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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, 2009, to September 30, 2010.










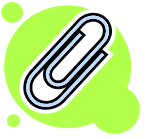



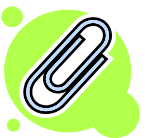


PART A Department or Agency Identifying Information	1. Agency		1. Department of Veterans Affairs	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 810 Vermont Ave., N.W.	
	3. City, State, Zip Code		3. Washington, DC 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			282,264
	2. Enter total number of temporary employees			21,519
	3. Enter total number employees paid from non-appropriated funds			3,539
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			307,322
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Eric K. Shinseki, Secretary of Veterans Affairs	
	2. Agency Head Designee		2.	
	3. Principal EEO Director/Official		3. John U. Sepúlveda, Assistant Secretary for Human Resources and Administration	

	Official Title/series/grade	
	4. Title VII Affirmative EEO Program Official	4. Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion
	5. Section 501 Affirmative Action Program Official	5. Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion
	6. Complaint Processing Program Manager	6. Rosa Franco, Acting Deputy Assistant Secretary for Resolution Management
	7. Other Responsible EEO Staff	7. Maxanne Witkin, Director, Office of Employment Discrimination Complaint Adjudication

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PART D	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
List of Subordinate Components Covered in This Report	Veterans Health Administration (Washington, DC)	VATA	11 DC
	Veterans Benefits Administration (Washington, DC)	VALA	11 DC
	National Cemetery Administration (Washington, DC)	VAPA	11 DC
	Staff Offices (Washington, DC)	--	--

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

 = See Appendix.

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EXECUTIVE SUMMARY

Introduction

The Department of Veterans Affairs (VA) is proud to present VA’s Management Directive (MD) 715 Equal Employment Opportunity (EEO) Program Status Report for Fiscal Year (FY) 2010 and EEO Plan for fiscal year (FY) 2011. 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 twenty five 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 131 cemeteries (with four more slated to come onboard during FY 2011). The VA Central Office (VACO) is the national headquarters office comprising numerous Staff Offices reporting to the Secretary.

Unlike most Federal agencies, VA maintains a tri-partite structure for the administration of its Department-wide 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 the Federal government. Compared to the Relevant Civilian Labor Force (RCLF), VA’s workforce is at or above the RCLF representation in all areas except White and Hispanic females. In FY 2010, we are pleased to report that the representation of Hispanic females rose from 3.46 percent to 3.61 percent, as did the representation of Hispanic and African American males. In addition, the representation of people with targeted disabilities increased from 1.43 percent to 1.51 percent in FY 2010, reversing a decade long decline in onboard representation of that group in our workforce. We believe this is a testament to the success of VA’s focused efforts as guided by its FY 2009-1013 Diversity and Inclusion Strategic Plan.

At the end of FY 2010, VA’s workforce totaled 307,322 employees, including 21,519 temporary employees¹. The overall workforce increased by 11,190 or 3.8 percent during the year, while

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

temporary employment declined by 2,302. With the exception of the American Indian/Alaska Native, the number of employees in each of the other reported race and national origin (RNO) categories (White; Black/African American; Asian; Native Hawaiian/Pacific Islander; Hispanic) increased as well in FY 2010. The number of American Indian/Alaska Natives (approximately about 1 percent of the workforce) decreased from 4,013 in FY 2009 to 3,558 in FY 2010.

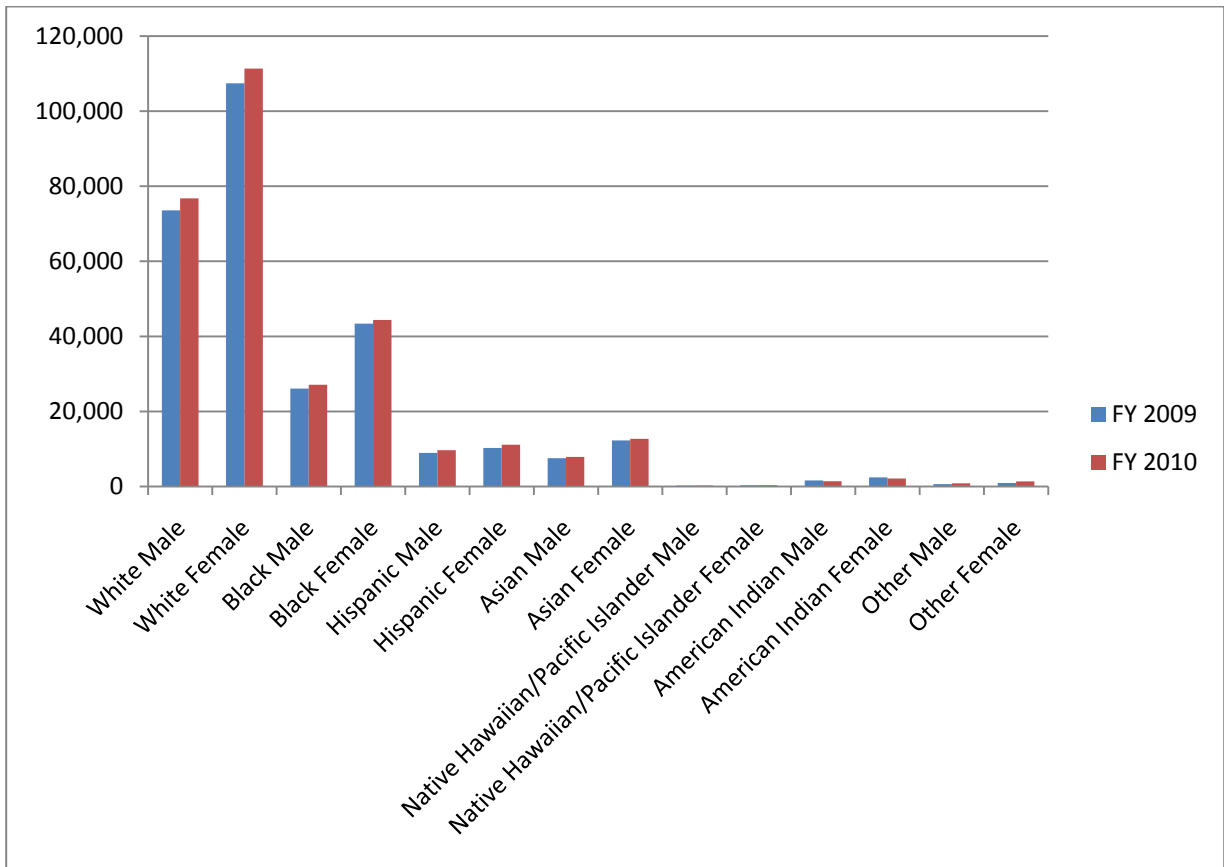


Figure 1. FY 2010/FY 2009 Workforce Comparison by Race/Ethnicity and Gender

As seen in Figure 1, the actual counts in each of Race/Ethnicity and gender group increased, while the percent representation remained generally constant during FY 2010 through approximately 40,000 hires (permanent and temporary). Among the historically underrepresented groups in VA, Hispanic females experienced the largest percentage increase of 0.15 percent. Hispanic males also increase by 0.12 percent (see Table A1, Ratio Change).

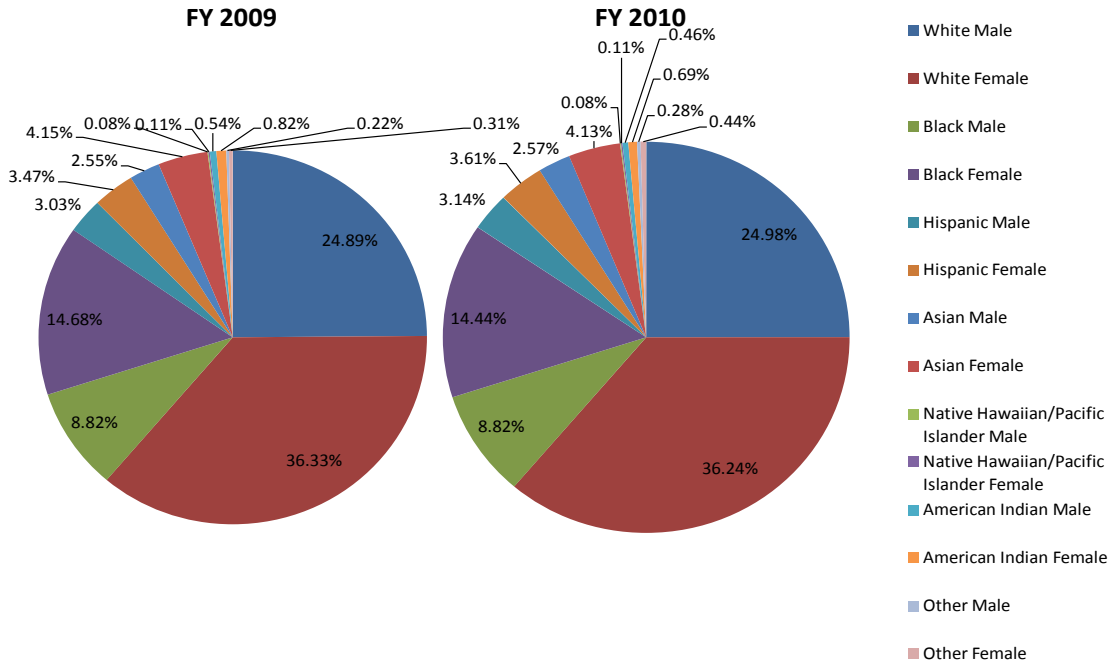


Figure 2. VA Onboard Representation

The total number of separations of permanent employees from VA in FY 2010 was 19,785, which is a 13 percent increase from FY 2009. Ninety one percent of the separations were voluntary. A distribution of the separations by type is provided at Figure 3.

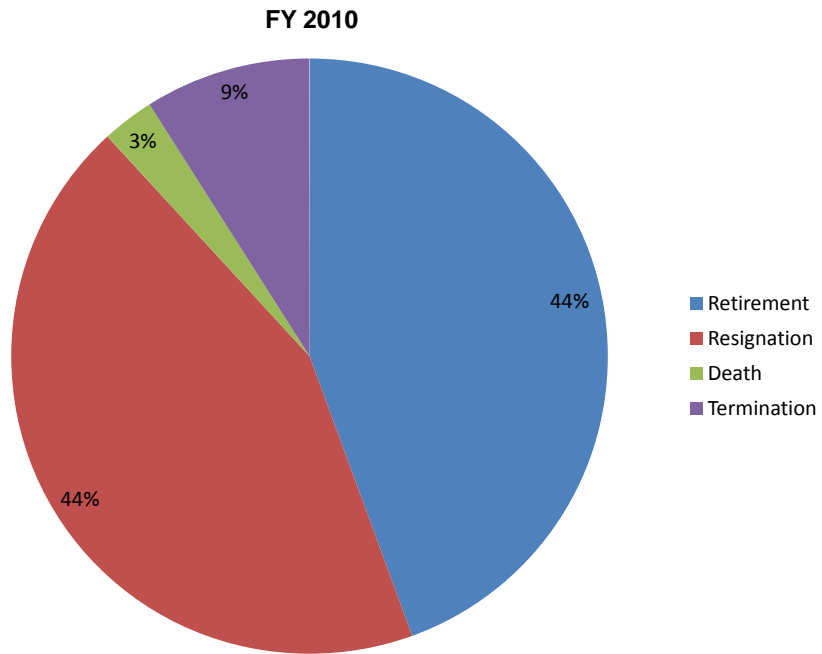


Figure 3. VA Separations

Targeted Disabilities

Provided at Figure 4 is information on the workforce profile by disability categories. As a result in the increased focus on outreach to people with targeted disabilities in VA's Diversity and Inclusion Strategic Plan, the representation of employees with a targeted disability (temporary and permanent) increased from 1.43 percent in FY 2009 to 1.51 percent in FY 2010. Broken down, permanent employees with target disabilities increased from 1.47 percent in FY 2009 to 1.55 percent in FY 2010. The Federal government average for employees with targeted disabilities increased from 0.88 percent in FY 2009 to 0.92 percent in FY 2010, placing VA among the leaders in this area.

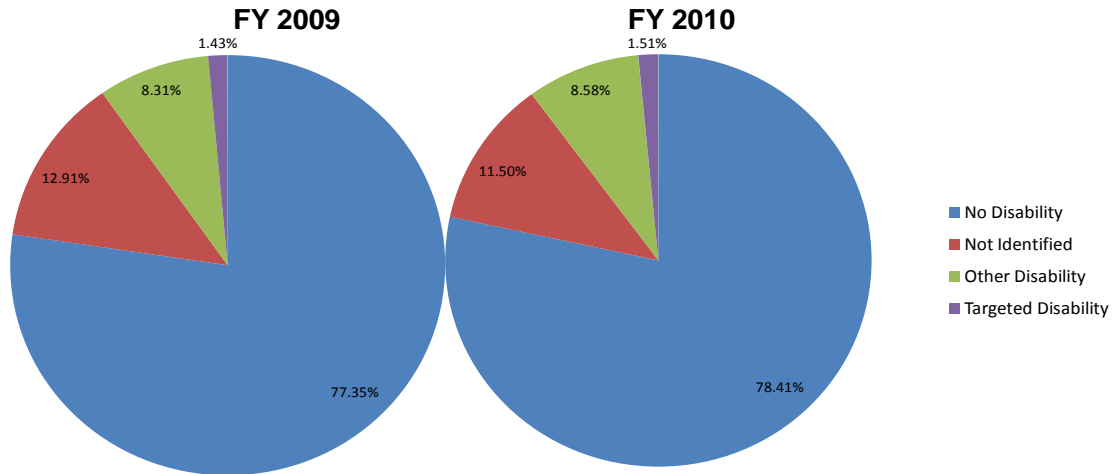


Figure 4. Workforce by Disability/Non-Disability Classification

According to Figure 5, there was an increase of employees with targeted disabilities identified with mental illness. The number of employees identified with mental illness increased from 1,738 in FY 2009 to 2,058 in FY 2010.

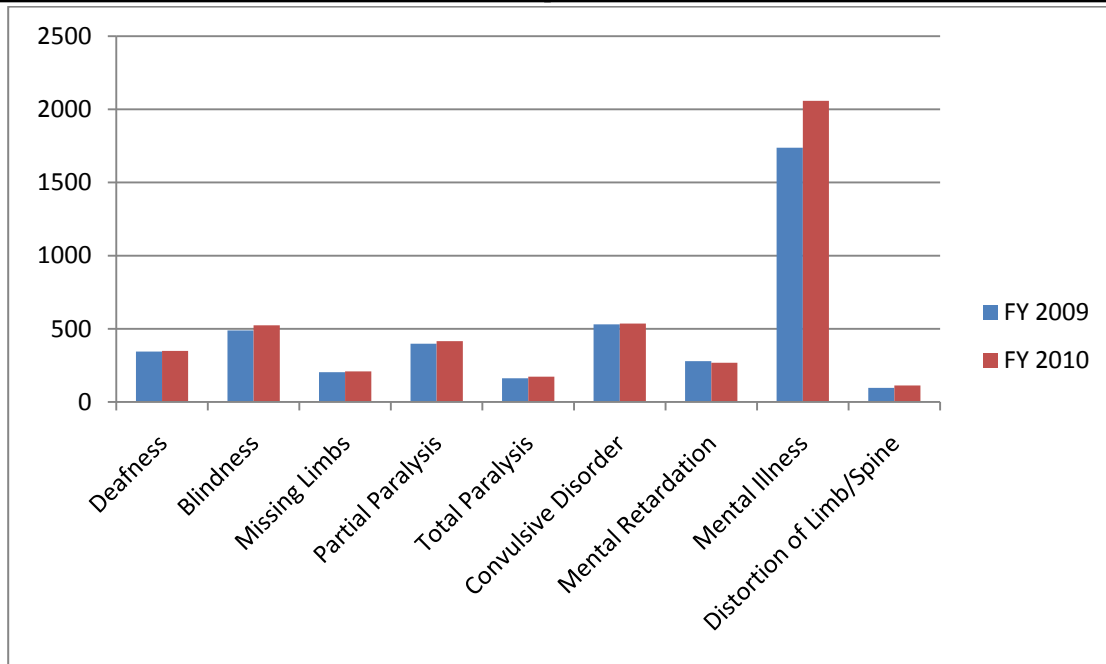


Figure 5. Comparison of Targeted Disabilities by Categories

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

In FY 2010, VA continued to make progress 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 and challenges under each of the six essential elements:

DEMONSTRATED COMMITMENT BY AGENCY LEADERSHIP: The Secretary of VA, Eric Shinseki demonstrated his strong commitment to EEO and diversity in the workforce through several initiatives. In FY 2010, Secretary Shinseki launched a major Department-wide initiative aimed at transforming the VA into a 21st century organization that was “people centric, results oriented, and forward looking.” A key component of this initiative is the Human Capital Investment Plan (HCIP), an unprecedented investment in human capital that supports talent management, employee engagement, and leadership development. One of the HCIP strategies was the implementation of VA’s first *mandatory EEO, Diversity and Conflict Management Training for Executives, Managers and Supervisors*. The

Secretary and Assistant Secretary for Human Resources and Administration mandated 8 hour face-to-face training for senior executives, and 3 hour on-line training for managers. In addition, a mandatory *EEO, Diversity and Inclusion Critical Performance Element* was included in all executive performance plans, and cascaded down to all supervisory plans. The Assistant Secretary and Deputy Assistant Secretary (DAS) for Diversity and Inclusion continued to co-chair and expand the membership of the VA Diversity Council to include employee union and affinity group representatives. The Secretary also issued VA's annual *EEO, Diversity, No FEAR Policy Statement* that added genetic information as a protected category and an internal complaint process for discrimination complaints based on sexual orientation. The Secretary also issued VA's first Diversity and Inclusion Excellence Award, and Alternative Dispute Resolution Award linked to the VA Diversity and Inclusion Strategic Plan goals. In addition, the Secretary established a 2 percent hiring goal for individuals with disabilities and personally reiterated his expectation of meeting the goal to his senior leadership. VHA, VA's largest Administration, maintains full-time EEO managers in every facility, and in FY 2010, established its first Administration-wide Office of Diversity and Inclusion and Chief Diversity Officer position. It also aligned its VHA Diversity and Inclusion Sub Committee with the VA Diversity Council. As a result of these and other initiatives, VA was named as one the "Top Federal Agencies" by *DiversityInc*; "Best Federal Agency" by *Latinos for Hire Magazine*; "#1 Federal Agency for People with Disabilities" by *Careers and the Disabled Magazine*. VA was also recognized as a government-wide leader in diversity and inclusion, Veterans employment, and hiring reform by the U.S. Office of Personnel Management (OPM).

INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION: In 2010, VA continued its implementation of its groundbreaking five-year *Diversity and Inclusion Strategic Plan*. The Plan was strategically aligned with VA's updated Strategic Plan, the MD 715 Plan, and organizational sub-component diversity plans. Progress on the strategic objectives was reported to the Secretary, senior leadership, and disseminated publicly in the VA's first *Diversity and Inclusion Annual Performance Report for FY 2009, and FY 2010*, currently in development. Additionally, the EEO Director meets regularly with the Secretary and Deputy Secretary on diversity issues. The Deputy Assistant Secretary for Diversity and Inclusion co-chairs the VA Diversity Council along with the Assistant Secretary and 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 also co-chairs several leadership development program committees, thereby ensuring that EEO and diversity principles are infused in leadership development programs. In VHA, EEO and diversity measures have been incorporated in the VHA Workforce and Succession Plan, Operational Plans, and all performance plans. VHA Human Capital and EEO senior staff participate in quarterly meetings with ODI senior staff to strengthen collaboration and integrate EEO and diversity policies throughout the field. EEO and diversity policies and initiatives are widely communicated through ODI's expansive Department-wide communication vehicles, including the monthly *Diversity News* television broadcast, weekly *NewsLink* e-mail, bi-monthly *Diversity@Work* newsletter; technical assistance publications, and the ODI internet web page.

MANAGEMENT AND PROGRAM ACCOUNTABILITY: In FY 2010, VA implemented a mandatory EEO, diversity and inclusion critical performance element in all Senior Executive Service performance standards, with instructions that it cascade down to all managers and supervisors. This critical

element was directly linked to demonstrated progress on the *VA Diversity and Inclusion Strategic Plan* and MD 715 EEO Plans. VA executives were rated against appropriate performance metrics to ensure accountability on this element VA-wide. ODI performed quarterly progress review meetings with all Administrations and performed six on-site Technical Assistance Reviews in field facilities in where it systematically analyzed hires, separations, promotions, EEO complaints, and employee survey results to identify potential barriers to EEO. ODI continued to report EEO workforce statistics to the senior leadership through quarterly workforce diversity reports and briefings. To track and report on program results, ODI expanded its staff responsible for coordinating the Federal Equal Opportunity Recruitment Program, Selective Placement Program, Disabled Veterans Affirmative Action Program, and Diversity Internship Programs. In FY 2010, VA created its first Centralized Reasonable Accommodation Fund and first Centralized Diversity Internship Program resulting in higher and faster accommodations of people with disabilities and a record number of diversity internships. VHA, VBA, and NCA all held EEO and/or Leadership Conferences in FY 2010 which included EEO and diversity topics and technical assistance. To support program accountability, ORM developed a new EEO Dashboard to report on EEO complaints, workforce analysis, and ADR participation by administration.

PROACTIVE PREVENTION OF UNLAWFUL DISCRIMINATION: Under ODI's leadership, VA implemented several major risk mitigation practices in FY 2010 to proactively address and pre-empt unlawful discrimination. It implemented VA's first Department-wide *Mandatory EEO, Diversity, and Conflict Management Training for Executives, Managers, and Supervisors* and trained over 10,000 members of this population in FY 2010, and the remainder in the months thereafter. It expanded its corporate EEO and diversity training program and consultative function for the agency and provided face-to face training to over 1600 employees in FY 2010 in addition to the on-line training provided. ODI developed new Reasonable Accommodations training to support its new Reasonable Accommodations procedural directive. ODI and ORM staff delivered EEO and diversity presentations at over 20 leadership and stakeholder conferences and offered elective ADR and Conflict Management Training to managers and leaders. As a result of these and other proactive measures, VA's per capita EEO complaint filing rate decreased from 0.76 in FY 2009 to 0.72 in FY 2010.

VA's Administrations also conducted EEO training, including VHA training on cultural competency, VBA 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 training to its managers and employees covering EEO, diversity, disability program management, and ADR. In the area of Alternative Dispute Resolution (ADR), ORM continues to administer a highly effective ADR program, achieving an 87 percent resolution rate for non-EEO disputes and increasing its ADR participation rate in EEO disputes to over 50 percent. ORM also expanded its ADR personnel resources in the field.

In the area of recruitment, ODI designed a pilot adverse impact analysis project for Senior Executive Service (SES) member recruitment and selection processes. Through this pilot, VA will identify barriers to equal opportunity in the executive recruitment process, as it did in its leadership development program selection processes. VHA and the other administrations aggressively participated in various career and job fairs to expand equal employment opportunity of the hiring

process. Representatives from VHA attended 94 events with 18 % of the events targeting diversity. 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. Further accomplishments of this essential element are addressed in the Part H accomplishments section.

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 FY 2009 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. For FY 2010, this process improvement has led to a 14 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

	FY 2008	FY 2009	FY 2010
Contacts	4186	4315	4485
Offers ²	76%	83%	97%
Participation ³	46%	48%	52%

ADR Outcomes

	<i>EEO</i>	<i>EEO</i>	<i>EEO</i>	<i>Non EEO</i>	<i>Non EEO</i>	<i>Non EEO</i>
	FY 2008	FY 2009	FY 2010	FY 2008	FY 2009	FY 2010
Completed	1007	2004	2000	325	752	1258
Resolved	55%	43%	45%	78%	82%	87%

VA estimates that without early intervention, approximately 50 percent of the non-EEO disputes could become EEO complaints. The early resolution of these conflicts translates into an estimated \$9 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

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.

ensure quality and timeliness of RA case processing. Further accomplishments of this essential element are addressed in the Part H accomplishments section.

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 FY 2010, ORM counselors averaged 27 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 71 days, well below the EEOC requirement of 90 days. In the last two years, ORM has reduced the number of days required to complete a formal investigation every year. VA reduced its investigative time from 183 days in FY 2008 to 171 days in FY 2010, a 7 percent reduction, making VA one of the few Federal agencies in compliance with the regulatory requirement of 180 days.

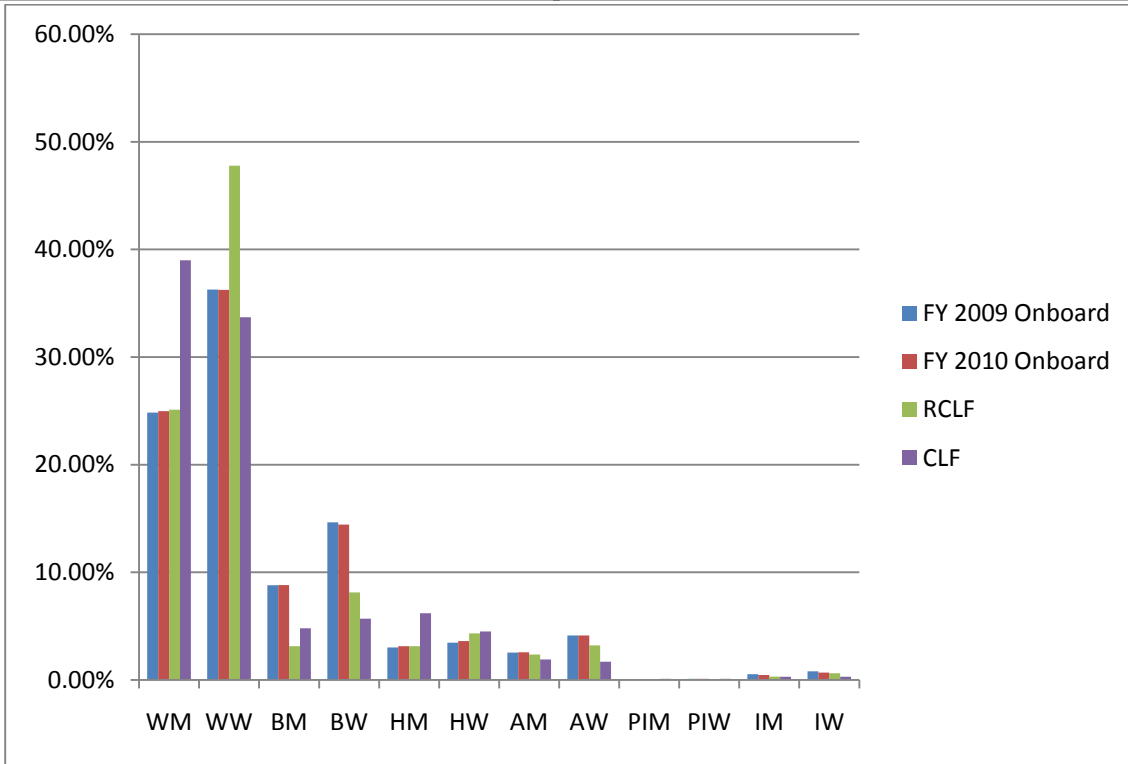
ORM is engaged in projects to further reduce EEO case processing times. ORM's *Document Automation Production Service* (DAPS) Project will streamline the redaction and duplication of reports of investigation and reduce reliance on "hard copy" records. DAPS will thus achieve greater efficiency, reduced 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 continues to improve and lead the government 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. Further accomplishments of this essential element are addressed in the Part H accomplishments section.

Barrier Analysis

VA has identified six primary triggers in its barrier analysis. 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's representation of people with targeted disabilities is approximately 50 percent above the government average. Nevertheless, VA continues to address challenges in this area in its Part I and J Plans. VA is also vigorously pursuing in 2 percent hiring goal for individuals with targeted disabilities.

The graph below depicts VA's current on-board representation as compared with last year's representation and the civilian and relevant civilian labor force (CLF, RCLF respectively).



Civilian Labor Force (CLF) & Relevant Civilian Labor Force (RCLF) - Derived from 2000 Census, CLF all occupations and RCLF which is limited to VA occupations in VA proportions

Figure 6. VA Onboard versus RCLF/CLF (Permanent and Temporary)

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 race/ethnicity and gender groups:**
 White women and Hispanic women (permanent and temporary employees) had less than expected representation in the VA workforce, 36.24 percent (11.54 percent below the RCLF) and 3.61 percent (0.72 percent below the RCLF) while other groups met or

exceeded expected representation. Corrective strategies will focus on the professions where the underrepresented groups experienced most of the less than expected representation. Specifically, White women were underrepresented in Medical and Dental, Legal, Accounting and Budget, General Administration, and Education professions. Hispanic women had less than expected representation in the Medical and Dental General Services, Food Preparation, Social Sciences, and Human Resources professions.

- 2) **Grade disparity:** African Americans and Hispanics appear to have a sizable grade disparity in the higher GS/GM grades. African Americans represent 38 percent of the GS 4 population and only 10 percent of the GS 15 level. Hispanics represent 9 percent of the GS 4 population and only 3 percent of the GS 15 level. Although the promotions rates for White women did improve during FY 2010, White women still received less than expected promotions for grades 7, 9, 11, and 12, based on their on-board rate. The promotions rates for Asian men decreased and for Asian women increased during FY 2010. However, Asians still received less than expected promotions for grades 7, 9, 11, and 12 based on their respective on board rates. The promotion rate for White men at the grade 13, 14, and 15 levels did increase for FY 2010, however White men still received less than the number of promotions expected. There was little or no change in the promotion rate for Asians at grade 13, 14, and 15 for FY 2010. This disparity could be due to the difficulty for specific diverse groups to reach occupations with higher grade earnings potential. Some corrective strategies to focus on are career mentoring programs and career development programs.
- 3) **Proportion of people with targeted disabilities:** In FY 2010, the percent of the VA workforce with a targeted disability increased to 1.55 percent, up from 1.47 percent in FY 2009 (permanent employment only - see Table B1). This represents a reversal in a decade long decline in the representation of this group in the VA workforce. In FY 2010, the Government average is 0.91 percent, an increase from 0.88 percent in FY 2009. VA continues to be a leader in the employment of people with disabilities government-wide. Further corrective strategies to attain the Secretary's 2 percent goal for this group will focus on 1) Strategically placed "trained" regional Disability Program Managers, 2) Identification of Designated Special Placement Coordinators for all facilities, 3) Completion of the Reasonable Accommodations Tracking System, 4) and Training HR and managers on the use of Schedule A and VA's reasonable accommodation procedures.
- 4) **Representation of Disabled Veterans:** Since FY 2007, Veterans have represented approximately 30 percent of the VA workforce. As of September 30, 2010, disabled Veterans represent 9 percent of the VA workforce. Since FY 2007, the rate of growth of the population of disabled Veterans is approximately double the rate of growth of the entire VA workforce (42.1 percent vs. 21.4 percent, respectively). From FY 1996 to FY 2010, the disabled Veteran population has grown 92 percent while the entire VA population has grown 34 percent. Although the Veteran population has increased by about thirty thousand during the same time period, its corresponding representation of the entire workforce fluctuated between 25 percent and 31 percent. Upon further analysis, the average age (51) of the Veteran population is higher than the non-Veteran population age (46) and can be attributed to the fact that government employment is typically a second

career for the Veteran. It appears the Schedule A hiring authority is helping to recruit and hire disabled Veterans. In addition, VA will focus on targeted recruitment outreach to more Veteran affinity groups and retention of Veterans in mission critical occupations.

- 5) **Unfavorable survey responses on EEO and diversity issues:** This barrier requires identifying facilities with high concentrations of unfavorable responses and then implement customized training and other organizational development interventions. Overall VA employee responses on diversity related items in employee surveys, including the FY 2010 Federal Employee Viewpoint Survey (FEVS), are in the median range. 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 FEVS and the All Employee Survey (AES) reveal marginal decreases in favorable responses on the diversity related questions in 2010. 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. In FY 2010 VA’s ranking dropped from 16 to 23 out of 28 of the large Federal agencies. Principle corrective strategies should focus on improving communications, education, and competencies on EEO and diversity issues.
- 6) **High volume of discrimination complaints:** The per capita filing rate at the informal stage remained steady at 1.46 percent from FY 2009 to FY 2010 (slightly higher than the government-wide average of 1.39 percent); and the formal filing rate decreased from .76 percent to 0.72 percent (still higher than the government-wide average is of 0.60 percent). While the Department has made some progress in the last couple of years, continued work is needed to reach the government-wide levels. VA experienced an increase in findings of discrimination for FY 2010 (22 in FY 2009 versus 33 in FY 2010). Reprisal, sex, and disability were the most prevalent bases of discrimination in those findings. Some corrective strategies to focus on include increasing use of ADR, developing and implementing standardized and customized competency-base EEO, diversity, and conflict management training for VA managers and supervisors focused on meeting EEO obligations, increasing EEO and consultative services.

The Road Ahead

In FY 2011, VA will embark upon the following initiatives:

- Continue implementation of its Diversity and Inclusion Strategic Plan; update Plan.
- Continue with mandatory Workplace Harassment/No FEAR Training for all employees.
- Expand EEO, diversity and inclusion training portfolio; deploy multi-generational and reasonable accommodation training.
- Implement training evaluation instrument and metrics.
- Continue implementation of Hispanic Employment Outreach Plan.
- Designate Local Reasonable Accommodations Coordinators and Selective Placement Coordinators in all field facilities.

- Expand marketing and use of Centralized VA Reasonable Accommodation fund.
- Expand marketing and use of Centralized VA Diversity Internship Program fund.
- Implement Centralized WRP Internship Fund for Individuals with Disabilities.
- Analyze data collected from pilot Adverse Impact Analysis of SES recruitments.
- Partner with OPM to implement Applicant Flow/Adverse Impact System in USAStaffing.
- Develop and implement Employment and Retention Plan for People with Disabilities.
- Develop diversity focused Career Pathways Program framework to support in accordance with new Executive Order.
- Develop Diversity and Inclusion Index as a standardized metric to assess progress on workforce diversity and organizational inclusion.
- Expand the use of ADR and training in conflict management;

VA is proud to be a leader in building and maintaining a *Model EEO Program*.

National

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

Report Generated on 12/15/2010

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

Others who contributed to the responses:	Has the Agency director given written approval of these responses?	Yes X	No
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Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
Requires the Agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met	
		Yes	No
Measures			
	1. Was the EEO policy Statement issued within 9 months of the installation of the Agency Head?	Yes X	No
	2. During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually?	Yes X	No
	3. Are new employees provided a copy of the EEO policy statement during orientation?	Yes X	No
	4. When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	Yes X	No
Compliance Indicator	EEO policy statements have been communicated to all employees.	Measure has been met	
		Yes	No
Measures			
	5. Have the heads of subordinate reporting components communicated support of all Agency EEO policies through the ranks?	Yes X	No
	6. Has the Agency 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 X	No
	7. Has the Agency prominently posted such written materials in all personnel offices, EEO offices, and on the Agency's internal Website? [see 29 CFR §1614.102(b)(5)]	Yes X	No
Compliance Indicator	Agency EEO policy is vigorously enforced by Agency management.	Measure has been met	
		Yes	No
Measures			
	Are managers and supervisors evaluated on their commitment to Agency EEO policies and principles, including their efforts to:		
	8. resolve problems/disagreements and other conflicts in their respective work environments as they arise?	Yes X	No
	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 X	No
	10. support the Agency'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 X	No

11. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	Yes X	No
12. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	Yes X	No
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 X	No
14. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	Yes X	No
15. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	Yes X	No
16. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	Yes X	No
17. Describe what means were utilized by the Agency to so inform its workforce about the penalties for unacceptable behavior. ** Information is posted on web pages, in form of policy statements, training materials, and through VA-wide communications media (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 X	No
19. Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	Yes X	No

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION
Requires that the Agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the Agency's policies, procedures or practices and supports the Agency's strategic mission.

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	
		Yes	No
Measures			
20. Is the EEO Manager/Officer under the immediate supervision of the Agency head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		Yes X	No
21. Are the duties and responsibilities of EEO staff clearly defined?		Yes X	No
22. Does the EEO staff have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		Yes X	No
23. If the facility has 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		Yes X	No
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 X	No
Compliance Indicator	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, management/personnel actions.	Measure has been met	
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 X	No
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 X	No
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	No X
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 X	No
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 X	No
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 X	No

Compliance Indicator	The facility has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met	
		Yes	No
Measures			
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 X	No
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 X	No
33. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		Yes X	No
34. Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		Yes X	No
35. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		Yes X	No
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 X	No
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 X	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 X	No
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 X	No
40. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?		Yes X	No
41. Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		Yes X	No
42. Does the facility fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		Yes X	No
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 X	No
44. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices?		Yes X	No
Compliance	The facility has committed sufficient human resources and budget allocations to its EEO	Measure has been met	

Indicator	programs to ensure successful operation.		
Measures		Yes	No
45. Is there sufficient funding to ensure that all employees have access to this training and information?		Yes X	No
46. Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:		Yes X	No
47. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?		Yes X	No
48. to provide religious accommodations?		Yes X	No
49. to provide disability accommodations in accordance with the facility's written procedures?		Yes X	No
50. in the EEO discrimination complaint process?		Yes X	No
51. to participate in ADR?		Yes X	No

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.

Compliance Indicator	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.	Measure has been met	
Measures		Yes	No
52. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		Yes X	No
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?		Yes X	No
Compliance Indicator	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)]	Measure has been met	
Measures		Yes	No
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?		Yes X	No
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?		Yes X	No
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?		Yes	No X
Compliance Indicator	When findings of discrimination are made, the facility explores whether or not disciplinary actions should be taken.	Measure has been met	
Measures		Yes	No
57. Does the facility have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		Yes X	No
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 X	No
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.		Yes X	No
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 X	No
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	No X

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.

Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met	
		Yes	No
Measures			
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 X	No
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 X	No
64. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into facility strategic plans?		Yes	No X
65. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		Yes X	No
66. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		Yes X	No
67. Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		Yes X	No
68. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		Yes X	No
69. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		Yes X	No
Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met	
Measures		Yes	No
70. Are all employees encouraged to use ADR?		Yes X	No
71. Is the participation of supervisors and managers in the ADR process required?		Yes X	No

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.

Compliance Indicator	The facility has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met	
		Yes	No
Measures			
72. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		Yes X	No
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?		Yes X	No
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?		Yes X	No
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?		Yes X	No
76. Are 90 percent of accommodation requests processed within the time frame set forth in the facility procedures for reasonable accommodation?		Yes	No X
Compliance Indicator	The facility has an effective complaint tracking and monitoring system in place to increase the effectiveness of the facility's EEO Programs.	Measure has been met	
Measures		Yes	No
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?		Yes X	No
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?		Yes X	No
79. Does the facility hold contractors accountable for delay in counseling and investigation processing times?		Yes X	No
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 X	No
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 X	No
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.	Measure has been met	
Measures		Yes	No

82. Are benchmarks in place that compare the facility's discrimination complaint processes with 29 C.F.R. Part 1614?		Yes X	No
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 X	No
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 X	No
85. Does the facility complete the investigations within the applicable prescribed time frame?		Yes X	No
86. When a complainant requests a final facility decision, does the facility issue the decision within 60 days of the request?		Yes X	No
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 X	No
88. When a settlement agreement is entered into, does the facility timely complete any obligations provided for in such agreements?		Yes X	No
89. Does the facility ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the facility?		Yes X	No
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	
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 X	No
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?		Yes X	No
92. After the facility has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		Yes X	No
93. Does the responsible management official directly involved in the dispute have settlement authority? ** It should be noted that EEOC regulations do not allow for the responsible management official directly involved in the dispute to have settlement authority. It should be someone at a higher level with signature authority.		Yes X	No
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	
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 X	No

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 X	No
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 X	No
97. Do the facility's EEO programs address all of the laws enforced by the EEOC?		Yes X	No
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 X	No
99. Does the facility track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		Yes X	No
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 X	No
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	
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 X	No
102. Does the facility discrimination complaint process ensure a neutral adjudication function?		Yes X	No
103. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		Yes X	No

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.

Compliance Indicator	Facility personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met	
		Yes	No
Measures			
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 X	No
Compliance Indicator	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.	Measure has been met	
		Yes	No
Measures			
105. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below. **VA has a system in place with the payroll provider (e.g., DFAS) to make timely and orderly submissions for all types of payment requests. Most government agencies rely on 3 rd party payroll processing vendors.		Yes	No X
106. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief? **VA has a system in place with the payroll provider (e.g., DFAS) to make timely and orderly submissions for all types of payment requests.		Yes X	No
107. Are procedures in place to promptly process other forms of ordered relief? **VA through its tri-partite structure (ORM, OEDCA, & HR) has a system in place to provide an on-going check and balance process for ensuring monetary relief is prompt.		Yes X	No
Compliance Indicator	Facility personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met	
		Yes	No
Measures			
108. Is compliance with EEOC orders encompassed in the performance standards of any facility employees?		Yes X	No
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 X	No
110. Have the involved employees received any formal training in EEO compliance?		Yes X	No
111. Does the facility promptly provide to the EEOC the following documentation for completing compliance:		Yes X	No
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 X	No
113. Awards: A narrative statement by an appropriate facility official stating the dollar amount and the criteria used to calculate the award?		Yes X	No

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 X	No
115. Compensatory Damages: The final facility decision and evidence of payment, if made?	Yes X	No
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 X	No
117. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s?	Yes X	No
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 X	No
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 X	No
120. Final facility Decision (FAD): FAD or copy of the complainant's request for a hearing?	Yes X	No
121. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement?	Yes X	No
122. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matters?	Yes X	No
123. Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable? Also, appropriate documentation of relief is provided.	Yes X	No

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 1/7/2011

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	LEADERSHIP COMMITMENT: Policy statements up to date, communicated to all employees (1-19) No Deficiencies Noted.	
OBJECTIVE 1: (National)	--Blank --	
RESPONSIBLE OFFICIAL:	OHRM, ODI, ORM, Administration HR Officials	
DATE OBJECTIVE INITIATED:	January 7, 2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 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 Completed	
Coordinate through the Integrated Human Resources Management Board to establish similar practices in all 3 Administrations.	07/01/2010 Completed	
Implement practice of EEO Policy Statement dissemination at all VA supervisory orientation/training sessions.	09/30/2010 Completed	
FURTHER ACCOMPLISHMENTS: Additional activities addressing the Leadership Commitment Essential Element are identified at page 11 of the executive summary.		

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)	--Blank --	
RESPONSIBLE OFFICIAL:	OHRM, ODI, ORM, Administration HR Officials	
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	
FURTHER ACCOMPLISHMENTS: Although there were no deficiencies identified for the Integration of EEO into Strategic Mission essential element in FY 2010, additional activities were accomplished. These additional activities addressing this essential element are identified at page 12 of the execute summary.		

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?
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, 2014
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)	04/31/11
Meet with Administration TOs to discuss similar tracking mechanisms in Administrations.	06/30/11
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.	09/30/11
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
Due to resourcing and staff turnover ODI was unable to complete the planned FY 2010 activities. Many of the activities originally planned in the FY 2009 MD 715 report are being dropped. Future planned activities will be based on outcome from meetings with VALU, OHRM, and Admin TOs. FURTHER ACCOMPLISHMENTS: Additional activities addressing the Management and Program Accountability Essential Element are identified at page 13 of the executive summary.	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61) Q61: Does the Agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.? (** This is a new deficiency post publication of the FY 2009 MD 715 Report)	
OBJECTIVE 4: (National)	To procure and implement a tracking system for disability accommodation requests, which will allow Disability Program and EEO Managers at each level in the agency to monitor timeliness, the appropriateness of denials, etc.	
RESPONSIBLE OFFICIAL:	ODI, OHRM. Administration EEO and HR Officials	
DATE OBJECTIVE INITIATED:	June, 2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 10, 2011	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Conduct procurement of an off-the-shelf accommodation request tracking system, which will be modified to meet VA's structure and procedures.	9/30/2010 Completed	
Conduct weekly meetings are held with the contractor to ensure that the system will include VA office codes, user friendly language, options, etc.	March 20, 2011	
Pursuing a second contract to allow employees to enter their own requests, which will prevent requests from being overlooked.	May 20, 2011	
Train all HR and EEO staff on the use of the new system.	August 25, 2011	
Contract was signed on 9/23/2010 for procurement of an off-the-shelf accommodation request tracking system, which will be modified to meet VA's structure and procedures. FURTHER ACCOMPLISHMENTS: Additional activities addressing the Management and Program Accountability Essential Element are identified at page 13 of the executive summary.		

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 Agency strategic plans?	
OBJECTIVE 5: (National)	Establish a reliable mechanism to track implementation of Agency EEO Plans.	
RESPONSIBLE OFFICIAL:	ODI, Administration EEO Managers, Administration HR Officials	
DATE OBJECTIVE INITIATED:	January 7, 2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 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.	06/30/2010 completed	
Assess effectiveness of recently implemented process of monitoring Agency MD 715 EEO Plans and accomplishments through VA's web-based MD 715/workforce analysis system (VSSC)	9/30/10 completed	
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.	11/30/10 completed	
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. This work group meets quarterly. (* * First integrated workgroup meeting initiated in 4 th quarter FY 2010)	3/30/10 completed	
Pilot new approach in selected facilities and perform summative evaluation.	9/30/11	
Fully deploy new approach for monitoring implementation and effectiveness of Agency EEO Plans.	9/030/12	
Develop procedures to coordinate ODI's workforce analysis with the new Strategic Workforce Planning office	6/31/12	
Design methodology to compute a Diversity Index metric	9/30/11	
FURTHER ACCOMPLISHMENTS: Additional activities addressing the Proactive Prevention Essential Element are identified at page 13 of the executive summary.		

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103) Q76: Are 90 percent of accommodation requests processed within the time frame set forth within the agency procedures for reasonable accommodation?	
OBJECTIVE 6: (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:	6/08/2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2013	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE AND REPORT OF ACCOMPLISHMENTS AND MODIFICATIONS TO OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Hire National Disability Program Manager and Reasonable Accommodation Coordinator in ODI	3/01/2010 completed	
Complete specifications to modify existing ORM ADR case tracking system to include RA case tracking and reporting module.	3/30/2010 completed	
MODIFIED ACTIVITY: Conduct market research, identify a GSA approved off-the-shelf accommodation request tracking system which can be modified to meet VA's structure and procedures.	9/30/2010 completed	
Complete procurement activities to implement system modifications.	4/30/2010 New Date: 4/30/2011	
Beta test new tracking and reporting system features.	6/30/2010 New Date: 5/30/2011	
Develop communications plan and market new system through existing communications vehicles (print, web, Integrated Human Resources Management Board, VA Diversity Council, MD 715 Liaison Work Group, etc.)	9/30/2010 New Date: 5/20/2011	
Pursue a second contract to allow employees to enter their own requests to prevent requests from being overlooked.	5/ 20/2011	
Train all HR and EEO staff on the use of the new system.	8/ 25/2011	
Monitor timeliness and denial rates. Provide quarterly feedback to the components.	9/20/2013	
<p>A contract was signed for procurement of an off-the-shelf accommodation request tracking system, which will be modified to meet VA's structure and procedures.</p> <p>Target Dates were revised because of the change in plan and staff turnover.</p> <p>FURTHER ACCOMPLISHMENTS: Additional activities addressing the Efficiency Essential Element are identified at page 14 of the executive summary.</p>		

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	
Review contractor developed story boards/draft training slides.	03/30/2010 completed	
Review/approve final training module.	06/30/2010 completed	
Present proposed EEO, Diversity, and Conflict Management/ADR Training for Managers and Supervisors to Diversity Council for their recommendation/approval as required supervisory training VA-wide. (** The proposed training objective was presented to the Diversity Council, however the Assistant Secretary for HRA made the decision to proceed)	09/30/2010 completed	
Deploy on-line EEO, Diversity, and Conflict Management/ADR Training for all VA managers and supervisors s required training.	10/01/2010 completed	
FURTHER ACCOMPLISHMENTS: Additional activities addressing the Efficiency Essential Element are identified at page 14 of the executive summary.		

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	RESPONSIVENESS & LEGAL COMPLIANCE: Timely compliance with EEOC orders, (Q104-123) Q105: Does the Agency have control over the payroll processing function of the agency.	
OBJECTIVE 8: (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	
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 prompt and is processed with its payroll provider DFAS, in a timely fashion.	On-going	
FURTHER ACCOMPLISHMENTS: Additional activities addressing the Responsiveness and Legal Compliance Essential Element are identified at page 15 of the executive summary.		

National

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

Report Generated on 01/11/2011

<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.</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, and Hispanic females in the overall VA workforce in comparison with the Civilian Labor Force (CLF) and the Relevant Civilian Labor Force (RCLF). White women represent 36.24 percent of the VA workforce (permanent and temporary positions in Pay status) compared to the 47.78 percent in the RCLF and Hispanic women represent 3.61 percent of the VA workforce compared to the 4.33 percent in the RCLF. Although the White female population increased by 3,939 in FY 2010 (refer to Table A1), White females did represent approximately 38 percent of the FY 2010 voluntary separations (refer to Table A14).</p> <p>According to Table 6, concentrations of under participation for White women in rank order, are in the Medical and Dental, Legal, Accounting & Budget, General Administration, and Education occupation family groups. The concentrations of under participation for Hispanic women in rank order are in the Medical & Dental, General Services, Food Preparation, Social Science, and Human Resources occupation family groups.</p> <p>Assuming the current rate of growth, VA will reach RCLF parity for White women in about 10 years, Hispanic women in 3 years. 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>
<p>TARGET DATE FOR</p>	<p>09/30/2013</p>

COMPLETION OF OBJECTIVE:		
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 agency, and indicate the number of years at the current rate of change needed to reach RCLF parity. (DISP Strategy 1A1)</p> <p>In FY 2010 ODI modified its standard operating procedures to provide the Administrations assistance in performing their respective barrier analysis through quarterly live and web-based meetings. Analysis of the entire VA workforce indicates White and Hispanic women are underrepresented. It will take about 9 years for White women to reach RCLF parity at its current rate of growth. For Hispanic Women it will take approximately 3 years to reach RCLF parity at its current growth rate. ODI will provide more in-depth analysis during FY 2011 to identify the related barriers and develop corrective strategies.</p>	9/30/2011	
<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 periodically review and analyze, 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> <p>The top four occupations with the most underrepresentation are 1811-Criminal Investigator, 4754-Cemetary Caretaker, 0083-Police, 0986-Legal Assistant, and 0998-Claims Assistance and examining. We expect to indentify triggers during FY 2011.</p> <p>A review of Table A1 and A6 of Hispanic women indicate low participation rates in 6 out of 10 major occupations within VA, Practical Nurse (0620), Nursing Assistant (0621), Diagnostic Radiologist Technologist (0647), Veterans Claims Examining (0996), Information Technology Management (2210), and Miscellaneous Administration and Program (0301). Further analysis of this finding will be addressed.</p> <p>A review of Table A1 and A6 of White women indicate low participation rates in 4 out of 10 major occupations within VA, Medical Officer (0602), Nursing Assistant (0621), Veterans Claims Examiner (0996), and Information Technology Management (2210). Further analysis of this finding will be addressed.</p>	<p>09/30/2011</p> <p>06/30/2011</p> <p>09/30/2011</p> <p>09/30/2011</p>	
<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 2010, 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 create, publish and implement an Employment Outreach and Retention Guide specifically for Special Emphasis Program. This document will include Women, Hispanics, Asians, African American, Native Americans and Disability Program Information. This will be a comprehensive guide addressing areas such as targeted outreach and recruitment strategies and resources, career development and inclusion and retention.</p> <p>Each VA component will continue to implement and execute planned activities for outreach and recruitment with high schools, colleges, universities, trade schools, faith-based organizations, community organizations, military transition assistance program and Veteran service organizations.</p> <p>VA will continue to partner with affinity organizations such as League of United American Citizens (LULAC), National Image, Inc., U.S. Hispanic Leadership Institute (USHLI), Federally Employed Women (FEW), Hispanic Association of Colleges and Universities (HACU), National Organization for Mexican American</p>	<p>09/30/2010 (completed)</p> <p>09/30/2011</p> <p>09/30/2011</p> <p>09/30/2011</p>	

<p>Rights (NOMAR), Hispanic Serving Institutions (HSIs), and the American GI Forum.</p> <p>VHA EEO/AET managers will collaborate with HR to develop a recruitment training session for EEO Managers and Human Resources (HR), and assist HR staff in developing and implementing outreach strategies and using intern as well as the full range of hiring authorities in order to develop a diverse applicant pool. The VISN Lead EEO managers will provide quarterly updates to VISN Directors and EEO/AET to identify any needed corrective action.</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 the EEO office and the HRC to develop a plan of action to work with the Minority Veterans Program Coordinators at each cemetery to provide information on the vacancy announcements during their outreach events throughout their local region. The MSN will also work with the Education Specialist, EEO, & HRC to review the application/selection process for the career development opportunities and ensure training information is disseminated to all employees. The MSN will work with HRC to develop plan of action to conduct targeted recruitment and discuss posting vacancy announcements at local VSO's, government centers, unemployment centers, community centers, supermarkets, day labor centers, libraries, local newspapers, high schools and colleges/universities.</p>	<p>09/30/2010 Completed</p> <p>09/30/200 Completed</p> <p>09/30/2010 Completed</p>
<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 2010. While the specific plans vary by administration, the 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 percent 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>VA will continue to utilize special employment programs such as the National Diversity Internship Program (NDPI), Presidential Management Fellow (PMF), and Student Educational Employment Program (SEEP) to increase the diversity of applicants to VA.</p>	<p>Issued: 09/30/2010, on-going 09/30/2011</p> <p>06/30/2011</p> <p>09/30/2011</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 2009-2013 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 its FY 2010 annual report, which serves as a tool 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 publish updates to its Recruitment and Selection Best Practices Guide on an as needed basis.</p> <p>ODI will create, publish and implement an Employment Outreach and Retention Guide specifically for Special Emphasis Program. This document will include Women, Hispanics, Asians, African Americans, Native Americans and Disability Program Information. This will be a comprehensive guide addressing areas such as targeted outreach and recruitment strategies and resources, career development and inclusion and retention</p>	<p>Issued: 02/2009 Continue implementation through 2013</p> <p>01/31/2011</p> <p>09/30/2011</p> <p>09/30/2011</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 research and develop an analytical application to retention rates by occupations, and other demographic groupings. Retention rate shall be defined as resignations and separations from VA.</p>	<p>09/30/2012</p>
<p>ODI has user-friendly analytical reports to view separations along multiple demographic attributes. These analytical reports allow the workforce analyst to drill into the data to identify data-identified characteristics of the root cause.</p>	<p>09/30/2011</p>
<p>ODI is investigating and testing OPMs CIVFORS application, a system that generates a multi-year forecast of HR transactional data (hiring, retirements, and separations) for inclusions in its repertoire of analytical applications.</p>	<p>09/30/2011</p>

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 issued the VA's 1st five year Diversity and Inclusion Strategic Plan for FY 2009-2013. It aligned the goals and objectives with VA's MD 715 Plan and Report. ODI now coordinates quarterly meetings and reports to monitor progress made towards many objectives and milestones planned in the FY 2009 MD 715 Report. Progress achieved during FY 2010 is reported in the VA Diversity and Inclusion Annual Performance Report, Fiscal Year 2010.

VHA made further progress in the 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 09/30/2010). 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 09/30/2010).

VBA's WACO Regional Office participates annually in the National Multicultural Job Expo at Texas State University. The Milwaukee regional Office participated in the military job fairs conducted at Loyola University, DePaul University and Northern Illinois University. The Providence Regional Office hosted two career fairs during the spring and summer of FY 2010.

With the intent to improve the identification and elimination of the barriers, NCA accomplishments included 1) MD 715 training for each MSN to discuss their regional quarterly trends report. Training included different venues to post their vacancy announcements and how to utilize the MVPC to provide vacancy announcements at their outreach events. 2) HRC and the MVPC's have partnered with NCA's outreach department in attending over 60 outreach events nationwide and providing vacancy information to participants, 3) HRC and the MSN Liaisons have ensured all applicants are aware of the special hiring authorities, 4) sponsored a total of 24 interns nationwide for FY 2010, a 59 percent increase from the previous year (additionally, the intern's budget was increased to .72 percent (\$200,000). Additionally, the NCA EEO office is in the process of coordinating an EEO/HR Consortium to discuss workforce planning, roles & responsibilities of HR/EEO/Labor Relation Staff and reporting procedures, and to establish procedures for providing regular updates HR updates.

ODI published the "Recruitment and Selection Best Practices Guide - Avoiding EEO Pitfalls to Create a Diverse Workforce" in FY 2010 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 has posted this Guide on its Website and distributed it to all HR offices and hiring officials VA-wide.

ODI published VA's first Diversity and Inclusion Annual Performance Report (FY 2009) by March 31, 2010. The report serves as a tool 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.

VA participated in the FEW National Training Program Conference, held in July 2010. ODI conducted the VA Agency Forum for employees and provided training to FEW members on topics such as suspending judgments.

VA established partnership agreements with 7 Hispanic Association of Colleges and Universities (HACUs) to increase community outreach and educate students and Veterans about VA employment opportunities.

Conveyed key components of the ODI Hispanic Employment Outreach Plan to Diversity and HR Council members.

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Grade disparity: Participation rates of the proportion of minority groups generally decline as the grade level increases.</p>
<p>BARRIER ANALYSIS 2: (National)</p>	<p>There is an apparent grade disparity among White women and minorities in Title 5 (GS/GM) population. African Americans and Hispanics appear to have the most grade disparity in the higher Title 5 grades (General Schedule/General Merit) when compared to the lower Title 5 grades. For African Americans, at the grade four, the participation is 38 percent while it is only 5 percent at the grade 15. The participation rate for Hispanics at grade 4 is 9 percent and at grade 15 it is 6 percent.</p> <p>With regard to promotions rates, promotions for White women did improve during FY 2010. White women still received less than expected promotions for grades 7, 9, 11, and 12. The promotions rates for Asian men decreased and for Asian women increased during FY 2010. However, Asians still received less than expected promotions for grades 7, 9, 11, and 12. The promotion rate for White men at the grade 13, 14, and 15 level did increase for FY 2010; however, White men still received less than the number of promotions expected. There was little or no change in the promotion rate for Asians at grade 13, 14, and 15 for FY 2010.</p> <p>By Race/Ethnicity and gender, the following groups received less than expected promotions for GS/GM grades 7, 9, 11, and 12: White men received 36.36 percent of the total promotions but represent 39.18 percent of this population, the less than expected percentage is 2.82 percent, "an increase" from 1.56 percent the previous year. Asian Males received 1.61 percent of the total promotions but represent 2.09 percent of this population, the less than expected percentage is .48 percent, "a slight decrease" from .51 percent the previous year. Asian Women received 1.79 percent of the total promotions but represent 3.04 percent of this population, the less than expected percentage is 1.25 percent, "an increase" from .90 percent the previous year.</p> <p>By Race/Ethnicity and gender, the following groups received less than expected promotions for GS/GM grades 13-15. White women received 33.97 percent of the total promotions but represent 39.89 percent of this population, the less than expected percentage is 5.92 percent, "an increase" from 5 percent the previous year. Note, further research is necessary to confirm previous year's assessment that the majority of this group is maxed out on the GS/GM scale. Asian Men received 1.89 percent of the total promotions but represent 2.52 percent of this population, the less than expected percentage is .63 percent, "a slight decrease" from .91 percent the previous year. Asian Women received 2.03 percent of the total promotions but represent 2.18 percent of this population, the less than expected percentage is .15 percent, "no change" from the previous year.</p> <p>Further analysis indicates the African American population encounters some degree of difficulty entering into occupations with higher grade earnings potential, more so than other groups, and could be one of many causes for the lower African American and Hispanic participation rates at the higher grades. African Americans, while representing almost 24 percent of VA's workforce, are highly concentrated and make up over 50 percent of the GS/GM positions at the GS 4-9 grade levels and show a disparity primarily in the GS-4 grade level by 38 percent, but represent only 5 percent of GS-15 positions, compared to White, who make up 82 percent.</p> <p>The Hispanic population encounters a similar degree of difficulty entering into occupations with higher grade earnings potential. Over 75 percent of Hispanic women are concentrated at the GS 4-11 level. Grade disparity at the GS-4 is 9 percent and at the GS-15 is 2 percent. Hispanic women make up only 7 percent of grades 13-15.</p> <p>The GS/GM type occupations considered to having the higher earnings potential, i.e. professional occupations starting at grade 5 and maxing at grade 15, are outside of the Clerical and Administrative and Program Assistant series.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy,</p>	<p>Insufficient training and educational opportunities for employees at GS grade 9 and below.</p> <p>Insufficient number of diverse groups applying to occupations with higher grade earnings potential.</p> <p>Lack of applicant flow system to identify other potential barriers to upward mobility.</p>

procedure or practice that has been determined to be the barrier of the undesired condition.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	GOAL: Cultivate an inclusive workplace that enables full participation through strategic outreach and retention (Goal 2 of VA Diversity and Inclusion Strategic Plan) OBJECTIVE: Perform additional analysis to identify other barriers, and also 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
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. I identify any RNO/gender groups whose promotion rate varies significantly from their availability. (DISP Strategy 1B1) ODI reviewed the promotion rates for comparable groups of occupations and grades in depth during FY 2010, for VA-wide and by region and facility. The statistics provided in the Barrier analysis statement above will be reviewed/monitored and updated quarterly. The results shall be utilized to adjust planned activities accordingly.	09/30/2011 quarterly
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. ODI has developed analytic tools to track 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 conducts and 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. ODI will develop a Career Pathways project, under the auspices of 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. The VA Diversity Council identified higher priorities during the course of the FY. Target date has to be moved to a later date. VHA EEO/AET managers plan to review exit interview data and identify trends in preventable losses. VBA plans to introduce a program to encourage minorities who work in occupations with no promotion potential to apply for other occupations with promotion potential. NCA EEO will work with HRC, the MSN's and the Education Specialist to review training/development opportunities and NCA's mentoring program for grade levels 7-12. NCA also will increase activity to review exit surveys to identify other possible barriers.	09/30/11 monthly & quarterly 9/30/12 9/30/11

<p>Using Part B of the MD-715 Table 9, review the promotions rates comparing those with targeted disabilities and those with no disability. Substantial variation in promotion rates by occupation is expected, 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 shall utilize its analytic tools to identify the top 5 occupations with targeted disability promotion rates significantly different from its respective availability. 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>Perform root cause analysis of the top 5 occupations identified from the previous plan to determine the barriers.</p>	<p>09/30/2011 quarterly</p> <p>09/30/2011</p>
<p>Using Part A of the MD-715 Table 9, review the promotions rates by Race/Ethnicity by gender those by occupation. 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 shall utilize its analytic tools to identify the top 5 occupations with promotion rates significantly different from the respective availability by Race/ethnicity and gender. 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>Perform root cause analysis of the top 5 occupations identified from the previous plan to determine the barriers.</p>	<p>09/30/2011</p> <p>09/30/2011</p>
<p>NEW - Conduct an in-depth analysis to determine which occupations within the current GS levels reveal a bottleneck and/glass ceiling and map occupations with higher grade potential.</p>	<p>9/30/2011</p>
<p>NEW – Develop career pathways project and other training/development strategies to facilitate upward mobility for employees at the lower grade levels.</p>	<p>9/30/2011</p>
<p>NEW – Track and monitor advancement of employees within the pipeline to ensure upward mobility is occurring</p>	<p>9/30/2011</p>
<p>NEW – Work with VHA, VBA, NCA and Staff Offices to promote mentoring (formal and informal) programs.</p>	<p>9/30/2011</p>
<p>NEW – Work with VALU and VHA HRRO offices to ensure information on career development/leadership programs are disseminated to all employees.</p>	<p>9/30/2011</p>
<p>Review the Career Improvement Report (a VSSC application) 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 the VA GS/GM population (Title 5 only). There does not appear to be any systemic barriers in the area of career improvement. Approximately 4 percent of the VA's GS 1-9 population transitioned to occupations with higher promotion potential. The 4 percent rate was relatively consistent across each Race/ethnicity group. This report is generated, at the least, annually to support the MD 715 analysis.</p>	<p>09/30/2011 annually</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>	

VA hired a new EEO manager to direct the Workforce Analysis team in the Office of Diversity and Inclusion.

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 routinely conducts 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 conducts quarterly workforce analyses and diversity reports VA-wide and for each Administration. ODI makes its Workforce Analysis system available to each VA facility. ODI has conducted multiple MS-Live sessions to the VA community on the proper use of the VSSC analytical system. ODI expanded its training portfolio to include a host of standardized EEO compliance, diversity, and conflict management training on its ODI Website for easy Nationwide access. ODI has updated, standardized, and consolidated mandatory workplace harassment prevention and No FEAR training for all employees in compliance with statutory requirements. ODI has implemented and standardized a mandatory EEO, diversity and inclusion training module for all managers and supervisors. This mandatory training ensures that all managers are aware of their EEO and diversity responsibilities and to support proactive risk management.

VA established partnership agreements with 16 Historically Black Colleges and Universities (HBCUs) and 7 Tribal Colleges and Universities (TCUs) to increase community outreach and educate students and Veterans about VA employment opportunities.

VA hired two National Special Emphasis Program Managers to oversee the Affirmative Employment Program for their respective areas during the FY.

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Participation of people with disabilities: While still above the government average of 0.91 percent for FY 2010, VA's representation of people with targeted disabilities has not reached the Administration's goal of 2 percent.</p>	
<p>BARRIER ANALYSIS 3: (National)</p>	<p>In fiscal year 2010 the percent of the VA workforce with a targeted disability increased to 1.55 percent, up from 1.47 percent in FY 2009 (these figures are based on permanent employment only). The rate of growth, or net change, for the total permanent workforce (10.49 percent) with targeted disabilities grew at twice the rate of growth for the entire permanent workforce (5.19 percent), [Reference Table B1]. The government average for people with targeted disabilities and the VA ratio was declining steadily from 2000 to 2009, but both had an uptick this year. The percentage of the Federal government workforce with a targeted disability in FY 2000 was 1.17 percent and dropped to 0.91 percent by FY 2010. During this ten-year span the VA experienced a steady decrease as well, but has maintained a profile at least 0.50 percent above the government average and had an increase in 2010.</p> <p>Although training of Selective Placement Coordinators and Reasonable Accommodation Coordinators has increased, the number of coordinators with the proper skill set remains insufficient throughout the Department. The ratio of complaints based on disability remains high. It was found that while 6.05 percent of the total VA workforce with no disabilities separated in FY 2010, 9.69 percent of employees with targeted disabilities separated.</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>Lack of coordinated strategy for recruiting people with targeted disabilities. Lack of centralized tracking and quality control over reasonable accommodation request processing. Lack of centralized funding for non electronic/IT reasonable accommodations which are not provided by Department of Defense's Computer/Electronics Accommodation Program. NEW- Staff in Occupational Health who conduct physicals for new VHA employees and annual physicals for existing employees, are unaware of the disability accommodation option and ADA regulations. NEW- Managers and HR lack knowledge in accommodation procedures and Schedule A authority. NEW- No systemic practices designed to retain employees with targeted disabilities.</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: 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 percent by FY2010.</p> <p>OBJECTIVES: Develop and implement targeted recruitment plan focused on people with targeted disabilities. Implement training for managers and supervisors on ADAA/Rehabilitation Act compliance, disability issues and reasonable accommodation procedures. Issue updated reasonable accommodations procedures. Implement centralized reasonable accommodation tracking system. Implement centralized reasonable accommodation fund.</p> <p>NEW- Provide training to staff in Occupational Health on disability law and accommodations. NEW- Conduct training for supervisors and managers, and HR on the Schedule A Appointment authority and reasonable accommodations.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>DAS for ODI, Asst Sec for HRA, Dean of VA Learning University, Administration HR, EEO, and Training Officers</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>09/30/2009</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2014 Revised Date (Previously 09/30/2011)</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</p>		<p>TARGET DATE (Must be specific)</p>

<p>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>example: mm/dd/yyyy</p>
<p>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)</p> <p>Hire National Disability Program Manager/Reasonable Accommodations Coordinator.</p> <p>Issue updated VA-wide reasonable accommodations procedures.</p> <p>Modify existing VA ADR case tracking system to include reasonable accommodation case tracking and reporting feature. <i>** After further evaluation, in lieu of modifying the existing system, VA procured an off-the-shelf system to track accommodation requests.</i></p> <p>Designate Special Placement Coordinator (SPC) for all facilities, in accordance with VA Diversity and Inclusion Strategic Plan.</p>	<p>06/30/2010 Completed</p> <p>09/30/2010 Completed</p> <p>09/30/2010 Completed</p> <p>09/30/2010 New Date: 9/30/2011</p>
<p>Identify the facility (and subordinate facilities) proportion of employees with a targeted disability and whether their 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 to provide the necessary approach on how to identify these occupations through ODI's on-line workforce analysis system training. The VA goal is to have two employees with a targeted disability per hundred employees. This will be monitored quarterly.</p>	<p>9/30/2011. This is an on-going process</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 VA goal is to have two 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 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 and Business Technical Assistance Center, Seattle Lighthouse for the Blind and regional Goodwill training centers to facilitate recruitment.</p> <p>ODI will develop a 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>NEW- ODI will create a list of the top ten colleges and universities for VA's major job series and provide the contact information for the disability services office at each.</p>	<p>09/30/2010</p> <p>09/30/2011</p> <p>03/30/2011</p>

<p>Ensure that EEO staff and managers are trained in reasonable accommodations and the CAP program.</p> <p>ODI will deploy training for managers on the American with Disabilities Act Amendments Act of 2008 (ADAAA) and the Rehabilitation Act, reasonable accommodations procedures, and the Department of Defense's Computer/Electronics Accommodation Program (CAP).</p> <p>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 Completed</p> <p>09/30/2010 completed</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 in the Diversity and Inclusion Strategic Plan on a quarterly basis through the VA's MD 715 on-line reporting system. <i>** Due to staff turnover and other resourcing limitations this activity received little or no consideration during FY 2010.</i></p> <p>ODI will develop a 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 NEW DATE: 09/30/2011</p> <p>09/30/2011</p>
<p>NEW- ODI will work with VHA, VBA, NCA, and HR in VACO to create a coordinated strategy for recruiting people with targeted disabilities</p>	<p>9/30/2011</p>
<p>NEW- ODI established a Centralized Fund to reimburse the cost of accommodations not provided by DoD's CAP.</p>	<p>05/2010 Completed</p>
<p>NEW- ODI will provide VA Managers and HR staff with training on the use of Schedule A hiring authority.</p>	<p>09/30/2012</p>
<p>NEW- ODI will provide VA Managers and HR staff with training on disability law and reasonable accommodation procedures.</p>	<p>09/30/2012</p>
<p>NEW- ODI will provide Occupational Health staff with training on disability law and reasonable accommodation options so that job offers to qualified job candidates are not erroneously withdrawn.</p>	<p>09/30/2012</p>
<p>NEW- ODI Disability Program staff will work with HR Staffing policy to develop a system for facilitating the reassignment of employees with disabilities who cannot be accommodated in their current position.</p>	<p>9/30/2011</p>
<p>NEW- ODI staff will work with HR Policy staff and the Administrations to develop methods for inviting employees with disabilities to share their work satisfaction level and identify what is needed to keep these employees on board.</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 has updated the VA-wide Reasonable Accommodation procedures to comport with guidance from the U.S. Equal Employment Opportunity Commission and the American with Disabilities Act Amendments Act of 2008. The updated procedures were deployed in FY 2010 and are posted to the VA Disability Program Website, which is part of ODI's webpage, as well as the VA Directives Website. ODI established the Centralized Fund in May, 2010 and reimbursed to VA facilities approximately \$82,000 in accommodation costs. By publicizing the Centralized Fund, ODI was able to raise awareness of disability issues. ODI contracted for a web-based system to track all disability accommodation requests and is working with the contractor to ensure that the system matches VA procedures for processing accommodation requests. ODI prepared a memorandum establishing a 2 percent hiring goal for individuals with targeted disabilities, which was signed by the Secretary on September 7, 2010. ODI followed with an instructional memorandum, which was signed by the Assistant Secretary, Human Resources and Administration, on September 15, 2010. This memo provided instructions for 1) finding candidates, 2) using the Schedule A hiring authority, and 3) ensuring that the workplace is accessible. This information was conveyed via the annual Disability Employment Month (DEAM) memo and included suggestions for recruitment and hiring activities to recognize DEAM.</p>	

The training on reasonable accommodations and disability discrimination were held on October 2009 – Selective Placement Coordinators, JAN, CAP; May 2010 – Disability Discrimination and Reasonable Accommodation; and August 2010 – Workforce Recruitment Program.

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 (27,735 in FY 2010), new challenges are being presented to increase the hiring of Veterans, particularly disabled or severely injured Veterans returning from combat operations abroad.	
BARRIER ANALYSIS 4: (National)	Since FY 2007, Veterans have represented approximately 30 percent of the VA workforce. As of September 30, 2010, disabled Veterans represent 9 percent of the VA workforce. Since FY 2007 the rate of growth of the population of disabled Veterans is approximately double the rate of growth of the entire VA workforce (42.1 percent vs. 21.4 percent, respectively). From FY 1996 to FY 2010, the disabled Veteran population has grown 92 percent while the entire VA population has grown 34 percent. Although the Veteran population has increased by about thirty thousand during the same time period, its corresponding representation of the entire workforce remained relatively steady at about 30 percent. Upon further analysis, the average age (51) of the Veteran population is higher than the non-Veteran population age (46) and can be attributed to the fact that government employment is typically a second career for the Veteran. As a second career, hiring Veterans can introduce additional challenges to targeted recruitment and inclusion strategies. It appears the Schedule A hiring authority is helping to recruit and hire disabled Veterans.	
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.	To help recruit Veterans, VA established Veterans Employment Coordination Service (VECS), with field staff that provide direct contact and assistance recruiting from military posts. Insufficient targeted recruitment/outreach agency-wide with disabled Veteran affinity groups, rehabilitation facilities, and VECS staff contribute to challenges to hire Veterans, particularly disabled Veterans. Lack of strategies to focus on the retention of Disabled Veterans.	
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 percent in total, and continue to increase the proportion of disabled Veterans.	
RESPONSIBLE OFFICIAL:	Asst Sec for HRA, Director of Veterans Employment Coordination Service; Under Secretaries, Administration HR Officers	
DATE OBJECTIVE INITIATED:	09/30/2010	
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 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. Increase involvement and Veteran outreach and recruiting contributions of Local Veteran Employment Coordinators (LVEC), in accordance with the Secretary' memo establishing LVECs as leading advocates to attract, recruit and hire Veterans at facilities VA-wide.	09/30/2011, on-going	

<p>VECS will continue to host a monthly LVEC conference call to educate, train, share best practices and promote advocacy, outreach, recruitment, and retention of Veterans and disabled Veterans VA-wide.</p>	
<p>Use PAID data and other Veteran Reports to track and identify administrations and VA facilities where Veterans and disabled Veterans are under-represented or proportions are above or below goals. If below, identify specific plans, with milestones and dates, to correct this trend.</p> <p>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.</p> <p>ODI will coordinate with VECS on joint outreach initiatives in conjunction with its respective outreach plans.</p> <p>VA is currently developing a program to better address veteran recruitment, retention and reintegration among VA employees who also serve as active members of the National Guard and Reserves.</p>	<p>09/30/2011, quarterly</p> <p>09/30/2011, quarterly</p> <p>09/30/2011</p>
<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 to inform younger Veterans of the opportunities within VA. The other facilities will also establish networking opportunities with available organizations.</p> <p>VECS continues to published outreach and recruiting events targeting Veterans and disabled Veterans for participation by HR staffing professionals during the monthly HR conference call, VECS monthly LVEC call, and via separate emails/announcements.</p>	<p>09/30/2011, on-going</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 30 percent, VEOA, VRA and Schedule A hiring authorities.</p> <p>VA makes extensive use of these authorities nationally, with more than 4,478 VEOA, 1,575 VRA, and 189 30 percent hires in FY 2010 . VA will continue this best practice throughout the year.</p> <p>VECS has established a SharePoint site to increase stakeholder communications and better link HR staffing professionals with quality Veteran applicants eligible for non-competitive hiring under 30 percent, VRA, and schedule A authorities.</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 Website and disseminate widely to all hiring managers and HR Officials.</p>	<p>09/30/2011, on-going</p> <p>09/30/2011, on-going</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 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>	

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Unfavorable survey responses on EEO and diversity issues: OPM Viewpoint Survey results reveal unfavorable responses on diversity related items in some facilities.	
BARRIER ANALYSIS 5: (National)	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.	
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.	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.	
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	GOAL: Outstanding customer service and stakeholder relations by promoting cultural competency, accountability, education, and communication (Goal 3 of VA Diversity and Inclusion Strategic Plan). OBJECTIVES: Establish a corporate model for coordinated organizational climate assessment and development for VA.	
RESPONSIBLE OFFICIAL:	VALU, NCOD, ODI, ORM, Asst Sec for HRA, Administration HR and Training Officials	
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	
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. ODI will post a host of EEO and diversity training modules on its Website 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 all employees. In addition, ODI is currently collaborating with VALU, NCOD, and ORM to develop a coordinated corporate	09/30/2011	

<p>level organizational development model to address organizational climate, conflict, and diversity issues VA-wide.</p>	<p>09/30/2011</p>
<p>Maintain an EEO staff that is fully trained in the EEO core curriculum and in management skills. 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. Due to resourcing issues and higher priority tasks this activity began late in FY 2010 and is expected to be completed by 09/30/2011</p>	<p>09/30/2011 Originally planned for 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 an automated tool which provides forecasts of voluntary retirement rates. During FY 2010 out-year voluntary retirement rates were generated. The results of the retirement projections were provided to senior HR and EEO decision makers to support the development of VA succession plans. Retirement projections will be execute annually and on an as needed basis</p> <p>In FY 2010, ODI cancelled plans to develop a methodology to explicitly model the forecasting of resignations. ODI is testing and evaluating the OPM CIVFORS application for use in developing forecasts of resignations and other types of separation rates. This will be the basis for evaluating the sufficiency of the succession plans for EEO and diversity staff in the field.</p>	<p>09/30/2011</p> <p>09/30/2011</p>
<p>Identify plans for providing EEO and diversity training to managers and supervisors through web communications, on-line training, stand-up training, etc. ODI is currently collaborating with VALU and ORM to provide standardized VA-wide training in EEO, diversity, and conflict management for employees. This training is currently in development and is expected to be deployed (live and on-line) VA-wide in FY 2011.</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 collaborated with VALU and ORM to produce and deploy on Sept 22, 2010, the first standardized on-line training curriculum on EEO, diversity and inclusion, reasonable accommodation, alternative dispute resolution, and conflict management training for managers and supervisors. By the end of FY 2010, approximately more than a third to less than a half of the manager and supervisor population completed this training. By the end of the 1st quarter FY 2011 approximately 96 percent completed the training. Additionally, 417 Senior Executive Service members and Title 38 executive equivalents completed face to face training on these same topics in August and September, FY 2010.</p> <p>ODI has posted a host of new EEO and diversity training modules on its Website 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</p> <p>In FY 2010, ODI increased its staff by 5 FTEs, and hired a new EEO Manager to direct the workforce analysis team.</p> <p>Provided at the figure below are statistics of the number of personnel trained and the benefit of provided on-line training.</p>	

Diversity & Inclusion, Equal Employment Opportunity (EEO) Compliance, Reasonable Accommodation, and Conflict Management Training Delivery Friday, December 3, 2010						
		On-Line	Face-to-Face			Total
		EEO, Diversity, and Conflict Management Training for Managers and Supervisors (VA 1328672). Curriculum contains: <ul style="list-style-type: none"> • EEO • Reasonable Accommodation • Diversity and Inclusion • Conflict Management and Alternative Dispute Resolution 	Diversity and Inclusion (D&I) and Reasonable Accommodation (RA)	EEO Compliance	Conflict Management (CM)	All Delivery Methods
SES and Title 38 Equivalents	<i>FY 2011</i>	-	1	-	64	65
	<i>FY 2010</i>	-	417 (915 training instances)	420	61	898
Managers & Supervisors	<i>FY 2011</i>	13,651	77	53	-	13,781
	<i>2010</i>	9,491	292	1198	-	10,981
Employees	<i>FY 2011</i>	-	380	126	54	560
	<i>2010</i>	-	487	369	-	856

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>High volume of discrimination complaints: VA experienced an increase in findings of discrimination for FY 2010 (22 in FY 2009 versus 33 in FY 2010). Reprisal, sex, and disability were the most prevalent bases of discrimination in those findings</p>
<p>BARRIER ANALYSIS 6: (National)</p>	<p>The per capita filing rate at the informal stage remained steady at 1.46 percent from FY 2009 to FY 2010 (slightly higher than the government-wide average of 1.39 percent); and the formal filing rate decreased from .76 percent to 0.72 percent (still higher than the government-wide average is of .60 percent). While the Department has made some progress in the last couple of years, continued work is needed to reach the government-wide levels. Some corrective strategies to focus on include increasing use of ADR, developing and implementing standardized and customized competency-base EEO, diversity, and conflict management training for VA managers and supervisors focused on meeting EEO obligations, increasing EEO and consultative services.</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>Lack of understanding by managers and supervisors of EEO obligations. Delays in requesting or scheduling ADR.</p> <p>(** Barriers statements are compilation and refinement of FY 2009 barrier statements)</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> <ol style="list-style-type: none"> 1. Review findings of discrimination to identify lessons learned and incorporate into training. (<i>** New strategic objective from prior year</i>) 2. Develop and implement standardized and customized competency-based EEO, diversity, and conflict management training for VA managers and supervisors focused on meeting EEO obligations. (<i>** modified and refined objectives from previous year</i>) 3. Encourage resolution of pending cases that are likely to result in a finding of discrimination. (<i>** New strategic objective from prior year</i>) 4. Work with the administrations and VACO to market ADR for the types of workplace issues identified as leading to findings of discrimination and actively promote the use of ADR before and during the EEO complaint process. (<i>** New strategic objective from prior year</i>) 5. When ADR is elected, work with the administrations and VACO to assign a mediator and complete mediation within 60 days. (<i>** New strategic objective from prior year</i>) 6. Develop mechanism that allows facilities to track progress in EEO/ADR. (<i>** New strategic objective from prior year</i>)
<p>RESPONSIBLE OFFICIAL:</p>	<p>DAS for ORM, ODI, Asst sec for HRA, VALU, NCOD, Administration HR, EEO Program Managers, Training Officials</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>09/30/2010</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2011</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.	TARGET DATE (Must be specific) example: mm/dd/yyyy
Review Findings of Discrimination. Review findings of discrimination to identify actions that could have been avoided. Incorporate these lessons learned into EEO training for managers and supervisors.	9/30/2011
Develop and Deliver Training. While ORM monitors and ensures compliance with all findings of discrimination, it is more important to take actions that will ultimately result in less findings of discrimination. To that end, ORM and ODI have developed training for senior leaders that focuses on EEO obligations and responsibilities. It has a particular focus on the leaders' responsibilities in the area of reasonable accommodation, reprisal and harassment. ODI has posted new EEO and diversity training modules on its Website 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. 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 diversity 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 workplace.	09/30/2011
Encourage Resolution of Complaints Likely To Result in Findings of Discrimination. ORM has a process in place to alert senior leaders of pending cases that may result in findings of discrimination. ORM encourages and facilitates resolution of these cases where possible.	9/30/2011
Develop mechanism that allows facilities to track progress in EEO/ADR. One of the responsibilities of ORM is to be proactive in providing VA managers resources to assist them in identifying and resolving workplace disputes as early as possible. ORM will deploy an electronic dashboard nationwide that is designed to provide current data regarding key indicators of the work environment. Data in the dashboard (graphs, charts, raw data) will identify trends and provide the basis for strategies to address out of line scenarios or to establish strategic targets regarding EEO and ADR activity at the facility level.	09/30/2011
Encourage Use of ADR Throughout Discrimination Complaint process. ORM will expand marketing of ADR and augment its ADR resources in FY 2011. Additionally, ORM has several new initiatives designed to increase ADR participation for not only EEO complaints, but also other workplace disputes. ORM has augmented field support of ADR and delivered conflict management training for senior leaders. ORM is also standing up a call center that will allow employees and managers to inquire about various forums available to address workplace disputes that often lead to EEO complaints. These initiatives are designed to promote ADR as a primary resource to address workplace disputes. If successful, issues that often lead to findings of discrimination will be able to be addressed and resolved early on.	09/30/2011
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 (including facilities where findings of discrimination have been rendered). Facilities ranking lowest are selected for Technical Assistance Reviews (TARs). ODI later reviews the implementation of the resulting recommendations. Regions also use this data for their own interventions.	09/30/2011
Identify and address any process or systemic issues at facilities where findings of discrimination have been made. ORM will work with facilities where findings are made to determine if there are systemic issues. Where we identify problems, we will work with the facility to develop a plan of action to avoid recurrences.	9/30/2011
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 2010, ODI completed six Technical Area Reviews (TARs) at the following VA facilities/organizations: VAMC Orlando, FL, VAMC Salisbury, NC, VAMC Durham, NC, VAMC Indianapolis, IN, VAMC Bay Pines, FL and VA National Cemetery Administration-Washington, DC.; conducted numerous training sessions on reasonable accommodation and selective placement throughout the VA system; conducted MsLive training sessions for each NCA MSN, VHA VISN, and VBA area, included 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 integrated the content into VA's on-line Learning Management System. ORM increased its promotion of ADR through MOUs with field organizations and increased its participation rate to 52 percent in FY 2010.

In FY 2010 the informal per capita filing rate remained the same at 1.46 percent; and the formal filing rate decreased from 0.75 percent to 0.72 percent

In FY 2010, ODI deployed VA's 1st mandatory EEO, Diversity, and Conflict Management training for managers and supervisors. Over 23,000 managers and supervisors were trained (face-to-face, and online training). ORM and ODI delivered EEO training to approximately 500 senior leaders in FY 2010. The training used case studies to illustrate common pitfalls that often lead to findings of discrimination.

ORM has a process in place to identify cases that may result in a finding of discrimination. ORM brings these cases to the attention senior leaders to explore resolution.

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 FY10.		... end of FY10.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	271,158	100.00%	285,120	100.00%	13,962	05.15%
	Reportable Disability	23,192	08.55%	25,161	08.82%	1,969	08.49%
	Targeted Disability*	3,994	01.47%	4,408	01.55%	414	10.37%
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period. (*VA is in the process of implementing a system to track applications. It is expected be operational in FY 2012 (or whenever). However, because of the current prohibition on including disability information in the applicant questionnaire, we will continue to leave this item blank)					***	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period. (includes 8 Non Appropriated Fund Permanent Hires)					405	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	8,642	911	10.54 %	132	01.53 %	715	08.27 %	6,884	79.66 %
4. Non-Competitive Promotions	10,933	1,340	12.26 %	187	01.71 %	581	05.31 %	8,825	80.72 %
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)	163,613	15,386	09.40 %	2,133	01.30 %	22,336	13.65 %	123,758	75.64 %
6.b. Cash Awards (total \$\$\$ awarded)	\$246,110,981	\$19,258,674	07.83 %	\$2,867,717	01.17 %	\$42,469,917	17.26 %	\$181,514,673	73.75 %
6.c. Quality-Step Increase	1,351	116	08.59 %	13	00.96 %	202	14.95 %	1,020	75.50 %

*** = Data is not currently being collected.

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*= 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 a listing of the Nature of Action codes that are included for Time-Off awards, Cash Awards, and Quality-Step Increase.

Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.

Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.

Recruiting Individuals with Targeted Disabilities	Target Date
1. ODI will develop a comprehensive plan for the employment and relocation of individuals with disabilities, in accordance with Executive order 13548	03/08/2011
2. ODI will publicize best practices from facilities that have taken proactive steps and demonstrated an increase in hiring of individuals with targeted disabilities.	1/30/2011 and on going
3. ODI will release quarterly reports on success in meeting the 2 percent hiring goal in FY 2011. These reports will go to the Secretary and the Administrators.	3/31/2011 and ongoing
4. ODI will research the top colleges and universities for each of VA's most populous occupations and identify the contact information for the office providing services to students with disabilities at each. Job announcements will be distributed to these contacts	3/30/2011
5. ODI will participate in the monthly HR conference call and stress the need to recruit individuals with targeted disabilities and the use of Schedule A to bring them on board.	2/15/2011
6. ODI will hold a job fair for individuals with targeted disabilities and encourage the Administrations to participate.	4/30/2011
7. ODI and OHR's Staffing Policy office will work on language in the standard job announcement form so that individuals with severe disabilities, especially those with targeted disabilities, are invited to apply.	4/30/2011
8. ODI and OHRM will work together to create a method for sharing resumes from qualified applicants with disabilities.	5/30/2011
9. ODI will train HR staff and hiring officials on the Schedule A hiring process.	9/30/2011
10. ODI will create an electronic training module on the Schedule A hiring process.	9/30/2011
Note: On September 7, 2010, the Secretary signed a memorandum establishing a 2 percent goal for hires of individuals with targeted disabilities. The memorandum reminded officials that if the retention rate for this group did not improve, the goal would need to be increased. This was followed up by an instructional memorandum from the Assistant Secretary, Human Resources and Administration, on September 15.	

Placing Individuals with Targeted Disabilities to Improve Possibilities for Career Development	Target Date
1. The memorandum issued by ODI conveying the first quarter hiring results will include instructions stressing the need to place these new hires into professional, career ladder positions whenever possible.	1/30/2011 and on going
2. ODI will monitor average salaries, pay grades, and job series into which the new hires are placed and contact any VA component where placements are unlikely to provide career promotion potential.	3/30/2011 and ongoing
3. ODI will ensure that placement for career growth is included as a topic in the HR conference calls.	2/15/2011
4. When ODI trains HR staff and hiring officials on employment of individuals with targeted disabilities, including the Schedule A hiring process, we will stress the need to place them in positions with promotion potential	9/30/2011
5. The electronic training module on Schedule A will include a section on placing individuals with targeted disabilities in positions with promotion potential.	9/30/2011
6. ODI will encourage VA components to report successes and best practices, which can be shared via the Diversity Newsletter issued quarterly by ODI.	1/30/2011 and on going

Identify Individuals with Targeted Disabilities who can be advanced to higher positions	Target Date
1. ODI will work with OHRM to create a merit promotion plan for employees in the excepted service.	6/30/2011
2. ODI will pull education data on employees with targeted disabilities who have college degrees but are in positions below GS 12 or the equivalent, and notify the respective Administrations of employees who can be advanced.	6/30/2011 and ongoing
3. ODI will instruct the administrations on pulling education/pay data so that they can monitor their progress.	9/30/2011
4. During the monthly HR conference call and in news releases, ODI will promote the use of Schedule A for employees with disabilities to apply for promotions within VA.	2/15/2011
5. ODI will encourage VA components to report successes and best practices, which can be shared via the Diversity Newsletter issued quarterly by ODI.	1/30/2011 and on going
6. ODI will work with HR's ADVANCE training team to identify mentoring and training opportunities for employees with targeted disabilities.	3/30/2011

Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2010

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 Races/ Undisclosed					
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL																		
FY 2009	#	296,132	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
	%	99.81%	40.06%	59.75%	03.02%	03.46%	24.85%	36.27%	08.80%	14.65%	02.55%	04.14%	00.08%	00.11%	00.54%	00.81%	00.22%	00.31%
FY 2010	#	307,322	123,963	183,359	9,659	11,106	76,772	111,360	27,116	44,384	7,886	12,690	242	338	1,424	2,134	864	1,347
	%	99.99%	40.33%	59.66%	03.14%	03.61%	24.98%	36.24%	08.82%	14.44%	02.57%	04.13%	00.08%	00.11%	00.46%	00.69%	00.28%	00.44%
CLF (2000)	%	100.00%	53.20%	46.80%	6.20%	4.50%	39.00%	33.70%	4.80%	5.70%	1.90%	1.70%	0.10%	0.10%	0.30%	0.30%	0.80%	0.80%
RCLF (2000)	%	99.11%	34.44%	64.67%	03.14%	04.33%	25.11%	47.78%	03.14%	08.13%	02.37%	03.21%	00.03%	00.06%	00.31%	00.62%	00.34%	00.54%
Difference	#	11,190	5,332	6,336	713	851	3,181	3,939	1,049	990	341	418	10	1	-176	-279	214	416
Ratio Change	%	0.18%	0.27%	-0.09%	0.12%	0.15%	0.13%	-0.03%	0.02%	-0.21%	0.02%	-0.01%	0.00%	0.00%	-0.08%	-0.12%	0.06%	0.13%
Net Change	%	3.78%	4.49%	3.58%	7.97%	8.30%	4.32%	3.67%	4.02%	2.28%	4.52%	3.41%	4.31%	0.30%	-1.00%	-1.56%	32.92%	44.68%
PERMANENT																		
FY 2009	#	268,805	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
	%	99.83%	40.21%	59.62%	03.08%	03.47%	24.92%	36.25%	09.07%	14.80%	02.32%	03.92%	00.07%	00.11%	00.53%	00.78%	00.22%	00.29%
FY 2010	#	282,264	114,253	168,011	9,019	10,228	70,734	102,057	25,585	41,279	6,614	11,052	221	303	1,300	1,890	780	1,202
	%	100.01%	40.48%	59.53%	03.20%	03.62%	25.06%	36.16%	09.06%	14.62%	02.34%	03.92%	00.08%	00.11%	00.46%	00.67%	00.28%	00.43%
Difference	#	13,459	6,191	7,746	741	903	3,759	4,619	1,217	1,490	378	505	26	20	-118	-202	188	411
Ratio Change	%	0.18%	0.27%	-0.09%	0.12%	0.15%	0.14%	-0.09%	-0.01%	-0.18%	0.02%	0.00%	0.01%	0.00%	-0.07%	-0.11%	0.06%	0.14%
Net Change	%	5.01%	5.73%	4.83%	8.95%	9.68%	5.61%	4.74%	4.99%	3.74%	6.06%	4.79%	13.33%	7.07%	-8.32%	-9.66%	31.76%	51.96%
TEMPORARY																		

AII 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 Races/ Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
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%
FY 2010	#	21,519	8,463	13,056	475	607	5,474	8,237	1,092	2,321	1,218	1,515	19	28	110	216	75	132
	%	100.00%	39.33%	60.67%	02.21%	02.82%	25.44%	38.28%	05.07%	10.79%	05.66%	07.04%	00.09%	00.13%	00.51%	01.00%	00.35%	00.61%
Difference	#	-2,302	-947	-1,355	-40	-57	-621	-661	-196	-454	-40	-83	-15	-21	-58	-78	23	-1
Ratio Change	%	-0.01%	-0.18%	0.17%	0.05%	0.03%	-0.15%	0.93%	-0.34%	-0.86%	0.38%	0.33%	-0.05%	-0.08%	-0.20%	-0.23%	0.13%	0.05%
Net Change	%	-9.66%	-0.06%	-9.40%	-7.77%	-8.58%	-0.19%	-7.43%	-5.22%	-6.36%	-3.18%	-5.19%	-4.12%	-2.86%	-4.52%	-6.53%	44.23%	-0.75%
NON-APPROPRIATED																		
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%
FY 2010	#	3,539	1,247	2,292	165	271	564	1,066	439	784	54	123	2	7	14	28	9	13
	%	100.01%	35.24%	64.77%	04.66%	07.66%	15.94%	30.12%	12.40%	22.15%	01.53%	03.48%	00.06%	00.20%	00.40%	00.79%	00.25%	00.37%
Difference	#	33	88	-55	12	5	43	-19	28	-46	3	-4	-1	2	0	1	3	6
Ratio Change	%	0.02%	2.19%	-2.17%	0.30%	0.07%	1.08%	-0.83%	0.68%	-1.52%	0.08%	-0.14%	-0.03%	0.06%	0.00%	0.02%	0.08%	0.17%
Net Change	%	0.94%	7.59%	-2.34%	7.84%	1.88%	8.25%	-1.75%	6.81%	-5.54%	5.88%	-3.15%	-3.33%	40.00%	0.00%	3.70%	50.00%	85.71%

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 percent from Prior Fiscal Year percent. This is the standard VA measure of change of representation and is called Change percent 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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B1: Total Workforce - by Disability FY 2010

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 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%
FY 2010	#	307,322	240,959	35,354	26,363	4,646	349	524	209	416	173	536	268	2,058	113
	%	100.00%	78.41%	11.50%	08.58%	01.51%	00.11%	00.17%	00.07%	00.14%	00.06%	00.17%	00.09%	00.67%	00.04%
Difference	#	11,668	12,271	-2,809	1,799	407	5	35	6	18	11	6	-11	320	17
Ratio Change	%	00.00%	01.06%	-01.41%	00.27%	00.08%	-00.01%	00.00%	00.00%	00.01%	00.01%	-00.01%	00.00%	00.08%	00.01%
Net Change	%	03.95%	05.37%	-07.36%	07.32%	09.60%	01.45%	07.16%	02.96%	04.52%	06.79%	01.13%	-03.94%	18.41%	17.71%
Federal High	%					02.55%									
PERMANENT															
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%
FY 2010	#	282,264	218,454	34,474	24,975	4,361	337	489	200	392	156	506	254	1,920	107
	%	100.00%	77.39%	12.21%	08.85%	01.55%	00.12%	00.17%	00.07%	00.14%	00.06%	00.18%	00.09%	00.68%	00.04%
Difference	#	13,937	14,264	-2,716	1,975	414	8	35	8	17	14	8	-11	317	18
Ratio Change	%	00.00%	01.29%	-01.65%	00.28%	00.08%	00.00%	00.00%	00.00%	00.00%	00.01%	-00.01%	-00.01%	00.08%	00.01%
Net Change	%	05.19%	06.99%	-07.30%	08.59%	10.49%	02.43%	07.71%	04.17%	04.53%	09.86%	01.61%	-04.15%	19.78%	20.22%
TEMPORARY															
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%
FY 2010	#	21,519	19,455	672	1,164	228	8	25	9	20	17	26	4	115	4
	%	100.00%	90.41%	03.12%	05.41%	01.06%	00.04%	00.12%	00.04%	00.09%	00.08%	00.12%	00.02%	00.53%	00.02%

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
Difference	#	-2,302	-2,032	-82	-177	-11	-3	-2	-1	2	-3	-2	1	-2	-1
Ratio Change	%	00.00%	00.21%	-00.05%	-00.22%	00.06%	-00.01%	00.01%	00.00%	00.01%	00.00%	00.00%	00.01%	00.04%	00.00%
Net Change	%	-09.66%	-09.46%	-10.88%	-13.20%	-04.60%	-27.27%	-07.41%	-10.00%	11.11%	-15.00%	-07.14%	33.33%	-01.71%	-20.00%
NON-APPROPRIATED															
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%
FY 2010	#	3,539	3,050	208	224	57	4	10	0	4	0	4	10	23	2
	%	100.00%	86.18%	05.88%	06.33%	01.61%	00.11%	00.28%	00.00%	00.11%	00.00%	00.11%	00.28%	00.65%	00.06%
Difference	#	33	39	-11	1	4	0	2	-1	-1	0	0	-1	5	0
Ratio Change	%	00.00%	00.30%	-00.37%	-00.03%	00.10%	00.00%	00.05%	-00.03%	-00.03%	00.00%	00.00%	-00.03%	00.14%	00.00%
Net Change	%	00.94%	01.30%	-05.02%	00.45%	07.55%	00.00%	25.00%	-00.00%	-20.00%	00.00%	00.00%	-09.09%	27.78%	00.00%

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

RCLF comparisons are based on 2000 Census National data.

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

Ratio Change - Simple subtraction of Current Fiscal Year percent from Prior Fiscal Year percent. This is the standard VA measure of change of representation and is called Change percent 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 2010

All VA By Administration	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 Races/Undisclosed		
						male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL	#	285,120	115,239	169,881	9,146	10,442	71,204	102,935	25,913	41,918	6,658	11,155	222	308	1,310	1,914	786	1,209
	%	100.00%	40.43%	59.57%	03.21%	03.66%	24.97%	36.10%	09.09%	14.70%	02.34%	03.91%	00.08%	00.11%	00.46%	00.67%	00.28%	00.42%
RCLF (2000)	%	99.50%	34.14%	65.36%	03.16%	04.39%	24.85%	48.29%	03.19%	08.28%	02.26%	03.17%	00.03%	00.06%	00.31%	00.63%	00.34%	00.54%
VHA	#	252,612	97,772	154,840	7,991	9,617	59,436	94,175	22,463	37,362	6,025	10,705	181	280	1,091	1,717	585	984
	%	100.00%	38.70%	61.30%	03.16%	03.81%	23.53%	37.28%	08.89%	14.79%	02.39%	04.24%	00.07%	00.11%	00.43%	00.68%	00.23%	00.39%
VBA	#	19,496	9,436	10,060	569	543	6,251	5,808	2,078	3,103	253	254	27	19	141	153	117	180
	%	100.00%	48.40%	51.60%	02.92%	02.79%	32.06%	29.79%	10.66%	15.92%	01.30%	01.30%	00.14%	00.10%	00.72%	00.78%	00.60%	00.92%
NCA	#	1,571	1,192	379	114	29	827	219	186	113	34	12	3	0	10	2	18	4
	%	100.00%	75.88%	24.12%	07.26%	01.85%	52.64%	13.94%	11.84%	07.19%	02.16%	00.76%	00.19%	00.00%	00.64%	00.13%	01.15%	00.25%
STAFF OFFICES	#	11,441	6,839	4,602	472	253	4,690	2,733	1,186	1,340	346	184	11	9	68	42	66	41
	%	100.01%	59.78%	40.23%	04.13%	02.21%	40.99%	23.89%	10.37%	11.71%	03.02%	01.61%	00.10%	00.08%	00.59%	00.37%	00.58%	00.36%

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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Disability FY 2010

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	#	285,120	220,889	34,662	25,161	4,408	340	496	200	396	156	509	264	1,938	109
	%	100.00%	77.47%	12.16%	8.82%	01.55%	00.12%	00.17%	00.07%	00.14%	00.05%	00.18%	00.09%	00.68%	00.04%
Federal High	%					02.27%									
VHA	#	252,612	197,585	30,690	20,570	3,767	252	445	162	309	125	434	257	1,687	96
	%	100.00%	78.22%	12.15%	8.14%	01.49%	00.10%	00.18%	00.06%	00.12%	00.05%	00.17%	00.10%	00.67%	00.04%
VBA	#	19,496	13,884	2,076	3,094	442	59	28	23	61	21	48	6	189	7
	%	100.00%	71.21%	10.65%	15.87%	02.27%	00.30%	00.14%	00.12%	00.31%	00.11%	00.25%	00.03%	00.97%	00.04%
NCA	#	1,571	1,201	180	164	26	1	4	2	0	0	3	1	15	0
	%	100.00%	76.45%	11.46%	10.44%	01.65%	00.06%	00.25%	00.13%	00.00%	00.00%	00.19%	00.06%	00.95%	00.00%
STAFF OFFICES	#	11,441	8,219	1,716	1,333	173	28	19	13	26	10	24	0	47	6
	%	100.00%	71.84%	15.00%	11.65%	01.51%	00.24%	00.17%	00.11%	00.23%	00.09%	00.21%	00.00%	00.41%	00.05%

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 2010

All VA		TOTAL EMPLOYEES			Hispanic or Latino		RACE/ETHNICITY (Non- Hispanic or Latino)										Two or More Races/Undisclosed	
							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	#	1,034	612	422	35	14	492	339	58	59	5	1	18	6	2	1	2	2
	%	100.00%	59.17%	40.82%	03.38%	01.35%	47.58%	32.79%	05.61%	05.71%	00.48%	00.10%	01.74%	00.58%	00.19%	00.10%	00.19%	00.19%
Mid-Level Officials and Managers	#	6,246	2,718	3,528	153	172	2,060	2,372	398	824	18	25	70	107	1	7	18	21
	%	100.00%	43.52%	56.48%	02.45%	02.75%	32.98%	37.98%	06.37%	13.19%	00.29%	00.40%	01.12%	01.71%	00.02%	00.11%	00.29%	00.34%
First-Level Officials and Managers	#	27,247	11,884	15,363	889	901	7,830	9,339	2,444	4,237	146	209	422	455	29	22	124	200
	%	100.00%	43.63%	56.39%	03.26%	03.31%	28.74%	34.28%	08.97%	15.55%	00.54%	00.77%	01.55%	01.67%	00.11%	00.08%	00.46%	00.73%
TOTAL Officials and Managers	#	34,527	15,214	19,313	1,077	1,087	10,382	12,050	2,900	5,120	169	235	510	568	32	30	144	223
	%	100.00%	44.07%	55.95%	03.12%	03.15%	30.07%	34.90%	08.40%	14.83%	00.49%	00.68%	01.48%	01.65%	00.09%	00.09%	00.42%	00.65%
Officials and Managers RCLF		100%	45.02%	54.93%	03.05%	03.93%	35.63%	40.13%	03.63%	07.82%	00.31%	00.49%	02.03%	02.07%	00.04%	00.06%	00.33%	00.43%
Professionals	#	119,463	42,324	77,139	2,649	4,265	31,102	51,894	3,779	11,917	455	794	4,046	7,740	62	108	231	421
	%	100.00%	35.42%	64.57%	02.22%	03.57%	26.03%	43.44%	03.16%	09.98%	00.38%	00.66%	03.39%	06.48%	00.05%	00.09%	00.19%	00.35%
Professionals RCLF		100%	32.06%	67.34%	01.57%	02.78%	24.80%	52.72%	01.85%	06.23%	00.21%	00.51%	03.30%	04.55%	00.02%	00.04%	00.31%	00.51%
Technicians	#	33,359	9,265	24,094	986	1,598	5,546	14,588	1,803	6,049	114	297	724	1,364	18	49	74	149
	%	100.00%	27.77%	72.23%	02.96%	04.79%	16.63%	43.73%	05.40%	18.13%	00.34%	00.89%	02.17%	04.09%	00.05%	00.15%	00.22%	00.45%
Technicians RCLF		100%	19.84%	79.81%	01.80%	04.62%	13.35%	57.74%	02.58%	12.69%	00.21%	00.91%	01.62%	03.13%	00.02%	00.06%	00.26%	00.66%
Sales Workers	#	798	172	626	22	63	91	348	48	168	4	11	6	35	0	1	1	0
	%	100.00%	21.56%	78.45%	02.76%	07.89%	11.40%	43.61%	06.02%	21.05%	00.50%	01.38%	00.75%	04.39%	00.00%	00.13%	00.13%	00.00%
Sales Workers RCLF		100%	35.96%	63.78%	03.88%	07.39%	25.94%	43.23%	03.51%	09.02%	00.38%	00.75%	01.75%	02.63%	00.00%	00.13%	00.50%	00.63%
Office and Clerical	#	45,803	15,675	30,128	1,658	2,062	7,913	16,333	5,156	10,296	192	356	563	722	42	81	151	278
	%	100.00%	34.23%	65.79%	03.62%	04.50%	17.28%	35.66%	11.26%	22.48%	00.42%	00.78%	01.23%	01.58%	00.09%	00.18%	00.33%	00.61%
Office and Clerical RCLF		100%	23.23%	76.54%	02.27%	06.52%	16.54%	56.76%	02.82%	09.34%	00.26%	00.84%	01.07%	02.39%	00.03%	00.09%	00.24%	00.60%
Craft Workers	#	6,650	6,496	154	536	12	4,599	103	1,044	33	71	2	199	3	17	1	30	0

All VA	TOTAL EMPLOYEES			Hispanic or Latino		RACE/ETHNICITY (Non- Hispanic or Latino)										Two or More Races/Undisclosed		
						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	
	%	100.00%	97.69%	02.33%	08.06%	00.18%	69.16%	01.55%	15.70%	00.50%	01.07%	00.03%	02.99%	00.05%	00.26%	00.02%	00.45%	00.00%
Craft Workers RCLF		100%	89.16%	05.47%	10.30%	00.51%	68.68%	04.08%	06.63%	00.57%	01.10%	00.05%	01.70%	00.23%	00.03%	00.00%	00.72%	00.03%
Operatives	#	3,616	3,161	455	281	45	1,611	194	1,152	192	35	7	65	14	4	1	13	2
	%	&100.00%	87.42%	12.59%	07.77%	01.24%	44.55%	05.37%	31.86%	05.31%	00.97%	00.19%	01.80%	00.39%	00.11%	00.03%	00.36%	00.06%
Operatives RCLF		100%	72.73%	25.66%	10.04%	04.56%	49.39%	14.35%	09.79%	05.17%	00.94%	00.33%	01.74%	00.97%	00.11%	00.06%	00.72%	00.22%
Laborers	#	1,037	994	43	96	6	606	26	258	8	6	2	16	1	2	0	10	0
	%	100.00%	95.85%	04.15%	09.26%	00.58%	58.44%	02.51%	24.88%	00.77%	00.58%	00.19%	01.54%	00.10%	00.19%	00.00%	00.96%	00.00%
Laborers RCLF		100%	84.09%	14.95%	24.49%	03.38%	47.54%	09.64%	09.16%	01.35%	00.96%	00.19%	01.16%	00.39%	00.10%	00.00%	00.68%	00.00%
Service Workers	#	39,825	21,899	17,926	1,840	1,304	9,318	7,397	9,772	8,134	264	210	528	708	45	37	132	136
	%	100.00%	54.99%	45.00%	04.62%	03.27%	23.40%	18.57%	24.54%	20.42%	00.66%	00.53%	01.33%	01.78%	00.11%	00.09%	00.33%	00.34%
Service Workers RCLF		100%	41.43%	58.51%	07.80%	07.59%	24.68%	36.05%	06.41%	11.67%	00.54%	00.75%	01.43%	01.69%	00.06%	00.07%	00.51%	00.69%
TOTAL WORKFORCE	#	285,078	115,200	169,878	9,145	10,442	71,168	102,933	25,912	41,917	1,310	1,914	6,657	11,155	222	308	786	1,209
	%	100.00%	40.42%	59.58%	03.21%	03.66%	24.96%	36.11%	09.09%	14.70%	00.46%	00.67%	02.34%	03.91%	00.08%	00.11%	00.28%	00.42%
TOTAL RCLF		100%	34.14%	65.37%	03.16%	04.39%	24.85%	48.30%	03.19%	08.28%	00.31%	00.63%	02.26%	03.17%	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.

Table reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

*** VA is not yet collecting this data.

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability FY 2010

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	#	1,034	757	197	69	11	0	3	1	5	0	0	0	2	0
	%	100.00%	73.21%	19.05%	06.67%	01.06%	00.00%	00.29%	00.10%	00.48%	00.00%	00.00%	00.00%	00.19%	00.00%
Mid-Level Officials and Managers	#	6,246	4,384	1,225	586	51	2	10	8	7	4	5	0	14	1
	%	100.00%	70.19%	19.61%	09.38%	00.82%	00.03%	00.16%	00.13%	00.11%	00.06%	00.08%	00.00%	00.22%	00.02%
First-Level Officials and Managers	#	27,247	19,992	3,521	3,328	406	18	23	31	62	26	48	3	185	10
	%	100.00%	73.37%	12.92%	12.21%	01.49%	00.07%	00.08%	00.11%	00.23%	00.10%	00.18%	00.01%	00.68%	00.04%
TOTAL Officials and Managers	#	34,527	25,133	4,943	3,983	468	20	36	40	74	30	53	3	201	11
	%	100.00%	72.79%	14.32%	11.54%	01.36%	00.06%	00.10%	00.12%	00.21%	00.09%	00.15%	00.01%	00.58%	00.03%
Professionals	#	119,463	97,174	13,856	7,419	1,014	39	173	53	105	42	145	4	419	34
	%	100.00%	81.34%	11.60%	06.21%	00.85%	00.03%	00.14%	00.04%	00.09%	00.04%	00.12%	00.00%	00.35%	00.03%
Technicians	#	33,359	26,773	3,956	2,258	372	30	36	35	25	11	69	6	151	9
	%	100.00%	80.26%	11.86%	06.77%	01.12%	00.09%	00.11%	00.10%	00.07%	00.03%	00.21%	00.02%	00.45%	00.03%
Sales Workers	#	798	651	68	61	18	0	5	0	4	0	1	1	7	0
	%	100.00%	81.58%	08.52%	07.64%	02.26%	00.00%	00.63%	00.00%	00.50%	00.00%	00.13%	00.13%	00.88%	00.00%
Office and Clerical	#	45,803	33,132	5,018	6,367	1,286	144	132	49	139	54	138	57	539	34
	%	100.00%	72.34%	10.96%	13.90%	02.81%	00.31%	00.29%	00.11%	00.30%	00.12%	00.30%	00.12%	01.18%	00.07%
Craft Workers	#	6,650	4,545	1,309	701	95	10	9	4	6	4	9	4	47	2
	%	100.00%	68.35%	19.68%	10.54%	01.43%	00.15%	00.14%	00.06%	00.09%	00.06%	00.14%	00.06%	00.71%	00.03%
Operatives	#	3,616	2,422	685	402	107	14	7	0	3	0	9	27	45	2
	%	100.00%	66.98%	18.94%	11.12%	02.96%	00.39%	00.19%	00.00%	00.08%	00.00%	00.25%	00.75%	01.24%	00.06%
Laborers	#	1,037	749	137	119	32	1	3	0	2	0	4	7	15	0
	%	100.00%	72.23%	13.21%	11.48%	03.09%	00.10%	00.29%	00.00%	00.19%	00.00%	00.39%	00.68%	01.45%	00.00%
Service	#	39,825	30,270	4,688	3,851	1,016	82	95	19	38	15	81	155	514	17

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
Workers	%	100.00%	76.01%	11.77%	09.67%	02.55%	00.21%	00.24%	00.05%	00.10%	00.04%	00.20%	00.39%	01.29%	00.04%
TOTAL WORKFORCE	#	285,078	220,849	34,660	25,161	4,408	340	496	200	396	156	509	264	1,938	109
	%	100.00%	77.47%	12.16%	08.83%	01.55%	00.12%	00.17%	00.07%	00.14%	00.05%	00.18%	00.09%	00.68%	00.04%

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 2010

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 Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	55	21	34	6	3	9	8	5	19	1	2	0	0	0	0	0	2
	%	100.01%	38.18%	61.83%	10.91%	05.45%	16.36%	14.55%	09.09%	34.55%	01.82%	03.64%	00.00%	00.00%	00.00%	00.00%	00.00%	03.64%
GS - 2	#	102	39	63	2	7	23	29	11	27	2	0	0	0	0	0	1	0
	%	99.99%	38.23%	61.76%	01.96%	06.86%	22.55%	28.43%	10.78%	26.47%	01.96%	00.00%	00.00%	00.00%	00.00%	00.00%	00.98%	00.00%
GS - 3	#	1,011	504	507	76	33	219	247	189	201	9	16	0	1	5	6	6	3
	%	99.98%	49.84%	50.14%	07.52%	03.26%	21.66%	24.43%	18.69%	19.88%	00.89%	01.58%	00.00%	00.10%	00.49%	00.59%	00.59%	00.30%
GS - 4	#	6,661	2,759	3,902	303	327	1,315	1,723	991	1,617	88	121	8	14	28	57	26	43
	%	100.02%	41.42%	58.60%	04.55%	04.91%	19.74%	25.87%	14.88%	24.28%	01.32%	01.82%	00.12%	00.21%	00.42%	00.86%	00.39%	00.65%
GS - 5	#	29,875	9,713	20,162	939	1,324	4,777	9,810	3,396	7,904	357	624	22	59	130	240	92	201
	%	100.00%	32.51%	67.49%	03.14%	04.43%	15.99%	32.84%	11.37%	26.46%	01.19%	02.09%	00.07%	00.20%	00.44%	00.80%	00.31%	00.67%
GS - 6	#	32,683	9,862	22,821	1,135	1,552	5,155	12,450	2,866	7,362	468	948	24	54	126	267	88	188
	%	100.01%	30.17%	69.84%	03.47%	04.75%	15.77%	38.09%	08.77%	22.53%	01.43%	02.90%	00.07%	00.17%	00.39%	00.82%	00.27%	00.58%
GS - 7	#	19,243	7,170	12,073	708	835	4,044	6,908	1,904	3,608	326	411	22	24	86	159	80	128
	%	100.01%	37.26%	62.75%	03.68%	04.34%	21.02%	35.90%	09.89%	18.75%	01.69%	02.14%	00.11%	00.12%	00.45%	00.83%	00.42%	00.67%
GS - 8	#	18,516	4,799	13,717	458	823	3,047	8,830	822	2,884	366	901	14	27	56	164	36	88
	%	100.02%	25.92%	74.10%	02.47%	04.44%	16.46%	47.69%	04.44%	15.58%	01.98%	04.87%	00.08%	00.15%	00.30%	00.89%	00.19%	00.48%
GS - 9	#	17,147	7,033	10,114	560	647	4,454	6,219	1,497	2,517	332	500	16	14	104	132	70	85
	%	100.02%	41.03%	58.99%	03.27%	03.77%	25.98%	36.27%	08.73%	14.68%	01.94%	02.92%	00.09%	00.08%	00.61%	00.77%	00.41%	00.50%
GS - 10	#	4,919	2,199	2,720	153	170	1,423	1,701	472	664	104	128	5	5	23	22	19	30
	%	100.01%	44.71%	55.30%	03.11%	03.46%	28.93%	34.58%	09.60%	13.50%	02.11%	02.60%	00.10%	00.10%	00.47%	00.45%	00.39%	00.61%
GS - 11	#	51,244	14,174	37,070	1,108	2,247	9,967	23,874	1,831	6,451	1,002	3,872	22	53	156	386	88	187
	%	99.98%	27.65%	72.33%	02.16%	04.38%	19.45%	46.59%	03.57%	12.59%	01.96%	07.56%	00.04%	00.10%	00.30%	00.75%	00.17%	00.36%

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 Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 12	#	20,807	8,666	12,141	477	654	6,550	8,511	1,063	1,994	420	739	13	11	97	138	46	94
	%	99.98%	41.65%	58.33%	02.29%	03.14%	31.48%	40.90%	05.11%	09.58%	02.02%	03.55%	00.06%	00.05%	00.47%	00.66%	00.22%	00.45%

GS - 13	#	26,972	8,571	18,401	520	802	6,769	13,675	790	2,745	369	934	8	24	66	130	49	91
	%	100.00%	31.78%	68.22%	01.93%	02.97%	25.10%	50.70%	02.93%	10.18%	01.37%	03.46%	00.03%	00.09%	00.24%	00.48%	00.18%	00.34%
GS - 14	#	5,512	2,627	2,885	98	114	2,141	2,112	252	528	107	102	1	2	14	16	14	11
	%	100.00%	47.65%	52.35%	01.78%	02.07%	38.84%	38.32%	04.57%	09.58%	01.94%	01.85%	00.02%	00.04%	00.25%	00.29%	00.25%	00.20%
GS - 15	#	20,141	13,231	6,910	742	427	9,546	4,201	526	487	2,200	1,647	16	10	144	105	57	33
	%	99.99%	65.68%	34.31%	03.68%	02.12%	47.40%	20.86%	02.61%	02.42%	10.92%	08.18%	00.08%	00.05%	00.71%	00.52%	00.28%	00.16%
All Other GS	#	19	7	12	0	0	7	10	0	1	0	0	0	0	0	1	0	0
	%	99.99%	36.84%	63.15%	00.00%	00.00%	36.84%	52.63%	00.00%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	05.26%	00.00%	00.00%
SES	#	322	209	113	12	4	173	92	15	16	4	1	1	0	3	0	1	0
	%	100.00%	64.91%	35.09%	03.73%	01.24%	53.73%	28.57%	04.66%	04.97%	01.24%	00.31%	00.31%	00.00%	00.93%	00.00%	00.31%	00.00%
TOTAL	#	255,229	91,584	163,645	7,297	9,969	59,619	100,400	16,630	39,025	6,155	10,946	172	298	1,038	1,823	673	1,184
	%	100.01%	35.89%	64.12%	02.86%	03.91%	23.36%	39.34%	06.52%	15.29%	02.41%	04.29%	00.07%	00.12%	00.41%	00.71%	00.26%	00.46%

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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability FY 2010

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	#	55	37	3	8	7	0	1	1	0	2	0	2	1	0
	%	100.00%	67.27%	05.45%	14.55%	12.73%	00.00%	01.82%	01.82%	00.00%	03.64%	00.00%	03.64%	01.82%	00.00%
GS - 2	#	102	71	3	16	12	0	1	0	2	1	2	5	0	1
	%	100.00%	69.61%	02.94%	15.69%	11.76%	00.00%	00.98%	00.00%	01.96%	00.98%	01.96%	04.90%	00.00%	00.98%
GS - 3	#	1,011	777	52	132	50	5	7	0	3	0	4	14	14	3
	%	100.00%	76.85%	05.14%	13.06%	04.95%	00.49%	00.69%	00.00%	00.30%	00.00%	00.40%	01.38%	01.38%	00.30%
GS - 4	#	6,661	5,040	492	866	263	53	36	5	22	9	15	29	89	5
	%	100.00%	75.66%	07.39%	13.00%	03.95%	00.80%	00.54%	00.08%	00.33%	00.14%	00.23%	00.44%	01.34%	00.08%
GS - 5	#	29,875	23,033	2,738	3,416	688	44	75	26	62	23	84	22	337	15
	%	100.00%	77.10%	09.16%	11.43%	02.30%	00.15%	00.25%	00.09%	00.21%	00.08%	00.28%	00.07%	01.13%	00.05%
GS - 6	#	32,683	25,379	3,581	3,212	511	50	49	20	42	13	69	5	246	17
	%	100.00%	77.65%	10.96%	09.83%	01.56%	00.15%	00.15%	00.06%	00.13%	00.04%	00.21%	00.02%	00.75%	00.05%
GS - 7	#	19,243	14,592	2,257	2,104	290	15	29	16	34	13	38	3	136	6
	%	100.00%	75.83%	11.73%	10.93%	01.51%	00.08%	00.15%	00.08%	00.18%	00.07%	00.20%	00.02%	00.71%	00.03%
GS - 8	#	18,516	16,070	1,109	1,181	156	7	15	5	10	5	25	3	83	3
	%	100.00%	86.79%	05.99%	06.38%	00.84%	00.04%	00.08%	00.03%	00.05%	00.03%	00.14%	00.02%	00.45%	00.02%
GS - 9	#	17,147	12,894	2,239	1,749	265	14	24	15	31	17	34	1	123	6
	%	100.00%	75.20%	13.06%	10.20%	01.55%	00.08%	00.14%	00.09%	00.18%	00.10%	00.20%	00.01%	00.72%	00.03%
GS - 10	#	4,919	3,630	685	530	74	6	2	9	8	2	13	0	33	1
	%	100.00%	73.80%	13.93%	10.77%	01.50%	00.12%	00.04%	00.18%	00.16%	00.04%	00.26%	00.00%	00.67%	00.02%
GS - 11	#	51,244	41,111	5,988	3,619	526	18	88	33	52	20	73	4	221	17
	%	100.00%	80.23%	11.69%	07.06%	01.03%	00.04%	00.17%	00.06%	00.10%	00.04%	00.14%	00.01%	00.43%	00.03%
GS - 12	#	20,807	15,956	2,685	1,900	266	16	46	27	36	18	32	0	84	7

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	
	%	100.00%	76.69%	12.90%	09.13%	01.28%	00.08%	00.22%	00.13%	00.17%	00.09%	00.15%	00.00%	00.40%	00.03%
GS - 13	#	26,972	20,139	4,820	1,823	190	7	34	11	30	6	29	0	67	6
	%	100.00%	74.67%	17.87%	06.76%	00.70%	00.03%	00.13%	00.04%	00.11%	00.02%	00.11%	00.00%	00.25%	00.02%
GS - 14	#	5,512	3,955	1,132	386	39	1	7	10	3	3	6	0	6	3
	%	100.00%	71.75%	20.54%	07.00%	00.71%	00.02%	00.13%	00.18%	00.05%	00.05%	00.11%	00.00%	00.11%	00.05%
GS - 15	#	20,141	16,882	2,367	786	106	2	4	9	22	10	15	0	41	3
	%	100.00%	83.82%	11.75%	03.90%	00.53%	00.01%	00.02%	00.04%	00.11%	00.05%	00.07%	00.00%	00.20%	00.01%
All Other GS	#	19	17	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.47%	10.53%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	322	229	66	22	5	0	1	1	3	0	0	0	0	0
	%	100.00%	71.12%	20.50%	06.83%	01.55%	00.00%	00.31%	00.31%	00.93%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	255,229	199,812	30,219	21,750	3,448	238	419	188	360	142	439	88	1,481	93
	%	100.00%	78.29%	11.84%	08.52%	01.35%	00.09%	00.16%	00.07%	00.14%	00.06%	00.17%	00.03%	00.58%	00.04%

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

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

Percentages are based on row totals.

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2010

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 Races/Undisclosed			
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	55	21	34	6	3	9	8	5	19	1	2	0	0	0	0	0	2
	%	00.02%	00.02%	00.02%	00.08%	00.03%	00.02%	00.01%	00.03%	00.05%	00.02%	00.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.17%
GS - 2	#	102	39	63	2	7	23	29	11	27	2	0	0	0	0	0	1	0
	%	00.04%	00.04%	00.04%	00.03%	00.07%	00.04%	00.03%	00.07%	00.07%	00.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.15%	00.00%
GS - 3	#	1,011	504	507	76	33	219	247	189	201	9	16	0	1	5	6	6	3
	%	00.40%	00.55%	00.31%	01.04%	00.33%	00.37%	00.25%	01.14%	00.52%	00.15%	00.15%	00.00%	00.34%	00.48%	00.33%	00.89%	00.25%
GS - 4	#	6,661	2,759	3,902	303	327	1,315	1,723	991	1,617	88	121	8	14	28	57	26	43
	%	02.61%	03.01%	02.38%	04.15%	03.28%	02.21%	01.72%	05.96%	04.14%	01.43%	01.11%	04.65%	04.70%	02.70%	03.13%	03.86%	03.63%
GS - 5	#	29,875	9,713	20,162	939	1,324	4,777	9,810	3,396	7,904	357	624	22	59	130	240	92	201
	%	11.71%	10.61%	12.32%	12.87%	13.28%	08.01%	09.77%	20.42%	20.25%	05.80%	05.70%	12.79%	19.80%	12.52%	13.17%	13.67%	16.98%
GS - 6	#	32,683	9,862	22,821	1,135	1,552	5,155	12,450	2,866	7,362	468	948	24	54	126	267	88	188
	%	12.81%	10.77%	13.95%	15.55%	15.57%	08.65%	12.40%	17.23%	18.86%	07.60%	08.66%	13.95%	18.12%	12.14%	14.65%	13.08%	15.88%
GS - 7	#	19,243	7,170	12,073	708	835	4,044	6,908	1,904	3,608	326	411	22	24	86	159	80	128
	%	07.54%	07.83%	07.38%	09.70%	08.38%	06.78%	06.88%	11.45%	09.25%	05.30%	03.75%	12.79%	08.05%	08.29%	08.72%	11.89%	10.81%
GS - 8	#	18,516	4,799	13,717	458	823	3,047	8,830	822	2,884	366	901	14	27	56	164	36	88
	%	07.25%	05.24%	08.38%	06.28%	08.26%	05.11%	08.79%	04.94%	07.39%	05.95%	08.23%	08.14%	09.06%	05.39%	09.00%	05.35%	07.43%
GS - 9	#	17,147	7,033	10,114	560	647	4,454	6,219	1,497	2,517	332	500	16	14	104	132	70	85
	%	06.72%	07.68%	06.18%	07.67%	06.49%	07.47%	06.19%	09.00%	06.45%	05.39%	04.57%	09.30%	04.70%	10.02%	07.24%	10.40%	07.18%
GS - 10	#	4,919	2,199	2,720	153	170	1,423	1,701	472	664	104	128	5	5	23	22	19	30
	%	01.93%	02.40%	01.66%	02.10%	01.71%	02.39%	01.69%	02.84%	01.70%	01.69%	01.17%	02.91%	01.68%	02.22%	01.21%	02.82%	02.53%
GS -	#	51,244	14,174	37,070	1,108	2,247	9,967	23,874	1,831	6,451	1,002	3,872	22	53	156	386	88	187

AII 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 Races/Undisclosed		
						male	female	male	female	male	female	male	female	male	female	male	female	male
11	%	20.08%	15.48%	22.65%	15.18%	22.54%	16.72%	23.78%	11.01%	16.53%	16.28%	35.37%	12.79%	17.79%	15.03%	21.17%	13.08%	15.79%
GS - 12	#	20,807	8,666	12,141	477	654	6,550	8,511	1,063	1,994	420	739	13	11	97	138	46	94
	%	08.15%	09.46%	07.42%	06.54%	06.56%	10.99%	08.48%	06.39%	05.11%	06.82%	06.75%	07.56%	03.69%	09.34%	07.57%	06.84%	07.94%
GS - 13	#	26,972	8,571	18,401	520	802	6,769	13,675	790	2,745	369	934	8	24	66	130	49	91
	%	10.57%	09.36%	11.24%	07.13%	08.04%	11.35%	13.62%	04.75%	07.03%	06.00%	08.53%	04.65%	08.05%	06.36%	07.13%	07.28%	07.69%
GS - 14	#	5,512	2,627	2,885	98	114	2,141	2,112	252	528	107	102	1	2	14	16	14	11
	%	02.16%	02.87%	01.76%	01.34%	01.14%	03.59%	02.10%	01.52%	01.35%	01.74%	00.93%	00.58%	00.67%	01.35%	00.88%	02.08%	00.93%
GS - 15	#	20,141	13,231	6,910	742	427	9,546	4,201	526	487	2,200	1,647	16	10	144	105	57	33
	%	07.89%	14.45%	04.22%	10.17%	04.28%	16.01%	04.18%	03.16%	01.25%	35.74%	15.05%	09.30%	03.36%	13.87%	05.76%	08.47%	02.79%
All Other GS	#	19	7	12	0	0	7	10	0	1	0	0	0	0	0	1	0	0
	%	00.01%	00.01%	00.01%	00.00%	00.00%	00.01%	00.01%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.05%	00.00%	00.00%
SES	#	322	209	113	12	4	173	92	15	16	4	1	1	0	3	0	1	0
	%	00.13%	00.23%	00.07%	00.16%	00.04%	00.29%	00.09%	00.09%	00.04%	00.06%	00.01%	00.58%	00.00%	00.29%	00.00%	00.15%	00.00%
TOTAL	#	255,229	91,584	163,645	7,297	9,969	59,619	100,400	16,630	39,025	6,155	10,946	172	298	1,038	1,823	673	1,184
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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 column totals

Table reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability FY 2010

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	#	55	37	3	8	7	0	1	1	0	2	0	2	1	0
	%	00.02%	00.02%	00.01%	00.04%	00.20%	00.00%	00.24%	00.53%	00.00%	01.41%	00.00%	02.27%	00.07%	00.00%
GS - 2	#	102	71	3	16	12	0	1	0	2	1	2	5	0	1
	%	00.04%	00.04%	00.01%	00.07%	00.35%	00.00%	00.24%	00.00%	00.56%	00.70%	00.46%	05.68%	00.00%	01.08%
GS - 3	#	1,011	777	52	132	50	5	7	0	3	0	4	14	14	3
	%	00.40%	00.39%	00.17%	00.61%	01.45%	02.10%	01.67%	00.00%	00.83%	00.00%	00.91%	15.91%	00.95%	03.23%
GS - 4	#	6,661	5,040	492	866	263	53	36	5	22	9	15	29	89	5
	%	02.61%	02.52%	01.63%	03.98%	07.63%	22.27%	08.59%	02.66%	06.11%	06.34%	03.42%	32.95%	06.01%	05.38%
GS - 5	#	29,875	23,033	2,738	3,416	688	44	75	26	62	23	84	22	337	15
	%	11.71%	11.53%	09.06%	15.71%	19.95%	18.49%	17.90%	13.83%	17.22%	16.20%	19.13%	25.00%	22.75%	16.13%
GS - 6	#	32,683	25,379	3,581	3,212	511	50	49	20	42	13	69	5	246	17
	%	12.81%	12.70%	11.85%	14.77%	14.82%	21.01%	11.69%	10.64%	11.67%	09.15%	15.72%	05.68%	16.61%	18.28%
GS - 7	#	19,243	14,592	2,257	2,104	290	15	29	16	34	13	38	3	136	6
	%	07.54%	07.30%	07.47%	09.67%	08.41%	06.30%	06.92%	08.51%	09.44%	09.15%	08.66%	03.41%	09.18%	06.45%
GS - 8	#	18,516	16,070	1,109	1,181	156	7	15	5	10	5	25	3	83	3
	%	07.25%	08.04%	03.67%	05.43%	04.52%	02.94%	03.58%	02.66%	02.78%	03.52%	05.69%	03.41%	05.60%	03.23%
GS - 9	#	17,147	12,894	2,239	1,749	265	14	24	15	31	17	34	1	123	6
	%	06.72%	06.45%	07.41%	08.04%	07.69%	05.88%	05.73%	07.98%	08.61%	11.97%	07.74%	01.14%	08.31%	06.45%
GS - 10	#	4,919	3,630	685	530	74	6	2	9	8	2	13	0	33	1
	%	01.93%	01.82%	02.27%	02.44%	02.15%	02.52%	00.48%	04.79%	02.22%	01.41%	02.96%	00.00%	02.23%	01.08%
GS - 11	#	51,244	41,111	5,988	3,619	526	18	88	33	52	20	73	4	221	17
	%	20.08%	20.57%	19.82%	16.64%	15.26%	07.56%	21.00%	17.55%	14.44%	14.08%	16.63%	04.55%	14.92%	18.28%
GS - 12	#	20,807	15,956	2,685	1,900	266	16	46	27	36	18	32	0	84	7

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	
	%	08.15%	07.99%	08.89%	08.74%	07.71%	06.72%	10.98%	14.36%	10.00%	12.68%	07.29%	00.00%	05.67%	07.53%
GS - 13	#	26,972	20,139	4,820	1,823	190	7	34	11	30	6	29	0	67	6
	%	10.57%	10.08%	15.95%	08.38%	05.51%	02.94%	08.11%	05.85%	08.33%	04.23%	06.61%	00.00%	04.52%	06.45%
GS - 14	#	5,512	3,955	1,132	386	39	1	7	10	3	3	6	0	6	3
	%	02.16%	01.98%	03.75%	01.77%	01.13%	00.42%	01.67%	05.32%	00.83%	02.11%	01.37%	00.00%	00.41%	03.23%
GS - 15	#	20,141	16,882	2,367	786	106	2	4	9	22	10	15	0	41	3
	%	07.89%	08.45%	07.83%	03.61%	03.07%	00.84%	00.95%	04.79%	06.11%	07.04%	03.42%	00.00%	02.77%	03.23%
All Other GS	#	19	17	2	0	0	0	0	0	0	0	0	0	0	0
	%	00.01%	00.01%	00.01%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	322	229	66	22	5	0	1	1	3	0	0	0	0	0
	%	00.13%	00.11%	00.22%	00.10%	00.15%	00.00%	00.24%	00.53%	00.83%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	255,229	199,812	30,219	21,750	3,448	238	419	188	360	142	439	88	1,481	93
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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 column totals

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2010

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 Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	916	770	146	44	8	310	54	389	72	14	9	1	0	6	1	6	2
	%	100.01%	84.07%	15.94%	04.80%	00.87%	33.84%	05.90%	42.47%	07.86%	01.53%	00.98%	00.11%	00.00%	00.66%	00.11%	00.66%	00.22%
Grade - 2	#	9,898	7,856	2,042	496	125	2,930	803	4,153	1,024	120	52	19	2	105	30	33	6
	%	99.99%	79.36%	20.63%	05.01%	01.26%	29.60%	08.11%	41.96%	10.35%	01.21%	00.53%	00.19%	00.02%	01.06%	00.30%	00.33%	00.06%
Grade - 3	#	2,936	2,103	833	183	62	692	265	1,160	462	31	17	2	1	25	21	10	5
	%	100.01%	71.63%	28.38%	06.23%	02.11%	23.57%	09.03%	39.51%	15.74%	01.06%	00.58%	00.07%	00.03%	00.85%	00.72%	00.34%	00.17%
Grade - 4	#	1,258	728	530	55	25	279	208	352	273	28	15	0	1	8	6	6	2
	%	100.01%	57.88%	42.13%	04.37%	01.99%	22.18%	16.53%	27.98%	21.70%	02.23%	01.19%	00.00%	00.08%	00.64%	00.48%	00.48%	00.16%
Grade - 5	#	1,178	1,098	80	109	8	584	41	359	28	26	2	3	0	8	1	9	0
	%	100.00%	93.21%	06.79%	09.25%	00.68%	49.58%	03.48%	30.48%	02.38%	02.21%	00.17%	00.25%	00.00%	00.68%	00.08%	00.76%	00.00%
Grade - 6	#	1,450	1,307	143	120	5	679	65	453	65	31	7	2	0	15	1	7	0
	%	99.99%	90.14%	09.85%	08.28%	00.34%	46.83%	04.48%	31.24%	04.48%	02.14%	00.48%	00.14%	00.00%	01.03%	00.07%	00.48%	00.00%
Grade - 7	#	742	697	45	80	5	340	17	246	22	15	0	1	0	14	0	1	1
	%	99.97%	93.92%	06.05%	10.78%	00.67%	45.82%	02.29%	33.15%	02.96%	02.02%	00.00%	00.13%	00.00%	01.89%	00.00%	00.13%	00.13%
Grade - 8	#	767	723	44	61	0	439	20	190	23	21	1	0	0	6	0	6	0
	%	100.00%	94.26%	05.74%	07.95%	00.00%	57.24%	02.61%	24.77%	03.00%	02.74%	00.13%	00.00%	00.00%	00.78%	00.00%	00.78%	00.00%
Grade - 9	#	1,197	1,165	32	121	1	789	22	215	8	22	0	3	1	8	0	7	0
	%	99.99%	97.32%	02.67%	10.11%	00.08%	65.91%	01.84%	17.96%	00.67%	01.84%	00.00%	00.25%	00.08%	00.67%	00.00%	00.58%	00.00%
Grade - 10	#	2,712	2,687	25	197	2	1,999	18	361	4	83	0	8	0	28	1	11	0
	%	99.99%	99.07%	00.92%	07.26%	00.07%	73.71%	00.66%	13.31%	00.15%	03.06%	00.00%	00.29%	00.00%	01.03%	00.04%	00.41%	00.00%
Grade -	#	937	928	9	57	1	691	7	134	1	25	0	4	0	13	0	4	0

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
11	%	100.02%	99.05%	00.97%	06.08%	00.11%	73.75%	00.75%	14.30%	00.11%	02.67%	00.00%	00.43%	00.00%	01.39%	00.00%	00.43%	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	#	23,997	20,068	3,929	1,523	242	9,738	1,520	8,012	1,982	416	103	43	5	236	61	100	16
	%	100.00%	83.63%	16.37%	06.35%	01.01%	40.58%	06.33%	33.39%	08.26%	01.73%	00.43%	00.18%	00.02%	00.98%	00.25%	00.42%	00.07%

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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability FY 2010

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	#	916	686	48	136	46	1	1	1	2	2	3	12	23	1
	%	100.00%	74.89%	05.24%	14.85%	05.02%	00.11%	00.11%	00.11%	00.22%	00.22%	00.33%	01.31%	02.51%	00.11%
Grade - 2	#	9,898	7,134	883	1,362	519	63	35	4	15	5	40	113	237	7
	%	100.00%	72.08%	08.92%	13.76%	05.24%	00.64%	00.35%	00.04%	00.15%	00.05%	00.40%	01.14%	02.39%	00.07%
Grade - 3	#	2,936	2,050	447	321	118	12	12	0	4	3	4	24	58	1
	%	100.00%	69.82%	15.22%	10.93%	04.02%	00.41%	00.41%	00.00%	00.14%	00.10%	00.14%	00.82%	01.98%	00.03%
Grade - 4	#	1,258	839	268	114	37	10	3	1	3	1	4	7	8	0
	%	100.00%	66.69%	21.30%	09.06%	02.94%	00.79%	00.24%	00.08%	00.24%	00.08%	00.32%	00.56%	00.64%	00.00%
Grade - 5	#	1,178	810	190	148	30	2	2	1	1	0	4	2	17	1
	%	100.00%	68.76%	16.13%	12.56%	02.55%	00.17%	00.17%	00.08%	00.08%	00.00%	00.34%	00.17%	01.44%	00.08%
Grade - 6	#	1,450	948	316	166	20	1	4	0	0	0	2	1	12	0
	%	100.00%	65.38%	21.79%	11.45%	01.38%	00.07%	00.28%	00.00%	00.00%	00.00%	00.14%	00.07%	00.83%	00.00%
Grade - 7	#	742	488	163	78	13	2	0	0	0	0	1	2	8	0
	%	100.00%	65.77%	21.97%	10.51%	01.75%	00.27%	00.00%	00.00%	00.00%	00.00%	00.13%	00.27%	01.08%	00.00%
Grade - 8	#	767	495	181	75	16	2	1	0	0	0	1	0	12	0
	%	100.00%	64.54%	23.60%	09.78%	02.09%	00.26%	00.13%	00.00%	00.00%	00.00%	00.13%	00.00%	01.56%	00.00%
Grade - 9	#	1,197	793	246	141	17	3	0	0	1	1	3	1	8	0
	%	100.00%	66.25%	20.55%	11.78%	01.42%	00.25%	00.00%	00.00%	00.08%	00.08%	00.25%	00.08%	00.67%	00.00%
Grade - 10	#	2,712	1,973	444	269	26	1	5	1	2	1	1	0	15	0
	%	100.00%	72.75%	16.37%	09.92%	00.96%	00.04%	00.18%	00.04%	00.07%	00.04%	00.04%	00.00%	00.55%	00.00%
Grade - 11	#	937	651	171	105	10	0	1	1	1	0	0	1	5	1
	%	100.00%	69.48%	18.25%	11.21%	01.07%	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

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	
	%	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	#	23,997	16,872	3,358	2,915	852	97	64	9	29	13	63	163	403	11
	%	100.00%	70.31%	13.99%	12.15%	03.55%	00.40%	00.27%	00.04%	00.12%	00.05%	00.26%	00.68%	01.68%	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 A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex FY 2010

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
Grade - 1	#	916	770	146	44	8	310	54	389	72	14	9	1	0	6	1	6	2
	%	03.82%	03.84%	03.72%	02.89%	03.31%	03.18%	03.55%	04.86%	03.63%	03.37%	08.74%	02.33%	00.00%	02.54%	01.64%	06.00%	12.50%
Grade - 2	#	9,898	7,856	2,042	496	125	2,930	803	4,153	1,024	120	52	19	2	105	30	33	6
	%	41.25%	39.15%	51.97%	32.57%	51.65%	30.09%	52.83%	51.83%	51.66%	28.85%	50.49%	44.19%	40.00%	44.49%	49.18%	33.00%	37.50%
Grade - 3	#	2,936	2,103	833	183	62	692	265	1,160	462	31	17	2	1	25	21	10	5
	%	12.23%	10.48%	21.20%	12.02%	25.62%	07.11%	17.43%	14.48%	23.31%	07.45%	16.50%	04.65%	20.00%	10.59%	34.43%	10.00%	31.25%
Grade - 4	#	1,258	728	530	55	25	279	208	352	273	28	15	0	1	8	6	6	2
	%	05.24%	03.63%	13.49%	03.61%	10.33%	02.87%	13.68%	04.39%	13.77%	06.73%	14.56%	00.00%	20.00%	03.39%	09.84%	06.00%	12.50%
Grade - 5	#	1,178	1,098	80	109	8	584	41	359	28	26	2	3	0	8	1	9	0
	%	04.91%	05.47%	02.04%	07.16%	03.31%	06.00%	02.70%	04.48%	01.41%	06.25%	01.94%	06.98%	00.00%	03.39%	01.64%	09.00%	00.00%
Grade - 6	#	1,450	1,307	143	120	5	679	65	453	65	31	7	2	0	15	1	7	0
	%	06.04%	06.51%	03.64%	07.88%	02.07%	06.97%	04.28%	05.65%	03.28%	07.45%	06.80%	04.65%	00.00%	06.36%	01.64%	07.00%	00.00%
Grade - 7	#	742	697	45	80	5	340	17	246	22	15	0	1	0	14	0	1	1
	%	03.09%	03.47%	01.15%	05.25%	02.07%	03.49%	01.12%	03.07%	01.11%	03.61%	00.00%	02.33%	00.00%	05.93%	00.00%	01.00%	06.25%
Grade - 8	#	767	723	44	61	0	439	20	190	23	21	1	0	0	6	0	6	0
	%	03.20%	03.60%	01.12%	04.01%	00.00%	04.51%	01.32%	02.37%	01.16%	05.05%	00.97%	00.00%	00.00%	02.54%	00.00%	06.00%	00.00%
Grade - 9	#	1,197	1,165	32	121	1	789	22	215	8	22	0	3	1	8	0	7	0
	%	04.99%	05.81%	00.81%	07.94%	00.41%	08.10%	01.45%	02.68%	00.40%	05.29%	00.00%	06.98%	20.00%	03.39%	00.00%	07.00%	00.00%
Grade - 10	#	2,712	2,687	25	197	2	1,999	18	361	4	83	0	8	0	28	1	11	0
	%	11.30%	13.39%	00.64%	12.93%	00.83%	20.53%	01.18%	04.51%	00.20%	19.95%	00.00%	18.60%	00.00%	11.86%	01.64%	11.00%	00.00%
Grade	#	937	928	9	57	1	691	7	134	1	25	0	4	0	13	0	4	0

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
- 11	%	03.90%	04.62%	00.23%	03.74%	00.41%	07.10%	00.46%	01.67%	00.05%	06.01%	00.00%	09.30%	00.00%	05.51%	00.00%	04.00%	00.00%
Grade - 12	#	6	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	00.03%	00.03%	00.00%	00.00%	00.00%	00.06%	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	#	23,997	20,068	3,929	1,523	242	9,738	1,520	8,012	1,982	416	103	43	5	236	61	100	16
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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 column totals

Table reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability FY 2010

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	#	916	686	48	136	46	1	1	1	2	2	3	12	23	1
	%	03.82%	04.07%	01.43%	04.67%	05.40%	01.03%	01.56%	11.11%	06.90%	15.38%	04.76%	07.36%	05.71%	09.09%
Grade - 2	#	9,898	7,134	883	1,362	519	63	35	4	15	5	40	113	237	7
	%	41.25%	42.28%	26.30%	46.72%	60.92%	64.95%	54.69%	44.44%	51.72%	38.46%	63.49%	69.33%	58.81%	63.64%
Grade - 3	#	2,936	2,050	447	321	118	12	12	0	4	3	4	24	58	1
	%	12.23%	12.15%	13.31%	11.01%	13.85%	12.37%	18.75%	00.00%	13.79%	23.08%	06.35%	14.72%	14.39%	09.09%
Grade - 4	#	1,258	839	268	114	37	10	3	1	3	1	4	7	8	0
	%	05.24%	04.97%	07.98%	03.91%	04.34%	10.31%	04.69%	11.11%	10.34%	07.69%	06.35%	04.29%	01.99%	00.00%
Grade - 5	#	1,178	810	190	148	30	2	2	1	1	0	4	2	17	1
	%	04.91%	04.80%	05.66%	05.08%	03.52%	02.06%	03.13%	11.11%	03.45%	00.00%	06.35%	01.23%	04.22%	09.09%
Grade - 6	#	1,450	948	316	166	20	1	4	0	0	0	2	1	12	0
	%	06.04%	05.62%	09.41%	05.69%	02.35%	01.03%	06.25%	00.00%	00.00%	00.00%	03.17%	00.61%	02.98%	00.00%
Grade - 7	#	742	488	163	78	13	2	0	0	0	0	1	2	8	0
	%	03.09%	02.89%	04.85%	02.68%	01.53%	02.06%	00.00%	00.00%	00.00%	00.00%	01.59%	01.23%	01.99%	00.00%
Grade - 8	#	767	495	181	75	16	2	1	0	0	0	1	0	12	0
	%	03.20%	02.93%	05.39%	02.57%	01.88%	02.06%	01.56%	00.00%	00.00%	00.00%	01.59%	00.00%	02.98%	00.00%
Grade - 9	#	1,197	793	246	141	17	3	0	0	1	1	3	1	8	0
	%	04.99%	04.70%	07.33%	04.84%	02.00%	03.09%	00.00%	00.00%	03.45%	07.69%	04.76%	00.61%	01.99%	00.00%
Grade - 10	#	2,712	1,973	444	269	26	1	5	1	2	1	1	0	15	0
	%	11.30%	11.69%	13.22%	09.23%	03.05%	01.03%	07.81%	11.11%	06.90%	07.69%	01.59%	00.00%	03.72%	00.00%
Grade - 11	#	937	651	171	105	10	0	1	1	1	0	0	1	5	1
	%	03.90%	03.86%	05.09%	03.60%	01.17%	00.00%	01.56%	11.11%	03.45%	00.00%	00.00%	00.61%	01.24%	09.09%
Grade - 12	#	6	5	1	0	0	0	0	0	0	0	0	0	0	0

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	
	%	00.03%	00.03%	00.03%	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	#	23,997	16,872	3,358	2,915	852	97	64	9	29	13	63	163	403	11
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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 column totals

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2010

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 Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
0083 Police	#	2,955	2,752	203	297	14	1,742	106	590	78	61	2	10	1	28	2	24	0
	%	100.00%	93.13%	06.87%	10.05%	00.47%	58.95%	03.59%	19.97%	02.64%	02.06%	00.07%	00.34%	00.03%	00.95%	00.07%	00.81%	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	#	2,205	1,190	1,015	77	70	775	648	286	254	18	18	4	1	17	12	13	12
	%	100.00%	53.97%	46.03%	03.49%	03.17%	35.15%	29.39%	12.97%	11.52%	00.82%	00.82%	00.18%	00.05%	00.77%	00.54%	00.59%	00.54%
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	#	2,717	789	1,928	65	152	516	1,123	172	550	17	54	1	5	10	24	8	20
	%	100.00%	29.04%	70.95%	02.39%	05.59%	18.99%	41.33%	06.33%	20.24%	00.63%	01.99%	00.04%	00.18%	00.37%	00.88%	00.29%	00.74%
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	#	261	91	170	8	11	34	48	43	100	4	3	0	0	0	4	2	4
	%	100.00%	34.88%	65.12%	03.07%	04.21%	13.03%	18.39%	16.48%	38.31%	01.53%	01.15%	00.00%	00.00%	00.00%	01.53%	00.77%	01.53%
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	#	6,531	2,346	4,185	206	251	1,468	2,528	546	1,204	83	112	6	6	23	45	14	39
	%	100.00%	35.91%	64.08%	03.15%	03.84%	22.48%	38.71%	08.36%	18.44%	01.27%	01.71%	00.09%	00.09%	00.35%	00.69%	00.21%	00.60%
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	#	575	295	280	16	21	235	208	33	48	5	1	1	1	3	1	2	0
	%	100.00%	51.30%	48.68%	02.78%	03.65%	40.87%	36.17%	05.74%	08.35%	00.87%	00.17%	00.17%	00.17%	00.52%	00.17%	00.35%	00.00%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis	#	3,919	1,379	2,540	92	121	970	1,651	243	637	56	92	0	2	6	19	12	18
	%	100.00%	35.19%	64.81%	02.35%	03.09%	24.75%	42.13%	06.20%	16.25%	01.43%	02.35%	00.00%	00.05%	00.15%	00.48%	00.31%	00.46%
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%

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 Races/Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
0501 Financial Administration and Program	#	527	160	367	5	29	124	255	25	72	4	6	0	0	0	4	2	1
	%	100.00%	30.36%	69.64%	00.95%	05.50%	23.53%	48.39%	04.74%	13.66%	00.76%	01.14%	00.00%	00.00%	00.00%	00.76%	00.38%	00.19%
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	#	189	95	94	8	8	68	53	14	26	2	5	0	0	1	1	2	1
	%	100.00%	50.27%	49.74%	04.23%	04.23%	35.98%	28.04%	07.41%	13.76%	01.06%	02.65%	00.00%	00.00%	00.53%	00.53%	01.06%	00.53%
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	#	17,557	11,610	5,947	674	393	8,174	3,462	442	377	2,124	1,582	14	9	135	99	47	25
	%	100.00%	66.14%	33.87%	03.84%	02.24%	46.56%	19.72%	02.52%	02.15%	12.10%	09.01%	00.08%	00.05%	00.77%	00.56%	00.27%	00.14%
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	#	51,591	8,121	43,470	721	2,341	5,748	28,564	796	7,374	702	4,518	13	63	101	429	40	181
	%	100.00%	15.75%	84.26%	01.40%	04.54%	11.14%	55.37%	01.54%	14.29%	01.36%	08.76%	00.03%	00.12%	00.20%	00.83%	00.08%	00.35%
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	#	12,658	2,107	10,551	247	626	1,214	5,953	434	3,230	159	501	4	25	28	135	21	81
	%	100.00%	16.65%	83.37%	01.95%	04.95%	09.59%	47.03%	03.43%	25.52%	01.26%	03.96%	00.03%	00.20%	00.22%	01.07%	00.17%	00.64%
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	#	9,499	2,626	6,873	244	427	998	2,325	1,228	3,599	108	376	5	14	28	74	15	58
	%	100.00%	27.65%	72.37%	02.57%	04.50%	10.51%	24.48%	12.93%	37.89%	01.14%	03.96%	00.05%	00.15%	00.29%	00.78%	00.16%	00.61%
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	#	4,290	1,188	3,102	89	246	770	1,982	121	380	185	436	0	3	12	43	11	12
	%	100.00%	27.69%	72.30%	02.07%	05.73%	17.95%	46.20%	02.82%	08.86%	04.31%	10.16%	00.00%	00.07%	00.28%	01.00%	00.26%	00.28%
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	#	3,102	1,425	1,677	144	90	916	1,261	246	251	96	43	1	0	13	20	9	12
	%	100.00%	45.93%	54.06%	04.64%	02.90%	29.53%	40.65%	07.93%	08.09%	03.09%	01.39%	00.03%	00.00%	00.42%	00.64%	00.29%	00.39%

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
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	#	6,323	2,529	3,794	94	207	2,010	2,464	122	363	275	684	1	4	19	48	8	24
	%	100.00%	40.01%	60.00%	01.49%	03.27%	31.79%	38.97%	01.93%	05.74%	04.35%	10.82%	00.02%	00.06%	00.30%	00.76%	00.13%	00.38%
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	#	2,172	285	1,887	16	112	155	1,180	91	508	18	52	0	2	5	25	0	8
	%	100.00%	13.13%	86.88%	00.74%	05.16%	07.14%	54.33%	04.19%	23.39%	00.83%	02.39%	00.00%	00.09%	00.23%	01.15%	00.00%	00.37%
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	#	907	428	479	7	12	364	361	34	81	16	21	0	0	4	3	3	1
	%	100.00%	47.18%	52.81%	00.77%	01.32%	40.13%	39.80%	03.75%	08.93%	01.76%	02.32%	00.00%	00.00%	00.44%	00.33%	00.33%	00.11%
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	#	132	31	101	1	3	13	38	16	55	1	3	0	0	0	0	0	2
	%	100.00%	23.49%	76.52%	00.76%	02.27%	09.85%	28.79%	12.12%	41.67%	00.76%	02.27%	00.00%	00.00%	00.00%	00.00%	00.00%	01.52%
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	#	11,382	5,315	6,067	308	309	3,600	3,609	1,057	1,758	161	160	15	7	92	101	82	123
	%	100.00%	46.70%	53.31%	02.71%	02.71%	31.63%	31.71%	09.29%	15.45%	01.41%	01.41%	00.13%	00.06%	00.81%	00.89%	00.72%	01.08%
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	#	2,056	968	1,088	81	59	543	546	283	432	34	28	5	1	10	11	12	11
	%	100.00%	47.07%	52.93%	03.94%	02.87%	26.41%	26.56%	13.76%	21.01%	01.65%	01.36%	00.24%	00.05%	00.49%	00.54%	00.58%	00.54%
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	#	472	259	213	21	14	188	148	36	38	13	6	0	3	1	3	0	1
	%	100.00%	54.87%	45.14%	04.45%	02.97%	39.83%	31.36%	07.63%	08.05%	02.75%	01.27%	00.00%	00.64%	00.21%	00.64%	00.00%	00.21%
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	#	471	198	273	9	16	148	169	35	78	3	9	0	0	1	1	2	0

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Specialist	%	100.00%	42.03%	57.96%	01.91%	03.40%	31.42%	35.88%	07.43%	16.56%	00.64%	01.91%	00.00%	00.00%	00.21%	00.21%	00.42%	00.00%
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	#	197	141	56	8	4	117	36	14	11	2	1	0	0	0	1	0	3
	%	100.00%	71.58%	28.42%	04.06%	02.03%	59.39%	18.27%	07.11%	05.58%	01.02%	00.51%	00.00%	00.00%	00.00%	00.51%	00.00%	01.52%
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	#	94	68	26	2	3	49	12	10	8	1	1	0	0	3	0	3	2
	%	100.00%	72.34%	27.66%	02.13%	03.19%	52.13%	12.77%	10.64%	08.51%	01.06%	01.06%	00.00%	00.00%	03.19%	00.00%	03.19%	02.13%
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	#	61	56	5	4	0	33	3	15	1	1	1	0	0	0	0	3	0
	%	100.00%	91.81%	08.20%	06.56%	00.00%	54.10%	04.92%	24.59%	01.64%	01.64%	01.64%	00.00%	00.00%	00.00%	00.00%	04.92%	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	#	6,151	4,415	1,736	316	87	3,067	1,171	685	345	255	104	6	1	45	13	41	15
	%	100.00%	71.79%	28.22%	05.14%	01.41%	49.86%	19.04%	11.14%	05.61%	04.15%	01.69%	00.10%	00.02%	00.73%	00.21%	00.67%	00.24%
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	#	537	522	15	56	2	364	11	77	1	11	0	2	0	3	1	9	0
	%	100.00%	97.21%	02.80%	10.43%	00.37%	67.78%	02.05%	14.34%	00.19%	02.05%	00.00%	00.37%	00.00%	00.56%	00.19%	01.68%	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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2010

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	#	2,955	2,515	173	260	7	0	3	0	3	0	1	0	0	0
	%	100.00%	85.11%	05.85%	08.80%	00.24%	00.00%	00.10%	00.00%	00.10%	00.00%	00.03%	00.00%	00.00%	00.00%
0101 Social Science	#	2,205	1,493	205	421	86	1	11	9	12	8	3	1	39	2
	%	100.00%	67.71%	09.30%	19.09%	03.90%	00.05%	00.50%	00.41%	00.54%	00.36%	00.14%	00.05%	01.77%	00.09%
0201 Human Resources Management	#	2,717	2,088	292	305	32	1	6	1	3	0	9	0	12	0
	%	100.00%	76.85%	10.75%	11.23%	01.18%	00.04%	00.22%	00.04%	00.11%	00.00%	00.33%	00.00%	00.44%	00.00%
0260 Equal Employment Opportunity	#	261	164	43	43	11	0	1	0	1	1	0	0	7	1
	%	100.00%	62.84%	16.48%	16.48%	04.21%	00.00%	00.38%	00.00%	00.38%	00.38%	00.00%	00.00%	02.68%	00.38%
0301 Miscellaneous Administration and Program	#	6,531	4,507	1,225	725	74	0	6	6	12	4	10	0	35	1
	%	100.00%	69.01%	18.76%	11.10%	01.13%	00.00%	00.09%	00.09%	00.18%	00.06%	00.15%	00.00%	00.54%	00.02%
0340 Program Management	#	575	399	128	44	4	0	0	1	2	0	0	0	1	0
	%	100.00%	69.39%	22.26%	07.65%	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	#	3,919	2,902	634	345	38	2	9	4	7	0	5	0	9	2
	%	100.00%	74.05%	16.18%	08.80%	00.97%	00.05%	00.23%	00.10%	00.18%	00.00%	00.13%	00.00%	00.23%	00.05%
0501 Financial Administration and Program	#	527	404	79	40	4	0	1	1	0	0	0	0	2	0
	%	100.00%	76.66%	14.99%	07.59%	00.76%	00.00%	00.19%	00.19%	00.00%	00.00%	00.00%	00.00%	00.38%	00.00%
0511 Auditing	#	189	141	19	26	3	1	0	0	0	0	1	0	1	0
	%	100.00%	74.60%	10.05%	13.76%	01.59%	00.53%	00.00%	00.00%	00.00%	00.00%	00.53%	00.00%	00.53%	00.00%
0602 Medical Officer	#	17,557	15,029	1,790	644	94	1	1	9	19	10	14	0	38	2
	%	100.00%	85.60%	10.20%	03.67%	00.54%	00.01%	00.01%	00.05%	00.11%	00.06%	00.08%	00.00%	00.22%	00.01%
0610 Nurse	#	51,591	42,377	6,250	2,678	286	6	28	8	10	2	50	3	164	15
	%	100.00%	82.14%	12.11%	05.19%	00.55%	00.01%	00.05%	00.02%	00.02%	00.00%	00.10%	00.01%	00.32%	00.03%
0620 Practical Nurse	#	12,658	10,644	1,093	823	98	2	14	1	2	1	22	0	52	4

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	
	%	100.00%	84.09%	08.63%	06.50%	00.77%	00.02%	00.11%	00.01%	00.02%	00.01%	00.17%	00.00%	00.41%	00.03%
0621 Nursing Assistant	#	9,499	7,738	1,039	604	118	0	20	5	3	2	18	13	56	1
	%	100.00%	81.46%	10.94%	06.36%	01.24%	00.00%	00.21%	00.05%	00.03%	00.02%	00.19%	00.14%	00.59%	00.01%
0644 Medical Technologist	#	4,290	3,232	813	202	43	5	2	3	5	1	7	0	19	1
	%	100.00%	75.34%	18.95%	04.71%	01.00%	00.12%	00.05%	00.07%	00.12%	00.02%	00.16%	00.00%	00.44%	00.02%
0647 Diagnostic Radiologic Technologist	#	3,102	2,524	372	181	25	1	1	0	1	0	7	0	15	0
	%	100.00%	81.37%	11.99%	05.83%	00.81%	00.03%	00.03%	00.00%	00.03%	00.00%	00.23%	00.00%	00.48%	00.00%
0660 Pharmacist	#	6,323	5,396	700	207	20	2	1	2	3	0	5	0	7	0
	%	100.00%	85.34%	11.07%	03.27%	00.32%	00.03%	00.02%	00.03%	00.05%	00.00%	00.08%	00.00%	00.11%	00.00%
0675 Medical Records Technician	#	2,172	1,640	266	227	39	6	7	3	3	0	3	1	15	1
	%	100.00%	75.51%	12.25%	10.45%	01.80%	00.28%	00.32%	00.14%	00.14%	00.00%	00.14%	00.05%	00.69%	00.05%
0905 General Attorney	#	907	726	117	58	6	0	1	1	0	1	1	0	0	2
	%	100.00%	80.04%	12.90%	06.39%	00.66%	00.00%	00.11%	00.11%	00.00%	00.11%	00.11%	00.00%	00.00%	00.22%
0986 Legal Assistance	#	132	93	24	13	2	0	0	0	0	0	1	0	1	0
	%	100.00%	70.45%	18.18%	09.85%	01.52%	00.00%	00.00%	00.00%	00.00%	00.00%	00.76%	00.00%	00.76%	00.00%
0996 Veterans Claims Examining	#	11,382	8,606	963	1,620	193	8	10	12	31	10	19	0	99	4
	%	100.00%	75.61%	08.46%	14.23%	01.70%	00.07%	00.09%	00.11%	00.27%	00.09%	00.17%	00.00%	00.87%	00.04%
0998 Claims Assistance and Examining	#	2,056	1,381	186	411	78	19	1	3	6	1	10	0	37	1
	%	100.00%	67.17%	09.05%	19.99%	03.79%	00.92%	00.05%	00.15%	00.29%	00.05%	00.49%	00.00%	01.80%	00.05%
1101 General Business and Industry	#	472	396	41	35	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.90%	08.69%	07.42%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 Loan Specialist	#	471	333	73	57	8	1	1	0	1	1	2	0	2	0
	%	100.00%	70.70%	15.50%	12.10%	01.70%	00.21%	00.21%	00.00%	00.21%	00.21%	00.42%	00.00%	00.42%	00.00%
1171 Appraising	#	197	131	32	31	3	0	0	0	0	0	2	0	1	0

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	
	%	100.00%	66.50%	16.24%	15.74%	01.52%	00.00%	00.00%	00.00%	00.00%	00.00%	01.02%	00.00%	00.51%	00.00%
1630 Cemetery Administration	#	94	75	9	10	0	0	0	0	0	0	0	0	0	0
	%	100.00%	79.79%	09.57%	10.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 Criminal Investigating	#	61	51	8	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.61%	13.11%	03.28%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	6,151	4,337	937	779	98	12	11	3	18	6	18	0	28	2
	%	100.00%	70.51%	15.23%	12.66%	01.59%	00.20%	00.18%	00.05%	00.29%	00.10%	00.29%	00.00%	00.46%	00.03%
4754 Cemetery Caretaking	#	537	412	44	66	15	1	1	0	0	0	3	1	9	0
	%	100.00%	76.72%	08.19%	12.29%	02.79%	00.19%	00.19%	00.00%	00.00%	00.00%	00.56%	00.19%	01.68%	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 2010

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 Races/Undisclosed		
					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	#	337	315	22	25	1	227	11	49	9	7	0	2	0	2	1	3	0
	%	100.00%	93.47%	06.53%	07.42%	00.30%	67.36%	03.26%	14.54%	02.67%	02.08%	00.00%	00.59%	00.00%	00.59%	00.30%	00.89%	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																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	189	106	83	5	6	78	50	16	25	2	0	2	0	2	0	1	2
	%	100.02%	56.10%	43.92%	02.65%	03.17%	41.27%	26.46%	08.47%	13.23%	01.06%	00.00%	01.06%	00.00%	01.06%	00.00%	00.53%	01.06%
0101 RCLF		100.00%	50.08%	49.92%	01.90%	02.21%	42.05%	40.41%	02.44%	03.83%	02.06%	02.30%	00.08%	00.03%	00.69%	00.66%	00.86%	00.48%
0201 Human Resources Management																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	242	93	149	4	3	69	90	16	45	2	5	0	2	1	3	1	1	
	%	100.00%	38.42%	61.58%	01.65%	01.24%	28.51%	37.19%	06.61%	18.60%	00.83%	02.07%	00.00%	00.83%	00.41%	01.24%	00.41%	00.41%	
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																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	26	17	9	1	0	6	5	9	4	0	0	0	0	0	0	1	0	
	%	100.01%	65.40%	34.61%	03.85%	00.00%	23.08%	19.23%	34.62%	15.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.85%	00.00%	
0260 RCLF		99.99%	52.89%	47.10%	04.17%	03.52%	41.32%	34.08%	04.53%	07.03%	01.77%	01.51%	00.06%	00.05%	00.67%	00.59%	00.37%	00.32%	
0301 Miscellaneous Administration and Program																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 Races/Undisclosed				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Selected of those Identified	#	256	137	119	12	5	87	79	30	27	3	6	1	1	2	1	2	0
	%	99.99%	53.51%	46.48%	04.69%	01.95%	33.98%	30.86%	11.72%	10.55%	01.17%	02.34%	00.39%	00.39%	00.78%	00.39%	00.78%	00.00%
0301 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0340 Program Management																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	36	24	12	2	0	21	10	0	2	0	0	0	0	0	0	1	0
	%	100.01%	66.67%	33.34%	05.56%	00.00%	58.33%	27.78%	00.00%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%	00.00%
0340 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
0343 Management and Program Analysis																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	200	101	99	0	4	74	62	24	24	1	6	0	0	0	1	2	2
	%	100.00%	50.50%	49.50%	00.00%	02.00%	37.00%	31.00%	12.00%	12.00%	00.50%	03.00%	00.00%	00.00%	00.00%	00.50%	01.00%	01.00%
0343 RCLF		99.99%	61.37%	38.62%	01.97%	01.62%	52.49%	31.11%	02.55%	03.33%	03.53%	01.99%	00.03%	00.03%	00.30%	00.25%	00.50%	00.29%
0501 Financial Administration and Program																		

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	29	19	10	0	1	13	7	6	1	0	0	0	0	0	0	0	0	1
	%	100.01%	65.52%	34.49%	00.00%	03.45%	44.83%	24.14%	20.69%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.45%
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																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	22	15	7	1	1	10	3	3	3	1	0	0	0	0	0	0	0	0
	%	100.02%	68.19%	31.83%	04.55%	04.55%	45.45%	13.64%	13.64%	13.64%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0511 RCLF		100.00%	43.00%	57.00%	02.03%	03.10%	35.05%	42.80%	02.57%	05.35%	02.81%	04.84%	00.03%	00.06%	00.19%	00.42%	00.32%	00.43%	
0602 Medical Officer																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,947	1,206	741	61	35	821	420	51	62	233	202	4	1	21	14	15	7
	%	100.00%	61.95%	38.05%	03.13%	01.80%	42.17%	21.57%	02.62%	03.18%	11.97%	10.37%	00.21%	00.05%	01.08%	00.72%	00.77%	00.36%
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																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	3,413	620	2,793	36	81	454	2,094	69	415	43	149	3	4	10	24	5	26
	%	99.99%	18.16%	81.83%	01.05%	02.37%	13.30%	61.35%	02.02%	12.16%	01.26%	04.37%	00.09%	00.12%	00.29%	00.70%	00.15%	00.76%
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	#	1,108	219	889	17	37	139	591	44	199	14	34	1	4	2	15	2	9
	%	99.99%	19.76%	80.23%	01.53%	03.34%	12.55%	53.34%	03.97%	17.96%	01.26%	03.07%	00.09%	00.36%	00.18%	01.35%	00.18%	00.81%

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 Races/Undisclosed			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
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	#	988	329	659	27	37	175	294	109	280	11	30	1	2	3	6	3	10	
	%	99.98%	33.28%	66.70%	02.73%	03.74%	17.71%	29.76%	11.03%	28.34%	01.11%	03.04%	00.10%	00.20%	00.30%	00.61%	00.30%	01.01%	
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	#	222	60	162	3	12	34	96	5	23	13	25	0	0	2	5	3	1	
	%	100.00%	27.03%	72.97%	01.35%	05.41%	15.32%	43.24%	02.25%	10.36%	05.86%	11.26%	00.00%	00.00%	00.90%	02.25%	01.35%	00.45%	
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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 Races/Undisclosed				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	195	99	96	12	3	68	86	10	4	7	3	0	0	2	0	0	0
	%	100.00%	50.77%	49.23%	06.15%	01.54%	34.87%	44.10%	05.13%	02.05%	03.59%	01.54%	00.00%	00.00%	01.03%	00.00%	00.00%	00.00%
0647 RCLF		100.01%	28.35%	71.66%	02.78%	03.07%	20.46%	61.22%	02.56%	04.99%	01.93%	01.45%	00.05%	00.03%	00.24%	00.53%	00.33%	00.37%
0660 Pharmacist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	400	148	252	4	11	121	171	8	24	14	36	0	1	0	6	1	3
	%	100.00%	37.00%	63.00%	01.00%	02.75%	30.25%	42.75%	02.00%	06.00%	03.50%	09.00%	00.00%	00.25%	00.00%	01.50%	00.25%	00.75%
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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
Selected of those Identified	#	100	8	92	0	8	6	52	1	23	1	5	0	1	0	2	0	1
	%	100.00%	08.00%	92.00%	00.00%	08.00%	06.00%	52.00%	01.00%	23.00%	01.00%	05.00%	00.00%	01.00%	00.00%	02.00%	00.00%	01.00%
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																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	53	25	28	0	0	19	23	3	5	3	0	0	0	0	0	0	0
	%	100.00%	47.17%	52.83%	00.00%	00.00%	35.85%	43.40%	05.66%	09.43%	05.66%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0905 RCLF		100.00%	71.33%	28.67%	02.05%	01.24%	65.22%	23.93%	02.05%	01.93%	01.37%	01.15%	00.02%	00.01%	00.30%	00.18%	00.32%	00.23%
0986 Legal Assistance																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	13	5	8	0	0	3	3	2	3	0	0	0	0	0	0	0	2
	%	100.00%	38.46%	61.54%	00.00%	00.00%	23.08%	23.08%	15.38%	23.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	15.38%
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																		

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,215	675	540	29	18	492	332	117	148	20	29	5	1	8	2	4	10	
	%	100.00%	55.56%	44.44%	02.39%	01.48%	40.49%	27.33%	09.63%	12.18%	01.65%	02.39%	00.41%	00.08%	00.66%	00.16%	00.33%	00.82%	
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																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	296	185	111	4	4	119	51	56	51	2	1	2	1	1	1	1	2	
	%	100.02%	62.51%	37.51%	01.35%	01.35%	40.20%	17.23%	18.92%	17.23%	00.68%	00.34%	00.68%	00.34%	00.34%	00.34%	00.34%	00.34%	00.68%
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																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 Races/Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	74	46	28	2	2	33	13	9	11	1	1	0	1	1	0	0	
	%	99.98%	62.15%	37.83%	02.70%	02.70%	44.59%	17.57%	12.16%	14.86%	01.35%	01.35%	00.00%	01.35%	01.35%	00.00%	00.00%	
1101 RCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan Specialist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	36	19	17	0	0	17	14	2	2	0	0	0	0	0	1	0	
	%	100.01%	52.78%	47.23%	00.00%	00.00%	47.22%	38.89%	05.56%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%	00.00%	
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																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	22	17	5	0	0	17	3	0	1	0	1	0	0	0	0	0	
	%	100.01%	77.27%	22.74%	00.00%	00.00%	77.27%	13.64%	00.00%	04.55%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	

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 Races/Undisclosed
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
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																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%
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																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
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																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 Races/Undisclosed				
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	402	347	55	12	1	253	32	64	15	10	5	0	0	3	1	5	1
	%	100.01%	86.33%	13.68%	02.99%	00.25%	62.94%	07.96%	15.92%	03.73%	02.49%	01.24%	00.00%	00.00%	00.75%	00.25%	01.24%	00.25%
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																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	72	70	2	9	1	52	1	8	0	1	0	0	0	0	0	0	0
	%	100.00%	97.22%	02.78%	12.50%	01.39%	72.22%	01.39%	11.11%	00.00%	01.39%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
4754 RCLF		100.01%	92.45%	07.56%	28.66%	01.09%	51.32%	05.44%	08.91%	00.62%	01.38%	00.15%	00.22%	00.02%	01.15%	00.16%	00.81%	00.08%

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

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

RCLF comparisons are based on 2000 Census National data.

Table reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2010

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16, 17] Deafness	[23, 25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Schedule A															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	235	135	4	68	28	2	5	3	4	4	0	1	8	1
	%	100.00.%	57.45.%	01.70.%	28.94.%	11.91.%	00.85.%	02.13.%	01.28.%	01.70.%	01.70.%	00.00.%	00.43.%	03.40.%	00.43.%
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	24,927	21,210	887	2,453	377	9	30	15	22	16	25	1	257	2
	%	100.00.%	85.09.%	03.56.%	09.84.%	01.51.%	00.04.%	00.12.%	00.06.%	00.09.%	00.06.%	00.10.%	00.00.%	01.03.%	00.01.%

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

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

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2010

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 Races/Undisclosed	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	24,863	11,851	13,012	736	609	7,532	8,449	2,659	2,851	612	708	49	43	149	166	114	186
	%	100.00%	47.66%	52.34%	02.96%	02.45%	30.29%	33.98%	10.69%	11.47%	02.46%	02.85%	00.20%	00.17%	00.60%	00.67%	00.46%	00.75%
Temporary	#	14,296	5,171	9,125	280	430	3,400	5,879	898	1,716	455	816	11	20	66	162	61	102
	%	99.99%	36.17%	63.82%	01.96%	03.01%	23.78%	41.12%	06.28%	12.00%	03.18%	05.71%	00.08%	00.14%	00.46%	01.13%	00.43%	00.71%
Non-Appropriated	#	1,049	475	574	46	61	226	278	178	204	11	13	3	3	6	6	5	9
	%	100.02%	45.29%	54.73%	04.39%	05.82%	21.54%	26.50%	16.97%	19.45%	01.05%	01.24%	00.29%	00.29%	00.57%	00.57%	00.48%	00.86%
TOTAL	#	40,208	17,497	22,711	1,062	1,100	11,158	14,606	3,735	4,771	1,078	1,537	63	66	221	334	180	297
	%	100.01%	43.52%	56.49%	02.64%	02.74%	27.75%	36.33%	09.29%	11.87%	02.68%	03.82%	00.16%	00.16%	00.55%	00.83%	00.45%	00.74%
RCLF	%	96.12%	33.60%	62.52%	03.29%	04.42%	24.32%	45.98%	03.13%	08.01%	02.27%	02.99%	00.02%	00.04%	00.27%	00.58%	00.30%	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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2010

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	#	24,863	21,081	885	2,500	397	11	33	18	26	20	25	2	259	3
	%	100.00.%	84.79.%	03.56.%	10.06.%	01.60.%	00.04.%	00.13.%	00.07.%	00.10.%	00.08.%	00.10.%	00.01.%	01.04.%	00.01.%
Temporary	#	14,296	12,806	376	949	165	8	18	5	11	3	18	1	101	0
	%	100.00.%	89.58.%	02.63.%	06.64.%	01.15.%	00.06.%	00.13.%	00.03.%	00.08.%	00.02.%	00.13.%	00.01.%	00.71.%	00.00.%
Non-Appropriated	#	1,049	927	30	73	19	0	5	0	0	0	2	0	12	0
	%	100.00.%	88.37.%	02.86.%	06.96.%	01.81.%	00.00.%	00.48.%	00.00.%	00.00.%	00.00.%	00.19.%	00.00.%	01.14.%	00.00.%
TOTAL	#	40,208	34,814	1,291	3,522	581	19	56	23	37	23	45	3	372	3
	%	100.00.%	86.58.%	03.21.%	08.76.%	01.44.%	00.05.%	00.14.%	00.06.%	00.09.%	00.06.%	00.11.%	00.01.%	00.93.%	00.01.%
Prior Year	%	100.00.%	87.45.%	03.18.%	08.02.%	01.35.%	00.03.%	00.11.%	00.04.%	00.10.%	00.05.%	00.13.%	00.01.%	00.86.%	00.02.%

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

Table A9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Race/Ethnicity and Sex FY 2010

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 Races/Undisclosed				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=12 Onboard - Promotions to 13																		
ONBOARD	#	18,019	7,581	10,438	410	551	5,733	7,250	929	1,799	382	645	10	12	87	138	30	43
	%	100.03%	42.09%	57.94%	02.28%	03.06%	31.82%	40.24%	05.16%	09.98%	02.12%	03.58%	00.06%	00.07%	00.48%	00.77%	00.17%	00.24%
PROMOTED	#	1,844	824	1,020	66	57	590	689	118	216	39	42	0	0	9	7	2	9
	%	100.00%	44.69%	55.31%	03.58%	03.09%	32.00%	37.36%	06.40%	11.71%	02.11%	02.28%	00.00%	00.00%	00.49%	00.38%	00.11%	00.49%
EXPECTED	#	1,845	776	1,068	42	56	587	742	95	184	39	66	1	1	9	14	3	4
GRADE=13 Onboard - Promotions to 14																		
ONBOARD	#	12,041	5,908	6,133	324	279	4,642	4,467	606	1,019	258	279	4	14	53	50	21	25
	%	100.00%	49.05%	50.95%	02.69%	02.32%	38.55%	37.10%	05.03%	08.46%	02.14%	02.32%	00.03%	00.12%	00.44%	00.42%	00.17%	00.21%
PROMOTED	#	730	355	375	25	17	271	272	43	67	11	13	0	0	2	3	3	3
	%	99.99%	48.62%	51.37%	03.42%	02.33%	37.12%	37.26%	05.89%	09.18%	01.51%	01.78%	00.00%	00.00%	00.27%	00.41%	00.41%	00.41%
EXPECTED	#	730	358	372	20	17	281	271	37	62	16	17	0	1	3	3	1	2
GRADE=14 Onboard - Promotions to 15																		
ONBOARD	#	3,997	2,210	1,787	72	76	1,820	1,280	213	355	80	52	2	1	14	16	9	7
	%	100.00%	55.29%	44.71%	01.80%	01.90%	45.53%	32.02%	05.33%	08.88%	02.00%	01.30%	00.05%	00.03%	00.35%	00.40%	00.23%	00.18%
PROMOTED	#	160	79	81	6	3	65	64	5	12	1	1	0	0	0	1	2	0
	%	100.03%	49.39%	50.64%	03.75%	01.88%	40.63%	40.00%	03.13%	07.50%	00.63%	00.63%	00.00%	00.00%	00.00%	00.63%	01.25%	00.00%
EXPECTED	#	160	88	72	3	3	73	51	9	14	3	2	0	0	1	1	0	0
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15																		
ONBOARD	#	34,057	15,699	18,358	806	906	12,195	12,997	1,748	3,173	720	976	16	27	154	204	60	75
	%	100.01%	46.10%	53.91%	02.37%	02.66%	35.81%	38.16%	05.13%	09.32%	02.11%	02.87%	00.05%	00.08%	00.45%	00.60%	00.18%	00.22%

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 Races/Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
PROMOTED	#	2,734	1,258	1,476	97	77	926	1,025	166	295	51	56	0	0	11	11	7	12
	%	100.01%	46.02%	53.99%	03.55%	02.82%	33.87%	37.49%	06.07%	10.79%	01.87%	02.05%	00.00%	00.00%	00.40%	00.40%	00.26%	00.44%
EXPECTED	#	2,734	1,260	1,474	65	73	979	1,043	140	255	58	78	1	2	12	16	5	6

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 percent 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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Disability FY 2010

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	#	18,019	13,352	2,801	1,643	223	16	39	20	34	15	25	0	67	7
	%	100.00%	74.10%	15.54%	09.12%	01.24%	00.09%	00.22%	00.11%	00.19%	00.08%	00.14%	00.00%	00.37%	00.04%
PROMOTED	#	1,844	1,479	208	145	12	1	1	1	3	1	2	0	2	1
	%	100.00%	80.21%	11.28%	07.86%	00.65%	00.05%	00.05%	00.05%	00.16%	00.05%	00.11%	00.00%	00.11%	00.05%
EXPECTED	#	1,844	1,366	287	168	23	--	--	--	--	--	--	--	--	--
GRADE=13 Onboard - Promotions to 14															
ONBOARD	#	12,041	8,720	2,220	981	120	2	29	13	25	7	18	0	24	2
	%	100.00%	72.42%	18.44%	08.15%	01.00%	00.02%	00.24%	00.11%	00.21%	00.06%	00.15%	00.00%	00.20%	00.02%
PROMOTED	#	730	589	78	58	5	0	0	1	0	0	2	0	2	0
	%	100.00%	80.68%	10.68%	07.95%	00.68%	00.00%	00.00%	00.14%	00.00%	00.00%	00.27%	00.00%	00.27%	00.00%
EXPECTED	#	730	529	135	59	7	--	--	--	--	--	--	--	--	--
GRADE=14 Onboard - Promotions to 15															
ONBOARD	#	3,997	2,729	938	298	32	0	6	10	5	3	3	0	3	2
	%	100.00%	68.28%	23.47%	07.46%	00.80%	00.00%	00.15%	00.25%	00.13%	00.08%	00.08%	00.00%	00.08%	00.05%
PROMOTED	#	160	121	28	11	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.63%	17.50%	06.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	160	109	38	12	1	--	--	--	--	--	--	--	--	--
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15															
ONBOARD	#	34,057	24,801	5,959	2,922	375	18	74	43	64	25	46	0	94	11
	%	100.00%	72.82%	17.50%	08.58%	01.10%	00.05%	00.22%	00.13%	00.19%	00.07%	00.14%	00.00%	00.28%	00.03%
PROMOTED	#	2,734	2,189	314	214	17	1	1	2	3	1	4	0	4	1

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	
	%	100.00%	80.07%	11.49%	07.83%	00.62%	00.04%	00.04%	00.07%	00.11%	00.04%	00.15%	00.00%	00.15%	00.04%
EXPECTED	#	2,734	1,991	478	235	30	--	--	--	--	--	--	--	--	--

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 percent 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 2010

Occupations: All occupations except doctors and nurses.

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=12 Onboard - Promotions to 13									
ONBOARD	#	18,019	12,903	2,377	162	523	38	1,237	779
	%	100.00%	71.61%	13.19%	00.90%	02.90%	00.21%	06.86%	04.32%
PROMOTED	#	1,844	1,273	269	16	77	2	143	64
	%	100.00%	69.03%	14.59%	00.87%	04.18%	00.11%	07.75%	03.47%
EXPECTED	#	1,844	1,320	243	17	53	4	126	80
GRADE=13 Onboard - Promotions to 14									
ONBOARD	#	12,041	8,895	1,593	84	326	19	601	523
	%	100.00%	73.87%	13.23%	00.70%	02.71%	00.16%	04.99%	04.34%
PROMOTED	#	730	520	95	7	21	0	60	27
	%	100.00%	71.23%	13.01%	00.96%	02.88%	00.00%	08.22%	03.70%
EXPECTED	#	730	539	97	5	20	1	36	32
GRADE=14 Onboard - Promotions to 15									
ONBOARD	#	3,997	2,847	607	33	94	10	201	205
	%	100.00%	71.23%	15.19%	00.83%	02.35%	00.25%	05.03%	05.13%
PROMOTED	#	160	120	22	0	3	0	7	8
	%	100.00%	75.00%	13.75%	00.00%	01.88%	00.00%	04.38%	05.00%
EXPECTED	#	160	114	24	1	4	0	8	8
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15									
ONBOARD	#	34,057	24,645	4,577	279	943	67	2,039	1,507
	%	100.00%	72.36%	13.44%	00.82%	02.77%	00.20%	05.99%	04.42%
PROMOTED	#	2,734	1,913	386	23	101	2	210	99
	%	100.00%	69.97%	14.12%	00.84%	03.69%	00.07%	07.68%	03.62%

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
EXPECTED	#	2,734	1,978	367	22	76	5	164	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 throughout the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent multiplied by Total Promotions.

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

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2010

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

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed						
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	85	36	49	2	3	22	20	8	22	3	0	0	0	0	2	1	2
	%	99.99%	42.35%	57.64%	02.35%	03.53%	25.88%	23.53%	09.41%	25.88%	03.53%	00.00%	00.00%	00.00%	00.00%	02.35%	01.18%	02.35%
PROMOTED	#	37	21	16	1	1	10	4	10	9	0	0	0	0	0	2	0	0
	%	100.00%	56.76%	43.24%	02.70%	02.70%	27.03%	10.81%	27.03%	24.32%	00.00%	00.00%	00.00%	00.00%	00.00%	05.41%	00.00%	00.00%
EXPECTED	#	37	16	21	1	1	10	9	3	10	1	0	0	0	0	1	0	1
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	661	327	334	46	15	141	162	129	139	5	10	0	2	3	3	3	3
	%	99.99%	49.47%	50.52%	06.96%	02.27%	21.33%	24.51%	19.52%	21.03%	00.76%	01.51%	00.00%	00.30%	00.45%	00.45%	00.45%	00.45%
PROMOTED	#	260	135	125	22	15	68	56	43	41	2	6	0	1	0	2	0	4
	%	100.00%	51.92%	48.08%	08.46%	05.77%	26.15%	21.54%	16.54%	15.77%	00.77%	02.31%	00.00%	00.38%	00.00%	00.77%	00.00%	01.54%
EXPECTED	#	260	129	131	18	6	55	64	51	55	2	4	0	1	1	1	1	1
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	4,413	2,114	2,299	190	122	1,042	1,160	761	891	63	57	8	13	33	43	17	13
	%	99.99%	47.91%	52.08%	04.31%	02.76%	23.61%	26.29%	17.24%	20.19%	01.43%	01.29%	00.18%	00.29%	00.75%	00.97%	00.39%	00.29%
PROMOTED	#	1,436	643	793	71	54	321	402	213	281	16	23	2	7	10	12	10	14
	%	99.99%	44.77%	55.22%	04.94%	03.76%	22.35%	27.99%	14.83%	19.57%	01.11%	01.60%	00.14%	00.49%	00.70%	00.84%	00.70%	00.97%
EXPECTED	#	1,436	688	748	62	40	339	378	248	290	21	19	3	4	11	14	6	4
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	19,651	6,678	12,973	705	873	3,354	6,965	2,209	4,474	239	333	13	37	99	192	59	99

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	33.99%	66.01%	03.59%	04.44%	17.07%	35.44%	11.24%	22.77%	01.22%	01.69%	00.07%	00.19%	00.50%	00.98%	00.30%	00.50%
PROMOTED	#	3,274	1,263	2,011	131	186	692	1,106	352	588	48	60	9	8	17	34	14	29
	%	100.00%	38.58%	61.42%	04.00%	05.68%	21.14%	33.78%	10.75%	17.96%	01.47%	01.83%	00.27%	00.24%	00.52%	01.04%	00.43%	00.89%
EXPECTED	#	3,274	1,113	2,161	118	145	559	1,160	368	745	40	55	2	6	16	32	10	16
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	22,140	7,802	14,338	855	1,033	4,001	7,725	2,391	4,778	353	480	20	29	122	206	60	87
	%	99.99%	35.23%	64.76%	03.86%	04.67%	18.07%	34.89%	10.80%	21.58%	01.59%	02.17%	00.09%	00.13%	00.55%	00.93%	00.27%	00.39%
PROMOTED	#	2,659	911	1,748	84	139	527	995	231	513	45	55	2	7	9	27	13	12
	%	100.01%	34.27%	65.74%	03.16%	05.23%	19.82%	37.42%	08.69%	19.29%	01.69%	02.07%	00.08%	00.26%	00.34%	01.02%	00.49%	00.45%
EXPECTED	#	2,659	937	1,722	103	124	480	928	287	574	42	58	2	3	15	25	7	10
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	14,562	5,035	9,527	537	672	2,754	5,505	1,375	2,847	252	301	13	18	64	129	40	55
	%	99.99%	34.57%	65.42%	03.69%	04.61%	18.91%	37.80%	09.44%	19.55%	01.73%	02.07%	00.09%	00.12%	00.44%	00.89%	00.27%	00.38%
PROMOTED	#	894	340	554	32	48	215	324	71	149	17	23	1	1	3	7	1	2
	%	99.99%	38.03%	61.96%	03.58%	05.37%	24.05%	36.24%	07.94%	16.67%	01.90%	02.57%	00.11%	00.11%	00.34%	00.78%	00.11%	00.22%
EXPECTED	#	894	309	585	33	41	169	338	84	175	15	19	1	1	4	8	2	3
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	5,164	1,742	3,422	192	192	997	2,264	437	837	92	82	3	4	13	35	8	8
	%	100.00%	33.73%	66.27%	03.72%	03.72%	19.31%	43.84%	08.46%	16.21%	01.78%	01.59%	00.06%	00.08%	00.25%	00.68%	00.15%	00.15%
PROMOTED	#	420	188	232	15	17	126	147	35	57	10	6	0	1	1	3	1	1
	%	100.00%	44.76%	55.24%	03.57%	04.05%	30.00%	35.00%	08.33%	13.57%	02.38%	01.43%	00.00%	00.24%	00.24%	00.71%	00.24%	00.24%
EXPECTED	#	420	142	278	16	16	81	184	36	68	7	7	0	0	1	3	1	1
GRADE=9 Onboard - Promotions to 10																		

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 Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
ONBOARD	#	3,342	1,411	1,931	120	105	913	1,353	267	400	75	42	4	2	22	22	10	7
	%	100.00%	42.22%	57.78%	03.59%	03.14%	27.32%	40.48%	07.99%	11.97%	02.24%	01.26%	00.12%	00.06%	00.66%	00.66%	00.30%	00.21%
PROMOTED	#	103	54	49	3	1	37	34	8	13	4	1	0	0	2	0	0	0
	%	99.99%	52.42%	47.57%	02.91%	00.97%	35.92%	33.01%	07.77%	12.62%	03.88%	00.97%	00.00%	00.00%	01.94%	00.00%	00.00%	00.00%
EXPECTED	#	103	43	60	4	3	28	42	8	12	2	1	0	0	1	1	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	660	374	286	31	13	242	200	78	52	17	14	0	0	5	6	1	1
	%	100.01%	56.68%	43.33%	04.70%	01.97%	36.67%	30.30%	11.82%	07.88%	02.58%	02.12%	00.00%	00.00%	00.76%	00.91%	00.15%	00.15%
PROMOTED	#	104	70	34	7	1	48	24	8	7	6	1	1	0	0	0	0	1
	%	99.99%	67.30%	32.69%	06.73%	00.96%	46.15%	23.08%	07.69%	06.73%	05.77%	00.96%	00.96%	00.00%	00.00%	00.00%	00.00%	00.96%
EXPECTED	#	104	59	45	5	2	38	32	12	8	3	2	0	0	1	1	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	613	409	204	34	13	304	140	44	44	15	5	0	0	7	1	5	1
	%	100.01%	66.73%	33.28%	05.55%	02.12%	49.59%	22.84%	07.18%	07.18%	02.45%	00.82%	00.00%	00.00%	01.14%	00.16%	00.82%	00.16%
PROMOTED	#	44	28	16	4	0	20	13	3	3	0	0	0	0	0	0	1	0
	%	100.00%	63.63%	36.37%	09.09%	00.00%	45.45%	29.55%	06.82%	06.82%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.27%	00.00%
EXPECTED	#	44	29	15	2	1	22	10	3	3	1	0	0	0	1	0	0	0
TOTAL Grade 2-11 Onboard - Promotions to 3-12																		
ONBOARD	#	71,291	25,928	45,363	2,712	3,041	13,770	25,494	7,699	14,484	1,114	1,324	61	105	368	639	204	276
	%	100.03%	36.38%	63.65%	03.80%	04.27%	19.32%	35.76%	10.80%	20.32%	01.56%	01.86%	00.09%	00.15%	00.52%	00.90%	00.29%	00.39%
PROMOTED	#	9,231	3,653	5,578	370	462	2,064	3,105	974	1,661	148	175	15	25	42	87	40	63
	%	99.98%	39.56%	60.42%	04.01%	05.00%	22.36%	33.64%	10.55%	17.99%	01.60%	01.90%	00.16%	00.27%	00.45%	00.94%	00.43%	00.68%
EXPECTED	#	9,234	3,358	5,876	351	394	1,783	3,301	997	1,876	144	172	8	14	48	83	27	36

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 throughout the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent 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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Disability FY 2010

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	#	85	60	6	11	8	0	0	0	3	0	0	5	0	0
	%	100.00%	70.59%	07.06%	12.94%	09.41%	00.00%	00.00%	00.00%	03.53%	00.00%	00.00%	05.88%	00.00%	00.00%
PROMOTED	#	37	34	0	2	1	0	0	0	0	0	0	0	1	0
	%	100.00%	91.89%	00.00%	05.41%	02.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.70%	00.00%
EXPECTED	#	37	26	3	5	3	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	661	471	47	106	37	5	6	0	3	0	3	16	4	0
	%	100.00%	71.26%	07.11%	16.04%	05.60%	00.76%	00.91%	00.00%	00.45%	00.00%	00.45%	02.42%	00.61%	00.00%
PROMOTED	#	260	215	9	30	6	0	1	0	0	0	0	3	1	1
	%	100.00%	82.69%	03.46%	11.54%	02.31%	00.00%	00.38%	00.00%	00.00%	00.00%	00.00%	01.15%	00.38%	00.38%
EXPECTED	#	260	185	18	42	15	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	4,413	3,039	434	707	233	54	33	4	24	8	15	24	69	2
	%	100.00%	68.86%	09.83%	16.02%	05.28%	01.22%	00.75%	00.09%	00.54%	00.18%	00.34%	00.54%	01.56%	00.05%
PROMOTED	#	1,436	1,140	75	184	37	1	4	1	5	1	1	0	24	0
	%	100.00%	79.39%	05.22%	12.81%	02.58%	00.07%	00.28%	00.07%	00.35%	00.07%	00.07%	00.00%	01.67%	00.00%
EXPECTED	#	1,436	989	141	230	76	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	19,651	14,643	1,946	2,540	522	44	58	21	57	16	57	17	240	12
	%	100.00%	74.52%	09.90%	12.93%	02.66%	00.22%	00.30%	00.11%	00.29%	00.08%	00.29%	00.09%	01.22%	00.06%
PROMOTED	#	3,274	2,657	179	374	64	2	7	3	6	0	4	0	38	4

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	
	%	100.00%	81.15%	05.47%	11.42%	01.95%	00.06%	00.21%	00.09%	00.18%	00.00%	00.12%	00.00%	01.16%	00.12%
EXPECTED	#	3,274	2,440	324	423	87	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	22,140	16,607	2,696	2,448	389	47	30	19	33	15	56	5	172	12
	%	100.00%	75.01%	12.18%	11.06%	01.76%	00.21%	00.14%	00.09%	00.15%	00.07%	00.25%	00.02%	00.78%	00.05%
PROMOTED	#	2,659	2,207	136	283	33	1	2	3	0	0	3	0	24	0
	%	100.00%	83.00%	05.11%	10.64%	01.24%	00.04%	00.08%	00.11%	00.00%	00.00%	00.11%	00.00%	00.90%	00.00%
EXPECTED	#	2,659	1,995	324	294	47	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	14,562	10,765	2,158	1,433	206	16	22	15	26	8	34	3	77	5
	%	100.00%	73.93%	14.82%	09.84%	01.41%	00.11%	00.15%	00.10%	00.18%	00.05%	00.23%	00.02%	00.53%	00.03%
PROMOTED	#	894	743	61	80	10	1	0	1	1	0	2	0	5	0
	%	100.00%	83.11%	06.82%	08.95%	01.12%	00.11%	00.00%	00.11%	00.11%	00.00%	00.22%	00.00%	00.56%	00.00%
EXPECTED	#	894	661	132	88	13	--	--	--	--	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	5,164	3,877	783	430	74	7	6	3	12	4	11	3	28	0
	%	100.00%	75.08%	15.16%	08.33%	01.43%	00.14%	00.12%	00.06%	00.23%	00.08%	00.21%	00.06%	00.54%	00.00%
PROMOTED	#	420	341	30	40	9	0	1	1	2	0	0	0	5	0
	%	100.00%	81.19%	07.14%	09.52%	02.14%	00.00%	00.24%	00.24%	00.48%	00.00%	00.00%	00.00%	01.19%	00.00%
EXPECTED	#	420	315	64	35	6	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 10															
ONBOARD	#	3,342	2,398	647	260	37	3	2	2	4	4	9	0	13	0
	%	100.00%	71.75%	19.36%	07.78%	01.11%	00.09%	00.06%	00.06%	00.12%	00.12%	00.27%	00.00%	00.39%	00.00%
PROMOTED	#	103	85	10	6	2	0	0	0	0	0	1	0	1	0

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	
	%	100.00%	82.52%	09.71%	05.83%	01.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.97%	00.00%	00.97%	00.00%
EXPECTED	#	103	74	20	8	1	--	--	--	--	--	--	--	--	--
GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	660	462	156	38	4	2	0	1	0	0	0	0	1	0
	%	100.00%	70.00%	23.64%	05.76%	00.61%	00.30%	00.00%	00.15%	00.00%	00.00%	00.00%	00.00%	00.15%	00.00%
PROMOTED	#	104	84	16	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.77%	15.38%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	104	73	25	6	1	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	613	393	162	49	9	0	1	3	1	1	0	0	3	0
	%	100.00%	64.11%	26.43%	07.99%	01.47%	00.00%	00.16%	00.49%	00.16%	00.16%	00.00%	00.00%	00.49%	00.00%
PROMOTED	#	44	33	5	3	3	0	0	3	0	0	0	0	0	0
	%	100.00%	75.00%	11.36%	06.82%	06.82%	00.00%	00.00%	06.82%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	44	28	12	4	1	--	--	--	--	--	--	--	--	--
TOTAL Grade 2-11 Onboard - Promotions to 3-12															
ONBOARD	#	71,291	52,715	9,035	8,022	1,519	178	158	68	163	56	185	73	607	31
	%	100.00%	73.94%	12.67%	11.25%	02.13%	00.25%	00.22%	00.10%	00.23%	00.08%	00.26%	00.10%	00.85%	00.04%
PROMOTED	#	9,231	7,539	521	1,006	165	5	15	12	14	1	11	3	99	5
	%	100.00%	81.67%	05.64%	10.90%	01.79%	00.05%	00.16%	00.13%	00.15%	00.01%	00.12%	00.03%	01.07%	00.05%
EXPECTED	#	9,231	6,825	1,170	1,038	197	--	--	--	--	--	--	--	--	--

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 throughout the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent 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 2010

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	#	85	72	6	0	1	0	4	2
	%	100.00%	84.71%	07.06%	00.00%	01.18%	00.00%	04.71%	02.35%
PROMOTED	#	37	19	11	0	3	0	2	2
	%	100.00%	51.35%	29.73%	00.00%	08.11%	00.00%	05.41%	05.41%
EXPECTED	#	37	31	3	0	0	0	2	1
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	661	432	137	8	16	4	33	31
	%	100.00%	65.36%	20.73%	01.21%	02.42%	00.61%	04.99%	04.69%
PROMOTED	#	260	154	50	7	11	1	26	11
	%	100.00%	59.23%	19.23%	02.69%	04.23%	00.38%	10.00%	04.23%
EXPECTED	#	260	170	54	3	6	2	13	12
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	4,413	2,277	1,072	61	234	43	520	206
	%	100.00%	51.60%	24.29%	01.38%	05.30%	00.97%	11.78%	04.67%
PROMOTED	#	1,436	737	324	20	76	18	209	52
	%	100.00%	51.32%	22.56%	01.39%	05.29%	01.25%	14.55%	03.62%
EXPECTED	#	1,436	741	349	20	76	14	169	67
GRADE=5 Onboard - Promotions to 6									
ONBOARD	#	19,651	11,434	3,888	251	886	179	1,996	1,017
	%	100.00%	58.19%	19.79%	01.28%	04.51%	00.91%	10.16%	05.18%
PROMOTED	#	3,274	1,844	660	41	160	24	411	134
	%	100.00%	56.32%	20.16%	01.25%	04.89%	00.73%	12.55%	04.09%

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
EXPECTED	#	3,274	1,905	648	42	148	30	333	170
GRADE=6 Onboard - Promotions to 7									
ONBOARD	#	22,140	13,244	4,400	264	829	149	1,862	1,392
	%	100.00%	59.82%	19.87%	01.19%	03.74%	00.67%	08.41%	06.29%
PROMOTED	#	2,659	1,647	491	38	98	17	248	120
	%	100.00%	61.94%	18.47%	01.43%	03.69%	00.64%	09.33%	04.51%
EXPECTED	#	2,659	1,591	528	32	99	18	224	167
GRADE=7 Onboard - Promotions to 8									
ONBOARD	#	14,562	9,105	2,681	148	517	66	1,063	982
	%	100.00%	62.53%	18.41%	01.02%	03.55%	00.45%	07.30%	06.74%
PROMOTED	#	894	576	141	5	33	1	91	47
	%	100.00%	64.43%	15.77%	00.56%	03.69%	00.11%	10.18%	05.26%
EXPECTED	#	894	559	165	9	32	4	65	60
GRADE=8 Onboard - Promotions to 9									
ONBOARD	#	5,164	3,623	851	28	111	16	234	301
	%	100.00%	70.16%	16.48%	00.54%	02.15%	00.31%	04.53%	05.83%
PROMOTED	#	420	264	87	5	8	2	34	20
	%	100.00%	62.86%	20.71%	01.19%	01.90%	00.48%	08.10%	04.76%
EXPECTED	#	420	295	69	2	9	1	19	24
GRADE=9 Onboard - Promotions to 10									
ONBOARD	#	3,342	2,258	573	31	84	10	172	214
	%	100.00%	67.56%	17.15%	00.93%	02.51%	00.30%	05.15%	06.40%
PROMOTED	#	103	66	23	1	0	0	5	8
	%	100.00%	64.08%	22.33%	00.97%	00.00%	00.00%	04.85%	07.77%
EXPECTED	#	103	70	18	1	3	0	5	7

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=10 Onboard - Promotions to 11									
ONBOARD	#	660	418	135	3	24	1	27	52
	%	100.00%	63.33%	20.45%	00.45%	03.64%	00.15%	04.09%	07.88%
PROMOTED	#	104	51	31	0	5	0	11	6
	%	100.00%	49.04%	29.81%	00.00%	04.81%	00.00%	10.58%	05.77%
EXPECTED	#	104	66	21	0	4	0	4	8
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	613	324	159	12	32	3	55	28
	%	100.00%	52.85%	25.94%	01.96%	05.22%	00.49%	08.97%	04.57%
PROMOTED	#	44	21	9	0	3	0	9	2
	%	100.00%	47.73%	20.45%	00.00%	06.82%	00.00%	20.45%	04.55%
EXPECTED	#	44	23	11	1	2	0	4	2
TOTAL Grade 2-11 Onboard - Promotions to 3-12									
ONBOARD	#	71,291	43,187	13,902	806	2,734	471	5,966	4,225
	%	100.00%	60.58%	19.50%	01.13%	03.83%	00.66%	08.37%	05.93%
PROMOTED	#	9,231	5,379	1,827	117	397	63	1,046	402
	%	100.00%	58.27%	19.79%	01.27%	04.30%	00.68%	11.33%	04.35%
EXPECTED	#	9,231	5,592	1,800	104	354	61	773	547

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 throughout the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent multiplied by Total Promotions.

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

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2010

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

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE=5 Onboard - Promotions to 7																		
ONBOARD	#	325	151	174	6	6	89	99	39	41	3	6	0	0	14	16	0	6
	%	100.01%	46.46%	53.55%	01.85%	01.85%	27.38%	30.46%	12.00%	12.62%	00.92%	01.85%	00.00%	00.00%	04.31%	04.92%	00.00%	01.85%
PROMOTED	#	802	373	429	23	27	231	247	88	111	11	11	3	0	9	16	8	17
	%	100.00%	46.50%	53.50%	02.87%	03.37%	28.80%	30.80%	10.97%	13.84%	01.37%	01.37%	00.37%	00.00%	01.12%	02.00%	01.00%	02.12%
EXPECTED	#	802	373	429	15	15	220	244	96	101	7	15	0	0	35	39	0	15
GRADE=7 Onboard - Promotions to 9																		
ONBOARD	#	3,286	1,480	1,806	116	86	928	1,059	323	537	41	57	8	4	47	40	17	23
	%	100.00%	45.04%	54.96%	03.53%	02.62%	28.24%	32.23%	09.83%	16.34%	01.25%	01.73%	00.24%	00.12%	01.43%	01.22%	00.52%	00.70%
PROMOTED	#	3,944	1,733	2,211	124	141	1,112	1,294	378	646	47	65	8	2	36	27	28	36
	%	99.98%	43.92%	56.06%	03.14%	03.58%	28.19%	32.81%	09.58%	16.38%	01.19%	01.65%	00.20%	00.05%	00.91%	00.68%	00.71%	00.91%
EXPECTED	#	3,944	1,776	2,168	139	103	1,114	1,271	388	644	49	68	9	5	56	48	21	28
GRADE=9 Onboard - Promotions to 11																		
ONBOARD	#	12,642	5,075	7,567	369	481	3,223	4,572	1,109	1,906	253	423	10	17	77	114	34	54
	%	100.00%	40.14%	59.86%	02.92%	03.80%	25.49%	36.17%	08.77%	15.08%	02.00%	03.35%	00.08%	00.13%	00.61%	00.90%	00.27%	00.43%
PROMOTED	#	3,645	1,549	2,096	122	138	1,066	1,375	253	473	65	52	6	4	20	26	17	28
	%	100.01%	42.50%	57.51%	03.35%	03.79%	29.25%	37.72%	06.94%	12.98%	01.78%	01.43%	00.16%	00.11%	00.55%	00.71%	00.47%	00.77%
EXPECTED	#	3,645	1,463	2,182	106	139	929	1,318	320	550	73	122	3	5	22	33	10	16
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	21,963	8,564	13,399	564	791	6,069	9,282	1,252	2,354	513	716	13	18	99	168	54	70
	%	100.00%	39.00%	61.00%	02.57%	03.60%	27.63%	42.26%	05.70%	10.72%	02.34%	03.26%	00.06%	00.08%	00.45%	00.76%	00.25%	00.32%

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
PROMOTED	#	3,081	1,261	1,820	82	112	906	1,238	193	361	50	72	2	3	18	17	10	17
	%	99.99%	40.91%	59.08%	02.66%	03.64%	29.41%	40.18%	06.26%	11.72%	01.62%	02.34%	00.06%	00.10%	00.58%	00.55%	00.32%	00.55%
EXPECTED	#	3,081	1,202	1,879	79	111	851	1,302	176	330	72	100	2	2	14	23	8	10
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12																		
ONBOARD	#	38,216	15,270	22,946	1,055	1,364	10,309	15,012	2,723	4,838	810	1,202	31	39	237	338	105	153
	%	100.00%	39.96%	60.04%	02.76%	03.57%	26.98%	39.28%	07.13%	12.66%	02.12%	03.15%	00.08%	00.10%	00.62%	00.88%	00.27%	00.40%
PROMOTED	#	11,472	4,916	6,556	351	418	3,315	4,154	912	1,591	173	200	19	9	83	86	63	98
	%	100.00%	42.86%	57.14%	03.06%	03.64%	28.90%	36.21%	07.95%	13.87%	01.51%	01.74%	00.17%	00.08%	00.72%	00.75%	00.55%	00.85%
EXPECTED	#	11,472	4,584	6,888	317	410	3,095	4,506	818	1,452	243	361	9	11	71	101	31	46

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 throughout the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent 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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Disability FY 2010

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	#	325	260	17	44	4	0	0	0	0	0	0	0	4	0
	%	100.00%	80.00%	05.23%	13.54%	01.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.23%	00.00%
PROMOTED	#	802	649	45	97	11	0	1	1	1	0	3	0	4	1
	%	100.00%	80.92%	05.61%	12.09%	01.37%	00.00%	00.12%	00.12%	00.12%	00.00%	00.37%	00.00%	00.50%	00.12%
EXPECTED	#	802	642	42	109	10	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 9															
ONBOARD	#	3,286	2,650	173	397	66	1	4	2	4	4	7	0	44	0
	%	100.00%	80.65%	05.26%	12.08%	02.01%	00.03%	00.12%	00.06%	00.12%	00.12%	00.21%	00.00%	01.34%	00.00%
PROMOTED	#	3,944	3,198	210	468	68	1	5	2	5	2	7	0	46	0
	%	100.00%	81.09%	05.32%	11.87%	01.72%	00.03%	00.13%	00.05%	00.13%	00.05%	00.18%	00.00%	01.17%	00.00%
EXPECTED	#	3,944	3,181	207	476	79	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 11															
ONBOARD	#	12,642	9,403	1,759	1,284	196	9	16	15	25	7	27	1	91	5
	%	100.00%	74.38%	13.91%	10.16%	01.55%	00.07%	00.13%	00.12%	00.20%	00.06%	00.21%	00.01%	00.72%	00.04%
PROMOTED	#	3,645	2,956	248	382	59	1	3	2	8	2	5	0	36	2
	%	100.00%	81.10%	06.80%	10.48%	01.62%	00.03%	00.08%	00.05%	00.22%	00.05%	00.14%	00.00%	00.99%	00.05%
EXPECTED	#	3,645	2,711	507	370	56	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	21,963	16,675	2,930	2,031	327	13	70	24	42	22	48	0	100	8
	%	100.00%	75.92%	13.34%	09.25%	01.49%	00.06%	00.32%	00.11%	00.19%	00.10%	00.22%	00.00%	00.46%	00.04%
PROMOTED	#	3,081	2,486	256	302	37	1	8	3	2	5	8	0	10	0

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	
	%	100.00%	80.69%	08.31%	09.80%	01.20%	00.03%	00.26%	00.10%	00.06%	00.16%	00.26%	00.00%	00.32%	00.00%
EXPECTED	#	3,081	2,339	411	285	46	--	--	--	--	--	--	--	--	--
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12															
ONBOARD	#	38,216	28,988	4,879	3,756	593	23	90	41	71	33	82	1	239	13
	%	100.00%	75.85%	12.77%	09.83%	01.55%	00.06%	00.24%	00.11%	00.19%	00.09%	00.21%	00.00%	00.63%	00.03%
PROMOTED	#	11,472	9,289	759	1,249	175	3	17	8	16	9	23	0	96	3
	%	100.00%	80.97%	06.62%	10.89%	01.53%	00.03%	00.15%	00.07%	00.14%	00.08%	00.20%	00.00%	00.84%	00.03%
EXPECTED	#	11,472	8,702	1,465	1,128	178	--	--	--	--	--	--	--	--	--

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 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 C9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Veterans Preference FY 2010

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	#	325	193	52	0	19	0	48	13
	%	100.00%	59.38%	16.00%	00.00%	05.85%	00.00%	14.77%	04.00%
PROMOTED	#	802	402	159	9	58	5	137	32
	%	100.00%	50.12%	19.83%	01.12%	07.23%	00.62%	17.08%	03.99%
EXPECTED	#	802	476	128	0	47	0	118	32
GRADE=7 Onboard - Promotions to 9									
ONBOARD	#	3,286	1,879	577	33	179	19	498	101
	%	100.00%	57.18%	17.56%	01.00%	05.45%	00.58%	15.16%	03.07%
PROMOTED	#	3,944	2,196	713	43	219	19	631	123
	%	100.00%	55.68%	18.08%	01.09%	05.55%	00.48%	16.00%	03.12%
EXPECTED	#	3,944	2,255	693	39	215	23	598	121
GRADE=9 Onboard - Promotions to 11									
ONBOARD	#	12,642	7,993	2,163	129	486	55	1,233	583
	%	100.00%	63.23%	17.11%	01.02%	03.84%	00.44%	09.75%	04.61%
PROMOTED	#	3,645	2,234	585	18	176	18	487	127
	%	100.00%	61.29%	16.05%	00.49%	04.83%	00.49%	13.36%	03.48%
EXPECTED	#	3,645	2,305	624	37	140	16	355	168
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	21,963	15,732	2,909	174	626	93	1,565	864
	%	100.00%	71.63%	13.25%	00.79%	02.85%	00.42%	07.13%	03.93%
PROMOTED	#	3,081	2,105	384	18	125	14	325	110
	%	100.00%	68.32%	12.46%	00.58%	04.06%	00.45%	10.55%	03.57%

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
EXPECTED	#	3,081	2,207	408	24	88	13	220	121
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12									
ONBOARD	#	38,216	25,797	5,701	336	1,310	167	3,344	1,561
	%	100.00%	67.50%	14.92%	00.88%	03.43%	00.44%	08.75%	04.08%
PROMOTED	#	11,472	6,937	1,841	88	578	56	1,580	392
	%	100.00%	60.47%	16.05%	00.77%	05.04%	00.49%	13.77%	03.42%
EXPECTED	#	11,472	7,744	1,712	101	393	50	1,004	468

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 throughout the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent multiplied by Total Promotions.

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

Table A9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Race/Ethnicity and Sex FY 2010

Occupations: Includes all WG1 occupations.

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	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%
PROMOTED	#	889	725	164	32	13	264	69	391	78	14	3	2	0	14	0	8	1
	%	99.98%	81.54%	18.44%	03.60%	01.46%	29.70%	07.76%	43.98%	08.77%	01.57%	00.34%	00.22%	00.00%	01.57%	00.00%	00.90%	00.11%
EXPECTED	#	889	716	173	39	13	253	63	390	84	17	8	2	0	13	3	3	2
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	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%
PROMOTED	#	584	425	159	31	9	144	66	239	72	4	4	1	0	3	8	3	0
	%	99.98%	72.76%	27.22%	05.31%	01.54%	24.66%	11.30%	40.92%	12.33%	00.68%	00.68%	00.17%	00.00%	00.51%	01.37%	00.51%	00.00%
EXPECTED	#	584	459	125	28	7	174	50	240	62	7	3	1	0	6	2	2	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	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%
PROMOTED	#	235	140	95	13	5	65	43	57	40	2	3	0	0	2	3	1	1
	%	100.02%	59.58%	40.44%	05.53%	02.13%	27.66%	18.30%	24.26%	17.02%	00.85%	01.28%	00.00%	00.00%	00.85%	01.28%	00.43%	00.43%
EXPECTED	#	235	167	68	15	5	56	22	89	38	3	1	0	0	2	1	1	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	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%

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
PROMOTED	#	161	147	14	9	0	83	8	51	6	3	0	1	0	0	0	0	0
	%	100.00%	91.30%	08.70%	05.59%	00.00%	51.55%	04.97%	31.68%	03.73%	01.86%	00.00%	00.62%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	161	94	67	7	2	37	27	44	35	4	2	0	0	2	1	1	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	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%
PROMOTED	#	213	189	24	17	0	102	10	63	13	4	1	0	0	2	0	1	0
	%	100.00%	88.74%	11.26%	07.98%	00.00%	47.89%	04.69%	29.58%	06.10%	01.88%	00.47%	00.00%	00.00%	00.94%	00.00%	00.47%	00.00%
EXPECTED	#	213	198	15	19	1	105	8	67	5	5	1	0	0	2	0	1	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	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%
PROMOTED	#	83	77	6	4	1	41	4	29	1	0	0	0	0	3	0	0	0
	%	99.99%	92.77%	07.22%	04.82%	01.20%	49.40%	04.82%	34.94%	01.20%	00.00%	00.00%	00.00%	00.00%	03.61%	00.00%	00.00%	00.00%
EXPECTED	#	83	75	8	6	0	39	4	26	4	2	0	0	0	1	0	1	0
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	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%
PROMOTED	#	88	83	5	7	0	57	3	15	1	3	1	0	0	1	0	0	0
	%	100.01%	94.32%	05.69%	07.95%	00.00%	64.77%	03.41%	17.05%	01.14%	03.41%	01.14%	00.00%	00.00%	01.14%	00.00%	00.00%	00.00%
EXPECTED	#	88	83	5	10	1	41	2	28	2	2	0	0	0	1	0	0	0
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	791	737	54	57	0	443	29	203	24	21	1	0	0	9	0	4	0

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 Races/Undisclosed		
						male	female	male	female	male	female	male	female	male	female	male	female	
	%	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%
PROMOTED	#	65	57	8	4	0	36	7	12	1	3	0	1	0	1	0	0	0
	%	100.00%	87.69%	12.31%	06.15%	00.00%	55.38%	10.77%	18.46%	01.54%	04.62%	00.00%	01.54%	00.00%	01.54%	00.00%	00.00%	00.00%
EXPECTED	#	65	61	4	5	0	36	2	17	2	2	0	0	0	1	0	0	0
GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	1,175	1,144	31	126	1	768	21	210	8	20	0	3	1	10	0	7	0
	%	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%
PROMOTED	#	63	62	1	7	0	37	1	14	0	2	0	0	0	1	0	1	0
	%	100.00%	98.41%	01.59%	11.11%	00.00%	58.73%	01.59%	22.22%	00.00%	03.17%	00.00%	00.00%	00.00%	01.59%	00.00%	01.59%	00.00%
EXPECTED	#	63	61	2	7	0	41	1	11	0	1	0	0	0	1	0	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	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%
PROMOTED	#	42	42	0	4	0	33	0	4	0	1	0	0	0	0	0	0	0
	%	99.99%	99.99%	00.00%	09.52%	00.00%	78.57%	00.00%	09.52%	00.00%	02.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	42	42	0	3	0	31	0	6	0	1	0	0	0	0	0	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	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%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL Grade 1-11 Onboard - Promotions to 2-12																		

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 Races/Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
ONBOARD	#	23,888	19,854	4,034	1,481	237	9,689	1,584	7,859	2,021	426	106	42	6	267	67	90	13
	%	100.00%	83.12%	16.88%	06.20%	00.99%	40.56%	06.63%	32.90%	08.46%	01.78%	00.44%	00.18%	00.03%	01.12%	00.28%	00.38%	00.05%
PROMOTED	#	2,423	1,947	476	128	28	862	211	875	212	36	12	5	0	27	11	14	2
	%	100.01%	80.36%	19.65%	05.28%	01.16%	35.58%	08.71%	36.11%	08.75%	01.49%	00.50%	00.21%	00.00%	01.11%	00.45%	00.58%	00.08%
EXPECTED	#	2,423	2,014	409	150	24	983	161	797	205	43	11	4	1	27	7	9	1

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 throughout the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent 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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Disability FY 2010

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	#	1,065	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%
PROMOTED	#	889	683	49	127	30	1	3	0	2	1	0	1	22	0
	%	100.00%	76.83%	05.51%	14.29%	03.37%	00.11%	00.34%	00.00%	00.22%	00.11%	00.00%	00.11%	02.47%	00.00%
EXPECTED	#	889	675	47	126	41	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	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%
PROMOTED	#	584	451	34	82	17	1	4	0	0	0	0	1	10	1
	%	100.00%	77.23%	05.82%	14.04%	02.91%	00.17%	00.68%	00.00%	00.00%	00.00%	00.00%	00.17%	01.71%	00.17%
EXPECTED	#	584	423	58	76	28	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	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%
PROMOTED	#	235	189	19	24	3	2	0	0	0	0	0	0	1	0
	%	100.00%	80.43%	08.09%	10.21%	01.28%	00.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.43%	00.00%
EXPECTED	#	235	160	41	26	9	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	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%
PROMOTED	#	161	127	12	19	3	0	0	0	0	0	0	0	3	0

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	
	%	100.00%	78.88%	07.45%	11.80%	01.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.86%	00.00%
EXPECTED	#	161	104	39	14	5	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	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%
PROMOTED	#	213	155	27	28	3	0	1	0	0	0	0	0	2	0
	%	100.00%	72.77%	12.68%	13.15%	01.41%	00.00%	00.47%	00.00%	00.00%	00.00%	00.00%	00.00%	00.94%	00.00%
EXPECTED	#	213	143	37	27	6	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	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%
PROMOTED	#	83	63	9	9	2	0	0	0	0	0	0	0	2	0
	%	100.00%	75.90%	10.84%	10.84%	02.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.41%	00.00%
EXPECTED	#	83	53	20	9	1	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	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%
PROMOTED	#	88	64	13	9	2	0	0	0	0	0	0	0	2	0
	%	100.00%	72.73%	14.77%	10.23%	02.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.27%	00.00%
EXPECTED	#	88	56	21	9	1	--	--	--	--	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	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%
PROMOTED	#	65	50	5	10	0	0	0	0	0	0	0	0	0	0

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	
	%	100.00%	76.92%	07.69%	15.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	65	40	18	6	1	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 10															
ONBOARD	#	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%
PROMOTED	#	63	43	8	11	1	0	0	0	0	0	0	0	1	0
	%	100.00%	68.25%	12.70%	17.46%	01.59%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.59%	00.00%
EXPECTED	#	63	42	14	6	1	--	--	--	--	--	--	--	--	--
GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	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%
PROMOTED	#	42	34	2	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.95%	04.76%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	42	30	8	4	0	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	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%
PROMOTED	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	0	0	0	0	0	--	--	--	--	--	--	--	--	--
TOTAL Grade 1-11 Onboard - Promotions to 2-12															
ONBOARD	#	23,888	16,611	3,727	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%
PROMOTED	#	2,423	1,859	178	325	61	4	8	0	2	1	0	2	43	1

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	
	%	100.00%	76.72%	07.35%	13.41%	02.52%	00.17%	00.33%	00.00%	00.08%	00.04%	00.00%	00.08%	01.77%	00.04%
EXPECTED	#	2,423	1,685	378	280	80	--	--	--	--	--	--	--	--	--

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 throughout the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent 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 2010

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	#	1,065	318	488	23	66	10	93	67
	%	100.00%	29.86%	45.82%	02.16%	06.20%	00.94%	08.73%	06.29%
PROMOTED	#	889	222	464	20	59	5	79	40
	%	100.00%	24.97%	52.19%	02.25%	06.64%	00.56%	08.89%	04.50%
EXPECTED	#	889	265	407	19	55	8	78	56
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	9,691	2,950	4,656	154	501	67	693	670
	%	100.00%	30.44%	48.04%	01.59%	05.17%	00.69%	07.15%	06.91%
PROMOTED	#	584	230	256	11	29	2	23	33
	%	100.00%	39.38%	43.84%	01.88%	04.97%	00.34%	03.94%	05.65%
EXPECTED	#	584	178	281	9	30	4	42	40
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	2,883	1,084	1,251	45	120	18	170	195
	%	100.00%	37.60%	43.39%	01.56%	04.16%	00.62%	05.90%	06.76%
PROMOTED	#	235	134	63	3	9	2	9	15
	%	100.00%	57.02%	26.81%	01.28%	03.83%	00.85%	03.83%	06.38%
EXPECTED	#	235	88	102	4	10	1	14	16
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	1,287	679	402	11	31	12	72	80
	%	100.00%	52.76%	31.24%	00.85%	02.41%	00.93%	05.59%	06.22%
PROMOTED	#	161	54	75	3	9	1	10	9
	%	100.00%	33.54%	46.58%	01.86%	05.59%	00.62%	06.21%	05.59%

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
EXPECTED	#	161	85	50	1	4	1	9	10
GRADE=5 Onboard - Promotions to 6									
ONBOARD	#	1,183	272	603	28	76	6	112	86
	%	100.00%	22.99%	50.97%	02.37%	06.42%	00.51%	09.47%	07.27%
PROMOTED	#	213	56	95	2	11	3	24	22
	%	100.00%	26.29%	44.60%	00.94%	05.16%	01.41%	11.27%	10.33%
EXPECTED	#	213	49	109	5	14	1	20	15
GRADE=6 Onboard - Promotions to 7									
ONBOARD	#	1,436	333	681	29	99	5	139	150
	%	100.00%	23.19%	47.42%	02.02%	06.89%	00.35%	09.68%	10.45%
PROMOTED	#	83	13	40	2	8	1	14	5
	%	100.00%	15.66%	48.19%	02.41%	09.64%	01.20%	16.87%	06.02%
EXPECTED	#	83	19	39	2	6	0	8	9
GRADE=7 Onboard - Promotions to 8									
ONBOARD	#	720	137	370	16	51	1	83	62
	%	100.00%	19.03%	51.39%	02.22%	07.08%	00.14%	11.53%	08.61%
PROMOTED	#	88	21	43	1	6	2	7	8
	%	100.00%	23.86%	48.86%	01.14%	06.82%	02.27%	07.95%	09.09%
EXPECTED	#	88	17	45	2	6	0	10	8
GRADE=8 Onboard - Promotions to 9									
ONBOARD	#	791	189	391	18	48	1	68	76
	%	100.00%	23.89%	49.43%	02.28%	06.07%	00.13%	08.60%	09.61%
PROMOTED	#	65	25	21	0	5	0	5	9
	%	100.00%	38.46%	32.31%	00.00%	07.69%	00.00%	07.69%	13.85%
EXPECTED	#	65	16	32	1	4	0	6	6

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=9 Onboard - Promotions to 10									
ONBOARD	#	1,175	293	602	28	65	2	92	93
	%	100.00%	24.94%	51.23%	02.38%	05.53%	00.17%	07.83%	07.91%
PROMOTED	#	63	13	28	3	3	0	12	4
	%	100.00%	20.63%	44.44%	04.76%	04.76%	00.00%	19.05%	06.35%
EXPECTED	#	63	16	32	1	3	0	5	5
GRADE=10 Onboard - Promotions to 11									
ONBOARD	#	2,707	696	1,353	73	184	7	186	208
	%	100.00%	25.71%	49.98%	02.70%	06.80%	00.26%	06.87%	07.68%
PROMOTED	#	42	10	18	0	5	1	4	4
	%	100.00%	23.81%	42.86%	00.00%	11.90%	02.38%	09.52%	09.52%
EXPECTED	#	42	11	21	1	3	0	3	3
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	950	204	477	27	71	2	79	90
	%	100.00%	21.47%	50.21%	02.84%	07.47%	00.21%	08.32%	09.47%
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	#	23,888	7,155	11,274	452	1,312	131	1,787	1,777
	%	100.00%	29.95%	47.20%	01.89%	05.49%	00.55%	07.48%	07.44%
PROMOTED	#	2,423	778	1,103	45	144	17	187	149
	%	100.00%	32.11%	45.52%	01.86%	05.94%	00.70%	07.72%	06.15%
EXPECTED	#	2,423	726	1,144	46	133	13	181	180

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 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 A9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Permanent Workforce - by Race/Ethnicity and Sex FY 2010

Occupations: 0610

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 Races/Undisclosed				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	11,182	2,074	9,108	159	483	1,418	5,914	254	1,790	193	730	7	20	29	127	14	44
	%	100.01%	18.55%	81.46%	01.42%	04.32%	12.68%	52.89%	02.27%	16.01%	01.73%	06.53%	00.06%	00.18%	00.26%	01.14%	00.13%	00.39%
PROMOTED	#	1,997	361	1,636	21	58	272	1,211	33	251	30	91	0	2	4	14	1	9
	%	99.99%	18.07%	81.92%	01.05%	02.90%	13.62%	60.64%	01.65%	12.57%	01.50%	04.56%	00.00%	00.10%	00.20%	00.70%	00.05%	00.45%
EXPECTED	#	1,997	370	1,627	28	86	253	1,056	45	320	35	130	1	4	5	23	3	8
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	25,163	4,068	21,095	382	1,279	2,851	12,794	373	3,633	388	3,071	3	29	54	236	17	53
	%	99.99%	16.16%	83.83%	01.52%	05.08%	11.33%	50.84%	01.48%	14.44%	01.54%	12.20%	00.01%	00.12%	00.21%	00.94%	00.07%	00.21%
PROMOTED	#	820	93	727	4	24	75	536	7	125	5	34	0	0	2	6	0	2
	%	100.00%	11.34%	88.66%	00.49%	02.93%	09.15%	65.37%	00.85%	15.24%	00.61%	04.15%	00.00%	00.00%	00.24%	00.73%	00.00%	00.24%
EXPECTED	#	820	133	687	12	42	93	417	12	118	13	100	0	1	2	8	1	2
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	11,762	1,373	10,389	104	419	1,090	7,857	102	1,437	60	557	1	9	12	79	4	31
	%	100.00%	11.67%	88.33%	00.88%	03.56%	09.27%	66.80%	00.87%	12.22%	00.51%	04.74%	00.01%	00.08%	00.10%	00.67%	00.03%	00.26%
PROMOTED	#	105	10	95	0	4	10	78	0	11	0	1	0	0	0	0	0	1
	%	100.00%	09.52%	90.48%	00.00%	03.81%	09.52%	74.29%	00.00%	10.48%	00.00%	00.95%	00.00%	00.00%	00.00%	00.00%	00.00%	00.95%
EXPECTED	#	105	12	93	1	4	10	70	1	13	1	5	0	0	0	1	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	753	52	701	0	18	47	539	3	115	2	25	0	0	0	3	0	1
	%	100.00%	06.91%	93.09%	00.00%	02.39%	06.24%	71.58%	00.40%	15.27%	00.27%	03.32%	00.00%	00.00%	00.00%	00.40%	00.00%	00.13%

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
PROMOTED	#	25	2	23	0	0	1	21	1	2	0	0	0	0	0	0	0	0
	%	100.00%	08.00%	92.00%	00.00%	00.00%	04.00%	84.00%	04.00%	08.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	25	2	23	0	1	2	18	0	4	0	1	0	0	0	0	0	0
TOTAL Grade 1-4 Onboard - Promotions to 2-5																		
ONBOARD	#	48,860	7,567	41,293	645	2,199	5,406	27,104	732	6,975	643	4,383	11	58	95	445	35	129
	%	99.99%	15.48%	84.51%	01.32%	04.50%	11.06%	55.47%	01.50%	14.28%	01.32%	08.97%	00.02%	00.12%	00.19%	00.91%	00.07%	00.26%
PROMOTED	#	2,947	466	2,481	25	86	358	1,846	41	389	35	126	0	2	6	20	1	12
	%	100.01%	15.81%	84.20%	00.85%	02.92%	12.15%	62.64%	01.39%	13.20%	01.19%	04.28%	00.00%	00.07%	00.20%	00.68%	00.03%	00.41%
EXPECTED	#	2,947	456	2,491	39	133	326	1,635	44	421	39	264	1	4	6	27	2	8

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent 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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Permanent Workforce - by Disability FY 2010

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	#	11,182	10,270	275	576	61	1	4	1	2	1	8	0	44	0
	%	100.00%	91.84%	02.46%	05.15%	00.55%	00.01%	00.04%	00.01%	00.02%	00.01%	00.07%	00.00%	00.39%	00.00%
PROMOTED	#	1,997	1,867	31	94	5	0	0	0	0	0	1	0	4	0
	%	100.00%	93.49%	01.55%	04.71%	00.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.05%	00.00%	00.20%	00.00%
EXPECTED	#	1,997	1,834	49	103	11	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	25,163	20,347	3,457	1,234	125	2	14	3	3	0	29	3	66	5
	%	100.00%	80.86%	13.74%	04.90%	00.50%	00.01%	00.06%	00.01%	00.01%	00.00%	00.12%	00.01%	00.26%	00.02%
PROMOTED	#	820	718	53	47	2	0	0	0	0	0	0	0	2	0
	%	100.00%	87.56%	06.46%	05.73%	00.24%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.24%	00.00%
EXPECTED	#	820	663	113	40	4	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	11,762	8,411	2,708	590	53	1	5	0	2	0	11	0	30	4
	%	100.00%	71.51%	23.02%	05.02%	00.45%	00.01%	00.04%	00.00%	00.02%	00.00%	00.09%	00.00%	00.26%	00.03%
PROMOTED	#	105	82	17	5	1	0	0	0	0	0	1	0	0	0
	%	100.00%	78.10%	16.19%	04.76%	00.95%	00.00%	00.00%	00.00%	00.00%	00.00%	00.95%	00.00%	00.00%	00.00%
EXPECTED	#	105	75	24	5	0	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	753	476	242	30	5	1	0	1	1	0	1	0	0	1
	%	100.00%	63.21%	32.14%	03.98%	00.66%	00.13%	00.00%	00.13%	00.13%	00.00%	00.13%	00.00%	00.00%	00.13%
PROMOTED	#	25	19	6	0	0	0	0	0	0	0	0	0	0	0

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	
	%	100.00%	76.00%	24.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	25	16	8	1	0	--	--	--	--	--	--	--	--	--
TOTAL Grade 1-4 Onboard - Promotions to 2-5															
ONBOARD	#	48,860	39,504	6,682	2,430	244	5	23	5	8	1	49	3	140	10
	%	100.00%	80.85%	13.68%	04.97%	00.50%	00.01%	00.05%	00.01%	00.02%	00.00%	00.10%	00.01%	00.29%	00.02%
PROMOTED	#	2,947	2,686	107	146	8	0	0	0	0	0	2	0	6	0
	%	100.00%	91.14%	03.63%	04.95%	00.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.07%	00.00%	00.20%	00.00%
EXPECTED	#	2,947	2,383	403	146	15	--	--	--	--	--	--	--	--	--

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 throughout the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent 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 2010

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	Unknown
GRADE=1 Onboard - Promotions to 2									
ONBOARD	#	11,182	9,927	666	16	26	11	57	479
	%	100.00%	88.78%	05.96%	00.14%	00.23%	00.10%	00.51%	04.28%
PROMOTED	#	1,997	1,773	103	4	6	5	14	92
	%	100.00%	88.78%	05.16%	00.20%	00.30%	00.25%	00.70%	04.61%
EXPECTED	#	1,997	1,773	119	3	5	2	10	85
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	25,163	21,514	1,812	26	87	42	151	1,531
	%	100.00%	85.50%	07.20%	00.10%	00.35%	00.17%	00.60%	06.08%
PROMOTED	#	820	714	51	3	2	1	4	45
	%	100.00%	87.07%	06.22%	00.37%	00.24%	00.12%	00.49%	05.49%
EXPECTED	#	820	701	59	1	3	1	5	50
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	11,762	9,917	862	20	38	18	98	809
	%	100.00%	84.31%	07.33%	00.17%	00.32%	00.15%	00.83%	06.88%
PROMOTED	#	105	82	6	0	1	0	2	14
	%	100.00%	78.10%	05.71%	00.00%	00.95%	00.00%	01.90%	13.33%
EXPECTED	#	105	89	8	0	0	0	1	7
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	753	634	56	1	3	0	8	51
	%	100.00%	84.20%	07.44%	00.13%	00.40%	00.00%	01.06%	06.77%
PROMOTED	#	25	20	2	0	1	0	1	1
	%	100.00%	80.00%	08.00%	00.00%	04.00%	00.00%	04.00%	04.00%

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
EXPECTED	#	25	21	2	0	0	0	0	2
TOTAL Grade 1-4 Onboard - Promotions to 2-5									
ONBOARD	#	48,860	41,992	3,396	63	154	71	314	2,870
	%	100.00%	85.94%	06.95%	00.13%	00.32%	00.15%	00.64%	05.87%
PROMOTED	#	2,947	2,589	162	7	10	6	21	152
	%	100.00%	87.85%	05.50%	00.24%	00.34%	00.20%	00.71%	05.16%
EXPECTED	#	2,947	2,533	205	4	9	4	19	173

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 throughout the fiscal year.

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group percent multiplied by Total Promotions.

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

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2010

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE: GS 13/14																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2,700	1,238	1,462	92	80	912	1,010	165	289	52	60	0	0	12	10	5	13
	%	100.00%	45.86%	54.14%	03.41%	02.96%	33.78%	37.41%	06.11%	10.70%	01.93%	02.22%	00.00%	00.00%	00.44%	00.37%	00.19%	00.48%
Relevant Pool		34,934	15,578	19,356	873	992	11,974	13,747	1,746	3,176	725	1,078	20	24	148	186	92	153
GRADE: GS 15																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	186	97	89	6	4	82	67	5	12	2	5	0	0	0	1	2	0
	%	100.02%	52.17%	47.85%	03.23%	02.15%	44.09%	36.02%	02.69%	06.45%	01.08%	02.69%	00.00%	00.00%	00.00%	00.54%	01.08%	00.00%
Relevant Pool		4,696	2,552	2,144	98	94	2,071	1,546	250	405	104	76	1	2	14	13	14	8
GRADE: SES																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 Races/Undisclosed			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	27	13	14	0	0	12	13	1	1	0	0	0	0	0	0	0	0	
	%	99.99%	48.14%	51.85%	00.00%	00.00%	44.44%	48.15%	03.70%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Pool		19,908	13,210	6,698	742	425	9,528	4,029	523	455	2,200	1,647	16	10	144	104	57	28	

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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability FY 2010

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	#	2,700	2,179	293	210	18	1	1	2	3	1	4	0	5	1
	%	100.00%	80.70%	10.85%	07.78%	00.67%	00.04%	00.04%	00.07%	00.11%	00.04%	00.15%	00.00%	00.19%	00.04%
Relevant Pool		34,934	26,602	4,927	3,012	393	22	74	38	62	24	50	0	114	9
GRADE: GS 15															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	186	145	30	11	0	0	0	0	0	0	0	0	0	0
	%	100.00%	77.96%	16.13%	05.91%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		4,696	3,411	901	351	33	0	7	9	3	3	4	0	5	2
GRADE: SES															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	27	18	6	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	22.22%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

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
Relevant Pool	19,908	16,740	2,287	776	105	1	4	9	22	10	15	0	41	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 2010

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 Races/Undisclosed
	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	#	18,468	7,045	11,423	370	485	5,220	8,407	1,090	1,876	208	406	25	25	71	153	61	71
	%	100.01%	38.15%	61.86%	02.00%	02.63%	28.27%	45.52%	05.90%	10.16%	01.13%	02.20%	00.14%	00.14%	00.38%	00.83%	00.33%	00.38%
Total Hours	113,756	43,782	69,974	2,251	2,855	32,475	51,677	6,733	11,388	1,395	2,638	128	172	432	870	368	374	
Average Hours	6.16	6.21	6.13	6.08	5.89	6.22	6.15	6.18	6.07	6.71	6.50	5.12	6.88	6.08	5.69	6.03	5.27	
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	2,611	869	1,742	44	87	572	1,028	163	370	55	187	0	8	23	39	12	23
	%	100.00%	33.29%	66.71%	01.69%	03.33%	21.91%	39.37%	06.24%	14.17%	02.11%	07.16%	00.00%	00.31%	00.88%	01.49%	00.46%	00.88%
Total Hours	49,889	16,282	33,607	805	1,742	10,831	19,675	3,000	7,168	1,096	3,842	0	140	362	672	188	368	
Average Hours	19.11	18.74	19.29	18.30	20.02	18.94	19.14	18.40	19.37	19.93	20.55	0.00	17.50	15.74	17.23	15.67	16.00	
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	101,653	39,550	62,103	3,123	3,810	23,510	37,570	10,391	16,456	1,686	2,919	81	97	483	812	276	439
	%	100.01%	38.91%	61.10%	03.07%	03.75%	23.13%	36.96%	10.22%	16.19%	01.66%	02.87%	00.08%	00.10%	00.48%	00.80%	00.27%	00.43%
Total Amount	28,952,079	11,244,351	17,707,728	963,447	1,144,063	6,638,863	10,675,263	2,953,399	4,660,068	463,224	846,821	20,582	28,070	128,908	226,147	75,928	127,296	
Average Amount	284.81	284.31	285.13	308.50	300.28	282.38	284.14	284.23	283.18	274.75	290.11	254.10	289.38	266.89	278.51	275.10	289.97	
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	136,230	53,573	82,657	3,523	4,338	35,679	53,505	10,791	19,572	2,732	3,870	85	120	496	834	267	418
	%	100.01%	39.33%	60.68%	02.59%	03.18%	26.19%	39.28%	07.92%	14.37%	02.01%	02.84%	00.06%	00.09%	00.36%	00.61%	00.20%	00.31%
Total Amount	214,237,944	89,628,842	124,609,102	5,121,224	5,859,776	63,644,485	83,764,403	14,651,405	27,166,989	4,939,887	5,843,587	97,706	175,882	740,467	1,176,827	433,668	621,638	

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Average Amount	1,572.62	1,673.02	1,507.54	1,453.65	1,350.80	1,783.81	1,565.54	1,357.74	1,388.05	1,808.16	1,509.97	1,149.48	1,465.68	1,492.88	1,411.06	1,624.22	1,487.17	
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	1,351	512	839	39	54	372	543	59	198	37	34	1	1	3	9	1	0
	%	100.01%	37.90%	62.11%	02.89%	04.00%	27.54%	40.19%	04.37%	14.66%	02.74%	02.52%	00.07%	00.07%	00.22%	00.67%	00.07%	00.00%
Total Benefit	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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

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

*** This data is not available.

Table reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Disability FY 2010

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	#	18,468	14,166	2,248	1,782	272	23	30	12	23	8	34	6	132	4
	%	100.00%	76.71%	12.17%	09.65%	01.47%	00.12%	00.16%	00.06%	00.12%	00.04%	00.18%	00.03%	00.71%	00.02%
Total Hours		113,756	87,143	14,091	10,773	1,749	146	204	79	130	56	236	44	834	20
Average Hours		6.16	6.15	6.27	6.05	6.43	6.35	6.80	6.58	5.65	7.00	6.94	7.33	6.32	5.00
Time-off Awards - 9+ hours															
Total Time-off Awards over 9 hours	#	2,611	1,941	395	252	23	5	2	2	4	0	1	0	8	1
	%	100.00%	74.34%	15.13%	09.65%	00.88%	00.19%	00.08%	00.08%	00.15%	00.00%	00.04%	00.00%	00.31%	00.04%
Total Hours		49,889	36,647	8,245	4,613	384	77	40	32	67	0	16	0	136	16
Average Hours		19.11	18.88	20.87	18.31	16.70	15.40	20.00	16.00	16.75	0.00	16.00	0.00	17.00	16.00
Cash Awards - \$100 - \$500															
Total Cash Awards \$500 and under	#	101,653	77,636	12,596	9,767	1,654	154	198	79	140	48	206	97	698	34
	%	100.00%	76.37%	12.39%	09.61%	01.63%	00.15%	00.19%	00.08%	00.14%	00.05%	00.20%	00.10%	00.69%	00.03%
Total Amount		28,952,079	22,103,424	3,683,422	2,716,130	449,103	42,104	53,368	22,238	38,033	12,717	57,443	29,393	184,481	9,326
Average Amount		284.81	284.71	292.43	278.09	271.53	273.40	269.54	281.49	271.66	264.94	278.85	303.02	264.30	274.29
Cash Awards - \$501+															
Total Cash Awards \$501 and over	#	136,230	101,607	21,839	11,079	1,705	135	231	109	177	72	217	70	652	42
	%	100.00%	74.58%	16.03%	08.13%	01.25%	00.10%	00.17%	00.08%	00.13%	00.05%	00.16%	00.05%	00.48%	00.03%
Total Amount		214,237,944	157,566,502	37,923,685	16,428,792	2,318,965	156,521	326,947	210,910	263,628	115,026	300,401	65,928	825,249	54,355
Average Amount		1,572.62	1,550.74	1,736.51	1,482.88	1,360.10	1,159.41	1,415.35	1,934.95	1,489.42	1,597.58	1,384.34	941.83	1,265.72	1,294.17
Quality Step Increases (QSIs)															
Total QSIs Awarded	#	1,351	1,020	202	116	13	1	3	2	2	0	2	0	3	0
	%	100.00%	75.50%	14.95%	08.59%	00.96%	00.07%	00.22%	00.15%	00.15%	00.00%	00.15%	00.00%	00.22%	00.00%

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 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 2010

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 Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	17,486	7,860	9,626	621	524	5,124	6,312	1,571	2,034	380	528	14	19	101	140	49	69
	%	99.99%	44.94%	55.05%	03.55%	03.00%	29.30%	36.10%	08.98%	11.63%	02.17%	03.02%	00.08%	00.11%	00.58%	00.80%	00.28%	00.39%
Involuntary	#	2,296	1,222	1,074	107	72	617	542	446	394	19	30	3	3	16	11	14	22
	%	100.02%	53.23%	46.79%	04.66%	03.14%	26.87%	23.61%	19.43%	17.16%	00.83%	01.31%	00.13%	00.13%	00.70%	00.48%	00.61%	00.96%
Total Separations	#	19,785	9,083	10,702	728	596	5,742	6,854	2,017	2,430	399	558	17	22	117	151	63	91
	%	99.99%	45.91%	54.08%	03.68%	03.01%	29.02%	34.64%	10.19%	12.28%	02.02%	02.82%	00.09%	00.11%	00.59%	00.76%	00.32%	00.46%
Total Work Force	#	285,120	115,239	169,881	9,146	10,442	71,204	102,935	25,913	41,918	6,658	11,155	222	308	1,310	1,914	786	1,209
	%	100.00%	40.43%	59.57%	03.21%	03.66%	24.97%	36.10%	09.09%	14.70%	02.34%	03.91%	00.08%	00.11%	00.46%	00.67%	00.28%	00.42%

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 reflects a correction to the proper alignment with EEOC's guidance and standards on accounting for Hispanics and individuals self-identifying multiple races. Previously situations where Hispanics were self-identifying additional races were accounted in the two-or-more races group (EEOC required them to be accounted for as Hispanics). The modification had minimal affect on the results.

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Disability FY 2010

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	#	17,486	11,596	3,641	1,900	349	16	29	21	35	11	30	15	183	9
	%	100.00%	66.32%	20.82%	10.87%	02.00%	00.09%	00.17%	00.12%	00.20%	00.06%	00.17%	00.09%	01.05%	00.05%
Involuntary	#	2,296	1,764	146	309	77	2	5	0	5	2	5	3	52	3
	%	100.00%	76.83%	06.36%	13.46%	03.35%	00.09%	00.22%	00.00%	00.22%	00.09%	00.22%	00.13%	02.26%	00.13%
Total Separations	#	19,785	13,362	3,787	2,209	427	18	35	21	40	13	35	18	235	12
	%	100.00%	67.54%	19.14%	11.17%	02.16%	00.09%	00.18%	00.11%	00.20%	00.07%	00.18%	00.09%	01.19%	00.06%
Total Work Force	#	285,120	220,889	34,662	25,161	4,408	340	496	200	396	156	509	264	1,938	109
	%	100.00%	77.47%	12.16%	08.82%	01.55%	00.12%	00.17%	00.07%	00.14%	00.05%	00.18%	00.09%	00.68%	00.04%

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.

EEOC Form 462
Statistical Report of Discrimination Complaints

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2010

PART I - PRE-COMPLAINT ACTIVITIES

EEO COUNSELOR	COUNSELINGS		INDIVIDUALS	
	COUNSELINGS	INDIVIDUALS	COUNSELINGS	INDIVIDUALS
A. TOTAL COMPLETED/ENDED COUNSELINGS	4398	4023		
1. COUNSELED WITHIN 30 DAYS	2050	1932		
2. COUNSELED WITHIN 31 TO 90 DAYS	2256	2016		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	231	225		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1899	1845		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	126	126		
3. COUNSELED BEYOND 90 DAYS	84	84		
4. COUNSELED DUE TO REMANDS	8	8		
ADR INTAKE OFFICER	COUNSELINGS		INDIVIDUALS	
B. TOTAL COMPLETED/ENDED COUNSELINGS	0	0		
1. COUNSELED WITHIN 30 DAYS	0	0		
2. COUNSELED WITHIN 31 TO 90 DAYS	0	0		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	0	0		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	0	0		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	0	0		
3. COUNSELED BEYOND 90 DAYS	0	0		
4. COUNSELED DUE TO REMANDS	0	0		
COMBINED TOTAL	COUNSELINGS		INDIVIDUALS	
C. TOTAL COMPLETED/ENDED COUNSELINGS	4398	4023		
1. COUNSELED WITHIN 30 DAYS	2050	1932		
2. COUNSELED WITHIN 31 TO 90 DAYS	2256	2016		
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS	231	225		
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR	1899	1845		
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY	126	126		
3. COUNSELED BEYOND 90 DAYS	84	84		
4. COUNSELED DUE TO REMANDS	8	8		
D. PRE-COMPLAINT ACTIVITIES	COUNSELINGS		INDIVIDUALS	
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD	865	815		
2. INITIATED DURING THE REPORTING PERIOD	4499	4121		
3. COMPLETED/ENDED COUNSELINGS	4398	4023		
a. SETTLEMENTS (MONETARY AND NON-MONETARY)	501	495		
b. WITHDRAWALS/NO COMPLAINT FILED	1587	1522		
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD	2123	2012		
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	187	184		
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD	966	966		

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	7	7	\$ 169,500.00
1. COMPENSATORY DAMAGES	0	0	\$ 0.00
2. BACKPAY/FROTPAY	0	0	\$ 0.00
3. LUMP SUM PAYMENT	7	7	\$ 153,500.00
4. ATTORNEY FEES AND COSTS	1	1	\$ 16,000.00
5.	0	0	\$ 0.00
6.	0	0	\$ 0.00
7.	0	0	\$ 0.00
F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	25	25	
1. HIRES	0	0	
a. RETROACTIVE	0	0	
b. NON-RETROACTIVE	0	0	
2. PROMOTIONS	2	2	
a. RETROACTIVE	1	1	
b. NON-RETROACTIVE	1	1	
3. EXPUNGEMENTS	2	2	
4. REASSIGNMENTS	3	3	
5. REMOVALS RESCINDED	0	0	
a. REINSTATEMENT	0	0	
b. VOLUNTARY RESIGNATION	0	0	
6. ACCOMMODATIONS	3	3	
7. TRAINING	4	4	
8. APOLOGY	3	3	
9. DISCIPLINARY ACTIONS	5	5	
a. RESCINDED	4	4	
b. MODIFIED	1	1	
10. PERFORMANCE EVALUATION MODIFIED	0	0	
11. LEAVE RESTORED	1	1	
12. ASSIGNMENT OF DUTIES	2	2	
13. TERMS AND CONDITIONS	3	3	
G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
TOTAL	32	31	\$ 279,416.20
1. COMPENSATORY DAMAGES	8	6	\$ 79,500.00
2. BACKPAY/FROTPAY	3	3	\$ 5,440.80
3. LUMP SUM PAYMENT	18	18	\$ 155,649.40
4. ATTORNEY FEES AND COSTS	5	5	\$ 34,125.00
5. SPECIAL CONTRIBUTION AW	1	1	\$ 4,701.00
6.	0	0	\$ 0.00
7.	0	0	\$ 0.00
H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	470	466	
1. HIRES	4	4	
a. RETROACTIVE	1	1	
b. NON-RETROACTIVE	3	3	
2. PROMOTIONS	12	12	
a. RETROACTIVE	3	3	
b. NON-RETROACTIVE	9	9	
3. EXPUNGEMENTS	20	20	
4. REASSIGNMENTS	37	37	
5. REMOVALS RESCINDED	43	43	
a. REINSTATEMENT	7	7	
b. VOLUNTARY RESIGNATION	36	36	
6. ACCOMMODATIONS	10	10	
7. TRAINING	45	45	
8. APOLOGY	32	32	
9. DISCIPLINARY ACTIONS	47	47	
a. RESCINDED	29	29	
b. MODIFIED	18	18	
10. PERFORMANCE EVALUATION MODIFIED	19	19	
11. LEAVE RESTORED	13	13	
12. BETTER COMMUNICATION	161	158	
13. IMPROVED TERMS AND CO	155	153	
I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
TOTAL	30	30	

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

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

AGENCY OR DEPARTMENT: **Department of Veterans Affairs**

REPORTING PERIOD: **FY 2010**

PART II - FORMAL COMPLAINT ACTIVITIES

2359	A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD
2199	B. COMPLAINTS FILED
81	C. REMANDS (sum of lines C1+C2+C3)
0	C.1. REMANDS (NOT INCLUDED IN A OR B)
81	C.2. REMANDS (INCLUDED IN A OR B)
0	C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE
0	C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F OR H THAT RESULTED FROM REMANDS
4558	D. TOTAL COMPLAINTS (sum of lines A+B+C1)
4529	E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED
2016	F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD
29	G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED
12	H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD
2611	I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]
2079	J. INDIVIDUALS FILING COMPLAINTS
13	K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE

A. AGENCY & CONTRACT RESOURCES

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
1. WORK FORCE				
a. TOTAL WORK FORCE	307322			
b. PERMANENT EMPLOYEES	284987			
2. COUNSELOR				
a. FULL-TIME	45	100.00	2	16.67
b. PART-TIME	0	0.00	0	0.00
c. COLLATERAL DUTY	0	0.00	10	83.33
3. INVESTIGATOR				
a. FULL-TIME	69		92	
b. PART-TIME	44	63.77	67	72.83
c. COLLATERAL DUTY	25	36.23	15	16.30
	0	0.00	10	10.87
4. COUNSELOR/INVESTIGATOR				
a. FULL-TIME	0	0.00	3	10.71
b. PART-TIME	0	0.00	5	17.86
c. COLLATERAL DUTY	0	0.00	20	71.43

B. AGENCY & CONTRACT STAFF TRAINING

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
1. NEW STAFF - TOTAL						
	13	1	12	11	0	6
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS	13	1	12	9	0	1
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF	0	0	0	2	0	5
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0
2. EXPERIENCED STAFF - TOTAL						
	32	11	57	81	0	22
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS	32	0	57	0	0	0
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF	0	11	0	81	0	22
c. STAFF RECEIVING NO TRAINING AT ALL	0	0	0	0	0	0

C. REPORTING LINE

1 EEO DIRECTOR'S NAME: **John U. Sepulveda**

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

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: **Rafael A. Torres**
TITLE: **Deputy Assistant Secretary for Resolution Management**

4. WHO DOES THAT PERSON REPORT TO?
PERSON: **John U. Sepulveda**
TITLE: **Assistant Secretary for Human Resources and Administration**

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2010

PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION																AGE	DISABILITY		GENA	TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINTS BY ISSUE
	RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		MENTAL		PHYSICAL					
	AMER. INDIAN NATIVE	ASIAN	NAT. SPANISH ORIGIN	BLACK/AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	SPANISH/LATINO	OTHER	MALE	FEMALE								
A. APPOINTMENT/TERM	0	3	0	15	2	0	2	0	17	8	6	0	2			31	4	16	0	106	63	60	
B. ASSIGNMENT OF DUTY	0	2	0	36	2	1	4	3	61	11	26	2	5			36	8	36	0	233	128	127	
C. AWARDS	0	0	0	12	0	0	3	0	18	5	5	3	0			4	1	1	0	52	29	29	
D. CONVICTION TO FULL TIME	0	1	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	1	1	1	
E. DISCIPLINARY ACTION	1	7	0	83	13	1	13	8	155	37	44	11	17			75	26	64	0	555	335	335	
1. DETENTION	0	0	0	4	0	0	0	2	10	1	5	1	0			8	1	4	0	36	14	14	
2. REPRISAL	0	3	0	10	3	0	1	1	26	6	7	3	2			10	1	6	0	79	57	57	
3. SUSPENSION	0	0	0	18	2	1	2	1	35	9	4	2	3			22	8	15	0	122	77	77	
4. REMOVAL	1	1	0	14	4	0	5	2	22	3	8	4	8			17	8	19	0	116	65	65	
F. ADMONISHMENT	0	1	0	10	2	0	1	0	23	7	6	0	0			5	1	7	0	63	43	43	
4. LETTER OF WARNING	0	1	0	1	0	0	0	0	2	1	0	0	0			3	2	4	0	14	8	8	
G. VERBAL OR WRITTEN COUNSELING	0	1	0	26	2	0	4	2	37	10	14	1	4			10	5	9	0	125	71	71	
H. DUTY ROTATION	0	0	0	20	2	0	1	5	25	6	11	1	5			14	0	15	0	105	59	59	
I. EVALUATION/APPEAL	1	2	0	40	3	0	3	3	75	10	29	5	8			28	4	20	0	231	137	135	
J. EDUCATION/TEST	0	0	0	1	0	0	0	0	2	0	0	0	0			0	0	0	0	3	2	2	
K. HARASSMENT	5	20	2	261	56	3	30	37	420	105	249	28	55			202	75	177	2	1727	990	962	
1. NON-SEXUAL	5	20	2	261	56	3	30	37	412	90	203	28	55			202	75	177	2	1658	926	898	
2. SEXUAL									8	15	46									69	64	64	
L. MEDICAL REASSIGNMENT	0	1	0	2	0	0	0	1	7	0	1	0	0			4	5	7	0	28	14	14	
M. PAY INCLUDING OVERTIME	0	2	0	28	4	0	1	3	27	13	12	5	11			18	2	8	0	146	81	81	
N. PROMOTION/CHOICE SELECTION	1	3	0	105	21	3	8	9	124	47	43	13	13			137	15	58	1	601	360	348	
O. REASSIGNMENT	1	1	0	21	5	1	3	1	42	5	14	1	5			23	6	22	0	151	67	67	
1. DESIRED	0	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0	0	0	0	
2. UNDESIRABLE	1	1	0	21	5	1	3	1	42	5	14	1	5			23	6	22	0	151	67	67	
P. REASONABLE ACCOMMODATION									3	31							34	86	0	154	122	120	
Q. RESTATEMENT	0	0	0	0	0	0	0	0	0	0	1	0	0			0	0	1	0	2	2	2	
R. RETIREMENT	0	0	0	6	2	0	1	1	10	2	3	0	0			14	4	6	0	49	27	27	
S. TERMINATION	1	5	0	60	15	3	12	16	54	22	38	11	21			40	47	72	0	417	249	247	
T. TRANSFER/CONDITIONS OF EMPLOYMENT	0	1	0	18	4	1	3	1	31	9	14	0	3			20	4	17	0	126	78	78	
U. TIME AND ATTENDANCE	1	2	0	37	10	1	4	5	65	15	22	5	6			26	8	43	0	250	149	148	
V. TRAINING	1	0	0	26	3	1	3	2	26	9	9	2	0			12	4	11	0	109	60	60	
W. OTHER (Please specify below)																							
1. DETAIL	0	0	0	12	3	0	0	0	15	5	5	2	2			8	1	1	1	55	31	31	
2. WORKING CONDITIONS	0	0	0	1	0	0	0	0	1	0	1	0	0			0	1	0	0	4	2	2	
3. PERFORMANCE IMPROVEMENT	0	1	0	10	2	0	1	0	14	5	1	1	1			7	4	5	0	52	30	30	
4. PERFORMANCE WARNING	0	0	0	0	1	0	1	0	0	0	0	0	0			1	0	2	0	5	2	2	
5. RESIGNATION	0	1	0	4	3	0	1	1	9	2	6	1	1			1	3	10	0	43	29	29	
TOTAL ISSUES BY BASES	12	52	2	798	151	15	94	99	1229	316	540	91	155			701	256	678	4				
TOTAL COMPLAINTS FILED BY BASES	8	35	2	532	112	9	63	71	794	207	352	61	109			507	177	442	3				
TOTAL COMPLAINTS BY BASES	8	35	2	516	109	9	63	69	737	200	345	59	107			492	176	432	3				

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs

REPORTING PERIOD: FY 2010

PART IVA - BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	BASES OF DISCRIMINATION IN FINDINGS AND ALLEGED BASES IN SETTLEMENTS																		
	RACE						COLOR	RELIGION	SEXUAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT		AGE	DISABILITY		OTHER
	ASIAN/PACIFIC ISLANDER	HISPANIC/LATINO	BLACK	WHITE	AMERICAN INDIAN/ALASKA NATIVE	OTHER				MALE	FEMALE	NATIVE BORN	NATURALIZED CITIZEN	MALE	FEMALE		PHYSICAL	MENTAL	
							ASIAN/PACIFIC ISLANDER	HISPANIC/LATINO	BLACK							WHITE			AMERICAN INDIAN/ALASKA NATIVE
1. Counseling Settlement Allegations	3	7	1	188	38	1	12	11	136	62	86	19	25	1	6	141	60	136	0
1a. Number of Counselings Settled	2	6	1	135	30	1	9	10	105	45	65	17	16	1	0	116	43	104	0
1b. Number of Counselings Settled With	2	6	1	135	30	1	9	10	104	45	64	17	16	1	0	115	43	103	0
2. Complaint Settlement Allegations	4	7	7	182	33	4	14	28	220	72	153	26	40	0	2	156	53	128	2
2a. Number of Complaints Settled	1	6	6	128	26	2	14	21	154	47	100	12	29	0	2	110	31	84	1
2b. Number of Complaints Settled With	1	6	6	115	25	2	14	18	124	46	99	12	26	0	2	103	29	81	1
3. Final Agency Decision Findings	0	0	0	0	0	0	0	0	6	1	3	0	0	0	0	1	0	2	0
3a. Number FADs with Findings	0	0	0	0	0	0	0	0	6	1	3	0	0	0	0	1	0	2	0
3b. Number Complaints Issued FAD Findings	0	0	0	0	0	0	0	0	6	1	3	0	0	0	0	1	0	2	0
4. AJ Decision Findings	0	1	0	3	1	0	1	0	6	1	3	0	1	1	0	4	1	5	0
4a. Number AJ Decisions With Findings	0	1	0	3	1	0	1	0	6	1	3	0	1	1	0	4	1	5	0
5. Final Agency Order Findings Implemented	0	0	0	1	0	0	1	0	6	0	3	0	1	1	0	4	1	5	0
5a. Number of Final Orders With Findings Implemented	0	0	0	1	0	0	1	0	6	0	3	0	1	1	0	4	1	5	0
5b. # of Complaints Issued FOs with Findings Implemented	0	0	0	1	0	0	1	0	6	0	3	0	1	1	0	4	1	5	0
TOTAL SETTLEMENT ALLEGATIONS	7	14	8	350	71	5	26	39	356	134	239	45	65	1	2	297	113	262	2
TOTAL FINAL ACTION FINDINGS	0	0	0	1	0	0	1	0	1	0	6	0	1	1	0	5	1	7	0

PART IVB - ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED IN SETTLEMENTS

FINDINGS/ALLEGATIONS IN:	ISSUES OF DISCRIMINATION IN FINDINGS AND ALLEGED ISSUES IN SETTLEMENTS																											
	APPOINTMENT DATE	ASSIGNMENT OF DUTY	AVOIDED	CONVICTION TO FULL TIME	DISCIPLINARY ACTION				DUTY ROTATION	FLAG APPEALS	FLAG TIME	SUBMIT		MEDICAL EXAM	PAST OR CURRENT	RETIRED	REASSIGNED	REASSIGNED DELETED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	
					DISCIPLINARY	REASSIGNED	REASSIGNED	REASSIGNED																				
	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED
REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED	REASSIGNED
1. Counseling Settlement Allegations	10	35	4	0	7	14	28	13	11	54	0	343	13	0	20	75	0	14	36	0	11	97	14	44	19	127		
1a. Number of Counselings Settled	8	25	3	0	4	9	16	7	7	33	0	223	9	0	11	46	0	9	25	0	6	68	10	30	15	85		
1b. Number of Counselings Settled With	8	25	3	0	4	9	16	7	7	33	0	222	9	0	11	46	0	9	25	0	6	68	10	29	15	85		
2. Complaint Settlement Allegations	27	52	10	0	17	19	27	26	24	39	0	355	15	0	39	126	0	31	42	0	2	86	17	68	23	136		
2a. Number of Complaints Settled	21	28	7	0	9	13	15	13	15	24	0	200	15	0	22	69	0	18	30	0	1	58	9	41	13	78		
2b. Number of Complaints Settled With	19	27	7	0	9	13	15	13	15	24	0	186	15	0	22	62	0	18	28	0	1	58	9	41	13	78		
3. Final Agency Decision Findings	0	0	0	0	0	0	1	0	0	0	0	3	4	0	0	0	2	0	2	0	0	3	0	0	0	3		
3a. Number FADs with Findings	0	0	0	0	0	0	1	0	0	0	0	3	4	0	0	0	2	0	2	0	0	3	0	0	0	3		
3b. Number Complaints Issued FAD Findings	0	0	0	0	0	0	1	0	0	0	0	3	4	0	0	0	2	0	2	0	0	3	0	0	0	3		
4. AJ Decision Findings	1	3	1	0	0	0	2	1	0	1	0	2	0	0	0	10	0	1	1	0	0	1	1	0	0	5		
4a. Number AJ Decisions With Findings	1	3	1	0	0	0	2	1	0	1	0	2	0	0	0	10	0	1	1	0	0	1	1	0	0	5		
5. Final Agency Order Findings Implemented	1	3	1	0	0	0	2	1	0	1	0	2	0	0	0	9	0	0	1	1	0	0	1	1	0	5		
5a. Number of Final Orders With Findings Implemented	1	3	1	0	0	0	2	1	0	1	0	2	0	0	0	9	0	0	1	1	0	0	1	1	0	5		
5b. # of Complaints Issued FOs with Findings Implemented	1	3	1	0	0	0	2	1	0	1	0	2	0	0	0	9	0	0	1	1	0	0	1	1	0	5		
TOTAL SETTLEMENT ALLEGATIONS	37	87	14	0	24	33	55	39	35	93	0	698	28	0	59	201	0	45	78	0	13	183	31	112	42	263		
TOTAL FINAL ACTION FINDINGS	1	3	1	0	0	0	3	1	0	1	0	5	4	0	0	9	2	0	3	1	0	3	1	1	0	8		

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

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs **REPORTING PERIOD:** FY 2010

PART V - SUMMARY OF CLOSURES BY STATUTE

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

1857	1. TITLE VII
429	2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
415	3. REHABILITATION ACT
8	4. EQUAL PAY ACT (EPA)
2	5. GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)

B. TOTAL BY STATUTES

2511 THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.
(A1+A2+A3+A4+A5)

PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)	2028	706952	348.60
1. WITHDRAWALS	217	48195	222.10
a. NON-ADR WITHDRAWALS	213	47843	224.62
b. ADR WITHDRAWALS	4	352	88.00
2. SETTLEMENTS	467	170075	364.19
a. NON-ADR SETTLEMENTS	437	158876	363.56
b. ADR SETTLEMENTS	30	11199	373.30
3. FINAL AGENCY ACTIONS (B+C)	1344	488682	363.60
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)	986	268249	272.06
1. FINDING DISCRIMINATION	10	5764	576.40
2. FINDING NO DISCRIMINATION	541	223311	412.77
3. DISMISSAL OF COMPLAINTS	435	39174	90.06
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)	358	220433	615.73
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)	354	216231	610.82
(a) FINDING DISCRIMINATION	19	13048	686.74
(b) FINDING NO DISCRIMINATION	303	187564	619.02
(c) DISMISSAL OF COMPLAINTS	32	15619	488.09
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)	4	4202	1050.50
(a) FINDING DISCRIMINATION (i+ii+iii)	4	4202	1050.50
i. AGENCY APPEALED FINDING BUT NOT REMEDY	1	1009	1009.00
ii. AGENCY APPEALED REMEDY BUT NOT FINDING	0	0	0.00
iii. AGENCY APPEALED BOTH FINDING AND REMEDY	3	3193	1064.33
(b) FINDING NO DISCRIMINATION	0	0	0.00
(c) DISMISSAL OF COMPLAINTS	0	0	0.00

ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY				
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS				
(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)				
AGENCY OR DEPARTMENT: Department of Veterans Affairs			REPORTING PERIOD: FY 2010	
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)	551	66217	120.18
1. COMPLAINANT REQUESTED IMMEDIATE FAD	(1a+1b)	185	21936	118.57
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST		18	881	47.83
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST		167	21075	126.20
2. COMPLAINANT DID NOT ELECT HEARING OR FAD	(2a+2b)	182	25224	138.59
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD		15	630	42.00
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD		167	24594	147.27
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)		112	11382	101.63
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE		20	897	44.85
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE		92	10485	113.97
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)		72	7875	108.60
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION		8	296	37.00
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION		64	7379	115.30
PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS				
		NUMBER	AMOUNT	
A. TOTAL COMPLAINTS CLOSED WITH BENEFITS		496		
B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT		248	\$7,572,476.36	
1. BACK PAY/FRONT PAY		12	\$ 148,658.00	
2. LUMP SUM PAYMENT		195	\$ 4,728,885.36	
3. COMPENSATORY DAMAGES		17	\$ 716,500.00	
4. ATTORNEY FEES AND COSTS		82	\$ 1,978,433.00	
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E. CLOSURES WITH NON-MONETARY BENEFITS		348		
F. TYPES OF BENEFITS			NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF CLOSURES WITH NON-MONETARY BENEFITS
1. HIRES		8	0	0
a. RETROACTIVE		4	0	0
b. NON-RETROACTIVE		4	0	0
2. PROMOTIONS		16	2	2
a. RETROACTIVE		8	1	1
b. NON-RETROACTIVE		8	1	1
3. EXPUNGEMENTS		19	51	51
4. REASSIGNMENTS		3	35	35
5. REMOVALS RESCINDED		8	22	22
a. REINSTATEMENT		6	9	9
b. VOLUNTARY RESIGNATION		2	13	13
6. ACCOMMODATIONS		3	3	3
7. TRAINING		2	26	26
8. APOLOGY		3	2	2
9. DISCIPLINARY ACTIONS		7	33	33
a. RESCINDED		6	27	27
b. MODIFIED		1	6	6
10. PERFORMANCE EVALUATION MODIFIED		9	19	19
11. LEAVE RESTORED		8	42	42
12. BETTER COMMUNICATION		21	9	9
13. IMPROVE TERMS AND CONDITIONS OF EMPLOYMENT		33	71	71
14.g		0	0	0

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

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

AGENCY OR DEPARTMENT: **Department of Veterans Affairs**

REPORTING PERIOD: **FY 2010**

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)	24	119	4.96	21
2. COMPLAINTS PENDING IN INVESTIGATION	731	72633	99.36	384
3. COMPLAINTS PENDING IN HEARINGS	1414	750561	530.81	1711
4. COMPLAINTS PENDING A FINAL AGENCY ACTION	442	165516	374.47	3746

PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)	1677	312429	186.30
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)	1338	251365	187.87
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	761	117430	154.31
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	540	116646	216.01
1. TIMELY COMPLETED INVESTIGATIONS	276	63447	229.88
2. UNTIMELY COMPLETED INVESTIGATIONS	264	53199	201.51
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	37	17289	467.27
2. AGENCY INVESTIGATION COSTS	\$ 10,373,544.00		\$ 7753.02
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)	339	61064	180.13
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS	192	29013	151.11
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS	144	30875	214.41
1. TIMELY COMPLETED INVESTIGATIONS	63	14492	230.03
2. UNTIMELY COMPLETED INVESTIGATIONS	81	16383	202.26
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS	3	1176	392.00
4. CONTRACTOR INVESTIGATION COSTS	\$ 1,061,265.56		\$ 3189.63

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

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

AGENCY OR DEPARTMENT: **Department of Veterans Affairs** REPORTING PERIOD: FY 2010

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	4227	3883		
2.	REJECTED BY COUNSELEE	1993	1725		
3.	INTENTIONALLY LEFT BLANK				
4.	TOTAL ACCEPTED INTO ADR PROGRAM	2234	2158		
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		2234	2158		
1.	INHOUSE	1282	1263		
2.	ANOTHER FEDERAL AGENCY	484	459		
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	468	439		
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5.	FEDERAL EXECUTIVE BOARD	0	0		
6.	0	0	0		
7.	0	0	0		
		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)		2234	2158	113172	50.66
1.	MEDIATION	2085	2027	105048	50.38
2.	SETTLEMENT CONFERENCES	6	6	209	34.83
3.	EARLY NEUTRAL EVALUATIONS	2	2	42	21.00
4.	FACTFINDING	3	3	145	48.33
5.	FACILITATION	138	120	7728	56.00
6.	OMBUDSMAN	0	0	0	0.00
7.	PEER REVIEW	0	0	0	0.00
8.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
9.	0	0	0	0	0.00
10.	0	0	0	0	0.00
11.	0	0	0	0	0.00
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS		COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED	2234	2158	113239	50.69
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	471	466	22230	47.20
b.	NO FORMAL COMPLAINT FILED	604	602	27367	45.31
c.	COMPLAINT FILED				
	I. NO RESOLUTION	1003	991	58084	57.91
	II. NO ADR ATTEMPT (aka Part X.E.1.d)	66	62	3561	53.95
	DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD	90	87	1997	22.19
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: Department of Veterans Affairs

REPORTING PERIOD: FY 2010

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	56	56		
2. REJECTED BY COMPLAINANT	8	8		
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM	48	48		
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)				
1. INHOUSE	18	18		
2. ANOTHER FEDERAL AGENCY	19	19		
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)	11	11		
4. MULTIPLE RESOURCES USED (Please specify in a comment box)	0	0		
5. FEDERAL EXECUTIVE BOARD	0	0		
6. 0	0	0		
7. 0	0	0		
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)				
1. MEDIATION	48	48	2492	51.92
2. SETTLEMENT CONFERENCES	2	2	13	6.50
3. EARLY NEUTRAL EVALUATIONS	0	0	0	0.00
4. FACTFINDING	0	0	0	0.00
5. FACILITATION	0	0	0	0.00
6. OMBUDSMAN	0	0	0	0.00
7. MINI-TRIALS	0	0	0	0.00
8. PEER REVIEW	0	0	0	0.00
9. MULTIPLE TECHNIQUES USED (Please specify in a comment box)	0	0	0	0.00
10. 0	0	0	0	0.00
11. 0	0	0	0	0.00
12. 0	0	0	0	0.00
E. STATUS OF CASES IN COMPLAINT CLOSURES				
1. TOTAL CLOSED	48	48	2492	51.92
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)	30	30	1135	37.83
b. WITHDRAWAL FROM EEO PROCESS	4	4	84	21.00
c. NO RESOLUTION	14	14	1273	90.93
d. NO ADR ATTEMPT	0	0	0	0.00
2. INTENTIONALLY LEFT BLANK				
F. BENEFITS RECEIVED				
1. MONETARY (INSERT TOTALS)	25	25		\$ 356,728.00
a. COMPENSATORY DAMAGES	1	1		\$ 47,000.00
b. BACKPAY/FRONTPAY	0	0		\$ 0.00
c. LUMP SUM	20	20		\$ 229,228.00
d. ATTORNEY FEES AND COSTS	5	5		\$ 80,500.00
e. 0	0	0		\$ 0.00
f. 0	0	0		\$ 0.00
g. 0	0	0		\$ 0.00
2. NON-MONETARY (INSERT TOTALS)	26	26		
a. HIRES	2	2		
I. RETROACTIVE	0	0		
II. NON-RETROACTIVE	2	2		
b. PROMOTIONS	0	0		
I. RETROACTIVE	0	0		
II. NON-RETROACTIVE	0	0		
c. EXPUNGEMENTS	2	2		
d. REASSIGNMENTS	7	7		
e. REMOVALS RESCINDED	6	6		
I. REINSTATEMENT	2	2		
II. VOLUNTARY RESIGNATION	4	4		
f. ACCOMMODATIONS	1	1		
g. TRAINING	1	1		
h. APOLOGY	0	0		
i. DISCIPLINARY ACTIONS	2	2		
I. RESCINDED	2	2		
II. MODIFIED	0	0		
j. PERFORMANCE EVALUATION MODIFIED	2	2		
k. LEAVE RESTORED	3	3		
l. 0	0	0		
m. 0	0	0		

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

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

AGENCY OR DEPARTMENT: Department of Veterans Affairs REPORTING PERIOD: FY 2010

PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES

EEO ADR RESOURCES

A. NO LONGER COLLECTED			
B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR	307322		
C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. & XI.)	271		
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)	10		
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)	1		
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)	260		
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)	0		
D. ADR FUNDING SPENT	AMOUNT		
	\$ 313,540.38		

E. ADR CONTACT INFORMATION

1. NAME OF ADR PROGRAM DIRECTOR / MANAGER Tracey Therit

2. TITLE ADR Manager

3. TELEPHONE NUMBER 202-501-2800 4. EMAIL tracey.therit@va.gov

F. ADR PROGRAM INFORMATION

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

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, 2010 are accurate and complete.

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

SIGNATURE OF CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature) 1962

DATE: 11/1/2010 TELEPHONE NUMBER: 202-501-2800 E-MAIL: rafael.torres@va.gov

NAME AND TITLE OF PREPARER: Jennifer Hawrylcw, Data Management Analyst

DATE: 11/1/2010 TELEPHONE NUMBER: 781-687-3815 E-MAIL: jennifer.hawrylcw@va.gov

The FY 2010 report (with the PIN entered) is due on or before November 1, 2010.

Appendix A - Comments

AGENCY: Department of Veterans Affairs - YEAR: 2010

Part 1

VA-HQ plus - I.D.1 Counselings - In FY 2009 we reported 48 counselings pending at the end of the reporting period, however, after reconciling our data we have determined the correct number to be 47.

Part 2

VA-HQ plus - II.A - Cases reported as on hand at the end of FY09 was reported as 112, however, after reconciling our records and having closed some cases that were pending hearing, we have determined the correct number on hand at the beginning of the fiscal year to be 97.

VBA - II.A - Cases reported as on hand at the end of FY09 was reported as 164, however, after reconciling our records and having closed some cases that were pending hearing, we have determined the correct number on hand at the beginning of the fiscal year to be 151.

VHA - II.A - Cases reported as on hand at the end of FY09 was reported as 2178, however, after reconciling our records and having closed some cases that were pending hearing, we have determined the correct number on hand at the beginning of the fiscal year to be 2098.

VBA - II.B - This is not equal to part I.D.3.c. because for five of the cases filed, the informal closed in FY2009 and was therefore not captured in FY10 completed/ended counselings.

VHA - II.B - This is not equal to part I.D.3.c. because for 64 of the cases filed, the informal closed in FY2009 and was therefore not captured in FY10 completed/ended counselings.

NCA - II.B - This is not equal to part I.D.3.c. because for two of the cases filed, the informal closed in FY2009 and was therefore not captured in FY10 completed/ended counselings.

VA-HQ plus - II.B - This is not equal to part I.D.3.c. because for five of the cases filed, the informal closed in FY2009 and was therefore not captured in FY10 completed/ended counselings.

VA-HQ plus - II.J - This is not equal to part I.D.3.c. because for five of the cases filed, the informal closed in FY2009 and was therefore not captured in FY10 completed/ended counselings. Four of these were by individuals not previously counted and one was a repeat filer already reflected in FY2010 informal closures.

NCA - II.J - This is not equal to part I.D.3.c. because for two of the cases filed, the informal closed in FY2009 and was therefore not captured in FY10 completed/ended counselings. These were by individuals not previously counted in FY2010 informal closures.

VBA - II.J - This is not equal to part I.D.3.c. because for five of the cases filed, the informal closed in FY2009 and was therefore not captured in FY10 completed/ended counselings. Three of these were by individuals not previously counted and one was a repeat filer already reflected in FY2010 informal closures.

VHA - II.J - This is not equal to part I.D.3.c. because for 64 of the cases filed, the informal closed in FY2009 and was therefore not captured in FY10 completed/ended counselings. 58 of these were by individuals not previously counted and 6 were by repeat filers.

Part 3

NCA - III.A.2 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.A.2 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VHA - III.A.2 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VA-HQ plus - III.A.2 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VA-HQ plus - III.A.3 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.A.3 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VHA - III.A.3 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.A.3 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.A.4 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.A.4 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VHA - III.A.4 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VA-HQ plus - III.A.4 Agency Number - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.B.1 CI/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.B.1 CI/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VHA - III.B.1 CI/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VHA - III.B.1 CI/Cont - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.B.1 CI/Cont - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.B.1 Inv/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

Appendix A – Comments (continued)

AGENCY: Department of Veterans Affairs - YEAR: 2010

VHA - III.B.1 Inv/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.B.1 Inv/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VHA - III.B.1 Inv/Cont - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.B.1 Inv/Cont - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.B.1 Inv/Cont - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VA-HQ plus - III.B.1 Coun/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.B.1 Coun/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.B.1 Coun/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VHA - III.B.1 Coun/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.B.2 CI/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.B.2 CI/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.B.2 CI/Cont - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.B.2 CI/Cont - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.B.2 Inv/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.B.2 Inv/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.B.2 Inv/Cont - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.B.2 Inv/Cont - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VHA - III.B.2 Coun/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VBA - III.B.2 Coun/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

NCA - III.B.2 Coun/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

VA-HQ plus - III.B.2 Coun/Agency - Subelements are not responsible for EEO Complaint processing in VA. The Office of Resolution Management has full-time staff responsible for complaint processing reported under HQ and Others subelement.

Part 8

VBA - VIII.A Number Pending - The oldest hearing pending case is Cynthia Carr, 2003-0339-2006101264, EEOC 541-2007-00027X. Lorraine Jenkins confirmed this case is still Hearing Pending.

VHA - VIII.A.3 Pending Oldest Case - Oldest Case is 200P-0459-2006100889 Ronald Yonemoto EEOC 41987. contacted Regional Counsel Miles Miyamoto 808-433-0135 Spoke with Karen who confirm case is still open. There are multiple cases by same complainant. Complainant has five case numbers at the Hearing Pending stage.

NCA - VIII.A.3 Pending Oldest Case - The oldest case pending NCA is Julie Mosteller (2004-0040-2009101952) date file sent to EEOC 1/4/2010. Spoke to Judge Gladys Collazo and the status is pending hearing. The docket number is 570-2010-00247X.

VA-HQ plus - VIII.A.3 Pending Oldest Case - The oldest case pending VACO is Gary Porter (2004-0050-2007103901) date file sent to EEOC 4/11/2008. Spoke to Judge Kurt Hodge and he indicated that the status of this case is pending discovery documents. The docket number is 570-2008-00457X.

Part 9

VA-HQ plus - IX.A.2 Ave Cost - VA does not break down the cost of investigations by administration. The entire cost for investigations completed by VA is reported on the HQ and Others subelement, and the average per investigation would be \$7753 when taken into account that 1338 investigations were completed VA-Wide.

NCA - IX.A.2 Ave Cost - The Average cost of investigations is reflected on the HQ and others report for all of the Departments subelements.

VBA - IX.A.2 Ave Cost - The Average cost of investigations is reflected on the HQ and others report for all of the Departments subelements.

VHA - IX.A.2 Ave Cost - The Average cost of investigations is reflected on the HQ and others report for all of the Departments subelements.

NCA - IX.A.2 Total Cost - The total cost of investigations is reflected on the HQ and others report for all of the Departments subelements.

VBA - IX.A.2 Total Cost - The total cost of investigations is reflected on the HQ and others report for all of the Departments subelements.

VHA - IX.A.2 Total Cost - The total cost of investigations is reflected on the HQ and others report for all of the Departments subelements.

VA-HQ plus - IX.A.2 Total Cost - The total cost of investigations is reflected on the HQ and others report for all of the Departments subelements.

VHA - IX.A.4 Ave Cost - The Average cost of contract investigations is reflected on the HQ and others report for all of the Departments subelements.

VBA - IX.A.4 Ave Cost - The Average cost of contract investigations is reflected on the HQ and others report for all of the Departments subelements.

NCA - IX.A.4 Ave Cost - The Average cost of contract investigations is reflected on the HQ and others report for all of the Departments subelements.

VA-HQ plus - IX.A.4 Ave Cost - VA does not break down the cost of investigations by administration. The entire cost for investigations completed by VA contract investigators is reported on the HQ and Others subelement, and the average per investigation would be \$3189 when taken into account that 339 contract investigations were completed VA-Wide.

Appendix A – Comments (continued)

AGENCY: Department of Veterans Affairs - YEAR: 2010

VA-HQ plus - IX.A.4 Total Cost - The Total cost of contract investigations is reflected here for all of the Department subelements.

NCA - IX.A.4 Total Cost - The Total Cost of contract investigations is reflected on the HQ and Others report for all of the Department Subelements.

VBA - IX.A.4 Total Cost - The Total Cost of contract investigations is reflected on the HQ and Others report for all of the Department Subelements.

VHA - IX.A.4 Total Cost - The Total Cost of contract investigations is reflected on the HQ and Others report for all of the Department Subelements.

Part 12

VBA - XII.C Resources - Full time and collateral duty employees have been confirmed by the ADR office of ORM according to the UIM.

VHA - XII.C Resources - Both full and part time resources have been confirmed by the ADR office of ORM according to the guidelines in the UIM.

NCA - XII.D ADR Funding Spent - The total amount of ADR Funding spent for NCA is consolidated with the total amount of ADR funding spent for VA HQ and others.

