

Annual Federal Equal Opportunity Recruitment Program (FEORP) Plan Certification – Fiscal Year 2004

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

Ms. Suzy Barker, Manager, Recruiting, Examining and Assessment Group
Center for Talent and Capacity Policy
U.S. Office of Personnel Management
1900 E Street, NW, Room 4500
Washington, DC 20415-9800

IDENTIFYING INFORMATION

A. Name and Address of Agency

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

B. Name and Title of Designated FEORP Official (Include Address, if different from above.)

Ms. Susan C. McHugh
Acting Deputy Assistant Secretary
Office of Diversity Management and
Equal Employment Opportunity

Telephone and Fax Numbers

(202) 501-1970
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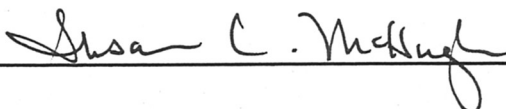
C. Name and Title of Contact Person (Include address, if different from above.)

Lenore H. Jacobs
EEO Program Manager

Telephone and FAX Numbers

(202) 501-2193
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Certification: I certify that the above named agency: (1) has a current FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM (FEORP) plan and the program is being implemented as required by Public Law 95-454, and subsequent regulations and guidance issued by the US Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a FEORP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan; and (4) that such plans are available upon request from field offices or installations.

SIGNATURE  DATE 11/13/03

**FEORP: PARTICIPANTS IN FORMAL VA CAREER DEVELOPMENT PROGRAMS
FY 2003**

RNO AND GENDER	GS 1-4		GS 5-8		GS 9-12	
	#	%	#	%	#	%
Overall Total	664	100.00	1,635	100.00	4,129	100.00
Total Men	257	38.70	638	39.02	1,792	43.40
Total Women	407	61.30	997	60.98	2,337	56.60
Total Blacks	214	32.23	390	23.85	758	18.35
Black Men	79	11.90	155	9.48	340	8.23
Black Women	135	20.33	235	14.37	418	10.12
Total Hispanics	42	6.33	103	6.30	164	3.97
Hispanic Men	13	1.96	60	3.67	83	2.01
Hispanic Women	29	4.37	43	2.63	81	1.96
Total Asian/Pacific Islanders	7	1.05	21	1.28	67	1.62
Asian/Pacific Islander Men	3	0.45	7	0.43	31	0.75
Asian/Pacific Islander Women	4	0.60	14	0.85	36	0.87
Total Native Americans	35	5.27	96	5.87	263	6.37
Native American Men	14	2.11	20	1.22	83	2.01
Native American Women	21	3.16	76	4.65	180	4.36
Total White	366	55.12	1,024	62.63	2,876	69.65
Total Non-White Other	0	0.00	1	0.06	1	0.02

Note: Columns may not total 100% due to rounding.

**FEORP: PARTICIPANTS IN FORMAL VA CAREER DEVELOPMENT PROGRAMS
FY 2003 (continued)**

RNO AND GENDER	GS 13-15		SENIOR PAY	
	#	%	#	%
Overall Total	1,184	100.00	68	100.00
Total Men	681	57.52	58	85.29
Total Women	503	42.48	10	14.71
Total Blacks	109	9.20	3	4.41
Black Men	39	3.29	1	1.47
Black Women	70	5.91	2	2.94
Total Hispanics	69	5.83	2	2.94
Hispanic Men	18	1.52	0	0.00
Hispanic Women	51	4.31	2	2.94
Total Asian/Pacific Islanders	5	0.42	0	0.00
Asian/Pacific Islander Men	3	0.25	0	0.00
Asian/Pacific Islander Women	2	0.17	0	0.00
Total Native Americans	49	4.14	0	0.00
Native American Men	38	3.21	0	0.00
Native American Women	11	0.93	0	0.00
Total White	949	80.15	63	92.65
Total Non-White Other	3	0.25	0	0.00

Note: Columns may not total 100% due to rounding.

**FEORP: PARTICIPANTS IN FORMAL GOVERNMENTWIDE CAREER DEVELOPMENT PROGRAMS
FY 2003**

RNO AND GENDER	GS 1-4		GS 5-8		GS 9-12	
	#	%	#	%	#	%
Overall Total	2	100.00	149	100.00	431	100.00
Total Men	0	0.00	82	55.03	207	48.03
Total Women	2	100.00	67	44.97	224	51.97
Total Blacks	1	50.00	36	24.16	82	19.02
Black Men	0	0.00	14	9.39	32	7.42
Black Women	1	50.00	22	14.77	50	11.60
Total Hispanics	1	50.00	7	4.70	48	11.14
Hispanic Men	0	0.00	2	1.34	25	5.80
Hispanic Women	1	50.00	5	3.36	23	5.34
Total Asian/Pacific Islanders	0	0.00	2	1.34	19	4.41
Asian/Pacific Islander Men	0	0.00	0	0.00	7	1.63
Asian/Pacific Islander Women	0	0.00	2	1.34	12	2.78
Total Native Americans	0	0.00	0	0.00	4	0.92
Native American Men	0	0.00	0	0.00	2	0.46
Native American Women	0	0.00	0	0.00	2	0.46
Total White	0	0.00	104	69.80	278	64.50
Total Non-White Other	0	0.00	0	0.00	0	0.00

Note: Columns may not total 100% due to rounding.

**FEORP: PARTICIPANTS IN FORMAL GOVERNMENTWIDE CAREER DEVELOPMENT PROGRAMS
FY 2003 (continued)**

RNO AND GENDER	GS 13-15		SENIOR PAY	
	#	%	#	%
Overall Total	350	100.00	1	100.00
Total Men	215	61.43	0	0.00
Total Women	135	38.57	1	100.00
Total Blacks	52	14.86	1	100.00
Black Men	20	5.71	0	0.00
Black Women	32	9.14	1	100.00
Total Hispanics	19	5.43	0	0.00
Hispanic Men	9	2.57	0	0.00
Hispanic Women	10	2.86	0	0.00
Total Asian/Pacific Islanders	6	1.71	0	0.00
Asian/Pacific Islander Men	4	1.14	0	0.00
Asian/Pacific Islander Women	2	0.57	0	0.00
Total Native Americans	4	1.14	0	0.00
Native American Men	0	0.00	0	0.00
Native American Women	4	1.14	0	0.00
Total White	267	76.29	0	0.00
Total Non-White Other	2	0.57	0	0.00

Note: Columns may not total 100% due to rounding.

**FEORP: HIRING STATISTICS BY GENDER AND ETHNICITY AND GRADE
FY 2003**

RNO AND GENDER	GS 1-4		GS 5-8		GS 9-12	
	#	%	#	%	#	%
Overall Total	5,019	100.00	7,861	100.00	3,025	100.00
Total Men	1,689	33.65	2,779	35.35	1,291	42.68
Total Women	3,330	66.35	5,082	64.65	1,734	57.32
Total Blacks	1,834	36.54	2,059	26.19	385	12.72
Black Men	569	11.34	660	8.39	152	5.02
Black Women	1,265	25.20	1,399	17.80	233	7.70
Total Hispanics	462	9.21	598	7.61	153	5.06
Hispanic Men	179	3.57	256	3.26	78	2.58
Hispanic Women	283	5.64	342	4.35	75	2.48
Total Asian/Pacific Islanders	245	4.88	426	5.42	260	8.60
Asian/Pacific Islander Men	89	1.77	175	2.23	97	3.21
Asian/Pacific Islander Women	156	3.11	251	3.19	163	5.39
Total Native Americans	81	1.61	98	1.24	29	0.96
Native American Men	24	0.48	31	0.39	20	0.66
Native American Women	57	1.13	67	0.85	9	0.30
Total White	2,396	47.74	4,679	59.52	2,196	72.59
Total Non-White Other	1	0.02	1	0.01	2	0.07

Note: Column may not total 100% due to rounding.

**FEORP: HIRING STATISTICS BY GENDER AND ETHNICITY AND GRADE
FY 2003 (continued)**

RNO AND GENDER	GS 13-15		SENIOR PAY	
	#	%	#	%
Overall Total	387	100.00	3	100.00
Total Men	243	62.79	2	66.67
Total Women	144	37.21	1	33.33
Total Blacks	55	14.21	0	0.00
Black Men	25	6.46	0	0.00
Black Women	30	7.75	0	0.00
Total Hispanics	15	3.87	0	0.00
Hispanic Men	11	2.84	0	0.00
Hispanic Women	4	1.03	0	0.00
Total Asian/Pacific Islanders	34	8.78	0	0.00
Asian/Pacific Islander Men	21	5.43	0	0.00
Asian/Pacific Islander Women	13	3.35	0	0.00
Total Native Americans	3	0.78	0	0.00
Native American Men	2	0.52	0	0.00
Native American Women	1	0.26	0	0.00
Total White	280	72.35	3	100.00
Total Non-White Other	0	0.00	0	0.00

Note: Columns may not total 100% due to rounding.

**FEORP: PROMOTION STATISTICS BY GENDER AND ETHNICITY AND GRADE
FY 2003**

RNO AND GENDER	GS 1-4		GS 5-8		GS 9-12	
	#	%	#	%	#	%
Overall Total	1,130	100.00	9,231	100.00	6,616	100.00
Total Men	460	40.71	3,098	33.56	2,711	40.98
Total Women	670	59.29	6,133	66.44	3,905	59.02
Total Blacks	472	41.77	3,010	32.61	1,362	20.59
Black Men	171	15.13	1,018	11.03	501	7.58
Black Women	301	26.64	1,992	21.58	861	13.01
Total Hispanics	109	9.65	720	7.80	436	6.59
Hispanic Men	57	5.04	324	3.51	208	3.14
Hispanic Women	52	4.61	396	4.29	228	3.45
Total Asian/Pacific Islanders	31	2.74	357	3.87	251	3.79
Asian/Pacific Islander Men	13	1.15	130	1.41	108	1.63
Asian/Pacific Islander Women	18	1.59	227	2.46	143	2.16
Total Native Americans	21	1.85	116	1.26	58	0.88
Native American Men	11	0.97	33	0.36	19	0.29
Native American Women	10	0.88	83	0.90	39	0.59
Total White	497	43.98	5,019	54.37	4,500	68.02
Total Non-White Other	0	0.00	9	0.09	9	0.14

Note: Columns may not total 100% due to rounding.

**FEORP: PROMOTION STATISTICS BY GENDER AND ETHNICITY AND GRADE
FY 2003 (continued)**

RNO AND GENDER	GS 13-15		SENIOR PAY	
	#	%	#	%
Overall Total	1,389	100.00	0	0.00
Total Men	681	49.03	0	0.00
Total Women	708	50.97	0	0.00
Total Blacks	188	13.53	0	0.00
Black Men	72	5.18	0	0.00
Black Women	116	8.35	0	0.00
Total Hispanics	57	4.10	0	0.00
Hispanic Men	25	1.80	0	0.00
Hispanic Women	32	2.30	0	0.00
Total Asian/Pacific Islanders	50	3.60	0	0.00
Asian/Pacific Islander Men	19	1.37	0	0.00
Asian/Pacific Islander Women	31	2.23	0	0.00
Total Native Americans	6	0.43	0	0.00
Native American Men	3	0.22	0	0.00
Native American Women	3	0.21	0	0.00
Total White	1,088	78.33	0	0.00
Total Non-White Other	0	0.00	0	0.00

Note: Columns may not total 100% due to rounding.

FY 2003 Federal Equal Opportunity Recruitment Program (FEORP) – Accomplishment Report

Department of Veterans Affairs

Office of Diversity Management and Equal Employment Opportunity

The FY 2003 Federal Equal Opportunity Recruitment Program (FEORP) reflects the Department of Veterans Affairs (VA) accomplishments for eliminating underrepresentation among women and minorities. VA supports the President's commitment to bringing the best and the brightest into public service at all levels and strives to ensure that the VA workforce reflects the diversity of the Nation.

VA provides medical assistance, benefits, and memorial services for veterans through 163 medical centers, 57 benefits offices, and 120 cemeteries. VA is the largest nonmilitary cabinet-level agency in the Federal government, employing a workforce of over 200,000 full-time and part-time permanent employees.

VA's most noted accomplishments for FY 2003 include the following:

- a. VA employed 91 interns during the reporting period, including 65 from the Hispanic Association of Colleges and Universities, 20 from the National Association for Equal Opportunity in Higher Education, 5 from the Washington Internships for Native Students, and 1 from the American Indians in Science and Engineering Society.
- b. In comparison to FY 2002, hiring statistics for FY 2003 indicate a significant increase in representation of minorities and women in GS-1 to GS-15 positions.
- c. VA launched new minority research training efforts with a projected cost of \$6 million annually. The overall goal of this new initiative is to enhance biomedical and clinical research opportunities for minorities and women and increase funding for minority-serving institutions.
- d. VA continued to award scholarships under the Employee Incentive Scholarship Program to employees pursuing degrees or training in professional health care occupations under Title 38.
- e. Veterans Health Administration allocated approximately \$2 million for sponsoring partnerships with minority-serving institutions.
- f. Veterans Benefits Administration regional offices continued to implement upward mobility programs to help women and minorities complete their education and develop the necessary skills to compete for promotions.
- g. National Cemetery Administration continued to use special hiring authorities to provide for as diverse a workforce as the veteran population it serves.