

ANNUAL REPORT TO THE CONGRESS

THE EMPLOYMENT OF VETERANS IN THE FEDERAL GOVERNMENT FY 2004

Working for America



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
December 2005

Message from the Director of the U.S. Office of Personnel Management

The Office of Personnel Management (OPM) is pleased to report to both the Congress and the Nation that the Federal Government's commitment to veterans' preference in Federal employment remained strong in Fiscal Year (FY) 2004. The information provided in this annual report shows Federal agencies are continuing to employ veterans in the Federal workforce. Today, we as a Federal Government owe our veterans the utmost assurance that when they return from harm's way - - we will provide them their entitlement to veterans' preference based on their service.

As the President's chief advisor on Federal human capital, I am committed to ensuring that all Federal agencies uphold the core values of the merit system principles and support the hiring of veterans - - especially those men and women who return with disabilities caused by such dedicated service to our Nation. This commitment is not now nor ever will be a burden for us. Rather, this is an opportunity for Federal departments and agencies to support the hiring of qualified veterans to help us as an institution become more efficient and effective in serving our customers - the American people.

The following FY 2004 highlights reflect how the Federal Government is working towards providing veterans the opportunities to continue their service to the Nation:

- Veterans' representation of new hires increased 0.6 percent in full-time permanent positions from 33 percent in FY 2003 to 33.6 percent in FY 2004.
- 6.7 percent of all full-time permanent positions were filled by 30 Percent or More Disabled veterans.
- 30 Percent or More Disabled veterans' hiring increased 4.7 percent to 5,339 veterans in FY 2004 from the 5,101 veterans hired during FY 2003.
- Veterans as a representation in all new hire appointments increased by 0.9 percent from 18.2 percent in FY 2003 to 19.1 percent in FY 2004.

This annual report presents in detail the commitment by Federal agencies in ensuring actions are being taken for recruiting, training, and offering career developmental opportunities for veterans and especially veterans with disabilities.



Linda M. Springer
Director

“The United States has an obligation to assist veterans of the Armed Forces in readjusting to civilian life. The Federal Government is also continuously concerned with building an effective work force, and veterans constitute a uniquely qualified recruiting source. It is, therefore, the policy of the United States and the purpose of this section to promote the maximum of employment and job advancement opportunities within the Federal Government for qualified covered veterans who are qualified for such employment and advancement.”

[Section 4214(a)(1) of title 38, United States Code]

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Executive Summary

This report presents the state of veterans' employment within the Federal workforce during the Fiscal Year (FY) 2004 from October 1, 2003, through September 30, 2004.

- During FY 2004, employment in the Federal workforce increased by 0.9 percent with the overall Federal workforce growing from 1,794,415 in FY 2003 to 1,810,852 in FY 2004. In comparison with this growth, total veterans' employment increased 1.1 percent respectively from 449,009 to 453,725.
- Veterans also increased in their share of representation in new hire full-time, permanent positions from 33 percent in FY 2003 to 33.6 percent in FY 2004. As a percentage, this reflects in 6.7 percent disabled veterans, 4 percent Vietnam-Era veterans, and 3.7 percent for 30 Percent or More Disabled veterans.
- Veterans have shown a 0.9 percent increase in new, non-postal Federal hiring to 19.1 percent in FY 2004 as compared to the 18.2 percent in FY 2003.
- Agencies continued to show increased use of the Veterans Employment Opportunities Act (VEOA) of 1998. Veterans selected for employment using VEOA increased 12.4 percent to 12,205 in FY 2004 from 10,860 in FY 2003.
- 30 Percent or More Disabled veterans had been hired in greater numbers during FY 2004 (5,339), an increase of 4.7 percent, from the 5,101 in FY 2003. All 18 executive departments and 26 independent agencies with 500 or more employees exceeded the private sector representation rate of 0.7 percent for the hiring of disabled veterans.
- Disabled veterans represented 6.7 percent of the total full-time permanent new hire employees in FY 2004 - this was identical to the 6.7 percent in FY 2003.
- The Department of Defense (DoD) continues to be the largest single Federal employer of veterans. DoD employed 231,171 veterans (50.9 percent) of all Federal, non-postal veterans (453,725) in the Federal workforce. This is an increase of 0.5 percent from DoD's reported 50.4 percent in FY 2003 in the hiring of veterans. DoD accounted for the hiring of 54.7 percent of all disabled veterans; 56.4 percent of all 30 Percent or More Disabled veterans; and 53.4 percent of all Vietnam-era veterans within the Federal Government's workforce.
- Veterans received 63,441 (23.5 percent) of the 270,469 promotions in FY 2004. This was 0.5 percent higher than the previous year's 60,315 promotions. The Department of the Defense (consisting of the Army, Navy, Air Force, and Other Defense Activities) accounted for 90,378 (33.4 percent) of all promotions. During FY 2004, 13,477 disabled veterans were promoted. This was an 8.9 percent increase in the promotion rate from the 12,365 veterans' promotions in FY 2003.

OPM enthusiastically continued its outreach efforts throughout FY 2004. OPM continued to work with agencies to provide educational tools and publications to veterans about job opportunities in the Federal workforce. The Veteran Invitational Program continued to be refined and efforts put forth to reach as many of the military transition assistance program offices to increase veterans' knowledge of employment opportunities. This report will highlight some of these efforts by OPM and Federal departments and independent agencies in reaching out to the veteran community.

Statutory Changes Affecting the Employment of Veterans

- In 1998, Congress enacted the Veterans Employment Opportunities Act (VEOA), which has become an increasingly popular method of reaching veterans for employment purposes. When an agency accepts applications from outside its own workforce, VEOA allows preference eligibles and veterans to compete for these vacancies under agency merit promotion procedures. For VEOA purposes, veterans are those who have been separated under honorable conditions from the armed forces with 3 or more years of continuous active service. When selected, VEOA qualified individuals are given career or career conditional appointments. During FY 2004, there were 12,205 VEOA appointments - - an increase of 1,345 from the 10,860 VEOA appointments in FY 2003.
- The Jobs for Veterans Act of 2002 (Public Law 107-288), enacted on November 7, 2002, contained several significant changes to the Veterans Readjustment Appointments (VRA) program. Public Law 107-288 also replaced the title Veterans Readjustment Appointment authority and its 10-year eligibility period with the current title of Veterans Recruitment Appointment authority and created an unlimited eligibility period. Also, the new law changed the eligibility criteria for VRA appointments. This criteria included the following veterans as being eligible for VRA appointment:
 - Disabled veterans;
 - Veterans who served on active duty in the Armed Forces during a war, or in a campaign or expedition for which a campaign badge has been authorized;
 - Veterans who, while serving on active duty in the Armed Forces, participated in a military operation for which an Armed Forces Service Medal was awarded; and
 - “Recently separated veterans” – meaning veterans last separated from active duty within the past 3 years.

The VRA law permits appointments without regard to the amount of active duty service performed before the veteran’s last discharge. Previously, entitlement to VRA had required the last discharge to have been from active duty lasting 90 days or more. There were 6,306 VRA appointments in FY 2004, representing an increase of 402 VRA appointments (6.8 percent) as compared to the 5,904 VRA appointments made during the previous FY 2003.

Introduction

This report describes the employment and promotion of veterans in the Federal Government for Fiscal Year (FY) 2004. The Office of Personnel Management (OPM) submits this report pursuant to section 4214 of title 38 of the United States Code, which calls for an annual report on the employment of veterans in the Federal Government including each department, agency, and instrumentality in the Executive Branch, as well as the U.S. Postal Service, the Postal Rate Commission, and the Tennessee Valley Authority. For the purposes of this report, Executive Departments include the military departments and Department of Defense activities.

This is the second annual report detailing the implementation of the Jobs for Veterans Act of 2002 (Public law 107-288), enacted on November 7, 2002, which made several significant changes to the Veterans Recruitment Appointment (VRA) program as mentioned in the previous section.

This FY 2004 annual report presents information for categories including: (a) all veterans; (b) veterans entitled to disability compensation under the laws administered by the Department of Veterans Affairs or whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty; and (c) all other veterans.

Note: In past years, we have used FY 1996 as the base year for making multi-year trend and comparative analysis. In FY 1997, the preparers of the report changed the format to include comparisons to the previous year in addition to some instances of multi-year comparisons of activity from FY 1996 to the latest reporting year. That tradition has continued for several years.

However, during FY 2003, we moved to a 5-year point of reference for multi-year trend and comparative analysis. This year's annual report contains comparisons of FY 2004 veterans' activity to such activity in FY 2003, as well as presenting multi-year comparisons of veterans' activity to FY 2000. In presenting these comparisons within the scope of this report, the percentages used in narratives and tables are independently rounded and not forced to add up to 100 percent.

Data Sources

The primary 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. It does not include employees of the Congress, Library of Congress, Judicial Branch, White House Offices, Office of the Vice President, Central Intelligence Agency, National Geospatial-Intelligence Agency (formerly known as the National Imagery and Mapping Agency), National Security Agency, Defense Intelligence Agency, U.S. Postal Service (USPS), Postal Rate Commission (PRC), Board of Governors of the Federal Reserve, Tennessee Valley Authority (TVA), or the Department of Agriculture Extension Service. It also excludes those employees paid out of non-appropriated funds (e.g., employees of post exchanges in the Department of Defense) and non-citizen employees of the Government in foreign countries.

Although the USPS, PRC, and TVA were not in the CPDF, they provided data independently for this report. Numbers for USPS and TVA appear in this report but are not included in the Governmentwide averages. Unless otherwise noted, the Federal statistics reported in this FY 2004 report exclude the USPS.

There are two types of information in the CPDF used to identify veterans: veterans' preference and veterans' status. Veterans' preference is defined in 5 U.S.C. 2108 which determines if a person is entitled to statutory hiring preference under 5 U.S.C. 3309 and 3313. This primarily includes both disabled and combat veterans. Veterans' status indicates whether an individual is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active military, naval, or air service, and who was released or discharged therefrom under conditions other than dishonorable).

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

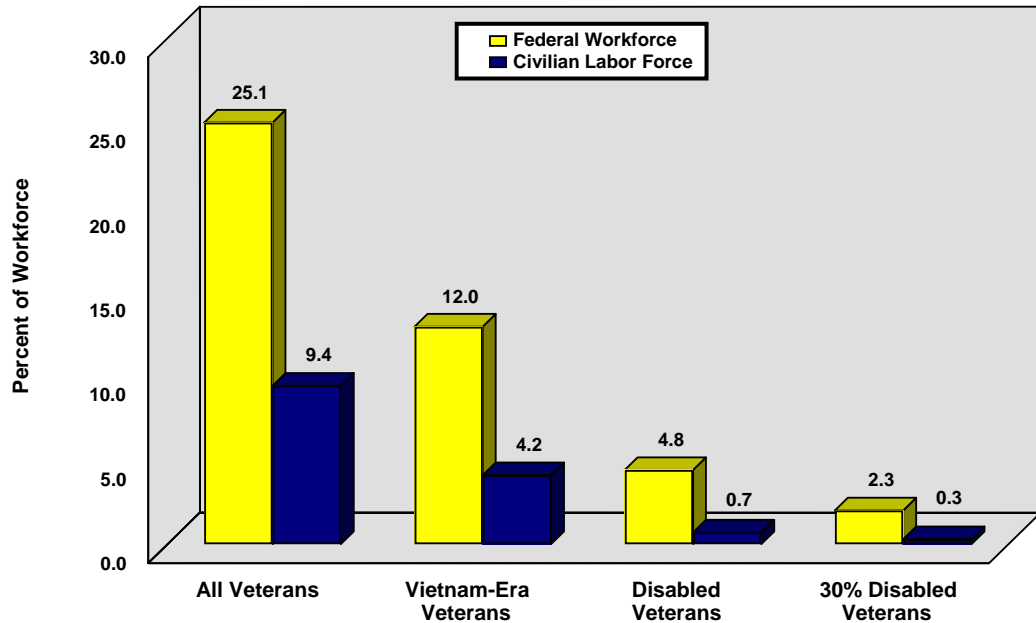
As of September 30, 2004, 90.7 percent of all Federal veteran employees were entitled to veterans' preference. This was a 2.6 percent increase from the 88.1 percent reported as of September 30, 2003.

The Civilian Labor Force (CLF) information regarding veterans was reported in the latest August 2003 special biennial supplement to the 2002 Current Population Survey (CPS) conducted for the Department of Labor's Bureau of Labor Statistics by the Bureau of the Census.

The CPS's special biennial supplement shows that veterans comprise 9.4 percent of the CLF. In addition, the percentages of the CLF for Vietnam-era veterans, disabled veterans, and 30 Percent or More Disabled veterans were 4.2 percent, 0.7 percent, and 0.3 percent, respectively (Figure 1, page 6).

This FY 2004 annual report examines OPM's CPDF statistics for 18 executive departments and the 26 independent agencies that have 500 or more employees.

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



Note: Civilian Labor Force (CLF) represents men and women ages 18 years and over.

Source: CLF data for all veterans came from the 2003 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 came from the August 2003 Veterans Supplement to the CPS. Federal data are from the U.S. Office of Personnel Management's Central Personnel Data File (CPDF) as of September 2004.

Status of Veterans in the Federal Non-Postal Workforce

Veterans

The Federal Government's overall workforce increased by 16,437 (1 percent) from 1,794,415 in FY 2003 to 1,810,852 in FY 2004. Over the same period, representation of veteran employees in the Federal workforce compared with the civilian workforce showed slight decreases in the two categories of All Veterans and Vietnam-Era Veterans with increases in both Disabled Veterans and 30% Disabled Veterans (Figure 1, above).

In reviewing CLF data in Figure 1 above, all veterans, as a percentage of the total employees in the Federal workforce, increased to 25.1 percent from 25 percent in FY 2003. During FY 2000, all veterans totaled 26.1 percent in comparison with FY 2004 reflecting in the 1.0 percent decrease over time to FY 2004's current 25.1 percent.

The 4.8 percent representation of disabled veterans in Federal civilian service during FY 2004 shows an increase of 0.4 percent from the 4.4 percent reported in FY 2003. In comparing the FY 2004 percentage with the 4.6 percent of disabled veterans reported in FY 2000, Figure 1 shows a 0.2 percent increase in disabled veterans in civil service.

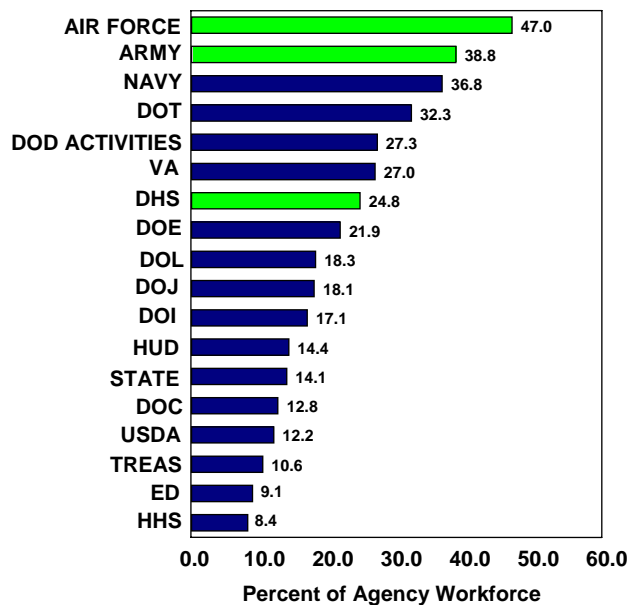
The Department of Defense's (DoD) civilian workforce (Army, Navy, Air Force, and DoD Activities) had an increase of 4,778 veteran employees--up from 226,393 in FY 2003 to 231,171 in FY 2004. DoD employed over 33.5 percent (606,661 employees) of the non-Postal Federal civilian workforce. This was an increase of 0.5 percent from FY 2003. DoD accounted for employing 231,171 veterans, or 50.9 percent, of the 453,725 total veterans in Federal Government during FY 2004 and this, too, was an increase of 0.5 percent from FY 2003.

Figure 2, below, shows the percentage of veterans in each of the 18 executive departments, while Figure 3, page 8, gives the percentage of veterans in each of the 26 independent agencies with 500 or more employees. The key to Federal agency abbreviations used throughout this report is on pages 47 and 48.

DoD, Department of Transportation (DOT), Department of Veterans Affairs (VA), Department of Homeland Security (DHS), and the Department of Energy (DOE) were the five executive departments with the highest percentage of veterans in the workforce. The percentages ranged from a high of 47 percent to 21.9 percent in the employment of veterans for these agencies (Figure 2, below).

During FY 2004, the percentage of veterans in non-Postal Federal agencies exceeded the CLF rate (9.4 percent) in 16 of 18 executive departments and in 17 of 26 independent agencies (Figures 2, below, and Figure 3, page 8, respectively).

Figure 2
Representation of Veterans in Federal Executive Departments



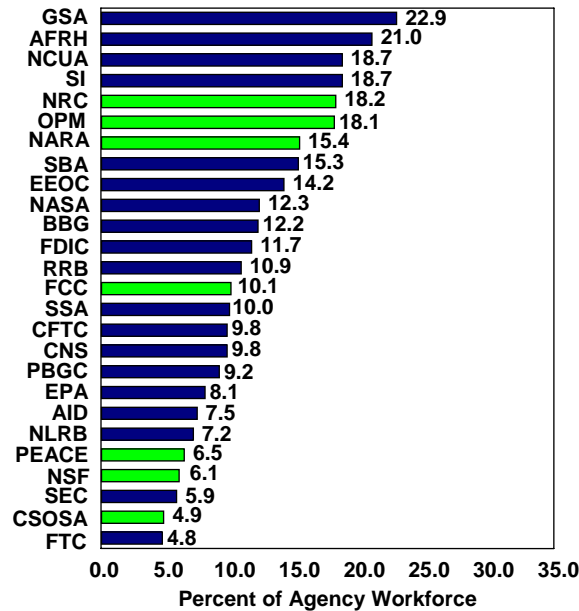
Source: U.S. Office of Personnel Management's Central Personnel Data File.

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

As shown in Figure 2 above, three executive departments: Air Force, Army, and DHS, employed veterans at a higher percentage than they did in FY 2003. The increases were 0.7, 4.4, and 0.6 percent, respectively.

In Figure 3, the independent agencies with 500 or more employees are shown by percentage in workforce representation of veterans. The eight independent agencies with the highest percentage of veterans were: the General Services Administration (GSA), Armed Forces Retirement Home (AFRH), National Credit Union Administration (NCUA), Smithsonian Institution (SI), Nuclear Regulatory Commission (NRC), Office of Personnel Management (OPM), National Archives and Records Administration (NARA), and the Small Business Administration (SBA). The percentages of veterans for these eight agencies ranged from 22.9 percent (GSA) to 15.3 percent (SBA) (Figure 3).

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.

Seven of the independent agencies: NRC, OPM, NARA, Federal Communications Commission (FCC), PEACE, NSF, and Court Services and Offender Supervision Agency (CSOSA) showed percentage increases in veterans during FY 2004 from the previous FY 2003. The increases ranged from 0.1 percent to 0.5 percent.

Disabled Veterans

During FY 2004, the employment of disabled veterans in the Federal non-Postal workforce totaled 87,390 individuals. This was a net 11.4 percent increase, or 8,940 total disabled veterans, from the 78,450 total disabled veterans employed in all Federal agencies during FY 2003.

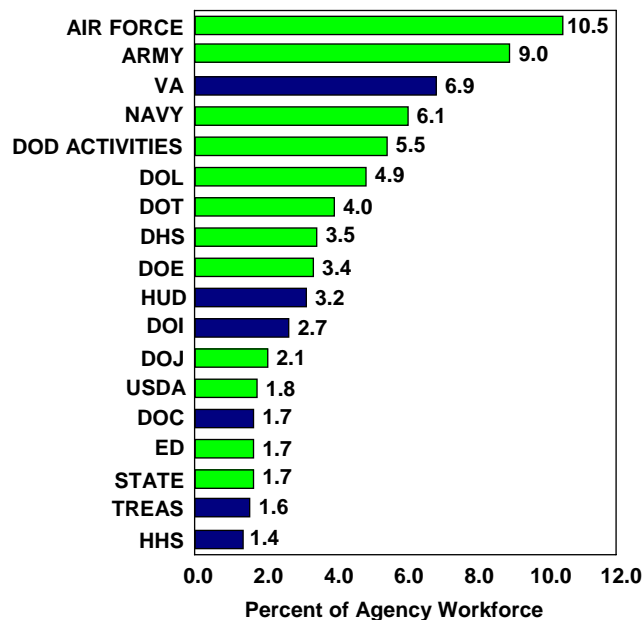
DoD continues to employ the largest number of disabled veterans (47,835 or 54.7 percent of the total Federal workforce's 87,390 disabled veterans). VA is the second leading executive department employing 16,355 (18.7 percent) disabled veterans. Together, these two departments employed 64,190 (73.5 percent) of all disabled

veterans in the Federal civilian workforce. DoD and VA had a combined employment of 46.6 percent (842,919 employees) of the total Federal non-Postal civilian workforce.

The percentage of disabled veterans in each of the 18 executive departments and 26 independent agencies is shown in Figure 4 (below) and Figure 5, page 10. Disabled veterans employment data for FY 2004 indicate that all 18 executive departments and 25 of the 26 independent agencies with 500 or more employees equaled or exceeded the CLF representation rate of 0.7 percent for disabled veterans. Figure 5 shows the Federal Trade Commission (FTC) fell short of equaling the representation rate with 0.6 percent.

In Figure 4 below, during FY 2004, there were 12 executive departments that employed a higher percentage of disabled veterans than they had in FY 2003. The percentage increases ranged from 0.1 to 2.8 with Navy having the largest increase of 2.8 percent.

Figure 4
Representation of Disabled Veterans in Federal Executive Departments



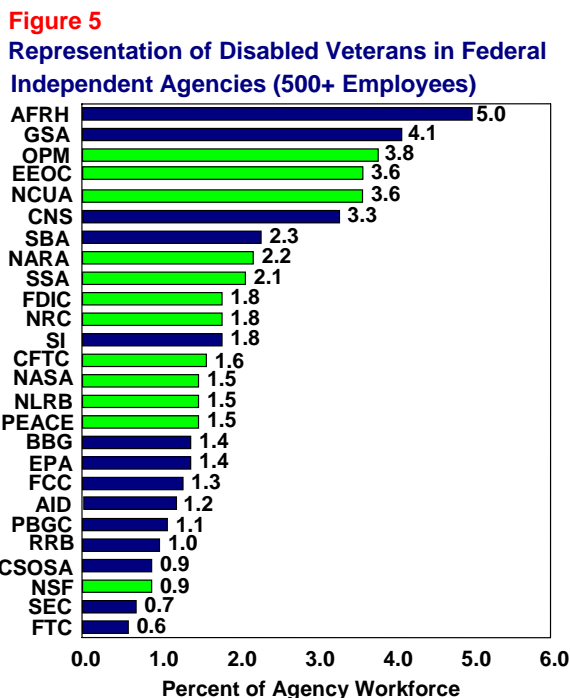
Source: U.S. Office of Personnel Management's Central Personnel Data File

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

Figure 5, page 10, displays the representation of disabled veterans in Federal independent agencies with 500 or more employees. There were 11 independent agencies during FY 2004 that showed increases in the hiring of disabled veterans. These increases in employment of disabled veterans ranged from 0.1 to 0.9 percent. OPM with 3.8 percent had the largest increase of 0.9 percent from FY 2003.

The top five Federal independent agencies with the highest percentage of disabled veterans for FY 2004 were AFRH, GSA, OPM, EEOC, and NCUA (Figure 5, page 10). In comparison with FY 2003, the AFRH declined 1.1 percent; GSA remained the same;

OPM increased by 0.9 percent; Equal Employment Opportunity Commission (EEOC) increased by 0.2 percent; and NCUA increased by 0.2 percent.



30 Percent or More Disabled Veterans

The percentage of 30 Percent or More Disabled veterans employed in executive departments and independent agencies is shown in Figure 6 and Figure 7 on page 11. The findings in both of these Figures show that all 18 executive departments and 22 of the 26 independent agencies with 500 or more employees equaled or exceeded the CLF representation rate (0.3 percent) for 30 Percent or More Disabled veterans.

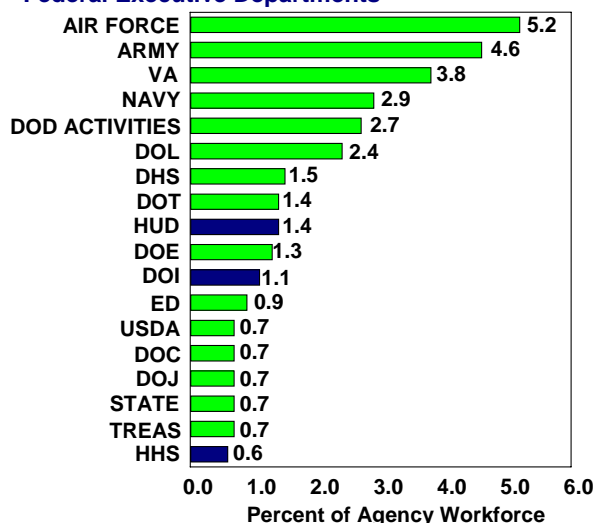
Fifteen executive departments showed increases in their percentage of 30 Percent or More Disabled veterans as a representation of their agency workforces during FY 2004. From FY 2003, the percentage increases for these executive departments ranged between 0.1 to 1.5 percent. Navy had the largest increase moving from 1.4 percent in FY 2003 to 2.9 percent in FY 2004.

Two departments, DoD (23,694) and VA (8,908), employed 77.6 percent (32,602) of all 30 Percent or More Disabled veterans (42,010) in the non-Postal Federal workforce during FY 2004 (Figure 6, page 11).

The executive departments with the highest percentage change in their representation of disabled veterans for FY 2004, in addition to the Navy, were the Air Force (0.5 percent),

Army (0.4 percent), and Department of Education (ED) (0.4 percent). In Figure 6, DoD (consisting of the Army, Navy, Air Force, and DoD activities) represented four of the top five executive departments in representation of 30 Percent or More Disabled veterans.

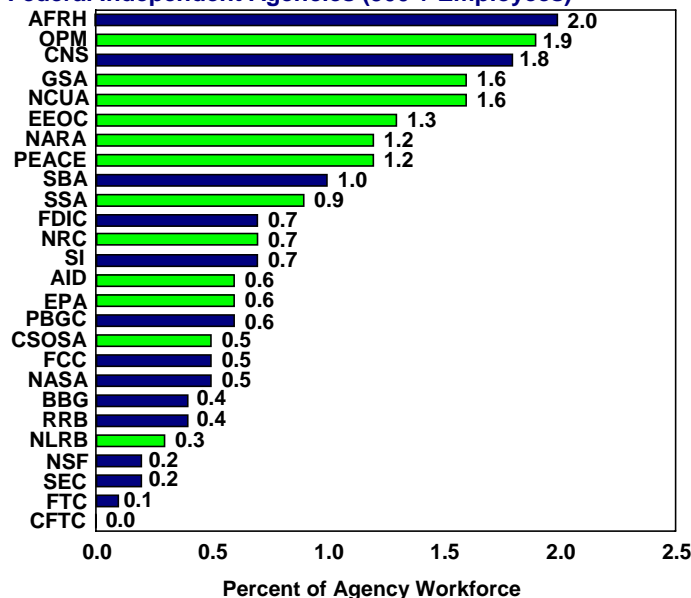
Figure 6
Representation of 30 Percent or More Disabled Veterans in Federal Executive Departments



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

Figure 7 illustrates there were 12 independent agencies showing increases during FY 2004 in the percentage of 30 Percent or More Disabled veterans within their workforces. The range of increase for these 12 agencies was from 0.1 percent to 0.4 percent. Three agencies that showed 0.4 percent increases were NARA, NCUA, and OPM.

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.

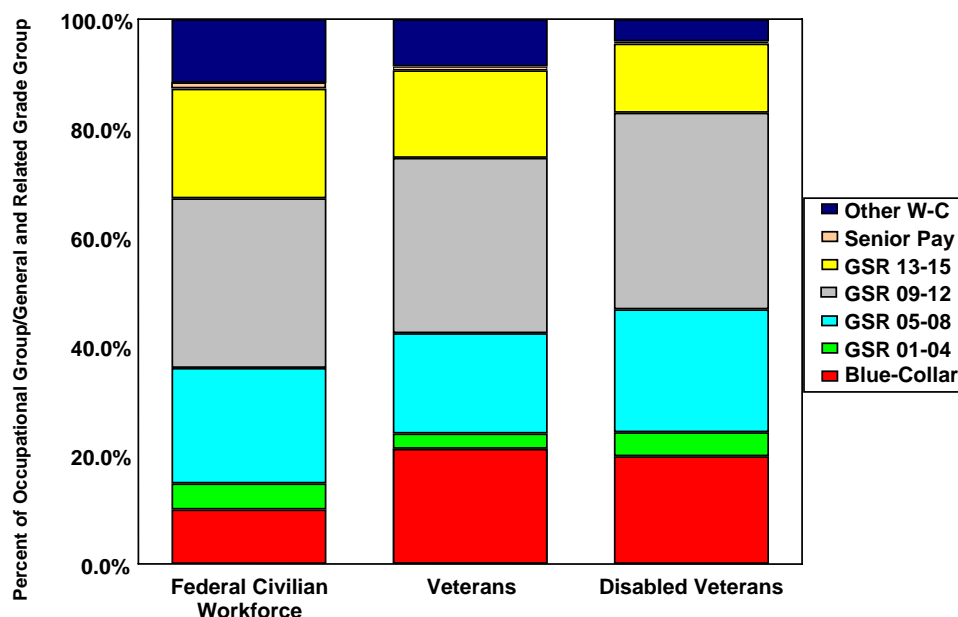
The total number of 30 Percent or More Disabled veterans employed in the Federal civilian workforce increased from 35,901 in FY 2003 to 42,010 employees in FY 2004, representing a 17 percent increase.

In the representation of 30 Percent or More Disabled veterans in the Federal civilian workforce, as a percentage of all employees, this showed an increase of 0.37 percent (238) from the 5,101 (2.03 percent) in FY 2003 to 5,339 (2.4 percent) in FY 2004. This was a 4.7 percent increase of 30 Percent or More Disabled veterans from FY 2003.

Grade and Occupational Distribution of Veterans

Figure 8, below, shows the distribution of veterans and disabled veterans in the Federal civilian workforce across Federal pay systems, grade levels, and occupational groupings. These include blue-collar, white-collar (W-C) General Schedule and Related (GSR) Pay Plans (GSR 1 to GSR 15), as well as the senior pay level and other groups not subject to title 5 pay systems--such as demonstration projects. As shown below, veterans (and especially disabled veterans) continued to remain prominent in both blue-collar jobs and in white-collar jobs at grades GS-9-12.

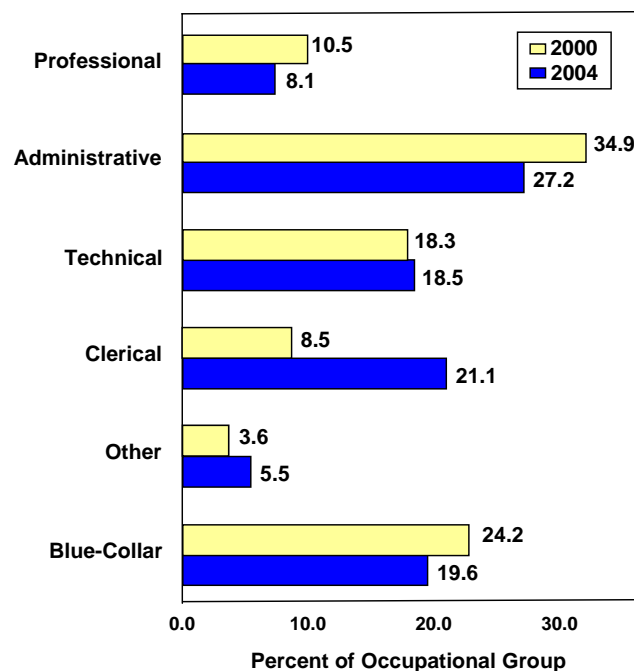
Figure 8
Veterans and Disabled Veterans Compared to Total Federal Civilian Workforce
by Blue-Collar and White-Collar Pay Groups



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

Figure 9, page 13, shows the percentage distribution of disabled veteran employment between FY 2000 and FY 2004 by occupational category. Over this 5-year period, there have been changes in the occupational distribution of disabled veterans employed in professional, administrative, technical, clerical, other, and blue-collar occupations:

- The percentage of disabled veterans decreased 2.4 percent from 10.5 percent in FY 2000 to 8.1 percent during FY 2004 in the professional occupations.
- The percentage of disabled veterans decreased 7.7 percent in administrative occupations, from 34.9 percent to 27.2 percent.
- In technical occupations, the percentage of disabled veterans remained relatively stable increasing 0.2 percent from 18.3 percent to 18.5 percent.
- Disabled veterans in clerical occupations increased 12.6 percent from 8.5 percent in FY 2000 to 21.1 percent in FY 2004.
- The percentage of disabled veterans decreased in blue-collar occupations 4.6 percent from 24.2 percent to 19.6 percent.

Figure 9**Disabled Veteran Employment Distribution by Occupational Category**

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

During FY 2004, CPDF data shows that more male veterans were employed in the administrative (33.74 percent), white collar other category, and blue-collar (24.4 percent) occupations than women. Women veterans were employed more in the professional (16.5 percent), technical (30.5 percent), and clerical (16.7 percent) occupations.

The CPDF data shows that 139,804 veterans (30.8 percent) of the total veterans' population in the Federal workforce (453,725) possessed a 4-year or more college degree during FY 2004. In comparison by veterans' gender, there were 123,243 men

and 16,561 women, having a college degree. During FY 2003, there were 138,681 total veterans (123,517 men and 15,164 women) reported in the CPDF as having a college degree.

Overall, there was a increase of 1,123 college degrees from FY 2003 to FY 2004 for all veterans that have a college degree in Federal Government. Male veterans with college degrees declined in FY 2004 by 274 from FY 2003 whereas women veterans with college degrees increased by 1,397 in FY 2004.

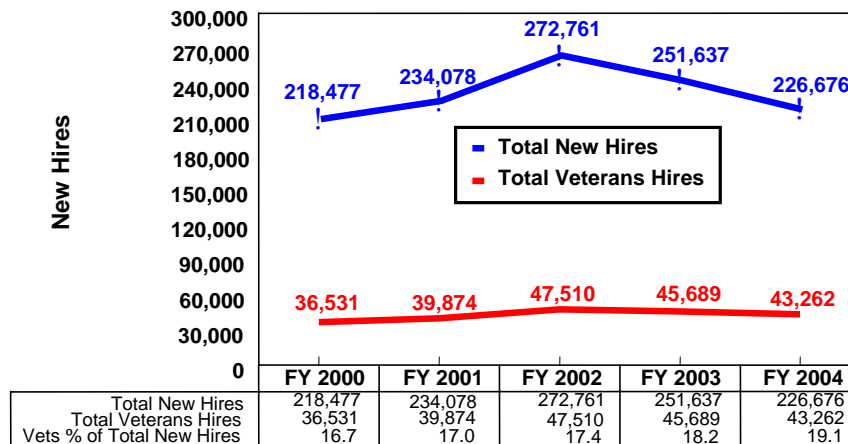
Among female veterans age 20 or older, there were 16,561 female veterans who completed 4 or more years of college compared to 275,761 for female non-veterans. Among male veterans age 20 or older, there were 123,243 who completed 4 or more years of college compared to 331,215 for male non-veterans.

Hiring of Veterans in the Federal Non-Postal Workforce in FY 2004

Figure 10 shows between FY 2000 and FY 2004 the total number of new hires in the Federal Government (including part-time and intermittent employees) rose from 218,477 to 226,676 -- a 3.8 percent increase over 5 years. Figure 10 shows the percentage of veterans among all new hires from FY 2000 to FY 2004 rose from 36,531 to 43,262. This represents an 18.4 percent growth in total veteran new hires from FY 2000.

Figure 10

Veterans Percentage of Total New Hires in the Federal Workforce from FY 2000 – FY 2004



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

Figure 11, page 15, illustrates the distribution of veteran and non-veteran new hires across the occupational categories of professional, administrative, technical, clerical, other, and blue collar employees.

Governmentwide, the number of all Federal employee new hires decreased by 24,961 (9.9 percent) from 251,637 in FY 2003 to 226,676 in FY 2004. The total number of new veteran hires decreased by 2,427 (5.3 percent) from 45,689 in FY 2003 to 43,262 in FY

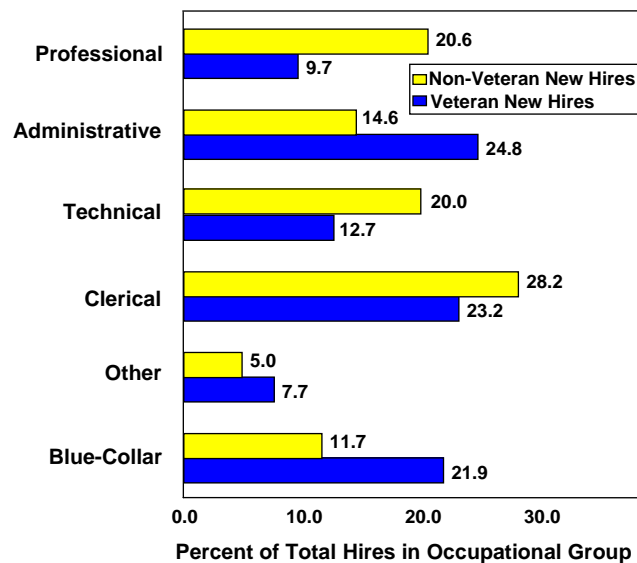
2004. However, as a percentage of all Federal new hires, veteran new hires increased by 0.9 percent from 18.16 percent in FY 2003 to 19.1 percent in FY 2004.

*In FY 2004, 9.7 percent of all new veteran hires were in professional occupations. The predominant occupations for new veteran hires during FY 2004 were in the administrative (24.8 percent) and clerical occupations (23.2 percent) (Figure 11).

In comparing FY 2003 to FY 2004, new veteran hires increased 0.7 percent in both the professional and technical occupational categories and 0.3 percent in blue-collar occupations. During this same period, new veteran hires declined 0.8 percent in the clerical occupation and 0.3 percent in the administrative occupation.

*Comparing FY 2000 to FY 2004 by occupational category, the percentage of total veteran new hires remained relatively constant in professional (from 9.9 percent to 9.7 percent), increased in administrative (from 20.8 percent to 24.8 percent), decreased in technical (from 19.3 percent to 12.7 percent), increased in clerical (from 16.1 percent to 23.2 percent), and decreased in blue collar (from 25.7 percent to 21.9 percent) occupations. The largest increases, relative to FY 2000, were in the administrative and clerical occupations (4 percent and 7 percent, respectively).

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



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

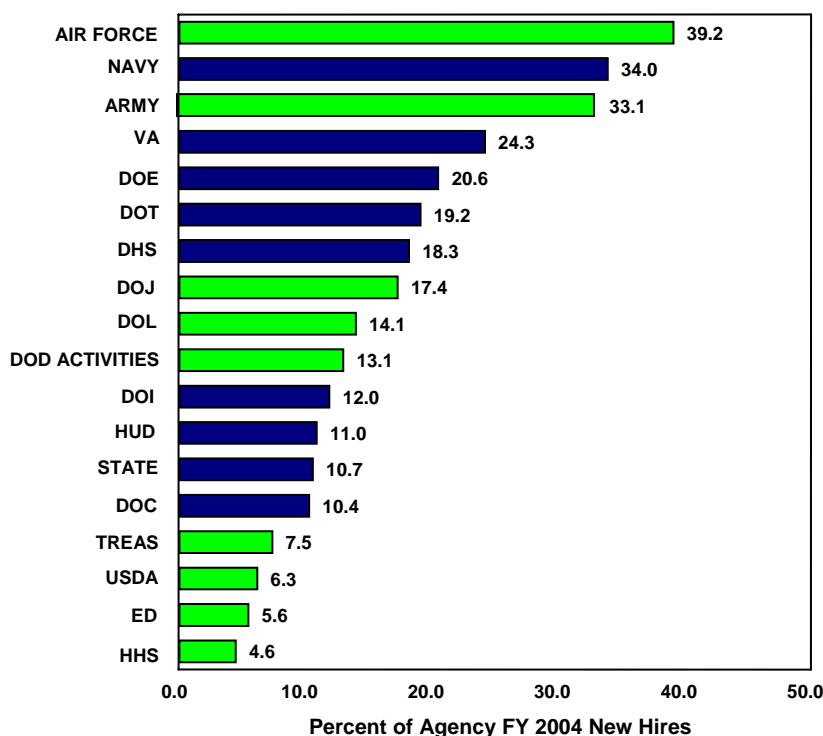
*These paragraphs were corrected on January 23, 2006.

New Hires by Departments and Agencies

Veterans

The percentages of new veteran hires in executive departments and independent agencies are shown in Figure 12 and Figure 13 on pages 16 and 17, respectively.

- Nine executive departments showed increases in new veteran hires in FY 2004, with the increases ranging from 0.5 to 13.7 percent (Figure 12, below).
- Of all executive departments, in FY 2004 DoD (consisting of the Army, Navy, Air Force, and DoD activities) accounted for nearly half (20,934, or 47.1 percent) of all new veteran hires. DoD further accounted for 29.4 percent of all Federal hires.
- The non-DoD departments with the highest percentage of newly hired veterans within their workforce populations were VA (24.3 percent), DOE (20.6 percent), DOT (19.2 percent), DHS (18.3 percent), Department of Justice (DOJ) (17.4 percent), and Department of Labor (DOL) (14.1 percent) (Figure 12).
- Eleven independent agencies showed increases in new veteran hires in FY 2004, with the increases ranging from 0.3 to 6.0 percent (Figure 13, page 17).

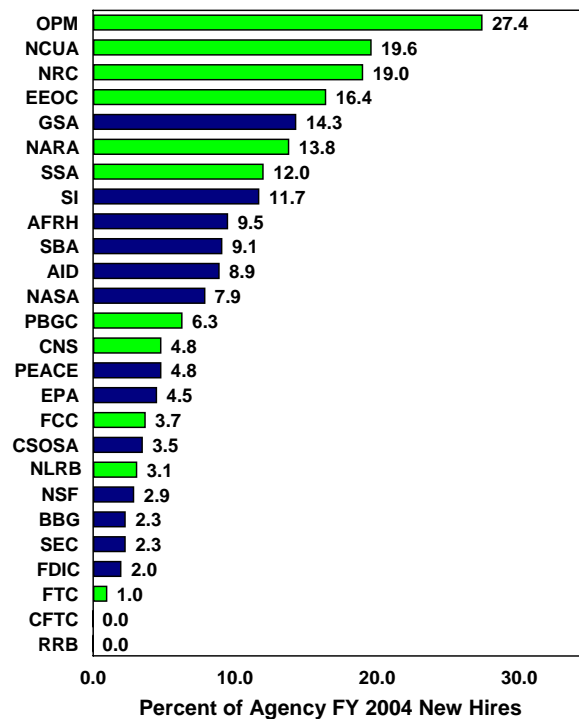
Figure 12**New Veteran Hires in Federal Executive Departments**

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

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

Figure 13, page 17, shows the independent agencies with the highest percentage of new veteran hires as OPM (22.8 percent), RRB (20.0 percent), EEOC (15.8 percent), GSA (14.7 percent), NRC (14.5 percent), SBA (14.3 percent), NARA (12.5 percent), and SI (12.0 percent).

Figure 13
New Veteran Hires 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.

In reviewing hiring, Table 1 (page 18) summarizes the Federal hiring trends from FY 2000 through FY 2004 for new veteran hires by selected veteran population. Table 2 (page 18) shows Full-Time Permanent (FTP) hires for the same period and veteran population.

During FY 2004, veterans represented 19.1 percent of all new hires in the Federal Government (Table 1) and 33.6 percent of all FTP new hires (Table 2). As Table 1 indicates, for the third consecutive fiscal year (i.e., 2002, 2003, and 2004) the total number of all Federal new hires and veteran hires decreased. However, as Table 1 shows, the percentage of veteran hires has increased for the fifth consecutive fiscal year.

Table 1, page 18, shows the FY 2000 baseline with 16.7 percent and increasing incrementally in veteran hires to 19.1 percent in FY 2004. From FY 2002 through FY 2004, Table 1 shows the percentage of both disabled veterans and 30 Percent or More Disabled veterans as increasing in the percentages of all employees hired and of all veterans hired. As shown in Table 1, Vietnam-Era veterans have been declining in numbers over the past five fiscal years as both a percent of all employees and as a percent of all veterans.

| Table 1 | | | | | |
|---------------------------------------|----------------|----------------|----------------|----------------|----------------|
| New Veteran Hires: 2000-2004 | | | | | |
| Total New Hire Data | FY 2000 | FY 2001 | FY 2002 | FY 2003 | FY 2004 |
| All Federal Hires | 218,477 | 234,078 | 272,761 | 251,637 | 226,676 |
| Veteran Hires | 36,531 | 39,874 | 47,510 | 45,689 | 43,262 |
| Pct of All Feds Hired | 16.7% | 17.0% | 17.4% | 18.2% | 19.1% |
| Vietnam-Era Veteran Hires | 10,741 | 11,217 | 9,411 | 8,339 | 7,304 |
| Pct of All Employees Hired | 4.9% | 4.8% | 3.5% | 3.3% | 3.2% |
| Pct of All Veterans Hired | 29.4% | 28.1% | 19.8% | 18.3% | 16.9% |
| Disabled Veteran Hires | 6,784 | 7,495 | 7,878 | 8,943 | 9,031 |
| Pct of All Employees Hired | 3.1% | 3.2% | 2.9% | 3.6% | 4.00% |
| Pct of All Veterans Hired | 18.6% | 18.8% | 16.6% | 19.6% | 20.9% |
| 30%+ Disabled Veteran Hires | 3,476 | 4,035 | 4,370 | 5,101 | 5,339 |
| Pct of All Employees Hired | 1.6% | 1.7% | 1.6% | 2.0% | 2.4% |
| Pct of All Veterans Hired | 9.5% | 10.1% | 9.2% | 11.2% | 12.3% |
| Pct of All Disabled Vets Hired | 51.2% | 53.8% | 55.5% | 57.0% | 59.1% |

| Table 2 | | | | | |
|---|----------------|----------------|----------------|----------------|----------------|
| New FTP Veteran Hires: 2000-2004 | | | | | |
| Full Time Permanent | | | | | |
| (FTP) New Hire Data | FY 2000 | FY 2001 | FY 2002 | FY 2003 | FY 2004 |
| All Federal Hires | 64,276 | 78,315 | 119,871 | 79,179 | 76,065 |
| Veteran Hires | 19,997 | 24,301 | 31,325 | 26,099 | 25,548 |
| Pct of All Feds Hired | 31.1% | 31.0% | 26.1% | 33.0% | 33.6% |
| Vietnam-Era Veteran Hires | 4,810 | 5,697 | 5,157 | 3,336 | 3,009 |
| Pct of All Employees Hired | 7.5% | 7.3% | 4.3% | 4.3% | 4.0% |
| Pct of All Veterans Hired | 24.1% | 23.4% | 16.5% | 12.9% | 11.8% |
| Disabled Veteran Hires | 3,493 | 1,220 | 4,491 | 5,288 | 5,123 |
| Pct of All Employees Hired | 5.4% | 1.6% | 3.7% | 6.7% | 6.7% |
| Pct of All Veterans Hired | 17.5% | 5.0% | 14.3% | 20.3% | 20.1% |
| 30%+ Disabled Veteran Hires | 1,656 | 592 | 2,314 | 2,742 | 2,834 |
| Pct of All Employees Hired | 2.6% | 0.8% | 1.9% | 3.5% | 3.7% |
| Pct of All Veterans Hired | 8.3% | 2.4% | 7.4% | 10.5% | 11.1% |
| Pct of All Disabled Vets Hired | 47.4% | 48.5% | 51.5% | 51.9% | 55.3% |

The percentage of FTP veteran new hires as a percentage of all Federal hires averaged 30.9 percent over the five fiscal years since FY 2000. The highest percentage of 33.6 percent was in FY 2004. This was an increase of 0.6 percent from FY 2003's reported 33.0 percent.

The data showing the hiring of 30 Percent or More Disabled veterans over the last four years as shown in Table 2 indicates that from FY 2001 through FY 2004, 30 Percent or More Disabled veterans continued to increase in representation. The representation is shown as a percentage of all FTP employees hired in the categories of (1) all employees hired, (2) all veterans hired, and in (3) all disabled veterans hired (Table 2, page 18).

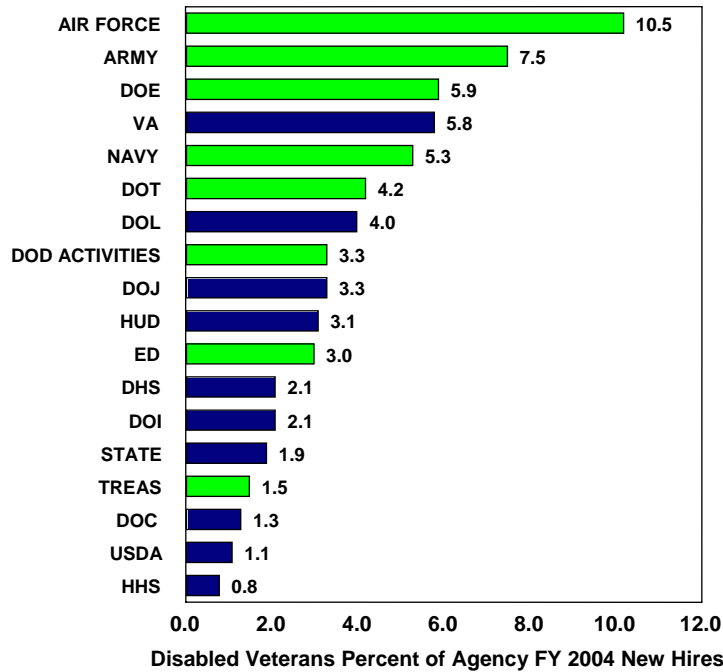
Disabled Veterans

Of the 453,725 total veterans on board as of September 30, 2004, in the Federal Government, 87,390 (4.8 percent) were disabled veterans. During this same period, there were 9,031 new hires Governmentwide of disabled veterans representing 4.0 percent of all new employees hired (226,676) compared to 3.6 percent during FY 2003 (see Table 1, page 18). This 0.4 percent indicates an increase in the hiring of disabled veterans during FY 2004.

Figure 14, page 20, provides the percentages of new disabled veteran hires in Federal executive departments. Figure 15, page 20 provides similar statistics for Federal independent agencies.

- DoD (Army, Navy, Air Force, and DoD Activities) was the leader in all disabled veteran new hires within the Federal executive departments with 4,944 (54.7 percent) of the total disabled veterans (9,031). VA was second with 1,833 (20.3 percent) disabled veteran new hires.
- Eight executive departments and 10 independent agencies showed increases in their representation of disabled veteran hires during FY 2004. These increases from FY 2003 for the executive departments ranged from 0.3 to 4.6 percent, while the increases for the independent agencies ranged from 0.1 to 6.8 percent.
- In executive departments, DOT had the largest increase as a department in the new hires of disabled veterans from 0.7 percent in FY 2003 to 4.2 percent in FY 2004 (3.5 percent increase).
- OPM achieved the highest growth in new hiring of disabled veterans (6.8 percent increase) for all independent agencies from 3.8 percent in FY 2003 to 10.6 percent in FY 2004.

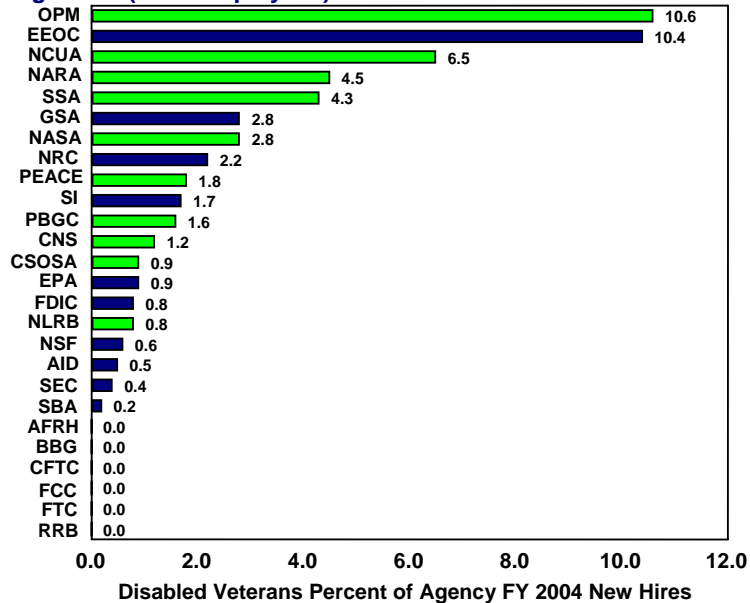
Figure 14
New Hires of Disabled Veterans in Federal Executive Agencies



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

As shown in Figure 15, the three Federal independent agencies leading in the hiring of disabled veterans during FY 2004 were OPM (10.6 percent), EEOC (10.4 percent), and NCUA (6.5 percent). Ten agencies showed higher percentages than FY 2003 in the hiring of disabled veterans (Figure 15).

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



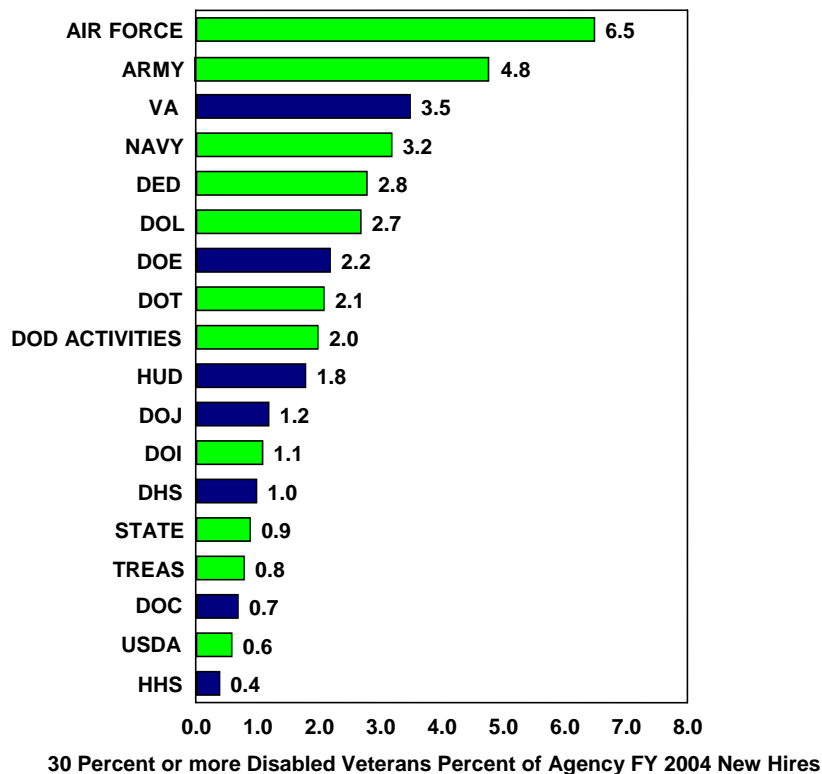
Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percent than the previous year.

30 Percent or More Disabled Veterans

As shown in Table 1, there were 5,339 30 Percent or More Disabled veterans hired in FY 2004. This represented 2.4 percent of all employees hired compared to 2.0 percent in FY 2003 (Table 1, page 17). The increase of 238, from the 5,101 new veteran hires during FY 2003, shows consistency in the growing percentages from FY 2000 through FY 2004 even during times when the Federal Government’s overall hiring had decreased. Table 1 further shows that Federal agencies are considering and hiring 30 Percent or More Disabled veterans at increasing rates (see Table 1, page 17).

Figure 16 shows the new hires percentages of 30 Percent or More Disabled veterans in executive departments in FY 2004. Eleven executive departments reported an increase in the representation of 30 Percent or More Disabled veterans from their FY 2004 hiring data, as compared to FY 2003, with increases ranging from 0.1 to 2.3 percent. The Department of Education (of all the non-military departments) had the largest increase with 2.3 percent among all executive departments.

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

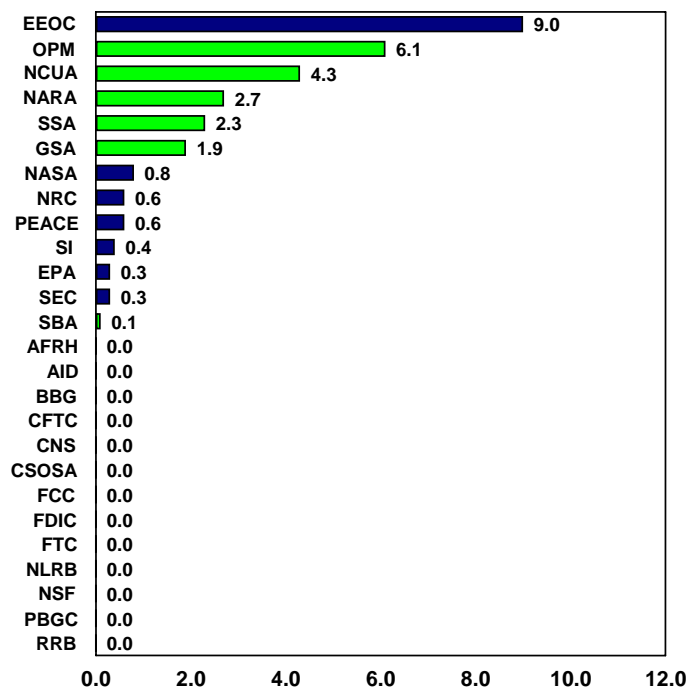


Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percent than the previous year.

Figure 17, below, shows that six independent agencies (e.g., OPM, NCUA, NARA, Social Security Administration (SSA), GSA, and SBA) have increased representation of 30 Percent or More Disabled veterans during FY 2004 as compared to FY 2003. The percentage increases in these six independent agencies ranged from 0.1 to 4.3 percent. NCUA had the largest increase of 4.3 percent change from its FY 2003 percentage of the independent agencies. Thirteen independent agencies reported no hiring activity for 30 Percent or More Disabled veterans as shown in Figure 17, below.

Figure 17

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



30 Percent or more Disabled Veterans Percent of Agency FY 2004 New Hires

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

Green - 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, OPM encourages agencies to support our nation's eligible veterans by making direct appointments under special hiring authorities such as the VRA, 30 Percent or More Disabled Veterans Program, and the appointing authorities for persons with disabilities.

The VRA is a special authority by which agencies can appoint an eligible veteran without competition. This is an excepted appointment to a position that is otherwise in the competitive service. After 2 years of satisfactory service, the veteran is converted to a career-conditional appointment in the competitive service. VRA eligibles may be appointed to any position for which qualified up to GS-11 or equivalent (the promotion

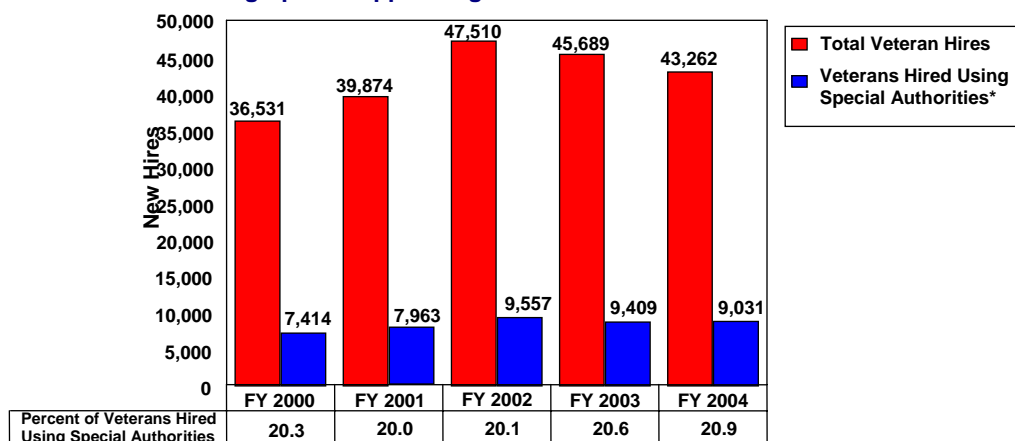
potential of the position is not a factor). The veteran must meet the qualification requirements for the position.

Under the 30 Percent or More Disabled Veteran Program, individuals may be given a temporary or term appointment to any position for which qualified. After demonstrating satisfactory performance, the disabled veteran may be converted to a career-conditional appointment. Unlike the VRA, there is no grade limitation when using the 30 Percent or More Disabled veterans' appointment authority.

These appointing authorities and their usage is discretionary by the agency. Figure 18, below, provides the percentage of veterans hired using the special hiring authorities (i.e., VRA and 30 Percent or More Disabled veteran) during FY 2004. FY 2004 special appointing authorities' data for veterans are:

- VRA and the 30 Percent or More Disabled veterans appointing authorities accounted for 20.9 percent (9,031) of all veteran new hires. This is the highest percentage in the last five fiscal years as shown in Figure 18.
- The actual number of veterans hired under these appointing authorities decreased to 9,031 during FY 2004 compared to 9,409 during FY 2003 (Figure 18).
- In comparison, from FY 2000 through FY 2004, the use of special appointing authorities in hiring veterans has remained relatively constant. The lowest percentage occurred during FY 2000 (20.0 percent) and the highest during FY 2004 (20.9 percent). The average percentage for these five fiscal years' data on special appointing authorities is 20.4 percent. As shown in Figure 18, the percentages in the new hiring of veterans using these special appointing authorities has been increasing each fiscal year from FY 2000 through FY 2004.

Figure 18
Veterans Hired Using Special Appointing Authorities FY 2000 - FY 2004

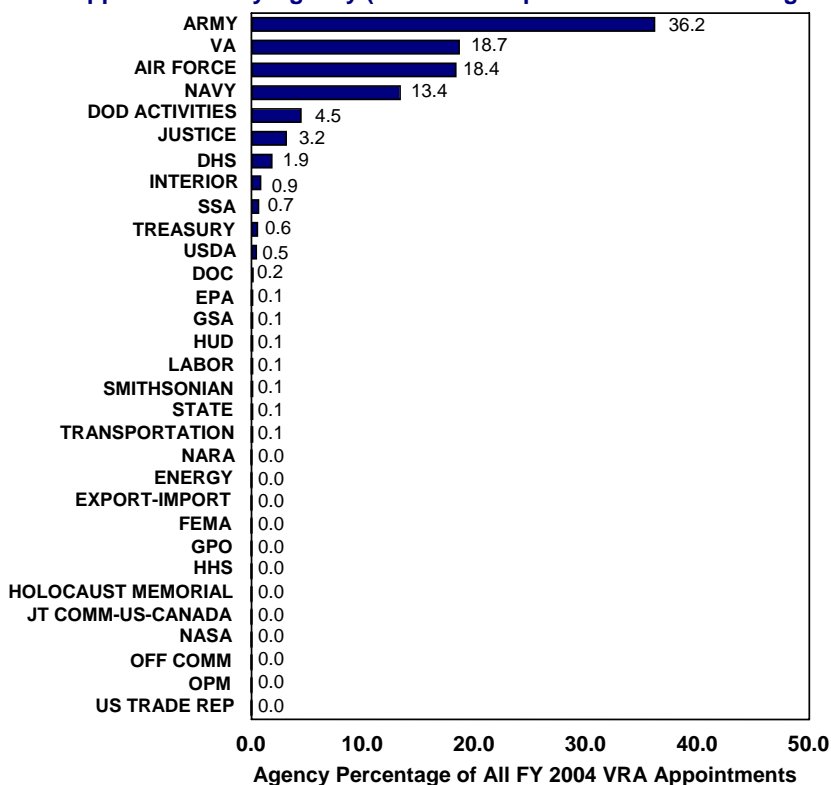


Source: U.S. Office of Personnel Management's Central Personnel Data File

Figure 19, provides the distribution of total VRA appointments across executive departments and independent agencies. DoD as a whole accounted for 72.5 percent of all FY 2004 VRA appointments. The Army had the highest usage of all agencies with 36.2 percent. VA was the second highest agency that made use of VRA appointments with 18.7 percent. VA was the second highest agency that made use of VRA appointments with 18.7 percent. Twelve agencies reported no activity (0.0 percent) using the VRA appointment authority as shown in Figure 19.

Figure 19

VRA Appointments by Agency (Executive Departments and Other Agencies)



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

VEOA Activity

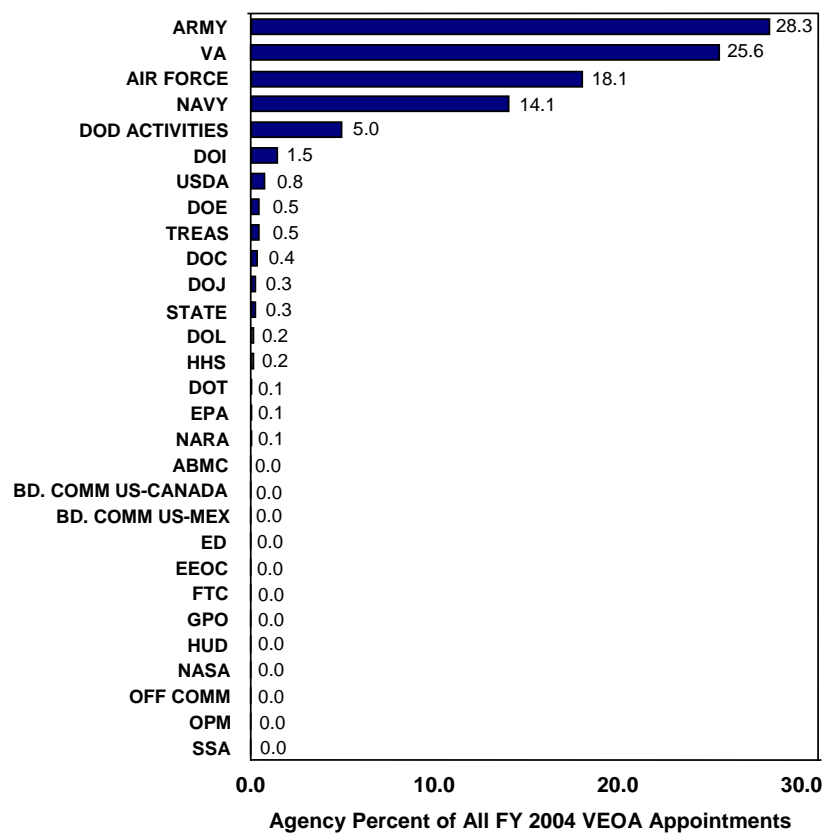
In 1998, Congress enacted the Veterans Employment Opportunities Act (VEOA), which created a new hiring authority. A veteran selected under VEOA is given a career or career-conditional appointment. In FY 1999, its first year - - there were 729 VEOA appointments. VEOA grew to 4,434 in FY 2000; 8,516 in FY 2001; 9,159 in FY 2002; 10,860 in FY 2003; and 12,211 in FY 2004. These findings over the past five fiscal years (FY 2000 through FY 2004) indicate VEOA to be a successful program as noted through the increasing usage by agencies.

In a comparison of VEOA activity in FY 2003 and FY 2004, VEOA appointments increased 12.4 percent (1,351 appointments). Of the total 12,211 VEOA appointments in FY 2004, 9,529 were new hires. The remainders of the appointments were converted from either temporary appointments or other Federal appointments.

Additionally, of the total 12,205 appointed and converted under VEOA during FY 2004, 987 were identified as 30 Percent or More Disabled veterans and 1,703 reported as disabled veterans.

Within the executive departments, the Army had the highest agency percentage of all VEOA appointments with 28.3 percent followed second by VA with 25.6 percent. The DoD as a whole accounted for 65.5 percent of all VEOA appointments in Federal government during FY 2004. DoD and VA were the top five agencies using VEOA appointments made 91.1 percent of agency appointments (Figure 20, below).

Figure 20
VEOA Appointments (Executive Departments and other agencies)



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

Among the independent agencies shown in Figure 20, only two had shown VEOA appointments: Environmental Protection Agency (EPA) (0.1 percent) and NARA (0.1 percent). In the Employment of Veterans in the Federal Government FY 2003 annual report, it was stated that all Federal agencies should consider making greater use of the various special authorities, as well as retention incentives, to reach veterans. The increase of VEOA appointments, as reviewed in the past five fiscal years' data, indicates that Federal agencies are using VEOA to attract both veterans and, in particular, disabled veterans to employment within the Federal Government.

VRA Activity

VRA appointments (total new hires and conversions) in FY 2004 increased to 6,306 appointments, or an increase of 6.8 percent, from the 5,904 appointments in FY 2003. The VRA appointments included 4,539 new hires, representing 2.0 percent of all Federal new hires in FY 2004.

- Within the departments, use of the VRA appointing authority during FY 2004 was concentrated in DoD with the Army making 2,282 VRA appointments, Air Force 1,161, Navy 843, and DoD Activities with 284. VA was the second highest department in using VRA authority with 1,178 appointments. This represented 18.7 percent of all VRA appointments by VA in employing veterans (Table 3).
- Among independent agencies, those that reported using VRA appointing authority included SI (9), GSA (8), EPA (4), NARA (3) and OPM (2) in FY 2004 (Table 3).

Table 3
VRA Appointments (Total New Hires and Conversions) by Grade Group in Agency
FY 2004

| Agency | OTHER GRADES, | | | | TOTAL |
|--------------|---------------|--------------|--------------|--------------|--------------|
| | GSR 01-04 | GSR-05-08 | GSR-09-12 | PAY PLANS | |
| AIR FORCE | 28 | 373 | 421 | 339 | 1161 |
| ARMY | 288 | 1012 | 549 | 433 | 2282 |
| DHS | 1 | 61 | 50 | 5 | 117 |
| DOC | 0 | 4 | 10 | 0 | 14 |
| DOD | 10 | 109 | 118 | 47 | 284 |
| DOE | 0 | 0 | 0 | 3 | 3 |
| DOI | 5 | 28 | 8 | 13 | 54 |
| DOJ | 0 | 177 | 20 | 7 | 204 |
| DOL | 0 | 0 | 6 | 0 | 6 |
| DOT | 0 | 1 | 4 | 0 | 5 |
| EPA | 0 | 4 | 0 | 0 | 4 |
| GSA | 0 | 2 | 5 | 1 | 8 |
| HHS | 0 | 2 | 0 | 1 | 3 |
| HUD | 0 | 2 | 2 | 0 | 4 |
| NARA | 3 | 0 | 0 | 0 | 3 |
| NAVY | 60 | 207 | 289 | 287 | 843 |
| OPM | 0 | 1 | 1 | 0 | 2 |
| SI | 0 | 9 | 0 | 0 | 9 |
| SSA | 1 | 34 | 10 | 0 | 45 |
| STATE | 0 | 2 | 3 | 0 | 5 |
| TREAS | 13 | 20 | 5 | 2 | 40 |
| USDA | 5 | 17 | 6 | 3 | 31 |
| VA | 192 | 517 | 91 | 378 | 1,178 |
| TOTAL | 606 | 2,582 | 1,599 | 1,519 | 6,306 |

As Table 3 (page 26) illustrates, there were 6,306 VRA appointments made during FY 2004 (606 at GSR 01-04; 2,582 at GSR 05-08; 1,599 at GSR 09-12; and 1,519 at other grades and in other pay plans). This was an overall increase of 402 from 5,904 in FY 2003. In comparison with FY 2003, Table 3 reflects the largest increase in grade groupings (33.3 percent) occurred in the Other Grades, Pay Plans increasing from 1,140 in FY 2003 to 1,519 in FY 2004.

Of the 6,306 VRA appointments (Table 3, page 26) during FY 2004, 1,937 veterans (30.7 percent) were entitled to receive disability compensation (Table 4, below). Additionally, approximately 4,369 veterans (69.3 percent) identified as not receiving disability compensation (Table 5, page 28).

Table 4
VRA Appointments (Total New Hires and Conversions) - Veterans Entitled to Disability Compensation By Agency and Grade Grouping - FY 2004

| Agency | GSR 01-04 | GSR-05-08 | GSR-09-12 | OTHER GRADES, PAY PLANS | TOTAL |
|---------------|------------------|------------------|------------------|------------------------------------|--------------|
| AIR FORCE | 13 | 146 | 130 | 108 | 397 |
| ARMY | 112 | 213 | 169 | 144 | 638 |
| DHS | 0 | 27 | 5 | 0 | 32 |
| DOD | 1 | 27 | 21 | 4 | 53 |
| DOE | 0 | 0 | 0 | 2 | 2 |
| DOI | 1 | 13 | 5 | 2 | 21 |
| DOJ | 0 | 17 | 3 | 1 | 21 |
| DOL | 0 | 0 | 2 | 0 | 2 |
| EPA | 0 | 2 | 0 | 0 | 2 |
| GSA | 0 | 1 | 0 | 1 | 2 |
| HHS | 0 | 2 | 0 | 0 | 2 |
| HUD | 0 | 2 | 0 | 0 | 2 |
| NARA | 1 | 0 | 0 | 0 | 1 |
| NAVY | 18 | 60 | 66 | 82 | 226 |
| OPM | 0 | 0 | 1 | 0 | 1 |
| SI | 0 | 1 | 0 | 0 | 1 |
| SSA | 1 | 5 | 4 | 0 | 10 |
| DOT | 0 | 1 | 0 | 0 | 1 |
| TREAS | 4 | 10 | 3 | 1 | 18 |
| USDA | 0 | 5 | 4 | 2 | 11 |
| VA | 94 | 225 | 48 | 127 | 494 |
| TOTAL | 245 | 757 | 461 | 474 | 1,937 |

Table 5, page 28, shows that all other veterans not receiving disability compensation totaled 4,369 of the VRA appointments during FY 2004. The concentration of VRA appointments across the grade groups show veterans represented in the GSR 05-08 range with 1,825 VRA appointments (41.8 percent) (Table 5, page 28).

In comparison with Table 4, the representation of VRA appointments (757) entitled to disability compensation shows that 39.1 percent of veterans were in the GSR 05-08 range (Table 4, page 27, and Table 5, page 28).

Table 5
Total New Hires and Conversions to VRA Appointments – By Agency and Grade Grouping for Veterans Not Receiving Disability Compensation - FY 2004

| Agency | GSR 01-04 | GSR-05-08 | GSR-09-12 | OTHER GRADES, PAY PLANS | TOTAL |
|--------------|------------|--------------|--------------|----------------------------|--------------|
| AIR FORCE | 15 | 227 | 291 | 231 | 764 |
| ARMY | 176 | 799 | 380 | 289 | 1,644 |
| DHS | 1 | 34 | 45 | 5 | 85 |
| DOC | 0 | 4 | 10 | 0 | 14 |
| DOD | 9 | 82 | 97 | 43 | 231 |
| DOE | 0 | 0 | 0 | 1 | 1 |
| DOI | 4 | 15 | 3 | 11 | 33 |
| DOJ | 0 | 160 | 17 | 6 | 183 |
| DOL | 0 | 0 | 4 | 0 | 4 |
| DOT | 0 | 0 | 4 | 0 | 4 |
| EPA | 0 | 2 | 0 | 0 | 2 |
| GSA | 0 | 1 | 5 | 0 | 6 |
| HHS | 0 | 0 | 0 | 1 | 1 |
| HUD | 0 | 0 | 2 | 0 | 2 |
| NARA | 2 | 0 | 0 | 0 | 2 |
| NAVY | 42 | 147 | 223 | 205 | 617 |
| OA | 0 | 0 | 1 | 0 | 1 |
| OPM | 0 | 1 | 0 | 0 | 1 |
| SI | 0 | 8 | 0 | 0 | 8 |
| SSA | 0 | 29 | 6 | 0 | 35 |
| STATE | 0 | 2 | 3 | 0 | 5 |
| TREAS | 9 | 10 | 2 | 1 | 22 |
| USDA | 5 | 12 | 2 | 1 | 20 |
| VA | 98 | 292 | 43 | 251 | 684 |
| TOTAL | 361 | 1,825 | 1,138 | 1,045 | 4,369 |

Table 6, page 29, shows the VRA conversions to Career/Career-Conditional appointments by agency and grade grouping. Table 6 shows, of the 4,367 VRA conversions during FY 2004 to Career/Career-Conditional appointments, that 3,232 were appointments were for non-disabled veterans and 1,135 were disabled veterans.

As shown in Table 6, page 29, disabled veterans (1,135) represented 26 percent of the total 4,367 VRA Conversions to Career/Career-Conditional appointments during FY 2004. Three agencies had higher percentage rates than the total average 26.0 percent rate. In comparison with agency conversions for disabled veterans, VA had the highest department rate of 47.7 percent (199 disabled veterans of 417 total VRA conversions). VA was followed second by the Air Force with 30.2 percent (275 of 911 converted) and DHS with 29.8 percent (56 of 188 converted).

In total, DoD (i.e., Army, Navy, Air Force and DoD Activities) accounted for 76 percent (3,319) of all VRA conversions to Career/Career-Conditional appointments during FY 2004. Of this total (3,319), the breakdown shows that 818 (24.6 percent) were rated as disabled veterans and the remaining 2,501 (75.4 percent) were non-disabled veterans converted to Career/Career-Conditional appointments (Table 6, page 29).

Table 6
VRA Conversions to Career/Career-Conditional Appointments: Veterans Entitled to Disability Compensation and All Other Non-Disabled Veterans

| Agency | Total VRA Conversions | Disabled Veterans | Non-Disabled Veterans |
|---------------|------------------------------|--------------------------|------------------------------|
| AIR FORCE | 911 | 275 | 636 |
| ARMY | 1,135 | 263 | 872 |
| DOC | 23 | 7 | 16 |
| DHS | 188 | 56 | 132 |
| DOD | 178 | 40 | 138 |
| DOE | 2 | 0 | 2 |
| DOI | 26 | 5 | 21 |
| DOJ | 264 | 15 | 249 |
| DOL | 17 | 5 | 12 |
| DOT | 9 | 1 | 8 |
| EPA | 1 | 0 | 1 |
| GSA | 4 | 2 | 2 |
| HHS | 4 | 1 | 3 |
| HMM | 1 | 0 | 1 |
| NARA | 1 | 0 | 1 |
| NAVY | 1,095 | 240 | 855 |
| OPM | 2 | 2 | 0 |
| OTR | 1 | 0 | 1 |
| SI | 3 | 0 | 3 |
| SSA | 45 | 11 | 34 |
| STATE | 5 | 1 | 4 |
| TREAS | 12 | 3 | 9 |
| USDA | 23 | 9 | 14 |
| VA | 417 | 199 | 218 |
| TOTAL | 4,367 | 1,135 | 3,232 |

Promotion of Veterans in the Federal Non-Postal Workforce

The total number of promotions¹ in the Federal workforce increased from 263,907 in FY 2003 to 270,469 in FY 2004. This change shows an increase of 2.5 percent in all promotions. Veterans received 63,441 promotions (23.5 percent of all employee promotions) in FY 2004 as compared to 60,315 promotions (22.9 percent) in FY 2003. This is an increase of 3,126 veterans (5.2 percent) from FY 2003 to FY 2004.

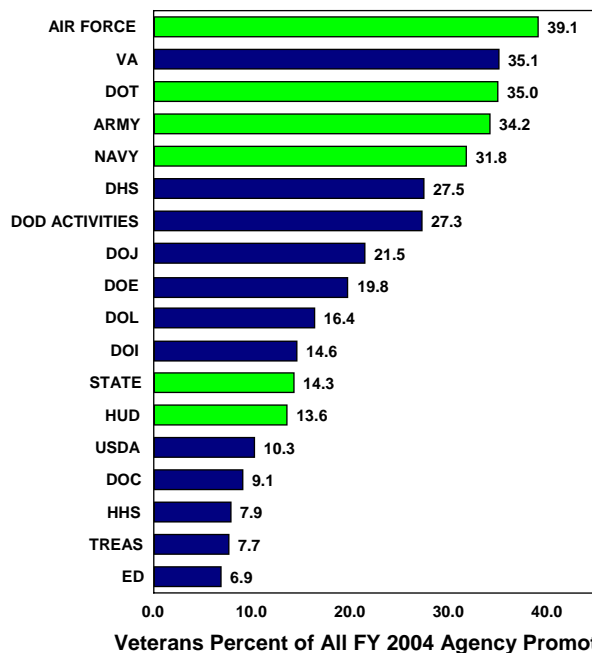
¹Promotions include changes of an employee to a position at a higher-grade level within the same pay system or to a position with a higher rate of pay in a different pay system. The data excludes movement between agencies that results in a higher grade.

Review of promotion data reveals the following trends:

- Veterans on average over the five-year fiscal period (i.e., 2000 through 2004) received 22.4 percent of all promotions. The five-year trend of promotion percentages (i.e., FY 2000 – 22 percent; FY 2001 - 21.8 percent; FY 2002 – 22 percent; FY 2003 - 22.9 percent; and FY 2004 - 23.5 percent) indicates promotions involving veterans have been steadily increasing each fiscal year.
- Executive departments accounted for 51,688 (81.5 percent) of total veterans' promotions (63,441) in FY 2004. Air Force had the highest percentage (39.1 percent), followed by VA (35.1 percent), DOT (35 percent), Army (34.2 percent), and Navy (31.8 percent). DoD, combined, averaged 33.5 percent of the promotions.
- Six executive departments showed higher percentage increases from FY 2003. These FY 2003 to FY 2004 percentage increases by department were HUD (2.0 percent), Army (1.5 percent), Air Force (1.2 percent), State (0.6 percent), DOT (0.6 percent), and Navy (0.5 percent) (Figure 21).

Figure 21, below, provides the percentage of promotions for veterans in Federal executive departments, while Figure 22, page 31, provides similar information for Federal independent agencies (500+ employees).

Figure 21
Promotions of Veterans in Federal Executive Departments

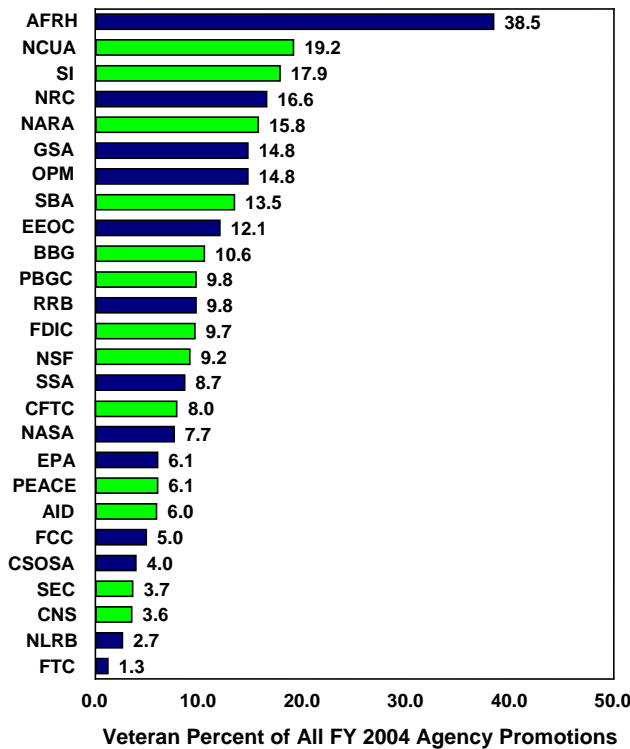


Source: U.S. Office of Personnel Management's Central Personnel Data File

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

During FY 2004, Federal independent agencies accounted for 11,753 (18.5 percent) of total veterans' promotions (63,441) in FY 2004. In Figure 22, thirteen independent agencies, as shown in green, had higher percentages than reported during FY 2003. The three independent agencies with the highest percentages during FY 2004 were AFRH (38.5 percent), NCUA (19.2 percent), and SI (17.9 percent).

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



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

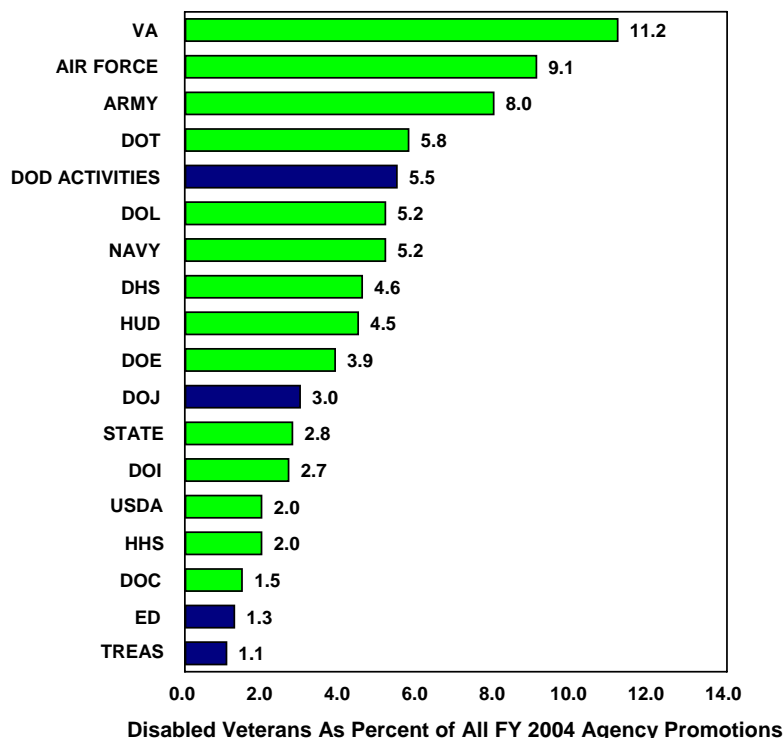
■ - Green represents a higher percentage than the previous year.

Promotion of Disabled Veterans

Figure 23, page 32, shows the percentage of promotions of disabled veterans in Federal executive departments.

- In FY 2004, promotions of disabled veterans increased to 13,477 (5.0 percent) of total promotions, compared to 12,365 during FY 2003 (4.7 percent of all promotions). This was a 0.3 percent increase in promotions for disabled veterans during FY 2004. DoD and VA accounted for 68.1 percent (9,179) of all disabled veteran promotions.
- VA (11.2 percent) and DoD as a whole (7.0 percent) were the two executive departments with the highest percentages of disabled veteran promotions in comparison with total agency-specific promotions (Figure 23, page 32).

- Fourteen executive departments showed percentage increases from FY 2004 in the promotion of disabled veterans (Figure 23). The increases ranged from 0.1 percent to 1.2 percent, with Housing and Urban Development (HUD) having the most change between FY 2003 and FY 2004 in promotions for disabled veterans.

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, page 33, provides similar information for disabled veterans employed within the independent agencies. During FY 2004, there were 2,133 disabled veterans promoted within Federal independent agencies.

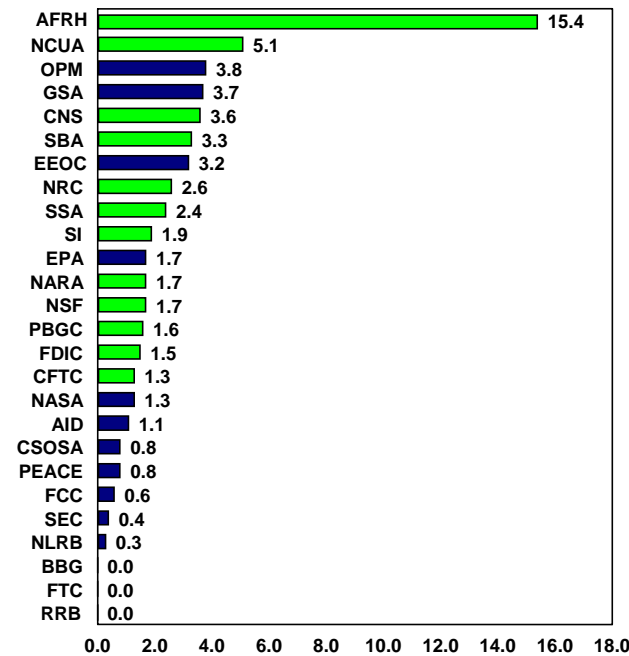
Twelve independent agencies showed increases from FY 2003 in the overall percentage of disabled veterans receiving promotions, ranging from 0.1 percent to 11.6 percent.

AFRH had the greatest percentage change from 3.8 percent in FY 2003 to 15.4 percent during FY 2004. Additionally, four other independent agencies reported notable percentage increases of 1.7 percent (NCUA), 1.3 percent (SBA and Commodity Futures Trading Commission (CFTC)), and 0.9 percent (NRC) between FY 2003 and FY 2004 (Figure 24, page 33).

As shown in Figure 24, page 33, the top three agencies promoting disabled veterans were AFRH, NCUA, and OPM.

Figure 24

Promotions for 30 Percent or More Disabled Veterans in Federal Independent Agencies (500+ Employees)



30% or More Disabled Veteran Percentage of All FY 2004 Agency Promotions

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

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

Promotion of 30 Percent or More Disabled Veterans

Figure 25, page 34, shows the percentage of promotions for 30 Percent or More Disabled veterans in the Federal executive departments. Figure 26, page 35, provides similar information for the Federal independent agencies (500+ employees).

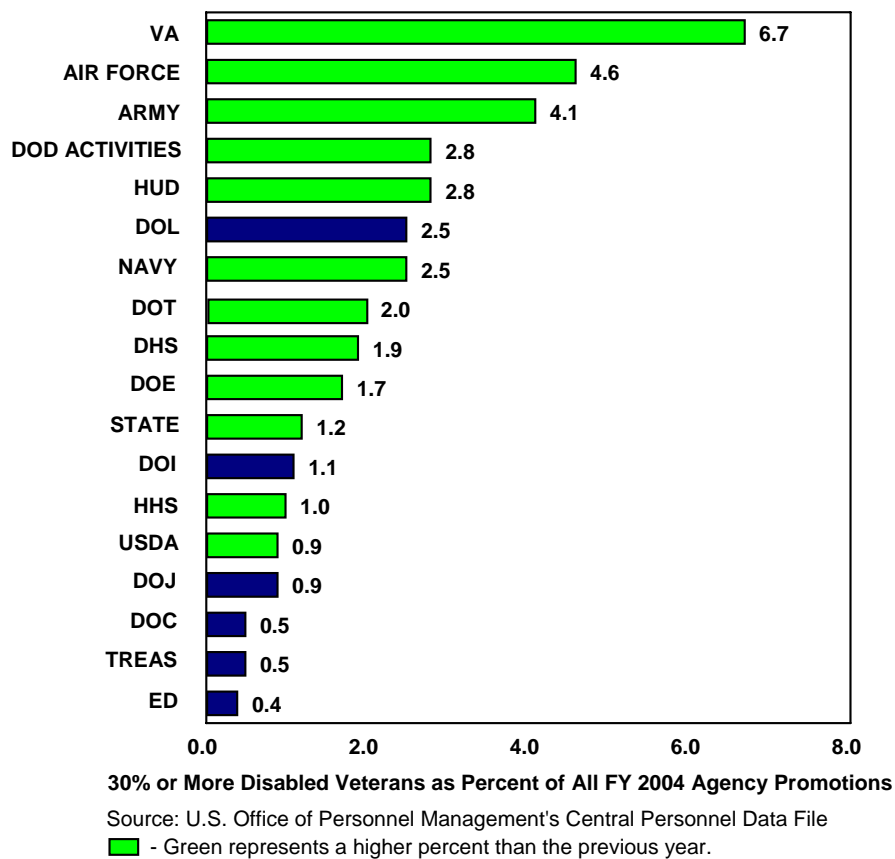
In FY 2004, promotion of 30 Percent or More Disabled veterans across all agencies increased to 6,690 promotions (2.5 percent) of the total 270,469 Federal promotions. This was the fourth fiscal year increase in a row [FY 2003's 5,790 (2.2 percent); FY 2002's 5,445 (1.9 percent); and FY 2001's 5,055 (1.9 percent)] in which 30 Percent or More Disabled veterans received a higher number of promotions.

In the executive departments, there were 5,779 promotions for 30 Percent or More Disabled veterans during FY 2004. This was approximately 2.8 percent of the total 210,005 promotions within the executive departments in FY 2004. DoD and VA combined had a total of 4,885 promotions of 30 Percent or More Disabled veterans (84.5 percent). The executive departments with the highest percentages of promotions of 30 Percent or More Disabled veterans were VA, Air Force, Army, DOD Activities, HUD, and DOL. The percentage increases from FY 2003 to FY 2004 ranged from 2.8 to 6.2 (Figure 25).

In the comparison of previous annual reports regarding the promotions of 30 Percent or More Disabled veterans, FY 2004 is the third consecutive fiscal year in which three Federal executive departments (i.e., VA, Air Force, and Army) have continued to show a higher percentage than the previous fiscal year. This continued growth for these three agencies combined with the information provided in Figure 25 showing the twelve executive departments representing a higher percentage than last year in promoting disabled veterans.

Figure 25

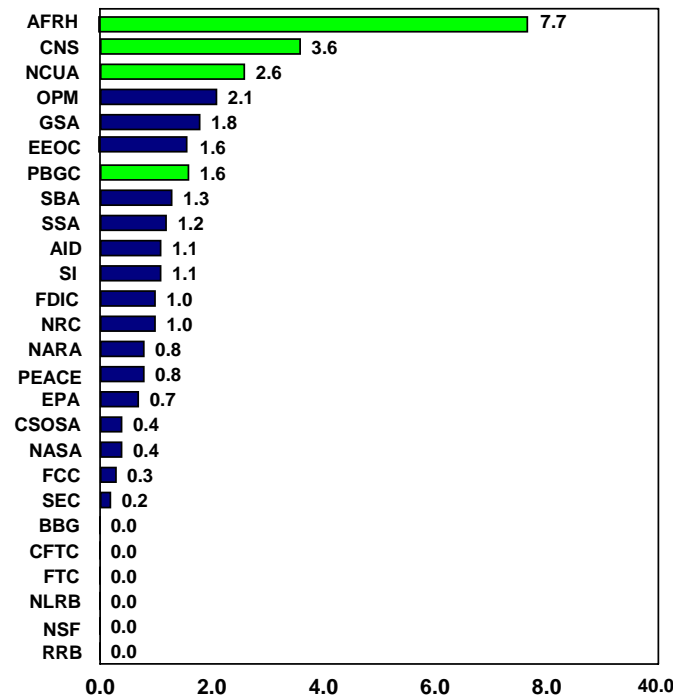
Promotions of 30 Percent or More Disabled Veterans in Federal Executive Departments



In Federal independent agencies during FY 2004, there were 911 promotions of 30 Percent or More Disabled veterans. As shown in Figure 26, page 35, the independent agencies with the highest percentages of promotions of 30 Percent or More Disabled veterans were AFRH (7.7 percent), Corporation for National Service (CNS) (3.6 percent), NCUA (2.6 percent), and OPM (2.1 percent).

During FY 2004, there were a total of 60,464 promotions within the Federal independent agencies. Of this number, promotions involving 30 Percent or More Disabled veterans accounted for 911 (1.5 percent) of these promotions.

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



30% or More Disabled Veterans Percentage of All Agency Promotions

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

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

Retirements of Veterans in the Federal Non-Postal Workforce in FY 2004

During FY 2004, there were 54,229 retirements from the Federal workforce. Veterans represented 22,148 (40.8 percent) of those employees retiring. Of this number, were 4,063 (7.5 percent) were disabled veterans; 1,752 (3.2 percent) rated as 30 Percent or More Disabled veterans; and 13,555 (25 percent) were Vietnam-Era veterans.

In reviewing the retirement rates of only those employees including veterans considered as full-time permanent (FTP) (as of September 2004), there were a total of 52,001 employees who retired during FY 2004. Veterans represented 41.5 percent (21,582) of all employees retiring from Federal Government. Of these FTP veterans, there were 13,299 (25.6 percent) Vietnam-Era veterans; 3,960 (7.6 percent) disabled veterans; and 1,701 (3.3 percent) rated as 30 Percent or More Disabled veterans.

In Federal employment, veterans averaged 50.31 years of age as compared to 46.85 years for all Federal employees. The median age for all veterans was 59 years, while the median age for female veterans was 45 years. Veterans age 65 years and older accounted for 38.5 percent of the overall veteran population. This was a 0.8 percent increase from the 36.7 percent reported as the average age in the FY 2003 report.

As reported in previous annual reports, the American veteran population is increasingly getting older and are retiring at higher rates each fiscal year. Thus, as seen in the CPDF data, veterans are becoming eligible for retirement from the Federal Government in increasing numbers.

In the FTP veterans' workforce, male veterans averaged 50.88 years of age compared to female veterans averaging 45.83 years of age. These increasing averages in both male and female veterans' ages identify an aging veterans' workforce.

During FY 2004, retiring veterans as a percentage of all retirees from Federal service represented 40.8 percent. In looking at the retirement rate, Vietnam-Era veterans represented 25 percent of all employees; disabled veterans accounted for 7.5 percent; and 30 Percent or More Disabled veterans represented 3.2 percent.

In comparing the FY 2004 retirement rates with several previous annual reports, we find that during FY 2000, veterans totaled 142,658 retirements from Federal service over the last six years. In comparing percentages of veterans retiring, during FY 2001, 43.3 percent of the retirees were veterans. In FY 2002, 41.3 percent were veterans, even though lower than previous fiscal years, the retirements continued to show the decline of the veterans within the Federal Government. In FY 2003, the annual report pointed out the aging workforce and retiring veterans totaled 43.1 percent of all retirees. The average percentage by fiscal year for retiring veterans over the past five fiscal years has been 42.7 percent.

Separations of VRA Appointees

As shown in Table 7, page 37, there were a total of 1,232 separations of VRA appointees from during FY 2004. In identifying where these separations were located, we found that there were 944 Quits, 168 Separations for Cause, 4 Reductions in Force, 42 Other Terminations, 58 Retirements, and 16 Deaths. Of the two categories, Separations for Cause and Other Terminations combined, there were 206 actions initiated by the agency separating VRA appointees (Table 7, page 37).

In analyzing the table, four agencies experienced the largest separation of VRA appointees. These four agencies and their separations were VA (455), Army (289), Navy (149), and Air Force (114). These four agencies combined, separated a total of 1,007 VRA appointees, or 81.7 percent of all VRA appointee separations (1,232), in FY 2004.

In reviewing the separations of VRA appointees by categories for these four agencies, the data showed there were 780 Quits; 137 Separations for Cause; 30 Other Terminations; 4 Reductions in Force; 45 Retirements; and 11 Deaths (Table 7, page 37).

Table 7
Separations of VRA Appointees By Agency (FY 2004)

| Agency | Quits | Separations for Cause | Reduction in Force | Other Terminations | Retirements | Deaths | Total |
|--------------|------------|-----------------------|--------------------|--------------------|-------------|-----------|--------------|
| AIR FORCE | 100 | 10 | 1 | 1 | 2 | 0 | 114 |
| ARMY | 259 | 22 | 0 | 3 | 3 | 2 | 289 |
| DHS | 19 | 8 | 0 | 0 | 0 | 3 | 30 |
| DOC | 4 | 0 | 0 | 0 | 0 | 0 | 4 |
| DOD | 42 | 4 | 0 | 3 | 0 | 0 | 49 |
| DOI | 5 | 2 | 0 | 5 | 1 | 1 | 14 |
| DOJ | 42 | 6 | 0 | 0 | 3 | 1 | 52 |
| DOL | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| DOT | 2 | 1 | 0 | 0 | 0 | 0 | 3 |
| EPA | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| GPO | 1 | 0 | 0 | 3 | 0 | 0 | 4 |
| GSA | 3 | 0 | 0 | 1 | 0 | 0 | 4 |
| HHS | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| NAVY | 122 | 13 | 3 | 6 | 2 | 3 | 149 |
| OPM | 4 | 0 | 0 | 0 | 0 | 0 | 4 |
| SI | 3 | 1 | 0 | 0 | 4 | 0 | 8 |
| SSA | 6 | 4 | 0 | 0 | 0 | 0 | 10 |
| SSS | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| STATE | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| TREAS | 21 | 2 | 0 | 0 | 0 | 0 | 23 |
| USDA | 7 | 3 | 0 | 0 | 5 | 0 | 15 |
| VA | 299 | 92 | 0 | 20 | 38 | 6 | 455 |
| TOTAL | 944 | 168 | 4 | 42 | 58 | 16 | 1,232 |

Table 8, page 38, shows the FY 2004 separation of VRA appointees by agency for those veterans entitled to disability compensation and their reason for separation. In the category analysis, there were 375 VRA appointees separated who had been entitled to disability compensation (Table 8, page 38).

The largest category reporting separations was Quits with 264 (70.4 percent) of total separations (375) by VRA appointee. The second largest category was Separation for Cause with the loss of 65 (17.3 percent) VRA appointees. These two categories accounted for a combined total 329 (87.7 percent) of all separations for veterans entitled to disability compensation.

In comparison with FY 2003, the two largest categories of separations for all VRA appointees entitled to disability compensation were also Quits with 205 (67 percent) and Separations for Cause with 60 (19.5 percent) of the total 308 separations.

Table 8 shows that in FY 2004, there were 30 VRA appointees that retired who were entitled to disability compensation. This retirement of 30 VRA appointees represents 8.0 percent of the total separations of all VRA appointees.

In comparison with FY 2003, of the total 308 veterans entitled to disability retirements, 25 VRA appointees (8.12 percent) retired. FY 2004 showed an increase of 5 more veterans retiring than during FY 2003.

Table 8
Separations of VRA Appointees By Agency - Veterans Entitled to Disability Compensation

| Agency | Quits | Separations for Cause | Reductions in Force | Other Terminations | Retirements | Deaths | Total |
|--------------|------------|-----------------------|---------------------|--------------------|-------------|----------|------------|
| AIR FORCE | 20 | 5 | 1 | 0 | 1 | 0 | 27 |
| ARMY | 71 | 10 | 0 | 0 | 2 | 1 | 84 |
| DOD | 6 | 1 | 0 | 1 | 0 | 0 | 8 |
| DOJ | 4 | 0 | 0 | 0 | 0 | 0 | 4 |
| DOL | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| DHS | 7 | 3 | 0 | 0 | 0 | 0 | 10 |
| DOI | 1 | 0 | 0 | 0 | 1 | 0 | 2 |
| GPO | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| NAVY | 22 | 3 | 2 | 2 | 1 | 1 | 31 |
| SI | 1 | 0 | 0 | 0 | 1 | 0 | 2 |
| SSA | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| SSS | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| TREAS | 7 | 0 | 0 | 0 | 0 | 0 | 7 |
| USDA | 2 | 1 | 0 | 0 | 3 | 0 | 6 |
| VA | 120 | 40 | 0 | 7 | 21 | 1 | 189 |
| TOTAL | 264 | 65 | 3 | 10 | 30 | 3 | 375 |

Table 9, page 39, shows the separations of VRA appointees, by agency, who were not entitled to disability compensation. The Federal agencies representing the largest separations were VA (266), Army (205), Navy (118), and Air Force (87). These four agencies had a total of 676 VRA appointees separated from Federal employment thereby representing 79 percent of the total 857 separations.

As shown, there were 857 VRA appointees separated for various reasons. In the analysis, as was shown with the separation of those VRA appointees entitled to disability compensation, the largest category was "Quits" followed by "Separations for Cause."

There were 680 quits (79.35 percent) and 104 Separations for Cause (12.14 percent). These two categories combined represented a total separation of 784 (91.5 percent) of the total 857 VRA appointees that were not entitled to disability compensation.

During FY 2004, the retirements for those not entitled to disability compensation represented the third largest category of separation with 30 VRA appointees retiring.

Table 9**Separations of VRA Appointees By Agency – Veterans Not Entitled to Disability Compensation**

| Agency | Quits | Separations for Cause | Reductions in Force | Terminations | Other Retirements | Deaths | | Total |
|--------------|------------|--------------------------|------------------------|--------------|----------------------|-----------|-----------|------------|
| AIR FORCE | 80 | | 5 | 0 | 1 | 1 | 0 | 87 |
| ARMY | 188 | | 12 | 0 | 3 | 1 | 1 | 205 |
| DHS | 12 | | 5 | 0 | 0 | 0 | 3 | 20 |
| DOC | 4 | | 0 | 0 | 0 | 0 | 0 | 4 |
| DOD | 36 | | 3 | 0 | 2 | 0 | 0 | 41 |
| DOI | 4 | | 2 | 0 | 5 | 0 | 1 | 12 |
| DOJ | 38 | | 6 | 0 | 0 | 3 | 1 | 48 |
| DOT | 2 | | 1 | 0 | 0 | 0 | 0 | 3 |
| EPA | 1 | | 0 | 0 | 0 | 0 | 0 | 1 |
| GPO | 0 | | 0 | 0 | 3 | 0 | 0 | 3 |
| GSA | 3 | | 1 | 0 | 0 | 0 | 0 | 4 |
| HHS | 1 | | 0 | 0 | 0 | 0 | 0 | 1 |
| NAVY | 100 | | 10 | 1 | 4 | 1 | 2 | 118 |
| OPM | 4 | | 0 | 0 | 0 | 0 | 0 | 4 |
| SI | 2 | | 1 | 0 | 0 | 3 | 0 | 6 |
| SSA | 6 | | 2 | 0 | 0 | 0 | 0 | 8 |
| STATE | 1 | | 0 | 0 | 0 | 0 | 0 | 1 |
| TREAS | 14 | | 2 | 0 | 0 | 0 | 0 | 16 |
| USDA | 5 | | 2 | 0 | 0 | 2 | 0 | 9 |
| VA | 179 | | 52 | 0 | 13 | 17 | 5 | 266 |
| TOTAL | 680 | | 104 | 1 | 31 | 28 | 13 | 857 |

Tennessee Valley Authority

Veterans represent 22.4 percent of Tennessee Valley Authority's (TVA) workforce (Table 10, below). This representation of disabled veterans in TVA declined by 8 (0.7 percent) from 294 disabled veterans in FY 2003 to 286 disabled veterans in FY 2004.

Of the 585 promotions within TVA during FY 2004, veterans received 95 (16.2 percent) of all promotions. Disabled veterans accounted for 6 (1.0 percent) promotions and those rated as 30 Percent or More Disabled veterans received 1 (0.2 percent) of the total promotions.

TVA employs a slightly lower percentage of veterans than does the non-Postal Federal civilian workforce. It has a smaller employee population—and respectively a smaller number of veterans.

Veterans comprised 22.4 percent (2,848) of the TVA's workforce compared to 25.1 percent (453,725) of the non-Postal workforce.

Disabled veterans represented 2.3 percent (286) of the TVA's workforce compared to 4.8 percent (87,390) of the non-Postal workforce.

30 Percent or More Disabled veterans comprised 0.7 percent (89) of the TVA's total workforce as compared to 2.3 percent (42,010) of the non-Postal total workforce.

Table 10
Employment of Veterans in the Tennessee Valley Authority - FY 2000 to FY 2004

| | FY 2000 | FY 2001 | FY 2002 | FY 2003 | FY 2004 | Difference | Percent Change |
|-------------------------------|--------------|--------------|--------------|--------------|--------------|-------------|----------------|
| Total Workforce | 13,145 | 13,430 | 13,444 | 13,379 | 12,742 | -637 | -4.8% |
| Veterans | 3,831 | 3,668 | 3,458 | 3,218 | 2,848 | -370 | -11.5% |
| Percent of Total | 29.1% | 27.3% | 25.7% | 24.1% | 22.4% | | |
| Disabled Veterans | 265 | 286 | 296 | 294 | 286 | -8 | -2.7% |
| Percent of Total | 2.0% | 2.1% | 2.2% | 2.2% | 2.3% | | |
| Percent of Veterans | 6.9% | 7.8% | 8.6% | 9.1% | 10.3% | | |
| 30%+ Disabled Veterans | 87 | 94 | 98 | 91 | 89 | -2 | -2.2% |
| Percent of Total | .6% | .7% | 0.7% | 0.7% | 0.7% | | |
| Percent of Veterans | 2.3% | 2.5% | 2.8% | 2.8% | 3.1% | | |
| Percent of Disabled Veterans | 32.8% | 32.8% | 33.1% | 30.9% | 31.1% | | |

Source: Tennessee Valley Authority

U.S. Postal Service

Veterans make up 27.8 percent of the total U.S. Postal Service's career workforce (Table 11, below). The representation of disabled veterans in the Postal Service declined by 4,097 (5.85 percent) from 70,053 in FY 2003 to 65,956 in FY 2004.

Disabled veterans accounted for 10.4 percent (2,514) of all Postal Service promotions in FY 2004, compared to 9.7 percent (2,450) during FY 2003. Veterans rated 30 Percent or More Disabled received 663 (2.8 percent) of FY 2004 promotions. This is an increase from the 2.7 percent in FY 2003.

Veterans comprised 27.8 percent (196,173) and 25.1 percent (453,725) of the Postal Service and non-Postal service workforce respectively.

All disabled veterans as a percentage of all employees represented 9.34 percent of the Postal Service's workforce as compared to the 4.8 percent of the non-Postal workforce (65,956 in the Postal workforce and 87,390 in the non-Postal workforce).

Additionally, the 30 Percent or More Disabled veterans represented 2.4 percent of the Postal Service's workforce as compared to 2.3 percent of the non-Postal workforce (17,110 versus 42,010, respectively).

| | FY 2000 | FY 2001 | FY 2002 | FY 2003 | FY 2004 | Difference | Percent Change |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|-----------------|----------------|
| Total Workforce | 786,516 | 774,675 | 751,980 | 729,646 | 706,414 | - 23,232 | - 3.2% |
| Veterans | 244,626 | 235,985 | 223,796 | 210,887 | 196,173 | - 14,714 | - 6.9% |
| Percent of Total | 31.1% | 30.5% | 29.8% | 28.9% | 27.8% | | |
| Disabled Veterans | 80,067 | 77,521 | 73,899 | 70,053 | 65,956 | - 4,097 | - 5.9% |
| Percent of Total | 10.2% | 10.0% | 9.8% | 9.6% | 9.3% | | |
| Percent of Veterans | 32.7% | 32.8% | 33.0% | 33.2% | 33.6% | | |
| 30%+ Disabled Veterans | 19,528 | 19,183 | 18,529 | 17,839 | 17,110 | - 729 | - 4.1% |
| Percent of Total | 2.5% | 2.5% | 2.5% | 2.4% | 2.4% | | |
| Percent of Veterans | 8.0% | 8.1% | 8.3% | 8.5% | 8.7% | | |
| Percent of Disabled Veterans | 24.4% | 24.7% | 25.1% | 25.5% | 25.9% | | |

Source: U.S. Postal Service

Agency Highlights

In FY 2004, Federal departments and independent agencies engaged in various activities in support of the recruitment, training, and advancement of veterans and especially disabled veterans. Each fiscal year, OPM reviews agency Disabled Veterans Affirmative Action Plan (DVAAP) submissions for promising practices. We found the following activities described in this year's FY 2004 agency submissions and encourage all agencies to consider using them to further improving their own agency's DVAAP programs. This section presents three topical areas: Recruitment, Training, and Career Advancement.

Recruitment

Across the Federal departments and agencies responding in this year's FY 2004 report, vacancy announcements contained specific statements regarding veterans' preference entitlements and special hiring authorities that were available to certain veterans and disabled veterans (e.g., VRA and 30% or More Disabled Veteran Program). The agencies highlighted below are noteworthy in their actions and or activities conducted reach out to veterans and disabled veterans.

The **Armed Forces Retirement Home (AFRH)** has made specific efforts to inform veterans and disabled veterans about the mission and location of their small agency to highlight employment opportunities with the AFRH. AFRH attended World War II, Korea, and Vietnam reunions in FY 2004; sent out 20,000 brochures about the AFRH; contacted nearly 300 Retired Activities offices at military bases around the world; and are developing a video for distribution to all major commands and training locations.

The **Broadcasting Board of Governors (BBG)** encourages all managers and supervisors to use special appointing authorities (e.g., Schedule A, Schedule B, and 30% or More Disabled Veteran Program) that will facilitate the employment of disabled veterans.

The **Defense Contract Management Agency (DCMA)** utilized special appointing authorities for candidates in the 30% or More Disabled category and reached out to Military Transition Offices and veterans organizations to inform disabled veterans of the available opportunities in DCMA.

The **Defense Finance and Accounting Service (DFAS)** enhanced their automated referral system to simplify claims for veterans' preference ensuring each veteran receives placement consideration for all special recruitment programs.

The **Department of Energy (DOE)** uses various methods to recruit and employ disabled veterans, especially those who are 30 Percent of More Disabled, such as through special appointing authorities and outreach to veterans' groups and rehabilitation agencies. DOE's website allows disabled applicants and veterans to post resumes for immediate access by managers for quick, noncompetitive appointments within the agency.

DOE donated computers to Walter Reed Hospital so disabled service members could “surf the web” for jobs while undergoing treatment and recovery.

The **Department of Justice (DOJ)** conducts an aggressive outreach program for veterans and disabled veterans. Disabled American Veterans, Paralyzed Veterans of America, and the Blinded Veterans Association encourage veterans with disabilities to apply for careers with the Department. DOJ uses employees who are veterans with disabilities in agency recruitment and outreach efforts to serve as role models and share their experience with potential applicants.

The **Defense Intelligence Agency (DIA)** works with veterans’ service organizations, Department of Labor, Department of Vocational Rehabilitation, military departments, colleges, and universities to identify qualified disabled veteran applicants. DIA targets these sources to ensure veterans and disabled veterans are aware of the potential opportunities available in the agency.

The **National Archives and Records Administration’s (NARA)** recruiting efforts resulted in the increased hiring of 25 disabled veterans during FY 2004. NARA ensures that all their veterans are encouraged to apply for internal and external training and career development opportunities.

The **Nuclear Regulatory Commission** put forth substantial outreach efforts toward recruiting disabled veterans through fostering associations with Job Accommodations Network, Project ABLE, National Association of the Deaf, Job Ready Disabled Veterans Connection, National Information Center on Deafness, American Foundation for the Blind, and advertisements in the *Careers and the Disabled* Magazine.

The **Tennessee Valley Authority (TVA)** administers recruitment strategies to include building partnerships with military bases, colleges, professional organizations, and delivering presentations to diversity and disability organizations.

The **U.S. Commission on Civil Rights (Commission)** encourages managers to take steps in their selection efforts by utilizing special hiring authorities available to appoint and improve advancement opportunities for disabled veterans.

The **U.S. Department of Agriculture (USDA)** developed partnerships with VA and DOD to continue supporting the agency’s efforts to reach disabled veterans for employment purposes. USDA uses their Disability Employment Program Managers as liaisons in working with employment organizations and rehabilitation counselors for locating qualified disabled veterans.

The **U.S. Office of Personnel Management’s (OPM)** Veteran Invitational Program continued to focus on reaching out to veterans, and especially those who are 30 Percent or More Disabled veterans, through visiting military Transition Assistance Program offices nationwide. The primary purpose has been to educate and inform military personnel transitioning to civilian life about careers with the Federal government.

OPM collaborated with veteran service organizations, professional associations, employment and placement workshops, and state and local vocational rehabilitation offices to increase veterans' knowledge of employment opportunities and the veterans' preferences they are entitled to based on their military service. OPM participated in the Federal Executive Board (FEB) Veterans Subcommittee to promote recruitment and employment of disabled veterans. OPM provided briefs on "Veterans Hiring Flexibilities" to agency HR managers and members of this FEB subcommittee for understanding various veterans' appointment authorities.

Training

Agencies are required to develop education and training programs that strike a balance between the needs of the agencies 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 on job restructuring to help disabled veterans meet job requirements. Agencies may use any combination of these developmental programs and initiatives in order to help veterans advance. Here are some specific agency procedures:

Throughout the **Department of Commerce (DOC)**, managers and supervisors were provided information on career development, placement, and counseling training for disabled veterans. Managers and supervisors were recognized for their actions whose recruiting, hiring, and promotion efforts increased the hiring of disabled veterans. DOC conducted cross training, seminars, and other developmental assignments to help provide internal advancement for disabled veterans, including 30 Percent of More Disabled veterans.

The **Equal Employment Opportunity Commission's (EEOC)** Management Training Program provides managers and supervisors with information to increase their awareness of the hiring, training and promoting of veterans, including attitudinal barriers to employment of veterans and disabled veterans.

The **Federal Maritime Commission (FMC)** provides initial and follow-up EEO training for its senior executives, managers, and supervisors relating to the employment and advancement of individuals with disabilities and disabled veterans. FMC routinely provides veterans with specialized training on opportunities related to organizational assignments.

The **U.S. Agency for International Development (USAID)** provided briefings at all management, supervisory, New Entry Professional Program orientations, and all management training on the responsibility of employing and retaining disabled veterans. The Office of Equal Opportunity Programs sponsored a "Reasonable Accommodation Workshop for Managers and Supervisors" to train individuals on both responsibilities and obligations of providing reasonable accommodations for disabled veterans and persons

with disabilities. USAID has incorporated this training in all supervisory and senior leadership courses and presents the information on an annual basis.

The **U.S. Commodity Futures Trading Commission (CFTC)** participated in workshops and conferences addressing unique and innovative strategies for employing disabled veterans.

The **U.S. Consumer Product Safety Commission (CPSC)** conducts annual training, briefings, and circulates memorandums within the agency to managers and supervisors informing them of their responsibilities under the Disabled Veterans Affirmative Action Program.

The following section “Career Advancement” lists Federal agencies that are assisting veterans and disabled veterans to advance in their careers to achieve higher-level positions within their agencies that may serve as an example for other agencies. Many agencies provide career advancement opportunities to veterans and disabled veterans based on their annual Individual Development Plans. The employees’ individual development plans are aligned with the work the individual does and to how that work relates to the efficiency and effectiveness of the agency in accomplishing strategic goals and objectives.

Career Advancement

Career advancement activities for veterans and disabled veterans in the Federal workforce listed in agency reports included: providing career counseling and specialized training for veterans; selecting veterans and disabled veterans for upward mobility, intern, executive development, and other career development programs.

The **Department of Justice (DOJ)** continually educates and assists managers and supervisors in understanding their responsibilities for promoting, training, developing, and expanding employment opportunities for individuals with disabilities, including veterans. Employee Development Specialists assist staff on developing individualized career development plans and objectives. These plans are developed for all disabled veterans to help identify career objectives thereby enhancing the ability to reach their career goals by training and other activities.

The **Nuclear Regulatory Commission (NRC)** encourages disabled veterans to participate in career-enhancement projects and advance through its Leadership Potential Program and Administrative Skills Enhancement Program.

The **Office of Personnel Management (OPM)** selected a disabled veteran to assume a key leadership position as the Project Manager for OPM’s Veterans Employment Symposium and various aspects of the Veterans Invitational Program.

The **Tennessee Valley Authority (TVA)** continues to monitor and increase internal advancement, career planning and upward mobility opportunities for disabled veterans

by encouraging them to write individual development plans working with Human Resource consultants.

The **U. S. Holocaust Memorial Museum (Museum)** provided a disabled veteran the opportunity to work in another Federal agency to enhance his skills and abilities.

List of Agencies Required to Submit DVAAP Accomplishments and Plan Certificates to OPM

AGENCY

ABBREVIATION

| | |
|--|-----------|
| Agency for International Development | AID |
| Agriculture, United States Department of | USDA |
| Air Force, Department of | AIR FORCE |
| American Battle Monuments Commission | ABMC |
| Appalachian Regional Commission | ARC |
| Armed Forces Retirement Home | AFRH |
| Army, Department of the | ARMY |
| Broadcasting Board of Governors | BBG |
| Commerce, Department of | DOC |
| 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 |
| Defense Education Activity | DoDEA |
| Education, Department of | ED |
| Energy, Department of | DOE |
| Environmental Protection Agency | EPA |
| Equal Employment Opportunity Commission | EEOC |
| 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 Labor Relations Authority | FLRA |
| Federal Maritime Commission | FMC |
| Federal Mediation and Conciliation Service | FMCS |
| Federal Mine Safety and Health Review Commission | FMSHRC |
| Federal Trade Commission | FTC |
| General Services Administration | GSA |

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| Health and Human Services, Department of | HHS |
| Holocaust Memorial Museum | HMM |
| Homeland Security, Department of | DHS |
| Housing and Urban Development, Department of | HUD |
| Inter-American Foundation | IAF |
| Interior, Department of the | DOI |
| International Boundary and Water Commission | IBWC |
| 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 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 |
| Office of Trade Representative | OTR |
| 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

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

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

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.

Disabled Veterans Affirmative Action Program (DVAAP). The Disabled Veterans Affirmative Action Program (DVAAP) is designed promote Federal employment and advancement opportunities for qualified disabled veterans.

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. 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 5-day work week at 8 hours per day.

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

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

General Schedule 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. Employees in the Senior Executive Service, 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 1 year.

Veterans' Preference. A veteran's entitlement to statutory types of preference in the Federal service based on certain active military service.

Veterans Recruitment Appointment. A type of appointment provided to qualified covered veterans in accordance with the provisions of 38 U.S.C. 4214.

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



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