

REPORT TO THE CONGRESS

THE EMPLOYMENT OF VETERANS IN THE FEDERAL GOVERNMENT FY 2005

Working for America



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
NOVEMBER 2006

Message from the Director of the United States Office of Personnel Management

The United States Office of Personnel Management (OPM) administers the Disabled Veterans Affirmative Action Program within the Federal Government. As the stewards of this program, we hold true to our responsibility in ensuring that all veterans across this great Nation receive the entitlements they deserve when applying for employment in the Federal Government.

We are pleased to present this annual report to the Congress on the Federal Government's employment of veterans during Fiscal Year (FY) 2005. The report shows the Federal Government's policies of applying veterans' preference in competitive examinations and in using special, non-competitive appointing authorities are effective and working in hiring veterans. This report also shows the numbers of veterans, and especially disabled veterans, employed in the Federal Government's labor force are increasing. During FY 2005, there were 456,254 veterans with 92,642 identified as disabled veterans employed in the Federal Government.

As these highly trained and professional veterans transition to civilian life seeking new employment, especially in the Federal Government, they provide an excellent source of talent. As a result, we are using all available hiring flexibilities in order to avail ourselves of this talent pool. No workforce can meet the challenges of the 21st century without embracing a broad range of candidates, including veterans who are exceptionally well-trained for public service.

OPM is keenly aware the Federal workforce is evolving from traditional working arrangements to non-traditional career patterns. These career patterns recognize the changing nature of employer-employee relationships and factors such as time in career stages, mobility, permanence, mission-focus, and flexible working arrangements. In a talent market where demand will outstrip supply, we must reach out to all qualified applicants, including veterans, and adapt to these new and emerging career patterns.

This annual report, while primarily a report on the employment status of disabled veterans, includes information about the Federal Government's employment of all veterans. As presented in the report, the FY 2005 hiring data demonstrates the Federal Government continues to lead the Nation as an employer of choice for veterans and especially disabled veterans.



Linda M. Springer
Director

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

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

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Executive Summary

This annual report compares employment in the Federal workforce from September 30, 2004 to September 30, 2005, and veterans' employment, hiring and promotion data for Fiscal Year (FY) 2004 and FY 2005. Some highlights from this annual report are:

- Total on-board employment in the Federal Government increased from 1,810,852 in FY 2004 to 1,813,166 in FY 2005.
- Veterans' total on-board employment in the Federal Government increased from 453,725 in 2004 to 456,254 in FY 2005.
- Disabled veterans' total on-board employment increased from 87,390 in FY 2004 to 92,642 in FY 2005.
- 30 Percent or More Disabled veterans' total on-board employment increased from 42,010 in FY 2004 to 46,727 in FY 2005.
- Total full-time permanent (FTP) employment in the Federal workforce increased from 1,562,690 in FY 2004 to 1,569,650 in FY 2005.
- Veterans' total on-board FTP employment increased from 422,204 in FY 2004 to 425,379 in FY 2005.
- Veterans coming into the Federal Government as new hires increased from 43,262 in FY 2004 to 48,257 in FY 2005.
- 30 Percent or More Disabled veteran new hires increased from 5,339 in FY 2004 to 6,882 in FY 2005. This represents the largest single year hiring of 30 Percent or More Disabled veterans over the past 5 years.
- Veterans' FTP new hires increased from 25,548 in FY 2004 to 31,024 in FY 2005.
- All disabled veterans' FTP new hires in the Federal workforce increased from 5,123 in FY 2004 to 6,719 in FY 2005.
- Veterans selected for Federal employment under the Veterans Employment Opportunities Act (VEOA) of 1998 increased from 12,211 in FY 2004 to 14,273 in FY 2005.
- Use of the Veterans Recruitment Appointment (VRA) special appointing authority increased from 6,306 in FY 2004 to 7,761 in FY 2005.
- Use of the 30 Percent or More Disabled Veteran special appointing authority increased from 1,043 in FY 2004 to 1,252 in FY 2005.

Statutory Changes Affecting the Employment of Veterans

The National Defense Authorization Act for Fiscal Year 2006 (Public Law 109-163), enacted on January 6, 2006, contained two provisions (sections 1111 and 1112 of Title XI) regarding certain veterans. The first provision, section 1111, accords veterans' preference to veterans who served on active duty during the period beginning on September 11, 2001, and ending as of the close of Operation Iraqi Freedom.

This means that anyone who served on active duty for a period of more than 180 consecutive days, any part of which occurred during this period of time, regardless of location, is entitled to veterans' preference if otherwise eligible. This applies not only to candidates seeking employment, but to Federal employees who may be affected by reduction in force as well.

The second provision, section 1112, clarifies that veterans' preference eligibility for Federal hiring authorized under section 2108(1) of title 5, United States Code, is available to individuals "who are discharged or released from active duty service. . ." as opposed to those individuals "separated from the armed forces". Section 1112 is consistent with OPM's long-standing policy pertaining to the application of veterans' preference for individuals released from active duty military service.

On June 9, 2006, OPM issued an interim rule implementing these changes in veterans' preference. The Fiscal Year 2006 annual report will include information on this newly added criterion for veterans' preference.

The Jobs for Veterans Act (Public Law 107-288), enacted on November 7, 2002, contained several significant changes to the Veterans Readjustment Appointments (VRA) program prescribed by chapter 42 of title 38, United States Code. Public Law 107-288 replaced the title Veterans Readjustment Appointment authority with Veterans Recruitment Appointment authority. In addition, it removed the 10-year eligibility period and created an unlimited eligibility period. As we mentioned in our previous annual report, the new law changed the eligibility criteria for VRA appointments. These criteria include the following veterans as eligible for VRA appointment:

- Disabled veterans;
- Veterans who served on active duty in the Armed Forces during a war, or in a campaign or expedition for which a campaign badge has been authorized;
- Veterans who, while serving on active duty in the Armed Forces, participated in a military operation for which an Armed Forces Service Medal was awarded; and
- Recently separated veterans. The law defined recently separated veteran as "any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty".

The VRA law permits appointments without regard to the amount of active duty service performed before the veteran's last discharge. Previously, entitlement to a VRA had required the last discharge to be from active duty lasting 90 days or more. The VRA final rule implementing the provisions of the Jobs for Veterans Act was posted in the Federal Register at 70 FR 72065-72068, December 1, 2005.

In 1998, Congress enacted the Veterans Employment Opportunities Act (VEOA), which has since become an increasingly popular method of reaching veterans for Federal employment opportunities. When an agency accepts applications from outside its own workforce, the VEOA allows preference eligibles and veterans to apply for these vacancies under the agency's merit promotion procedures. For the purposes of the VEOA, the definition of veteran is those who have been separated under honorable conditions from the armed forces with three or more years of continuous active service. When selected, VEOA qualified individuals are given career or career conditional appointments. See 5 U.S.C. 3304(f).

Introduction

This Fiscal Year (FY) 2005 report describes the employing, hiring, and promoting of veterans in the Federal Government. The report includes each department, agency, and instrumentality in the Executive Branch, as well as the U.S. Postal Service, the Postal Rate Commission, and the Tennessee Valley Authority. For the purposes of this report, the Department of Defense includes the three military departments and Department of Defense activities.

The key to abbreviations for Federal executive and military departments and independent agencies used in this annual report is located on pages 50 and 51.

The report presents information on all veterans employed in the Federal Government. As a subset of this population, we provide information for veterans entitled to disability compensation under the laws administered by the Department of Veterans Affairs or whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty, and non-disabled veterans. In addition, this report distinguishes between hiring for all jobs and hiring into Full-Time Permanent positions.

The report also reflects hiring using two special appointment authorities that apply to specific categories of veterans. These two special appointment authorities are the excepted appointment of veterans under the Veterans Recruitment Appointment (38 U.S.C. 4214; Pub. L. 107-288; 5 CFR Part 307) and the non-competitive (or direct) appointment of 30 Percent or More Disabled veterans (5 U.S.C. 3112; 5 CFR 316.302, 316.402 and 315.707). Additionally, this report will present information on those agencies using the Veterans Employment Opportunities Act (5 U.S.C. 3304, 3330; 5 CFR 213.3202 (n) and 335.106) to allow preference eligibles and veterans to apply for vacancies under the agency's merit promotion procedures.

This year's report covers veterans' employment activities of Federal agencies for FY's 2004 and 2005. In this report, the reader will note that it differs slightly from previous years' reports in how we present the data in the tables and figures. This change is with the intent to harmonize and improve on presenting the data regarding the hiring of veterans. We have included supplemental data from the Central Personnel Data File for providing the reader with additional information on veterans' employment in the Federal Government.

Data Sources

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

Although data for the USPS, PRC, and TVA are not in the CPDF, the agencies provided data independently for this report. Numbers for USPS and TVA appear in this report but are not included in the Governmentwide averages. Unless otherwise noted, the Federal statistics reported in this FY 2005 report exclude the USPS, PRC and TVA.

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

The latest Civilian Labor Force (CLF) information regarding veterans' disability status was compiled in the August 2005 special biennial supplement to the Current Population Survey (CPS), conducted for the Department of Labor's Bureau of Labor Statistics (BLS) by the Bureau of the Census. The current BLS report was published on May 26, 2006. This 2005 annual report examines OPM's CPDF statistics for 18 Federal departments (15 executive departments and 3 military departments) and 26 independent agencies that have 500 or more employees. In presenting information in this annual report, the percentages are independently rounded and not forced to add to 100 percent.

Data Exclusions

For the purpose of this report, Full-Time-Permanent (FTP) does not include full-time employees who work on a seasonal basis. Any reference to FTP in this report means non-seasonal FTP employees.

Also we have excluded Army National Guard and Air Force National Guard military technicians because these guard bureaus do not submit the necessary data to OPM to determine veterans' status and veterans' preference.

Employment of Veterans in the Federal Non-Postal Workforce

Veterans

The overall on-board Federal workforce covered by this report increased by 2,314 employees to 1,813,166 in FY 2005 from 1,810,852 in 2004 (Table 1). This was the fifth consecutive year showing growth in the Federal Government's workforce. During 2003, there were 1,794,415 total on-board employees; 1,772,615 in 2002; and 1,724,659 in 2001. The Federal workforce increased by 88,507 employees from FY 2001 to FY 2005.

The total number of veterans (456,254) employed in the Federal Government during FY 2005 is the largest over the 5-year period (Table 1). For veterans claiming veterans' preference status, Table 1 shows a decrease from 90.7 percent (411,627) in FY 2004 to 89.9 percent (410,083) in FY 2005. This change equates to a 0.8 percentage point decrease. As shown in Table 1, there were 1,544 fewer veterans claiming preference.

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Total On-Board Employees	1,724,659	1,772,615	1,794,415	1,810,852	1,813,166
Total Veterans	443,924	450,100	449,009	453,725	456,254
% of All Employees	25.7%	25.4%	25.0%	25.1%	25.2%
Veterans with Preference	416,989	416,172	395,746	411,627	410,083
% of All Employees	24.2%	23.5%	22.1%	22.7%	22.6%
% of All Veterans	93.9%	92.5%	88.1%	90.7%	89.9%
Disabled Veterans	78,680	80,519	78,450	87,390	92,642
% of All Employees	4.6%	4.5%	4.4%	4.8%	5.1%
% of All Veterans	17.7%	17.9%	17.5%	19.3%	20.3%
30% or More Disabled Veterans	32,745	35,154	35,901	42,010	46,727
% of All Employees	1.9%	2.0%	2.0%	2.3%	2.6%
% of All Veterans	7.4%	7.8%	8.0%	9.3%	10.2%
Vietnam Era Veterans	232,111	243,531	230,607	218,168	202,990
% of All Employees	13.5%	13.7%	12.9%	12.0%	11.2%

Source: Office of Personnel Management's Central Personnel Data File as of September 30 of each year.

As of September 2005, disabled veterans accounted for 20.3 percent (92,642) of all veterans (456,254) in the Federal Government (Table 1). In comparison with prior years, the data shows both disabled and 30 Percent or More Disabled veterans increasing in total numbers and as percentages of the on-board veteran population (Table 1).

In reviewing veterans' employment during the fiscal years from 2001 to 2005, there is a growing trend in the numbers of employed 30 Percent or More Disabled veterans. In FY 2005, 30 Percent or More Disabled veterans reached their highest number employed in Federal Government (46,727). In addition, this category showed their highest percentage in the All Employees category (2.6 percent) and their highest percentage of all veterans (10.2 percent) over the 5-year period from FY 2001.

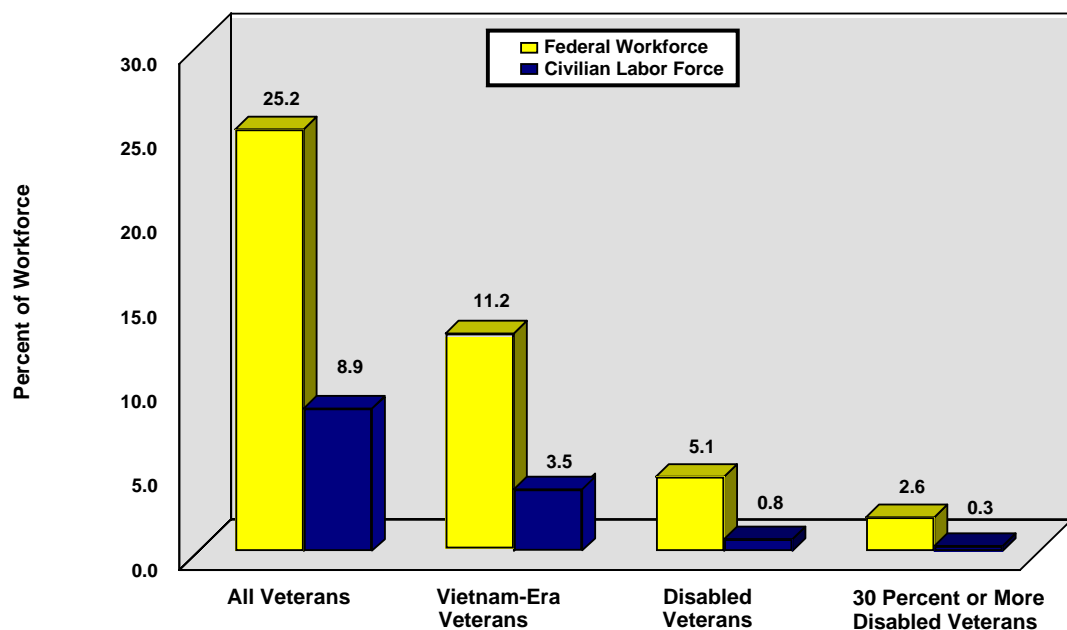
The representation of Vietnam-Era Veterans (VEV) declined by 15,178 veterans from 218,168 (12.0 percent) in FY 2004 to 202,990 (11.2 percent) in FY 2005 (Table 1). As shown in Table 1, since FY 2002, the proportion of VEV's employed in the Federal Government continues to decline in both their numbers and workforce percentages.

Veterans as a percentage of the total employees in the Federal workforce, increased to 25.2 percent (456,254) in FY 2005 (Table 1). This is an increase of 0.1 percentage point (2,529 veterans) from FY 2004's reported 25.1 percent (453,725).

The representation of disabled veterans in the Federal workforce in FY 2005 increased 0.3 percentage points (5,252 disabled veterans) from the 4.8 percent (87,390) in FY 2004 to 5.1 percent (92,642 disabled veterans) in FY 2005 (Table 1).

There was a 0.3 percentage point increase in the employment of 30 Percent or More Disabled veterans from 2.3 percent (42,010) in FY 2004 to 2.6 percent (46,727) in FY 2005, an increase of 4,717 (Table 1).

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



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

Source: CLF data for all veterans and Vietnam-Era veterans came from the Current Population Survey (CPS) conducted by the Bureau of Labor Statistics, U.S. Department of Labor. CLF data for disabled veterans and 30 Percent or More Disabled veterans came from the August 2005 Veterans Supplement to the CPS released May 26, 2006. Federal data for Fiscal Year 2005 are from the U.S. Office of Personnel Management's Central Personnel Data File (CPDF) as of September 30, 2005.

As shown in Figure 1, the August 2005 special biennial supplement shows that veterans comprise 8.9 percent of the CLF. In addition, the CLF percentages for Vietnam-Era

Veterans, Disabled Veterans, and 30 Percent or More Disabled veterans were 3.5 percent, 0.8 percent, and 0.3 percent, respectively (Figure 1).

In comparing the Federal Government's employment of veterans with the total veterans available in the Civilian Labor Force (CLF), the Federal Government employs over 2 times the percentage of veterans; 3 times the percentage of Vietnam-Era veterans; 6 times the percentage of disabled veterans; and 8 times the percentage of 30 Percent or More Disabled veterans (Figure 1).

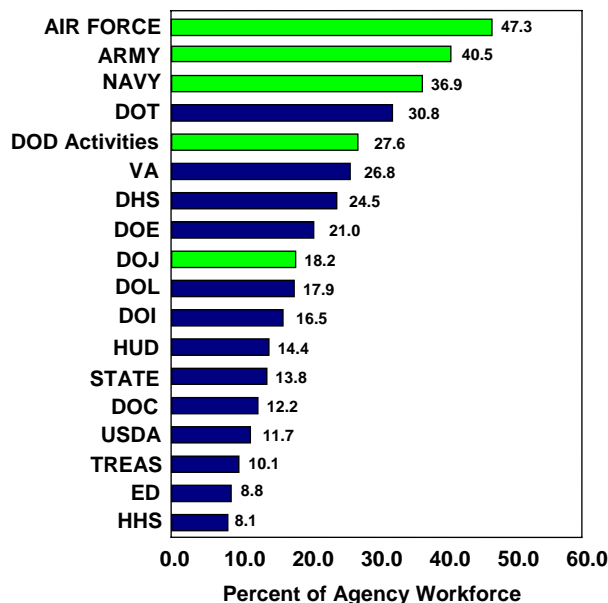
Figure 2 shows the representation of veterans in 18 Federal departments (15 executive departments and 3 military departments). During FY 2005, the representation of veterans in 16 of the shown 18 departments met or exceeded the 8.9 percent CLF rate (Figure 2).

As shown in Figure 2, the highest representations (percentage) of veterans were in the Air Force (47.3 percent), Army (40.5 percent), Navy (36.9 percent), Department of Transportation (DOT) (30.8 percent) and Department of Defense (DoD Activities) (27.6 percent).

Collectively, the DoD Federal civilian workforce (Air Force, DoD Activities, Navy, and Army) employed 34.0 percent (616,529) of the total non-Postal Federal on-board civilian workforce (1,813,166) in FY 2005 (Figure 2).

Figure 2

Representation of Veterans in Federal Executive Departments, September 30, 2005



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

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

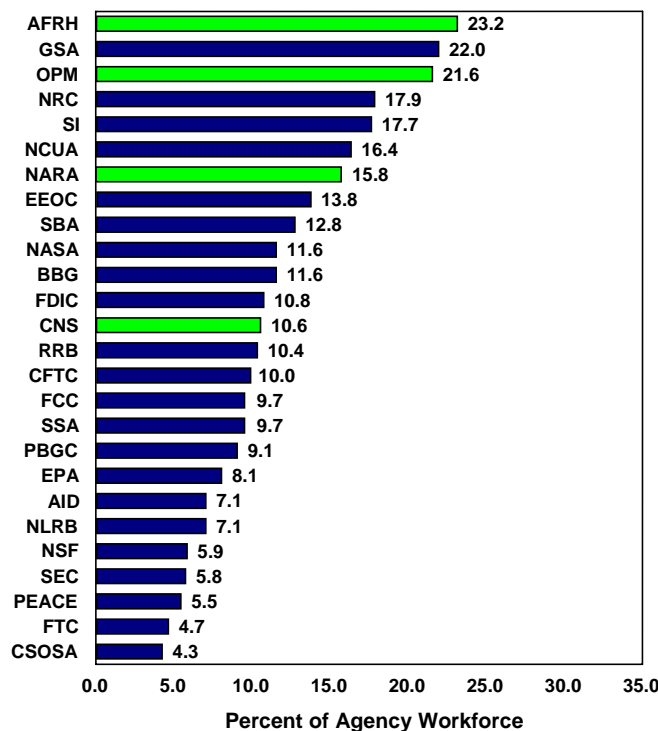
As shown in Figure 2, the Air Force, Army, Navy, DoD Activities, and DOJ employed veterans at a higher percentage than they did in FY 2004.

In comparison between veterans' representation during FY 2004 and FY 2005, the Army increased from 38.8 percent to 40.5 percent (1.7 percentage points), Air Force from 47.0 to 47.3 percent (0.3 percentage points); DoD Activities from 27.3 percent to 27.6 percent (0.3 percentage points); Navy from 36.8 percent to 36.9 percent (0.1 percentage point); and DOJ from 18.1 percent to 18.2 percent (0.1 percentage point).

One agency (HUD) remained the same when compared with last year's 14.4 percent representation of veterans in the workforce rate (Figure 2). Twelve agencies showed declines in their veterans' representation. Percentage point changes were: DOT (1.5 percentage points), VA (0.2 percentage points), DHS (0.3 percentage points), DOE (0.9 percentage points), DOL (0.4 percentage points), DOI (0.6 percentage points), State (0.3 percentage points), DOC (0.6 percentage points), USDA (0.5 percentage points), TREAS (0.5 percentage points), ED (0.3 percentage points) and HHS (0.3 percentage points).

Figure 3 shows the representation of veterans within Federal independent agencies of 500 or more employees. Four independent agencies showed increases in their representation of veterans during FY 2005: AFRH, OPM, NARA, and the CNS. These respective agency increases from FY 2004 to FY 2005 ranged from 0.4 percentage points to 3.5 percentage points. AFRH increased from 21.0 to 23.2 percent (2.2 percentage points); OPM 18.1 to 21.6 percent (3.5 percentage points); NARA 15.4 to 15.8 percent (0.4 percentage points); and CNS from 9.8 to 10.6 percent (0.8 percentage points) (Figure 3).

Figure 3
Representation of Veterans in Federal Independent Agencies (500+ Employees), September 30, 2005



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

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

During FY 2005, the representation of veterans in these non-Postal Federal agencies as a percentage met or exceeded the CLF rate of 8.9 percent in 18 of the 26 shown Federal independent agencies (Figure 3).

Disabled Veterans

As of September 30, 2005, there were 92,642 disabled veterans employed in the Federal non-Postal workforce. This was an increase of 5,252 disabled veterans from the 87,390 disabled veterans employed in Federal agencies as of September 30, 2004 (Table 1).

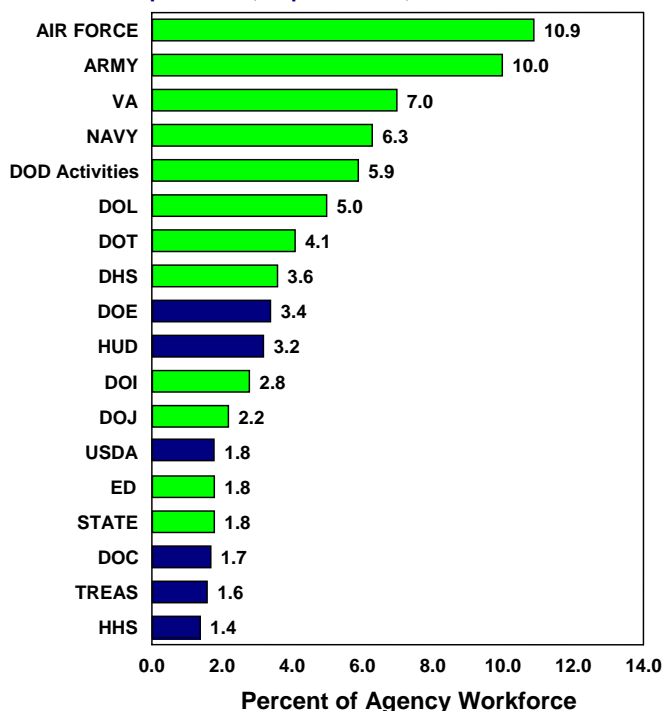
All DoD employed 52,563 (56.7 percent) of the total Federal workforce's 92,642 disabled veterans. VA was the second leading executive department, employing 16,483 disabled veterans (17.8 percent). Together, these two departments employed 69,046 disabled veterans (74.5 percent).

The percentage of disabled veterans in 15 executive and 3 military departments is shown in Figure 4. All 18 departments showed an employment of disabled veterans' representation that equaled or exceeded the CLF representation rate of 0.8 percent.

In FY 2005, 9 executive and 3 military departments employed a higher percentage of disabled veterans than they had in FY 2004. The increases ranged from 0.1 to 1.0 percentage point with the Army having the largest increase of 1.0 percentage point. Six agencies (DOE, HUD, USDA, DOC, TREAS, and HHS) reported no change in their percent of veterans' representation from FY 2004 to FY 2005.

Figure 4

Representation of Disabled Veterans in Federal Executive Departments, September 30, 2005



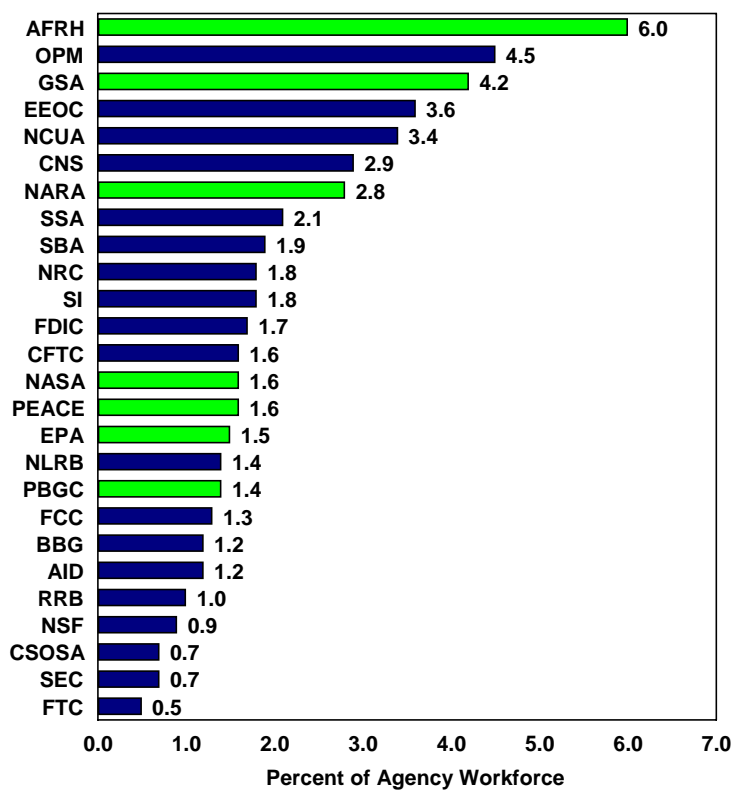
Source: U.S. Office of Personnel Management's Central Personnel Data File

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

Figure 5 displays the representation of disabled veterans in 26 Federal independent agencies with 500 or more employees. In comparison with the CLF, 23 of the 26 independent agencies equaled or exceeded the 0.8 CLF representation rate. Seven independent agencies showed increases in the hiring of disabled veterans. These increases in employment of disabled veterans ranged from 0.1 to 1.0 percent. AFRH with 6.0 percent had the largest increase of 1.0 percent from FY 2004. In FY 2005, four agencies (NCUA, CNS, SBA, and NLRB) reported lower veterans' representation within their workforce as compared with FY 2004.

The five Federal independent agencies with the highest percentage of disabled veterans for FY 2005 were AFRH, OPM, GSA, EEOC, and NCUA (Figure 5). In comparison with FY 2004, AFRH increased 1.0 percentage point; OPM increased 0.7 percentage points; GSA increased 0.1 percentage points; EEOC remained the same; and NCUA decreased 0.2 percentage points.

Figure 5
Representation of Disabled Veterans in Federal Independent Agencies (500+ Employees), September 30, 2005



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

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

30 Percent or More Disabled Veterans

The percentage of 30 Percent or More Disabled veterans employed in executive departments is shown in Figure 6 and independent agencies in Figure 7. All 18

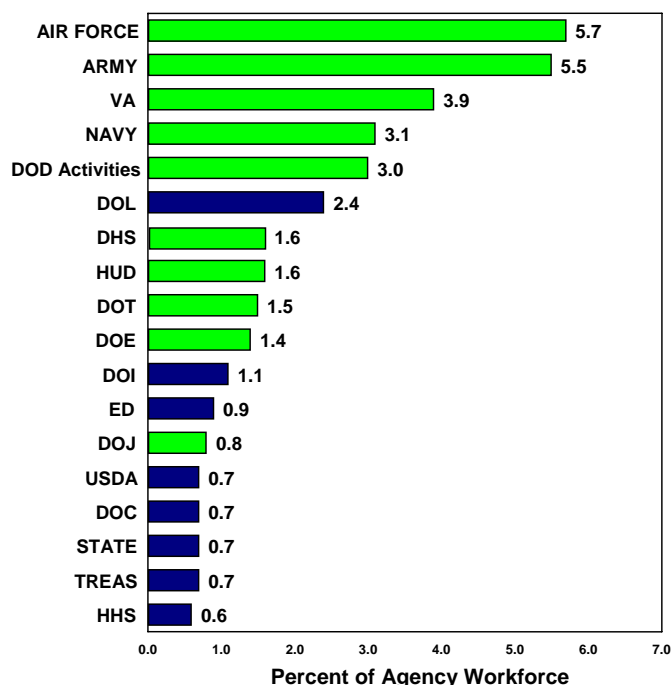
executive and military departments and 23 of the 26 independent agencies with 500 or more employees exceeded the CLF representation rate (0.3 percent) for 30 Percent or More Disabled veterans.

Seven executive and three military departments increased their percentage of 30 Percent or More Disabled veterans during FY 2005. From FY 2004, the percentage point increases for these departments ranged between 0.1 to 0.9.

Army had the largest increase (0.9 percentage points) moving from 4.6 percent in FY 2004 to 5.5 percent in FY 2005. The two other departments with the highest change in their representation of 30 Percent or More Disabled veterans from FY 2004 were the Air Force (0.5 percentage points) and DoD activities (0.3 percentage points). In Figure 6, all DoD (consisting of the Air Force, Army, Navy, and DoD Activities) represented four of the top five departments in their representation of 30 Percent or More Disabled veterans. VA, which rated third in representation of 30 Percent or More Disabled veterans, was the only non-DoD agency of the top five departments (Figure 6).

Two executive departments, DoD (27,574) and VA (9,223), employed 36,797 (78.7 percent) of all 30 Percent or More Disabled veterans (46,727) in the non-Postal Federal workforce during FY 2005.

Figure 6
Representation of 30 Percent or More Disabled Veterans in
Federal Executive Departments, September 30, 2005



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

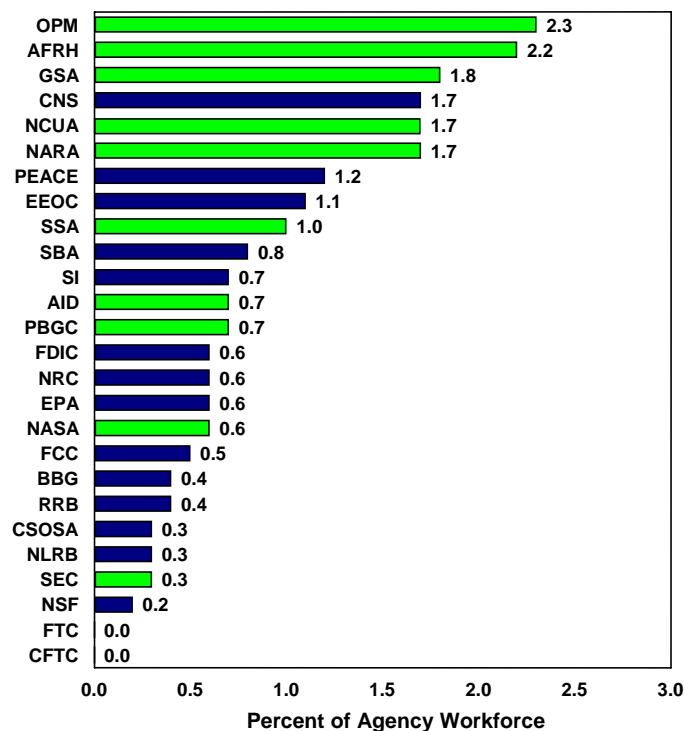
■ - Green represents a higher percent than the previous year.

Figure 7 illustrates there were 10 independent agencies showing percentage point increases (shown in green) during FY 2005 in their representation of 30 Percent or More

Disabled veterans within their workforces. The range of these increases for the 10 agencies was from 0.1 to 0.5 percentage points. NARA had the largest increase (0.5 percentage points) moving from 1.2 percent in FY 2004 to 1.7 percent in FY 2005.

There were seven agencies (CNS, EEOC, SBA, FDIC, NRC, CSOSA, and FTC) showing decreases in their representation of 30 Percent or More Disabled veterans within their workforces (Figure 7). Nine agencies (PEACE, SI, EPA, FCC, BBG, RRB, NLRB, NSF, and CFTC) showed no change from their percentages reported in FY 2004.

Figure 7
Representation of 30 Percent or More Disabled Veterans in
Federal Independent Agencies (500+ Employees),
September 30, 2005



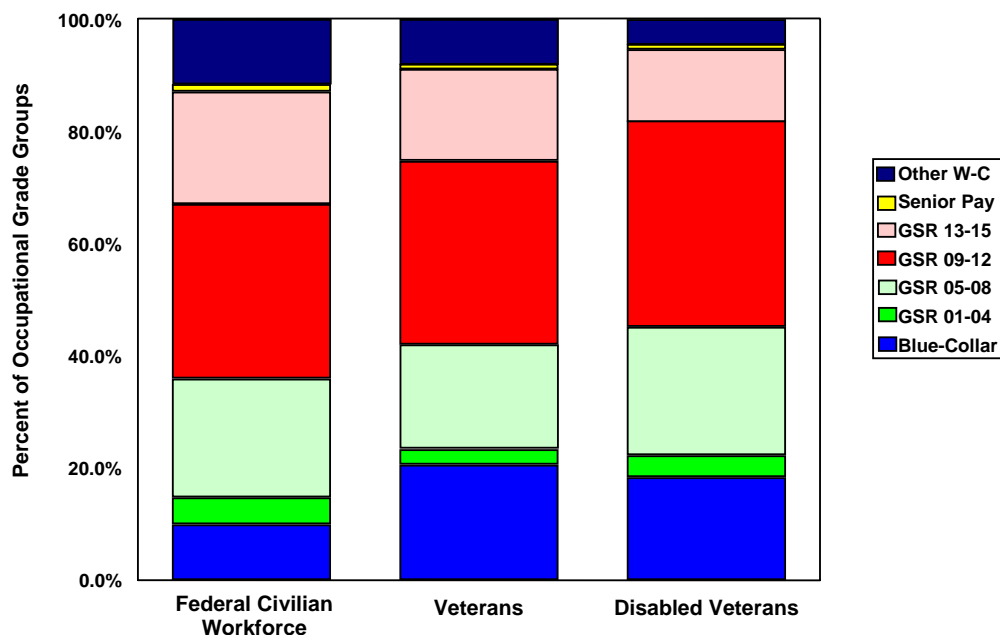
Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percentage than the previous year.

The total number of 30 Percent or More Disabled veterans employed in the Federal on-board civilian workforce increased by 4,717 from 42,010 in FY 2004 to 46,727 employees in FY 2005. This fiscal year change from 2004 to 2005 represents an overall 11.2 percent increase in the employment of 30 Percent or More Disabled veterans.

Grade and Occupational Distribution of Veterans

Figure 8 shows the distribution of the Federal civilian workforce, veterans, and disabled veterans across Federal pay and occupational grade groupings. These groups include Blue-Collar (B-C); General Schedule and Related (GSR) Pay Plans 01-04, 05-08, 09-12, and 13-15; Senior Pay (Sr. Pay) level; and Other White-Collar (OW-C).

Figure 8
Veterans and Disabled Veterans Compared to Federal Civilian Workforce by Blue-Collar, General Schedule and Related, Senior Pay, and White-Collar Pay Groups, September 30, 2005



Groups	B/C	GSR 01-04	GSR 05-08	GSR 09-12	GSR 13-15	Sr. Pay	Other W-C	Total
Federal Civilian Workforce	10.0	4.8	21.2	31.2	20.1	1.1	11.7	100
Veterans	20.6	2.8	18.6	32.8	16.4	0.6	8.2	100
Disabled Veterans	18.4	3.9	22.9	36.8	13.0	0.4	4.6	100

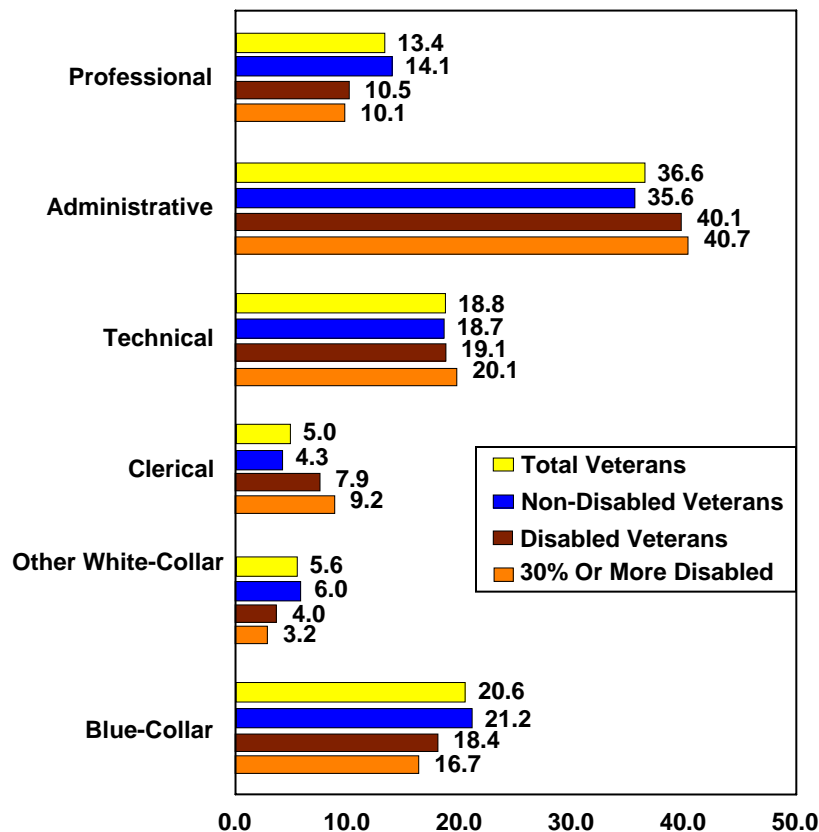
Source: U.S. Office of Personnel Management's Central Personnel Data File

Figure 9 shows the distribution of non-disabled, disabled, and 30 Percent or More Disabled veterans employed in the Federal Government as of September 30, 2005.

This distribution shows veterans' representation (total veterans, non-disabled, disabled, and 30 Percent or More Disabled veterans) by percentages in each of the occupational categories referred to as PATCOB. The acronym PATCOB stands for Professional, Administrative, Technical, Clerical, Other White-Collar and Blue-Collar occupations.

Of the 456,254 veterans employed across all PATCOB categories, 60,956 were in Professional; 166,802 were in Administrative; 85,746 were in Technical; 22,928 were in Clerical; 25,664 were in Other White-Collar; and 94,158 were in Blue-Collar occupations.

Figure 9
Veterans' Employment Distribution by
Occupational Category, September 30, 2005



Veterans By Percent In Occupational Category

	Total Veterans	Non Disabled	Disabled	30% or More Disabled
Total Employment	456,254	363,612	92,642	46,727
Professional	60,956	51,261	9,695	4,719
Administrative	166,802	129,618	37,184	19,017
Technical	85,746	68,025	17,721	9,397
Clerical	22,928	15,652	7,276	4,288
Other White-Collar	25,664	21,965	3,699	1,505
Blue-Collar	94,158	77,091	17,067	7,801

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

Highlights by PATCOB occupational categories are:

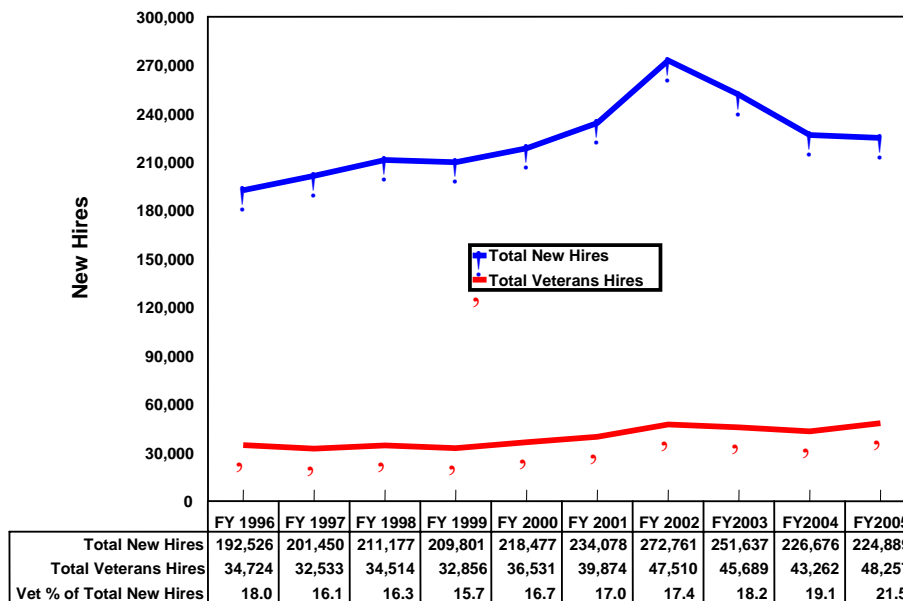
- The top three occupational categories, by percentage employed, for non-disabled veterans were in Administrative, Blue-Collar, and Technical; for disabled veterans they were Administrative, Technical, and Blue-Collar; and for 30 Percent or More Disabled veterans they were in Administrative, Technical, and Blue-Collar.

- Professional Occupations – There were 60,956 total veterans employed in the Professional occupations in FY 2005. This represents 13.4 percent of the total veterans' employment (456,254) (Figure 9). The veterans' population in the Professional occupations shows 51,261 non-disabled veterans and 9,695 disabled veterans of which 4,719 were 30 Percent or More Disabled veterans.
- Administrative Occupations – There were 166,802 total veterans employed in Administrative occupations during FY 2005. This represented 36.6 percent of the total employed veterans (Figure 9). In reviewing the veterans' population in this occupation, the data shows 129,618 non-disabled veterans and 37,184 disabled veterans of which 19,017 were 30 Percent or More Disabled veterans. In comparison with all other PATCOB occupations during FY 2005, the largest number of total veterans, including non-disabled, disabled, and 30 Percent or More Disabled veterans, were employed in Administrative occupations.
- Technical Occupations – There were 85,746 veterans employed in Technical occupations during FY 2005. This represented 18.8 percent of the total employed veterans (Figure 9). In review of the veterans' distribution in this occupational category, there were 68,025 non-disabled veterans and 17,721 disabled veterans of which 9,397 were 30 Percent or More Disabled veterans. The data shows that Technical occupations were the second largest of all PATCOB occupations for the employment distribution of disabled and 30 Percent or More Disabled veterans and third highest for non-disabled veterans.
- Clerical Occupations - There were 22,928 total veterans employed in the clerical category. This occupation employed 5.0 percent of all veterans (Figure 9). There were 15,652 non-disabled veterans and 7,276 disabled veterans of which 4,288 were 30 Percent or More Disabled veterans in Clerical occupations during 2005.
- Other White-Collar Occupations - There were 25,664 total veterans employed in the Other White-Collar occupation representing 5.6 percent of employed veterans (Figure 9). There were 21,965 non-disabled veterans and 3,699 disabled veterans of which 1,505 were 30 Percent or More Disabled veterans.
- Blue Collar Occupations - There were 94,158 total veterans, or 20.6 percent of all veterans, employed in Blue-Collar occupations. This was the second highest occupational category for employing non-disabled veterans (77,091) and third highest for disabled (17,067) and 30 Percent or More Disabled (7,801) veterans.

Hiring of Veterans in the Federal Non-Postal Workforce

During FY 2005, the 48,257 (21.5 percent) veteran new hires represent both the largest number of veteran new hires and veterans percentage of new hires since 1996 (Figure 10). Figure 10 shows that between FY 1996 and FY 2005, the number of total new hires in the Federal workforce rose from 192,526 to 224,889 employees.

Figure 10
Veterans Percent of Total New Hires in Federal Workforce FY 1996-FY 2005

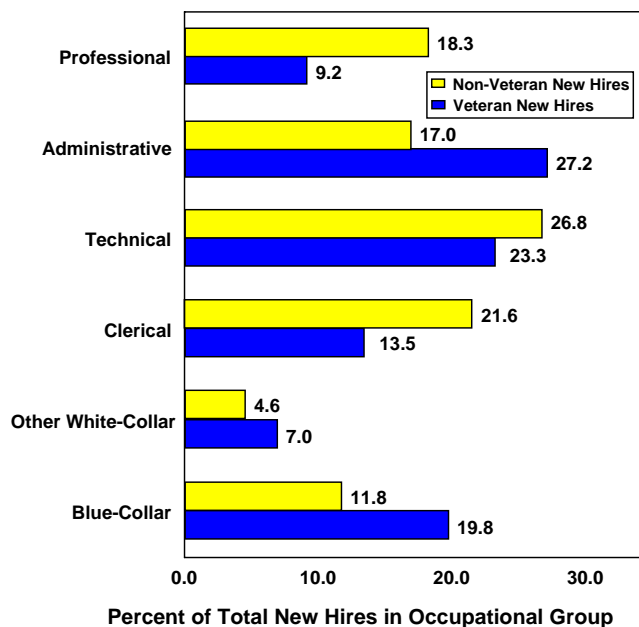


Source: U.S. Office of Personnel Management's Central Personnel Data File

Governmentwide, the number of all Federal employee new hires decreased by 1,787 from 226,676 in FY 2004 to 224,889 in FY 2005. However, the total number of veteran new hires increased from 43,262 in FY 2004 to 48,257 in FY 2005. Veteran new hires representation increased from 19.1 percent in 2004 to 21.5 percent in 2005 (Figure 10).

Figure 11 shows the distribution of veteran and non-veteran new hires for Professional, Administrative, Technical, Clerical, Other White-Collar, and Blue-Collar occupations.

Figure 11
Veteran and Non-Veteran New Hires by Occupational Category during FY 2005



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

In Figure 11, the top three occupational categories for veteran new hires during FY 2005 were in the Administrative (27.2 percent), Technical (23.3 percent), and Blue-Collar (19.8 percent) occupations. The top three occupational categories for non-veteran new hires were Technical (26.8 percent), Clerical (21.6 percent), and Professional (18.3 percent).

New Hires by Departments and Agencies

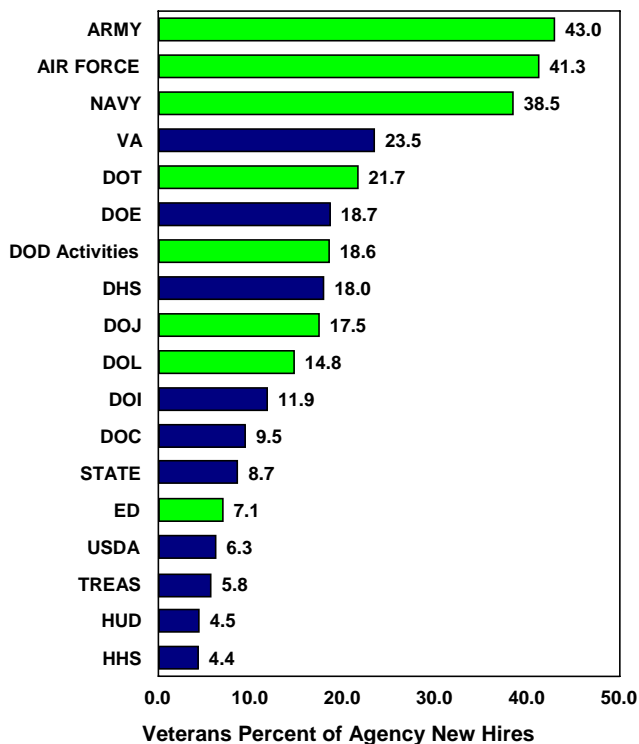
Veterans

The percentages for veteran new hires in Federal departments are presented in Figure 12. Eight executive and military departments (i.e., Army, Air Force, Navy, DOT, DoD Activities, DOJ, DOL, and ED) showed increases in their veterans' representation of new hires in FY 2005. Their percentage point increases ranged from 0.1 to 9.9 with Army having the highest percentage point growth followed by DoD Activities (5.5 percentage points) and Navy (4.5 percentage points) (Figure 12).

In FY 2005, DoD (Army, Air Force, Navy, and DoD Activities combined) employed more than half (29,209, or 60.5 percent) of all veteran new hires (48,257). DoD employed over one-third, 34.8 percent (78,229) of all new hires (224,889).

The non-DoD departments with the highest veteran percentage of new hires in their workforce were VA (23.5 percent), DOT (21.7 percent), DOE (18.7 percent), DHS (18.0 percent), DOJ (17.5 percent), DOL (14.8 percent), and DOI (11.9 percent) (Figure 12).

Figure 12
New Veteran Hires in Federal Executive Departments,
September 30, 2005

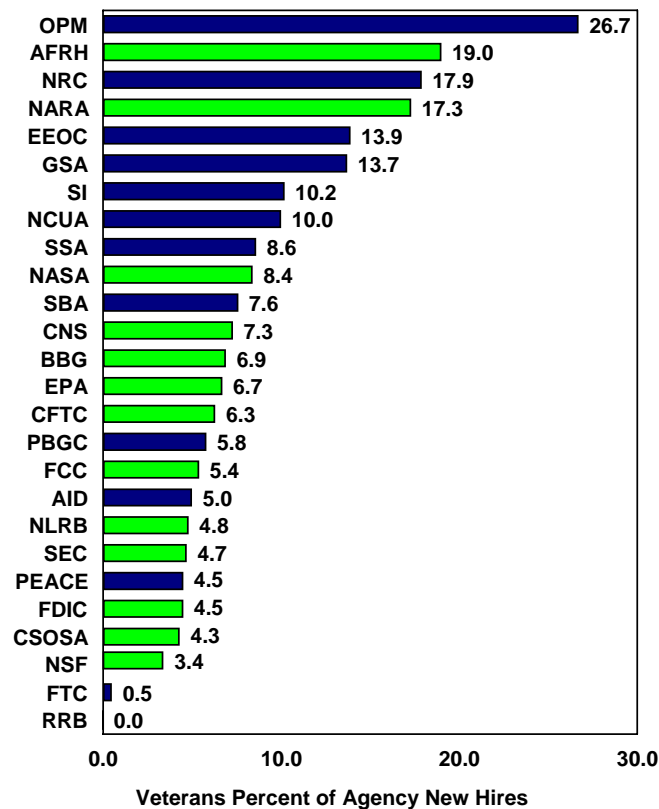


Source: U.S. Office of Personnel Management's Central Personnel Data File

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

Figure 13 shows the independent agencies with 500 or more employees and their veterans' percentage of new hires. The top five agencies are OPM (26.7 percent), AFRH (19.0 percent), NRC (17.9 percent), NARA (17.3 percent), and EEOC (13.9 percent). Thirteen agencies (shown in green) showed percentage point increases from FY 2004 to FY 2005 ranging from 0.5 percentage points to 9.5 percent with AFRH having the largest percentage point increase. Twelve agencies showed lower percentages in FY 2005 than FY 2004. One agency (RRB) remained the same.

Figure 13
New Veteran Hires in Federal Independent Agencies
(500 + Employees) during FY 2005



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

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

The following two tables summarize Federal hiring trends for select veteran populations in both the total and Full-Time Permanent (FTP) Federal civilian workforce. Table 2 summarizes new Federal on-board hiring trends from FY 2001 through FY 2005. Table 3 shows new FTP hires for the same period by selected veteran populations.

During FY 2005, veterans represented 21.5 percent (48,257) of all new hires (224,889) in the Federal Government (Table 2) and 36.7 percent (31,024) of all FTP new hires (84,609) (Table 3). As shown in Table 2, the total number of all Federal new hires decreased by 1,787 new hires from 226,676 in FY 2004 to 224,889 in FY 2005.

However, veteran new hires increased by 4,995 veterans from 43,262 in FY 2004 to 48,257 in FY 2005 (Table 2). The veteran percentage of all Federal new hires has increased every year since FY 2001 (Table 2).

There were more veteran new hires (48,257) in FY 2005 than in any of the previous 4 fiscal years (Table 2). Table 2 shows that during FY 2001, the percentage of new veterans' hires was 17.0 percent. The veterans' percentage of all Federal new hires has been increasing each fiscal year to 21.5 percent in FY 2005.

Table 2					
New Veteran Hires: FY 2001 – FY 2005					
Total Federal Workforce	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
All Federal Hires	234,078	272,761	251,637	226,676	224,889
Veteran Hires	39,874	47,510	45,689	43,262	48,257
% of All Feds Hired	17.0%	17.4%	18.2%	19.1%	21.5%
Vietnam-Era Veteran Hires	11,217	9,411	8,339	7,304	6,596
% of All Employees Hired	4.8%	3.5%	3.3%	3.2%	2.9%
% of All Veterans Hired	28.1%	19.8%	18.3%	16.9%	13.7%
Disabled Veteran Hires	7,495	7,878	8,943	9,031	11,252
% of All Employees Hired	3.2%	2.9%	3.6%	4.0%	5.0%
% of All Veterans Hired	18.8%	16.6%	19.6%	20.9%	23.3%
30%+ Disabled Veteran Hires	4,035	4,370	5,101	5,339	6,882
% of All Employees Hired	1.7%	1.6%	2.0%	2.4%	3.1%
% of All Veterans Hired	10.1%	9.2%	11.2%	12.3%	14.3%
% of All Disabled Vets Hired	53.8%	55.5%	57.0%	59.1%	61.2%

Source: Office of Personnel Management's Central Personnel Data File as of September 30, 2005

As shown in Table 2, new hires of Vietnam-Era veterans have been declining over the 5 fiscal years in actual numbers hired, as a percentage of all employees hired, and as a percent of all veterans hired.

There was an increase of 2,221 in the number of new hires of disabled veterans (11,252) in FY 2005 up from 9,031 disabled veterans' new hires in FY 2004 (Table 2). This is the largest number of disabled veterans' new hires over the 5 fiscal years.

Disabled veterans represent 5.0 percent of all employees hired and 23.3 percent of all veterans hired in FY 2005 (Table 2). Thirty Percent or More Disabled veterans increased by 1,543 new veteran employees from 5,339 in FY 2004 to 6,882 in FY 2005. Fiscal year 2005 shows the largest hiring of 30 Percent or More Disabled veterans as new hires over the past 5 fiscal years (Table 2).

Table 2 shows 30 Percent or More Disabled veterans have consistently increased in both the percentage of all employees hired and of all veterans hired since FY 2001 (Table 2).

As shown in Table 3, the total of all new FTP hires increased Governmentwide by 8,544 from 76,065 in FY 2004 to 84,609 in FY 2005. The veteran FTP new hires, as a total of all Federal hires, increased by 5,476 from 25,548 in FY 2004 to 31,024 in FY 2005. This was the largest number of FTP veterans hired since FY 2002 (31,325) (Table 3).

Table 3					
Veteran Full Time Permanent (FTP) New Hires:					
FY 2001 – FY 2005					
(FTP) Federal Workforce	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
All Federal Hires	78,315	119,871	79,179	76,065	84,609
Veteran Hires	24,301	31,325	26,099	25,548	31,024
% of All Feds Hired	31.0%	26.1%	33.0%	33.6%	36.7%
Vietnam-Era Veteran Hires	5,697	5,157	3,336	3,009	2,821
% of All Employees Hired	7.3%	4.3%	4.3%	4.0%	3.3%
% of All Veterans Hired	23.4%	16.5%	12.9%	11.8%	9.1%
Disabled Veteran Hires	4,342	4,491	5,288	5,123	6,719
% of All Employees Hired	5.5%	3.7%	6.7%	6.7%	7.9%
% of All Veterans Hired	17.9%	14.3%	20.3%	20.1%	21.7%
30%+ Disabled Veteran Hires	2,156	2,314	2,742	2,834	3,871
% of All Employees Hired	2.8%	1.9%	3.5%	3.7%	4.6%
% of All Veterans Hired	8.9%	7.4%	10.5%	11.1%	12.5%
% of All Disabled Vets Hired	49.7%	51.5%	51.9%	55.3%	57.6%

Fiscal Year 2005 showed the highest percentage of new veteran FTP hires (36.7 percent) of the 5 fiscal years reviewed (Table 3). The FY 2005 36.7 percent for veterans FTP new hires was an increase of 3.1 percentage points from FY 2004's 33.6 percent. As shown in Table 3, new FTP veteran hires, as a percentage of all Federal FTP hires, consistently increased since FY 2002 (26.1 percent).

Table 3 shows that agencies hired 6,719 disabled veterans in FY 2005. This is the largest number of new FTP disabled veterans hired over the past 5 fiscal years.

The data also shows FY 2005 to represent the highest percentage points in representation of disabled veteran new hires in terms of both percent of all employees hired and percent of all veterans hired, for all shown fiscal years (Table 3).

Table 3 shows the hiring of 30 Percent or More Disabled veterans has increased each fiscal year from FY 2001. The new hiring of 30 Percent or More Disabled veterans in FTP employment increased by 1,037 from 2,834 in FY 2004 to 3,871 in FY 2005. In representation of all employees hired as new FTP hires, 30 Percent or More Disabled veterans show an increase of 0.9 percentage points from 3.7 percent in FY 2004 to 4.6 percent in FY 2005. This increase shows the largest number and percentages of 30% or More Disabled veterans hired in all FTP positions for all shown fiscal years (Table 3).

Disabled Veterans

There were 456,254 (25.2 percent) veterans in the Federal non-Postal workforce as of September 30, 2005. Of this total number of veterans, the data shows that 92,642 (5.1 percent of all employees) were disabled veterans (Table 1, page 6).

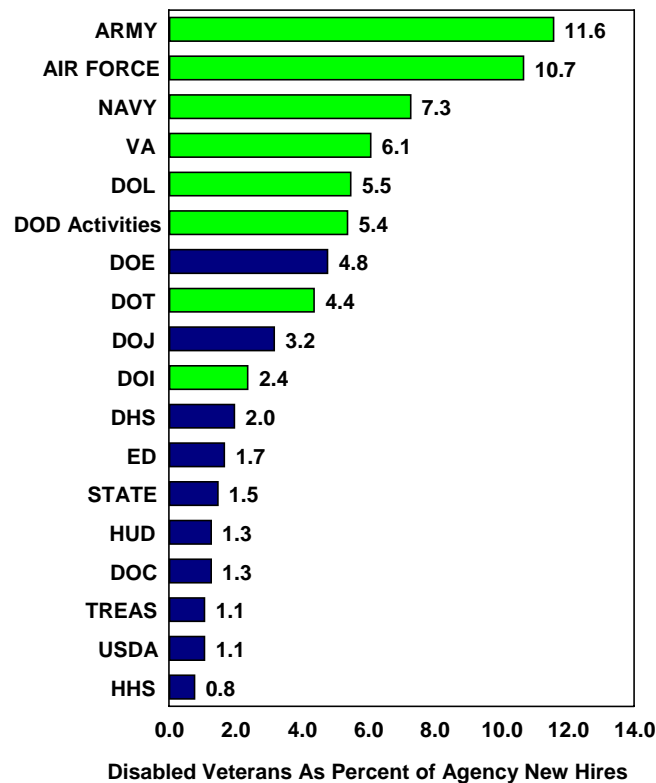
During FY 2005, there were 11,252 disabled veteran new hires, Governmentwide, representing 5.0 percent of all the new employees hired (224,889) compared to 4.0 percent (9,031) during FY 2004 (Table 2, page 20). This change reflects a 1.0 percentage point hiring increase (2,221 more disabled veterans) in FY 2005 than FY 2004.

In review of the hiring of disabled veteran new hires (11,252), Federal executive and military departments accounted for 96.2 percent (10,830) and Federal independent agencies accounted for 3.8 percent (422) of these hires.

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

During FY 2005, of all the hiring of disabled veteran new hires, DoD [consisting of the Army (3,792), Navy (1,007), Air Force (1,831), and DoD Activities (779)] was the leader in the Federal executive and military departments for hiring disabled veterans. DoD's hiring activity represented the employment of 7,409 (65.8 percent) disabled veterans out of the total disabled veterans new hire population of 11,252. The second leader in the hiring of disabled veterans was VA with their total hiring of 1,602 disabled veterans.

Figure 14
New Hires of Disabled Veterans in Federal Executive Departments during FY 2005



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

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

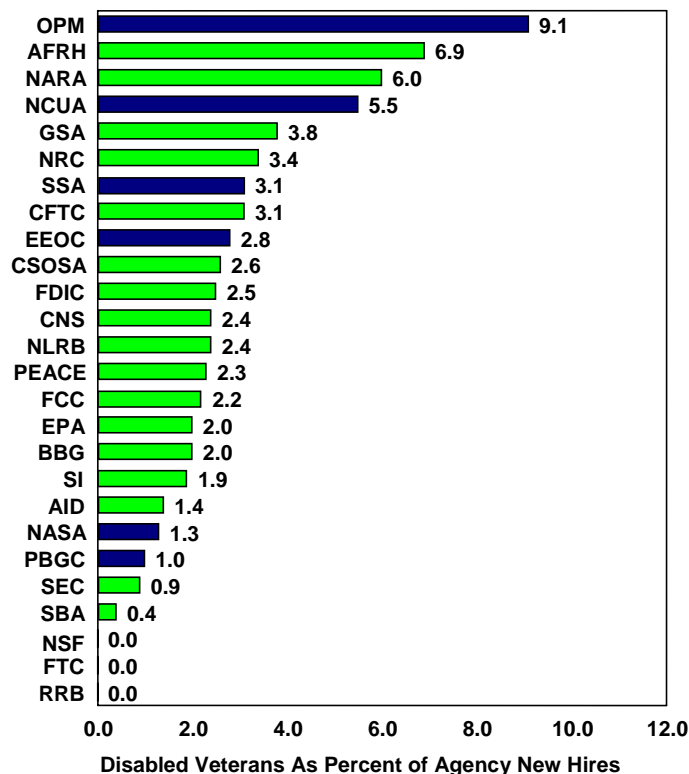
Five executive departments (VA, DOL, DoD Activities, DOT, and DOI) and three military (Army, Air Force and Navy) reported increases in the proportion of disabled veterans new hires in FY 2005 (Figure 14). The increases from FY 2004 to FY 2005 for these departments ranged from 0.2 to 4.1 percentage points. The Army had the largest increase in new hiring of disabled veterans by increasing 4.1 percentage points from 7.5 percent in FY 2004 to 11.6 percent in FY 2005. DoD Activities had the second largest increase of 2.1 percentage points from 3.3 percent in FY 2004 to 5.4 percent in FY 2005.

Three executive departments (DOC, USDA, and HHS) remained the same in percentage points as in FY 2004. Seven executive departments (DOE, DOJ, DHS, ED, STATE, HUD, and TREAS) decreased in their percentage points of disabled veterans' new hiring in FY 2005 as compared with percentages in FY 2004.

In FY 2005, Federal independent agencies employed 3.8 percent (422) of all disabled new hires (11,252). In Figure 15, the leading Federal independent agencies in terms of hiring disabled veterans, as a percent of all their new hires, included OPM (9.1 percent), AFRH (6.9 percent), NARA (6.0 percent), NCUA (5.5 percent), and GSA (3.8 percent).

Seventeen Federal independent agencies showed higher percentages (in green) during FY 2005 in the new hiring of disabled veterans (Figure 15). Further examination of the FY 2005 data shows that seven independent agencies reported lower percentages in their hiring of disabled veterans as compared to 2004 (OPM, NCUA, SSA, EEOC, NASA, PBGC and NSF). Two independent agencies (FTC and RRB) showed no change in their percentages in the hiring of disabled veterans when compared to FY 2004 (Figure 15).

Figure 15
New Hires of Disabled Veterans in Federal Independent Agencies (500+ Employees) during FY 2005



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

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

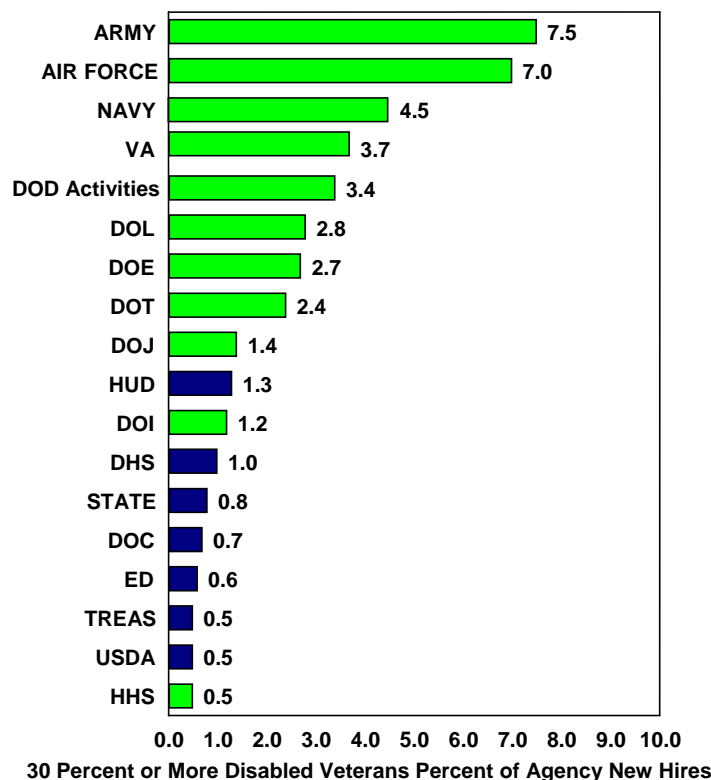
30 Percent or More Disabled Veterans

As shown in Table 2, there were 6,882 new hires of 30 Percent or More Disabled veterans in FY 2005. This new hiring represented 3.1 percent of all new employees hired in FY 2005 compared to 2.4 percent (5,339) in FY 2004 (Table 2). This change represented the largest increase (1,543) of 30 Percent or More Disabled veteran new hires for all 5 fiscal years shown in Table 2. Federal agencies have been hiring 30 Percent or More Disabled veterans at increasing rates since FY 2001 (Table 2).

Figure 16 shows the 30 Percent or More Disabled veterans' percentages of Federal executive and military department new hires in FY 2005. Eight executive and three military departments reported an increase in the representation of 30 Percent or More

Disabled veterans from their FY 2004 hiring data. Two agencies (DHS and DOC) showed no change with five agencies (HUD, STATE, ED, TREAS, and USDA) having decreased in their percentage of new hires of 30 Percent or More Disabled veterans. For those agencies that increased in their 30 Percent or More Disabled veterans' representation of new hires, the percentage points ranged from 0.1 to 2.7. The Army had the largest percentage point change of 2.7 percent, followed by DoD Activities (1.4) and Navy (1.3).

Figure 16
New Hires of 30 Percent or More Disabled Veterans in
Federal Executive Departments during FY 2005



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

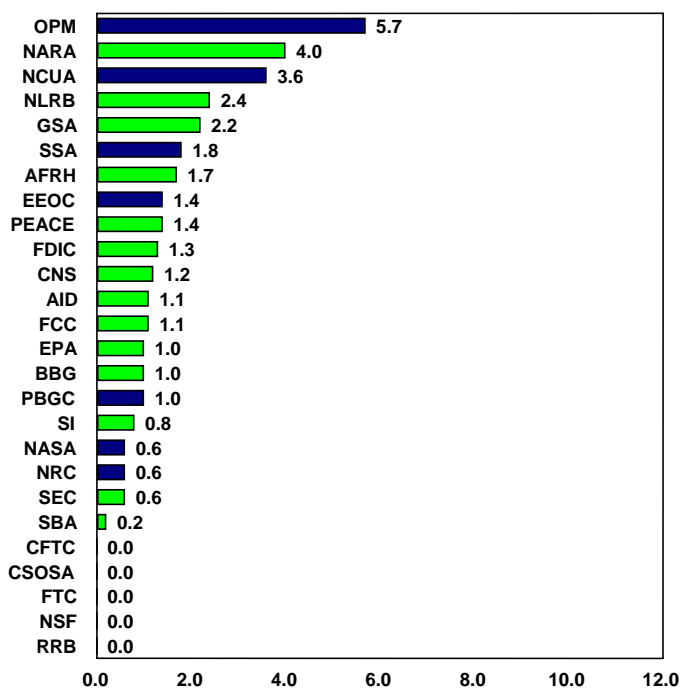
■ - Green represents a higher percentage than the previous year.

Figure 17 shows fourteen (14) Federal independent agencies increased their 30 Percent or More Disabled veterans' representation of new hires in FY 2005. The percentage point increases in these independent agencies ranged from 0.1 to 2.4. NLRB had the largest change with a 2.4 percentage point increase from their FY 2004 percentage. AFRH (1.7), FDIC (1.3) and CNS (1.2) followed the NLRB.

Six independent agencies (NRC, CFTC, CSOSA, FTC, NSF, and RRB) reported no change in their representation of 30 Percent or More Disabled veterans among their new hires compared to FY 2004. Six agencies (OPM, NCUA, SSA, EEOC, PBGC, and NASA) showed declines in their representation of 30 Percent or More Disabled veterans among their new hires during FY 2005 (Figure 17).

Figure 17

New Hires of 30 Percent or More Disabled Veterans in Federal Independent Agencies (500 + Employees) during FY 2005



30 Percent or More Disabled Veterans As Percent of Agency New Hires

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

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

Special Appointing Authorities for Hiring Veterans

OPM encourages agencies to support our Nation's veterans by using the veterans' special appointing authorities such as the 30 Percent or More Disabled Veterans' appointment authority, Veterans Recruitment Appointment (VRA) authority, and all other special hiring authorities. During FY 2005, total disabled veterans hired using these authorities increased by 2,221 from 9,031 in FY 2004 to 11,252 in FY 2005 (Figure 18).

30 Percent or More Disabled Veterans

The 30 Percent or More Disabled Veteran appointment allows agencies to give a temporary or term appointment to service-connected 30 Percent or More Disabled veterans, as rated by the Department of Veterans Affairs or DoD, to any position for which qualified (5 U.S.C. 3112; 5 CFR 316.302, 316.402 and 315.707). After demonstrating satisfactory performance, the disabled veteran may be converted to a career-conditional appointment at any time. Unlike the VRA special appointing authority, there is no maximum grade limitation when using the 30 Percent or More Disabled Veteran appointment authority.

In FY 2005, agencies hired 1,252 30 Percent or More Disabled veterans under the 30 Percent or More Disabled veteran special appointing authority (Figure 18). This is an increase from the 1,043 30 Percent or More Disabled veteran hires made in FY 2004.

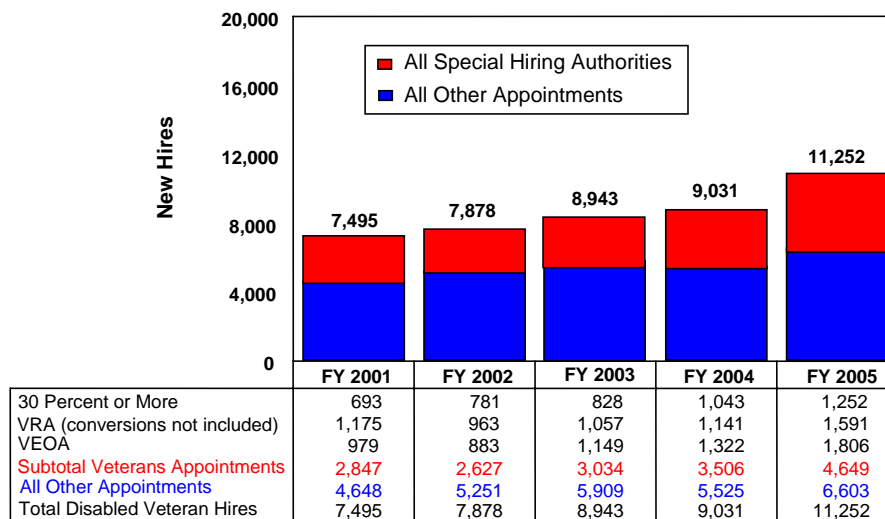
Veterans Recruitment Appointment

The VRA is a special authority by which agencies can appoint an eligible veteran without following competitive examining procedures. This is an excepted service appointment to a position that is otherwise in the competitive service. After 2 years of satisfactory service, the veteran is converted by the agency from the excepted service appointment to a career-conditional appointment in the competitive service.

VRA eligibles may be appointed by the agency to any position for which qualified up to the grade level of GS-11 or equivalent (the promotion potential of the position is not a factor). However, the veteran must meet the qualification requirements for the position.

There were 1,591 disabled veteran' new hires employed under this special authority (Figure 18). As shown in Figure 18, this was an increase in the use of VRA for hiring of 450 more disabled veterans than during FY 2004. This also shows a greater use by Federal departments and agencies in using the VRA special hiring authority for bringing veterans into the Federal Government (Figure 18).

Figure 18
New Hires of Disabled Veterans Overall and Under Veteran Specific Appointing Authorities, FY 2001 - FY 2005

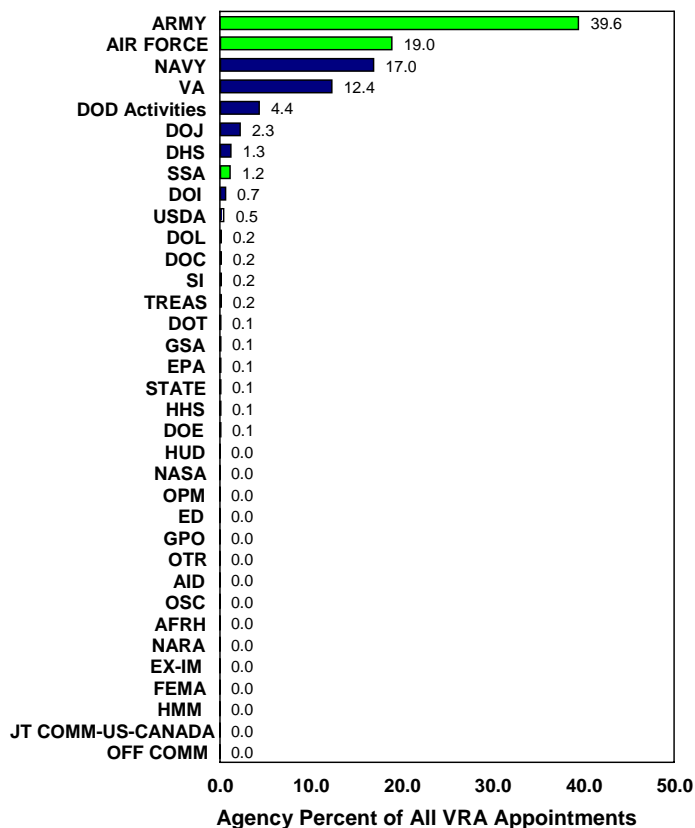


Source: U.S. Office of Personnel Management's Central Personnel Data File

Figure 19 provides the distribution across departments and Federal independent agencies in the percentage of all VRA appointments (7,761). Army had the highest with 39.6 percent (3,074), then Air Force with 19.0 percent (1,477), Navy with 17.0 percent

(1,318), VA with 12.4 percent (965), and DoD Activities with 4.4 percent (343). DoD as a whole accounted for 80.0 percent (6,212) of all VRA appointments during FY 2005.

Figure 19
VRA Appointments by Agency (Executive Departments and Other Independent Agencies) during FY 2005



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

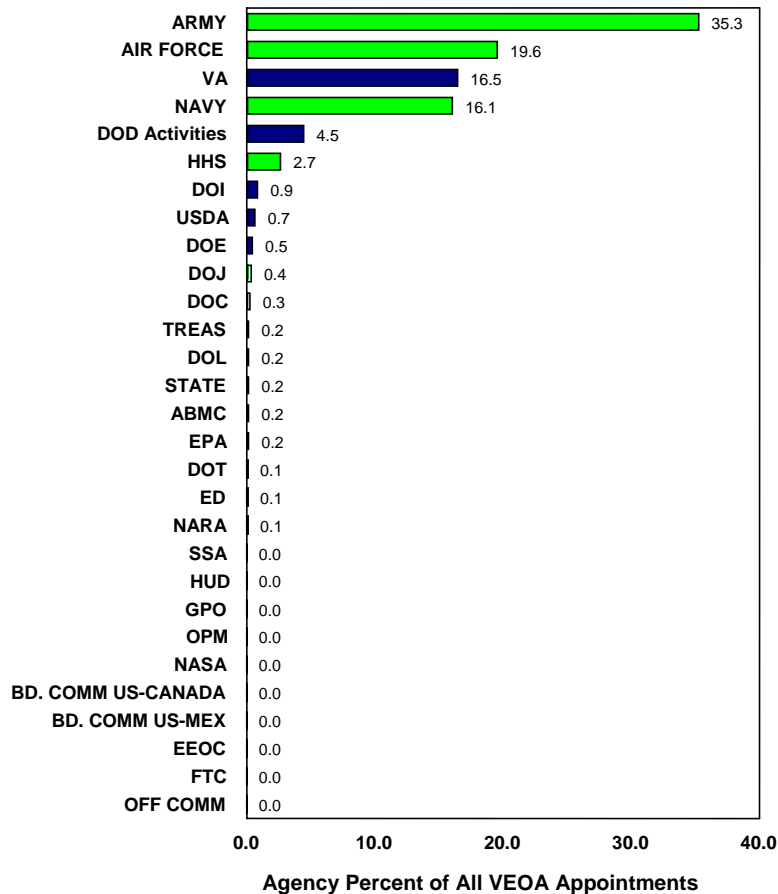
VEOA Activity

In 1998, Congress enacted the Veterans Employment Opportunities Act (VEOA), which created a new hiring authority. In FY 1999, VEOA's first year, there were 729 VEOA appointments. The VEOA was amended by Section 511 of the Veterans Millennium Health Care Act (Public Law 106-117) of November 30, 1999, providing that Federal agencies allow eligible veterans to apply for positions announced under merit promotion procedures when the agency is recruiting from outside its own workforce. A veteran hired using VEOA is given a career or career-conditional appointment by the agency.

During FY 2005, 14,273 veterans obtained employment in the Federal Government using VEOA. From FY 2004 to FY 2005, VEOA usage increased by 2,062 from the 12,211 in FY 2004. Of the total 14,273 VEOA appointments in FY 2005, there were 12,837 that were new hires. The remainder (1,436) was either VEOA conversions from temporary appointments or other Federal appointments. As shown in Figure 20, the Army had the

highest overall percentage of all VEOA appointments with 35.3 percent followed by Air Force (19.6 percent), VA (16.5 percent) and Navy (16.1 percent).

Figure 20
VEOA Appointments in the Executive Departments
and Other Agencies during FY 2005



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

VRA Activity

In FY 2005, Federal agencies made 7,761 VRA appointments, an increase of 1,455 veteran employees from the 6,306 VRA appointments made in FY 2004 (Table 4).

Within the Federal agencies during FY 2005, the use of the VRA appointing authority was concentrated primarily in DoD (Army (3,074), Air Force (1,477), Navy (1,318), and DoD Activities (343)) making up 6,212 (80.0 percent) of the total FY 2005 VRA appointments (7,761).

VA made 965 VRA appointments or 12.4 percent of all VRA appointments. DoD and VA made a combined total of 7,177 VRA appointments, or 92.5 percent of all the VRA appointments in Federal Government.

Table 4
VRA Appointments (Total New Hires and Conversions) by GSR Grade within Agency
FY 2005

Agency	GSR 01- 04	GSR 05- 08	GSR 09- 12	OTHER GRADES, PAY PLANS	TOTAL
AFRH	0	0	0	1	1
AID	0	1	0	0	1
AIR FORCE	50	512	580	335	1,477
ARMY	388	1,454	796	436	3,074
DHS	0	37	55	6	98
DOC	0	6	9	1	16
DOD ACT	15	144	131	53	343
DOE	0	1	2	2	5
DOI	7	22	8	14	51
DOJ	0	171	8	0	179
DOL	0	9	8	0	17
DOT	0	4	6	0	10
ED	0	1	1	0	2
EPA	1	2	2	1	6
GPO	0	0	0	1	1
GSA	0	6	3	0	9
HHS	0	3	3	0	6
HUD	0	0	3	0	3
NASA	0	0	2	0	2
NAVY	110	464	431	313	1,318
OPM	0	1	1	0	2
OSC	0	0	1	0	1
SI	0	14	0	1	15
SSA	4	78	12	3	97
STATE	0	2	4	0	6
TRADE	0	0	0	1	1
TREAS	2	4	5	2	13
USDA	2	26	14	0	42
VA	155	415	82	313	965
TOTAL	734	3,377	2,167	1,483	7,761

Table 5 shows the VRA appointments for veterans entitled to disability compensation by agency and grade grouping. Of the 7,761 VRA appointments during FY 2005, there were 2,417 veterans (31.1 percent) entitled to receive disability compensation in twenty-three Federal agencies.

The largest number of veterans receiving disability compensation were hired using VRA appointments in the Army (895), Navy (459), Air Force (421), and VA (410) (Table 5).

Table 5
VRA Appointments (Total New Hires and Conversions) - Veterans Entitled to Disability Compensation By Agency and Grade Grouping - FY 2005

Agency	GSR 01-04	GSR-05-08	GSR-09-12	OTHER GRADES, PAY PLANS	TOTAL
AIR FORCE	28	175	159	59	421
ARMY	138	389	237	131	895
DHS	0	6	10	1	17
DOC	0	2	0	0	2
DOD ACT	3	33	41	11	88
DOE	0	1	1	0	2
DOI	3	14	1	6	24
DOJ	0	11	2	0	13
DOL	0	5	4	0	9
DOT	0	1	4	0	5
EPA	1	1	2	0	4
GSA	0	0	1	0	1
HHS	0	2	1	0	3
HUD	0	0	1	0	1
NASA	0	0	1	0	1
NAVY	51	152	138	118	459
OPM	0	0	1	0	1
SI	0	1	0	0	1
SSA	2	37	4	0	43
STATE	0	1	0	0	1
TREAS	2	2	1	1	6
USDA	0	8	2	0	10
VA	82	188	44	96	410
TOTAL	310	1,029	655	423	2,417

Analysis of the VRA grade groupings in Table 5 indicates the majority of VRA appointments for veterans entitled to disability compensation (new hires and conversions) were at the GSR-05-08 grade level (1,029 or 42.6 percent). The second largest grade category was in the GSR-09-12 level with 655 VRA appointments. Combined, these two grade categories represented 69.7 percent (1,684) of the total 2,417 VRA appointments for veterans receiving disability compensation.

Table 6 shows that during FY 2005, there were 5,344 total new hires and conversions to VRA appointments of veterans not receiving disability compensation. In review, the largest numbers of these total new hires and conversions to VRA appointments were in the Army (2,179), Air Force (1,056), Navy (859), VA (555), DoD (255) and DOJ (166).

Analysis of the VRA grade groupings in Table 6 indicates the majority of VRA appointments for veterans not entitled to receive disability compensation (new hires and conversions) were made at the GSR-05-08 grade level (2,348 or 43.9 percent) and the GSR-09-12 level (1,512 or 28.3 percent). Combined, these two grade categories represented 72.2 percent (3,860) of the total 5,344 VRA appointments for veterans not receiving disability compensation.

Table 6
Total New Hires and Conversions to VRA Appointments – By Agency and Grade Grouping for Veterans Not Receiving Disability Compensation - FY 2005

Agency	GSR 01-04	GSR-05-08	GSR-09-12	OTHER GRADES, PAY PLANS	TOTAL
AIR FORCE	22	337	421	276	1,056
AFRH	0	0	0	1	1
ARMY	250	1,065	559	305	2,179
DHS	0	31	45	5	81
DOC	0	4	9	1	14
DOD ACT	12	111	90	42	255
DOE	0	0	1	2	3
DOI	4	8	7	8	27
DOJ	0	160	6	0	166
DOL	0	4	4	0	8
DOT	0	3	2	0	5
ED	0	1	1	0	2
EPA	0	1	0	1	2
GPO	0	0	0	1	1
GSA	0	6	2	0	8
HHS	0	1	2	0	3
HUD	0	0	2	0	2
NASA	0	0	1	0	1
NAVY	59	312	293	195	859
OPM	0	1	0	0	1
OSC	0	0	1	0	1
OTR	0	0	0	1	1
SI	0	13	0	1	14
SSA	2	41	8	3	54
STATE	0	1	4	0	5
TREAS	0	2	4	1	7
USAID	0	1	0	0	1
USDA	2	18	12	0	32
VA	73	227	38	217	555
TOTAL	424	2,348	1,512	1,060	5,344

Table 7 shows the VRA conversions to career/career-conditional appointments by agency, total, disabled veterans receiving compensation, and all other veterans (those not receiving disability compensation). As shown in the table, there were 3,665 conversions during FY 2005 to career/career-conditional appointments with 1,085 being disabled veterans receiving compensation and 2,580 other veterans.

The agencies showing the highest total conversions of VRA Appointments to career/career-conditional appointments were Army (1,066), Air Force (951), Navy (619), and VA (367). Respectively, these four agencies also had the highest number of conversions for disabled veterans receiving disability compensation.

In comparison of all agency VRA conversions shown in Table 7, disabled veterans receiving disability compensation represented 29.6 percent (1,085) of the total conversions to career/career conditional appointments (3,665).

Table 7
VRA Conversion to Career/Career-Conditional Appointments by Total, Disabled Veterans Entitled to Disability Compensation, and All Other Veterans - FY 2005

Agency	Total Conversions	Disabled Veterans	All Other Veterans
AIR FORCE	951	232	719
ARMY	1,066	358	708
DOC	12	0	12
DHS	209	57	152
DOD	130	27	103
DOE	2	0	2
DOI	17	5	12
DOJ	171	14	157
DOL	8	3	5
DOT	1	1	0
ED	1	0	1
EPA	2	1	1
GSA	2	0	2
HUD	4	0	4
NARA	1	1	0
NASA	1	0	1
NAVY	619	197	422
SI	9	3	6
SSA	54	10	44
STATE	3	3	0
TREAS	12	7	5
USDA	23	4	19
VA	367	162	205
TOTAL	3,665	1,085	2,580

Promotion of Veterans in the Federal Non-Postal Workforce

During FY 2005, the total number of promotions¹ in the Federal workforce (266,824 promotions) decreased by 3,645 from 270,469 in FY 2004. Veterans received 63,321 promotions (23.7 percent of all employee promotions) in FY 2005 as compared to 63,441 promotions (23.5 percent of all employee promotions) in FY 2004.

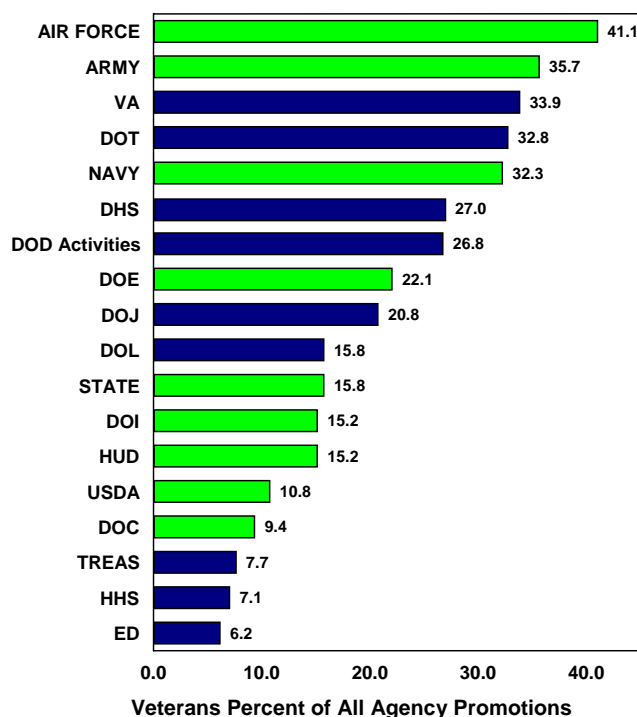
There was an overall decline of 120 promotions for veterans from FY 2004 to FY 2005. However, even with this decline in promotions for veterans there was a 0.2 percentage points increase in the representation of veterans receiving promotions.

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

As shown in Figure 21, six executive (DOE, STATE, DOI, HUD, USDA, and DOC) and three military (Air Force, Army, and Navy) departments increased from FY 2004 in their percentage points of veterans' promotions.

All executive and military departments combined provided 60,789 (96.0 percent) of the total veterans' promotions (63,321) in FY 2005. The Air Force had the highest veterans' percentage of promotions (41.1 percent), followed by Army (35.7 percent), VA (33.9 percent), DOT (32.8 percent), and Navy (32.3 percent). Veterans employed in DoD received 34.7 percent (33,574) of all the total DoD promotions (96,859) in FY 2005.

Figure 21
Promotions of Veterans in Federal Executive
Departments during FY 2005



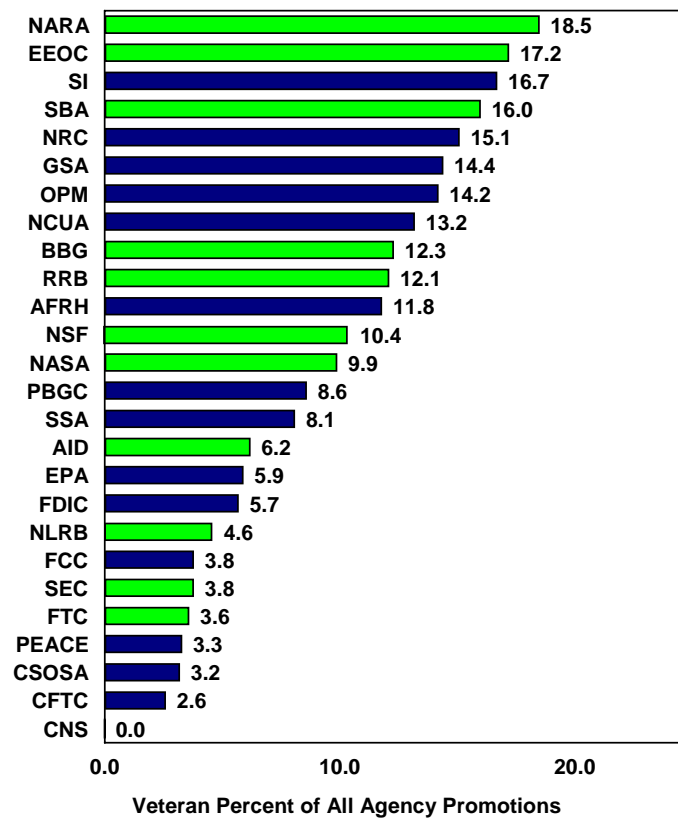
Source: U.S. Office of Personnel Management's Central Personnel Data File

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

Federal independent agencies had 2,532 total veterans' promotions with disabled veterans receiving 620 and 30 Percent or More Disabled veterans receiving 295 promotions respectively. The leading agencies, by veterans' percentage of promotions included NARA (18.5 percent), EEOC (17.2 percent), SI (16.7 percent), SBA (16.0 percent), and NRC (15.1).

Eleven Federal independent agencies showed increases in their veterans' percentage of promotions from FY 2004 to FY 2005 (Figure 22).

Figure 22
Promotions of Veterans in Federal Independent Agencies (500+ Employees) during FY 2005



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

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

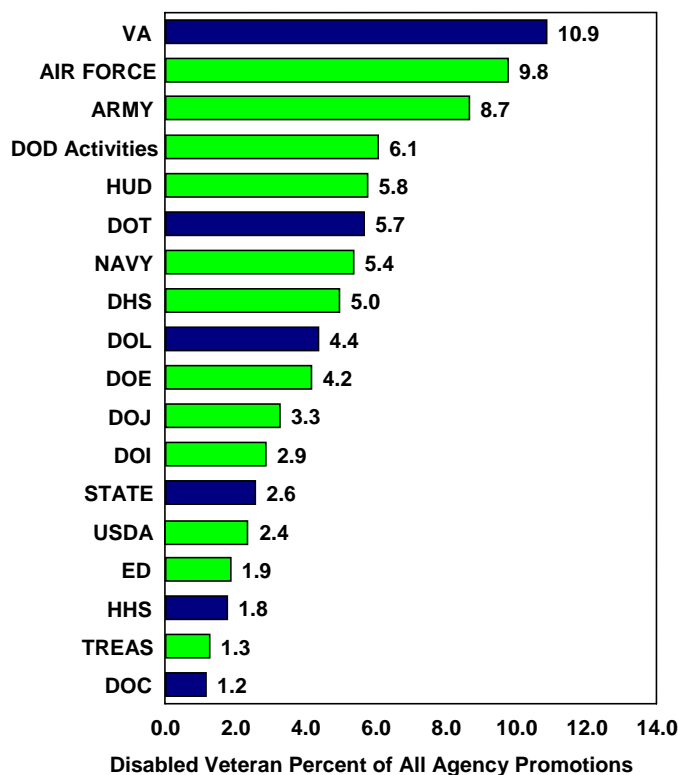
Promotion of Disabled Veterans

In FY 2005, the total disabled veterans' promotions increased to 14,105 (5.3 percent) as compared to 13,477 (5.0 percent of all promotions) in FY 2004. This was a 0.3 percentage point increase, or 628 more promotions, of disabled veterans. DoD (7,344) and VA (2,581) accounted for 70.4 percent (9,925) of all disabled veteran promotions.

Figure 23 shows the disabled veterans percentage of promotions in Federal executive and military departments. Nine executive and three military departments showed increases in percentages in their respective agency's representation of disabled veterans among promotions from FY 2004 (Figure 23).

The promotion increases of disabled veterans ranged from 0.2 percentage points to 1.3 percentage points. Housing and Urban Development (HUD) had the largest percentage point increase (1.3) in FY 2005 followed by Air Force (0.7 percentage points) and Army (0.7 percentage points).

Figure 23
Promotions of Disabled Veterans in Federal Executive Departments during FY 2005



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

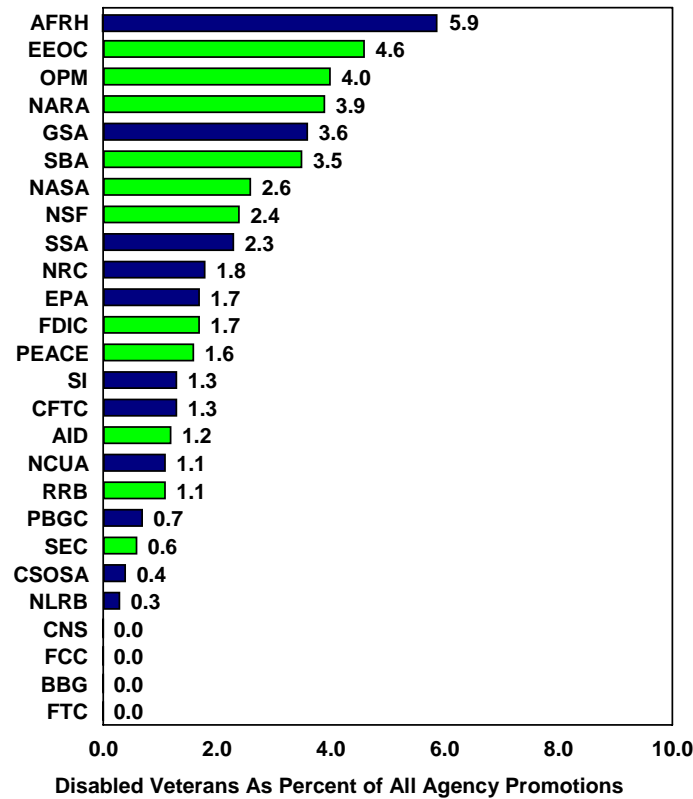
Green - Green represents a higher percentage than the previous year.

Figure 24 shows the Federal independent agencies' representation of promotions for disabled veterans. During FY 2005, of the 14,105 total disabled veterans' promotions, 620 or 4.4 percent were disabled veterans promotions in Federal independent agencies. Federal executive branch agencies accounted for 13,485 of the total (14,105) disabled veterans' promotions during FY 2005.

As shown in Figure 24, eleven Federal independent agencies, with 500 or more employees, increased their respective percentages of disabled veterans' promotions from FY 2004 to FY 2005 (shown in green). Ten agencies decreased in their percentage from the previous year and five agencies (SI, CFTC, NLRB, BBG, and FTC) that showed no percentage change from FY 2004 to FY 2005.

The top five Federal independent agencies promoting disabled veterans during FY 2005, as a percentage of their entire respective agency' promotions were AFRH (5.9 percent), EEOC (4.6 percent), OPM (4.0 percent), NARA (3.9 percent) and GSA (3.6 percent).

Figure 24
Promotions of Disabled Veterans in Federal Independent Agencies (500+ Employees) during FY 2005



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

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

Promotion of 30 Percent or More Disabled Veterans

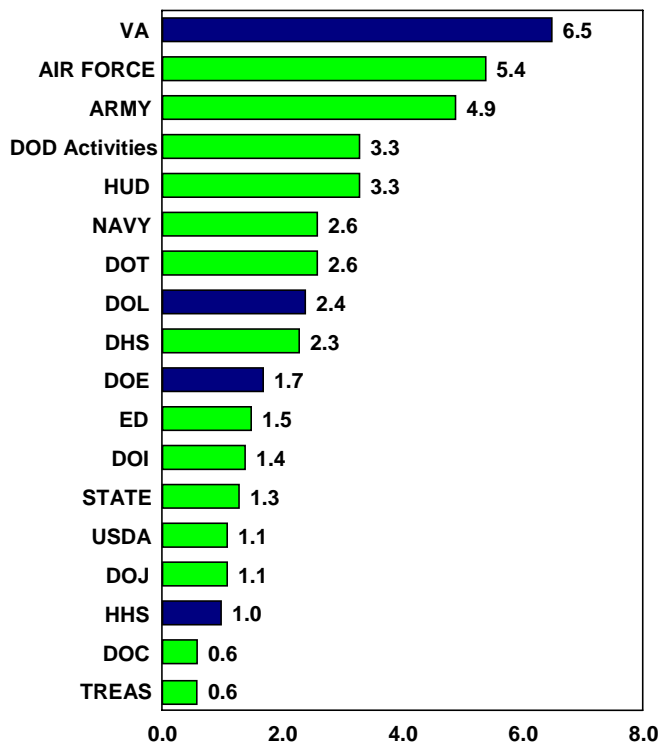
In FY 2005, total promotions for 30 Percent or More Disabled veterans across all agencies totaled 7,426 (2.8 percent) of the total 266,824 promotions. In comparison with prior years, this was the fourth consecutive fiscal year in which 30 Percent or More Disabled veterans received a greater number of the total promotions [FY 2004 - 6,690 (2.5 percent); FY 2003 - 5,790 (2.2 percent); FY 2002 - 5,445 (1.9 percent); and FY 2001 - 5,055 (1.9 percent)].

Figure 25 shows the 30 Percent or More Disabled veterans' percentage of promotions in Federal executive departments. Of the 7,426 promotions of 30 Percent or More Disabled veterans in FY 2005, 7,131 were made in the executive departments. This was an increase of 1,352 promotions from the 5,779 promotions in FY 2004.

Fourteen departments (11 executive and 3 military) showed increases in their respective agency's promotion rates of 30 Percent or More Disabled veterans from FY 2004 to FY 2005 (Figure 25). In comparison, the percentage point increases ranged from 0.1

percentage points to 1.1 percentage points, with the Department of Education (ED) having the largest percentage point increase from FY 2004 to FY 2005 for 30 Percent or More Disabled veterans. ED was followed by the Air Force with 0.8 percentage points and the Army with 0.8 percentage points.

Figure 25
Promotions of 30 Percent or More Disabled Veterans
in Federal Executive Departments during FY 2005



30 Percent or More Disabled Veterans As Percent of All Agency Promotions

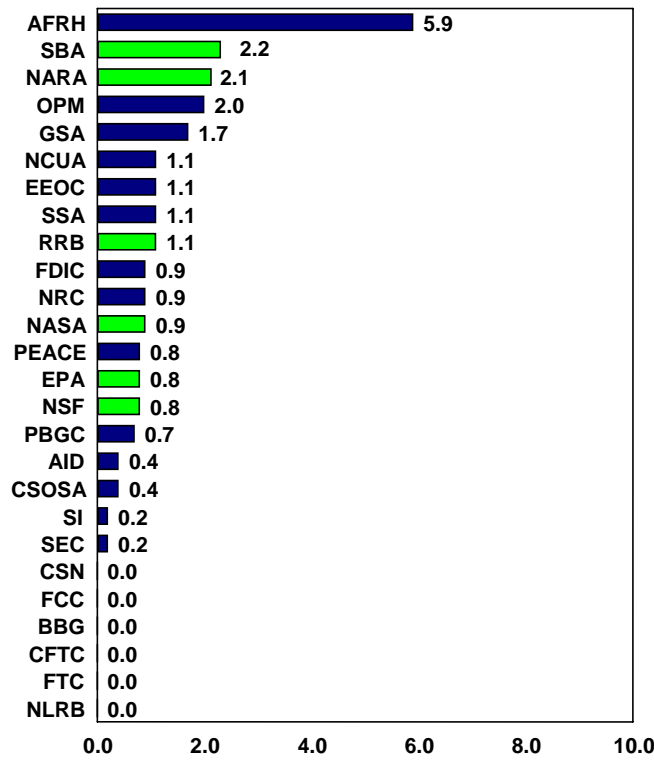
Source: U.S. Office of Personnel Management's Central Personnel Data File

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

Figure 26 shows the promotions of 30 Percent or More Disabled veterans, as a percent of all agency promotions, in Federal independent agencies (500+ employees) in FY 2005. There were 295 promotions in the independent agencies of 30 Percent or More Disabled veterans in FY 2005. This was a decrease of 616 promotions from the 911 promotions in all independent agencies during FY 2004.

As shown in Figure 26, the independent agencies with the highest percentages in their promotions of 30 Percent of More Disabled veterans were AFRH (5.9), SBA (2.2), NARA (2.1), and OPM (2.0). Overall, six independent agencies (SBA, NARA, RRB, NASA, EPA, and NSF) showed increases in their percentage rate from FY 2004 to FY 2005 of 30 Percent of More Disabled veterans, with percentage point increases ranging from 0.1 to 1.3 (Figure 26).

Figure 26
Promotions of 30 Percent or More Disabled Veterans in
Federal Independent Agencies (500+ Employees) during FY 2005



30 Percent or More Disabled Veteran As Percent of All Agency Promotions

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

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

Retirements of Veterans in the Federal Non-Postal Workforce

Over the last 5 fiscal years, all employee retirements totaled 42,194 during FY 2001; 42,202 in FY 2002; 51,146 in FY 2003; 54,229 in FY 2004; and 59,919 in FY 2005. This shows a trend in increasing numbers of employees retiring from the Federal workforce. FY 2005 had the largest number of employee retirements over the last five fiscal years.

Veterans represented 23,758 (39.7 percent) of all retiring Federal employees. Of these total veterans' retirements in FY 2005, there were 4,317 (7.2 percent) disabled veterans of which 1,934 (3.2 percent) were 30 Percent or More Disabled veterans. Of the veteran retirees in FY 2005, there were 22,523 men (94.8 percent) and 1,235 women (5.2 percent).

In reviewing veterans' retirements during the last 5 years, we found that the number of veterans retiring from the total workforce as a percentage of all employee retirements were 18,251 (43.3 percent) during FY 2001; 18,403 (43.6 percent) in FY 2002; 22,038 (43.1 percent) in FY 2003; 22,148 (40.8 percent) in FY 2004; and 23,758 (39.7 percent) in FY 2005. Veterans' retirement numbers have grown yet percentages have declined.

Retirements of disabled veterans, as a percentage of all employee retirements, were 3,392 (8.0 percent) in FY 2001; 3,335 (7.9 percent) in FY 2002; 4,088 (8.0 percent) in FY 2003; 4,063 (7.5 percent) in FY 2004; and 4,317 (7.2 percent) in FY 2005.

Retirements of 30 Percent or More Disabled veterans, as a percentage of all employee retirements, have stayed relatively the same over the last 5 years as shown in the 1,406 (3.3 percent) retiring in FY 2001; 1,412 (3.3 percent) in FY 2002; 1,757 (3.4 percent) in FY 2003; 1,752 (3.2 percent) in FY 2004; and 1,934 (3.2 percent) in FY 2005.

Separations of VRA Appointees

Table 8 shows the FY 2005 separations of VRA appointees and their reason for this separation. As presented in Table 8, there were 1,276 total separations of VRA appointees during FY 2005. Of this, there were 970 Quits, 178 Separations for Cause, 1 Reduction in Force, 31 Other Terminations, 76 Retirements, and 20 Deaths (Table 8). The two largest categories of VRA appointee' separations were Quits (970) and Separations for Cause (178) and accounted for 1,148 (89.9 percent) total separations.

In analyzing the VRA separations' data in Table 8, four agencies showed the largest total separation of VRA appointees. These four agencies were VA (448), Army (361), Navy (150), and Air Force (133) which combined, had 1,092 (85.6 percent) of the 1,276 total VRA separations in FY 2005.

Table 8
Separations of VRA Appointees By Agency (FY 2005)

Agency	Quits	Separations for Cause	Reduction in Force	Other Terminations	Retirements	Deaths	Total
AIR FORCE	118	10	0	1	1	3	133
ARMY	305	41	0	5	3	7	361
DHS	12	3	0	0	9	1	25
DOC	4	0	0	0	1	0	5
DOD	32	8	0	1	2	0	43
DOE	1	0	0	0	0	0	1
DOI	4	1	0	5	1	0	11
DOJ	41	5	0	0	1	0	47
DOL	2	0	0	0	0	1	3
GPO	1	0	0	1	0	0	2
NAVY	138	9	1	1	1	0	150
OTR	1	0	0	0	0	0	1
SI	10	0	0	0	0	0	10
SSA	11	2	0	0	0	0	13
TREAS	8	1	0	0	1	0	10
USDA	6	1	0	0	6	0	13
VA	276	97	0	17	50	8	448
TOTAL	970	178	1	31	76	20	1,276

In reviewing the separations of VRA appointees in these four agencies (Air Force, Army, Navy and VA), the combined data showed 837 Quits, 157 Separations for Cause, 24 Other Terminations, 1 Reduction in Force, 55 Retirements, and 18 Deaths (Table 8).

In FY 2004, the VRA separations of VRA appointees' data showed these four agencies as having similar statistics. Combined there were 780 Quits, 137 Separations for Cause, 30 Other Terminations, 4 Reductions in Force, 45 Retirements, and 11 Deaths.

The largest category of all VRA appointee separations by agency was through Quits in both FY 2004 (944 Quits) and FY 2005 (970 Quits). Combined, 1,914 veterans quit their jobs over this 2-year period (Table 8).

Table 9 shows the FY 2005 separation of VRA appointees by agency for those veterans entitled to disability compensation and their reason for separation. Analysis of the data shows there were 409 VRA appointees separated who had been entitled to disability compensation (Table 9).

Table 9
**Separations of VRA Appointees By Agency - Veterans Entitled to Disability Compensation
FY 2005**

Agency	Separations		Reductions in	Other			Total
	Quits	for Cause	Force	Terminations	Retirements	Deaths	
AIR FORCE	42	2	0	0	1	2	47
ARMY	71	10	0	1	3	2	87
DHS	4	1	0	0	7	0	12
DOC	1	0	0	0	0	0	1
DOD	7	1	0	0	0	0	8
DOI	1	1	0	0	0	0	2
DOJ	1	0	0	0	0	0	1
DOL	1	0	0	0	0	1	2
NAVY	34	2	0	0	0	0	36
SSA	5	1	0	0	0	0	6
TREAS	4	1	0	0	0	0	5
USDA	1	0	0	0	1	0	2
VA	118	44	0	8	26	4	200
TOTAL	290	63	0	9	38	9	409

The largest category of separation for all VRA disabled veterans was in Quits with 290 (70.9 percent) of the total separations (409). The second largest category was in Separation for Cause with 63 (15.4 percent). These two categories combined for 353 (86.3 percent) of all VRA separations for veterans entitled to disability compensation. Table 9 shows that in FY 2005, there were 38 VRA appointee retirements (9.3 percent) who were entitled to disability compensation.

Table 10 shows the separations of VRA appointees by agency who were not entitled to disability compensation. The Federal agencies showing the highest separations of non-disabled veterans were Army (274), VA (248), Navy (114), and Air Force (86). These four agencies had 722 VRA appointees separate from Federal employment thereby representing 83.3 percent of the total 867 separations (Table 10).

The highest category of separations for those VRA appointees not entitled to receive disability compensation was Quits with 680 separations. The second largest was Separations for Cause with 121 separations (Table 10). Combining Quits (680) and Separations for Cause (121) represented a total loss of 801 veterans or 92.4 percent of all FY 2005 separations (867) of veterans not entitled to disability compensation.

Table 10
Separations of VRA Appointees By Agency - Veterans Not Entitled to Disability Compensation
FY 2005

Agency	Quits	Separations for Cause	Reductions in Force	Other Terminations	Retirements	Deaths	Total
AIR FORCE	76	8	0	1	0	1	86
ARMY	234	31	0	4	0	5	274
DHS	8	2	0	0	2	1	13
DOC	3	0	0	0	1	0	4
DOD	25	7	0	1	2	0	35
DOE	1	0	0	0	0	0	1
DOI	3	5	0	0	1	0	9
DOJ	40	5	0	0	1	0	46
DOL	1	0	0	0	0	0	1
GPO	1	1	0	0	0	0	2
NAVY	104	7	1	1	1	0	114
OTR	1	0	0	0	0	0	1
SI	10	0	0	0	0	0	10
SSA	6	1	0	0	0	0	7
TREAS	4	0	0	0	1	0	5
USDA	5	1	0	0	5	0	11
VA	158	53	0	9	24	4	248
TOTAL	680	121	1	16	38	11	867

Tennessee Valley Authority

The Tennessee Valley Authority (TVA) total workforce has decreased by 39 employees (0.3 percent) from 12,742 in FY 2004 to 12,703 in FY 2005. Veterans as a percentage represented 20.9 percent (2,659) of the TVA workforce (Table 11).

As shown in Table 11, from FY 2001 to FY 2005, the total numbers of veterans and their respective percentages of the total TVA employee workforce have continued to decline each fiscal year since FY 2001.

Disabled veterans represented 2.3 percent (289) of TVA's total workforce as compared to disabled veterans in the non-Postal Federal workforce at 5.1 percent (92,642). The representation of disabled veterans in TVA increased from 286 in FY 2004 to 289 in FY 2005. Overall, disabled veterans' representation in TVA has remained relatively stable in both the numbers of employed veterans and as percentage of the total TVA workforce during the 5-year period from FY 2001 through FY 2005 (Table 11).

There were 89 (0.7 percent) 30 Percent or More Disabled veterans in TVA's total workforce (Table 11). As shown in both numbers and percentages of the total workforce, the representation of 30 Percent or More Disabled veterans has remained stable in both percentage of total workforce and as percentage of veterans (Table 11).

Table 11
Employment of Veterans in the Tennessee Valley Authority FY 2001 – FY 2005

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Total Workforce	13,430	13,444	13,379	12,742	12,703
Total Veterans	3,668	3,458	3,218	2,848	2,659
% of Total	27.3%	25.7%	24.1%	22.4%	20.9%
Disabled Veterans	286	296	294	286	289
% of Total	2.1%	2.2%	2.2%	2.2%	2.3%
% of Veterans	7.8%	8.6%	9.1%	10.3%	10.8%
30%+ Disabled Veterans	94	98	91	89	89
% of Total	0.7%	0.7%	0.7%	0.7%	0.7%
% of Veterans	2.5%	2.8%	2.8%	3.1%	3.4%
% of Disabled Veterans	32.8%	33.1%	30.9%	31.1%	30.8%

Source: Tennessee Valley Authority

The number of promotions in TVA declined from 585 in FY 2004 to 458 in FY 2005. Of the 458 promotions that were made within TVA during FY 2005, veterans received 97 (21.2 percent) of the 458; disabled veterans received 4 (0.9 percent) promotions of which 30 Percent or More Disabled veterans received 2 (0.4 percent) of these total promotions.

U.S. Postal Service

The U. S. Postal Service (Postal Service) is one of the largest employers of veterans in the nation, second only to the Department of Defense. During FY 2005, the Postal Service employed 704,203 career employees. This was a decrease of 2,211 employees from the 706,414 employed during FY 2004 (Table 12).

There were 187,144 veterans employed in the Postal Service during FY 2005. This is a decrease of 9,029 veterans from the 196,173 during FY 2004.

Disabled veterans represented 9.0 percent (63,456) of the Postal Service's career workforce as compared to 9.3 percent (65,956) during FY 2004. The representation of disabled veterans in the Postal Service shows a decline of 2,500 disabled veterans (Table 12).

Additionally, the Postal Service's representation of 30 Percent or More Disabled veterans' population declined by 251 from 17,110 in FY 2004 to 16,859 in FY 2005 (Table 12).

Table 12
Employment of Veterans in the U.S. Postal Service FY 2001 – FY 2005

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Total Workforce	774,675	751,980	729,646	706,414	704,203
Total Veterans	235,985	223,796	210,887	196,173	187,144
% of Total	30.5%	29.8%	28.9%	27.8%	26.6%
Disabled Veterans	77,521	73,899	70,053	65,956	63,456
% of Total	10.0%	9.8%	9.6%	9.3%	9.0%
% of Veterans	32.8%	33.0%	33.2%	33.6%	33.9%
30%+ Disabled Veterans	19,183	18,529	17,839	17,110	16,859
% of Total	2.5%	2.5%	2.4%	2.4%	2.4%
% of Veterans	8.1%	8.3%	8.5%	8.7%	9.0%
% of Disabled Veterans	24.7%	25.1%	25.5%	25.9%	26.5%

Source: United States Postal Service

The Postal Service made 28,940 promotions (advancements) during FY 2005. Veterans received 25.1 percent (7,270) of all promotions, which was up 733 from the 6,537 promotions in FY 2004. Disabled veterans received 10.0 percent (2,883) of all Postal Service promotions in FY 2005, compared to 10.4 percent (2,514) in 2004. This was an increase of 369 promotions of disabled veterans.

Postal Service veterans rated as 30 percent or more disabled received 2.9 percent (844) of the total promotions in FY 2005 as compared to 2.8 percent (663) during FY 2004. This was an increase of 181 advancements for 30 Percent or More Disabled veterans.

Agency Accomplishments

In 2005, Federal executive departments and independent agencies engaged in a variety of activities directly supporting the recruitment, training, and career advancement of veterans in the Federal Government. Each year, OPM reviews their Disabled Veterans Affirmative Action Plan (DVAAP) submissions to identify promising practices that can be shared with other agencies. This year, we have included those efforts described in agency submissions that they felt enabled them to improve upon their respective DVAAP program. This section of the annual report presents information and practices on three specific topical areas: Recruitment, Training, and Career Advancement.

Recruitment

Many Federal agencies' DVAAP reports stated that their vacancy announcements were advertised extensively and almost always electronically, such as on the OPM USAJOBS website. Several agencies noted the number of hiring authorities available to agencies in employing veterans has made it easier and faster for well-qualified veterans, and especially disabled veterans, to be hired into these advertised positions. Some of the highlights found in the annual agency submissions were:

The **Broadcasting Board of Governors' (BBG)** Office of Civil Rights monitors, reviews, and evaluates the agency's outreach efforts to recruit, hire, train, and promote disabled veterans. BBG continued to encourage managers and supervisors to use special appointing authorities (e.g., Veterans Recruitment Appointment, Schedule A, Schedule B, and the non-competitive appointment of 30% or More Disabled veterans) that will facilitate the employment of disabled veterans.

The **Court Services and Offender Supervision Agency (CSOSA)** continued efforts to recruit and employ qualified disabled veterans using the Veterans Recruitment Appointment and other authorities applicable to veterans. CSOSA collaborated with colleges, universities, the President's Committee on People with Disabilities, Paralyzed Veterans of America, the Workforce Recruitment Program for College Students with Disabilities, and the State Vocational Rehabilitation agencies to encourage veterans to apply for positions.

The **Defense Contract Management Agency (DCMA)** developed a new program specifically for the employment of disabled veterans called "Hire a Hero Program." The program collaborates with the Military Severely Injured Center and several military medical centers to reach service-connected disabled veterans for employment opportunities in DCMA. Additionally, DCMA participated in three major career job fairs in Puerto Rico, Texas, and Arkansas.

The **Defense Intelligence Agency (DIA)** partnered with the Department of Veterans Affairs, Vocational Rehabilitation and Employment Service's One-Stop Center, to use their services in identifying highly qualified veterans in the intelligence, information technology, and support fields. DIA has taken a proactive approach toward recruiting

disabled veterans, especially those rated as 30 Percent or More Disabled veterans, through its outreach efforts. This included holding recruitment fairs at 30 universities nationwide; 11 job fairs associated with military bases; and producing an advertising campaign including 23 military related newspapers.

The **Defense Logistics Agency (DLA)** employees have formed an organization called the “Veterans Employment Team (VET)” that provides support and guidance to all veterans within the Federal Center and the local community. VET’s objective is to network within community-based organizations and veterans groups to provide sensitivity and awareness on veterans’ issues. DLA’s VET members assist in the development of strategies and initiatives to recruit, hire, and retain more veterans, including disabled veterans (30% or more), for Federal employment.

The **Department of the Air Force** routinely utilizes the 30 Percent or More Disabled Veteran (DAV) recruitment authority. Military members are briefed at family support centers when separating from the military concerning their possible eligibility for appointment to the civil service via the 30% DAV, VRA, and VEOA appointing authorities.

The **Department of Commerce (DOC)** participated in meetings at the White House to discuss strategies for assisting wounded soldiers and their families with employment opportunities. To increase the number of disabled veterans in DOC’s applicant pools, DOC entered into partnerships with the Department of Labor, Department of Defense, Department of Veterans Affairs, and the Walter Reed Army Medical Center. This included DOC’s identification of over 110 temporary work assignments suitable for wounded soldiers on either medical hold or transitioning to the civilian workforce. DOC has hired a disabled veteran to take the lead in making progress in recruiting and hiring disabled veterans in positions throughout Commerce.

The **Department of Justice (DOJ)** conducted an aggressive outreach program for veterans and disabled veterans. DOJ’s outreach efforts included working with the Department of Veterans Affairs, the Department of Labor, the Office of Disability Employment Policy, the Office of Personnel Management, Disabled American Veterans, Paralyzed Veterans of America, the Blinded Veterans Association, colleges, universities, and technical/vocational schools to reach qualified veterans with disabilities to apply for careers with DOJ. DOJ continued to use employees who are veterans with disabilities in agency recruitment, outreach, and other employment programs.

The **Department of Veterans Affairs (VA)** implemented the “Fulfilling the Commitment – Coming Home to Work” initiative for ensuring transitioning service-members, especially service-connected disabled veterans, have access to a full-range of resources to obtain and retain suitable employment. The VA program focuses on linking seriously injured and wounded service members to existing job opportunities in VA facilities.

The **National Archives and Records Administration’s (NARA)** external recruiting efforts, including posting vacancy announcements on USAJOBS, resulted in the hiring of 32 disabled veterans during FY 2005.

The **National Credit Union Administration (NCUA)** increased efforts to include veterans in the agency's overall recruitment efforts. Veterans were actively encouraged to participate in NCUA's recruiting programs. Also, the agency encouraged current veterans to extend outreach efforts to other efforts resulting in hiring 6 new veterans.

The **National Gallery of Art (NGA)** utilized the non-competitive 30 Percent or More Disabled veterans' authority to appoint two individuals: one to GS-9 and the other to GS-12. NGA continues to use the Veterans Recruitment Appointment authority as a significant recruitment source for its security force.

The **Nuclear Regulatory Commission (NRC)** Recruitment Team identified establishments and groups that had a representation of disabled individual on their rolls. NRC additionally used recruitment methods at universities, state vocational rehabilitation agencies, and recruited in professional engineering and diversity journals to attract disabled veterans. NRC effectively employs a wide array of recruitment tools and techniques including returning to selected universities and colleges to make employment offers, offer technical applicants recruitment bonuses, and aggressive follow-up to attract qualified candidates, many of whom are disabled.

The **U.S. Office of Personnel Management (OPM)** provided training at veterans' hospitals and job fairs across the country, and developed brochures and other literature to provide guidance for disabled veterans seeking Federal employment. In addition, Human Capital Leadership & Merit System Accountability Division continued OPM's strong outreach activities with relevant professional associations and participated in several employment and placement workshops.

The **U.S. Postal Service (USPS)** participated in the 2005 National Veteran Job Fairs in San Bruno, California and Arlington, Virginia. USPS veterans' program coordinators maintained working relationships with the State Division of Vocational Rehabilitation, the Department of Veterans Affairs, Veterans Employment Services, veterans' service organizations, and private veterans assistance centers to ensure exchange of information regarding the postal employment of people with disabilities.

The **U.S. Consumer Product Safety Commission (CPSC)** continued to use EARN, the Employee Assistance Referral Network, designed to find qualified individuals with disabilities for consideration for CPSC vacancies. In addition, CPSC posted several job vacancies on retired military association websites in an effort to attract military veterans to the agency. CPSC vacancy announcements are primarily open to all sources, including individuals eligible for special appointing authorities (VRA, 30 Percent or More Disabled veterans, and VEOA).

Training

Agencies are required to develop education and training programs that strike a balance between the needs of the agencies and the aspirations of veterans. To meet this requirement, agencies used a variety of developmental training and education initiatives.

These programs consisted of: planned on-the-job training, temporary promotions, cross-divisional training and job reassignments, off-site classroom training, topic specific counseling (e.g., resume writing), and training for managers and supervisors on job restructuring to help disabled veterans meet job requirements. Agencies may use any combination of these developmental programs and initiatives in order to help veterans advance. In accordance with 38 U.S.C. 4214(e)1(D) we are providing in this report descriptions of veterans' education and training programs used by agencies. Here are some specific agency programs:

The **Court Services and Offender Supervision Agency (CSOSA)** encouraged managers and supervisors to consider job redesign to create opportunities for disabled veterans, and provided technical assistance to managers and supervisors in hiring, employment, advancement, and accommodation of disabled veterans. CSOSA established a formal mentoring and training program for people with disabilities modeled after other such programs.

The **Defense Contract Audit Agency (DCAA)** has made all aspects of recruitment, employment, and retention of disabled veterans a topic in their Supervisory training Course. DCAA has incorporated the recruitment of veterans into their annual recruitment plan.

The **Equal Employment Opportunity Commission's** utilizes the video "*What Veterans' Need to Know About Veterans Preference*" produced by the Office of Personnel Management to train selecting officials.

The **Nuclear Regulatory Commission (NRC)** Office of Human Resources provides career counseling for disabled veterans to assist them with making career plans and informed career choices. Disabled veterans are encouraged to complete Individual Development Plans to ensure they receive career-building training. Training includes attending NRC's Leadership Potential Program and Administrative Skills Enhancement Program.

Career Advancement

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

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

The **U.S. Commodity Futures Trading Commission (CFTC)** provides the resources that afford employees the opportunities for self-development and job skills improvement through audiotapes, videotapes, and other training, education, and career development materials.

The **Department of the Air Force's** permanently assigned disabled veterans' self-nominate for promotion, along with other qualified employees, through automated systems. As career advancement is linked to training, disabled veterans are included in all special programs such as developmental opportunities, apprenticeships, and intern programs when utilized.

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

AGENCY

ABBREVIATION

Agency for International Development	AID
Agriculture, Department of	USDA
Air Force, Department of the	AIR FORCE
American Battle Monuments Commission	ABMC
Appalachian Regional Commission	ARC
Armed Forces Retirement Home	AFRH
Army, Department of the	ARMY
Broadcasting Board of Governors	BBG
Commerce, Department of	DOC
Commission on Civil Rights, U.S.	CCR
Commodity Futures Trading Commission	CFTC
Consumer Product Safety Commission	CPSC
Corporation for National Service	CNS
Court Services and Offender Supervision Agency	CSOSA
Defense, Department of (Office of the Secretary)	DoD HQ
Defense Contract Audit Agency	DCAA
Defense Contract Management Agency	DCMA
Defense Finance and Accounting Service	DFAS
Defense Information Systems Agency	DISA
Defense Inspector General	DIG
Defense Intelligence Agency	DIA
Defense Logistics Agency	DLA
Defense Security Service	DSS
Defense Threat Reduction Agency	DTRA
Defense Education Activity	DoDEA
Education, Department of	ED
Energy, Department of	DOE
Environmental Protection Agency	EPA
Equal Employment Opportunity Commission	EEOC
Export-Import Bank of the U.S.	EX-IM
Farm Credit Administration	FCA
Federal Communications Commission	FCC
Federal Deposit Insurance Corporation	FDIC
Federal Election Commission	FEC
Federal Labor Relations Authority	FLRA
Federal Maritime Commission	FMC
Federal Mediation and Conciliation Service	FMCS
Federal Mine Safety and Health Review Commission	FMSHRC
Federal Trade Commission	FTC
General Services Administration	GSA
Government Printing Office	GPO
Health and Human Services, Department of	HHS

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

Glossary of Terms

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

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

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

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

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

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

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

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

Full Time Employees. Employees who are regularly scheduled to work the number of hours and days required by the administrative work week for their employment group or class. Full time employees usually have a 5-day work week at 8 hours per day.

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

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

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

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

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

PATCOB. PATCOB is an acronym representing the categories of Professional, Administrative, Technical, Clerical, Other White-Collar and Blue-Collar occupations.

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

Senior Pay Level. Employees in the Senior Executive Service, Senior Foreign Service, and other employees earning salaries above that of grade 15 of the General Schedule.

Temporary Appointment. A temporary appointment is a nonstatus appointment to a competitive service position for a specific period not to exceed one year.

Term Appointment. A term appointment is a nonstatus appointment to a position in the competitive service for a specific period of more than one year but not more than four years.

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

Veterans Recruitment Appointment. The VRA is a special authority by which agencies may appoint an eligible veteran without competition provided to qualified covered veterans in accordance with the provisions of 38 U.S.C. 4214.

Vietnam Era Veteran (VEV). A Vietnam era veteran is a person who (1) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released with other than a dishonorable discharge; (2) was discharged or released from active duty for a service connected disability if any part of such active duty was performed between August 5, 1964 and May 7, 1975; or (3) served on active duty for more than 180 days and served in the Republic of Vietnam between February 28, 1961 and May 7, 1975. May 7, 1975, and was discharged or released with other than a dishonorable discharge; was discharged or released from active duty for a service connected disability .