



Management Directive 715
FY 2011 EEO Report/FY 2012 EEO Plan

*Organizational Transformation
For the 21st Century*

Department of Veteran Affairs

Office of Human Resources and Administration
Office of Diversity and Inclusion



APRIL 2012

Department of Veterans Affairs

Management Directive 715 FY 2011 EEO Report/FY 2012 EEO Plan



**Office of Diversity and Inclusion
Office of Human Resources and Administration**

Department of Veterans Affairs
Management Directive 715
FY 2011 EEO Report/FY 2012 EEO Plan

Table of Contents

	Page
Department of Veterans Affairs Organizational Chart	i
FY 2011 EEO Report and FY 2012 EEO Plan	
EEOC FORM 715-01 PART A-D	1
EEOC FORM 715-01 PART E	5
EEOC FORM 715-01 PART F	21
EEOC FORM 715-01 PART G	23
EEOC FORM 715-01 PART H	37
EEOC FORM 715-01 PART I	43
EEOC FORM 715-01 PART J	61
Workforce Data Tables	67
Summary of VA's EEO, Diversity, and NO FEAR Policies	157



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

March 5, 2012

Mr. Carlton M. Hadden
Director, Office of Federal Operations
Equal Employment Opportunity Commission
P.O. Box 19848
Washington, DC 20036

Dear Mr. Hadden:

Enclosed please find a copy of the Department of Veterans Affairs (VA) fiscal year 2011 Equal Employment Opportunity (EEO) Program Report, EEOC Form 715-01.

VA is recognized as a Federal leader in diversity and inclusion and in the automation of workforce diversity reports and applicable parts of EEOC Form 715-01. We have publicly supported EEOC Management Directive 715 and championed initiatives to build a "Model EEO Program."

We have implemented one of the first Diversity and Inclusion Strategic Plans in Federal Government and are aggressively laying the foundation to reach "Model EEO Program" status. The Office of Resolution Management, which handles the EEO complaints for all of VA, maintains fully trained staff and an automated complaints tracking system. We have an active Alternative Dispute Resolution program and an independent Office of Employment Discrimination Complaint Adjudication.

If you have any questions concerning this Report, please have a member of your staff contact Ms. Georgia Coffey, Deputy Assistant Secretary for the Office of Diversity and Inclusion, at (202) 461-4131.

Sincerely

A handwritten signature in blue ink, which appears to read "Eric K. Shinseki".

Eric K. Shinseki

Enclosures



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

Dear Colleagues:

The Department of Veterans Affairs (VA) is proud to present its Fiscal Year (FY) 2011 Equal Employment Opportunity (EEO) Report and FY 2012 National EEO Plan in accordance with EEOC Management Directive 715. This report presents the prior year accomplishments and current year's plan for creating and sustaining a diverse workforce and inclusive workplace in VA. The Office of Human Resources and Administration and its Office of Diversity and Inclusion (ODI) are proud to lead the effort toward achieving these goals as articulated in the *VA Diversity & Inclusion Strategic Plan for Fiscal Years 2009-2013* (see Appendix).

This National Plan provides the common framework for achieving VA's equal opportunity and diversity aims and serves to guide the efforts of our three Administrations: Veterans Health Administration, Veterans Benefits Administration, and National Cemetery Administration as well its Staff Offices. The objectives contained in this Plan are directly aligned with VA Diversity & Inclusion Strategic Goals and VA's Strategic Plan. The accomplishments and activities presented in this Plan could not be achieved without the collaboration and contributions of our colleagues and stakeholders.

As the second largest cabinet level agency and government leader in diversity practices, VA is proud to share its best practices toward becoming a *Model EEO Program*. We thank our colleagues and stakeholders for their invaluable contributions and commitment to creating a diverse workforce that provides high quality service to Veterans and their families.

Sincerely,

A handwritten signature in black ink, appearing to read "John U. Sepúlveda", is written over a large, light-colored scribble.

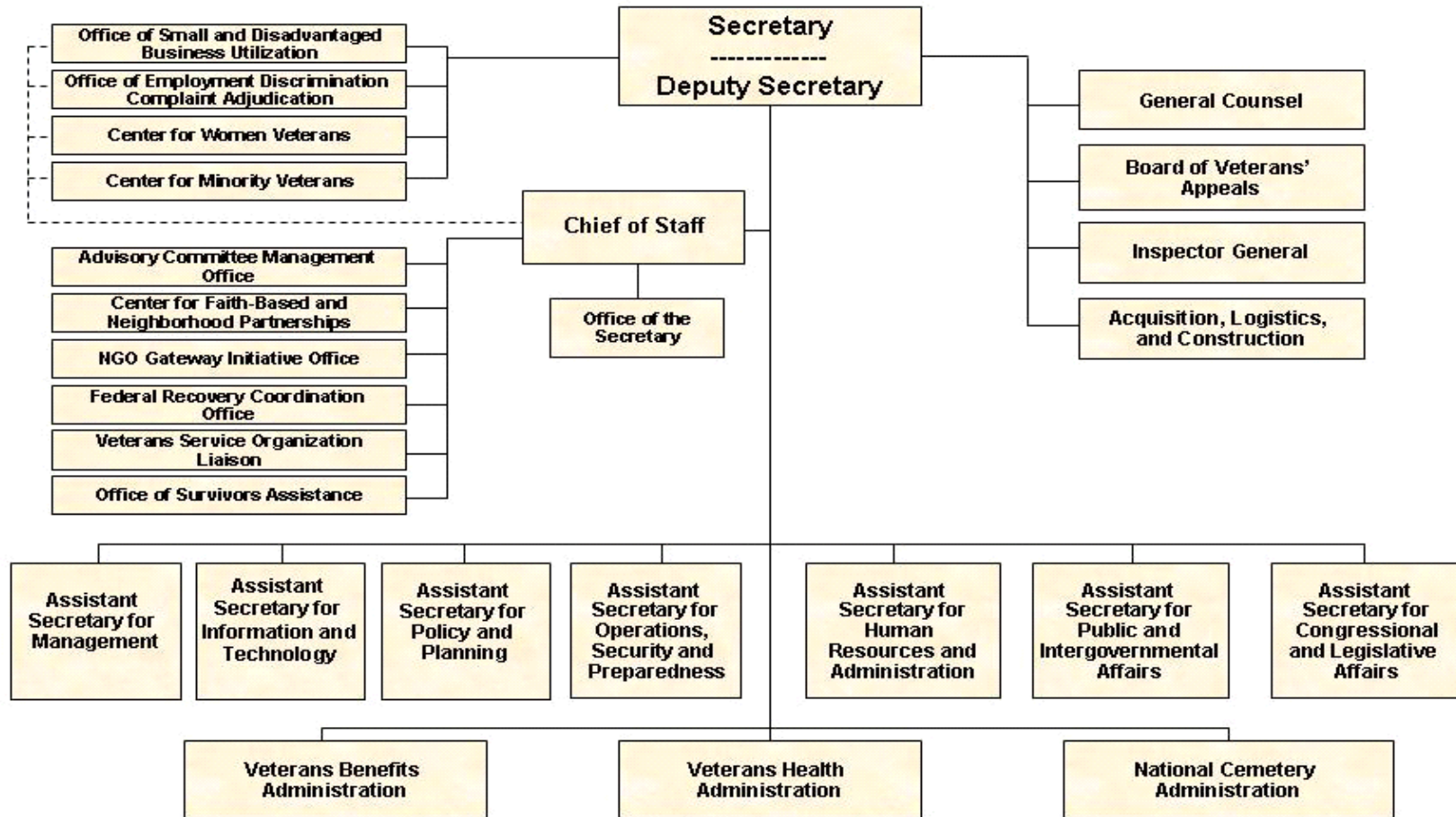
John U. Sepúlveda
Assistant Secretary for
Human Resources and
Administration

A handwritten signature in black ink, appearing to read "Georgia Coffey", is written over a large, light-colored scribble.

Georgia Coffey
Deputy Assistant Secretary for
Diversity and Inclusion

DEPARTMENT OF VETERANS AFFAIRS

Organizational Chart



June 2011

_____ Direct Report - - - - - Coordination

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, 2010, to September 30, 2011.

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			291,839
	2. Enter total number of temporary employees			19,657
	3. Enter total number employees paid from non-appropriated funds			3,620
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			315,116
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 Official Title/series/grade		3. John U. Sepúlveda, Assistant Secretary for Human Resources and Administration	
	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	

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

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
		Veterans Health Administration (Washington, DC)	VATA
	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.	ORM previously provided via EEOC's 462 reporting system
*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	N/A
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements		*Organizational Chart	

 = See Appendix.

EEOC FORM 715-01 PART E	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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Department of Veterans Affairs

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) 2011 and EEO Plan for FY 2012. This report addresses all the required elements of EEOC's MD 715 toward building and sustaining a *Model EEO Program*.

VA provides health care, benefits, and memorial services for approximately 22 million Veterans. VA provides these services through three major organizational subcomponents: the Veterans Health Administration (VHA), with 152 medical centers, 971 outpatient clinics (including hospital-based, independent, mobile, and community-based outpatient clinics), 133 community living centers, 98 domiciliary rehabilitation treatment programs, and 299 readjustment counseling centers; the Veterans Benefits Administration (VBA), with 57 centers; and the National Cemetery Administration (NCA), with 131 cemeteries. In addition to the national cemeteries, NCA supports VA's Cemetery Grant Program which is designed to complement NCA's national cemeteries across the country. The Veterans Cemetery Grants Program assists states, federally recognized tribal governments, and U.S. Territories for the purpose of establishing, expanding, or improving existing Veterans cemeteries. To date, the program has helped establish, expand, or improve 84 Veterans cemeteries in 41 states and territories to include Northern Mariana Islands, and Guam. Four new state cemeteries are proposed to be open in FY 2012 at Corpus Christie, Texas; Ft. Polk, Louisiana; Charleston, West Virginia; and Birdeye, Arkansas. 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:

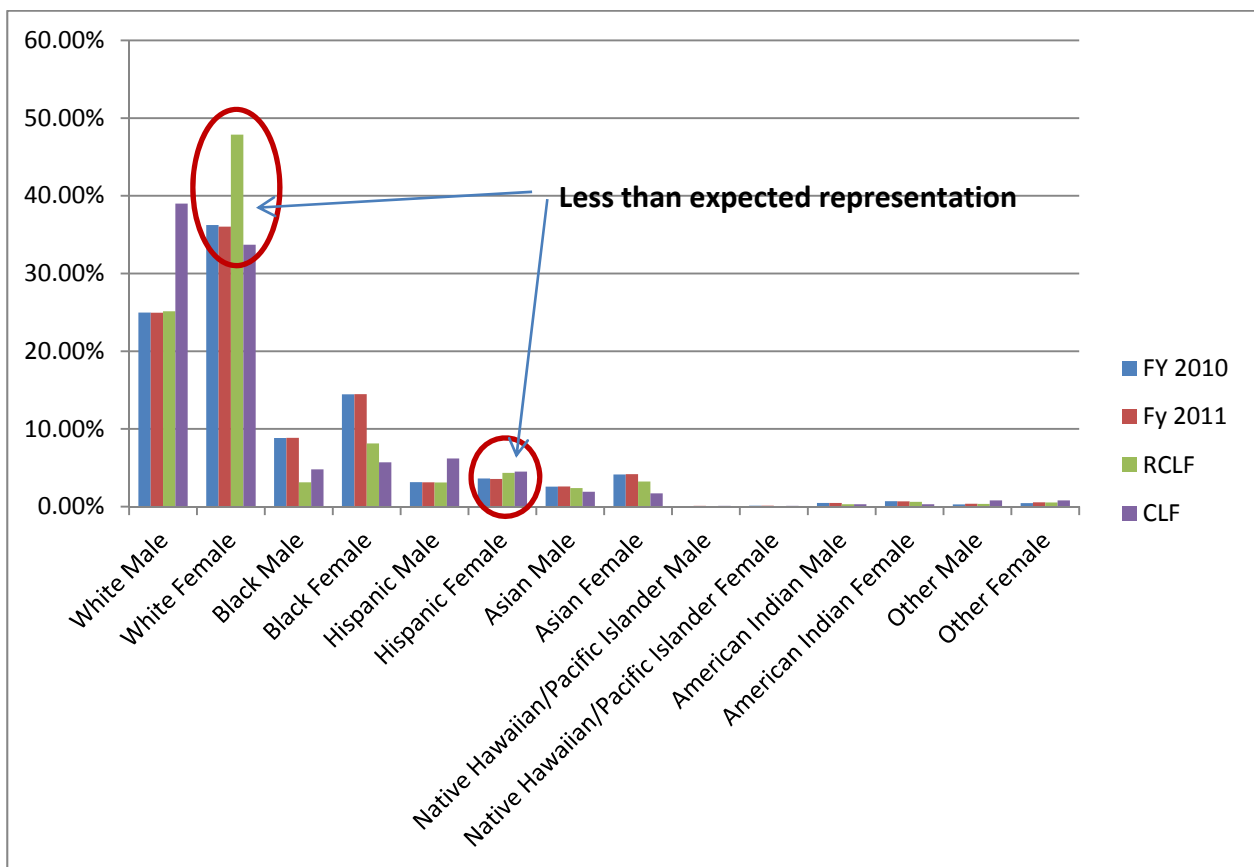
- *The Office of Diversity and Inclusion (ODI)* develops Department-wide EEO and diversity policies; performs workforce analyses and reporting; develops outreach and retention programs, and provides training and communication on EEO and diversity topics.
- *The Office of Resolution Management (ORM)* 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 (RCLF¹), VA's workforce is at or above the RCLF representation in all areas except for White and Hispanic females. While the overall representation of most demographic groups increased in FY 2011, the proportional representation of Hispanic females decreased from 3.61 percent to 3.56 percent. The proportional representation of the White female decreased from 36.24 percent to 36.03 percent.

Figure 1 depicts VA's current on-board representation as compared with last year's representation and the civilian and relevant civilian labor force (CLF), respectively.

Figure 1. VA Onboard versus RCLF/CLF (Permanent and Temporary)



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

¹ RCLF reflects all the people in America 16 years of age or over, employed in or actively seeking work in VA specific occupations (used as a comparative baseline for demographic analysis). The CLF is defined as people in America 16 years of age and over, except those in the armed forces, who are employed or are unemployed and seeking work.

DEPARTMENT OF VETERANS AFFAIRS

At the end of FY 2011, VA's workforce totaled 315,116 employees, including 19,657 temporary employees². The overall workforce increased by 7,794 (2.5 percent) during FY 2011. The number of employees in each of the reported race and ethnicity categories (White; Black/African American; Asian; Native Hawaiian/Pacific Islander; Hispanic) increased in FY 2011. There was very minimal increase for the American Indian or Alaskan Native. The net change for the Hispanic female (1.01 percent) and the White female population (1.96 percent) fell below the total workforce population net change (2.5 percent), a contributing factor to the continued less than expected representation of these groups. To ensure EEO, VA will continue to place special emphasis on recruitment and retention efforts for Hispanic women and White women, given their lower than expected growth rate and higher than expected attrition rate, which both contribute to the overall less than expected participation rate for these groups. Table 1 provides a detail of the net changes of the total workforce by race, ethnicity, and gender groups. The net change for each race/ethnicity and gender group is compared to the net change for the total employees. Net changes below the average net change for the entire workforce are highlighted in red at Table 1.

Table 1. Net Change Analysis

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	
All	male	female	male	female	male	female	male	female	male	Female	male	female
2.54%	1.82%	1.01%	2.43%	1.96%	2.74%	2.67%	3.46%	3.66%	19.83%	9.76%	2.53%	1.03%

Net change is calculated by dividing difference between the number of current employees and the number of employees in the prior year by the number of employees in the prior year.

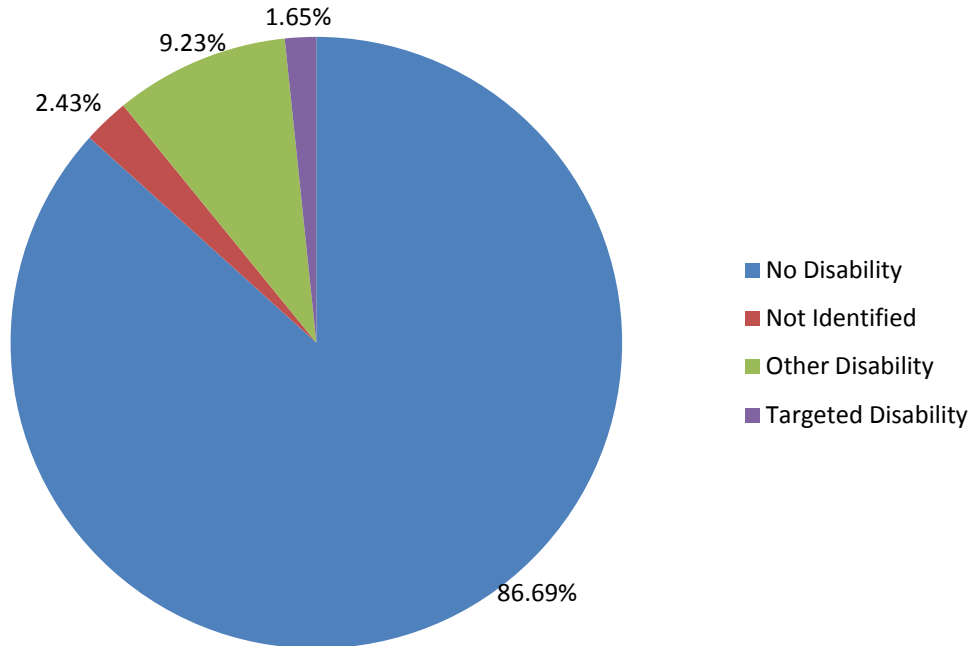
For FY 2010, the loss permanent employees totaled 19,785 (a 7.30 percent loss rate). For FY 2011, VA experienced a loss of 22,051 permanent employees (a 7.73 percent loss rate). Based on Table A-14 data, approximately 90 percent of the FY 2011 permanent employee losses were voluntary. Additional analytical tools were used to provide the distribution of the losses of the permanent workforce by type of nature of action (NOA) groupings. Voluntary and involuntary losses do not appear to have an impact on the low participation rates for White and Hispanic women.

Targeted Disabilities

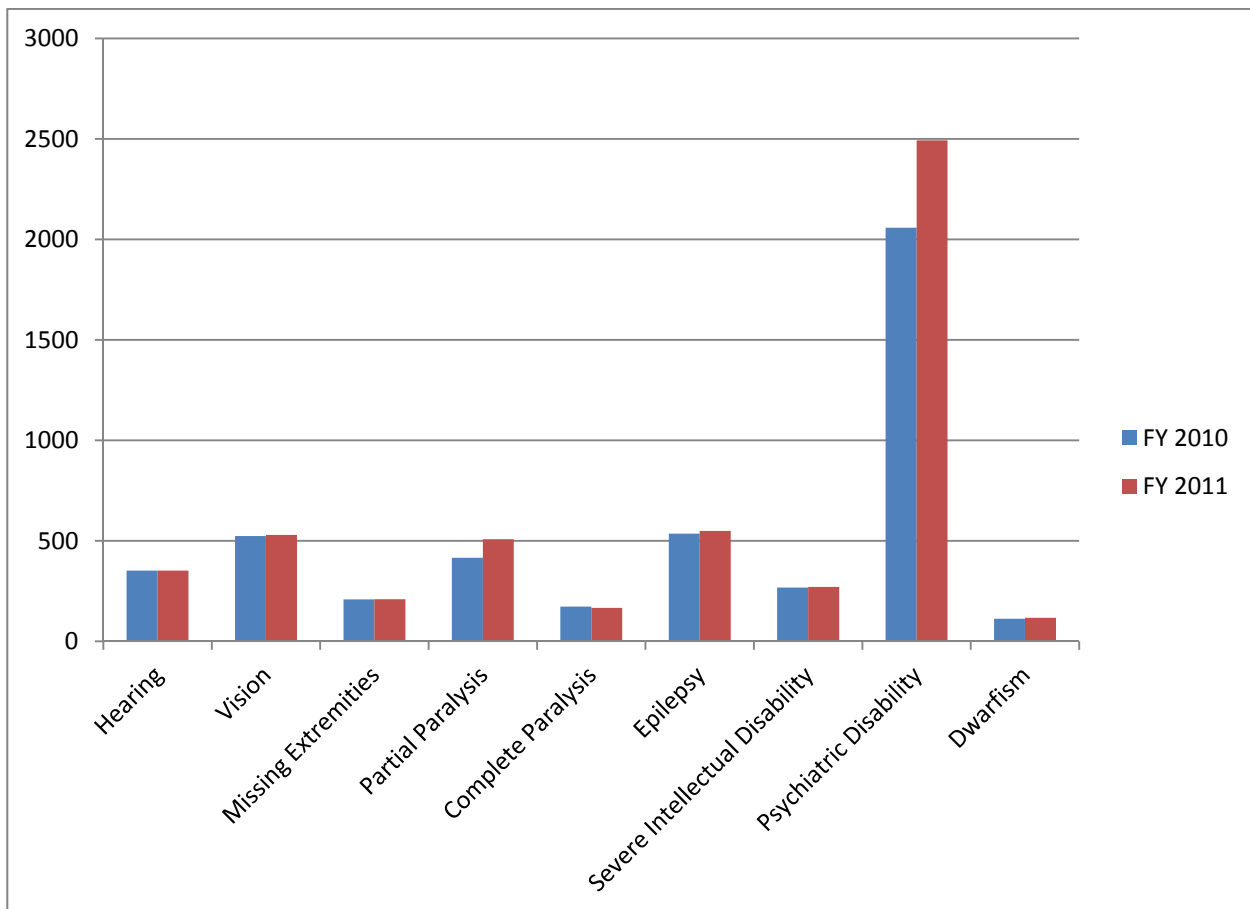
Continuing with last year's trend, the representation of people with targeted disabilities (permanent and temporary) increased from 1.51 percent in FY 2010 to 1.65 percent in FY 2011. We believe this is a testament to the success of VA's focused efforts as guided by its FY 2009-2013 Diversity and Inclusion Strategic Plan, and the Secretary's 2 percent hiring goal for people with targeted disabilities. Provided in Figure 2 is information on the workforce profile by disability categories. Permanent employees with targeted disabilities increased from 1.55 percent in FY 2010 to 1.65 percent in FY 2011. According to Figure 2 at least 11 percent of the total workforce has a disability. VA met the Secretary's 2 percent goal for permanent hires of people with targeted disabilities for FY 2011.

² This figure includes intermittent employees, so it is greater than the figure in Part B of this Report which excludes intermittent employees.

Figure 2. Workforce by Disability/Non-Disability Classification



According to Figure 3, there was an increase of employees with targeted disabilities who self-identified as having a psychiatric disability. People with psychiatric disabilities are the largest of the targeted disability groups in VA. The number of employees identified with a psychiatric disability increased from 2,058 in FY 2010 to 2,493 in FY 2011. Based on additional analysis this group also has the highest involuntary separation rate. Many of these employees are disabled Veterans. The separation rate for permanent employees with targeted disabilities is of particular concern. Although they represent 1.65 percent of the permanent workforce, their voluntary separation rate is 2.21 percent, and their involuntary separation rate is 3.40 percent. This high separation rate impacts VA's efforts to reach its 2 percent onboard goal for people with a targeted disability.

Figure 3. Comparison of Targeted Disabilities by Type of Disability.

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

In FY 2011, VA continued to make progress toward implementing 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 enables VA components to enter and track their 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 EEO and human resources (HR) staff, and lack of centralized tracking and enforcement in some areas. These issues have been addressed in Part H. Table 2 displays the percent of the "Compliance Indicators" assessed as met in Part G of the report and is grouped by each Model EEO program essential element. Overall, 91 percent of all "Compliance Indicators" in Part G were assessed as being met. The paragraphs after Table 2 depict some of VA's major accomplishments and challenges under each of the six essential elements. Deficiencies identified (scores under 100 percent in Table 2 below) under each essential element are noted and addressed in Part H.

Table 2. Percent of Compliance Indicators met by EEOC Essential Element

EEO Essential Element	Percent
Demonstrated Commitment by Agency Leadership	100%
Integration of EEO into the Agency's Strategic Mission	100%
Management and Program Accountability	60%
Proactive Prevention of Unlawful Discrimination	90%
Efficiency	97%
Responsiveness and Legal Compliance	100%

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 will be built around three guiding principles: “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. In FY 2011 more than 98 percent of VA’s executives, managers and supervisors completed VA’s mandatory *EEO, Diversity and Conflict Management Training for Executives, Managers and Supervisors*; and a mandatory *EEO, Diversity and Inclusion Critical Performance Element* was added in their performance. Additionally, new employee protections (on sexual orientation, gender identity, parental status) were added to the Secretary's *EEO and Diversity Policy Statement*, and VA created an internal complaint process to address complaints based on these categories.

The Assistant Secretary for Human Resources and Administration and the Deputy Assistant Secretary for Diversity and Inclusion continue to co-chair and expand the membership of VA’s Diversity Council to include employee unions and affinity group representatives. The VA Diversity Council established four standing committees; Disability Committee, Diversity and Inclusion Strategic Plan and Annual Performance Report Committee, Emerging Issues in Diversity and Inclusion Committee, and Diversity and Inclusion Communications Committee. The Secretary also recognized VA leaders in EEO at VA’s second award ceremony for Diversity and Inclusion Excellence, and separately, for the Alternative Dispute Resolution Award which are linked to the VA Diversity and Inclusion Strategic Plan goals.

The establishment of VHA’s Office of Diversity and Inclusion and the restructure of the VHA Diversity and Inclusion demonstrate a commitment to promote and maintain inclusion of all in the VHA workforce. VHA developed a competency model for EEO Managers which identifies major responsibilities, and the necessary technical skills and competencies. This model offers a competency checklist that enables EEO Managers to monitor their threshold, operational, and mastery knowledge base. It also provides recommended activities that assist in the development of a mastery competency level. This model was distributed to all VHA EEO Managers and training was provided during the VHA National EEO Managers Conference in June 2011. Additionally, VHA integrated EEO benchmarks in each Veterans Integrated Service Network (VISN) Directors’ performance plans for Alternative Dispute Resolution (ADR) goals including the offer, participation,

DEPARTMENT OF VETERANS AFFAIRS

and resolution rates. A scorecard was developed to monitor their progress. The EEO Director's performance measures were a part of the VISN Directors' and Medical Center Directors' performance plan for FY 2011.

VBA demonstrated its commitment to promote diversity and inclusion in the workplace by ensuring that its managers, supervisors and employees are informed about EEO provisions and requirements and comply with them by supporting and funding EEO and Diversity and Inclusion Training. In FY 2011, VBA's Office of Diversity Management and EEO partnered with the Office of Diversity and Inclusion and conducted face-to-face EEO, Diversity and Inclusion Training at the Records Management Center, and 9 Regional Offices. There were a total of 1500 participants that attended this training. VBA sponsored its 3rd annual EEO and Diversity Training Conference from August 29 to September 2, 2011 for the purpose of increasing the knowledge and enhancement of skills of its EEO Program Managers and ADR Coordinators.

NCA's Under Secretary for Memorial Affairs (USMA) has shown strong commitment to promoting diversity and inclusion in the workplace. In FY 2011, the USMA issued the new EEO Policy statements nation-wide. During the annual supervisory training program, he ensured that the topics of diversity and inclusion were discussed during the plenary sessions with all participants present. He personally participated and frequently was a keynote speaker at several multi-cultural outreach events throughout the year. Recognizing the importance of records that truly reflect the diversity of this organization, the USMA has authorized the resurveying of staff, giving them the opportunity to update their Ethnicity and Race Identification and Self-Identification of Disability information. Not only is his commitment to diversity internal, but he also has a great concern for our external customers. He demonstrated this by supporting the Limited English Proficiency (LEP) survey throughout NCA which helps to identify barriers that may be impeding the LEP populations in accessing NCA services and benefits. In FY 2011, NCA selected its first National Special Emphasis Program Manager who is tasked with developing new initiatives that will ensure that NCA is reflective of the rich diversity of this country. To further support the Special Emphasis Program, the USMA publishes a commemorative article highlighting the contributions of various special emphasis groups in NCA's history. The USMA also worked with the Memorial Service Networks directors to increase NCA's representation of Operation Enduring Freedom (OEF) and Operation Iraqi Freedom (OIF) Veterans. In FY 2011, NCA hired 104 OEF and OIF Veterans. NCA also hired seventy-six 30 percent disabled Veterans in FY 2011, which represents a 37 percent increase from FY 2010. And finally, the Veteran Cemetery Grants Program awarded three grants to tribal organizations.

As a result of VA's demonstrated commitment to diversity, the *Hispanic Association for Colleges and Universities (HACU)* named VA as the Federal Partner of the Year; *HBCUConnect* ranked VA #7 in hiring Historically Black College and University student interns; *DiversityInc* named VA as one of the top 5 Federal Agencies for diversity; the *Partnership for Public Service* named VA Best Federal Agency for Employees starting their careers/under 30; *Latinos for Hire Magazine* named VA as the Best Federal Agency; *Careers and the Disabled Magazine* named VA as the 7th ranked Federal Agency; and the *Office of Personnel Management (OPM)* modeled its Government-wide Diversity and Inclusion Strategic Plan after VA's Diversity and Inclusion Strategic Plan. VA is cited by OPM as one of only four Cabinet Departments that is making great strides in the employment of Hispanics, a group with chronically low participation rates in the Federal workforce.

DEPARTMENT OF VETERANS AFFAIRS	
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INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION: VA completed the third year of 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 second *Diversity and Inclusion Annual Performance Report for FY 2010, and FY 2011*, currently in development. Additionally, the EEO Director meets regularly with the Secretary and Deputy Secretary on diversity issues. The Assistant Secretary for Human Resources and Administration and the Deputy Assistant Secretary (DAS) for Diversity and Inclusion co-chair the VA Diversity Council. Additionally, the DAS for Diversity and Inclusion participates on the Monthly Performance Review Council, the Office of Human Resources and Administration's senior staff meetings, and the VA Learning University Leadership Development Oversight Boards to ensure integration of EEO and diversity policies in Departmental operations.

In FY 2011, VA rolled out a new application, called MyCareer@VA, which enables employees to explore VA careers and provides information and guides that help align professional preferences to job opportunities at VA. Employees can use the toolkit resources to identify a long-term career path that is a good fit based on personal interests, preferences, knowledge, skills and career goals.

VHA conducted its annual National Training Program for New EEO Managers again in FY 2011 to ensure a cadre of trained EEO professionals who possess the competencies, both technical and administrative, to manage a model EEO Program. VHA's Equal Employment Opportunity (EEO)/ Affirmative Employment Office (AEO) participated in the EEO Masters Technical Career Field Program. Six interns from the FY 2009 intern program were placed in permanent positions as EEO managers or specialists.

EEO goals are incorporated into VBA's Strategic Plan for 2009-2014, which includes the goal to reengineer the role of EEO Program Managers to become more proactive in using ADR techniques including facilitation and mediation to resolve workplace disputes at the earliest stage. Even though the overall number of EEO complaints has not decreased as compared to FY 2010, in FY 2011 the use of mediation has increased as demonstrated in the increase of both the offer and participation rate. VBA resolved 56 out of the 120 informal EEO cases. VBA continues to cultivate and develop the next generation of leaders in the workplace through the Summer Internship Program. In FY 2011, VBA had a total of 22 summer interns that were sponsored. VBA funded 11 interns and the Central Office (ODI) funded an additional 11 interns.

The NCA EEO Office participated in the NCA strategic planning retreat held in December 2010 to coordinate the development and alignment of EEO plans with NCA's strategic plans. The goals directly related to NCA's EEO and the diversity and inclusion program are to increase the proactive measures to prevent EEO complaints; develop a special emphasis program for NCA; increase NCA's Civility Index measured by the annual All Employee Survey to 4.0. In addition, NCA is developing a plan of action to improve and strengthen its outreach efforts through VA's Minority Veterans Programs Coordinators Program.

EEO and diversity policies and initiatives are widely communicated through ODI's expansive nationwide communication vehicles, including the monthly *Diversity News* television broadcast, weekly *NewsLink* e-mails, bi-monthly *Diversity@Work* newsletters; technical assistance publications, and the re-designed ODI internet Web page.

Executive Summary	Page 9
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DEPARTMENT OF VETERANS AFFAIRS

MANAGEMENT AND PROGRAM ACCOUNTABILITY: In FY 2011, VA implemented a mandatory EEO, diversity and inclusion critical performance element in all Senior Executive Service performance standards. This critical element was directly linked to demonstrated progress on items in 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 nationwide. In FY 2011, ODI implemented new nationwide *Reasonable Accommodation (RA) Procedures* and contracted for VA's first centralized *RA Request Tracking System* (expected to be implemented by March 2012) to ensure timely compliance with EEOC regulations; implement the new mandatory EEO, Diversity and Inclusion Performance Element for all SES, managers, and supervisors; and add new employee protections (sexual orientation, gender identity, parental status) to the Secretary's *EEO and Diversity Policy Statement*. These strategies contributed to increasing VA's employment of people with targeted disabilities (permanent and temporary workforce) from 1.51 percent in FY 2010 to 1.65 percent in FY 2011. The employment of these strategies was also instrumental in meeting the Secretary's 2 percent hiring goal for people with a targeted disability. VA's eventual goal is a 2 percent on board rate for employees with targeted disabilities.

ODI performed quarterly progress review meetings with all Administrations and performed six on-site Technical Assistance Reviews in field facilities to analyze hires, separations, promotions, EEO complaints, and employee survey results systematically to identify potential barriers to EEO. ODI continued to report EEO workforce statistics to the senior leadership through quarterly workforce diversity reports and briefings.

ODI hired a new Hispanic Employment Program Manager. In FY 2011, VA created its first *National Diversity Internship Program* under a blanket contracting vehicle that funded over 100 interns from diverse groups, including over 20 from Puerto Rico, at lower costs. This program created a diverse pipeline for VA employment and saved VA hundreds of thousands of dollars by providing staffing resources to organizations unable to hire due to budget constraints. In FY 2011, VA converted to full time employment 40 percent of the interns who were employment ready. Utilizing the new *VA Centralized Fund*, ODI reimbursed the cost of 207 accommodations to the employee's office or facility. ODI developed VA's first *Centralized Workforce Recruitment Program* to centrally fund the salary costs of interns with disabilities for ten weeks. In addition, ODI developed an innovative *Diversity and Inclusion Index Methodology* to measure VA's workforce diversity and organizational inclusion results in an efficient manner. Relative to the CLF, VA's *Diversity Index* has been steadily increasing at a 2 percent growth rate from FY 2008 to FY 2011. From FY 2003 to the end of FY 2007, VA's *Diversity Index* ranged from 75 to 78 percent. The Diversity Index, as of September 30 FY 2011, is 86 percent. To support program accountability, ORM developed a new EEO Executive Dashboard to report on EEO complaints, workforce analysis, and ADR participation by VA subcomponents.

VHA has steadily increased its representation of disabled Veterans through its Veterans Employment Coordination Service (VECS), which served as a model for the President's Executive Order on Veteran Employment Outreach. To help ensure program accountability VHA-wide, VHA's EEO/AEO participated in several on-site Technical Assistance Reviews (TARS) and on-going Organizational Climate Assessment Program (OCAP) reviews, which systematically analyzed personnel actions including hiring, separations, promotions, awards, and other areas that impact the EEO Program.

VBA has incorporated the mandatory EEO, Diversity and Inclusion Element in their Senior Executive Service performance standards to ensure accountability. VBA conducts annual internal audits to determine the progress of EEO and Diversity programs in VBA's Regional Offices through OCAP. In FY 2011, an OCAP audit was conducted at the Boston Regional Office. This audit was followed up with a report that provided an assessment of the overall progress of these programs within the Boston

<p>DEPARTMENT OF VETERANS AFFAIRS</p>	
<p>Regional Office and additionally provided recommendations for those areas that needed improvement.</p> <p>NCA incorporated the mandatory EEO, Diversity and Inclusion element in their Senior Executive Service performance standards to ensure accountability. NCA converted three interns from the National Diversity Internship program to the Student Temporary Employment Program during FY 2011. The National Diversity Internship Program is one venue used to support NCA's long range recruitment strategy.</p> <p>PROACTIVE PREVENTION OF UNLAWFUL DISCRIMINATION: Under ODI's leadership, in FY 2010, VA implemented several major risk mitigation practices to proactively address and pre-empt unlawful discrimination. In FY 2011, 98 percent of VA's executives, managers, and supervisors completed ODI's new mandatory <i>EEO, Diversity and Conflict Management Training for Executives, Managers and Supervisors Training</i>. ODI expanded its corporate EEO and diversity training program and consultative function for the agency, and provided face-to face training to over 4,000 employees in FY 2011, in addition to the on-line training provided. ODI trained over 2,000 hiring managers and HR staff on disability employment.</p> <p>ODI developed new consolidated <i>Mandatory Workplace Harassment/No FEAR Training</i> (including meeting the Secretary's 2 percent hiring goal for People with Targeted Disabilities) for all employees. 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.</p> <p>In FY 2011, VHA's Workforce Management and Consulting Office and VHA's EEO and Affirmative Employment Office conducted Reasonable Accommodation Training. The Office of General Counsel also conducted Reasonable Accommodation Training at VHA's EEO National Conference and the New EEO Managers Training during FY 2011.</p> <p>VBA conducted self-assessments of its 57 Regional Offices EEO programs for the MD-715 Report, Federal Equal Opportunity Recruitment Program (FEORP) Report, and Selective Placement Programs and the Disabled Veterans Affirmative Action Program (DVAAP) Report and Plan. The self-assessments enable VBA to monitor progress of its EEO programs, identify barriers that may operate to exclude certain groups, and develop plans to eliminate those barriers.</p> <p>Two of NCA's EEO staff were trained and certified to teach Civil Treatment Training for Managers and Employees in the Federal Workforce. The EEO office is constantly looking for and developing training to provide managers/supervisors with the tools to equip them to address a variety of challenges in the workplace. NCA's EEO Office initiated the newly established Human Capital Investment Architecture Strategic Planning Committee to improve the overall workforce. VHA and VBA initiated similar committees as well. VA's EEO Dashboard shows that in FY 2011, NCA exceeded the 80 percent target for ADR being offered, NCA had a 100 percent offer rate. NCA also exceeded the participation rate target of 48 percent by 8.1 percent.</p> <p>In the area of 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 54 percent. ORM also expanded its ADR personnel resources in the field.</p>	
<p>Executive Summary</p>	<p>Page 11</p>

DEPARTMENT OF VETERANS AFFAIRS

In the area of recruitment, ODI performed adverse impact analysis on the Leadership VA 2011 program applicant selection process, and the placement of VA's SES Candidate Development program (CDP) into SES positions.

EFFICIENCY: ORM's ADR program has had an extremely positive impact on the efficiency of VA's EEO program nationwide with ADR being offered in 98 percent of all informal EEO complaints. ADR election rate of informal EEO complaints in which both VA and the aggrieved person agree to participate in ADR was 54 percent. For FY 2011, VA's ADR offer rate within the informal EEO complaint process increased by 1 percent. ADR is used for both EEO and non-EEO disputes with very positive results:

ADR in EEO Process

	FY 2010	FY 2011
Contacts	4,485	4,324
Offers ³	97%	98%
Participation ⁴	52%	54%

ADR Outcomes

	<i>EEO</i>	<i>EEO</i>	<i>Non EEO</i>	<i>Non EEO</i>
	FY 2010	FY 2011	FY 2010	FY 2011
Completed	2,000	2,229	1,258	1,561
Resolved	45%	45%	87%	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 annual cost avoidance estimated at \$20 million (reported as a \$9 million estimate in the FY 2010 EEO report)

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 RA case tracking module to this system to ensure quality and timeliness of RA case processing.

³ 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.

⁴ ADR participation rate represents the percentage of informal EEO complaints in which both VA and the aggrieved person agree to participate in ADR.

DEPARTMENT OF VETERANS AFFAIRS	
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For FY 2011, VHA's accomplishments towards addressing this EEO essential element include: mediations were offered to resolved disputes in other forums (i.e. negotiated grievances, agency grievances, Merit System Protection Broad appeal, EEOC hearings); seventy-six Senior managers (i.e. SES and GS13-15) attended Conflict Management and ADR Training to enhance their conflict resolution skills; reasonable accommodation policy was revised to comply with agency directive 5975.1 which required submission of denials to VA ODI, Regional Counsel or General Counsel; EEO staff provided various training sessions for departments on teambuilding, Civility, Respect, and Engagement in the Workplace (CREW), and conflict management.

VBA continues to encourage the widespread use of the ADR program for the early resolution of workplace disputes and EEO complaints as evidenced in the above results. VBA had an overall offer rate that increased from 94 percent in FY 2010 to 100 percent in FY 2011. VBA's ADR participation rate increased from 46 percent in FY 2010 to 55 percent in FY 2011. The resolution rate for VBA was 50 percent in FY 2010, which slightly decreased to 47 percent in FY 2011. Even though there was a slight decrease in the resolution rate, there was a significant increase in the offer and participation rate because more disputes and complaints are being mediated. VBA uses ORM's ADR Tracking system, CATS, and Diversity Dashboard to monitor the status of complaints, the issues and bases of the complaints, complaint resolution, and the length of time elapsed at each stage. VBA also utilizes the data taken from the above tracking systems to identify, monitor, and determine historical trends in complaint processing activity.

NCA signed a Memorandum of Understanding with ORM for mediation services in the initial EEO counseling stage. Additionally, NCA managers/supervisors are mandated by policy to participate in ADR appropriate mediations. Through continued training such as the EEO, Diversity and Conflict Management Training, managers are taught the great benefits of addressing conflicts at the lowest level. The use of ADR is encouraged at all levels of the organization. Mediation is the most frequently used form of ADR; however, other forms such as facilitations are employed as well. In FY 2011, 100 percent of informal complaints were offered ADR and 56 percent elected to participate in ADR.

RESPONSIVENESS AND LEGAL COMPLIANCE: ODI, ORM, the Office of Employment Complaint and Adjudication (OEDCA), Office of Human Resources Management, and the Administrations share responsibility for responsiveness and legal compliance in the area of EEO. In FY 2011, 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 73 days, well below the EEOC requirement of 90 days. In the last two years, ORM has sustained the number of days required to complete a formal investigation. In FY 2009 the number of days to complete investigations was 172 days. In FY 2011 the investigation time was 172 days, 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 has partnered with the Defense Logistics Agency Document Service (DLA Document Service) to replicate and digitize EEO complaint files reducing our reliance on paper "hard copy" records. Through our working relationship with DLA Documents Service, ORM has achieved greater efficiency, reduced costs and furthered VA's overall "Green Initiative." ORM is currently participating in EEOC's Hearing Electronic Case Processing System (HECAPS) and EEOC File Exchange (EFX) pilot. ORM's use of digital files is fully compliant with EEOC requirements for HECAPS and EFX. The use of digital files has resulted in the use of less paper records being exchanged between the two agencies. ORM also has an

Executive Summary	Page 13
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DEPARTMENT OF VETERANS AFFAIRS

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 Federal 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 to other agencies at no cost.

Each VA administration (VHA, VBA, and NCA) is in compliance with the law, including EEOC regulations, orders, and other provisions as specified in 42 U.S.C. 2000e-16 (b). Each VA administration annually submits a MD-715 Report and complies with EEOC's review and recommendations of its EEO Program. Agency management also complies with final EEOC orders for corrective action and relief in EEO matters, and ensures that the terms set forth in settlement agreements are met.

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 and Hispanic females 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. In VA's total workforce, the other Race/Ethnicity groups are either at or above RCLF availability. VA's representation of people with targeted disabilities is at least 60 percent above the government average. Nevertheless, VA continues to address challenges in this area in its Part I and J Plans, so that we can reach VA's 2 percent onboard and hiring goals for this group.

VA is able to track and report on its barrier analyses and corrective strategies through its Web-based workforce data system, VHA Service Support Center applications (VSSC). 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 that field components assume some accountability for Departmental goals because their 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 identified in the VA Part I plan are:

- 1) **Less than expected representation of specific race/ethnicity and gender groups:** White and Hispanic women (permanent and temporary employees) had less than expected representation in the VA workforce. White women are 36.03 percent (25 percent below the RCLF of 47.87 percent) and Hispanic women are 3.56 percent (18 percent below the RCLF of 4.33 percent). Corrective strategies will focus on the job series where these groups experienced most of the less than expected representation. Specifically, the primary occupations in which White women had less than expected representation were in, Veterans Claims Examiner job series. The primary occupations in which Hispanic females

DEPARTMENT OF VETERANS AFFAIRS	
<p>had less than expected representation were in mission critical occupations such as Nursing Assistant, Veterans Claims Examiner, and Claims Assistance and Examining.</p> <p>2) Grade disparity: To comply with EEOC's reporting requirements, VA's Title 38 pay tiers were extrapolated to fit GS/GM grade levels (Table 4). In an ideal environment one would assume that the overall percentage of participation of any group would be consistent in all facets of an organization's structure, e.g., grade, pay plan, pay tier (Title 38) etc. VA has Title 5 positions which use the classic GS/GM pay grades, but most VA jobs are Title 38 positions which use other pay classifications. In VA, we find three groups that show some form of pay disparity: Blacks, Women, and Hispanics. (Employees with targeted disabilities experience pay disparities, but are addressed separately.)</p> <p>In VA, Black men and women represent 9.06 percent and 14.62 percent of the permanent workforce, respectively. Women represent 59.53 percent of the permanent workforce. Hispanic men and women represent 3.20 percent and 3.62 percent of the permanent workforce, respectively. In an ideal environment one would expect this level of representation of these three groups be consistent at each grade level of VA's organization. This is not the case. Black men have a glass ceiling at GS/equivalent 10 and the ceiling for Black women is at GS/equivalent 8. White women are close to their expected participation except for at the GS 15/equivalent pay level. Hispanic women have a glass ceiling at the GS/equivalent 8. Hispanic men have a glass ceiling at the GS/equivalent 10, except for above average participation at the GS 15/equivalent level.</p> <p>Of the total VA permanent workforce, 0.13 percent is in SES level positions. Of the total of Black women in VA's permanent workforce, 0.05 percent is in SES, of White women, 0.09 percent are SES, and of Hispanic women, 0.04 percent are in SES. Of the total Asian men, 0.04 percent are in SES, and of the American Indian/Alaskan Native women, 0.05 percent are in SES. VA will be investigating the cause of these low participation rates and seeking ways to increase SES level recruitment from these groups. (Detailed pay data is on Table 4-2.)</p> <p>3) Proportion of people with targeted disabilities: Since FY 2000, VA's on board ratio for people with targeted disabilities declined every year until FY 2010. VA's goal is for this group to be 2 percent of its employees. At present, this group has a high separation rate, especially for employees with psychiatric disabilities, and VA has challenges in providing timely accommodations and promotion opportunities. A low glass ceiling for this group may also be contributing to the retention issue. In FY 2011, the percent of VA's workforce with a targeted disability increased to 1.65 percent, up from 1.55 percent in FY 2010 (permanent employment only - see Table B1). This is the second year of growth for this group.</p> <p>Secretary Shinseki is committed to attaining the 2 percent hiring goal for this group. Further corrective strategies will focus on 1) Identification of Designated Special Placement Coordinators for all facilities; 2) Implementation of the Reasonable Accommodations Compliance System; and 3) Training HR and managers on the use of Schedule A and VA's reasonable accommodation procedures.</p> <p>4) Representation of Disabled Veterans. The representation of disabled Veterans in VA increased from 27,735 (9.02 percent of workforce) in FY 2010 to 30,277 (9.6 percent of the workforce) in FY 2011. The total Veteran population represents 32.07 percent of the</p>	
Executive Summary	Page 15

workforce as of September 30, 2011. Since FY 2007 the rate of growth of the population of disabled Veterans is more than double the rate of growth of the entire VA workforce (55.1 percent vs. 24.6 percent, respectively).

- 5) **Unfavorable survey responses on EEO and diversity issues:** This barrier requires identifying facilities with high concentrations of unfavorable responses and then implementing customized training and other organizational development interventions. Overall, VA employee responses on diversity related items in employee surveys, including the FY 2011 Federal Employee Viewpoint Survey (FEVS), are below 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).

The 2011 Employee Viewpoint Survey includes five indices: the four Human Capital Assessment and Accountability Framework (HCAAF) Indices. These indices provide a dependable and consistent method for Federal agencies to assess different facets of the workforce. The HCAAF Indices were developed to help agencies meet the requirements of OPM's mandate under the Chief Human Capital Officers Act of 2002 to design systems, set standards, and development metrics for assessing the management of Federal employees. The FEVS provides supplementary information to evaluate Leadership and Knowledge Management, Results-Oriented Performance Culture, and Talent Management, and provides an additional index on Job Satisfaction. For FY 2011 VA is ranked (out of 37 agencies) as:

- 26th on the Leadership and Knowledge Management Index (24th in FY 2010)
- 31st on the Results-Oriented Performance Culture Index (30th in FY 2010)
- 18th on the Talent Management index (22nd in FY 2010)
- 15th on Job Satisfaction Index (20th in FY 2010)

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 2011, VA's ranking increased from 23 to 17 out of 33 of the large Federal agencies. Principle corrective strategies continue to focus on improving communications, education, and competencies on EEO and diversity issues.

- 6) **High volume of discrimination complaints:** From FY 2010 to FY 2011, the per capita filing rate at the informal stage decreased to 1.37 percent (slightly higher than the government wide average of 1.12 percent); and the formal filing rate increased from 0.72 percent to 0.75 percent (still higher than the government wide average is of 0.49 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. In FY 2011, the number of findings in discrimination complaints was the same as it was for FY 2010 (33 in 2010 and 33 in 2011). Reprisal, disability, and sex 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-based EEO, diversity, and conflict management training for VA

DEPARTMENT OF VETERANS AFFAIRS	
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managers and supervisors focused on meeting EEO obligations, increasing EEO and consultative services.

The Road Ahead (FY 2012 Plan)

The following list summarizes the planned initiatives laid out in Part H, I, and J for FY 2012 to eliminate identified barriers or correct program deficiencies.

- Continue implementation of its Diversity and Inclusion Strategic Plan; update Plan in accordance with OPM's Diversity and Inclusion Plan.
- Continue with mandatory Workplace Harassment/No FEAR Training for all employees.
- Expand EEO, diversity and inclusion training portfolio by deploying multi-generational training program; lesbian, gay, bisexual, and transgender (LGBT) training program; and a reasonable accommodation training program.
- Implement training evaluation instrument and metrics.
- Designate Local Reasonable Accommodations Coordinators and Selective Placement Coordinators at all field facilities.
- Expand marketing and use of Centralized VA Reasonable Accommodation fund.
- Expand marketing and use of Centralized VA Diversity Internship Program fund.
- Partner with OPM to implement Applicant Flow/Adverse Impact Analysis System in USA Staffing.
- Finalize and implement ODI's Recruitment, Outreach, and Development (ROAD) map system for each Special Emphasis Program (SEP).
- Develop and implement Employment and Retention Plan for People with Disabilities.
- Track participation in *MyCareeratVA* and *VA for Veterans* programs.
- Refine and federalize the Diversity Index as a standardized metric for all federal agencies.
- Develop an Inclusion Index as a standardized metric to assess progress on organizational inclusion.
- Integrate personnel demographics to the Talent management System (TMS) and generate new training reports by demographic groups.
- 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*.

Executive Summary	Page 17
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EEOC FORM 715-01 PART F	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
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**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**


I, John U. Sepúlveda, Assistant Secretary for Human Resources and Administration, am the
(Insert name above)

Principal EEO Director/Official for Department of Veterans Affairs
(Insert Agency/Component Name above)

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

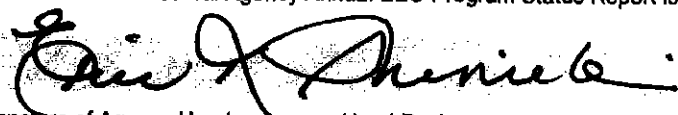
The agency has also analyzed its workforce profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers,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

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



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

2/20/12
Date



Signature of Agency Head or Agency Head Designee

3/5/12
Date

EEOC FORM
715-01 PART G

National

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

Report Generated on 12/15/2011

Who contributed to the responses?	#
Agency Secretary	0
Agency HR Chief	1
Agency EEO/Diversity Manager	1
Agency Disabilities Manager	1
Agency Program Manager	3
Resolution Management	1

Others who contributed to the responses:	Has the Agency Secretary given written approval of these responses?	Yes X	No
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<p align="center">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.</p>			
Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met	
Measures		Yes	No
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	
Measures		Yes	No
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	
Measures		Yes	No
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

<p>11. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?</p>	<p>Yes X</p>	<p>No</p>
<p>12. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?</p>	<p>Yes X</p>	<p>No</p>
<p>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?</p>	<p>Yes X</p>	<p>No</p>
<p>14. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?</p>	<p>Yes X</p>	<p>No</p>
<p>15. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?</p>	<p>Yes X</p>	<p>No</p>
<p>16. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?</p>	<p>Yes X</p>	<p>No</p>
<p>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.</p>		
<p>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?</p>	<p>Yes X</p>	<p>No</p>
<p>19. Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?</p>	<p>Yes X</p>	<p>No</p>

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 X	No
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

FY 2011 REPORT

Compliance Indicator	The facility has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.	Measure has been met	
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

<p align="center">Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</p> <p align="center">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.</p>			
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 <input checked="" type="checkbox"/>	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 <input checked="" type="checkbox"/>	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	No <input checked="" type="checkbox"/>
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	No <input checked="" type="checkbox"/>
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 <input checked="" type="checkbox"/>
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 <input checked="" type="checkbox"/>	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 <input checked="" type="checkbox"/>	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. **This information is being captured and will be provided later.		Yes <input checked="" type="checkbox"/>	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 <input checked="" type="checkbox"/>	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 <input checked="" type="checkbox"/>

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	
Measures		Yes	No
62. Do senior managers meet with and assist the EEO Manager and/or other EEO staff in the identification of barriers that may be impeding the realization of equal employment opportunity?		Yes 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 X	No
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	No X
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 UNK
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	
		Yes	No
Measures			
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	
		Yes	No
Measures			

FY 2011 REPORT

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 Agency decision, does the facility issue the decision within 60 days of the request?		Yes	No X
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	
Measures		Yes	No
104. Does the facility have a system of management control to ensure that facility officials timely comply with any orders or directives issued by EEOC Administrative Judges?		Yes 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	
Measures		Yes	No
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 N/A	No
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	
Measures		Yes	No
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

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

EEOC FORM
715-01 PART H

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 12/7/2011

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61)</p> <p>Q54. 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?</p> <p>Q55. 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?</p> <p>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?</p>
OBJECTIVE 3: (National)	Develop a centralized tracking mechanism and establish timetables for reviewing employee development/training programs for systemic barriers that may be impeding full participation by all groups.
RESPONSIBLE OFFICIAL:	VA Learning University (VALU), ODI, OHRM, Administration Training Officers (TOs)
DATE OBJECTIVE INITIATED:	January 7, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2013
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	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 Talent Management System (TMS) and/or through the Human Resources Information System (HRIS)	04/31/2011 New Date: 6/30/2012
Meet with Administration TOs to discuss similar tracking mechanisms in Administrations.	06/30/2011 New Date: 6/30/2012
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.	09/30/2011 New Date: 6/30/2012
Integrate employee demographic data into the Talent Management System	3/30/2012
Continue performance of adverse impact analyses of leadership development programs (SES CDP, LVA, ALP, and LDP); expand studies to other training programs as demographic data become available. Completed adverse impact analysis on Leadership VA 2011 application process, and SES position placement from SES CDP 2002 thru 2010 classes.	Performed on as needed basis 9/30/2012
Work with OHRM to identify any barriers derived from the Merit Promotion Program Policy and Procedures.	9/30/2013
Work with OHRM to identify any barriers in the Employee Recognition Awards Program.	9/30/2013
Work with OHRM to identify any barriers in the Employee Development/Training Programs.	9/30/2013
REPORT OF ACCOMPLISHMENTS: Last year's planned activities to eliminate deficiencies noted were not accomplished by the original target date, due to competing priorities. Accordingly, target dates have been modified for this fiscal year.	

FY 2011 REPORT

<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61)</p> <p>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.?</p>
<p>OBJECTIVE 4: (National)</p>	<p>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.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>ODI, OHRM. Administration EEO and HR Officials</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>June, 2010</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>December 31, 2011 NEW DATE: March, 2014</p>
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>
<p>Conduct procurement of an off-the-shelf accommodation request tracking system, which will be modified to meet VA's structure and procedures.</p>	<p>09/30/2010 Completed</p>
<p>Conduct weekly meetings are held with the contractor to ensure that the system will include VA office codes, user friendly language, options, etc.</p>	<p>03/20/2011 Completed</p>
<p>Pursuing a second contract to allow employees to enter their own requests to prevent requests from being overlooked.</p>	<p>05/20/2011 Completed</p>
<p>Train all HR and EEO staff on the use of the new system. (* training manuals are developed.) Implementation was delayed because of 508 issues with the software and the computer based training. The Section 508 Compliance office approved the software and training in early December, 2011.</p>	<p>12/31/2011 NEW DATE: 02/28/2012</p>
<p>New: Prepare and present reports on accommodation decisions.</p>	<p>10/31/2012 and annually</p>
<p>REPORT OF ACCOMPLISHMENTS: The contract for the new reasonable accommodation compliance system was signed Sept 17, 2010. During 2011, a team from ODI and the Administrations met with the vendor on a weekly basis to modify system requirements to comport with VA's procedures and EEOC guidance. The system was scheduled for implementation the summer of 2011; however, it was delayed due to 508 compliance issues.</p>	

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	PROACTIVE PREVENTION: Barrier identification, removal and ADR use (Q62-71) Q69. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	
OBJECTIVE 5: (National)	Incorporate EEO and Diversity and Inclusion objectives in VA's strategic plans. (Completed) Conduct trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability.	
RESPONSIBLE OFFICIAL:	ODI, Administration EEO Managers, Administration HR Officials	
DATE OBJECTIVE INITIATED:	January 7, 2010	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2014	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy	
Pilot new approach in selected facilities and perform summary evaluation.	9/30/2011 CANCELLED	
Fully deploy new approach for monitoring implementation and effectiveness of Agency EEO Plans.	9/30/2012	
Develop procedures to coordinate ODI's workforce analysis with the new Strategic Workforce Planning office.	Completed (9/30/2011)	
MODIFIED OBJECTIVE: ODI collaborates with VA workforce planners to ensure EEO and Diversity and Inclusion objectives are included in VA's Strategic Plans.	6/30/2012	
Design methodology to compute a Diversity Index metric.	9/30/2011 Completed	
NEW: Issue a training guide on conducting barrier analysis by race, ethnicity and gender, to include trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability.	9/30/2012	
REPORT OF ACCOMPLISHMENTS: ODI has developed a Recruitment and Outreach Development (ROAD) Plan which consolidated all required elements from FEORP, HEP, DVAAP, and MD 715 into a single plan. This plan will be distributed quarterly to all stakeholders for updates on accomplishments meeting EEO goals and objectives. As of FY 2011, VA's Strategic Plan <i>Refresh</i> incorporated references to VA's Diversity and Inclusion Strategic Plan's goals and objectives. ODI is collaborating with VA's workforce strategic planners and participates on the Workforce Planning Steering Committee, Workforce Planning Competency Model Steering Committee, and the Workforce Planning Community of Practice Committee, as part of its efforts to ensure EEO program goals and objectives continue to be included in VA's strategic plans.		

FY 2011 REPORT

<p>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</p>	<p>EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103)</p> <p>Q76: Are 90 percent of accommodation requests processed within the time frame set forth within the agency procedures for reasonable accommodation?</p>	
<p>OBJECTIVE 6: (National)</p>	<p>Establish and deploy a VA-wide centralized reasonable accommodation (RA) system to track timely processing of RA requests.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>ODI, ORM, VHA EEO Manager, Administration EEO and HR Officials</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>6/08/2010</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>9/30/2013</p>	
<p>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</p>	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>	
<p>Develop communications plan and market new system through existing communication media (print, web, Integrated Human Resources Management Board, VA Diversity Council, MD 715 Liaison Work Group, etc.)</p>	<p>05/20/2011 In progress New Date: 05/20/2012</p>	
<p>Monitor timeliness and denial rates. Provide quarterly feedback to the components.</p>	<p>09/20/2013</p>	
<p>REPORT OF ACCOMPLISHMENTS: The contract for the new reasonable accommodation compliance system was signed Sept 17, 2010. During 2011, a team from ODI and the Administrations met with the vendor on a weekly basis to modify system requirements to comport with VA's procedures and EEOC guidance. The system was scheduled for implementation the summer of 2011; however, it was delayed due to 508 compliance issues.</p>		

STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103) Q86. When a complainant requests a final facility decision, does the facility issue the decision within 60 days of the request?
OBJECTIVE 6: (National)	NEW: Issue final decisions within 60 days of complainant request. Background: In FY 11, OEDCA issued 955 FADs and FAOs---a 9.8% increase from FY 10. These decisions were issued, on average, within 69 days of receipt. The Office of Employment Complaint and Adjudication (OEDCA) case receipts were up 10% over FY 10.
RESPONSIBLE OFFICIAL:	ODI, ORM, OEDCA, Administration EEO and HR Officials
DATE OBJECTIVE INITIATED:	10/01/2011
TARGET DATE FOR COMPLETION OF OBJECTIVE:	9/30/2012

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific) example: mm/dd/yyyy
Continued streamlining of FAD decision formats. ** These decisions were issued, on average, within 69 days of receipt.	NEW: 09/30/2012
Hiring new staff to replace two senior staff attorneys who retired in FY 11	NEW: 12/31/2011 (Completed)
Increase use of procedural dismissals where appropriate.	NEW: 09/30/2012
REPORT OF ACCOMPLISHMENTS:	

EEOC FORM
715-01 PART I

National

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

Report Generated on 12/01/2011

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:	Less than expected representation: VA continues to have less than expected representation of White females and Hispanic females.
BARRIER ANALYSIS 1: (National)	<p>This trigger was identified by analyzing the MD 715 workforce tables in VA's on-line workforce data system, VHA Service Support Center (VSSC). Table A1 shows less than expected representation of White and Hispanic females in the overall VA workforce in comparison with the Relevant Civilian Labor Force (RCLF). White women represent 36.03 percent of the VA workforce (permanent and temporary positions in Pay status) compared to the 47.87 percent in the RCLF and Hispanic women represent 3.56 percent of the VA workforce compared to the 4.33 percent in the RCLF.</p> <p>A review of TableA6 data on 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 in FY 2012.</p> <p>A review of Table A6 data on White women indicate low participation rates in 4 out of 10 major occupations within VA, Nurse (0610), Practical Nurse (0620), Nursing Assistant (0621), Veterans Claims Examiner (0996), and Information Technology Management (2210). Further analysis of this finding will be addressed.</p> <p>As required by EEOC, VA analyzed projected RCLF parity; assuming the current rate of growth and everything else remaining constant, VA will reach the expected RCLF parity for White women in about 17 years, Hispanic women in 20 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 does not have 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>
RESPONSIBLE OFFICIAL:	Asst Secretary for Human Resources and Administration (HRA); Deputy Assistant Secretary (DAS) for Human Resources Management; Deputy Assistant Secretary (DAS) for Office of Diversity and Inclusion (ODI); other Administration HR Officials
DATE OBJECTIVE INITIATED:	09/30/2009

FY 2011 REPORT

<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2014</p>
<p>INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.</p>	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>
<p>ODI will create, publish and implement Recruitment Outreach and Development (ROAD) Plan that consolidates and aligns all required affirmative employment plans (MD 715, HEP, FEORP, and DVAAP) with VA's Diversity and Inclusion Strategic Plan. This mechanism will be utilized to monitor, collect, and report quarterly progress towards achieving VA's EEO, Diversity and Inclusion goals, including those that address triggers associated with less than expected representation rates for White and Hispanic women.</p> <p>NEW: ODI will develop an applicant flow system</p> <p>Workforce Planning ODI will continue meeting with Workforce Planners to incorporate VA's EEO and Diversity and Inclusion goals into VA's Strategic Plan and to ensure EEO demographic data considerations are factored into VA's Workforce Succession Plans.</p> <p>Community Outreach Each VA component will continue to implement and execute planned activities for targeted outreach and recruitment with high schools, colleges, universities, trade schools, faith-based organizations, community organizations, military transition assistance program and Veteran service organizations. 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 Rights (NOMAR), Hispanic Serving Institutions (HSIs), and the American GI Forum.</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>09/30/2011 Completed</p> <p>09/30/2013</p> <p>09/30/2012</p> <p>09/30/2012</p> <p>09/30/2011 Completed</p>
<p>Recruitment NEW: Market the use of a variety of available student hiring authorities, such as <i>Career Pathways</i> (Presidential Management Fellow (PMF) and Student Educational Employment Program (SEEP) to build a diverse applicant pool), and VA's National Diversity Internship Program (NDIP) to introduce traditional and non-traditional college students to VA career opportunities programs.</p> <p>VA's Diversity and Inclusion Strategic Plan for FY 2009-2013 contains recruitment 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>NEW: VA will revise its Diversity and Inclusion Plan to reflect improved alignment with VA's 2011 – 2015 Strategic Plan Refresh and OPM's new Government-wide Diversity and Inclusion Strategic Plan issued in November 2011</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>NEW: ODI will publish its 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>NEW: ODI will research and develop an analytical application to calculate retention rates by occupations, and other demographic groupings. Retention rate shall be defined as resignations and separations from VA.</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>Ongoing</p> <p>Issued: 02/2009 Continue implementation through 2013</p> <p>03/30/2012</p> <p>02/30/2011 Completed</p> <p>03/30/2012</p> <p>09/30/2014</p> <p>09/30/2011 Completed</p>

<p>** ODI reviewed and evaluated OPM's version of CIVFORS application for applicability in estimated future workforce resignation rates. The evaluation determined the current CIVFORS structure is not acceptable tool for diversity and inclusion analysis.</p>	
<p>Plans Specific to Hispanic Women</p> <p>NEW: ODI will continue to partner with affinity and professional organizations such as LULAC, National IMAGE, and others to increase awareness of the diversity of missions, people and careers in the VA. (Generic activity for all special emphasis programs).</p> <p>NEW: Review and update Hispanic Employment Program (HEP) Website; Identify and publicize targeted recruitment/outreach best practices and information to improve the effectiveness of the HEP.</p> <p>NEW: Increase communications between ODI and HEPMs Department-wide.</p> <p>NEW: Develop methods to ensure VA sub-components have HEP plans in place; all echelons of VA will be held accountable for developing and implementing initiatives that incorporate HEP strategies to increase cultural competence and understanding of Hispanic cultures, and which are aimed at increasing outreach to the Hispanic community.</p>	<p>08/31/2012</p> <p>08/31/2012</p> <p>08/31/2012</p> <p>08/31/2012</p>
<p>Plans Specific to White Women</p> <p>Review and update the Federal Women Program (FWP) website; identify and publicize targeted outreach/recruitment best practices and information to improve the effectiveness of the FWP.</p> <p>Increase communications between ODI and FWPMs nationwide.</p> <p>New: Monitor Department-wide complaint trends to determine if there are adverse trends affecting White women in the workforce.</p>	<p>08/31/2012</p> <p>08/31/2012</p> <p>08/31/2012</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>With regards to the Hispanic Employment Program, ODI accomplished the following during FY 2011</p> <ul style="list-style-type: none"> • Conducted three pre-conference forums/workshops to Market MY VA Career, to bridge REG gaps and grade disparities in the workforce, and to increase awareness and foster application of under participation groups in leadership development programs. Encourage/monitor Hispanic participation in career development programs and enhance marketing of career development and leadership programs. • Partnered with the new OHRM Strategic Communications Office and ODI to identify local and regional Affinity Groups conferences to address the lack of corporate, integrated strategic recruitment and retention. • Focused on goals 1 and 2 of the VA Diversity and Inclusion Strategic Plan to capture metrics and obtain a measurable return on investment. • Partnered with and utilize four VA medical Centers HR Staff support during and as part of our outreach events to increase awareness of the VA as a prospective employer, promote the use of special hiring authorities, internship programs, and to increase diversity of employment pipeline. • Participated in a variety of employment outreach activities to reach Hispanics via affinity groups national annual conferences; United States Hispanic Leadership Institute (USHLI) National Conference – Chicago, IL, February 2011; League of United Latin American Citizens (LULAC): Chicago, IL, April 2011, & Cincinnati, OH June/July 2011; National Image Inc., National Conference – Orlando, FL, April 2011; Federal Hispanic Women's Executive Career Enhancement (IALPAE, Inc.) National Conference – Arlington, VA, August 2011; Congressional Black Caucus Hiring event – Miami, FL, August 2011; National Association on Mexican American Rights (NOMAR) National Conference – Las Vegas, NV, September 2011; and the Federal Hispanic Career Advancement Summit (FAFHCAS) National Conference – (NIH) Bethesda, MD, September 2011. <p>VHA accomplishments include:</p> <p>HRRO conducted two "Recruiter you – Back 2 School" training events in FY 2011, Portland, OR (completed in 6/2011), and Pittsburgh, PA (completed 09/2011). Using the Accelerated Learning format, participants received "step-by-step" training on the components, elements, and processes associated with the VHA Recruitment Competency Model</p>	

FY 2011 REPORT

National recruitment events including exhibitions at professional conferences, professional associations, career fairs and trade show exhibits continue to be an important method for diversity recruitment. These events were held in FY 2011 in conjunction with the American Psychiatric Nurses Association (APNA), October 3-7, 2010 and June 17-19, 2011

The ROAD Plan/Guide was developed to facilitate the monitoring and SEP initiatives and align the initiatives with VA's Diversity and Inclusion Strategic Plan. ODI conducted 6 Technical Assistance Reviews (TARS). ODI established a blanket 5 year contract (characteristics to a blanket purchase agreement) to support the National Diversity Intern Program with various affinity organizations.

VHA published vacancy announcements in national print media such as: National Hispanic Medical Association, Association of American Indian Physicians, Chinese American Medical Society, Inter-American College of Physicians and Surgeons, Hispanic Nurses Association, News Journal of the Association of Black Psychologists, Society of Hispanic Professional Engineers, Society of Women Engineers, National Society of Black Engineers, GI Jobs, and Winds of Change.

NCA accomplishments include:

The EEO Office recently hired a FTE to develop NCA's Special Emphasis Program to assist in addressing the less than expected participation rates of identified groups. Staff from the Houston National Cemetery participated in the LULAC Council Chorizo and Menudo Breakfast; the USMA traveled to Guaynabo, Puerto Rico to participate in the 2nd Veterans Congress; the USMA conducted a workshop at the National Image Inc. Training Conference in Denver, CO, hosted by Image de Denver; staff from the NCA Human Resource Center attended the Puerto Rico Federal Hiring Event hosted by the Office of Personnel Management; HRC staff also participated in the NOMAR Conference and attended the La Plaza Fiesta at the American Legion Mall & Veterans Memorial Plaza; NCA staff participated in the AGI Forum, Albuquerque, NM; Federally Employed Women (NTP). The EEO Office initiated the development of a newly formed committee 'The Human Capital Architecture Strategic Planning Committee' whose mission is to develop strategies to broaden NCA recruitment, retention and training programs nation-wide. The EEO Office & Human Resource Offices are working with ODI in recruiting PWTB's from various venues, to date, NCA hired three PWTB's (2 were hired under Schedule A) and 56 PWTB's (6 were hired under Schedule A). NCA developed new recruitment displays and brochures which are used at job fairs, conferences and outreach events.

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Grade disparity: In the GS/GM 11 – 15 and equivalent pay levels, every group except White men have some disparity compared to the distribution of the total VA permanent workforce.</p> <p>In addition, certain groups (Black, Pacific Islander, American Indian, and Hispanic men) have a higher than average participation rate in Wage Grade occupations compared to the total workforce.</p>
<p>BARRIER ANALYSIS 2: (National)</p>	<p>EEOC Workforce Data Tables A-4 and A-5 were reviewed and analyzed. A trigger for a possible barrier was identified when a group's participation rate in the GS 12/equivalent and higher pay grades/equivalent was compared to the total workforce participation rate in those grades. (Note, For EEOC's purposes, Title 38 pay levels were extrapolated to fit into the standard GS/GM pay chart.)</p> <p>In an ideal environment one would assume that the overall percentage of participation of any group would be consistent in all facets of an organization's structure, e.g., grade, pay plan, occupation, etc. In VA we find that all groups except White men had some pay disparity at the GS 12 level or higher.</p> <p>Hispanic men who are permanent employees have a lower than expected participation rate at the GS 11, 12, 13, and 14 pay levels compared to the total permanent workforce. In addition, 18 percent of Hispanic men who are permanent employees are in Wage Grade positions, compared to 9 percent of the VA permanent workforce. Hispanic women have a lower than expected representation rate at the GS 12, 13, 14, 15, and SES pay levels.</p> <p>Permanent employees who are White women have a low participation rate at the GS 14, 15, and SES levels, compared to the distribution of the total permanent workforce.</p> <p>Black men who are permanent employees have a low participation rate in the GS 11, 12, 13, 14, 15, and SES pay levels compared to the total permanent workforce. Of this group, 34 percent are in Wage Grade positions, compared to 9 percent of the total permanent workforce. Black women also have a low participation rate at these pay grades.</p> <p>Asian men who are permanent employees have a low participation rate at the GS 11, 12, 13, 14, and SES levels. Asian women have a low participation rate at the GSS 12, 13, 14, and SES levels.</p> <p>Pacific Islander men who are permanent employees have a low participation rate at the GS 11, 12, 13, 14 pay levels and of this group, 21 percent are in Wage Grade positions, compared to 9 percent of the total permanent workforce. Pacific Islander women have a low participation rate at the GS 11, 12, 13, 14, and 15 pay levels.</p> <p>Native American men who are permanent employees have a low participation rate at the GS 11, 13, and 14 pay levels and 19 percent of this group is in Wage Grade positions, compared to 9 percent of the total permanent workforce. Native American women have a low participation rate at the GS 12, 13, 14, 15, and SES pay levels.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>There is not a focused outreach and recruitment plan that targets these groups for employment consideration at the higher pay grade, or no strategy for supporting these employees in qualifying for positions with promotion potential.</p> <p>There is a lack of applicant flow data to identify other potential barriers to upward mobility.</p>

FY 2011 REPORT

<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)</p> <p>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 careers. Recruit from targeted groups for positions in the higher pay grades.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>DAS for ODI, Dean of VA Learning University (VALU), Asst Sec for HRA, Administration HR and Training Officers</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>09/30/2009</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2012</p>	
<p>INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.</p>		<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>
<p>ODI reviewed the promotion rates for comparable groups of occupations and grades in depth during FY 2010, for Department-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.</p> <p>Perform root cause analysis of the top 5 occupations identified from the previous plan to determine the barriers.</p>		<p>09/30/2012 continuous & quarterly</p> <p>09/30/2012</p>
<p>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 was moved to a later date.</p> <p>** Current Status: The Career Pathways project was moved to VA's Learning University (VALU). VALU recently went public with its new MyCareer tool to aid employees in mapping their long term career path</p> <p>VBA will continue to make assertive efforts to inform employees, including minorities, regarding career opportunities that could lead to promotions. These efforts include e-mailing vacancy announcements to employees and posting announcements in visible areas. 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.</p>		<p>09/30/2012 In progress</p> <p>09/30/2011 Completed</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>09/30/2012</p>
<p>NEW: Track and monitor advancement of employees within the pipeline to ensure there are no barriers to upward mobility.</p>		<p>09/30/2012</p>
<p>NEW: Work with VHA, VBA, NCA and Staff Offices to promote mentoring (formal and informal) programs. ** VA established a mentoring program in FY 2011, and is currently recruiting and training volunteers for the mentoring program</p>		<p>09/30/2011 In progress New Date: 09/30/2012</p>

NEW: Work with VALU and VHA HRRO offices to ensure information on career development/leadership programs are disseminated to all employees.	09/30/2012
NEW: Review workforce data for promotions, SES participation, training and developmental programs for all race/ethnicity and gender groups	09/30/2012
ODI will continue to review the Career Improvement Report for the VA GS/GM population (Title 5 only), annually. 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.	09/30/2011 annually
<p>NEW: Map occupations within the desired grade level and determine education levels, age, promotion potential, career development options</p> <p>NEW: Analyze application and selection data for career development and leadership programs to determine if barriers exist.</p>	<p>09/30/2011 Completed</p> <p>09/30/2012</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 2011, VA/ODI presented training to agency employees at the Blacks in Government National Conference, presenting information on career development and leadership programs, MyCareers @VA, and other informative sessions to improve upward advancement in VA. ODI collaborated with the Office of Research and Development to have a presence at the Historically Black Colleges and University (HBCU) Annual Conference. Dr. Tshaka Cunningham presented an overview to attendees on current initiatives at VA such as advanced wheelchairs and assistive devices, advanced upper and lower limb prosthetics (i.e. the DARPA/DEKA arm program jointly funded by the VA and Department of Defense), and the brain-computer interface that is being developed to allow amputees to one day control their prosthetic devices using their brain, just as they did with their real limbs. Dr. Cunningham also included some tips for preparing successful applications and generally encouraged the participants to apply to VA ORD for funding if they have research projects that are novel and relevant to Veterans health. This outreach demonstrates VA is an agency committed to diversity initiatives, and, as such, will hopefully encourage diverse candidates to consider VA as an employer of choice.

Through analysis of data for FY 2011, VA identified specific occupations (and grade level within the occupation) that African Americans are experiencing difficulties achieving higher grades. The occupations identified were the Medical Technologist (0644) occupation, the Diagnostic Radiologist Technologist (0647) occupation, the Veterans Claims Examiner (0996) occupation, the Cemetery Caretaker (4754) position, and the Police (0083). This analysis allows VA to target outreach efforts for these occupations.

VHA accomplishments include

Development and implementation of leadership programs (for all grade levels and wage-grade equivalent): GS-8 and below, Facility Lead; GS-9-12, VISN Lead; Grades 13-15, Executive Career Field Candidate Development Program-ECF; and Senior Executive Service Candidacy Development Program and Senior Executive Leadership Program.

The VHA Central Office implemented the Leadership, Effectiveness, Accountability, and Development (LEAD) Program: 100 percent of the participants felt that the benefits of the program were worth time and effort invested; and would recommend participating in this program to a friend or colleague and; they ranked the Program Coordinators as being supportive. 96 percent of the mentees and mentors agreed that the program has helped foster an open environment where information is shared and knowledge is transferred.

FY 2011 REPORT

<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 0.91percent for FY 2010 (the latest data available), 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 FY 2011 the percent of the VA workforce with a targeted disability increased to 1.65 percent, up from 1.55 percent in FY 2010 and 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 with targeted disabilities (10.25 percent) grew at three times the rate of growth for the entire permanent workforce (3.39 percent), [Reference Table B1]. This high net change is essential to achieving an annual increase in the on board ratio for this group. Most of the growth in FY 2011 can be attributed to the VHA's Homeless Veteran Supported Employment Program (HVSEP), which hired 366 Veterans, most of whom have targeted disabilities.</p> <p>The percentage of the Federal government workforce with a targeted disability in FY 2000 was 1.17 percent and dropped to 0.88 percent by FY 2009. In FY 2010 the Government average increased to 0.91 percent. Prior to FY 2010, 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 and 2011.</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. Also, while 7.17 percent of the total VA permanent workforce with no disabilities separated in FY 2011, 10.57 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. General lack knowledge in accommodation procedures and Schedule A authority.</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 in the permanent VA workforce to 2 percent by FY2014.</p> <p>OBJECTIVES: Develop and implement targeted recruitment plan focused on people with targeted disabilities.</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>09/30/2011 New Date: 09/30/2014</p>	
<p>INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.</p>		<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>
<p>Designate Special Placement Coordinator (SPC) for all facilities, in accordance with VA Diversity and Inclusion Strategic Plan.</p>		<p>09/30/2010 New Date: 09/30/2014</p>

ODI will continue to conduct quarterly training to the administrations and field activities on how to identify occupations with less than expected representation rates through its on-line workforce analysis system training. The VHA goal is to have 2 employees with a targeted disability per hundred employees. This will be monitored quarterly.	09/30/2011, continuous & quarterly
VHA VISN 20 facilities will work to strengthen their relationships with Oregon Office of Disability & Health, VBR Vocational Rehab, Oregon Commission for the Blind, State of Oregon Office of Vocational Rehabilitation Services & ADA Info-region/Disability & Business Technical Assistance Center, Seattle Lighthouse for the Blind and regional Goodwill training centers to facilitate recruitment.	09/30/2010 New Date: 09/30/2012
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 Workforce Recruitment Program (WRP) Interns with disabilities to permanent status.	09/30/2011 Completed
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.	03/31/2011 New Date: 09/30/2012
ODI will monitor progress on the hiring objective for people with disabilities contained Diversity and Inclusion Strategic Plan on a quarterly basis through the VA's MD 715 on-line reporting system.	09/30/2011, continuous & quarterly
NEW: ODI will work with VHA, VBA, NCA, and HR in VA Central Office (VACO) to create a coordinated strategy for recruiting people with targeted disabilities	09/30/2011 New date: 09/30/2012
ODI will provide VA Managers and HR staff with training in the Schedule A hiring authority.	09/30/2012
ODI will provide VA Managers and HR staff with training in disability law and reasonable accommodation procedures.	09/30/2012
Training will be provided to Occupational Health to address barriers that may impede hiring and retention efforts for people with targeted disabilities.	09/30/2012
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.	09/30/2011 New Date: 09/30/2012
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.	09/30/2012

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

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

ODI has updated the VA's national 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 web site. ODI established a Reasonable Accommodation Centralized Fund in May, 2010. 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. VA published its annual Disability Employment Awareness Month (DEAM) memo. The memo provides instructions for 1) recruiting candidates with disabilities, 2) using the Schedule A hiring authority, and 3) ensuring that the workplace is accessible.

ODI reports quarterly its progress with meeting the Secretary's 2 percent hiring goal. ODI conducted extensive training on Schedule A and Reasonable Accommodation procedures throughout the Department at HR conferences, and various other forums geared to HR and EEO communities as well as managers and supervisors.

FY 2011 REPORT

NCA established contact with the Department of Army's Wounded Warriors program providing vacancy announcements for qualified individuals. NCA participated in the 2011 Career Opportunities for Students with Disabilities (COSD) Annual Conference.

At the end FY 2011, 2.33 percent of VBA's permanent workforce had a targeted disability. This exceeds VA's goal of 2 percent and the Federal high of 2.27 percent.

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Representation of disabled Veterans: The total Veteran population currently represents 32.07 percent of the workforce as of September 30, 2011 which is below the Secretary's 40 percent goal. The representation of disabled Veterans in VA increased from 27,735 (9.02 percent of workforce) in FY 2010 to 30,277 (9.6 percent of the workforce) in FY 2011. Since FY 2007 the rate of growth of the population of disabled Veterans is more than double the rate of growth of the entire VA workforce (55.1 percent vs. 24.6 percent, respectively).</p>	
<p>BARRIER ANALYSIS 4: (National)</p>	<p>Since FY 2007, Veterans have represented approximately 30 percent of the VA workforce. For FY 2011, Veterans represent 32 percent of the workforce. As of September 30, 2011, disabled Veterans represented 9 percent of the VA workforce. Since FY 2007 the rate of growth of the population of disabled Veterans is more than doubled the rate of growth of the entire VA workforce (55.1 percent vs. 24.6 percent, respectively).</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>There is a lack of a corporate targeted strategic recruitment and outreach plan for disabled Veterans.</p> <p>Lack of strategies to focus on the retention of Disabled Veterans.</p> <p>*** This will be the last year this barrier will be addressed in Part I of the report. This barrier is already addressed in the Disabled Veterans Affirmative Action Program (DVAAP) report which is submitted annually. VA's Veteran's Employment Coordination Serves (VECS) office is responsible for publishing the DVAAP report.</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)</p> <p>OBJECTIVE: Increase the representation of Veterans to 40 percent in total, and continue to increase the proportion of disabled Veterans.</p>	
<p>RESPONSIBLE OFFICIAL:</p>	<p>Asst Sec for HRA, Director of Veterans Employment Coordination Service; Under Secretaries, Administration HR Officers</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>09/30/2010</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2012</p>	
<p>INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.</p>		<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>
<p>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 nationally.</p>		<p>09/30/2012 on-going</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>09/30/2012, on-going & quarterly</p> <p>09/30/2012, on-going & quarterly</p>

FY 2011 REPORT

<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 New Target Date 09/30/2012</p>
<p>VA will work closely with Veteran affinity groups at the national level. Veteran's Integrated Service Network (VISN) 10, for example, the Human Resources Management Service (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 continued to publish 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 New Target Date 09/30/2012</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 fewer than 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. ** During FY 2011, ODI developed a new Website and modified reports which were generated over the previous 2 years, for 508 compliance.</p>	<p>09/30/2011, on-going</p> <p>09/30/2011, on-going</p> <p>09/30/2012, on-going</p> <p>09/30/2011 completed</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>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>Unfavorable survey responses on EEO and diversity issues: OPM Viewpoint Survey results reveal unfavorable responses on diversity related items in some facilities.</p>	
<p>BARRIER ANALYSIS 5: (National)</p>	<p>Overall VA employee responses on diversity related items in employee surveys, including the FHCS Annual Employee Survey, are in the median range. However, these responses vary widely by facility. The facilities with less favorable employee survey results are often those with higher rates of EEO complaints (see Barrier 6). Both FHCS and the AES reveal a marginal increases in favorable responses on the diversity related questions from 2006 to 2008, and from 2008 to 2009, respectively. While VHA's National Center for Organizational Development (NCOD) and ORM's Organizational Climate Assessment Program (OCAP) perform organizational assessment and developmental services, the services are not delivered nationally in a systematic way and are often not coordinated with each other or other offices, such as ODI, performing similar functions. Training on EEO, diversity, and prevention of harassment has been widely provided, although much of it is not competency based, and the decentralized delivery of this training has yielded inconsistent content and quality.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>There is no systematic delivery of organizational climate assessment and development services Department-wide.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>GOAL: Outstanding customer service and stakeholder relations by promoting cultural competency, accountability, education, and communication (Goal 3 of VA Diversity and Inclusion Strategic Plan).</p>	<p>OBJECTIVE: Establish new intermediate level training programs to promote cultural competencies and for organizational development at VA.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>VALU, NCOD, ODI, ORM, Asst Sec for HRA, Administration HR and Training Officials</p>	
<p>DATE OBJECTIVE INITIATED:</p>	<p>09/30/2009</p>	
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2012</p>	
<p>INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.</p>		<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>
<p>Ensure that EEO/diversity training and materials available on-line from VALU, available for on-demand viewing on VAKN, available as published documents, and available through other means such as conference calls, shadowing assignments, etc.</p> <p>ODI 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.</p> <p>In addition, ODI is currently collaborating with VALU, NCOD, and ORM to develop a coordinated corporate level organizational development model to address organizational climate, conflict, and diversity issues VA-wide.</p>		<p>09/30/2011 Completed</p> <p>09/30/2011 NEW DATE: 09/30/2012</p>

FY 2011 REPORT

<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. Several administrations during FY 2011 coordinated with ODI to receive EEO, diversity and inclusion training or established some training programs internal to their administration.</p> <p>ODI will continue to provide expert training services on EEO, diversity and Inclusion. ODI will coordinate training program activities with each of the administrations.</p>	<p>09/30/2011 Originally planned for 09/30/2010 Completed</p> <p>09/30/2012</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. ODI determined OPM's version of CIVFORS was not an appropriate tool at the moment to assess future resignations. VA's of office of Strategic Human Capital Services is considering CIVFORS for strategic analysis.</p>	<p>09/30/2011 completed</p> <p>09/30/2011 completed</p>
<p>Identify plans for providing EEO and diversity training to managers and supervisors through web communications, on-line training, stand-up training, etc.</p> <p>ODI is currently collaborating with VALU and ORM to provide standardized Department-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) Department-wide in FY 2011.</p>	<p>09/30/2011 completed</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>In FY 2011, ODI initiated a project to compute an Inclusion Index based on favorable responses to questions related to workforce inclusion. ODI is collaborating with OPM to identify which Federal Employee Viewpoint Survey questions are needed</p>	

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p>	<p>High volume of discrimination complaints: In FY 2011 the number of findings of discrimination for the VA remained the same as in FY 2010 (33 in FY 2010 and 33 in FY 2011). Reprisal, disability, and sex 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 decreased to 1.37 percent from FY 2010 to 2011 (slightly higher than the government-wide average of 1.12 percent); and the formal filing rate increased from 0.72 percent to 0.75 percent (still higher than the government-wide average is of .49 percent). While the Department continues to make some progress continued work is needed to reach the government-wide levels. In FY 2011, the number of findings in discrimination complaints was the same as it was for FY 2010 (33 in 2010 and 33 in 2011). Reprisal, disability, and sex 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-based EEO, diversity, and conflict management training for VA managers and supervisors focused on meeting EEO obligations, increasing EEO and consultative services.</p> <p>A review of the findings of discrimination identified that reprisal and per se violation were the common basis for the findings of discrimination. Retaliation is also the most frequently alleged basis of discrimination in the Federal government even though an employer is prohibited from taking an adverse action based on an employee's prior EEO activity. Per se retaliation/reprisal is an automatic violation of the law against reprisal that does not require evidence of an "adverse action." Per se violations occur when management officials make negative comments or take action against an individual who participates in the EEO process in any capacity.</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 compilations and refinements 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. 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. 3. Encourage resolution of pending cases that are likely to result in a finding of discrimination. 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. 5. When ADR is elected, work with the administrations and VACO to assign a mediator and complete mediation within 60 days. 6. Develop mechanism that allows facilities to track progress in EEO/ADR.
<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>

FY 2011 REPORT

<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2011 New Date 09/30/2012 -- plans below are further clarifications and expansion of previous year's planned activities</p>
<p>INSTRUCTIONS: Describe the plans to implement the identified activities in the spaces below showing dates of benchmarks and responsible individuals. The success in implementing these plans should be shown in the REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE section. Items from the VA Diversity and Inclusion Annual Performance (DISP) Report are identified in parentheses.</p>	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>
<p>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.</p>	<p>09/30/2012</p>
<p>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, and 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.</p>	<p>09/30/2012</p>
<p>Encourage Use of ADR Throughout Discrimination Complaint process. ORM will expand marketing of ADR. Additionally, ORM will continue to promote ADR for 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 have promoted ADR as a primary resource to address workplace disputes.</p>	<p>09/30/2012</p>
<p>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.</p>	<p>09/30/2012</p>
<p>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.</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>In FY 2011, ODI conducted six Technical Area Reviews; conducted numerous training sessions on reasonable accommodation and Schedule A throughout VA; conducted MsLive training sessions on trigger and barrier analysis for each NCA MSN, VHA VISN, and VBA area, and a number of other specific training needs. 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 Talent Management System.</p> <p>In FY 2011 the informal per capita filing rate decreased to 1.37 percent; and the formal filing rate increased from 0.72 percent to 0.75 percent</p>	
<p>In FY 2010, ODI deployed VA's 1st mandatory EEO, Diversity, and Conflict Management training for managers and supervisors. During Fiscal Year 2011, a total of 26,959 managers and supervisors were trained and tracked via VA's Talent Management System and received a certificate of completion. As of September 2011, more than 95 percent of VA's managers and supervisors completed the training.</p>	
<p>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.</p>	

Review Findings of Discrimination.

In conjunction with the Office of Diversity and Inclusion and the Office of Employment Discrimination Complaints Adjudication, the Office of Resolution Management developed a Frequently Asked Questions (FAQ) information packet which focuses on what lessons VA managers and supervisors can learn about retaliation to prevent findings of discrimination? The FAQ depicts scenarios where the agency was found to have committed a per se violation or retaliated against an employee. Each scenario is followed by a specific question and answer that explains why management's action or inaction was inappropriate and constituted discrimination; and how the issue could have been handled differently.

The FAQ information packet is being used as a training tool at conferences and other targeted training events attended by senior executive management officials, human resources, and supervisors and managers. In addition, the FAQ training packet has been disseminated to all VA department heads for distribution to their managers and supervisors.

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 Department-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 nationally. 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.

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 FY11.		... end of FY11.		Net Change			
		Number	%	Number	%	Number	Rate of Change		
	Total Work Force	285,120	100.00%	294,733	100.00%	9,613	03.37%		
	Reportable Disability	25,159	08.82%	27,707	09.40%	2,548	10.13%		
	Targeted Disability*	4,410	01.55%	4,863	01.65%	453	10.27%		
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					***			
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					501			
PART III Participation Rates In Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	8,703	1,144	13.14 %	120	01.38 %	291	03.34 %	7,268	83.51 %
4. Non-Competitive Promotions	12,664	1,722	13.60 %	201	01.59 %	472	03.73 %	10,470	82.68 %
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)	141,508	14,733	10.41 %	2,021	01.43 %	4,007	02.83 %	122,768	86.76 %
6.b. Cash Awards (total \$\$\$ awarded)	\$262,306,849	\$23,980,168	09.14 %	\$3,148,067	01.20 %	\$5,522,815	02.11 %	\$232,803,866	88.75 %
6.c. Quality-Step Increase	1,326	152	11.46 %	13	00.98 %	0	00.00 %	1,174	88.54 %

*** = Data is not currently being collected.

MD 715 - Part J

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.

*= 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 affect 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 Completed
On October 28, 2011, the Office of Personnel Management (OPM) contacted the Assistant Secretary for Human Resources and Administration to provide feedback on the VA Plan, which was submitted April 15, 2011. OPM stated: "We are pleased to inform you that the disability hiring plan submitted by the Department of Veterans Affairs (VA) successfully addressed all criteria evaluated by OPM's Human Capital Officers."	
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
Best practices were included in each ODI bimonthly newsletter and discussed at each training event.	
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
Data on employment of people with targeted disabilities is included in ODI's quarterly reports which were given to senior staff. Quarterly hiring data is also shared with EEO and HR staff VA-wide.	
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.	3/30/2012
VA recently established a Corporate Recruitment office. The lists will be shared with that office.	
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. ** The monthly conference calls did not allow time to cover the topic in depth, but it is included in training, newsletter articles, and site visits.	2/15/2011 REVISED
6. ODI will hold a job fair for individuals with targeted disabilities and encourage the Administrations to participate.	4/30/2011 CANCELLED
This item was cancelled because ODI does not have the authority to collect or retain resumes.	
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 COMPLETED
A new Human Resources Management Letter was finalized and will be issued shortly.	
8. ODI and OHRM will work together to create a method for sharing resumes from qualified applicants with disabilities.	5/30/2011 CANCELLED
OHRM will eventually create a shared list for use Department-wide.	
9. ODI will train HR staff and hiring officials on the Schedule A hiring process.	Cancelled
In July and August 2011, ODI trained 2,100 HR staff. The remainder will receive training via teleconference.	
10. ODI will create an electronic training module on the Schedule A hiring process. ** This was cancelled due to a lack of funding	9/30/2011
Note: The 2 percent goal for hires of individuals with targeted disabilities is included in the EEO Element of the Performance Plan for each employee at the SES level.	

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 REVISED
The Quarterly Report for PWTDS was combined with the other groups, so the promotion guidance was issued separately. It is also included in each training session.	
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 REVISED
ODI is including the glass ceiling in Technical Assistance Reviews and other contact with individual facilities, as well as training for HR and EEO staff.	
3. ODI will ensure that placement for career growth is included as a topic in the HR conference calls.	2/15/2011 REVISED
The monthly conference calls did not allow time to cover the topic in depth, but it is included in training, newsletter articles, and site visits.	
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. ** During the workshops for HR and EEO staff, ODI provided training on analyzing the pay distribution as shown on MD 715 Table B 4-2, and stressed the need to address the glass ceiling.	9/30/2011 COMPLETED and ongoing
5. The electronic training module on Schedule A will include a section on placing individuals with targeted disabilities in positions with promotion potential.	9/30/2012 CANCELLED
Due to a lack of funds, an electronic training module was not created. A power point was created and used in training and posted on-line.	
6. ODI will encourage VA components to report successes and best practices, which can be shared via the Diversity Newsletter issued bi-monthly by ODI.	1/30/2011 and on going
New 7. ODI will contact OPM and EEOC for guidance on how to legally provide opportunities for advancement.	9/30/2012

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.	6/30/2012 POSTPONED
Due to work on the Human Resources Management Letter in response to OPM's Model Strategies requirement, there was no staff time for this item.	
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.	6/30/2012 and ongoing REVISED
ODI is including the glass ceiling in Technical Assistance Reviews and other contact with individual facilities, as well as training for HR and EEO staff.	
3. ODI will instruct the administrations on pulling education/pay data so that they can monitor their progress.	9/30/2012 POSTPONED
The training component was not addressed; it will be part of the FY 2012 revisions to data analysis training.	
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 COMPLETED and ongoing.
The monthly conference calls did not allow time to cover the topic in depth, but it is included in training, newsletter articles, and site visits.	
5. ODI will encourage VA components to report successes and best practices, which can be shared via the Diversity Newsletter issued bi-monthly by ODI.	1/30/2011 and on going
Articles have appeared in each Newsletter.	
6. ODI will work with HR's ADVANCE training team to identify mentoring and training opportunities for employees with targeted disabilities.	9/30/2012 CANCELLED
Legal issues were raised.	

Table A1: Total Workforce - by Race/Ethnicity and Sex FY 2011

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 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%
FY 2011	#	315,116	127,372	187,744	9,835	11,218	78,636	113,543	27,858	45,571	8,159	13,155	290	371	1,460	2,156	1,134	1,730
	%	99.98%	40.41%	59.57%	03.12%	03.56%	24.95%	36.03%	08.84%	14.46%	02.59%	04.17%	00.09%	00.12%	00.46%	00.68%	00.36%	00.55%
RCLF (2000)	%	99.21%	34.44%	64.77%	03.11%	04.33%	25.13%	47.87%	03.13%	08.13%	02.39%	03.22%	00.03%	00.06%	00.31%	00.62%	00.34%	00.54%
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%
Difference	#	7,794	3,409	4,385	176	112	1,864	2,183	742	1,187	273	465	48	33	36	22	270	383
	%	-0.01%	0.08%	-0.09%	-0.02%	-0.05%	-0.03%	-0.21%	0.02%	0.02%	0.02%	0.04%	0.01%	0.01%	0.00%	-0.01%	0.08%	0.11%
Net Change	%	2.54%	2.75%	2.39%	1.82%	1.01%	2.43%	1.96%	2.74%	2.67%	3.46%	3.66%	19.83%	9.76%	2.53%	1.03%	31.25%	28.43%
PERMANENT																		
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%
FY 2011	#	291,839	118,232	173,607	9,258	10,466	72,957	104,868	26,409	42,819	6,957	11,574	259	336	1,333	1,971	1,059	1,573
	%	100.01%	40.51%	59.50%	03.17%	03.59%	25.00%	35.93%	09.05%	14.67%	02.38%	03.97%	00.09%	00.12%	00.46%	00.68%	00.36%	00.54%
Difference	#	9,575	3,979	5,596	239	238	2,223	2,811	824	1,540	343	522	38	33	33	81	279	371
	%	0.00%	0.03%	-0.03%	-0.03%	-0.03%	-0.06%	-0.23%	-0.01%	0.05%	0.04%	0.05%	0.01%	0.01%	0.00%	0.01%	0.08%	0.11%
Net Change	%	3.39%	3.48%	3.33%	2.65%	2.33%	3.14%	2.75%	3.22%	3.73%	5.19%	4.72%	17.19%	10.89%	2.54%	4.29%	35.77%	30.87%
TEMPORARY																		
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

67

WORKFORCE DATA TABLES

	%	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%
FY 2011	#	19,657	7,848	11,809	417	477	5,075	7,575	1,004	1,975	1,146	1,456	27	27	111	158	68	141
	%	100.02%	39.93%	60.09%	02.12%	02.43%	25.82%	38.54%	05.11%	10.05%	05.83%	07.41%	00.14%	00.14%	00.56%	00.80%	00.35%	00.72%
Difference	#	-1,862	-615	-1,247	-58	-130	-399	-662	-88	-346	-72	-59	8	-1	1	-58	-7	9
Ratio Change	%	0.02%	0.60%	-0.58%	-0.09%	-0.39%	0.38%	0.26%	0.04%	-0.74%	0.17%	0.37%	0.05%	0.01%	0.05%	-0.20%	0.00%	0.11%
Net Change	%	-8.65%	-7.27%	-9.55%	-2.21%	-1.42%	-7.29%	-8.04%	-8.06%	-4.91%	-5.91%	-3.89%	42.11%	-3.57%	0.91%	-6.85%	-9.33%	6.82%
NON-APPROPRIATED																		
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%
FY 2011	#	3,620	1,292	2,328	160	275	604	1,100	445	777	56	125	4	8	16	27	7	16
	%	100.00%	35.69%	64.31%	04.42%	07.60%	16.69%	30.39%	12.29%	21.46%	01.55%	03.45%	00.11%	00.22%	00.44%	00.75%	00.19%	00.44%
Difference	#	81	45	36	-5	4	40	34	6	-7	2	2	2	1	2	-1	-2	3
Ratio Change	%	-0.01%	0.45%	-0.46%	-0.24%	-0.06%	0.75%	0.27%	-0.11%	-0.69%	0.02%	-0.03%	0.05%	0.02%	0.04%	-0.04%	-0.06%	0.07%
Net Change	%	2.29%	3.61%	1.57%	-3.03%	1.48%	7.09%	3.19%	1.37%	-0.89%	3.70%	1.63%	100.00%	14.29%	14.29%	-3.57%	-2.22%	23.08%

68

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

RCLF comparisons are based on 2000 Census National data.

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

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

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

Table B1: Total Workforce - by Disability FY 2011

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
TOTAL															
FY 2010	#	307,322	268,959	7,354	31,009	4,649	352	524	209	416	173	536	268	2,058	113
	%	100.00%	87.52%	02.39%	10.09%	01.51%	00.11%	00.17%	00.07%	00.14%	00.06%	00.17%	00.09%	00.67%	00.04%
FY 2011	#	315,116	273,170	7,658	34,288	5,198	352	530	210	508	167	550	271	2,493	117
	%	100.00%	86.69%	02.43%	10.88%	01.65%	00.11%	00.17%	00.07%	00.16%	00.05%	00.17%	00.09%	00.79%	00.04%
Difference	#	7,794	4,211	304	3,279	549	0	6	1	92	-6	14	3	435	4
Ratio Change	%	00.00%	-00.83%	00.04%	00.79%	00.14%	00.00%	00.00%	00.00%	00.02%	-00.01%	00.00%	00.00%	00.12%	00.00%
Net Change	%	02.54%	01.57%	04.13%	10.57%	11.81%	00.00%	01.15%	00.48%	22.12%	-03.47%	02.61%	01.12%	21.14%	03.54%
Federal High	%					02.55%									
PERMANENT															
FY 2010	#	282,264	246,133	6,795	29,336	4,363	339	489	200	392	156	506	254	1,920	107
	%	100.00%	87.20%	02.41%	10.39%	01.55%	00.12%	00.17%	00.07%	00.14%	00.06%	00.18%	00.09%	00.68%	00.04%
FY 2011	#	291,839	252,388	7,123	32,328	4,810	337	494	202	481	154	519	257	2,255	111
	%	100.00%	86.48%	02.44%	11.08%	01.65%	00.12%	00.17%	00.07%	00.16%	00.05%	00.18%	00.09%	00.77%	00.04%
Difference	#	9,575	6,255	328	2,992	447	-2	5	2	89	-2	13	3	335	4
Ratio Change	%	00.00%	-00.72%	00.03%	00.69%	00.10%	00.00%	00.00%	00.00%	00.02%	-00.01%	00.00%	00.00%	00.09%	00.00%
Net Change	%	03.39%	02.54%	04.83%	10.20%	10.25%	-00.59%	01.02%	01.00%	22.70%	-01.28%	02.57%	01.18%	17.45%	03.74%
TEMPORARY															
FY 2010	#	21,519	19,650	477	1,392	229	9	25	9	20	17	26	4	115	4
	%	100.00%	91.31%	02.22%	06.47%	01.06%	00.04%	00.12%	00.04%	00.09%	00.08%	00.12%	00.02%	00.53%	00.02%
FY 2011	#	19,657	17,554	449	1,654	330	10	29	7	21	13	28	5	213	4
	%	100.00%	89.30%	02.28%	08.41%	01.68%	00.05%	00.15%	00.04%	00.11%	00.07%	00.14%	00.03%	01.08%	00.02%
Difference	#	-1,862	-2,096	-28	262	101	1	4	-2	1	-4	2	1	98	0
Ratio Change	%	00.00%	-02.01%	00.06%	01.94%	00.62%	00.01%	00.03%	00.00%	00.02%	-00.01%	00.02%	00.01%	00.55%	00.00%
Net Change	%	-08.65%	-10.67%	-05.87%	18.82%	44.10%	11.11%	16.00%	-22.22%	05.00%	-23.53%	07.69%	25.00%	85.22%	00.00%

69

NON-APPROPRIATED															
FY 2010	#	3,539	3,176	82	281	57	4	10	0	4	0	4	10	23	2
	%	100.00%	89.74%	02.32%	07.94%	01.61%	00.11%	00.28%	00.00%	00.11%	00.00%	00.11%	00.28%	00.65%	00.06%
FY 2011	#	3,620	3,228	86	306	58	5	7	1	6	0	3	9	25	2
	%	100.00%	89.17%	02.38%	08.45%	01.60%	00.14%	00.19%	00.03%	00.17%	00.00%	00.08%	00.25%	00.69%	00.06%
Difference	#	81	52	4	25	1	1	-3	1	2	0	-1	-1	2	0
Ratio Change	%	00.00%	-00.57%	00.06%	00.51%	-00.01%	00.03%	-00.09%	00.03%	00.06%	00.00%	-00.03%	-00.03%	00.04%	00.00%
Net Change	%	02.29%	01.64%	04.88%	08.90%	01.75%	25.00%	-30.00%	00.00%	50.00%	00.00%	-25.00%	-10.00%	08.70%	00.00%

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

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

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

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

Table A2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Race/Ethnicity and Sex FY 2011

All VA By Administration		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	#	294,733	119,231	175,502	9,384	10,688	73,449	105,769	26,727	43,451	7,003	11,676	262	342	1,344	1,993	1,062	1,583
	%	100.02%	40.46%	59.56%	03.18%	03.63%	24.92%	35.89%	09.07%	14.74%	02.38%	03.96%	00.09%	00.12%	00.46%	00.68%	00.36%	00.54%
RCLF (2000)	%	99.51%	34.07%	65.44%	03.12%	04.38%	24.83%	48.36%	03.17%	08.29%	02.27%	03.18%	00.03%	00.06%	00.31%	00.63%	00.34%	00.54%
VHA	#	261,385	101,068	160,317	8,181	9,873	61,315	97,049	23,063	38,719	6,336	11,225	221	317	1,120	1,795	832	1,339
	%	99.99%	38.66%	61.33%	03.13%	03.78%	23.46%	37.13%	08.82%	14.81%	02.42%	04.29%	00.08%	00.12%	00.43%	00.69%	00.32%	00.51%
VBA	#	19,751	9,647	10,104	579	537	6,297	5,759	2,196	3,207	268	245	29	18	143	154	135	184
	%	100.00%	48.84%	51.16%	02.93%	02.72%	31.88%	29.16%	11.12%	16.24%	01.36%	01.24%	00.15%	00.09%	00.72%	00.78%	00.68%	00.93%
NCA	#	1,598	1,204	394	111	29	844	222	184	121	36	12	3	0	9	4	17	6
	%	99.99%	75.34%	24.65%	06.95%	01.81%	52.82%	13.89%	11.51%	07.57%	02.25%	00.75%	00.19%	00.00%	00.56%	00.25%	01.06%	00.38%
STAFF OFFICES	#	11,999	7,312	4,687	513	249	4,993	2,739	1,284	1,404	363	194	9	7	72	40	78	54
	%	100.02%	60.95%	39.07%	04.28%	02.08%	41.61%	22.83%	10.70%	11.70%	03.03%	01.62%	00.08%	00.06%	00.60%	00.33%	00.65%	00.45%

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

RCLF comparisons are based on 2000 Census National data.

Table B2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Disability FY 2011

All VA By Administration		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
TOTAL	#	294,733	254,978	7,185	32,570	4,863	342	500	203	486	154	522	266	2,277	113
	%	100.00%	86.51%	02.44%	11.05%	01.65%	00.12%	00.17%	00.07%	00.16%	00.05%	00.18%	00.09%	00.77%	00.04%
Federal High	%					02.27%									
VHA	#	261,385	228,301	5,977	27,107	4,204	255	451	168	392	127	444	259	2,008	100
	%	100.00%	87.34%	02.29%	10.37%	01.61%	00.10%	00.17%	00.06%	00.15%	00.05%	00.17%	00.10%	00.77%	00.04%
VBA	#	19,751	15,324	777	3,650	461	58	28	21	68	19	50	6	204	7
	%	100.00%	77.59%	03.93%	18.48%	02.33%	00.29%	00.14%	00.11%	00.34%	00.10%	00.25%	00.03%	01.03%	00.04%
NCA	#	1,598	1,342	69	187	21	1	3	2	0	0	3	1	11	0
	%	100.00%	83.98%	04.32%	11.70%	01.31%	00.06%	00.19%	00.13%	00.00%	00.00%	00.19%	00.06%	00.69%	00.00%
STAFF OFFICES	#	11,999	10,011	362	1,626	177	28	18	12	26	8	25	0	54	6
	%	100.00%	83.43%	03.02%	13.55%	01.48%	00.23%	00.15%	00.10%	00.22%	00.07%	00.21%	00.00%	00.45%	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 2011

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	#	1,105	653	452	34	17	524	352	66	70	3	2	20	8	3	1	3	2
	%	100.00%	59.09%	40.90%	03.08%	01.54%	47.42%	31.86%	05.97%	06.33%	00.27%	00.18%	01.81%	00.72%	00.27%	00.09%	00.27%	00.18%
Mid-Level Officials and Managers	#	6,731	2,969	3,762	166	175	2,216	2,508	457	897	22	29	85	119	0	5	23	29
	%	100.00%	44.11%	55.89%	02.47%	02.60%	32.92%	37.26%	06.79%	13.33%	00.33%	00.43%	01.26%	01.77%	00.00%	00.07%	00.34%	00.43%
First-Level Officials and Managers	#	28,124	12,391	15,733	910	935	8,089	9,445	2,594	4,402	161	211	446	473	32	24	159	243
	%	100.00%	44.06%	55.93%	03.24%	03.32%	28.76%	33.58%	09.22%	15.65%	00.57%	00.75%	01.59%	01.68%	00.11%	00.09%	00.57%	00.86%
TOTAL Officials and Managers	#	35,960	16,013	19,947	1,110	1,127	10,829	12,305	3,117	5,369	186	242	551	600	35	30	185	274
	%	100.00%	44.53%	55.46%	03.09%	03.13%	30.11%	34.22%	08.67%	14.93%	00.52%	00.67%	01.53%	01.67%	00.10%	00.08%	00.51%	00.76%
Professionals	#	125,144	44,376	80,768	2,774	4,357	32,357	54,057	4,076	12,686	474	841	4,323	8,147	66	126	306	554
	%	100.00%	35.46%	64.54%	02.22%	03.48%	25.86%	43.20%	03.26%	10.14%	00.38%	00.67%	03.45%	06.51%	00.05%	00.10%	00.24%	00.44%
Technicians	#	34,327	9,527	24,800	1,013	1,653	5,648	14,927	1,873	6,271	123	319	742	1,379	30	50	98	201
	%	100.00%	27.76%	72.26%	02.95%	04.82%	16.45%	43.48%	05.46%	18.27%	00.36%	00.93%	02.16%	04.02%	00.09%	00.15%	00.29%	00.59%
Sales Workers	#	856	211	645	19	66	118	359	56	174	7	7	7	36	3	1	1	2
	%	100.00%	24.66%	75.36%	02.22%	07.71%	13.79%	41.94%	06.54%	20.33%	00.82%	00.82%	00.82%	04.21%	00.35%	00.12%	00.12%	00.23%
Office and Clerical	#	46,674	16,346	30,328	1,669	2,068	8,288	16,169	5,384	10,539	186	360	565	722	48	87	206	383
	%	100.00%	35.03%	64.98%	03.58%	04.43%	17.76%	34.64%	11.54%	22.58%	00.40%	00.77%	01.21%	01.55%	00.10%	00.19%	00.44%	00.82%
Craft Workers	#	6,594	6,440	154	527	10	4,539	104	1,040	32	69	2	196	5	21	1	48	0
	%	100.00%	97.67%	02.35%	07.99%	00.15%	68.84%	01.58%	15.77%	00.49%	01.05%	00.03%	02.97%	00.08%	00.32%	00.02%	00.73%	00.00%
Operatives	#	3,580	3,141	439	280	36	1,585	193	1,152	180	32	8	70	14	5	1	17	7

	%	8100.00 %	87.73%	12.27%	07.82 %	01.01 %	44.27 %	05.39%	32.18 %	05.03 %	00.89 %	00.22 %	01.96 %	00.39 %	00.14 %	00.03 %	00.47%	00.20%
Laborers	#	1,013	973	40	94	8	601	22	241	7	7	1	18	1	1	0	11	1
	%	100.00%	96.06%	03.95%	09.28 %	00.79 %	59.33 %	02.17%	23.79 %	00.69 %	00.69 %	00.10 %	01.78 %	00.10 %	00.10 %	00.00 %	01.09%	00.10%
Service Workers	#	40,583	22,202	18,381	1,898	1,363	9,482	7,633	9,788	8,193	260	213	531	772	53	46	190	161
	%	100.00%	54.71%	45.29%	04.68 %	03.36 %	23.36 %	18.81%	24.12 %	20.19 %	00.64 %	00.52 %	01.31 %	01.90 %	00.13 %	00.11 %	00.47%	00.40%
TOTAL WORKFORCE	#	294,731	119,229	175,502	9,384	10,688	73,447	105,769	26,727	43,451	1,344	1,993	7,003	11,676	262	342	1,062	1,583
	%	100.00%	40.46%	59.56%	03.18 %	03.63 %	24.92 %	35.89%	09.07 %	14.74 %	00.46 %	00.68 %	02.38 %	03.96 %	00.09 %	00.12 %	00.36%	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 include grades 1 to 12.

*** VA is not yet collecting this data.

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability FY 2011

All VA Occupational Category		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Executive/Senior Level Officials and Managers	#	1,105	989	27	89	12	0	2	2	5	0	1	0	2	0
	%	100.00%	89.50%	02.44%	08.05%	01.09%	00.00%	00.18%	00.18%	00.45%	00.00%	00.09%	00.00%	00.18%	00.00%
Mid-Level Officials and Managers	#	6,731	5,845	169	717	68	2	10	10	13	5	5	0	22	1
	%	100.00%	86.84%	02.51%	10.65%	01.01%	00.03%	00.15%	00.15%	00.19%	00.07%	00.07%	00.00%	00.33%	00.01%
First-Level Officials and Managers	#	28,124	23,196	923	4,005	458	18	21	29	71	22	50	1	235	11
	%	100.00%	82.48%	03.28%	14.24%	01.63%	00.06%	00.07%	00.10%	00.25%	00.08%	00.18%	00.00%	00.84%	00.04%
TOTAL Officials and Managers	#	35,960	30,030	1,119	4,811	538	20	33	41	89	27	56	1	259	12
	%	100.00%	83.51%	03.11%	13.38%	01.50%	00.06%	00.09%	00.11%	00.25%	00.08%	00.16%	00.00%	00.72%	00.03%
Professionals	#	125,144	113,323	2,373	9,448	1,099	37	175	53	129	43	147	3	476	36
	%	100.00%	90.55%	01.90%	07.55%	00.88%	00.03%	00.14%	00.04%	00.10%	00.03%	00.12%	00.00%	00.38%	00.03%
Technicians	#	34,327	30,829	604	2,894	410	31	40	30	30	11	75	6	180	7
	%	100.00%	89.81%	01.76%	08.43%	01.19%	00.09%	00.12%	00.09%	00.09%	00.03%	00.22%	00.02%	00.52%	00.02%
Sales Workers	#	856	741	26	89	18	1	3	1	4	0	1	1	7	0
	%	100.00%	86.57%	03.04%	10.40%	02.10%	00.12%	00.35%	00.12%	00.47%	00.00%	00.12%	00.12%	00.82%	00.00%
Office and Clerical	#	46,674	36,743	1,465	8,466	1,463	140	135	53	170	55	148	66	658	38
	%	100.00%	78.72%	03.14%	18.14%	03.13%	00.30%	00.29%	00.11%	00.36%	00.12%	00.32%	00.14%	01.41%	00.08%
Craft Workers	#	6,594	5,551	200	843	102	10	8	4	7	4	8	5	53	3
	%	100.00%	84.18%	03.03%	12.78%	01.55%	00.15%	00.12%	00.06%	00.11%	00.06%	00.12%	00.08%	00.80%	00.05%
Operatives	#	3,580	2,902	140	538	107	17	5	0	2	0	7	28	46	2
	%	100.00%	81.06%	03.91%	15.03%	02.99%	00.47%	00.14%	00.00%	00.06%	00.00%	00.20%	00.78%	01.28%	00.06%
Laborers	#	1,013	819	46	148	26	2	2	0	1	0	4	6	11	0
	%	100.00%	80.85%	04.54%	14.61%	02.57%	00.20%	00.20%	00.00%	00.10%	00.00%	00.39%	00.59%	01.09%	00.00%
Service Workers	#	40,583	34,039	1,211	5,333	1,100	84	99	21	54	14	76	150	587	15
	%	100.00%	83.88%	02.98%	13.14%	02.71%	00.21%	00.24%	00.05%	00.13%	00.03%	00.19%	00.37%	01.45%	00.04%
TOTAL WORKFORCE	#	294,731	254,977	7,184	32,570	4,863	342	500	203	486	154	522	266	2,277	113

75

WORKFORCE DATA TABLES

	%	100.00%	86.51%	02.44%	11.05%	01.65%	00.12%	00.17%	00.07%	00.16%	00.05%	00.18%	00.09%	00.77%	00.04%
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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.

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 2011

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	#	53	19	34	5	5	6	8	7	20	1	1	0	0	0	0	0	0
	%	100.00%	35.85%	64.15%	09.43%	09.43%	11.32%	15.09%	13.21%	37.74%	01.89%	01.89%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 2	#	96	39	57	3	6	23	28	10	23	1	0	0	0	0	0	2	0
	%	100.01%	40.63%	59.38%	03.13%	06.25%	23.96%	29.17%	10.42%	23.96%	01.04%	00.00%	00.00%	00.00%	00.00%	00.00%	02.08%	00.00%
GS - 3	#	942	435	507	72	36	177	228	165	210	8	18	0	1	6	6	7	8
	%	100.00%	46.18%	53.82%	07.64%	03.82%	18.79%	24.20%	17.52%	22.29%	00.85%	01.91%	00.00%	00.11%	00.64%	00.64%	00.74%	00.85%
GS - 4	#	6,464	2,778	3,686	296	310	1,291	1,571	1,041	1,582	90	114	8	12	18	52	34	45
	%	99.99%	42.97%	57.02%	04.58%	04.80%	19.97%	24.30%	16.10%	24.47%	01.39%	01.76%	00.12%	00.19%	00.28%	00.80%	00.53%	00.70%
GS - 5	#	30,294	9,973	20,321	998	1,336	4,873	9,698	3,474	8,147	343	616	25	53	139	237	121	234
	%	99.98%	32.92%	67.06%	03.29%	04.41%	16.09%	32.01%	11.47%	26.89%	01.13%	02.03%	00.08%	00.17%	00.46%	00.78%	00.40%	00.77%
GS - 6	#	34,251	10,455	23,796	1,141	1,619	5,539	12,875	2,991	7,659	495	1,020	35	66	133	292	121	265
	%	99.99%	30.52%	69.47%	03.33%	04.73%	16.17%	37.59%	08.73%	22.36%	01.45%	02.98%	00.10%	00.19%	00.39%	00.85%	00.35%	00.77%
GS - 7	#	18,425	6,771	11,654	695	837	3,742	6,646	1,835	3,470	307	396	30	34	89	156	73	115
	%	99.99%	36.75%	63.24%	03.77%	04.54%	20.31%	36.07%	09.96%	18.83%	01.67%	02.15%	00.16%	00.18%	00.48%	00.85%	00.40%	00.62%
GS - 8	#	18,776	5,031	13,745	485	807	3,129	8,794	877	2,863	415	957	12	39	64	171	49	114
	%	100.00%	26.78%	73.22%	02.58%	04.30%	16.66%	46.84%	04.67%	15.25%	02.21%	05.10%	00.06%	00.21%	00.34%	00.91%	00.26%	00.61%
GS - 9	#	17,714	7,385	10,329	571	624	4,634	6,285	1,608	2,624	376	514	15	17	94	135	87	130
	%	99.98%	41.68%	58.30%	03.22%	03.52%	26.16%	35.48%	09.08%	14.81%	02.12%	02.90%	00.08%	00.10%	00.53%	00.76%	00.49%	00.73%
GS - 10	#	5,069	2,321	2,748	158	196	1,500	1,686	506	677	98	137	6	3	29	23	24	26
	%	99.99%	45.78%	54.21%	03.12%	03.87%	29.59%	33.26%	09.98%	13.36%	01.93%	02.70%	00.12%	00.06%	00.57%	00.45%	00.47%	00.51%
GS - 11	#	54,297	15,201	39,096	1,182	2,334	10,529	24,966	2,101	7,048	1,056	4,007	30	58	168	412	135	271
	%	100.01%	28.00%	72.01%	02.18%	04.30%	19.39%	45.98%	03.87%	12.98%	01.94%	07.38%	00.06%	00.11%	00.31%	00.76%	00.25%	00.50%
GS -	#	22,582	9,265	13,317	524	697	6,947	9,271	1,143	2,239	458	808	13	9	110	145	70	148

77

WORKFORCE DATA TABLES

12	%	100.00%	41.03%	58.97%	02.32%	03.09%	30.76%	41.05%	05.06%	09.91%	02.03%	03.58%	00.06%	00.04%	00.49%	00.64%	00.31%	00.66%
GS - 13	#	28,596	9,169	19,427	551	842	7,206	14,323	869	2,964	397	996	8	27	72	138	66	137
	%	100.00%	32.07%	67.93%	01.93%	02.94%	25.20%	50.09%	03.04%	10.37%	01.39%	03.48%	00.03%	00.09%	00.25%	00.48%	00.23%	00.48%
GS - 14	#	5,924	2,798	3,126	102	119	2,256	2,270	287	575	119	124	0	1	14	23	20	14
	%	100.01%	47.23%	52.78%	01.72%	02.01%	38.08%	38.32%	04.84%	09.71%	02.01%	02.09%	00.00%	00.02%	00.24%	00.39%	00.34%	00.24%
GS - 15	#	21,161	13,764	7,397	753	440	9,876	4,496	567	540	2,329	1,756	21	10	142	117	76	38
	%	100.01%	65.05%	34.96%	03.56%	02.08%	46.67%	21.25%	02.68%	02.55%	11.01%	08.30%	00.10%	00.05%	00.67%	00.55%	00.36%	00.18%
All Other GS	#	26	9	17	0	0	9	13	0	3	0	1	0	0	0	0	0	0
	%	100.01%	34.62%	65.39%	00.00%	00.00%	34.62%	50.00%	00.00%	11.54%	00.00%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	353	229	124	12	4	189	98	19	20	4	0	1	0	2	1	2	1
	%	99.99%	64.87%	35.12%	03.40%	01.13%	53.54%	27.76%	05.38%	05.67%	01.13%	00.00%	00.28%	00.00%	00.57%	00.28%	00.57%	00.28%
TOTAL	#	265,023	95,642	169,381	7,548	10,212	61,926	103,256	17,500	40,664	6,497	11,465	204	330	1,080	1,908	887	1,546
	%	99.99%	36.09%	63.90%	02.85%	03.85%	23.37%	38.96%	06.60%	15.34%	02.45%	04.33%	00.08%	00.12%	00.41%	00.72%	00.33%	00.58%

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 pay tiers were extrapolated to fit the GS/GM grade levels. Please see Data Definitions.

Percentages are based on row totals

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability FY 2011

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GS - 1	#	53	33	3	17	10	1	1	1	1	2	0	2	2	0
	%	100.00%	62.26%	05.66%	32.08%	18.87%	01.89%	01.89%	01.89%	01.89%	03.77%	00.00%	03.77%	03.77%	00.00%
GS - 2	#	96	66	3	27	13	0	1	0	2	1	3	5	0	1
	%	100.00%	68.75%	03.13%	28.13%	13.54%	00.00%	01.04%	00.00%	02.08%	01.04%	03.13%	05.21%	00.00%	01.04%
GS - 3	#	942	724	27	191	55	4	7	0	4	0	3	14	22	1
	%	100.00%	76.86%	02.87%	20.28%	05.84%	00.42%	00.74%	00.00%	00.42%	00.00%	00.32%	01.49%	02.34%	00.11%
GS - 4	#	6,464	5,076	207	1,181	260	49	32	5	22	11	17	26	91	7
	%	100.00%	78.53%	03.20%	18.27%	04.02%	00.76%	00.50%	00.08%	00.34%	00.17%	00.26%	00.40%	01.41%	00.11%
GS - 5	#	30,294	24,921	888	4,485	775	43	79	26	72	25	89	29	397	15
	%	100.00%	82.26%	02.93%	14.80%	02.56%	00.14%	00.26%	00.09%	00.24%	00.08%	00.29%	00.10%	01.31%	00.05%
GS - 6	#	34,251	29,232	860	4,159	610	54	57	16	59	10	75	9	313	17
	%	100.00%	85.35%	02.51%	12.14%	01.78%	00.16%	00.17%	00.05%	00.17%	00.03%	00.22%	00.03%	00.91%	00.05%
GS - 7	#	18,425	15,457	500	2,468	335	13	31	22	42	12	37	4	168	6
	%	100.00%	83.89%	02.71%	13.39%	01.82%	00.07%	00.17%	00.12%	00.23%	00.07%	00.20%	00.02%	00.91%	00.03%
GS - 8	#	18,776	17,000	348	1,428	159	8	14	3	14	4	24	1	87	4
	%	100.00%	90.54%	01.85%	07.61%	00.85%	00.04%	00.07%	00.02%	00.07%	00.02%	00.13%	00.01%	00.46%	00.02%
GS - 9	#	17,714	14,994	469	2,251	267	10	20	14	37	15	35	1	129	6
	%	100.00%	84.64%	02.65%	12.71%	01.51%	00.06%	00.11%	00.08%	00.21%	00.08%	00.20%	00.01%	00.73%	00.03%
GS - 10	#	5,069	4,278	155	636	78	7	2	6	8	0	11	0	43	1
	%	100.00%	84.40%	03.06%	12.55%	01.54%	00.14%	00.04%	00.12%	00.16%	00.00%	00.22%	00.00%	00.85%	00.02%
GS - 11	#	54,297	48,471	1,080	4,746	589	22	90	32	61	22	74	3	269	16
	%	100.00%	89.27%	01.99%	08.74%	01.08%	00.04%	00.17%	00.06%	00.11%	00.04%	00.14%	00.01%	00.50%	00.03%
GS - 12	#	22,582	19,642	499	2,441	310	15	49	27	48	19	37	0	105	10
	%	100.00%	86.98%	02.21%	10.81%	01.37%	00.07%	00.22%	00.12%	00.21%	00.08%	00.16%	00.00%	00.46%	00.04%
GS - 13	#	28,596	25,732	567	2,297	226	8	33	17	38	6	30	0	87	7

79

WORKFORCE DATA TABLES

	%	100.00%	89.98%	01.98%	08.03%	00.79%	00.03%	00.12%	00.06%	00.13%	00.02%	00.10%	00.00%	00.30%	00.02%
GS - 14	#	5,924	5,278	154	492	44	1	8	7	5	3	8	0	9	3
	%	100.00%	89.10%	02.60%	08.31%	00.74%	00.02%	00.14%	00.12%	00.08%	00.05%	00.14%	00.00%	00.15%	00.05%
GS - 15	#	21,161	19,773	400	988	112	0	4	12	25	10	15	0	43	3
	%	100.00%	93.44%	01.89%	04.67%	00.53%	00.00%	00.02%	00.06%	00.12%	00.05%	00.07%	00.00%	00.20%	00.01%
All Other GS	#	26	24	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.31%	07.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	353	315	6	32	5	0	1	0	4	0	0	0	0	0
	%	100.00%	89.24%	01.70%	09.07%	01.42%	00.00%	00.28%	00.00%	01.13%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	265,023	231,016	6,168	27,839	3,848	235	429	188	442	140	458	94	1,765	97
	%	100.00%	87.17%	02.33%	10.50%	01.45%	00.09%	00.16%	00.07%	00.17%	00.05%	00.17%	00.04%	00.67%	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 pay tiers were extrapolated to fit the GS/GM grade levels. 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 2011

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	#	53	19	34	5	5	6	8	7	20	1	1	0	0	0	0	0	0
	%	00.02%	00.02%	00.02%	00.07%	00.05%	00.01%	00.01%	00.04%	00.05%	00.02%	00.01%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 2	#	96	39	57	3	6	23	28	10	23	1	0	0	0	0	0	2	0
	%	00.04%	00.04%	00.03%	00.04%	00.06%	00.04%	00.03%	00.06%	00.06%	00.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.23%	00.00%
GS - 3	#	942	435	507	72	36	177	228	165	210	8	18	0	1	6	6	7	8
	%	00.36%	00.45%	00.30%	00.95%	00.35%	00.29%	00.22%	00.94%	00.52%	00.12%	00.16%	00.00%	00.30%	00.56%	00.31%	00.79%	00.52%
GS - 4	#	6,464	2,778	3,686	296	310	1,291	1,571	1,041	1,582	90	114	8	12	18	52	34	45
	%	02.44%	02.90%	02.18%	03.92%	03.04%	02.08%	01.52%	05.95%	03.89%	01.39%	00.99%	03.92%	03.64%	01.67%	02.73%	03.83%	02.91%
GS - 5	#	30,294	9,973	20,321	998	1,336	4,873	9,698	3,474	8,147	343	616	25	53	139	237	121	234
	%	11.43%	10.43%	12.00%	13.22%	13.08%	07.87%	09.39%	19.85%	20.03%	05.28%	05.37%	12.25%	16.06%	12.87%	12.42%	13.64%	15.14%
GS - 6	#	34,251	10,455	23,796	1,141	1,619	5,539	12,875	2,991	7,659	495	1,020	35	66	133	292	121	265
	%	12.92%	10.93%	14.05%	15.12%	15.85%	08.94%	12.47%	17.09%	18.83%	07.62%	08.90%	17.16%	20.00%	12.31%	15.30%	13.64%	17.14%
GS - 7	#	18,425	6,771	11,654	695	837	3,742	6,646	1,835	3,470	307	396	30	34	89	156	73	115
	%	06.95%	07.08%	06.88%	09.21%	08.20%	06.04%	06.44%	10.49%	08.53%	04.73%	03.45%	14.71%	10.30%	08.24%	08.18%	08.23%	07.44%
GS - 8	#	18,776	5,031	13,745	485	807	3,129	8,794	877	2,863	415	957	12	39	64	171	49	114
	%	07.08%	05.26%	08.11%	06.43%	07.90%	05.05%	08.52%	05.01%	07.04%	06.39%	08.35%	05.88%	11.82%	05.93%	08.96%	05.52%	07.37%
GS - 9	#	17,714	7,385	10,329	571	624	4,634	6,285	1,608	2,624	376	514	15	17	94	135	87	130
	%	06.68%	07.72%	06.10%	07.56%	06.11%	07.48%	06.09%	09.19%	06.45%	05.79%	04.48%	07.35%	05.15%	08.70%	07.08%	09.81%	08.41%
GS - 10	#	5,069	2,321	2,748	158	196	1,500	1,686	506	677	98	137	6	3	29	23	24	26
	%	01.91%	02.43%	01.62%	02.09%	01.92%	02.42%	01.63%	02.89%	01.66%	01.51%	01.19%	02.94%	00.91%	02.69%	01.21%	02.71%	01.68%
GS - 11	#	54,297	15,201	39,096	1,182	2,334	10,529	24,966	2,101	7,048	1,056	4,007	30	58	168	412	135	271
	%	20.49%	15.89%	23.08%	15.66%	22.86%	17.00%	24.18%	12.01%	17.33%	16.25%	34.95%	14.71%	17.58%	15.56%	21.59%	15.22%	17.53%
GS -	#	22,582	9,265	13,317	524	697	6,947	9,271	1,143	2,239	458	808	13	9	110	145	70	148

81

WORKFORCE DATA TABLES

12	%	08.52%	09.69%	07.86%	06.94%	06.83%	11.22%	08.98%	06.53%	05.51%	07.05%	07.05%	06.37%	02.73%	10.19%	07.60%	07.89%	09.57%
GS - 13	#	28,596	9,169	19,427	551	842	7,206	14,323	869	2,964	397	996	8	27	72	138	66	137
	%	10.79%	09.59%	11.47%	07.30%	08.25%	11.64%	13.87%	04.97%	07.29%	06.11%	08.69%	03.92%	08.18%	06.67%	07.23%	07.44%	08.86%
GS - 14	#	5,924	2,798	3,126	102	119	2,256	2,270	287	575	119	124	0	1	14	23	20	14
	%	02.24%	02.93%	01.85%	01.35%	01.17%	03.64%	02.20%	01.64%	01.41%	01.83%	01.08%	00.00%	00.30%	01.30%	01.21%	02.25%	00.91%
GS - 15	#	21,161	13,764	7,397	753	440	9,876	4,496	567	540	2,329	1,756	21	10	142	117	76	38
	%	07.98%	14.39%	04.37%	09.98%	04.31%	15.95%	04.35%	03.24%	01.33%	35.85%	15.32%	10.29%	03.03%	13.15%	06.13%	08.57%	02.46%
All Other GS	#	26	9	17	0	0	9	13	0	3	0	1	0	0	0	0	0	0
	%	00.01%	00.01%	00.01%	00.00%	00.00%	00.01%	00.01%	00.00%	00.01%	00.00%	00.01%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	353	229	124	12	4	189	98	19	20	4	0	1	0	2	1	2	1
	%	00.13%	00.24%	00.07%	00.16%	00.04%	00.31%	00.09%	00.11%	00.05%	00.06%	00.00%	00.49%	00.00%	00.19%	00.05%	00.23%	00.06%
TOTAL	#	265,023	95,642	169,381	7,548	10,212	61,926	103,256	17,500	40,664	6,497	11,465	204	330	1,080	1,908	887	1,546
	%	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 pay tiers were extrapolated to fit the GS/GM grade levels. Please see Data Definitions.

Percentages are based on column totals

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability FY 2011

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GS - 1	#	53	33	3	17	10	1	1	1	1	2	0	2	2	0
	%	00.02%	00.01%	00.05%	00.06%	00.26%	00.43%	00.23%	00.53%	00.23%	01.43%	00.00%	02.13%	00.11%	00.00%
GS - 2	#	96	66	3	27	13	0	1	0	2	1	3	5	0	1
	%	00.04%	00.03%	00.05%	00.10%	00.34%	00.00%	00.23%	00.00%	00.45%	00.71%	00.66%	05.32%	00.00%	01.03%
GS - 3	#	942	724	27	191	55	4	7	0	4	0	3	14	22	1
	%	00.36%	00.31%	00.44%	00.69%	01.43%	01.70%	01.63%	00.00%	00.90%	00.00%	00.66%	14.89%	01.25%	01.03%
GS - 4	#	6,464	5,076	207	1,181	260	49	32	5	22	11	17	26	91	7
	%	02.44%	02.20%	03.36%	04.24%	06.76%	20.85%	07.46%	02.66%	04.98%	07.86%	03.71%	27.66%	05.16%	07.22%
GS - 5	#	30,294	24,921	888	4,485	775	43	79	26	72	25	89	29	397	15
	%	11.43%	10.79%	14.40%	16.11%	20.14%	18.30%	18.41%	13.83%	16.29%	17.86%	19.43%	30.85%	22.49%	15.46%
GS - 6	#	34,251	29,232	860	4,159	610	54	57	16	59	10	75	9	313	17
	%	12.92%	12.65%	13.94%	14.94%	15.85%	22.98%	13.29%	08.51%	13.35%	07.14%	16.38%	09.57%	17.73%	17.53%
GS - 7	#	18,425	15,457	500	2,468	335	13	31	22	42	12	37	4	168	6
	%	06.95%	06.69%	08.11%	08.87%	08.71%	05.53%	07.23%	11.70%	09.50%	08.57%	08.08%	04.26%	09.52%	06.19%
GS - 8	#	18,776	17,000	348	1,428	159	8	14	3	14	4	24	1	87	4
	%	07.08%	07.36%	05.64%	05.13%	04.13%	03.40%	03.26%	01.60%	03.17%	02.86%	05.24%	01.06%	04.93%	04.12%
GS - 9	#	17,714	14,994	469	2,251	267	10	20	14	37	15	35	1	129	6
	%	06.68%	06.49%	07.60%	08.09%	06.94%	04.26%	04.66%	07.45%	08.37%	10.71%	07.64%	01.06%	07.31%	06.19%
GS - 10	#	5,069	4,278	155	636	78	7	2	6	8	0	11	0	43	1
	%	01.91%	01.85%	02.51%	02.28%	02.03%	02.98%	00.47%	03.19%	01.81%	00.00%	02.40%	00.00%	02.44%	01.03%
GS - 11	#	54,297	48,471	1,080	4,746	589	22	90	32	61	22	74	3	269	16
	%	20.49%	20.98%	17.51%	17.05%	15.31%	09.36%	20.98%	17.02%	13.80%	15.71%	16.16%	03.19%	15.24%	16.49%
GS - 12	#	22,582	19,642	499	2,441	310	15	49	27	48	19	37	0	105	10
	%	08.52%	08.50%	08.09%	08.77%	08.06%	06.38%	11.42%	14.36%	10.86%	13.57%	08.08%	00.00%	05.95%	10.31%
GS - 13	#	28,596	25,732	567	2,297	226	8	33	17	38	6	30	0	87	7

83

WORKFORCE DATA TABLES

	%	10.79%	11.14%	09.19%	08.25%	05.87%	03.40%	07.69%	09.04%	08.60%	04.29%	06.55%	00.00%	04.93%	07.22%
GS - 14	#	5,924	5,278	154	492	44	1	8	7	5	3	8	0	9	3
	%	02.24%	02.28%	02.50%	01.77%	01.14%	00.43%	01.86%	03.72%	01.13%	02.14%	01.75%	00.00%	00.51%	03.09%
GS - 15	#	21,161	19,773	400	988	112	0	4	12	25	10	15	0	43	3
	%	07.98%	08.56%	06.49%	03.55%	02.91%	00.00%	00.93%	06.38%	05.66%	07.14%	03.28%	00.00%	02.44%	03.09%
All Other GS	#	26	24	2	0	0	0	0	0	0	0	0	0	0	0
	%	00.01%	00.01%	00.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	353	315	6	32	5	0	1	0	4	0	0	0	0	0
	%	00.13%	00.14%	00.10%	00.11%	00.13%	00.00%	00.23%	00.00%	00.90%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	265,023	231,016	6,168	27,839	3,848	235	429	188	442	140	458	94	1,765	97
	%	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 pay tiers were extrapolated to fit the GS/GM grade levels. 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 2011

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	#	840	713	127	27	5	282	62	376	51	7	6	3	0	5	3	13	0
	%	100.00%	84.88%	15.12%	03.21%	00.60%	33.57%	07.38%	44.76%	06.07%	00.83%	00.71%	00.36%	00.00%	00.60%	00.36%	01.55%	00.00%
Grade - 2	#	10,727	8,621	2,106	580	125	3,184	817	4,537	1,066	128	55	22	2	110	27	60	14
	%	100.02%	80.38%	19.64%	05.41%	01.17%	29.68%	07.62%	42.30%	09.94%	01.19%	00.51%	00.21%	00.02%	01.03%	00.25%	00.56%	00.13%
Grade - 3	#	3,462	2,509	953	219	72	849	322	1,353	510	37	19	4	2	27	23	20	5
	%	100.00%	72.48%	27.52%	06.33%	02.08%	24.52%	09.30%	39.08%	14.73%	01.07%	00.55%	00.12%	00.06%	00.78%	00.66%	00.58%	00.14%
Grade - 4	#	1,486	877	609	67	31	347	225	413	325	31	15	0	0	11	7	8	6
	%	100.00%	59.02%	40.98%	04.51%	02.09%	23.35%	15.14%	27.79%	21.87%	02.09%	01.01%	00.00%	00.00%	00.74%	00.47%	00.54%	00.40%
Grade - 5	#	1,282	1,176	106	116	9	588	46	413	46	35	4	3	0	9	0	12	1
	%	100.01%	91.74%	08.27%	09.05%	00.70%	45.87%	03.59%	32.22%	03.59%	02.73%	00.31%	00.23%	00.00%	00.70%	00.00%	00.94%	00.08%
Grade - 6	#	1,644	1,472	172	124	5	759	75	525	83	36	7	2	1	15	1	11	0
	%	99.99%	89.53%	10.46%	07.54%	00.30%	46.17%	04.56%	31.93%	05.05%	02.19%	00.43%	00.12%	00.06%	00.91%	00.06%	00.67%	00.00%
Grade - 7	#	834	774	60	90	6	383	26	272	26	16	0	1	0	10	1	2	1
	%	100.00%	92.80%	07.20%	10.79%	00.72%	45.92%	03.12%	32.61%	03.12%	01.92%	00.00%	00.12%	00.00%	01.20%	00.12%	00.24%	00.12%
Grade - 8	#	888	840	48	71	0	510	21	225	26	22	1	1	0	6	0	5	0
	%	100.00%	94.60%	05.40%	08.00%	00.00%	57.43%	02.36%	25.34%	02.93%	02.48%	00.11%	00.11%	00.00%	00.68%	00.00%	00.56%	00.00%
Grade - 9	#	1,404	1,366	38	128	0	936	27	243	10	25	0	4	1	14	0	16	0
	%	100.00%	97.30%	02.70%	09.12%	00.00%	66.67%	01.92%	17.31%	00.71%	01.78%	00.00%	00.28%	00.07%	01.00%	00.00%	01.14%	00.00%
Grade - 10	#	3,141	3,108	33	219	2	2,338	21	400	9	92	0	9	0	30	1	20	0
	%	100.00%	98.95%	01.05%	06.97%	00.06%	74.43%	00.67%	12.73%	00.29%	02.93%	00.00%	00.29%	00.00%	00.96%	00.03%	00.64%	00.00%
Grade - 11	#	1,056	1,049	7	63	1	781	5	150	1	29	0	6	0	16	0	4	0
	%	100.00%	99.35%	00.65%	05.97%	00.09%	73.96%	00.47%	14.20%	00.09%	02.75%	00.00%	00.57%	00.00%	01.52%	00.00%	00.38%	00.00%
Grade -	#	27	26	1	0	0	23	0	2	1	1	0	0	0	0	0	0	0

85

WORKFORCE DATA TABLES

12	%	100.00%	96.30%	03.70%	00.00%	00.00%	85.19%	00.00%	07.41%	03.70%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	19	19	0	0	0	16	0	2	0	0	0	0	0	0	0	1	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	84.21%	00.00%	10.53%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.26%	00.00%
Grade - 14	#	20	20	0	2	0	16	0	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	10.00%	00.00%	80.00%	00.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	9	9	0	0	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	88.89%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	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%
TOTAL	#	26,840	22,580	4,260	1,706	256	11,020	1,647	8,915	2,154	459	107	55	6	253	63	172	27
	%	100.00%	84.13%	15.87%	06.36%	00.95%	41.06%	06.14%	33.22%	08.03%	01.71%	00.40%	00.20%	00.02%	00.94%	00.23%	00.64%	00.10%

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

Percentages are based on row totals

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability FY 2011

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Grade - 1	#	840	589	32	219	51	1	2	0	2	2	5	14	23	2
	%	100.00%	70.12%	03.81%	26.07%	06.07%	00.12%	00.24%	00.00%	00.24%	00.24%	00.60%	01.67%	02.74%	00.24%
Grade - 2	#	10,727	8,090	422	2,215	585	65	35	8	24	5	37	110	294	7
	%	100.00%	75.42%	03.93%	20.65%	05.45%	00.61%	00.33%	00.07%	00.22%	00.05%	00.34%	01.03%	02.74%	00.07%
Grade - 3	#	3,462	2,807	106	549	125	12	11	1	4	3	3	24	66	1
	%	100.00%	81.08%	03.06%	15.86%	03.61%	00.35%	00.32%	00.03%	00.12%	00.09%	00.09%	00.69%	01.91%	00.03%
Grade - 4	#	1,486	1,257	40	189	45	10	3	1	3	1	4	7	16	0
	%	100.00%	84.59%	02.69%	12.72%	03.03%	00.67%	00.20%	00.07%	00.20%	00.07%	00.27%	00.47%	01.08%	00.00%
Grade - 5	#	1,282	1,032	57	193	34	3	3	1	2	0	4	2	17	2
	%	100.00%	80.50%	04.45%	15.05%	02.65%	00.23%	00.23%	00.08%	00.16%	00.00%	00.31%	00.16%	01.33%	00.16%
Grade - 6	#	1,644	1,369	54	221	24	1	3	0	0	0	1	1	18	0
	%	100.00%	83.27%	03.28%	13.44%	01.46%	00.06%	00.18%	00.00%	00.00%	00.00%	00.06%	00.06%	01.09%	00.00%
Grade - 7	#	834	695	44	95	19	2	0	0	1	0	1	2	13	0
	%	100.00%	83.33%	05.28%	11.39%	02.28%	00.24%	00.00%	00.00%	00.12%	00.00%	00.12%	00.24%	01.56%	00.00%
Grade - 8	#	888	759	29	100	13	2	1	0	0	0	1	0	9	0
	%	100.00%	85.47%	03.27%	11.26%	01.46%	00.23%	00.11%	00.00%	00.00%	00.00%	00.11%	00.00%	01.01%	00.00%
Grade - 9	#	1,404	1,160	49	195	22	4	0	0	0	1	3	2	11	1
	%	100.00%	82.62%	03.49%	13.89%	01.57%	00.28%	00.00%	00.00%	00.00%	00.07%	00.21%	00.14%	00.78%	00.07%
Grade - 10	#	3,141	2,677	87	377	35	2	6	1	3	2	1	0	20	0
	%	100.00%	85.23%	02.77%	12.00%	01.11%	00.06%	00.19%	00.03%	00.10%	00.06%	00.03%	00.00%	00.64%	00.00%
Grade - 11	#	1,056	895	30	131	9	0	1	1	1	0	0	1	4	1
	%	100.00%	84.75%	02.84%	12.41%	00.85%	00.00%	00.09%	00.09%	00.09%	00.00%	00.00%	00.09%	00.38%	00.09%
Grade - 12	#	27	26	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.30%	00.00%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	19	17	1	1	0	0	0	0	0	0	0	0	0	0

87

WORKFORCE DATA TABLES

	%	100.00%	89.47%	05.26%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	20	16	1	3	1	0	0	0	0	0	1	0	0	0
	%	100.00%	80.00%	05.00%	15.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.00%	00.00%	00.00%	00.00%
Grade - 15	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%
All Other Wage Grades	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%
TOTAL	#	26,840	21,399	952	4,489	963	102	65	13	40	14	61	163	491	14
	%	100.00%	79.73%	03.55%	16.73%	03.59%	00.38%	00.24%	00.05%	00.15%	00.05%	00.23%	00.61%	01.83%	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 2011

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	#	840	713	127	27	5	282	62	376	51	7	6	3	0	5	3	13	0
	%	03.13%	03.16%	02.98%	01.58%	01.95%	02.56%	03.76%	04.22%	02.37%	01.53%	05.61%	05.45%	00.00%	01.98%	04.76%	07.56%	00.00%
Grade - 2	#	10,727	8,621	2,106	580	125	3,184	817	4,537	1,066	128	55	22	2	110	27	60	14
	%	39.97%	38.18%	49.44%	34.00%	48.83%	28.89%	49.61%	50.89%	49.49%	27.89%	51.40%	40.00%	33.33%	43.48%	42.86%	34.88%	51.85%
Grade - 3	#	3,462	2,509	953	219	72	849	322	1,353	510	37	19	4	2	27	23	20	5
	%	12.90%	11.11%	22.37%	12.84%	28.13%	07.70%	19.55%	15.18%	23.68%	08.06%	17.76%	07.27%	33.33%	10.67%	36.51%	11.63%	18.52%
Grade - 4	#	1,486	877	609	67	31	347	225	413	325	31	15	0	0	11	7	8	6
	%	05.54%	03.88%	14.30%	03.93%	12.11%	03.15%	13.66%	04.63%	15.09%	06.75%	14.02%	00.00%	00.00%	04.35%	11.11%	04.65%	22.22%
Grade - 5	#	1,282	1,176	106	116	9	588	46	413	46	35	4	3	0	9	0	12	1
	%	04.78%	05.21%	02.49%	06.80%	03.52%	05.34%	02.79%	04.63%	02.14%	07.63%	03.74%	05.45%	00.00%	03.56%	00.00%	06.98%	03.70%
Grade - 6	#	1,644	1,472	172	124	5	759	75	525	83	36	7	2	1	15	1	11	0
	%	06.13%	06.52%	04.04%	07.27%	01.95%	06.89%	04.55%	05.89%	03.85%	07.84%	06.54%	03.64%	16.67%	05.93%	01.59%	06.40%	00.00%
Grade - 7	#	834	774	60	90	6	383	26	272	26	16	0	1	0	10	1	2	1
	%	03.11%	03.43%	01.41%	05.28%	02.34%	03.48%	01.58%	03.05%	01.21%	03.49%	00.00%	01.82%	00.00%	03.95%	01.59%	01.16%	03.70%
Grade - 8	#	888	840	48	71	0	510	21	225	26	22	1	1	0	6	0	5	0
	%	03.31%	03.72%	01.13%	04.16%	00.00%	04.63%	01.28%	02.52%	01.21%	04.79%	00.93%	01.82%	00.00%	02.37%	00.00%	02.91%	00.00%
Grade - 9	#	1,404	1,366	38	128	0	936	27	243	10	25	0	4	1	14	0	16	0
	%	05.23%	06.05%	00.89%	07.50%	00.00%	08.49%	01.64%	02.73%	00.46%	05.45%	00.00%	07.27%	16.67%	05.53%	00.00%	09.30%	00.00%
Grade - 10	#	3,141	3,108	33	219	2	2,338	21	400	9	92	0	9	0	30	1	20	0
	%	11.70%	13.76%	00.77%	12.84%	00.78%	21.22%	01.28%	04.49%	00.42%	20.04%	00.00%	16.36%	00.00%	11.86%	01.59%	11.63%	00.00%
Grade - 11	#	1,056	1,049	7	63	1	781	5	150	1	29	0	6	0	16	0	4	0
	%	03.93%	04.65%	00.16%	03.69%	00.39%	07.09%	00.30%	01.68%	00.05%	06.32%	00.00%	10.91%	00.00%	06.32%	00.00%	02.33%	00.00%
Grade	#	27	26	1	0	0	23	0	2	1	1	0	0	0	0	0	0	0

68

WORKFORCE DATA TABLES

- 12	%	00.10%	00.12%	00.02%	00.00%	00.00%	00.21%	00.00%	00.02%	00.05%	00.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	19	19	0	0	0	16	0	2	0	0	0	0	0	0	0	1	0
	%	00.07%	00.08%	00.00%	00.00%	00.00%	00.15%	00.00%	00.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.58%	00.00%
Grade - 14	#	20	20	0	2	0	16	0	2	0	0	0	0	0	0	0	0	0
	%	00.07%	00.09%	00.00%	00.12%	00.00%	00.15%	00.00%	00.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	9	9	0	0	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	00.03%	00.04%	00.00%	00.00%	00.00%	00.07%	00.00%	00.01%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.01%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	26,840	22,580	4,260	1,706	256	11,020	1,647	8,915	2,154	459	107	55	6	253	63	172	27
	%	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 B5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability FY 2011

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Grade - 1	#	840	589	32	219	51	1	2	0	2	2	5	14	23	2
	%	03.13%	02.75%	03.36%	04.88%	05.30%	00.98%	03.08%	00.00%	05.00%	14.29%	08.20%	08.59%	04.68%	14.29%
Grade - 2	#	10,727	8,090	422	2,215	585	65	35	8	24	5	37	110	294	7
	%	39.97%	37.81%	44.33%	49.34%	60.75%	63.73%	53.85%	61.54%	60.00%	35.71%	60.66%	67.48%	59.88%	50.00%
Grade - 3	#	3,462	2,807	106	549	125	12	11	1	4	3	3	24	66	1
	%	12.90%	13.12%	11.13%	12.23%	12.98%	11.76%	16.92%	07.69%	10.00%	21.43%	04.92%	14.72%	13.44%	07.14%
Grade - 4	#	1,486	1,257	40	189	45	10	3	1	3	1	4	7	16	0
	%	05.54%	05.87%	04.20%	04.21%	04.67%	09.80%	04.62%	07.69%	07.50%	07.14%	06.56%	04.29%	03.26%	00.00%
Grade - 5	#	1,282	1,032	57	193	34	3	3	1	2	0	4	2	17	2
	%	04.78%	04.82%	05.99%	04.30%	03.53%	02.94%	04.62%	07.69%	05.00%	00.00%	06.56%	01.23%	03.46%	14.29%
Grade - 6	#	1,644	1,369	54	221	24	1	3	0	0	0	1	1	18	0
	%	06.13%	06.40%	05.67%	04.92%	02.49%	00.98%	04.62%	00.00%	00.00%	00.00%	01.64%	00.61%	03.67%	00.00%
Grade - 7	#	834	695	44	95	19	2	0	0	1	0	1	2	13	0
	%	03.11%	03.25%	04.62%	02.12%	01.97%	01.96%	00.00%	00.00%	02.50%	00.00%	01.64%	01.23%	02.65%	00.00%
Grade - 8	#	888	759	29	100	13	2	1	0	0	0	1	0	9	0
	%	03.31%	03.55%	03.05%	02.23%	01.35%	01.96%	01.54%	00.00%	00.00%	00.00%	01.64%	00.00%	01.83%	00.00%
Grade - 9	#	1,404	1,160	49	195	22	4	0	0	0	1	3	2	11	1
	%	05.23%	05.42%	05.15%	04.34%	02.28%	03.92%	00.00%	00.00%	00.00%	07.14%	04.92%	01.23%	02.24%	07.14%
Grade - 10	#	3,141	2,677	87	377	35	2	6	1	3	2	1	0	20	0
	%	11.70%	12.51%	09.14%	08.40%	03.63%	01.96%	09.23%	07.69%	07.50%	14.29%	01.64%	00.00%	04.07%	00.00%
Grade - 11	#	1,056	895	30	131	9	0	1	1	1	0	0	1	4	1
	%	03.93%	04.18%	03.15%	02.92%	00.93%	00.00%	01.54%	07.69%	02.50%	00.00%	00.00%	00.61%	00.81%	07.14%
Grade - 12	#	27	26	0	1	0	0	0	0	0	0	0	0	0	0
	%	00.10%	00.12%	00.00%	00.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	19	17	1	1	0	0	0	0	0	0	0	0	0	0

16

WORKFORCE DATA TABLES

	%	00.07%	00.08%	00.11%	00.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	20	16	1	3	1	0	0	0	0	0	1	0	0	0
	%	00.07%	00.07%	00.11%	00.07%	00.10%	00.00%	00.00%	00.00%	00.00%	00.00%	01.64%	00.00%	00.00%	00.00%
Grade - 15	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.03%	00.04%	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	#	1	1	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	#	26,840	21,399	952	4,489	963	102	65	13	40	14	61	163	491	14
	%	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 2011

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	
						male	female	male	female	male	female	male	female	male	female	male	female	
0083 Police	#	3,027	2,822	205	302	14	1,795	105	600	81	57	1	10	1	31	3	27	0
	%	100.00%	93.22%	06.77%	09.98%	00.46%	59.30%	03.47%	19.82%	02.68%	01.88%	00.03%	00.33%	00.03%	01.02%	00.10%	00.89%	00.00%
0083 OCLF		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	#	2,284	1,198	1,086	75	74	778	685	288	282	22	19	3	1	20	13	12	12
	%	100.00%	52.45%	47.55%	03.28%	03.24%	34.06%	29.99%	12.61%	12.35%	00.96%	00.83%	00.13%	00.04%	00.88%	00.57%	00.53%	00.53%
0101 OCLF		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	#	2,921	866	2,055	71	158	570	1,185	191	593	13	54	1	8	10	27	10	30
	%	100.00%	29.64%	70.35%	02.43%	05.41%	19.51%	40.57%	06.54%	20.30%	00.45%	01.85%	00.03%	00.27%	00.34%	00.92%	00.34%	01.03%
0201 OCLF		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	#	275	95	180	10	14	35	47	44	108	3	3	0	0	0	5	3	3
	%	100.00%	34.55%	65.45%	03.64%	05.09%	12.73%	17.09%	16.00%	39.27%	01.09%	01.09%	00.00%	00.00%	00.00%	01.82%	01.09%	01.09%
0260 OCLF		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	#	6,945	2,553	4,392	213	269	1,599	2,604	603	1,288	85	126	4	6	24	42	25	57
	%	100.00%	36.76%	63.23%	03.07%	03.87%	23.02%	37.49%	08.68%	18.55%	01.22%	01.81%	00.06%	00.09%	00.35%	00.60%	00.36%	00.82%
0301 OCLF		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	#	596	298	298	15	20	237	208	35	64	6	3	1	1	2	2	2	0
	%	100.00%	50.02%	50.01%	02.52%	03.36%	39.77%	34.90%	05.87%	10.74%	01.01%	00.50%	00.17%	00.17%	00.34%	00.34%	00.34%	00.00%
0340 OCLF		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	#	4,218	1,552	2,666	101	120	1,075	1,699	273	697	78	102	0	3	9	18	16	27
	%	100.00%	36.79%	63.20%	02.39%	02.84%	25.49%	40.28%	06.47%	16.52%	01.85%	02.42%	00.00%	00.07%	00.21%	00.43%	00.38%	00.64%
0343 OCLF		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	#	633	196	437	9	32	150	306	29	82	5	10	1	0	0	5	2	2

93

WORKFORCE DATA TABLES

Administration and Program	%	100.00%	30.97%	69.04%	01.42%	05.06%	23.70%	48.34%	04.58%	12.95%	00.79%	01.58%	00.16%	00.00%	00.00%	00.79%	00.32%	00.32%
0501 OCLF		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	#	191	87	104	9	8	64	55	11	31	2	8	0	0	0	1	1	1
	%	100.00%	45.55%	54.45%	04.71%	04.19%	33.51%	28.80%	05.76%	16.23%	01.05%	04.19%	00.00%	00.00%	00.00%	00.52%	00.52%	00.52%
0511 OCLF		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	#	18,418	12,069	6,349	683	406	8,457	3,689	476	416	2,239	1,686	18	9	133	111	63	32
	%	100.00%	65.53%	34.46%	03.71%	02.20%	45.92%	20.03%	02.58%	02.26%	12.16%	09.15%	00.10%	00.05%	00.72%	00.60%	00.34%	00.17%
0602 OCLF		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	#	53,469	8,602	44,867	767	2,387	5,995	29,239	868	7,790	789	4,688	14	78	109	446	60	239
	%	100.00%	16.08%	83.91%	01.43%	04.46%	11.21%	54.68%	01.62%	14.57%	01.48%	08.77%	00.03%	00.15%	00.20%	00.83%	00.11%	00.45%
0610 OCLF		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	#	13,140	2,221	10,919	263	654	1,270	6,104	469	3,376	162	513	9	24	26	144	22	104
	%	100.00%	16.91%	83.09%	02.00%	04.98%	09.67%	46.45%	03.57%	25.69%	01.23%	03.90%	00.07%	00.18%	00.20%	01.10%	00.17%	00.79%
0620 OCLF		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	#	9,928	2,701	7,227	272	462	1,029	2,477	1,230	3,728	117	404	8	17	26	82	19	57
	%	100.00%	27.20%	72.79%	02.74%	04.65%	10.36%	24.95%	12.39%	37.55%	01.18%	04.07%	00.08%	00.17%	00.26%	00.83%	00.19%	00.57%
0621 OCLF		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	#	4,286	1,170	3,116	94	246	743	1,998	122	393	184	416	2	3	13	44	12	16
	%	100.00%	27.30%	72.71%	02.19%	05.74%	17.34%	46.62%	02.85%	09.17%	04.29%	09.71%	00.05%	00.07%	00.30%	01.03%	00.28%	00.37%
0644 OCLF		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	#	3,233	1,488	1,745	150	89	944	1,313	259	258	103	49	1	2	19	20	12	14
	%	100.00%	46.03%	53.97%	04.64%	02.75%	29.20%	40.61%	08.01%	07.98%	03.19%	01.52%	00.03%	00.06%	00.59%	00.62%	00.37%	00.43%
0647 OCLF		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	#	6,567	2,565	4,002	97	209	2,025	2,606	125	379	283	723	1	4	22	49	12	32
	%	100.00%	39.07%	60.94%	01.48%	03.18%	30.84%	39.68%	01.90%	05.77%	04.31%	11.01%	00.02%	00.06%	00.34%	00.75%	00.18%	00.49%
0660 OCLF		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	#	2,228	298	1,930	19	119	164	1,215	89	488	18	53	0	4	6	31	2	20
	%	100.00%	13.37%	86.62%	00.85%	05.34%	07.36%	54.53%	03.99%	21.90%	00.81%	02.38%	00.00%	00.18%	00.27%	01.39%	00.09%	00.90%
0675 OCLF		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	#	900	420	480	7	13	356	364	36	80	15	20	0	0	3	3	3	0
	%	100.00%	46.67%	53.32%	00.78%	01.44%	39.56%	40.44%	04.00%	08.89%	01.67%	02.22%	00.00%	00.00%	00.33%	00.33%	00.33%	00.00%
0905 OCLF		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	#	115	25	90	1	4	11	31	13	51	0	2	0	0	0	0	0	2
	%	100.00%	21.74%	78.27%	00.87%	03.48%	09.57%	26.96%	11.30%	44.35%	00.00%	01.74%	00.00%	00.00%	00.00%	00.00%	00.00%	01.74%
0986 OCLF		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	#	11,085	5,201	5,884	307	302	3,485	3,478	1,041	1,711	165	157	17	7	100	105	86	124
	%	100.00%	46.92%	53.09%	02.77%	02.72%	31.44%	31.38%	09.39%	15.44%	01.49%	01.42%	00.15%	00.06%	00.90%	00.95%	00.78%	01.12%
0996 OCLF		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	#	2,087	1,004	1,083	80	49	563	556	292	424	34	28	2	2	15	12	18	12
	%	100.00%	48.11%	51.89%	03.83%	02.35%	26.98%	26.64%	13.99%	20.32%	01.63%	01.34%	00.10%	00.10%	00.72%	00.57%	00.86%	00.57%
0998 OCLF		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	#	503	265	238	16	15	192	166	40	49	14	5	1	0	1	2	1	1
	%	100.00%	52.68%	47.31%	03.18%	02.98%	38.17%	33.00%	07.95%	09.74%	02.78%	00.99%	00.20%	00.00%	00.20%	00.40%	00.20%	00.20%
1101 OCLF		99.99%	43.43%	56.56%	04.74%	05.27%	30.24%	39.74%	04.93%	07.85%	02.70%	02.48%	00.07%	00.08%	00.39%	00.65%	00.36%	00.49%
1165 Loan Specialist	#	484	208	276	9	15	152	168	42	83	4	7	0	0	0	1	1	2
	%	100.00%	42.98%	57.03%	01.86%	03.10%	31.40%	34.71%	08.68%	17.15%	00.83%	01.45%	00.00%	00.00%	00.00%	00.21%	00.21%	00.41%
1165 OCLF		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	#	211	153	58	8	4	124	34	16	16	3	1	0	0	0	1	2	2
	%	100.00%	72.51%	27.48%	03.79%	01.90%	58.77%	16.11%	07.58%	07.58%	01.42%	00.47%	00.00%	00.00%	00.00%	00.47%	00.95%	00.95%
1171 OCLF		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%
2210 Information Technology Management	#	6,578	4,830	1,748	359	83	3,322	1,161	770	366	272	104	5	1	50	13	52	20
	%	100.00%	73.43%	26.57%	05.46%	01.26%	50.50%	17.65%	11.71%	05.56%	04.13%	01.58%	00.08%	00.02%	00.76%	00.20%	00.79%	00.30%
2210 OCLF		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	#	549	535	14	57	3	376	10	76	1	13	0	1	0	3	0	9	0
	%	100.00%	97.45%	02.55%	10.38%	00.55%	68.49%	01.82%	13.84%	00.18%	02.37%	00.00%	00.18%	00.00%	00.55%	00.00%	01.64%	00.00%
4754 OCLF		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 the Office of Diversity and Inclusion, Office of Human Resources and Administration, VA Central office.
OCLF represents the occupational CLF and is based on 2000 Census National data.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2011

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
0083 Police	#	3,027	2,637	111	279	13	0	4	1	3	0	1	0	4	0
	%	100.00%	87.12%	03.67%	09.22%	00.43%	00.00%	00.13%	00.03%	00.10%	00.00%	00.03%	00.00%	00.13%	00.00%
0101 Social Science	#	2,284	1,671	100	513	82	1	12	9	13	9	3	1	33	1
	%	100.00%	73.16%	04.38%	22.46%	03.59%	00.04%	00.53%	00.39%	00.57%	00.39%	00.13%	00.04%	01.44%	00.04%
0201 Human Resources Management	#	2,921	2,413	82	426	44	1	6	1	9	0	7	0	20	0
	%	100.00%	82.61%	02.81%	14.58%	01.51%	00.03%	00.21%	00.03%	00.31%	00.00%	00.24%	00.00%	00.68%	00.00%
0260 Equal Employment Opportunity	#	275	197	10	68	21	0	2	0	4	1	0	0	13	1
	%	100.00%	71.64%	03.64%	24.73%	07.64%	00.00%	00.73%	00.00%	01.45%	00.36%	00.00%	00.00%	04.73%	00.36%
0301 Miscellaneous Administration and Program	#	6,945	5,834	200	911	95	1	5	6	15	3	14	1	48	2
	%	100.00%	84.00%	02.88%	13.12%	01.37%	00.01%	00.07%	00.09%	00.22%	00.04%	00.20%	00.01%	00.69%	00.03%
0340 Program Management	#	596	530	12	54	6	0	0	2	2	0	0	0	2	0
	%	100.00%	88.93%	02.01%	09.06%	01.01%	00.00%	00.00%	00.34%	00.34%	00.00%	00.00%	00.00%	00.34%	00.00%
0343 Management and Program Analysis	#	4,218	3,702	110	406	48	2	9	3	8	1	5	0	18	2
	%	100.00%	87.77%	02.61%	09.63%	01.14%	00.05%	00.21%	00.07%	00.19%	00.02%	00.12%	00.00%	00.43%	00.05%
0501 Financial Administration and Program	#	633	547	21	65	5	0	1	1	0	0	0	0	3	0
	%	100.00%	86.41%	03.32%	10.27%	00.79%	00.00%	00.16%	00.16%	00.00%	00.00%	00.00%	00.00%	00.47%	00.00%
0602 Medical Officer	#	18,418	17,254	349	815	98	0	2	10	23	9	13	0	39	2
	%	100.00%	93.68%	01.89%	04.43%	00.53%	00.00%	00.01%	00.05%	00.12%	00.05%	00.07%	00.00%	00.21%	00.01%
0610 Nurse	#	53,469	49,279	861	3,329	311	5	32	5	18	2	48	2	183	16
	%	100.00%	92.16%	01.61%	06.23%	00.58%	00.01%	00.06%	00.01%	00.03%	00.00%	00.09%	00.00%	00.34%	00.03%
0620 Practical Nurse	#	13,140	11,924	211	1,005	108	3	15	0	6	1	25	0	55	3
	%	100.00%	90.75%	01.61%	07.65%	00.82%	00.02%	00.11%	00.00%	00.05%	00.01%	00.19%	00.00%	00.42%	00.02%
0621 Nursing Assistant	#	9,928	8,933	239	756	122	1	21	5	6	2	16	14	56	1
	%	100.00%	89.98%	02.41%	07.61%	01.23%	00.01%	00.21%	00.05%	00.06%	00.02%	00.16%	00.14%	00.56%	00.01%
0644 Medical	#	4,286	3,956	64	266	40	4	2	4	4	1	7	0	17	1

97

WORKFORCE DATA TABLES

Technologist	%	100.00%	92.30%	01.49%	06.21%	00.93%	00.09%	00.05%	00.09%	00.09%	00.02%	00.16%	00.00%	00.40%	00.02%
0647 Diagnostic Radiologic Technologist	#	3,233	2,958	53	222	25	1	2	0	1	0	7	0	14	0
	%	100.00%	91.49%	01.64%	06.87%	00.77%	00.03%	00.06%	00.00%	00.03%	00.00%	00.22%	00.00%	00.43%	00.00%
0660 Pharmacist	#	6,567	6,226	96	245	28	2	2	2	3	0	5	0	14	0
	%	100.00%	94.81%	01.46%	03.73%	00.43%	00.03%	00.03%	00.03%	00.05%	00.00%	00.08%	00.00%	00.21%	00.00%
0675 Medical Records Technician	#	2,228	1,896	33	299	42	6	7	2	4	1	5	1	15	1
	%	100.00%	85.10%	01.48%	13.42%	01.89%	00.27%	00.31%	00.09%	00.18%	00.04%	00.22%	00.04%	00.67%	00.04%
0996 Veterans Claims Examining	#	11,085	8,887	419	1,779	188	8	9	13	35	6	16	0	97	4
	%	100.00%	80.17%	03.78%	16.05%	01.70%	00.07%	00.08%	00.12%	00.32%	00.05%	00.14%	00.00%	00.88%	00.04%
0998 Claims Assistance and Examining	#	2,087	1,495	81	511	92	22	2	1	11	1	11	0	43	1
	%	100.00%	71.63%	03.88%	24.48%	04.41%	01.05%	00.10%	00.05%	00.53%	00.05%	00.53%	00.00%	02.06%	00.05%
1101 General Business and Industry	#	503	453	10	40	2	0	0	0	1	0	0	0	1	0
	%	100.00%	90.06%	01.99%	07.95%	00.40%	00.00%	00.00%	00.00%	00.20%	00.00%	00.00%	00.00%	00.20%	00.00%
1165 Loan Specialist	#	484	412	9	63	10	1	1	0	1	1	2	0	4	0
	%	100.00%	85.12%	01.86%	13.02%	02.07%	00.21%	00.21%	00.00%	00.21%	00.21%	00.41%	00.00%	00.83%	00.00%
2210 Information Technology Management	#	6,578	5,415	185	978	103	12	12	4	18	4	19	0	32	2
	%	100.00%	82.32%	02.81%	14.87%	01.57%	00.18%	00.18%	00.06%	00.27%	00.06%	00.29%	00.00%	00.49%	00.03%
4754 Cemetery Caretaking	#	549	441	31	77	14	1	1	0	0	0	3	1	8	0
	%	100.00%	80.33%	05.65%	14.03%	02.55%	00.18%	00.18%	00.00%	00.00%	00.00%	00.55%	00.18%	01.46%	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 the Office of Diversity and Inclusion, Office of Human Resources and Administration, VA Central office.

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2011

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	#	330	303	27	38	1	201	18	49	7	3	0	2	0	5	1	5	0
	%	100.01%	91.84%	08.17%	11.52%	00.30%	60.91%	05.45%	14.85%	02.12%	00.91%	00.00%	00.61%	00.00%	01.52%	00.30%	01.52%	00.00%
0083 OCLF		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	#	222	107	115	3	6	82	71	18	33	2	1	0	0	1	1	1	3
	%	99.99%	48.20%	51.79%	01.35%	02.70%	36.94%	31.98%	08.11%	14.86%	00.90%	00.45%	00.00%	00.00%	00.45%	00.45%	00.45%	01.35%
0101 OCLF		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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

66

WORKFORCE DATA TABLES

Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	210	89	121	9	3	65	70	15	42	0	1	0	2	0	2	0	1
	%	100.00%	42.38%	57.62%	04.29%	01.43%	30.95%	33.33%	07.14%	20.00%	00.00%	00.48%	00.00%	00.95%	00.00%	00.95%	00.00%	00.48%
O201 OCLF		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	#	11	6	5	1	0	0	1	5	3	0	0	0	0	0	0	0	1
	%	99.99%	54.54%	45.45%	09.09%	00.00%	00.00%	09.09%	45.45%	27.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	09.09%
O260 OCLF		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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	323	163	160	14	6	110	93	30	46	4	7	0	1	2	1	3	6
	%	100.01%	50.47%	49.54%	04.33%	01.86%	34.06%	28.79%	09.29%	14.24%	01.24%	02.17%	00.00%	00.31%	00.62%	00.31%	00.93%	01.86%
O301 OCLF		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	#	20	13	7	0	0	7	5	4	1	0	0	1	0	0	1	1	0
	%	100.00%	65.00%	35.00%	00.00%	00.00%	35.00%	25.00%	20.00%	05.00%	00.00%	00.00%	05.00%	00.00%	00.00%	05.00%	05.00%	00.00%
0340 OCLF		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	#	213	115	98	6	2	88	53	10	32	5	7	1	0	2	1	3	3
	%	100.00%	53.99%	46.01%	02.82%	00.94%	41.31%	24.88%	04.69%	15.02%	02.35%	03.29%	00.47%	00.00%	00.94%	00.47%	01.41%	01.41%
0343 OCLF		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																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	32	12	20	0	1	11	13	1	4	0	1	0	0	0	1	0	0
	%	100.03%	37.51%	62.52%	00.00%	03.13%	34.38%	40.63%	03.13%	12.50%	00.00%	03.13%	00.00%	00.00%	00.00%	03.13%	00.00%	00.00%
0501 OCLF		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	#	14	6	8	0	0	6	4	0	3	0	1	0	0	0	0	0	0
	%	100.00%	42.86%	57.14%	00.00%	00.00%	42.86%	28.57%	00.00%	21.43%	00.00%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0511 OCLF		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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,847	1,148	699	56	31	778	430	57	65	223	160	3	0	19	9	12	4
	%	100.00%	62.15%	37.85%	03.03%	01.68%	42.12%	23.28%	03.09%	03.52%	12.07%	08.66%	00.16%	00.00%	01.03%	00.49%	00.65%	00.22%
0602 OCLF		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	#	3,730	682	3,048	51	108	472	2,082	77	555	59	237	2	11	8	32	13	23
	%	99.99%	18.27%	81.72%	01.37%	02.90%	12.65%	55.82%	02.06%	14.88%	01.58%	06.35%	00.05%	00.29%	00.21%	00.86%	00.35%	00.62%
0610 OCLF		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	#	1,349	232	1,117	24	79	144	689	41	286	17	29	2	3	4	16	0	15

those Identified	%	100.00%	17.20%	82.80%	01.78%	05.86%	10.67%	51.07%	03.04%	21.20%	01.26%	02.15%	00.15%	00.22%	00.30%	01.19%	00.00%	01.11%
0620 OCLF		100.00%	07.04%	92.96%	00.75%	05.02%	04.05%	64.31%	01.62%	19.32%	00.36%	02.14%	00.01%	00.08%	00.11%	01.20%	00.14%	00.89%
0621 Nursing Assistant																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	1,372	406	966	45	50	190	450	144	395	17	50	2	2	3	10	5	9
	%	100.01%	29.60%	70.41%	03.28%	03.64%	13.85%	32.80%	10.50%	28.79%	01.24%	03.64%	00.15%	00.15%	00.22%	00.73%	00.36%	00.66%
0621 OCLF		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	#	201	49	152	4	11	31	100	7	24	6	14	1	1	0	2	0	0
	%	100.01%	24.38%	75.63%	01.99%	05.47%	15.42%	49.75%	03.48%	11.94%	02.99%	06.97%	00.50%	00.50%	00.00%	01.00%	00.00%	00.00%
0644 OCLF		100.01%	26.14%	73.87%	02.08%	03.65%	17.02%	53.80%	02.85%	08.27%	03.60%	07.00%	00.03%	00.04%	00.18%	00.54%	00.38%	00.57%
0647 Diagnostic Radiologic Technologist																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	220	102	118	7	2	65	97	16	15	7	2	0	2	6	0	1	0
	%	100.00%	46.36%	53.64%	03.18%	00.91%	29.55%	44.09%	07.27%	06.82%	03.18%	00.91%	00.00%	00.91%	02.73%	00.00%	00.45%	00.00%

0647 OCLF		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	#	399	146	253	7	6	107	179	6	23	20	40	0	0	3	2	3	3	
	%	99.98%	36.58%	63.40%	01.75%	01.50%	26.82%	44.86%	01.50%	05.76%	05.01%	10.03%	00.00%	00.00%	00.75%	00.50%	00.75%	00.75%	
0660 OCLF		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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	137	20	117	2	8	16	77	1	24	1	3	0	1	0	3	0	1	
	%	100.00%	14.60%	85.40%	01.46%	05.84%	11.68%	56.20%	00.73%	17.52%	00.73%	02.19%	00.00%	00.73%	00.00%	02.19%	00.00%	00.73%	
0675 OCLF		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%	
0986 Legal Assistance																			
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	5	3	2	0	0	2	1	1	1	0	0	0	0	0	0	0	0	
	%	100.00%	60.00%	40.00%	00.00%	00.00%	40.00%	20.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0986 OCLF		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																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	405	253	152	19	6	160	87	53	44	7	7	3	1	6	3	5	4
	%	100.00%	62.47%	37.53%	04.69%	01.48%	39.51%	21.48%	13.09%	10.86%	01.73%	01.73%	00.74%	00.25%	01.48%	00.74%	01.23%	00.99%
0996 OCLF		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	#	230	151	79	9	3	84	53	39	19	7	0	1	1	5	1	6	2
	%	99.97%	65.64%	34.33%	03.91%	01.30%	36.52%	23.04%	16.96%	08.26%	03.04%	00.00%	00.43%	00.43%	02.17%	00.43%	02.61%	00.87%
0998 OCLF		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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	58	35	23	0	2	25	15	9	6	1	0	0	0	0	0	0	0
	%	99.99%	60.34%	39.65%	00.00%	03.45%	43.10%	25.86%	15.52%	10.34%	01.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1101 OCLF		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																		

105

WORKFORCE DATA TABLES

Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	30	17	13	1	1	8	3	7	8	1	0	0	0	0	0	0	1
	%	99.99%	56.66%	43.33%	03.33%	03.33%	26.67%	10.00%	23.33%	26.67%	03.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.33%
1165 OCLF		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	#	20	18	2	0	0	15	2	2	0	0	0	0	0	0	0	1	0
	%	100.00%	90.00%	10.00%	00.00%	00.00%	75.00%	10.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.00%	00.00%
1171 OCLF		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%
1811 Criminal Investigating																		
Total Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 OCLF		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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Voluntarily Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified of those Identified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected of those Identified	#	568	486	82	40	1	319	51	93	22	23	5	0	0	4	1	7	2
	%	99.99%	85.55%	14.44%	07.04%	00.18%	56.16%	08.98%	16.37%	03.87%	04.05%	00.88%	00.00%	00.00%	00.70%	00.18%	01.23%	00.35%
2210 OCLF		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	#	68	68	0	10	0	51	0	5	0	0	0	1	0	0	0	1	0
	%	100.00%	100.00%	00.00%	14.71%	00.00%	75.00%	00.00%	07.35%	00.00%	00.00%	00.00%	01.47%	00.00%	00.00%	00.00%	01.47%	00.00%
4754 OCLF		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 the Office of Diversity and Inclusion, Office of Human Resources and Administration, VA Central office.

OCLF represents the occupational CLF and is based on 2000 Census National data.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability FY 2011

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities										
		[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Schedule A															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	447	160	5	282	92	8	14	3	7	5	6	5	43	1
	%	100.00.%	35.79.%	01.12.%	63.09.%	20.58.%	01.79.%	03.13.%	00.67.%	01.57.%	01.12.%	01.34.%	01.12.%	09.62.%	00.22.%
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	24,670	20,465	945	3,260	409	5	16	10	34	4	38	1	295	6
	%	100.00.%	82.96.%	03.83.%	13.21.%	01.66.%	00.02.%	00.06.%	00.04.%	00.14.%	00.02.%	00.15.%	00.00.%	01.20.%	00.02.%

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

This fixed list of major occupations was identified by the Office of Diversity and Inclusion, Office of Human Resources and Administration, VA Central office.

Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex FY 2011

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	#	24,816	11,448	13,368	830	664	7,093	8,290	2,564	3,215	601	789	51	51	153	171	156	188
	%	100.02%	46.13%	53.89%	03.34%	02.68%	28.58%	33.41%	10.33%	12.96%	02.42%	03.18%	00.21%	00.21%	00.62%	00.69%	00.63%	00.76%
Temporary	#	12,376	4,348	8,028	244	312	2,862	5,339	725	1,414	391	760	23	23	58	82	45	98
	%	100.01%	35.14%	64.87%	01.97%	02.52%	23.13%	43.14%	05.86%	11.43%	03.16%	06.14%	00.19%	00.19%	00.47%	00.66%	00.36%	00.79%
Non-Appropriated	#	1,077	466	611	42	59	223	313	175	201	12	22	3	2	6	7	5	7
	%	100.00%	43.27%	56.73%	03.90%	05.48%	20.71%	29.06%	16.25%	18.66%	01.11%	02.04%	00.28%	00.19%	00.56%	00.65%	00.46%	00.65%
TOTAL	#	38,269	16,262	22,007	1,116	1,035	10,178	13,942	3,464	4,830	1,004	1,571	77	76	217	260	206	293
	%	100.01%	42.50%	57.51%	02.92%	02.70%	26.60%	36.43%	09.05%	12.62%	02.62%	04.11%	00.20%	00.20%	00.57%	00.68%	00.54%	00.77%
RCLF	%	96.45%	32.93%	63.52%	03.21%	04.47%	23.75%	46.71%	03.09%	08.13%	02.27%	03.05%	00.02%	00.04%	00.28%	00.61%	00.31%	00.51%

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

RCLF comparisons are based on 2000 Census National data.

Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability FY 2011

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Permanent	#	24,816	20,353	942	3,521	498	13	30	12	41	9	44	6	336	7
	%	100.00.0%	82.02.0%	03.80.0%	14.19.0%	02.01.0%	00.05.0%	00.12.0%	00.05.0%	00.17.0%	00.04.0%	00.18.0%	00.02.0%	01.35.0%	00.03.0%
Temporary	#	12,376	10,818	327	1,231	218	4	13	8	13	2	17	2	157	2
	%	100.00.0%	87.41.0%	02.64.0%	09.95.0%	01.76.0%	00.03.0%	00.11.0%	00.06.0%	00.11.0%	00.02.0%	00.14.0%	00.02.0%	01.27.0%	00.02.0%
Non-Appropriated	#	1,077	947	38	92	11	0	1	1	2	0	0	0	7	0
	%	100.00.0%	87.93.0%	03.53.0%	08.54.0%	01.02.0%	00.00.0%	00.09.0%	00.09.0%	00.19.0%	00.00.0%	00.00.0%	00.00.0%	00.65.0%	00.00.0%
TOTAL	#	38,269	32,118	1,307	4,844	727	17	44	21	56	11	61	8	500	9
	%	100.00.0%	83.93.0%	03.42.0%	12.66.0%	01.90.0%	00.04.0%	00.11.0%	00.05.0%	00.15.0%	00.03.0%	00.16.0%	00.02.0%	01.31.0%	00.02.0%
Prior Year	%	100.00.0%	86.58.0%	03.21.0%	10.20.0%	01.45.0%	00.05.0%	00.14.0%	00.06.0%	00.09.0%	00.06.0%	00.11.0%	00.01.0%	00.93.0%	00.01.0%

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

Table A9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Race/Ethnicity and Sex FY 2011

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	#	19,777	8,178	11,599	456	637	6,156	8,081	1,027	1,944	394	707	13	10	89	128	43	92
	%	100.01%	41.36%	58.65%	02.31%	03.22%	31.13%	40.86%	05.19%	09.83%	01.99%	03.57%	00.07%	00.05%	00.45%	00.65%	00.22%	00.47%
PROMOTED	#	1,992	879	1,113	37	53	678	803	116	198	33	40	0	1	8	10	7	8
	%	100.00%	44.13%	55.87%	01.86%	02.66%	34.04%	40.31%	05.82%	09.94%	01.66%	02.01%	00.00%	00.05%	00.40%	00.50%	00.35%	00.40%
EXPECTED	#	1,992	824	1,168	46	64	620	814	103	196	40	71	1	1	9	13	4	9
GRADE=13 Onboard - Promotions to 14																		
ONBOARD	#	13,102	6,309	6,793	370	325	4,921	4,912	641	1,142	281	302	5	13	46	46	45	53
	%	99.98%	48.14%	51.84%	02.82%	02.48%	37.56%	37.49%	04.89%	08.72%	02.14%	02.30%	00.04%	00.10%	00.35%	00.35%	00.34%	00.40%
PROMOTED	#	729	336	393	16	11	261	275	43	81	12	16	0	0	2	9	2	1
	%	99.98%	46.08%	53.90%	02.19%	01.51%	35.80%	37.72%	05.90%	11.11%	01.65%	02.19%	00.00%	00.00%	00.27%	01.23%	00.27%	00.14%
EXPECTED	#	729	351	378	21	18	274	273	36	64	16	17	0	1	3	3	2	3
GRADE=14 Onboard - Promotions to 15																		
ONBOARD	#	4,388	2,368	2,020	92	90	1,917	1,447	244	396	87	65	1	1	13	13	14	8
	%	100.00%	53.97%	46.03%	02.10%	02.05%	43.69%	32.98%	05.56%	09.02%	01.98%	01.48%	00.02%	00.02%	00.30%	00.30%	00.32%	00.18%
PROMOTED	#	229	121	108	3	6	105	80	9	21	2	1	1	0	1	0	0	0
	%	100.00%	52.84%	47.16%	01.31%	02.62%	45.85%	34.93%	03.93%	09.17%	00.87%	00.44%	00.44%	00.00%	00.44%	00.00%	00.00%	00.00%
EXPECTED	#	229	124	105	5	5	100	76	13	21	5	3	0	0	1	1	1	0
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15																		
ONBOARD	#	37,267	16,855	20,412	918	1,052	12,994	14,440	1,912	3,482	762	1,074	19	24	148	187	102	153
	%	99.98%	45.22%	54.76%	02.46%	02.82%	34.87%	38.75%	05.13%	09.34%	02.04%	02.88%	00.05%	00.06%	00.40%	00.50%	00.27%	00.41%
PROMOTED	#	2,950	1,336	1,614	56	70	1,044	1,158	168	300	47	57	1	1	11	19	9	9

	%	99.98%	45.28%	54.70%	01.90%	02.37%	35.39%	39.25%	05.69%	10.17%	01.59%	01.93%	00.03%	00.03%	00.37%	00.64%	00.31%	00.31%
EXPECTED	#	2,949	1,334	1,615	73	83	1,029	1,143	151	276	60	85	1	2	12	15	8	12

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table B9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Disability FY 2011

Occupations: All occupations except doctors and nurses.

VA-wide		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GRADE=12 Onboard - Promotions to 13															
ONBOARD	#	19,777	17,253	432	2,092	261	16	46	27	35	18	30	0	82	7
	%	100.00%	87.24%	02.18%	10.58%	01.32%	00.08%	00.23%	00.14%	00.18%	00.09%	00.15%	00.00%	00.41%	00.04%
PROMOTED	#	1,992	1,757	52	183	21	1	3	5	2	2	1	0	7	0
	%	100.00%	88.20%	02.61%	09.19%	01.05%	00.05%	00.15%	00.25%	00.10%	00.10%	00.05%	00.00%	00.35%	00.00%
EXPECTED	#	1,992	1,738	43	211	26	--	--	--	--	--	--	--	--	--
GRADE=13 Onboard - Promotions to 14															
ONBOARD	#	13,102	11,629	290	1,183	125	6	28	11	26	6	17	0	29	2
	%	100.00%	88.76%	02.21%	09.03%	00.95%	00.05%	00.21%	00.08%	00.20%	00.05%	00.13%	00.00%	00.22%	00.02%
PROMOTED	#	729	650	17	62	4	0	1	1	0	0	1	0	1	0
	%	100.00%	89.16%	02.33%	08.50%	00.55%	00.00%	00.14%	00.14%	00.00%	00.00%	00.14%	00.00%	00.14%	00.00%
EXPECTED	#	729	647	16	66	7	--	--	--	--	--	--	--	--	--
GRADE=14 Onboard - Promotions to 15															
ONBOARD	#	4,388	3,892	120	376	33	0	7	9	3	3	4	0	5	2
	%	100.00%	88.70%	02.73%	08.57%	00.75%	00.00%	00.16%	00.21%	00.07%	00.07%	00.09%	00.00%	00.11%	00.05%
PROMOTED	#	229	205	6	18	3	0	0	1	0	0	2	0	0	0
	%	100.00%	89.52%	02.62%	07.86%	01.31%	00.00%	00.00%	00.44%	00.00%	00.00%	00.87%	00.00%	00.00%	00.00%
EXPECTED	#	229	203	6	20	2	--	--	--	--	--	--	--	--	--
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15															
ONBOARD	#	37,267	32,774	842	3,651	419	22	81	47	64	27	51	0	116	11
	%	100.00%	87.94%	02.26%	09.80%	01.12%	00.06%	00.22%	00.13%	00.17%	00.07%	00.14%	00.00%	00.31%	00.03%
PROMOTED	#	2,950	2,612	75	263	28	1	4	7	2	2	4	0	8	0
	%	100.00%	88.54%	02.54%	08.92%	00.95%	00.03%	00.14%	00.24%	00.07%	00.07%	00.14%	00.00%	00.27%	00.00%
EXPECTED	#	2,950	2,594	67	289	33	--	--	--	--	--	--	--	--	--

113

WORKFORCE DATA TABLES

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table C9: EMPLOYEE PROMOTIONS IN LEADERSHIP PIPELINE - Title 5 GS Grade 13-15 Permanent Workforce - by Veterans Preference FY 2011

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	#	19,777	14,305	2,443	166	568	51	1,447	797
	%	100.00%	72.33%	12.35%	00.84%	02.87%	00.26%	07.32%	04.03%
PROMOTED	#	1,992	1,394	214	21	73	5	204	81
	%	100.00%	69.98%	10.74%	01.05%	03.66%	00.25%	10.24%	04.07%
EXPECTED	#	1,992	1,441	246	17	57	5	146	80
GRADE=13 Onboard - Promotions to 14									
ONBOARD	#	13,102	9,720	1,681	87	361	23	694	536
	%	100.00%	74.19%	12.83%	00.66%	02.76%	00.18%	05.30%	04.09%
PROMOTED	#	729	519	90	9	23	1	55	32
	%	100.00%	71.19%	12.35%	01.23%	03.16%	00.14%	07.54%	04.39%
EXPECTED	#	729	541	94	5	20	1	39	30
GRADE=14 Onboard - Promotions to 15									
ONBOARD	#	4,388	3,147	639	30	106	8	253	205
	%	100.00%	71.72%	14.56%	00.68%	02.42%	00.18%	05.77%	04.67%
PROMOTED	#	229	170	24	2	4	0	19	10
	%	100.00%	74.24%	10.48%	00.87%	01.75%	00.00%	08.30%	04.37%
EXPECTED	#	229	164	33	2	6	0	13	11
TOTAL Grade 12-14 Onboard - Promotions to 13,14,15									
ONBOARD	#	37,267	27,172	4,763	283	1,035	82	2,394	1,538
	%	100.00%	72.91%	12.78%	00.76%	02.78%	00.22%	06.42%	04.13%
PROMOTED	#	2,950	2,083	328	32	100	6	278	123
	%	100.00%	70.61%	11.12%	01.08%	03.39%	00.20%	09.42%	04.17%
EXPECTED	#	2,950	2,151	377	22	82	6	189	122

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

Promotions include NOA Codes 701, 702, and 703.

Expected = Onboard Group % multiplied by Total Promotions.

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

Table A9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Race/Ethnicity and Sex FY 2011

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	#	76	31	45	2	5	18	19	8	21	2	0	0	0	0	0	1	0
	%	100.00%	40.79%	59.21%	02.63%	06.58%	23.68%	25.00%	10.53%	27.63%	02.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
PROMOTED	#	24	11	13	2	1	7	2	2	7	0	1	0	0	0	0	0	2
	%	100.00%	45.83%	54.17%	08.33%	04.17%	29.17%	08.33%	08.33%	29.17%	00.00%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	08.33%
EXPECTED	#	24	10	14	1	2	6	6	3	7	1	0	0	0	0	0	0	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	670	345	325	40	14	150	160	143	136	4	8	0	1	3	3	5	3
	%	100.01%	51.50%	48.51%	05.97%	02.09%	22.39%	23.88%	21.34%	20.30%	00.60%	01.19%	00.00%	00.15%	00.45%	00.45%	00.75%	00.45%
PROMOTED	#	225	124	101	15	5	52	45	56	37	0	6	0	3	0	2	1	3
	%	99.99%	55.11%	44.88%	06.67%	02.22%	23.11%	20.00%	24.89%	16.44%	00.00%	02.67%	00.00%	01.33%	00.00%	00.89%	00.44%	01.33%
EXPECTED	#	225	116	109	13	5	50	54	48	46	1	3	0	0	1	1	2	1
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	4,339	2,157	2,182	225	141	1,076	1,142	753	785	56	47	5	10	21	32	21	25
	%	100.00%	49.71%	50.29%	05.19%	03.25%	24.80%	26.32%	17.35%	18.09%	01.29%	01.08%	00.12%	00.23%	00.48%	00.74%	00.48%	00.58%
PROMOTED	#	1,389	660	729	68	60	352	409	207	215	12	18	1	3	11	11	9	13
	%	100.01%	47.51%	52.50%	04.90%	04.32%	25.34%	29.45%	14.90%	15.48%	00.86%	01.30%	00.07%	00.22%	00.79%	00.79%	00.65%	00.94%
EXPECTED	#	1,389	690	699	72	45	344	366	241	251	18	15	2	3	7	10	7	8
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	20,286	7,261	13,025	747	902	3,697	6,934	2,377	4,560	242	306	17	39	108	156	73	128
	%	99.99%	35.78%	64.21%	03.68%	04.45%	18.22%	34.18%	11.72%	22.48%	01.19%	01.51%	00.08%	00.19%	00.53%	00.77%	00.36%	00.63%
PROMOTED	#	3,765	1,381	2,384	112	180	818	1,367	363	671	50	72	5	16	17	33	16	45

	%	99.99%	36.67%	63.32%	02.97%	04.78%	21.73%	36.31%	09.64%	17.82%	01.33%	01.91%	00.13%	00.42%	00.45%	00.88%	00.42%	01.20%
EXPECTED	#	3,765	1,347	2,418	139	168	686	1,287	441	846	45	57	3	7	20	29	14	24
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	22,894	8,264	14,630	952	1,138	4,260	7,833	2,499	4,834	355	483	24	38	99	170	75	134
	%	100.00%	36.10%	63.90%	04.16%	04.97%	18.61%	34.21%	10.92%	21.11%	01.55%	02.11%	00.10%	00.17%	00.43%	00.74%	00.33%	00.59%
PROMOTED	#	2,498	940	1,558	103	122	533	923	236	423	42	50	8	4	10	17	8	19
	%	99.99%	37.63%	62.36%	04.12%	04.88%	21.34%	36.95%	09.45%	16.93%	01.68%	02.00%	00.32%	00.16%	00.40%	00.68%	00.32%	00.76%
EXPECTED	#	2,498	902	1,596	104	124	465	855	273	527	39	53	2	4	11	18	8	15
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	15,269	5,309	9,960	590	742	2,882	5,702	1,449	2,987	275	325	14	23	58	115	41	66
	%	99.98%	34.76%	65.22%	03.86%	04.86%	18.87%	37.34%	09.49%	19.56%	01.80%	02.13%	00.09%	00.15%	00.38%	00.75%	00.27%	00.43%
PROMOTED	#	835	338	497	44	44	187	321	80	110	20	11	1	1	4	6	2	4
	%	100.01%	40.49%	59.52%	05.27%	05.27%	22.40%	38.44%	09.58%	13.17%	02.40%	01.32%	00.12%	00.12%	00.48%	00.72%	00.24%	00.48%
EXPECTED	#	835	290	545	32	41	158	312	79	163	15	18	1	1	3	6	2	4
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	5,525	1,878	3,647	213	218	1,074	2,396	457	877	105	100	4	6	15	35	10	15
	%	100.00%	33.99%	66.01%	03.86%	03.95%	19.44%	43.37%	08.27%	15.87%	01.90%	01.81%	00.07%	00.11%	00.27%	00.63%	00.18%	00.27%
PROMOTED	#	456	202	254	18	15	134	173	40	57	6	7	1	0	1	1	2	1
	%	100.02%	44.31%	55.71%	03.95%	03.29%	29.39%	37.94%	08.77%	12.50%	01.32%	01.54%	00.22%	00.00%	00.22%	00.22%	00.44%	00.22%
EXPECTED	#	456	155	301	18	18	89	198	38	72	9	8	0	1	1	3	1	1
GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	3,483	1,463	2,020	134	125	962	1,411	267	410	75	43	1	2	18	18	6	11
	%	100.01%	42.01%	58.00%	03.85%	03.59%	27.62%	40.51%	07.67%	11.77%	02.15%	01.23%	00.03%	00.06%	00.52%	00.52%	00.17%	00.32%
PROMOTED	#	103	49	54	7	2	34	39	6	13	1	0	0	0	1	0	0	0
	%	100.00%	47.58%	52.42%	06.80%	01.94%	33.01%	37.86%	05.83%	12.62%	00.97%	00.00%	00.00%	00.00%	00.97%	00.00%	00.00%	00.00%
EXPECTED	#	103	43	60	4	4	28	42	8	12	2	1	0	0	1	1	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	711	399	312	39	15	251	221	82	59	19	11	0	0	5	4	3	2
	%	99.99%	56.11%	43.88%	05.49%	02.11%	35.30%	31.08%	11.53%	08.30%	02.67%	01.55%	00.00%	00.00%	00.70%	00.56%	00.42%	00.28%
PROMOTED	#	94	59	35	0	0	43	25	11	8	2	1	1	0	1	1	1	0

	%	99.98%	62.75%	37.23%	00.00%	00.00%	45.74%	26.60%	11.70%	08.51%	02.13%	01.06%	01.06%	00.00%	01.06%	01.06%	01.06%	00.00%
EXPECTED	#	94	53	41	5	2	33	29	11	8	3	1	0	0	1	1	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	633	427	206	36	13	313	139	49	44	19	6	1	0	6	2	3	2
	%	100.01%	67.46%	32.55%	05.69%	02.05%	49.45%	21.96%	07.74%	06.95%	03.00%	00.95%	00.16%	00.00%	00.95%	00.32%	00.47%	00.32%
PROMOTED	#	58	38	20	4	1	25	13	6	3	2	2	0	0	1	0	0	1
	%	99.98%	65.51%	34.47%	06.90%	01.72%	43.10%	22.41%	10.34%	05.17%	03.45%	03.45%	00.00%	00.00%	01.72%	00.00%	00.00%	01.72%
EXPECTED	#	58	39	19	3	1	29	13	4	4	2	1	0	0	1	0	0	0
TOTAL Grade 2-11 Onboard - Promotions to 3-12																		
ONBOARD	#	73,886	27,534	46,352	2,978	3,313	14,683	25,957	8,084	14,713	1,152	1,329	66	119	333	535	238	386
	%	99.98%	37.26%	62.72%	04.03%	04.48%	19.87%	35.13%	10.94%	19.91%	01.56%	01.80%	00.09%	00.16%	00.45%	00.72%	00.32%	00.52%
PROMOTED	#	9,447	3,802	5,645	373	430	2,185	3,317	1,007	1,544	135	168	17	27	46	71	39	88
	%	100.00%	40.25%	59.75%	03.95%	04.55%	23.13%	35.11%	10.66%	16.34%	01.43%	01.78%	00.18%	00.29%	00.49%	00.75%	00.41%	00.93%
EXPECTED	#	9,445	3,520	5,925	381	423	1,877	3,319	1,034	1,881	147	170	9	15	43	68	30	49

119

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 % multiplied by Total Promotions.

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

Table B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 3-12 Single Grade Increase Permanent Workforce - by Disability FY 2011

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										
		[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	76	50	2	24	9	0	1	0	2	1	0	4	0	1
	%	100.00%	65.79%	02.63%	31.58%	11.84%	00.00%	01.32%	00.00%	02.63%	01.32%	00.00%	05.26%	00.00%	01.32%
PROMOTED	#	24	20	1	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	04.17%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	24	16	1	8	3	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	670	501	24	145	39	5	6	0	2	0	3	12	8	3
	%	100.00%	74.78%	03.58%	21.64%	05.82%	00.75%	00.90%	00.00%	00.30%	00.00%	00.45%	01.79%	01.19%	00.45%
PROMOTED	#	225	180	10	35	3	1	0	0	0	0	0	0	2	0
	%	100.00%	80.00%	04.44%	15.56%	01.33%	00.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.89%	00.00%
EXPECTED	#	225	168	8	49	13	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	4,339	3,213	148	978	244	53	32	4	22	9	15	26	78	5
	%	100.00%	74.05%	03.41%	22.54%	05.62%	01.22%	00.74%	00.09%	00.51%	00.21%	00.35%	00.60%	01.80%	00.12%
PROMOTED	#	1,389	1,106	50	233	35	2	2	0	1	0	5	1	24	0
	%	100.00%	79.63%	03.60%	16.77%	02.52%	00.14%	00.14%	00.00%	00.07%	00.00%	00.36%	00.07%	01.73%	00.00%
EXPECTED	#	1,389	1,029	47	313	78	--	--	--	--	--	--	--	--	--
GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	20,286	16,279	637	3,370	586	44	61	23	58	21	65	16	285	13
	%	100.00%	80.25%	03.14%	16.61%	02.89%	00.22%	00.30%	00.11%	00.29%	00.10%	00.32%	00.08%	01.40%	00.06%
PROMOTED	#	3,765	3,115	120	530	77	3	8	1	5	1	9	2	46	2
	%	100.00%	82.74%	03.19%	14.08%	02.05%	00.08%	00.21%	00.03%	00.13%	00.03%	00.24%	00.05%	01.22%	00.05%
EXPECTED	#	3,765	3,021	118	625	109	--	--	--	--	--	--	--	--	--

GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	22,894	19,279	631	2,984	431	48	35	19	40	12	52	5	207	13
	%	100.00%	84.21%	02.76%	13.03%	01.88%	00.21%	00.15%	00.08%	00.17%	00.05%	00.23%	00.02%	00.90%	00.06%
PROMOTED	#	2,498	2,133	67	298	31	1	0	5	1	0	3	0	21	0
	%	100.00%	85.39%	02.68%	11.93%	01.24%	00.04%	00.00%	00.20%	00.04%	00.00%	00.12%	00.00%	00.84%	00.00%
EXPECTED	#	2,498	2,104	69	325	47	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	15,269	13,093	367	1,809	240	15	26	15	28	9	33	3	106	5
	%	100.00%	85.75%	02.40%	11.85%	01.57%	00.10%	00.17%	00.10%	00.18%	00.06%	00.22%	00.02%	00.69%	00.03%
PROMOTED	#	835	744	20	71	2	1	0	0	0	0	0	0	1	0
	%	100.00%	89.10%	02.40%	08.50%	00.24%	00.12%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.12%	00.00%
EXPECTED	#	835	716	20	99	13	--	--	--	--	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	5,525	4,878	103	544	76	6	8	2	8	4	13	3	31	1
	%	100.00%	88.29%	01.86%	09.85%	01.38%	00.11%	00.14%	00.04%	00.14%	00.07%	00.24%	00.05%	00.56%	00.02%
PROMOTED	#	456	403	9	44	2	0	0	1	1	0	0	0	0	0
	%	100.00%	88.38%	01.97%	09.65%	00.44%	00.00%	00.00%	00.22%	00.22%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	456	403	8	45	6	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 10															
ONBOARD	#	3,483	3,085	66	332	45	3	3	3	6	5	10	0	15	0
	%	100.00%	88.57%	01.89%	09.53%	01.29%	00.09%	00.09%	00.09%	00.17%	00.14%	00.29%	00.00%	00.43%	00.00%
PROMOTED	#	103	86	2	15	4	0	0	0	0	0	1	0	3	0
	%	100.00%	83.50%	01.94%	14.56%	03.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.97%	00.00%	02.91%	00.00%
EXPECTED	#	103	91	2	10	1	--	--	--	--	--	--	--	--	--
GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	711	643	17	51	6	2	0	1	0	0	1	0	2	0
	%	100.00%	90.44%	02.39%	07.17%	00.84%	00.28%	00.00%	00.14%	00.00%	00.00%	00.14%	00.00%	00.28%	00.00%
PROMOTED	#	94	85	3	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.43%	03.19%	06.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

EXPECTED	#	94	85	2	7	1	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	633	555	20	58	8	0	0	3	1	1	0	0	3	0
	%	100.00%	87.68%	03.16%	09.16%	01.26%	00.00%	00.00%	00.47%	00.16%	00.16%	00.00%	00.00%	00.47%	00.00%
PROMOTED	#	58	49	5	4	1	0	0	1	0	0	0	0	0	0
	%	100.00%	84.48%	08.62%	06.90%	01.72%	00.00%	00.00%	01.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	58	51	2	5	1	--	--	--	--	--	--	--	--	--
TOTAL Grade 2-11 Onboard - Promotions to 3-12															
ONBOARD	#	73,886	61,576	2,015	10,295	1,684	176	172	70	167	62	192	69	735	41
	%	100.00%	83.34%	02.73%	13.93%	02.28%	00.24%	00.23%	00.09%	00.23%	00.08%	00.26%	00.09%	00.99%	00.06%
PROMOTED	#	9,447	7,921	287	1,239	155	8	10	8	8	1	18	3	97	2
	%	100.00%	83.85%	03.04%	13.12%	01.64%	00.08%	00.11%	00.08%	00.08%	00.01%	00.19%	00.03%	01.03%	00.02%
EXPECTED	#	9,447	7,873	258	1,316	215	--	--	--	--	--	--	--	--	--

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 % 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 2011

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	#	76	65	5	0	0	0	3	3
	%	100.00%	85.53%	06.58%	00.00%	00.00%	00.00%	03.95%	03.95%
PROMOTED	#	24	15	7	0	0	0	2	0
	%	100.00%	62.50%	29.17%	00.00%	00.00%	00.00%	08.33%	00.00%
EXPECTED	#	24	21	2	0	0	0	1	1
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	670	424	150	7	17	3	37	32
	%	100.00%	63.28%	22.39%	01.04%	02.54%	00.45%	05.52%	04.78%
PROMOTED	#	225	106	70	7	9	0	23	10
	%	100.00%	47.11%	31.11%	03.11%	04.00%	00.00%	10.22%	04.44%
EXPECTED	#	225	142	50	2	6	1	12	11
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	4,339	2,200	1,029	70	277	36	554	173
	%	100.00%	50.70%	23.72%	01.61%	06.38%	00.83%	12.77%	03.99%
PROMOTED	#	1,389	671	318	23	96	13	194	74
	%	100.00%	48.31%	22.89%	01.66%	06.91%	00.94%	13.97%	05.33%
EXPECTED	#	1,389	704	329	22	89	12	177	55
GRADE=5 Onboard - Promotions to 6									
ONBOARD	#	20,286	11,393	4,099	310	941	184	2,360	999
	%	100.00%	56.16%	20.21%	01.53%	04.64%	00.91%	11.63%	04.92%
PROMOTED	#	3,765	2,055	748	67	165	34	501	195
	%	100.00%	54.58%	19.87%	01.78%	04.38%	00.90%	13.31%	05.18%
EXPECTED	#	3,765	2,114	761	58	175	34	438	185
GRADE=6 Onboard - Promotions to 7									

ONBOARD	#	22,894	13,550	4,588	306	890	154	2,043	1,363
	%	100.00%	59.19%	20.04%	01.34%	03.89%	00.67%	08.92%	05.95%
PROMOTED	#	2,498	1,416	495	35	113	19	251	169
	%	100.00%	56.69%	19.82%	01.40%	04.52%	00.76%	10.05%	06.77%
EXPECTED	#	2,498	1,479	501	33	97	17	223	149
GRADE=7 Onboard - Promotions to 8									
ONBOARD	#	15,269	9,566	2,823	166	528	72	1,147	967
	%	100.00%	62.65%	18.49%	01.09%	03.46%	00.47%	07.51%	06.33%
PROMOTED	#	835	541	149	10	23	8	53	51
	%	100.00%	64.79%	17.84%	01.20%	02.75%	00.96%	06.35%	06.11%
EXPECTED	#	835	523	154	9	29	4	63	53
GRADE=8 Onboard - Promotions to 9									
ONBOARD	#	5,525	3,898	867	32	130	14	270	314
	%	100.00%	70.55%	15.69%	00.58%	02.35%	00.25%	04.89%	05.68%
PROMOTED	#	456	269	79	4	22	0	49	33
	%	100.00%	58.99%	17.32%	00.88%	04.82%	00.00%	10.75%	07.24%
EXPECTED	#	456	322	72	3	11	1	22	26
GRADE=9 Onboard - Promotions to 10									
ONBOARD	#	3,483	2,365	598	32	86	13	184	205
	%	100.00%	67.90%	17.17%	00.92%	02.47%	00.37%	05.28%	05.89%
PROMOTED	#	103	56	20	1	4	0	11	11
	%	100.00%	54.37%	19.42%	00.97%	03.88%	00.00%	10.68%	10.68%
EXPECTED	#	103	70	18	1	3	0	5	6
GRADE=10 Onboard - Promotions to 11									
ONBOARD	#	711	465	138	4	21	2	29	52
	%	100.00%	65.40%	19.41%	00.56%	02.95%	00.28%	04.08%	07.31%
PROMOTED	#	94	42	28	2	4	0	7	11
	%	100.00%	44.68%	29.79%	02.13%	04.26%	00.00%	07.45%	11.70%
EXPECTED	#	94	61	18	1	3	0	4	7
GRADE=11 Onboard - Promotions to 12									

ONBOARD	#	633	330	165	11	31	3	58	35
	%	100.00%	52.13%	26.07%	01.74%	04.90%	00.47%	09.16%	05.53%
PROMOTED	#	58	26	14	2	5	0	4	7
	%	100.00%	44.83%	24.14%	03.45%	08.62%	00.00%	06.90%	12.07%
EXPECTED	#	58	30	15	1	3	0	5	3
TOTAL Grade 2-11 Onboard - Promotions to 3-12									
ONBOARD	#	73,886	44,256	14,462	938	2,921	481	6,685	4,143
	%	100.00%	59.90%	19.57%	01.27%	03.95%	00.65%	09.05%	05.61%
PROMOTED	#	9,447	5,197	1,928	151	441	74	1,095	561
	%	100.00%	55.01%	20.41%	01.60%	04.67%	00.78%	11.59%	05.94%
EXPECTED	#	9,447	5,659	1,849	120	373	61	855	530

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 % 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 2011

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	male
GRADE=5 Onboard - Promotions to 7																		
ONBOARD	#	258	132	126	5	5	100	73	22	31	1	4	0	1	2	5	2	7
	%	100.02%	51.18%	48.84%	01.94%	01.94%	38.76%	28.29%	08.53%	12.02%	00.39%	01.55%	00.00%	00.39%	00.78%	01.94%	00.78%	02.71%
PROMOTED	#	785	364	421	22	29	230	236	89	113	11	20	0	2	6	12	6	9
	%	99.98%	46.36%	53.62%	02.80%	03.69%	29.30%	30.06%	11.34%	14.39%	01.40%	02.55%	00.00%	00.25%	00.76%	01.53%	00.76%	01.15%
EXPECTED	#	785	402	383	15	15	304	222	67	94	3	12	0	3	6	15	6	21
GRADE=7 Onboard - Promotions to 9																		
ONBOARD	#	3,587	1,795	1,792	111	78	1,124	1,007	439	539	47	68	7	1	28	38	39	61
	%	100.01%	50.05%	49.96%	03.09%	02.17%	31.34%	28.07%	12.24%	15.03%	01.31%	01.90%	00.20%	00.03%	00.78%	01.06%	01.09%	01.70%
PROMOTED	#	3,863	1,825	2,038	117	104	1,162	1,161	425	609	62	81	5	3	17	26	37	54
	%	99.99%	47.24%	52.75%	03.03%	02.69%	30.08%	30.05%	11.00%	15.76%	01.60%	02.10%	00.13%	00.08%	00.44%	00.67%	00.96%	01.40%
EXPECTED	#	3,863	1,933	1,930	119	84	1,211	1,084	473	581	51	73	8	1	30	41	42	66
GRADE=9 Onboard - Promotions to 11																		
ONBOARD	#	13,603	5,550	8,053	424	522	3,481	4,775	1,227	2,104	255	455	15	12	85	111	63	74
	%	99.99%	40.79%	59.20%	03.12%	03.84%	25.59%	35.10%	09.02%	15.47%	01.87%	03.34%	00.11%	00.09%	00.62%	00.82%	00.46%	00.54%
PROMOTED	#	4,204	1,868	2,336	136	142	1,234	1,461	371	590	68	73	9	8	23	24	27	38
	%	99.99%	44.43%	55.56%	03.24%	03.38%	29.35%	34.75%	08.82%	14.03%	01.62%	01.74%	00.21%	00.19%	00.55%	00.57%	00.64%	00.90%
EXPECTED	#	4,204	1,715	2,489	131	161	1,076	1,476	379	650	79	140	5	4	26	34	19	23
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	23,664	9,258	14,406	653	913	6,529	9,946	1,353	2,551	545	712	17	21	91	154	70	109
	%	100.00%	39.12%	60.88%	02.76%	03.86%	27.59%	42.03%	05.72%	10.78%	02.30%	03.01%	00.07%	00.09%	00.38%	00.65%	00.30%	00.46%
PROMOTED	#	3,514	1,459	2,055	88	101	1,076	1,394	196	424	65	89	3	0	16	19	15	28

	%	100.01%	41.53%	58.48%	02.50%	02.87%	30.62%	39.67%	05.58%	12.07%	01.85%	02.53%	00.09%	00.00%	00.46%	00.54%	00.43%	00.80%
EXPECTED	#	3,514	1,375	2,139	97	136	970	1,477	201	379	81	106	2	3	13	23	11	16
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12																		
ONBOARD	#	41,112	16,735	24,377	1,193	1,518	11,234	15,801	3,041	5,225	848	1,239	39	35	206	308	174	251
	%	99.99%	40.70%	59.29%	02.90%	03.69%	27.33%	38.43%	07.40%	12.71%	02.06%	03.01%	00.09%	00.09%	00.50%	00.75%	00.42%	00.61%
PROMOTED	#	12,366	5,516	6,850	363	376	3,702	4,252	1,081	1,736	206	263	17	13	62	81	85	129
	%	100.02%	44.62%	55.40%	02.94%	03.04%	29.94%	34.38%	08.74%	14.04%	01.67%	02.13%	00.14%	00.11%	00.50%	00.66%	00.69%	01.04%
EXPECTED	#	12,365	5,033	7,332	359	456	3,380	4,752	915	1,572	255	372	11	11	62	93	52	75

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 B9: EMPLOYEE PROMOTIONS - Title 5 GS Grade 7,9,11,12 Double Grade Increase Permanent Workforce - by Disability FY 2011

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									
		[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
GRADE=5 Onboard - Promotions to 7															
ONBOARD	#	258	201	12	45	6	0	0	0	2	0	1	0	3	0
	%	100.00%	77.91%	04.65%	17.44%	02.33%	00.00%	00.00%	00.00%	00.78%	00.00%	00.39%	00.00%	01.16%	00.00%
PROMOTED	#	785	656	34	95	10	0	0	0	2	1	0	0	7	0
	%	100.00%	83.57%	04.33%	12.10%	01.27%	00.00%	00.00%	00.00%	00.25%	00.13%	00.00%	00.00%	00.89%	00.00%
EXPECTED	#	785	612	37	137	18	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 9															
ONBOARD	#	3,587	2,884	148	555	44	0	2	1	6	4	3	0	27	1
	%	100.00%	80.40%	04.13%	15.47%	01.23%	00.00%	00.06%	00.03%	00.17%	00.11%	00.08%	00.00%	00.75%	00.03%
PROMOTED	#	3,863	3,160	146	557	43	0	1	2	5	2	4	0	28	1
	%	100.00%	81.80%	03.78%	14.42%	01.11%	00.00%	00.03%	00.05%	00.13%	00.05%	00.10%	00.00%	00.72%	00.03%
EXPECTED	#	3,863	3,106	160	598	48	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 11															
ONBOARD	#	13,603	11,532	391	1,680	220	11	21	12	25	12	24	1	108	6
	%	100.00%	84.78%	02.87%	12.35%	01.62%	00.08%	00.15%	00.09%	00.18%	00.09%	00.18%	00.01%	00.79%	00.04%
PROMOTED	#	4,204	3,521	152	531	54	3	6	3	6	2	7	0	24	3
	%	100.00%	83.75%	03.62%	12.63%	01.28%	00.07%	00.14%	00.07%	00.14%	00.05%	00.17%	00.00%	00.57%	00.07%
EXPECTED	#	4,204	3,564	121	519	68	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	23,664	20,537	555	2,572	369	15	72	25	47	18	46	1	136	9
	%	100.00%	86.79%	02.35%	10.87%	01.56%	00.06%	00.30%	00.11%	00.20%	00.08%	00.19%	00.00%	00.57%	00.04%
PROMOTED	#	3,514	3,055	99	360	40	0	7	2	6	2	5	0	16	2
	%	100.00%	86.94%	02.82%	10.24%	01.14%	00.00%	00.20%	00.06%	00.17%	00.06%	00.14%	00.00%	00.46%	00.06%
EXPECTED	#	3,514	3,050	83	382	55	--	--	--	--	--	--	--	--	--

TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12															
ONBOARD	#	41,112	35,154	1,106	4,852	639	26	95	38	80	34	74	2	274	16
	%	100.00%	85.51%	02.69%	11.80%	01.55%	00.06%	00.23%	00.09%	00.19%	00.08%	00.18%	00.00%	00.67%	00.04%
PROMOTED	#	12,366	10,392	431	1,543	147	3	14	7	19	7	16	0	75	6
	%	100.00%	84.04%	03.49%	12.48%	01.19%	00.02%	00.11%	00.06%	00.15%	00.06%	00.13%	00.00%	00.61%	00.05%
EXPECTED	#	12,366	10,574	333	1,459	192	--	--	--	--	--	--	--	--	--

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 2011

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	#	258	153	30	6	13	3	45	8
	%	100.00%	59.30%	11.63%	02.33%	05.04%	01.16%	17.44%	03.10%
PROMOTED	#	785	387	156	16	41	8	144	33
	%	100.00%	49.30%	19.87%	02.04%	05.22%	01.02%	18.34%	04.20%
EXPECTED	#	785	466	91	18	40	9	137	24
GRADE=7 Onboard - Promotions to 9									
ONBOARD	#	3,587	1,857	664	38	233	21	685	89
	%	100.00%	51.77%	18.51%	01.06%	06.50%	00.59%	19.10%	02.48%
PROMOTED	#	3,863	1,998	679	48	244	18	695	181
	%	100.00%	51.72%	17.58%	01.24%	06.32%	00.47%	17.99%	04.69%
EXPECTED	#	3,863	2,000	715	41	251	23	738	96
GRADE=9 Onboard - Promotions to 11									
ONBOARD	#	13,603	8,404	2,286	167	582	57	1,520	587
	%	100.00%	61.78%	16.81%	01.23%	04.28%	00.42%	11.17%	04.32%
PROMOTED	#	4,204	2,398	704	43	219	16	620	204
	%	100.00%	57.04%	16.75%	01.02%	05.21%	00.38%	14.75%	04.85%
EXPECTED	#	4,204	2,597	707	52	180	18	470	182
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	23,664	16,842	3,113	195	713	87	1,828	886
	%	100.00%	71.17%	13.16%	00.82%	03.01%	00.37%	07.72%	03.74%
PROMOTED	#	3,514	2,343	449	27	133	13	399	150
	%	100.00%	66.68%	12.78%	00.77%	03.78%	00.37%	11.35%	04.27%
EXPECTED	#	3,514	2,501	462	29	106	13	271	131
TOTAL Grade 5,7,9,11 Onboard - Promotions to 7,9,11,12									

ONBOARD	#	41,112	27,256	6,093	406	1,541	168	4,078	1,570
	%	100.00%	66.30%	14.82%	00.99%	03.75%	00.41%	09.92%	03.82%
PROMOTED	#	12,366	7,126	1,988	134	637	55	1,858	568
	%	100.00%	57.63%	16.08%	01.08%	05.15%	00.44%	15.03%	04.59%
EXPECTED	#	12,366	8,199	1,833	122	464	51	1,227	472

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 A9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Race/Ethnicity and Sex FY 2011

Occupations: Includes all WG1 occupations.

VA-wide	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed
male				female	male			female	male	female	male	female	male	female	male	female	male	female
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	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%
PROMOTED	#	735	627	108	41	5	277	39	287	60	12	3	0	0	8	0	2	1
	%	100.01%	85.31%	14.70%	05.58%	00.68%	37.69%	05.31%	39.05%	08.16%	01.63%	00.41%	00.00%	00.00%	01.09%	00.00%	00.27%	00.14%
EXPECTED	#	735	618	117	35	6	249	43	312	58	11	7	1	0	5	1	5	2
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	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%
PROMOTED	#	495	383	112	24	9	175	55	174	45	3	1	1	0	2	1	4	1
	%	99.99%	77.37%	22.62%	04.85%	01.82%	35.35%	11.11%	35.15%	09.09%	00.61%	00.20%	00.20%	00.00%	00.40%	00.20%	00.81%	00.20%
EXPECTED	#	495	393	102	25	6	147	40	208	51	6	3	1	0	5	1	2	0
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	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%
PROMOTED	#	222	135	87	12	7	67	25	54	52	2	1	0	0	0	0	0	2
	%	99.99%	60.81%	39.18%	05.41%	03.15%	30.18%	11.26%	24.32%	23.42%	00.90%	00.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.90%
EXPECTED	#	222	159	63	14	5	52	20	88	35	2	1	0	0	2	2	1	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	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%
PROMOTED	#	124	117	7	6	1	63	4	41	1	6	0	1	1	0	0	0	0

	%	100.02%	94.36%	05.66%	04.84%	00.81%	50.81%	03.23%	33.06%	00.81%	04.84%	00.00%	00.81%	00.81%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	124	72	52	5	2	28	20	35	27	3	1	0	0	1	1	1	0
GRADE=5 Onboard - Promotions to 6																		
ONBOARD	#	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%
PROMOTED	#	234	213	21	11	0	121	11	71	9	6	0	1	1	1	0	2	0
	%	100.00%	91.02%	08.98%	04.70%	00.00%	51.71%	04.70%	30.34%	03.85%	02.56%	00.00%	00.43%	00.43%	00.43%	00.00%	00.85%	00.00%
EXPECTED	#	234	218	16	22	2	116	8	71	6	5	0	1	0	2	0	2	0
GRADE=6 Onboard - Promotions to 7																		
ONBOARD	#	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%
PROMOTED	#	54	48	6	3	0	34	5	11	1	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	11.11%	05.56%	00.00%	62.96%	09.26%	20.37%	01.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	54	49	5	4	0	25	2	17	2	1	0	0	0	1	0	0	0
GRADE=7 Onboard - Promotions to 8																		
ONBOARD	#	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%
PROMOTED	#	85	80	5	5	0	49	2	24	3	1	0	1	0	0	0	0	0
	%	100.01%	94.13%	05.88%	05.88%	00.00%	57.65%	02.35%	28.24%	03.53%	01.18%	00.00%	01.18%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	85	80	5	9	1	39	2	28	3	2	0	0	0	2	0	0	0
GRADE=8 Onboard - Promotions to 9																		
ONBOARD	#	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%
PROMOTED	#	39	39	0	2	0	26	0	6	0	1	0	0	0	4	0	0	0
	%	100.00%	100.00%	00.00%	05.13%	00.00%	66.67%	00.00%	15.38%	00.00%	02.56%	00.00%	00.00%	00.00%	10.26%	00.00%	00.00%	00.00%
EXPECTED	#	39	37	2	3	0	22	1	10	1	1	0	0	0	0	0	0	0
GRADE=9 Onboard - Promotions to 10																		
ONBOARD	#	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%

PROMOTED	#	72	72	0	4	0	53	0	14	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	05.56%	00.00%	73.61%	00.00%	19.44%	00.00%	01.39%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	72	70	2	7	0	47	1	13	0	1	0	0	0	0	0	0	0
GRADE=10 Onboard - Promotions to 11																		
ONBOARD	#	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%
PROMOTED	#	56	56	0	4	0	47	0	5	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	07.14%	00.00%	83.93%	00.00%	08.93%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	56	55	1	4	0	41	0	7	0	2	0	0	0	1	0	0	0
GRADE=11 Onboard - Promotions to 12																		
ONBOARD	#	937	928	9	57	1	691	7	134	1	25	0	4	0	13	0	4	0
	%	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%
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																		
ONBOARD	#	23,991	20,062	3,929	1,523	242	9,732	1,520	8,012	1,982	416	103	43	5	236	61	100	16
	%	100.01%	83.63%	16.38%	06.35%	01.01%	40.57%	06.34%	33.40%	08.26%	01.73%	00.43%	00.18%	00.02%	00.98%	00.25%	00.42%	00.07%
PROMOTED	#	2,116	1,770	346	112	22	912	141	687	171	32	5	4	2	15	1	8	4
	%	100.00%	83.65%	16.35%	05.29%	01.04%	43.10%	06.66%	32.47%	08.08%	01.51%	00.24%	00.19%	00.09%	00.71%	00.05%	00.38%	00.19%
EXPECTED	#	2,116	1,770	347	134	21	858	134	707	175	37	9	4	0	21	5	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 % multiplied by Total Promotions.

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

Table B9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Disability FY 2011

Occupations: Includes all WG1 occupations.

VA-wide		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GRADE=1 Onboard - Promotions to 2															
ONBOARD	#	916	688	46	182	46	1	1	1	2	2	3	12	23	1
	%	100.00%	75.11%	05.02%	19.87%	05.02%	00.11%	00.11%	00.11%	00.22%	00.22%	00.33%	01.31%	02.51%	00.11%
PROMOTED	#	735	553	41	141	27	1	1	2	1	1	1	0	20	0
	%	100.00%	75.24%	05.58%	19.18%	03.67%	00.14%	00.14%	00.27%	00.14%	00.14%	00.14%	00.00%	02.72%	00.00%
EXPECTED	#	735	552	37	146	37	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	9,898	7,634	383	1,881	519	63	35	4	15	5	40	113	237	7
	%	100.00%	77.13%	03.87%	19.00%	05.24%	00.64%	00.35%	00.04%	00.15%	00.05%	00.40%	01.14%	02.39%	00.07%
PROMOTED	#	495	399	14	82	7	1	0	0	0	0	0	0	6	0
	%	100.00%	80.61%	02.83%	16.57%	01.41%	00.20%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.21%	00.00%
EXPECTED	#	495	382	19	94	26	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	2,936	2,411	86	439	119	13	12	0	4	3	4	24	58	1
	%	100.00%	82.12%	02.93%	14.95%	04.05%	00.44%	00.41%	00.00%	00.14%	00.10%	00.14%	00.82%	01.98%	00.03%
PROMOTED	#	222	185	6	31	6	0	2	0	0	0	0	0	4	0
	%	100.00%	83.33%	02.70%	13.96%	02.70%	00.00%	00.90%	00.00%	00.00%	00.00%	00.00%	00.00%	01.80%	00.00%
EXPECTED	#	222	182	7	33	9	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	1,258	1,081	26	151	37	10	3	1	3	1	4	7	8	0
	%	100.00%	85.93%	02.07%	12.00%	02.94%	00.79%	00.24%	00.08%	00.24%	00.08%	00.32%	00.56%	00.64%	00.00%
PROMOTED	#	124	96	7	21	5	0	0	0	0	0	0	0	4	1
	%	100.00%	77.42%	05.65%	16.94%	04.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.23%	00.81%
EXPECTED	#	124	107	3	15	4	--	--	--	--	--	--	--	--	--

GRADE=5 Onboard - Promotions to 6															
ONBOARD	#	1,178	956	44	178	30	2	2	1	1	0	4	2	17	1
	%	100.00%	81.15%	03.74%	15.11%	02.55%	00.17%	00.17%	00.08%	00.08%	00.00%	00.34%	00.17%	01.44%	00.08%
PROMOTED	#	234	199	8	27	4	0	0	0	0	0	0	0	4	0
	%	100.00%	85.04%	03.42%	11.54%	01.71%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.71%	00.00%
EXPECTED	#	234	190	9	35	6	--	--	--	--	--	--	--	--	--
GRADE=6 Onboard - Promotions to 7															
ONBOARD	#	1,450	1,212	52	186	20	1	4	0	0	0	2	1	12	0
	%	100.00%	83.59%	03.59%	12.83%	01.38%	00.07%	00.28%	00.00%	00.00%	00.00%	00.14%	00.07%	00.83%	00.00%
PROMOTED	#	54	40	7	7	2	0	1	0	0	0	0	0	1	0
	%	100.00%	74.07%	12.96%	12.96%	03.70%	00.00%	01.85%	00.00%	00.00%	00.00%	00.00%	00.00%	01.85%	00.00%
EXPECTED	#	54	45	2	7	1	--	--	--	--	--	--	--	--	--
GRADE=7 Onboard - Promotions to 8															
ONBOARD	#	742	613	38	91	13	2	0	0	0	0	1	2	8	0
	%	100.00%	82.61%	05.12%	12.26%	01.75%	00.27%	00.00%	00.00%	00.00%	00.00%	00.13%	00.27%	01.08%	00.00%
PROMOTED	#	85	70	6	9	1	0	0	0	0	0	0	0	1	0
	%	100.00%	82.35%	07.06%	10.59%	01.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.18%	00.00%
EXPECTED	#	85	70	4	10	1	--	--	--	--	--	--	--	--	--
GRADE=8 Onboard - Promotions to 9															
ONBOARD	#	767	652	24	91	16	2	1	0	0	0	1	0	12	0
	%	100.00%	85.01%	03.13%	11.86%	02.09%	00.26%	00.13%	00.00%	00.00%	00.00%	00.13%	00.00%	01.56%	00.00%
PROMOTED	#	39	31	2	6	0	0	0	0	0	0	0	0	0	0
	%	100.00%	79.49%	05.13%	15.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	39	33	1	5	1	--	--	--	--	--	--	--	--	--
GRADE=9 Onboard - Promotions to 10															
ONBOARD	#	1,197	1,003	36	158	18	4	0	0	1	1	3	1	8	0
	%	100.00%	83.79%	03.01%	13.20%	01.50%	00.33%	00.00%	00.00%	00.08%	00.08%	00.25%	00.08%	00.67%	00.00%
PROMOTED	#	72	50	5	17	1	0	0	0	0	0	0	0	1	0
	%	100.00%	69.44%	06.94%	23.61%	01.39%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.39%	00.00%
EXPECTED	#	72	60	2	10	1	--	--	--	--	--	--	--	--	--

GRADE=10 Onboard - Promotions to 11															
ONBOARD	#	2,712	2,348	69	295	26	1	5	1	2	1	1	0	15	0
	%	100.00%	86.58%	02.54%	10.88%	00.96%	00.04%	00.18%	00.04%	00.07%	00.04%	00.04%	00.00%	00.55%	00.00%
PROMOTED	#	56	44	1	11	1	0	0	0	0	0	0	0	1	0
	%	100.00%	78.57%	01.79%	19.64%	01.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.79%	00.00%
EXPECTED	#	56	48	1	6	1	--	--	--	--	--	--	--	--	--
GRADE=11 Onboard - Promotions to 12															
ONBOARD	#	937	796	26	115	10	0	1	1	1	0	0	1	5	1
	%	100.00%	84.95%	02.77%	12.27%	01.07%	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	#	23,991	19,394	830	3,767	854	99	64	9	29	13	63	163	403	11
	%	100.00%	80.84%	03.46%	15.70%	03.56%	00.41%	00.27%	00.04%	00.12%	00.05%	00.26%	00.68%	01.68%	00.05%
PROMOTED	#	2,116	1,667	97	352	54	2	4	2	1	1	1	0	42	1
	%	100.00%	78.78%	04.58%	16.64%	02.55%	00.09%	00.19%	00.09%	00.05%	00.05%	00.05%	00.00%	01.98%	00.05%
EXPECTED	#	2,116	1,711	73	332	75	--	--	--	--	--	--	--	--	--

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 C9: EMPLOYEE PROMOTIONS - Title 5 WG1 Grade 2-12 Permanent Workforce - by Veterans Preference FY 2011

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	#	916	205	443	24	66	9	97	72
	%	100.00%	22.38%	48.36%	02.62%	07.21%	00.98%	10.59%	07.86%
PROMOTED	#	735	137	370	22	62	4	81	59
	%	100.00%	18.64%	50.34%	02.99%	08.44%	00.54%	11.02%	08.03%
EXPECTED	#	735	164	355	19	53	7	78	58
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	9,898	2,941	4,770	181	526	67	751	662
	%	100.00%	29.71%	48.19%	01.83%	05.31%	00.68%	07.59%	06.69%
PROMOTED	#	495	132	224	10	30	7	48	44
	%	100.00%	26.67%	45.25%	02.02%	06.06%	01.41%	09.70%	08.89%
EXPECTED	#	495	147	239	9	26	3	38	33
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	2,936	1,091	1,295	47	123	12	177	191
	%	100.00%	37.16%	44.11%	01.60%	04.19%	00.41%	06.03%	06.51%
PROMOTED	#	222	114	54	2	7	0	15	30
	%	100.00%	51.35%	24.32%	00.90%	03.15%	00.00%	06.76%	13.51%
EXPECTED	#	222	82	98	4	9	1	13	14
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	1,258	663	372	14	39	14	64	92
	%	100.00%	52.70%	29.57%	01.11%	03.10%	01.11%	05.09%	07.31%
PROMOTED	#	124	20	70	2	12	0	10	10
	%	100.00%	16.13%	56.45%	01.61%	09.68%	00.00%	08.06%	08.06%
EXPECTED	#	124	65	37	1	4	1	6	9
GRADE=5 Onboard - Promotions to 6									

ONBOARD	#	1,178	274	597	25	80	5	117	80
	%	100.00%	23.26%	50.68%	02.12%	06.79%	00.42%	09.93%	06.79%
PROMOTED	#	234	60	112	3	22	0	25	12
	%	100.00%	25.64%	47.86%	01.28%	09.40%	00.00%	10.68%	05.13%
EXPECTED	#	234	54	119	5	16	1	23	16
GRADE=6 Onboard - Promotions to 7									
ONBOARD	#	1,450	343	678	32	90	6	155	146
	%	100.00%	23.66%	46.76%	02.21%	06.21%	00.41%	10.69%	10.07%
PROMOTED	#	54	9	24	1	3	2	8	7
	%	100.00%	16.67%	44.44%	01.85%	05.56%	03.70%	14.81%	12.96%
EXPECTED	#	54	13	25	1	3	0	6	5
GRADE=7 Onboard - Promotions to 8									
ONBOARD	#	742	135	380	19	52	2	88	66
	%	100.00%	18.19%	51.21%	02.56%	07.01%	00.27%	11.86%	08.89%
PROMOTED	#	85	18	40	1	6	1	10	9
	%	100.00%	21.18%	47.06%	01.18%	07.06%	01.18%	11.76%	10.59%
EXPECTED	#	85	15	44	2	6	0	10	8
GRADE=8 Onboard - Promotions to 9									
ONBOARD	#	767	173	378	19	49	3	71	74
	%	100.00%	22.56%	49.28%	02.48%	06.39%	00.39%	09.26%	09.65%
PROMOTED	#	39	6	16	2	2	0	6	7
	%	100.00%	15.38%	41.03%	05.13%	05.13%	00.00%	15.38%	17.95%
EXPECTED	#	39	9	19	1	2	0	4	4
GRADE=9 Onboard - Promotions to 10									
ONBOARD	#	1,197	300	592	26	65	4	108	102
	%	100.00%	25.06%	49.46%	02.17%	05.43%	00.33%	09.02%	08.52%
PROMOTED	#	72	9	23	4	8	1	15	12
	%	100.00%	12.50%	31.94%	05.56%	11.11%	01.39%	20.83%	16.67%
EXPECTED	#	72	18	36	2	4	0	6	6

GRADE=10 Onboard - Promotions to 11									
ONBOARD	#	2,712	704	1,335	71	186	7	197	212
	%	100.00%	25.96%	49.23%	02.62%	06.86%	00.26%	07.26%	07.82%
PROMOTED	#	56	8	29	2	4	0	5	8
	%	100.00%	14.29%	51.79%	03.57%	07.14%	00.00%	08.93%	14.29%
EXPECTED	#	56	15	28	1	4	0	4	4
GRADE=11 Onboard - Promotions to 12									
ONBOARD	#	937	206	461	22	71	3	81	93
	%	100.00%	21.99%	49.20%	02.35%	07.58%	00.32%	08.64%	09.93%
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	#	23,991	7,035	11,301	480	1,347	132	1,906	1,790
	%	100.00%	29.32%	47.11%	02.00%	05.61%	00.55%	07.94%	07.46%
PROMOTED	#	2,116	513	962	49	156	15	223	198
	%	100.00%	24.24%	45.46%	02.32%	07.37%	00.71%	10.54%	09.36%
EXPECTED	#	2,116	620	997	42	119	12	168	158

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 2011

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
GRADE=1 Onboard - Promotions to 2																		
ONBOARD	#	11,488	2,197	9,291	193	552	1,472	5,930	266	1,831	204	769	8	21	32	120	22	68
	%	100.00%	19.13%	80.87%	01.68%	04.81%	12.81%	51.62%	02.32%	15.94%	01.78%	06.69%	00.07%	00.18%	00.28%	01.04%	00.19%	00.59%
PROMOTED	#	2,129	387	1,742	33	106	285	1,181	32	312	27	113	3	0	2	15	5	15
	%	99.98%	18.17%	81.81%	01.55%	04.98%	13.39%	55.47%	01.50%	14.65%	01.27%	05.31%	00.14%	00.00%	00.09%	00.70%	00.23%	00.70%
EXPECTED	#	2,129	407	1,722	36	102	273	1,099	49	339	38	142	1	4	6	22	4	13
GRADE=2 Onboard - Promotions to 3																		
ONBOARD	#	26,710	4,402	22,308	414	1,316	3,057	13,676	423	3,846	433	3,138	4	31	56	227	15	74
	%	100.01%	16.48%	83.53%	01.55%	04.93%	11.45%	51.20%	01.58%	14.40%	01.62%	11.75%	00.01%	00.12%	00.21%	00.85%	00.06%	00.28%
PROMOTED	#	879	122	757	18	35	90	540	10	130	3	38	0	1	1	10	0	3
	%	99.99%	13.88%	86.11%	02.05%	03.98%	10.24%	61.43%	01.14%	14.79%	00.34%	04.32%	00.00%	00.11%	00.11%	01.14%	00.00%	00.34%
EXPECTED	#	879	145	734	14	43	101	450	14	127	14	103	0	1	2	7	1	2
GRADE=3 Onboard - Promotions to 4																		
ONBOARD	#	12,369	1,439	10,930	114	451	1,144	8,232	102	1,542	62	585	1	11	13	78	3	31
	%	100.00%	11.63%	88.37%	00.92%	03.65%	09.25%	66.55%	00.82%	12.47%	00.50%	04.73%	00.01%	00.09%	00.11%	00.63%	00.02%	00.25%
PROMOTED	#	103	8	95	0	6	7	74	1	11	0	4	0	0	0	0	0	0
	%	100.00%	07.77%	92.23%	00.00%	05.83%	06.80%	71.84%	00.97%	10.68%	00.00%	03.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	103	12	91	1	4	10	69	1	13	1	5	0	0	0	1	0	0
GRADE=4 Onboard - Promotions to 5																		
ONBOARD	#	793	63	730	0	20	58	555	2	123	3	26	0	0	0	3	0	3
	%	100.00%	07.94%	92.06%	00.00%	02.52%	07.31%	69.99%	00.25%	15.51%	00.38%	03.28%	00.00%	00.00%	00.00%	00.38%	00.00%	00.38%
PROMOTED	#	31	0	31	0	0	0	28	0	3	0	0	0	0	0	0	0	0

141

WORKFORCE DATA TABLES

	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	90.32%	00.00%	09.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	31	2	29	0	1	2	22	0	5	0	1	0	0	0	0	0	0
TOTAL Grade 1-4 Onboard - Promotions to 2-5																		
ONBOARD	#	51,360	8,101	43,259	721	2,339	5,731	28,393	793	7,342	702	4,518	13	63	101	428	40	176
	%	100.00%	15.78%	84.22%	01.40%	04.55%	11.16%	55.28%	01.54%	14.30%	01.37%	08.80%	00.03%	00.12%	00.20%	00.83%	00.08%	00.34%
PROMOTED	#	3,142	517	2,625	51	147	382	1,823	43	456	30	155	3	1	3	25	5	18
	%	100.00%	16.46%	83.54%	01.62%	04.68%	12.16%	58.02%	01.37%	14.51%	00.95%	04.93%	00.10%	00.03%	00.10%	00.80%	00.16%	00.57%
EXPECTED	#	3,142	496	2,646	44	143	351	1,737	48	449	43	276	1	4	6	26	3	11

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 % multiplied by Total Promotions.

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

Table B9: EMPLOYEE PROMOTIONS - Title 38 Nurse Grade 2-5 Permanent Workforce - by Disability FY 2011

Occupations: 0610

VA-wide		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GRADE=1 Onboard - Promotions to 2															
ONBOARD	#	11,488	10,606	214	668	70	1	6	2	2	1	10	0	46	2
	%	100.00%	92.32%	01.86%	05.81%	00.61%	00.01%	00.05%	00.02%	00.02%	00.01%	00.09%	00.00%	00.40%	00.02%
PROMOTED	#	2,129	1,985	28	116	12	1	1	0	0	1	0	0	9	0
	%	100.00%	93.24%	01.32%	05.45%	00.56%	00.05%	00.05%	00.00%	00.00%	00.05%	00.00%	00.00%	00.42%	00.00%
EXPECTED	#	2,129	1,965	40	124	13	--	--	--	--	--	--	--	--	--
GRADE=2 Onboard - Promotions to 3															
ONBOARD	#	26,710	24,806	403	1,501	146	2	16	5	4	1	27	3	80	8
	%	100.00%	92.87%	01.51%	05.62%	00.55%	00.01%	00.06%	00.02%	00.01%	00.00%	00.10%	00.01%	00.30%	00.03%
PROMOTED	#	879	825	11	43	3	0	1	0	0	0	1	0	1	0
	%	100.00%	93.86%	01.25%	04.89%	00.34%	00.00%	00.11%	00.00%	00.00%	00.00%	00.11%	00.00%	00.11%	00.00%
EXPECTED	#	879	816	13	49	5	--	--	--	--	--	--	--	--	--
GRADE=3 Onboard - Promotions to 4															
ONBOARD	#	12,369	11,413	212	744	63	1	6	0	4	0	11	0	37	4
	%	100.00%	92.27%	01.71%	06.02%	00.51%	00.01%	00.05%	00.00%	00.03%	00.00%	00.09%	00.00%	00.30%	00.03%
PROMOTED	#	103	96	5	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.20%	04.85%	01.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	103	95	2	6	1	--	--	--	--	--	--	--	--	--
GRADE=4 Onboard - Promotions to 5															
ONBOARD	#	793	730	23	40	6	1	0	1	0	0	2	0	1	1
	%	100.00%	92.06%	02.90%	05.04%	00.76%	00.13%	00.00%	00.13%	00.00%	00.00%	00.25%	00.00%	00.13%	00.13%
PROMOTED	#	31	29	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.55%	00.00%	06.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EXPECTED	#	31	29	1	2	0	--	--	--	--	--	--	--	--	--

143

WORKFORCE DATA TABLES

TOTAL Grade 1-4 Onboard - Promotions to 2-5															
ONBOARD	#	51,360	47,555	852	2,953	285	5	28	8	10	2	50	3	164	15
	%	100.00%	92.59%	01.66%	05.75%	00.55%	00.01%	00.05%	00.02%	00.02%	00.00%	00.10%	00.01%	00.32%	00.03%
PROMOTED	#	3,142	2,935	44	163	15	1	2	0	0	1	1	0	10	0
	%	100.00%	93.41%	01.40%	05.19%	00.48%	00.03%	00.06%	00.00%	00.00%	00.03%	00.03%	00.00%	00.32%	00.00%
EXPECTED	#	3,142	2,909	52	181	17	--	--	--	--	--	--	--	--	--

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 % 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 2011

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	#	11,488	10,174	721	17	34	15	70	457
	%	100.00%	88.56%	06.28%	00.15%	00.30%	00.13%	00.61%	03.98%
PROMOTED	#	2,129	1,857	118	2	2	2	7	141
	%	100.00%	87.22%	05.54%	00.09%	00.09%	00.09%	00.33%	06.62%
EXPECTED	#	2,129	1,885	134	3	6	3	13	85
GRADE=2 Onboard - Promotions to 3									
ONBOARD	#	26,710	22,902	1,898	30	94	43	179	1,564
	%	100.00%	85.74%	07.11%	00.11%	00.35%	00.16%	00.67%	05.86%
PROMOTED	#	879	738	61	1	1	3	13	62
	%	100.00%	83.96%	06.94%	00.11%	00.11%	00.34%	01.48%	07.05%
EXPECTED	#	879	754	62	1	3	1	6	52
GRADE=3 Onboard - Promotions to 4									
ONBOARD	#	12,369	10,471	882	23	38	21	106	828
	%	100.00%	84.66%	07.13%	00.19%	00.31%	00.17%	00.86%	06.69%
PROMOTED	#	103	84	11	0	0	1	3	4
	%	100.00%	81.55%	10.68%	00.00%	00.00%	00.97%	02.91%	03.88%
EXPECTED	#	103	87	7	0	0	0	1	7
GRADE=4 Onboard - Promotions to 5									
ONBOARD	#	793	662	60	0	2	0	10	59
	%	100.00%	83.48%	07.57%	00.00%	00.25%	00.00%	01.26%	07.44%
PROMOTED	#	31	30	0	0	0	0	0	1
	%	100.00%	96.77%	00.00%	00.00%	00.00%	00.00%	00.00%	03.23%
EXPECTED	#	31	26	2	0	0	0	0	2
TOTAL Grade 1-4 Onboard - Promotions to 2-5									

145

WORKFORCE DATA TABLES

ONBOARD	#	51,360	44,209	3,561	70	168	79	365	2,908
	%	100.00%	86.08%	06.93%	00.14%	00.33%	00.15%	00.71%	05.66%
PROMOTED	#	3,142	2,709	190	3	3	6	23	208
	%	100.00%	86.22%	06.05%	00.10%	00.10%	00.19%	00.73%	06.62%
EXPECTED	#	3,142	2,705	218	4	10	5	22	178

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 % 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 2011

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: GS 13/14																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2,866	1,284	1,582	59	66	982	1,137	167	286	55	61	0	1	11	21	10	10
	%	99.99%	44.80%	55.19%	02.06%	02.30%	34.26%	39.67%	05.83%	09.98%	01.92%	02.13%	00.00%	00.03%	00.38%	00.73%	00.35%	00.35%
Relevant Pool		37,834	16,669	21,165	934	1,061	12,735	14,952	1,899	3,531	785	1,174	19	23	166	195	131	229
GRADE: GS 15																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	273	154	119	3	6	130	89	10	23	9	1	1	0	1	0	0	0
	%	100.01%	56.42%	43.59%	01.10%	02.20%	47.62%	32.60%	03.66%	08.42%	03.30%	00.37%	00.37%	00.00%	00.37%	00.00%	00.00%	00.00%
Relevant Pool		5,078	2,713	2,365	102	91	2,177	1,695	284	451	116	98	0	1	14	21	20	8
GRADE: SES																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	48	28	20	1	0	24	15	2	4	0	0	0	0	0	0	1	1
	%	99.99%	58.33%	41.66%	02.08%	00.00%	50.00%	31.25%	04.17%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.08%	02.08%

Relevant Pool	20,913	13,745	7,168	753	438	9,859	4,306	565	507	2,329	1,756	21	10	142	117	76	34
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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 NOA codes and Pay Plans included in this report.

*** This data is not available.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability FY 2011

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
GRADE: GS 13/14															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2,866	2,541	71	254	26	1	4	6	2	2	2	0	9	0
	%	100.00%	88.66%	02.48%	08.86%	00.91%	00.03%	00.14%	00.21%	00.07%	00.07%	00.07%	00.00%	00.31%	00.00%
Relevant Pool		37,834	33,139	846	3,849	464	22	76	44	80	25	56	0	148	13
GRADE: GS 15															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	273	249	6	18	3	0	0	1	0	0	2	0	0	0
	%	100.00%	91.21%	02.20%	06.59%	01.10%	00.00%	00.00%	00.37%	00.00%	00.00%	00.73%	00.00%	00.00%	00.00%
Relevant Pool		5,078	4,510	128	440	33	0	6	6	5	3	4	0	7	2
GRADE: SES															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	48	42	0	6	1	0	0	0	1	0	0	0	0	0
	%	100.00%	87.50%	00.00%	12.50%	02.08%	00.00%	00.00%	00.00%	02.08%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		20,913	19,543	396	974	112	0	4	12	25	10	15	0	43	3

149

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 2011

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	
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	18,096	7,284	10,812	401	477	5,237	7,774	1,273	1,952	194	369	17	15	93	134	69	91
	%	99.99%	40.24%	59.75%	02.22%	02.64%	28.94%	42.96%	07.03%	10.79%	01.07%	02.04%	00.09%	00.08%	00.51%	00.74%	00.38%	00.50%
Total Hours		106,870	44,846	62,024	2,590	2,891	31,804	44,216	8,057	11,477	1,304	2,162	96	76	552	708	443	494
Average Hours		5.91	6.16	5.74	6.46	6.06	6.07	5.69	6.33	5.88	6.72	5.86	5.65	5.07	5.94	5.28	6.42	5.43
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	1,795	683	1,112	73	107	494	787	87	153	19	45	0	1	3	11	7	8
	%	100.01%	38.06%	61.95%	04.07%	05.96%	27.52%	43.84%	04.85%	08.52%	01.06%	02.51%	00.00%	00.06%	00.17%	00.61%	00.39%	00.45%
Total Hours		34,638	13,045	21,593	1,107	1,641	9,624	15,573	1,692	3,081	354	954	0	16	72	208	196	120
Average Hours		19.30	19.10	19.42	15.16	15.34	19.48	19.79	19.45	20.14	18.63	21.20	0.00	16.00	24.00	18.91	28.00	15.00
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	107,661	43,720	63,941	3,421	3,876	24,677	36,783	12,746	18,415	1,931	3,375	96	152	510	814	339	526
	%	99.99%	40.60%	59.39%	03.18%	03.60%	22.92%	34.17%	11.84%	17.10%	01.79%	03.13%	00.09%	00.14%	00.47%	00.76%	00.31%	00.49%
Total Amount		30,614,338	12,504,130	18,110,208	1,046,809	1,146,038	7,024,379	10,370,478	3,587,754	5,148,619	572,254	1,010,001	28,650	44,673	146,248	232,378	98,036	158,021
Average Amount		284.36	286.00	283.23	306.00	295.68	284.65	281.94	281.48	279.59	296.35	299.26	298.44	293.90	286.76	285.48	289.19	300.42
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	152,036	59,473	92,563	3,871	4,910	39,394	59,654	12,071	21,740	3,109	4,610	88	126	569	944	371	579
	%	99.99%	39.11%	60.88%	02.55%	03.23%	25.91%	39.24%	07.94%	14.30%	02.04%	03.03%	00.06%	00.08%	00.37%	00.62%	00.24%	00.38%
Total Amount		230,766,868	94,162,693	136,604,175	5,398,671	6,862,238	66,483,414	91,757,598	15,675,295	29,100,111	5,152,653	6,648,504	116,264	165,276	805,558	1,298,352	530,838	772,096

151

WORKFORCE DATA TABLES

Average Amount		1,517.84	1,583.28	1,475.80	1,394.65	1,397.60	1,687.65	1,538.16	1,298.59	1,338.55	1,657.33	1,442.19	1,321.18	1,311.71	1,415.74	1,375.37	1,430.83	1,333.50	
Quality Step Increases (QSIs)																			
Total QSIs Awarded	#	1,352	527	825	33	69	370	553	71	145	39	41	2	2	9	10	3	5	
	%	99.99%	38.98%	61.01%	02.44%	05.10%	27.37%	40.90%	05.25%	10.72%	02.88%	03.03%	00.15%	00.15%	00.67%	00.74%	00.22%	00.37%	
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	

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

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

*** This data is not available.

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Disability FY 2011

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32- 38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Time-off Awards - 1-9 hours															
Total Time-off Awards - 1-9 hours	#	18,096	15,671	503	1,922	260	23	23	7	21	4	35	10	131	6
	%	100.00%	86.60%	02.78%	10.62%	01.44%	00.13%	00.13%	00.04%	00.12%	00.02%	00.19%	00.06%	00.72%	00.03%
Total Hours		106,870	92,637	3,028	11,205	1,562	140	146	48	114	24	194	76	788	32
Average Hours		5.91	5.91	6.02	5.83	6.01	6.09	6.35	6.86	5.43	6.00	5.54	7.60	6.02	5.33
Time-off Awards - 9+ hours															
Total Time-off Awards over 9 hours	#	1,795	1,551	50	194	25	2	4	0	4	0	4	0	10	1
	%	100.00%	86.41%	02.79%	10.81%	01.39%	00.11%	00.22%	00.00%	00.22%	00.00%	00.22%	00.00%	00.56%	00.06%
Total Hours		34,638	30,131	979	3,528	459	32	64	0	64	0	64	0	208	27
Average Hours		19.30	19.43	19.58	18.19	18.36	16.00	16.00	0.00	16.00	0.00	16.00	0.00	20.80	27.00
Cash Awards - \$100 - \$500															
Total Cash Awards \$500 and under	#	107,661	92,090	2,735	12,836	1,953	185	214	70	169	47	232	121	860	55
	%	100.00%	85.54%	02.54%	11.92%	01.81%	00.17%	00.20%	00.07%	00.16%	00.04%	00.22%	00.11%	00.80%	00.05%
Total Amount		30,614,338	26,269,113	775,945	3,569,280	553,439	48,994	64,350	19,878	48,644	14,098	67,328	33,122	241,430	15,595
Average Amount		284.36	285.25	283.71	278.07	283.38	264.83	300.70	283.97	287.83	299.96	290.21	273.74	280.73	283.55
Cash Awards - \$501+															
Total Cash Awards \$501 and over	#	152,036	134,273	3,264	14,499	1,970	148	234	108	212	83	240	72	823	50
	%	100.00%	88.32%	02.15%	09.54%	01.30%	00.10%	00.15%	00.07%	00.14%	00.05%	00.16%	00.05%	00.54%	00.03%
Total Amount		230,766,868	205,582,885	4,804,248	20,379,735	2,583,913	162,901	332,359	174,554	302,039	127,216	348,587	63,902	997,116	75,239
Average Amount		1,517.84	1,531.08	1,471.89	1,405.60	1,311.63	1,100.68	1,420.34	1,616.24	1,424.71	1,532.72	1,452.45	887.53	1,211.56	1,504.78
Quality Step Increases (QSIs)															
Total QSIs Awarded	#	1,352	1,174	26	152	13	1	2	3	0	0	1	0	6	0
	%	100.00%	86.83%	01.92%	11.24%	00.96%	00.07%	00.15%	00.22%	00.00%	00.00%	00.07%	00.00%	00.44%	00.00%

153

WORKFORCE DATA TABLES

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 2011

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
Voluntary	#	19,817	8,816	11,001	620	577	5,791	7,267	1,771	2,291	439	604	19	26	110	130	66	106
	%	100.01%	44.50%	55.51%	03.13%	02.91%	29.22%	36.67%	08.94%	11.56%	02.22%	03.05%	00.10%	00.13%	00.56%	00.66%	00.33%	00.53%
Involuntary	#	2,234	1,196	1,038	86	49	558	592	479	330	25	28	2	3	24	18	22	18
	%	99.99%	53.53%	46.46%	03.85%	02.19%	24.98%	26.50%	21.44%	14.77%	01.12%	01.25%	00.09%	00.13%	01.07%	00.81%	00.98%	00.81%
Total Separations	#	22,051	10,012	12,039	706	626	6,349	7,859	2,250	2,621	464	632	21	29	134	148	88	124
	%	100.00%	45.40%	54.60%	03.20%	02.84%	28.79%	35.64%	10.20%	11.89%	02.10%	02.87%	00.10%	00.13%	00.61%	00.67%	00.40%	00.56%
Total Work Force	#	294,733	119,231	175,502	9,384	10,688	73,449	105,769	26,727	43,451	7,003	11,676	262	342	1,344	1,993	1,062	1,583
	%	100.02%	40.46%	59.56%	03.18%	03.63%	24.92%	35.89%	09.07%	14.74%	02.38%	03.96%	00.09%	00.12%	00.46%	00.68%	00.36%	00.54%

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

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

Table B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Disability FY 2011

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	
Voluntary	#	19,817	16,605	631	2,581	438	23	45	27	27	11	48	13	239	5
	%	100.00%	83.79%	03.18%	13.02%	02.21%	00.12%	00.23%	00.14%	00.14%	00.06%	00.24%	00.07%	01.21%	00.03%
Involuntary	#	2,234	1,701	117	416	76	0	6	1	6	3	4	2	53	1
	%	100.00%	76.14%	05.24%	18.62%	03.40%	00.00%	00.27%	00.04%	00.27%	00.13%	00.18%	00.09%	02.37%	00.04%
Total Separations	#	22,051	18,306	748	2,997	514	23	51	28	33	14	52	15	292	6
	%	100.00%	83.02%	03.39%	13.59%	02.33%	00.10%	00.23%	00.13%	00.15%	00.06%	00.24%	00.07%	01.32%	00.03%
Total Work Force	#	294,733	254,978	7,185	32,570	4,863	342	500	203	486	154	522	266	2,277	113
	%	100.00%	86.51%	02.44%	11.05%	01.65%	00.12%	00.17%	00.07%	00.16%	00.05%	00.18%	00.09%	00.77%	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.



THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON

June 13, 2011

TO ALL EMPLOYEES

SUBJECT: The Secretary's EEO, Diversity, and No FEAR Policy Statement

As Secretary of the Department of Veterans Affairs (VA), I convey my strong commitment to equal employment opportunity (EEO), diversity and inclusion, and workplace conflict resolution to maintain a high performing organization in the 21st century.

To deliver the highest quality services that our Veterans deserve, we must ensure an environment that eliminates barriers to full participation, encourages diverse perspectives, and actively supports constructive conflict resolution. It is critical that we harvest our collective knowledge and talent to focus on the needs and expectations of Veterans and their families. Each and every one of us bears the responsibility to ensure that discrimination is not tolerated and that diversity is valued. VA empowers every individual to contribute to his or her fullest potential.

Supervisors and managers bear a special responsibility in promoting the complementary principles of equity, diversity, and inclusion in the workplace. The attached EEO, Diversity, and No FEAR Policy Statement provides a summary of VA's workplace policies. Review the Policy Statement with your staff, and encourage discussion of these expectations. Your leadership and participation are crucial at this time.

A handwritten signature in black ink, reading "Eric K. Shinseki".

Eric K. Shinseki

Attachment

Summary of VA's EEO, Diversity, and No FEAR Policies

The Department of Veterans Affairs (VA) is committed to ensuring equal employment opportunity (EEO), promoting diversity and inclusion, and resolving workplace conflict constructively to maintain a high performing workforce in service to our Nation's Veterans. To that end, the Department will vigorously enforce all applicable Federal EEO laws, regulations, Executive Orders, and Management Directives to ensure equal opportunity in the workplace for all VA employees. This document summarizes VA's EEO and diversity-related policies. For additional information, please consult the references listed at the end of this memorandum.

EEO and Prohibited Discrimination

VA will not tolerate discrimination or harassment on the basis of race, color, religion, national origin, sex, pregnancy, gender identity, parental status, sexual orientation, age, disability, genetic information, or retaliation for opposing discriminatory practices or participating in the discrimination complaint process. This applies to all terms and conditions of employment, including recruitment, hiring, promotions, transfers, reassignments, training, career development, benefits, and separation. In addition, VA will provide reasonable accommodation to qualified individuals with disabilities and accommodations for religious practices in accordance with applicable laws and procedures.

VA's Office of Resolution Management (ORM) is responsible for administering an impartial and effective complaints-management process to address and resolve complaints of employment discrimination at the earliest possible stage. Employees may report allegations of discrimination to ORM at (888) 737-3361. The regulations governing the Federal EEO complaint process are found in 29 CFR Part 1614. Employees seeking redress under this process must contact an EEO Counselor in person, by phone, or in writing within 45 calendar days of the date of the alleged incident. Employees may also report allegations to their immediate local facility EEO program manager or a management official in their chain of command, or they may raise discrimination issues through the Negotiated or Administrative Grievance Process, as appropriate. While a discrimination allegation may be raised through these additional avenues, it does not constitute initiation of an EEO complaint with an EEO Counselor through the Federal sector EEO complaint process, and it does not extend the 45-day time limit to initiate an EEO complaint with ORM.

While sexual orientation, gender identity, and parental status are not listed as protected bases in Title VII of the Civil Rights Act, discrimination on these bases is strictly prohibited by VA. Complaints of discrimination filed on these bases will be processed according to the aforementioned Federal EEO complaint process up to and through the investigation stage of the EEO process. The VA Office of Employment Discrimination Complaint Adjudication will issue a Final Agency Decision on the merits

of the claim within 60 days of its receipt of the complaint file. Complaints filed solely on this basis will not proceed to the U.S. Equal Employment Opportunity Commission. Other avenues of redress available to raise a claim of discrimination based on sexual orientation, gender identity, or parental status include the Negotiated or Administrative Grievance Procedure. Both permit claims of discrimination, and if otherwise appealable, raising the matter with the Office of Special Counsel and/or the Merit Systems Protection Board if the claim of discrimination is coupled with adverse impact and/or prohibited personnel practices. While a discrimination allegation may be raised with these avenues, it does not constitute initiation of a complaint through this internal complaint process, and it does not extend the 45-day time limited to initiate such complaint with ORM.

Workplace Harassment

Harassment is a form of discrimination and will not be tolerated. Workplace harassment is defined as any unwelcome, hostile, or offensive conduct taken on the bases listed above under prohibited discrimination that interferes with an individual's performance or creates an intimidating, hostile, or offensive work environment. Harassment by or against VA employees, applicants, contract employees, clients, customers, and anyone doing business with VA is prohibited.

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of one's employment, or (2) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or (3) such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive work environment.

Both supervisors and employees bear responsibility in maintaining a work environment free from discrimination and harassment. Employees must not engage in harassing conduct and should immediately report such conduct to their supervisor, another management official, collective bargaining unit, Employee Relations Specialists, Labor Relations Specialists, or ORM, as appropriate. Harassment claims will be handled confidentially to the greatest extent possible. If an employee brings an issue of harassment to a supervisor's attention, the supervisor must promptly investigate the matter and take appropriate and effective corrective action, as necessary. Allegations of discrimination and harassment will be taken seriously and appropriate corrective action – up to and including termination – will be taken if allegations are substantiated. Supervisors are strongly encouraged to seek guidance from their local EEO Manager, ORM, Employee and Labor Relations staff, or the Office of the General Counsel when addressing issues of discrimination or harassment.

No FEAR/Whistleblower Protection

The Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR) of 2002 protects Federal employees from unlawful discrimination and reprisal for participation in protected EEO and whistle-blowing activity. The Whistleblower Protection Act prohibits retaliation against public employees or applicants for employment who report official wrongdoing, including gross waste, fraud, and abuse of authority. Retaliation against individuals for reporting violations of laws, opposition to discrimination, or participation in the discrimination-complaint process is unlawful and will not be tolerated. This includes complainants, witnesses, and others who provide information concerning such claims. The U.S. Office of Special Counsel is responsible for addressing complaints of whistleblower retaliation.

Alternative Dispute Resolution

Conflict in the workplace is inevitable. Left unmanaged, it can lead to organizational disruption, high attrition, low productivity, and poor employee morale. To maintain a respectful, productive, and harmonious work environment, it is the policy of VA to resolve workplace disputes at the earliest possible stage. VA offers Alternative Dispute Resolution (ADR) services such as mediation and facilitation to assist parties in constructively resolving conflicts. ADR involves a neutral third-party working with the employee, supervisor, or group to engage in constructive communication, identify issues and concerns, and develop collaborative solutions. I encourage all VA employees to consult with their Administration's ADR Coordinator or VA's Workplace ADR program for assistance in quickly and informally resolving workplace disputes.

Accommodations

VA is committed to providing reasonable accommodation to qualified individuals with disabilities in accordance with law, unless doing so poses an undue hardship as provided by the applicable law. For people with disabilities, a reasonable accommodation is any change in the work environment or in the manner work is accomplished that enables them to perform the essential functions of their jobs and enjoy equal benefits and privileges of employment. Individuals who believe they need such accommodation should request accommodation from immediate supervisors. The procedures for requesting and processing requests for reasonable accommodation are contained in VA Directive 5975.1. VA has also established a centralized reasonable accommodation fund to support requests for accommodation that may not be otherwise funded. For information on this, contact the Office of Diversity and Inclusion.

VA is also committed to providing religious accommodations to employees. Title VII of the Civil Rights Act of 1964 ("Title VII") prohibits employers from discriminating against individuals because of their religion in hiring, firing, and other terms and conditions of employment. Title VII also requires employers to reasonably

accommodate the religious practices of an employee or prospective employee, unless to do so would create an undue hardship upon the employer. Individuals who believe they need such accommodation should request accommodation from immediate supervisors.

Mandatory EEO, Diversity, and Conflict Management Training

The No FEAR Act of 2002 requires all employees to take No FEAR training within 90 days of their initial hire and every 2 years thereafter. VA also requires workplace harassment prevention training for all employees every 2 years. This training is available to all employees through the VA Talent Management System (TMS). Managers and supervisors are also required to take Mandatory EEO, Diversity, and Conflict Management Training for Managers and Supervisors every 2 years. This training is mandatory for all senior executives, managers, and supervisors and is available in face-to-face format and online through TMS.

Toward Diversity and Inclusion

To be a high performing organization in the 21st century, we must cultivate an inclusive work environment that reflects the diversity of our global community and leverages the diverse talents of our human resources. Diversity and inclusion in the workplace are more than legal imperatives; they are business imperatives in this millennium. We all share the responsibility to ensure we promote the fundamental principles of equity, diversity, and inclusion at VA.



Secretary of Veterans Affairs

6/13/2011

Date

Related Laws, Executive Orders, and Resources:

Title VII of the Civil Rights Act of 1964: <http://www.eeoc.gov/laws/statutes/titlevii.cfm>

Rehabilitation Act of 1973, as amended: <http://www.eeoc.gov/laws/statutes/rehab.cfm>

Age Discrimination in Employment Act of 1975, as amended:
<http://www.eeoc.gov/laws/statutes/age.cfm>

Equal Pay Act of 1963 as amended: <http://www.eeoc.gov/laws/statutes/epa.cfm>

Guidelines on Religious Exercise and Religious Expression in the Federal Workplace:
<http://clinton2.nara.gov/WH/New/html/19970819-3275.html>

Pregnancy Discrimination Act of 1978:
<http://www.eeoc.gov/laws/statutes/pregnancy.cfm>

Genetic Information Nondiscrimination Act:
<http://www.eeoc.gov/laws/statutes/gina.cfm>

Executive Order 13152, as amended by Executive Order 11478:
<http://archive.eeoc.gov/federal/eo11478/eo13152.html>

Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR Act) of 2002: <http://www.diversity.hr.va.gov/exec/hr169.htm>

H.R. 2981: Employment Non-Discrimination Act of 2009:
<http://www.govtrack.us/congress/bill.xpd?bill=h111-2981>

Filing Whistleblower Disclosures: www.osc.gov/osc.gov/wbdisc.htm

Executive Order 11478, as amended by Executive Order 13087:
<http://www.archives.gov/federal-register/codification/executive-order/11478.html>

EEO Discrimination Complaints Process, VA Directive 5977, February 7, 2007:
http://www1.va.gov/vapubs/viewPublication.asp?Pub_ID=343&FType=2.

All Employees Memorandum entitled Processing Equal Employment Opportunity Complaints Based on Sexual Orientation dated May 13, 2010, signed by Secretary Shinseki.

Mandatory EEO, Diversity, and Conflict Management Training for Senior Executives, Managers and Supervisors dated May 19, 2010, signed by Assistant Secretary for Human Resources and Administration.

Diversity Management and EEO, VA Directive 5975, March 6, 2007:
[http://www.diversity.hr.va.gov/docs/policies/Directive 5975.pdf](http://www.diversity.hr.va.gov/docs/policies/Directive%205975.pdf)

VA Directive 5975.1, Processing Requests for Reasonable Accommodation by Employees and Applicants with Disabilities:
[http://www.diversity.hr.va.gov/docs/policies/Directive 5975-1.pdf](http://www.diversity.hr.va.gov/docs/policies/Directive%205975-1.pdf)

VA Policy on Employee and Management Relations:
<http://vaww1.va.gov/ohrm/Directives-Handbooks/Documents/5021.doc>

The Secretary's EEO, Diversity, and No FEAR Policy Statements
Office of Diversity and Inclusion: <http://www.diversity.hr.va.gov/index.asp>

VA Workplace Alternative Dispute Resolution:
<http://www1.va.gov/adr/workplaceADR.asp>

Office of Labor-Management Relations: <http://www1.va.gov/lmr>

Employee Relations: <http://vaww1.va.gov/ohrm/EmployeeRelations/ERhome.htm>

U.S. Office of Special Counsel: <http://www.osc.gov>