



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

NOV 03 2004

Mr. Daniel Fusco  
Manager  
Recruiting, Examining and Assessment Group  
Center for Talent and Capacity Policy  
Strategic Human Resources Policy  
U.S. Office of Personnel Management  
1900 E Street NW, Room 6547  
Washington, DC 20415-9800

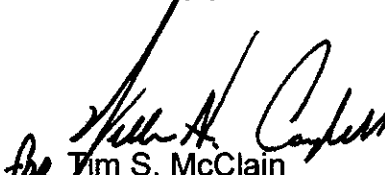
Dear Mr. Fusco:

Enclosed please find the Department of Veterans Affairs (VA) Annual Federal Equal Opportunity Recruitment Program (FEORP) Plan Certification for Fiscal Year 2005 and Accomplishment Report for Fiscal Year 2004.

In Fiscal Year 2004, VA advanced the FEORP initiative's goal of eliminating underrepresentation of minorities and women in the Federal service. Significant gains were made at all General Schedule and related grade levels. The number of women and minorities increased by 5,265, from 151,376 in Fiscal Year 2003 to 156,641 in Fiscal Year 2004. VA is particularly proud of improved levels of representation of minorities and women in General Schedule and related grades 13-15. The Department will continue to offer a variety of career development programs to all employees to ensure a diverse, challenging, and rewarding work environment.

Should you require additional information, please have your staff contact Mr. Peter Y. Yoon, Office of Diversity Management and Equal Employment Opportunity, at (202) 501-2031.

Sincerely yours,

  
for Tim S. McClain  
Acting

Enclosures

**ANNUAL FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM  
(FEORP)  
PLAN CERTIFICATION – FISCAL YEAR 2005**

Please type or print clearly and return this sheet with an original signature to:

Daniel Fusco, Manager  
Recruiting, Examining and Assessment Group  
Center for Talent and Capacity Policy  
Strategic Human Resources Policy  
U.S. Office of Personnel Management  
1900 E Street NW, Room 6547  
Washington, DC 20415-9800

**A. Name and Address of Agency**

Department of Veterans Affairs  
810 Vermont Avenue, NW  
Washington, DC 20420

**B. Name and Title of Designated FEORP Official (include address, if different from above, and telephone and fax numbers)**

Ms. Susan C. McHugh, Deputy Assistant Secretary for Diversity Management and Equal Employment Opportunity  
Telephone: (202) 501-1970  
Fax: (202) 501-2145

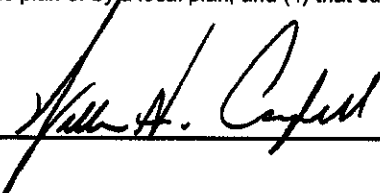
**C. Name and Title of Contact Person (include address, if different from above, and telephone and fax numbers)**

Mr. Peter Y. Yoon  
Office of Diversity Management and Equal Employment Opportunity  
Telephone: (202) 501-2031  
Fax: (202) 501-2145

**CERTIFICATION:**

I certify that the above named agency: (1) has a current FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM (FEORP) plan and the program is being implemented as required by Public Law 95-454, and subsequent regulations and guidance issued by the US Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a FEORP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan; and (4) that such plans are available upon request from field offices or installations.

SIGNATURE



DATE

11/3/04

**FEORP: PARTICIPANTS IN FORMAL GOVERNMENT-WIDE CAREER DEVELOPMENT PROGRAMS  
FY 2004**

RNO AND GENDER	GS 1-4		GS 5-8		GS 9-12	
	#	%	#	%	#	%
<b>Overall Total</b>	<b>41</b>	<b>100.0</b>	<b>53</b>	<b>100.0</b>	<b>153</b>	<b>100.0</b>
Total Men	18	43.9	17	32.1	62	40.5
Total Women	23	56.1	36	67.9	91	59.5
<b>Total Blacks</b>	<b>21</b>	<b>51.2</b>	<b>27</b>	<b>50.9</b>	<b>58</b>	<b>37.9</b>
Black Men	6	14.6	7	13.2	17	11.1
Black Women	15	36.6	20	37.7	41	26.8
<b>Total Hispanics</b>	<b>2</b>	<b>4.9</b>	<b>1</b>	<b>1.9</b>	<b>12</b>	<b>7.8</b>
Hispanic Men	0	0.0	0	0.0	4	2.6
Hispanic Women	2	4.9	1	1.9	8	5.2
<b>Total Asian/Pacific Islanders</b>	<b>1</b>	<b>2.4</b>	<b>0</b>	<b>0.0</b>	<b>3</b>	<b>2.0</b>
Asian/Pacific Islander Men	1	2.4	0	0.0	1	0.7
Asian/Pacific Islander Women	0	0.0	0	0.0	2	1.3
<b>Total Native Americans</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>
Native American Men	0	0.0	0	0.0	0	0.0
Native American Women	0	0.0	0	0.0	0	0.0

**FEORP: PARTICIPANTS IN FORMAL GOVERNMENT-WIDE CAREER DEVELOPMENT PROGRAMS (Cont'd)**  
**FY 2004**

RNO AND GENDER	GS 13-15		SENIOR PAY	
	#	%	#	%
<b>Overall Total</b>	<b>177</b>	<b>100.0</b>	<b>9</b>	<b>100</b>
Total Men	87	49.2	4	44.4
Total Women	90	50.8	5	55.6
<b>Total Blacks</b>	<b>47</b>	<b>26.6</b>	<b>2</b>	<b>22.2</b>
Black Men	14	7.9	0	0.0
Black Women	33	18.6	2	22.2
<b>Total Hispanics</b>	<b>9</b>	<b>5.1</b>	<b>3</b>	<b>33.3</b>
Hispanic Men	5	2.8	3	33.3
Hispanic Women	4	2.3	0	0.0
<b>Total Asian/Pacific Islanders</b>	<b>3</b>	<b>1.7</b>	<b>0</b>	<b>0.0</b>
Asian/Pacific Islander Men	1	0.6	0	0.0
Asian/Pacific Islander Women	3	1.7	0	0.0
<b>Total Native Americans</b>	<b>2</b>	<b>1.1</b>	<b>0</b>	<b>0.0</b>
Native American Men	2	1.1	0	0.0
Native American Women	0	0.0	0	0.0

**FEORP: PARTICIPANTS IN FORMAL VA CAREER DEVELOPMENT PROGRAMS  
FY 2004**

RNO AND GENDER	GS 1-4		GS 5-8		GS 9-12	
	#	%	#	%	#	%
<b>Overall Total</b>	<b>199</b>	<b>100.0</b>	<b>1271</b>	<b>100.0</b>	<b>1179</b>	<b>100.0</b>
Total Men	68	34.2	369	29.0	384	32.6
Total Women	131	65.8	902	71.0	795	67.4
<b>Total Blacks</b>	<b>55</b>	<b>27.6</b>	<b>347</b>	<b>27.3</b>	<b>283</b>	<b>24.0</b>
Black Men	24	12.1	75	5.9	107	9.1
Black Women	31	15.6	272	21.4	176	14.9
<b>Total Hispanics</b>	<b>19</b>	<b>9.5</b>	<b>76</b>	<b>6.0</b>	<b>88</b>	<b>7.5</b>
Hispanic Men	6	3.0	24	1.9	16	1.4
Hispanic Women	13	6.5	52	4.1	72	6.1
<b>Total Asian/Pacific Islanders</b>	<b>11</b>	<b>5.5</b>	<b>39</b>	<b>3.1</b>	<b>29</b>	<b>2.5</b>
Asian/Pacific Islander Men	4	2.0	19	1.5	6	0.5
Asian/Pacific Islander Women	7	3.5	20	1.6	23	2.0
<b>Total Native Americans</b>	<b>6</b>	<b>3.0</b>	<b>16</b>	<b>1.3</b>	<b>14</b>	<b>1.2</b>
Native American Men	1	0.5	5	0.4	2	0.2
Native American Women	5	2.5	11	0.9	12	1.0

**FEORP: PARTICIPANTS IN FORMAL VA CAREER DEVELOPMENT PROGRAMS (Cont'd)  
FY 2004**

RNO AND GENDER	GS 13-15		SENIOR PAY	
	#	%	#	%
<b>Overall Total</b>	<b>460</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>
Total Men	205	44.6	6	75.0
Total Women	255	55.4	2	25.0
<b>Total Blacks</b>	<b>87</b>	<b>18.9</b>	<b>1</b>	<b>12.5</b>
Black Men	30	6.5	1	12.5
Black Women	57	12.4	0	0.0
<b>Total Hispanics</b>	<b>45</b>	<b>9.8</b>	<b>0</b>	<b>0.0</b>
Hispanic Men	14	3.0	0	0.0
Hispanic Women	31	6.7	0	0.0
<b>Total Asian/Pacific Islanders</b>	<b>26</b>	<b>5.7</b>	<b>2</b>	<b>25.0</b>
Asian/Pacific Islander Men	14	3.0	1	12.5
Asian/Pacific Islander Women	12	2.6	1	12.5
<b>Total Native Americans</b>	<b>3</b>	<b>0.7</b>	<b>0</b>	<b>0.0</b>
Native American Men	1	0.2	0	0.0
Native American Women	2	0.4	0	0.0

## FEORP: FY 2004 ACCOMPLISHMENT REPORT

This report describes Department of Veterans Affairs (VA) activities supporting the FEORP initiative in eliminating underrepresentation of minorities and women in the Federal service. In FY 2004, the number of permanent employees at VA who are women and minorities increased by 5,265, from 151,376 in FY 2003, to 156,641 in FY 2004. They also made up 90.6 percent of the total workforce increase. VA once again showed its full commitment to bringing the best and the brightest into public service at all levels, and to ensuring that VA's workforce reflects the diversity of our Nation.

VA's notable accomplishments for FY 2004 include the following:

- The representation of minorities in General Schedule and related grades 13-15 rose 495, from 5,734 (23.3 percent) in FY 2003 to 6,229 (24.3 percent) in FY 2004.
- The representation of women in General Schedule and related grades 13-15 increased by 405, from 5,732 (23.3 percent) in FY 2003 to 6,137 (24.0 percent) in FY 2004. The representation of women at Senior Pay levels also increased by 6, from 53 (16.6 percent) in FY 2003 to 59 (19.0 percent) in FY 2004.
- VA provided summer internships for 87 students during FY 2004, including 64 from Hispanic Association of Colleges and Universities, 11 from National Association for Equal Opportunity in Higher Education, 6 from the Washington Center for Internships and Academic Seminars, 3 from American University's Washington Internships for Native Students, and 3 from International Leadership Foundation.
- Representatives from VA Central Office, Veterans Health Administration, Veterans Benefits Administration, and National Cemetery Administration attended various national job fairs and special emphasis conferences such as Federal Asian Pacific American Council, Blacks In Government, National Association for Equal Opportunity, League of United Latin American Citizens, and OPM Recruitment Job Fairs to recruit a diverse, well qualified women and minorities.
- In March 2004, VA's Federal Women's Program (FWP) sponsored a Town Hall Meeting with the Chief of Staff to showcase career development and educational opportunities available to Department employees. In August 2004, FWP sponsored a college fair, to which approximately 30 colleges and universities participated by exhibiting educational materials and responding to questions about scholarships, tuition, academic cycles, and grading criteria.

# facsimile transmittal

To: **Mr. Daniel Fusco**

Fax: **(202) 606-2329**

From: **Dept. of VA, Tim McClain**

Date: **11/3/2004**

Re: **FEORP**

Pages: **8**

Cc:

Urgent     For review     Please comment     Please reply     Please recycle

---

**Notes:**

Pls. note the submission of the Department of Veterans Affairs. Federal Equal Opportunity Recruitment Program (FEORP) Plan Certification for FY 2005 and Accomplishment Report for FY 2004.

A hard copy of this report has been sent via mail.

Thanks

# confidential



MODE = MEMORY TRANSMISSION

START=NOV-03 16:58

END=NOV-03 16:59

FILE NO. = 056

STN NO.	COM	ABBR NO.	STATION NAME/TEL.NO.	PAGES	DURATION
001	OK		912026062329	008/008	00:00'59"

-UA 06A

\*\*\*\*\* -202 273 9942 - \*\*\*\*\* 202 273 9942- \*\*\*\*\*

# facsimile transmittal

To: **Mr. Daniel Fusco** Fax: **(202) 606-2329**  
 From: **Dept. of VA, Tim McClain** Date: **11/3/2004**  
 Re: **FEORP** Pages: **8**  
 Cc:

- Urgent     For review     Please comment     Please reply     Please recycle

**Notes:**

Pls. note the submission of the Department of Veterans Affairs. Federal Equal Opportunity Recruitment Program (FEORP) Plan Certification for FY 2005 and Accomplishment Report for FY 2004.

A hard copy of this report has been sent via mail.

Thanks

# confidential