

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
















FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

For period covering October 1, 2008, to September 30, 2009.

PART A Department or Agency Identifying Information	1. Agency		1. Department of Veterans Affairs	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 810 Vermont Ave., N.W.	
	3. City, State, Zip Code		3. Washington, DC 20420	
	4. CPDF Code	5. FIPS code(s)	4. VA	5. 11 DC
PART B Total Employment	1. Enter total number of permanent full-time and part-time employees			268,327
	2. Enter total number of temporary employees			23,821
	3. Enter total number employees paid from non-appropriated funds			3,506
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			
PART C Agency	1. Head of Agency Official Title		1. Eric K. Shinseki, Secretary of Veterans Affairs	

Official(s) Responsible For Oversight of EEO Program(s)	2. Agency Head Designee	2. John U. Sepúlveda, Assistant Secretary for Human Resources and Administration
	3. Principal EEO Director/Official Official Title/series/grade	3. John U. Sepúlveda, Assistant Secretary for Human Resources and Administration
	4. Title VII Affirmative EEO Program Official	4. John U. Sepúlveda, Assistant Secretary for Human Resources and Administration
	5. Section 501 Affirmative Action Program Official	5. John U. Sepúlveda, Assistant Secretary for Human Resources and Administration
	6. Complaint Processing Program Manager	6. Rafael A. Torres, Deputy Assistant Secretary for the Office of Resolution Management
	7. Other Responsible EEO Staff	7. Georgia Coffey, Deputy Assistant Secretary for the Office of Diversity and Inclusion

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

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:		*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	Not required
Brief paragraph describing the agency's mission and mission-related functions		*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"		*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF		*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies		*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans	
Summary of EEO Plan action items implemented or accomplished		*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues.	
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]		*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements		*Organizational Chart	



= See Appendix.

EXECUTIVE SUMMARY

Introduction

The Department of Veterans Affairs (VA) is proud to present the VA’s MD 715 EEO Program Status Report for FY 2009 and EEO Plan for 2010. This report addresses all the required elements of EEOC’s Management Directive 715 toward building and sustaining a *Model EEO Program*.

VA provides health care, benefits, and memorial services for approximately 25 million Veterans. VA provides these services through three major organizational subcomponents: the Veterans Health Administration (VHA) with 157 medical centers; the Veterans Benefits Administration (VBA) with 57 centers; and the National Cemetery Administration (NCA) with 130 cemeteries. The VA Central Office (VACO) is the national headquarters office comprising numerous Staff Offices reporting to the Secretary of VA.

Unlike most Federal agencies, VA maintains a tri-partite structure for the administration of its Department-wide equal employment opportunity (EEO) and diversity management functions. The respective functions and responsibilities are distributed among three independent offices as described below:

- *The Office of Diversity and Inclusion (ODI)* develops Department-wide EEO and diversity policies; performs workforce analyses and reporting; develops outreach and retention programs, and provides training and communication on EEO and diversity topics.
- *The Office of Resolution Management (ORM)* administers the EEO complaint processing system (counseling, acceptance, investigation, and compliance) and oversees VA’s Workplace Alternate Dispute Resolution (ADR) Program.
- *The Office of Employment Discrimination Complaint Adjudication (OEDCA)* issues final agency decisions based upon an investigative record or a final order after receiving and/or appealing EEOC administrative decisions.

Workforce Composition

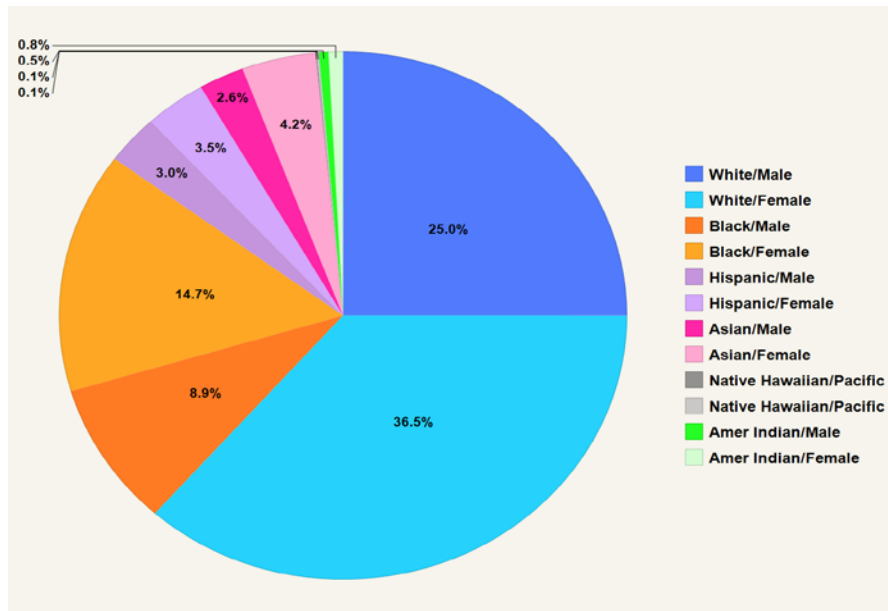
As the second largest Cabinet level department, VA is proud to be one of the most diverse agencies in Federal government. When compared with the Relevant Civilian Labor Force (RCLF), VA’s workforce is at or above the RCLF representation in all areas except White females and Hispanic employees. Less than expected Hispanic representation is concentrated in the southwest of the United States where there is high availability, and primarily in blue collar occupations. At the end of Fiscal Year 2009 (FY09), VA’s workforce totaled 295,654 employees, including 24,496 temporary employees¹. The overall workforce increased by more than 18,300 during the year while temporary employment declined by almost a thousand. The number of employees in each of the reported race and national origin (RNO) categories (White; Black/African American; Asian; Native Hawaiian/Pacific Islander; American Indian/Alaska Native; Hispanic) increased as well in FY 09.

¹ This figure includes intermittent employees, so it is greater than the figure in Part B of this Report which excludes intermittent employees.

While the actual counts of RNO groups increased, the percent representation remained generally constant during FY09 through almost 46,000 hires. There was a negligible 0.1 percent increase in White men and in White women, and a commensurate decrease in minority groups except American Indians. This may reflect the dramatic change in the recruitment pool due to the significant increase in unemployment, rather than a change in recruitment practices. The representation of employees with a targeted disability also remained roughly constant at 1.5 percent for permanent employees (or 1.4 percent if temporaries are included), about 50 percent greater than the Government average.

VA FY09 Onboard Representation

Permanent and Temporary



Plan to Achieve Model EEO Program (Parts G and H)

VA has made significant progress in FY 2009 toward becoming a *Model EEO Program* in accordance with EEOC's six essential elements. ODI monitors VA's status on these elements through a sophisticated web-based system that tracks its self-assessment on MD-715 Parts G and H at all organizational levels. Deficiencies identified at the national level focused mainly on structural challenges such as inconsistent coordination between field EEO and HR staffs, and lack of centralized tracking and enforcement in some areas. These issues have been addressed in Part H. The following depicts some of VA's major accomplishments under each of the six essential elements:

DEMONSTRATED COMMITMENT BY AGENCY LEADERSHIP: Secretary of VA Eric Shinseki is strongly committed to EEO and diversity in the workforce. He demonstrated this commitment by issuing an expanded, consolidated *EEO, Diversity, No FEAR Policy Statement* that added sexual orientation as a protected category and includes additional supervisory training and conflict resolution responsibilities. Deputy Secretary Scott Gould also conveyed his commitment in his personal address to the VA's new Diversity Council, an executive level advisory body comprising senior officials, employee organization representatives, and other stakeholders focusing on diversity and inclusion matters. Assistant Secretary for HRA, John Sepulveda, has demonstrated his commitment by substantially increasing resources for the EEO and diversity operations as part of VA's Human Capital Investment Plan under VA's 21st century transformation initiative. Finally, the Secretary approved a new Diversity and Inclusion Excellence Award that was linked to the criteria in VA's new Diversity and Inclusion Strategic Plan.

INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION: In 2009, VA issued its first five year *Diversity and Inclusion Strategic Plan*. The Plan has been strategically aligned with VA's Strategic Plan, MD 715 Plan, and organizational sub-component diversity plans. Progress made toward achieving these objectives will be reported in the new *Diversity and Inclusion Annual Performance Report for FY 09*, currently in development. Additionally, the EEO Director meets regularly with the Secretary and Deputy Secretary of VA, and the Deputy Assistant Secretary (DAS) for Diversity and Inclusion co-chairs the VA Diversity Council along with the Assistant Secretary. The DAS also participates on the Strategic Communications Council, the Monthly Performance Review Council, Human Resources and Administration senior staff meetings, and the Advisory Committee for Minority Veterans to ensure integration of EEO and diversity policies in Departmental operations. She serves as the Chair of several leadership development program committees, thereby ensuring a strategic focus on EEO and diversity issues in employee training and leadership development programs. EEO policies are widely promulgated through ODI's expansive Department-wide communication vehicles, including the monthly *Diversity News* television broadcast, weekly *NewsLink* e-mail, bi-monthly *Diversity@Work* newsletter; the ODI web page (all of which are publicly accessible via internet); and through quarterly web meetings with Administration EEO staff in the field.

MANAGEMENT AND PROGRAM ACCOUNTABILITY: VA implemented a mandatory EEO, diversity and inclusion element in Senior Executive Service performance standards for FY10. This critical element was specifically linked to the *VA Diversity and Inclusion Strategic Plan* and will cascade down through all management performance plans. To ensure program accountability VA-wide, ODI conducted several on-site Technical Assistance Reviews in field facilities and systematically analyzed personnel actions including hires, separations, promotions, and awards to identify manifest disparities using VA's national data analysis system. These analyses were automated in FY 09 and are reported to the organizational leadership on a quarterly basis for additional management accountability. To track and report on program results, ODI dedicated staff to coordinate the Federal Equal Opportunity Recruitment Program, Selective Placement Program, Disabled Veterans Affirmative Action Program, and Nontraditional Internship Programs. VA met or exceeded its goals for non-traditional internships under the Workforce Recruitment Program for College Students with Disabilities and Hispanic Association for Colleges and Universities. VA has also steadily increased its representation of disabled Veterans through its Veterans Employment Coordination Service (VECS) which served as a model for the President's new Executive Order on Veteran Employment Outreach.

PROACTIVE PREVENTION OF UNLAWFUL DISCRIMINATION: ODI adopted several new risk mitigation practices in FY 2009 to proactively address and pre-empt unlawful discrimination. It significantly expanded its EEO and diversity training program and consultative function for the agency. ODI created a new VA-wide EEO and Diversity Training Board to review, evaluate, and develop relevant training programs. The Board assessed EEO training needs and developed a new standardized *EEO, Diversity and Conflict Management Training for Managers and Supervisors* that is expected to be deployed VA-wide in FY 10. In addition, ODI developed and implemented several new EEO and diversity training modules on its web site, including *EEO Compliance Training for Managers and Supervisors, Preventing Workplace Harassment, No FEAR Awareness Training, The Business Case for Diversity and Inclusion, Diversity and Inclusion in the VA Workforce, Suspending Judgment and Cultural Competency, Reasonable Accommodation, and Americans with Disabilities Act Amendments Act (ADAAA) Training*. ODI staff personally trained over 2,000 managers in 2009 in addition to the on-line training, and delivered EEO and diversity presentations at over 20 leadership and stakeholder conferences. VA's Administrations also conducted EEO training, including VBA's required training for new and current EEO Program Managers, eight hours of training for ADR Coordinators, and topical Leadership training. VHA and NCA also provided required EEO training to its managers and employees.

ODI initiated an adverse impact analysis project to identify and address potential barriers in VA's recruitment and selection processes. VA is currently awaiting approval from the Office of Management and Budget for a form to track VA's applicant demographics for this system. ODI has successfully piloted adverse impact analyses in its leadership development programs to identify barriers in those selection processes. VHA's Healthcare Recruitment and Retention Office deployed several targeted recruitment initiatives focused on health care occupations including targeted public service announcements. ODI also produced a bi-lingual (Spanish-English) employment video for use at targeted outreach events and published a *Best Practices in Recruitment Outreach and Retention* guide in January 2009. In FY 10, ODI will administer a centralized fund for reasonable accommodations to ensure that the cost of accommodations will not be a deterrent to the hiring of people with disabilities.

In the area of Alternative Dispute Resolution (ADR), ORM administered a highly effective ADR program, achieving an 82 percent resolution rate for non-EEO disputes. Although identified as "non-EEO" in nature, it is estimated that approximately 50 percent of these conflicts could become EEO complaints if left unaddressed. ORM tracked the demographics of the complainants and carefully monitored trends to proactively engage organizations, as needed.

EFFICIENCY: ORM's ADR program has had an extremely positive impact on the efficiency of VA's EEO program nation-wide. VA reached an important milestone in this area in FY09 when the three Administrations (VHA, VBA, and NCA), signed a Memorandum of Understanding (MOU) with ORM allowing ORM to offer ADR in initial EEO counseling throughout VA. This process improvement has led to a seven percent increase in VA's ADR offer rate within the informal EEO complaint process. ADR is used for both EEO and non-EEO disputes with very positive results:

ADR in EEO Process

	FY07	FY08	FY09
Contacts	3669	4186	4315
Offers ²	64%	76%	83%
Participation ³	25%	46%	48%

ADR Outcomes

	<i>EEO</i>	<i>EEO</i>	<i>Non EEO</i>	<i>Non EEO</i>
	FY08	FY09	FY08	FY09
Completed	1007	2004	325	752
Resolved	55%	43%	78%	82%

VA estimates that without early intervention, approximately 50 percent of these conflicts could become EEO complaints. The early resolution of these conflicts translates into an estimated \$7 million or more in annual cost avoidance.

ORM also increased VA's efficiency in processing EEO complaints, reducing processing time to well below the regulatory 180 day time frame. VA's capability to process, track, and report data concerning the EEO process has been increased through the use of the *Complaints Automated Tracking System (CATS)*. CATS allows ORM to track EEO complaint processing for each stage of the EEO complaint process from the initial informal contact through closure. Simultaneously, VA has developed *ADRTracker*, a distinct electronic monitoring system of EEO and non-EEO ADR activity that also generates relevant reports. *ADRTracker* includes an interface with CATS which permits greater consistency in information and reporting by the two separate but related systems. ODI is now working with ORM to add a reasonable accommodation (RA) case tracking module to this system to ensure quality and timeliness of RA case processing.

RESPONSIVENESS AND LEGAL COMPLIANCE: ODI, ORM, OEDCA, Office of Human Resources Management, and the Administrations share responsibility for responsiveness and legal compliance in the area of EEO. In FY09, ORM counselors averaged 28 days per counseling episode, slightly below EEOC's mandate of 30 days, and completed the counseling process in which ADR was elected in an average of 75 days, well below the EEOC requirement of 90 days. ORM reduced the number of days required to complete an investigation from 183 in FY08 to 172 in FY09, a 6 percent reduction making VA one of the few Federal agencies in compliance with the regulatory requirement of 180 days. This significant improvement is even more impressive given the 5.5 percent increase in the number of formal complaints filed in FY09, a likely result of the 6 percent increase in employees.

ORM is engaged in projects to further reduce EEO case processing times. ORM's *Document Automation Production Service (DAPS)* Project will streamline the redaction and duplication of reports

² ADR offer rate represents the percentage of informal EEO complaints in which VA offers the aggrieved person an opportunity to participate in ADR versus traditional counseling.

³ ADR election rate represents the percentage of informal EEO complaints in which both VA and the aggrieved person agree to participate in ADR.

of investigation and reduce reliance on “hard copy” records. DAPS will thus achieve greater efficiency, reduced costs, and further VA’s overall “Green Initiative.” ORM also has an initiative to auto-populate routine EEO documents, such as the EEO Counselors Report, which would lessen the sheer burden of preparing such reports and the time needed to do so.

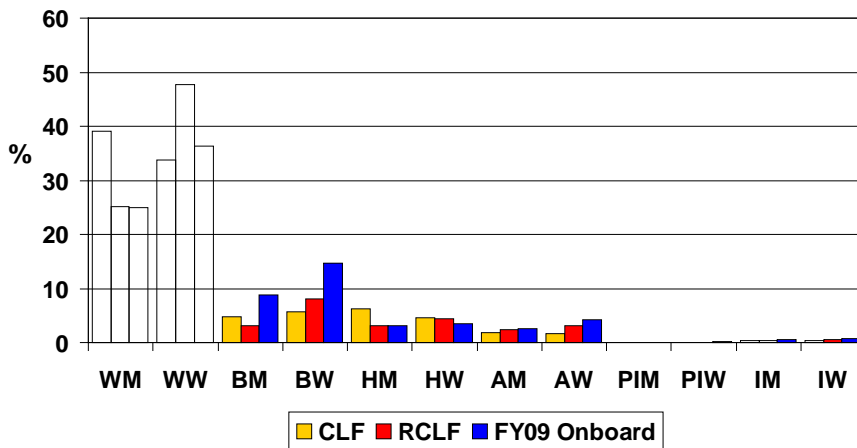
VA has been a vigorous proponent of MD-715 since it was published and remains a leader in the area of workforce analysis for EEO reporting purposes. ODI developed the first government software for producing the tables and analytic tools, and made the software available for free to other agencies, such as the Defense Logistics Command, where it is now working effectively at substantial cost savings over the commercial alternatives.

Barrier Analysis

In performing the barrier analysis for VA, ODI identified six primary triggers. The first trigger focuses on less than expected representation in the workforce as compared to the RCLF. Historically, VA has experienced less than expected representation of White females and Hispanics when compared with the RCLF. Less than expected Hispanic representation is primarily concentrated in blue collar occupations and in the southwestern United States where the relative availability is high. The other RNO groups are either at or above RCLF availability Department-wide. VA re-surveyed its employees in FY 09 in order to update their identification in accordance with the new race/ethnicity categories and begin tracking the Native Hawaiian and Other Pacific Islander category. Full year data will not be available until FY10. VA’s representation of people with disabilities is approximately 50% above the government average and was recently recognized as the #1 Employer by *Careers for People With Disabilities* Magazine. Nevertheless, VA continues to address challenges in this area its Part I Plan.

VA Onboard v. CLF/RCLF

Civilian Labor Force (CLF)/Relevant Civilian Labor Force (RCLF)
Permanent and Temporary



CLF & RCLF (Derived from 2000 Census) , CLF all occupations and RCLF which is limited to VA occupations in VA proportions.

VA is able to track and report on its barrier analyses and corrective strategies through its web based workforce analysis system. The system facilitates user friendly data entry, tracking, and reporting on barriers and corrective strategies at all levels of the organization in the Part I Plans. In order to fully integrate VA's *Diversity and Inclusion Strategic Plan* goals with Administration operations, ODI embedded the Department-wide goals into the objectives of the MD 715 Part I Plans. This was done to ensure accountability for Departmental goals with the field components, whose EEO offices do not report directly to ODI. While the goals are Department-wide, subcomponent organizations were encouraged to identify and address their organization-specific triggers in their Part I Plans. This was communicated through quarterly Microsoft Live web-based technical assistance meetings with field entities to assist them in the development of their organization-specific EEO Plans.

The six triggers and corresponding strategic objectives identified in the VA Part I plan are:

- 1) **Less than expected representation of specific groups:** Perform in-depth analysis to identify specific barriers and conduct targeted recruitment outreach in specified areas;
- 2) **Grade disparity:** Monitor promotion rates, identify driving forces, and target recruitment outreach and training accordingly to eliminate barriers and support upward mobility of impacted groups;
- 3) **Declining proportion of people with disabilities:** Identify occupations with declining representation; expand training opportunities; implement updated Procedures for Requesting Reasonable Accommodations and centralized account for funding reasonable accommodations; increase use of special hiring authorities.
- 4) **Representation of disabled Veterans:** Monitor and replicate VA best practices that have resulted in increased representation over the past decade.
- 5) **Unfavorable survey responses on EEO and diversity issues:** Identify facilities with high concentrations of unfavorable responses; implement customized training and other organizational development interventions.
- 6) **High volume of discrimination complaints:** Deploy updated EEO, Workplace Harassment Prevention, No FEAR training VA-wide; Finalize and deploy required EEO, Diversity, and Conflict Management Training for all Managers and Supervisors; optimize use of ADR.

The Road Ahead

VA is pleased to present this MD 715 EEO Plan as a living roadmap to guide our efforts in eradicating barriers to equal opportunity, diversity, and inclusion in VA. In FY 10, VA will continue implementation of its adverse impact analyses in all recruitment and selection processes; deploy new *EEO, Diversity, and Conflict Management* training for all managers and supervisors; implement an *Hispanic Employment Outreach Plan*; develop a *Career Pathways* initiative to facilitate transition from single grade occupational series (GS 1-8) into double grade career latter (GS 7, 9, 11, and 12) occupations; expand the use of ADR; and investigate occupations with disproportionately low promotion rates for employees with targeted disabilities. VA is proud to be a leader in building and maintaining a *Model EEO Program*.

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

I, John U. Sepúlveda, Assistant Secretary for Human Resources and Administration am the

(Insert name above)

(Insert official
title/series/grade
above)

Principal EEO Director/Official for

Department of Veterans Affairs

(Insert Agency/Component Name
above)

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

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

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

[Redacted Signature]

[Redacted Date]

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

Date

[Redacted Signature]

[Redacted Date]

Signature of Agency Head or Agency Head Designee

Date

National

U.S. Equal Employment Opportunity Commission
FEDERAL facility ANNUAL EEO PROGRAM STATUS REPORT
FACILITY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS

Report Generated on 01/07/2010

Who contributed to the responses?	#
Facility Director	0
Facility HR Chief	1
Facility EEO/Diversity Manager	1
Facility Disabilities Manager	0
Facility Program Manager	0
Other	0

Others who contributed to the responses:	Has the facility director given written approval of these responses?	Yes	No
		1	0

<p>Essential Element A: DEMONSTRATED COMMITMENT FROM FACILITY LEADERSHIP Requires the facility head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.</p>		
Compliance	EEO policy statements are up-to-date.	Measure has been met

<input type="checkbox"/> Indicator			
<input type="checkbox"/> Measures		Yes	No
	1. Was the EEO policy Statement issued within 9 months of the installation of the facility Head?	Yes 1	No 0
	2. During the current facility Head's tenure, has the EEO policy Statement been re-issued annually?	Yes 1	No 0
	3. Are new employees provided a copy of the EEO policy statement during orientation?	Yes 1	No 0
	4. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	Yes 0	No 1
<input type="checkbox"/> Compliance Indicator	<p style="text-align: center;">EEO policy statements have been communicated to all employees.</p>	Measure has been met	
<input type="checkbox"/> Measures		Yes	No
	5. Have the heads of subordinate reporting components communicated support of all facility EEO policies through the ranks?	Yes 1	No 0
	6. Has the facility made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	Yes 1	No 0
	7. Has the facility prominently posted such written materials in all personnel offices, EEO offices, and on the facility's internal website? [see 29 CFR §1614.102(b)(5)]	Yes 1	No 0
<input type="checkbox"/> Compliance Indicator	<p style="text-align: center;">Facility EEO policy is vigorously enforced by facility management.</p>	Measure has been met	

<input type="checkbox"/> Measures	Yes	No
Are managers and supervisors evaluated on their commitment to facility EEO policies and principles, including their efforts to:		
8. resolve problems/disagreements and other conflicts in their respective work environments as they arise?	Yes 1	No 0
9. address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	Yes 1	No 0
10. support the facility's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	Yes 1	No 0
11. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	Yes 1	No 0
12. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	Yes 1	No 0
13. ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?	Yes 1	No 0
14. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	Yes 1	No 0
15. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	Yes 1	No 0
16. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	Yes 1	No 0
17. Describe what means were utilized by the facility to so inform its workforce about the penalties for unacceptable behavior. **Information was posted on web pages, in policy statements, training materials, and through VA-wide communications vehicles (newsletters, broadcasts, etc), and through bulletin board postings of findings of discrimination.		
18. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	Yes	No

	1	0
19. Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	Yes 1	No 0

Essential Element B: INTEGRATION OF EEO INTO THE FACILITY'S STRATEGIC MISSION

Requires that the facility's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the facility's policies, procedures or practices and supports the facility's strategic mission.

<input type="checkbox"/> Compliance Indicator	The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.	Measure has been met	
<input type="checkbox"/> Measures		Yes	No
20. Is the EEO Manager/Officer under the immediate supervision of the facility head official? (For example, does the Regional EEO Officer report to the Regional Administrator?) ** The Assistant Secretary for Human Resources and Administration is the designated EEO Director for VA, and reports to the Secretary.		Yes 1	No 0
21. Are the duties and responsibilities of EEO staff clearly defined?		Yes 1	No 0
22. Does the EEO staff have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		Yes 1	No 0
23. If the facility has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		Yes 1	No 0
24. If the facility has 2 nd level reporting components, does the facility-wide EEO Manager have authority for the EEO programs within the subordinate reporting components? If not, please describe how EEO program authority is delegated to subordinate reporting components.		Yes 1	No 0
Compliance	The EEO Manager and other EEO professional staff responsible for EEO programs have regular and effective means of informing the facility head and senior management officials of the status of EEO programs and are involved in, and consulted on,	Measure has been met	

<input type="checkbox"/> Indicator	management/personnel actions.		
<input type="checkbox"/> Measures		Yes	No
	25. Does the EEO Manager have a regular and effective means of informing the facility head and other top management officials of the effectiveness, efficiency and legal compliance of the facility's EEO program?	Yes 1	No 0
	26. Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the facility and other senior officials the "EEO state of the Facility" briefing covering all components of the EEO report, including an assessment of the performance of the facility in each of the six elements of the Model EEO Program and a report on the progress of the facility in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	Yes 1	No 0
	27. Are EEO program officials present during facility deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	Yes 1	No 0
	28. Does the facility consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	Yes 1	No 0
	29. Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]	Yes 1	No 0
	30. Is the EEO Manager included in the facility's strategic planning, especially the facility's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the facility's strategic mission?	Yes 1	No 0
<input type="checkbox"/> Compliance Indicator	The facility has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met	
<input type="checkbox"/> Measures		Yes	No
	31. Does the EEO Manager have the authority and funding to ensure implementation of facility EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?	Yes 1	No 0
	32. Are sufficient personnel resources allocated to the EEO Program to ensure that facility self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?	Yes 1	No 0

33. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		Yes 1	No 0
34. Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		Yes 1	No 0
35. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		Yes 1	No 0
36. People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		Yes 1	No 0
37. Are other facility special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		Yes 1	No 0
<input type="checkbox"/> Compliance Indicator	The facility has committed sufficient budget to support the success of its EEO Programs.	Measure has been met	
<input type="checkbox"/> Measures		Yes	No
38. Are there sufficient resources to enable the facility to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?		Yes 1	No 0
39. Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)		Yes 1	No 0
40. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		Yes 1	No 0
41. Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations? **VA's ODI Is currently implementing a centralized fund for deployment in FY 10.		Yes 1	No 0
42. Does the facility fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		Yes 1	No 0

43. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	Yes 1	No 0
44. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices?	Yes 1	No 0
45. Is there sufficient funding to ensure that all employees have access to this training and information?	Yes 1	No 0
46. Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	Yes 1	No 0
47. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	Yes 1	No 0
48. to provide religious accommodations?	Yes 1	No 0
49. to provide disability accommodations in accordance with the facility's written procedures?	Yes 1	No 0
50. in the EEO discrimination complaint process?	Yes 1	No 0
51. to participate in ADR?	Yes 1	No 0

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY

This element requires the facility Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the facility's EEO Program and Plan.

<input type="checkbox"/> Compliance Indicator	<p align="center">EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.</p>	<p align="center">Measure has been met</p>	
<input type="checkbox"/> Measures		<p align="center">Yes</p>	<p align="center">No</p>
<p>52. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?</p>		<p>Yes 1</p>	<p>No 0</p>
<p>53. Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate facility managers to include facility Counsel, Human Resource Officials, Finance, and the Chief information Officer?</p>		<p>Yes 1</p>	<p>No 0</p>
<input type="checkbox"/> Compliance Indicator	<p align="center">The Human Resources Manager and the EEO Manager meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]</p>	<p align="center">Measure has been met</p>	
<input type="checkbox"/> Measures		<p align="center">Yes</p>	<p align="center">No</p>
<p>54. Have time-tables or schedules been established for the facility to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups? **VA officials review this through workforce analysis quarterly reports issued by ODI.</p>		<p>Yes 1</p>	<p>No 0</p>
<p>55. Have time-tables or schedules been established for the facility to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups? **VA officials review this through quarterly workforce analysis reports issued by ODI.</p>		<p>Yes 1</p>	<p>No 0</p>
<p>56. Have time-tables or schedules been established for the facility to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups? **There is currently no central data source on training; however ODI is working with VA Learning University to create one.</p>		<p>Yes 0</p>	<p>No 1</p>
<input type="checkbox"/> Compliance Indicator	<p align="center">When findings of discrimination are made, the facility explores whether or not disciplinary actions should be taken.</p>	<p align="center">Measure has been met</p>	
<input type="checkbox"/> Measures		<p align="center">Yes</p>	<p align="center">No</p>
<p>57. Does the facility have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?</p>		<p>Yes 1</p>	<p>No 0</p>

58. Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	Yes 1	No 0
59. Has the facility, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years? If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation. Disciplinary actions are not centrally monitored, however VA's policies explicitly provide for disciplinary consequences for violating EEO and diversity policies.	Yes 1	No 0
60. Does the facility promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	Yes 1	No 0
61. Does the facility review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	Yes 1	No 0

Essential Element D: PROACTIVE PREVENTION		
Requires that the facility head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.		
<input type="checkbox"/> Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met
<input type="checkbox"/> Measures		Yes
		No
62. Do senior managers meet with and assist the EEO Manager and/or other EEO staff in the identification of barriers that may be impeding the realization of equal employment opportunity?	Yes 1	No 0
63. When barriers are identified, do senior managers develop and implement, with the assistance of the facility EEO office, facility EEO Action Plans to eliminate said barriers?	Yes 1	No 0
64. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into facility strategic plans? **ODI has implemented a mechanism to integrate EEO objectives into all facility strategic plans, however there is no reliable method to track effective implementation.	Yes 0	No 1

65. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability? **VA officials review this through automated quarterly workforce analysis reports issued by ODI.		Yes 1	No 0
66. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability? **VA officials review this through automated quarterly workforce analysis reports issued by ODI.		Yes 1	No 0
67. Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability? **VA officials review this through automated quarterly workforce analysis reports issued by ODI.		Yes 1	No 0
68. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability? **VA officials review this through automated quarterly workforce analysis reports issued by ODI.		Yes 1	No 0
69. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability? **VA officials review this through automated quarterly workforce analysis reports issued by ODI.		Yes 1	No 0
<input type="checkbox"/> Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met	
<input type="checkbox"/> Measures		Yes	No
70. Are all employees encouraged to use ADR?		Yes 1	No 0
71. Is the participation of supervisors and managers in the ADR process required? ** Existing VA Policy requires participation of supervisors and managers in ADR when it is elected by the aggrieved. Through MOUs with VA administrations, ADR is also offered during the initial interview in all EEO cases and at the formal stage.		Yes 1	No 0

Essential Element E: EFFICIENCY
Requires that the facility head ensure that there are effective systems in place for evaluating the impact and effectiveness of the facility's EEO Programs as well as an efficient and fair dispute resolution process.

<input type="checkbox"/> Compliance Indicator	<p align="center">The facility has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</p>	<p align="center">Measure has been met</p>	
<input type="checkbox"/> Measures		<p align="center">Yes</p>	<p align="center">No</p>
	72. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	<p align="center">Yes 1</p>	<p align="center">No 0</p>
	73. Has the facility implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	<p align="center">Yes 1</p>	<p align="center">No 0</p>
	74. Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?	<p align="center">Yes 1</p>	<p align="center">No 0</p>
	75. Is there a designated facility official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the facility?	<p align="center">Yes 1</p>	<p align="center">No 0</p>
	76. Are 90% of accommodation requests processed within the time frame set forth in the facility procedures for reasonable accommodation? ** There is currently no centralized reasonable accommodation case tracking system to determine this; however this is currently in development and will be deployed in FY 10.	<p align="center">Yes 0</p>	<p align="center">No 1</p>
<input type="checkbox"/> Compliance Indicator	<p align="center">The facility has an effective complaint tracking and monitoring system in place to increase the effectiveness of the facility's EEO Programs.</p>	<p align="center">Measure has been met</p>	
<input type="checkbox"/> Measures		<p align="center">Yes</p>	<p align="center">No</p>
	77. Does the facility use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the facility's complaint resolution process?	<p align="center">Yes 1</p>	<p align="center">No 0</p>
	78. Does the facility's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?	<p align="center">Yes 1</p>	<p align="center">No 0</p>
	79. Does the facility hold contractors accountable for delay in counseling and investigation processing times?	<p align="center">Yes 1</p>	<p align="center">No 0</p>

80. Does the facility monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?	Yes 1	No 0
81. Does the facility monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?	Yes 1	No 0
<input type="checkbox"/> Compliance Indicator	The facility has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	
<input type="checkbox"/> Measures		
82. Are benchmarks in place that compare the facility's discrimination complaint processes with 29 C.F.R. Part 1614?	Yes 1	No 0
83. Does the facility provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?	Yes 1	No 0
84. Does the facility provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	Yes 1	No 0
85. Does the facility complete the investigations within the applicable prescribed time frame?	Yes 1	No 0
86. When a complainant requests a final facility decision, does the facility issue the decision within 60 days of the request?	Yes 1	No 0
87. When a complainant requests a hearing, does the facility immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?	Yes 1	No 0
88. When a settlement agreement is entered into, does the facility timely complete any obligations provided for in such agreements?	Yes 1	No 0
89. Does the facility ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the facility?	Yes 1	No 0

<input type="checkbox"/> Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the facility's EEO complaint processing program.	Measure has been met	
<input type="checkbox"/> Measures		Yes	No
90. In accordance with 29 C.F.R. §1614.102(b), has the facility established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		Yes 1	No 0
91. Does the facility require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? ** There is currently no such requirement, however ODI is currently leading the development of standardized EEO, diversity, and conflict management training for managers and supervisors. It is anticipated that this will be deployed as required supervisory training in FY 10.		Yes 0	No 1
92. After the facility has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		Yes 1	No 0
93. Does the responsible management official directly involved in the dispute have settlement authority? ** The RMO has access to settlement authority but consistent with EEOC regulations is not the final settlement official. An individual with signature authority other than the RMO is required to sign the agreement to make it binding on the agency.		Yes 1	No 0
<input type="checkbox"/> Compliance Indicator	The facility has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met	
<input type="checkbox"/> Measures		Yes	No
94. Does the facility have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		Yes 1	No 0
95. Does the facility provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		Yes 1	No 0
96. Does the facility EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		Yes 1	No 0
97. Do the facility's EEO programs address all of the laws enforced by the EEOC?		Yes 1	No 0

98. Does the facility identify and monitor significant trends in complaint processing to determine whether the facility is meeting its obligations under Title VII and the Rehabilitation Act?	Yes 1	No 0	
99. Does the facility track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	Yes 1	No 0	
100. Does the facility consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	Yes 1	No 0	
<input type="checkbox"/> Compliance Indicator	The facility ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of facility or other offices with conflicting or competing interests.	Measure has been met	
<input type="checkbox"/> Measures		Yes	No
101. Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles facility representation in EEO complaints?	Yes 1	No 0	
102. Does the facility discrimination complaint process ensure a neutral adjudication function?	Yes 1	No 0	
103. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?	Yes 1	No 0	

Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.		
<input type="checkbox"/> Compliance Indicator	Facility personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met

<input type="checkbox"/> Measures		Yes	No
	104. Does the facility have a system of management control to ensure that facility officials timely comply with any orders or directives issued by EEOC Administrative Judges?	Yes 1	No 0
<input type="checkbox"/> Compliance Indicator	<p>The facility's system of management controls ensures that the facility timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.</p>	Measure has been met	
<input type="checkbox"/> Measures		Yes	No
	105. Does the facility have control over the payroll processing function of the facility? If Yes, answer the two questions below.	Yes 0	No 1
	106. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	Yes 0	No 0
	107. Are procedures in place to promptly process other forms of ordered relief?	Yes 0	No 0
<input type="checkbox"/> Compliance Indicator	<p>Facility personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</p>	Measure has been met	
<input type="checkbox"/> Measures		Yes	No
	108. Is compliance with EEOC orders encompassed in the performance standards of any facility employees?	Yes 1	No 0
	If so, please identify the employees by title in the comments section, and state how performance is measured.		
	109. Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office? If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section. ** Compliance functions are the primary responsibility of ORM, VA's EEO complaints processing organization.	Yes 1	No 0
	110. Have the involved employees received any formal training in EEO compliance?	Yes 1	No 0

111. Does the facility promptly provide to the EEOC the following documentation for completing compliance:	Yes 1	No 0
112. Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate facility official, or facility payment order dating the dollar amount of attorney fees paid?	Yes 1	No 0
113. Awards: A narrative statement by an appropriate facility official stating the dollar amount and the criteria used to calculate the award?	Yes 1	No 0
114. Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate facility official of total monies paid?	Yes 1	No 0
115. Compensatory Damages: The final facility decision and evidence of payment, if made?	Yes 1	No 0
116. Training: Attendance roster at training session(s) or a narrative statement by an appropriate facility official confirming that specific persons or groups of persons attended training on a date certain?	Yes 1	No 0
117. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s?	Yes 1	No 0
118. Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted? A copy of the notice will suffice if the original is not available.	Yes 1	No 0
119. Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or facility's transmittal letter)?	Yes 1	No 0
120. Final facility Decision (FAD): FAD or copy of the complainant's request for a hearing?	Yes 1	No 0
121. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement?	Yes 1	No 0
122. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter?	Yes	No

	1	0
123. Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable? Also, appropriate documentation of relief is provided.	Yes 1	No 0

National

U.S. Equal Employment Opportunity Commission

ANNUAL EEO PROGRAM STATUS REPORT

Plan to Attain the Essential Elements of a Model EEO Program

Report Generated on 01/07/2010

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	LEADERSHIP COMMITMENT: EEO Policy statements are up to date, communicated, and enforced (Q1-19) Q4: When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO Policy Statement?
OBJECTIVE 1: (National)	Develop a standard practice VA-wide to distribute the VA's EEO Policy Statement upon promotion to supervisory ranks.
RESPONSIBLE OFFICIAL:	OHRM, ODI, ORM, Administration HR Officials
DATE OBJECTIVE INITIATED:	January 7, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 1, 2010
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Coordinate with OHRM to establish practice of distributing EEO Policy at quarterly New Supervisor Training sessions in VACO; include Policy Statement in Training packets and discuss during EEO/diversity presentations of training.	04/01/2010
Coordinate through the Integrated Human Resources Management Board to establish similar practices in all 3 Administrations.	07/01/2010
Implement practice of EEO Policy Statement dissemination at all VA supervisory orientation/training sessions.	10/01/2010
FY 09 ACCOMPLISHMENTS: DEMONSTRATED COMMITMENT BY AGENCY LEADERSHIP: The top leadership of VA has demonstrated its commitment to EEO and diversity through several new initiatives in FY 2009. Secretary of VA Eric Shinseki demonstrated his commitment to EEO and diversity by issuing a new expanded, consolidated <i>EEO, Diversity, No FEAR Policy Statement</i> that added sexual orientation as a protected category. The consolidated policy statement also outlines additional supervisory training responsibilities in the area of EEO and diversity, and conflict resolution responsibilities for all employees. Deputy Secretary Scott Gould conveyed his personal commitment in his address to the VA's newly created Diversity Council, an executive level advisory body comprising senior officials, employee organization representatives, and other stakeholders focusing on diversity and inclusion matters. The Council meets quarterly and addresses high level diversity and inclusion issues that have Department-wide impact, including recruitment, training, and policy issues. The Assistant Secretary for Human Resources and Administration (HRA), John Sepulveda, demonstrated his commitment by substantially increasing budgetary and staffing resources for EEO and diversity operations as part of VA's Human Capital	

Investment Plan under VA's 21st century transformation initiative. This Plan contains several initiatives aimed at promoting EEO and diversity leadership training, increasing alternative dispute resolution, and expanding ODI's consultative services.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	INTEGRATION OF EEO INTO STRATEGIC MISSION: EEO reporting structure is appropriate and resources are sufficient (Q20-51) No deficiencies noted.
OBJECTIVE 2: (National)	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
ACCOMPLISHMENTS: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION: In 2009, VA issued its first <i>Diversity and Inclusion Strategic Plan</i> . This five year Plan represents a landmark achievement for VA in the area of diversity management. It also represents on of the first such Plans in Federal agencies. The Diversity and Inclusion Strategic Plan has been strategically aligned with VA's Strategic Plan, MD 715 Plan, and organizational sub-component diversity plans. In order to ensure optimum integration into Departmental operations. Progress made toward achieving the objectives in the Plan will be reported in the new <i>Diversity and Inclusion Annual Performance Report for FY 09</i> , currently in development. The Assistant Secretary for HRA serves as the agency's EEO Director and as such, meets regularly with the Secretary and Deputy Secretary of VA. The Deputy Assistant Secretary (DAS) for Diversity and Inclusion co-chairs the VA Diversity Council along with the Assistant Secretary which strengthens integration of diversity objectives into VA's strategic mission. The DAS also participates on the Strategic Communications Council, the Monthly Performance Review Council, HRA senior staff meetings, and the Advisory Committee for Minority Veterans to further ensure integration of EEO and diversity policies in Departmental operations. Beginning in FY 09, the DAS also serves as the Chair of several leadership development program committees, thereby ensuring a strategic focus on EEO and diversity issues in employee training and leadership development programs. Finally, EEO policies and related guidance were widely promulgated through ODI's expansive Department-wide communication vehicles, including the monthly <i>Diversity News</i> television broadcast, weekly <i>NewsLink</i> e-mail, bi-monthly <i>Diversity@Work</i> newsletter; the ODI web page (all of which are publicly accessible via internet); and through quarterly web meetings with Administration EEO staff in the field.	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61) Q56: Have timetables or schedules been established for the organization to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in the programs by all groups?
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OBJECTIVE 3: (National)	Develop a centralized tracking mechanism and establish timetables for reviewing employee development/training programs for systemic barriers that may be impeding full participation by all groups.
RESPONSIBLE OFFICIAL:	VA Learning University (VALU), ODI, OHRM, Administration Training Officers (TOs)
DATE OBJECTIVE INITIATED:	January 7, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Meet with VALU to review options for centrally tracking all employee training activity through the VA Learning Management System (LMS) and/or through the Human Resources Information System (HRIS)	07/01/10
Meet with Administration TOs to discuss similar tracking mechanisms in Administrations.	10/01/10
Work with OHRM, VALU, and Admin TOs to identify system for reporting aggregate statistics on training participant demographics (race, ethnicity, gender, and disability status) for purposes of barrier analysis.	12/30/10
Continue performance of adverse impact analyses of leadership development programs (SES CDP, LVA, ALP, LDP); expand studies to other training programs as demographic data become available.	On-going
Report baseline year results to Executive Leadership Board and Diversity Council; make recommendations on implementation of centralized Employee Development tracking system.	03/30/11
Begin development of new centralized system to track VA-wide Employee Development/training activity by employee demographics.	03/30/11
Deploy new centralized Employee Development tracking system VA-wide.	10/01/13
Establish recurring schedule for review of Training Participation rates and trends.	10/01/13
ACCOMPLISHMENTS: MANAGEMENT AND PROGRAM ACCOUNTABILITY: In FY 09, ODI developed a mandatory EEO, diversity and inclusion element which has been approved for inclusion in Senior Executive Service performance standards for FY10. This critical element was specifically linked to the <i>VA Diversity and Inclusion Strategic Plan</i> and will cascade down through all management performance plans. To ensure program accountability VA-wide, ODI conducted several on-site Technical Assistance Reviews in field facilities nation-wide, and systematically analyzed personnel actions including hires, separations, promotions, and awards to identify manifest disparities using VA's national data analysis system. These analyses were automated in FY 09 and are reported to the organizational leadership on a quarterly basis for additional management accountability. To track and report on program results, ODI dedicated staff to coordinate and expand the Federal Equal Opportunity Recruitment Program, Selective Placement Program, Disabled Veterans Affirmative Action Program, and Nontraditional Internship Programs. As a result, VA met or exceeded its goals for non-traditional internships under the Workforce Recruitment Program for College Students with Disabilities and Hispanic Association for Colleges and Universities. VA has also steadily increased its representation of disabled Veterans through its Veterans Employment Coordination Service (VECS) which served as a model for the President's new Executive Order on Veteran Employment Outreach.	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	PROACTIVE PREVENTION: Barrier identification, removal and ADR use (Q62-71) Q64: Do senior managers successfully implement EEO Action Plan Objectives into facility strategic plans?	
OBJECTIVE 4: (National)	Establish a reliable mechanism to track implementation of facility EEO Plans.	
RESPONSIBLE OFFICIAL:	ODI, Administration EEO Managers, Administration HR Officials	
DATE OBJECTIVE INITIATED:	January 7, 2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 1, 2012	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Review current staffing structure and personnel complement in ODI, specifically resources dedicated to MD 715 EEO Planning and Program evaluation; recommend and implement staffing adjustments as necessary.	06/30/10	
Assess effectiveness of recently implemented process of monitoring facility MD 715 EEO Plans and accomplishments through VA's web-based MD 715/workforce analysis system (VSSC)	09/30/10	
Meet with Administration EEO Managers (through the monthly MD 715 Liaison Meeting) to discuss effectiveness of current process in assessing programs, including VSSC quarterly monitoring, MD 715 Liaison monthly meetings, and field technical assistance reviews (audits) conducted by ODI.	11/01/10	
Create work group comprising MD 715 liaisons, and ODI Outreach and Retention staff to create an effective, multi-pronged approach to monitoring implementation and effectiveness of field EEO programs. Identify appropriate outcome metrics to gauge effectiveness and monitor results.	03/01/10	
Pilot new approach in selected facilities and perform summative evaluation.	10/01/11	
Fully deploy new approach for monitoring implementation and effectiveness of facility EEO Plans.	10/01/12	
ACCOMPLISHMENTS: PROACTIVE PREVENTION OF UNLAWFUL DISCRIMINATION: ODI adopted several new risk mitigation practices in FY 2009 to proactively address and pre-empt unlawful discrimination. It significantly expanded its EEO and diversity training program and consultative function for the agency. ODI created a new VA-wide EEO and Diversity Training Board to review, evaluate, and develop relevant training programs. The Board assessed EEO training needs and developed a new standardized <i>EEO, Diversity and Conflict Management Training for Managers and Supervisors</i> that is expected to be deployed VA-wide in FY 10. In addition, ODI developed and implemented several new EEO and diversity training modules on its web site, including <i>EEO Compliance Training for Managers and Supervisors, Preventing Workplace Harassment, No FEAR Awareness Training, The Business Case for Diversity and Inclusion, Diversity and Inclusion in the VA Workforce, Suspending Judgment and Cultural Competency, Reasonable Accommodation, and Americans with Disabilities Act Amendments Act (ADAAA) Training</i> . ODI staff personally trained over 2,000 managers in 2009 in addition to the on-line training, and delivered EEO and diversity presentations at over 20 leadership and stakeholder conferences. VA's Administrations also conducted EEO training, including VBA's required training for new and current EEO Program Managers, eight hours of training for ADR Coordinators, and topical Leadership training. VHA and NCA also provided substantial required training in the area of EEO and diversity for its managers and employees.		

<p>In the area of recruitment, ODI initiated an adverse impact analysis project to identify and address potential barriers in VA's recruitment and selection processes. VA recently received approval from the Office of Management and Budget for a form to track VA's applicant demographics for this system. This is the first step in implementing an applicant flow system in VA to track selections and analyze barriers for protected groups. ODI has successfully piloted adverse impact analyses in its leadership development programs to identify barriers in those selection processes.</p> <p>VHA's Healthcare Recruitment and Retention Office deployed several targeted recruitment initiatives focused on health care occupations including targeted public service announcements. ODI also produced a bi-lingual (Spanish-English) employment video for use at targeted outreach events and published a <i>Best Practices in Recruitment Outreach and Retention</i> guide in January 2009. In FY 10, ODI will administer a centralized fund for reasonable accommodations to ensure that the cost of accommodations will not be a deterrent to the hiring of people with disabilities.</p> <p>In the area of Alternative Dispute Resolution (ADR), ORM administered a highly effective ADR program, achieving an 82 percent resolution rate for non-EEO disputes. Although identified as "non-EEO" in nature, it is estimated that approximately 50 percent of these conflicts could become EEO complaints if left unaddressed. ORM tracked the demographics of the complainants and carefully monitored trends to proactively engage organizations, as needed.</p>	
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103)	
	Q76: Are 90% of accommodation requests processed within the time frame set forth within the agency procedures for reasonable accommodation?	
OBJECTIVE 5: (National)	Establish and deploy a VA-wide centralized reasonable accommodation (RA) system to track timely processing of RA requests.	
RESPONSIBLE OFFICIAL:	ODI, ORM, VHA EEO Manager, Administration EEO and HR Officials	
DATE OBJECTIVE INITIATED:	June 1, 2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 1, 2010	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:		TARGET DATE (Must be specific) example: mm/dd/yyyy
Hire National Disability Program Manager and Reasonable Accommodation Coordinator in ODI.		03/01/2010
Complete specifications to modify existing ORM ADR case tracking system to include RA case tracking and reporting module		03/30/2010
Complete procurement activities to implement system modifications		04/30/2010
Beta-test new tracking and reporting system features		06/30/2010
Develop standard operating procedures for new RA tracking system to comport with approved VA RA Directive on processing reasonable accommodations.		09/30/2010
Develop communications plan and market new system through existing communications vehicles (print, web, Integrated Human Resources		09/30/2010

Management Board, VA Diversity Council, MD 715 Liaison work group, etc.)	
Fully Deploy RA tracking system VA-wide.	10/01/2010

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103) Q91: Does the facility require all managers and supervisors to receive ADR training in accordance with EEOC regulations....
OBJECTIVE 6: (National)	Establish required ADR/conflict management training for all VA managers and supervisors.
RESPONSIBLE OFFICIAL:	ODI, ORM, Asst Sec for HRA, VALU (Chief Learning Officer)
DATE OBJECTIVE INITIATED:	October 1, 2008
TARGET DATE FOR COMPLETION OF OBJECTIVE:	October 1, 2010

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Establish VA EEO & Diversity Training Board comprising representative of ODI, ORM, Administrations, and VALU, to review, assess, and develop updated, standardized VA-wide training in EEO, diversity and ADR areas.	Completed 01/01/2009
Perform needs assessment for managers and supervisors in EEO, diversity, and conflict management under auspices of Training Board.	Completed 03/01/2009
Create subject matter expert work groups to survey training and develop EEO, diversity, and ADR/conflict management training content for proposed VA-wide supervisory training.	Completed 06/30/2009
Procure contract for development of on-line training module for above referenced supervisory training.	Completed 09/30/2009
Review contractor developed story boards/draft training slides.	03/30/2010
Review/approve final training module.	06/30/2010
Present proposed EEO, Diversity, and Conflict Management Training for Managers and Supervisors to Diversity Council for their recommendation/approval as required supervisory training VA-wide.	09/30/2010
Deploy on-line EEO, Diversity, and Conflict Management/ADR Training for all VA managers and supervisors s required training.	10/01/2010
ACCOMPLISHMENTS: <i>EFFICIENCY:</i> ORM's ADR program has had an extremely positive impact on the efficiency of its EEO program nation-wide. VA reached an important milestone in this area in FY09 when the 3 Administrations (VHA, VBA, and NCA), signed a Memorandum of Understanding (MOU) with ORM allowing ORM to offer ADR in initial EEO counseling throughout VA. This process improvement has led to a seven percent increase in VA's ADR offer rate within the informal EEO complaint process. ADR is used for both EEO and non-EEO disputes with very positive results:	

ADR in EEO Process

	FY07	FY08	FY09
Contacts	3669	4186	4315
Offers ¹	64%	76%	83%
Elections ²	25%	46%	48%

ADR Outcomes

	<i>EEO</i>	<i>EEO</i>	<i>Non EEO</i>	<i>Non EEO</i>
	FY08	FY09	FY08	FY09
Completed	1007	2004	325	752
Resolved	55%	43%	78%	82%

VA estimates that without early intervention, approximately 50 percent of these conflicts could become EEO complaints. The early resolution of these conflicts translates into an estimated \$7 million or more in annual cost avoidance.

ORM also increased the VA's efficiency in processing EEO complaints, reducing processing time to well below the regulatory 180 day time frame. VA's capability to process, track, and report data concerning the EEO process has been increased through the use of the *Complaints Automated Tracking System (CATS)*. CATS allows ORM to track EEO complaint processing for each stage of the EEO complaint process from the initial informal contact through closure. Simultaneously, VA has developed *ADRTracker*, a distinct electronic monitoring system of EEO and non-EEO ADR activity that also generates relevant reports. *ADRTracker* includes an interface with CATS which permits greater consistency in information and reporting by the two separate but related systems. ODI is now working with ORM to add a reasonable accommodation (RA) case tracking module to *ADRTracker* to ensure quality and timeliness of RA case processing.

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	RESPONSIVENESS & LEGAL COMPLIANCE: Timely compliance with EEOC orders, (Q104-123) Q105: Does the facility have control over the payroll processing function of the agency.
OBJECTIVE 7: (National)	Ensure that there are procedures in place to ensure timely processing of monetary relief in accordance with EEOC orders.
RESPONSIBLE OFFICIAL:	ORM, OEDCA, Asst Sec For HRA, Administration EEO and HR Officials
DATE OBJECTIVE INITIATED:	On-going
TARGET DATE FOR COMPLETION OF OBJECTIVE:	On-going
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy

¹ ADR offer rate represents the percentage of informal EEO complaints in which VA offers the aggrieved person an opportunity to participate in ADR versus traditional counseling.

² ADR election rate represents the percentage of informal EEO complaints in which both VA and the aggrieved person agree to participate in ADR.

<p>VA's tri-partite structure (ORM, OEDCA, HR) for monitoring and enforcing compliance with EEOC orders provides an on-going check and balance for ensuring that monetary relief ordered by EEOC is processed in a timely fashion.</p>	<p>On-going</p>
<p>ACCOMPLISHMENTS:</p> <p>RESPONSIVENESS AND LEGAL COMPLIANCE: ODI, ORM, OEDCA, Office of Human Resources Management, and the Administrations all share responsibility for responsiveness and legal compliance in the area of EEO. In FY09, ORM implemented several process improvements which resulted in improving the timeliness of counseling episodes to an average time frame of 28 days per counseling episode, slightly below EEOC's mandate of 30 days. ORM counselors completed the counseling process in which ADR was elected in an average of 75 days, well below the EEOC requirement of 90 days. ORM reduced the number of days required to complete an investigation from 183 in FY08 to 172 in FY09, a 6 percent reduction making VA one of the relatively few Federal agencies in compliance with the regulatory requirement of 180 days. This significant improvement is even more impressive given the 5.5 percent increase in the number of formal complaints filed in FY09, a likely result of the 6 percent increase in employees.</p> <p>ORM is engaged in projects to further reduce EEO case processing times. ORM's <i>Document Automation Production Service</i> (DAPS) Project will streamline the redaction and duplication of reports of investigation and reduce reliance on "hard copy" records. DAPS will thus achieve greater efficiency, reduced costs, and further VA's overall "Green Initiative." ORM also has an initiative to auto-populate routine EEO documents, such as the EEO Counselors Report, which would lessen the sheer burden of preparing such reports and the time needed to do so.</p> <p>VA has been a vigorous proponent of MD-715 since it was published and remains a leader in the area of workforce analysis for EEO reporting purposes. ODI developed the first government software for producing the tables and analytic tools, and made the software available for free to other agencies, such as the Defense Logistics Command, where it is now working effectively at substantial cost savings over the commercial alternatives.</p>	

<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	
<p>OBJECTIVE 8: (National)</p>	
<p>RESPONSIBLE OFFICIAL:</p>	
<p>DATE OBJECTIVE INITIATED:</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:</p>	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>

<p>STATEMENT of MODEL PROGRAM</p>	
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ESSENTIAL ELEMENT DEFICIENCY:	
OBJECTIVE 9: (National)	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	
OBJECTIVE 10: (National)	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	
OBJECTIVE 11: (National)	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE

OBJECTIVE:	(Must be specific) example: mm/dd/yyyy
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STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	
OBJECTIVE 12: (National)	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	
OBJECTIVE 13: (National)	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	
OBJECTIVE 14: (National)	
RESPONSIBLE OFFICIAL:	

DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	
OBJECTIVE 15: (National)	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	
OBJECTIVE 16: (National)	
RESPONSIBLE OFFICIAL:	
DATE OBJECTIVE INITIATED:	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy

National

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

Report Generated on 01/12/2010

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Less than expected representation: VA continues to have less than expected representation of White females, Hispanic females, and Hispanic males.</p>
<p>BARRIER ANALYSIS 1: (National)</p>	<p>This trigger was identified by analyzing the MD 715 workforce tables in VA's on-line workforce analysis system (VSSC). Table A1 shows less than expected representation of White females, Hispanic females, and Hispanic males in the overall VA workforce in comparison with the Civilian Labor Force (CLF) and the Relevant Civilian Labor Force (RCLF). White females comprise 36.33% of the VA workforce in comparison with 47.68% of the RCLF. Hispanic females comprise 3.47% of the VA workforce compared with 4.52% in the CLF and 4.34% in the RCLF. Hispanic males represent 3.03% of the VA workforce compared to 6.17% in the CLF and 3.18% in the RCLF. Table 6 reveals low participation rates of White and Hispanic females in most major occupational groups. White women are most underrepresented in Practical Nurse, Nursing Assistant, Health Aid and Technician, Pharmacy Technician, Medical Support Assistant, and Claims Examining. Hispanic women are underrepresented in Social Work, Nursing Assistant, Health Aid and Technician, Medical Support Assistant, Veterans Claims Examining, Supply Clerical and Technician, Laundry Working, Cook, and Food Service Worker. Hispanic men have low participation rates in Administrative Officer, Hospital Housekeeping Management, Laboring, Custodial Worker, Carpenter, Maintenance Mechanic, Cemetery Caretaking, Gardening, Air Conditioning Equipment Mechanic, Materials Handler, Cook, and Food Service Worker occupations. Assuming the current rate of growth, VA will reach RCLF parity for White women in 4 years, Hispanic women in 4 years, and Hispanic men in less than one year. These estimates are based on 2000 Census representation, not the higher levels expected in the 2010 Census.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>VA has had no coordinated strategic recruitment outreach plan focused on creating and maintaining a diverse workforce.</p> <p>VA has no applicant flow system to identify potential barriers in its recruitment and selection processes.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>GOAL: Create a diverse, high performing workforce that reflects the communities we serve by identifying and eliminating barriers to equal opportunity (Goal 1 of VA Diversity and Inclusion Strategic Plan (DISP)).</p> <p>OBJECTIVE: Develop and implement a strategic recruitment outreach plan focused on achieving and maintaining workforce diversity. Implement an applicant flow system to identify potential barriers in the VA's recruitment and selection processes.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Asst Secretary for Human Resources and Administration (HRA); Deputy Assistant Secretary (DAS) for Office of Diversity and Inclusion (ODI); Administration HR Officials</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>09/30/2009</p>

TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2013
INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.	TARGET DATE (Must be specific) example: mm/dd/yyyy
<p>Using the UREP Change Report, identify the specific groups that are underrepresented in this facility, and indicate the number of years at the current rate of change needed to reach RCLF parity. (DISP Strategy 1A1)</p> <p>ODI will assist the Administrations in performing their respective barrier analyses through quarterly live and web-based meetings beginning in FY 10. VHA plans to have their VISN lead EEO managers work with HR to develop specific plans to address any underrepresentation, also provide quarterly updates to VISN directors and EEO/Affirmative Employment Team (AET) , identifying where future efforts should be focused..</p>	09/30/2010
<p>Using the RCLF Report, identify the occupations with the most underrepresentation for each of the underrepresented groups above, and what you will review to determine if there is a barrier. (DISP Strategy 1A1)</p> <p>ODI will review in-depth the VA-wide age, trends, and any other possible triggers for the above mentioned occupations, and will assist the Administrations in their respective analyses</p>	09/30/2010
<p>Show your plan (beyond national posting of vacancies), with specific locations and strategies (venues, publications, advertising, etc.) and dates, to increase the recruitment pool of these underrepresented occupations. Include areas of cooperation between facilities. (Recruitment must remain open to all groups.) (DISP Strategy 2C8)</p> <p>ODI will continue implementation of the VA Diversity and Inclusion Strategic Plan and execute those outreach strategies designated for FY 10, including performing 6 outreach events and 3 Community Prosperity Partnership events targeting Veterans and the Hispanic community at venues including LULAC, National Image, National Hispanic Leadership Institute. ODI will explore web-based recruitment fairs utilizing such resources as Monster.com and CareerBuilder.</p> <p>ODI will implement its Hispanic Employment Outreach Plan in FY 10. The Plan will outline specific targeted strategies, metrics, and tactics to focus outreach to the target audiences, including performing corporate branding of VA in its recruitment outreach, developing bi-lingual content on its recruitment outreach web page, developing bi-lingual KSA's for appropriate positions,</p> <p>VHA plans to have their VISN lead EEO managers work with HR to develop specific plans to address any underrepresentation, also provide quarterly updates to VISN directors and EEO/Affirmative Employment Team (AET), identifying where future efforts should be focused.</p> <p>VBA plans to increase outreach activities including job fairs, military out briefings, partnerships with more community base organizations, local schools and universities, advertising in local newspapers and continue to use hiring authorities such as the American Recovery Readjustment Act (ARRA), internal merit promotion procedures, and summer internship programs.</p> <p>NCA will work with EEO and HRC to review the special hiring authorities and ensure that this information is in the vacancy announcements where applicable. The HR liaison who is also the Selective Placement Coordinator (SPC) will ensure that applicants are aware of the special hiring authorities. The MSN will work with EEO to strengthen the existing partnership and to establish new partnerships with the various organizations that fall under the National Internship Program (NIP) to sponsor interns throughout the year to increase the representation in areas that are underrepresented.</p>	09/30/2010
<p>Show your plan to use special hiring authorities, non-traditional intern programs such as HACU, and intern programs to increase the representation of these underrepresented groups. (DISP Strategy 2C1)</p> <p>VA will increase the use of special hiring authorities and non-traditional internships in FY 10. While the specific plans vary by administration, the</p>	09/30/2010, on-going

<p>use of special hiring authorities and intern programs is monitored by automated reports, tracked locally and reviewed nationally. For example, VISN 22 has committed to 1) outreach to new community organizations that will provide a more diverse recruiting pool that they can develop and establish non-traditional internship programs; 2) utilization of the special hiring authority for 30% disabled Veterans; 3) hiring work study students and converting temporary or part-time employees that perform outstandingly during their terms to permanent.</p> <p>ODI will develop an MOU with the University of Puerto Rico and other Hispanic serving institutions, pursuant to its Hispanic Employment Outreach Plan, to facilitate student internships and career pipelines in VA.</p> <p>ODI will develop an Outreach Plan focused on People with Disabilities in FY 11, containing strategies for increased use of Schedule A and Workforce Recruitment Program (WRP) internships for students with disabilities. ODI will update the WRP internship goals in the VA Diversity and Inclusion Strategic Plan for FY 11.</p>	<p>12/30/2010</p> <p>06/30/2011</p>
<p>Describe your plan to benchmark “best practices” in recruitment outreach strategies and employ them in this and subordinate facilities. (DISP Strategy 1B2)</p> <p>VA's Diversity and Inclusion Strategic Plan for FY 09-13 contains best practices benchmarked in the public and private sectors. This plan developed in collaboration with VA's Administrations, Staff Offices, and many other stakeholders internally and externally, serves as a living road map to guide our efforts in making VA a leader in creating and sustaining a high performing workforce that leverages diversity.</p> <p>ODI will publish VA's first Diversity and Inclusion Annual Performance Report which is a tool intended to gauge VA's accomplishments and the measurable outcomes toward realizing the goals of the VA Diversity and Inclusion Strategic Plan for FY 2009-2013.</p> <p>ODI will issue its Recruitment and Selection Best Practices Guide in FY 10 providing recommended practices for conducting diversity-focused and EEO compliant recruitment outreach and selection processes, including the use of special hiring authorities and non-traditional internship programs. ODI will post the Guide on its web site and distribute it to all HR offices and hiring officials VA-wide.</p>	<p>Issued: 02/2009 Continue implementation through 2013</p> <p>03/30/2010 and annually thereafter</p> <p>03/30/2010</p>
<p>Describe your plan to review employee separation data to identify and analyze triggers to determine if there is a barrier. (DISP Strategy 1B6)</p> <p>ODI will implement an Applicant Flow data system which will perform adverse impact analyses on various demographic groups in VA's recruitment and selection processes, including hiring, promotion, and training selection rates. It may also be modified to perform adverse impacts in attrition rates.</p>	<p>09/30/2012</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.</p>	
<p>ODI issued the VA's 1st five year Diversity and Inclusion Strategic Plan for FY 09-13. It aligned the goals and objectives with the VA's MD 715 Plan and Report. ODI will track progress through the MD 715 planning and reporting process and report VA-wide outcomes in its new VA Diversity and Inclusion Annual Performance Report, currently in development. ODI also developed an Hispanic Employment Outreach Plan that will serve as a model for a People with Disabilities Outreach Plan. Also ODI developed a Recruitment Outreach and Selection Best Practices Guide to assist hiring officials in conducting an EEO compliant recruitment process.</p> <p>VHA implemented developmental and leadership programs for all grade levels to include wage-grade equivalent: GS-8 and below, LEAD, GS 9-12, Leadership Development Institute; grades 13-15, Executive Career Field (ECF); and Senior Executive Candidacy Program and Senior Executive Leadership Program (completed 09/30/2009). EEO/AET worked with the Under Secretary for Health Diversity Advisory Board to identify strategies and make recommendations to the National Leadership Board regarding minorities within the leadership pipeline and training/mentoring needs (completed 09/30/2009). VBA continues to cultivate and develop the next generation of women and minority leaders in the workplace through the Summer Internship Program . In FY 2009, VBA sponsored eleven (11) summer interns, of which five (5) interns were from the HACU program, five (5) interns from the NAVEO program, and one (1) from the WINS program. NCA did not list any accomplishments for the FY 2009 MD-715 report, but the 'best practices' and plan to review employee separation data is notable.</p>	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Grade disparity: Participation rates of the proportion of minority groups generally decline as the grade level increases.	
BARRIER ANALYSIS 2: (National)	While analyses show that promotion rates by race and gender do not vary appreciably by race or gender, results may vary by facility. Promotion rates for Hispanic men and Asians in grades 13-15 were slightly disproportionate. The lower Asian promotion rate may be impacted by the fact that the majority of the Asian community is concentrated in the Title 38 GS-15 positions where there is no further promotion potential. Promotion rates for White men and women, and Asian men and women are slightly disproportionate for grades 7-9-11-12. Black women have high promotion rates when compared with availability. Analyses show a bottleneck at grade 9 where more minorities tend to be concentrated. More than twice as many GS employees are hired below grade 9 as above grade, and only a dozen of the occupations starting below grade 9 have a career ladder to grade 15. In addition, the following occupations show low promotion rates VA-wide for persons with a targeted disability: Miscellaneous Clerk and Assist, Medical Support Assist, Veterans Claims Examining, Claims Assist and Examining, Custodial Worker, and Food Service Worker. One strategy to address the grade disparity issue is to facilitate transition of employees in bottlenecked occupations to positions with higher upward mobility through education and training.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Insufficient training and educational opportunities for employees at GS grade 9 and below. Lack of applicant flow system to identify other potential barriers to upward mobility.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	GOAL: Cultivate an inclusive workplace that enables full participation through strategic outreach and retention (Goal 2 of VA Diversity and Inclusion Strategic Plan) OBJECTIVE: Develop Career Pathways project and other training/developmental strategies to facilitate upward mobility for employees at lower/dead-end grades.	
RESPONSIBLE OFFICIAL:	DAS for ODI, Dean of VA Learning University (VALU), Asst Sec for HRA, Administration HR and Training Officers	
DATE OBJECTIVE INITIATED:	09/30/2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2011, on-going	
INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.		TARGET DATE (Must be specific) example: mm/dd/yyyy
Using the MD-715 Table 9, review the promotion rates by RNO/gender groups for each of the relevant groups in Step 5 of that report. Identify any RNO/gender groups whose promotion rate varies significantly from their availability. (DISP Strategy 1B1)		

<p>ODI reviewed the promotion rates for comparable groups of occupations and grades in depth during FY 2008, for VA-wide and by region and facility. It will continue to perform periodic reviews throughout the year.</p>	<p>09/30/2010, quarterly</p>
<p>Show your plan, including strategies, development and mentoring programs, succession planning, efforts to reduce pre-retirement resignations, with specific targets and dates, to review each group identified above to determine if there is a barrier to promotions. If no groups show a significant variance between promotions and availability, show your plan, with specific targets and dates, to inform employees that promotions have been shown to be awarded without bias by RNO and gender.</p> <p>ODI has developed analytic tools to track hires, promotions, pre-retirement resignations and terminations of time-limited appointments. The results are published in our monthly Diversity News in-house TV program, presentations to Administrations, and at the monthly meetings of EEO coordinators. ODI disseminates quarterly workforce analyses on hires, promotions, and separations, by RNOG and disability status, to VA officials for use in their workforce planning and to review their promotion practices.</p> <p>ODI will develop a Career Pathways project, under the auspices of the VA's new Diversity Council. The project is in response to the identified bottleneck of career progression occurring at the GS 9 grade level. The project will provide information, resources, career mapping, training, and mentoring opportunities to facilitate career transitions for upward mobility.</p>	<p>09/30/2010, quarterly</p> <p>09/30/11</p>
<p>Using Part B of the MD-715 Table 9, review the promotions rates comparing those with targeted disabilities and those with no disability for each of the relevant groups in Step 5. There is substantial variation in promotion rates by occupation, so do this analysis one major occupation at a time. Identify any occupations whose targeted disability promotion rate varies significantly from availability. Show your plan to review each of these identified groups to see if there is a barrier to promotion of people with targeted disabilities.</p> <p>ODI has developed analytic tools to track hires, promotions, pre-retirement resignations and terminations of time-limited appointments. The results are published in our monthly Diversity News in-house TV program, slide presentations to Administrations, and at the monthly meetings of EEO coordinators. ODI disseminates quarterly workforce analyses on hires, promotions, and separations, by RNOG, Veteran and disability status to VA officials for use in their workforce planning and to review their promotion practices.</p>	<p>09/30/2010</p>
<p>Review the Career Improvement Report to identify any triggers in which groups are moving to new occupations to improve their prospects. Show your plan to ensure that all employees are notified of training opportunities and other efforts to promote upward mobility.</p> <p>ODI reviewed the Career Improvement Report for VA and there does not appear to be any systemic barriers in the area of career improvement. ODI will continue to review this report and develop plans accordingly.</p>	<p>09/30/2010</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.</p>	
<p>ODI has developed a user friendly on-line workforce analysis system and reporting tools to monitor workforce trends by RNOG and perform real-time barrier analyses. ODI conducted an in depth Grade Disparity study and Adverse Impact analyses to identify barriers to EEO in VA's promotion and leadership development program selection processes. ODI automated its quarterly workforce analyses and made it electronically available by VA region and facility, in addition to issuing Administration and VA-wide diversity reports. ODI expanded its training portfolio to include a host of standardized EEO compliance, diversity, and conflict management training on its ODI Web site for easy Nationwide access. ODI is in the process of updating, standardizing, and consolidating mandatory workplace harassment prevention and No FEAR training for all employees in compliance with statutory requirements. It is also nearing completion of producing standardized EEO, diversity and inclusion training for all managers and supervisors to ensure that all managers are aware of their EEO and diversity responsibilities and to support proactive risk management.</p>	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Declining participation of people with disabilities: While still well above the government average of 1%, VA's representation of people with targeted disabilities has declined from about 1.8% to 1.5%	
BARRIER ANALYSIS 3: (National)	New hires of applicants with a targeted disability into permanent positions are below the declining onboard rate. The separation rate of employees in permanent positions with a targeted disability is well above the rate for those with no disability. These two trends prevent VA from reaching our goal of 2.0%. There is currently insufficient presence and training of Selective Placement Coordinators and Reasonable Accommodation Coordinators throughout the Department.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Lack of coordinated strategy for recruiting people with disabilities. Attitudinal barriers associated with people with disabilities. Lack of centralized tracking and quality control over reasonable accommodation case processing. Lack of centralized funding for non electronic/IT reasonable accommodations (an economic barrier).	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	GOAL: Cultivate an inclusive workplace that enables full participation through strategic outreach and retention (Goal 2 of VA Diversity and Inclusion Strategic Plan) Increase the representation of individuals with targeted disabilities to 2% by FY2010. OBJECTIVES: Develop and Implement targeted recruitment plan focused on people with disabilities. Implement training for managers and supervisors on ADA/Rehab Act compliance, disability issues and reasonable accommodations. Issue updated reasonable accommodations procedures. Implement centralized reasonable accommodations tracking system. Implement centralized reasonable accommodations fund.	
RESPONSIBLE OFFICIAL:	DAS for ODI, Asst Sec for HRA, Dean of VA Learning University, Administration HR, EEO, and Training Officers	
DATE OBJECTIVE INITIATED:	09/30/2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2011	
INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Identify the selective placement coordinator and reasonable accommodation coordinator at this facility, and the training they have had in accommodations and the use of special hiring authorities. (If none, show the plan to designate and train them.) Show the number of individuals directly assisted this fiscal year by the selective placement coordinator and the number of resulting hires. (DISP Strategy 2B4 and 3A7) Hire National Disability Program Manager/Reasonable Accommodations Coordinator. Issue updated VA-wide reasonable accommodations procedures. Modify existing VA ADR case tracking system to include reasonable accommodation case tracking and reporting feature. Designate Special Placement Coordinator (SPC) for all facilities, in accordance with VA Diversity and Inclusion Strategic Plan.	06/30/2010 09/30/2010 09/30/2010 09/30/2010	

<p>Identify the facility (and subordinate facilities) proportion of employees with a targeted disability and whether than proportion is above or below goals. Indicate whether the representation has been increasing or decreasing over the last three years. If decreasing, show the plan to dramatically expand recruitment, with milestones and dates.</p> <p>ODI will continue to conduct quarterly training to the administrations and field activities on how to identify these occupations through its on-line workforce analysis system training. The VHA goal is to have 2 employees with a targeted disability per hundred employees. This will be monitored quarterly.</p>	<p>09/30/2010, quarterly</p>
<p>Identify the specific occupations that have been growing without proportionate hiring of individuals with targeted disabilities (e.g., 201, 303, 305, etc.) and your plans to dramatically increase recruitment, with milestones and dates.</p> <p>ODI will continue to conduct quarterly training to the administrations and field activities on how to identify these occupations through its on-line workforce analysis system training. The VHA goal is to have 2 employees with a targeted disability per hundred employees. This will be monitored quarterly.</p>	<p>09/30/2010, quarterly</p>
<p>Identify the disability affinity groups in the service area and the plans to use them in outreach and recruitment. Identify the job fairs and TAP Seminars that will occur in the service area and plans to attend them. Show the results. (DISP S strategy 2A7)</p> <p>VHA VISN 20 facilities will work to strengthen their relationships with Oregon Office of Disability & Health, VBR Vocational Rehab, Oregon Commission for the Blind, State of Oregon Office of Vocational Rehabilitation Services & ADA Info-region/Disability & Business Technical Assistance Center, Seattle Lighthouse for the Blind and regional Goodwill training centers to facilitate recruitment.</p> <p>ODI will develop Recruitment Outreach Plan for People with Disabilities, including goals for targeted outreach activities, increased use of Schedule A hiring authority and conversion of WRP Interns with disabilities to permanent status.</p>	<p>09/30/2010</p> <p>09/30/2011</p>
<p>Ensure that EEO staff and managers are trained in reasonable accommodations and the CAP program.</p> <p>ODI will deploy ADAAA/Rehab Act compliance training, reasonable accommodations training, and related diversity training for managers VHA will coordinate a retreat for EEO staff and managers for training on reasonable accommodations and the CAP program in FY 2010.</p>	<p>09/30/2010</p> <p>09/30/2010</p>
<p>Identify the plans to use special hiring authorities such as Schedule A and VRA, and recruitment vehicles such as WRP, to increase recruitment of people with disabilities. (Note that numerical hiring goals are appropriate here.)</p> <p>ODI will monitor progress on the hiring objective for people with disabilities contained Diversity and Inclusion Strategic Plan on a quarterly basis through the VA's MD 715 on-line reporting system.</p> <p>ODI will develop Recruitment Outreach Plan for People with Disabilities, including goals for targeted outreach activities, increased use of Schedule A hiring authority and conversion of WRP Interns with disabilities to permanent status.</p>	<p>09/30/2010, quarterly</p> <p>09/30/2011</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.</p>	
<p>ODI has updated the VA-wide Reasonable Accommodation procedures to comport with American with Disabilities Act Amendments of 2008. The updated procedures will be deployed in FY 10. VA has exceeded its goals for non-traditional student internships under the Workforce Recruitment Program (interns with Disabilities).</p>	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Representation of disabled Veterans: While the representation of disabled Veterans in VA is increasing, new challenges are being presented with over 2300 severely injured returning OIF/OEF war Veterans	
BARRIER ANALYSIS 4: (National)	The proportion of Veterans in VA is declining and an increasing number are retirement eligible. Veterans leave at a higher rate than non-veterans above age 35 and there are fewer Veterans under the age of 40 than over from which to recruit.	
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Insufficient targeted recruitment outreach with disabled Veteran affinity groups and rehabilitation facilities. To help with recruitment, VA has established the Veterans Employment Coordination Service (VECS), with a field staff to be in direct contact with military posts.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	GOAL: Cultivate an inclusive workplace that enables full participation through strategic outreach and retention (Goal 2 of VA Diversity and Inclusion Strategic Plan) OBJECTIVE: Increase the representation of veterans to 33% in total, and continue to increase the proportion of disabled Veterans.	
RESPONSIBLE OFFICIAL:	Asst Sec for HRA, Director of Veterans Employment Service; Under Secretaries, Administration HR Officers	
DATE OBJECTIVE INITIATED:	09/30/2009	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2010	
INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.		TARGET DATE (Must be specific) example: mm/dd/yyyy
Identify the selective placement coordinator at this facility, and the training they have had in accommodations and the use of special hiring authorities. (If none, show the plan to designate and train one.) Show the number of individuals directly assisted this fiscal year and the number of resulting hires. Designate Special Placement Coordinator (SPC) for all facilities, in accordance with VA Diversity and Inclusion Strategic Plan; coordinate strategic outreach and recruitment with VECS.		09/30/2010
Use the Veterans Report to identify the facility proportions of employees who are Veterans and who are disabled Veterans and whether these proportions are above or below goals. If below, identify the specific plans, with milestones and dates, to correct this. ODI will continue to perform quarterly training and reporting to the administrations and field on their Veteran employment status and perform consultation to assist them in their targeted outreach efforts. ODI will coordinate with VECS on joint outreach initiatives in conjunction with its respective outreach plans.		09/30/2010, quarterly 09/30/2010, quarterly

<p>Identify the disabled veteran affinity groups and military bases in the service area and the plans to use them in outreach and recruitment. Identify the job fairs and TAP Seminars that will occur in the service area and plans to attend them. Show the results.</p> <p>VA will work closely with Veteran affinity groups at the national level, so facility level is the growth area. VISN 10, for example, HRMS established a new relationship with the Greene County Vets program and has attended three scheduled seminars. The WPA FB, Marine reserve Center, National Guard Units all reside within 50 miles of their Daytona facility. The Daytona EEO manager and the Disabled SEP manager will begin networking with the above mentioned groups and VSO's housed within the facility itself to inform younger veterans of the opportunities within the VA. The other facilities will also establish networking opportunities with available organizations.</p>	<p>09/30/2010</p>
<p>Identify any near-by areas that may have concentrations of veterans, such as Indian Reservations, and the plans to recruit there.</p> <p>This requirement is locality specific. VISN 11, for example, conducted outreach efforts to the Indiana Indian Center to become involved in their activities. Another facility in VISN 11 met with the Director of the American Indian Health and Family services.</p>	<p>09/30/2010</p>
<p>Expand use of VEOA, VRA and Schedule A hiring authorities.</p> <p>VA makes extensive use of these authorities nationally, with more than 4,957 VEOA and 1,860 VRA permanent and temporary hires in FY 2009 as well as 32 BVA or Veterans Readjustment Schedule A hires. VA will continue this best practice throughout the year.</p> <p>ODI will continue to perform quarterly training to the administrations and field on their Veteran employment status and will coordinate with VECS on joint outreach initiatives.</p> <p>ODI will issue its Recruitment and Selection Process Best Practices Guide containing guidance on use special Veterans Hiring Authorities and Veterans Preferences. ODI will post the guide on its web site and disseminate widely to all hiring managers and HR Officials.</p>	<p>09/30/2010, on-going</p> <p>09/30/2010, on-going</p> <p>09/30/2010</p>
<p>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</p> <p>INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.</p>	
<p>ODI created a Best Practices in Recruitment Outreach and Retention Guide and created a new automated quarterly workforce diversity analysis report that the field activities and soon the administrations can use to target outreach efforts and utilize special hiring authorities for Veterans and disabled Veterans.</p>	

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Unfavorable survey responses on EEO and diversity issues: Federal Human Capital Survey (FHCS) results reveal unfavorable responses on diversity related items in some facilities.</p>
<p>BARRIER ANALYSIS 5: (National)</p>	<p>Overall VA employee responses on diversity related items in employee surveys, including the FHCS Annual Employee Survey, are in the median range. However, these responses vary widely by facility. The facilities with less favorable employee survey results are often those with higher rates of EEO complaints (see Barrier 6). Both FHCS and the AES reveal a marginal increases in favorable responses on the diversity related questions from 2006 to 2008, and from 2008 to 2009, respectively. While VHA's National Center for Organizational Development (NCOD) and ORM's Organizational Climate Assessment Program (OCAP) perform organizational assessment and developmental services, the services are not delivered VA-wide in a systematic way and are often not coordinated with each other or other offices, such as ODI, performing similar functions. Training on EEO, diversity, and prevention of harassment has been widely provided, although much of it is not competency based, and the decentralized delivery of this training has yielded inconsistent content and quality.</p>

<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>There is no standardized, systematic delivery of competency-based EEO, diversity, and conflict management training VA-wide. There is no systematic delivery of organizational climate assessment and development services VA-wide.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>GOAL: Outstanding customer service and stakeholder relations by promoting cultural competency, accountability, education, and communication (Goal 3 of VA Diversity and Inclusion Strategic Plan).</p> <p>OBJECTIVES:</p> <p>Establish a corporate model for coordinated organizational climate assessment and development for VA.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>VALU, NCOD, ODI, ORM, Asst Sec for HRA, Administration HR and Training Officials</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>09/30/2009</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2010</p>	
<p>INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.</p>	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>	
<p>Ensure that EEO/diversity training and materials available on-line from VALU, available for on-demand viewing on VAKN, available as published documents, and available through other means such as conference calls, shadowing assignments, etc.</p> <p>ODI has posted a host of new EEO and diversity training modules on its web site for easy, nationwide access. Additionally, ODI is currently collaborating with VALU and ORM to provide standardized VA-wide training in EEO, diversity, and conflict management for supervisors and for employees. This training is currently in development and is expected to be deployed (live and on-line) VA-wide in FY 10. Both supervisory and employee training will be rolled out as mandatory training VA-wide. In addition, ODI is collaborating with VALU, NCOD, and ORM to develop a coordinated corporate level organizational development model to address organizational climate, conflict, and diversity issues VA-wide. Finally ODI, is currently increasing its training and organizational staffing complement in order to accede to the growing demand for these services.</p>	<p>09/30/2010</p>	
<p>Maintain an EEO staff that is fully trained in the EEO core curriculum and in management skills.</p> <p>Administrations will review the EEO training standards and the panel recommendations for the best material available and determine how best to ensure that their EEO staff are fully trained in the EEO core curriculum.</p>	<p>09/30/2010</p>	
<p>Identify the succession plans for replacements for EEO workers, given the likely retirement and resignation rates. (For likely retirement, use the Voluntary Retirement Projected Losses Report. For resignations, apply the average for the facility to the EEO staff).</p> <p>ODI administers automated tool which accurately predicts voluntary retirement rates, and will add a tool that predicts other turnover (such as resignations by FERS employees) to give an overall prediction of turnover. This will be the basis for evaluating the sufficiency of the succession plans for EEO and diversity staff in the field.</p>	<p>09/30/2010</p>	
<p>Identify plans for providing EEO and diversity training to managers and supervisors through web communications, on-line training, stand-up training, etc.</p>	<p>09/30/2010</p>	

<p>ODI is currently collaborating with VALU and ORM to provide standardized VA-wide training in EEO, diversity, and conflict management for supervisors and for employees. This training is currently in development and is expected to be deployed (live and on-line) VA-wide in FY 10. Both supervisory and employee training will be rolled out as mandatory training VA-wide. In addition, ODI is collaborating with VALU, NCOD, and ORM to develop a coordinated corporate level organizational development model to address organizational climate, conflict, and diversity issues VA-wide.</p>	
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REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.

ODI in collaboration with VALU developed a new EEO and diversity training curriculum, including mandatory Workplace Harassment and No FEAR Training for Employees; standardized EEO, Diversity and Conflict Management training for Managers and Supervisors; The Business Case for Diversity and Inclusion; Suspending Bias; Reasonable Accommodation; and others.

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>High volume of discrimination complaints: VA experiences a higher per capita rate of EEO complaints than the government average.</p>
<p>BARRIER ANALYSIS 6: (National)</p>	<p>At .76%, VA has a higher than average per capita rate of EEO complaints than the government average on .55%. In addition, VA's National Center for Organizational Development (NCOD) reports an inordinately high incidence of disrespectful behavior (verbal abuse) in the workplace in comparison with other agencies, higher than the US Postal Service. The Partnership for Public Service generates a "Support for Diversity Index" which calculates Federal agency standings in this area on the basis of employee responses on the Federal Human Capital Survey. This index reveals that VA ranks in the bottom half (16 out of 28) of large Federal agencies. ORM's root cause analysis identifies poor communication and inconsistent application of VA policies and procedures as key causes to workplace conflict.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Inconsistent use of Alternative Dispute Resolution (ADR) services Insufficient EEO, diversity, conflict management, and communication skills and competencies in management. Lack of a systematic organizational training and development in the aforementioned areas.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>GOAL: Outstanding customer service and stakeholder relations by promoting cultural competency, accountability, education, and communication (Goal 3 of VA Diversity and Inclusion Strategic Plan).</p> <p>OBJECTIVES:</p> <p>Increase participation in ADR processes VA-wide. Develop and implement standardized and customized competency-based EEO, diversity, and conflict management training for VA.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>DAS for ORM, ODI, Asst sec for HRA, VALU, NCOD, Administration HR, EEO, Training Officials</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>09/30/2009</p>

TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2010
INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.	TARGET DATE (Must be specific) example: mm/dd/yyyy
Identify and implement appropriate risk management strategies such as EEO compliance, diversity, and conflict management training to remedy deficient areas. ODI has posted a host of new EEO and diversity training modules on its web site for easy, nationwide access. Additionally, ODI is currently collaborating with VALU and ORM to provide standardized VA-wide training in EEO, diversity, and conflict management for supervisors and for employees. This training is currently in development and is expected to be deployed (live and on-line) VA-wide in FY 10. Both supervisory and employee training will be rolled out as mandatory training VA-wide. In addition, ODI is collaborating with VALU, NCOD, and ORM to develop a coordinated corporate level organizational development model to address organizational climate, conflict, and diversity issues VA-wide. Finally ODI, is currently increasing its training and organizational staffing complement in order to accede to the growing demand for these services. ODI will continue to partner with HR and ORM to provide awareness training to the administrations and facilities, our goal is to provide facilities with a clear understanding of what diversity is and what it isn't, to raise a greater awareness and sensitivity to Diversity issues that go well beyond the assumed categories, and to recommend behavioral tools for fostering a more cohesive workplaces.	09/30/2010
Describe plan to meet VA's ADR participation goals. ORM will expand it marketing of ADR and augment its ADR resources in FY 10. Participation rates are tracked, allowing facilities to identify low participation facilities. These figures can be obtained annually from ORM. VHA and VBA in collaboration with ORM have started Phase III of an ADR Pilot that is intended to foster an excellent customer service environment for our Nations Veterans by creating a culture where ADR and open communication become the preferred methods for resolving workplace disputes. It will promote increased use of MOUs with regions and facilities to promote use of ADR VA-wide. The ORM expects to roll out a national initiative after the completion of Phase III.	09/30/2010
Based on the Critical Indicators page in the automated MD-715 workforce analysis slides, identify the topics coded red for this and subordinate facilities. Describe your plan to address these issues. ODI has systematically been rank ordering all-employee survey data, separation rates, complaint rates, and sick leave rates and other workforce data to identify the facilities that appear to have the greatest potential risk. Facilities ranking lowest a re selected for Technical Assistance Reviews (TARs). ODI later reviews the implementing of the resulting recommendations. Regions also use this data for their own interventions.	09/30/2010
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE INSTRUCTIONS: Include all recent accomplishments related to this objective. This information will be used in the VA Diversity and Inclusion Annual Performance Report.	
In FY 2009 ODI completed six Technical Assistance Reviews (TARs); Hines Illinois, Dayton Ohio, Orlando Florida, San Juan Puerto Rico, Tucson Arizona, and Albuquerque New Mexico; delivered thirteen trainings on reasonable accommodation and selective placement throughout the VA system; performed three MsLive Part I Plans MD-715 trainings, and a number of other area specific training to the administrations and facilities. ODI also led the development of updated EEO, diversity, and training content with ORM, VALU and Administration EEO partners and has delivered the content to a contractor for on-line training production. ORM increased its promotion of ADR through MOUs with field organizations and increased its participation rate to 48% in FY 09. It also increased its dispute resolution rate in EEO and Non-EEO matters to 43% and 82 % respectively in the same year.	

EEOC FORM 715-01 PART J

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

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the beginning of FY09.		... end of FY09.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	277,361	100.00%	295,654	100.00%	18,293	06.60%
	Reportable Disability	21,993	07.93%	24,564	08.31%	2,571	11.69%
	Targeted Disability*	3,980	01.43%	4,239	01.43%	259	06.51%
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					***	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					621	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personne l Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	9,081	929	10.23 %	128	01.41 %	858	09.45 %	7,166	78.91 %
4. Non-Competitive Promotions	11,965	1,422	11.88 %	190	01.59 %	666	05.57 %	9,687	80.96 %
5. Employee Development/Training	***	***	***	***	***	***	***	***	***
5.a. Grades 5 - 12	***	***	***	***	***	***	***	***	***
5.b. Grades 13 - 14	***	***	***	***	***	***	***	***	***
5.c. Grade 15/SES Development Training	***	***	***	***	***	***	***	***	***
6. Employee Recognition and Awards	---	---	---	---	---	---	---	---	---
6.a. Time-Off Awards (Total hrs awarded)	201,985	17,831	08.83 %	2,701	01.34 %	29,237	14.47 %	152,216	75.36 %
6.b. Cash Awards (total \$\$\$ awarded)	\$107,695,694	\$7,394,687	06.87 %	\$1,267,785	01.18 %	\$17,196,250	15.97 %	\$81,836,972	75.99 %
6.c. Quality-Step Increase	1,689	131	07.76 %	15	00.89 %	278	16.46 %	1,265	74.90 %

*** = Data is not currently being collected.

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

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

Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2009

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL																		
FY 2008	#	277,361	111,188	166,173	8,625	9,782	68,750	100,431	24,755	41,334	7,254	11,967	0	0	1,373	2,096	431	563
	%	100.02%	40.11%	59.91%	03.11%	03.53%	24.79%	36.21%	08.93%	14.90%	02.62%	04.31%	00.00%	00.00%	00.50%	00.76%	00.16%	00.20%
FY 2009	#	295,654	118,631	177,023	8,946	10,255	73,591	107,421	26,067	43,394	7,545	12,272	232	337	1,600	2,413	650	931
	%	100.00%	40.13%	59.87%	03.03%	03.47%	24.89%	36.33%	08.82%	14.68%	02.55%	04.15%	00.08%	00.11%	00.54%	00.82%	00.22%	00.31%
CLF (2000)	%	100.00%	53.23%	46.77%	6.17%	4.52%	39.03%	33.74%	4.84%	5.66%	1.92%	1.71%	0.06%	0.05%	0.34%	0.32%	0.88%	0.76%
RCLF (2000)	%	99.05%	34.45%	64.60%	03.18%	04.34%	25.06%	47.68%	03.17%	08.16%	02.36%	03.20%	00.03%	00.06%	00.31%	00.62%	00.34%	00.54%
Difference	#	18,293	7,443	10,850	321	473	4,841	6,990	1,312	2,060	291	305	232	337	227	317	219	368
	%	-0.02%	0.02%	-0.04%	-0.08%	-0.06%	0.10%	0.12%	-0.11%	-0.22%	-0.07%	-0.16%	0.08%	0.11%	0.04%	0.06%	0.06%	0.11%
Net Change	%	6.60%	6.69%	6.53%	3.72%	4.84%	7.04%	6.96%	5.30%	4.98%	4.01%	2.55%	0.00%	0.00%	16.53%	15.12%	50.81%	65.36%
PERMANENT																		
FY 2008	#	249,228	101,397	147,831	7,970	8,680	62,665	89,628	23,263	37,408	5,889	9,849	0	0	1,226	1,784	384	482
	%	99.98%	40.67%	59.31%	03.20%	03.48%	25.14%	35.96%	09.33%	15.01%	02.36%	03.95%	00.00%	00.00%	00.49%	00.72%	00.15%	00.19%
FY 2009	#	268,327	108,062	160,265	8,278	9,325	66,975	97,438	24,368	39,789	6,236	10,547	195	283	1,418	2,092	592	791
	%	100.00%	40.27%	59.73%	03.09%	03.48%	24.96%	36.31%	09.08%	14.83%	02.32%	03.93%	00.07%	00.11%	00.53%	00.78%	00.22%	00.29%
Difference	#	19,099	6,665	12,434	308	645	4,310	7,810	1,105	2,381	347	698	195	283	192	308	208	309
	%	0.02%	-0.40%	0.42%	-0.11%	0.00%	-0.18%	0.35%	-0.25%	-0.18%	-0.04%	-0.02%	0.07%	0.11%	0.04%	0.06%	0.07%	0.10%
Net Change	%	7.66%	6.57%	8.41%	3.86%	7.43%	6.88%	8.71%	4.75%	6.36%	5.89%	7.09%	0.00%	0.00%	15.66%	17.26%	54.17%	64.11%
TEMPORARY																		
FY 2008	#	24,721	8,710	16,011	529	845	5,596	9,749	1,099	3,079	1,313	1,979	0	0	130	284	43	75
	%	100.01%	35.24%	64.77%	02.14%	03.42%	22.64%	39.44%	04.45%	12.45%	05.31%	08.01%	00.00%	00.00%	00.53%	01.15%	00.17%	00.30%

FY 2009	#	23,821	9,410	14,411	515	664	6,095	8,898	1,288	2,775	1,258	1,598	34	49	168	294	52	133
	%	100.01%	39.51%	60.50%	02.16%	02.79%	25.59%	37.35%	05.41%	11.65%	05.28%	06.71%	00.14%	00.21%	00.71%	01.23%	00.22%	00.56%
Difference	#	-900	700	-1,600	-14	-181	499	-851	189	-304	-55	-381	34	49	38	10	9	58
Ratio Change	%	0.00%	4.27%	-4.27%	0.02%	-0.63%	2.95%	-2.09%	0.96%	-0.80%	-0.03%	-1.30%	0.14%	0.21%	0.18%	0.08%	0.05%	0.26%
Net Change	%	-3.64%	8.04%	-9.99%	-2.65%	-1.42%	8.92%	-8.73%	17.20%	-9.87%	-4.19%	-9.25%	0.00%	0.00%	29.23%	3.52%	20.93%	77.33%
<u>NON-APPROPRIATED</u>																		
FY 2008	#	3,412	1,081	2,331	126	257	489	1,054	393	847	52	139	0	0	17	28	4	6
	%	99.99%	31.68%	68.31%	03.69%	07.53%	14.33%	30.89%	11.52%	24.82%	01.52%	04.07%	00.00%	00.00%	00.50%	00.82%	00.12%	00.18%
FY 2009	#	3,506	1,159	2,347	153	266	521	1,085	411	830	51	127	3	5	14	27	6	7
	%	99.99%	33.05%	66.94%	04.36%	07.59%	14.86%	30.95%	11.72%	23.67%	01.45%	03.62%	00.09%	00.14%	00.40%	00.77%	00.17%	00.20%
Difference	#	94	78	16	27	9	32	31	18	-17	-1	-12	3	5	-3	-1	2	1
Ratio Change	%	0.00%	1.37%	-1.37%	0.67%	0.06%	0.53%	0.06%	0.20%	-1.15%	-0.07%	-0.45%	0.09%	0.14%	-0.10%	-0.05%	0.05%	0.02%
Net Change	%	2.75%	7.22%	0.69%	21.43%	3.50%	6.54%	2.94%	4.58%	-2.01%	-1.92%	-8.63%	0.00%	0.00%	-7.65%	-3.57%	50.00%	16.67%

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

RCLF comparisons are based on 2000 Census National data.

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

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

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

Table B1: Total Workforce - by Disability FY 2009

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL															
FY 2008	#	277,361	210,739	40,649	21,993	3,980	350	476	211	370	157	522	298	1,513	83
	%	100.00%	75.98%	14.66%	07.93%	01.43%	00.13%	00.17%	00.08%	00.13%	00.06%	00.19%	00.11%	00.55%	00.03%
FY 2009	#	295,654	228,688	38,163	24,564	4,239	344	489	203	398	162	530	279	1,738	96
	%	100.00%	77.35%	12.91%	08.31%	01.43%	00.12%	00.17%	00.07%	00.13%	00.05%	00.18%	00.09%	00.59%	00.03%
Difference	#	18,293	17,949	-2,486	2,571	259	344	489	203	398	162	530	279	1,738	96
	%	00.00%	01.37%	-01.75%	00.38%	00.00%	-00.01%	00.00%	-00.01%	00.00%	-00.01%	-00.01%	-00.02%	00.04%	00.00%
Net Change	%	06.60%	08.52%	-06.12%	11.69%	06.51%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Federal High	%					02.27%									
PERMANENT															
FY 2008	#	249,228	185,200	39,708	20,609	3,711	334	442	197	353	144	492	279	1,392	78
	%	100.00%	74.31%	15.93%	08.27%	01.49%	00.13%	00.18%	00.08%	00.14%	00.06%	00.20%	00.11%	00.56%	00.03%
FY 2009	#	268,327	204,190	37,190	23,000	3,947	329	454	192	375	142	498	265	1,603	89
	%	100.00%	76.10%	13.86%	08.57%	01.47%	00.12%	00.17%	00.07%	00.14%	00.05%	00.19%	00.10%	00.60%	00.03%
Difference	#	19,099	18,990	-2,518	2,391	236	329	454	192	375	142	498	265	1,603	89
	%	00.00%	01.79%	-02.07%	00.30%	-00.02%	-00.01%	-00.01%	-00.01%	00.00%	-00.01%	-00.01%	-00.01%	00.04%	00.00%
Net Change	%	07.66%	10.25%	-06.34%	11.60%	06.36%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TEMPORARY															
FY 2008	#	24,721	22,658	710	1,147	206	13	26	13	11	13	23	5	98	4
	%	100.00%	91.65%	02.87%	04.64%	00.83%	00.05%	00.11%	00.05%	00.04%	00.05%	00.09%	00.02%	00.40%	00.02%
FY 2009	#	23,821	21,487	754	1,341	239	11	27	10	18	20	28	3	117	5

	%	100.00%	90.20%	03.17%	05.63%	01.00%	00.05%	00.11%	00.04%	00.08%	00.08%	00.12%	00.01%	00.49%	00.02%
Difference	#	-900	-1,171	44	194	33	11	27	10	18	20	28	3	117	5
Ratio Change	%	00.00%	-01.45%	00.30%	00.99%	00.17%	00.00%	00.00%	-00.01%	00.04%	00.03%	00.03%	-00.01%	00.09%	00.00%
Net Change	%	-03.64%	-05.17%	06.20%	16.91%	16.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NON-APPROPRIATED															
FY 2008	#	3,412	2,881	231	237	63	3	8	1	6	0	7	14	23	1
	%	100.00%	84.44%	06.77%	06.95%	01.85%	00.09%	00.23%	00.03%	00.18%	00.00%	00.21%	00.41%	00.67%	00.03%
FY 2009	#	3,506	3,011	219	223	53	4	8	1	5	0	4	11	18	2
	%	100.00%	85.88%	06.25%	06.36%	01.51%	00.11%	00.23%	00.03%	00.14%	00.00%	00.11%	00.31%	00.51%	00.06%
Difference	#	94	130	-12	-14	-10	4	8	1	5	0	4	11	18	2
Ratio Change	%	00.00%	01.44%	-00.52%	-00.59%	-00.34%	00.02%	00.00%	00.00%	-00.04%	00.00%	-00.10%	-00.10%	-00.16%	00.03%
Net Change	%	02.75%	04.51%	-05.19%	-05.91%	-15.87%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

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

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

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

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

Table A2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Race/Ethnicity and Sex FY 2009

All VA By Administration	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All		White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
#	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#	271,158	108,998	162,160	8,400	9,522	67,415	98,340	24,685	40,451	6,279	10,650	196	287	1,428	2,116	595	794

	%	100.01%	40.20%	59.81%	03.10%	03.51%	24.86%	36.27%	09.10%	14.92%	02.32%	03.93%	00.07%	00.11%	00.53%	00.78%	00.22%	00.29%
RCLF (2000)	%	99.47%	34.20%	65.27%	03.22%	04.40%	24.83%	48.20%	03.22%	08.28%	02.25%	03.16%	00.03%	00.06%	00.31%	00.63%	00.34%	00.54%
VHA	#	241,914	93,602	148,312	7,392	8,801	57,017	90,157	21,686	36,295	5,671	10,224	164	264	1,196	1,878	476	693
	%	100.01%	38.69%	61.32%	03.06%	03.64%	23.57%	37.27%	08.96%	15.00%	02.34%	04.23%	00.07%	00.11%	00.49%	00.78%	00.20%	00.29%
VBA	#	16,968	7,856	9,112	464	469	5,226	5,366	1,707	2,773	232	226	18	16	146	191	63	71
	%	99.99%	46.30%	53.69%	02.73%	02.76%	30.80%	31.62%	10.06%	16.34%	01.37%	01.33%	00.11%	00.09%	00.86%	01.13%	00.37%	00.42%
NCA	#	1,559	1,192	367	112	21	815	219	199	111	36	12	5	0	13	3	12	1
	%	99.99%	76.45%	23.54%	07.18%	01.35%	52.28%	14.05%	12.76%	07.12%	02.31%	00.77%	00.32%	00.00%	00.83%	00.19%	00.77%	00.06%
STAFF OFFICES	#	10,717	6,348	4,369	432	231	4,357	2,598	1,093	1,272	340	188	9	7	73	44	44	29
	%	100.00%	59.23%	40.77%	04.03%	02.16%	40.66%	24.24%	10.20%	11.87%	03.17%	01.75%	00.08%	00.07%	00.68%	00.41%	00.41%	00.27%

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

RCLF comparisons are based on 2000 Census National data.

Table B2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Disability FY 2009

All VA By Administration	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TOTAL	#	271,158	206,579	37,393	23,192	3,994	332	461	193	380	142	502	276	1,618	90
	%	100.00%	76.18%	13.79%	08.55%	01.47%	00.12%	00.17%	00.07%	00.14%	00.05%	00.19%	00.10%	00.60%	00.03%
Federal High	%					02.27%									
VHA	#	241,914	186,057	33,262	19,195	3,400	245	412	155	304	112	423	269	1,402	78
	%	100.00%	76.91%	13.75%	07.93%	01.41%	00.10%	00.17%	00.06%	00.13%	00.05%	00.17%	00.11%	00.58%	00.03%
VBA	#	16,968	11,816	2,134	2,617	401	60	27	23	51	21	49	6	158	6
	%	100.00%	69.64%	12.58%	15.42%	02.36%	00.35%	00.16%	00.14%	00.30%	00.12%	00.29%	00.04%	00.93%	00.04%
NCA	#	1,559	1,203	181	149	26	0	3	2	1	0	4	1	15	0
	%	100.00%	77.16%	11.61%	09.56%	01.67%	00.00%	00.19%	00.13%	00.06%	00.00%	00.26%	00.06%	00.96%	00.00%
STAFF OFFICES	#	10,717	7,503	1,816	1,231	167	27	19	13	24	9	26	0	43	6
	%	100.00%	70.01%	16.95%	11.49%	01.56%	00.25%	00.18%	00.12%	00.22%	00.08%	00.24%	00.00%	00.40%	00.06%

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

Table A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2009

All VA		TOTAL EMPLOYEES			Hispanic or Latino		RACE/ETHNICITY (Non- Hispanic or Latino)										Two or More/Other Races	
							White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Executive/Senior Level Officials and Managers	#	988	584	404	30	11	474	325	54	56	5	2	18	7	2	1	1	2
	%	100.00%	59.12%	40.88%	03.04%	01.11%	47.98%	32.89%	05.47%	05.67%	00.51%	00.20%	01.82%	00.71%	00.20%	00.10%	00.10%	00.20%
Mid-Level Officials and Managers	#	5,825	2,536	3,289	125	149	1,966	2,238	347	753	19	31	66	95	1	6	12	17
	%	100.00%	43.55%	56.46%	02.15%	02.56%	33.75%	38.42%	05.96%	12.93%	00.33%	00.53%	01.13%	01.63%	00.02%	00.10%	00.21%	00.29%
First-Level Officials and Managers	#	24,339	10,280	14,059	770	778	6,826	8,703	2,057	3,806	158	238	377	409	16	24	76	101
	%	100.00%	42.24%	57.77%	03.16%	03.20%	28.05%	35.76%	08.45%	15.64%	00.65%	00.98%	01.55%	01.68%	00.07%	00.10%	00.31%	00.41%
TOTAL Officials and Managers	#	31,152	13,400	17,752	925	938	9,266	11,266	2,458	4,615	182	271	461	511	19	31	89	120
	%	100.00%	43.01%	56.98%	02.97%	03.01%	29.74%	36.16%	07.89%	14.81%	00.58%	00.87%	01.48%	01.64%	00.06%	00.10%	00.29%	00.39%
Officials and Managers RCLF		100%	45.29%	54.63%	03.09%	03.95%	35.77%	39.95%	03.68%	07.69%	00.31%	00.49%	02.06%	02.06%	00.04%	00.06%	00.34%	00.43%
Professionals	#	112,317	39,951	72,366	2,399	3,904	29,519	48,708	3,570	11,210	472	827	3,778	7,352	62	102	151	263
	%	100.00%	35.57%	64.44%	02.14%	03.48%	26.28%	43.37%	03.18%	09.98%	00.42%	00.74%	03.36%	06.55%	00.06%	00.09%	00.13%	00.23%
Professionals RCLF		100%	31.95%	67.46%	01.57%	02.77%	24.73%	52.85%	01.84%	06.21%	00.20%	00.51%	03.28%	04.57%	00.02%	00.04%	00.31%	00.51%
Technicians	#	32,088	8,892	23,196	906	1,474	5,338	14,071	1,766	5,874	123	324	681	1,311	18	44	60	98
	%	100.00%	27.71%	72.30%	02.82%	04.59%	16.64%	43.85%	05.50%	18.31%	00.38%	01.01%	02.12%	04.09%	00.06%	00.14%	00.19%	00.31%
Technicians RCLF		100%	19.92%	79.72%	01.80%	04.61%	13.42%	57.64%	02.59%	12.68%	00.21%	00.91%	01.62%	03.15%	00.02%	00.06%	00.26%	00.67%
Sales Workers	#	751	158	593	22	55	84	314	41	173	5	9	5	39	0	1	1	2
	%	100.00%	21.05%	78.96%	02.93%	07.32%	11.19%	41.81%	05.46%	23.04%	00.67%	01.20%	00.67%	05.19%	00.00%	00.13%	00.13%	00.27%
Sales Workers RCLF		100%	36.34%	63.25%	03.99%	07.32%	26.23%	43.01%	03.46%	08.92%	00.40%	00.80%	01.73%	02.53%	00.00%	00.00%	00.53%	00.67%
Office and Clerical	#	44,407	14,539	29,868	1,523	1,919	7,286	16,359	4,811	10,154	218	422	545	740	34	70	122	204
	%	100.00%	32.74%	67.27%	03.43%	04.32%	16.41%	36.84%	10.83%	22.87%	00.49%	00.95%	01.23%	01.67%	00.08%	00.16%	00.27%	00.46%
Office and Clerical RCLF		100%	23.31%	76.37%	02.28%	06.47%	16.63%	56.65%	02.81%	09.33%	00.25%	00.84%	01.07%	02.38%	00.03%	00.09%	00.24%	00.61%
Craft Workers	#	6,647	6,488	159	527	14	4,601	103	1,046	34	77	2	196	4	12	1	29	1

	%	100.00%	97.62%	02.40%	07.93%	00.21%	69.22%	01.55%	15.74%	00.51%	01.16%	00.03%	02.95%	00.06%	00.18%	00.02%	00.44%	00.02%
Craft Workers RCLF		100%	89.16%	05.44%	10.31%	00.51%	68.66%	04.08%	06.60%	00.56%	01.10%	00.05%	01.72%	00.21%	00.03%	00.00%	00.74%	00.03%
Operatives	#	3,623	3,157	466	268	44	1,632	204	1,136	192	35	7	68	16	4	1	14	2
	%	100.00%	87.16%	12.86%	07.40%	01.21%	45.05%	05.63%	31.36%	05.30%	00.97%	00.19%	01.88%	00.44%	00.11%	00.03%	00.39%	00.06%
Operatives RCLF		100%	72.37%	26.02%	09.94%	04.66%	49.13%	14.46%	09.74%	05.24%	00.94%	00.36%	01.79%	00.99%	00.11%	00.06%	00.72%	00.25%
Laborers	#	1,044	1,002	42	95	5	601	28	267	6	9	2	18	1	4	0	8	0
	%	100.00%	95.97%	04.02%	09.10%	00.48%	57.57%	02.68%	25.57%	00.57%	00.86%	00.19%	01.72%	00.10%	00.38%	00.00%	00.77%	00.00%
Laborers RCLF		100%	84.12%	15.03%	24.43%	03.35%	47.51%	09.77%	09.20%	01.34%	00.96%	00.19%	01.25%	00.38%	00.10%	00.00%	00.67%	00.00%
Service Workers	#	39,092	21,376	17,716	1,734	1,169	9,056	7,286	9,589	8,192	307	252	526	676	43	37	121	104
	%	100.00%	54.70%	45.32%	04.44%	02.99%	23.17%	18.64%	24.53%	20.96%	00.79%	00.64%	01.35%	01.73%	00.11%	00.09%	00.31%	00.27%
Service Workers RCLF		100%	41.67%	58.27%	07.86%	07.57%	24.81%	35.87%	06.45%	11.64%	00.54%	00.75%	01.44%	01.68%	00.06%	00.07%	00.51%	00.69%
TOTAL WORKFORCE	#	271,121	108,963	162,158	8,399	9,522	67,383	98,339	24,684	40,450	1,428	2,116	6,278	10,650	196	287	595	794
	%	100.00%	40.19%	59.81%	03.10%	03.51%	24.85%	36.27%	09.10%	14.92%	00.53%	00.78%	02.32%	03.93%	00.07%	00.11%	00.22%	00.29%
TOTAL RCLF		100%	34.21%	65.28%	03.22%	04.40%	24.84%	48.21%	03.22%	08.28%	00.31%	00.63%	02.25%	03.16%	00.03%	00.06%	00.34%	00.54%

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

RCLF comparisons are based on 2000 Census National data.

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

The Executive/Senior Level Officials and Managers includes grades 15, 16, 17, 18, 19, 0 (SES), and 99 (Executive Pay Act). Mid-level Officials and Managers includes grades 13 and 14. First-level Officials and Managers includes grades 1 to 12.

*** VA is not yet collecting this data.

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability FY 2009

All VA Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Executive/Senior Level Officials and Managers	#	988	706	210	60	12	0	3	2	5	0	0	0	2	0
	%	100.00%	71.46%	21.26%	06.07%	01.21%	00.00%	00.30%	00.20%	00.51%	00.00%	00.00%	00.00%	00.20%	00.00%

Mid-Level Officials and Managers	#	5,825	3,949	1,296	533	47	0	10	8	10	3	6	0	9	1
	%	100.00 %	67.79%	22.25%	09.15%	00.81%	00.00%	00.17%	00.14%	00.17%	00.05%	00.10%	00.00%	00.15 %	00.02%
First-Level Officials and Managers	#	24,339	17,428	3,684	2,867	360	19	23	33	49	22	47	2	156	9
	%	100.00 %	71.61%	15.14%	11.78%	01.48%	00.08%	00.09%	00.14%	00.20%	00.09%	00.19%	00.01%	00.64 %	00.04%
TOTAL Officials and Managers	#	31,152	22,083	5,190	3,460	419	19	36	43	64	25	53	2	167	10
	%	100.00 %	70.89%	16.66%	11.11%	01.35%	00.06%	00.12%	00.14%	00.21%	00.08%	00.17%	00.01%	00.54 %	00.03%
Professionals	#	112,317	89,727	14,901	6,777	912	31	160	42	102	40	143	4	363	27
	%	100.00 %	79.89%	13.27%	06.03%	00.81%	00.03%	00.14%	00.04%	00.09%	00.04%	00.13%	00.00%	00.32 %	00.02%
Technicians	#	32,088	25,267	4,320	2,151	350	30	31	36	29	10	64	6	134	10
	%	100.00 %	78.74%	13.46%	06.70%	01.09%	00.09%	00.10%	00.11%	00.09%	00.03%	00.20%	00.02%	00.42 %	00.03%
Sales Workers	#	751	607	70	62	12	0	2	0	4	0	0	1	5	0
	%	100.00 %	80.83%	09.32%	08.26%	01.60%	00.00%	00.27%	00.00%	00.53%	00.00%	00.00%	00.13%	00.67 %	00.00%
Office and Clerical	#	44,407	31,913	5,416	5,900	1,178	145	125	45	138	49	137	61	452	26
	%	100.00 %	71.86%	12.20%	13.29%	02.65%	00.33%	00.28%	00.10%	00.31%	00.11%	00.31%	00.14%	01.02 %	00.06%
Craft Workers	#	6,647	4,432	1,459	661	95	11	9	6	6	4	10	4	43	2
	%	100.00 %	66.68%	21.95%	09.94%	01.43%	00.17%	00.14%	00.09%	00.09%	00.06%	00.15%	00.06%	00.65 %	00.03%
Operatives	#	3,623	2,363	766	386	108	11	7	1	2	0	9	31	44	3
	%	100.00 %	65.22%	21.14%	10.65%	02.98%	00.30%	00.19%	00.03%	00.06%	00.00%	00.25%	00.86%	01.21 %	00.08%
Laborers	#	1,044	759	140	117	28	0	1	0	1	0	3	6	17	0
	%	100.00 %	72.70%	13.41%	11.21%	02.68%	00.00%	00.10%	00.00%	00.10%	00.00%	00.29%	00.57%	01.63 %	00.00%
Service Workers	#	39,092	29,394	5,128	3,678	892	85	90	20	34	14	83	161	393	12
	%	100.00 %	75.19%	13.12%	09.41%	02.28%	00.22%	00.23%	00.05%	00.09%	00.04%	00.21%	00.41%	01.01 %	00.03%
TOTAL WORKFORCE	#	271,121	206,545	37,390	23,192	3,994	332	461	193	380	142	502	276	1,618	90
	%	100.00 %	76.18%	13.79%	08.55%	01.47%	00.12%	00.17%	00.07%	00.14%	00.05%	00.19%	00.10%	00.60 %	00.03%

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

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

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2009

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
						male	female	male	female	male	female	male	female	male	female	male	female	
GS - 1	#	74	34	40	7	5	14	11	9	20	1	4	0	0	1	0	2	0
	%	100.00%	45.94%	54.06%	09.46%	06.76%	18.92%	14.86%	12.16%	27.03%	01.35%	05.41%	00.00%	00.00%	01.35%	00.00%	02.70%	00.00%
GS - 2	#	113	43	70	2	4	27	25	10	36	3	0	0	0	0	2	1	3
	%	99.98%	38.04%	61.94%	01.77%	03.54%	23.89%	22.12%	08.85%	31.86%	02.65%	00.00%	00.00%	00.00%	00.00%	01.77%	00.88%	02.65%
GS - 3	#	990	466	524	82	33	184	257	181	204	9	17	0	3	6	5	4	5
	%	100.01%	47.07%	52.94%	08.28%	03.33%	18.59%	25.96%	18.28%	20.61%	00.91%	01.72%	00.00%	00.30%	00.61%	00.51%	00.40%	00.51%
GS - 4	#	6,822	2,688	4,134	255	281	1,249	1,821	1,020	1,786	88	130	9	17	40	66	27	33
	%	100.01%	39.41%	60.60%	03.74%	04.12%	18.31%	26.69%	14.95%	26.18%	01.29%	01.91%	00.13%	00.25%	00.59%	00.97%	00.40%	00.48%
GS - 5	#	29,102	9,113	19,989	896	1,247	4,420	9,821	3,217	7,757	350	651	18	52	139	309	73	152
	%	99.99%	31.31%	68.68%	03.08%	04.28%	15.19%	33.75%	11.05%	26.65%	01.20%	02.24%	00.06%	00.18%	00.48%	01.06%	00.25%	00.52%
GS - 6	#	31,396	9,302	22,094	1,027	1,409	4,858	12,103	2,716	7,206	459	901	20	44	151	311	71	120
	%	99.99%	29.62%	70.37%	03.27%	04.49%	15.47%	38.55%	08.65%	22.95%	01.46%	02.87%	00.06%	00.14%	00.48%	00.99%	00.23%	00.38%
GS - 7	#	18,225	6,579	11,646	660	772	3,718	6,755	1,713	3,466	297	377	22	22	111	175	58	79
	%	100.00%	36.10%	63.90%	03.62%	04.24%	20.40%	37.06%	09.40%	19.02%	01.63%	02.07%	00.12%	00.12%	00.61%	00.96%	00.32%	00.43%
GS - 8	#	17,741	4,502	13,239	405	719	2,887	8,639	785	2,788	341	842	11	24	49	173	24	54
	%	100.01%	25.37%	74.64%	02.28%	04.05%	16.27%	48.70%	04.42%	15.72%	01.92%	04.75%	00.06%	00.14%	00.28%	00.98%	00.14%	00.30%
GS - 9	#	16,056	6,503	9,553	490	588	4,146	5,968	1,380	2,310	329	468	14	19	100	139	44	61
	%	99.99%	40.49%	59.50%	03.05%	03.66%	25.82%	37.17%	08.59%	14.39%	02.05%	02.91%	00.09%	00.12%	00.62%	00.87%	00.27%	00.38%
GS - 10	#	4,502	1,954	2,548	140	153	1,271	1,637	405	587	97	120	3	1	28	33	10	17
	%	100.00%	43.40%	56.60%	03.11%	03.40%	28.23%	36.36%	09.00%	13.04%	02.15%	02.67%	00.07%	00.02%	00.62%	00.73%	00.22%	00.38%
GS - 11	#	47,950	13,116	34,834	983	2,088	9,283	22,323	1,676	6,040	919	3,803	16	48	163	408	76	124

	%	100.00%	27.36%	72.64%	02.05%	04.35%	19.36%	46.55%	03.50%	12.60%	01.92%	07.93%	00.03%	00.10%	00.34%	00.85%	00.16%	00.26%
GS - 12	#	19,030	8,075	10,955	428	571	6,139	7,650	966	1,847	404	680	10	13	97	150	31	44
	%	100.00%	42.43%	57.57%	02.25%	03.00%	32.26%	40.20%	05.08%	09.71%	02.12%	03.57%	00.05%	00.07%	00.51%	00.79%	00.16%	00.23%
GS - 13	#	25,257	8,096	17,161	461	721	6,429	12,837	756	2,511	345	877	7	23	73	136	25	56
	%	100.00%	32.06%	67.94%	01.83%	02.85%	25.45%	50.83%	02.99%	09.94%	01.37%	03.47%	00.03%	00.09%	00.29%	00.54%	00.10%	00.22%
GS - 14	#	5,051	2,449	2,602	75	96	2,029	1,913	222	476	96	88	2	2	15	19	10	8
	%	100.00%	48.49%	51.51%	01.48%	01.90%	40.17%	37.87%	04.40%	09.42%	01.90%	01.74%	00.04%	00.04%	00.30%	00.38%	00.20%	00.16%
GS - 15	#	18,813	12,511	6,302	692	380	9,110	3,870	485	449	2,029	1,480	18	9	146	94	31	20
	%	100.02%	66.51%	33.51%	03.68%	02.02%	48.42%	20.57%	02.58%	02.39%	10.79%	07.87%	00.10%	00.05%	00.78%	00.50%	00.16%	00.11%
All Other GS	#	30	9	21	0	0	9	16	0	5	0	0	0	0	0	0	0	0
	%	100.00%	30.00%	70.00%	00.00%	00.00%	30.00%	53.33%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	310	205	105	9	3	172	85	16	15	3	1	1	0	4	0	0	1
	%	99.99%	66.12%	33.87%	02.90%	00.97%	55.48%	27.42%	05.16%	04.84%	00.97%	00.32%	00.32%	00.00%	01.29%	00.00%	00.00%	00.32%
TOTAL	#	241,462	85,645	155,817	6,612	9,070	55,945	95,731	15,557	37,503	5,770	10,439	151	277	1,123	2,020	487	777
	%	100.00%	35.47%	64.53%	02.74%	03.76%	23.17%	39.65%	06.44%	15.53%	02.39%	04.32%	00.06%	00.11%	00.47%	00.84%	00.20%	00.32%

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

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

Percentages are based on row totals

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability FY 2009

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
GS - 1	#	74	55	3	8	8	0	2	1	1	1	0	2	1	0	
	%	100.00%	74.32%	04.05%	10.81%	10.81%	00.00%	02.70%	01.35%	01.35%	01.35%	00.00%	02.70%	01.35%	00.00%	
GS - 2	#	113	82	7	13	11	0	0	0	3	0	2	6	0	0	
	%	100.00%	72.57%	06.19%	11.50%	09.73%	00.00%	00.00%	00.00%	02.65%	00.00%	01.77%	05.31%	00.00%	00.00%	
GS - 3	#	990	762	56	126	46	5	7	0	4	0	3	18	9	0	

	%	100.00%	76.97%	05.66%	12.73%	04.65%	00.51%	00.71%	00.00%	00.40%	00.00%	00.30%	01.82%	00.91%	00.00%
GS - 4	#	6,822	5,181	542	844	255	54	36	5	25	8	18	26	80	3
	%	100.00%	75.95%	07.94%	12.37%	03.74%	00.79%	00.53%	00.07%	00.37%	00.12%	00.26%	00.38%	01.17%	00.04%
GS - 5	#	29,102	22,363	2,948	3,180	611	44	72	23	59	18	75	22	285	13
	%	100.00%	76.84%	10.13%	10.93%	02.10%	00.15%	00.25%	00.08%	00.20%	00.06%	00.26%	00.08%	00.98%	00.04%
GS - 6	#	31,396	24,018	3,857	3,062	459	48	40	20	34	16	72	5	207	17
	%	100.00%	76.50%	12.29%	09.75%	01.46%	00.15%	00.13%	00.06%	00.11%	00.05%	00.23%	00.02%	00.66%	00.05%
GS - 7	#	18,225	13,688	2,405	1,854	278	17	27	17	30	12	43	3	124	5
	%	100.00%	75.11%	13.20%	10.17%	01.53%	00.09%	00.15%	00.09%	00.16%	00.07%	00.24%	00.02%	00.68%	00.03%
GS - 8	#	17,741	15,317	1,172	1,109	143	8	11	5	14	5	21	3	76	0
	%	100.00%	86.34%	06.61%	06.25%	00.81%	00.05%	00.06%	00.03%	00.08%	00.03%	00.12%	00.02%	00.43%	00.00%
GS - 9	#	16,056	11,862	2,413	1,548	233	12	18	17	29	11	36	1	104	5
	%	100.00%	73.88%	15.03%	09.64%	01.45%	00.07%	00.11%	00.11%	00.18%	00.07%	00.22%	00.01%	00.65%	00.03%
GS - 10	#	4,502	3,245	747	450	60	6	3	6	9	2	11	0	22	1
	%	100.00%	72.08%	16.59%	10.00%	01.33%	00.13%	00.07%	00.13%	00.20%	00.04%	00.24%	00.00%	00.49%	00.02%
GS - 11	#	47,950	37,605	6,556	3,326	463	15	85	30	46	23	77	3	171	13
	%	100.00%	78.43%	13.67%	06.94%	00.97%	00.03%	00.18%	00.06%	00.10%	00.05%	00.16%	00.01%	00.36%	00.03%
GS - 12	#	19,030	14,232	2,859	1,711	228	16	39	20	34	15	27	0	70	7
	%	100.00%	74.79%	15.02%	08.99%	01.20%	00.08%	00.20%	00.11%	00.18%	00.08%	00.14%	00.00%	00.37%	00.04%
GS - 13	#	25,257	18,323	5,115	1,644	175	3	34	13	27	7	30	0	55	6
	%	100.00%	72.55%	20.25%	06.51%	00.69%	00.01%	00.13%	00.05%	00.11%	00.03%	00.12%	00.00%	00.22%	00.02%
GS - 14	#	5,051	3,479	1,199	336	37	1	6	11	6	3	4	0	3	3
	%	100.00%	68.88%	23.74%	06.65%	00.73%	00.02%	00.12%	00.22%	00.12%	00.06%	00.08%	00.00%	00.06%	00.06%
GS - 15	#	18,813	15,445	2,552	720	96	2	5	7	22	8	12	0	37	3
	%	100.00%	82.10%	13.57%	03.83%	00.51%	00.01%	00.03%	00.04%	00.12%	00.04%	00.06%	00.00%	00.20%	00.02%
All Other GS	#	30	28	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.33%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	310	213	72	19	6	0	1	2	3	0	0	0	0	0
	%	100.00%	68.71%	23.23%	06.13%	01.94%	00.00%	00.32%	00.65%	00.97%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	241,462	185,898	32,505	19,950	3,109	231	386	177	346	129	431	89	1,244	76

	%	100.00%	76.99%	13.46%	08.26%	01.29%	00.10%	00.16%	00.07%	00.14%	00.05%	00.18%	00.04%	00.52%	00.03%
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Data shown includes GS/GM, SES, and related grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.

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

Percentages are based on row totals

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2009

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Grade - 1	#	1,065	858	207	47	15	303	76	467	101	20	9	2	0	15	4	4	2
	%	100.02%	80.57%	19.45%	04.41%	01.41%	28.45%	07.14%	43.85%	09.48%	01.88%	00.85%	00.19%	00.00%	01.41%	00.38%	00.38%	00.19%
Grade - 2	#	9,691	7,617	2,074	463	116	2,893	826	3,989	1,032	116	54	20	3	108	35	28	8
	%	100.00%	78.60%	21.40%	04.78%	01.20%	29.85%	08.52%	41.16%	10.65%	01.20%	00.56%	00.21%	00.03%	01.11%	00.36%	00.29%	00.08%
Grade - 3	#	2,883	2,050	833	189	62	689	273	1,097	460	35	18	2	1	30	17	8	2
	%	100.00%	71.11%	28.89%	06.56%	02.15%	23.90%	09.47%	38.05%	15.96%	01.21%	00.62%	00.07%	00.03%	01.04%	00.59%	00.28%	00.07%
Grade - 4	#	1,287	749	538	57	19	295	213	348	282	29	16	2	1	13	7	5	0
	%	100.00%	58.20%	41.80%	04.43%	01.48%	22.92%	16.55%	27.04%	21.91%	02.25%	01.24%	00.16%	00.08%	01.01%	00.54%	00.39%	00.00%
Grade - 5	#	1,183	1,101	82	104	7	583	44	372	27	26	3	2	0	9	1	5	0
	%	99.99%	93.07%	06.92%	08.79%	00.59%	49.28%	03.72%	31.45%	02.28%	02.20%	00.25%	00.17%	00.00%	00.76%	00.08%	00.42%	00.00%
Grade - 6	#	1,436	1,295	141	102	8	678	65	452	62	32	5	3	0	17	1	11	0
	%	100.01%	90.18%	09.83%	07.10%	00.56%	47.21%	04.53%	31.48%	04.32%	02.23%	00.35%	00.21%	00.00%	01.18%	00.07%	00.77%	00.00%
Grade - 7	#	720	681	39	82	5	337	13	228	20	17	0	1	0	12	1	4	0
	%	100.02%	94.60%	05.42%	11.39%	00.69%	46.81%	01.81%	31.67%	02.78%	02.36%	00.00%	00.14%	00.00%	01.67%	00.14%	00.56%	00.00%
Grade - 8	#	791	737	54	57	0	443	29	203	24	21	1	0	0	9	0	4	0
	%	100.01%	93.18%	06.83%	07.21%	00.00%	56.01%	03.67%	25.66%	03.03%	02.65%	00.13%	00.00%	00.00%	01.14%	00.00%	00.51%	00.00%
Grade -	#	1,175	1,144	31	126	1	768	21	210	8	20	0	3	1	10	0	7	0

9	%	100.01%	97.36%	02.65%	10.72%	00.09%	65.36%	01.79%	17.87%	00.68%	01.70%	00.00%	00.26%	00.09%	00.85%	00.00%	00.60%	00.00%
Grade - 10	#	2,707	2,680	27	197	3	2,001	18	355	4	82	0	4	0	31	1	10	1
	%	100.01%	99.01%	01.00%	07.28%	00.11%	73.92%	00.66%	13.11%	00.15%	03.03%	00.00%	00.15%	00.00%	01.15%	00.04%	00.37%	00.04%
Grade - 11	#	950	942	8	57	1	699	6	138	1	28	0	3	0	13	0	4	0
	%	100.02%	99.17%	00.85%	06.00%	00.11%	73.58%	00.63%	14.53%	00.11%	02.95%	00.00%	00.32%	00.00%	01.37%	00.00%	00.42%	00.00%
Grade - 12	#	6	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	23,894	19,860	4,034	1,481	237	9,695	1,584	7,859	2,021	426	106	42	6	267	67	90	13
	%	100.01%	83.13%	16.88%	06.20%	00.99%	40.58%	06.63%	32.89%	08.46%	01.78%	00.44%	00.18%	00.03%	01.12%	00.28%	00.38%	00.05%

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

Percentages are based on row totals

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability FY 2009

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
Grade - 1	#	1,065	809	56	151	49	0	0	1	3	1	2	13	28	1	
	%	100.00%	75.96%	05.26%	14.18%	04.60%	00.00%	00.00%	00.09%	00.28%	00.09%	00.19%	01.22%	02.63%	00.09%	
Grade - 2	#	9,691	7,013	955	1,255	468	64	35	6	14	5	41	120	176	7	
	%	100.00%	72.37%	09.85%	12.95%	04.83%	00.66%	00.36%	00.06%	00.14%	00.05%	00.42%	01.24%	01.82%	00.07%	

Grade - 3	#	2,883	1,965	499	313	106	14	9	0	3	3	4	23	48	2
	%	100.00%	68.16%	17.31%	10.86%	03.68%	00.49%	00.31%	00.00%	00.10%	00.10%	00.14%	00.80%	01.66%	00.07%
Grade - 4	#	1,287	832	308	110	37	8	4	1	2	2	4	9	7	0
	%	100.00%	64.65%	23.93%	08.55%	02.87%	00.62%	00.31%	00.08%	00.16%	00.16%	00.31%	00.70%	00.54%	00.00%
Grade - 5	#	1,183	794	204	152	33	1	1	1	2	0	4	2	21	1
	%	100.00%	67.12%	17.24%	12.85%	02.79%	00.08%	00.08%	00.08%	00.17%	00.00%	00.34%	00.17%	01.78%	00.08%
Grade - 6	#	1,436	922	343	152	19	1	4	0	0	0	2	1	11	0
	%	100.00%	64.21%	23.89%	10.58%	01.32%	00.07%	00.28%	00.00%	00.00%	00.00%	00.14%	00.07%	00.77%	00.00%
Grade - 7	#	720	460	175	74	11	2	1	0	0	0	1	2	5	0
	%	100.00%	63.89%	24.31%	10.28%	01.53%	00.28%	00.14%	00.00%	00.00%	00.00%	00.14%	00.28%	00.69%	00.00%
Grade - 8	#	791	485	217	75	14	2	1	0	0	0	1	0	10	0
	%	100.00%	61.31%	27.43%	09.48%	01.77%	00.25%	00.13%	00.00%	00.00%	00.00%	00.13%	00.00%	01.26%	00.00%
Grade - 9	#	1,175	776	266	112	21	3	0	0	0	1	3	1	13	0
	%	100.00%	66.04%	22.64%	09.53%	01.79%	00.26%	00.00%	00.00%	00.00%	00.09%	00.26%	00.09%	01.11%	00.00%
Grade - 10	#	2,707	1,916	507	261	23	1	5	2	2	0	1	0	12	0
	%	100.00%	70.78%	18.73%	09.64%	00.85%	00.04%	00.18%	00.07%	00.07%	00.00%	00.04%	00.00%	00.44%	00.00%
Grade - 11	#	950	639	197	104	10	0	1	1	1	0	0	1	5	1
	%	100.00%	67.26%	20.74%	10.95%	01.05%	00.00%	00.11%	00.11%	00.11%	00.00%	00.00%	00.11%	00.53%	00.11%
Grade - 12	#	6	5	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	23,894	16,616	3,728	2,759	791	96	61	12	27	12	63	172	336	12
	%	100.00%	69.54%	15.60%	11.55%	03.31%	00.40%	00.26%	00.05%	00.11%	00.05%	00.26%	00.72%	01.41%	00.05%

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

Percentages are based on row totals

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2009

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0083 Police	#	2,894	2,683	211	268	15	1,678	109	601	80	63	2	8	1	42	4	23	0
	%	100.00%	92.71%	07.29%	09.26%	00.52%	57.98%	03.77%	20.77%	02.76%	02.18%	00.07%	00.28%	00.03%	01.45%	00.14%	00.79%	00.00%
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%
0101 Social Science	#	2,081	1,136	945	65	55	736	613	279	234	17	21	3	1	25	16	11	5
	%	100.00%	54.59%	45.41%	03.12%	02.64%	35.37%	29.46%	13.41%	11.24%	00.82%	01.01%	00.14%	00.05%	01.20%	00.77%	00.53%	00.24%
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%
0201 Human Resources Management	#	2,437	699	1,738	61	132	435	1,012	169	506	16	44	1	2	10	20	7	22
	%	100.00%	28.68%	71.32%	02.50%	05.42%	17.85%	41.53%	06.93%	20.76%	00.66%	01.81%	00.04%	00.08%	00.41%	00.82%	00.29%	00.90%
0201 RCLF		100.00%	33.33%	66.67%	02.73%	05.03%	25.48%	49.90%	03.65%	08.58%	00.83%	01.88%	00.05%	00.08%	00.32%	00.69%	00.27%	00.51%
0260 Equal Employment Opportunity	#	246	80	166	6	11	29	51	40	95	4	4	0	0	0	3	1	2
	%	100.00%	32.53%	67.48%	02.44%	04.47%	11.79%	20.73%	16.26%	38.62%	01.63%	01.63%	00.00%	00.00%	00.00%	01.22%	00.41%	00.81%
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%
0301 Miscellaneous Administration and Program	#	6,204	2,204	4,000	183	209	1,407	2,459	500	1,129	74	117	2	6	23	47	15	33
	%	100.00%	35.52%	64.49%	02.95%	03.37%	22.68%	39.64%	08.06%	18.20%	01.19%	01.89%	00.03%	00.10%	00.37%	00.76%	00.24%	00.53%
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0340 Program Management	#	572	290	282	15	20	231	206	32	47	7	4	1	1	3	3	1	1
	%	100.00%	50.67%	49.29%	02.62%	03.50%	40.38%	36.01%	05.59%	08.22%	01.22%	00.70%	00.17%	00.17%	00.52%	00.52%	00.17%	00.17%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis	#	3,571	1,224	2,347	76	112	876	1,537	200	590	58	75	0	3	7	20	7	10
	%	100.00%	34.28%	65.72%	02.13%	03.14%	24.53%	43.04%	05.60%	16.52%	01.62%	02.10%	00.00%	00.08%	00.20%	00.56%	00.20%	00.28%

0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial Administration and Program	#	433	123	310	6	24	92	216	20	58	4	4	0	0	1	5	0	3
	%	100.00%	28.41%	71.57%	01.39%	05.54%	21.25%	49.88%	04.62%	13.39%	00.92%	00.92%	00.00%	00.00%	00.23%	01.15%	00.00%	00.69%
0501 RCLF		100.00%	43.01%	56.99%	03.60%	05.61%	32.99%	40.98%	03.86%	06.81%	01.73%	02.69%	00.06%	00.09%	00.38%	00.38%	00.39%	00.43%
0511 Auditing	#	166	76	90	4	9	60	52	8	22	2	5	0	0	2	2	0	0
	%	100.00%	45.77%	54.21%	02.41%	05.42%	36.14%	31.33%	04.82%	13.25%	01.20%	03.01%	00.00%	00.00%	01.20%	01.20%	00.00%	00.00%
0511 RCLF		100.00%	43.00%	57.00%	02.03%	03.10%	35.05%	42.80%	02.57%	05.35%	02.81%	04.84%	00.03%	00.06%	00.19%	00.42%	00.32%	00.43%
0602 Medical Officer	#	16,294	10,925	5,369	629	349	7,749	3,166	411	331	1,958	1,415	16	8	135	84	27	16
	%	100.00%	67.06%	32.95%	03.86%	02.14%	47.56%	19.43%	02.52%	02.03%	12.02%	08.68%	00.10%	00.05%	00.83%	00.52%	00.17%	00.10%
0602 RCLF		100.02%	73.22%	26.80%	03.71%	01.42%	55.88%	17.76%	02.64%	01.88%	10.04%	05.30%	00.03%	00.01%	00.20%	00.11%	00.72%	00.32%
0610 Nurse	#	49,081	7,587	41,494	645	2,201	5,425	27,261	733	7,009	643	4,384	11	58	95	450	35	131
	%	100.00%	15.44%	84.54%	01.31%	04.48%	11.05%	55.54%	01.49%	14.28%	01.31%	08.93%	00.02%	00.12%	00.19%	00.92%	00.07%	00.27%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse	#	12,207	1,987	10,220	234	575	1,137	5,794	414	3,151	148	479	2	23	31	146	21	52
	%	100.00%	16.27%	83.72%	01.92%	04.71%	09.31%	47.46%	03.39%	25.81%	01.21%	03.92%	00.02%	00.19%	00.25%	01.20%	00.17%	00.43%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant	#	9,289	2,566	6,723	232	361	975	2,277	1,205	3,580	99	351	5	12	34	90	16	52
	%	100.00%	27.63%	72.38%	02.50%	03.89%	10.50%	24.51%	12.97%	38.54%	01.07%	03.78%	00.05%	00.13%	00.37%	00.97%	00.17%	00.56%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0644 Medical Technologist	#	4,229	1,201	3,028	87	236	792	1,951	131	364	176	421	0	4	11	42	4	10
	%	100.00%	28.40%	71.60%	02.06%	05.58%	18.73%	46.13%	03.10%	08.61%	04.16%	09.96%	00.00%	00.09%	00.26%	00.99%	00.09%	00.24%
0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist	#	2,882	1,319	1,563	118	81	856	1,149	233	262	89	41	1	0	15	27	7	3
	%	100.00%	45.75%	54.23%	04.09%	02.81%	29.70%	39.87%	08.08%	09.09%	03.09%	01.42%	00.03%	00.00%	00.52%	00.94%	00.24%	00.10%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist	#	6,028	2,466	3,562	85	201	1,962	2,302	114	338	275	651	1	4	24	50	5	16
	%	100.00%	40.91%	59.10%	01.41%	03.33%	32.55%	38.19%	01.89%	05.61%	04.56%	10.80%	00.02%	00.07%	00.40%	00.83%	00.08%	00.27%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician	#	2,063	263	1,800	13	102	146	1,151	84	470	15	45	0	2	4	29	1	1
	%	100.00%	12.75%	87.25%	00.63%	04.94%	07.08%	55.79%	04.07%	22.78%	00.73%	02.18%	00.00%	00.10%	00.19%	01.41%	00.05%	00.05%

0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney	#	887	418	469	7	12	358	352	32	77	15	23	0	0	5	3	1	2
	%	100.00%	47.12%	52.87%	00.79%	01.35%	40.36%	39.68%	03.61%	08.68%	01.69%	02.59%	00.00%	00.00%	00.56%	00.34%	00.11%	00.23%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance	#	136	29	107	1	4	11	42	17	56	0	4	0	0	0	0	0	1
	%	100.00%	21.33%	78.68%	00.74%	02.94%	08.09%	30.88%	12.50%	41.18%	00.00%	02.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.74%
0986 RCLF		99.99%	26.70%	73.29%	01.91%	05.48%	20.75%	58.05%	02.25%	06.35%	01.14%	01.97%	00.02%	00.06%	00.32%	00.85%	00.31%	00.53%
0996 Veterans Claims Examining	#	9,525	4,184	5,341	256	270	2,857	3,266	797	1,488	138	137	9	7	94	129	33	44
	%	100.00%	43.93%	56.06%	02.69%	02.83%	29.99%	34.29%	08.37%	15.62%	01.45%	01.44%	00.09%	00.07%	00.99%	01.35%	00.35%	00.46%
0996 RCLF		99.99%	35.76%	64.23%	02.01%	04.24%	29.28%	45.46%	03.01%	11.48%	00.99%	01.99%	00.02%	00.08%	00.21%	00.48%	00.24%	00.50%
0998 Claims Assistance and Examining	#	1,805	742	1,063	69	66	395	523	225	420	32	35	3	0	8	12	10	7
	%	100.00%	41.10%	58.90%	03.82%	03.66%	21.88%	28.98%	12.47%	23.27%	01.77%	01.94%	00.17%	00.00%	00.44%	00.66%	00.55%	00.39%
0998 RCLF		100.00%	26.60%	73.40%	02.30%	05.77%	19.74%	54.68%	02.79%	09.02%	01.19%	02.48%	00.03%	00.09%	00.29%	00.74%	00.26%	00.62%
1101 General Business and Industry	#	425	245	180	19	9	176	134	36	26	12	4	0	2	1	4	1	1
	%	100.00%	57.65%	42.36%	04.47%	02.12%	41.41%	31.53%	08.47%	06.12%	02.82%	00.94%	00.00%	00.47%	00.24%	00.94%	00.24%	00.24%
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan Specialist	#	484	204	280	9	14	151	176	38	79	2	9	0	0	1	0	3	2
	%	100.00%	42.15%	57.84%	01.86%	02.89%	31.20%	36.36%	07.85%	16.32%	00.41%	01.86%	00.00%	00.00%	00.21%	00.00%	00.62%	00.41%
1165 RCLF		100.02%	44.69%	55.33%	02.80%	04.31%	36.99%	42.64%	03.07%	05.43%	01.29%	02.00%	00.04%	00.08%	00.22%	00.38%	00.28%	00.49%
1171 Appraising	#	184	132	52	8	2	111	35	10	11	3	1	0	0	0	1	0	2
	%	100.00%	71.74%	28.26%	04.35%	01.09%	60.33%	19.02%	05.43%	05.98%	01.63%	00.54%	00.00%	00.00%	00.00%	00.54%	00.00%	01.09%
1171 RCLF		100.02%	66.71%	33.31%	01.65%	01.24%	61.19%	29.43%	01.88%	01.55%	01.09%	00.59%	00.03%	00.01%	00.53%	00.25%	00.34%	00.24%
1630 Cemetery Administration	#	95	69	26	2	2	48	15	12	7	1	2	0	0	5	0	1	0
	%	100.00%	72.63%	27.38%	02.11%	02.11%	50.53%	15.79%	12.63%	07.37%	01.05%	02.11%	00.00%	00.00%	05.26%	00.00%	01.05%	00.00%
1630 RCLF		100.02%	48.67%	51.35%	03.47%	04.16%	39.86%	40.91%	03.12%	04.17%	01.31%	01.02%	00.06%	00.05%	00.42%	00.63%	00.43%	00.41%
1811 Criminal Investigating	#	57	53	4	3	0	33	1	14	2	1	1	0	0	1	0	1	0
	%	100.00%	92.96%	07.01%	05.26%	00.00%	57.89%	01.75%	24.56%	03.51%	01.75%	01.75%	00.00%	00.00%	01.75%	00.00%	01.75%	00.00%
1811 RCLF		100.00%	78.98%	21.02%	07.07%	02.01%	62.34%	14.68%	07.02%	03.56%	01.19%	00.40%	00.07%	00.00%	00.72%	00.21%	00.57%	00.16%
2210 Information Technology Management	#	5,915	4,192	1,723	300	82	2,907	1,171	644	342	256	103	8	2	50	12	27	11
	%	100.00%	70.89%	29.13%	05.07%	01.39%	49.15%	19.80%	10.89%	05.78%	04.33%	01.74%	00.14%	00.03%	00.85%	00.20%	00.46%	00.19%

2210 RCLF		99.99%	66.77%	33.22%	03.14%	01.55%	50.42%	24.73%	04.35%	03.50%	07.61%	02.97%	00.05%	00.02%	00.46%	00.20%	00.74%	00.25%
4754 Cemetery Caretaking	#	546	533	13	57	1	359	10	90	1	13	0	4	0	4	1	6	0
	%	100.00%	97.61%	02.37%	10.44%	00.18%	65.75%	01.83%	16.48%	00.18%	02.38%	00.00%	00.73%	00.00%	00.73%	00.18%	01.10%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

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

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

RCLF comparisons are based on 2000 Census National data.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2009

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
0083 Police	#	2,894	2,445	192	251	6	0	3	0		0	1	0	0	0	
	%	100.00%	84.49%	06.63%	08.67%	00.21%	00.00%	00.10%	00.00%	00.07%	00.00%	00.03%	00.00%	00.00%	00.00%	
0101 Social Science	#	2,081	1,385	211	406	79	1	12	7	2	10	8	2	1	36	2
	%	100.00%	66.55%	10.14%	19.51%	03.80%	00.05%	00.58%	00.34%	00.48%	00.38%	00.10%	00.05%	01.73%	00.10%	
0201 Human Resources Management	#	2,437	1,855	299	254	29	1	7	1		0	9	0	7	0	
	%	100.00%	76.12%	12.27%	10.42%	01.19%	00.04%	00.29%	00.04%	00.16%	00.00%	00.37%	00.00%	00.29%	00.00%	
0260 Equal Employment Opportunity	#	246	157	47	35	7	0	1	0	4		1	0	4	0	
	%	100.00%	63.82%	19.11%	14.23%	02.85%	00.00%	00.41%	00.00%	00.41%	00.41%	00.00%	00.00%	01.63%	00.00%	
0301 Miscellaneous Administration and Program	#	6,204	4,192	1,293	651	68	1	4	6	1	13	3	10	0	30	1
	%	100.00%	67.57%	20.84%	10.49%	01.10%	00.02%	00.06%	00.10%	00.21%	00.05%	00.16%	00.00%	00.48%	00.02%	
0340 Program Management	#	572	388	138	42	4	0	0	1		0	0	0	1	0	
	%	100.00%	67.83%	24.13%	07.34%	00.70%	00.00%	00.00%	00.17%	00.35%	00.00%	00.00%	00.00%	00.17%	00.00%	
0343 Management and Program Analysis	#	3,571	2,557	667	307	40	3	9	4	2	7	0	4	0	11	2
	%	100.00%	71.60%	18.68%	08.60%	01.12%	00.08%	00.25%	00.11%	00.20%	00.00%	00.11%	00.00%	00.31%	00.06%	
0501 Financial Administration and Program	#	433	321	74	33	5	0	1	1		1	1	0	1	0	
	%	100.00%	74.13%	17.09%	07.62%	01.15%	00.00%	00.23%	00.23%	00.00%	00.23%	00.23%	00.00%	00.23%	00.00%	

0511 Auditing	#	166	117	20	26	3	1	0	0	0	0	1	0	1	0
	%	100.00%	70.48%	12.05%	15.66%	01.81%	00.60%	00.00%	00.00%	00.00%	00.00%	00.60%	00.00%	00.60%	00.00%
0602 Medical Officer	#	16,294	13,710	1,915	586	83	1	2	6	19	8	11	0	34	2
	%	100.00%	84.14%	11.75%	03.60%	00.51%	00.01%	00.01%	00.04%	00.12%	00.05%	00.07%	00.00%	00.21%	00.01%
0610 Nurse	#	49,081	39,626	6,770	2,440	245	6	23	5	8	1	49	3	140	10
	%	100.00%	80.74%	13.79%	04.97%	00.50%	00.01%	00.05%	00.01%	00.02%	00.00%	00.10%	00.01%	00.29%	00.02%
0620 Practical Nurse	#	12,207	10,152	1,186	784	85	1	11	1	1	1	20	0	45	5
	%	100.00%	83.17%	09.72%	06.42%	00.70%	00.01%	00.09%	00.01%	00.01%	00.01%	00.16%	00.00%	00.37%	00.04%
0621 Nursing Assistant	#	9,289	7,431	1,144	603	111	0	18	4	4	2	21	11	50	1
	%	100.00%	80.00%	12.32%	06.49%	01.19%	00.00%	00.19%	00.04%	00.04%	00.02%	00.23%	00.12%	00.54%	00.01%
0644 Medical Technologist	#	4,229	3,108	893	186	42	6	2	4	5	0	7	0	17	1
	%	100.00%	73.49%	21.12%	04.40%	00.99%	00.14%	00.05%	00.09%	00.12%	00.00%	00.17%	00.00%	00.40%	00.02%
0647 Diagnostic Radiologic Technologist	#	2,882	2,295	402	166	19	1	0	0	1	0	6	0	11	0
	%	100.00%	79.63%	13.95%	05.76%	00.66%	00.03%	00.00%	00.00%	00.03%	00.00%	00.21%	00.00%	00.38%	00.00%
0660 Pharmacist	#	6,028	5,057	755	197	19	1	0	2	3	0	5	0	8	0
	%	100.00%	83.89%	12.52%	03.27%	00.32%	00.02%	00.00%	00.03%	00.05%	00.00%	00.08%	00.00%	00.13%	00.00%
0675 Medical Records Technician	#	2,063	1,550	274	202	37	6	5	4	5	0	2	1	14	0
	%	100.00%	75.13%	13.28%	09.79%	01.79%	00.29%	00.24%	00.19%	00.24%	00.00%	00.10%	00.05%	00.68%	00.00%
0905 General Attorney	#	887	698	125	58	6	0	1	1	1	0	1	0	0	2
	%	100.00%	78.69%	14.09%	06.54%	00.68%	00.00%	00.11%	00.11%	00.11%	00.00%	00.11%	00.00%	00.00%	00.23%
0986 Legal Assistance	#	136	93	26	15	2	0	0	0	0	0	1	0	1	0
	%	100.00%	68.38%	19.12%	11.03%	01.47%	00.00%	00.00%	00.00%	00.00%	00.00%	00.74%	00.00%	00.74%	00.00%
0996 Veterans Claims Examining	#	9,525	7,096	953	1,310	166	7	10	13	23	9	20	0	80	4
	%	100.00%	74.50%	10.01%	13.75%	01.74%	00.07%	00.10%	00.14%	00.24%	00.09%	00.21%	00.00%	00.84%	00.04%
0998 Claims Assistance and Examining	#	1,805	1,225	179	334	67	19	0	2	3	4	10	0	29	0
	%	100.00%	67.87%	09.92%	18.50%	03.71%	01.05%	00.00%	00.11%	00.17%	00.22%	00.55%	00.00%	01.61%	00.00%
1101 General Business and Industry	#	425	354	42	28	1	0	1	0	0	0	0	0	0	0
	%	100.00%	83.29%	09.88%	06.59%	00.24%	00.00%	00.24%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 Loan Specialist	#	484	324	88	64	8	1	1	0	1	1	2	0	2	0
	%	100.00%	66.94%	18.18%	13.22%	01.65%	00.21%	00.21%	00.00%	00.21%	00.21%	00.41%	00.00%	00.41%	00.00%

1171 Appraising	#	184	118	34	29	3	0	0	0		0	2	0	1	0	
	%	100.00%	64.13%	18.48%	15.76%	01.63%	00.00%	00.00%	00.00%	00.00%	00.00%	01.09%	00.00%	00.54%	00.00%	
1630 Cemetery Administration	#	95	76	9	10	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	80.00%	09.47%	10.53%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
1811 Criminal Investigating	#	57	49	7	1	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	85.96%	12.28%	01.75%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
2210 Information Technology Management	#	5,915	4,093	994	733	95	12	11	3	0	15	6	19	0	27	2
	%	100.00%	69.20%	16.80%	12.39%	01.61%	00.20%	00.19%	00.05%	00.25%	00.10%	00.32%	00.00%	00.46%	00.03%	
4754 Cemetery Caretaking	#	546	429	41	63	13	0	0	0	0	0	2	1	10	0	
	%	100.00%	78.57%	07.51%	11.54%	02.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.37%	00.18%	01.83%	00.00%	

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

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

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2009

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
0083 Police																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	469	422	47	32	1	295	32	75	12	6	2	1	0	10	0	3	0
	%	99.99%	89.97%	10.02%	06.82%	00.21%	62.90%	06.82%	15.99%	02.56%	01.28%	00.43%	00.21%	00.00%	02.13%	00.00%	00.64%	00.00%
0083 RCLF		100.00%	86.90%	13.10%	07.37%	01.34%	67.63%	08.40%	08.89%	02.90%	01.27%	00.15%	00.11%	00.01%	01.05%	00.17%	00.58%	00.13%
0101 Social Science																		

Selected of those Identified	#	3,402	532	2,870	29	102	394	2,104	63	442	35	160	1	6	8	47	2	9
	%	100.00%	15.64%	84.36%	00.85%	03.00%	11.58%	61.85%	01.85%	12.99%	01.03%	04.70%	00.03%	00.18%	00.24%	01.38%	00.06%	00.26%
0610 RCLF		99.99%	07.55%	92.44%	00.40%	02.89%	05.76%	74.66%	00.64%	08.19%	00.58%	05.32%	00.01%	00.05%	00.07%	00.68%	00.09%	00.65%
0620 Practical Nurse																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#		137	789	16	41	85	514	23	187	8	25	0	4	2	13	3	5
	%	99.99%	14.79%	85.20%	01.73%	04.43%	09.18%	55.51%	02.48%	20.19%	00.86%	02.70%	00.00%	00.43%	00.22%	01.40%	00.32%	00.54%
0620 RCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,027	280	747	19	26	139	344	106	333	6	13	2	5	4	16	4	10
	%	99.99%	27.25%	72.74%	01.85%	02.53%	13.53%	33.50%	10.32%	32.42%	00.58%	01.27%	00.19%	00.49%	00.39%	01.56%	00.39%	00.97%
0621 RCLF		100.00%	12.20%	87.80%	01.34%	09.13%	06.19%	45.73%	03.50%	27.66%	00.72%	02.48%	00.03%	00.13%	00.19%	01.32%	00.23%	01.35%
0644 Medical Technologist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	195	58	137	3	6	36	88	9	15	8	20	0	0	1	7	1	1
	%	100.00%	29.74%	70.26%	01.54%	03.08%	18.46%	45.13%	04.62%	07.69%	04.10%	10.26%	00.00%	00.00%	00.51%	03.59%	00.51%	00.51%

0644 RCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%ok**	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%ok**	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#		81	101	5	3	53	79	15	10	3	7	1	0	4	2	0	0
	%	100.01%	44.51%	55.50%	02.75%	01.65%	29.12%	43.41%	08.24%	05.49%	01.65%	03.85%	00.55%	00.00%	02.20%	01.10%	00.00%	00.00%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%ok**	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%ok**	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	477	159	318	2	13	133	223	9	33	12	42	0	1	3	4	0	2
	%	100.02%	33.34%	66.68%	00.42%	02.73%	27.88%	46.75%	01.89%	06.92%	02.52%	08.81%	00.00%	00.21%	00.63%	00.84%	00.00%	00.42%
0660 RCLF		99.99%	53.53%	46.46%	01.43%	01.78%	44.57%	34.37%	02.14%	03.01%	04.73%	06.73%	00.02%	00.02%	00.23%	00.16%	00.41%	00.39%
0675 Medical Records Technician																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%ok**	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%ok**	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	120	9	111	1	6	6	77	2	24	0		0	0	0	1	0	0
	%	100.00%	07.50%	92.50%	00.83%	05.00%	05.00%	64.17%	01.67%	20.00%	00.00%	02.50%	00.00%	00.00%	00.00%	00.83%	00.00%	00.00%
0675 RCLF		100.00%	09.05%	90.95%	01.38%	08.29%	04.67%	63.50%	01.91%	14.31%	00.81%	02.50%	00.05%	00.12%	00.11%	01.56%	00.12%	00.67%
0905 General Attorney																		

Hires	#	27,149	23,306	967	2,484	392	4	27	12	28	8	32	1	275	5
	%	100.00.%	85.84.%	03.56.%	09.15.%	01.44.%	00.01.%	00.10.%	00.04.%	00.10.%	00.03.%	00.12.%	00.00.%	01.01.%	00.02.%

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

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

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2009

All VA		TOTAL EMPLOYEES		RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Permanent	#	26,964	12,357	14,607	712	701	7,936	9,442	2,741	3,333	609	714	47	63	240	271	72	83
	%	100.01%	45.83%	54.18%	02.64%	02.60%	29.43%	35.02%	10.17%	12.36%	02.26%	02.65%	00.17%	00.23%	00.89%	01.01%	00.27%	00.31%
Temporary	#	17,697	6,183	11,514	287	435	4,137	7,495	1,115	2,357	454	823	23	43	144	268	23	93
	%	100.00%	34.94%	65.06%	01.62%	02.46%	23.38%	42.35%	06.30%	13.32%	02.57%	04.65%	00.13%	00.24%	00.81%	01.51%	00.13%	00.53%
Non-Appropriated	#	1,190	495	695	57	70	218	344	196	251	12	18	2	1	7	6	3	5
	%	99.99%	41.60%	58.39%	04.79%	05.88%	18.32%	28.91%	16.47%	21.09%	01.01%	01.51%	00.17%	00.08%	00.59%	00.50%	00.25%	00.42%
TOTAL	#	45,851	19,035	26,816	1,056	1,206	12,291	17,281	4,052	5,941	1,075	1,555	72	107	391	545	98	181
	%	99.99%	41.51%	58.48%	02.30%	02.63%	26.81%	37.69%	08.84%	12.96%	02.34%	03.39%	00.16%	00.23%	00.85%	01.19%	00.21%	00.39%
RCLF	%	96.31%	33.52%	62.79%	03.27%	04.40%	24.32%	46.15%	03.14%	08.11%	02.20%	02.99%	00.02%	00.04%	00.28%	00.60%	00.29%	00.50%

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

RCLF comparisons are based on 2000 Census National data.

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2009

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	26,964	23,111	956	2,487	410	6	33	12	32	9	32	1	278	7

	%	100.00.0%	85.71.0%	03.55.0%	09.22.0%	01.52.0%	00.02.0%	00.12.0%	00.04.0%	00.12.0%	00.03.0%	00.12.0%	00.00.0%	01.03.0%	00.03.0%
Temporary	#	17,697	15,910	471	1,119	197	8	16	7	14	13	27	4	106	2
	%	100.00.0%	89.90.0%	02.66.0%	06.32.0%	01.11.0%	00.05.0%	00.09.0%	00.04.0%	00.08.0%	00.07.0%	00.15.0%	00.02.0%	00.60.0%	00.01.0%
Non-Appropriated	#	1,190	1,074	31	71	14	1	1	0	0	0	1	0	10	1
	%	100.00.0%	90.25.0%	02.61.0%	05.97.0%	01.18.0%	00.08.0%	00.08.0%	00.00.0%	00.00.0%	00.00.0%	00.08.0%	00.00.0%	00.84.0%	00.08.0%
TOTAL	#	45,851	40,095	1,458	3,677	621	15	50	19	46	22	60	5	394	10
	%	100.00.0%	87.45.0%	03.18.0%	08.02.0%	01.35.0%	00.03.0%	00.11.0%	00.04.0%	00.10.0%	00.05.0%	00.13.0%	00.01.0%	00.86.0%	00.02.0%
Prior Year	%	100.00.0%	88.59.0%	02.82.0%	07.40.0%	01.19.0%	00.04.0%	00.12.0%	00.04.0%	00.08.0%	00.04.0%	00.11.0%	00.01.0%	00.75.0%	00.02.0%

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

Table A9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Race/Ethnicity and Sex FY 2009

Occupations: All occupations except doctors and nurses.

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=12 Onboard - Promotions to 13																		
ONBOARD	#	16,051	6,972	9,079	380	478	5,331	6,335	826	1,547	342	586	0	0	72	109	21	24
	%	100.01%	43.44%	56.57%	02.37%	02.98%	33.21%	39.47%	05.15%	09.64%	02.13%	03.65%	00.00%	00.00%	00.45%	00.68%	00.13%	00.15%
PROMOTED	#	1,650	709	941	33	39	557	654	84	192	23	37	0	5	8	10	4	4
	%	99.99%	42.96%	57.03%	02.00%	02.36%	33.76%	39.64%	05.09%	11.64%	01.39%	02.24%	00.00%	00.30%	00.48%	00.61%	00.24%	00.24%
EXPECTED	#	1,650	717	933	39	49	548	651	85	159	35	60	0	0	7	11	2	2
GRADE=13 Onboard - Promotions to 14																		
ONBOARD	#	10,906	5,464	5,442	294	277	4,324	3,971	550	894	237	248	0	0	40	39	19	13
	%	100.00%	50.10%	49.90%	02.70%	02.54%	39.65%	36.41%	05.04%	08.20%	02.17%	02.27%	00.00%	00.00%	00.37%	00.36%	00.17%	00.12%
PROMOTED	#	735	348	387	13	27	277	281	38	63	16	11	0	0	3	3	1	2
	%	100.01%	47.36%	52.65%	01.77%	03.67%	37.69%	38.23%	05.17%	08.57%	02.18%	01.50%	00.00%	00.00%	00.41%	00.41%	00.14%	00.27%
EXPECTED	#	735	368	367	20	19	291	268	37	60	16	17	0	0	3	3	1	1
GRADE=14 Onboard - Promotions to 15																		

ONBOARD	#	3,561	1,999	1,562	62	65	1,671	1,112	180	320	69	47	0	0	13	15	4	3
	%	100.01%	56.14%	43.87%	01.74%	01.83%	46.93%	31.23%	05.05%	08.99%	01.94%	01.32%	00.00%	00.00%	00.37%	00.42%	00.11%	00.08%
PROMOTED	#	191	109	82	2	2	94	63	12	12	1	3	0	0	0	2	0	0
	%	99.99%	57.06%	42.93%	01.05%	01.05%	49.21%	32.98%	06.28%	06.28%	00.52%	01.57%	00.00%	00.00%	00.00%	01.05%	00.00%	00.00%
EXPECTED	#	191	107	84	3	3	90	60	10	17	4	3	0	0	1	1	0	0
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15																		
ONBOARD	#	30,518	14,435	16,083	736	820	11,326	11,418	1,556	2,761	648	881	0	0	125	163	44	40
	%	99.99%	47.29%	52.70%	02.41%	02.69%	37.11%	37.41%	05.10%	09.05%	02.12%	02.89%	00.00%	00.00%	00.41%	00.53%	00.14%	00.13%
PROMOTED	#	2,576	1,166	1,410	48	68	928	998	134	267	40	51	0	5	11	15	5	6
	%	99.97%	45.25%	54.72%	01.86%	02.64%	36.02%	38.74%	05.20%	10.36%	01.55%	01.98%	00.00%	00.19%	00.43%	00.58%	00.19%	00.23%
EXPECTED	#	2,576	1,218	1,358	62	69	956	964	131	233	55	74	0	0	11	14	4	3

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table B9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Disability FY 2009

Occupations: All occupations except doctors and nurses.

VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE=12 Onboard - Promotions to 13															
ONBOARD	#	16,051	11,475	2,966	1,409	201	17	37	24	26	14	24	0	52	7
	%	100.00%	71.49%	18.48%	08.78%	01.25%	00.11%	00.23%	00.15%	00.16%	00.09%	00.15%	00.00%	00.32%	00.04%
PROMOTED	#	1,650	1,329	181	123	17	0	4	5	0		1	0	2	1
	%	100.00%	80.55%	10.97%	07.45%	01.03%	00.00%	00.24%	00.30%	00.00%	00.24%	00.06%	00.00%	00.12%	00.06%

EXPECTED	#	1,650	1,180	305	145	21	--	--	--	--	--	--	--	--	--
GRADE=13 Onboard - Promotions to 14															
ONBOARD	#	10,906	7,588	2,369	840	109	2	26	13	23	8	18	0	17	2
	%	100.00%	69.58%	21.72%	07.70%	01.00%	00.02%	00.24%	00.12%	00.21%	00.07%	00.17%	00.00%	00.16%	00.02%
PROMOTED	#	735	569	121	41	4	0	1	1	0		2	0	0	0
	%	100.00%	77.41%	16.46%	05.58%	00.54%	00.00%	00.14%	00.14%	00.00%	00.00%	00.27%	00.00%	00.00%	00.00%
EXPECTED	#	735	511	160	57	7	--	--	--	--	0	--	--	--	--
GRADE=14 Onboard - Promotions to 15															
ONBOARD	#	3,561	2,306	959	260	36	0	7	8	7		3	0	5	2
	%	100.00%	64.76%	26.93%	07.30%	01.01%	00.00%	00.20%	00.22%	00.20%	00.11%	00.08%	00.00%	00.14%	00.06%
PROMOTED	#	191	132	48	10	1	0	1	0	0	4	0	0	0	0
	%	100.00%	69.11%	25.13%	05.24%	00.52%	00.00%	00.52%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	191	124	51	14	2	--	--	--	--	0	--	--	--	--
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15															
ONBOARD	#	30,518	21,369	6,294	2,509	346	19	70	45	56	26	45	0	74	11
	%	100.00%	70.02%	20.62%	08.22%	01.13%	00.06%	00.23%	00.15%	00.18%	00.09%	00.15%	00.00%	00.24%	00.04%
PROMOTED	#	2,576	2,030	350	174	22	0	6	6	0		3	0	2	1
	%	100.00%	78.80%	13.59%	06.75%	00.85%	00.00%	00.23%	00.23%	00.00%	00.16%	00.12%	00.00%	00.08%	00.04%
EXPECTED	#	2,576	1,804	531	212	29	--	--	--	--	4	--	--	--	--

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table C9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Veterans Preference FY 2009

Occupations: All occupations except doctors and nurses.

	TOTAL	Detail for Veterans Preference
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VA-wide			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=12 Onboard - Promotions to 13									
ONBOARD	#	16,051	11,340	2,279	141	482	36	1,041	732
	%	100.00%	70.65%	14.20%	00.88%	03.00%	00.22%	06.49%	04.56%
PROMOTED	#	1,650	1,180	208	8	58	2	130	64
	%	100.00%	71.52%	12.61%	00.48%	03.52%	00.12%	07.88%	03.88%
EXPECTED	#	1,650	1,166	234	15	50	4	107	75
GRADE=13 Onboard - Promotions to 14									
ONBOARD	#	10,906	8,009	1,498	75	290	18	509	507
	%	100.00%	73.44%	13.74%	00.69%	02.66%	00.17%	04.67%	04.65%
PROMOTED	#	735	535	104	4	15	0	37	40
	%	100.00%	72.79%	14.15%	00.54%	02.04%	00.00%	05.03%	05.44%
EXPECTED	#	735	540	101	5	20	1	34	34
GRADE=14 Onboard - Promotions to 15									
ONBOARD	#	3,561	2,520	555	31	89	11	164	191
	%	100.00%	70.77%	15.59%	00.87%	02.50%	00.31%	04.61%	05.36%
PROMOTED	#	191	130	29	1	7	0	9	15
	%	100.00%	68.06%	15.18%	00.52%	03.66%	00.00%	04.71%	07.85%
EXPECTED	#	191	135	30	2	5	1	9	10
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15									
ONBOARD	#	30,518	21,869	4,332	247	861	65	1,714	1,430
	%	100.00%	71.66%	14.19%	00.81%	02.82%	00.21%	05.62%	04.69%
PROMOTED	#	2,576	1,845	341	13	80	2	176	119
	%	100.00%	71.62%	13.24%	00.50%	03.11%	00.08%	06.83%	04.62%
EXPECTED	#	2,576	1,846	366	21	73	5	145	121

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

MD-715 TABLE 9

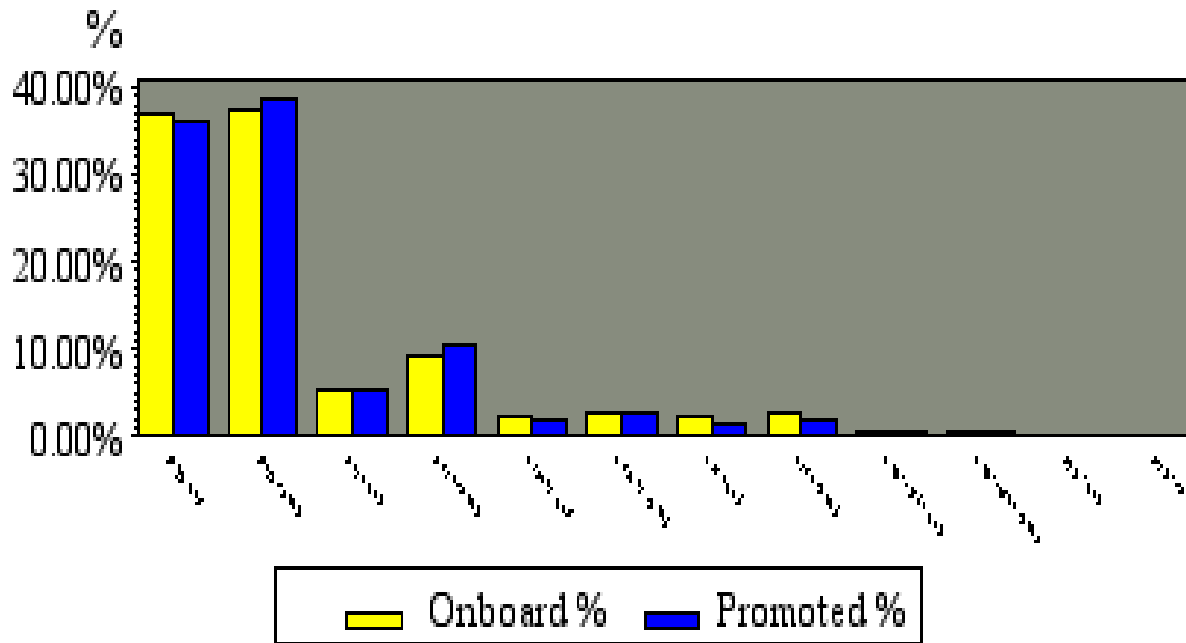


Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2009

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

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=2 Onboard - Promotions to 3																		

ONBOARD	#	74	36	38	6	4	19	20	6	11	4	0	0	0	0	2	1	1
	%	100.01%	48.66%	51.35%	08.11%	05.41%	25.68%	27.03%	08.11%	14.86%	05.41%	00.00%	00.00%	00.00%	00.00%	02.70%	01.35%	01.35%
PROMOTED	#	40	21	19	1	0	16	9	4	10	0	0	0	0	0	0	0	0
	%	100.00%	52.50%	47.50%	02.50%	00.00%	40.00%	22.50%	10.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	40	19	21	3	2	10	11	3	6	2	0	0	0	0	1	1	1
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	640	325	315	52	11	136	153	128	131	3	12	0	0	3	6	3	2
	%	100.02%	50.79%	49.23%	08.13%	01.72%	21.25%	23.91%	20.00%	20.47%	00.47%	01.88%	00.00%	00.00%	00.47%	00.94%	00.47%	00.31%
PROMOTED	#	294	144	150	23	7	66	63	49	61	3	7	0	4	2	6	1	2
	%	100.00%	48.98%	51.02%	07.82%	02.38%	22.45%	21.43%	16.67%	20.75%	01.02%	02.38%	00.00%	01.36%	00.68%	02.04%	00.34%	00.68%
EXPECTED	#	294	149	145	24	5	62	70	59	60	1	6	0	0	1	3	1	1
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	4,727	2,179	2,548	212	155	1,080	1,306	776	958	66	67	0	0	35	52	10	10
	%	100.01%	46.10%	53.91%	04.48%	03.28%	22.85%	27.63%	16.42%	20.27%	01.40%	01.42%	00.00%	00.00%	00.74%	01.10%	00.21%	00.21%
PROMOTED	#	1,853	760	1,093	85	91	410	581	224	362	13	23	5	6	16	24	7	6
	%	100.00%	41.02%	58.98%	04.59%	04.91%	22.13%	31.35%	12.09%	19.54%	00.70%	01.24%	00.27%	00.32%	00.86%	01.30%	00.38%	00.32%
EXPECTED	#	1,853	854	999	83	61	423	512	304	376	26	26	0	0	14	20	4	4
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	18,905	6,268	12,637	692	837	3,057	6,802	2,157	4,423	245	342	0	0	80	160	37	73
	%	100.02%	33.16%	66.86%	03.66%	04.43%	16.17%	35.98%	11.41%	23.40%	01.30%	01.81%	00.00%	00.00%	00.42%	00.85%	00.20%	00.39%
PROMOTED	#	3,619	1,228	2,391	133	187	621	1,309	388	780	56	66	3	5	17	31	10	13
	%	100.01%	33.94%	66.07%	03.68%	05.17%	17.16%	36.17%	10.72%	21.55%	01.55%	01.82%	00.08%	00.14%	00.47%	00.86%	00.28%	00.36%
EXPECTED	#	3,620	1,200	2,420	132	160	585	1,302	413	847	47	66	0	0	15	31	7	14
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	20,817	7,300	13,517	816	922	3,744	7,302	2,254	4,556	353	501	0	0	95	180	38	56
	%	100.02%	35.08%	64.94%	03.92%	04.43%	17.99%	35.08%	10.83%	21.89%	01.70%	02.41%	00.00%	00.00%	00.46%	00.86%	00.18%	00.27%
PROMOTED	#	2,903	1,015	1,888	115	106	543	1,077	279	583	50	74	6	4	12	26	10	18
	%	99.99%	34.95%	65.04%	03.96%	03.65%	18.70%	37.10%	09.61%	20.08%	01.72%	02.55%	00.21%	00.14%	00.41%	00.90%	00.34%	00.62%
EXPECTED	#	2,904	1,018	1,885	114	129	522	1,018	314	635	49	70	0	0	13	25	5	8
GRADE=7 Onboard - Promotions to 8																		

ONBOARD	#	13,456	4,658	8,798	506	635	2,562	5,094	1,271	2,642	244	287	0	0	56	115	19	25
	%	100.00%	34.62%	65.38%	03.76%	04.72%	19.04%	37.86%	09.45%	19.63%	01.81%	02.13%	00.00%	00.00%	00.42%	00.85%	00.14%	00.19%
PROMOTED	#	913	337	576	37	34	206	356	72	157	16	20	2	1	2	6	2	2
	%	100.00%	36.91%	63.09%	04.05%	03.72%	22.56%	38.99%	07.89%	17.20%	01.75%	02.19%	00.22%	00.11%	00.22%	00.66%	00.22%	00.22%
EXPECTED	#	913	316	597	34	43	174	346	86	179	17	19	0	0	4	8	1	2
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	4,884	1,612	3,272	190	185	907	2,175	408	797	87	80	0	0	14	29	6	6
	%	99.99%	33.00%	66.99%	03.89%	03.79%	18.57%	44.53%	08.35%	16.32%	01.78%	01.64%	00.00%	00.00%	00.29%	00.59%	00.12%	00.12%
PROMOTED	#	542	208	334	21	23	133	212	43	85	7	7	0	0	2	5	2	2
	%	99.98%	38.37%	61.61%	03.87%	04.24%	24.54%	39.11%	07.93%	15.68%	01.29%	01.29%	00.00%	00.00%	00.37%	00.92%	00.37%	00.37%
EXPECTED	#	542	179	363	21	21	101	241	45	88	10	9	0	0	2	3	1	1
GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	3,076	1,327	1,749	112	96	858	1,212	253	376	77	40	0	0	19	17	8	8
	%	99.98%	43.13%	56.85%	03.64%	03.12%	27.89%	39.40%	08.22%	12.22%	02.50%	01.30%	00.00%	00.00%	00.62%	00.55%	00.26%	00.26%
PROMOTED	#	118	68	50	6	3	49	35	10	7	3	2	0	0	0	1	0	2
	%	99.98%	57.62%	42.36%	05.08%	02.54%	41.53%	29.66%	08.47%	05.93%	02.54%	01.69%	00.00%	00.00%	00.00%	00.85%	00.00%	01.69%
EXPECTED	#	118	51	67	4	4	33	46	10	14	3	2	0	0	1	1	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	597	352	245	29	11	231	161	72	58	15	11	0	0	4	4	1	0
	%	100.00%	58.96%	41.04%	04.86%	01.84%	38.69%	26.97%	12.06%	09.72%	02.51%	01.84%	00.00%	00.00%	00.67%	00.67%	00.17%	00.00%
PROMOTED	#	103	58	45	4	3	44	25	7	13	1	3	0	0	1	0	1	1
	%	99.99%	56.31%	43.68%	03.88%	02.91%	42.72%	24.27%	06.80%	12.62%	00.97%	02.91%	00.00%	00.00%	00.97%	00.00%	00.97%	00.97%
EXPECTED	#	103	61	42	5	2	40	28	12	10	3	2	0	0	1	1	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	627	424	203	37	11	319	134	44	49	17	7	0	0	5	2	2	0
	%	100.00%	67.63%	32.37%	05.90%	01.75%	50.88%	21.37%	07.02%	07.81%	02.71%	01.12%	00.00%	00.00%	00.80%	00.32%	00.32%	00.00%
PROMOTED	#	52	32	20	3	0	26	9	1	9	0	0	0	1	1	0	1	1
	%	99.99%	61.53%	38.46%	05.77%	00.00%	50.00%	17.31%	01.92%	17.31%	00.00%	00.00%	00.00%	01.92%	01.92%	00.00%	01.92%	01.92%
EXPECTED	#	52	35	17	3	1	26	11	4	4	1	1	0	0	0	0	0	0
TOTAL Grade 2-11 Onboard - Promotions to 3-12																		

ONBOARD	#	67,803	24,481	43,322	2,652	2,867	12,913	24,359	7,369	14,001	1,111	1,347	0	0	311	567	125	181
	%	100.01%	36.10%	63.91%	03.91%	04.23%	19.04%	35.93%	10.87%	20.65%	01.64%	01.99%	00.00%	00.00%	00.46%	00.84%	00.18%	00.27%
PROMOTED	#	10,437	3,871	6,566	428	454	2,114	3,676	1,077	2,067	149	202	16	21	53	99	34	47
	%	100.00%	37.09%	62.91%	04.10%	04.35%	20.25%	35.22%	10.32%	19.80%	01.43%	01.94%	00.15%	00.20%	00.51%	00.95%	00.33%	00.45%
EXPECTED	#	10,438	3,768	6,670	408	441	1,987	3,750	1,135	2,155	171	208	0	0	48	88	19	28

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Disability FY 2009

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

VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
GRADE=2 Onboard - Promotions to 3																
ONBOARD	#	74	49	3	12	10	0	0	0	4		1	5	0	0	
	%	100.00%	66.22%	04.05%	16.22%	13.51%	00.00%	00.00%	00.00%	05.41%	00.00%	01.35%	06.76%	00.00%	00.00%	
PROMOTED	#	40	29	5	6	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	72.50%	12.50%	15.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	40	26	2	6	5	--	--	--	--	0	--	--	--	--	
GRADE=3 Onboard - Promotions to 4																
ONBOARD	#	640	450	43	106	41	6	6	0	3	--	0	3	17	6	0
	%	100.00%	70.31%	06.72%	16.56%	06.41%	00.94%	00.94%	00.00%	00.47%	00.00%	00.47%	02.66%	00.94%	00.00%	
PROMOTED	#	294	244	16	32	2	1	0	0	0		0	0	1	0	
	%	100.00%	82.99%	05.44%	10.88%	00.68%	00.34%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.34%	00.00%	

EXPECTED	#	294	207	20	49	19	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	4,727	3,212	510	761	244	56	34	2	23	7	16	25	78	3
	%	100.00%	67.95%	10.79%	16.10%	05.16%	01.18%	00.72%	00.04%	00.49%	00.15%	00.34%	00.53%	01.65%	00.06%
PROMOTED	#	1,853	1,485	107	233	28	0	4	1	2	0	2	1	18	0
	%	100.00%	80.14%	05.77%	12.57%	01.51%	00.00%	00.22%	00.05%	00.11%	00.00%	00.11%	00.05%	00.97%	00.00%
EXPECTED	#	1,853	1,259	200	298	96	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	18,905	14,058	2,021	2,324	502	49	54	23	56	19	64	16	212	9
	%	100.00%	74.36%	10.69%	12.29%	02.66%	00.26%	00.29%	00.12%	00.30%	00.10%	00.34%	00.08%	01.12%	00.05%
PROMOTED	#	3,619	2,940	210	398	71	3	6	2	6	2	8	0	43	1
	%	100.00%	81.24%	05.80%	11.00%	01.96%	00.08%	00.17%	00.06%	00.17%	00.06%	00.22%	00.00%	01.19%	00.03%
EXPECTED	#	3,619	2,691	387	445	96	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	20,817	15,369	2,900	2,207	341	44	24	19	32	14	54	6	137	11
	%	100.00%	73.83%	13.93%	10.60%	01.64%	00.21%	00.12%	00.09%	00.15%	00.07%	00.26%	00.03%	00.66%	00.05%
PROMOTED	#	2,903	2,334	228	301	40	2	3	3	2	0	7	1	22	0
	%	100.00%	80.40%	07.85%	10.37%	01.38%	00.07%	00.10%	00.10%	00.07%	00.00%	00.24%	00.03%	00.76%	00.00%
EXPECTED	#	2,903	2,143	404	308	48	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	13,456	9,741	2,270	1,255	190	15	23	13	25	9	29	3	68	5
	%	100.00%	72.39%	16.87%	09.33%	01.41%	00.11%	00.17%	00.10%	00.19%	00.07%	00.22%	00.02%	00.51%	00.04%
PROMOTED	#	913	742	90	74	7	0	1	0	2		0	1	3	0
	%	100.00%	81.27%	09.86%	08.11%	00.77%	00.00%	00.11%	00.00%	00.22%	00.00%	00.00%	00.11%	00.33%	00.00%
EXPECTED	#	913	661	154	85	13	--	--	--	-- 0	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	4,884	3,572	852	392	68	8	5	4	9	4	14	2	21	1
	%	100.00%	73.14%	17.44%	08.03%	01.39%	00.16%	00.10%	00.08%	00.18%	00.08%	00.29%	00.04%	00.43%	00.02%
PROMOTED	#	542	427	67	46	2	1	0	0	0		1	0	0	0
	%	100.00%	78.78%	12.36%	08.49%	00.37%	00.18%	00.00%	00.00%	00.00%	00.00%	00.18%	00.00%	00.00%	00.00%

EXPECTED	#	542	396	95	44	8	--	--	--	--		--	--	--	--	
GRADE=9 Onboard - Promotions to 10																
ONBOARD	#	3,076	2,117	693	232	34	3	3	3	4	--	9	0	8	0	
	%	100.00%	68.82%	22.53%	07.54%	01.11%	00.10%	00.10%	00.10%	00.13%	00.13%	00.29%	00.00%	00.26%	00.00%	
PROMOTED	#	118	94	18	6	0	0	0	0	0	4	0	0	0	0	
	%	100.00%	79.66%	15.25%	05.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	118	81	27	9	1	--	--	--	--	0	--	--	--	--	
GRADE=10 Onboard - Promotions to 11																
ONBOARD	#	597	394	162	38	3	2	0	1	0	--	0	0	0	0	
	%	100.00%	66.00%	27.14%	06.37%	00.50%	00.34%	00.00%	00.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
PROMOTED	#	103	80	16	6	1	0	0	1	0	0	0	0	0	0	
	%	100.00%	77.67%	15.53%	05.83%	00.97%	00.00%	00.00%	00.97%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	103	68	28	7	1	--	--	--	--	0	--	--	--	--	
GRADE=11 Onboard - Promotions to 12																
ONBOARD	#	627	387	185	46	9	0	1	1	1	--	0	0	3	1	
	%	100.00%	61.72%	29.51%	07.34%	01.44%	00.00%	00.16%	00.16%	00.16%	00.32%	00.00%	00.00%	00.48%	00.16%	
PROMOTED	#	52	37	9	5	1	0	0	0	0	2	0	0	0	0	
	%	100.00%	71.15%	17.31%	09.62%	01.92%	00.00%	00.00%	00.00%	00.00%	01.92%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	52	32	15	4	1	--	--	--	--	1	--	--	--	--	
TOTAL Grade 2-11 Onboard - Promotions to 3-12																
ONBOARD	#	67,803	49,349	9,639	7,373	1,442	183	150	66	157	--	59	190	74	533	30
	%	100.00%	72.78%	14.22%	10.87%	02.13%	00.27%	00.22%	00.10%	00.23%	00.09%	00.28%	00.11%	00.79%	00.04%	
PROMOTED	#	10,437	8,412	766	1,107	152	7	14	7	12	3	18	3	87	1	
	%	100.00%	80.60%	07.34%	10.61%	01.46%	00.07%	00.13%	00.07%	00.11%	00.03%	00.17%	00.03%	00.83%	00.01%	
EXPECTED	#	10,437	7,596	1,484	1,135	222	--	--	--	--		--	--	--	--	

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table C9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Veterans Preference FY 2009

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

VA-wide		TOTAL	Detail for Veterans Preference						
			None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	74	63	6	0	0	0	2	3
	%	100.00%	85.14%	08.11%	00.00%	00.00%	00.00%	02.70%	04.05%
PROMOTED	#	40	28	10	0	0	0	2	0
	%	100.00%	70.00%	25.00%	00.00%	00.00%	00.00%	05.00%	00.00%
EXPECTED	#	40	34	3	0	0	0	1	2
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	640	399	144	5	21	5	33	33
	%	100.00%	62.34%	22.50%	00.78%	03.28%	00.78%	05.16%	05.16%
PROMOTED	#	294	180	60	5	14	0	22	13
	%	100.00%	61.22%	20.41%	01.70%	04.76%	00.00%	07.48%	04.42%
EXPECTED	#	294	183	66	2	10	2	15	15
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	4,727	2,444	1,130	59	231	49	559	255
	%	100.00%	51.70%	23.91%	01.25%	04.89%	01.04%	11.83%	05.39%
PROMOTED	#	1,853	1,017	388	24	95	14	214	101
	%	100.00%	54.88%	20.94%	01.30%	05.13%	00.76%	11.55%	05.45%
EXPECTED	#	1,853	958	443	23	91	19	219	100
GRADE=5 Onboard - Promotions to 6									
ONBOARD	#	18,905	11,231	3,677	213	825	164	1,703	1,092
	%	100.00%	59.41%	19.45%	01.13%	04.36%	00.87%	09.01%	05.78%
PROMOTED	#	3,619	2,195	658	37	137	28	357	207
	%	100.00%	60.65%	18.18%	01.02%	03.79%	00.77%	09.86%	05.72%

EXPECTED	#	3,619	2,150	704	41	158	31	326	209
GRADE=6 Onboard - Promotions to 7									
ONBOARD	#	20,817	12,412	4,218	238	785	134	1,603	1,427
	%	100.00%	59.62%	20.26%	01.14%	03.77%	00.64%	07.70%	06.85%
PROMOTED	#	2,903	1,671	581	34	139	8	256	214
	%	100.00%	57.56%	20.01%	01.17%	04.79%	00.28%	08.82%	07.37%
EXPECTED	#	2,903	1,731	588	33	109	19	224	199
GRADE=7 Onboard - Promotions to 8									
ONBOARD	#	13,456	8,454	2,517	145	442	70	895	933
	%	100.00%	62.83%	18.71%	01.08%	03.28%	00.52%	06.65%	06.93%
PROMOTED	#	913	586	167	10	22	4	66	58
	%	100.00%	64.18%	18.29%	01.10%	02.41%	00.44%	07.23%	06.35%
EXPECTED	#	913	574	171	10	30	5	61	63
GRADE=8 Onboard - Promotions to 9									
ONBOARD	#	4,884	3,446	794	28	108	13	210	285
	%	100.00%	70.56%	16.26%	00.57%	02.21%	00.27%	04.30%	05.84%
PROMOTED	#	542	342	88	4	21	4	45	38
	%	100.00%	63.10%	16.24%	00.74%	03.87%	00.74%	08.30%	07.01%
EXPECTED	#	542	382	88	3	12	1	23	32
GRADE=9 Onboard - Promotions to 10									
ONBOARD	#	3,076	2,046	570	27	76	9	148	200
	%	100.00%	66.51%	18.53%	00.88%	02.47%	00.29%	04.81%	06.50%
PROMOTED	#	118	65	27	2	7	0	9	8
	%	100.00%	55.08%	22.88%	01.69%	05.93%	00.00%	07.63%	06.78%
EXPECTED	#	118	78	22	1	3	0	6	8
GRADE=10 Onboard - Promotions to 11									
ONBOARD	#	597	370	129	1	20	1	28	48
	%	100.00%	61.98%	21.61%	00.17%	03.35%	00.17%	04.69%	08.04%
PROMOTED	#	103	61	21	0	5	1	10	5
	%	100.00%	59.22%	20.39%	00.00%	04.85%	00.97%	09.71%	04.85%

EXPECTED	#	103	64	22	0	3	0	5	8
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	627	312	192	8	36	2	41	36
	%	100.00%	49.76%	30.62%	01.28%	05.74%	00.32%	06.54%	05.74%
PROMOTED	#	52	24	17	0	2	1	4	4
	%	100.00%	46.15%	32.69%	00.00%	03.85%	01.92%	07.69%	07.69%
EXPECTED	#	52	26	16	1	3	0	3	3
TOTAL Grade 2-11 Onboard - Promotions to 3-12									
ONBOARD	#	67,803	41,177	13,377	724	2,544	447	5,222	4,312
	%	100.00%	60.73%	19.73%	01.07%	03.75%	00.66%	07.70%	06.36%
PROMOTED	#	10,437	6,169	2,017	116	442	60	985	648
	%	100.00%	59.11%	19.33%	01.11%	04.23%	00.57%	09.44%	06.21%
EXPECTED	#	10,437	6,338	2,059	112	391	69	804	664

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

MD-715 TABLE 9

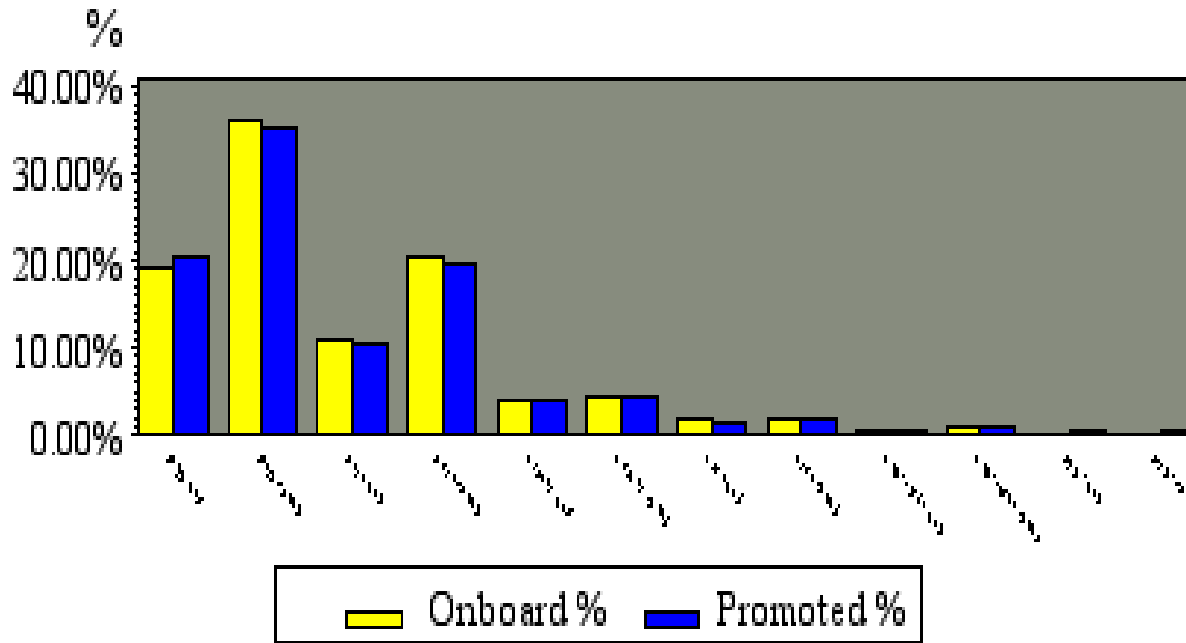


Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2009

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

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
GRADE=5 Onboard - Promotions to 7																		
ONBOARD	#	472	224	248	18	11	134	153	55	59	4	5	0	0	11	17	2	3
	%	100.00%	47.45%	52.55%	03.81%	02.33%	28.39%	32.42%	11.65%	12.50%	00.85%	01.06%	00.00%	00.00%	02.33%	03.60%	00.42%	00.64%
PROMOTED	#	933	403	530	32	26	250	327	96	147	4	6	5	0	13	18	3	6
	%	100.01%	43.20%	56.81%	03.43%	02.79%	26.80%	35.05%	10.29%	15.76%	00.43%	00.64%	00.54%	00.00%	01.39%	01.93%	00.32%	00.64%

EXPECTED	#	933	443	490	36	22	265	302	109	117	8	10	0	0	22	34	4	6
GRADE=7 Onboard - Promotions to 9																		
ONBOARD	#	3,634	1,646	1,988	107	102	1,031	1,123	404	640	53	68	0	0	41	35	10	20
	%	100.00%	45.30%	54.70%	02.94%	02.81%	28.37%	30.90%	11.12%	17.61%	01.46%	01.87%	00.00%	00.00%	01.13%	00.96%	00.28%	00.55%
PROMOTED	#	3,813	1,577	2,236	97	121	1,019	1,283	362	700	51	69	7	11	29	31	12	21
	%	99.98%	41.34%	58.64%	02.54%	03.17%	26.72%	33.65%	09.49%	18.36%	01.34%	01.81%	00.18%	00.29%	00.76%	00.81%	00.31%	00.55%
EXPECTED	#	3,813	1,727	2,086	112	107	1,082	1,178	424	671	56	71	0	0	43	37	11	21
GRADE=9 Onboard - Promotions to 11																		
ONBOARD	#	11,534	4,469	7,065	337	438	2,814	4,431	976	1,676	243	386	0	0	77	99	22	35
	%	100.01%	38.75%	61.26%	02.92%	03.80%	24.40%	38.42%	08.46%	14.53%	02.11%	03.35%	00.00%	00.00%	00.67%	00.86%	00.19%	00.30%
PROMOTED	#	4,284	1,705	2,579	132	158	1,127	1,693	319	585	85	98	4	2	24	31	14	12
	%	100.01%	39.80%	60.21%	03.08%	03.69%	26.31%	39.52%	07.45%	13.66%	01.98%	02.29%	00.09%	00.05%	00.56%	00.72%	00.33%	00.28%
EXPECTED	#	4,284	1,660	2,624	125	163	1,045	1,646	362	622	90	144	0	0	29	37	8	13
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	18,712	7,301	11,411	470	671	5,222	7,911	1,044	2,004	456	657	0	0	85	138	24	30
	%	100.01%	39.02%	60.99%	02.51%	03.59%	27.91%	42.28%	05.58%	10.71%	02.44%	03.51%	00.00%	00.00%	00.45%	00.74%	00.13%	00.16%
PROMOTED	#	2,910	1,099	1,811	67	94	787	1,203	174	407	49	69	5	5	12	25	5	8
	%	99.98%	37.75%	62.23%	02.30%	03.23%	27.04%	41.34%	05.98%	13.99%	01.68%	02.37%	00.17%	00.17%	00.41%	00.86%	00.17%	00.27%
EXPECTED	#	2,910	1,135	1,775	73	104	812	1,230	162	312	71	102	0	0	13	22	4	5
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12																		
ONBOARD	#	34,352	13,640	20,712	932	1,222	9,201	13,618	2,479	4,379	756	1,116	0	0	214	289	58	88
	%	100.00%	39.70%	60.30%	02.71%	03.56%	26.78%	39.64%	07.22%	12.75%	02.20%	03.25%	00.00%	00.00%	00.62%	00.84%	00.17%	00.26%
PROMOTED	#	11,940	4,784	7,156	328	399	3,183	4,506	951	1,839	189	242	21	18	78	105	34	47
	%	99.99%	40.06%	59.93%	02.75%	03.34%	26.66%	37.74%	07.96%	15.40%	01.58%	02.03%	00.18%	00.15%	00.65%	00.88%	00.28%	00.39%
EXPECTED	#	11,940	4,740	7,200	324	425	3,198	4,733	862	1,522	263	388	0	0	74	100	20	31

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Disability FY 2009

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

VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE=5 Onboard - Promotions to 7															
ONBOARD	#	472	389	13	62	8	0	0	0	2		0	0	5	0
	%	100.00%	82.42%	02.75%	13.14%	01.69%	00.00%	00.00%	00.00%	00.42%	00.21%	00.00%	00.00%	01.06%	00.00%
PROMOTED	#	933	759	41	116	17	2	1	0	2	1	2	0	9	0
	%	100.00%	81.35%	04.39%	12.43%	01.82%	00.21%	00.11%	00.00%	00.21%	00.11%	00.21%	00.00%	00.96%	00.00%
EXPECTED	#	933	769	26	123	16	--	--	--	--	1	--	--	--	--
GRADE=7 Onboard - Promotions to 9															
ONBOARD	#	3,634	2,882	250	444	58	0	3	3	7	--	5	7	0	33
	%	100.00%	79.31%	06.88%	12.22%	01.60%	00.00%	00.08%	00.08%	00.19%	00.14%	00.19%	00.00%	00.91%	00.00%
PROMOTED	#	3,813	3,050	270	438	55	1	4	3	9	2	8	0	28	0
	%	100.00%	79.99%	07.08%	11.49%	01.44%	00.03%	00.10%	00.08%	00.24%	00.05%	00.21%	00.00%	00.73%	00.00%
EXPECTED	#	3,813	3,024	262	466	61	--	--	--	--		--	--	--	--
GRADE=9 Onboard - Promotions to 11															
ONBOARD	#	11,534	8,412	1,847	1,109	166	12	16	16	16	--	8	25	1	69
	%	100.00%	72.93%	16.01%	09.62%	01.44%	00.10%	00.14%	00.14%	00.14%	00.07%	00.22%	00.01%	00.60%	00.03%
PROMOTED	#	4,284	3,406	356	473	49	2	9	2	2	3	9	0	21	1
	%	100.00%	79.51%	08.31%	11.04%	01.14%	00.05%	00.21%	00.05%	00.05%	00.07%	00.21%	00.00%	00.49%	00.02%
EXPECTED	#	4,284	3,124	686	412	62	--	--	--	--		--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	18,712	13,829	3,009	1,598	276	11	64	26	41	--	18	44	0	67
	%	100.00%	73.90%	16.08%	08.54%	01.47%	00.06%	00.34%	00.14%	00.22%	00.10%	00.24%	00.00%	00.36%	00.03%
PROMOTED	#	2,910	2,370	245	260	35	0	7	2	7	2	4	0	12	1

	%	100.00%	81.44%	08.42%	08.93%	01.20%	00.00%	00.24%	00.07%	00.24%	00.07%	00.14%	00.00%	00.41%	00.03%
EXPECTED	#	2,910	2,150	468	249	43	--	--	--	--		--	--	--	--
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12															
ONBOARD	#	34,352	25,512	5,119	3,213	508	23	83	45	66	32	76	1	174	8
	%	100.00%	74.27%	14.90%	09.35%	01.48%	00.07%	00.24%	00.13%	00.19%	00.09%	00.22%	00.00%	00.51%	00.02%
PROMOTED	#	11,940	9,585	912	1,287	156	5	21	7	20	8	23	0	70	2
	%	100.00%	80.28%	07.64%	10.78%	01.31%	00.04%	00.18%	00.06%	00.17%	00.07%	00.19%	00.00%	00.59%	00.02%
EXPECTED	#	11,940	8,868	1,779	1,116	177	--	--	--	--		--	--	--	--

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table C9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Veterans Preference FY 2009

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

VA-wide	TOTAL	Detail for Veterans Preference							
		None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown	
GRADE=5 Onboard - Promotions to 7									
ONBOARD	#	472	274	100	3	31	2	48	14
	%	100.00%	58.05%	21.19%	00.64%	06.57%	00.42%	10.17%	02.97%
PROMOTED	#	933	470	213	12	59	7	126	46
	%	100.00%	50.38%	22.83%	01.29%	06.32%	00.75%	13.50%	04.93%
EXPECTED	#	933	542	198	6	61	4	95	28
GRADE=7 Onboard - Promotions to 9									
ONBOARD	#	3,634	2,074	634	35	189	16	552	134
	%	100.00%	57.07%	17.45%	00.96%	05.20%	00.44%	15.19%	03.69%

PROMOTED	#	3,813	2,241	633	43	176	16	536	168
	%	100.00%	58.77%	16.60%	01.13%	04.62%	00.42%	14.06%	04.41%
EXPECTED	#	3,813	2,176	665	37	198	17	579	141
GRADE=9 Onboard - Promotions to 11									
ONBOARD	#	11,534	7,513	1,824	115	442	57	1,009	574
	%	100.00%	65.14%	15.81%	01.00%	03.83%	00.49%	08.75%	04.98%
PROMOTED	#	4,284	2,721	578	50	208	18	505	204
	%	100.00%	63.52%	13.49%	01.17%	04.86%	00.42%	11.79%	04.76%
EXPECTED	#	4,284	2,791	677	43	164	21	375	213
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	18,712	13,505	2,512	157	490	73	1,205	770
	%	100.00%	72.17%	13.42%	00.84%	02.62%	00.39%	06.44%	04.12%
PROMOTED	#	2,910	2,018	358	38	113	6	264	113
	%	100.00%	69.35%	12.30%	01.31%	03.88%	00.21%	09.07%	03.88%
EXPECTED	#	2,910	2,100	391	24	76	11	187	120
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12									
ONBOARD	#	34,352	23,366	5,070	310	1,152	148	2,814	1,492
	%	100.00%	68.02%	14.76%	00.90%	03.35%	00.43%	08.19%	04.34%
PROMOTED	#	11,940	7,450	1,782	143	556	47	1,431	531
	%	100.00%	62.40%	14.92%	01.20%	04.66%	00.39%	11.98%	04.45%
EXPECTED	#	11,940	8,122	1,762	107	400	51	978	518

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

MD-715 TABLE 9

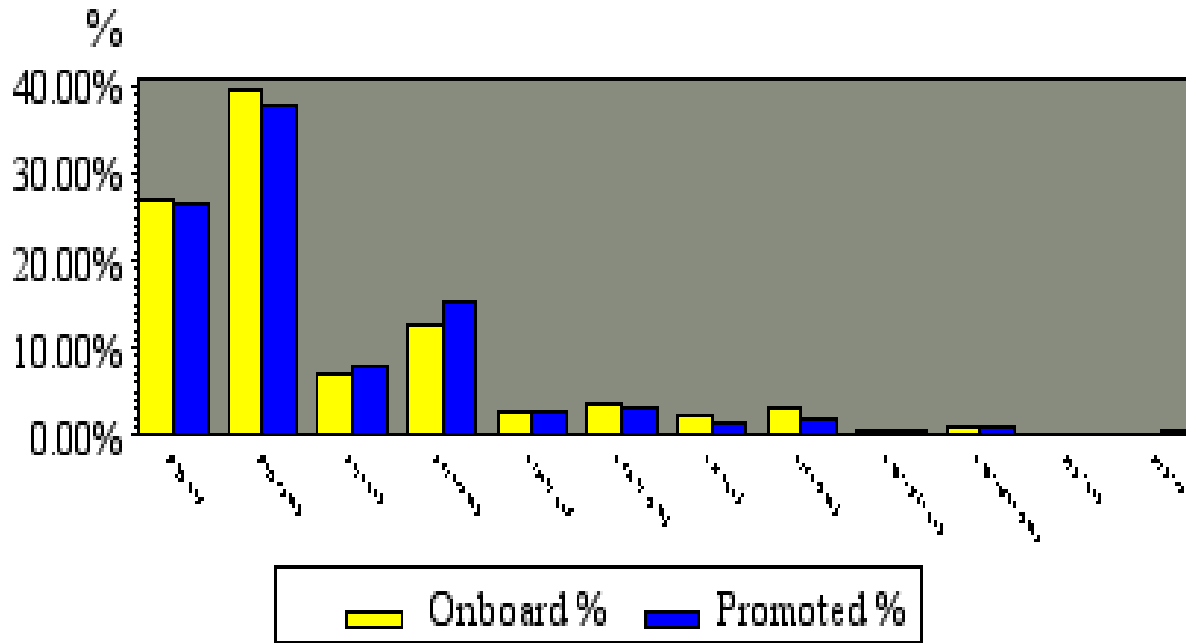


Table A9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Race/Ethnicity and Sex FY 2009

Occupations: Includes all WG1 occupations.

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races		
						male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	1,408	1,105	303	57	15	379	114	623	155	27	11	0	0	13	6	6	2
	%	100.02%	78.49%	21.53%	04.05%	01.07%	26.92%	08.10%	44.25%	11.01%	01.92%	00.78%	00.00%	00.00%	00.92%	00.43%	00.43%	00.14%
PROMOTED	#	1,235	964	271	42	12	340	105	546	140	14	8	3	0	15	5	4	1
	%	99.98%	78.04%	21.94%	03.40%	00.97%	27.53%	08.50%	44.21%	11.34%	01.13%	00.65%	00.24%	00.00%	01.21%	00.40%	00.32%	00.08%

EXPECTED	#	1,235	969	266	50	13	332	100	546	136	24	10	0	0	11	5	5	2
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	9,332	7,250	2,082	461	116	2,741	813	3,800	1,059	129	51	0	0	100	33	19	10
	%	99.99%	77.68%	22.31%	04.94%	01.24%	29.37%	08.71%	40.72%	11.35%	01.38%	00.55%	00.00%	00.00%	01.07%	00.35%	00.20%	00.11%
PROMOTED	#	615	438	177	35	5	141	76	252	91	4	2	1	0	5	3	0	0
	%	100.01%	71.22%	28.79%	05.69%	00.81%	22.93%	12.36%	40.98%	14.80%	00.65%	00.33%	00.16%	00.00%	00.81%	00.49%	00.00%	00.00%
EXPECTED	#	615	478	137	30	8	181	54	250	70	8	3	0	0	7	2	1	1
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	2,827	2,009	818	188	70	671	250	1,066	458	44	25	0	0	31	14	9	1
	%	100.02%	71.08%	28.94%	06.65%	02.48%	23.74%	08.84%	37.71%	16.20%	01.56%	00.88%	00.00%	00.00%	01.10%	00.50%	00.32%	00.04%
PROMOTED	#	246	145	101	14	3	62	41	65	53	1	2	0	0	0	1	3	1
	%	100.00%	58.94%	41.06%	05.69%	01.22%	25.20%	16.67%	26.42%	21.54%	00.41%	00.81%	00.00%	00.00%	00.00%	00.41%	01.22%	00.41%
EXPECTED	#	246	175	71	16	6	58	22	93	40	4	2	0	0	3	1	1	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	1,288	754	534	63	19	305	213	337	283	32	13	0	0	12	6	5	0
	%	100.00%	58.53%	41.47%	04.89%	01.48%	23.68%	16.54%	26.16%	21.97%	02.48%	01.01%	00.00%	00.00%	00.93%	00.47%	00.39%	00.00%
PROMOTED	#	190	168	22	16	1	87	15	62	4	1	0	0	0	2	2	0	0
	%	100.00%	88.42%	11.58%	08.42%	00.53%	45.79%	07.89%	32.63%	02.11%	00.53%	00.00%	00.00%	00.00%	01.05%	01.05%	00.00%	00.00%
EXPECTED	#	190	111	79	9	3	45	31	50	42	5	2	0	0	2	1	1	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	1,116	1,031	85	95	8	552	47	347	27	25	3	0	0	9	0	3	0
	%	100.00%	92.38%	07.62%	08.51%	00.72%	49.46%	04.21%	31.09%	02.42%	02.24%	00.27%	00.00%	00.00%	00.81%	00.00%	00.27%	00.00%
PROMOTED	#	208	192	16	21	2	107	5	53	9	5	0	0	0	4	0	2	0
	%	99.99%	92.30%	07.69%	10.10%	00.96%	51.44%	02.40%	25.48%	04.33%	02.40%	00.00%	00.00%	00.00%	01.92%	00.00%	00.96%	00.00%
EXPECTED	#	208	192	16	18	1	103	9	65	5	5	1	0	0	2	0	1	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	1,379	1,233	146	88	6	642	69	454	63	30	6	0	0	14	2	5	0
	%	100.02%	89.42%	10.60%	06.38%	00.44%	46.56%	05.00%	32.92%	04.57%	02.18%	00.44%	00.00%	00.00%	01.02%	00.15%	00.36%	00.00%
PROMOTED	#	85	77	8	10	1	37	3	22	4	4	0	0	0	4	0	0	0
	%	100.01%	90.59%	09.42%	11.76%	01.18%	43.53%	03.53%	25.88%	04.71%	04.71%	00.00%	00.00%	00.00%	04.71%	00.00%	00.00%	00.00%

EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Grade 1-11 Onboard - Promotions to 2-12																		
ONBOARD	#	23,572	19,450	4,122	1,460	244	9,460	1,592	7,760	2,100	451	111	0	0	253	62	66	13
	%	99.99%	82.50%	17.49%	06.19%	01.04%	40.13%	06.75%	32.92%	08.91%	01.91%	00.47%	00.00%	00.00%	01.07%	00.26%	00.28%	00.06%
PROMOTED	#	2,845	2,242	603	156	24	953	248	1,054	306	32	12	4	0	31	11	12	2
	%	100.00%	78.80%	21.20%	05.48%	00.84%	33.50%	08.72%	37.05%	10.76%	01.12%	00.42%	00.14%	00.00%	01.09%	00.39%	00.42%	00.07%
EXPECTED	#	2,845	2,347	498	176	30	1,142	192	937	253	54	13	0	0	30	7	8	2

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table B9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Disability FY 2009

Occupations: Includes all WG1 occupations.

VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE=1 Onboard - Promotions to 2															
ONBOARD	#	1,408	1,120	55	173	60	0	0	1	3	0	3	15	36	2
	%	100.00%	79.55%	03.91%	12.29%	04.26%	00.00%	00.00%	00.07%	00.21%	00.00%	00.21%	01.07%	02.56%	00.14%
PROMOTED	#	1,235	1,018	55	132	30	0	1	0	1	1	0	1	24	2
	%	100.00%	82.43%	04.45%	10.69%	02.43%	00.00%	00.08%	00.00%	00.08%	00.08%	00.00%	00.08%	01.94%	00.16%
EXPECTED	#	1,235	982	48	152	53	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	9,332	6,688	1,028	1,145	471	67	35	9	16	3	42	128	167	4
	%	100.00%	71.67%	11.02%	12.27%	05.05%	00.72%	00.38%	00.10%	00.17%	00.03%	00.45%	01.37%	01.79%	00.04%

PROMOTED	#	615	486	39	68	22	1	2	0	0	0	4	1	14	0	
	%	100.00%	79.02%	06.34%	11.06%	03.58%	00.16%	00.33%	00.00%	00.00%	00.00%	00.65%	00.16%	02.28%	00.00%	
EXPECTED	#	615	441	68	75	31	--	--	--	--		--	--	--	--	
GRADE=3 Onboard - Promotions to 4																
ONBOARD	#	2,827	1,885	541	297	104	15	10	0	4	--	3	2	24	44	2
	%	100.00%	66.68%	19.14%	10.51%	03.68%	00.53%	00.35%	00.00%	00.14%	00.11%	00.07%	00.85%	01.56%	00.07%	
PROMOTED	#	246	193	22	27	4	1	0	0	0		1	0	2	0	
	%	100.00%	78.46%	08.94%	10.98%	01.63%	00.41%	00.00%	00.00%	00.00%	00.00%	00.41%	00.00%	00.81%	00.00%	
EXPECTED	#	246	164	47	26	9	--	--	--	--	0	--	--	--	--	
GRADE=4 Onboard - Promotions to 5																
ONBOARD	#	1,288	792	347	112	37	8	5	1	3	--	1	4	10	5	0
	%	100.00%	61.49%	26.94%	08.70%	02.87%	00.62%	00.39%	00.08%	00.23%	00.08%	00.31%	00.78%	00.39%	00.00%	
PROMOTED	#	190	161	14	15	0	0	0	0	0		0	0	0	0	
	%	100.00%	84.74%	07.37%	07.89%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	190	117	51	17	5	--	--	--	--	0	--	--	--	--	
GRADE=5 Onboard - Promotions to 6																
ONBOARD	#	1,116	719	232	135	30	1	2	1	3	--	0	4	2	16	1
	%	100.00%	64.43%	20.79%	12.10%	02.69%	00.09%	00.18%	00.09%	00.27%	00.00%	00.36%	00.18%	01.43%	00.09%	
PROMOTED	#	208	139	41	24	4	1	1	0	0		0	0	2	0	
	%	100.00%	66.83%	19.71%	11.54%	01.92%	00.48%	00.48%	00.00%	00.00%	00.00%	00.00%	00.00%	00.96%	00.00%	
EXPECTED	#	208	134	43	25	6	--	--	--	--	0	--	--	--	--	
GRADE=6 Onboard - Promotions to 7																
ONBOARD	#	1,379	845	371	144	19	1	3	0	0	--	0	2	2	11	0
	%	100.00%	61.28%	26.90%	10.44%	01.38%	00.07%	00.22%	00.00%	00.00%	00.00%	00.15%	00.15%	00.80%	00.00%	
PROMOTED	#	85	71	8	5	1	0	1	0	0		0	0	0	0	
	%	100.00%	83.53%	09.41%	05.88%	01.18%	00.00%	01.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	85	52	23	9	1	--	--	--	--	0	--	--	--	--	
GRADE=7 Onboard - Promotions to 8																
ONBOARD	#	717	450	188	69	10	1	1	0	0	--	1	2	5	0	
	%	100.00%	62.76%	26.22%	09.62%	01.39%	00.14%	00.14%	00.00%	00.00%	00.00%	00.14%	00.28%	00.70%	00.00%	

PROMOTED	#	112	83	16	10	3	0	0	0	0		0	0	3	0
	%	100.00%	74.11%	14.29%	08.93%	02.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.68%	00.00%
EXPECTED	#	112	70	29	11	2	--	--	--	-- 0		--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	732	437	217	67	11	1	1	0	0__		2	0	7	0
	%	100.00%	59.70%	29.64%	09.15%	01.50%	00.14%	00.14%	00.00%	00.00%	00.00%	00.27%	00.00%	00.96%	00.00%
PROMOTED	#	43	37	2	4	0	0	0	0	0 0		0	0	0	0
	%	100.00%	86.05%	04.65%	09.30%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	43	26	13	4	1	--	--	--	-- 0		--	--	--	--
GRADE=9 Onboard - Promotions to 10															
ONBOARD	#	1,168	746	295	112	15	3	0	0	0__		3	1	7	0
	%	100.00%	63.87%	25.26%	09.59%	01.28%	00.26%	00.00%	00.00%	00.00%	00.09%	00.26%	00.09%	00.60%	00.00%
PROMOTED	#	75	60	7	8	0	0	0	0	0 1		0	0	0	0
	%	100.00%	80.00%	09.33%	10.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	75	48	19	7	1	--	--	--	-- 0		--	--	--	--
GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	2,668	1,838	569	239	22	1	5	2	1__	0	1	0	12	0
	%	100.00%	68.89%	21.33%	08.96%	00.82%	00.04%	00.19%	00.07%	00.04%	00.00%	00.04%	00.00%	00.45%	00.00%
PROMOTED	#	36	26	6	3	1	0	0	0	0		0	0	1	0
	%	100.00%	72.22%	16.67%	08.33%	02.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%	00.00%
EXPECTED	#	36	25	8	3	0	--	--	--	-- 0		--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	937	618	216	92	11	0	1	2	1__		1	1	4	1
	%	100.00%	65.96%	23.05%	09.82%	01.17%	00.00%	00.11%	00.21%	00.11%	00.00%	00.11%	00.11%	00.43%	00.11%
PROMOTED	#	0	0	0	0	0	0	0	0	0 0		0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	--	--	--	-- 0		--	--	--	--
TOTAL Grade 1-11 Onboard - Promotions to 2-12															
ONBOARD	#	23,572	16,138	4,059	2,585	790	98	63	16	31__	8	65	185	314	10
	%	100.00%	68.46%	17.22%	10.97%	03.35%	00.42%	00.27%	00.07%	00.13%	00.03%	00.28%	00.78%	01.33%	00.04%

PROMOTED	#	2,845	2,274	210	296	65	3	5	0	1	1	5	2	46	2
	%	100.00%	79.93%	07.38%	10.40%	02.28%	00.11%	00.18%	00.00%	00.04%	00.04%	00.18%	00.07%	01.62%	00.07%
EXPECTED	#	2,845	1,948	490	312	95	--	--	--	--		--	--	--	--

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table C9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Veterans Preference FY 2009

Occupations: Includes all WG1 occupations.

VA-wide	TOTAL	Detail for Veterans Preference							
		None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability	Unknown	
GRADE=1 Onboard - Promotions to 2									
ONBOARD	#	1,408	449	639	28	72	11	101	108
	%	100.00%	31.89%	45.38%	01.99%	05.11%	00.78%	07.17%	07.67%
PROMOTED	#	1,235	378	604	28	59	9	87	70
	%	100.00%	30.61%	48.91%	02.27%	04.78%	00.73%	07.04%	05.67%
EXPECTED	#	1,235	394	560	25	63	10	89	95
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	9,332	2,904	4,470	116	488	62	648	644
	%	100.00%	31.12%	47.90%	01.24%	05.23%	00.66%	06.94%	06.90%
PROMOTED	#	615	231	266	10	32	2	38	36
	%	100.00%	37.56%	43.25%	01.63%	05.20%	00.33%	06.18%	05.85%
EXPECTED	#	615	191	295	8	32	4	43	42
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	2,827	1,077	1,225	37	107	21	158	202

	%	100.00%	38.10%	43.33%	01.31%	03.78%	00.74%	05.59%	07.15%
PROMOTED	#	246	150	63	2	6	3	12	10
	%	100.00%	60.98%	25.61%	00.81%	02.44%	01.22%	04.88%	04.07%
EXPECTED	#	246	94	107	3	9	2	14	18
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	1,288	658	410	14	43	12	65	86
	%	100.00%	51.09%	31.83%	01.09%	03.34%	00.93%	05.05%	06.68%
PROMOTED	#	190	61	74	3	10	0	19	23
	%	100.00%	32.11%	38.95%	01.58%	05.26%	00.00%	10.00%	12.11%
EXPECTED	#	190	97	60	2	6	2	10	13
GRADE=5 Onboard - Promotions to 6									
ONBOARD	#	1,116	247	581	24	73	4	98	89
	%	100.00%	22.13%	52.06%	02.15%	06.54%	00.36%	08.78%	07.97%
PROMOTED	#	208	46	107	9	13	2	19	12
	%	100.00%	22.12%	51.44%	04.33%	06.25%	00.96%	09.13%	05.77%
EXPECTED	#	208	46	108	4	14	1	18	17
GRADE=6 Onboard - Promotions to 7									
ONBOARD	#	1,379	323	667	25	86	3	129	146
	%	100.00%	23.42%	48.37%	01.81%	06.24%	00.22%	09.35%	10.59%
PROMOTED	#	85	28	39	0	2	0	9	7
	%	100.00%	32.94%	45.88%	00.00%	02.35%	00.00%	10.59%	08.24%
EXPECTED	#	85	20	41	2	5	0	8	9
GRADE=7 Onboard - Promotions to 8									
ONBOARD	#	717	132	385	15	49	1	72	63
	%	100.00%	18.41%	53.70%	02.09%	06.83%	00.14%	10.04%	08.79%
PROMOTED	#	112	33	52	2	6	0	8	11
	%	100.00%	29.46%	46.43%	01.79%	05.36%	00.00%	07.14%	09.82%
EXPECTED	#	112	21	60	2	8	0	11	10
GRADE=8 Onboard - Promotions to 9									
ONBOARD	#	732	173	369	16	44	1	59	70

	%	100.00%	23.63%	50.41%	02.19%	06.01%	00.14%	08.06%	09.56%
PROMOTED	#	43	7	23	0	2	0	7	4
	%	100.00%	16.28%	53.49%	00.00%	04.65%	00.00%	16.28%	09.30%
EXPECTED	#	43	10	22	1	3	0	3	4
GRADE=9 Onboard - Promotions to 10									
ONBOARD	#	1,168	298	596	29	69	1	93	82
	%	100.00%	25.51%	51.03%	02.48%	05.91%	00.09%	07.96%	07.02%
PROMOTED	#	75	13	37	0	6	0	10	9
	%	100.00%	17.33%	49.33%	00.00%	08.00%	00.00%	13.33%	12.00%
EXPECTED	#	75	19	38	2	4	0	6	5
GRADE=10 Onboard - Promotions to 11									
ONBOARD	#	2,668	673	1,363	71	182	7	173	199
	%	100.00%	25.22%	51.09%	02.66%	06.82%	00.26%	06.48%	07.46%
PROMOTED	#	36	12	12	0	3	0	6	3
	%	100.00%	33.33%	33.33%	00.00%	08.33%	00.00%	16.67%	08.33%
EXPECTED	#	36	9	18	1	2	0	2	3
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	937	189	477	24	74	1	74	98
	%	100.00%	20.17%	50.91%	02.56%	07.90%	00.11%	07.90%	10.46%
PROMOTED	#	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0
TOTAL Grade 1-11 Onboard - Promotions to 2-12									
ONBOARD	#	23,572	7,123	11,182	399	1,287	124	1,670	1,787
	%	100.00%	30.22%	47.44%	01.69%	05.46%	00.53%	07.08%	07.58%
PROMOTED	#	2,845	959	1,277	54	139	16	215	185
	%	100.00%	33.71%	44.89%	01.90%	04.89%	00.56%	07.56%	06.50%
EXPECTED	#	2,845	860	1,350	48	155	15	201	216

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

												Islander				races		
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	9,261	1,722	7,539	150	410	1,183	4,902	199	1,486	156	601	0	0	24	107	10	33
	%	100.01%	18.59%	81.42%	01.62%	04.43%	12.77%	52.93%	02.15%	16.05%	01.68%	06.49%	00.00%	00.00%	00.26%	01.16%	00.11%	00.36%
PROMOTED	#	1,700	277	1,423	16	67	203	1,006	21	234	26	91	2	4	6	17	3	4
	%	100.01%	16.30%	83.71%	00.94%	03.94%	11.94%	59.18%	01.24%	13.76%	01.53%	05.35%	00.12%	00.24%	00.35%	01.00%	00.18%	00.24%
EXPECTED	#	1,700	316	1,384	28	75	217	900	37	273	29	110	0	0	4	20	2	6
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	22,844	3,692	19,152	365	1,214	2,604	11,629	336	3,238	329	2,854	0	0	46	190	12	27
	%	99.99%	16.16%	83.83%	01.60%	05.31%	11.40%	50.91%	01.47%	14.17%	01.44%	12.49%	00.00%	00.00%	00.20%	00.83%	00.05%	00.12%
PROMOTED	#	682	101	581	6	25	72	425	14	95	7	29	0	0	2	5	0	2
	%	100.00%	14.81%	85.19%	00.88%	03.67%	10.56%	62.32%	02.05%	13.93%	01.03%	04.25%	00.00%	00.00%	00.29%	00.73%	00.00%	00.29%
EXPECTED	#	682	110	572	11	36	78	347	10	97	10	85	0	0	1	6	0	1
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	10,998	1,284	9,714	93	395	1,035	7,370	86	1,341	55	535	0	0	11	61	4	12
	%	99.99%	11.68%	88.31%	00.85%	03.59%	09.41%	67.01%	00.78%	12.19%	00.50%	04.86%	00.00%	00.00%	00.10%	00.55%	00.04%	00.11%
PROMOTED	#	92	6	86	0	1	5	66	0	15	1	2	0	0	0	1	0	1
	%	100.00%	06.52%	93.48%	00.00%	01.09%	05.43%	71.74%	00.00%	16.30%	01.09%	02.17%	00.00%	00.00%	00.00%	01.09%	00.00%	01.09%
EXPECTED	#	92	11	81	1	3	9	62	1	11	0	4	0	0	0	1	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	715	49	666	0	18	44	515	4	105	1	24	0	0	0	3	0	1
	%	100.01%	06.85%	93.16%	00.00%	02.52%	06.15%	72.03%	00.56%	14.69%	00.14%	03.36%	00.00%	00.00%	00.00%	00.42%	00.00%	00.14%
PROMOTED	#	36	2	34	0	0	2	29	0	4	0	0	0	0	0	1	0	0
	%	100.01%	05.56%	94.45%	00.00%	00.00%	05.56%	80.56%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%	00.00%	00.00%
EXPECTED	#	36	2	34	0	1	2	26	0	5	0	1	0	0	0	0	0	0
TOTAL Grade 1-4 Onboard - Promotions to 2-5																		
ONBOARD	#	43,818	6,747	37,071	608	2,037	4,866	24,416	625	6,170	541	4,014	0	0	81	361	26	73
	%	100.00%	15.40%	84.60%	01.39%	04.65%	11.11%	55.72%	01.43%	14.08%	01.23%	09.16%	00.00%	00.00%	00.18%	00.82%	00.06%	00.17%
PROMOTED	#	2,510	386	2,124	22	93	282	1,526	35	348	34	122	2	4	8	24	3	7

	%	100.01%	15.38%	84.63%	00.88%	03.71%	11.24%	60.80%	01.39%	13.86%	01.35%	04.86%	00.08%	00.16%	00.32%	00.96%	00.12%	00.28%
EXPECTED	#	2,510	387	2,123	35	117	279	1,399	36	353	31	230	0	0	5	21	2	4

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table B9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Permanent Workforce - by Disability FY 2009

Occupations: 0610

VA-wide	TOTAL	Total by Disability Status				Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
GRADE=1 Onboard - Promotions to 2																
ONBOARD	#	9,261	8,495	256	456	54	0	5	0	1	1	9	0	38	0	
	%	100.00%	91.73%	02.76%	04.92%	00.58%	00.00%	00.05%	00.00%	00.01%	00.01%	00.10%	00.00%	00.41%	00.00%	
PROMOTED	#	1,700	1,567	41	86	6	0	1	0	0		2	0	3	0	
	%	100.00%	92.18%	02.41%	05.06%	00.35%	00.00%	00.06%	00.00%	00.00%	00.00%	00.12%	00.00%	00.18%	00.00%	
EXPECTED	#	1,700	1,559	47	84	10	--	--	--	-- 0		--	--	--	--	
GRADE=2 Onboard - Promotions to 3																
ONBOARD	#	22,844	17,961	3,712	1,063	108	2	13	5	1	0	22	1	59	5	
	%	100.00%	78.62%	16.25%	04.65%	00.47%	00.01%	00.06%	00.02%	00.00%	00.00%	00.10%	00.00%	00.26%	00.02%	
PROMOTED	#	682	597	41	43	1	0	0	0	0		0	0	1	0	
	%	100.00%	87.54%	06.01%	06.30%	00.15%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.15%	00.00%	
EXPECTED	#	682	536	111	32	3	--	--	--	-- 0		--	--	--	--	
GRADE=3 Onboard - Promotions to 4																
ONBOARD	#	10,998	7,554	2,906	491	47	2	5	1	2	0	12	0	21	4	

	%	100.00%	68.69%	26.42%	04.46%	00.43%	00.02%	00.05%	00.01%	00.02%	00.00%	00.11%	00.00%	00.19%	00.04%	
PROMOTED	#	92	70	18	2	2	0	0	2	0		0	0	0	0	
	%	100.00%	76.09%	19.57%	02.17%	02.17%	00.00%	00.00%	02.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	92	63	24	4	0	--	--	--	-- 0		--	--	--	--	
GRADE=4 Onboard - Promotions to 5																
ONBOARD	#	715	431	256	25	3	1	1	0	0	--	0	0	0	1	
	%	100.00%	60.28%	35.80%	03.50%	00.42%	00.14%	00.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.14%	
PROMOTED	#	36	23	12	1	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	63.89%	33.33%	02.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
EXPECTED	#	36	22	13	1	0	--	--	--	-- 0		--	--	--	--	
TOTAL Grade 1-4 Onboard - Promotions to 2-5																
ONBOARD	#	43,818	34,441	7,130	2,035	212	5	24	6	4	--	1	43	1	118	10
	%	100.00%	78.60%	16.27%	04.64%	00.48%	00.01%	00.05%	00.01%	00.01%	00.00%	00.10%	00.00%	00.27%	00.02%	
PROMOTED	#	2,510	2,257	112	132	9	0	1	2	0		2	0	4	0	
	%	100.00%	89.92%	04.46%	05.26%	00.36%	00.00%	00.04%	00.08%	00.00%	00.00%	00.08%	00.00%	00.16%	00.00%	
EXPECTED	#	2,510	1,973	408	116	12	--	--	--	-- 0		--	--	--	--	

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table C9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Permanent Workforce - by Veterans Preference FY 2009

Occupations: 0610

VA-wide	TOTAL	Detail for Veterans Preference					
		None	5 Point	10 Point Disability	10 Point - <30% Disability	10 Point Other - Spouse, Widow, etc.	10 Point - >30% Disability
GRADE=1 Onboard - Promotions to 2							

ONBOARD	#	9,261	8,116	559	7	20	11	51	497
	%	100.00%	87.64%	06.04%	00.08%	00.22%	00.12%	00.55%	05.37%
PROMOTED	#	1,700	1,509	85	0	2	4	9	91
	%	100.00%	88.76%	05.00%	00.00%	00.12%	00.24%	00.53%	05.35%
EXPECTED	#	1,700	1,490	103	1	4	2	9	91
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	22,844	19,344	1,717	26	77	34	137	1,509
	%	100.00%	84.68%	07.52%	00.11%	00.34%	00.15%	00.60%	06.61%
PROMOTED	#	682	574	50	1	4	0	4	49
	%	100.00%	84.16%	07.33%	00.15%	00.59%	00.00%	00.59%	07.18%
EXPECTED	#	682	578	51	1	2	1	4	45
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	10,998	9,231	818	17	38	18	84	792
	%	100.00%	83.93%	07.44%	00.15%	00.35%	00.16%	00.76%	07.20%
PROMOTED	#	92	80	4	0	0	0	0	8
	%	100.00%	86.96%	04.35%	00.00%	00.00%	00.00%	00.00%	08.70%
EXPECTED	#	92	77	7	0	0	0	1	7
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	715	600	60	0	4	0	6	45
	%	100.00%	83.92%	08.39%	00.00%	00.56%	00.00%	00.84%	06.29%
PROMOTED	#	36	33	2	0	0	0	0	1
	%	100.00%	91.67%	05.56%	00.00%	00.00%	00.00%	00.00%	02.78%
EXPECTED	#	36	30	3	0	0	0	0	2
TOTAL Grade 1-4 Onboard - Promotions to 2-5									
ONBOARD	#	43,818	37,291	3,154	50	139	63	278	2,843
	%	100.00%	85.10%	07.20%	00.11%	00.32%	00.14%	00.63%	06.49%
PROMOTED	#	2,510	2,196	141	1	6	4	13	149
	%	100.00%	87.49%	05.62%	00.04%	00.24%	00.16%	00.52%	05.94%
EXPECTED	#	2,510	2,136	181	3	8	4	16	163

												Islander				races		
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE: GS 13/14																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2,466	1,101	1,365	48	66	868	963	127	257	42	54	0	5	11	14	5	6
	%	100.00%	44.65%	55.35%	01.95%	02.68%	35.20%	39.05%	05.15%	10.42%	01.70%	02.19%	00.00%	00.20%	00.45%	00.57%	00.20%	00.24%
Relevant Pool		32,070	14,588	17,482	775	862	11,286	12,426	1,615	2,903	688	992	16	27	156	203	52	69
GRADE: GS 15																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	231	133	98	2	2	112	74	13	13	5	7	0	0	0	2	1	0
	%	100.00%	57.57%	42.43%	00.87%	00.87%	48.48%	32.03%	05.63%	05.63%	02.16%	03.03%	00.00%	00.00%	00.00%	00.87%	00.43%	00.00%
Relevant Pool		4,272	2,385	1,887	75	77	1,970	1,361	219	361	94	63	2	2	15	16	10	7
GRADE: SES																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	28	19	9	2	1	17	7	0	1	0	0	0	0	0	0	0	0
	%	99.99%	67.85%	32.14%	07.14%	03.57%	60.71%	25.00%	00.00%	03.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		18,591	12,491	6,100	692	378	9,091	3,712	484	415	2,029	1,479	18	9	146	89	31	18

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

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

*** This data is not available.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability FY 2009

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GRADE: GS 13/14															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2,466	1,975	302	168	21	0	5	6	0	4	3	0	2	1
	%	100.00%	80.09%	12.25%	06.81%	00.85%	00.00%	00.20%	00.24%	00.00%	00.16%	00.12%	00.00%	00.08%	00.04%
Relevant Pool		32,070	23,764	5,220	2,737	349	18	68	33	59	22	46	0	94	9
GRADE: GS 15															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	231	167	50	11	3	0	1	2	0	0	0	0	0	0
	%	100.00%	72.29%	21.65%	04.76%	01.30%	00.00%	00.43%	00.87%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		4,272	2,979	955	306	32	0	6	10	5	3	3	0	3	2
GRADE: SES															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	28	18	8	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	64.29%	28.57%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		18,591	15,322	2,464	710	95	1	5	7	22	8	12	0	37	3

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

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

*** This data is not available.

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex FY 2009

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	21,900	8,139	13,761	388	484	5,828	9,939	1,471	2,478	292	559	12	16	108	235	40	50
	%	99.98%	37.15%	62.83%	01.77%	02.21%	26.61%	45.38%	06.72%	11.32%	01.33%	02.55%	00.05%	00.07%	00.49%	01.07%	00.18%	00.23%
Total Hours		142,657	53,903	88,754	2,555	3,131	38,884	64,085	9,428	15,887	2,004	3,731	76	96	712	1,514	244	310
Average Hours		6.51	6.62	6.45	6.59	6.47	6.67	6.45	6.41	6.41	6.86	6.67	6.33	6.00	6.59	6.44	6.10	6.20
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	2,919	1,030	1,889	35	64	736	1,278	164	389	68	91	0	5	23	59	4	3
	%	100.00%	35.29%	64.71%	01.20%	02.19%	25.21%	43.78%	05.62%	13.33%	02.33%	03.12%	00.00%	00.17%	00.79%	02.02%	00.14%	00.10%
Total Hours		52,513	18,487	34,026	668	1,163	13,345	22,906	2,927	7,056	1,092	1,697	0	100	372	1,056	83	48
Average Hours		17.99	17.95	18.01	19.09	18.17	18.13	17.92	17.85	18.14	16.06	18.65	0.00	20.00	16.17	17.90	20.75	16.00
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	119,088	44,866	74,222	3,040	3,816	27,211	45,452	11,640	19,657	2,091	3,839	96	121	573	1,040	215	297
	%	99.99%	37.67%	62.32%	02.55%	03.20%	22.85%	38.17%	09.77%	16.51%	01.76%	03.22%	00.08%	00.10%	00.48%	00.87%	00.18%	00.25%
Total Amount		32,226,715	12,222,512	20,004,203	906,658	1,100,816	7,267,054	12,096,477	3,224,502	5,356,425	590,751	1,075,588	25,526	30,220	145,776	268,072	62,245	76,605
Average Amount		270.61	272.42	269.52	298.24	288.47	267.06	266.14	277.02	272.49	282.52	280.17	265.90	249.75	254.41	257.76	289.51	257.93
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	131,254	52,040	79,214	3,301	3,882	34,656	50,969	10,509	19,012	2,780	4,027	63	114	559	957	172	253
	%	100.00%	39.65%	60.35%	02.51%	02.96%	26.40%	38.83%	08.01%	14.48%	02.12%	03.07%	00.05%	00.09%	00.43%	00.73%	00.13%	00.19%

Total Amount	203,986,435	84,608,641	119,377,794	4,814,340	5,666,252	60,183,663	80,196,520	13,817,109	26,123,862	4,674,549	5,623,260	85,235	153,637	798,271	1,289,422	235,474	324,841	
Average Amount	1,554.13	1,625.84	1,507.03	1,458.45	1,459.62	1,736.60	1,573.44	1,314.79	1,374.07	1,681.49	1,396.39	1,352.94	1,347.69	1,428.03	1,347.36	1,369.03	1,283.96	
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	1,641	629	1,012	35	46	445	680	94	209	49	63	1	1	3	8	2	5
	%	100.00%	38.33%	61.67%	02.13%	02.80%	27.12%	41.44%	05.73%	12.74%	02.99%	03.84%	00.06%	00.06%	00.18%	00.49%	00.12%	00.30%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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

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

*** This data is not available.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Disability FY 2009

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
Time-off Awards - 1-9 hours																
Total Time-off Awards - 1-9 hours	#	21,900	16,314	3,316	1,954	316	39	37	24	22	10	31	11	130	12	
	%	100.00%	74.49%	15.14%	08.92%	01.44%	00.18%	00.17%	00.11%	00.10%	00.05%	00.14%	00.05%	00.59%	00.05%	
Total Hours	142,657	105,951	22,029	12,533	2,144	276	240	160	158	65	232	80	860	73		
Average Hours	6.51	6.49	6.64	6.41	6.78	7.08	6.49	6.67	7.18	6.50	7.48	7.27	6.62	6.08		
Time-off Awards - 9+ hours																
Total Time-off Awards over 9 hours	#	2,919	2,219	391	280	29	4	4	0		2	7	0	8	0	
	%	100.00%	76.02%	13.39%	09.59%	00.99%	00.14%	00.14%	00.00%	00.14%	00.07%	00.24%	00.00%	00.27%	00.00%	
Total Hours	52,513	40,005	6,963	5,044	501	64	64	0	65	32	120	0	156	0		
Average Hours	17.99	18.03	17.81	18.01	17.28	16.00	16.00	0.00	16.25	16.00	17.14	0.00	19.50	0.00		
Cash Awards - \$100 - \$500																

Total Cash Awards \$500 and under	#	119,088	88,934	16,941	11,310	1,903	203	191	87	188	62	248	127	758	39
	%	100.00%	74.68%	14.23%	09.50%	01.60%	00.17%	00.16%	00.07%	00.16%	00.05%	00.21%	00.11%	00.64%	00.03%
Total Amount		32,226,715	23,994,491	4,750,381	2,969,752	512,091	54,583	56,689	24,735	52,348	15,524	65,143	30,860	200,520	11,688
Average Amount		270.61	269.80	280.41	262.58	269.10	268.88	296.80	284.31	278.45	250.39	262.68	242.99	264.54	299.69
Cash Awards - \$501+															
Total Cash Awards \$501 and over	#	131,254	95,047	24,170	10,356	1,681	134	228	121	192	76	232	76	576	46
	%	100.00%	72.41%	18.41%	07.89%	01.28%	00.10%	00.17%	00.09%	00.15%	00.06%	00.18%	00.06%	00.44%	00.04%
Total Amount		203,986,435	144,952,933	41,781,914	14,965,148	2,286,440	167,061	322,651	216,444	275,538	120,349	300,666	63,147	746,029	74,555
Average Amount		1,554.13	1,525.07	1,728.67	1,445.07	1,360.17	1,246.72	1,415.14	1,788.79	1,435.09	1,583.54	1,295.97	830.88	1,295.19	1,620.76
Quality Step Increases (QSIs)															
Total QSIs Awarded	#	1,641	1,220	277	129	15	1	2	1		0	4	0	4	1
	%	100.00%	74.34%	16.88%	07.86%	00.91%	00.06%	00.12%	00.06%	00.12%	00.00%	00.24%	00.00%	00.24%	00.06%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***

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

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

*** This data is not available.

Table A14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Race/Ethnicity and Sex FY 2009

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more/Other races					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	14,985	6,861	8,124	467	394	4,444	5,221	1,456	1,910	343	421	7	7	112	125	32	46
	%	100.02%	45.80%	54.22%	03.12%	02.63%	29.66%	34.84%	09.72%	12.75%	02.29%	02.81%	00.05%	00.05%	00.75%	00.83%	00.21%	00.31%
Involuntary	#	2,526	1,389	1,137	102	68	611	566	618	433	27	27	2	7	22	26	7	10

	%	100.02%	55.00%	45.02%	04.04%	02.69%	24.19%	22.41%	24.47%	17.14%	01.07%	01.07%	00.08%	00.28%	00.87%	01.03%	00.28%	00.40%
Total Separations	#	17,511	8,250	9,261	569	462	5,055	5,787	2,074	2,343	370	448	9	14	134	151	39	56
	%	100.00%	47.11%	52.89%	03.25%	02.64%	28.87%	33.05%	11.84%	13.38%	02.11%	02.56%	00.05%	00.08%	00.77%	00.86%	00.22%	00.32%
Total Work Force	#	271,158	108,998	162,160	8,400	9,522	67,415	98,340	24,685	40,451	6,279	10,650	196	287	1,428	2,116	595	794
	%	100.01%	40.20%	59.81%	03.10%	03.51%	24.86%	36.27%	09.10%	14.92%	02.32%	03.93%	00.07%	00.11%	00.53%	00.78%	00.22%	00.29%

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

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

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Disability FY 2009

All VA	TOTAL	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Voluntary	#	14,985	10,008	3,062	1,590	325	11	24	25	29	11	35	12	174	4
	%	100.00%	66.79%	20.43%	10.61%	02.17%	00.07%	00.16%	00.17%	00.19%	00.07%	00.23%	00.08%	01.16%	00.03%
Involuntary	#	2,526	1,923	155	363	85	2	7	4	6	1	7	4	52	2
	%	100.00%	76.13%	06.14%	14.37%	03.37%	00.08%	00.28%	00.16%	00.24%	00.04%	00.28%	00.16%	02.06%	00.08%
Total Separations	#	17,511	11,931	3,217	1,953	410	13	31	29	35	12	42	16	226	6
	%	100.00%	68.13%	18.37%	11.15%	02.34%	00.07%	00.18%	00.17%	00.20%	00.07%	00.24%	00.09%	01.29%	00.03%
Total Work Force	#	271,158	206,579	37,393	23,192	3,994	332	461	193	380	142	502	276	1,618	90
	%	100.00%	76.18%	13.79%	08.55%	01.47%	00.12%	00.17%	00.07%	00.14%	00.05%	00.19%	00.10%	00.60%	00.03%

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

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART I - PRE-COMPLAINT COUNSELING

EEO COUNSELOR		
	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
ADR INTAKE OFFICER		
B. TOTAL COMPLETED/ENDED COUNSELINGS		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
COMBINED TOTAL		
C. TOTAL COMPLETED/ENDED COUNSELINGS		
1. COUNSELED WITHIN 30 DAYS		
2. COUNSELED WITHIN 31 TO 90 DAYS		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY		
3. COUNSELED BEYOND 90 DAYS		
4. COUNSELED DUE TO REMANDS		
D. COUNSELING ACTIVITIES		
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD		
2. INITIATED DURING THE REPORTING PERIOD		
3. COMPLETED/ENDED COUNSELINGS		
a. SETTLEMENTS (MONETARY AND NON-MONETARY)		
b. WITHDRAWALS/NO COMPLAINT FILED		
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD		
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD		
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD		

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

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FROTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			\$
6.			\$
7.			\$

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL			

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART II - FORMAL COMPLAINT ACTIVITIES

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

B. COMPLAINTS FILED

C. REMANDS (sum of lines C1+C2+C3)

C.1. REMANDS (NOT INCLUDED IN A OR B)

C.2. REMANDS (INCLUDED IN A OR B)

C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE

C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F OR H THAT RESULTED FROM REMANDS

D. TOTAL COMPLAINTS (sum of lines A+B+C1)

E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED

F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED

H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]

J. INDIVIDUALS FILING COMPLAINTS

K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE				
b. PERMANENT EMPLOYEES				
2. COUNSELOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
3. INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
4. COUNSELOR/INVESTIGATOR				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						
2. EXPERIENCED STAFF - TOTAL						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						

C. REPORTING LINE

1 EEO DIRECTOR'S NAME:

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD?	YES	NO
--	-----	----

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?
PERSON:
TITLE:

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?
PERSON:
TITLE:

4. WHO DOES THAT PERSON REPORT TO?
PERSON:
TITLE:

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION															AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE		
	RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT			MENTAL	PHYSICAL					
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC/ LATINO	OTHER	MALE	FEMALE								
A. APPOINTMENT/HIRE																							
B. ASSIGNMENT OF DUTIES																							
C. AWARDS																							
D. CONVERSION TO FULL TIME																							
E. DISCIPLINARY ACTION																							
DEMOTION																							
1. REPRIMAND																							
2. SUSPENSION																							
3. REMOVAL																							
4.																							
5.																							
6.																							
7. DUTY HOURS																							
F. EVALUATION/APPRaisal																							
G. EXAMINATION/TEST																							
H. HARASSMENT																							
NON-SEXUAL																							
1. SEXUAL																							
2. MEDICAL EXAMINATION																							
I. PAY INCLUDING OVERTIME																							
J. PROMOTION/NON-SELECTION																							
K. REASSIGNMENT																							
DENIED																							
1. DIRECTED																							
2. REASONABLE ACCOMMODATION																							
L. REINSTATEMENT																							
M. RETIREMENT																							
N. TERMINATION																							
O. TERMS/CONDITIONS OF EMPLOYMENT																							
P. TIME AND ATTENDANCE																							
Q. TRAINING																							
R. OTHER (Please specify below)																							
1.																							
2.																							
3.																							
4.																							
TOTAL ISSUES BY BASES																							
TOTAL COMPLAINTS FILED BY BASES																							
TOTAL COMPLAINANTS BY BASES																							

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART V - SUMMARY OF CLOSURES BY STATUTE

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

1. TITLE VII
2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
3. REHABILITATION ACT
4. EQUAL PAY ACT (EPA)

B. TOTAL BY STATUTES

THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)			
1. WITHDRAWALS			
a. NON-ADR WITHDRAWALS			
b. ADR WITHDRAWALS			
2. SETTLEMENTS			
a. NON-ADR SETTLEMENTS			
b. ADR SETTLEMENTS			
3. FINAL AGENCY ACTIONS (B+C)			
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)			
1. FINDING DISCRIMINATION			
2. FINDING NO DISCRIMINATION			
3. DISMISSAL OF COMPLAINTS			
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)			
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION (i+ii+iii)			
i. AGENCY APPEALED FINDING BUT NOT REMEDY			
ii. AGENCY APPEALED REMEDY BUT NOT FINDING			
iii. AGENCY APPEALED BOTH FINDING AND REMEDY			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED (1+2+3+4)			
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST			
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD			
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)			
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION			
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION			

PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS

	NUMBER	AMOUNT
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS		
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT		\$
1. BACK PAY/FRONT PAY		\$
2. LUMP SUM PAYMENT		\$
3. COMPENSATORY DAMAGES		\$
4. ATTORNEY FEES AND COSTS		\$
INTENTIONALLY LEFT BLANK		
E. CLOSURES WITH NON-MONETARY BENEFITS		
F. TYPES OF BENEFITS	NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF CLOSURES WITH NONMONETARY BENEFITS
1. HIRES		
a. RETROACTIVE		
b. NON-RETROACTIVE		
2. PROMOTIONS		
a. RETROACTIVE		
b. NON-RETROACTIVE		
3. EXPUNGEMENTS		
4. REASSIGNMENTS		
5. REMOVALS RESCINDED		
a. REINSTATEMENT		
b. VOLUNTARY RESIGNATION		
6. ACCOMMODATIONS		
7. TRAINING		
8. APOLOGY		
9. DISCIPLINARY ACTIONS		
a. RESCINDED		
b. MODIFIED		
10. PERFORMANCE EVALUATION MODIFIED		
11. LEAVE RESTORED		
12.		
13.		
14.		

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)				
2. COMPLAINTS PENDING IN INVESTIGATION				
3. COMPLAINTS PENDING IN HEARINGS				
4. COMPLAINTS PENDING A FINAL AGENCY ACTION				

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			
1. TIMELY COMPLETED INVESTIGATIONS			
2. UNTIMELY COMPLETED INVESTIGATIONS			
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			
2. AGENCY INVESTIGATION COSTS	\$		\$
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			
1. TIMELY COMPLETED INVESTIGATIONS			
2. UNTIMELY COMPLETED INVESTIGATIONS			
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			
4. CONTRACTOR INVESTIGATION COSTS	\$		\$

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

INFORMAL PHASE (PRE-COMPLAINT)

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY				
2. REJECTED BY COUNSELEE				
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. INHOUSE				
2. ANOTHER FEDERAL AGENCY				
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4. MULTIPLE RESOURCES USED (Please specify in a comment box)				
5. FEDERAL EXECUTIVE BOARD				
6.				
7.				
	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. MEDIATION				
2. SETTLEMENT CONFERENCES				
3. EARLY NEUTRAL EVALUATIONS				
4. FACTFINDING				
5. FACILITATION				
6. OMBUDSMAN				
7. PEER REVIEW				
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. NO FORMAL COMPLAINT FILED				
c. COMPLAINT FILED				
i. NO RESOLUTION				
ii. NO ADR ATTEMPT (aka Part X.E.1.d)				
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
2. INTENTIONALLY LEFT BLANK				

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

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

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES

FORMAL PHASE

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLAINT CLOSURES				
	COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY			
2.	REJECTED BY COMPLAINANT			
3.	INTENTIONALLY LEFT BLANK			
4.	TOTAL ACCEPTED INTO ADR PROGRAM			
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)				
1.	INHOUSE			
2.	ANOTHER FEDERAL AGENCY			
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)			
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)			
5.	FEDERAL EXECUTIVE BOARD			
6.				
7.				
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)				
1.	MEDIATION			
2.	SETTLEMENT CONFERENCES			
3.	EARLY NEUTRAL EVALUATIONS			
4.	FACTFINDING			
5.	FACILITATION			
6.	OMBUDSMAN			
7.	MINI-TRIALS			
8.	PEER REVIEW			
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)			
10.				
11.				
12.				
E. STATUS OF CASES IN COMPLAINT CLOSURES				
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED			
	a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)			
	b. WITHDRAWAL FROM EEO PROCESS			
	c. NO RESOLUTION			
	d. NO ADR ATTEMPT			
2.	INTENTIONALLY LEFT BLANK			
F. BENEFITS RECEIVED				
	COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTALS)		\$	
	a. COMPENSATORY DAMAGES		\$	
	b. BACKPAY/FRONTPAY		\$	
	c. LUMP SUM		\$	
	d. ATTORNEY FEES AND COSTS		\$	
	e.		\$	
	f.		\$	
	g.		\$	
2.	NON-MONETARY (INSERT TOTALS)			
	a. HIRES			
	i. RETROACTIVE			
	ii. NON-RETROACTIVE			
	b. PROMOTIONS			
	i. RETROACTIVE			
	ii. NON-RETROACTIVE			
	c. EXPUNGEMENTS			
	d. REASSIGNMENTS			
	e. REMOVALS RESCINDED			
	i. REINSTATEMENT			
	ii. VOLUNTARY RESIGNATION			
	f. ACCOMMODATIONS			
	g. TRAINING			
	h. APOLOGY			
	i. DISCIPLINARY ACTIONS			
	i. RESCINDED			
	ii. MODIFIED			
	j. PERFORMANCE EVALUATION MODIFIED			
	k. LEAVE RESTORED			
	l.			
	m.			

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

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

AGENCY OR DEPARTMENT: _____

REPORTING PERIOD: FY _____

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR TRAINING AND RESOURCES

A. BASIC EEO ADR ORIENTATION TRAINING	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
1. MANAGERS		
2. EMPLOYEES		
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR		
C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)		
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)		
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)		
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)		
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)		
D. ADR FUNDING SPENT	AMOUNT	
	\$	

E. ADR CONTACT INFORMATION

1. NAME OF ADR PROGRAM DIRECTOR / MANAGER _____

2. TITLE _____

3. TELEPHONE NUMBER _____ 4. EMAIL _____

F. ADR PROGRAM INFORMATION

	YES	NO
1. Does the agency require the alleged responsible management official to participate in ADR?		
1a. If yes, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for ADR?		

CERTIFICATION AND CONTACT INFORMATION

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, 2009 are accurate and complete.

NAME AND TITLE OF EEO DIRECTOR/CERTIFYING OFFICIAL: _____

SIGNATURE OF EEO DIRECTOR/CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)

DATE: _____ TELEPHONE NUMBER: _____ E-MAIL: _____

NAME AND TITLE OF PREPARER: _____

DATE: _____ TELEPHONE NUMBER: _____ E-MAIL: _____

This report (with the PIN entered) is due on or before November 2, 2009.

Appendix A - Comments

Appendix A – Comments (continued)