



DEPARTMENT OF VETERANS AFFAIRS
ASSISTANT SECRETARY FOR HUMAN RESOURCES AND ADMINISTRATION
WASHINGTON DC 20420

FEB 08 2007

Mr. Carlton M. Hadden
Director
Office of Federal Operations
Equal Employment Opportunity Commission
P.O. Box 19848
Washington, DC 20036

Dear Mr. Hadden:

Enclosed please find a copy of the Department of Veterans Affairs (VA) Fiscal Year 2006 EEO Program Report, EEOC Form 715-01, as well as the reports from VA's second level reporting components (Veterans Health Administration, Veterans Benefits Administration, and National Cemetery Administration).

VA has been the Federal leader in automating online workforce data reports and applicable parts of EEOC Form 715-01 including the data tables and Parts G, H, I, and J. We have publicly affirmed the usefulness of the new EEOC policy and supported the compliance of other agencies by making our software and expertise available to other Federal agencies.

VA maintains an active EEO audit program. Based on internal assessments of our diversity employment practices, we are aggressively laying the foundation to reach "model EEO program" status. Our Office of Resolution Management, which handles the EEO complaints process for all of VA, maintains a fully trained staff and an automated complaints tracking system. We have an active Alternative Dispute Resolution program. Upon receipt of EEOC orders, we coordinate closely with EEOC to ensure that the order has been fulfilled.

If you have any questions concerning this submission, please contact Ms. Susan C. McHugh, Deputy Assistant Secretary for Diversity Management and Equal Employment Opportunity, at (202) 501-1970.

Sincerely yours,

A handwritten signature in black ink, appearing to read "R. Allen Pittman", is located below the "Sincerely yours," text.

R. Allen Pittman

Enclosure

Department of Veterans Affairs

**FY 2006 EEO Report
FY 2007 EEO Plan**



**Office of Diversity Management and EEO
Office of Human Resources and
Administration**

Blank page

Department of Veterans Affairs FY 2006 EEO Report

Table of Contents

	Page
Parts A-D: Identifying Information	1
Part E: Executive Summary	4
Part F: Program Certification.....	7
Secretary's FY 2006 Policy Statement on EEO	8
Secretary's FY 2006 Policy Statement on Sexual Harassment	9
VA Organization Chart	10
Part H: EEO Plan to Reach Model Program Status	11
Part I: EEO Plan to Eliminate Barriers	20
Part J: Targeted Disability Figures (Plan is in Part I)	27
Workforce Data Tables and Form 462.....	Appendix

Blank page

EEOC FORM
715-01 PART A - D
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2004, to September 30, 2005.

PART A Department or Agency Identifying Information	1. Agency		1. Department of Veterans Affairs	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 810 Vermont Ave., N.W.	
	3. City, State, Zip Code		3. Washington, DC 20420	
	4. CPDF Code	5. FIPS code(s)	4. VA	5. 11 DC
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			216,979
	2. Enter total number of temporary employees			18,346
	3. Enter total number employees paid from non-appropriated funds			3,255
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			238,580
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. R. James Nicholson, Secretary of Veterans Affairs	
	2. Agency Head Designee		2. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	
	3. Principal EEO Director/Official Official Title/series/grade		3. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	
	4. Title VII Affirmative EEO Program Official		4. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	
	5. Section 501 Affirmative Action		5. R. Allen Pittman, Assistant Secretary for Human Resources and Administration	

	Program Official	
	6. Complaint Processing Program Manager	6. Ralph Torres, Deputy Assistant Secretary for the Office of Resolution Management
	7. Other Responsible EEO Staff	7. Susan C. McHugh, Deputy Assistant Secretary for Diversity Management & Equal Employment Opportunity

<p>EEOC FORM 715-01 PART A - D <i>U.S. Equal Employment Opportunity Commission</i></p> <p>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>			
<p>PART D</p> <p>List of Subordinate Components Covered in This Report</p>	<p>Subordinate Component and Location (City/State)</p>	<p>CPDF and FIPS codes</p>	
	Veterans Health Administration (Washington, DC)	VATA	11 DC
	Veterans Benefits Administration (Washington, DC)	VALA	11 DC
	National Cemetery Administration (Washington, DC)	VAPA	11 DC
	Staff Offices (Washington, DC)	--	--

EEOC FORMS and Documents Included With This Report

*Executive Summary [FORM 715-01 PART E], that includes:		*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	
Brief paragraph describing the agency's mission and mission-related functions		*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"		*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF		*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies		*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	
Summary of EEO Plan action items implemented or accomplished		*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]		*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements		*Organizational Chart	



= See Appendix.

EXECUTIVE SUMMARY

FUNCTION: The Department of Veterans Affairs (VA) provides medical assistance, benefits, and memorial services for approximately 25 million veterans. VA is comprised of the Veterans Health Administration (VHA), the Veterans Benefits Administration (VBA), the National Cemetery Administration (NCA) and Staff Offices, supporting 157 medical centers, 57 benefits centers, 124 cemeteries, and numerous other installations.

Public Law 105-114, §516, established the Office of Resolution Management (ORM) in VA to process Equal Employment Opportunity (EEO) complaints nationally, and specifically authorized the complaints function to report to a Deputy Assistant Secretary. As allowed by 29 CFR 1614.607, VA has delegated EEO authority to multiple designees: overall management of the EEO programs to the Assistant Secretary for Human Resources and Administration, who reports directly to the Secretary; and day-to-day operational authority to the Deputy Assistant Secretary for the Office of Resolution Management and to the Deputy Assistant Secretary for Diversity Management and EEO (DM&EEO). DM&EEO develops national EEO policy and program guidance, as well as mandated EEO reports such as this. ORM and DM&EEO are headquarters policy offices with no line authority over the Human Resources and EEO staffs in field facilities.

WORKFORCE PROFILE: VA has a workforce of approximately 238,580 employees¹. During Fiscal Year (FY) 2006, total VA staffing increased by more than 4,700 employees, including about 600 temporary appointments. White women are 35.7% of the permanent positions, significantly below their 47.5% in the Relevant Civilian Labor Force (RCLF) for VA occupations², and declining slightly. Hispanic women are 3.6% of the permanent positions, well below their 4.4% in the RCLF, and not making meaningful progress toward RCLF parity. Hispanic men and American Indian women are slightly underrepresented, but at the current rate of gains should reach parity within two years. No other groups are underrepresented in national total. Black men are represented at almost three times the RCLF and Black women are represented at almost double the RCLF.

The representation of employees with targeted disabilities in VA permanent positions is 1.55%, half again above the Government average of 0.99%. There is considerable variation among occupations from 0.63% of doctors and various types of nurses, positions where a targeted disability may affect patient care, to 1.66% GS/GM positions, to 3.55% in Social Science, 2.11% in Accounting, 2.56% in General Health Science, 3.47% in Claims Assistance, and 4.59% in Vocational Rehabilitation. Representation was stable in FY 2006 and expected to increase in FY 2007 as the Selective Placement Coordinators appointed in each facility start implementing the new hiring goals.

VA has made significant strides in the analysis of workforce issues during FY 2006. Important findings include:

- Promotions and awards very closely match the availability rate by grade by race, national origin (RNO) and gender, indicating there is no systematic bias in these actions.
- Our analysis suggests that the representation of women and minorities in the leadership pipeline will greatly increase as the retirement of the Baby Boom generation opens new vacancies.
- Accessions under the Special Hiring Authorities, which account for nearly a quarter of the new hires, are not proportionate to availability, particularly for White women and for Hispanic men and women.
- Other than for White women, underrepresentation is concentrated in just a few regions (VISN, Area, MSN) for each specific group, greatly simplifying new outreach.

FACILITY SELF ASSESSMENT: VA has been a leader in the Federal civilian Government in implementing and supporting EEOC Management Directive 715 and in automating online workforce analysis tools to facilitate this effort, including the Facility Self Assessment (MD-715, Part G and Part H). VA has also been a leader in implementing EEO Audits to ensure that the facility self assessments are accurate. VHA, VBA, and NCA maintain full-time EEO staff at VA Central Office and collateral-duty EEO staff at field facilities; VHA also has full-time EEO staff in the field. In total, these EEO staff provide about 94³ work years of service annually, largely devoted to complaints-related activities. In addition, ORM maintains a staff of 240 employees exclusively devoted to complaints-related activities. VA Directive 5975, *Diversity Management and Equal Employment Opportunity*, was completed during FY 2006 and should be approved and distributed in the second quarter of FY 2007. The Secretary also issues two EEO policy statements yearly which are sent to all employees. VA provides video and face-to-face training to EEO staff, updated yearly. There are no significant EEO program deficiencies.

EEO COMPLAINTS: VA started FY 2006 with 1,677⁴ complaints on hand and ended the year with 1,857. Of the 2,038 new complaints filed, the discrimination was alleged to be based on race or national origin in 1,587 cases, reprisal in 1,303 cases, gender in 886 cases, disability in 872 cases, age in 826 cases, religion in 118 cases, and color in 68 cases. Agency personnel conducted 1,025 investigations in an average of 204 days each; contractors completed seven investigations in an average of 170 days each. Approximately 80% of the managers and 85% of the employees were trained in Alternative Dispute Resolution (ADR) by the end of the year. VA paid monetary benefits in 133 cases, including \$87,500 in ADR settlements during the informal stages, plus \$2,175,058 during the formal stage.

EEO PLAN ACCOMPLISHMENTS: Notable steps during FY 2006 are the:

- Implementation of the new Community Prosperity Partnership Program with the first test site in San Juan, Puerto Rico. The next test site is scheduled for San Antonio, Texas in

FY 2007. This program includes partners from veterans' affinity groups, RNO affinity groups, and other Federal agencies.

- Reprogramming of the automated workforce reports to accommodate the new RNO categories. The data will be switched to the new format after employees are resurveyed in late FY 2007 or early 2008, when employees can self-identify using Employee Express.
- Addition of new EEO online training modules available on demand from most PCs in VA.
- Planning to gather applicant RNO data through USA Staffing as soon as EEOC makes an OMB-approved form available.
- Completion of VA Directive 5975, which is pending approval and should be published during the second quarter of FY 2007.
- Identification of Selective Placement Coordinators in each facility that can assist veterans and persons with targeted disabilities applying for employment.
- Merging of VA and Department of Defense records to greatly improve the accuracy of veterans' employment records in VA. The improved data will be available at the end of the first quarter in FY 2007.
- Establishment of goals for increasing the proportion of persons with targeted disabilities in new hires and in total representation.

NEW EEO PLAN OBJECTIVES:

- Developing guidance on conducting recruitment for groups that are employed at rates well below the RCLF availability in specific locations.
- Developing guidance on the use of Special Hiring Authorities so that their use is proportionate to availability.
- A revised Strategic Human Capital Plan, with stronger efforts in recruitment, career development, training and retention, with EEO issues integrated throughout the plan.
- Retraining and quality control regarding the proper use of automated workforce analysis tools and data in the development of Part I EEO Plans.

¹ The employee count includes full time, part time and intermittent employees in permanent and temporary appointments, but excludes employees in non-pay status, medical residents, and Manila residents.

² The RCLF figures are based on only the occupations employed in VA and their actual proportions in VA, drawn from the 2000 Census. These figures are somewhat different from national CLF figures published by EEOC, which include occupations that are not present in VA and differing proportions of the occupations VA employs.

³ *2001 Survey of Diversity-Related Work*, conducted by DM&EEO.

⁴ Last year, ORM reported 2,255 cases pending the last day of FY 2005. Throughout FY 2006, ORM worked closely with EEOC district offices to reconcile the number of cases pending hearings. As a result of this effort, the correct number of cases on hand at the end of FY 2005 was 1,677, which is also the number of cases on hand at the beginning of FY 2006.

EEOC FORM
715-01
PART F

U.S. Equal Employment Opportunity Commission
**FEDERAL AGENCY ANNUAL
EEO PROGRAM STATUS REPORT**

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, R. Allen Pittman, Assistant Secretary for Human Resources and Administration, am the

(Insert name above) (Insert official
title/series/grade above)

Principal EEO Director/Official Department of Veterans Affairs.
for

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



2-08-07

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Date



2-08-07

Signature of Agency Head or Agency Head Designee

Date



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON
September 25, 2006



Commemorating 75 Years of Service

TO ALL EMPLOYEES

SUBJECT: Equal Employment Opportunity (EEO)

The successful pursuit of equal employment opportunity depends on every one of us. As Secretary of Veterans Affairs, I am asking for your support to help the Department of Veterans Affairs (VA) accomplish its equal employment opportunity mission. I am confident that I can continue to count on you to ensure that VA employees, present and future, have the opportunity to reach their full potential and contribute to the Department's success of this noble mission.

The Equal Employment Opportunity policy of any organization is reflective of the core values embraced by that organization, and VA is no different. Central to these core values are commitment, excellence, communication and stewardship, all of which are focused on mutual respect among employees who make up VA's highly-skilled, motivated, and diverse workforce.

I take responsibility for leading the way on this issue. My policy is simple and straightforward: zero tolerance of any discrimination against or harassment of any employee. Anything less falls short of the professional conduct required to achieve this mission.

I hold executives, managers, and supervisors responsible for managing diversity. I expect them to show initiative in employing veterans and persons with targeted disabilities, and in providing reasonable accommodations under the Rehabilitation Act of 1973. I also expect management to ensure a fair and level playing field which provides opportunities to all employees to rise to their highest level of achievement based solely on merit and ability.

All incidents of unlawful discrimination, harassment, or reprisal should be reported to the local EEO Office, or to the Office of Resolution Management toll free at 1-888-737-3361 or via TTY/TDD at 1-888-626-9008. Allegations will be immediately investigated and, where substantiated, appropriate action will be taken.

I emphasize again that VA can accomplish its mission only if it ensures equal employment opportunities for all employees to reach their full potential and contribute to the Department's success.

Thank you for your full support of this policy.



R. James Nicholson



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

October 17, 2006



Commemorating 75 Years of Service

TO ALL EMPLOYEES

SUBJECT: Prevention of Sexual Harassment

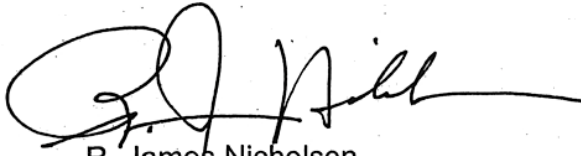
Employees are the foundation of the Department of Veterans Affairs (VA) and the key to its success. Every VA employee deserves a work environment that fosters dignity and mutual respect, and VA is committed to providing an environment that is free from all forms of harassment and retaliation.

Sexual harassment is a flagrant form of illegal discrimination that generates a harmful and threatening atmosphere and undermines the integrity of the employment relationship. Sexual harassment also weakens morale and interferes with the productivity of its victims and their coworkers.

Each employee is responsible for preventing or eliminating sexual harassment by (1) attending required training to become informed about the issue; (2) examining his or her behavior on the job; (3) identifying and taking individual action to stop inappropriate behavior by communicating directly and immediately with the person(s) whose behavior is offensive; and (4) if sexually harassed, bringing the matter to the attention of his or her supervisor, higher level manager, and/or Equal Employment Opportunity (EEO) personnel. VA's policy on sexual harassment applies to all employees and covers harassment between supervisors and subordinates, between employees, by employees outside the workplace while conducting Government business, and by non-VA employees while conducting business in VA's workplace. All incidents of sexual harassment should be reported within 45 days of the alleged incident to the local EEO Office, or to the Office of Resolution Management at toll free 1-888-737-3361, or via TTY/TDD at 1-888-626-9008.

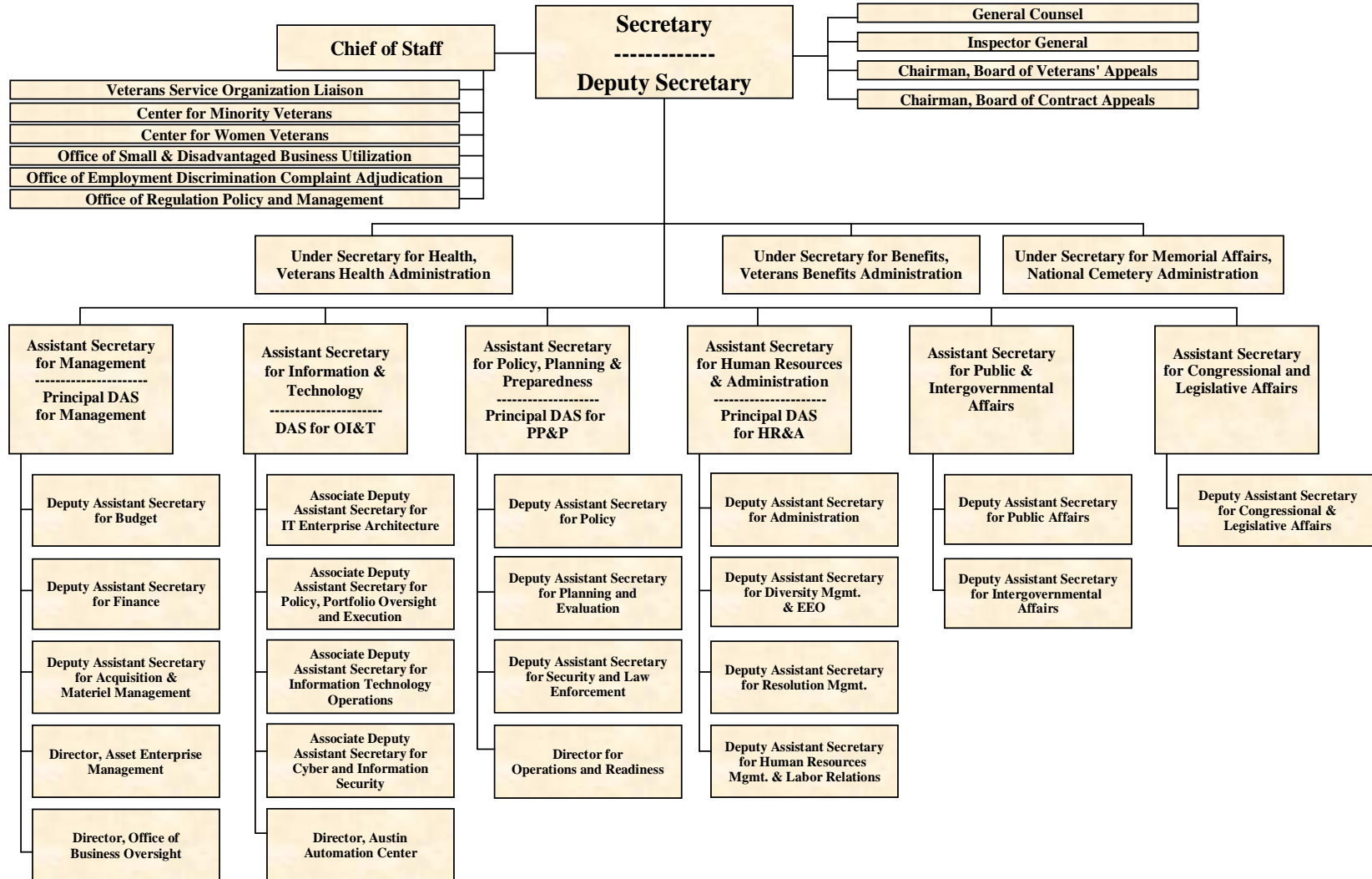
All VA executives, managers, and supervisors will take the necessary steps to prevent and eliminate sexual harassment in the workplace. Allegations of sexual harassment will be dealt with swiftly and fairly. Substantiated complaints of sexual harassment will result in corrective administrative or disciplinary action which could result in removal. Also, appropriate disciplinary action will be taken against anyone who retaliates or discriminates against an employee for reporting harassment or cooperating with the investigation of allegations of sexual harassment.

I expect your full support and cooperation in preventing and eliminating sexual harassment in VA. To assist you, guidelines prepared by the Office of Diversity Management and Equal Employment Opportunity are attached.



R. James Nicholson

DEPARTMENT OF VETERANS AFFAIRS



Updated October 21, 2005. Questions regarding VA's Organizational Chart should be directed to the Office of Administration at (202) 273-5355.

National

U.S. Equal Employment Opportunity Commission
ANNUAL EEO PROGRAM STATUS REPORT
Plan To Attain the Essential Elements of a Model EEO Program

Report Generated on 01/31/2007

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Policy statements up to date, communicated to all employees (1-7)	
OBJECTIVE 1: (National)	Current EEO policies and endorsements provided to all employees	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	09/30/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	06/30/2006	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
EEO policy signed and distributed to employees yearly, widely posted. ** COMPLETED: Administrations will ensure that an Administration, regional (VISN, Area, MSN), and facility statement will be issued annually, posted widely, and provided in hard copy to new employees.	06/30/2006	
Other ** The new EEO Directive 5975 was completed during FY 2006 but the clearance process took somewhat longer than anticipated. It will be issued during the second quarter of FY 2007.	03/31/2007	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Managers and supervisors evaluated on EEO performance (8-19)	
OBJECTIVE 2: (National)	EEO policy is vigorously enforced by facility management.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007	

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
<p>Managers and supervisors evaluated on implementation of EEO policies and principles, including resolving problems, addressing concerns, and ensuring workplace free of all forms of discrimination. ** COMPLETED IN FY 2006 BUT RECURRING: EEO performance continues to be reviewed by the Deputy Secretary with the senior managers at least quarterly. The Facility Self Assessments from the field offices have been reviewed. A new Directive is anticipated this year.</p>	09/30/2007
<p>Staff resources provided for SEP, community outreach, and EEO audits. ** UNDERWAY: VA had the Federal government's first EEO Audit program, which continues today. In partnership with LULAC and AGIF, VA developed the Community Prosperity Partnership program for community outreach, and conducted the first event in San Juan, Puerto Rico, October 30 to November 1, 2006. A similar event is planned for San Antonio, Texas.</p>	09/30/2007
<p>Ensure accommodations provided when possible. ** COMPLETED: A national review of policy and procedures was completed in FY 2006. New policy to ensure that accommodations are provided has been written and will be distributed as soon as Directive 5975 is approved.</p>	12/31/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager has appropriate authority and training (20-30)
OBJECTIVE 3: (National)	Reporting structure gives EEO Program appropriate authority and resources.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2009

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
<p>EEO manager under immediate supervision of the facility head, and participates in decisions regarding human capital. ** UNDERWAY: Under Congressional direction, the operating head of the EEO complaints function at the national level can be a Deputy Assistant Secretary, and the remainder of the national EEO program is treated in a parallel manner. The NCA EEO program has been moved to report directly to the agency head. Guidance is in Directive 5975, currently pending final approval.</p>	09/30/2007
<p>Duties and responsibilities of EEO staff clearly defined, staff trained. ** COMPLETED: One-VA training modules (applicable to all three Administrations and the VA Central Office [VACO]) were developed in FY 2005 and updated in FY 2006 in conjunction with the VA Learning University (VALU.) This training is available online on demand and in VHS and DVD format. Duties have been clarified in Directive 5975 (pending approval).</p>	09/30/2006
<p>EEO Manager conducts periodic review of HR policies, procedures, practices, and outcomes. ** COMPLETED: VA Directive 5975 will require this review, and accomplishment will be verified as noted above. DM&EEO is currently coordinating closely with HR in developing HR policies, and will be part of the HR policy concurrence process.</p>	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO program fully staffed (31-37)	
OBJECTIVE 4: (National)	Sufficient staff and budget resources for successful EEO program.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
EEO manager has authority and funding to eliminate barriers, realize equal opportunity, and maintain the facility's portion of the EEO complaint processing system. ** COMPLETED: Under Congressional direction, EEO complaints are handled nationally by the Office of Resolution Management. They have the needed funding and authority.	09/30/2007	
EEO and Special Emphasis programs are sufficiently staffed, including FEW, Hispanic Employment, People with Disabilities, Veterans, Blacks, American Indian, Asian, and Pacific Islander programs. ** ONGOING: Most facilities have SEP managers. In an organization this size, there is always some turnover in EEO and other positions. Efforts are made to fill such positions promptly.	09/30/2005	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO fully funded for program effectiveness (38-51)	
OBJECTIVE 5: (National)	Sufficient budget to support the success of the EEO Program.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Sufficient resources for barrier analysis, data collection and tracking, materials, and accommodation supplies. ** LARGELY COMPLETED: The data tables and Parts G, H, I, and J required by MD-715 have been automated, as well as the required data tables for which VA data exists. Additional workforce analysis reports needed to drill into the findings from these tables have been developed and are being updated to accept the new RNO category format. The change-over to the new format will occur when Employee Express is updated to allow employees to self identify electronically.	09/30/2008	
Central fund for reasonable accommodations and accessibility. ** COMPLETED: VA is a major user of CAP for technological accommodations. VA systematically ensures physical access improvements in VA buildings, a program that is funded centrally by the Administrations.	09/30/2005	

<p>Sufficient funding to provide EEO training to managers, EEO staff, and employees. ** UNDERWAY: It is not feasible to provide face-to-face training at all our facilities, so One-VA EEO training will be developed in conjunction with VALU which will be available electronically at all facilities. Agreement was reached during FY 2006 on the core curriculum, but the review of off-the-shelf training to fill any gaps has not yet been completed. VA is coordinating with EEOC to develop modules on supervisory responsibilities and disability employment training.</p>	09/30/2006
<p>Other ** NOT COMPLETED: DM&EEO will study the feasibility of establishing a central review of the process of approving and funding requests for accommodations.</p>	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EEO Manager coordinates with facility management (52-53) and HR Manager (54-56).
OBJECTIVE 6: (National)	EEO staff regularly advises supervisors and managers about their area.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
<p>Regular (monthly to semi-annual) updates provided to managers and supervisors. ** COMPLETED, RECURRING: Quarterly EEO briefings have been provided to the Deputy Secretary and senior managers since 2003. VA Directive 5975 will require similar briefings in facilities; implementation will be verified as noted above.</p>	09/30/2006
<p>EEO staff coordinate EEO Plans with all appropriate facility managers, including legal, HR, finance, and information technology. ** UNDERWAY: VA has started planning for a comprehensive new Strategic Human Capital Plan incorporating EEO into each aspect, with coordination throughout VA, to be completed by the end of FY 2007.</p>	09/30/2007
<p>Reviews have been scheduled on a recurring basis, carried out timely, reported, and results acted on. ** ONGOING: As noted above, HR and DM&EEO are conducting systematic on-site reviews.</p>	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Discipline for findings of discrimination (57-61)
OBJECTIVE 7: (National)	Discipline backs up findings of discrimination when appropriate.
RESPONSIBLE OFFICIAL:	Secretary
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility timely complies with orders from EEOC, MSPB, FLRA, arbitrators, and the Court. ** ONGOING: ORM's compliance officer has the responsibility of ensuring all orders from EEOC are complied with in a timely manner. When orders are not acted upon in a timely manner, follow-up action is taken.	09/30/2005
Facility tracks disability accommodations to ensure compliance. ** ACCOMPLISHED: Directive 5975 will require Administrations to track these accommodations.	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers meet with EEO to solve barriers and implement plans (62-69)
OBJECTIVE 8: (National)	Management and EEO cooperate to identify and solve barriers.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2007

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Senior managers meet with EEO staff to identify barriers to EEO. ** ONGOING: The DM&EEO and ORM Deputy Assistant Secretaries routinely address the Deputy Secretary and senior managers. Facility self assessments show that this is being accomplished in VHA and VBA. The EEO staff in NCA reports directly to their chief.	06/30/2007
When barriers identified, plans to solve developed and implemented. ** ONGOING: Administrations and VACO have developed multi-year plans to solve the identified barriers. These plans were updated in FY 2006 and will be closely coordinated in FY 2007.	09/30/2007
Workforce trend analysis conducted of major variables. ** COMPLETED: VA has automated the production of the data tables required by MD-715 as well as Parts G, H, I and J. In addition, we have a large number of on-line diversity reports for more in-depth analysis, which have been in use for several years.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	In-depth workforce diversity analysis conducted (65-69)
OBJECTIVE 9: (National)	EEO staff closely analyzes MD-715 tables and VSSC reports.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005

TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Trend analysis conducted on major EEO variables. ** ACCOMPLISHED: Administrations and VACO have been conducting this analysis for years, and substantially more detailed analysis was performed in FY 2006.	06/30/2005
Analysis of management/personnel policies, procedures and practices conducted. ** ONGOING: A new tool, ProClarity data cubes, was added in FY 2006. This has allowed a new depth of analysis of how authorities are used.	09/30/2005
Other	06/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Senior managers encourage and participate in ADR (70-71)
OBJECTIVE 10: (National)	ADR is effective.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Employees are encouraged to use ADR. ** ACCOMPLISHED: VA has an active program to encourage ADR use.	09/30/2005
Participation of supervisors and managers in ADR is required. ** NOT ACCOMPLISHED: Participation is encouraged but not required.	09/30/2005

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Sufficient staffing for data collection, analysis, audits, and reasonable accommodations (72-76)
OBJECTIVE 11: (National)	Data collection for EEO is adequate.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005

TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
EEO staff has sufficient training in data analysis and adequate data is collected for the required analysis. ** ONGOING: VA has been training the EEO staff through on demand online video, VHS, and DVD. Face to face training is provided regularly in VHA and as needed elsewhere.	09/30/2006
Resources are provided for audits, if requested. ** ONGOING: VA started an active EEO Audit program in FY 2004 with practice audits, and started conducting actual audits in December of FY 2005. The program will be continued indefinitely.	12/31/2005
A facility official is designated to coordinate accommodations. ** ACCOMPLISHED: Most facilities have designated an official. This program will be strengthened during FY 2007.	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective complaint tracking (77-87, 89)
OBJECTIVE 12: (National)	Facility has system to track complaints and ensure timely compliance.
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	01/31/2005
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2006
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility has a system to track complaints and monitor compliance. ** UNDERWAY: By Congressional direction, EEO complaints are tracked nationally. A system has been in place for several years; system improvements are anticipated in FY 2007.	09/30/2007
Required training is timely provided. ** ACCOMPLISHED: ORM has systematically provided the necessary training to the complaints staff.	09/30/2005
Procedural steps are completed timely. ** IMPROVING: VA greatly improved the timeliness of complaints in FY 2005 and made further improvements in FY 2006.	09/30/2006

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Effective ADR system (90-93)
OBJECTIVE 13: (National)	Efficient and fair ADR system.

RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A, and Chair, Board of Contract Appeals	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Facility has established an ADR system. ** ACCOMPLISHED: The Dispute Resolution Specialist issues the VA-wide policies and tracks all ADR activity. ORM offers mediation in the complaint process and provides training to employees and managers. The Administrations are responsible for ensuring they have an ADR program. When an employee in the complaint process elects ADR, the case is referred to the facility ADR coordinator for follow-through.	09/30/2005	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Systems for evaluation of EEO program (94-100)	
OBJECTIVE 14: (National)	EEO system is evaluated for impact and effectiveness.	
RESPONSIBLE OFFICIAL:	Assistant Secretary, HR&A	
DATE OBJECTIVE INITIATED:	01/31/2005	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
The facility monitors complaint processing to ensure meeting obligations under Title VII and the Rehabilitation Act. ** ACCOMPLISHED: ORM closely monitors these obligations. As noted above, an assessment of unmet local needs was completed in FY 2005.	09/30/2005	
Facility tracks recruitment to identify potential barriers. ** UNDERWAY: DM&EEO is coordinating with HR to develop the policy framework for recruitment. A comprehensive plan is anticipated by the end of FY 2007.	09/30/2006	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Timely compliance (88, 101-123)	
OBJECTIVE 15: (National)	Corrective actions are timely and accountable.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	01/31/2005	

TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2005
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Facility has a system to ensure timely compliance with EEOC orders and directives. ** ACCOMPLISHED: ORM has a system to ensure timely compliance with EEOC orders and directives. ORM's compliance officer works closely with facility program managers and EEOC's compliance officer to ensure timely compliance.	09/30/2005
Timely compliance is in performance standards. ** ACCOMPLISHED: Timely compliance is in the ORM compliance officer standards.	09/30/2005
Full compliance documentation is provided. ** ACCOMPLISHED: Upon receipt of EEOC orders, the compliance officer sends the correspondence to the facility outlining what documentation is necessary to demonstrate full compliance. The compliance officer then sends all documentation to EEOC's compliance officer who confirms that the order has been fulfilled.	09/30/2005

National

U.S. Equal Employment Opportunity Commission
ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan To Eliminate Identified Barrier

Report Generated on 02/01/2007

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Chronic underrepresentation of White women, Hispanic men and women, Asian men and American Indian women VA-wide, with some variation by Administration.	
BARRIER ANALYSIS 1: (National)	Table 6 shows a pattern of underrepresentation for these groups in major occupations compared to appropriate RCLF data: Table 7 shows that in the locations where these groups are underrepresented in specific occupations their representation continues to decline.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	VA does not have systematic focused recruitment for the groups that are underrepresented in specific major occupations.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Conduct focused recruitment for those groups that are underrepresented in specific major occupations where they are underrepresented. (If no underrepresentation, no action needed)	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads	
DATE OBJECTIVE INITIATED:	02/15/2006	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Ensure that there is an EEO Manager and SEPMS at each facility, either collateral duty or full time as needed. ** COMPLETED: In an organization as large as VA, there will always be some vacancies in any large occupation. Administrations promptly fill EEO vacancies.		09/30/2006
Ensure that Special Hiring Authorities are used proportionate to the recruitment pools. ** COMPLETED: Administrations have reviewed the use of these authorities to determine if they are proportionate to availability, and incorporated this analysis in their recruitment plans. Administrations will track regional performance on an ongoing basis. DM&EEO provides feedback to Administrations. VHA provides feedback to EEO staff.		09/30/2006
Where underrepresented, develop and implement initiatives to recruit these underrepresented groups. ** UNDERWAY: DM&EEO formed a workgroup to develop an approach to recruitment strategies. During FY 2007, their recommendations will be coordinated with HR to develop the policy foundation for recruitment efforts. Recruitment is expected to be a major focus in FY 2007. Administrations rely on affinity groups.		09/30/2006

<p>Develop a mechanism to track and evaluate targeted recruitment efforts and the use of Special Hiring Authorities. ** COMPLETED: DM&EEO developed an automated report to track the use of Special Hiring Authorities in FY 2006, and Administrations used it to review their use. UNDERWAY: VA Central Office (VACO) HR will develop a process to track targeted recruitment efforts by the end of FY 2007.</p>	09/30/2007
<p>Where appropriate, develop a mechanism to track Title 38 job inquiries through to eventual employment. ** UNDERWAY: VHA has started a review of the system needed to track the SSN of applicants to determine if they are eventually employed. The security issues are now being reviewed.</p>	09/30/2007
<p>Other. ** White women are underrepresented throughout VA, in every Administration, every facility, and nearly every occupation. A significant national effort to reach out to this group will be developed nationally during FY 2007 for implementation in FY 2008.</p>	09/30/2008

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

** White women are VA's most underrepresented group, as noted above. *** Hispanic women are significantly underrepresented compared to the national RCLF and not increasing employment fast enough to keep up with their growth in the RCLF. Unlike White women, compared to the regional RCLF they are significantly underrepresented in only a few regions. More effective outreach is needed in VHA VISNs 3, 12, 17, 18, 19, 21, and 22, plus VBA Areas 3 and 4. Hispanic men are also underrepresented, although less so. Stronger outreach is needed in VISNs 3, 5, 12, 16, 21, and 22, plus MSN 1 and 5. *** American Indian women are significantly underrepresented compared to the national RCLF, but sufficient progress is being made that parity is expected within two years. Stronger outreach is needed in VISNs 6, 8, 16, 19, 20, and 23, plus Area 4. *** No other groups are underrepresented in national total, but outreach efforts are needed in specific regions to keep abreast of developing local underrepresentation. *** Underrepresentation is difficult to address piecemeal, so a comprehensive new Strategic Human Capital Plan will be developed incorporating recruitment, training, succession planning and turnover issues, all with an EEO aspect. See Barrier 6.

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	Apparent grade disparity.	
<p>BARRIER ANALYSIS 2: (National)</p>	Table A4 shows, with some variation by Administration, that the proportion of GS/GM White and Asian males generally increases, while other RNO groups generally decline, as do persons with targeted disabilities as shown in Table B4. There are abrupt declines in many minority groups in the leadership pipeline (grade 12-15).	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	As planned, during FY06 VA developed the data tools needed to address grade disparity issues, but has not had time to implement them yet.	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Apply the new tools to major occupations and occupation groups, identify any anomalies, develop plans to remove any barriers, and implement the plans.	
<p>RESPONSIBLE OFFICIAL:</p>	Under Secretaries, Assistant Secretaries, Staff Office Heads	
<p>DATE OBJECTIVE INITIATED:</p>	03/31/2006	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	09/30/2008	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>	

<p>For RNO/gender groups, review major promotion rates and awards for occupations and occupation groups, review separations, identify any anomalies, develop plans to remove any barriers, and implement the plans.</p> <p>** COMPLETED: An automated tool for the analysis of promotion rates was developed and implemented in FY 2006. The results showed a nearly perfect correlation by grade between availability rates and promotion rates, indicating that RNO and gender did not play a significant role in promotions. There were very minor fluctuations by average age (experience). In total, it appears that grade disparity is based on historical hiring practices rather than current promotion practices. An in-depth analysis suggested that the disparity will be corrected as the Baby Boom generation retires. These are significant findings. A few possible exceptions were identified for further analysis during FY 2007.</p>	09/30/2006
<p>For targeted disabilities, review major promotion rates and awards for occupations and occupation groups, review separations, identify any anomalies, develop plans to remove any barriers, and implement the plans.</p> <p>** UNDERWAY: The FY 2006 analysis of national data suggested that promotions for persons with targeted disabilities may be somewhat slower than for non-disabled individuals. Administrations will look into this in detail in FY 2007 and take any necessary corrective steps.</p>	09/30/2007
<p>Ensure that all employees are notified of available training at all grade levels.</p> <p>** COMPLETED: Administrations took steps during FY06 to make sure that employees are informed of available training. The capabilities for online video training on demand were significantly strengthened. Administrations post links to training opportunities . *** VHA reports use of the School-At-Work (SAW) employee developmental program for GS-1-4 staff at some VISNs and will seek to expand the program during FY 2007.</p>	09/30/2006
<p>Other.</p> <p>** An automated workforce analysis tool was developed during FY 2006 to measure the amount of career improvement movement into new occupations for GS employees grade 9 and below, and differences between Administrations were noted. During FY 2007 Administrations will develop a more systematic approach to this desirable movement into higher graded occupations.</p>	09/30/2007
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p>	
<p>** The fundamental issue regarding grade disparity was laid to rest with the analysis which showed no current differences in promotion and award rates by RNO and gender or veteran status. Administrations will inform employees of their findings during FY 2007. Barrier 2 will be reformulated during FY 2007 to focus on staff succession planning and turnover issues.</p>	

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Targeted disabilities representation has been declining for years.</p>
<p>BARRIER ANALYSIS 3: (National)</p>	<p>Tables B1-3 show a decline in FY05, and our Disability Change Report shows this has been a long term trend.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>VA is well above the government average in the representation of persons with targeted disabilities, but there is not a sufficient effort to recruit new individuals.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Increase the representation of individuals with targeted disabilities.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Under Secretaries, Assistant Secretaries, Staff Office Heads</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>03/31/2006</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2008</p>

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
<p>Ensure that the Selective Placement Coordinators are fully trained to answer questions from disabled individuals applying for jobs, advocate on their behalf, and are knowledgeable of the CAP program. ** COMPLETED: Administrations have designated a selective placement coordinator in each facility that produces an EEO Report. Efforts will continue during FY 2007 and 2008 to ensure that these coordinators are fully trained.</p>	09/30/2006
<p>Contact local disability affinity groups to seek job applicants. ** UNDERWAY: Disability affinity groups are being included in the Community Prosperity Partnership (CPP) program (see Barrier 4). Develop an MOU with a disability affinity group by the end of FY 2007.</p>	12/31/2007
<p>Expand use of the WRP program. ** UNDERWAY: To be included in the targeted recruitment guidance noted in Barrier Analysis 1. Little progress to date, but VHA is investigating centralized funding to overcome the main obstacle. VA has set a goal of 20 WRP students in place in the summer of FY 2007.</p>	09/30/2007
<p>Expand use of relevant Special Hiring Authorities. ** UNDERWAY: Develop training with EEOC on the use of the new Schedule A hiring authority during FY 2007 and increase the rate of hiring persons with targeted disabilities (currently 1.5%/ yr) by 0.1% a year until it reaches 2.0.</p>	09/30/2012
<p>Ensure that EEO staff and managers are trained in reasonable accommodations and the CAP program. ** UNDERWAY: General Counsel has produced at least 20 hours of video training on disabilities topics, and this is a routine topic in VHA EEO training. DM&EEO is again working to develop disabilities training in coordination with EEOC during FY 2008.</p>	12/31/2008
<p>Other. ** UNDERWAY: VACO will ensure that Employee Express is updated to allow employees to self-identify their race and ethnicity, and their disability status.</p>	09/30/2007

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

** DM&EEO has appointed a national Disabilities Coordinator, and the national policy and handbook are in the last phases of review. A national goal of 1.8% employees with targeted disabilities has been established, plus a hiring rate of 2.0%.

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	Veterans representation has been declining for years.
<p>BARRIER ANALYSIS 4: (National)</p>	Our Veterans Change Report shows a decline.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	VA is well above the government average in the representation of veterans and disabled veterans, but there is not a sufficient effort to recruit new individuals.
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	Increase the representation of veterans and disabled veterans.
<p>RESPONSIBLE OFFICIAL:</p>	Under Secretaries, Assistant Secretaries, Staff Office Heads

DATE OBJECTIVE INITIATED:	03/31/2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Ensure that the Selective Placement Coordinators are fully trained to answer questions from veterans applying for jobs and advocate on their behalf. ** COMPLETED: A selective placement coordinator has been designated at each facility that produces an EEO Report.	09/30/2006
Coordinate with near-by military facilities to ensure that separating individuals are aware of job opportunities in VA. ** UNDERWAY: Regions are expanding their coordination. Specific plans should be identified during FY 2007.	09/30/2007
Coordinate with near-by veterans' affinity groups. ** UNDERWAY: VA has long had associations with national veterans' affinity groups. Develop and implement plans at each region.	09/30/2007
Reach out to near-by areas that may have concentrations of veterans, such as Indian Reservations. ** UNDERWAY: This will be part of the targeted recruitment efforts described above.	09/30/2007
Expand use of relevant Special Hiring Authorities. ** UNDERWAY: During FY 2006, VA hired more than 2,800 veterans under the VEOA authority plus 1,200 under VRA plus additional vets under the 30% service connected disability authorities. Analysis has shown that the rates are not proportionate to availability by RNO. A full report of these anomalies will be completed by DM&EEO by the end of FY 2007. Administrations and regions are tracking the use of these authorities.	09/30/2007
Other. ** COMPLETED: The Beneficiary Identification and Records Locator System (BIRLS) for veterans data has been incorporated into the COIN PAID system for a single accurate count. Many veterans were not identified in our HR system previously. Accurate data starts in December FY 2007.	09/30/2006

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE
** VA has started the Community Prosperity Partnership (CPP) program, a major new program to improve outreach to and recruitment of veterans, in coordination with veterans groups, diversity affinity groups, and other Federal agencies. The first event was in San Juan, Puerto Rico, in conjunction with LULAC and the American GI Forum. The next will be in San Antonio, Texas. As this program expands across the country, additional affinity groups will be added.

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Training in EEO topics is not sufficiently available.
BARRIER ANALYSIS 5: (National)	The training video "How to write an EEO Report" has been broadcast on the in-house TV channel and made available for on-demand viewing as well as distributed in VHS and DVD formats. But many additional EEO topics are not universally available.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	It is too expensive to conduct face to face training on all the necessary EEO topics to all VA facilities. VAKN should have greatly increased capability, availability, and tracking on on-line training in FY07.

OBJECTIVE:	Ensure that EEO staff are fully trained in EEO matters.
State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	
RESPONSIBLE OFFICIAL:	Under Secretaries, Assistant Secretaries, Staff Office Heads
DATE OBJECTIVE INITIATED:	03/31/2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
<p>Ensure that EEO staff and SEPMs are aware of the EEO materials available on-line from VALO, available for on-demand viewing on VAKN, available as published documents, and available through other means such as conference calls, shadowing assignments, etc.</p> <p>** COMPLETED: The training video 'How to Write an EEO Report' was broadcast, made available for months for on-demand online viewing over the VA Knowledge Network (VAKN), and distributed on demand in DVD and VHS format. VHA has notified EEO staff of the training they have available online.</p>	09/30/2006
<p>Maintain an EEO staff, including succession planning for EEO managers approaching retirement age, that is fully trained in the EEO core curriculum and in management skills.</p> <p>** UNDERWAY: EEO training has been made available but it appears that many EEO staff are either not viewing this training or not applying the workforce analysis tools needed for the program. DM&EEO will coordinate with the Administrations to ensure that training is current by the end of FY 2007.</p>	09/30/2007
<p>(Headquarters) Investigate off-the-shelf EEO training for electronic distribution within VA.</p> <p>** UNDERWAY: During FY 2006, the MD-715 workgroup agreed on the core curriculum for EEO Managers and SEPMs. VAKN is still developing the means to track participation on online training. DM&EEO will have purchased and made available the needed training by the end of FY 2008.</p>	09/30/2008
<p>Other.</p> <p>** COMPLETED: VHA made the SEPM tool box and the New EEO Manager training available to other Administrations.</p>	09/30/2006
<p>Other.</p> <p>** COMPLETED: DM&EEO developed two additional modules for the "How to Write an EEO Report" on-demand video training.</p>	09/30/2006

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	The systems approach to identifying and eliminating factors that could reduce equal opportunity has not been completed and fully implemented. The headquarters offices are responsible for this barrier. Field facilities should not respond.
BARRIER ANALYSIS 6: (National)	These issues were identified in the FY04 EEO Report to be addressed by headquarters EEO Managers.
STATEMENT OF IDENTIFIED BARRIER:	The systems approach to identifying and eliminating factors that could reduce equal opportunity has not been completed.
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Headquarters completes the EEO systems.
RESPONSIBLE OFFICIAL:	Assistant Secretary HR&A
DATE OBJECTIVE INITIATED:	03/31/2006
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2008

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Develop an EEO core curriculum and the needed technical EEO training, as well as EEO training for supervisors, for broadcast, on-demand viewing and DVDs. ** UNDERWAY: The core curriculum has been developed and agreed to. Nine training modules for EEO staff have been developed and made available for on-demand online viewing and on DVD. A plan for producing similar training for supervisors will be completed by the end of FY 2007 and implemented by the end of FY 2008.	09/30/2008
Develop and implement a plan for complaints prevention based on surveys of employees (either new surveys or with new items in ongoing surveys). ** NOT STARTED YET: A workgroup to bring EEO issues into employee surveys will be started in FY 2007.	09/30/2007
Develop an Applicant Flow data system; complete Table 7 and Part J. ** WAITING ON AN OMB-APPROVED FORM FROM EEOC: VA and OPM have agreed to include an applicant background form in the online USA Staffing. EEOC has agreed to produce an OMB-approved applicant background form. VA will develop a system to track applicant data, and a system to insert the results in Table 12, Part J, and appropriate automated reports when an approved form is available.	09/30/2007
Develop an Applicant Flow data system for career development training; automate Table 12. ** WAITING ON DATA DEFINITIONS FROM EEOC: DM&EEO will capture this information from OPM's EHRI effort as soon as EEOC identifies the codes that define career development training.	09/30/2007
Automate Tables 9 and 10, or some substitute based on available data elements, and automate the other needed workforce data tools. ** COMPLETED: An alternate Table 9 was developed on schedule during FY 2006. No systematic bias in promotions or awards was found. This suggests that a new table 10 is not needed.	09/30/2007
Publish the needed policies and handbooks. ** UNDERWAY: DM&EEO has completed Directive 5975 on EEO and Diversity Management, which is awaiting final approval. Publication is expected in the second quarter of FY 2007.	09/30/2006

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
** VA has decided to move to USA Staffing for automated recruitment. It is expected to start in FY 2007 and will take another five years until fully implemented in all facilities. *** VA is waiting on EEOC to identify the codes that define career development training in EHRI. *** The major systems effort of FY 2007 will be the development of a comprehensive Strategic Human Capital Plan, integrating recruitment, career pathing and upward mobility, succession planning, and training. EEO would be an integral part of each aspect. As the plan takes shape, Barrier 6 will be reformulated to manage the EEO aspects of this development.	

EEOC FORM 715-01 PART J

PART I Department or Agency Information	1. Agency	1. U.S. Department of Veterans Affairs
	1.a. 2 nd Level Component	1.a.
	1.b. 3 rd Level or lower	1.b.

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY06.		... end of FY06.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	233,885	100.00%	238,580	100.00%	4,695	02.01%
	Reportable Disability	17,907	07.66%	18,504	07.76%	597	03.33%
	Targeted Disability*	3,564	01.52%	3,564	01.49%	0	00.00%
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					***	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					373	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	7,174	675	09.41%	112	01.56%	935	13.03%	5,452	76.00%
4. Non-Competitive Promotions	6,904	774	11.21%	92	01.33%	437	06.33%	5,601	81.13%
5. Employee Development/Training	***	***	***	***	***	***	***	***	***
5.a. Grades 5 - 12	***	***	***	***	***	***	***	***	***
5.b. Grades 13 - 14	***	***	***	***	***	***	***	***	***
5.c. Grade 15/SES Development Training	***	***	***	***	***	***	***	***	***
6. Employee Recognition and Awards	---	---	---	---	---	---	---	---	---
6.a. Time-Off Awards (Total hrs awarded)	266,336	20,567	07.72%	3,706	01.39%	57,140	21.45%	184,923	69.43%
6.b. Cash Awards (total \$\$\$ awarded)	\$93,083,552	\$6,678,157	07.17%	\$452,853	00.49%	\$44,521,591	47.83%	\$41,430,951	44.51%
6.c. Quality-Step Increase	1,637	148	09.04%	16	00.98%	386	23.58%	1,087	66.40%

*** = Data is not currently being collected.

Data shown includes full-time and part-time permanent and temporary employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for a listing of the Nature of Action codes that are included for Time-Off awards, Cash Awards, and Quality-Step Increase.

Department of Veterans Affairs

**FY 2006 EEO Report
Tables**

**Office of Diversity Management and EEO
Office of Human Resources and
Administration**

Blank page

**Department of Veterans Affairs
FY 2005 EEO Report**

Table of Contents

	PAGE
Table 1: TOTAL WORKFORCE.....	1
Table 2: TOTAL WORKFORCE BY COMPONENT	5
Table 3: OCCUPATIONAL GROUPS	7
Table 4: PARTICIPATION RATES ACROSS GS GRADES.....	11
Table 5: PARTICIPATION RATES ACROSS WAGE GRADES.....	19
Table 6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS.....	27
Table 7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS	37
Table 8: NEW HIRES BY TYPE OF APPOINTMENT	47
Table 9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE	49
Table 10 – Not Available	
Table 11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS	90
Table 12 – Not Available	
Table 13: EMPLOYEE RECOGNITION AND AWARDS.....	94
Table A14: SEPARATIONS BY TYPE OF SEPARATION	96
EEOC Form 462: Statistical Report of Discrimination Complaints.....	100
Architectural Barriers Analysis	111

Blank page

Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2006

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
<u>TOTAL</u>																		
FY 2005	#	233,885	96,707	137,178	7,730	8,289	60,725	83,514	21,273	34,540	6,109	9,603	0	0	854	1,213	16	19
	%	100.02%	41.36%	58.66%	03.31%	03.54%	25.96%	35.71%	09.10%	14.77%	02.61%	04.11%	00.00%	00.00%	00.37%	00.52%	00.01%	00.01%
FY 2006	#	238,580	97,947	140,633	7,780	8,493	61,257	85,190	21,525	35,345	6,293	9,990	0	0	948	1,422	144	193
	%	100.01%	41.06%	58.95%	03.26%	03.56%	25.68%	35.71%	09.02%	14.81%	02.64%	04.19%	00.00%	00.00%	00.40%	00.60%	00.06%	00.08%
RCLF (2000)	%	99.04%	35.13%	63.91%	03.36%	04.34%	25.41%	47.04%	03.26%	08.13%	02.43%	03.25%	***	***	00.32%	00.61%	00.35%	00.54%
Difference	#	4,695	1,240	3,455	50	204	532	1,676	252	805	184	387	0	0	94	209	128	174
Ratio Change	%	-0.01%	-0.30%	0.29%	-0.05%	0.02%	-0.28%	0.00%	-0.08%	0.04%	0.03%	0.08%	0.00%	0.00%	0.03%	0.08%	0.05%	0.07%
Net Change	%	2.01%	1.28%	2.52%	0.65%	2.46%	0.88%	2.01%	1.18%	2.33%	3.01%	4.03%	0.00%	0.00%	11.01%	17.23%	800.00%	915.79%
<u>PERMANENT</u>																		
FY 2005	#	212,984	88,502	124,482	6,990	7,376	55,976	76,127	19,914	31,812	4,828	8,048	0	0	780	1,100	14	19
	%	100.01%	41.56%	58.45%	03.28%	03.46%	26.28%	35.74%	09.35%	14.94%	02.27%	03.78%	00.00%	00.00%	00.37%	00.52%	00.01%	00.01%
FY 2006	#	216,979	89,660	127,319	7,156	7,609	56,322	77,449	20,220	32,533	5,015	8,403	0	0	847	1,220	100	105
	%	100.00%	41.33%	58.67%	03.30%	03.51%	25.96%	35.69%	09.32%	14.99%	02.31%	03.87%	00.00%	00.00%	00.39%	00.56%	00.05%	00.05%
Difference	#	3,995	1,158	2,837	166	233	346	1,322	306	721	187	355	0	0	67	120	86	86
Ratio Change	%	-0.01%	-0.23%	0.22%	0.02%	0.05%	-0.32%	-0.05%	-0.03%	0.05%	0.04%	0.09%	0.00%	0.00%	0.02%	0.04%	0.04%	0.04%
Net Change	%	1.88%	1.31%	2.28%	2.37%	3.16%	0.62%	1.74%	1.54%	2.27%	3.87%	4.41%	0.00%	0.00%	8.59%	10.91%	614.29%	452.63%
<u>TEMPORARY</u>																		
FY 2005	#	17,592	7,177	10,415	594	679	4,317	6,343	968	1,897	1,235	1,417	0	0	62	79	1	0
	%	100.00%	40.80%	59.20%	03.38%	03.86%	24.54%	36.06%	05.50%	10.78%	07.02%	08.05%	00.00%	00.00%	00.35%	00.45%	00.01%	00.00%
FY 2006	#	18,346	7,260	11,086	481	645	4,479	6,732	953	2,003	1,217	1,452	0	0	89	168	41	86
	%	99.99%	39.56%	60.43%	02.62%	03.52%	24.41%	36.69%	05.19%	10.92%	06.63%	07.91%	00.00%	00.00%	00.49%	00.92%	00.22%	00.47%
Difference	#	754	83	671	-113	-34	162	389	-15	106	-18	35	0	0	27	89	40	86
Ratio	%	-0.01%	-1.24%	1.23%	-0.76%	-0.34%	-0.13%	0.63%	-0.31%	0.14%	-0.39%	-0.14%	0.00%	0.00%	0.14%	0.47%	0.21%	0.47%

Change																		
Net Change	%	4.29%	1.16%	6.44%	-9.02%	-5.01%	3.75%	6.13%	-1.55%	5.59%	-1.46%	2.47%	0.00%	0.00%	43.55%	112.66%	4000.00%	0.00%
NON-APPROPRIATED																		
FY 2005	#	3,309	1,028	2,281	146	234	432	1,044	391	831	46	138	0	0	12	34	1	0
	%	100.00%	31.07%	68.93%	04.41%	07.07%	13.06%	31.55%	11.82%	25.11%	01.39%	04.17%	00.00%	00.00%	00.36%	01.03%	00.03%	00.00%
FY 2006	#	3,255	1,027	2,228	143	239	456	1,009	352	809	61	135	0	0	12	34	3	2
	%	99.98%	31.54%	68.44%	04.39%	07.34%	14.01%	31.00%	10.81%	24.85%	01.87%	04.15%	00.00%	00.00%	00.37%	01.04%	00.09%	00.06%
Difference	#	-54	-1	-53	-3	5	24	-35	-39	-22	15	-3	0	0	0	0	2	2
Ratio Change	%	-0.02%	0.47%	-0.49%	-0.02%	0.27%	0.95%	-0.55%	-1.01%	-0.26%	0.48%	-0.02%	0.00%	0.00%	0.01%	0.01%	0.06%	0.06%
Net Change	%	-1.63%	-0.10%	-2.32%	-2.05%	2.14%	5.56%	-3.35%	-9.97%	-2.65%	32.61%	-2.17%	0.00%	0.00%	0.00%	0.00%	200.00%	0.00%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

Non-Appropriated employees include all employees whose salaries are paid from funds generated by the Canteens (Cost Center 8990).

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

*** VA is not yet collecting this data. For purposes of this report, Asian and Native Hawaiian/Other Pacific Islander RCLF data have been grouped together until VA tracks these separately.

Table B1: Total Workforce - by Disability FY 2006

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TOTAL															
FY 2005	#	233,885	161,890	50,524	17,907	3,564	359	442	212	350	162	519	319	1,128	73
	%	100.00%	69.22%	21.60%	07.66%	01.52%	00.15%	00.19%	00.09%	00.15%	00.07%	00.22%	00.14%	00.48%	00.03%
FY 2006	#	238,580	169,902	46,610	18,504	3,564	348	445	210	345	154	511	315	1,162	74
	%	100.00%	71.21%	19.54%	07.76%	01.49%	00.15%	00.19%	00.09%	00.14%	00.06%	00.21%	00.13%	00.49%	00.03%
Difference	#	4,695	8,012	-3,914	597	0	348	445	210	345	154	511	315	1,162	74
Ratio Change	%	00.00%	01.99%	-02.06%	00.10%	-00.03%	00.00%	00.00%	00.00%	-00.01%	-00.01%	-00.01%	-00.01%	00.01%	00.00%
Net Change	%	02.01%	04.95%	-07.75%	03.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Federal High	%					02.27%									
PERMANENT															
FY 2005	#	212,984	143,246	49,575	16,820	3,343	346	414	201	336	148	490	305	1,031	72
	%	100.00%	67.26%	23.28%	07.90%	01.57%	00.16%	00.19%	00.09%	00.16%	00.07%	00.23%	00.14%	00.48%	00.03%
FY 2006	#	216,979	150,516	45,719	17,393	3,351	337	419	200	331	142	484	300	1,065	73
	%	100.00%	69.37%	21.07%	08.02%	01.54%	00.16%	00.19%	00.09%	00.15%	00.07%	00.22%	00.14%	00.49%	00.03%
Difference	#	3,995	7,270	-3,856	573	8	337	419	200	331	142	484	300	1,065	73
Ratio Change	%	00.00%	02.11%	-02.21%	00.12%	-00.03%	00.00%	00.00%	00.00%	-00.01%	00.00%	-00.01%	00.00%	00.01%	00.00%
Net Change	%	01.88%	05.08%	-07.78%	03.41%	00.24%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TEMPORARY															
FY 2005	#	17,592	15,936	623	865	168	8	20	9	10	14	23	2	81	1
	%	100.00%	90.59%	03.54%	04.92%	00.95%	00.05%	00.11%	00.05%	00.06%	00.08%	00.13%	00.01%	00.46%	00.01%
FY 2006	#	18,346	16,694	613	879	160	7	19	8	10	12	20	4	79	1
	%	100.00%	91.00%	03.34%	04.79%	00.87%	00.04%	00.10%	00.04%	00.05%	00.07%	00.11%	00.02%	00.43%	00.01%
Difference	#	754	758	-10	14	-8	7	19	8	10	12	20	4	79	1
Ratio Change	%	00.00%	00.41%	-00.20%	-00.13%	-00.08%	-00.01%	-00.01%	-00.01%	-00.01%	-00.01%	-00.02%	00.01%	-00.03%	00.00%
Net Change	%	04.29%	04.76%	-01.61%	01.62%	-04.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NON-APPROPRIATED															

FY 2005	#	3,309	2,708	326	222	53	5	8	2	4	0	6	12	16	0
	%	100.00%	81.84%	09.85%	06.71%	01.60%	00.15%	00.24%	00.06%	00.12%	00.00%	00.18%	00.36%	00.48%	00.00%
FY 2006	#	3,255	2,692	278	232	53	4	7	2	4	0	7	11	18	0
	%	100.00%	82.70%	08.54%	07.13%	01.63%	00.12%	00.22%	00.06%	00.12%	00.00%	00.22%	00.34%	00.55%	00.00%
Difference	#	-54	-16	-48	10	0	4	7	2	4	0	7	11	18	0
	%	00.00%	00.86%	-01.31%	00.42%	00.03%	-00.03%	-00.02%	00.00%	00.00%	00.00%	00.04%	-00.02%	00.07%	00.00%
Ratio Change	%	00.00%	00.86%	-01.31%	00.42%	00.03%	-00.03%	-00.02%	00.00%	00.00%	00.00%	00.04%	-00.02%	00.07%	00.00%
Net Change	%	-01.63%	-00.59%	-14.72%	04.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents.

Non-Appropriated employees include all employees whose salaries are paid from funds generated by the Canteens (Cost Center 8990).

Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.

Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year vs prior year) by the number of employees in the prior year.

Table A2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

All VA By Administration		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#	219,681	90,501	129,180	7,273	7,799	56,709	78,307	20,501	33,212	5,063	8,512	0	0	852	1,245	103	105
	%	100.00%	41.19%	58.81%	03.31%	03.55%	25.81%	35.65%	09.33%	15.12%	02.30%	03.87%	00.00%	00.00%	00.39%	00.57%	00.05%	00.05%
RCLF (2000)	%	99.44%	34.83%	64.61%	03.39%	04.43%	25.17%	47.54%	03.31%	08.29%	02.29%	03.18%	***	***	00.32%	00.63%	00.35%	00.54%
VHA	#	200,910	81,125	119,785	6,654	7,270	50,336	72,895	18,529	30,169	4,767	8,234	0	0	751	1,122	88	95
	%	99.99%	40.36%	59.63%	03.31%	03.62%	25.05%	36.28%	09.22%	15.02%	02.37%	04.10%	00.00%	00.00%	00.37%	00.56%	00.04%	00.05%
VBA	#	13,129	6,253	6,876	381	359	4,217	4,098	1,362	2,118	202	186	0	0	76	106	15	9
	%	99.99%	47.62%	52.37%	02.90%	02.73%	32.12%	31.21%	10.37%	16.13%	01.54%	01.42%	00.00%	00.00%	00.58%	00.81%	00.11%	00.07%
NCA	#	1,456	1,124	332	116	22	742	205	205	91	45	10	0	0	16	4	0	0
	%	100.00%	77.20%	22.80%	07.97%	01.51%	50.96%	14.08%	14.08%	06.25%	03.09%	00.69%	00.00%	00.00%	01.10%	00.27%	00.00%	00.00%
STAFF OFFICES	#	4,186	1,999	2,187	122	148	1,414	1,109	405	834	49	82	0	0	9	13	0	1
	%	100.00%	47.76%	52.24%	02.91%	03.54%	33.78%	26.49%	09.68%	19.92%	01.17%	01.96%	00.00%	00.00%	00.22%	00.31%	00.00%	00.02%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

*** VA is not yet collecting this data. For purposes of this report, Asian and Native Hawaiian/Other Pacific Islander RCLF data have been grouped together until VA tracks these separately.

Table B2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Disability FY 2006

All VA By Administration	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL	#	219,681	152,705	45,984	17,592	3,400	341	426	202	335	142	490	311	1,080	73
	%	100.00%	69.51%	20.93%	08.01%	01.55%	00.16%	00.19%	00.09%	00.15%	00.06%	00.22%	00.14%	00.49%	00.03%
Federal High	%					02.27%									
VHA	#	200,910	140,927	41,916	15,089	2,978	261	378	165	276	120	435	299	983	61
	%	100.00%	70.14%	20.86%	07.51%	01.48%	00.13%	00.19%	00.08%	00.14%	00.06%	00.22%	00.15%	00.49%	00.03%
VBA	#	13,129	7,884	2,932	1,978	335	68	33	29	48	18	45	10	77	7
	%	100.00%	60.05%	22.33%	15.07%	02.55%	00.52%	00.25%	00.22%	00.37%	00.14%	00.34%	00.08%	00.59%	00.05%
NCA	#	1,456	1,085	211	134	26	0	4	2	2	0	4	2	11	1
	%	100.00%	74.52%	14.49%	09.20%	01.79%	00.00%	00.27%	00.14%	00.14%	00.00%	00.27%	00.14%	00.76%	00.07%
STAFF OFFICES	#	4,186	2,809	925	391	61	12	11	6	9	4	6	0	9	4
	%	100.00%	67.10%	22.10%	09.34%	01.46%	00.29%	00.26%	00.14%	00.22%	00.10%	00.14%	00.00%	00.22%	00.10%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Table A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES			Hispanic or Latino		RACE/ETHNICITY (Non- Hispanic or Latino)										Two or More/Other Races	
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Executive/Senior Level Officials and Managers	#	832	557	275	20	11	481	221	39	36	5	1	10	4	***	***	2	2
	%	100.00%	66.94%	33.05%	02.40%	01.32%	57.81%	26.56%	04.69%	04.33%	00.60%	00.12%	01.20%	00.48%	***	***	00.24%	00.24%
Mid-Level Officials and Managers	#	4,408	2,049	2,359	86	113	1,643	1,662	259	512	13	21	46	49	***	***	2	2
	%	100.00%	46.48%	53.52%	01.95%	02.56%	37.27%	37.70%	05.88%	11.62%	00.29%	00.48%	01.04%	01.11%	***	***	00.05%	00.05%
First-Level Officials and Managers	#	16,614	6,446	10,168	502	577	4,316	6,540	1,314	2,649	77	128	228	269	***	***	9	5
	%	100.00%	38.79%	61.19%	03.02%	03.47%	25.98%	39.36%	07.91%	15.94%	00.46%	00.77%	01.37%	01.62%	***	***	00.05%	00.03%
TOTAL Officials and Managers	#	21,854	9,052	12,802	608	701	6,440	8,423	1,612	3,197	95	150	284	322	***	***	13	9
	%	100.00%	41.42%	58.58%	02.78%	03.21%	29.47%	38.54%	07.38%	14.63%	00.43%	00.69%	01.30%	01.47%	***	***	00.06%	00.04%
Professionals	#	86,562	32,506	54,056	2,043	3,132	24,580	36,537	2,688	8,211	224	374	2,934	5,766	***	***	37	36
	%	100.00%	37.56%	62.45%	02.36%	03.62%	28.40%	42.21%	03.11%	09.49%	00.26%	00.43%	03.39%	06.66%	***	***	00.04%	00.04%
Technicians	#	28,635	8,607	20,028	896	1,241	5,377	12,253	1,646	5,179	84	233	599	1,101	***	***	5	21
	%	100.00%	30.06%	69.93%	03.13%	04.33%	18.78%	42.79%	05.75%	18.09%	00.29%	00.81%	02.09%	03.84%	***	***	00.02%	00.07%
Sales Workers	#	744	141	603	19	60	71	322	39	173	1	6	9	42	***	***	2	0
	%	100.00%	18.94%	81.05%	02.55%	08.06%	09.54%	43.28%	05.24%	23.25%	00.13%	00.81%	01.21%	05.65%	***	***	00.27%	00.00%
Office and Clerical	#	36,923	11,554	25,369	1,307	1,610	5,729	14,277	3,899	8,506	131	304	467	654	***	***	21	18
	%	100.00%	31.29%	68.71%	03.54%	04.36%	15.52%	38.67%	10.56%	23.04%	00.35%	00.82%	01.26%	01.77%	***	***	00.06%	00.05%
Craft Workers	#	6,054	5,911	143	455	12	4,261	95	947	31	73	2	173	3	***	***	2	0
	%	100.00%	97.64%	02.36%	07.52%	00.20%	70.38%	01.57%	15.64%	00.51%	01.21%	00.03%	02.86%	00.05%	***	***	00.03%	00.00%
Operatives	#	3,401	2,944	457	236	40	1,568	215	1,043	186	36	4	60	12	***	***	1	0
	%	100.00%	86.56%	13.44%	06.94%	01.18%	46.10%	06.32%	30.67%	05.47%	01.06%	00.12%	01.76%	00.35%	***	***	00.03%	00.00%
Laborers	#	965	922	43	96	3	526	28	267	9	11	2	22	1	***	***	0	0
	%	100.00%	95.55%	04.45%	09.95%	00.31%	54.51%	02.90%	27.67%	00.93%	01.14%	00.21%	02.28%	00.10%	***	***	00.00%	00.00%
Service Workers	#	34,528	18,850	15,678	1,612	1,000	8,144	6,157	8,360	7,719	197	170	515	611	***	***	22	21
	%	100.00%	54.59%	45.41%	04.67%	02.90%	23.59%	17.83%	24.21%	22.36%	00.57%	00.49%	01.49%	01.77%	***	***	00.06%	00.06%
TOTAL WORKFORCE	#	219,666	90,487	129,179	7,272	7,799	56,696	78,307	20,501	33,211	852	1,245	5,063	8,512	***	***	103	105
	%	100.00%	41.19%	58.81%	03.31%	03.55%	25.81%	35.65%	09.33%	15.12%	00.39%	00.57%	02.30%	03.87%	***	***	00.05%	00.05%

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability FY 2006

All VA Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Executive/Senior Level Officials and Managers	#	832	515	256	49	12	0	2	2	5	1	1	0	1	0
	%	100.00%	61.90%	30.77%	05.89%	01.44%	00.00%	00.24%	00.24%	00.60%	00.12%	00.12%	00.00%	00.12%	00.00%
Mid-Level Officials and Managers	#	4,408	2,532	1,496	345	35	0	4	9	9	3	4	0	6	0
	%	100.00%	57.44%	33.94%	07.83%	00.79%	00.00%	00.09%	00.20%	00.20%	00.07%	00.09%	00.00%	00.14%	00.00%
First-Level Officials and Managers	#	16,614	10,606	3,972	1,827	209	16	19	22	35	15	35	2	60	5
	%	100.00%	63.84%	23.91%	11.00%	01.26%	00.10%	00.11%	00.13%	00.21%	00.09%	00.21%	00.01%	00.36%	00.03%
TOTAL Officials and Managers	#	21,854	13,653	5,724	2,221	256	16	25	33	49	19	40	2	67	5
	%	100.00%	62.47%	26.19%	10.16%	01.17%	00.07%	00.11%	00.15%	00.22%	00.09%	00.18%	00.01%	00.31%	00.02%
Professionals	#	86,562	62,553	18,433	4,855	721	29	144	43	81	41	122	2	237	22
	%	100.00%	72.26%	21.29%	05.61%	00.83%	00.03%	00.17%	00.05%	00.09%	00.05%	00.14%	00.00%	00.27%	00.03%
Technicians	#	28,635	20,838	5,593	1,865	339	32	30	42	30	21	71	8	100	5
	%	100.00%	72.77%	19.53%	06.51%	01.18%	00.11%	00.10%	00.15%	00.10%	00.07%	00.25%	00.03%	00.35%	00.02%
Sales Workers	#	744	579	86	69	10	0	1	0	3	0	0	1	5	0
	%	100.00%	77.82%	11.56%	09.27%	01.34%	00.00%	00.13%	00.00%	00.40%	00.00%	00.00%	00.13%	00.67%	00.00%
Office and Clerical	#	36,923	24,735	6,593	4,538	1,057	149	129	55	126	48	144	63	316	27
	%	100.00%	66.99%	17.86%	12.29%	02.86%	00.40%	00.35%	00.15%	00.34%	00.13%	00.39%	00.17%	00.86%	00.07%
Craft Workers	#	6,054	3,492	1,931	551	80	11	7	8	11	4	11	3	21	4
	%	100.00%	57.68%	31.90%	09.10%	01.32%	00.18%	00.12%	00.13%	00.18%	00.07%	00.18%	00.05%	00.35%	00.07%
Operatives	#	3,401	1,874	1,059	356	112	14	6	1	2	1	10	38	38	2
	%	100.00%	55.10%	31.14%	10.47%	03.29%	00.41%	00.18%	00.03%	00.06%	00.03%	00.29%	01.12%	01.12%	00.06%
Laborers	#	965	669	177	89	30	0	2	0	1	0	3	9	15	0
	%	100.00%	69.33%	18.34%	09.22%	03.11%	00.00%	00.21%	00.00%	00.10%	00.00%	00.31%	00.93%	01.55%	00.00%
Service Workers	#	34,528	24,298	6,387	3,048	795	90	82	20	32	8	89	185	281	8
	%	100.00%	70.37%	18.50%	08.83%	02.30%	00.26%	00.24%	00.06%	00.09%	00.02%	00.26%	00.54%	00.81%	00.02%
TOTAL WORKFORCE	#	219,666	152,691	45,983	17,592	3,400	341	426	202	335	142	490	311	1,080	73
	%	100.00%	69.51%	20.93%	08.01%	01.55%	00.16%	00.19%	00.09%	00.15%	00.06%	00.22%	00.14%	00.49%	00.03%

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Table A3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES			Hispanic or Latino		RACE/ETHNICITY (Non- Hispanic or Latino)										Two or More/Other Races	
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Executive/Senior Level Officials and Managers	#	31	19	12	0	1	15	6	1	3	1	1	2	0	***	***	0	1
	%	100.00%	61.30%	38.72%	00.00%	03.23%	48.39%	19.35%	03.23%	09.68%	03.23%	03.23%	06.45%	00.00%	***	***	00.00%	03.23%
Mid-Level Officials and Managers	#	27	14	13	2	1	11	11	0	1	0	0	1	0	***	***	0	0
	%	100.00%	51.85%	48.14%	07.41%	03.70%	40.74%	40.74%	00.00%	03.70%	00.00%	00.00%	03.70%	00.00%	***	***	00.00%	00.00%
First-Level Officials and Managers	#	317	125	192	7	4	104	137	6	29	0	7	7	13	***	***	1	2
	%	100.00%	39.44%	60.57%	02.21%	01.26%	32.81%	43.22%	01.89%	09.15%	00.00%	02.21%	02.21%	04.10%	***	***	00.32%	00.63%
TOTAL Officials and Managers	#	375	158	217	9	6	130	154	7	33	1	8	10	13	***	***	1	3
	%	100.00%	42.15%	57.87%	02.40%	01.60%	34.67%	41.07%	01.87%	08.80%	00.27%	02.13%	02.67%	03.47%	***	***	00.27%	00.80%
Professionals	#	11,177	4,539	6,638	221	342	2,949	4,270	251	750	45	97	1,048	1,117	***	***	25	62
	%	100.00%	40.61%	59.38%	01.98%	03.06%	26.38%	38.20%	02.25%	06.71%	00.40%	00.87%	09.38%	09.99%	***	***	00.22%	00.55%
Technicians	#	3,136	831	2,305	70	116	520	1,407	118	522	17	30	101	219	***	***	5	11
	%	100.00%	26.49%	73.51%	02.23%	03.70%	16.58%	44.87%	03.76%	16.65%	00.54%	00.96%	03.22%	06.98%	***	***	00.16%	00.35%
Sales Workers	#	118	29	89	8	9	8	49	10	23	2	3	1	5	***	***	0	0
	%	100.00%	24.57%	75.43%	06.78%	07.63%	06.78%	41.53%	08.47%	19.49%	01.69%	02.54%	00.85%	04.24%	***	***	00.00%	00.00%
Office and Clerical	#	1,518	470	1,048	43	73	246	531	140	362	9	15	29	61	***	***	3	6
	%	100.00%	30.96%	69.05%	02.83%	04.81%	16.21%	34.98%	09.22%	23.85%	00.59%	00.99%	01.91%	04.02%	***	***	00.20%	00.40%
Craft Workers	#	370	363	7	76	1	239	3	32	1	5	0	6	1	***	***	5	1
	%	100.00%	98.10%	01.89%	20.54%	00.27%	64.59%	00.81%	08.65%	00.27%	01.35%	00.00%	01.62%	00.27%	***	***	01.35%	00.27%
Operatives	#	115	92	23	5	0	45	10	36	12	1	0	4	1	***	***	1	0
	%	100.00%	80.00%	20.00%	04.35%	00.00%	39.13%	08.70%	31.30%	10.43%	00.87%	00.00%	03.48%	00.87%	***	***	00.87%	00.00%
Laborers	#	255	220	35	19	1	128	23	65	10	3	0	5	1	***	***	0	0
	%	100.00%	86.28%	13.72%	07.45%	00.39%	50.20%	09.02%	25.49%	03.92%	01.18%	00.00%	01.96%	00.39%	***	***	00.00%	00.00%
Service Workers	#	1,833	742	1,091	56	146	281	436	365	420	13	24	26	60	***	***	1	5
	%	100.00%	40.48%	59.52%	03.06%	07.97%	15.33%	23.79%	19.91%	22.91%	00.71%	01.31%	01.42%	03.27%	***	***	00.05%	00.27%
TOTAL WORKFORCE	#	18,897	7,444	11,453	507	694	4,546	6,883	1,024	2,133	96	177	1,230	1,478	***	***	41	88
	%	100.00%	39.40%	60.61%	02.68%	03.67%	24.06%	36.42%	05.42%	11.29%	00.51%	00.94%	06.51%	07.82%	***	***	00.22%	00.47%

Table B3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Disability FY 2006

All VA Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Executive/Senior Level Officials and Managers	#	31	25	4	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.65%	12.90%	06.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Mid-Level Officials and Managers	#	27	24	0	2	1	0	1	0	0	0	0	0	0	0
	%	100.00%	88.89%	00.00%	07.41%	03.70%	00.00%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
First-Level Officials and Managers	#	317	276	13	26	2	0	0	0	0	1	1	0	0	0
	%	100.00%	87.07%	04.10%	08.20%	00.63%	00.00%	00.00%	00.00%	00.00%	00.32%	00.32%	00.00%	00.00%	00.00%
TOTAL Officials and Managers	#	375	325	17	30	3	0	1	0	0	1	1	0	0	0
	%	100.00%	86.67%	04.53%	08.00%	00.80%	00.00%	00.27%	00.00%	00.00%	00.27%	00.27%	00.00%	00.00%	00.00%
Professionals	#	11,177	10,286	433	396	62	1	9	4	4	9	12	0	23	0
	%	100.00%	92.03%	03.87%	03.54%	00.55%	00.01%	00.08%	00.04%	00.04%	00.08%	00.11%	00.00%	00.21%	00.00%
Technicians	#	3,136	2,915	66	134	21	0	1	2	1	0	3	0	14	0
	%	100.00%	92.95%	02.10%	04.27%	00.67%	00.00%	00.03%	00.06%	00.03%	00.00%	00.10%	00.00%	00.45%	00.00%
Sales Workers	#	118	106	2	8	2	0	0	0	0	0	1	0	1	0
	%	100.00%	89.83%	01.69%	06.78%	01.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.85%	00.00%	00.85%	00.00%
Office and Clerical	#	1,518	1,295	45	144	34	3	3	2	4	2	4	1	15	0
	%	100.00%	85.31%	02.96%	09.49%	02.24%	00.20%	00.20%	00.13%	00.26%	00.13%	00.26%	00.07%	00.99%	00.00%
Craft Workers	#	370	329	9	30	2	0	0	0	0	0	0	0	2	0
	%	100.00%	88.92%	02.43%	08.11%	00.54%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.54%	00.00%
Operatives	#	115	95	5	15	0	0	0	0	0	0	0	0	0	0
	%	100.00%	82.61%	04.35%	13.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Laborers	#	255	225	9	13	8	1	2	0	0	0	0	0	5	0
	%	100.00%	88.24%	03.53%	05.10%	03.14%	00.39%	00.78%	00.00%	00.00%	00.00%	00.00%	00.00%	01.96%	00.00%
Service Workers	#	1,833	1,619	40	142	32	2	3	0	1	0	0	3	22	1
	%	100.00%	88.33%	02.18%	07.75%	01.75%	00.11%	00.16%	00.00%	00.05%	00.00%	00.00%	00.16%	01.20%	00.05%
TOTAL WORKFORCE	#	18,897	17,195	626	912	164	7	19	8	10	12	21	4	82	1
	%	100.00%	90.99%	03.31%	04.83%	00.87%	00.04%	00.10%	00.04%	00.05%	00.06%	00.11%	00.02%	00.43%	00.01%

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	58	27	31	7	8	10	10	7	11	2	2	0	0	1	0	0	0
	%	100.00%	46.55%	53.45%	12.07%	13.79%	17.24%	17.24%	12.07%	18.97%	03.45%	03.45%	00.00%	00.00%	01.72%	00.00%	00.00%	00.00%
GS - 2	#	80	35	45	1	5	24	27	7	12	2	1	0	0	1	0	0	0
	%	100.00%	43.75%	56.25%	01.25%	06.25%	30.00%	33.75%	08.75%	15.00%	02.50%	01.25%	00.00%	00.00%	01.25%	00.00%	00.00%	00.00%
GS - 3	#	855	440	415	67	24	194	208	164	165	10	14	0	0	3	3	2	1
	%	100.01%	51.46%	48.55%	07.84%	02.81%	22.69%	24.33%	19.18%	19.30%	01.17%	01.64%	00.00%	00.00%	00.35%	00.35%	00.23%	00.12%
GS - 4	#	6,840	2,584	4,256	260	263	1,205	1,855	997	1,929	82	139	0	0	33	58	7	12
	%	100.01%	37.78%	62.23%	03.80%	03.85%	17.62%	27.12%	14.58%	28.20%	01.20%	02.03%	00.00%	00.00%	00.48%	00.85%	00.10%	00.18%
GS - 5	#	25,412	7,803	17,609	910	1,104	3,678	8,847	2,795	6,855	311	574	0	0	92	209	17	20
	%	99.99%	30.70%	69.29%	03.58%	04.34%	14.47%	34.81%	11.00%	26.98%	01.22%	02.26%	00.00%	00.00%	00.36%	00.82%	00.07%	00.08%
GS - 6	#	26,314	7,673	18,641	848	1,179	4,139	10,271	2,220	6,193	387	759	0	0	74	224	5	15
	%	100.00%	29.16%	70.84%	03.22%	04.48%	15.73%	39.03%	08.44%	23.54%	01.47%	02.88%	00.00%	00.00%	00.28%	00.85%	00.02%	00.06%
GS - 7	#	14,424	5,167	9,257	541	591	2,990	5,619	1,314	2,645	262	285	0	0	54	111	6	6
	%	100.01%	35.82%	64.19%	03.75%	04.10%	20.73%	38.96%	09.11%	18.34%	01.82%	01.98%	00.00%	00.00%	00.37%	00.77%	00.04%	00.04%
GS - 8	#	11,279	3,075	8,204	320	536	1,961	5,269	568	1,804	199	511	0	0	22	75	5	9
	%	100.00%	27.27%	72.73%	02.84%	04.75%	17.39%	46.72%	05.04%	15.99%	01.76%	04.53%	00.00%	00.00%	00.20%	00.66%	00.04%	00.08%
GS - 9	#	11,693	4,570	7,123	363	437	2,945	4,561	935	1,633	270	415	0	0	55	71	2	6
	%	100.02%	39.09%	60.93%	03.10%	03.74%	25.19%	39.01%	08.00%	13.97%	02.31%	03.55%	00.00%	00.00%	00.47%	00.61%	00.02%	00.05%
GS - 10	#	4,437	2,169	2,268	146	138	1,485	1,478	415	543	99	92	0	0	22	17	2	0
	%	100.00%	48.89%	51.11%	03.29%	03.11%	33.47%	33.31%	09.35%	12.24%	02.23%	02.07%	00.00%	00.00%	00.50%	00.38%	00.05%	00.00%
GS - 11	#	37,191	10,185	27,006	788	1,728	7,465	17,386	1,183	4,486	643	3,182	0	0	94	211	12	13
	%	100.00%	27.38%	72.62%	02.12%	04.65%	20.07%	46.75%	03.18%	12.06%	01.73%	08.56%	00.00%	00.00%	00.25%	00.57%	00.03%	00.03%
GS - 12	#	14,122	6,469	7,653	353	404	5,062	5,451	692	1,239	305	496	0	0	54	57	3	6
	%	99.98%	45.80%	54.18%	02.50%	02.86%	35.84%	38.60%	04.90%	08.77%	02.16%	03.51%	00.00%	00.00%	00.38%	00.40%	00.02%	00.04%
GS - 13	#	20,916	6,938	13,978	349	599	5,672	10,551	601	2,027	267	705	0	0	46	87	3	9
	%	99.99%	33.17%	66.82%	01.67%	02.86%	27.12%	50.44%	02.87%	09.69%	01.28%	03.37%	00.00%	00.00%	00.22%	00.42%	00.01%	00.04%
GS - 14	#	3,880	1,958	1,922	57	64	1,662	1,436	165	347	64	67	0	0	9	7	1	1

	%	100.01%	50.47%	49.54%	01.47%	01.65%	42.84%	37.01%	04.25%	08.94%	01.65%	01.73%	00.00%	00.00%	00.23%	00.18%	00.03%	00.03%
GS - 15	#	14,626	10,200	4,426	602	280	7,526	2,760	358	295	1,656	1,060	0	0	40	27	18	4
	%	100.00%	69.74%	30.26%	04.12%	01.91%	51.46%	18.87%	02.45%	02.02%	11.32%	07.25%	00.00%	00.00%	00.27%	00.18%	00.12%	00.03%
All Other GS	#	15	6	9	0	0	6	7	0	1	0	0	0	0	0	0	0	1
	%	100.01%	40.00%	60.01%	00.00%	00.00%	40.00%	46.67%	00.00%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.67%
SES	#	283	215	68	8	2	183	56	16	9	2	1	0	0	5	0	1	0
	%	100.00%	75.97%	24.03%	02.83%	00.71%	64.66%	19.79%	05.65%	03.18%	00.71%	00.35%	00.00%	00.00%	01.77%	00.00%	00.35%	00.00%
TOTAL	#	192,425	69,514	122,911	5,620	7,362	46,207	75,792	12,437	30,194	4,561	8,303	0	0	605	1,157	84	103
	%	99.98%	36.11%	63.87%	02.92%	03.83%	24.01%	39.39%	06.46%	15.69%	02.37%	04.31%	00.00%	00.00%	00.31%	00.60%	00.04%	00.05%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability FY 2006

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 1	#	58	40	6	6	6	1	0	1	1	0	0	2	1	0
	%	100.00%	68.97%	10.34%	10.34%	10.34%	01.72%	00.00%	01.72%	01.72%	00.00%	00.00%	03.45%	01.72%	00.00%
GS - 2	#	80	43	5	14	18	0	0	0	4	2	3	8	1	0
	%	100.00%	53.75%	06.25%	17.50%	22.50%	00.00%	00.00%	00.00%	05.00%	02.50%	03.75%	10.00%	01.25%	00.00%
GS - 3	#	855	588	57	144	66	9	9	1	4	0	3	23	15	2
	%	100.00%	68.77%	06.67%	16.84%	07.72%	01.05%	01.05%	00.12%	00.47%	00.00%	00.35%	02.69%	01.75%	00.23%
GS - 4	#	6,840	4,980	720	848	292	61	58	5	22	7	29	29	78	3
	%	100.00%	72.81%	10.53%	12.40%	04.27%	00.89%	00.85%	00.07%	00.32%	00.10%	00.42%	00.42%	01.14%	00.04%
GS - 5	#	25,412	18,450	3,804	2,630	528	50	62	27	59	19	75	23	198	15
	%	100.00%	72.60%	14.97%	10.35%	02.08%	00.20%	00.24%	00.11%	00.23%	00.07%	00.30%	00.09%	00.78%	00.06%
GS - 6	#	26,314	18,903	4,773	2,287	351	49	37	25	30	16	65	5	114	10
	%	100.00%	71.84%	18.14%	08.69%	01.33%	00.19%	00.14%	00.10%	00.11%	00.06%	00.25%	00.02%	00.43%	00.04%
GS - 7	#	14,424	10,101	2,873	1,255	195	14	20	12	22	15	37	3	66	6
	%	100.00%	70.03%	19.92%	08.70%	01.35%	00.10%	00.14%	00.08%	00.15%	00.10%	00.26%	00.02%	00.46%	00.04%
GS - 8	#	11,279	9,151	1,338	680	110	7	10	5	8	5	27	2	45	1
	%	100.00%	81.13%	11.86%	06.03%	00.98%	00.06%	00.09%	00.04%	00.07%	00.04%	00.24%	00.02%	00.40%	00.01%
GS - 9	#	11,693	7,724	2,813	1,000	156	8	19	15	17	10	32	1	52	2
	%	100.00%	66.06%	24.06%	08.55%	01.33%	00.07%	00.16%	00.13%	00.15%	00.09%	00.27%	00.01%	00.44%	00.02%
GS - 10	#	4,437	2,827	1,063	490	57	4	7	7	8	5	10	0	15	1
	%	100.00%	63.71%	23.96%	11.04%	01.28%	00.09%	00.16%	00.16%	00.18%	00.11%	00.23%	00.00%	00.34%	00.02%
GS - 11	#	37,191	26,443	8,108	2,286	354	11	67	35	43	20	60	1	106	11
	%	100.00%	71.10%	21.80%	06.15%	00.95%	00.03%	00.18%	00.09%	00.12%	00.05%	00.16%	00.00%	00.29%	00.03%
GS - 12	#	14,122	9,399	3,349	1,208	166	13	31	18	26	14	20	0	39	5
	%	100.00%	66.56%	23.71%	08.55%	01.18%	00.09%	00.22%	00.13%	00.18%	00.10%	00.14%	00.00%	00.28%	00.04%
GS - 13	#	20,916	13,248	6,327	1,184	157	3	27	20	28	8	30	0	36	5
	%	100.00%	63.34%	30.25%	05.66%	00.75%	00.01%	00.13%	00.10%	00.13%	00.04%	00.14%	00.00%	00.17%	00.02%
GS - 14	#	3,880	2,302	1,326	220	32	1	7	6	4	3	3	0	6	2
	%	100.00%	59.33%	34.18%	05.67%	00.82%	00.03%	00.18%	00.15%	00.10%	00.08%	00.08%	00.00%	00.15%	00.05%

GS - 15	#	14,626	11,026	2,997	530	73	2	4	4	16	7	11	0	27	2
	%	100.00%	75.39%	20.49%	03.62%	00.50%	00.01%	00.03%	00.03%	00.11%	00.05%	00.08%	00.00%	00.18%	00.01%
All Other GS	#	15	10	4	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	26.67%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	283	165	96	16	6	0	1	2	2	0	1	0	0	0
	%	100.00%	58.30%	33.92%	05.65%	02.12%	00.00%	00.35%	00.71%	00.71%	00.00%	00.35%	00.00%	00.00%	00.00%
TOTAL	#	192,425	135,400	39,659	14,799	2,567	233	359	183	294	131	406	97	799	65
	%	100.00%	70.37%	20.61%	07.69%	01.33%	00.12%	00.19%	00.10%	00.15%	00.07%	00.21%	00.05%	00.42%	00.03%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	103	28	75	1	3	15	41	6	23	5	8	0	0	1	0	0	0
	%	100.00%	27.18%	72.82%	00.97%	02.91%	14.56%	39.81%	05.83%	22.33%	04.85%	07.77%	00.00%	00.00%	00.97%	00.00%	00.00%	00.00%
GS - 2	#	164	46	118	6	4	27	59	9	42	4	11	0	0	0	1	0	1
	%	100.01%	28.05%	71.96%	03.66%	02.44%	16.46%	35.98%	05.49%	25.61%	02.44%	06.71%	00.00%	00.00%	00.00%	00.61%	00.00%	00.61%
GS - 3	#	497	162	335	8	22	87	162	46	117	19	28	0	0	2	5	0	1
	%	100.01%	32.60%	67.41%	01.61%	04.43%	17.51%	32.60%	09.26%	23.54%	03.82%	05.63%	00.00%	00.00%	00.40%	01.01%	00.00%	00.20%
GS - 4	#	1,098	303	795	30	83	154	363	86	273	22	56	0	0	6	15	5	5
	%	100.01%	27.60%	72.41%	02.73%	07.56%	14.03%	33.06%	07.83%	24.86%	02.00%	05.10%	00.00%	00.00%	00.55%	01.37%	00.46%	00.46%
GS - 5	#	1,455	391	1,064	50	95	205	519	94	347	30	81	0	0	11	18	1	4
	%	100.01%	26.88%	73.13%	03.44%	06.53%	14.09%	35.67%	06.46%	23.85%	02.06%	05.57%	00.00%	00.00%	00.76%	01.24%	00.07%	00.27%
GS - 6	#	621	192	429	18	25	114	241	38	112	18	44	0	0	3	6	1	1
	%	100.02%	30.92%	69.10%	02.90%	04.03%	18.36%	38.81%	06.12%	18.04%	02.90%	07.09%	00.00%	00.00%	00.48%	00.97%	00.16%	00.16%
GS - 7	#	657	230	427	19	33	153	281	28	74	27	31	0	0	2	5	1	3
	%	99.99%	35.00%	64.99%	02.89%	05.02%	23.29%	42.77%	04.26%	11.26%	04.11%	04.72%	00.00%	00.00%	00.30%	00.76%	00.15%	00.46%
GS - 8	#	1,619	369	1,250	24	75	224	719	54	277	59	155	0	0	4	16	4	8
	%	100.00%	22.80%	77.20%	01.48%	04.63%	13.84%	44.41%	03.34%	17.11%	03.64%	09.57%	00.00%	00.00%	00.25%	00.99%	00.25%	00.49%
GS - 9	#	707	236	471	15	26	164	348	19	49	33	39	0	0	4	6	1	3
	%	100.01%	33.39%	66.62%	02.12%	03.68%	23.20%	49.22%	02.69%	06.93%	04.67%	05.52%	00.00%	00.00%	00.57%	00.85%	00.14%	00.42%
GS - 10	#	73	19	54	0	3	13	39	0	2	5	8	0	0	1	1	0	1
	%	100.00%	26.03%	73.97%	00.00%	04.11%	17.81%	53.42%	00.00%	02.74%	06.85%	10.96%	00.00%	00.00%	01.37%	01.37%	00.00%	01.37%
GS - 11	#	2,014	482	1,532	23	69	337	900	33	198	79	325	0	0	9	27	1	13
	%	100.01%	23.93%	76.08%	01.14%	03.43%	16.73%	44.69%	01.64%	09.83%	03.92%	16.14%	00.00%	00.00%	00.45%	01.34%	00.05%	00.65%
GS - 12	#	640	259	381	6	18	204	295	11	17	37	44	0	0	1	7	0	0
	%	100.01%	40.48%	59.53%	00.94%	02.81%	31.88%	46.09%	01.72%	02.66%	05.78%	06.88%	00.00%	00.00%	00.16%	01.09%	00.00%	00.00%
GS - 13	#	998	411	587	10	13	323	501	9	30	67	40	0	0	2	2	0	1
	%	99.99%	41.17%	58.82%	01.00%	01.30%	32.36%	50.20%	00.90%	03.01%	06.71%	04.01%	00.00%	00.00%	00.20%	00.20%	00.00%	00.10%
GS - 14	#	164	98	66	1	1	82	58	2	3	13	4	0	0	0	0	0	0

	%	100.01%	59.76%	40.25%	00.61%	00.61%	50.00%	35.37%	01.22%	01.83%	07.93%	02.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 15	#	3,173	2,225	948	132	53	1,264	488	87	41	717	353	0	0	14	11	11	2
	%	100.01%	70.13%	29.88%	04.16%	01.67%	39.84%	15.38%	02.74%	01.29%	22.60%	11.13%	00.00%	00.00%	00.44%	00.35%	00.35%	00.06%
All Other GS	#	3,181	782	2,399	31	115	597	1,644	64	331	64	221	0	0	17	45	9	43
	%	99.99%	24.57%	75.42%	00.97%	03.62%	18.77%	51.68%	02.01%	10.41%	02.01%	06.95%	00.00%	00.00%	00.53%	01.41%	00.28%	01.35%
SES	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	17,165	6,234	10,931	374	638	3,964	6,658	586	1,936	1,199	1,448	0	0	77	165	34	86
	%	100.01%	36.32%	63.69%	02.18%	03.72%	23.09%	38.79%	03.41%	11.28%	06.99%	08.44%	00.00%	00.00%	00.45%	00.96%	00.20%	00.50%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Disability FY 2006

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 1	#	103	95	4	3	1	0	0	0	0	0	0	0	1	0
	%	100.00%	92.23%	03.88%	02.91%	00.97%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.97%	00.00%
GS - 2	#	164	146	4	12	2	0	0	1	0	0	0	1	0	0
	%	100.00%	89.02%	02.44%	07.32%	01.22%	00.00%	00.00%	00.61%	00.00%	00.00%	00.00%	00.61%	00.00%	00.00%
GS - 3	#	497	453	7	31	6	1	0	0	1	0	1	1	2	0
	%	100.00%	91.15%	01.41%	06.24%	01.21%	00.20%	00.00%	00.00%	00.20%	00.00%	00.20%	00.20%	00.40%	00.00%
GS - 4	#	1,098	999	15	73	11	2	0	0	0	0	1	0	8	0
	%	100.00%	90.98%	01.37%	06.65%	01.00%	00.18%	00.00%	00.00%	00.00%	00.00%	00.09%	00.00%	00.73%	00.00%
GS - 5	#	1,455	1,300	34	98	23	0	2	0	3	1	3	0	14	0
	%	100.00%	89.35%	02.34%	06.74%	01.58%	00.00%	00.14%	00.00%	00.21%	00.07%	00.21%	00.00%	00.96%	00.00%
GS - 6	#	621	558	14	46	3	0	1	1	0	1	0	0	0	0
	%	100.00%	89.86%	02.25%	07.41%	00.48%	00.00%	00.16%	00.16%	00.00%	00.16%	00.00%	00.00%	00.00%	00.00%
GS - 7	#	657	588	19	43	7	0	2	0	1	0	1	0	3	0
	%	100.00%	89.50%	02.89%	06.54%	01.07%	00.00%	00.30%	00.00%	00.15%	00.00%	00.15%	00.00%	00.46%	00.00%
GS - 8	#	1,619	1,500	36	75	8	0	0	0	0	0	1	0	7	0
	%	100.00%	92.65%	02.22%	04.63%	00.49%	00.00%	00.00%	00.00%	00.00%	00.00%	00.06%	00.00%	00.43%	00.00%
GS - 9	#	707	635	23	45	4	0	1	1	0	0	1	0	1	0
	%	100.00%	89.82%	03.25%	06.36%	00.57%	00.00%	00.14%	00.14%	00.00%	00.00%	00.14%	00.00%	00.14%	00.00%
GS - 10	#	73	70	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	95.89%	04.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 11	#	2,014	1,818	106	79	11	1	2	2	1	1	1	0	3	0
	%	100.00%	90.27%	05.26%	03.92%	00.55%	00.05%	00.10%	00.10%	00.05%	00.05%	00.05%	00.00%	00.15%	00.00%
GS - 12	#	640	580	23	31	6	0	0	0	1	0	2	0	3	0
	%	100.00%	90.63%	03.59%	04.84%	00.94%	00.00%	00.00%	00.00%	00.16%	00.00%	00.31%	00.00%	00.47%	00.00%
GS - 13	#	998	886	67	39	6	0	2	0	0	1	3	0	0	0
	%	100.00%	88.78%	06.71%	03.91%	00.60%	00.00%	00.20%	00.00%	00.00%	00.10%	00.30%	00.00%	00.00%	00.00%
GS - 14	#	164	124	30	7	3	0	1	0	0	0	1	0	1	0
	%	100.00%	75.61%	18.29%	04.27%	01.83%	00.00%	00.61%	00.00%	00.00%	00.00%	00.61%	00.00%	00.61%	00.00%

GS - 15	#	3,173	2,955	135	67	16	0	2	0	1	6	1	0	6	0
	%	100.00%	93.13%	04.25%	02.11%	00.50%	00.00%	00.06%	00.00%	00.03%	00.19%	00.03%	00.00%	00.19%	00.00%
All Other GS	#	3,181	2,988	59	116	18	0	2	3	1	2	4	0	6	0
	%	100.00%	93.93%	01.85%	03.65%	00.57%	00.00%	00.06%	00.09%	00.03%	00.06%	00.13%	00.00%	00.19%	00.00%
SES	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	17,165	15,696	579	765	125	4	15	8	9	12	20	2	55	0
	%	100.00%	91.44%	03.37%	04.46%	00.73%	00.02%	00.09%	00.05%	00.05%	00.07%	00.12%	00.01%	00.32%	00.00%

Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

Percentages are based on row totals

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	1,139	900	239	58	17	289	79	494	122	33	16	0	0	16	3	10	2
	%	99.99%	79.01%	20.98%	05.09%	01.49%	25.37%	06.94%	43.37%	10.71%	02.90%	01.40%	00.00%	00.00%	01.40%	00.26%	00.88%	00.18%
Grade - 2	#	8,624	6,557	2,067	436	114	2,551	814	3,386	1,053	109	49	0	0	73	37	2	0
	%	100.00%	76.03%	23.97%	05.06%	01.32%	29.58%	09.44%	39.26%	12.21%	01.26%	00.57%	00.00%	00.00%	00.85%	00.43%	00.02%	00.00%
Grade - 3	#	2,645	1,829	816	192	59	633	259	944	467	36	20	0	0	23	11	1	0
	%	100.01%	69.15%	30.86%	07.26%	02.23%	23.93%	09.79%	35.69%	17.66%	01.36%	00.76%	00.00%	00.00%	00.87%	00.42%	00.04%	00.00%
Grade - 4	#	1,258	708	550	57	19	283	222	325	296	32	8	0	0	11	5	0	0
	%	100.00%	56.27%	43.73%	04.53%	01.51%	22.50%	17.65%	25.83%	23.53%	02.54%	00.64%	00.00%	00.00%	00.87%	00.40%	00.00%	00.00%
Grade - 5	#	1,104	1,027	77	99	9	537	33	358	31	22	4	0	0	10	0	1	0
	%	100.01%	93.03%	06.98%	08.97%	00.82%	48.64%	02.99%	32.43%	02.81%	01.99%	00.36%	00.00%	00.00%	00.91%	00.00%	00.09%	00.00%
Grade - 6	#	1,286	1,148	138	86	5	606	65	414	61	31	5	0	0	11	2	0	0
	%	100.00%	89.27%	10.73%	06.69%	00.39%	47.12%	05.05%	32.19%	04.74%	02.41%	00.39%	00.00%	00.00%	00.86%	00.16%	00.00%	00.00%
Grade - 7	#	616	590	26	69	4	304	12	197	10	10	0	0	0	10	0	0	0
	%	99.99%	95.77%	04.22%	11.20%	00.65%	49.35%	01.95%	31.98%	01.62%	01.62%	00.00%	00.00%	00.00%	01.62%	00.00%	00.00%	00.00%
Grade - 8	#	719	673	46	52	1	399	23	200	22	14	0	0	0	8	0	0	0
	%	100.00%	93.60%	06.40%	07.23%	00.14%	55.49%	03.20%	27.82%	03.06%	01.95%	00.00%	00.00%	00.00%	01.11%	00.00%	00.00%	00.00%
Grade - 9	#	986	959	27	84	2	649	17	194	8	21	0	0	0	11	0	0	0
	%	100.00%	97.27%	02.73%	08.52%	00.20%	65.82%	01.72%	19.68%	00.81%	02.13%	00.00%	00.00%	00.00%	01.12%	00.00%	00.00%	00.00%
Grade - 10	#	2,514	2,496	18	176	2	1,906	11	306	4	72	0	0	0	34	1	2	0
	%	100.00%	99.28%	00.72%	07.00%	00.08%	75.82%	00.44%	12.17%	00.16%	02.86%	00.00%	00.00%	00.00%	01.35%	00.04%	00.08%	00.00%
Grade - 11	#	915	903	12	52	1	671	7	133	4	33	0	0	0	14	0	0	0
	%	100.01%	98.69%	01.32%	05.68%	00.11%	73.33%	00.77%	14.54%	00.44%	03.61%	00.00%	00.00%	00.00%	01.53%	00.00%	00.00%	00.00%
Grade - 12	#	5	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	21,812	17,796	4,016	1,361	233	8,834	1,542	6,951	2,078	413	102	0	0	221	59	16	2
	%	100.00%	81.58%	18.42%	06.24%	01.07%	40.50%	07.07%	31.87%	09.53%	01.89%	00.47%	00.00%	00.00%	01.01%	00.27%	00.07%	00.01%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Percentages are based on row totals

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability FY 2006

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 1	#	1,139	890	50	153	46	1	0	0	2	0	4	17	22	0
	%	100.00%	78.14%	04.39%	13.43%	04.04%	00.09%	00.00%	00.00%	00.18%	00.00%	00.35%	01.49%	01.93%	00.00%
Grade - 2	#	8,624	5,946	1,190	1,035	453	71	31	8	15	3	49	135	140	1
	%	100.00%	68.95%	13.80%	12.00%	05.25%	00.82%	00.36%	00.09%	00.17%	00.03%	00.57%	01.57%	01.62%	00.01%
Grade - 3	#	2,645	1,616	648	280	101	14	10	0	4	3	2	30	36	2
	%	100.00%	61.10%	24.50%	10.59%	03.82%	00.53%	00.38%	00.00%	00.15%	00.11%	00.08%	01.13%	01.36%	00.08%
Grade - 4	#	1,258	696	415	108	39	8	5	1	3	1	5	11	5	0
	%	100.00%	55.33%	32.99%	08.59%	03.10%	00.64%	00.40%	00.08%	00.24%	00.08%	00.40%	00.87%	00.40%	00.00%
Grade - 5	#	1,104	657	299	121	27	1	2	1	2	0	5	2	13	1
	%	100.00%	59.51%	27.08%	10.96%	02.45%	00.09%	00.18%	00.09%	00.18%	00.00%	00.45%	00.18%	01.18%	00.09%
Grade - 6	#	1,286	694	444	131	17	2	0	0	0	1	1	2	11	0
	%	100.00%	53.97%	34.53%	10.19%	01.32%	00.16%	00.00%	00.00%	00.00%	00.08%	00.08%	00.16%	00.86%	00.00%
Grade - 7	#	616	334	209	64	9	2	1	0	1	0	0	1	4	0
	%	100.00%	54.22%	33.93%	10.39%	01.46%	00.32%	00.16%	00.00%	00.16%	00.00%	00.00%	00.16%	00.65%	00.00%
Grade - 8	#	719	371	276	60	12	2	1	0	1	0	2	0	6	0
	%	100.00%	51.60%	38.39%	08.34%	01.67%	00.28%	00.14%	00.00%	00.14%	00.00%	00.28%	00.00%	00.83%	00.00%
Grade - 9	#	986	546	337	93	10	1	0	0	0	1	2	1	5	0
	%	100.00%	55.38%	34.18%	09.43%	01.01%	00.10%	00.00%	00.00%	00.00%	00.10%	00.20%	00.10%	00.51%	00.00%
Grade - 10	#	2,514	1,579	684	230	21	1	5	2	2	0	1	0	8	2
	%	100.00%	62.81%	27.21%	09.15%	00.84%	00.04%	00.20%	00.08%	00.08%	00.00%	00.04%	00.00%	00.32%	00.08%
Grade - 11	#	915	555	265	84	11	0	0	2	3	0	1	1	3	1
	%	100.00%	60.66%	28.96%	09.18%	01.20%	00.00%	00.00%	00.22%	00.33%	00.00%	00.11%	00.11%	00.33%	00.11%
Grade - 12	#	5	3	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	21,812	13,887	4,820	2,359	746	103	55	14	33	9	72	200	253	7
	%	100.00%	63.67%	22.10%	10.82%	03.42%	00.47%	00.25%	00.06%	00.15%	00.04%	00.33%	00.92%	01.16%	00.03%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Percentages are based on row totals

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races						
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	262	205	57	1	0	56	22	143	32	2	2	0	0	2	1	1	0
	%	99.98%	78.23%	21.75%	00.38%	00.00%	21.37%	08.40%	54.58%	12.21%	00.76%	00.76%	00.00%	00.00%	00.76%	00.38%	00.38%	00.00%
Grade - 2	#	263	209	54	8	2	73	22	125	28	2	1	0	0	1	1	0	0
	%	100.01%	79.47%	20.54%	03.04%	00.76%	27.76%	08.37%	47.53%	10.65%	00.76%	00.38%	00.00%	00.00%	00.38%	00.38%	00.00%	00.00%
Grade - 3	#	114	96	18	8	4	60	10	27	4	0	0	0	0	1	0	0	0
	%	100.00%	84.21%	15.79%	07.02%	03.51%	52.63%	08.77%	23.68%	03.51%	00.00%	00.00%	00.00%	00.00%	00.88%	00.00%	00.00%	00.00%
Grade - 4	#	40	33	7	1	0	26	4	4	2	2	0	0	0	0	1	0	0
	%	100.00%	82.50%	17.50%	02.50%	00.00%	65.00%	10.00%	10.00%	05.00%	05.00%	00.00%	00.00%	00.00%	00.00%	02.50%	00.00%	00.00%
Grade - 5	#	53	43	10	5	0	22	8	13	1	3	1	0	0	0	0	0	0
	%	100.00%	81.13%	18.87%	09.43%	00.00%	41.51%	15.09%	24.53%	01.89%	05.66%	01.89%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 6	#	46	43	3	1	0	28	2	9	1	3	0	0	0	1	0	1	0
	%	99.99%	93.47%	06.52%	02.17%	00.00%	60.87%	04.35%	19.57%	02.17%	06.52%	00.00%	00.00%	00.00%	02.17%	00.00%	02.17%	00.00%
Grade - 7	#	29	28	1	6	0	14	1	5	0	3	0	0	0	0	0	0	0
	%	100.00%	96.55%	03.45%	20.69%	00.00%	48.28%	03.45%	17.24%	00.00%	10.34%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 8	#	12	12	0	2	0	8	0	2	0	0	0	0	0	0	0	0	0
	%	100.01%	100.01%	00.00%	16.67%	00.00%	66.67%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 9	#	92	91	1	40	1	40	0	5	0	1	0	0	0	1	0	4	0
	%	100.01%	98.92%	01.09%	43.48%	01.09%	43.48%	00.00%	05.43%	00.00%	01.09%	00.00%	00.00%	00.00%	01.09%	00.00%	04.35%	00.00%
Grade - 10	#	32	32	0	11	0	14	0	5	0	1	0	0	0	0	0	1	0
	%	100.02%	100.02%	00.00%	34.38%	00.00%	43.75%	00.00%	15.63%	00.00%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	03.13%	00.00%
Grade - 11	#	5	5	0	0	0	3	0	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	60.00%	00.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	948	797	151	83	7	344	69	340	68	17	4	0	0	6	3	7	0
	%	100.00%	84.07%	15.93%	08.76%	00.74%	36.29%	07.28%	35.86%	07.17%	01.79%	00.42%	00.00%	00.00%	00.63%	00.32%	00.74%	00.00%

Data shown includes WG grades for full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

Percentages are based on row totals

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Disability FY 2006

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Grade - 1	#	262	217	5	27	13	1	2	0	0	0	0	2	8	0
	%	100.00%	82.82%	01.91%	10.31%	04.96%	00.38%	00.76%	00.00%	00.00%	00.00%	00.00%	00.76%	03.05%	00.00%
Grade - 2	#	263	208	7	36	12	1	0	0	1	0	0	0	9	1
	%	100.00%	79.09%	02.66%	13.69%	04.56%	00.38%	00.00%	00.00%	00.38%	00.00%	00.00%	00.00%	03.42%	00.38%
Grade - 3	#	114	100	6	7	1	0	1	0	0	0	0	0	0	0
	%	100.00%	87.72%	05.26%	06.14%	00.88%	00.00%	00.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 4	#	40	34	2	3	1	1	0	0	0	0	0	0	0	0
	%	100.00%	85.00%	05.00%	07.50%	02.50%	02.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 5	#	53	48	2	0	3	0	0	0	0	0	0	0	3	0
	%	100.00%	90.57%	03.77%	00.00%	05.66%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.66%	00.00%
Grade - 6	#	46	36	2	8	0	0	0	0	0	0	0	0	0	0
	%	100.00%	78.26%	04.35%	17.39%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 7	#	29	24	3	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	82.76%	10.34%	06.90%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 8	#	12	8	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 9	#	92	85	1	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.39%	01.09%	06.52%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 10	#	32	29	0	2	1	0	0	0	0	0	0	0	1	0
	%	100.00%	90.63%	00.00%	06.25%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.13%	00.00%
Grade - 11	#	5	3	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	948	792	29	96	31	3	3	0	1	0	0	2	21	1
	%	100.00%	83.54%	03.06%	10.13%	03.27%	00.32%	00.32%	00.00%	00.11%	00.00%	00.00%	00.21%	02.22%	00.11%

Data shown includes WG grades for full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

Percentages are based on row totals

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES				RACE/ETHNICITY												
						Hispanic or Latino		Non-Hispanic or Latino										
		White		Black or African American				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0083 Police	#	2,537	2,353	184	228	18	1,498	83	537	77	60	3	0	0	26	3	4	0
	%	100.00%	92.75%	07.26%	08.99%	00.71%	59.05%	03.27%	21.17%	03.04%	02.36%	00.12%	00.00%	00.00%	01.02%	00.12%	00.16%	00.00%
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%
0101 Social Science	#	1,595	942	653	50	32	644	444	216	150	14	17	0	0	17	9	1	1
	%	100.00%	59.06%	40.94%	03.13%	02.01%	40.38%	27.84%	13.54%	09.40%	00.88%	01.07%	00.00%	00.00%	01.07%	00.56%	00.06%	00.06%
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%
0201 Human Resources Management	#	1,609	429	1,180	43	85	291	737	85	327	8	23	0	0	2	8	0	0
	%	100.00%	26.66%	73.33%	02.67%	05.28%	18.09%	45.80%	05.28%	20.32%	00.50%	01.43%	00.00%	00.00%	00.12%	00.50%	00.00%	00.00%
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%
0260 Equal Employment Opportunity	#	233	71	162	9	13	28	52	30	93	3	3	0	0	1	1	0	0
	%	100.00%	30.48%	69.53%	03.86%	05.58%	12.02%	22.32%	12.88%	39.91%	01.29%	01.29%	00.00%	00.00%	00.43%	00.43%	00.00%	00.00%
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%
0301 Miscellaneous Administration and Program	#	4,367	1,512	2,855	112	162	996	1,855	351	745	38	67	0	0	13	25	2	1
	%	100.00%	34.63%	65.37%	02.56%	03.71%	22.81%	42.48%	08.04%	17.06%	00.87%	01.53%	00.00%	00.00%	00.30%	00.57%	00.05%	00.02%
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0340 Program Management	#	510	278	232	11	18	237	172	21	34	4	5	0	0	4	2	1	1
	%	100.00%	54.51%	45.50%	02.16%	03.53%	46.47%	33.73%	04.12%	06.67%	00.78%	00.98%	00.00%	00.00%	00.78%	00.39%	00.20%	00.20%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis	#	2,405	768	1,637	44	62	577	1,151	106	383	35	29	0	0	5	12	1	0
	%	100.00%	31.94%	68.08%	01.83%	02.58%	23.99%	47.86%	04.41%	15.93%	01.46%	01.21%	00.00%	00.00%	00.21%	00.50%	00.04%	00.00%
0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial Administration and Program	#	327	106	221	3	16	86	158	15	39	1	5	0	0	1	3	0	0
	%	100.00%	32.43%	67.59%	00.92%	04.89%	26.30%	48.32%	04.59%	11.93%	00.31%	01.53%	00.00%	00.00%	00.31%	00.92%	00.00%	00.00%
0501 RCLF		100.00%	43.01%	56.99%	03.60%	05.61%	32.99%	40.98%	03.86%	06.81%	01.73%	02.69%	00.06%	00.09%	00.38%	00.38%	00.39%	00.43%
0511 Auditing	#	242	149	93	11	5	112	58	20	23	4	7	0	0	2	0	0	0
	%	100.00%	61.57%	38.43%	04.55%	02.07%	46.28%	23.97%	08.26%	09.50%	01.65%	02.89%	00.00%	00.00%	00.83%	00.00%	00.00%	00.00%

0511 RCLF		100.00%	43.00%	57.00%	02.03%	03.10%	35.05%	42.80%	02.57%	05.35%	02.81%	04.84%	00.03%	00.06%	00.19%	00.42%	00.32%	00.43%
0602 Medical Officer	#	12,553	8,809	3,744	554	255	6,284	2,226	313	206	1,604	1,032	0	0	37	24	17	1
	%	100.00%	70.17%	29.82%	04.41%	02.03%	50.06%	17.73%	02.49%	01.64%	12.78%	08.22%	00.00%	00.00%	00.29%	00.19%	00.14%	00.01%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse	#	37,654	5,626	32,028	541	1,882	4,158	21,119	482	5,241	386	3,547	0	0	52	218	7	21
	%	100.00%	14.95%	85.07%	01.44%	05.00%	11.04%	56.09%	01.28%	13.92%	01.03%	09.42%	00.00%	00.00%	00.14%	00.58%	00.02%	00.06%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse	#	10,143	1,637	8,506	220	470	961	4,824	328	2,708	106	394	0	0	22	107	0	3
	%	100.00%	16.14%	83.85%	02.17%	04.63%	09.47%	47.56%	03.23%	26.70%	01.05%	03.88%	00.00%	00.00%	00.22%	01.05%	00.00%	00.03%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant	#	8,461	2,485	5,976	233	325	984	1,932	1,150	3,333	96	318	0	0	20	53	2	15
	%	100.00%	29.36%	70.63%	02.75%	03.84%	11.63%	22.83%	13.59%	39.39%	01.13%	03.76%	00.00%	00.00%	00.24%	00.63%	00.02%	00.18%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0644 Medical Technologist	#	3,988	1,185	2,803	92	200	788	1,871	125	336	171	375	0	0	8	20	1	1
	%	100.00%	29.72%	70.30%	02.31%	05.02%	19.76%	46.92%	03.13%	08.43%	04.29%	09.40%	00.00%	00.00%	00.20%	00.50%	00.03%	00.03%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist	#	2,439	1,126	1,313	117	62	735	975	206	240	62	21	0	0	6	14	0	1
	%	100.00%	46.18%	53.83%	04.80%	02.54%	30.14%	39.98%	08.45%	09.84%	02.54%	00.86%	00.00%	00.00%	00.25%	00.57%	00.00%	00.04%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist	#	4,870	2,255	2,615	82	160	1,823	1,670	102	241	236	523	0	0	12	19	0	2
	%	100.00%	46.30%	53.70%	01.68%	03.29%	37.43%	34.29%	02.09%	04.95%	04.85%	10.74%	00.00%	00.00%	00.25%	00.39%	00.00%	00.04%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician	#	1,968	283	1,685	22	100	141	1,062	94	449	21	48	0	0	5	26	0	0
	%	100.00%	14.38%	85.62%	01.12%	05.08%	07.16%	53.96%	04.78%	22.82%	01.07%	02.44%	00.00%	00.00%	00.25%	01.32%	00.00%	00.00%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney	#	743	385	358	4	13	345	261	26	67	10	17	0	0	0	0	0	0
	%	100.00%	51.82%	48.19%	00.54%	01.75%	46.43%	35.13%	03.50%	09.02%	01.35%	02.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance	#	152	26	126	0	5	11	52	15	65	0	3	0	0	0	1	0	0
	%	100.00%	17.11%	82.89%	00.00%	03.29%	07.24%	34.21%	09.87%	42.76%	00.00%	01.97%	00.00%	00.00%	00.00%	00.66%	00.00%	00.00%
0986 RCLF		99.99%	26.70%	73.29%	01.91%	05.48%	20.75%	58.05%	02.25%	06.35%	01.14%	01.97%	00.02%	00.06%	00.32%	00.85%	00.31%	00.53%
0996 Veterans	#	6,500	2,855	3,645	197	187	1,967	2,261	544	1,027	96	98	0	0	45	69	6	3

Claims Examining	%	100.00%	43.92%	56.08%	03.03%	02.88%	30.26%	34.78%	08.37%	15.80%	01.48%	01.51%	00.00%	00.00%	00.69%	01.06%	00.09%	00.05%
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%
0998 Claims Assistance and Examining	#	1,267	443	824	45	43	234	431	137	309	22	27	0	0	3	13	2	1
	%	100.00%	34.97%	65.04%	03.55%	03.39%	18.47%	34.02%	10.81%	24.39%	01.74%	02.13%	00.00%	00.00%	00.24%	01.03%	00.16%	00.08%
0998 RCLF		100.00%	26.60%	73.40%	02.30%	05.77%	19.74%	54.68%	02.79%	09.02%	01.19%	02.48%	00.03%	00.09%	00.29%	00.74%	00.26%	00.62%
1101 General Business and Industry	#	378	229	149	14	10	178	116	30	22	6	1	0	0	1	0	0	0
	%	100.00%	60.58%	39.42%	03.70%	02.65%	47.09%	30.69%	07.94%	05.82%	01.59%	00.26%	00.00%	00.00%	00.26%	00.00%	00.00%	00.00%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan Specialist	#	497	197	300	7	15	146	192	41	85	2	6	0	0	0	1	1	1
	%	100.00%	39.64%	60.36%	01.41%	03.02%	29.38%	38.63%	08.25%	17.10%	00.40%	01.21%	00.00%	00.00%	00.00%	00.20%	00.20%	00.20%
1165 RCLF		100.02%	44.69%	55.33%	02.80%	04.31%	36.99%	42.64%	03.07%	05.43%	01.29%	02.00%	00.04%	00.08%	00.22%	00.38%	00.28%	00.49%
1171 Appraising	#	151	112	39	6	1	95	29	9	8	2	1	0	0	0	0	0	0
	%	100.00%	74.16%	25.83%	03.97%	00.66%	62.91%	19.21%	05.96%	05.30%	01.32%	00.66%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 RCLF		100.02%	66.71%	33.31%	01.65%	01.24%	61.19%	29.43%	01.88%	01.55%	01.09%	00.59%	00.03%	00.01%	00.53%	00.25%	00.34%	00.24%
1630 Cemetery Administration	#	95	69	26	4	2	50	17	11	6	1	1	0	0	3	0	0	0
	%	100.00%	72.63%	27.37%	04.21%	02.11%	52.63%	17.89%	11.58%	06.32%	01.05%	01.05%	00.00%	00.00%	03.16%	00.00%	00.00%	00.00%
1630 RCLF		100.02%	48.67%	51.35%	03.47%	04.16%	39.86%	40.91%	03.12%	04.17%	01.31%	01.02%	00.06%	00.05%	00.42%	00.63%	00.43%	00.41%
1811 Criminal Investigating	#	170	145	25	6	3	117	15	18	5	3	2	0	0	1	0	0	0
	%	100.00%	85.29%	14.70%	03.53%	01.76%	68.82%	08.82%	10.59%	02.94%	01.76%	01.18%	00.00%	00.00%	00.59%	00.00%	00.00%	00.00%
1811 RCLF		100.00%	78.98%	21.02%	07.07%	02.01%	62.34%	14.68%	07.02%	03.56%	01.19%	00.40%	00.07%	00.00%	00.72%	00.21%	00.57%	00.16%
2210 Information Technology Management	#	5,388	3,608	1,780	248	82	2,623	1,256	508	324	196	111	0	0	33	6	0	1
	%	100.00%	66.96%	33.03%	04.60%	01.52%	48.68%	23.31%	09.43%	06.01%	03.64%	02.06%	00.00%	00.00%	00.61%	00.11%	00.00%	00.02%
2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery Caretaking	#	502	494	8	58	0	310	6	104	1	16	0	0	0	6	1	0	0
	%	100.00%	98.41%	01.60%	11.55%	00.00%	61.75%	01.20%	20.72%	00.20%	03.19%	00.00%	00.00%	00.00%	01.20%	00.20%	00.00%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

This fixed list of major occupations was identified by DM&EEO.

RCLF comparisons are based on 2000 Census National data.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2006

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
0083 Police	#	2,537	2,132	215	189	1	0	0	0	0	0	0	0	0	1
	%	100.00%	84.04%	08.47%	07.45%	00.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.04%
0101 Social Science	#	1,595	981	229	329	56	1	10	7	6	8	2	1	19	2
	%	100.00%	61.50%	14.36%	20.63%	03.51%	00.06%	00.63%	00.44%	00.38%	00.50%	00.13%	00.06%	01.19%	00.13%
0201 Human Resources Management	#	1,609	1,085	369	140	15	1	3	1	2	0	4	0	4	0
	%	100.00%	67.43%	22.93%	08.70%	00.93%	00.06%	00.19%	00.06%	00.12%	00.00%	00.25%	00.00%	00.25%	00.00%
0260 Equal Employment Opportunity	#	233	135	59	34	5	0	0	0	1	1	0	0	3	0
	%	100.00%	57.94%	25.32%	14.59%	02.15%	00.00%	00.00%	00.00%	00.43%	00.43%	00.00%	00.00%	01.29%	00.00%
0301 Miscellaneous Administration and Program	#	4,367	2,600	1,352	376	39	1	5	5	8	1	9	0	10	0
	%	100.00%	59.54%	30.96%	08.61%	00.89%	00.02%	00.11%	00.11%	00.18%	00.02%	00.21%	00.00%	00.23%	00.00%
0340 Program Management	#	510	279	191	33	7	0	0	2	3	1	0	0	1	0
	%	100.00%	54.71%	37.45%	06.47%	01.37%	00.00%	00.00%	00.39%	00.59%	00.20%	00.00%	00.00%	00.20%	00.00%
0343 Management and Program Analysis	#	2,405	1,492	710	180	23	2	5	2	3	2	2	0	7	0
	%	100.00%	62.04%	29.52%	07.48%	00.96%	00.08%	00.21%	00.08%	00.12%	00.08%	00.08%	00.00%	00.29%	00.00%
0501 Financial Administration and Program	#	327	217	83	25	2	0	0	0	0	0	2	0	0	0
	%	100.00%	66.36%	25.38%	07.65%	00.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.61%	00.00%	00.00%	00.00%
0511 Auditing	#	242	171	51	17	3	1	0	1	0	0	0	0	1	0
	%	100.00%	70.66%	21.07%	07.02%	01.24%	00.41%	00.00%	00.41%	00.00%	00.00%	00.00%	00.00%	00.41%	00.00%
0602 Medical Officer	#	12,553	9,828	2,232	428	65	1	3	3	13	7	11	0	26	1
	%	100.00%	78.29%	17.78%	03.41%	00.52%	00.01%	00.02%	00.02%	00.10%	00.06%	00.09%	00.00%	00.21%	00.01%
0610 Nurse	#	37,654	27,395	8,408	1,659	192	3	27	7	4	2	46	1	93	9
	%	100.00%	72.75%	22.33%	04.41%	00.51%	00.01%	00.07%	00.02%	00.01%	00.01%	00.12%	00.00%	00.25%	00.02%
0620 Practical Nurse	#	10,143	8,015	1,443	617	68	1	12	2	2	1	17	0	32	1
	%	100.00%	79.02%	14.23%	06.08%	00.67%	00.01%	00.12%	00.02%	00.02%	00.01%	00.17%	00.00%	00.32%	00.01%
0621 Nursing Assistant	#	8,461	6,293	1,507	548	113	1	21	5	5	1	18	14	46	2
	%	100.00%	74.38%	17.81%	06.48%	01.34%	00.01%	00.25%	00.06%	00.06%	00.01%	00.21%	00.17%	00.54%	00.02%
0644 Medical Technologist	#	3,988	2,653	1,134	163	38	5	2	3	5	0	9	0	13	1
	%	100.00%	66.52%	28.44%	04.09%	00.95%	00.13%	00.05%	00.08%	00.13%	00.00%	00.23%	00.00%	00.33%	00.03%

0647 Diagnostic Radiologic Technologist	#	2,439	1,778	504	136	21	0	1	0	3	1	8	0	8	0
	%	100.00%	72.90%	20.66%	05.58%	00.86%	00.00%	00.04%	00.00%	00.12%	00.04%	00.33%	00.00%	00.33%	00.00%
0660 Pharmacist	#	4,870	3,778	909	167	16	1	0	2	3	0	7	0	3	0
	%	100.00%	77.58%	18.67%	03.43%	00.33%	00.02%	00.00%	00.04%	00.06%	00.00%	00.14%	00.00%	00.06%	00.00%
0675 Medical Records Technician	#	1,968	1,403	343	186	36	8	3	4	3	0	2	2	14	0
	%	100.00%	71.29%	17.43%	09.45%	01.83%	00.41%	00.15%	00.20%	00.15%	00.00%	00.10%	00.10%	00.71%	00.00%
0905 General Attorney	#	743	533	163	43	4	0	0	0	2	0	0	0	0	2
	%	100.00%	71.74%	21.94%	05.79%	00.54%	00.00%	00.00%	00.00%	00.27%	00.00%	00.00%	00.00%	00.00%	00.27%
0986 Legal Assistance	#	152	97	40	15	0	0	0	0	0	0	0	0	0	0
	%	100.00%	63.82%	26.32%	09.87%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 Veterans Claims Examining	#	6,500	4,349	1,147	908	96	5	9	9	19	5	14	0	31	4
	%	100.00%	66.91%	17.65%	13.97%	01.48%	00.08%	00.14%	00.14%	00.29%	00.08%	00.22%	00.00%	00.48%	00.06%
0998 Claims Assistance and Examining	#	1,267	834	201	188	44	19	1	3	1	4	5	0	11	0
	%	100.00%	65.82%	15.86%	14.84%	03.47%	01.50%	00.08%	00.24%	00.08%	00.32%	00.39%	00.00%	00.87%	00.00%
1101 General Business and Industry	#	378	293	60	23	2	0	1	1	0	0	0	0	0	0
	%	100.00%	77.51%	15.87%	06.08%	00.53%	00.00%	00.26%	00.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 Loan Specialist	#	497	295	130	65	7	1	0	0	2	1	2	0	1	0
	%	100.00%	59.36%	26.16%	13.08%	01.41%	00.20%	00.00%	00.00%	00.40%	00.20%	00.40%	00.00%	00.20%	00.00%
1171 Appraising	#	151	75	50	24	2	0	0	1	0	0	1	0	0	0
	%	100.00%	49.67%	33.11%	15.89%	01.32%	00.00%	00.00%	00.66%	00.00%	00.00%	00.66%	00.00%	00.00%	00.00%
1630 Cemetery Administration	#	95	76	12	7	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	12.63%	07.37%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 Criminal Investigating	#	170	153	14	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.00%	08.24%	01.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	5,388	3,442	1,325	536	85	11	14	5	13	6	18	0	15	3
	%	100.00%	63.88%	24.59%	09.95%	01.58%	00.20%	00.26%	00.09%	00.24%	00.11%	00.33%	00.00%	00.28%	00.06%
4754 Cemetery Caretaking	#	502	387	54	50	11	0	0	0	0	0	2	2	7	0
	%	100.00%	77.09%	10.76%	09.96%	02.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.40%	00.40%	01.39%	00.00%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

This fixed list of major occupations was identified by DM&EEO.

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES					RACE/ETHNICITY												
							Hispanic or Latino		Non-Hispanic or Latino										
		White		Black or African American		Asian			Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races						
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
0083 Police	#	17	16	1	2	0	9	0	3	0	1	0	0	0	1	0	0	1	
	%	100.00%	94.11%	05.88%	11.76%	00.00%	52.94%	00.00%	17.65%	00.00%	05.88%	00.00%	00.00%	00.00%	05.88%	00.00%	00.00%	05.88%	
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%	
0101 Social Science	#	55	22	33	1	2	17	26	3	4	1	1	0	0	0	0	0	0	
	%	100.00%	40.00%	60.00%	01.82%	03.64%	30.91%	47.27%	05.45%	07.27%	01.82%	01.82%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%	
0201 Human Resources Management	#	32	14	18	1	1	8	10	4	6	1	1	0	0	0	0	0	0	
	%	100.00%	43.76%	56.26%	03.13%	03.13%	25.00%	31.25%	12.50%	18.75%	03.13%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%	
0260 Equal Employment Opportunity	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%	
0301 Miscellaneous Administration and Program	#	144	48	96	3	4	39	64	1	17	4	5	0	0	1	4	0	2	
	%	100.00%	33.32%	66.67%	02.08%	02.78%	27.08%	44.44%	00.69%	11.81%	02.78%	03.47%	00.00%	00.00%	00.69%	02.78%	00.00%	01.39%	
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%	
0340 Program Management	#	12	7	5	1	0	6	4	0	1	0	0	0	0	0	0	0	0	
	%	100.00%	58.33%	41.66%	08.33%	00.00%	50.00%	33.33%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%	
0343 Management and Program Analysis	#	61	16	45	2	1	12	34	1	5	1	3	0	0	0	2	0	0	
	%	100.00%	26.23%	73.78%	03.28%	01.64%	19.67%	55.74%	01.64%	08.20%	01.64%	04.92%	00.00%	00.00%	00.00%	03.28%	00.00%	00.00%	
0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%	
0501 Financial Administration and Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0501 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0511 Auditing	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	

0511 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0602 Medical Officer	#	3,140	2,163	977	129	53	1,204	509	82	42	722	359	0	0	15	12	11	2
	%	100.00%	68.88%	31.11%	04.11%	01.69%	38.34%	16.21%	02.61%	01.34%	22.99%	11.43%	00.00%	00.00%	00.48%	00.38%	00.35%	00.06%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse	#	2,844	466	2,378	28	119	273	1,376	68	419	82	409	0	0	10	36	5	19
	%	100.00%	16.38%	83.61%	00.98%	04.18%	09.60%	48.38%	02.39%	14.73%	02.88%	14.38%	00.00%	00.00%	00.35%	01.27%	00.18%	00.67%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse	#	900	176	724	17	42	95	349	35	240	23	80	0	0	5	10	1	3
	%	100.00%	19.57%	80.45%	01.89%	04.67%	10.56%	38.78%	03.89%	26.67%	02.56%	08.89%	00.00%	00.00%	00.56%	01.11%	00.11%	00.33%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant	#	633	136	497	20	75	59	171	48	216	6	25	0	0	3	8	0	2
	%	100.00%	21.48%	78.51%	03.16%	11.85%	09.32%	27.01%	07.58%	34.12%	00.95%	03.95%	00.00%	00.00%	00.47%	01.26%	00.00%	00.32%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0644 Medical Technologist	#	75	26	49	1	8	12	26	3	5	8	9	0	0	1	0	1	1
	%	100.00%	34.66%	65.34%	01.33%	10.67%	16.00%	34.67%	04.00%	06.67%	10.67%	12.00%	00.00%	00.00%	01.33%	00.00%	01.33%	01.33%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist	#	90	43	47	4	4	24	31	10	10	5	2	0	0	0	0	0	0
	%	100.00%	47.78%	52.21%	04.44%	04.44%	26.67%	34.44%	11.11%	11.11%	05.56%	02.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist	#	628	154	474	4	20	103	263	10	48	25	102	0	0	7	12	5	29
	%	100.00%	24.52%	75.47%	00.64%	03.18%	16.40%	41.88%	01.59%	07.64%	03.98%	16.24%	00.00%	00.00%	01.11%	01.91%	00.80%	04.62%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician	#	39	4	35	0	2	3	20	1	9	0	3	0	0	0	1	0	0
	%	100.00%	10.25%	89.74%	00.00%	05.13%	07.69%	51.28%	02.56%	23.08%	00.00%	07.69%	00.00%	00.00%	00.00%	02.56%	00.00%	00.00%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney	#	12	4	8	0	0	4	5	0	2	0	1	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	00.00%	00.00%	33.33%	41.67%	00.00%	16.67%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0986 RCLF		99.99%	26.70%	73.29%	01.91%	05.48%	20.75%	58.05%	02.25%	06.35%	01.14%	01.97%	00.02%	00.06%	00.32%	00.85%	00.31%	00.53%
0996 Veterans	#	37	26	11	0	0	24	10	1	1	1	0	0	0	0	0	0	0

Claims Examining	%	100.00%	70.26%	29.73%	00.00%	00.00%	64.86%	27.03%	02.70%	02.70%	02.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%
0998 Claims Assistance and Examining	#	38	17	21	1	1	7	10	9	8	0	2	0	0	0	0	0	0
	%	100.00%	44.73%	55.26%	02.63%	02.63%	18.42%	26.32%	23.68%	21.05%	00.00%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0998 RCLF		100.00%	26.60%	73.40%	02.30%	05.77%	19.74%	54.68%	02.79%	09.02%	01.19%	02.48%	00.03%	00.09%	00.29%	00.74%	00.26%	00.62%
1101 General Business and Industry	#	6	3	3	1	0	2	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	16.67%	00.00%	33.33%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan Specialist	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 Appraising	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 Cemetery Administration	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 Criminal Investigating	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	125	92	33	7	1	68	25	4	2	13	5	0	0	0	0	0	0
	%	100.00%	73.60%	26.40%	05.60%	00.80%	54.40%	20.00%	03.20%	01.60%	10.40%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery Caretaking	#	94	87	7	6	0	61	7	17	0	2	0	0	0	1	0	0	0
	%	100.00%	92.55%	07.45%	06.38%	00.00%	64.89%	07.45%	18.09%	00.00%	02.13%	00.00%	00.00%	00.00%	01.06%	00.00%	00.00%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and manila residents.

This fixed list of major occupations was identified by DM&EEO.

RCLF comparisons are based on 2000 Census National data.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability FY 2006

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
0083 Police	#	17	15	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.24%	05.88%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0101 Social Science	#	55	50	1	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.91%	01.82%	07.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0201 Human Resources Management	#	32	29	1	1	1	0	0	0	0	0	0	0	1	0
	%	100.00%	90.63%	03.13%	03.13%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.13%	00.00%
0260 Equal Employment Opportunity	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0301 Miscellaneous Administration and Program	#	144	125	5	13	1	0	0	0	0	1	0	0	0	0
	%	100.00%	86.81%	03.47%	09.03%	00.69%	00.00%	00.00%	00.00%	00.00%	00.69%	00.00%	00.00%	00.00%	00.00%
0340 Program Management	#	12	10	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0343 Management and Program Analysis	#	61	56	1	3	1	0	0	0	0	0	1	0	0	0
	%	100.00%	91.80%	01.64%	04.92%	01.64%	00.00%	00.00%	00.00%	00.00%	00.00%	01.64%	00.00%	00.00%	00.00%
0501 Financial Administration and Program	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0511 Auditing	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0602 Medical Officer	#	3,140	2,957	105	63	15	0	2	0	1	5	1	0	6	0
	%	100.00%	94.17%	03.34%	02.01%	00.48%	00.00%	00.06%	00.00%	00.03%	00.16%	00.03%	00.00%	00.19%	00.00%
0610 Nurse	#	2,844	2,599	112	121	12	1	1	1	0	0	2	0	7	0
	%	100.00%	91.39%	03.94%	04.25%	00.42%	00.04%	00.04%	00.04%	00.00%	00.00%	00.07%	00.00%	00.25%	00.00%
0620 Practical Nurse	#	900	844	10	44	2	0	0	0	0	0	0	0	2	0
	%	100.00%	93.78%	01.11%	04.89%	00.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.22%	00.00%
0621 Nursing Assistant	#	633	588	6	35	4	0	0	0	0	0	0	1	3	0
	%	100.00%	92.89%	00.95%	05.53%	00.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.16%	00.47%	00.00%
0644 Medical Technologist	#	75	68	3	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.67%	04.00%	05.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

0647 Diagnostic Radiologic Technologist	#	90	84	1	3	2	0	0	0	0	0	1	0	1	0
	%	100.00%	93.33%	01.11%	03.33%	02.22%	00.00%	00.00%	00.00%	00.00%	00.00%	01.11%	00.00%	01.11%	00.00%
0660 Pharmacist	#	628	605	8	14	1	0	0	0	1	0	0	0	0	0
	%	100.00%	96.34%	01.27%	02.23%	00.16%	00.00%	00.00%	00.00%	00.16%	00.00%	00.00%	00.00%	00.00%	00.00%
0675 Medical Records Technician	#	39	32	2	4	1	0	0	0	0	0	0	0	1	0
	%	100.00%	82.05%	05.13%	10.26%	02.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.56%	00.00%
0905 General Attorney	#	12	10	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	08.33%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0986 Legal Assistance	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 Veterans Claims Examining	#	37	30	1	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	81.08%	02.70%	16.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0998 Claims Assistance and Examining	#	38	27	3	6	2	0	0	1	0	0	0	0	1	0
	%	100.00%	71.05%	07.89%	15.79%	05.26%	00.00%	00.00%	02.63%	00.00%	00.00%	00.00%	00.00%	02.63%	00.00%
1101 General Business and Industry	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 Loan Specialist	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 Appraising	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 Cemetery Administration	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 Criminal Investigating	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	125	104	3	15	3	0	0	0	0	0	2	0	1	0
	%	100.00%	83.20%	02.40%	12.00%	02.40%	00.00%	00.00%	00.00%	00.00%	00.00%	01.60%	00.00%	00.80%	00.00%
4754 Cemetery Caretaking	#	94	83	2	5	4	1	1	0	0	0	0	0	2	0
	%	100.00%	88.30%	02.13%	05.32%	04.26%	01.06%	01.06%	00.00%	00.00%	00.00%	00.00%	00.00%	02.13%	00.00%

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and manila residents.

This fixed list of major occupations was identified by DM&EEO.

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2006

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
0083 Police																			
Total Received	#	These rows with no data have been removed below.					***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected of those Identified	#	333	303	30	30	1	204	20	53	8	9	0	0	0	4	1	3	0	
	%	100.00%	90.99%	09.01%	09.01%	00.30%	61.26%	06.01%	15.92%	02.40%	02.70%	00.00%	00.00%	00.00%	01.20%	00.30%	00.90%	00.00%	
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%	
0101 Social Science																			
Selected of those Identified	#	168	81	87	4	3	61	54	15	25	0	3	0	0	0	2	1	0	
	%	100.01%	48.22%	51.79%	02.38%	01.79%	36.31%	32.14%	08.93%	14.88%	00.00%	01.79%	00.00%	00.00%	00.00%	01.19%	00.60%	00.00%	
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%	
0201 Human Resources Management																			
Selected of those Identified	#	108	34	74	4	4	22	49	8	20	0	0	0	0	0	1	0	0	
	%	100.00%	31.48%	68.52%	03.70%	03.70%	20.37%	45.37%	07.41%	18.52%	00.00%	00.00%	00.00%	00.00%	00.00%	00.93%	00.00%	00.00%	
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%	
0260 Equal Employment Opportunity																			
Selected of those Identified	#	5	1	4	0	0	1	2	0	2	0	0	0	0	0	0	0	0	
	%	100.00%	20.00%	80.00%	00.00%	00.00%	20.00%	40.00%	00.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%	
0301 Miscellaneous Administration and Program																			
Selected of those Identified	#	133	64	69	5	9	46	37	11	20	0	1	0	0	2	2	0	0	
	%	100.00%	48.12%	51.88%	03.76%	06.77%	34.59%	27.82%	08.27%	15.04%	00.00%	00.75%	00.00%	00.00%	01.50%	01.50%	00.00%	00.00%	
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%	
0340 Program Management																			

Selected of those Identified	#	12	7	5	1	1	3	3	2	1	0	0	0	0	1	0	0	0
	%	99.99%	58.33%	41.66%	08.33%	08.33%	25.00%	25.00%	16.67%	08.33%	00.00%	00.00%	00.00%	00.00%	08.33%	00.00%	00.00%	00.00%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis																		
Selected of those Identified	#	53	17	36	4	2	11	12	1	20	1	1	0	0	0	0	0	1
	%	100.01%	32.08%	67.93%	07.55%	03.77%	20.75%	22.64%	01.89%	37.74%	01.89%	01.89%	00.00%	00.00%	00.00%	00.00%	00.00%	01.89%
0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial Administration and Program																		
Selected of those Identified	#	13	3	10	0	0	2	5	0	4	0	0	0	0	1	1	0	0
	%	99.99%	23.07%	76.92%	00.00%	00.00%	15.38%	38.46%	00.00%	30.77%	00.00%	00.00%	00.00%	00.00%	07.69%	07.69%	00.00%	00.00%
0501 RCLF		100.00%	43.01%	56.99%	03.60%	05.61%	32.99%	40.98%	03.86%	06.81%	01.73%	02.69%	00.06%	00.09%	00.38%	00.38%	00.39%	00.43%
0511 Auditing																		
Selected of those Identified	#	27	14	13	2	0	10	10	1	2	1	1	0	0	0	0	0	0
	%	100.00%	51.85%	48.15%	07.41%	00.00%	37.04%	37.04%	03.70%	07.41%	03.70%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0511 RCLF		100.00%	43.00%	57.00%	02.03%	03.10%	35.05%	42.80%	02.57%	05.35%	02.81%	04.84%	00.03%	00.06%	00.19%	00.42%	00.32%	00.43%
0602 Medical Officer																		
Selected of those Identified	#	1,167	751	416	43	16	505	252	44	24	135	110	0	0	12	13	12	1
	%	100.00%	64.35%	35.65%	03.68%	01.37%	43.27%	21.59%	03.77%	02.06%	11.57%	09.43%	00.00%	00.00%	01.03%	01.11%	01.03%	00.09%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse																		
Selected of those Identified	#	1,461	255	1,206	14	46	186	845	30	191	19	83	0	0	2	28	4	13
	%	100.00%	17.45%	82.55%	00.96%	03.15%	12.73%	57.84%	02.05%	13.07%	01.30%	05.68%	00.00%	00.00%	00.14%	01.92%	00.27%	00.89%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse																		
Selected of those Identified	#	564	94	470	4	14	68	301	15	134	6	16	0	0	1	3	0	2
	%	100.00%	16.67%	83.33%	00.71%	02.48%	12.06%	53.37%	02.66%	23.76%	01.06%	02.84%	00.00%	00.00%	00.18%	00.53%	00.00%	00.35%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant																		
Selected of those Identified	#	930	234	696	20	35	86	259	118	348	6	36	0	0	2	5	2	13
	%	100.02%	25.18%	74.84%	02.15%	03.76%	09.25%	27.85%	12.69%	37.42%	00.65%	03.87%	00.00%	00.00%	00.22%	00.54%	00.22%	01.40%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0644 Medical Technologist																		

Selected of those Identified	#	238	70	168	4	14	48	102	5	28	12	19	0	0	0	5	1	0
	%	99.99%	29.41%	70.58%	01.68%	05.88%	20.17%	42.86%	02.10%	11.76%	05.04%	07.98%	00.00%	00.00%	00.00%	02.10%	00.42%	00.00%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist																		
Selected of those Identified	#	230	97	133	13	7	66	95	13	23	5	5	0	0	0	2	0	1
	%	99.98%	42.17%	57.81%	05.65%	03.04%	28.70%	41.30%	05.65%	10.00%	02.17%	02.17%	00.00%	00.00%	00.00%	00.87%	00.00%	00.43%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist																		
Selected of those Identified	#	269	98	171	2	6	73	107	6	19	14	30	0	0	3	8	0	1
	%	99.99%	36.43%	63.56%	00.74%	02.23%	27.14%	39.78%	02.23%	07.06%	05.20%	11.15%	00.00%	00.00%	01.12%	02.97%	00.00%	00.37%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician																		
Selected of those Identified	#	164	15	149	0	4	9	105	1	33	5	4	0	0	0	3	0	0
	%	100.00%	09.15%	90.85%	00.00%	02.44%	05.49%	64.02%	00.61%	20.12%	03.05%	02.44%	00.00%	00.00%	00.00%	01.83%	00.00%	00.00%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney																		
Selected of those Identified	#	86	38	48	1	2	34	29	2	11	1	6	0	0	0	0	0	0
	%	100.00%	44.18%	55.82%	01.16%	02.33%	39.53%	33.72%	02.33%	12.79%	01.16%	06.98%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance																		
Selected of those Identified	#	17	3	14	0	0	2	4	1	10	0	0	0	0	0	0	0	0
	%	99.99%	17.64%	82.35%	00.00%	00.00%	11.76%	23.53%	05.88%	58.82%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0986 RCLF		99.99%	26.70%	73.29%	01.91%	05.48%	20.75%	58.05%	02.25%	06.35%	01.14%	01.97%	00.02%	00.06%	00.32%	00.85%	00.31%	00.53%
0996 Veterans Claims Examining																		
Selected of those Identified	#	764	384	380	21	11	261	236	68	105	22	11	0	0	10	14	2	3
	%	99.99%	50.26%	49.73%	02.75%	01.44%	34.16%	30.89%	08.90%	13.74%	02.88%	01.44%	00.00%	00.00%	01.31%	01.83%	00.26%	00.39%
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%
0998 Claims Assistance and Examining																		
Selected of those Identified	#	182	77	105	6	8	41	54	21	38	7	2	0	0	1	3	1	0
	%	100.02%	42.32%	57.70%	03.30%	04.40%	22.53%	29.67%	11.54%	20.88%	03.85%	01.10%	00.00%	00.00%	00.55%	01.65%	00.55%	00.00%
0998 RCLF		100.00%	26.60%	73.40%	02.30%	05.77%	19.74%	54.68%	02.79%	09.02%	01.19%	02.48%	00.03%	00.09%	00.29%	00.74%	00.26%	00.62%
1101 General Business and Industry																		

Selected of those Identified	#	42	30	12	0	0	27	9	2	3	1	0	0	0	0	0	0	0
	%	100.00%	71.43%	28.57%	00.00%	00.00%	64.29%	21.43%	04.76%	07.14%	02.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan Specialist																		
Selected of those Identified	#	56	20	36	0	3	12	17	7	15	0	0	0	0	0	0	1	1
	%	100.02%	35.72%	64.30%	00.00%	05.36%	21.43%	30.36%	12.50%	26.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.79%
1165 RCLF		100.02%	44.69%	55.33%	02.80%	04.31%	36.99%	42.64%	03.07%	05.43%	01.29%	02.00%	00.04%	00.08%	00.22%	00.38%	00.28%	00.49%
1171 Appraising																		
Selected of those Identified	#	12	10	2	0	0	10	1	0	1	0	0	0	0	0	0	0	0
	%	99.99%	83.33%	16.66%	00.00%	00.00%	83.33%	08.33%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 RCLF		100.02%	66.71%	33.31%	01.65%	01.24%	61.19%	29.43%	01.88%	01.55%	01.09%	00.59%	00.03%	00.01%	00.53%	00.25%	00.34%	00.24%
1630 Cemetery Administration																		
Selected of those Identified	#	5	2	3	0	0	1	2	1	1	0	0	0	0	0	0	0	0
	%	100.00%	40.00%	60.00%	00.00%	00.00%	20.00%	40.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 RCLF		100.02%	48.67%	51.35%	03.47%	04.16%	39.86%	40.91%	03.12%	04.17%	01.31%	01.02%	00.06%	00.05%	00.42%	00.63%	00.43%	00.41%
1811 Criminal Investigating																		
Selected of those Identified	#	9	9	0	0	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	88.89%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 RCLF		100.00%	78.98%	21.02%	07.07%	02.01%	62.34%	14.68%	07.02%	03.56%	01.19%	00.40%	00.07%	00.00%	00.72%	00.21%	00.57%	00.16%
2210 Information Technology Management																		
Selected of those Identified	#	224	171	53	8	2	125	22	25	15	12	14	0	0	1	0	0	0
	%	100.00%	76.34%	23.66%	03.57%	00.89%	55.80%	09.82%	11.16%	06.70%	05.36%	06.25%	00.00%	00.00%	00.45%	00.00%	00.00%	00.00%
2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery Caretaking																		
Selected of those Identified	#	45	44	1	4	0	30	1	10	0	0	0	0	0	0	0	0	0
	%	100.00%	97.78%	02.22%	08.89%	00.00%	66.67%	02.22%	22.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

This fixed list of major occupations was identified by DM&EEO.

RCLF comparisons are based on 2000 Census National data.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2006

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Schedule A															
Hires	#	145	112	0	18	15	2	3	0	2	2	0	1	3	2
	%	100.00.%	77.24.%	00.00.%	12.41.%	10.34.%	01.38.%	02.07.%	00.00.%	01.38.%	01.38.%	00.00.%	00.69.%	02.07.%	01.38.%
Voluntarily Identified (Outside of Schedule A Applicants)															
Hires	#	17,131	14,886	437	1,578	230	3	25	11	12	6	17	1	153	2
	%	100.00.%	86.90.%	02.55.%	09.21.%	01.34.%	00.02.%	00.15.%	00.06.%	00.07.%	00.04.%	00.10.%	00.01.%	00.89.%	00.01.%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

This fixed list of major occupations was identified by DM&EEO.

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2006

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
0083 Police																		
Total Received	#	Rows with no data are deleted below.						***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected of those Identified	#	17	15	2	2	0	9	1	2	0	2	0	0	0	0	0	1	
	%	99.98%	88.22%	11.76%	11.76%	00.00%	52.94%	05.88%	11.76%	00.00%	11.76%	00.00%	00.00%	00.00%	00.00%	00.00%	05.88%	
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%
0101 Social Science																		
Selected of those Identified	#	26	15	11	1	2	12	4	2	4	0	1	0	0	0	0	0	
	%	99.99%	57.69%	42.30%	03.85%	07.69%	46.15%	15.38%	07.69%	15.38%	00.00%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%
0201 Human Resources Management																		
Selected of those Identified	#	20	8	12	0	0	6	6	2	5	0	1	0	0	0	0	0	
	%	100.00%	40.00%	60.00%	00.00%	00.00%	30.00%	30.00%	10.00%	25.00%	00.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%
0260 Equal Employment Opportunity																		
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0260 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0301 Miscellaneous Administration and Program																		
Selected of those Identified	#	51	25	26	2	0	20	18	2	5	0	1	0	0	1	1	0	
	%	99.99%	49.02%	50.97%	03.92%	00.00%	39.22%	35.29%	03.92%	09.80%	00.00%	01.96%	00.00%	00.00%	01.96%	01.96%	00.00%	
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0340 Program Management																		

Selected of those Identified	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis																		
Selected of those Identified	#	28	7	21	0	1	6	14	1	1	0	4	0	0	0	1	0	0
	%	100.00%	25.00%	75.00%	00.00%	03.57%	21.43%	50.00%	03.57%	03.57%	00.00%	14.29%	00.00%	00.00%	00.00%	03.57%	00.00%	00.00%
0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial Administration and Program																		
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0501 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0511 Auditing																		
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0511 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0602 Medical Officer																		
Selected of those Identified	#	720	455	265	22	18	255	132	20	6	142	98	0	0	9	9	7	2
	%	100.00%	63.20%	36.80%	03.06%	02.50%	35.42%	18.33%	02.78%	00.83%	19.72%	13.61%	00.00%	00.00%	01.25%	01.25%	00.97%	00.28%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse																		
Selected of those Identified	#	2,751	510	2,241	39	116	331	1,362	63	431	58	274	0	0	13	38	6	20
	%	100.01%	18.54%	81.47%	01.42%	04.22%	12.03%	49.51%	02.29%	15.67%	02.11%	09.96%	00.00%	00.00%	00.47%	01.38%	00.22%	00.73%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse																		
Selected of those Identified	#	1,056	192	864	17	47	107	452	39	275	24	70	0	0	4	14	1	6
	%	99.99%	18.17%	81.82%	01.61%	04.45%	10.13%	42.80%	03.69%	26.04%	02.27%	06.63%	00.00%	00.00%	00.38%	01.33%	00.09%	00.57%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant																		
Selected of those Identified	#	453	96	357	17	48	43	128	25	146	8	24	0	0	3	6	0	5
	%	100.00%	21.19%	78.81%	03.75%	10.60%	09.49%	28.26%	05.52%	32.23%	01.77%	05.30%	00.00%	00.00%	00.66%	01.32%	00.00%	01.10%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0644 Medical Technologist																		

Selected of those Identified	#	40	16	24	2	4	7	11	2	2	3	6	0	0	1	0	1	1
	%	100.00%	40.00%	60.00%	05.00%	10.00%	17.50%	27.50%	05.00%	05.00%	07.50%	15.00%	00.00%	00.00%	02.50%	00.00%	02.50%	02.50%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist																		
Selected of those Identified	#	75	31	44	2	4	19	31	7	8	3	1	0	0	0	0	0	0
	%	99.99%	41.33%	58.66%	02.67%	05.33%	25.33%	41.33%	09.33%	10.67%	04.00%	01.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist																		
Selected of those Identified	#	546	122	424	5	16	78	231	9	41	17	96	0	0	8	11	5	29
	%	100.01%	22.36%	77.65%	00.92%	02.93%	14.29%	42.31%	01.65%	07.51%	03.11%	17.58%	00.00%	00.00%	01.47%	02.01%	00.92%	05.31%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician																		
Selected of those Identified	#	24	1	23	0	0	1	15	0	5	0	2	0	0	0	1	0	0
	%	100.00%	04.17%	95.83%	00.00%	00.00%	04.17%	62.50%	00.00%	20.83%	00.00%	08.33%	00.00%	00.00%	00.00%	04.17%	00.00%	00.00%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney																		
Selected of those Identified	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance																		
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0986 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 Veterans Claims Examining																		
Selected of those Identified	#	20	17	3	0	0	11	3	5	0	1	0	0	0	0	0	0	0
	%	100.00%	85.00%	15.00%	00.00%	00.00%	55.00%	15.00%	25.00%	00.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%
0998 Claims Assistance and Examining																		
Selected of those Identified	#	48	25	23	4	0	10	10	11	12	0	1	0	0	0	0	0	0
	%	99.99%	52.08%	47.91%	08.33%	00.00%	20.83%	20.83%	22.92%	25.00%	00.00%	02.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0998 RCLF		100.00%	26.60%	73.40%	02.30%	05.77%	19.74%	54.68%	02.79%	09.02%	01.19%	02.48%	00.03%	00.09%	00.29%	00.74%	00.26%	00.62%
1101 General Business and Industry																		

Selected of those Identified	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan Specialist																		
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 Appraising																		
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 Cemetery Administration																		
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1630 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 Criminal Investigating																		
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 RCLF		00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management																		
Selected of those Identified	#	39	32	7	3	0	23	5	3	0	3	2	0	0	0	0	0	0
	%	99.99%	82.04%	17.95%	07.69%	00.00%	58.97%	12.82%	07.69%	00.00%	07.69%	05.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery Caretaking																		
Selected of those Identified	#	157	148	9	6	0	110	9	28	0	2	0	0	0	2	0	0	0
	%	99.98%	94.25%	05.73%	03.82%	00.00%	70.06%	05.73%	17.83%	00.00%	01.27%	00.00%	00.00%	00.00%	01.27%	00.00%	00.00%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

This fixed list of major occupations was identified by DM&EEO.

RCLF comparisons are based on 2000 Census National data.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability FY 2006

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Schedule A															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	569	487	14	52	16	1	1	2	2	1	3	2	4	0
	%	100.00.%	85.59.%	02.46.%	09.14.%	02.81.%	00.18.%	00.18.%	00.35.%	00.35.%	00.18.%	00.53.%	00.35.%	00.70.%	00.00.%
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	13,658	12,551	233	762	112	1	14	6	3	4	13	0	68	3
	%	100.00.%	91.89.%	01.71.%	05.58.%	00.82.%	00.01.%	00.10.%	00.04.%	00.02.%	00.03.%	00.10.%	00.00.%	00.50.%	00.02.%

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

This fixed list of major occupations was identified by DM&EEO.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
						male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	16,774	7,717	9,057	544	512	4,621	5,413	1,907	2,336	455	530	0	0	117	190	73	76
	%	100.00%	46.01%	53.99%	03.24%	03.05%	27.55%	32.27%	11.37%	13.93%	02.71%	03.16%	00.00%	00.00%	00.70%	01.13%	00.44%	00.45%
Temporary	#	13,512	4,411	9,101	252	516	2,731	5,548	873	1,879	423	892	0	0	80	161	52	105
	%	100.00%	32.64%	67.36%	01.87%	03.82%	20.21%	41.06%	06.46%	13.91%	03.13%	06.60%	00.00%	00.00%	00.59%	01.19%	00.38%	00.78%
Non-Appropriated	#	1,217	459	758	44	75	186	332	183	309	27	31	0	0	14	9	5	2
	%	100.00%	37.72%	62.28%	03.62%	06.16%	15.28%	27.28%	15.04%	25.39%	02.22%	02.55%	00.00%	00.00%	01.15%	00.74%	00.41%	00.16%
TOTAL	#	31,503	12,587	18,916	840	1,103	7,538	11,293	2,963	4,524	905	1,453	0	0	211	360	130	183
	%	100.00%	39.96%	60.04%	02.67%	03.50%	23.93%	35.85%	09.41%	14.36%	02.87%	04.61%	00.00%	00.00%	00.67%	01.14%	00.41%	00.58%
RCLF	%	95.87%	33.72%	62.15%	03.67%	04.49%	23.96%	45.38%	03.25%	08.15%	02.22%	03.03%	00.00%	00.00%	00.30%	00.59%	00.32%	00.51%

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and Manila residents.

RCLF comparisons are based on 2000 Census National data.

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2006

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	16,774	14,550	432	1,556	236	5	26	11	13	8	17	2	150	4
	%	100.00.%	86.74.%	02.58.%	09.28.%	01.41.%	00.03.%	00.16.%	00.07.%	00.08.%	00.05.%	00.10.%	00.01.%	00.89.%	00.02.%
Temporary	#	13,512	12,383	239	769	121	2	15	6	5	5	15	2	68	3
	%	100.00.%	91.64.%	01.77.%	05.69.%	00.90.%	00.01.%	00.11.%	00.04.%	00.04.%	00.04.%	00.11.%	00.01.%	00.50.%	00.02.%
Non-Appropriated	#	1,217	1,103	13	85	16	0	2	2	1	0	1	0	10	0
	%	100.00.%	90.63.%	01.07.%	06.98.%	01.31.%	00.00.%	00.16.%	00.16.%	00.08.%	00.00.%	00.08.%	00.00.%	00.82.%	00.00.%
TOTAL	#	31,503	28,036	684	2,410	373	7	43	19	19	13	33	4	228	7
	%	100.00.%	88.99.%	02.17.%	07.65.%	01.18.%	00.02.%	00.14.%	00.06.%	00.06.%	00.04.%	00.10.%	00.01.%	00.72.%	00.02.%
Prior Year	%	100.00.%	89.13.%	02.26.%	07.47.%	01.14.%	00.04.%	00.09.%	00.06.%	00.07.%	00.04.%	00.11.%	00.01.%	00.70.%	00.02.%

Data shown includes full-time, part-time, and intermittent permanent and temporary employees in a pay status and excluding medical and Manila residents.

Table A9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: All occupations except doctors and nurses.

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races						
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=12 Onboard - Promotions to 13																		
ONBOARD	#	12,816	5,918	6,898	332	360	4,656	4,937	616	1,107	268	441	0	0	46	48	0	5
	%	100.00%	46.18%	53.82%	02.59%	02.81%	36.33%	38.52%	04.81%	08.64%	02.09%	03.44%	00.00%	00.00%	00.36%	00.37%	00.00%	00.04%
PROMOTED	#	1,185	533	652	48	32	382	460	63	121	20	26	0	0	6	4	14	9
	%	100.01%	44.99%	55.02%	04.05%	02.70%	32.24%	38.82%	05.32%	10.21%	01.69%	02.19%	00.00%	00.00%	00.51%	00.34%	01.18%	00.76%
EXPECTED	#	1,185	547	638	31	33	431	456	57	102	25	41	0	0	4	4	0	0
GRADE=13 Onboard - Promotions to 14																		
ONBOARD	#	8,921	4,914	4,007	197	197	4,028	2,978	474	652	181	147	0	0	31	32	3	1
	%	100.00%	55.08%	44.92%	02.21%	02.21%	45.15%	33.38%	05.31%	07.31%	02.03%	01.65%	00.00%	00.00%	00.35%	00.36%	00.03%	00.01%
PROMOTED	#	428	230	198	8	17	187	137	27	37	6	4	0	0	0	0	2	3
	%	99.99%	53.74%	46.25%	01.87%	03.97%	43.69%	32.01%	06.31%	08.64%	01.40%	00.93%	00.00%	00.00%	00.00%	00.00%	00.47%	00.70%
EXPECTED	#	428	236	192	9	9	193	143	23	31	9	7	0	0	1	2	0	0
GRADE=14 Onboard - Promotions to 15																		
ONBOARD	#	2,937	1,768	1,169	56	41	1,500	851	147	229	58	41	0	0	7	7	0	0
	%	100.02%	60.20%	39.82%	01.91%	01.40%	51.07%	28.98%	05.01%	07.80%	01.97%	01.40%	00.00%	00.00%	00.24%	00.24%	00.00%	00.00%
PROMOTED	#	151	93	58	3	1	73	41	6	13	6	2	0	0	0	0	5	1
	%	99.98%	61.58%	38.40%	01.99%	00.66%	48.34%	27.15%	03.97%	08.61%	03.97%	01.32%	00.00%	00.00%	00.00%	00.00%	03.31%	00.66%
EXPECTED	#	151	91	60	3	2	77	44	8	12	3	2	0	0	0	0	0	0
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15																		
ONBOARD	#	24,674	12,600	12,074	585	598	10,184	8,766	1,237	1,988	507	629	0	0	84	87	3	6
	%	99.98%	51.05%	48.93%	02.37%	02.42%	41.27%	35.53%	05.01%	08.06%	02.05%	02.55%	00.00%	00.00%	00.34%	00.35%	00.01%	00.02%
PROMOTED	#	1,764	856	908	59	50	642	638	96	171	32	32	0	0	6	4	21	13
	%	99.98%	48.51%	51.47%	03.34%	02.83%	36.39%	36.17%	05.44%	09.69%	01.81%	01.81%	00.00%	00.00%	00.34%	00.23%	01.19%	00.74%
EXPECTED	#	1,764	901	863	42	43	728	627	88	142	36	45	0	0	6	6	0	0

Table B9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Disability FY 2006

Occupations: All occupations except doctors and nurses.

VA-wide	TOTAL		Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=12 Onboard - Promotions to 13															
ONBOARD	#	12,816	8,009	3,556	1,086	165	13	33	18	25	19	18	0	35	4
	%	100.00%	62.49%	27.75%	08.47%	01.29%	00.10%	00.26%	00.14%	00.20%	00.15%	00.14%	00.00%	00.27%	00.03%
PROMOTED	#	1,185	837	247	92	9	0	1	2	2	2	2	0	0	0
	%	100.00%	70.63%	20.84%	07.76%	00.76%	00.00%	00.08%	00.17%	00.17%	00.17%	00.17%	00.00%	00.00%	00.00%
EXPECTED	#	1,185	741	329	100	15	--	--	--	--	--	--	--	--	--
GRADE=13 Onboard - Promotions to 14															
ONBOARD	#	8,921	5,278	2,895	643	105	2	22	18	27	8	13	0	13	2
	%	100.00%	59.16%	32.45%	07.21%	01.18%	00.02%	00.25%	00.20%	00.30%	00.09%	00.15%	00.00%	00.15%	00.02%
PROMOTED	#	428	298	106	21	3	0	0	0	1	0	2	0	0	0
	%	100.00%	69.63%	24.77%	04.91%	00.70%	00.00%	00.00%	00.00%	00.23%	00.00%	00.47%	00.00%	00.00%	00.00%
EXPECTED	#	428	253	139	31	5	--	--	--	--	--	--	--	--	--
GRADE=14 Onboard - Promotions to 15															
ONBOARD	#	2,937	1,649	1,067	195	26	0	5	5	6	3	1	0	5	1
	%	100.00%	56.15%	36.33%	06.64%	00.89%	00.00%	00.17%	00.17%	00.20%	00.10%	00.03%	00.00%	00.17%	00.03%
PROMOTED	#	151	106	37	7	1	0	0	0	1	0	0	0	0	0
	%	100.00%	70.20%	24.50%	04.64%	00.66%	00.00%	00.00%	00.00%	00.66%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	151	85	55	10	1	--	--	--	--	--	--	--	--	--
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15															
ONBOARD	#	24,674	14,936	7,518	1,924	296	15	60	41	58	30	32	0	53	7
	%	100.00%	60.53%	30.47%	07.80%	01.20%	00.06%	00.24%	00.17%	00.24%	00.12%	00.13%	00.00%	00.21%	00.03%
PROMOTED	#	1,764	1,241	390	120	13	0	1	2	4	2	4	0	0	0
	%	100.00%	70.35%	22.11%	06.80%	00.74%	00.00%	00.06%	00.11%	00.23%	00.11%	00.23%	00.00%	00.00%	00.00%
EXPECTED	#	1,764	1,068	537	138	21	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 13-15 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included

VA-wide	TOTAL EMPLOYEES				RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	71	30	41	3	4	18	22	9	11	0	4	0	0	0	0	0	0
	%	100.00%	42.26%	57.74%	04.23%	05.63%	25.35%	30.99%	12.68%	15.49%	00.00%	05.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	64	39	25	4	1	16	13	19	9	0	1	0	0	0	0	0	1
	%	99.99%	60.94%	39.05%	06.25%	01.56%	25.00%	20.31%	29.69%	14.06%	00.00%	01.56%	00.00%	00.00%	00.00%	00.00%	00.00%	01.56%
EXPECTED	#	64	27	37	3	4	16	20	8	10	0	4	0	0	0	0	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	758	386	372	38	28	191	171	145	157	6	10	0	0	6	6	0	0
	%	99.99%	50.92%	49.07%	05.01%	03.69%	25.20%	22.56%	19.13%	20.71%	00.79%	01.32%	00.00%	00.00%	00.79%	00.79%	00.00%	00.00%
PROMOTED	#	362	171	191	16	15	74	93	71	64	3	7	0	0	4	9	3	3
	%	99.99%	47.23%	52.76%	04.42%	04.14%	20.44%	25.69%	19.61%	17.68%	00.83%	01.93%	00.00%	00.00%	01.10%	02.49%	00.83%	00.83%
EXPECTED	#	362	184	178	18	13	91	82	69	75	3	5	0	0	3	3	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	4,483	2,026	2,457	216	141	1,000	1,221	723	1,011	62	56	0	0	23	28	2	0
	%	100.00%	45.19%	54.81%	04.82%	03.15%	22.31%	27.24%	16.13%	22.55%	01.38%	01.25%	00.00%	00.00%	00.51%	00.62%	00.04%	00.00%
PROMOTED	#	1,316	549	767	74	50	253	380	189	293	10	19	0	0	7	8	16	17
	%	99.99%	41.71%	58.28%	05.62%	03.80%	19.22%	28.88%	14.36%	22.26%	00.76%	01.44%	00.00%	00.00%	00.53%	00.61%	01.22%	01.29%
EXPECTED	#	1,316	595	721	63	41	294	358	212	297	18	16	0	0	7	8	1	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	17,469	5,499	11,970	696	760	2,648	6,662	1,877	4,120	226	297	0	0	52	131	0	0
	%	99.99%	31.47%	68.52%	03.98%	04.35%	15.16%	38.14%	10.74%	23.58%	01.29%	01.70%	00.00%	00.00%	00.30%	00.75%	00.00%	00.00%
PROMOTED	#	2,695	872	1,823	113	137	428	984	264	574	45	61	0	0	4	23	18	44
	%	99.99%	32.36%	67.63%	04.19%	05.08%	15.88%	36.51%	09.80%	21.30%	01.67%	02.26%	00.00%	00.00%	00.15%	00.85%	00.67%	01.63%
EXPECTED	#	2,695	848	1,847	107	117	409	1,028	289	635	35	46	0	0	8	20	0	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	18,130	6,343	11,787	678	831	3,440	6,518	1,871	3,904	294	398	0	0	58	134	2	2

	%	99.99%	34.98%	65.01%	03.74%	04.58%	18.97%	35.95%	10.32%	21.53%	01.62%	02.20%	00.00%	00.00%	00.32%	00.74%	00.01%	00.01%
PROMOTED	#	2,151	782	1,369	92	107	446	775	192	402	35	39	0	0	5	16	12	30
	%	99.99%	36.36%	63.63%	04.28%	04.97%	20.73%	36.03%	08.93%	18.69%	01.63%	01.81%	00.00%	00.00%	00.23%	00.74%	00.56%	01.39%
EXPECTED	#	2,151	752	1,398	80	99	408	773	222	463	35	47	0	0	7	16	0	0
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	11,641	4,025	7,616	425	498	2,277	4,716	1,067	2,103	212	221	0	0	44	78	0	0
	%	100.01%	34.58%	65.43%	03.65%	04.28%	19.56%	40.51%	09.17%	18.07%	01.82%	01.90%	00.00%	00.00%	00.38%	00.67%	00.00%	00.00%
PROMOTED	#	714	217	497	26	41	106	309	63	126	8	12	0	0	4	3	10	6
	%	100.00%	30.39%	69.61%	03.64%	05.74%	14.85%	43.28%	08.82%	17.65%	01.12%	01.68%	00.00%	00.00%	00.56%	00.42%	01.40%	00.84%
EXPECTED	#	714	247	467	26	31	140	289	65	129	13	14	0	0	3	5	0	0
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	3,885	1,365	2,520	137	124	802	1,645	349	664	68	62	0	0	9	25	0	0
	%	99.99%	35.13%	64.86%	03.53%	03.19%	20.64%	42.34%	08.98%	17.09%	01.75%	01.60%	00.00%	00.00%	00.23%	00.64%	00.00%	00.00%
PROMOTED	#	331	134	197	10	13	90	123	24	48	6	3	0	0	0	1	4	9
	%	100.00%	40.48%	59.52%	03.02%	03.93%	27.19%	37.16%	07.25%	14.50%	01.81%	00.91%	00.00%	00.00%	00.00%	00.30%	01.21%	02.72%
EXPECTED	#	331	116	215	12	11	68	140	30	57	6	5	0	0	1	2	0	0
GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	2,067	948	1,119	84	61	621	741	188	280	44	23	0	0	11	11	0	3
	%	100.00%	45.86%	54.14%	04.06%	02.95%	30.04%	35.85%	09.10%	13.55%	02.13%	01.11%	00.00%	00.00%	00.53%	00.53%	00.00%	00.15%
PROMOTED	#	88	56	32	6	1	37	21	5	8	7	2	0	0	0	0	1	0
	%	100.00%	63.64%	36.36%	06.82%	01.14%	42.05%	23.86%	05.68%	09.09%	07.95%	02.27%	00.00%	00.00%	00.00%	00.00%	01.14%	00.00%
EXPECTED	#	88	40	48	4	3	26	32	8	12	2	1	0	0	0	0	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	675	479	196	30	6	357	133	75	50	12	6	0	0	5	1	0	0
	%	100.00%	70.96%	29.04%	04.44%	00.89%	52.89%	19.70%	11.11%	07.41%	01.78%	00.89%	00.00%	00.00%	00.74%	00.15%	00.00%	00.00%
PROMOTED	#	99	64	35	9	3	45	19	9	10	1	1	0	0	0	1	0	1
	%	99.99%	64.64%	35.35%	09.09%	03.03%	45.45%	19.19%	09.09%	10.10%	01.01%	01.01%	00.00%	00.00%	00.00%	01.01%	00.00%	01.01%
EXPECTED	#	99	70	29	4	1	52	20	11	7	2	1	0	0	1	0	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	803	631	172	41	7	477	122	77	36	29	7	0	0	7	0	0	0
	%	99.99%	78.58%	21.41%	05.11%	00.87%	59.40%	15.19%	09.59%	04.48%	03.61%	00.87%	00.00%	00.00%	00.87%	00.00%	00.00%	00.00%
PROMOTED	#	46	36	10	3	0	26	7	4	2	1	1	0	0	0	0	2	0

	%	100.00%	78.26%	21.74%	06.52%	00.00%	56.52%	15.22%	08.70%	04.35%	02.17%	02.17%	00.00%	00.00%	00.00%	00.00%	04.35%	00.00%
EXPECTED	#	46	36	10	2	0	27	7	4	2	2	0	0	0	0	0	0	0
TOTAL Grade 2-11 Onboard - Promotions to 3-12																		
ONBOARD	#	59,982	21,732	38,250	2,348	2,460	11,831	21,951	6,381	12,336	953	1,084	0	0	215	414	4	5
	%	100.01%	36.23%	63.78%	03.91%	04.10%	19.72%	36.60%	10.64%	20.57%	01.59%	01.81%	00.00%	00.00%	00.36%	00.69%	00.01%	00.01%
PROMOTED	#	7,866	2,920	4,946	353	368	1,521	2,724	840	1,536	116	146	0	0	24	61	66	111
	%	100.02%	37.13%	62.89%	04.49%	04.68%	19.34%	34.63%	10.68%	19.53%	01.47%	01.86%	00.00%	00.00%	00.31%	00.78%	00.84%	01.41%
EXPECTED	#	7,867	2,850	5,017	308	323	1,551	2,879	837	1,618	125	142	0	0	28	54	1	1

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Disability FY 2006

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included

VA-wide	TOTAL		Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	71	34	4	15	18	0	0	0	3	2	1	8	4	0
	%	100.00%	47.89%	05.63%	21.13%	25.35%	00.00%	00.00%	00.00%	04.23%	02.82%	01.41%	11.27%	05.63%	00.00%
PROMOTED	#	64	54	1	8	1	0	0	0	0	0	0	1	0	0
	%	100.00%	84.38%	01.56%	12.50%	01.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.56%	00.00%	00.00%
EXPECTED	#	64	31	4	14	16	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	758	499	67	127	65	12	10	0	5	1	4	21	12	0
	%	100.00%	65.83%	08.84%	16.75%	08.58%	01.58%	01.32%	00.00%	00.66%	00.13%	00.53%	02.77%	01.58%	00.00%
PROMOTED	#	362	300	14	38	10	2	0	1	0	0	1	1	4	1
	%	100.00%	82.87%	03.87%	10.50%	02.76%	00.55%	00.00%	00.28%	00.00%	00.00%	00.28%	00.28%	01.10%	00.28%
EXPECTED	#	362	238	32	61	31	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	4,483	2,805	676	723	279	62	51	3	25	9	35	24	67	3
	%	100.00%	62.57%	15.08%	16.13%	06.22%	01.38%	01.14%	00.07%	00.56%	00.20%	00.78%	00.54%	01.49%	00.07%
PROMOTED	#	1,316	1,012	98	171	35	2	3	0	3	1	4	1	20	1
	%	100.00%	76.90%	07.45%	12.99%	02.66%	00.15%	00.23%	00.00%	00.23%	00.08%	00.30%	00.08%	01.52%	00.08%
EXPECTED	#	1,316	823	198	212	82	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	17,469	12,232	2,776	2,017	444	52	47	27	49	17	65	18	155	14
	%	100.00%	70.02%	15.89%	11.55%	02.54%	00.30%	00.27%	00.15%	00.28%	00.10%	00.37%	00.10%	00.89%	00.08%
PROMOTED	#	2,695	2,132	226	285	52	6	2	5	3	2	12	0	21	1
	%	100.00%	79.11%	08.39%	10.58%	01.93%	00.22%	00.07%	00.19%	00.11%	00.07%	00.45%	00.00%	00.78%	00.04%
EXPECTED	#	2,695	1,887	428	311	68	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	18,130	12,575	3,569	1,703	283	45	26	20	31	12	45	5	87	12
	%	100.00%	69.36%	19.69%	09.39%	01.56%	00.25%	00.14%	00.11%	00.17%	00.07%	00.25%	00.03%	00.48%	00.07%

PROMOTED	#	2,151	1,712	229	190	20	0	2	2	3	0	5	0	7	1
	%	100.00%	79.59%	10.65%	08.83%	00.93%	00.00%	00.09%	00.09%	00.14%	00.00%	00.23%	00.00%	00.33%	00.05%
EXPECTED	#	2,151	1,492	424	202	34	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	11,641	7,749	2,757	958	177	15	14	11	22	14	36	3	56	6
	%	100.00%	66.57%	23.68%	08.23%	01.52%	00.13%	00.12%	00.09%	00.19%	00.12%	00.31%	00.03%	00.48%	00.05%
PROMOTED	#	714	554	90	60	10	0	0	0	2	0	6	1	1	0
	%	100.00%	77.59%	12.61%	08.40%	01.40%	00.00%	00.00%	00.00%	00.28%	00.00%	00.84%	00.14%	00.14%	00.00%
EXPECTED	#	714	475	169	59	11	--	--	--	--	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	3,885	2,502	1,061	277	45	7	5	4	5	4	8	1	11	0
	%	100.00%	64.40%	27.31%	07.13%	01.16%	00.18%	00.13%	00.10%	00.13%	00.10%	00.21%	00.03%	00.28%	00.00%
PROMOTED	#	331	238	72	19	2	0	1	0	0	1	0	0	0	0
	%	100.00%	71.90%	21.75%	05.74%	00.60%	00.00%	00.30%	00.00%	00.00%	00.30%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	331	213	90	24	4	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 10															
ONBOARD	#	2,067	1,153	721	174	19	1	0	4	3	2	5	0	4	0
	%	100.00%	55.78%	34.88%	08.42%	00.92%	00.05%	00.00%	00.19%	00.15%	00.10%	00.24%	00.00%	00.19%	00.00%
PROMOTED	#	88	56	20	12	0	0	0	0	0	0	0	0	0	0
	%	100.00%	63.64%	22.73%	13.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	88	49	31	7	1	--	--	--	--	--	--	--	--	--
GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	675	388	223	56	8	1	1	2	1	0	3	0	0	0
	%	100.00%	57.48%	33.04%	08.30%	01.19%	00.15%	00.15%	00.30%	00.15%	00.00%	00.44%	00.00%	00.00%	00.00%
PROMOTED	#	99	72	24	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	72.73%	24.24%	03.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	99	57	33	8	1	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	803	428	298	59	18	0	1	3	3	6	2	0	3	0
	%	100.00%	53.30%	37.11%	07.35%	02.24%	00.00%	00.12%	00.37%	00.37%	00.75%	00.25%	00.00%	00.37%	00.00%
PROMOTED	#	46	29	8	6	3	0	0	0	0	2	0	0	1	0
	%	100.00%	63.04%	17.39%	13.04%	06.52%	00.00%	00.00%	00.00%	00.00%	04.35%	00.00%	00.00%	02.17%	00.00%

EXPECTED	#	46	25	17	3	1	--	--	--	--	--	--	--	--	--
TOTAL Grade 2-11 Onboard - Promotions to 3-12															
ONBOARD	#	59,982	40,365	12,152	6,109	1,356	195	155	74	147	67	204	80	399	35
	%	100.00%	67.30%	20.26%	10.18%	02.26%	00.33%	00.26%	00.12%	00.25%	00.11%	00.34%	00.13%	00.67%	00.06%
PROMOTED	#	7,866	6,159	782	792	133	10	8	8	11	6	28	4	54	4
	%	100.00%	78.30%	09.94%	10.07%	01.69%	00.13%	00.10%	00.10%	00.14%	00.08%	00.36%	00.05%	00.69%	00.05%
EXPECTED	#	7,866	5,294	1,594	801	178	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Temporary Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	117	41	76	4	7	25	40	6	21	6	8	0	0	0	0	0	0
	%	100.01%	35.05%	64.96%	03.42%	05.98%	21.37%	34.19%	05.13%	17.95%	05.13%	06.84%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	6	2	4	0	0	0	3	2	1	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	00.00%	00.00%	00.00%	50.00%	33.33%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	6	2	4	0	0	1	2	0	1	0	0	0	0	0	0	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	297	105	192	6	11	60	102	32	67	7	11	0	0	0	1	0	0
	%	99.99%	35.35%	64.64%	02.02%	03.70%	20.20%	34.34%	10.77%	22.56%	02.36%	03.70%	00.00%	00.00%	00.00%	00.34%	00.00%	00.00%
PROMOTED	#	8	4	4	1	0	3	2	0	0	0	1	0	0	0	0	0	1
	%	100.00%	50.00%	50.00%	12.50%	00.00%	37.50%	25.00%	00.00%	00.00%	00.00%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%
EXPECTED	#	8	3	5	0	0	2	3	1	2	0	0	0	0	0	0	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	703	253	450	21	37	138	249	73	139	13	22	0	0	8	3	0	0
	%	100.00%	35.99%	64.01%	02.99%	05.26%	19.63%	35.42%	10.38%	19.77%	01.85%	03.13%	00.00%	00.00%	01.14%	00.43%	00.00%	00.00%
PROMOTED	#	44	13	31	1	5	10	18	2	6	0	2	0	0	0	0	0	0
	%	100.01%	29.55%	70.46%	02.27%	11.36%	22.73%	40.91%	04.55%	13.64%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	44	16	28	1	2	9	16	5	9	1	1	0	0	1	0	0	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	728	234	494	49	48	113	277	53	117	15	45	0	0	4	7	0	0
	%	99.99%	32.14%	67.85%	06.73%	06.59%	15.52%	38.05%	07.28%	16.07%	02.06%	06.18%	00.00%	00.00%	00.55%	00.96%	00.00%	00.00%
PROMOTED	#	36	13	23	1	4	7	11	3	4	2	3	0	0	0	0	0	1
	%	100.00%	36.11%	63.89%	02.78%	11.11%	19.44%	30.56%	08.33%	11.11%	05.56%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%
EXPECTED	#	36	12	24	2	2	6	14	3	6	1	2	0	0	0	0	0	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	373	147	226	19	13	82	152	32	41	12	17	0	0	2	3	0	0

	%	100.00%	39.41%	60.59%	05.09%	03.49%	21.98%	40.75%	08.58%	10.99%	03.22%	04.56%	00.00%	00.00%	00.54%	00.80%	00.00%	00.00%
PROMOTED	#	22	13	9	0	0	10	5	3	4	0	0	0	0	0	0	0	0
	%	100.00%	59.09%	40.91%	00.00%	00.00%	45.45%	22.73%	13.64%	18.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	22	9	13	1	1	5	9	2	2	1	1	0	0	0	0	0	0
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	419	149	270	11	24	91	172	26	56	20	17	0	0	1	1	0	0
	%	100.02%	35.57%	64.45%	02.63%	05.73%	21.72%	41.05%	06.21%	13.37%	04.77%	04.06%	00.00%	00.00%	00.24%	00.24%	00.00%	00.00%
PROMOTED	#	10	7	3	2	0	2	1	2	2	1	0	0	0	0	0	0	0
	%	100.00%	70.00%	30.00%	20.00%	00.00%	20.00%	10.00%	20.00%	20.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	10	4	6	0	1	2	4	1	1	0	0	0	0	0	0	0	0
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	98	32	66	5	4	20	41	2	14	4	7	0	0	1	0	0	0
	%	100.00%	32.65%	67.35%	05.10%	04.08%	20.41%	41.84%	02.04%	14.29%	04.08%	07.14%	00.00%	00.00%	01.02%	00.00%	00.00%	00.00%
PROMOTED	#	7	3	4	0	0	3	2	0	2	0	0	0	0	0	0	0	0
	%	100.00%	42.86%	57.14%	00.00%	00.00%	42.86%	28.57%	00.00%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	7	2	5	0	0	1	3	0	1	0	0	0	0	0	0	0	0
GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	155	77	78	3	2	55	64	7	4	11	8	0	0	1	0	0	0
	%	100.01%	49.69%	50.32%	01.94%	01.29%	35.48%	41.29%	04.52%	02.58%	07.10%	05.16%	00.00%	00.00%	00.65%	00.00%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	18	9	9	1	0	7	8	0	0	1	1	0	0	0	0	0	0
	%	100.01%	50.01%	50.00%	05.56%	00.00%	38.89%	44.44%	00.00%	00.00%	05.56%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	3	2	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	99.99%	66.66%	33.33%	33.33%	00.00%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	3	2	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	19	11	8	0	0	8	7	0	0	3	1	0	0	0	0	0	0
	%	100.00%	57.90%	42.10%	00.00%	00.00%	42.11%	36.84%	00.00%	00.00%	15.79%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Grade 2-11 Onboard - Promotions to 3-12																		
ONBOARD	#	2,927	1,058	1,869	119	146	599	1,112	231	459	92	137	0	0	17	15	0	0
	%	99.99%	36.14%	63.85%	04.07%	04.99%	20.46%	37.99%	07.89%	15.68%	03.14%	04.68%	00.00%	00.00%	00.58%	00.51%	00.00%	00.00%
PROMOTED	#	137	57	80	6	9	36	44	12	19	3	6	0	0	0	0	0	2
	%	100.01%	41.61%	58.40%	04.38%	06.57%	26.28%	32.12%	08.76%	13.87%	02.19%	04.38%	00.00%	00.00%	00.00%	00.00%	00.00%	01.46%
EXPECTED	#	137	50	87	6	7	28	52	11	21	4	6	0	0	1	1	0	0

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 3-12 Single Grade Increase temporary employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included.

VA-wide	TOTAL EMPLOYEES				RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=5 Onboard - Promotions to 7																		
ONBOARD	#	205	97	108	8	5	59	65	24	31	5	3	0	0	1	4	0	0
	%	100.00%	47.32%	52.68%	03.90%	02.44%	28.78%	31.71%	11.71%	15.12%	02.44%	01.46%	00.00%	00.00%	00.49%	01.95%	00.00%	00.00%
PROMOTED	#	507	209	298	28	26	121	168	48	82	7	6	0	0	1	5	4	11
	%	100.01%	41.23%	58.78%	05.52%	05.13%	23.87%	33.14%	09.47%	16.17%	01.38%	01.18%	00.00%	00.00%	00.20%	00.99%	00.79%	02.17%
EXPECTED	#	507	240	267	20	12	146	161	59	77	12	7	0	0	2	10	0	0
GRADE=7 Onboard - Promotions to 9																		
ONBOARD	#	1,660	737	923	71	60	419	527	204	298	36	34	0	0	7	4	0	0
	%	100.00%	44.40%	55.60%	04.28%	03.61%	25.24%	31.75%	12.29%	17.95%	02.17%	02.05%	00.00%	00.00%	00.42%	00.24%	00.00%	00.00%
PROMOTED	#	1,639	653	986	67	65	374	556	162	301	30	34	0	0	9	5	11	25
	%	100.00%	39.84%	60.16%	04.09%	03.97%	22.82%	33.92%	09.88%	18.36%	01.83%	02.07%	00.00%	00.00%	00.55%	00.31%	00.67%	01.53%
EXPECTED	#	1,639	728	911	70	59	414	520	201	294	36	34	0	0	7	4	0	0
GRADE=9 Onboard - Promotions to 11																		
ONBOARD	#	9,222	3,482	5,740	267	343	2,253	3,775	704	1,183	220	374	0	0	37	64	1	1
	%	100.00%	37.76%	62.24%	02.90%	03.72%	24.43%	40.93%	07.63%	12.83%	02.39%	04.06%	00.00%	00.00%	00.40%	00.69%	00.01%	00.01%
PROMOTED	#	2,094	819	1,275	59	75	550	826	142	278	39	45	0	0	8	17	21	34
	%	100.00%	39.11%	60.89%	02.82%	03.58%	26.27%	39.45%	06.78%	13.28%	01.86%	02.15%	00.00%	00.00%	00.38%	00.81%	01.00%	01.62%
EXPECTED	#	2,094	791	1,303	61	78	512	857	160	269	50	85	0	0	8	14	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	15,349	6,141	9,208	402	562	4,547	6,524	797	1,488	350	559	0	0	43	74	2	1
	%	99.98%	40.00%	59.98%	02.62%	03.66%	29.62%	42.50%	05.19%	09.69%	02.28%	03.64%	00.00%	00.00%	00.28%	00.48%	00.01%	00.01%
PROMOTED	#	1,891	744	1,147	59	69	536	779	95	224	37	48	0	0	5	6	12	21
	%	100.00%	39.33%	60.67%	03.12%	03.65%	28.34%	41.20%	05.02%	11.85%	01.96%	02.54%	00.00%	00.00%	00.26%	00.32%	00.63%	01.11%
EXPECTED	#	1,891	756	1,134	50	69	560	804	98	183	43	69	0	0	5	9	0	0
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12																		
ONBOARD	#	26,436	10,457	15,979	748	970	7,278	10,891	1,729	3,000	611	970	0	0	88	146	3	2

	%	100.00%	39.55%	60.45%	02.83%	03.67%	27.53%	41.20%	06.54%	11.35%	02.31%	03.67%	00.00%	00.00%	00.33%	00.55%	00.01%	00.01%
PROMOTED	#	6,131	2,425	3,706	213	235	1,581	2,329	447	885	113	133	0	0	23	33	48	91
	%	99.99%	39.55%	60.44%	03.47%	03.83%	25.79%	37.99%	07.29%	14.43%	01.84%	02.17%	00.00%	00.00%	00.38%	00.54%	00.78%	01.48%
EXPECTED	#	6,131	2,425	3,706	174	225	1,688	2,526	401	696	142	225	0	0	20	34	1	1

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7,9,11,12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Disability FY 2006

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included.

VA-wide	TOTAL		Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GRADE=5 Onboard - Promotions to 7															
ONBOARD	#	205	168	11	23	3	0	0	1	0	0	0	0	2	0
	%	100.00%	81.95%	05.37%	11.22%	01.46%	00.00%	00.00%	00.49%	00.00%	00.00%	00.00%	00.00%	00.98%	00.00%
PROMOTED	#	507	399	50	51	7	0	0	1	0	0	1	0	4	1
	%	100.00%	78.70%	09.86%	10.06%	01.38%	00.00%	00.00%	00.20%	00.00%	00.00%	00.20%	00.00%	00.79%	00.20%
EXPECTED	#	507	415	27	57	7	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 9															
ONBOARD	#	1,660	1,283	187	160	30	1	3	5	2	4	7	0	7	1
	%	100.00%	77.29%	11.27%	09.64%	01.81%	00.06%	00.18%	00.30%	00.12%	00.24%	00.42%	00.00%	00.42%	00.06%
PROMOTED	#	1,639	1,295	173	147	24	1	3	4	2	2	5	0	6	1
	%	100.00%	79.01%	10.56%	08.97%	01.46%	00.06%	00.18%	00.24%	00.12%	00.12%	00.31%	00.00%	00.37%	00.06%
EXPECTED	#	1,639	1,267	185	158	30	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 11															
ONBOARD	#	9,222	5,969	2,328	798	127	8	16	13	16	6	28	1	38	1
	%	100.00%	64.73%	25.24%	08.65%	01.38%	00.09%	00.17%	00.14%	00.17%	00.07%	00.30%	00.01%	00.41%	00.01%
PROMOTED	#	2,094	1,596	262	211	25	1	1	5	4	2	6	0	5	1
	%	100.00%	76.22%	12.51%	10.08%	01.19%	00.05%	00.05%	00.24%	00.19%	00.10%	00.29%	00.00%	00.24%	00.05%
EXPECTED	#	2,094	1,355	529	181	29	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	15,349	10,240	3,645	1,238	226	9	47	21	35	14	39	0	55	6
	%	100.00%	66.71%	23.75%	08.07%	01.47%	00.06%	00.31%	00.14%	00.23%	00.09%	00.25%	00.00%	00.36%	00.04%
PROMOTED	#	1,891	1,436	277	166	12	0	1	0	2	0	5	0	4	0
	%	100.00%	75.94%	14.65%	08.78%	00.63%	00.00%	00.05%	00.00%	00.11%	00.00%	00.26%	00.00%	00.21%	00.00%
EXPECTED	#	1,891	1,261	449	153	28	--	--	--	--	--	--	--	--	--
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12															
ONBOARD	#	26,436	17,660	6,171	2,219	386	18	66	40	53	24	74	1	102	8
	%	100.00%	66.80%	23.34%	08.39%	01.46%	00.07%	00.25%	00.15%	00.20%	00.09%	00.28%	00.00%	00.39%	00.03%

PROMOTED	#	6,131	4,726	762	575	68	2	5	10	8	4	17	0	19	3
	%	100.00%	77.08%	12.43%	09.38%	01.11%	00.03%	00.08%	00.16%	00.13%	00.07%	00.28%	00.00%	00.31%	00.05%
EXPECTED	#	6,131	4,096	1,431	514	90	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7,9,11,12 Double Grade Increase permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Temporary Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: All occupations except doctors and nurses. See Data Definitions on start page for a list of occupations included.

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=5 Onboard - Promotions to 7																		
ONBOARD	#	45	10	35	0	2	8	26	2	6	0	1	0	0	0	0	0	0
	%	99.99%	22.22%	77.77%	00.00%	04.44%	17.78%	57.78%	04.44%	13.33%	00.00%	02.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	6	3	3	0	0	2	3	0	0	0	0	0	0	0	0	1	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	33.33%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	16.67%	00.00%
EXPECTED	#	6	1	5	0	0	1	3	0	1	0	0	0	0	0	0	0	0
GRADE=7 Onboard - Promotions to 9																		
ONBOARD	#	219	76	143	3	11	46	103	12	14	15	14	0	0	0	1	0	0
	%	99.99%	34.70%	65.29%	01.37%	05.02%	21.00%	47.03%	05.48%	06.39%	06.85%	06.39%	00.00%	00.00%	00.00%	00.46%	00.00%	00.00%
PROMOTED	#	35	13	22	1	2	4	12	3	5	5	2	0	0	0	0	0	1
	%	100.01%	37.15%	62.86%	02.86%	05.71%	11.43%	34.29%	08.57%	14.29%	14.29%	05.71%	00.00%	00.00%	00.00%	00.00%	00.00%	02.86%
EXPECTED	#	35	12	23	0	2	7	16	2	2	2	2	0	0	0	0	0	0
GRADE=9 Onboard - Promotions to 11																		
ONBOARD	#	556	193	363	16	24	127	250	18	44	30	42	0	0	2	3	0	0
	%	100.00%	34.72%	65.28%	02.88%	04.32%	22.84%	44.96%	03.24%	07.91%	05.40%	07.55%	00.00%	00.00%	00.36%	00.54%	00.00%	00.00%
PROMOTED	#	66	31	35	2	1	18	24	4	8	6	2	0	0	0	0	1	0
	%	100.00%	46.97%	53.03%	03.03%	01.52%	27.27%	36.36%	06.06%	12.12%	09.09%	03.03%	00.00%	00.00%	00.00%	00.00%	01.52%	00.00%
EXPECTED	#	66	23	43	2	3	15	30	2	5	4	5	0	0	0	0	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	808	276	532	14	31	210	389	16	48	35	61	0	0	1	3	0	0
	%	99.99%	34.15%	65.84%	01.73%	03.84%	25.99%	48.14%	01.98%	05.94%	04.33%	07.55%	00.00%	00.00%	00.12%	00.37%	00.00%	00.00%
PROMOTED	#	27	7	20	0	1	5	15	1	2	0	0	0	0	0	0	1	2
	%	100.00%	25.92%	74.08%	00.00%	03.70%	18.52%	55.56%	03.70%	07.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	07.41%
EXPECTED	#	27	9	18	0	1	7	13	1	2	1	2	0	0	0	0	0	0
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12																		
ONBOARD	#	1,628	555	1,073	33	68	391	768	48	112	80	118	0	0	3	7	0	0

	%	100.00%	34.09%	65.91%	02.03%	04.18%	24.02%	47.17%	02.95%	06.88%	04.91%	07.25%	00.00%	00.00%	00.18%	00.43%	00.00%	00.00%
PROMOTED	#	134	54	80	3	4	29	54	8	15	11	4	0	0	0	0	3	3
	%	100.01%	40.30%	59.71%	02.24%	02.99%	21.64%	40.30%	05.97%	11.19%	08.21%	02.99%	00.00%	00.00%	00.00%	00.00%	02.24%	02.24%
EXPECTED	#	134	46	88	3	6	32	63	4	9	7	10	0	0	0	1	0	0

Data shown includes full-time, part-time, and intermittent Title 5 GS Grade 7,9,11,12 Double Grade Increase temporary employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Permanent Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: 0610

VA-wide	TOTAL EMPLOYEES				RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
						male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	5,666	1,035	4,631	120	340	721	2,935	115	915	69	397	0	0	10	44	0	0
	%	100.02%	18.28%	81.74%	02.12%	06.00%	12.73%	51.80%	02.03%	16.15%	01.22%	07.01%	00.00%	00.00%	00.18%	00.78%	00.00%	00.00%
PROMOTED	#	984	186	798	26	60	123	539	22	125	7	47	0	0	3	9	5	18
	%	100.00%	18.90%	81.10%	02.64%	06.10%	12.50%	54.78%	02.24%	12.70%	00.71%	04.78%	00.00%	00.00%	00.30%	00.91%	00.51%	01.83%
EXPECTED	#	984	180	804	21	59	125	510	20	159	12	69	0	0	2	8	0	0
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	20,209	3,172	17,037	317	1,114	2,336	10,439	261	2,826	227	2,563	0	0	31	94	0	1
	%	99.99%	15.69%	84.30%	01.57%	05.51%	11.56%	51.66%	01.29%	13.98%	01.12%	12.68%	00.00%	00.00%	00.15%	00.47%	00.00%	00.00%
PROMOTED	#	504	67	437	6	27	50	307	6	63	2	24	0	0	0	4	3	12
	%	100.00%	13.30%	86.70%	01.19%	05.36%	09.92%	60.91%	01.19%	12.50%	00.40%	04.76%	00.00%	00.00%	00.00%	00.79%	00.60%	02.38%
EXPECTED	#	504	79	425	8	28	58	260	7	70	6	64	0	0	1	2	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	10,260	1,152	9,108	79	359	950	6,932	71	1,270	41	495	0	0	11	49	0	3
	%	100.00%	11.23%	88.77%	00.77%	03.50%	09.26%	67.56%	00.69%	12.38%	00.40%	04.82%	00.00%	00.00%	00.11%	00.48%	00.00%	00.03%
PROMOTED	#	71	6	65	0	5	5	53	1	7	0	0	0	0	0	0	0	0
	%	100.00%	08.45%	91.55%	00.00%	07.04%	07.04%	74.65%	01.41%	09.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	71	8	63	1	2	7	48	0	9	0	3	0	0	0	0	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	641	40	601	0	16	37	467	3	91	0	24	0	0	0	2	0	1
	%	100.00%	06.24%	93.76%	00.00%	02.50%	05.77%	72.85%	00.47%	14.20%	00.00%	03.74%	00.00%	00.00%	00.00%	00.31%	00.00%	00.16%
PROMOTED	#	15	0	15	0	1	0	11	0	3	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	06.67%	00.00%	73.33%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	15	1	14	0	0	1	11	0	2	0	1	0	0	0	0	0	0
TOTAL Grade 1-4 Onboard - Promotions to 2-5																		
ONBOARD	#	36,776	5,399	31,377	516	1,829	4,044	20,773	450	5,102	337	3,479	0	0	52	189	0	5

	%	99.99%	14.68%	85.31%	01.40%	04.97%	11.00%	56.49%	01.22%	13.87%	00.92%	09.46%	00.00%	00.00%	00.14%	00.51%	00.00%	00.01%
PROMOTED	#	1,574	259	1,315	32	93	178	910	29	198	9	71	0	0	3	13	8	30
	%	100.00%	16.45%	83.55%	02.03%	05.91%	11.31%	57.81%	01.84%	12.58%	00.57%	04.51%	00.00%	00.00%	00.19%	00.83%	00.51%	01.91%
EXPECTED	#	1,574	231	1,343	22	78	173	889	19	218	14	149	0	0	2	8	0	0

Data shown includes full-time, part-time, and intermittent Title 38 Nurse Grade 2-5 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Permanent Workforce - by Disability FY 2006

Occupations: 0610

VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE=1 Onboard - Promotions to 2															
ONBOARD	#	5,666	5,076	250	300	40	0	6	1	0	0	9	0	24	0
	%	100.00%	89.59%	04.41%	05.29%	00.71%	00.00%	00.11%	00.02%	00.00%	00.00%	00.16%	00.00%	00.42%	00.00%
PROMOTED	#	984	896	37	48	3	0	1	0	0	0	0	0	2	0
	%	100.00%	91.06%	03.76%	04.88%	00.30%	00.00%	00.10%	00.00%	00.00%	00.00%	00.00%	00.00%	00.20%	00.00%
EXPECTED	#	984	882	43	52	7	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	20,209	14,328	4,908	883	90	0	14	4	2	1	23	1	40	5
	%	100.00%	70.90%	24.29%	04.37%	00.45%	00.00%	00.07%	00.02%	00.01%	00.00%	00.11%	00.00%	00.20%	00.02%
PROMOTED	#	504	406	77	20	1	0	0	0	0	0	1	0	0	0
	%	100.00%	80.56%	15.28%	03.97%	00.20%	00.00%	00.00%	00.00%	00.00%	00.00%	00.20%	00.00%	00.00%	00.00%
EXPECTED	#	504	357	122	22	2	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	10,260	6,270	3,527	415	48	1	5	2	4	0	13	0	21	2
	%	100.00%	61.11%	34.38%	04.04%	00.47%	00.01%	00.05%	00.02%	00.04%	00.00%	00.13%	00.00%	00.20%	00.02%
PROMOTED	#	71	51	14	5	1	0	1	0	0	0	0	0	0	0
	%	100.00%	71.83%	19.72%	07.04%	01.41%	00.00%	01.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	71	43	24	3	0	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	641	302	317	20	2	0	1	0	0	0	0	0	0	1
	%	100.00%	47.11%	49.45%	03.12%	00.31%	00.00%	00.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.16%
PROMOTED	#	15	9	5	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	33.33%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	15	7	7	0	0	--	--	--	--	--	--	--	--	--
TOTAL Grade 1-4 Onboard - Promotions to 2-5															
ONBOARD	#	36,776	25,976	9,002	1,618	180	1	26	7	6	1	45	1	85	8
	%	100.00%	70.63%	24.48%	04.40%	00.49%	00.00%	00.07%	00.02%	00.02%	00.00%	00.12%	00.00%	00.23%	00.02%

PROMOTED	#	1,574	1,362	133	74	5	0	2	0	0	0	1	0	2	0
	%	100.00%	86.53%	08.45%	04.70%	00.32%	00.00%	00.13%	00.00%	00.00%	00.00%	00.06%	00.00%	00.13%	00.00%
EXPECTED	#	1,574	1,112	385	69	8	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 38 Nurse Grade 2-5 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Temporary Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: 0610

VA-wide	TOTAL EMPLOYEES				RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	1,259	235	1,024	22	80	132	585	35	227	46	125	0	0	0	7	0	0
	%	100.00%	18.66%	81.34%	01.75%	06.35%	10.48%	46.47%	02.78%	18.03%	03.65%	09.93%	00.00%	00.00%	00.00%	00.56%	00.00%	00.00%
PROMOTED	#	24	6	18	0	0	3	14	1	1	1	3	0	0	0	0	1	0
	%	100.01%	25.01%	75.00%	00.00%	00.00%	12.50%	58.33%	04.17%	04.17%	04.17%	12.50%	00.00%	00.00%	00.00%	00.00%	04.17%	00.00%
EXPECTED	#	24	4	20	0	2	3	11	1	4	1	2	0	0	0	0	0	0
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	998	122	876	6	43	61	453	12	140	42	233	0	0	1	7	0	0
	%	100.00%	12.22%	87.78%	00.60%	04.31%	06.11%	45.39%	01.20%	14.03%	04.21%	23.35%	00.00%	00.00%	00.10%	00.70%	00.00%	00.00%
PROMOTED	#	9	1	8	0	1	0	5	0	0	1	1	0	0	0	0	0	1
	%	100.00%	11.11%	88.89%	00.00%	11.11%	00.00%	55.56%	00.00%	00.00%	11.11%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	11.11%
EXPECTED	#	9	1	8	0	0	1	4	0	1	0	2	0	0	0	0	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	243	14	229	0	7	10	191	2	15	2	14	0	0	0	2	0	0
	%	99.99%	05.76%	94.23%	00.00%	02.88%	04.12%	78.60%	00.82%	06.17%	00.82%	05.76%	00.00%	00.00%	00.00%	00.82%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	6	1	5	0	0	1	5	0	0	0	0	0	0	0	0	0	0
	%	100.00%	16.67%	83.33%	00.00%	00.00%	16.67%	83.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Grade 1-4 Onboard - Promotions to 2-5																		
ONBOARD	#	2,506	372	2,134	28	130	204	1,234	49	382	90	372	0	0	1	16	0	0

	%	100.00%	14.85%	85.15%	01.12%	05.19%	08.14%	49.24%	01.96%	15.24%	03.59%	14.84%	00.00%	00.00%	00.04%	00.64%	00.00%	00.00%
PROMOTED	#	33	7	26	0	1	3	19	1	1	2	4	0	0	0	0	1	1
	%	100.00%	21.21%	78.79%	00.00%	03.03%	09.09%	57.58%	03.03%	03.03%	06.06%	12.12%	00.00%	00.00%	00.00%	00.00%	03.03%	03.03%
EXPECTED	#	33	5	28	0	2	3	16	1	5	1	5	0	0	0	0	0	0

Data shown includes full-time, part-time, and intermittent Title 38 Nurse Grade 2-5 temporary employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - GS Practical Nurse Grade 2-7 Permanent Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: 0620

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
						male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	48	10	38	1	6	7	22	2	6	0	2	0	0	0	2	0	0
	%	100.00%	20.83%	79.17%	02.08%	12.50%	14.58%	45.83%	04.17%	12.50%	00.00%	04.17%	00.00%	00.00%	00.00%	04.17%	00.00%	00.00%
PROMOTED	#	105	21	84	1	6	12	50	3	17	3	8	0	0	0	3	2	0
	%	100.00%	20.00%	80.00%	00.95%	05.71%	11.43%	47.62%	02.86%	16.19%	02.86%	07.62%	00.00%	00.00%	00.00%	02.86%	01.90%	00.00%
EXPECTED	#	105	22	83	2	13	15	48	4	13	0	4	0	0	0	4	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	567	129	438	32	58	68	204	25	150	2	22	0	0	2	4	0	0
	%	100.00%	22.74%	77.26%	05.64%	10.23%	11.99%	35.98%	04.41%	26.46%	00.35%	03.88%	00.00%	00.00%	00.35%	00.71%	00.00%	00.00%
PROMOTED	#	323	79	244	16	28	42	122	16	78	2	9	0	0	2	2	1	5
	%	100.00%	24.45%	75.55%	04.95%	08.67%	13.00%	37.77%	04.95%	24.15%	00.62%	02.79%	00.00%	00.00%	00.62%	00.62%	00.31%	01.55%
EXPECTED	#	323	73	250	18	33	39	116	14	85	1	13	0	0	1	2	0	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	1,878	349	1,529	52	106	202	860	64	469	23	75	0	0	8	19	0	0

	%	99.99%	18.59%	81.40%	02.77%	05.64%	10.76%	45.79%	03.41%	24.97%	01.22%	03.99%	00.00%	00.00%	00.43%	01.01%	00.00%	00.00%
PROMOTED	#	542	94	448	13	27	59	255	16	136	4	14	0	0	2	11	0	5
	%	100.00%	17.35%	82.65%	02.40%	04.98%	10.89%	47.05%	02.95%	25.09%	00.74%	02.58%	00.00%	00.00%	00.37%	02.03%	00.00%	00.92%
EXPECTED	#	542	101	441	15	31	58	248	18	135	7	22	0	0	2	5	0	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	7,293	1,052	6,241	124	301	641	3,598	217	2,008	59	259	0	0	11	75	0	0
	%	100.00%	14.43%	85.57%	01.70%	04.13%	08.79%	49.33%	02.98%	27.53%	00.81%	03.55%	00.00%	00.00%	00.15%	01.03%	00.00%	00.00%
PROMOTED	#	107	21	86	4	7	10	43	3	18	2	11	0	0	0	1	2	6
	%	100.00%	19.63%	80.37%	03.74%	06.54%	09.35%	40.19%	02.80%	16.82%	01.87%	10.28%	00.00%	00.00%	00.00%	00.93%	01.87%	05.61%
EXPECTED	#	107	15	92	2	4	9	53	3	29	1	4	0	0	0	1	0	0
TOTAL Grade 1-6 Onboard - Promotions to 2-7																		
ONBOARD	#	9,786	1,540	8,246	209	471	918	4,684	308	2,633	84	358	0	0	21	100	0	0
	%	100.00%	15.74%	84.26%	02.14%	04.81%	09.38%	47.86%	03.15%	26.91%	00.86%	03.66%	00.00%	00.00%	00.21%	01.02%	00.00%	00.00%
PROMOTED	#	1,078	215	863	34	68	123	471	38	249	11	42	0	0	4	17	5	16
	%	100.00%	19.94%	80.06%	03.15%	06.31%	11.41%	43.69%	03.53%	23.10%	01.02%	03.90%	00.00%	00.00%	00.37%	01.58%	00.46%	01.48%
EXPECTED	#	1,078	170	908	23	52	101	516	34	290	9	39	0	0	2	11	0	0

Data shown includes full-time, part-time, and intermittent GS Practical Nurse Grade 2-7 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - GS Practical Nurse Grade 2-7 Permanent Workforce - by Disability FY 2006

Occupations: 0620

VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE=1 Onboard - Promotions to 2															
ONBOARD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	48	47	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	97.92%	00.00%	02.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	105	97	3	5	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.38%	02.86%	04.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	105	103	0	2	0	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	567	527	13	25	2	0	0	0	0	0	1	0	1	0
	%	100.00%	92.95%	02.29%	04.41%	00.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.18%	00.00%	00.18%	00.00%
PROMOTED	#	323	302	7	13	1	0	1	0	0	0	0	0	0	0
	%	100.00%	93.50%	02.17%	04.02%	00.31%	00.00%	00.31%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	323	300	7	14	1	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	1,878	1,680	60	124	14	0	1	1	0	0	3	0	9	0
	%	100.00%	89.46%	03.19%	06.60%	00.75%	00.00%	00.05%	00.05%	00.00%	00.00%	00.16%	00.00%	00.48%	00.00%

PROMOTED	#	542	494	13	29	6	0	1	1	0	0	3	0	1	0
	%	100.00%	91.14%	02.40%	05.35%	01.11%	00.00%	00.18%	00.18%	00.00%	00.00%	00.55%	00.00%	00.18%	00.00%
EXPECTED	#	542	485	17	36	4	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	7,293	5,376	1,432	433	52	1	10	2	2	1	12	0	23	1
	%	100.00%	73.71%	19.64%	05.94%	00.71%	00.01%	00.14%	00.03%	00.03%	00.01%	00.16%	00.00%	00.32%	00.01%
PROMOTED	#	107	86	17	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.37%	15.89%	03.74%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	107	79	21	6	1	--	--	--	--	--	--	--	--	--
TOTAL Grade 1-6 Onboard - Promotions to 2-7															
ONBOARD	#	9,786	7,630	1,505	583	68	1	11	3	2	1	16	0	33	1
	%	100.00%	77.97%	15.38%	05.96%	00.69%	00.01%	00.11%	00.03%	00.02%	00.01%	00.16%	00.00%	00.34%	00.01%
PROMOTED	#	1,078	980	40	51	7	0	2	1	0	0	3	0	1	0
	%	100.00%	90.91%	03.71%	04.73%	00.65%	00.00%	00.19%	00.09%	00.00%	00.00%	00.28%	00.00%	00.09%	00.00%
EXPECTED	#	1,078	841	166	64	7	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent GS Practical Nurse Grade 2-7 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - GS Practical Nurse Grade 2-7 Temporary Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: 0620

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	97	21	76	5	13	6	26	5	27	5	10	0	0	0	0	0	0
	%	99.99%	21.64%	78.35%	05.15%	13.40%	06.19%	26.80%	05.15%	27.84%	05.15%	10.31%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	20	3	17	1	3	2	7	0	6	0	1	0	0	0	0	0	0
	%	100.00%	15.00%	85.00%	05.00%	15.00%	10.00%	35.00%	00.00%	30.00%	00.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	20	4	16	1	3	1	5	1	6	1	2	0	0	0	0	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	129	25	104	2	10	12	41	6	40	4	13	0	0	1	0	0	0
	%	100.00%	19.38%	80.62%	01.55%	07.75%	09.30%	31.78%	04.65%	31.01%	03.10%	10.08%	00.00%	00.00%	00.78%	00.00%	00.00%	00.00%
PROMOTED	#	21	9	12	1	1	4	7	2	2	1	1	0	0	0	0	1	1
	%	99.98%	42.85%	57.13%	04.76%	04.76%	19.05%	33.33%	09.52%	09.52%	04.76%	04.76%	00.00%	00.00%	00.00%	00.00%	04.76%	04.76%
EXPECTED	#	21	4	17	0	2	2	7	1	7	1	2	0	0	0	0	0	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	316	52	264	3	13	27	137	14	83	7	27	0	0	1	4	0	0

	%	100.00%	16.46%	83.54%	00.95%	04.11%	08.54%	43.35%	04.43%	26.27%	02.22%	08.54%	00.00%	00.00%	00.32%	01.27%	00.00%	00.00%
PROMOTED	#	21	4	17	0	1	2	9	2	4	0	3	0	0	0	0	0	0
	%	100.00%	19.04%	80.96%	00.00%	04.76%	09.52%	42.86%	09.52%	19.05%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	21	3	18	0	1	2	9	1	6	0	2	0	0	0	0	0	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	220	36	184	4	5	18	83	7	67	7	27	0	0	0	2	0	0
	%	99.99%	16.36%	83.63%	01.82%	02.27%	08.18%	37.73%	03.18%	30.45%	03.18%	12.27%	00.00%	00.00%	00.00%	00.91%	00.00%	00.00%
PROMOTED	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
TOTAL Grade 1-6 Onboard - Promotions to 2-7																		
ONBOARD	#	762	134	628	14	41	63	287	32	217	23	77	0	0	2	6	0	0
	%	100.00%	17.59%	82.41%	01.84%	05.38%	08.27%	37.66%	04.20%	28.48%	03.02%	10.10%	00.00%	00.00%	00.26%	00.79%	00.00%	00.00%
PROMOTED	#	64	16	48	2	5	8	25	4	12	1	5	0	0	0	0	1	1
	%	99.99%	25.00%	74.99%	03.13%	07.81%	12.50%	39.06%	06.25%	18.75%	01.56%	07.81%	00.00%	00.00%	00.00%	00.00%	01.56%	01.56%
EXPECTED	#	64	11	53	1	3	5	24	3	18	2	6	0	0	0	1	0	0

Data shown includes full-time, part-time, and intermittent GS Practical Nurse Grade 2-7 temporary employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - GS Nursing Assistant Grade 2-7 Permanent Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: 0621

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
						male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	17	14	3	6	1	4	0	4	2	0	0	0	0	0	0	0	0
	%	99.99%	82.35%	17.64%	35.29%	05.88%	23.53%	00.00%	23.53%	11.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	50.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	2	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	15	7	8	1	2	3	3	3	3	0	0	0	0	0	0	0	0
	%	100.00%	46.67%	53.33%	06.67%	13.33%	20.00%	20.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	25	14	11	3	4	7	3	2	4	2	0	0	0	0	0	0	0
	%	100.00%	56.00%	44.00%	12.00%	16.00%	28.00%	12.00%	08.00%	16.00%	08.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	25	12	13	2	3	5	5	5	5	0	0	0	0	0	0	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	134	78	56	27	11	25	18	23	24	3	1	0	0	0	2	0	0
	%	100.00%	58.21%	41.79%	20.15%	08.21%	18.66%	13.43%	17.16%	17.91%	02.24%	00.75%	00.00%	00.00%	00.00%	01.49%	00.00%	00.00%
PROMOTED	#	100	40	60	6	7	11	24	21	26	1	2	0	0	0	1	1	0
	%	100.00%	40.00%	60.00%	06.00%	07.00%	11.00%	24.00%	21.00%	26.00%	01.00%	02.00%	00.00%	00.00%	00.00%	01.00%	01.00%	00.00%
EXPECTED	#	100	58	42	20	8	19	13	17	18	2	1	0	0	0	1	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	1,976	506	1,470	49	78	193	476	244	861	17	39	0	0	3	16	0	0
	%	100.00%	25.61%	74.39%	02.48%	03.95%	09.77%	24.09%	12.35%	43.57%	00.86%	01.97%	00.00%	00.00%	00.15%	00.81%	00.00%	00.00%
PROMOTED	#	430	96	334	9	19	35	129	43	176	6	6	0	0	1	4	2	0
	%	100.01%	22.33%	77.68%	02.09%	04.42%	08.14%	30.00%	10.00%	40.93%	01.40%	01.40%	00.00%	00.00%	00.23%	00.93%	00.47%	00.00%
EXPECTED	#	430	110	320	11	17	42	104	53	187	4	8	0	0	1	3	0	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	5,705	1,761	3,944	143	204	742	1,328	801	2,181	61	194	0	0	14	37	0	0

	%	100.02%	30.88%	69.14%	02.51%	03.58%	13.01%	23.28%	14.04%	38.23%	01.07%	03.40%	00.00%	00.00%	00.25%	00.65%	00.00%	00.00%
PROMOTED	#	92	21	71	2	8	3	11	10	39	4	13	0	0	2	0	0	0
	%	100.00%	22.82%	77.18%	02.17%	08.70%	03.26%	11.96%	10.87%	42.39%	04.35%	14.13%	00.00%	00.00%	02.17%	00.00%	00.00%	00.00%
EXPECTED	#	92	28	64	2	3	12	21	13	35	1	3	0	0	0	1	0	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	513	164	349	13	22	64	77	67	178	17	70	0	0	3	2	0	0
	%	100.00%	31.96%	68.04%	02.53%	04.29%	12.48%	15.01%	13.06%	34.70%	03.31%	13.65%	00.00%	00.00%	00.58%	00.39%	00.00%	00.00%
PROMOTED	#	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
	%	99.99%	66.66%	33.33%	00.00%	00.00%	33.33%	00.00%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	3	1	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0
TOTAL Grade 1-6 Onboard - Promotions to 2-7																		
ONBOARD	#	8,360	2,530	5,830	239	318	1,031	1,902	1,142	3,249	98	304	0	0	20	57	0	0
	%	99.99%	30.26%	69.73%	02.86%	03.80%	12.33%	22.75%	13.66%	38.86%	01.17%	03.64%	00.00%	00.00%	00.24%	00.68%	00.00%	00.00%
PROMOTED	#	652	173	479	20	39	57	167	77	247	13	21	0	0	3	5	3	0
	%	99.99%	26.53%	73.46%	03.07%	05.98%	08.74%	25.61%	11.81%	37.88%	01.99%	03.22%	00.00%	00.00%	00.46%	00.77%	00.46%	00.00%
EXPECTED	#	652	197	455	19	25	80	148	89	253	8	24	0	0	2	4	0	0

Data shown includes full-time, part-time, and intermittent GS Nursing Assistant Grade 2-7 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - GS Nursing Assistant Grade 2-7 Permanent Workforce - by Disability FY 2006

Occupations: 0621

VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE=1 Onboard - Promotions to 2															
ONBOARD	#	17	11	3	0	3	1	0	1	0	0	0	1	0	0
	%	100.00%	64.71%	17.65%	00.00%	17.65%	05.88%	00.00%	05.88%	00.00%	00.00%	00.00%	05.88%	00.00%	00.00%
PROMOTED	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	2	1	0	0	0	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	15	9	0	1	5	0	0	0	0	0	2	2	0	1
	%	100.00%	60.00%	00.00%	06.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	13.33%	13.33%	00.00%	06.67%
PROMOTED	#	25	21	0	3	1	0	0	0	0	0	0	0	1	0
	%	100.00%	84.00%	00.00%	12.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%
EXPECTED	#	25	15	0	2	8	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	134	98	9	17	10	0	0	0	1	0	0	2	6	1
	%	100.00%	73.13%	06.72%	12.69%	07.46%	00.00%	00.00%	00.00%	00.75%	00.00%	00.00%	01.49%	04.48%	00.75%
PROMOTED	#	100	87	3	6	4	0	1	0	0	0	1	1	1	0
	%	100.00%	87.00%	03.00%	06.00%	04.00%	00.00%	01.00%	00.00%	00.00%	00.00%	01.00%	01.00%	01.00%	00.00%
EXPECTED	#	100	73	7	13	7	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	1,976	1,667	143	141	25	0	7	1	0	0	0	5	12	0
	%	100.00%	84.36%	07.24%	07.14%	01.27%	00.00%	00.35%	00.05%	00.00%	00.00%	00.00%	00.25%	00.61%	00.00%
PROMOTED	#	430	380	16	30	4	0	1	0	0	0	0	1	2	0
	%	100.00%	88.37%	03.72%	06.98%	00.93%	00.00%	00.23%	00.00%	00.00%	00.00%	00.00%	00.23%	00.47%	00.00%
EXPECTED	#	430	363	31	31	5	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	5,705	3,934	1,339	372	60	0	9	3	3	1	13	4	27	0
	%	100.00%	68.96%	23.47%	06.52%	01.05%	00.00%	00.16%	00.05%	00.05%	00.02%	00.23%	00.07%	00.47%	00.00%

PROMOTED	#	92	83	6	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.22%	06.52%	03.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	92	63	22	6	1	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	513	320	161	26	6	0	4	0	0	0	1	0	1	0
	%	100.00%	62.38%	31.38%	05.07%	01.17%	00.00%	00.78%	00.00%	00.00%	00.00%	00.19%	00.00%	00.19%	00.00%
PROMOTED	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	3	2	1	0	0	--	--	--	--	--	--	--	--	--
TOTAL Grade 1-6 Onboard - Promotions to 2-7															
ONBOARD	#	8,360	6,039	1,655	557	109	1	20	5	4	1	16	14	46	2
	%	100.00%	72.24%	19.80%	06.66%	01.30%	00.01%	00.24%	00.06%	00.05%	00.01%	00.19%	00.17%	00.55%	00.02%
PROMOTED	#	652	575	26	42	9	0	2	0	0	0	1	2	4	0
	%	100.00%	88.19%	03.99%	06.44%	01.38%	00.00%	00.31%	00.00%	00.00%	00.00%	00.15%	00.31%	00.61%	00.00%
EXPECTED	#	652	471	129	43	8	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent GS Nursing Assistant Grade 2-7 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - GS Nursing Assistant Grade 2-7 Temporary Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: 0621

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	29	2	27	0	1	1	17	1	8	0	1	0	0	0	0	0	0
	%	100.01%	06.90%	93.11%	00.00%	03.45%	03.45%	58.62%	03.45%	27.59%	00.00%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	12	1	11	0	0	1	8	0	2	0	1	0	0	0	0	0	0
	%	100.00%	08.33%	91.67%	00.00%	00.00%	08.33%	66.67%	00.00%	16.67%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	4	3	1	0	0	2	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	50.00%	25.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	4	0	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	96	31	65	3	6	15	21	12	37	1	0	0	0	0	1	0	0
	%	100.01%	32.30%	67.71%	03.13%	06.25%	15.63%	21.88%	12.50%	38.54%	01.04%	00.00%	00.00%	00.00%	00.00%	01.04%	00.00%	00.00%
PROMOTED	#	16	5	11	1	4	3	2	1	4	0	0	0	0	0	0	0	1
	%	100.00%	31.25%	68.75%	06.25%	25.00%	18.75%	12.50%	06.25%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.25%
EXPECTED	#	16	5	11	1	1	3	4	2	6	0	0	0	0	0	0	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	297	48	249	10	33	15	93	22	113	1	6	0	0	0	4	0	0
	%	100.01%	16.17%	83.84%	03.37%	11.11%	05.05%	31.31%	07.41%	38.05%	00.34%	02.02%	00.00%	00.00%	00.00%	01.35%	00.00%	00.00%
PROMOTED	#	4	1	3	0	0	1	2	0	1	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	00.00%	25.00%	50.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	4	1	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0
GRADE=5 Onboard - Promotions to 6																		

ONBOARD	#	143	36	107	3	12	17	39	15	50	1	4	0	0	0	2	0	0
	%	100.01%	25.18%	74.83%	02.10%	08.39%	11.89%	27.27%	10.49%	34.97%	00.70%	02.80%	00.00%	00.00%	00.00%	01.40%	00.00%	00.00%
PROMOTED	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Grade 1-6 Onboard - Promotions to 2-7																		
ONBOARD	#	578	118	460	16	52	49	178	50	210	3	13	0	0	0	7	0	0
	%	100.01%	20.42%	79.59%	02.77%	09.00%	08.48%	30.80%	08.65%	36.33%	00.52%	02.25%	00.00%	00.00%	00.00%	01.21%	00.00%	00.00%
PROMOTED	#	25	10	15	1	4	6	5	3	5	0	0	0	0	0	0	0	1
	%	100.00%	40.00%	60.00%	04.00%	16.00%	24.00%	20.00%	12.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%
EXPECTED	#	25	5	20	1	2	2	8	2	9	0	1	0	0	0	0	0	0

Data shown includes full-time, part-time, and intermittent GS Nursing Assistant Grade 2-7 temporary employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Race/Ethnicity and Sex FY 2006

Occupations: Includes all WG1 occupations.

VA-wide	TOTAL EMPLOYEES				RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
	White		Black or African American				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	981	769	212	39	8	289	70	416	119	20	10	0	0	5	5	0	0
	%	100.02%	78.40%	21.62%	03.98%	00.82%	29.46%	07.14%	42.41%	12.13%	02.04%	01.02%	00.00%	00.00%	00.51%	00.51%	00.00%	00.00%
PROMOTED	#	749	577	172	39	7	236	59	285	88	5	7	0	0	4	7	8	4
	%	99.99%	77.04%	22.95%	05.21%	00.93%	31.51%	07.88%	38.05%	11.75%	00.67%	00.93%	00.00%	00.00%	00.53%	00.93%	01.07%	00.53%
EXPECTED	#	749	587	162	30	6	221	53	318	91	15	8	0	0	4	4	0	0
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	8,716	6,645	2,071	468	123	2,544	803	3,440	1,080	118	40	0	0	75	25	0	0
	%	100.00%	76.24%	23.76%	05.37%	01.41%	29.19%	09.21%	39.47%	12.39%	01.35%	00.46%	00.00%	00.00%	00.86%	00.29%	00.00%	00.00%
PROMOTED	#	563	412	151	30	16	147	53	217	72	6	5	0	0	7	2	5	3
	%	100.00%	73.18%	26.82%	05.33%	02.84%	26.11%	09.41%	38.54%	12.79%	01.07%	00.89%	00.00%	00.00%	01.24%	00.36%	00.89%	00.53%
EXPECTED	#	563	429	134	30	8	164	52	222	70	8	3	0	0	5	2	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	2,707	1,868	839	197	53	636	272	973	484	36	19	0	0	26	11	0	0
	%	100.00%	69.00%	31.00%	07.28%	01.96%	23.49%	10.05%	35.94%	17.88%	01.33%	00.70%	00.00%	00.00%	00.96%	00.41%	00.00%	00.00%
PROMOTED	#	255	172	83	16	4	70	34	72	38	4	4	0	0	2	0	8	3
	%	100.00%	67.45%	32.55%	06.27%	01.57%	27.45%	13.33%	28.24%	14.90%	01.57%	01.57%	00.00%	00.00%	00.78%	00.00%	03.14%	01.18%
EXPECTED	#	255	176	79	19	5	60	26	92	46	3	2	0	0	2	1	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	1,245	691	554	52	19	273	229	328	295	29	7	0	0	9	4	0	0
	%	100.00%	55.51%	44.49%	04.18%	01.53%	21.93%	18.39%	26.35%	23.69%	02.33%	00.56%	00.00%	00.00%	00.72%	00.32%	00.00%	00.00%
PROMOTED	#	143	136	7	12	0	63	4	56	3	1	0	0	0	2	0	2	0
	%	100.01%	95.11%	04.90%	08.39%	00.00%	44.06%	02.80%	39.16%	02.10%	00.70%	00.00%	00.00%	00.00%	01.40%	00.00%	01.40%	00.00%
EXPECTED	#	143	79	64	6	2	31	26	38	34	3	1	0	0	1	0	0	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	1,186	1,101	85	106	8	572	39	383	34	29	4	0	0	11	0	0	0

	%	100.01%	92.84%	07.17%	08.94%	00.67%	48.23%	03.29%	32.29%	02.87%	02.45%	00.34%	00.00%	00.00%	00.93%	00.00%	00.00%	00.00%
PROMOTED	#	196	177	19	11	2	80	11	80	4	6	1	0	0	0	0	0	1
	%	100.00%	90.31%	09.69%	05.61%	01.02%	40.82%	05.61%	40.82%	02.04%	03.06%	00.51%	00.00%	00.00%	00.00%	00.00%	00.00%	00.51%
EXPECTED	#	196	182	14	18	1	95	6	63	6	5	1	0	0	2	0	0	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	1,279	1,143	136	85	4	625	63	395	65	26	2	0	0	12	2	0	0
	%	100.01%	89.37%	10.64%	06.65%	00.31%	48.87%	04.93%	30.88%	05.08%	02.03%	00.16%	00.00%	00.00%	00.94%	00.16%	00.00%	00.00%
PROMOTED	#	85	78	7	10	1	47	3	20	3	0	0	0	0	0	0	1	0
	%	100.00%	91.76%	08.24%	11.76%	01.18%	55.29%	03.53%	23.53%	03.53%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.18%	00.00%
EXPECTED	#	85	76	9	6	0	42	4	26	4	2	0	0	0	1	0	0	0
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	592	569	23	52	3	312	11	184	9	10	0	0	0	11	0	0	0
	%	100.00%	96.11%	03.89%	08.78%	00.51%	52.70%	01.86%	31.08%	01.52%	01.69%	00.00%	00.00%	00.00%	01.86%	00.00%	00.00%	00.00%
PROMOTED	#	86	84	2	5	0	51	2	20	0	1	0	0	0	2	0	5	0
	%	100.00%	97.67%	02.33%	05.81%	00.00%	59.30%	02.33%	23.26%	00.00%	01.16%	00.00%	00.00%	00.00%	02.33%	00.00%	05.81%	00.00%
EXPECTED	#	86	83	3	8	0	45	2	27	1	1	0	0	0	2	0	0	0
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	749	699	50	54	1	413	25	209	24	17	0	0	0	6	0	0	0
	%	99.99%	93.32%	06.67%	07.21%	00.13%	55.14%	03.34%	27.90%	03.20%	02.27%	00.00%	00.00%	00.00%	00.80%	00.00%	00.00%	00.00%
PROMOTED	#	45	41	4	3	0	25	2	12	2	0	0	0	0	0	0	1	0
	%	100.00%	91.12%	08.88%	06.67%	00.00%	55.56%	04.44%	26.67%	04.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.22%	00.00%
EXPECTED	#	45	42	3	3	0	25	2	13	1	1	0	0	0	0	0	0	0
GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	1,007	979	28	83	4	673	17	195	7	17	0	0	0	11	0	0	0
	%	100.00%	97.21%	02.79%	08.24%	00.40%	66.83%	01.69%	19.36%	00.70%	01.69%	00.00%	00.00%	00.00%	01.09%	00.00%	00.00%	00.00%
PROMOTED	#	102	102	0	10	0	79	0	11	0	0	0	0	0	0	0	2	0
	%	99.99%	99.99%	00.00%	09.80%	00.00%	77.45%	00.00%	10.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.96%	00.00%
EXPECTED	#	102	99	3	8	0	68	2	20	1	2	0	0	0	1	0	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	2,494	2,477	17	168	2	1,899	11	312	3	66	0	0	0	32	1	0	0
	%	100.00%	99.32%	00.68%	06.74%	00.08%	76.14%	00.44%	12.51%	00.12%	02.65%	00.00%	00.00%	00.00%	01.28%	00.04%	00.00%	00.00%
PROMOTED	#	38	38	0	2	0	27	0	7	0	0	0	0	0	1	0	1	0

	%	99.99%	99.99%	00.00%	05.26%	00.00%	71.05%	00.00%	18.42%	00.00%	00.00%	00.00%	00.00%	00.00%	02.63%	00.00%	02.63%	00.00%
EXPECTED	#	38	38	0	3	0	29	0	5	0	1	0	0	0	0	0	0	0
GRADE= 11 Onboard - Promotions to 12																		
ONBOARD	#	949	933	16	50	1	695	11	140	4	35	0	0	0	13	0	0	0
	%	100.00%	98.31%	01.69%	05.27%	00.11%	73.23%	01.16%	14.75%	00.42%	03.69%	00.00%	00.00%	00.00%	01.37%	00.00%	00.00%	00.00%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Grade 1-11 Onboard - Promotions to 2-12																		
ONBOARD	#	21,905	17,874	4,031	1,354	226	8,931	1,551	6,975	2,124	403	82	0	0	211	48	0	0
	%	99.99%	81.59%	18.40%	06.18%	01.03%	40.77%	07.08%	31.84%	09.70%	01.84%	00.37%	00.00%	00.00%	00.96%	00.22%	00.00%	00.00%
PROMOTED	#	2,262	1,817	445	138	30	825	168	780	210	23	17	0	0	18	9	33	11
	%	100.01%	80.33%	19.68%	06.10%	01.33%	36.47%	07.43%	34.48%	09.28%	01.02%	00.75%	00.00%	00.00%	00.80%	00.40%	01.46%	00.49%
EXPECTED	#	2,262	1,846	416	140	23	922	160	720	219	42	8	0	0	22	5	0	0

Data shown includes full-time, part-time, and intermittent Title 5 WG1 Grade 2-12 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table B9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Disability FY 2006

Occupations: Includes all WG1 occupations.

VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE=1 Onboard - Promotions to 2															
ONBOARD	#	981	737	41	153	50	2	0	0	2	0	2	20	24	0
	%	100.00%	75.13%	04.18%	15.60%	05.10%	00.20%	00.00%	00.00%	00.20%	00.00%	00.20%	02.04%	02.45%	00.00%
PROMOTED	#	749	601	26	101	21	2	0	0	0	0	1	4	14	0
	%	100.00%	80.24%	03.47%	13.48%	02.80%	00.27%	00.00%	00.00%	00.00%	00.00%	00.13%	00.53%	01.87%	00.00%
EXPECTED	#	749	563	31	117	38	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	8,716	5,881	1,333	1,033	469	78	32	8	17	3	49	139	141	2
	%	100.00%	67.47%	15.29%	11.85%	05.38%	00.89%	00.37%	00.09%	00.20%	00.03%	00.56%	01.59%	01.62%	00.02%
PROMOTED	#	563	425	57	70	11	2	0	0	0	0	0	2	7	0
	%	100.00%	75.49%	10.12%	12.43%	01.95%	00.36%	00.00%	00.00%	00.00%	00.00%	00.00%	00.36%	01.24%	00.00%
EXPECTED	#	563	380	86	67	30	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	2,707	1,610	719	279	99	12	11	1	4	3	3	28	36	1
	%	100.00%	59.48%	26.56%	10.31%	03.66%	00.44%	00.41%	00.04%	00.15%	00.11%	00.11%	01.03%	01.33%	00.04%
PROMOTED	#	255	189	28	31	7	4	0	0	0	0	0	0	3	0
	%	100.00%	74.12%	10.98%	12.16%	02.75%	01.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.18%	00.00%
EXPECTED	#	255	152	68	26	9	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	1,245	645	462	100	38	7	5	1	3	1	6	11	4	0
	%	100.00%	51.81%	37.11%	08.03%	03.05%	00.56%	00.40%	00.08%	00.24%	00.08%	00.48%	00.88%	00.32%	00.00%
PROMOTED	#	143	119	10	14	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.22%	06.99%	09.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	143	74	53	11	4	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	1,186	684	343	131	28	2	2	1	2	0	4	3	13	1
	%	100.00%	57.67%	28.92%	11.05%	02.36%	00.17%	00.17%	00.08%	00.17%	00.00%	00.34%	00.25%	01.10%	00.08%

PROMOTED	#	196	149	22	21	4	2	0	0	0	0	0	1	1	0
	%	100.00%	76.02%	11.22%	10.71%	02.04%	01.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.51%	00.51%	00.00%
EXPECTED	#	196	113	57	22	5	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	1,279	646	496	123	14	1	0	0	0	1	1	2	9	0
	%	100.00%	50.51%	38.78%	09.62%	01.09%	00.08%	00.00%	00.00%	00.00%	00.08%	00.08%	00.16%	00.70%	00.00%
PROMOTED	#	85	61	17	5	2	0	0	0	0	0	0	1	1	0
	%	100.00%	71.76%	20.00%	05.88%	02.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.18%	01.18%	00.00%
EXPECTED	#	85	43	33	8	1	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	592	304	218	62	8	2	1	0	1	0	0	0	4	0
	%	100.00%	51.35%	36.82%	10.47%	01.35%	00.34%	00.17%	00.00%	00.17%	00.00%	00.00%	00.00%	00.68%	00.00%
PROMOTED	#	86	62	14	9	1	0	0	0	0	0	0	0	1	0
	%	100.00%	72.09%	16.28%	10.47%	01.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.16%	00.00%
EXPECTED	#	86	44	32	9	1	--	--	--	--	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	749	359	318	61	11	2	1	0	1	0	2	0	5	0
	%	100.00%	47.93%	42.46%	08.14%	01.47%	00.27%	00.13%	00.00%	00.13%	00.00%	00.27%	00.00%	00.67%	00.00%
PROMOTED	#	45	32	8	5	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.11%	17.78%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	45	22	19	4	1	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 10															
ONBOARD	#	1,007	527	382	87	11	1	0	0	0	1	2	1	5	1
	%	100.00%	52.33%	37.93%	08.64%	01.09%	00.10%	00.00%	00.00%	00.00%	00.10%	00.20%	00.10%	00.50%	00.10%
PROMOTED	#	102	62	22	17	1	0	0	0	0	0	0	0	1	0
	%	100.00%	60.78%	21.57%	16.67%	00.98%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.98%	00.00%
EXPECTED	#	102	53	39	9	1	--	--	--	--	--	--	--	--	--
GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	2,494	1,486	774	210	24	1	5	2	2	0	1	0	12	1
	%	100.00%	59.58%	31.03%	08.42%	00.96%	00.04%	00.20%	00.08%	00.08%	00.00%	00.04%	00.00%	00.48%	00.04%
PROMOTED	#	38	26	5	6	1	0	0	0	0	0	0	0	1	0
	%	100.00%	68.42%	13.16%	15.79%	02.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.63%	00.00%

EXPECTED	#	38	23	12	3	0	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	949	565	293	81	10	0	0	3	2	0	1	1	1	2
	%	100.00%	59.54%	30.87%	08.54%	01.05%	00.00%	00.00%	00.32%	00.21%	00.00%	00.11%	00.11%	00.11%	00.21%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	--	--	--	--	--	--	--	--	--
TOTAL Grade 1-11 Onboard - Promotions to 2-12															
ONBOARD	#	21,905	13,444	5,379	2,320	762	108	57	16	34	9	71	205	254	8
	%	100.00%	61.37%	24.56%	10.59%	03.48%	00.49%	00.26%	00.07%	00.16%	00.04%	00.32%	00.94%	01.16%	00.04%
PROMOTED	#	2,262	1,726	209	279	48	10	0	0	0	0	1	8	29	0
	%	100.00%	76.30%	09.24%	12.33%	02.12%	00.44%	00.00%	00.00%	00.00%	00.00%	00.04%	00.35%	01.28%	00.00%
EXPECTED	#	2,262	1,388	556	240	79	--	--	--	--	--	--	--	--	--

Data shown includes full-time, part-time, and intermittent Title 5 WG1 Grade 2-12 permanent employees in a pay status and excluding medical and Manila residents. Onboard numbers are as of the start of the fiscal year. Promoted numbers are cumulative through out the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

This broad approximation does not take into account individual qualifications, education, performance, time in grade, availability of openings, or ceiling grades in specific occupations. Thus no conclusions can be drawn about individuals. But the data does suggest, other things being equal, whether the promotion rates are roughly approximate to availability.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2006

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE: GS 13/14																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1,698	808	890	59	51	603	628	93	161	31	33	0	0	6	4	16	13
	%	99.99%	47.58%	52.41%	03.47%	03.00%	35.51%	36.98%	05.48%	09.48%	01.83%	01.94%	00.00%	00.00%	00.35%	00.24%	00.94%	00.77%
Relevant Pool		24,287	12,015	12,272	611	619	9,571	8,877	1,214	1,987	527	693	0	0	87	87	5	9
GRADE: GS 15																		
Selected	#	187	116	71	3	1	93	50	6	14	9	5	0	0	0	0	5	1
	%	99.98%	62.02%	37.96%	01.60%	00.53%	49.73%	26.74%	03.21%	07.49%	04.81%	02.67%	00.00%	00.00%	00.00%	00.00%	02.67%	00.53%
Relevant Pool		3,214	1,900	1,314	57	47	1,610	961	160	255	63	46	0	0	9	5	1	0
GRADE: SES																		
Selected	#	23	11	12	0	1	9	9	1	1	0	0	0	0	1	0	0	1
	%	100.01%	47.83%	52.18%	00.00%	04.35%	39.13%	39.13%	04.35%	04.35%	00.00%	00.00%	00.00%	00.00%	04.35%	00.00%	00.00%	04.35%
Relevant Pool		14,417	10,184	4,233	601	275	7,511	2,608	358	263	1,656	1,059	0	0	40	25	18	3

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability FY 2006

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE: GS 13/14															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1,698	1,213	356	117	12	0	1	2	3	2	4	0	0	0
	%	100.00%	71.44%	20.97%	06.89%	00.71%	00.00%	00.06%	00.12%	00.18%	00.12%	00.24%	00.00%	00.00%	00.00%
Relevant Pool		24,287	15,809	6,268	1,935	275	15	54	36	52	22	35	0	54	7
GRADE: GS 15															
Selected	#	187	141	38	7	1	0	0	0	1	0	0	0	0	0
	%	100.00%	75.40%	20.32%	03.74%	00.53%	00.00%	00.00%	00.00%	00.53%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		3,214	1,961	1,029	196	28	0	5	6	4	3	3	0	6	1
GRADE: SES															
Selected	#	23	11	8	2	2	0	0	1	1	0	0	0	0	0
	%	100.00%	47.83%	34.78%	08.70%	08.70%	00.00%	00.00%	04.35%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		14,417	10,926	2,899	520	72	1	4	4	16	7	11	0	27	2

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2006

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE: GS 13/14																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	33	19	14	0	0	14	8	0	3	5	2	0	0	0	0	0	0	1
	%	99.99%	57.57%	42.42%	00.00%	00.00%	42.42%	24.24%	00.00%	09.09%	15.15%	06.06%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.03%
Relevant Pool		1,359	644	715	15	24	508	586	16	25	103	73	0	0	2	7	0	0	
GRADE: GS 15																			
Selected	#	18	14	4	1	1	10	1	1	0	2	2	0	0	0	0	0	0	0
	%	100.02%	77.79%	22.23%	05.56%	05.56%	55.56%	05.56%	05.56%	00.00%	11.11%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		157	96	61	1	1	80	53	2	3	13	4	0	0	0	0	0	0	
GRADE: SES																			
Selected	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		3,171	2,225	946	132	53	1,264	486	87	41	717	353	0	0	14	11	11	2	

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and manila residents.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Temporary Workforce - Distribution by Disability FY 2006

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE: GS 13/14															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	33	27	4	1	1	0	1	0	0	0	0	0	0	0
	%	100.00%	81.82%	12.12%	03.03%	03.03%	00.00%	03.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		1,359	1,222	73	52	12	0	2	0	1	1	5	0	3	0
GRADE: GS 15															
Selected	#	18	16	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	05.56%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		157	119	28	7	3	0	1	0	0	0	1	0	1	0
GRADE: SES															
Selected	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		3,171	2,954	134	67	16	0	2	0	1	6	1	0	6	0

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and manila residents.

Please see Data Definitions for NOA codes and Pay Plans included in this report.

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	23,181	8,527	14,654	506	513	5,795	9,797	1,684	3,432	312	597	0	0	60	127	170	188
	%	100.00%	36.78%	63.22%	02.18%	02.21%	25.00%	42.26%	07.26%	14.81%	01.35%	02.58%	00.00%	00.00%	00.26%	00.55%	00.73%	00.81%
Total Hours		137,086	50,661	86,425	3,287	3,297	34,100	57,085	10,086	20,622	2,043	3,756	0	0	385	781	760	884
Average Hours		5.91	5.94	5.90	6.50	6.43	5.88	5.83	5.99	6.01	6.55	6.29	0.00	0.00	6.42	6.15	4.47	4.70
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	4,938	2,050	2,888	141	146	1,084	1,401	658	952	144	327	0	0	20	55	3	7
	%	100.01%	41.53%	58.48%	02.86%	02.96%	21.95%	28.37%	13.33%	19.28%	02.92%	06.62%	00.00%	00.00%	00.41%	01.11%	00.06%	00.14%
Total Hours		121,062	51,644	69,418	3,259	3,254	26,594	30,737	17,909	25,622	3,460	8,565	0	0	375	1,128	47	112
Average Hours		24.52	25.19	24.04	23.11	22.29	24.53	21.94	27.22	26.91	24.03	26.19	0.00	0.00	18.75	20.51	15.67	16.00
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	108,700	41,925	66,775	3,020	3,304	25,511	41,511	10,810	17,434	1,732	3,282	0	0	468	776	384	468
	%	99.99%	38.56%	61.43%	02.78%	03.04%	23.47%	38.19%	09.94%	16.04%	01.59%	03.02%	00.00%	00.00%	00.43%	00.71%	00.35%	00.43%
Total Amount		27,810,105	10,732,003	17,078,103	786,794	860,078	6,566,715	10,614,330	2,669,342	4,378,618	480,286	911,675	0	0	113,513	190,509	115,352	122,893
Average Amount		255.84	255.98	255.76	260.53	260.31	257.41	255.70	246.93	251.15	277.30	277.78	0.00	0.00	242.55	245.50	300.40	262.59
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	64,737	26,442	38,295	1,434	1,760	19,151	25,776	4,132	7,935	1,367	2,357	0	0	223	339	135	128
	%	100.00%	40.84%	59.16%	02.22%	02.72%	29.58%	39.82%	06.38%	12.26%	02.11%	03.64%	00.00%	00.00%	00.34%	00.52%	00.21%	00.20%
Total Amount		126,181,746	50,838,536	75,343,210	2,113,767	2,682,026	39,114,932	55,230,332	6,754,796	12,817,610	2,230,185	3,781,816	0	0	391,922	581,200	232,934	250,226
Average Amount		1,949.14	1,922.64	1,967.44	1,474.04	1,523.88	2,042.45	2,142.70	1,634.75	1,615.33	1,631.44	1,604.50	0.00	0.00	1,757.50	1,714.45	1,725.44	1,954.89
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	1,597	597	1,000	29	39	429	693	92	219	39	36	0	0	4	4	4	9
	%	99.98%	37.38%	62.60%	01.82%	02.44%	26.86%	43.39%	05.76%	13.71%	02.44%	02.25%	00.00%	00.00%	00.25%	00.25%	00.25%	00.56%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types recognition and awards.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Disability FY 2006

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Time-off Awards - 1-9 hours															
Total Time-off Awards - 1-9 hours	#	23,181	15,795	5,149	1,927	310	29	35	13	37	25	52	16	96	7
	%	100.00%	68.14%	22.21%	08.31%	01.34%	00.13%	00.15%	00.06%	00.16%	00.11%	00.22%	00.07%	00.41%	00.03%
Total Hours		137,086	93,472	30,279	11,467	1,868	175	204	68	232	142	325	94	584	44
Average Hours		5.91	5.92	5.88	5.95	6.03	6.03	5.83	5.23	6.27	5.68	6.25	5.88	6.08	6.29
Time-off Awards - 9+ hours															
Total Time-off Awards over 9 hours	#	4,938	3,468	1,019	379	72	7	14	2	7	5	12	5	15	5
	%	100.00%	70.23%	20.64%	07.68%	01.46%	00.14%	00.28%	00.04%	00.14%	00.10%	00.24%	00.10%	00.30%	00.10%
Total Hours		121,062	84,053	26,560	8,703	1,746	145	349	32	124	104	367	140	423	62
Average Hours		24.52	24.24	26.06	22.96	24.25	20.71	24.93	16.00	17.71	20.80	30.58	28.00	28.20	12.40
Cash Awards - \$100 - \$500															
Total Cash Awards \$500 and under	#	108,700	73,468	24,082	9,353	1,797	175	205	119	168	73	256	180	585	36
	%	100.00%	67.59%	22.15%	08.60%	01.65%	00.16%	00.19%	00.11%	00.15%	00.07%	00.24%	00.17%	00.54%	00.03%
Total Amount		27,810,105	18,821,250	6,232,425	2,311,398	445,032	40,655	52,740	30,076	40,823	19,174	69,264	41,372	142,647	8,281
Average Amount		255.84	256.18	258.80	247.13	247.65	232.31	257.27	252.74	242.99	262.66	270.56	229.84	243.84	230.03
Cash Awards - \$501+															
Total Cash Awards \$501 and over	#	64,737	41,096	18,417	4,514	710	67	86	67	104	52	110	19	192	13
	%	100.00%	63.48%	28.45%	06.97%	01.10%	00.10%	00.13%	00.10%	00.16%	00.08%	00.17%	00.03%	00.30%	00.02%
Total Amount		126,181,746	77,551,496	40,122,636	7,289,605	1,218,009	78,557	112,652	145,014	174,270	93,568	203,177	16,410	373,371	20,990
Average Amount		1,949.14	1,887.08	2,178.57	1,614.89	1,715.51	1,172.49	1,309.91	2,164.39	1,675.67	1,799.38	1,847.06	863.68	1,944.64	1,614.62
Quality Step Increases (QSIs)															
Total QSIs Awarded	#	1,597	1,057	382	143	15	2	2	1	3	2	1	0	4	0
	%	100.00%	66.19%	23.92%	08.95%	00.94%	00.13%	00.13%	00.06%	00.19%	00.13%	00.06%	00.00%	00.25%	00.00%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types recognition and awards.

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	16,323	7,266	9,057	481	476	4,619	5,614	1,470	2,011	365	516	0	0	69	88	262	352
	%	100.02%	44.53%	55.49%	02.95%	02.92%	28.30%	34.39%	09.01%	12.32%	02.24%	03.16%	00.00%	00.00%	00.42%	00.54%	01.61%	02.16%
Involuntary	#	1,869	1,007	862	60	53	364	378	505	358	22	20	0	0	10	10	46	43
	%	100.01%	53.89%	46.12%	03.21%	02.84%	19.48%	20.22%	27.02%	19.15%	01.18%	01.07%	00.00%	00.00%	00.54%	00.54%	02.46%	02.30%
Total Separations	#	18,192	8,273	9,919	541	529	4,983	5,992	1,975	2,369	387	536	0	0	79	98	308	395
	%	100.00%	45.47%	54.53%	02.97%	02.91%	27.39%	32.94%	10.86%	13.02%	02.13%	02.95%	00.00%	00.00%	00.43%	00.54%	01.69%	02.17%
Total Work Force	#	219,681	90,501	129,180	7,273	7,799	56,709	78,307	20,501	33,212	5,063	8,512	0	0	852	1,245	103	105
	%	100.00%	41.19%	58.81%	03.31%	03.55%	25.81%	35.65%	09.33%	15.12%	02.30%	03.87%	00.00%	00.00%	00.39%	00.57%	00.05%	00.05%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types of separations.

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Disability FY 2006

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	16,323	10,220	4,240	1,576	287	14	34	18	17	11	27	13	144	9
	%	100.00%	62.61%	25.98%	09.66%	01.76%	00.09%	00.21%	00.11%	00.10%	00.07%	00.17%	00.08%	00.88%	00.06%
Involuntary	#	1,869	1,456	104	259	50	3	1	3	2	1	3	0	36	1
	%	100.00%	77.90%	05.56%	13.86%	02.68%	00.16%	00.05%	00.16%	00.11%	00.05%	00.16%	00.00%	01.93%	00.05%
Total Separations	#	18,192	11,676	4,344	1,835	337	17	35	21	19	12	30	13	180	10
	%	100.00%	64.18%	23.88%	10.09%	01.85%	00.09%	00.19%	00.12%	00.10%	00.07%	00.16%	00.07%	00.99%	00.05%
Total Work Force	#	219,681	152,705	45,984	17,592	3,400	341	426	202	335	142	490	311	1,080	73
	%	100.00%	69.51%	20.93%	08.01%	01.55%	00.16%	00.19%	00.09%	00.15%	00.06%	00.22%	00.14%	00.49%	00.03%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types of separations.

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Temporary Workforce - by Race/Ethnicity and Sex FY 2006

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
				White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	6,954	2,380	4,574	160	250	1,265	2,501	406	827	245	403	0	0	21	33	283	560
	%	99.99%	34.22%	65.77%	02.30%	03.60%	18.19%	35.96%	05.84%	11.89%	03.52%	05.80%	00.00%	00.00%	00.30%	00.47%	04.07%	08.05%
Involuntary	#	1,393	575	818	56	62	278	394	160	238	28	44	0	0	7	7	46	73
	%	100.00%	41.28%	58.72%	04.02%	04.45%	19.96%	28.28%	11.49%	17.09%	02.01%	03.16%	00.00%	00.00%	00.50%	00.50%	03.30%	05.24%
Total Separations	#	8,348	2,956	5,392	216	312	1,544	2,895	566	1,065	273	447	0	0	28	40	329	633
	%	100.01%	35.42%	64.59%	02.59%	03.74%	18.50%	34.68%	06.78%	12.76%	03.27%	05.35%	00.00%	00.00%	00.34%	00.48%	03.94%	07.58%
Total Work Force	#	18,899	7,446	11,453	507	694	4,548	6,883	1,024	2,133	1,230	1,478	0	0	96	177	41	88
	%	100.01%	39.40%	60.61%	02.68%	03.67%	24.06%	36.42%	05.42%	11.29%	06.51%	07.82%	00.00%	00.00%	00.51%	00.94%	00.22%	00.47%

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types of separations.

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Temporary Workforce - by Disability FY 2006

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	6,954	6,348	144	389	73	1	8	2	5	4	10	0	41	2
	%	100.00%	91.29%	02.07%	05.59%	01.05%	00.01%	00.12%	00.03%	00.07%	00.06%	00.14%	00.00%	00.59%	00.03%
Involuntary	#	1,393	1,252	25	94	22	1	3	2	0	2	1	1	11	1
	%	100.00%	89.88%	01.79%	06.75%	01.58%	00.07%	00.22%	00.14%	00.00%	00.14%	00.07%	00.07%	00.79%	00.07%
Total Separations	#	8,348	7,601	169	483	95	2	11	4	5	6	11	1	52	3
	%	100.00%	91.05%	02.02%	05.79%	01.14%	00.02%	00.13%	00.05%	00.06%	00.07%	00.13%	00.01%	00.62%	00.04%
Total Work Force	#	18,899	17,197	626	912	164	7	19	8	10	12	21	4	82	1
	%	100.00%	90.99%	03.31%	04.83%	00.87%	00.04%	00.10%	00.04%	00.05%	00.06%	00.11%	00.02%	00.43%	00.01%

Data shown includes WG grades for full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

Please see Data Definitions for NOA codes included in the types of separations.

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2006

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	3719	3478
1. COUNSELED WITHIN 30 DAYS	2675	2488
2. COUNSELED WITHIN 31 TO 90 DAYS	981	928
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	319	300
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	662	627
3. COUNSELED BEYOND 90 DAYS	58	58
4. COUNSELED DUE TO REMANDS	5	5

ADR INTAKE OFFICER		
	COUNSELINGS	INDIVIDUALS
B. TOTAL COMPLETED/ENDED COUNSELINGS	0	0
1. COUNSELED WITHIN 30 DAYS	0	0
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0
3. COUNSELED BEYOND 90 DAYS	0	0

COMBINED TOTAL		
	COUNSELINGS	INDIVIDUALS
C. TOTAL COMPLETED/ENDED COUNSELINGS	3719	3478
1. COUNSELED WITHIN 30 DAYS	2675	2488
2. COUNSELED WITHIN 31 TO 90 DAYS	981	928
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	319	300
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	662	627
3. COUNSELED BEYOND 90 DAYS	58	58
4. COUNSELED DUE TO REMANDS	5	5

D. COUNSELING ACTIVITIES		
	COUNSELINGS	INDIVIDUALS
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	443	438
2. INITIATED DURING THE REPORTING PERIOD	3785	3481
3. COMPLETED/ENDED COUNSELINGS	3719	3478
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	186	181
b. WITHDRAWALS/SNO COMPLAINT FILED	1396	1260
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	1960	1860
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	177	177
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	509	377

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	0	0	\$ 9736.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FRONTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	3	3	\$ 9736.00
4. ATTORNEYS FEES AND COSTS	0	0	\$ 0.00
5.	0	0	\$ 0.00
6.	0	0	\$ 0.00
7.	0	0	\$ 0.00

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELINGS	INDIVIDUALS
TOTAL	42	42
1. NEW HIRES	0	0
2. PROMOTIONS	1	1
3. REINSTATEMENTS	2	2
4. EXPUNGEMENTS	5	5
5. TRANSFERS	2	2
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	1	1
7. REASONABLE ACCOMMODATIONS	4	4
8. TRAINING	6	6
9. APOLOGY	1	1
10. Modify Discipline/Improve Communication	11	11
11. Assist with employment application/Develop new PD	7	7
12. Restore Leave/Neutral Reference	10	10

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	10	10	\$ 87500.00
1. COMPENSATORY DAMAGES	1	1	\$ 50000.00
2. BACKPAY/FRONTPAY	4	4	\$ 9500.00
3. LUMP SUM PAYMENT	3	3	\$ 9000.00
4. ATTORNEYS FEES AND COSTS	2	2	\$ 19000.00
5.	0	0	\$ 0.00
6.	0	0	\$ 0.00
7.	0	0	\$ 0.00

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS		
	COUNSELINGS	INDIVIDUALS
TOTAL	139	139
1. NEW HIRES	0	0
2. PROMOTIONS	4	4
3. REINSTATEMENTS	0	0
4. EXPUNGEMENTS	23	23
5. TRANSFERS	10	10
6. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	10	10
7. REASONABLE ACCOMMODATIONS	11	11
8. TRAINING	16	16
9. APOLOGY	10	10
10. Assignment of Work/Duty Hours/Assist with Application	22	22
11. Improve communication/Restore Leave/Approve early retirement	27	27
12. Priority Consideration/Improve Working Conditions/Modify Performance Appraisal	8	8

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs			REPORTING PERIOD: FY 2006					
PART I - PRE-COMPLAINT COUNSELING (CONTINUED)			PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE					
I. NON-ADR SETTLEMENTS	COUNSELINGS	INDIVIDUALS						
TOTAL	42	42						
PART II - FORMAL COMPLAINT ACTIVITIES								
1677	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD		1. WORK FORCE					
2038	B. COMPLAINTS FILED		a. TOTAL WORK FORCE					
29	C. REMANDS		b. PERMANENT EMPLOYEES					
3744	D. TOTAL COMPLAINTS (sum of lines A+B+C)		2. COUNSELOR					
3708	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED		a. FULL-TIME					
1876	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD		b. PART-TIME					
36	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED		c. COLLATERAL DUTY					
11	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD		3. INVESTIGATOR					
1857	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (sum of Lines F+H))		a. FULL-TIME					
1861	J. INDIVIDUALS FILING COMPLAINTS		b. PART-TIME					
16	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS		c. COLLATERAL DUTY					
			B. STAFF TRAINING					
			COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
			AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
	1. NEW STAFF - TOTAL		0	0	0	0	0	0
	a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS		0	0	0	0	0	0
	b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF		0	0	0	0	0	0
	c. STAFF RECEIVING NO TRAINING AT ALL		0	0	0	0	0	0
	2. EXPERIENCED STAFF - TOTAL		42	4	46	12	10	0
	a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS		42	4	46	12	10	0
	b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF		0	0	0	0	0	0
	c. STAFF RECEIVING NO TRAINING AT ALL		3	0	0	0	0	0
			C. REPORTING LINE					
	1. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?						YES	NO
								X
	2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?		PERSON: R. Allen Pittman					
			TITLE: Assitant Secretary for Human Resource & Administration					
	3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?		PERSON: Rafael A. Torres					
			TITLE: Deputy Assistant Secretary for Resolution Management					
	4. WHO DOES THAT PERSON REPORT TO?		PERSON: R. Allen Pittman					
			TITLE: Assitant Secretary for Human Resource & Administration					

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

REPORTING PERIOD: FY 2006

AGENCY OR DEPARTMENT: Department of Veterans Affairs

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION										AGE		DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE	
	RACE			COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		MENTAL	PHYSICAL				
	AMER. INDIAN/ ALASKAN NATIVE	ASIAN PACIFIC ISLANDER	BLACK	WHITE			MALE	FEMALE	HISPANIC	OTHER	MALE	FEMALE						
A. APPOINTMENT/HIRE	1	21	28	5	2	1	21	9	4	1	18	63	4	29	207	84	81	
B. ASSIGNMENT OF DUTIES	0	3	42	10	3	3	82	10	39	2	26	31	12	18	281	135	129	
C. AWARDS	0	1	11	0	0	0	26	2	5	0	0	9	1	6	61	26	24	
D. CONVERSION TO FULL TIME	0	0	0	1	0	0	2	0	1	0	1	1	0	1	7	2	2	
E. DISCIPLINARY ACTION	2	4	127	17	7	10	190	53	52	7	52	81	20	58	680	280	256	
1. DEMOTION	0	1	9	0	0	1	3	2	2	0	2	7	2	4	33	21	21	
2. REPRIMAND	0	0	22	2	2	4	27	7	4	1	10	9	1	6	95	41	36	
3. SUSPENSION	1	0	40	3	3	2	66	15	11	3	16	21	4	21	206	96	88	
4. REMOVAL	0	2	23	6	1	2	30	14	14	0	9	23	9	16	149	77	75	
Disciplinary Action - Admonishment	0	0	7	1	0	0	16	3	1	1	5	5	1	2	42	21	18	
Verbal/Written Counseling	1	1	26	5	1	1	48	12	20	2	10	16	3	9	155	24	18	
7. OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
F. DUTY HOURS	0	0	27	5	2	10	22	3	18	0	11	11	2	19	130	53	52	
G. EVALUATION/APPRaisal	1	4	14	3	8	5	44	13	20	2	20	21	1	8	164	51	43	
H. EXAMINATION/TEST	0	0	3	0	0	0	1	0	0	0	0	0	0	0	4	2	2	
I. HARASSMENT	1	11	261	76	11	56	433	98	217	30	125	233	77	193	1822	546	496	
1. NON-SEXUAL	1	11	261	76	11	56	428	81	149	30	125	233	77	193	1732	507	459	
2. SEXUAL	0	0	0	0	0	0	5	17	68	0	0	0	0	0	90	39	37	
J. MEDICAL EXAMINATION	0	0	3	0	0	0	2	0	0	0	0	3	1	5	14	2	2	
K. PAY INCLUDING OVERTIME	0	0	26	7	1	2	27	6	33	4	9	16	2	4	156	51	45	
L. PROMOTION/NON-SELECTION	2	7	153	27	13	6	135	73	66	11	52	205	12	67	829	352	314	
M. REASSIGNMENT	0	4	23	6	2	0	38	13	22	4	15	27	4	23	181	30	28	
1. DENIED	0	0	0	0	0	0	1	0	0	1	1	0	1	1	5	1	1	
2. DIRECTED	0	4	23	6	2	0	37	13	22	3	14	27	3	22	176	29	27	
N. REASONABLE ACCOMMODATION	0	0	0	0	0	3	36	0	0	0	0	0	0	0	179	80	75	
O. REINSTATEMENT	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	1	
P. RETIREMENT	0	0	6	1	0	2	6	1	4	0	4	13	4	6	47	20	20	
Q. TERMINATION	1	5	53	16	1	4	42	15	21	3	16	43	17	56	293	109	107	
R. TERMS/CONDITIONS OF EMPLOYMENT	1	0	8	0	4	3	31	5	7	0	10	13	1	18	101	26	19	
S. TIME AND ATTENDANCE	1	2	41	4	8	5	98	16	27	6	24	33	10	35	310	45	36	
T. TRAINING	0	1	20	3	2	1	26	7	12	2	2	15	3	3	97	18	14	
U. OTHER (Please specify below)	0	0	3	0	2	0	13	1	3	1	1	2	0	3	29	8	7	
Performance Actions - Performance Improvement Plan	0	0	4	0	0	0	8	0	1	0	1	0	1	2	17	4	4	
Performance Actions - Letter of Warning or Censure	0	0	10	0	2	0	12	2	2	0	0	4	1	1	34	11	11	
Detail	1	0	8	1	0	7	7	1	4	0	0	2	1	3	35	10	10	
Working Conditions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5. OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL ISSUES BY BASES	11	63	871	182	68	118	1303	328	558	73	387	7	12	826	200	672		
TOTAL COMPLAINTS FILED BY BASES	5	11	364	69	28	24	366	61	137	26	89	5	10	402	97	259		
TOTAL COMPLAINTS BY BASES	4	10	336	67	27	23	289	55	130	25	84	5	9	381	94	248		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2006

PART V - SUMMARY OF CLOSURES BY STATUTE

A. STATUTE (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

<u>1590</u>	1. TITLE VII
<u>569</u>	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
<u>546</u>	3. REHABILITATION ACT
<u>15</u>	4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

<u>2720</u>	THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
(A1+A2+A3+A4)	

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	1887	568698	301.38
1. WITHDRAWALS	190	44831	235.95
a. NON-ADR WITHDRAWALS	182	42448	233.23
b. ADR WITHDRAWALS	8	2383	297.88
2. SETTLEMENTS	402	173922	432.64
a. NON-ADR SETTLEMENTS	303	138483	457.04
b. ADR SETTLEMENTS	99	35439	357.97
3. FINAL AGENCY DECISIONS (B+C)	1295	349945	270.23
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	921	168627	
1. FINDING DISCRIMINATION	6	1854	309.00
2. FINDING NO DISCRIMINATION	496	144439	291.21
3. DISMISSAL OF COMPLAINTS	419	22334	53.30
C. FINAL AGENCY ACTIONS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	374	181318	
1. AJ DECISION FULLY IMPLEMENTED (a+b)	367	177794	
(a) FINDING DISCRIMINATION	3	1467	489.00
(b) FINDING NO DISCRIMINATION	353	172191	487.79
(c) DISMISSAL OF COMPLAINTS	11	4136	376.00
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	7	3524	
(a) FINDING DISCRIMINATION (i+ii+iii)	7	3524	503.43
i. AGENCY APPEALED FINDING BUT NOT REMEDY	0	0	0.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	5	2530	506.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	2	994	497.00
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2006

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3)	502	34541	68.81
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)	127	6941	54.65
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST	84	2910	34.64
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST	43	4031	93.74
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)	257	22668	88.20
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD	153	5702	37.27
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD	104	16966	163.13
3. HEARING REQUESTED; AJ REMANDED FOR FAD WITHOUT AJ DECISION (3a+3b)	118	4932	41.80
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ REMAND FOR FAD ISSUANCE	92	2839	30.86
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ REMAND FOR FAD ISSUANCE	26	2093	80.50

**PART VII - SUMMARY OF COMPLAINTS CLOSED WITH CORRECTIVE ACTION
DURING FORMAL COMPLAINT STAGE**

		AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH CORRECTIVE ACTION	411	
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT	123	\$ 2175058.00
1. BACK PAY/FRONT PAY	9	\$ 16927.00
2. LUMP SUM PAYMENT	94	\$ 1683920.00
3. COMPENSATORY DAMAGES	20	\$ 474211.00
C. CLOSURES WITH ATTORNEY'S FEES AND COSTS	65	\$ 793789.00
D. SUBTOTAL OF ALL MONETARY BENEFITS (B+C)	195	\$ 2968847.00
E. CLOSURES WITH NON-MONETARY BENEFITS	307	
F. TYPES OF CORRECTIVE ACTION		
	NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF CLOSURES WITH NON-MONETARY BENEFITS
1. HIRE	1	1
a. RETROACTIVE	1	0
b. NON-RETROACTIVE	0	1
2. PROMOTION	4	15
a. RETROACTIVE	4	8
b. NON-RETROACTIVE	0	7
3. DISCIPLINARY ACTION	0	73
a. RESCINDED	0	68
b. MODIFIED	0	5
4. REINSTATEMENT	2	14
5. REASSIGNMENT	1	36
6. PERFORMANCE EVALUATION MODIFIED	9	1
7. PERSONNEL FILE PURGED OF ADVERSE MATERIAL	0	66
8. ACCOMMODATION	16	22
9. TRAINING/TUITION/ETC.	1	35
10. LEAVE RESTORED	23	75
11. Priority Consideration	23	1
12. Improve communication	34	1
13. Allowed to resign in lieu of removal	9	3

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2006

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
	1857	495708		
1. COMPLAINTS PENDING WRITTEN NOTIFICATION	15	144	9.60	24
2. COMPLAINTS PENDING IN INVESTIGATION	1033	124779	120.79	599
3. COMPLAINTS PENDING IN HEARINGS	714	331907	464.86	2409
4. COMPLAINTS PENDING A FINAL AGENCY DECISION	95	38878	409.24	1679

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	1032	210597	
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	1025	209405	204.30
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	395	54699	138.48
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	604	143431	237.47
1. TIMELY COMPLETED INVESTIGATIONS	163	40914	251.01
2. UNTIMELY COMPLETED INVESTIGATIONS	441	102517	232.46
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	26	11275	433.65
2. COST OF AGENCY INVESTIGATIONS	\$ 4239345.32		
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	7	1192	170.29
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	6	920	153.33
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	1	272	272.00
1. TIMELY COMPLETED INVESTIGATIONS	1	272	272.00
2. UNTIMELY COMPLETED INVESTIGATIONS	0	0	0.00
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	0	0	0.00
4. COST OF CONTRACTOR INVESTIGATIONS	\$ 31566.00		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: **Department of Veterans Affairs** REPORTING PERIOD: **FY2006**

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	88	77		
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS				
1. ADR OFFERED	1685	1632		
2. REJECTED BY COMPLAINANT	923	907		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	762	725		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7)	762	762		
1. INHOUSE	236	236		
2. ANOTHER FEDERAL AGENCY	454	454		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	72	72		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS IN COMPLETED/ENDED COUNSELINGS (1+2+3+4+5+6+7+8+9+10+11)	762	762	52343	68.69
1. MEDIATION	741	741	50918	68.72
2. SETTLEMENT CONFERENCES	5	5	325	65.00
3. EARLY NEUTRAL EVALUATIONS	1	1	77	77.00
4. FACTFINDING	4	4	269	67.25
5. FACILITATION	11	11	754	68.55
6. OMBUDSMAN	0	0	0	0.00
7. PEER REVIEW	0	0	0	0.00
8. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
9.	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
E. STATUS OF CASES	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	762	707	53425	70.11
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	144	139	10069	69.92
b. NO FORMAL COMPLAINT FILED	383	340	26377	68.87
c. NO RESOLUTION	217	140	15449	71.19
d. NO ADR ATTEMPT	18	18	1530	85.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	85	85	2468	29.04

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2006

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
A. ADR PENDING FROM PREVIOUS REPORTING PERIOD	0	0		
B. ADR ACTIONS IN COMPLAINT CLOSURES				
1. ADR OFFERED	167	167		
2. REJECTED BY COMPLAINANT	49	49		
3. REJECTED BY AGENCY	0	0		
4. TOTAL ACCEPTED INTO ADR	118	118		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (1+2+3+4+5+6+7)	118	118		
1. INHOUSE	21	21		
2. ANOTHER FEDERAL AGENCY	94	94		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	3	3		
4. MULTIPLE RESOURCES USED (Please specify)	0	0		
5.	0	0		
6.	0	0		
7.	0	0		
D. ADR ATTEMPTS IN COMPLAINT CLOSURES (1+2+3+4+5+6+7+8+9+10+11+12)	118	118	8797	74.55
1. MEDIATION	115	115	8554	74.38
2. SETTLEMENT CONFERENCES	3	3	243	81.00
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify)	0	0	0	0.00
10.	0	0	0	0.00
11.	0	0	0	0.00
12.	0	0	0	0.00
E. STATUS OF CASES	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED (a+b+c+d+e+f)	118	118	9077	76.92
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	99	99	7589	76.66
b. WITHDRAWAL FROM EEO PROCESS	8	8	632	79.00
c. NO RESOLUTION	11	11	856	77.82
d. NO ADR ATTEMPT	0	0	0	0.00
e.	0	0	0	0.00
f.	0	0	0	0.00
2. OPEN INVENTORY - ADR PENDING	0	0	0	0.00
F. BENEFITS RECEIVED	COMPLAINTS	COMPLAINANTS	AMOUNT	
1. MONETARY (INSERT TOTAL)	40	40	\$ 657887.00	
a. COMPENSATORY DAMAGES	5	5	\$ 39763.00	
b. BACKPAY/FRONTPAY	3	3	\$ 19106.00	
c. LUMP SUM	21	21	\$ 486318.00	
d. ATTORNEY'S FEES AND COSTS	11	11	\$ 112700.00	
e.	0	0	\$ 0.00	
f.	0	0	\$ 0.00	
g.	0	0	\$ 0.00	
2. NON-MONETARY (INSERT TOTAL)	99	99		
a. NEW HIRES	3	3		
b. PROMOTIONS	5	5		
c. REINSTATEMENTS	2	2		
d. EXPUNGEMENTS	19	19		
e. TRANSFERS	6	6		
f. REMOVALS RESCINDED AND VOLUNTARY RESIGNATIONS	4	4		
g. REASONABLE ACCOMMODATIONS	5	5		
h. TRAINING	6	6		
i. APOLOGY	0	0		
j. Assignment of duties/duty hours/assist with application/career development	15	15		
k. Improve communication/modify procedures/allow retirement/neutral reference/restore leave	21	21		
l. Priority consideration/improve work environment/modify performance appraisal/modify discipline	14	14		

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2006

PART XII - SUMMARY OF ADR PROGRAM ACTIVITIES

TRAINING AND RESOURCES

		NUMBER IN TOTAL WORKFORCE	TRAINED BY END OF REPORTING PERIOD
A. BASIC ADR ORIENTATION TRAINING			
1.	MANAGERS	16946	13607
2.	EMPLOYEES	221282	188059
B. EMPLOYEES THAT CAN PARTICIPATE IN ADR		238228	
C. IN HOUSE STAFF RESOURCES AVAILABLE FOR ADR		1065	
1.	FULL TIME	6	
2.	PART TIME	4	
3.	COLLATERAL DUTY	1055	
D. ADR FUNDING SPENT		AMOUNT	
		\$ 214017.00	

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained on this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, 2005 through September 30, 2006 are accurate and complete.

TYPED NAME AND TITLE OF CERTIFYING OFFICIAL: Rafael A Torres, Deputy Assistant Secretary for Resolution Management

SIGNATURE OF CERTIFYING OFFICIAL: 

TYPED NAME AND TITLE OF PREPARER: Alison Mangels, Executive Assistant

SIGNATURE OF PREPARER: 

DATE: 11/9/2006 **TELEPHONE NUMBER:** 202-501-2804 **E-MAIL:** alison.mangels@va.gov

This report is due to the following address on or before October 31st:

*U.S. Equal Employment Opportunity Commission
Office of Federal Operations
Federal Sector Programs
1801 L Street, NW
Washington, DC 20507*

Appendix A - Comments

Part 2

VHA - II.A - VHA - II.A. Complaints on Hand at Beginning of Reporting Period. On FY 05 462 we reported 1934, but after extensive reconciliation (mostly at the hearing level) we have determined that the correct number of cases at the beginning of the period should have been 1488.

VHA - II.A - VHA - II.A. Complaints on Hand at Beginning of Reporting Period. On FY 05 462 we reported 1934, but after extensive reconciliation (mostly at the hearing level) we have determined that the correct number of cases at the beginning of the period should have been 1524.

VBA - II.A - VBA - II.A. On Hand at the beginning of the reporting period - This number is different from what was reported on the FY 05 462 which was 173. However, after extensive reconciliation (mainly at the hearing level), we have reconciled our records and determined that the correct number on hand at the beginning of this reporting period was 132.

NCA - II.A - NCA - II.A. On Hand at Beginning of Reporting Period. This number is different from what was reported on FY 05 462 (27). However, after a thorough reconciliation of our records (mainly at hearing stage) we have determined and validated that the appropriate number of cases pending at the beginning of this reporting period should be 20.

HQ plus - II.A - HQ - II.A. On hand at beginning of period. The number reported on FY 05 462 was 121. However, after extensive reconciliation of our records (mainly at hearing stage), we have determined that the correct number on hand at the beginning of this reporting period was 37.

HQ plus - II.B - HQ - Number complaint filed. This number is correct. We learned that last year, some complaints reported as HQ cases were actually subelement complaints. This problem has been corrected and this number is correct and significantly lower than last year's formal complaint number.

NCA - II.B - NCA - This is the correct number of complaints that were filed against NCA this reporting period.

Part 3

VHA - III.A.1.a Number - VHA - VA's subelements do not process EEO complaints. The Office of Resolution Management has full time staff responsible for the EEO complaint process.

NCA - III.A.2.a Number - VA-wide - Subelements are not responsible for EEO complaint processing in VA. The Office of Resolution Management has full time staff responsible for complaint processing.

VBA - III.A.2.a Number - VA-wide - The subelements are not responsible for complaint processing in VA. The Office of Resolution Management has full time staff with the responsibility of processing EEO complaints.

VHA - III.A.3 Number - VHA - This is correct. VA's subelements do not process/investigate EEO complaints. The Office of Resolution Management has full time staff responsible for the EEO complaint process.

VBA - III.A.3 Number - VA-wide - The subelements are not responsible for complaint processing/investigations in VA. The Office of Resolution Management has full time staff with the responsibility of processing EEO complaints.

VHA - III.B.1 Coun/Agency - VHA - VA's subelements do not process EEO complaints. The Office of Resolution Management has full time staff responsible for the EEO complaint process.

VHA - III.C.2 Person - VHA - Mr. Torres is responsible for the EEO complaint process in VA. Additionally, VA has another component responsible for Diversity Management & EEO, Susan McHugh, who also reports to the A/S for HR&A. Each of the subelements have either full-time or part-time EEO program managers at the facility/field level. They are not, however, responsible for the EEO complaint process.

HQ plus - III.C.2 Person - VA-wide - Mr. Torres is responsible for the EEO complaint process in VA. Additionally, VA has another component responsible for Diversity Management & EEO, Susan McHugh, who also reports to the A/S for HR&A. Each of the subelements have either full-time or part-time EEO program managers at the facility/field level. They are not, however, responsible for the EEO complaint process.

VBA - III.C.2 Person - VA-wide - Mr. Torres is responsible for the EEO complaint process in VA. Additionally, VA has another component responsible for Diversity Management & EEO, Susan McHugh, who also reports to the A/S for HR&A. Each of the subelements have either full-time or part-time EEO program managers at the facility/field level. They are not, however, responsible for the EEO complaint process.

NCA - III.C.2 Person - VA-wide - Mr. Torres is responsible for the EEO complaint process in VA. Additionally, VA has another component responsible for Diversity Management & EEO, Susan McHugh, who also reports to the A/S for HR&A. Each of the subelements have either full-time or part-time EEO program managers at the facility/field level. They are not, however, responsible for the EEO complaint process.

Part 6

VBA - VI.B Number - VBA - This is correct. Less complaint were referred for final agency decisions this reporting period.

VHA - VI.C Number - VHA - VI.C. (Total Number) This is correct and is a result of less complaints being referred for a final agency action.

Part 7

VBA - VII.A Number - VBA - This number is correct and is a result of more settlement agreements.

HQ plus - VII.A Number - HQ - This is correct. The difference between last year and this year is only 6 complaints.

VBA - VII.C Number - VBA - This number is correct and is a result of more settlement agreements.

VHA - VII.C Number - VHA - VII.C. This is correct. We have noticed a trend where attorney fees are awarded in settlement agreements more frequently.

VHA - VII.E Number - VHA - VII. E. This number is correct since less settlement agreements were reached this reporting period.

Part 8

VHA - VIII.A.1 Average Days - VHA - VIII. A.1. (Average Days) Processing days are a result of cases pending completion of counselor reports. We have improved the average time to submit counselor reports, which accounts for the decrease in processing days.

VBA - VIII.A.1 Average Days - VBA - VIII. A. 1. (Average Days) This number is correct. There is 1 case pending and it is 7 days old.

HQ plus - VIII.A.1 Average Days - HQ - VIII. A.1.(Average Days) This is correct. There are no cases pending therefore a zero average.

NCA - VIII.A.2 Average Days - NCA - VIII a. 2. (Average Days) This is correct and is a result of an increase in the backlog of investigations.

VBA - VIII.A.2 Average Days - VBA - VIII. A. 2. (Average Days) This number is correct. It is a result of the backlog of investigations.

VHA - VIII.A.2 Average Days - VHA - VIII A. 2. (Average Days) Since the number significantly increased, the average number of days also increased.

VBA - VIII.A.2 Number Pending - VBA - VIII. A. 2 (Number Pending) This number is correct. We have a backlog of investigations.

NCA - VIII.A.2 Number Pending - NCA - VIII. A. 2. (Number Pending) This is correct and is a result of a backlog of investigations.

VHA - VIII.A.2 Number Pending - VHA - VIII. A. 2. (Number Pending) This number is correct. There is a backlog of investigations which is why the number is significantly higher than last year.

Appendix A – Comments (continued)

HQ plus - VIII.A.2 Number Pending - HQ - VIII. A.2. (Number Pending) This is correct. The higher number is attributable to the backlog of investigations.

HQ plus - VIII.A.3 Average Days - HQ - VIII.A.3. (Average Days) This is correct and is a result of a lower number of cases pending.

NCA - VIII.A.3 Average Days - NCA - VIII. A.3. (Average Days) This is correct.

VHA - VIII.A.3 Number Pending - VHA - VIII. A. 3 (Number Pending) This number is correct. We have been working with EEOC district offices to resolve discrepancies between our records.

HQ plus - VIII.A.3 Number Pending - HQ - VIII. A.3. (Number Pending) This is correct.

NCA - VIII.A.3 Number Pending - NCA - VIII. A. 3. (Number Pending) This is correct.

VBA - VIII.A.3 Number Pending - VBA - VIII. A. 3. (Number Pending) This number is correct. We have been working with EEOC district offices to resolve discrepancies.

HQ plus - VIII.A.4 Average Days - HQ - VIII.A.4. (Average Days) this is correct and is a result of zero pending cases.

VHA - VIII.A.4 Number Pending - VHA - VIII. A. 4. (Number Pending) This number is correct.

Part 9

HQ plus - IX.A.1 Average Days - HQ - This is correct. Overall investigative processing time increased this year.

VBA - IX.A.1 Total - VBA- This is correct. Less investigations were completed this year.

NCA - IX.A.1 Total - NCA VIII. A1 - This is correct. Less investigations were completed this year.

HQ plus - IX.A.1 Total - VIII A1 - HQ - This is correct. Less investigations were completed this year.

NCA - IX.A.2 Total - NCA VIII. A2 - This is correct and attributable to less investigations being completed.

HQ plus - IX.A.2 Total - VIII A2 - HQ - This is correct because less investigations were completed.

VHA - IX.A.3 Average Days - VHA- IX.A.3. (Days) This is correct. Contractors did not complete any VHA cases this reporting period.

VHA - IX.A.3 Total - VHA- IX A. 3. (Total) This is correct. Contractors did not complete any VHA cases this reporting period.

VHA - IX.A.4 Total - VHA- IX.A.4. This is correct. Contractors did not complete any VHA cases this reporting period.

VISN	MI \$ (from project application)	Design \$	Construction \$	Total Construction \$	Cost Target \$	FY 2006 Planned Obligations	FY 2007 Planned Obligations	NRM Allocation (from ARC website)
01 Boston	1,487,501	4,176,080	31,032,302	33,365,765	37,541,845	33,415,765	0	19,572,795
02 Albany	2,247,961	686,252	12,192,864	12,428,445	13,114,697	12,448,999	145,943	10,622,096
03 Bronx	3,135,000	2,306,200	26,517,800	26,953,550	29,259,750	25,995,550	2,500,000	23,940,128
04 Pittsburgh	9,503,940	5,234,900	60,338,361	61,583,939	66,818,839	54,936,799	9,921,640	24,013,837
05 Baltimore	3,718,001	1,756,000	22,169,501	22,169,501	23,925,501	19,920,000	3,785,500	8,799,855
06 Durham	1,876,000	868,940	11,239,500	11,418,400	12,287,340	11,842,800	0	14,799,396
07 Atlanta	4,430,014	3,022,198	32,552,297	33,290,657	36,312,855	18,660,570	17,082,472	17,359,010
08 Bay Pines	10,192,816	6,834,998	58,360,621	61,192,347	68,027,345	66,758,237	0	32,368,549
09 Nashville	1,018,356	958,197	15,904,144	16,285,728	17,243,925	17,199,925	0	15,815,890
10 Cincinnati	2,787,000	1,598,000	18,603,000	19,356,000	20,954,000	19,366,000	0	14,562,113
11 Ann Arbor	0	0	857,076	922,043	922,043	922,043	0	18,295,899
12 Chicago	4,422,641	2,656,991	34,042,147	35,057,747	37,714,738	30,912,191	5,912,500	20,042,319
15 Kansas City	2,221,155	1,502,670	20,838,665	21,229,123	22,731,793	20,740,373	1,481,125	16,493,328
16 Jackson	3,522,800	1,679,873	26,218,170	26,218,170	27,898,043	27,187,972	0	25,827,216
17 Dallas	4,578,319	1,313,000	16,568,242	16,568,242	17,881,242	13,093,242	4,330,000	13,470,194
18 Phoenix	650,000	1,214,640	14,015,500	14,091,680	15,306,320	14,346,680	0	13,977,119
19 Denver	1,100,000	1,309,760	14,981,000	15,627,568	16,937,328	16,751,568	0	9,973,823
20 Portland	4,099,887	1,656,714	17,932,143	18,554,185	20,210,899	17,216,443	2,308,449	18,570,711
21 San Francisco	14,084,383	946,859	29,497,862	29,554,862	30,501,721	29,597,862	700,000	21,203,905
22 Long Beach	5,161,624	2,581,834	31,591,121	32,866,546	35,448,380	31,050,778	3,915,000	24,154,745
23 Minneapolis	4,013,001	1,997,550	21,351,194	21,867,564	23,865,114	22,612,388	1,002,726	19,645,072
Nat'l Total	84,250,399	44,301,656	516,803,510	530,602,062	574,903,718	504,976,185	53,085,355	383,508,000

Project Category	MI \$ (from project application)	Design \$	Construction \$	Impact \$	Contingency \$	Total Construction \$	Cost Target \$	FY 2006 Planned Obligations	FY 2007 Planned Obligations
Architectural Barriers Total	4,982,177	554,139	9,703,715	0	131,625	9,835,340	10,389,479	10,224,479	0
Boiler/Steam Systems Total	450,480	1,020,127	14,218,259	29,400	237,288	14,484,947	15,505,074	11,821,515	3,469,000
Building Envelope Total	9,284,649	4,068,214	68,643,049	496,000	1,946,889	71,085,938	75,154,152	69,104,836	4,263,000
Consultant Studies/Other Professional Svcs Total	435,002	2,792,509	1,800,003	0	0	1,800,003	4,592,512	4,467,511	0
Electrical Total	3,288,532	4,796,941	52,331,685	720,000	1,348,518	54,400,203	59,197,144	47,221,118	9,955,284
Elevators/Automatic Transportation Total	1,488,986	1,218,266	20,885,388	0	655,495	21,540,883	22,759,149	20,042,209	2,310,340
Energy Conservation Total	460,406	130,000	1,975,406	0	27,500	2,002,906	2,132,906	2,044,906	0
Fire & Safety Code Compliance Total	2,397,348	2,801,200	31,180,101	0	956,057	32,136,158	34,937,358	29,759,140	3,977,535
Grounds/Roads Total	4,677,631	1,614,249	20,661,381	0	515,022	21,176,403	22,790,652	20,224,009	2,177,000
Hazardous Materials/Environmental Compliance Total	2,771,149	2,469,222	17,912,672	29,500	221,426	18,163,598	20,632,820	18,043,452	738,125
Historic Preservation Total	0	0	660,000	0	0	660,000	660,000	660,000	0
Homeland/Physical Security Total	4,314,547	910,404	11,085,060	0	164,062	11,249,122	12,159,526	10,969,922	685,000
HVAC/Indoor Air Quality Total	5,667,871	6,965,300	76,554,224	634,000	1,839,903	79,028,127	85,993,427	73,962,958	9,612,883
Infection Control Total	1,356,767	513,171	5,188,551	5,000	98,892	5,292,443	5,805,614	4,799,013	962,640
IT Infrastructure/Communications Systems Total	706,445	427,338	5,110,451	29,501	117,825	5,257,777	5,685,115	5,185,563	400,000
Medical Equipment Site Prep Total	7,047,774	1,304,728	17,508,532	25,000	329,955	17,863,487	19,168,215	18,934,215	0
Other Total	18,697,190	5,277,999	64,757,904	5,000	1,536,585	66,299,489	71,577,488	60,858,528	8,295,099
Parking Total	253,200	142,500	2,279,000	0	8,750	2,287,750	2,430,250	1,768,750	644,000
Patient Environment/Privacy Total	13,474,577	2,811,386	38,462,918	45,000	800,103	39,308,021	42,119,407	37,932,100	2,970,000
Seismic Total	50,000	65,000	760,449	0	0	760,449	825,449	65,000	760,449
Utility Systems (Other) Total	2,445,668	4,418,963	55,124,762	30,000	814,256	55,969,018	60,387,981	56,886,961	1,865,000
Grand Total	84,250,399	44,301,656	516,803,510	2,048,401	11,750,151	530,602,062	574,903,718	504,976,185	53,085,355