

# **Department of Veterans Affairs**

## **Management Directive 715 FY 2015 EEO Report/FY 2016 EEO Plan**



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



**DEPARTMENT OF VETERANS AFFAIRS**  
**Assistant Secretary for Human Resources and Administration**  
**Washington DC 20420**

March 4, 2016

Dear Colleagues:

The Department of Veterans Affairs (VA) is proud to present its fiscal year (FY) 2015 Equal Employment Opportunity (EEO) Report and FY 2016 National EEO Plan in accordance with EEOC Management Directive 715. This report presents the prior year's 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 are proud to lead the effort toward achieving these goals as articulated in the *VA Diversity & Inclusion Strategic Plan for Fiscal Years 2012-2016*.

This National Plan provides the common framework for achieving VA's equal opportunity and diversity objectives and serves to guide the efforts of our three Administrations: Veterans Health Administration, Veterans Benefits Administration, and National Cemetery Administration, as well as its Staff Offices. The objectives contained in this Plan are directly aligned with VA Diversity and Inclusion Strategic Goals, VA Hispanic Employment Plan, 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,

  
Gina S. Farrissee  
Assistant Secretary for  
Human Resources and Administration

  
Georgia Coffey  
Deputy Assistant Secretary for  
Diversity and Inclusion



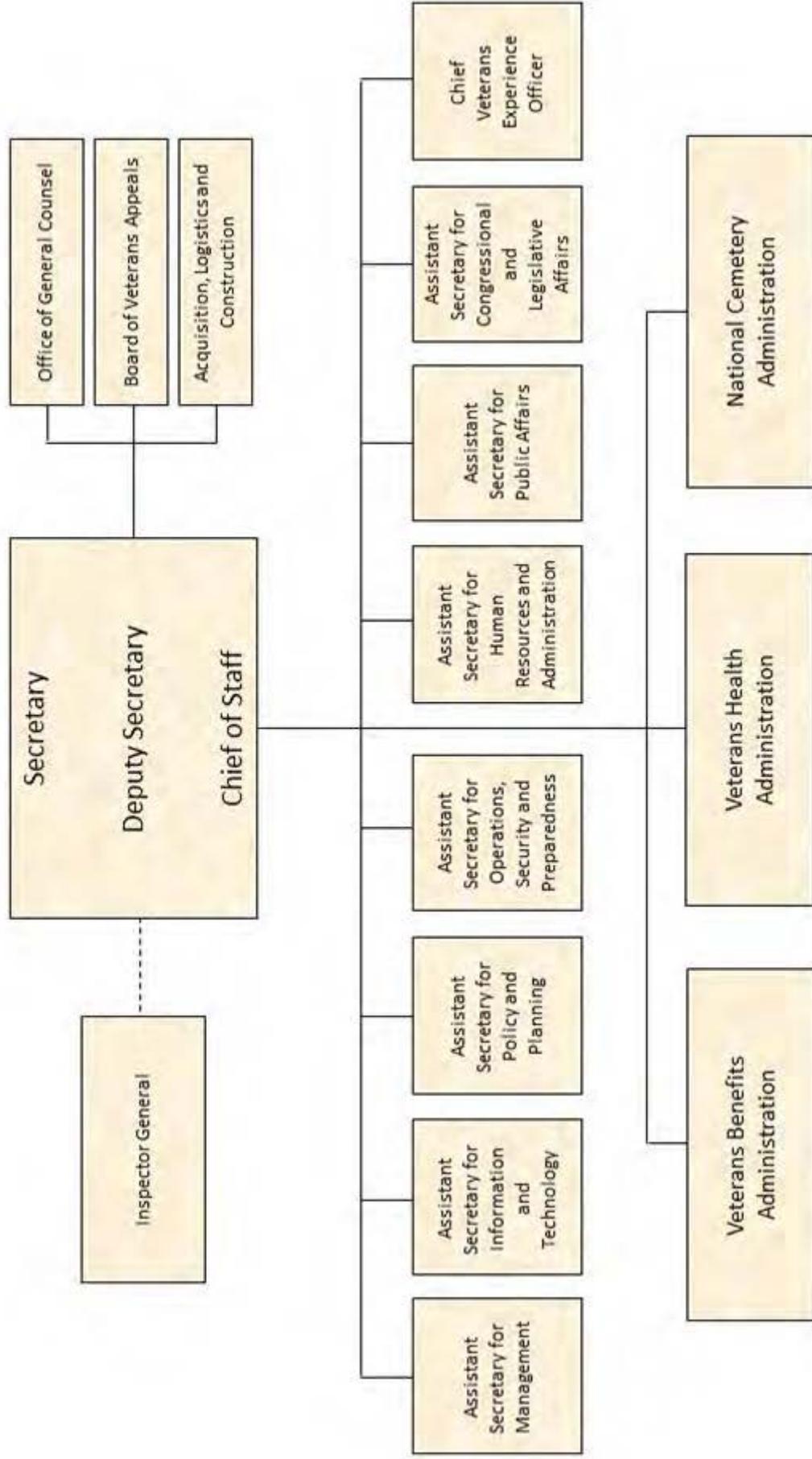
**Department of Veterans Affairs**  
**Management Directive 715**  
**FY 2015 EEO Report/FY 2016 EEO Plan**

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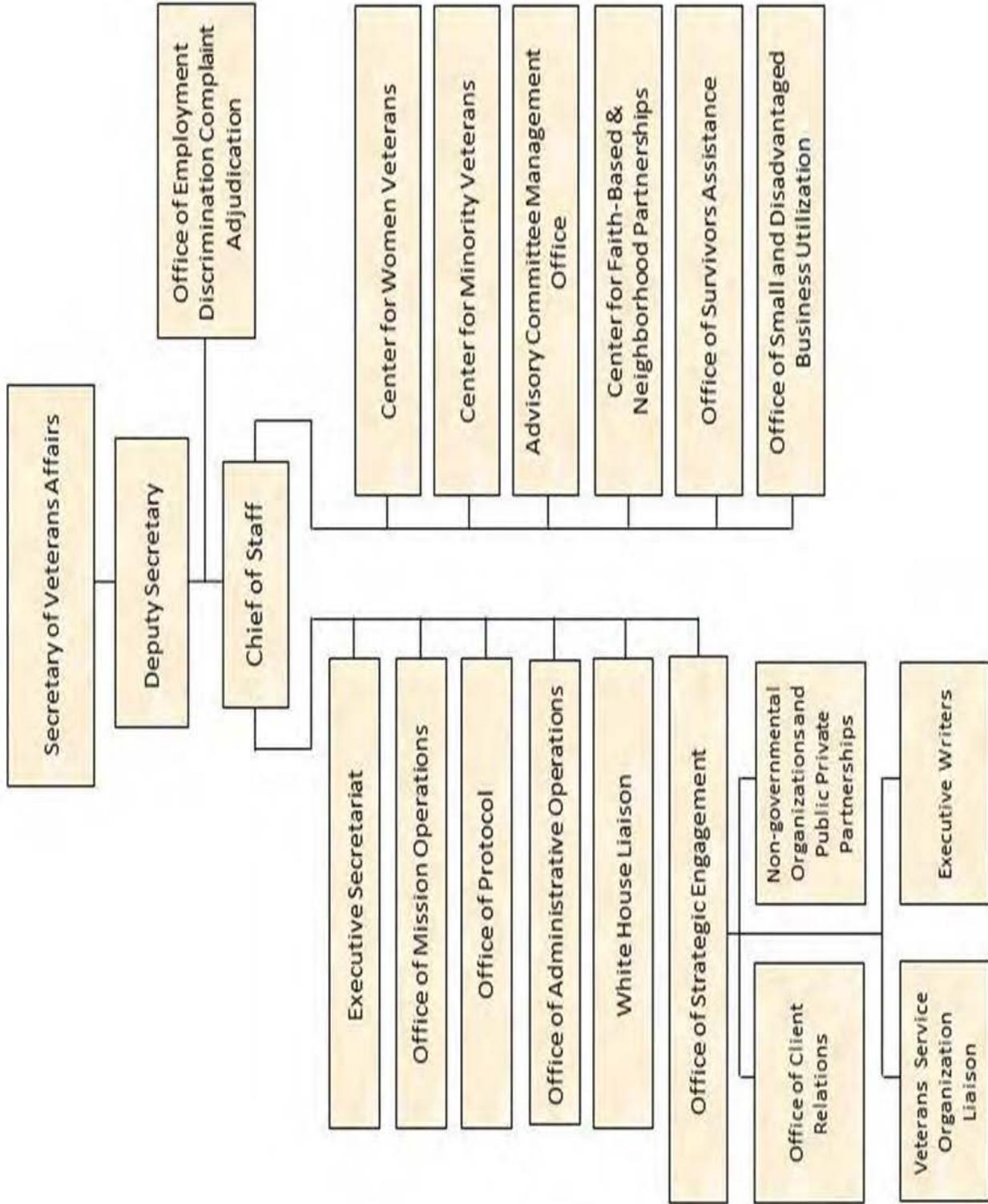
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# DEPARTMENT OF VETERANS AFFAIRS Organization Chart



# Office of the Secretary of Veterans Affairs



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, 2014, to September 30, 2015.**

<b>PART A</b>  Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. Department of Veterans Affairs</b>	
	1.a. 2 <sup>nd</sup> level reporting component			
	1.b. 3 <sup>rd</sup> level reporting component			
	1.c. 4 <sup>th</sup> level reporting component			
	<b>2. Address</b>		<b>2. 810 Vermont Ave., N.W.</b>	
	<b>3. City, State, Zip Code</b>		<b>3. Washington, DC 20420</b>	
	<b>4. CPDF Code</b>	<b>5. FIPS code(s)</b>	<b>4. VA</b>	<b>5. 11 DC</b>
<b>PART B</b>  Total Employment	<b>1. Enter total number of permanent full-time and part-time employees</b>			<b>338,699</b>
	<b>2. Enter total number of temporary employees</b>			<b>19,409</b>
	<b>3. Enter total number employees paid from non-appropriated funds</b>			<b>3,838</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			<b>361,946</b>
<b>PART C</b>  Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		<b>1. Robert A. McDonald, Secretary of Veterans Affairs</b>	
	2. Agency Head Designee		<b>2.</b>	
	3. Principal EEO Director/ Official Title/series/grade		<b>3. Gina S. Farrisee, Assistant Secretary for Human Resources and Administration</b>	
	4. Title VII Affirmative EEO Program Official		<b>4. Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion</b>	
	5. Section 501 Affirmative Action Program Official		<b>5. Georgia Coffey, Deputy Assistant Secretary for Diversity and Inclusion</b>	
	6. Complaint Processing Program Manager		<b>6. Harvey W. Johnson, Deputy Assistant Secretary for Resolution Management</b>	

FY 2015 REPORT

	7. Other Responsible EEO Staff	<p><b>7. Maxanne Witkin, Director, Office of Employment Discrimination Complaint Adjudication</b></p> <p><b>8. Pam Mitchell, Deputy Assistant Secretary of Human Resources Management</b></p>
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**EEOC FORM  
 715-01 PART A - D  
 U.S. Equal Employment Opportunity Commission**

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

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

<b>EEOC FORMS and Documents Included With This Report</b>			
*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 the Relevant Civilian Labor Force	√	*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	√ Attached
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.	N/A
*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. Referenced at <a href="http://www.diversity.va.gov/policy/files/EEO_Policy_Statement.pdf">http://www.diversity.va.gov/policy/files/EEO_Policy_Statement.pdf</a>	√	*Organizational Chart	√



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

**Introduction**

The Department of Veterans Affairs (VA) is proud to present VA’s Management Directive (MD) 715 Equal Employment Opportunity (EEO) Program Status Report for fiscal year (FY) 2015 and EEO Plan for FY 2016. This report addresses all the required elements of the Equal Employment Opportunity Commission’s (EEOC) MD-715 for building and sustaining a *Model EEO Program*.

VA is comprised of a Central Office (VACO), which is located in Washington, DC, and field facilities throughout the Nation, as well as the U.S. territories and the Philippines. Programs are administered by three major line organizations: Veterans Health Administration (VHA), Veterans Benefits Administration (VBA), and the National Cemetery Administration (NCA). VA is the second largest Federal Department, with a workforce of approximately 362,000 employees. VA employs 118,600 Veterans, which is approximately 32.7 percent of the workforce.

VA provides health care, benefits, and memorial services for approximately 21.7 million Veterans.<sup>1</sup> VA provides these services through three major organizational subcomponents: the VHA, with 152 medical centers, 997 outpatient clinics (including hospital-based, independent, mobile, and community-based outpatient clinics), 136 community living centers, 113 domiciliary rehabilitation treatment programs, and 300 readjustment counseling centers; VBA, with 56 regional offices; and the NCA, with 133 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. 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 Department’s EEO complaint processing system (counseling, procedural decisions, investigation, and compliance), oversees the Workplace Alternative Dispute Resolution (ADR) Program, and provides oversight for the VA’s Anti-Harassment Office to ensure allegations of workplace harassment are handled in a fair and effective manner.
- *The Office of Employment Discrimination Complaint Adjudication (OEDCA)* issues final agency decisions (FAD) based upon an investigative record or final orders following a decision by an EEOC administrative judge.

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<sup>1</sup> Data Source: National Center for Veterans Analysis and Statistics Web site, [http://www1.va.gov/vetdata/Veteran\\_Population.asp](http://www1.va.gov/vetdata/Veteran_Population.asp); date pulled October 14, 2015.

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In FY 2014, Secretary Robert McDonald provided his vision for VA; to transform VA from its current way of doing business to one that places the Veterans in control of how, when and where they wished to be served. This transformational process is referred as MyVA and will serve as a catalyst to modernize VA’s processes, culture and capabilities to put the needs of the Veterans and their families first. As identified in the MyVA Integrated Plan, dated July 30, 2015 “, the MyVA vision is to provide a seamless, unified Veteran experience across the entire organization and throughout the country.”

Officials and specialists responsible for managing and accounting for all VA’s EEO program have embraced the vision and are currently working to enable the EEO programs to incorporate the MyVA goals and strategies while still ensuring compliance with all EEO regulations.

**Limitations on Applicant flow data**

Please note that the Office of Personnel Management’s (OPM) new USA Staffing information system is sufficient to populate EEOC’s table A-7 and B-7 tables. However, it does not contain the necessary data to populate EEOC’s A9, B9, A11 and B11 tables. Hence table A11 and B11 will not include applicant information.

For the current USA Staffing system, a three month time lag exists with the publishing of OPM’s audited applicant data. Hence the applicant data published in tables A-7 and B-7 of this report will reflect the period of time covering October 1, 2014, through July 31, 2015 only. The remaining workforce tables are for the period ending September 30, 2015.

**Summary of Self-Assessment against the Model EEO Program Essential Elements**

In FY 2015, VA continued to make progress toward implementing a *Model EEO Program* in accordance with EEOC’s six essential elements identified in Part G, which contains a list of yes/no type questions grouped under each of the elements. A “no” response indicates a deficiency in that aspect of the EEO program. ODI monitors VA’s status on these elements through a sophisticated web-based system that enables VA components to enter and track their self-assessments on the 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 1 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. Generally, “Compliance Indicators” in Part G were assessed as being met completely in four of the six essential elements. As indicated at Table 1, there has been some measured improvement in the management and program accountability element and the efficiency element. The paragraphs following Table 1 depict some of VA’s major accomplishments and challenges under each of the six essential elements.

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**Table 1. Percent of Compliance Indicators met by EEOC Essential Element**

EEO Essential Element	FY 2014	FY 2015
Demonstrated Commitment by Agency Leadership	100%	100%
Integration of EEO into the Agency's Strategic Mission	100%	100%
Management and Program Accountability	80%	90%
Proactive Prevention of Unlawful Discrimination	100%	100%
Efficiency	90.3%	93.5%
Responsiveness and Legal Compliance	100%	100%

**DEMONSTRATED COMMITMENT BY AGENCY LEADERSHIP:** Robert A. McDonald was nominated by President Obama to serve as the eighth Secretary of Veterans Affairs and was confirmed by the United State Senate on July 29, 2014. As the new Secretary of VA, he has demonstrated his strong commitment to EEO and diversity in the workforce through several initiatives. VA strengthened the language of its EEO, Diversity and Inclusion, the Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR), and Whistleblower Rights and Protection Policy Statements. On April 20, 2015, Secretary McDonald signed the policy statement and reaffirmed VA's commitment to the rights and protections enshrined in the Civil Rights Act of 1964, the Notification and Federal Employee Antidiscrimination and Retaliation Act, the Whistleblower Protection Act, and related Federal laws that protect our employees. For FY 2015, the hiring of individuals with targeted disabilities (IWTD) were 3.05 percent of total hires. The representation of IWTDs was 2.16 percent, exceeding the Secretary's two percent onboard goal and three percent hiring goal for IWTDs, respectively. The Assistant Secretary for Human Resources and Administration (ASHRA) and the Deputy Assistant Secretary (DAS) for Diversity and Inclusion continue to co-chair the VA Diversity Council, comprising of senior executives, employee unions, and affinity groups. Additionally, the Diversity Council supported the Secretary's Annual Diversity and Inclusion Excellence Awards Program. VA ODI led an interagency work group that created the framework for the new Diversity in Government Council (DIG). The DIG Council was launched in May 2015. The council consists of senior level representation from all Cabinet-level departments and provides a forum for improving senior leadership collaboration on operational and strategic diversity and inclusion issues.

ORM recognizes exemplary effort on the part of employees, managers, ADR neutrals, the Office of General Counsel, senior executives, ADR programs, and ADR committees/councils/forums in managing conflict and resolving workplace disputes and EEO complaints. In March 2015, the Fourth Annual Secretary's ADR Excellence Awards ceremony was held recognizing individuals and programs in all of the aforementioned categories.

The Under Secretary for Health (USH), David J. Shulkin, M.D., is strongly committed to EEO and diversity in the workforce, and uses multiple approaches to demonstrate his commitment to an expanded EEO program. The USH and VHA leadership embrace and promote EEO and diversity in the VHA workforce through fostering an environment of open, responsive, and proactive communication and holding Senior Executives accountable for their efforts related to EEO and diversity through their performance measures, and by implementing other policies to strengthen the message of the importance of EEO, diversity and inclusion. VHA conducted EEO competency

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<b>DEPARTMENT OF VETERANS AFFAIRS</b>	
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training for EEO Managers (both full-time and collateral duty) and additional collateral-duty and EEO staff (i.e., Special Emphasis Program Managers, EEO Specialists and EEO Assistants) who implemented EEO policy and program guidance at all VA Medical Centers (VAMCs). The USH ensured that sufficient staffing and resources were available to operate the EEO program, as well as the VHA Office of Diversity and Inclusion in an effective manner.

VBA Equal Employment Office (VBA/EEO) updated VBA’s policies to reflect changes in laws and VA’s EEO Policy Statement, VA’s Prevention and Elimination of Harassment in the Workplace Policy, VA’s Prevention of Sexual Harassment Policy Statement, and ADR Policy. VBA/EEO ensures EEO as a mandatory performance standard for all Senior Executive Service (SES) level managers.

Ronald E. Walters was named the VA’s Interim Under Secretary for Memorial Affairs (USMA), effective June 23, 2014. The Interim USMA has supported continued efforts to improve the overall workforce environment through a number of initiatives. During FY 2015, as part of MyVA Initiative, the Interim USMA focused on opening the lines of communication with NCA employees to foster an environment of transparency and employee engagement. As part of that effort, the Interim USMA created a central email where NCA employees could communicate directly with him and his staff. He also produced brief videos to share special events and happenings that are occurring at the Central Office and in the Field; the first video was disseminated to the workforce in September 2015. For FY-2015, NCA was 99 percent compliant with the annual training and reinforcement of ICARE Integrity, Commitment, Advocacy, Respect, and Excellence (ICARE) values.

Through awareness and training programs NCA continues to educate supervisors and managers about the barriers to employment and the hiring challenges that individuals with targeted disabilities face. An example is the Post Traumatic Stress Disorder (PTSD) webinar, which was presented in June 2015.

Additional accomplishments addressing agency leadership commitment are provided at Part H and I of this report.

**INTEGRATION OF EEO INTO THE AGENCY’S STRATEGIC MISSION:** During FY 2015, ODI continued to lead the implementation of VA’s Diversity and Inclusion Strategic Plan for FY 2012 – 2016 that served as a Government-wide model. Progress on the strategic objectives was reported to the Secretary, senior leadership, and will be disseminated publicly in VA’s sixth *Diversity and Inclusion Annual Performance Report for FY 2015*. The Assistant Secretary for Human Resources and Administration (ASHRA), as the designated EEO Director, meets regularly with the Secretary and Deputy Secretary on EEO and diversity issues. Furthermore, the DAS for Diversity and Inclusion participates in the Monthly Performance Review process, the ASHRA’s senior staff meetings, the Integrated Human Resources Management Board, quarterly HR statistics reviews, and leadership development oversight boards to ensure integration of EEO and diversity policies in Departmental operations. ODI is a key participatory member on the Workforce Planning (WFP) Council ensuring that VA’s Diversity and Inclusion Strategic Plan is embodied in all WFP initiatives.

During FY 2015 and in accordance with the Memorandum of Understanding (MOU), established in FY 2014, VA partnered with the African American Federal Executive Association (AAFEA), and the Asian American Government Executives Network (AAGEN) to announce VA’s Senior Executive Service

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Candidate Development Program (SES-CDP) and host a training workshop at VA's Central Office that consisted of presentations on Executive Core Qualifications (ECQs) and Life as a SES employee. FY 2015 was a record breaking year in the number of candidates who applied to the Corporate Employee Development Board (CEDB) to attend Federal leadership development programs. The CEDB's objective is to identify and nominate the best qualified employees from across VA to attend prescribed high-impact training and professional development programs/opportunities. The CEDB aims to develop a broad cadre of leaders who can help drive change, inform, shape strategic planning, and integrate policy at VA.

ODI assisted the Office of General Counsel (OGC) with the development of OGC's first Diversity and Inclusion Strategic plan. The plan incorporates recommendations from the VA's OGC Leadership Development Program Diverse and Inclusive Group and supports the strategic goals identified in the 2008 VA Office of General Counsel Strategic Plan and 2012 Addendum and the VA Diversity and Inclusion Strategic Plan for FY 2012 - 2016.

The budget for the VA National Diversity Intern Program (NDIP) decreased in FY 2015. The NDIP, administered by ODI, sponsored 135 talented student interns (down from 200 interns in the previous year) from diverse institutions of postsecondary education in a variety of professional fields. The NDIP is a program that facilitates the hiring of a diverse group of students to the VA workforce.

During 2015, VA hosted many training events with facilities focusing on learning how to explore opportunities, find a right career path, and sharing the MyCareer@VA tool with others in their network. The presentations offered practical advice to help VA employees strengthen their professional development and highlighting via MyCareer@VA, VA Learning University (VALU)'s premiere career development resource.

VHA incorporated EEO principles into its Workforce and Succession Strategic Plan, Operational Plan, and VA's Diversity and Inclusion FY 2012 – 2016 Strategic Plan. VHA ODI supported and implemented various components of the VA Diversity and Inclusion Plan. The VHA ODI developed the first VHA ODI Strategic Plan 2014-1019, which reflects goals that complement and support EEO principles. VHA ODI staff supported the EEO Training Institute by conducting classes on Unconscious Bias, Micro-Inequities, Working with Difficult People, Managing Change and Diversity Dimensions. The Equal Employment Opportunity/Affirmative Employment office (EEO/AEO) provided guidance to Senior Executives within VHA Central Office, the Veteran Integrated Service Network (VISN), and VAMCs. The EEO/AEO met monthly with VISN Lead EEO Managers and quarterly with all VHA EEO Managers. VHA EEO Managers had direct contact with senior leadership through various venues, including virtual via Adobe Connect/Live meetings, staff meetings, and emails. Senior leadership supported the achievement of the goals and objectives of the VHA EEO program. VHA widely disseminated EEO policies through VHA's expansive communication vehicles, which included the VHA EEO/AEO Web site and SharePoint, emails, conference calls, MS-Live training teleconferences, and quarterly communications with Senior Executives throughout the Administration.

VBA/EEO provides monthly EEO training for supervisors and managers enrolled in VBA leadership programs. VBA coordinated with ODI to provide 16 face-to-face sessions of Diversity and Inclusion and Cultural Competency Training at the Philadelphia Regional Office (RO) and Insurance Center. The South Dakota RO received Cultural Competency and Prevention of Bullying in the Workplace Training.

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In August 2015, the NCA EEO team presented the Interim USMA and his key managers the NCA State of the Agency on the accomplishments and challenges the administration faced in FY 2015. NCA had a total of 12 graduates that completed the year-long Cemetery Director Intern Program. Interns were placed in GS-7 through GS-11 positions as cemetery directors or assistant directors. The demographics of the interns were diverse and 91.67 percent were Veterans; 50 percent were 30 percent or more disabled. NCA continues to utilize hiring authorities such as Schedule A, the non-competitive Veterans hiring authority for Veterans with 30 percent disability, the Veterans' Recruitment Appointment to hire qualified candidates. In FY 2015, 16 caretakers graduated from NCA's Apprenticeship Program. NCA's selected one Asian male in the SES position.

During FY 2015 the Office of Information Technology (OI&T) Diversity Management Advisory Council (DMAC) Chairperson collaborated with the National and VA Federal Asian Pacific American Council (FAPAC). Through their collaboration, OI&T will co-host events and disseminate information to increase visibility and participation in the Asian Americans and Pacific Islanders programs. OI&T established a VA Workgroup through the DMAC to monitor and assess the implementation of the White House Asian American Pacific Islander (WHA-API) FY 2014 and FY 2015 Plan.

Additional accomplishments addressing integration of EEO into the Agency's strategic plan are provided at Part H and I of this report.

**MANAGEMENT AND PROGRAM ACCOUNTABILITY:** ODI conducted quarterly MD-715 progress review meetings with all Administrations, OI&T, VACO and developed standard monthly diversity reports for distribution to VACO Staff Offices and the Administrations. ODI performed six on site EEO Technical Assistance Reviews (TAR) at selected field facilities. The purpose was to analyze hires, separations, promotions, EEO complaints, and employee survey results systematically to identify potential EEO barriers and share best practices. ODI continued to report EEO workforce statistics to the senior leadership through monthly and quarterly workforce diversity reports and briefings. ODI prepared and submitted the Department's EEO status and plans to EEOC in accordance with MD-715 and produced and published the VA Diversity and Inclusion FY 2014 report documenting the accomplishments and outcomes of meeting the VA Diversity and Inclusion Strategic Plan.

Additionally, ODI conducted six national outreach events in collaboration with its affinity group partners to build a diverse and inclusive workforce in VA. .

ODI continued to provide monthly training on reasonable accommodations (RA) and Schedule A hiring. ODI also provided centralized funding for RAs, which OPM has recognized as a best practice for the retention of IWTDs. VA participated in the Workforce Recruitment Program (WRP), which connects Federal employers with college students and recent graduates with disabilities. Overall, VA hired 19 students during the FY 2015 WRP cycle, and there were seven (7) conversions for which WRP students will have an opportunity to become career federal employees. Of special note, out of all federal agencies participating in WRP, VA ranks number two with regard to WRP conversions. These strategies contributed a marginal increase in VA's employment of IWTDs (permanent and temporary) from 2.10 percent in FY 2014 to 2.16 percent in FY 2015. The employment of these strategies was instrumental in helping VA make strides in meeting the Secretary's 3 percent hiring goal for IWTD.

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VHA continues to rate Senior Executives against appropriate performance metrics consisting of six elements addressing a model EEO program. These performance measures, coupled with the VHA EEO/AEO Quarterly Survey and EEO Program Status Report, allowed Senior Executives to identify systemic barriers to the Model EEO Program and create corrective action plans throughout the year. To help ensure program accountability VHA-wide, EEO/AEO participated in two program assessments. In addition, a total of 20 VISNs conducted a Peer Review during FY 2015. VHA Peer Review Reports are being summarized by EEO/AEO to identify the top five trends in VHA EEO Programs for monitoring and reporting on program results. VHA dedicated staff to coordinate the Federal Equal Opportunity Recruitment Program (FEORP), Selective Placement Program, and Disabled Veterans Affirmative Action Program. VHA successfully placed ten interns under the Workforce Recruitment Program into field facilities to gain work experience. Four of five EEO Technical Career Field (TCF) graduates from the 2013 Class were successfully placed into EEO Specialist positions within VHA during FY 2015. The 2014 Program has five (5) trainees who have completed the first year of the program and continue to receive specific training as described in their individual development plan. The 2015 Program hired ten trainees, who began their training in July 2015. EEO/AEO has approved ten positions for the 2016 Program. VHA has steadily increased its representation of disabled Veterans through its Veterans Employment Coordination Service (VECS), which serves as a model for the President’s Executive Order on Veteran Employment Outreach. The EEO/AEO conducted quarterly surveys through its Dashboard system. The EEO/AEO survey encompassed the six elements of a comprehensive EEO program as described by the EEOC’s MD-715 policy. The data was included in Senior Executives’ performance plans.

VBA’s Oakland RO established policy that supervisors and managers complete VA’s on-line Talent Management System (TMS) Diversity and Conflict Management Training and was 100 percent compliant by September 30, 2015. In FY 2015 and in accordance with EEOC provisions and VA’s Strategic Plan FY 2012-2016, ODI conducted internal audits, i.e. TARs at two VBA facilities: the Records Management Center and Seattle RO.

NCA senior leaders continue to be evaluated on their efforts to ensure equality of opportunity for all employees. These metrics are completed annually in conjunction with SES performance evaluations. Since these metrics were implemented, diversity metrics have continued to improve significantly in disability and targeted disability representation.

During FY 2014, the NCA EEO Office worked with NCA’s Business Process Improvement and Compliance Service to develop an internal audit process to re view the Title VII and Rehabilitation Act programs. In FY 2015, the internal audit process was finalized and will be utilized in FY 2016 to evaluate the programs. During FY 2015, NCA’s EEO office continued to hold conference calls with OGC, Human Resources (HR), Labor Relations and Employee Relations (LR/ER), local Reasonable Accommodations Coordinator (LRAC), managers, supervisors, and employee representatives providing guidance to ensure the agency provided the best legal course of action. NCA addressed over 45 requests for reasonable accommodations.

OI&T’s DMAC identified the lack of clarity on the Employee Exit Survey. It has been decided by the DMAC and other staff offices that improvement to the Employee Exit Survey is warranted and the policy, VA Directive 5004 – Employee Entrance and Exit Survey, be revised.

Additional accomplishments addressing management and program accountability are provided at Part H and I of this report.

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<b>DEPARTMENT OF VETERANS AFFAIRS</b>	
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**PROACTIVE PREVENTION OF UNLAWFUL DISCRIMINATION:** In FY 2015, ODI delivered 205 elective, virtual or face-to-face, learning events at VA facilities nationwide to over 8,134 VA employees addressing the following topics: bullying; generations; processing reasonable accommodation requests; VHA Support Service Center training; barrier analysis; lesbian, gay, bisexual, and transgender (LGBT); the inclusion paradigm; diversity and inclusion for new employees and new supervisors, and cultural competency. ODI also issued the inaugural VA Guidance on Religious Expression and Exercise in VA Facilities and Property under VA’s control. ODI, VALU collaboration enabled VA to earn Honorable Mention at the 2014 MarCom Awards - an international creative competition for individuals and companies involved in the concept, writing and design of print, visual, audio and web materials and programs. VA continues to excel with its mandatory bi-annual training programs: Prevention of Workplace Harassment/No FEAR training (workforce is 96 percent compliant), EEO, Diversity, and Conflict Management Training for Managers and Supervisors (supervisor and manager workforce is 93 percent compliant); Whistleblower Rights and Protection and Prohibited Personnel Practices Training (supervisor and manager workforce is 98 percent compliant). As a result of these training programs and the other proactive prevention strategies described below, VA’s informal EEO Resolution Rate remained steady at 53 percent from FY 2014 to FY 2015.

VA has developed the background, overview, scope, and design details for the development of a new Web-based course on implicit bias and implicit association. The production task is contingent on funding availability for VALU’s contracting process for FY 2016. VA ODI has proposed and obtained approval of a concept using the World Café model to initiate a race-relations dialog at the VBA Records Management Center in St. Louis, MO which will be preceded by a pilot test in VACO on December 8, 2015.

VA published 12 issues of the Diversity and Inclusion newsletter, six editions of NewsLink and six editions of Diversity News videos for FY 2015.

At the request of Jersey City the Mayor of Jersey City, New Jersey, the Honorable Steven Fulop, Dr. John Fuller, VA’s Chief Diversity Educator, provide the city’s first inaugural LGBT awareness training for city employees. Dr. Fuller presented two LGBT Awareness sessions at City Hall Auditorium for all employees, managers, and supervisors on April 16, 2015. Dr. Fuller received congratulatory recognition from both Mayor Fulop and VA Secretary Robert McDonald for his valuable community outreach effort for LGBT inclusion.

After consultation with EEOC, VA created the framework for a new Anti-Harassment Program and Program Office (AHO), which stood up in ORM in December 2014. During FY 2015, AHO established an office containing a program manager, two AHO specialists, and one program specialist. The office created the initial draft policy and handbook detailing procedures and guidance for managers and supervisors to address, proactively, allegations of harassment in the workplace.

In June 2015, ORM awarded a contract to conduct Conflict Management and Mediation training. Over the course of twelve months, twenty-two 3-day training sessions will be delivered to promote skills and competency in managing conflict and resolving workplace disputes and EEO complaints. The sessions are designed to provide VA senior executives, supervisors, union officials, and employees with communication, negotiation, and problem solving capabilities to effectively address and prevent from escalating the day to day conflicts that arise in the workplace. In addition to the 3-day sessions, four 1-day sessions will be delivered with labor and management together in one setting. In FY2015, five 3-day sessions were completed and 107 employees trained, and two 1-day

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sessions were completed with 88 labor and management officials trained 98% of the individuals attending the training rated it as highly effective.

In addition to the Conflict Management and Mediation training, ORM trained 590 employees in ADR Awareness, Basic Mediation Skills, and Communication Skills. ORM provided quarterly briefings to new employees and supervisors in VA Central Office on ADR and EEO. ORM trained VHA EEO Program Managers on the role of ORM, their responsibilities as EEO program managers, and settlement compliance monitoring.

ORM conducted 10 Conflict Assessments in FY 2015, to explore workplace conflict, and to provide a picture of the organization that helped leadership respond more effectively to workplace issues. These assessments were offered as another tool to determine areas in which proactive measures may resolve disputes at the earliest opportunity, the Assessments provided leadership with in-depth, confidential feedback regarding employee concerns, root cause analysis of problem areas, and customized suggestions for resolutions.

In FY 2015, ORM also conducted 296 hours of training for 393 individuals related to 33 findings of discrimination.

ORM continues to provide tools and resources to senior executives, managers and supervisors, and employees on the EEO complaint and ADR process. In FY 2015, ORM re-issued several publications and educational materials, such as VA's EEO poster and brochure. ORM updated this information to reflect coverage for allegations of discrimination based on sexual orientation under Title VII and the basis of sex. ORM also updated and re-issued a training DVD on the Root Causes of Workplace Disputes as well as its Executive Leaders Guide on EEO complaints and ADR.

VHA took measures to prevent unlawful discrimination through a variety of events, actions, and activities to promote EEO and the acceptance of diversity. During FY 2015, EEO/AEO personnel provided training to managers and supervisors upon request. EEO/AEO also provided training to three VHA Central Office program offices. Monthly training sessions were held for EEO Managers. The EEO/AEO personnel conducted a total of 31 training sessions in FY 2015 for EEO professionals and other stakeholders (i.e., workforce planners, Human Resources Management Staff, Education Coordinators, etc.). EEO/AEO dispersed quarterly reports on ADR metrics and targeted disabilities which included enhancement tips in order to keep the VISN and medical center Directors abreast of their progress towards meeting FY 2015 goals.

VBA maintains a RA program that processes requests and accommodations within the required time-frames. RA training is regularly provided to ensure LRACS are informed of new laws, updated agency policies and EEOC provisions. In FY 2015, RA training was provided by General Counsel via video for supervisors and managers and LRACs. Additionally, General Counsel conducted RA training at the VBA's Director's Conference in June 2015. The filing of EEO complaints based on disability has decreased from 98 in FY 2014 to 69 in FY 2015, and the failure to accommodate claim decreased from 53 in FY 2014 to 34 in FY 2015.

During FY 2015, the NCA EEO office met with the Director of the new Anti-Harassment Office. NCA will develop a cadre of individuals that have experience and the skill set to conduct investigations when harassment allegations arise. Further, NCA's leadership participated in the mandatory EEO, Diversity & Inclusion, and Conflict Management training with a 97.12 percent completion rate. This

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course reinforced knowledge and skills acquired throughout the year, enabling managers to address challenging issues and improve the workplace climate. Management also participated in other EEO related training and pre-mediation discussions which are paramount to addressing and resolving both EEO and Non-EEO concerns.

Additional accomplishments addressing proactive prevention of unlawful discrimination are provided at Part H and I of this report.

**EFFICIENCY:** ORM tracks EEO complaint processing for each stage of the EEO complaint process from the initial, informal contact through closure. ORM continued to process counseling sessions below the requisite 30 days (24 days in FY 2015) and completed the informal complaint process when ADR was elected on an average of 66 days, well below the EEOC requirement of 90 calendar days. Un-amended investigations in FY 2015 were processed on an average of 177 days, below the 180-day requirement for investigation processing time.

In FY 2015, OEDCA decision output increased 9.5 percent and case inventory was reduced 47 percent. At the end of FY 2015, 37 percent (no change from FY 2014) of OEDCA's pending cases were older than 60 days.

ORM's ADR program has had an extremely positive impact on the efficiency of VA's EEO program nationwide, with ADR being offered in 99 percent of all informal EEO complaints. The ADR election rate of informal EEO complaints in which both VA and the aggrieved person agree to participate in ADR was 59 percent. ADR is used for both EEO and non-EEO disputes with very positive results:

**Table 2. ADR in EEO Process**

	FY 2014	FY 2015
<b>Contacts</b>	4,626	5,052
<b>Offers<sup>2</sup></b>	98%	99%
<b>Participation<sup>3</sup></b>	55%	59%

**Table 3. ADR Outcomes**

	<b>EEO</b>		<b>Non EEO</b>	
	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2014</b>	<b>FY 2015</b>
<b>Completed</b>	2,508	2,966	1,727	1,530
<b>Resolved</b>	49%	52%	85%	83%

<sup>2</sup> 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.

<sup>3</sup> ADR participation rate represents the percentage of informal EEO complaints in which both VA and the aggrieved person agree to participate in ADR.

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VA estimates that without early intervention, approximately 50 percent of the non-EEO disputes could become EEO complaints.

ORM provides all VA administrations access to the EEO, Diversity, and ADR Dashboard. This Dashboard is used to monitor and identify the status of EEO complaints, the complaint resolution process, and other information/data necessary to analyze complaint activity and historical trends.

In FY 2015, VBA experienced 144 EEO complaints, which is a decrease from 171 EEO complaints in FY 2014. VBA maintains an effective Alternative Dispute Program. In FY 2015, the offer rate was 100 percent exceeding the 80 percent goal. For VBA, the participation rate was 55 percent exceeding the goal of 53 percent participation in ADR for informal complaints. For VBA, the resolution rate was 51 percent exceeding the goal of 50 percent. VBA's total cost avoidance is estimated at \$450 million.

In FY 2015, NCA experienced a filing of 42 informal complaints and 92 percent (39) of the mediations of these complaints were completed below the requisite timeframe. NCA's ADR program is vital to the overall workforce. In addressing workforce concerns from workplace disputes to EEO complaints, NCA developed ADR training to focus not only on the benefits of mediation but providing the tools to both management and employees to address conflict as early as possible. This training addresses communication, trust, respect and the importance of a diverse and inclusive work environment. This fiscal year NCA's ADR participation rate is 64.29 percent, up from 51.85 percent the previous fiscal year. NCA recognizes that complaint activity has increased for FY 2015; however, NCA is working diligently to reduce the number of complaints filed by 15 percent for FY 2016. To accomplish this goal, NCA has partnered with the Federal Mediation Conciliation Services (FMCS) to provide an in-depth ADR training across at all national cemeteries. For FY 2016, 13 cemeteries were identified to receive this training. Additionally, NCA's EEO office received several requests from cemetery directors to conduct various training and climate assessments to address issues to improve the work environment. These requests show that managers and supervisors are engaging in proactive measures to improve their overall workforce environment. These assessments are planned to be conducted in FY 2016.

Additional accomplishments addressing efficiency are provided at Part H and I of this report.

**RESPONSIVENESS AND LEGAL COMPLIANCE:** ODI, ORM, OEDCA, and the Office of Human Resources Management (OHRM), and the Administrations share responsibility for responsiveness and legal compliance in the area of EEO. In FY2015, ORM conducted a comprehensive review of the revised EEOC Management Directive 110 (MD-110) and engaged ORM National Advisors for Counseling, Procedural Determinations, and Investigations to update policy, procedure, and training materials to comply with the new guidance. Information and resources were communicated to and shared with all ORM employees. In addition, ORM participated in a pilot with EEOC to transition from EFX to FedSep. VA was one of the first federal agencies to use FedSep to transmit hearing and appeal files to EEOC and monitor and update status of hearings and appeals in real time. In FY2015, ORM continued to monitor compliance with findings of discrimination and report compliance to EEOC. ORM played a lead role in conducting training ordered in these cases and in reviewing decisions on whether or not to take disciplinary action against a responsible management official. In FY2014, the Assistant Secretary for Human Resources and Administration, VA's EEO Director, issued guidance on the documentation required by VA administrations and staff offices when discipline was to be considered in an effort to ensure greater accountability of management officials when discrimination

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was found. As a result, the number of cases where discipline was taken has increased, ensuring discrimination does not recur.

ORM also revised its settlement agreement templates to better account for the Defense Finance and Accounting Service's (DFAS) role in certain actions such as back pay and restoration of leave and secured OGC's agreement to conduct legal sufficiency reviews of all settlements involving EEO complaints prior to execution of the agreement. These steps are intended to ensure compliance and prevent breach allegations.

Finally, ORM implemented Interagency Agreements with other federal agencies to process conflict of interest cases. These steps ensure VA's compliance with MD-110 and provide for neutral and impartial processing of complaints involving ORM employees and individuals in the EEO Director's chain of command.

VHA has an active ADR program with a 99.41 percent offer rate for EEO cases. Mediation may be utilized for all workplace disputes, not just EEO complaints. For FY 2015 the ADR program alone provided VHA an estimated cost avoidance of more than \$54 million. In FY 2015, five of the seven ADR three-day training sessions were held. Three sessions targeted audiences who were "All Grades/Full-time employees, two sessions targeted audiences who were GS-12 and below and Title 38 equivalents. ORM reported 107 senior managers (i.e., GS-12 and below, GS-13 – 15 and SES) attended conflict management and ADR training to enhance their conflict management and resolution skills. In FY 2015, two remaining sessions were one-day events and there were 88 employees that participated. OEDCA, ORM, OHR, VISNs, and facilities all shared responsibility for the responsiveness and legal compliance in the area of EEO. VHA has been a vigorous proponent of MD-715 since it was published and continues to improve and lead the government in the area of workforce analysis for EEO reporting purposes. ODI developed the first government software for producing the tables and analytic tools, and made the software available for free to other agencies.

In FY 2015, VBA had three findings of discrimination. Two findings were based on disability and one finding based reprisal. The requirements stipulated in the final orders for these cases were completed.

Further accomplishments of these essential elements are addressed in the Part H accomplishments section.

Additional accomplishments addressing responsiveness and legal compliance are provided at Part H and I of this report.

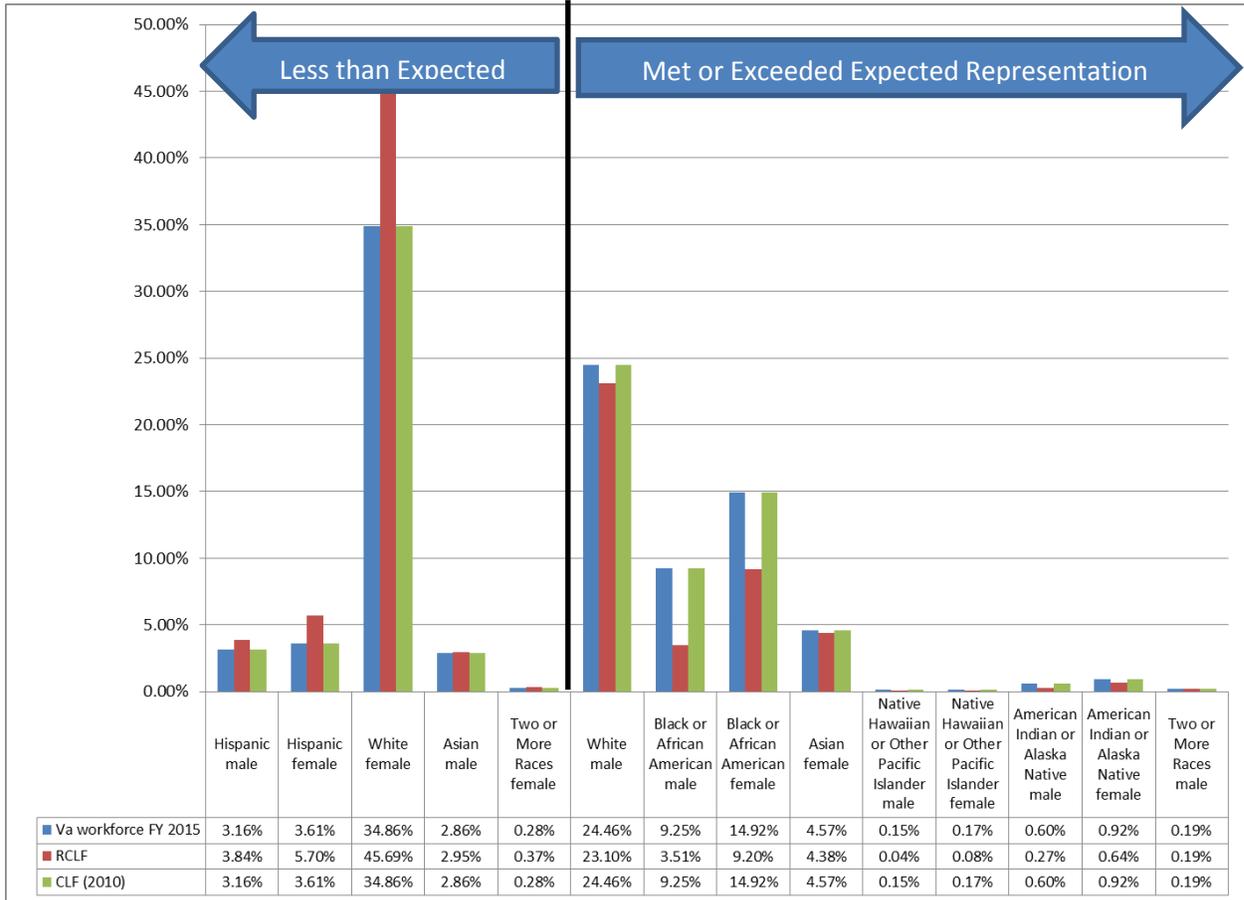
**Workforce Composition**

As the second largest Cabinet-level executive department, VA is proud to be one of the most diverse agencies in the Federal Government. The Relevant Civilian Labor Force (RCLF) is the benchmark against which we measure the diversity of our workforce. Compared to the RCLF, VA's workforce is at or above the RCLF representation in all areas except for White and Hispanic females, and Hispanic and Asian males. While the overall representation of most demographic groups increased in FY 2015, the proportional representation of Hispanic females increased marginally from 3.53 percent to 3.62 percent. The proportional representation of White females decreased from 35.17 percent to 34.86 percent. The proportional representation of Hispanic males increased from 3.15 percent to 3.16 percent. The proportional representation of Asian males increased from 2.81 percent to 2.86 percent.

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Figure 1 depicts VA's current on-board representation as compared with the CLF and RCLF.

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



*CLF includes all occupations and RCLF is limited to VA occupations in VA proportions.* The Civilian Labor Force (CLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed or unemployed and seeking employment in all U.S. occupations. The CLF does not include Puerto Rico or other U.S. territories. The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

We look at net change in order to determine whether the groups with low participation rates are increasing at the same rate or higher than the change for the total VA workforce. The net change for the total VA workforce in FY 2015 was a 4.29 percent increase, or 14,892 employees. At the end of FY 2015, VA's workforce totaled 361,946 employees, including 19,409 temporary employees<sup>4</sup>. For the second year in a row since EEOC's MD 715 was enacted, the growth rate for all minority groups, excluding White women, exceeded the total workforce average growth rate. This is a "good" news

<sup>4</sup> This figure includes intermittent employees, so it is greater than the figure in Part B of this report which excludes intermittent employees.

story. ODI believes this is a testament to the success of improving the workforce diversity by focusing on outreach and retention programs to the historically under-represented race, ethnicity, and gender (REG) groups.

The workforce growth rate for White males and females decreased. White females had a lower than expected representation rate (compared with the RCLF) and experienced a growth rate of 3.38 percent. White males experienced a growth rate of 2.96 percent and still exceeded its expected representation. VA will continue to place special emphasis on outreach and retention efforts for Hispanic males and females, White females, and Asian males given that they fall below their expected representation. Table 4 provides detail of the net changes of the total workforce by Race, Ethnicity, and Gender (REG). The net change for each REG is compared to the net change for the total number of employees. Net changes below the average net change for the entire workforce are highlighted in red.

**Table 4. Net Change Analysis**

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	
		male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Net Change</b>	4.29%	4.83%	6.55%	2.96%	3.38%	4.33%	5.35%	6.31%	7.30%	11.65%	14.75%	5.48%	5.97%	57.74%	50.00%

*Net change is calculated by dividing the 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.*

**Targeted Disabilities**

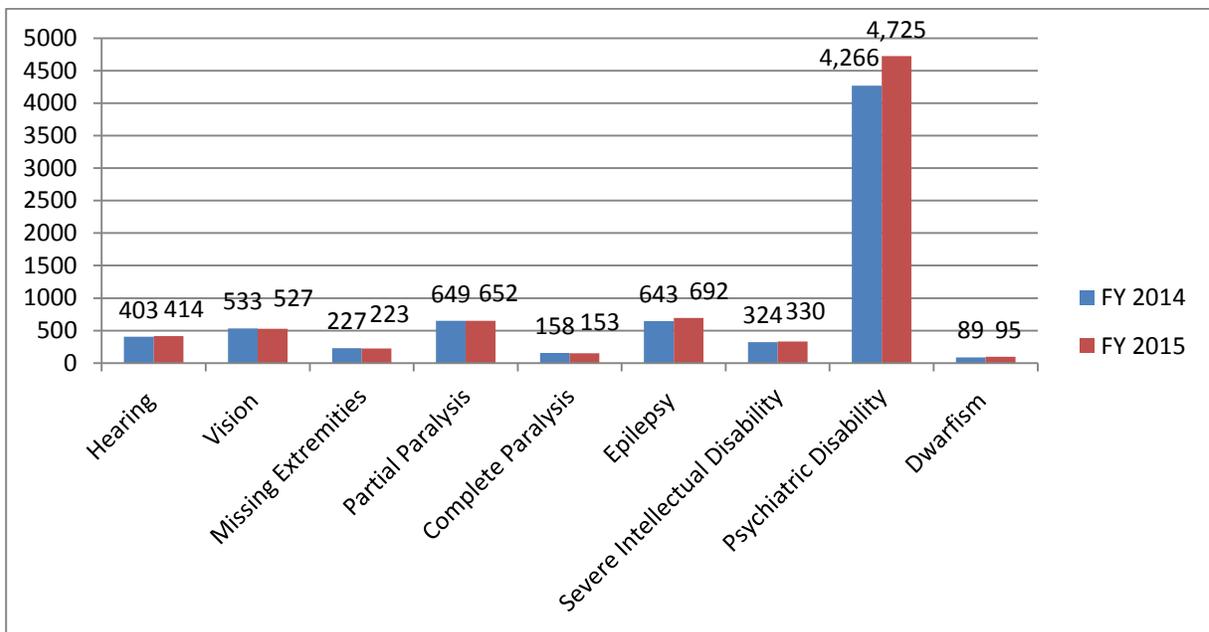
In addition to examining the workforce by REG, we also reviewed the data for IWTD<sup>5</sup>. Continuing with last year’s trend, the representation of IWTD (permanent and temporary) increased from 2.10 percent in FY 2014 to 2.16 percent in FY 2015, the highest among all cabinet level departments. The net change for this group’s population was a positive 7.12 percent, compared to 4.29 percent for the total VA workforce. We believe this increase is a testament to the success of VA’s focused efforts as guided by its FY 2012-2016 Diversity and Inclusion Strategic Plan, and the Secretary’s three percent hiring goal for IWTD. In addition, VA annually resurveys its workforce, focusing on the disability status of its employees. The resurvey is executed on a volunteer self-identification basis. Permanent employees with targeted disabilities increased from 2.08 percent in FY 2014 to 2.17 percent of the VA permanent workforce in FY 2015. VA will continue to monitor, monthly, the onboard and hiring statistics for IWTD as a performance metric and to determine if VA policy goals for IWTDs should be adjusted to higher goals starting in FY 2017. Approximately 63 percent of VA’s employees with targeted disabilities are Veterans.

According to Figure 2, from FY 2014 to FY 2015 there was an increase of employees with targeted disabilities who self-identified as having a psychiatric disability. Individuals with psychiatric disabilities

<sup>5</sup> Disabilities: The Federal Government, as a matter of policy, has identified for special emphasis in affirmative action programs. They are deafness, blindness, partial paralysis, complete paralysis, missing extremities, severe intellectual disabilities, psychiatric disabilities, epilepsy, and dwarfism. There are no RCLF standards for targeted disabilities categories. Census does not track these categories.

grew at a rate of 10.76% and are the largest component (60.05 percent) of IWTD. The number of employees who identified with a psychiatric disability increased from 4,266 in FY 2014 to 4,725 in FY 2015. This group also had the highest involuntary separation rate of all EEO groups, compared to their onboard rate. Many of these employees are disabled Veterans. The separation rate for permanent employees with targeted disabilities is of particular concern. Although they represented 2.08 percent of the permanent workforce at the beginning of FY 2015, their voluntary separation rate during the fiscal year was 2.03 percent, and their involuntary separation rate was 5.93 percent. This high separation rate does impact VA's efforts to maintain its two percent or higher onboard goal for employees with targeted disabilities.

**Figure 2. Comparison of Targeted Disabilities by Type of Disability.**



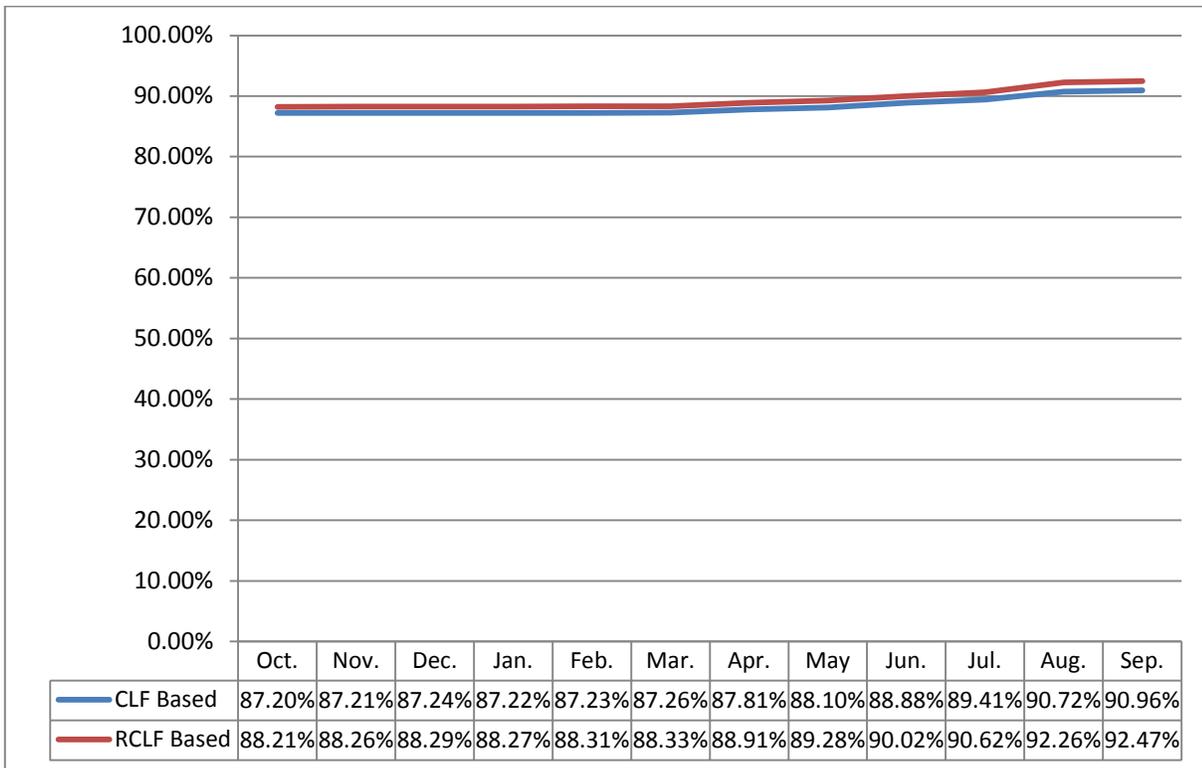
Secretary McDonald is committed to maintaining the two percent onboard goal for this group. For FY 2015, Secretary McDonald is also committed to setting the hiring goal at three percent. Further corrective strategies will focus on: 1) Develop enhanced capabilities in the Reasonable Accommodations Compliance System; 2) Continued training to HR and managers on the use of Schedule A and VA's RA procedures; and 3) Improving advancement opportunities as part of a retention strategy.

**Diversity and Inclusion Indices**

The Diversity Index and Inclusion Index (rebranded by OPM as the Inclusion Quotient) provide leadership with the capability to view quickly how well their diversity and inclusion program is performing versus relying on a series of 28 analytical tables and employment survey results to interpret. The *Diversity Index* measures the convergence of an organization's aggregate workforce representation by race, ethnicity, gender (REG) with the CLF or RCLF, as applicable. The metric can

be expanded to include other dimensions such as education and disability once baselines are established. The algorithm calculates the aggregate mean of the ratios of an agency’s workforce representation by REG with the corresponding representation in the RCLF or CLF. The result is a single metric on a scale of 0 to 100 percent, reflecting an organization’s overall diversity. Where appropriate, the algorithm is applied to the RCLF to isolate the qualified relevant labor force. This method provides a more appropriate, efficient metric to gauge Federal workforce diversity. An index value of 100 percent means the organization’s diversity aligns perfectly with the RCLF or CLF. VA’s monthly Diversity Index for FY 2014 is provided at Figure 3. Note: This index currently focuses on REG and does not track the disability aspect of diversity. The monthly Diversity Index is incorporated within the Monthly Performance Review process.

**Figure 3. VA’s FY 2015 Diversity Index**



VA’s *Inclusion Index* is a measure of organizational inclusion based on employee responses to empirically validated items in the Federal Employee Viewpoint Survey (FEVS). It is calculated as the ratio of the total favorable responses to the total responses utilizing OPM’s weighted survey results. In FY 2013, OPM adopted VA’s methodology to measure workforce inclusion for the entire Federal Government and rebranded it as the Inclusion Quotient. The Inclusion Indices for FY 2015 are provided at Table 5.

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**Table 5. Inclusion Index (OPM Inclusion Quotient)**

	FY 2014	FY 2015
<b>VA-wide</b>	53%	53%
<b>VHA</b>	53%	53%
<b>VBA</b>	50%	52%
<b>NCA</b>	61%	59%
<b>VACO</b>	54%	54%
<b>OIG</b>	70%	69%

### Barrier Analysis

The EEOC guidance regarding barriers to full participation refers to the indication of a possible barrier as a “trigger.” VA has identified six primary triggers in its barrier analysis, which are addressed in Part I of this report. VA is able to track and report on its barrier analyses and the impact of corrective strategies through its Web-based workforce data system, VHA Service Support Center applications (VSSC). 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 Part I plans are:

1. **Less than expected representation of White females:** Compared with the respective RCLFs, White females (permanent and temporary employees) had less than expected participation in the VA workforce. White females are 34.86 percent (10.83 percent below the RCLF of 45.69 percent). This less than expected participation trickles down to Administration level (VHA, VBA, NCA, and VACO). A more detailed trigger and barrier analysis is provided at Part I of this report.
2. **Less than expected representation of Hispanics:** Compared with the respective RCLF, Hispanic males and females (permanent and temporary employees) had less than expected participation in the VA workforce. In VA, Hispanic males represent 3.16 percent of the permanent and temporary workforce and Hispanic females represent 3.61 percent, whereas Hispanic males represent 3.84 percent of the RCLF and 5.17 percent of the CLF and Hispanic females represent 5.70 percent and 4.79 percent, respectively. The net change for Hispanic males (4.83 percent) and females (6.55 percent) is above the net change for the total workforce (4.29 percent), meaning that Hispanic males and females are growing at a rate greater than that of the total workforce. This less than expected participation trickles down to the Administration level (VHA, VBA, NCA, and VACO). A more detailed trigger and barrier analysis is provided at Part I of this report.
3. **Less than expected representation of Asian males:** Compared with the respective RCLF, Asian males (permanent and temporary employees) had less than expected participation in

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the VA workforce. In VA, Asian males represent 2.86 percent of the permanent and temporary workforce, whereas Asian males represent 2.95 percent of the RCLF. However, the net change for Asian males (6.31 percent) is above the net change for the total workforce (4.29 percent), meaning that Asian males are growing at a rate above that of the total workforce. This less than expected participation trickles down to Administration level (VHA, VBA, NCA, and VACO). A more detailed trigger and barrier analysis is provided at Part I of this report.

4. **Disparate promotion rates:** Black females experienced lower promotion rates (15.83 percent) as compared to the overall promotion rate (16.82 percent) for permanent entry level positions (GS 3-8). Native Hawaiian/Pacific Islander males (NHOPIM) and females (NHOPIF) experienced a low promotion rate at the entry and senior level. The promotion rates for NHOPIMs were 15.24 percent and 4.65 percent, respectively. The promotion rates for NHOPIFs at the entry level were 15.32 percent and 0.00 percent at the senior level. Asian females experienced low promotion rates at the entry level and journeyman level only, 11.83 percent and 20.12 percent, respectively. A more detailed trigger and barrier analysis is provided at Part I of this report.
  
5. **High volume of discrimination complaints:** The per capita filing rate at the informal stage increased from 1.33 percent to 1.43 percent from FY 2014 to FY 2015, while the formal complaint filing rate increased from 0.61 percent to 0.66. These rates remain slightly higher than the government-wide rates of 1.1 percent and .5 percent, respectively. In FY 2015, the number of findings in discrimination increased (29 in FY 2014 and 33 in FY 2015). Reprisal, race, and disability were the most prevalent bases of discrimination in those findings. Recommended corrective strategies include increasing early resolution of EEO complaints through counseling and ADR, reviewing findings and incorporating lessons learned into training, and increasing EEO and consultative services. A more detailed trigger and barrier analysis is provided at Part I of this report.
  
6. **Less than expected representation in the SES Cadre (permanent workforce):** With the exception of White, Hispanic and the American Indian/Alaska Native males, all the other race/ethnicity and gender groups fall below their expected representation. The representation of White men (45.38 percent) alone is almost double the expected representation (23.05 percent) and most likely serves as the catalyst for the less than expected representation for the other demographic groups.

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**Table 6. SES Demographics**

	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Asian Male	Asian Female	Native Hawaiian/Pacific Islander Male	Native Hawaiian/Pacific Islander Female	American Indian/Alaska Native Male	American Indian/Alaska Native Female
SES (Excludes Title 38)	45.38%	29.08%	5.43%	4.62%	3.26%	0.82%	1.36%	1.09%	0.00%	0.00%	0.82%	0.54%
GS 14&15 Benchmark	42.17%	31.85%	6.59%	9.65%	2.33%	1.73%	2.36%	1.88%	0.04%	0.11%	0.52%	0.49%
Upward Mobility Benchmark	34.72%	27.82%	7.23%	10.37%	3.18%	2.78%	5.79%	5.62%	0.14%	0.12%	0.84%	0.90%
<b>Workforce</b>	23.05%	37.39%	7.12%	15.79%	2.91%	3.84%	2.82%	4.81%	0.13%	0.18%	0.54%	0.98%

Source: VSSC – HR Database; Red font Red indicates where ES participation fell below workforce benchmark; Upward mobility benchmark represents the demographics of the groups focusing on just those occupations (16 occupations) that have the opportunity to advance from GS/GM grade 1 to the SES levels.

White and Hispanic males do quite well compared with the three benchmarks. A more detailed trigger and barrier analysis is provided at Part I of this report.

**Summary of Planned Objectives for FY 2016**

The following list summarizes the planned initiatives laid out in Part H, I, and J for FY 2016 to eliminate identified barriers or correct program deficiencies.

- Refine anti-harassment program: (1) enhance anti-harassment coordinator (AHC) network, (2) expand case management system, and (3) launch training for employees, supervisors, managers, union officials, and AHCs.
- Continue marketing MyCareer@VA to additional facilities focusing on career mapping strategies to facilitate career advancement for all groups.
- Continue to track VA-wide disciplinary actions taken against RMOs in findings of discrimination and report as appropriate in MD 715 Part G.
- Continue implementation of training evaluation instrument and metrics.
- Integrate the new USA Staffing Applicant Flow System into VA HR information system...
- Update VSSC to track participation in VA leadership development programs by REG in VA's TMS.
- Increase the number of Conflict Assessments conducted to provide insight that may improve workplaces and reduce disputes and complaints.
- Revise the management and implementation of ODI's Web site.
- Continue to streamline the FAD process.
- Revise the Relevant Civilian Labor Force computation to align with EEOC guidance.
- VA ODI staff will continue to implement the National Diversity Internship Program that provides career exploration opportunities for current undergraduate and graduate students from diverse socioeconomic and cultural backgrounds.
- VA ODI staff will continue to implement the Workforce Recruitment Program, a program used to connect federal and private sector employers nationwide with college students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer employment or permanent jobs.
- Design and initiate Special Emphasis Program training for all VBA EEO managers.

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- Conduct technical and quality review of the refresh projects on mandatory EEO, D&I, Reasonable Accommodation, Conflict Resolution Training, and whistleblower rights and protection; conduct technical and quality review of the refresh project on harassment prevention, NoFEAR, and whistleblower protection for all employees. Plan deployment for early FY 2017.
- Design, obtain funding, implement, and report on World Café events to initiate race-relations dialogs at the VBA Records Management Center in St. Louis MO in mid 2016, preceded by a pilot test in VACO on December 8, 2015. (Notified local union representatives in St. Louis RMC/VACO in October/November 2015)
- Develop and publish the VA D&I Strategic Plan 2016-2020 and integrate goals into the VA Strategic Plan and HR&A Strategic Plan.
- Manage administration of VA Diversity Council and proposed name change and charter revision.
- Establish a Diversity and Inclusion Competency Model.
- Plan and implement Whistleblower protection campaign to obtain OSC re-certification in Oct 2018.

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<b>EEOC FORM 715-01 PART F</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>
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**CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Gina Farrissee, 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.

	<u>2/22/16</u>
Signature of Principal EEO Director/Official	Date
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.	

	<u>3/4/16</u>
Signature of Agency Head or Agency Head Designee	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 12/31/2015

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
Human Resources Management	1

Others who contributed to the responses:	Has the Agency Secretary given written approval of these responses?	<b>Yes</b>	<b>No</b>
		X	

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<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b> <b>Requires the Agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.</b>			
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? ** Secretary McDonald re-issued and signed the EEO Policy statement on April 20, 2015.	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 Web site? [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? ** VA stresses compliance with these guidelines but has not identified a method to measure.	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? ** VA stresses compliance with these guidelines but has not identified a method to measure.	Yes X	No

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<p>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? ** VA stresses compliance with these guidelines but has not identified a method to measure.</p>	<p><b>Yes</b> X</p>	<p><b>No</b></p>
<p>11. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?</p>	<p><b>Yes</b> X</p>	<p><b>No</b></p>
<p>12. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?</p>	<p><b>Yes</b> X</p>	<p><b>No</b></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><b>Yes</b> X</p>	<p><b>No</b></p>
<p>14. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?</p>	<p><b>Yes</b> X</p>	<p><b>No</b></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><b>Yes</b> X</p>	<p><b>No</b></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><b>Yes</b> X</p>	<p><b>No</b></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 the form of policy statements, training materials, through VA-wide communications media (newsletters, broadcasts, etc.), and through bulletin board postings of findings of discrimination. New employees are briefed during on-boarding process. VA established the Office of Accountability Review (OAR) ensure leadership accountability for improprieties related to patient scheduling and access to care, whistleblower retaliation and related matters that impact public trust in VA. Since September 26 2014, VA has announced the proposed removal of four senior executives following investigations by the OAR and the VA Office of Inspector General.</p>	<p><b>Yes</b> X</p>	<p><b>No</b></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><b>Yes</b> X</p>	<p><b>No</b></p>
<p>19. Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation? ** The office of Diversity and Inclusion continuously provides training to managers, supervisors, HR and EEO specialists on the procedures for reasonable accommodations.</p>	<p><b>Yes</b> X</p>	<p><b>No</b></p>

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<p align="center"><b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b>  <b>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.</b></p>			
<b>Compliance Indicator</b>	<p align="center"><b>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.</b></p>	<b>Measure has been met</b>	
<b>Measures</b>		<b>Yes</b>	<b>No</b>
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 <sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs? ** Each VA administration is required to submit a separate MD 715 report which includes an organization chart with the EEO program office separately identified.		Yes X	No
24. If the facility has 2 <sup>nd</sup> 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
<b>Compliance Indicator</b>	<p align="center"><b>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.</b></p>	<b>Measure has been met</b>	
<b>Measures</b>		<b>Yes</b>	<b>No</b>
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? ** State of the Agency brief provided to the VA Diversity Council and the Secretary in June 2015.		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? <b>[see 29 C.F.R. § 1614.102(b)(3)]</b>		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

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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? ** The Federal Accessibility Standards are superseded by the Architectural Barriers Act Accessibility Standards (ABAAS). Each VA facility has its own budget.		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

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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	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? ** Office of Resolution Management has sole responsibility		Yes X	No
51. to participate in ADR? ** Office of Resolution Management has sole responsibility		Yes X	No

<p style="text-align: center;"><b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>  <b>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.</b></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.	<b>Measure has been met</b>	
Measures		<b>Yes</b>	<b>No</b>
52. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		<b>Yes</b> X	<b>No</b>
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?		<b>Yes</b> X	<b>No</b>
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)]	<b>Measure has been met</b>	
Measures		<b>Yes</b>	<b>No</b>
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?		<b>Yes</b> X	<b>No</b>
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?		<b>Yes</b> X	<b>No</b>
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?		<b>Yes</b> X	<b>No</b>
Compliance Indicator	When findings of discrimination are made, the facility explores whether or not disciplinary actions should be taken.	<b>Measure has been met</b>	
Measures		<b>Yes</b>	<b>No</b>
57. Does the facility have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		<b>Yes</b> X	<b>No</b>
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?		<b>Yes</b> X	<b>No</b>
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. **In FY 2014 there were a total of 29 findings of discrimination. In 25 of the 29 findings, the Department was ordered to consider taking disciplinary actions. Ultimately, discipline was taken in 13 of these findings; 11 of which were reported as counseling or admonishment.  ** Information pertaining to findings/actions taken in FY 2015 is limited at the time of this writing. In FY 2015, there were a total of 33 findings of discrimination. In 31 of the 33 findings, the Department was ordered to consider taking disciplinary actions. To date, discipline has been taken in 12 of the 31 findings; in which 18 RMO's received a counseling or admonishment; nine received a reprimand; two received a proposed suspension; one received proposed reprimand; and a decision on disciplinary action for two RMO's are pending.		<b>Yes</b> X	<b>No</b>

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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? ** Office of Resolution Management has sole responsibility for enforcing compliance with EEOC and OEDCA.	<b>Yes</b>  X	<b>No</b>
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.?	<b>Yes</b>  X	<b>No</b>

**Essential Element D: PROACTIVE PREVENTION**  
**Requires that the facility head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.**

Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met	
		Yes	No
Measures			
62. Do senior managers meet with and assist the EEO Manager and/or other EEO staff in the identification of barriers that may be impeding the realization of equal employment opportunity?		Yes X	No
63. When barriers are identified, do senior managers develop and implement, with the assistance of the facility EEO office, facility EEO Action Plans to eliminate said barriers?		Yes X	No
64. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into facility strategic plans?		Yes 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? ** During FY 2015, minimal trend analysis was conducted on the compensation and reward system using Table A13. Current analytical tools do not possess the robust and discrete capabilities to drill into the data.		Yes X	No
69. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		Yes X	No
Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met	
Measures		Yes	No
70. Are all employees encouraged to use ADR? ** Office of Resolution Management has responsibility		Yes X	No
71. Is the participation of supervisors and managers in the ADR process required? ** Office of Resolution Management has responsibility to encourage parties to participate		Yes X	No

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**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? ** VA's MD-715 automated system collects and populates all the EEOC required workforce tables. The system currently does not track applicant flow data adequately to populate the application portion of Tables 7, 9, 11, and 12.		Yes	No X
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? ** ODI performed Technical Assistance Reviews at 6 facilities during FY 2015. Curtailment of future travel funds could negatively affect our ability to audit facilities.		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? ** During FY 2015, representatives from each staff office were identified to perform the required function.		Yes X	No
76. Are 90 percent of accommodation requests processed within the time frame set forth in the facility procedures for RA? ** Answer is uncertain because the capability to measure the percent of accommodation requests process does not currently exist in the tracking system. For the moment answer will reflect until the uncertainty is eliminated		Yes	No X
Compliance Indicator	The facility has an effective complaint tracking and monitoring system in place to increase the effectiveness of the facility's EEO Programs.	Measure has been met	
Measures		Yes	No
77. Does the facility use a complaint tracking and monitoring system that allows identification of the location and status of complaints and length of time elapsed at each stage of the facility's complaint resolution process? ** Office of Resolution Management has sole responsibility		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? ** Office of Resolution Management has sole responsibility		Yes X	No
79. Does the facility hold contractors accountable for delay in counseling and investigation processing times? ** Office of Resolution Management has sole responsibility		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? ** Office of Resolution Management has sole responsibility		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? ** Office of Resolution Management has sole responsibility		Yes X	No

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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			
82. Are benchmarks in place that compares the facility's discrimination complaint processes with 29 C.F.R. Part 1614? ** Office of Resolution Management has sole responsibility		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? ** Office of Resolution Management has sole responsibility		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? ** Office of Resolution Management has sole responsibility		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? ** Office of Resolution Management has sole responsibility		Yes X	No
88. When a settlement agreement is entered into, does the facility timely complete any obligations provided for in such agreements? ** Office of Resolution Management has oversight responsibility only		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? ** Office of Resolution Management has oversight responsibility only		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? ** Office of Resolution Management has oversight responsibility only		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? ** Office of Resolution Management has oversight responsibility only		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? ** Only in cases where there is no conflict of interest, otherwise other management officials with authority are involved.		Yes	No X

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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	
		Yes	No
Measures			
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? ** Office of Resolution Management has sole responsibility		Yes X	No
99. Does the facility track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		Yes X	No
100. Does the facility consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		Yes X	No
Compliance Indicator	The facility ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of facility or other offices with conflicting or competing interests.	Measure has been met	
Measures		Yes	No
101. Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles facility representation in EEO complaints?		Yes X	No
102. Does the facility discrimination complaint process ensure a neutral adjudication function?		Yes X	No
103. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		Yes X	No

**Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE**

This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.

Compliance Indicator	Facility personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.	Measure has been met	
		Yes	No
Measures			
104. Does the facility have a system of management control to ensure that facility officials timely comply with any orders or directives issued by EEOC Administrative Judges? ** Office of Resolution Management has oversight responsibility only		Yes X	No
Compliance Indicator	The facility's system of management controls ensures that the facility timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.	Measure has been met	
		Yes	No
Measures			
105. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.		Yes	No X
106. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief? ** Office of Resolution Management has responsibility for monitoring compliance. The facility is responsible for the processing.		Yes	No
107. Are procedures in place to promptly process other forms of ordered relief? ** Office of Resolution Management has oversight responsibility only. Facilities have responsibilities for processing.		Yes	No
Compliance Indicator	Facility personnel are accountable for the timely completion of actions required to comply with orders of EEOC.	Measure has been met	
		Yes	No
Measures			
108. Is compliance with EEOC orders encompassed in the performance standards of any facility employees? ** Office of Resolution Management has oversight responsibility only		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. ** Office of Resolution Management has oversight responsibility only		Yes X	No
110. Have the involved employees received any formal training in EEO compliance? ** Office of Resolution Management has oversight responsibility only		Yes X	No
111. Does the facility promptly provide to the EEOC the following documentation for completing compliance:		Yes	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? ** Office of Resolution Management has oversight responsibility only		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? ** Office of Resolution Management has oversight responsibility only		Yes X	No

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

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 11/30/2015

<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	DEMONSTRATED COMMITMENT BY AGENCY LEADERSHIP: Agency EEO policy is vigorously enforced by Agency management.  Lack of anti-harassment program.	
<b>OBJECTIVE 1:</b> (National)	Develop an Anti-Harassment Program in VA	
<b>RESPONSIBLE OFFICIAL:</b>	OHRM, ORM, ODI	
<b>DATE OBJECTIVE INITIATED:</b>	June 13, 2014	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2016	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy	
VA's ORM will take the lead for implementing a more structured Anti-harassment Program in VA.	11/28/2014 Completed	
VA will issue a new directive/policy guidance memorandum establishing ORM as the responsible office and central point of contact for oversight of the Anti-harassment Program.	12/30/2015 Completed	
ORM will utilize VA's Resolution Support Center as the "hotline" for reporting and referring allegations of workplace harassment.	09/30/2015 Completed	
ORM will work with the Office of Human Resources Management (OHRM) and Office of Diversity and Inclusion (ODI) to create an automated centralized database to track VA-wide allegations and incidents of workplace harassment that are outside the Federal EEO complaint process.	09/30/2015 Completed	
ORM will assess resource needs to fully implement this responsibility and provide a timeline for full implementation. ** New Office, AHO, is staffed with 1 program manager, 2 specialists, 1 program specialist	09/30/2015 Completed	
ODI, and the Office of General Counsel will support and assist as appropriate, ensuring appropriate "firewalls" (functional separations) are observed to maintain integrity of the process.	09/30/2015 Completed	
Address some additional issues for sustaining the AHO: long range technology solutions (system of record), initial case volume, additional work load for VHA network	09/30/2016	
Enhance Anti-Harassment Coordinator (AHC) Network	3/31/2016	
Expand case management system	3/31/2016	
Launch training for employees, supervisors, managers, union officials, and AHCs.	3/31/2016	

## FY 2015 REPORT

### REPORT OF ACCOMPLISHMENTS:

- In FY2015, VA issued a new directive/policy guidance memorandum establishing ORM as the responsible office and central point of contact for oversight of the Anti-Harassment program. The Anti-Harassment program is administered by the Anti-Harassment Office, which consists of a Program Manager, two Anti-Harassment Specialists and a Program Specialist. This office provides centralized tracking, monitoring and reporting of all allegations of harassment within VA. Additionally, it ensures all harassment allegations are reported to VA leadership and provides education and awareness training on the harassment program and the reporting process. Significant accomplishments by the AHO include:
  - a) Drafted the AHO handbook and directive outlining the roles and responsibilities of all employees, managers and supervisors under the anti-harassment policy.
  - b) Established the AHO Network with designated Anti-Harassment Coordinators (AHCs) who serve as the local point of contact for allegations of harassing conduct for their respective administrations or staff offices.
  - c) Created an automated case management tracking system to track VA-wide allegations and incidents of workplace harassment.
  - d) Created key training aids and fact sheets aimed at educating employees, managers, unions, supervisors and EEO staff on the definition of harassment and their role and responsibility in ensuring the VA maintains a workplace free from harassment.
  - e) Produced a training video hosted by senior leadership announcing the establishment of the AHO.

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<p><b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b></p>	<p>MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61)</p> <p>73. Has the facility implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?</p>	
<p><b>OBJECTIVE 2:</b> (National)</p>	<p>Integrate applicant flow data with VA's MD 715 reporting system. Currently tables A/B 7, 9, 11, and 12 are lacking of applicant data as required by EEOC.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>ODI is the responsible organization to manage the program which will require collaboration with the VA Learning University (VALU), OHRM, CSEMO, Administration Training Officers (TOs)</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>October, 1, 2014</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2016</p>	
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy</p>	
<p>Develop an IPT, project plan and project milestones. ** This activity bypassed. Action officer working with VSSC Database specialist directly to implement a solution.</p>	<p>9/30/2015 Cancelled</p>	
<p>Document existing HR and applicant flow infrastructure ** This activity bypassed. Action officer working with VSSC Database specialist directly to implement a solution.</p>	<p>9/30/2015 In Progress</p>	
<p>Collaborate with OPM to refine USAJOBS applicant flow data to provide additional information to separate applicant data to respective MD 715 data tables ** Representatives from ODI set in on numerous sessions to design new data interface systems (i.e. COGNOS, ...) to allow agency analysts access to applicant data.</p>	<p>9/30/2015</p>	
<p>Develop a requirements document outlining functional and capability requirements along with interface design with multiple information systems (HR, VSSC, VALU, CSEMO). ** This activity superseded by other events.</p>	<p>9/30/2015 Cancelled</p>	
<p>Modify existing applicant flow process to include new required features.</p>	<p>9/30/2016 In Progress</p>	
<p>Integrate applicant data to VSSC MD 715 system (i.e. tables 7, 9, 11 and 12) ** currently done manually; OPM recently developed a new applicant information system utilizing COGNOS as the database of choice.</p>	<p>9/30/2016</p>	
<p>Integrate applicant flow data to the VSSC database and design improved analytical capabilities via ProClarity or other off-the-shelf vendor technology.</p>	<p>6/30/2017 In progress</p>	
<p><b>REPORT OF ACCOMPLISHMENTS:</b></p>		

FY 2015 REPORT

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<p><b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b></p>	<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><b>OBJECTIVE 3:</b> (National)</p>	<p>Collaborate with HR and Administrations to conduct analyses of Merit Promotion Policies and Procedures.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>VA Learning University (VALU), ODI, OHRM, Administrations</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 7, 2010</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2016</p>	
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy</p>	
<p>VBA will streamline its merit promotion plan to a single plan to be used for its VACO and VBA Field offices.</p>	<p>09/30/2015 Completed</p>	
<p>VHA will streamline its merit promotion plan to a single plan to be used for its VACO and VHA Field offices.</p>	<p>09/30/2016 In Progress</p>	
<p>OHRM will update and seek approval for 5005 Directive – VA-wide merit promotion policy and procedures.</p>	<p>09/30/2015 Completed</p>	
<p><b>REPORT OF ACCOMPLISHMENTS:</b></p> <p>NCA and VBA streamlined their respective Merit Promotion Plans (MPP) into a single plan for all facilities to utilize. In all cases the Administration's MPPs reference the VACO Directive 5005, which is the Department wide MPP for all Administrations and facilities to adopt.</p> <p>In May FY 2015, VA updated and certified is central MPP, Directive 5005.</p>		

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<p><b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b></p>	<p>MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61)</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><b>OBJECTIVE 4:</b> (National)</p>	<p>Collaborate with HR to conduct analyses of Employee Recognition and Awards Program.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>VA Learning University (VALU), ODI, OHRM, Administration Training Officers (TOs)</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 7, 2010</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2016</p>	
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p>TARGET DATE (Must be specific) example: mm/dd/yyyy</p>	
<p>Work with OHRM to review Employee Recognition Awards Program policy for VACO ** Due to lack of resources this planned activity was not completed.</p>	<p>7/30/2017</p>	
<p>Conduct semi-annual meetings with OHRM specialists conducting the reviews and audits of annual performance awards.</p>	<p>9/30/2016 Continuous</p>	
<p><b>REPORT OF ACCOMPLISHMENTS:</b></p>		

FY 2015 REPORT

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<p><b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b></p>	<p>MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61)</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>	
<p><b>OBJECTIVE 5:</b> (National)</p>	<p>Collaborate with HR to conduct analyses of Employee Development and Training Programs.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>VA Learning University (VALU), ODI, OHRM, Administration Training Officers (TOs)</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 7, 2010</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2013 September, 2017</p>	
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy</p>	
<p>Integrate employee demographic data into the Talent Management System</p>	<p>9/30/2017</p>	
<p>Work with OHRM, VALU, VHA, NCA, and VBA to review competitive Employee Development/Training Programs. ** Due to lack of resources this planned activity was not initiated during FY 2015.</p>	<p>5/30/2017</p>	
<p><b>REPORT OF ACCOMPLISHMENTS:</b></p>		

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<p><b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b></p>	<p>MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61)</p> <p>53. Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate facility managers to include facility Counsel, Human Resource Officials, Finance, and the Chief information Officer?</p> <p>** . Approximately six months ago we began having conference calls with facility management to discuss compliance matters dues to interpretation of the remedial action and who was responsible for implementing the relief. Calculations of back pay have been a deficiency within the agency since calculations and payment of back pay is performed outside of the agency, namely Defense Finance and Accounting Service (DFAS).</p>
<p><b>OBJECTIVE 6:</b> (National)</p>	<p>Ensure appropriate review and accountability when discrimination is found.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>VA Learning University (VALU), ODI, ORM, OHRM, Administration Training Officers (TOs)</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 7, 2010</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2013 NEW DATE: June 30, 2016</p>
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy</p>
<p>Reconvene task force of subject matter experts and stakeholders to update proposed process for reviewing corrective actions taken against RMOs in findings of discrimination</p>	<p>5/30/2014 Canceled</p>
<p>Prepare report for FY 2015 disciplinary actions taken</p>	<p>5/30/2016</p>
<p>Revamp ORM's compliance monitoring program to provide timely reports to EEOC's Office of Federal Operations (OFO).</p>	<p>6/30/2016</p>
<p>Update and finalize proposal and draft SOP for EEO Accountability Board</p>	<p>6/30/2014 Canceled</p>
<p>Brief senior leadership on proposal and obtain necessary approvals</p>	<p>9/30/2014 Canceled</p>
<p>Appoint Board members and finalize Charter for EEO Accountability Board</p>	<p>9/30/2014 Canceled</p>
<p>Hold initial training meeting of Board</p>	<p>11/30/2014 Canceled</p>
<p>Hold first Board meeting</p>	<p>11/30/2014 Canceled</p>
<p>Issue first report of recommendations to RMO leadership chain and OSVA</p>	<p>3/30/2015 Canceled</p>
<p><b>REPORT OF ACCOMPLISHMENTS:</b> ** The Assistant Secretary of Human Resource and Administration issued a Memorandum, "Ensuring Appropriate Review of Findings of Discrimination," dated June 4, 2014, establishing policy addressing the enforcement of appropriate disciplinary actions. Due to this action, ORM receives detailed analysis and documentation from facilities regarding determining appropriate actions to take against the management</p>	

## FY 2015 REPORT

officials that had direct involvement in discrimination. ORM receives documentation in every finding that confirms review occurred and what action, if any, is being taken to ensure accountability. ORM reports annually on actions taken.

Report Generated on 12/18/2015

<p><b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b></p>	<p>MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61)</p> <p>Q59. 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.</p>	
<p><b>OBJECTIVE 7:</b> (National)</p>	<p>Implement a new policy ensuring appropriate review and accountability.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>VA Learning University (VALU), ODI, ORM, OHRM, Administration Training Officers (TOs)</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 7, 2010</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2016</p>	
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy</p>	
<p>Monitor and enforce new policy</p>	<p>09/30/2016 Ongoing</p>	
<p>Prepare report for FY 2014 disciplinary actions taken</p>	<p>06/30/2015 Completed</p>	
<p>Prepare report for FY 2015 disciplinary actions taken</p>	<p>09/30/2016</p>	
<p><b>REPORT OF ACCOMPLISHMENTS:</b></p>		

FY 2015 REPORT

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<p><b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b></p>	<p>MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61)</p> <p>Q61. Does the facility review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?</p>	
<p><b>OBJECTIVE 8:</b> (National)</p>	<p>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.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>VA Learning University (VALU), ODI, OHRM, Administration Training Officers (TOs)</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>January 7, 2010</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2015</p>	
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy</p>	
<p>Develop standard reporting features in the disability tracking system to RA decisions/actions</p>	<p>06/30/2015 Completed</p>	
<p><b>REPORT OF ACCOMPLISHMENTS:</b></p>		

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<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103)  Q76: Are 90 percent of accommodation requests processed within the time frame set forth within the agency procedures for RA?	
<b>OBJECTIVE 9:</b> (National)	Establish and deploy a VA-wide centralized RA system to track timely processing of RA requests.	
<b>RESPONSIBLE OFFICIAL:</b>	ODI, ORM, VHA EEO Manager, Administration EEO and HR Officials	
<b>DATE OBJECTIVE INITIATED:</b>	6/08/2010	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/2016	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy	
Develop communications plan and market new system to train users on the reporting feature in RACS through existing communication media (print, web, Integrated Human Resources Management Board, VA Diversity Council, MD-715 Liaison Work Group, etc.) ** Each administration provides RACS training to its LRACS.	05/20/2011 New Date: 09/20/2015 Deleted	
Implement new capabilities in the RACS to track and measure RA requests.	New: 09/30/2015 Completed	
Monitor timeliness and denial rates. Provide quarterly feedback to the components.	09/30/2015 Ongoing	
NEW: Hold quarterly conference calls with Local Reasonable Accommodation Coordinators (LRACs) to provide training and answer questions.	9/30/2016 Ongoing	
Conduct monthly virtual training for LRACs and EEO in each VA component.	9/30/2016	
<b>REPORT OF ACCOMPLISHMENTS:</b>		

FY 2015 REPORT

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<p><b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b></p>	<p>EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103)</p> <p>Q86. When a complainant requests a final facility decision, does the facility issue the decision within 60 days of the request?</p>	
<p><b>OBJECTIVE 10:</b> (National)</p>	<p>NEW: Issue final decisions within 60 days of complainant request.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>ODI, ORM, OEDCA, Administration EEO and HR Officials</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>10/01/2012</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>9/30/2016</p>	
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy</p>	
<p>Continue streamlining FAD decision formats.</p>	<p>09/30/2016 On going</p>	
<p>Increase incentives for increased production ** Received over 1000 decision requests for FY 2014. Each OEDCA attorney is required to produce 72 cases or more per fiscal year. The inventory increase (representing 77 case closures) resulted from the vacancy of one attorney position in FY 2014</p>	<p>9/30/2015 Completed</p>	
<p><b>REPORT OF ACCOMPLISHMENTS:</b> OEDCA received 1,082 requests for decisions and closed 1,064 cases in FY 2015. OEDCA decision output increased 9.5 percent and case inventory was reduced 47 percent from FY 2014 – 253 as of Sept 30, 2014 to 136 as of Sept. 30, 2015. At the end of FY 2015, 37 percent of OEDCA's pending cases were older than 60 days.  With the exception of one attorney, all other OEDCA attorneys completed 72 or more cases during FY 2015.</p>		

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<p><b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b></p>	<p>EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103)</p> <p>Q85: Does the facility complete the investigations within the applicable prescribed time frame?</p>	
<p><b>OBJECTIVE 11:</b> (National)</p>	<p>Ensure timely assignment of formal complaints to investigators after accepted for investigation, ensure sufficient full-time, part-time, and contract resources to cover workload, and timely review and release completed reports of investigation.</p>	
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>ORM</p>	
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>09/23/2013</p>	
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>9/30/2016</p>	
<p><b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b></p>	<p><b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy</p>	
<p>Reviewed and modified procedures for assigning cases to full-time, part-time, and contract investigators to improve timeliness.</p>	<p>09/30/2015 (assignments are made monthly) Completed</p>	
<p>Developed reports to track status of investigations daily and monitor timeliness of un-amended and amended complaints.</p>	<p>10/1/2015 (assignments are made monthly)</p>	
<p>Fill investigator vacancies. Continue hiring and recruitment action. Institute aggressive recruitment initiatives, such as open and continuous hiring certificates to fill vacancies for full-time and part-time investigators and case managers.</p>	<p>09/30/2016</p>	
<p>Monitor contract and internal investigator performance. Remove/replace poor performing contractors. Ensure that there are available funds for contractors to address overflow.</p>	<p>09/30/2016 Ongoing/monthly</p>	
<p>Review and modify procedures for review and release of completed investigations to improve quality and timeliness.</p>	<p>1/1/2016</p>	
<p>Obtained equipment and established process to create digitized reports of investigation in compliance with EEOC requirements internally versus through external contract. Process change expected to reduce average processing time by 3-5 days.</p>	<p>1/1/2016</p>	
<p><b>REPORT OF ACCOMPLISHMENTS:</b></p> <ol style="list-style-type: none"> <li>1. Contractors completed 774 cases in FY 2015</li> <li>2. Average days for un-amended investigations were 177 days. Percentage of cases timely investigated 73% (total investigations 1568: 794 internal, 774 contractor; 1149 timely: 630 internal, 79%; 519 contractor: 67%).</li> <li>3. Increased the number of ORM full-time and part-time investigators by 17 FTE in FY2015.</li> </ol>		

FY 2015 REPORT

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<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	RESPONSIVENESS AND LEGAL COMPLIANCE: Federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions. (Q72-103)  Q105. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.
<b>OBJECTIVE 12:</b> (National)	Continue with Tri-partite structure with payroll provider, DFAS.
<b>RESPONSIBLE OFFICIAL:</b>	ODI, ORM, HR
<b>DATE OBJECTIVE INITIATED:</b>	10/01/2009
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	9/30/2020

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy
Maintain a system in place with the payroll provider (e.g., DFAS) to make timely and orderly submissions for all types of payment requests.	09/30/2020
Maintain a tri-partite structure (ORM, OEDCA, and HR) and system to provide an on-going check and balance process for ensuring monetary relief is prompt.	09/30/2020
<b>REPORT OF ACCOMPLISHMENTS:</b> VA continues its success with the tri-partite structure to ensure prompt process of monetary relief through the payroll process.	

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 11/30/2015

<p><b>EEOC FORM 715-01 PART I</b></p>	<p align="center"><b><i>U.S. Equal Employment Opportunity Commission</i></b> <b>FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>	
<p>DEPARTMENT OF VETERANS AFFAIRS</p>	<p align="right">FY 2015</p>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p>	<p><b>Less than Expected Participation of White Females</b></p> <p>VA is experiencing less than expected participation for White females (WF) when compared to the Relevant Civilian Labor Force (RCLF). This less than expected participation trickles down to Administration level (Veterans Health Administration (VHA), Veterans Benefits Administration (VBA) and National Cemetery Administration (NCA)) and to VA's Central Office (VACO).</p>	
<p><b>BARRIER ANALYSIS 1:</b></p>	<p>The first indication of a possible barrier was the disparity in the participation rate of WFs in VA as indicated in Workforce Data Table A1. In VA, WFs represent 34.86 percent of the permanent and temporary workforce, whereas WFs represent 45.69 percent of the RCLF. The RCLF for the nursing and allied health care field is statistically weighted towards women. Because VA's workforce is heavily concentrated in these fields, VA has a higher benchmark to reach in order to achieve parity.</p> <p>The net change for WFs (3.38 percent) is below the net change for the total workforce (4.29 percent), meaning that WFs are growing at a rate below that of the total workforce. In VHA, WFs represent 36.10 percent of the permanent and temporary workforce, whereas WFs represent 46.83 percent of the RCLF. The net change for VHA WFs (3.69 percent) is below the net change for VHA's total workforce (4.53 percent), meaning that WFs are growing at a rate below that of the VHA total workforce. In VBA, WFs represent 26.62 percent of the permanent and temporary workforce, whereas WFs represent 41.30 percent of the RCLF. The net change for VBA WFs (-1.07 percent) is below the net change for VBA's total workforce (2.05 percent). A negative net change means WFs have experienced a decrease in representation since FY 2014. In NCA, WFs represent 13.15 percent of the permanent and temporary workforce, whereas WFs represent 22.40 percent of the RCLF. The net change for WFs in NCA (4.76 percent) is below the net change for the NCA total workforce (5.93 percent), meaning that WFs are growing at a rate below that of NCA's total workforce. In VACO, WFs represent 20.94 percent of the permanent and temporary workforce, whereas WFs represent 27.97 percent of the RCLF. The net change for VACO WFs (-0.15 percent) is below the net change for VACO's total workforce (1.94 percent). A negative net change means WFs have experienced a decrease in representation since FY 2014. The less than expected participation VA-wide prompted a review of Tables A4-1, A6, A8 and A14.</p> <p>Table A4-1 revealed less than expected participation in the following permanent General Schedule (GS) grades for WFs when compared to their participation in the total permanent workforce (37.39 percent): GS-2 (WF: 20.88 percent), GS-3 (WF: 22.03 percent), GS-4 (WF: 24.13 percent), GS-5 (WF: 28.20 percent), GS-6 (WF: 35.90 percent), GS-7 (WF: 33.17 percent), GS-9 (WF: 33.88 percent), GS-10 (WF: 35.01 percent), GS-14 (WF: 36.89 percent), and GS-15 (WF: 21.40 percent). Further analysis of applicant flow of WFs at the identified grades is necessary to isolate on the barrier(s).</p> <p>A review of Table A6 revealed a less than expected participation rate for 23 (Police, Social Science, Human Resources Management, Equal Employment Opportunity, Miscellaneous Administration and Program, Program Management, Auditing, Nurse, Practical Nurse, Nursing Assistant, Medical Technologist, Diagnostic Radiologic</p>	

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	<p>Technologist, Medical Records Technician, Legal Assistance, Veterans Claims Examining, Claims Assistance and Examining, General Business and Industry, Loan Specialist, Appraising, Cemetery Administration, Criminal Investigating, Information Technology Management, and Cemetery Caretaking) out of 28 identified major occupations in the permanent workforce.</p> <p>Table A8 revealed that the hiring distribution for WFs (33.96 percent) is below their representation in the RCLF (45.46 percent). Further analysis of applicant flow data is necessary to isolate on the barrier(s).</p> <p>In reviewing Table A14, WFs have a voluntary separation rate (35.14 percent) in the permanent workforce which is higher than their workforce participation rate (34.64 percent). Further analysis reveals that the top reason for WFs voluntarily separating from VA is resignation.</p> <p>The high voluntary separation rate for WFs prompted a review of exit surveys. In FY2015, WFs made up 35.24 percent of those who completed the survey. The top three reasons stated for leaving VA among WFs that completed the survey were normal retirement (20.46 percent), advancement - unique opportunity elsewhere (14.88 percent), and attend school (9.20 percent). After leaving VA, 18.41 percent stated they were planning to take a position in private industry or going into business on their own, and 17.59 percent stated they were transferring to a position in another Federal agency. Also, WFs were not generally satisfied with the number of opportunities for promotion. Only 39.26 percent of WFs responded positively to the question.</p> <p>We also reviewed promotion rates for WFs. WFs experienced low promotion rates at the entry level (grades 3 thru 8), journeyman level (grades 9 thru 12), and senior level (grades 13 thru 15) when compared to the overall promotion rate at each level. The promotion rate for WFs at the entry level was 16.04 percent while the overall promotion rate at the entry level was 16.82 percent. The promotion rate for WFs at the journeyman level was 18.11 percent while the overall promotion rate at the journeyman level was 21.55 percent. The promotion rate for WFs at the senior level was 6.70 percent while the overall promotion rate at the senior level was 7.27 percent. The analysis of the promotion rates is inclusive of competitive and non-competitive promotions.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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>The cause of the less than expected participation rate for WFs is unknown. It appears that our hiring of WFs is not exceeding the growth of the total workforce like it should if we want to see progress in participation. Also, WFs in the workforce are leaving at a high proportion. Further examination of the policies, procedures, and practices impacting the hiring, retention, and separation processes is needed.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Refine the applicant flow system to identify potential barriers in the recruitment and selection processes.          Review the hiring policies, procedure and practices.          Implement an exit interview process for those separating from VA.          Eliminate, when possible, any barriers to equal opportunity.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Assistant Secretary for Human Resources and Administration; Deputy Assistant Secretary for Human Resources Management; Deputy Assistant Secretary for Diversity and Inclusion; Other Administration HR Officials</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>09/30/2009</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>09/30/2016</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
<b>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.</b>	<b>TARGET DATE (Must be specific) example: mm/dd/yyyy</b>	
VA will develop and implement a strategic plan that will address issues affecting female employment, career development, promotions, awards, and overall retention of females within the Department. **Make sure to reference the new revised D&I strategic plan.	09/30/2015	
VA will annually monitor Department-wide complaint trends to determine if there are adverse trends affecting White females in the workforce. **Critical to the TAR program.	08/31/2016 Ongoing	
VA will continue to partner with women's professional and Veterans organizations, and post-secondary educational institutions to increase awareness of VA occupations, annually.	08/31/2016 Ongoing	
ODI will refine its existing applicant flow process to align with OPM's new applicant information system and integrate it into MD-715 tables.	09/30/2016	
ODI will continue to collaborate 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 and Human Capital Plans, annually.	09/30/2016 Ongoing	
VA will continue to administer mentoring (formal and informal) programs to promote career development, retention, and upward mobility within the VA workforce.	09/30/2016 Ongoing	
VA will ensure information on career development and leadership programs is disseminated via MyCareer@VA and other tools to all employees to maximize career development opportunities, annually.	09/30/2016	
VA will develop and facilitate virtual training and professional development forums annually to enhance workforce capacity in the areas of cultural competence, barrier analysis, unconscious bias, inclusion, special emphasis program management, etc.	09/30/2015	
VA will refine the unconscious bias training content for VA employees. **Made improvements to the one-on-one training materials. Further enhancements are planned for FY 2016 and beyond.	09/30/2016 Ongoing	
Based on availability of funds, VALU will award and execute contract to implement unconscious training module into VA's talent management system.	09/30/2017	
ODI will analyze exit survey data to determine if there are barriers that may impact the retention of White females.	06/30/2016 Ongoing	
Develop action plans to address results from the FY2015 exit survey analysis.	09/30/2016	
VA will market and continue to enhance VA's exit survey system.	09/30/2016	
In collaboration with the Special Observance Coordinator, implement the Women's History Month Program, Take Our Sons and Daughters to Work Day, and Women's Equality Day.	09/30/2016	
Partner with Federally Employed Women (FEW) supporting current and future local outreach initiatives.	09/30/2016	
Partner with VHA, VBA, and NCA senior leadership to conduct local leadership	09/30/2016	

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development training for women in the federal workforce.	
Support the FEW and VA Memorandum of Understanding, by promoting the VA as the "employer of choice" through various activities.	07/31/2016
Partner with FEW to schedule and conduct training locally which promotes leadership development for women in the federal workforce.	09/30/2016
Schedule and conduct Special Emphasis Program Manager training for stakeholder groups with emphasis on the importance of diversity and inclusion that fosters an engaged workforce.	09/30/2016
Partner with the ODI Training and Communications Division staff to conduct cultural awareness and OPM's New IQ training on a quarterly basis in a virtual mode.	09/30/2016
Partner with VA's Learning University to develop a resume writing seminar, and schedule as appropriate MyCareer@VA events to assist women Veterans with resume retrofitting. Specifically, women Veterans will improve their success rate with a viable <a href="http://usajobs.gov">usajobs.gov</a> resume for submission to current employment opportunities.	09/30/2016
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p> <p>A strategic plan for the women's program is still being researched and drafted to ensure it is inclusive of women's issues specific to VA and contains achievable goals to address those identified issues. ODI will continue to develop an appropriate plan for women in the VA, ensuring coordination and feedback from the field are included.</p> <p>The National Federal Women's Program Manager, located in ODI, reviewed the FY 2012 and 2013 462 reports, as well as VA-wide EEO findings of discrimination and found no indication of adverse trends specifically affecting WFs. ODI will continue to monitor.</p> <p>ODI continues to partner with and support women's organizations such as Federally Employed Women, and internal women's Veterans organizations such as the VA's Center for Women Veterans to increase awareness of opportunities for employment, training, and career development.</p> <p>VA has entered into a Memorandum of Understanding (MOU) Federally Employed Women (FEW). The objective of the MOU shall be to coordinate and facilitate activities that are responsive to the needs of VA and FEW. VA and FEW shall meet on a recurring basis to monitor the progression of the recruitment, accessions, training, career development, promotion, and retention of qualified women in VA's workforce. Specific goals are to:</p> <ul style="list-style-type: none"> <li>▪ Improve the outreach initiative for women in management and other senior level positions through substantive training.</li> <li>▪ Continue to promote education and leadership development opportunities through outreach initiatives to women in VA.</li> </ul> <p>The applicant flow system has been developed. However the data structure is still being refined to be able to show MD-715 specific data.</p> <p>ODI has continued to meet with staff involved in creating VA-wide strategic plans to ensure diversity and inclusion are imbedded within. To date, language exists in the Human Resources Strategic Plan, as well as the Diversity and Inclusion Strategic Plan.</p> <p>During FY 2014, the VA Learning University (VALU) launched a pilot for a new Career Development Facilitator Program, which is commonly referred to as "CDF" to address the need for career counseling and guidance for VA employees. The CDF, if determined effective through the pilot, should be implemented by VALU by September 30, 2015. ODI will utilize this tool and assist with marketing to ensure field knowledge of the CDF and other talent management tools such as MyCareer@VA.</p> <p>ODI continues to develop and offer virtual training and provide training at professional development forums during national affinity group conferences.</p> <p>VA has fully implemented virtual barrier analysis training and received positive feedback and continually increasing participation in the training. In addition, the Deputy Assistant Secretary for Diversity and Inclusion provided a training presentation titled "The Inclusion Paradigm," either in-person or virtually, to senior staff in at least six different VA field facilities.</p> <p>ODI's Training and Communications team provided 114 sessions of "Cultural Competency – Key Considerations for an</p>	

Inclusive VA Workforce" training to 24 VA medical facilities, staff offices, and the Board of Veterans Appeals. In addition, VA also began a train-the-trainer program for unconscious bias training that is planned to be continued in FY 2015.



<p><b>EEOC FORM 715-01 PART I</b></p>	<p align="center"><b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>	
<p>DEPARTMENT OF VETERANS AFFAIRS</p>	<p align="right">FY <u>2015</u></p>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p>	<p><b>Less than Expected Participation Rates for Hispanic Males and Females</b></p> <p>VA is experiencing less than expected participation for Hispanic males and females (HM and HF, respectively) when compared to the RCLF and the Civilian Labor Force (CLF). This less than expected participation, when compared to the RCLF, trickles down to Administration level (VHA, VBA and NCA) and to VACO.</p>	
<p><b>BARRIER ANALYSIS 2:</b></p>	<p>The first indication of a possible barrier was the disparity in the participation rate of HMs and HFs in VA as indicated in Workforce Data Table A1. In VA, HMs represent 3.16 percent of the permanent and temporary workforce and HFs represent 3.61 percent, whereas HMs represent 3.84 percent of the RCLF and 5.17 percent of the CLF and HFs represent 5.70 percent and 4.79 percent, respectively. The RCLF for nursing and allied health care field is statistically weighted towards women. Because VA's workforce is heavily concentrated in these fields, VA has a higher benchmark to reach in order to achieve parity.</p> <p>The net change for HMs (4.83 percent) and HFs (6.55 percent) is above the net change for the total workforce (4.29 percent), meaning that HMs and HFs are growing at a rate above that of the total workforce. In VHA, HMs represent 3.10 percent of the permanent and temporary workforce and HFs represent 3.74 percent, whereas HMs represent 3.77 percent of the RCLF and HFs represent 5.81 percent. The net change for VHA HMs (5.17 percent) and HFs (6.78 percent) is above the net change for VHA's total workforce (4.53 percent), meaning that HMs and HFs are growing at a rate above that of VHA's total workforce. In VBA, HMs represent 3.02 percent of the permanent and temporary workforce and HFs represent 2.78 percent, whereas HMs represent 3.14 percent of the RCLF and HFs represent 5.66 percent. However, the net change for HMs in VBA (2.16 percent) and HFs in VBA (6.12 percent) is above the net change for VBA's total workforce (2.05 percent), meaning that HMs and HFs are growing at a rate above that of VBA's total workforce. In NCA, HMs represent 8.20 percent of the permanent and temporary workforce and HFs represent 1.74 percent, whereas HMs represent 18.29 percent of the RCLF and HFs represent 3.41 percent. The net change for HMs in NCA (2.72 percent) is above the net change for NCA's total workforce (5.93 percent); however, the net change for HFs in NCA (-1.11 percent) is below the net change for NCA's total workforce, meaning that HMs are growing at a rate above that of NCA's total workforce and HFs are growing at a rate below that of NCA's total workforce. A negative net change means that the total workforce has decreased since FY 2014. In VACO, HMs represent 4.30 percent of the permanent and temporary workforce and HFs represent 1.84 percent, whereas HMs represent 4.59 percent of the RCLF and HFs represent 3.21 percent. The net change for VACO HMs (2.56 percent) is above the net change for VACO's total workforce (1.94 percent); however, the net change for VACO HFs (-0.83 percent) is below the net change for VACO's total workforce, meaning that HFs are growing at a rate below that of the total workforce. The less than expected participation VA-wide prompted a review of Tables A4-1, A6, A8, and A14.</p> <p>Table A4-1 revealed less than expected participation in the following permanent GS grades for HMs when compared to their participation in the total permanent workforce (2.91 percent): GS-2 (HM: 2.20 percent), GS-8 (HM: 2.77 percent), GS-11 (HM: 2.22 percent), GS-12 (HM: 2.46 percent), GS-13 (HM: 1.86 percent), and GS-14 (HM: 2.09 percent). Table A4-1 also revealed less than expected participation in the following permanent GS grades for HFs: GS-2 (HF: 2.20 percent), GS-9 (HF: 3.70 percent), GS-10 (HF: 2.98 percent), GS-12 (HF: 3.47 percent), GS-13 (HF: 2.93 percent), GS-14 (HF: 1.98 percent), and GS-15 (HF: 2.19 percent). Further analysis of applicant flow of HMs and HFs at the identified grades is necessary to isolate on the barrier(s).</p> <p>A review of Table A6 revealed a less than expected participation rate for HMs for 17 (Police, Human Resources Management, Equal Employment Opportunity, Miscellaneous Administration and Program, Program Management, Management and Program Analysis, Financial Administration and Program, Medical Officer, Medical Technologist, Pharmacist, Medical Records Technician, General Attorney, Legal Assistant, Veterans Claims Examining, Loan Specialist, Criminal Investigating, and</p>	

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	<p>Cemetery Caretaking) out of 28 identified major occupations in the permanent workforce. A review of Table A6 revealed a less than expected participation rate for HFs for 22 (Police, Social Science, Human Resources Management, Equal Employment Opportunity, Miscellaneous Administration and Program, Program Management, Financial Administration and Program, Practical Nurse, Nursing Assistant, Diagnostic Radiologic Technologist, Medical Records Technician, General Attorney, Legal Assistance, Veterans Claims Examining, Claims Assistance and Examining, General Business and Industry, Loan Specialist, Appraising, Cemetery Administration, Criminal Investigating, Information Technology Management, and Cemetery Caretaking) out of 28 identified major occupations in the permanent workforce.</p> <p>Table A8 revealed that the hiring participation rate for HMs (3.04 percent) is below their representation in the RCLF (4.29 percent) and the hiring participation rate for HFs (3.65 percent) is below their representation in the RCLF (6.16 percent). Further analysis of applicant flow data is necessary to isolate on the barrier(s).</p> <p>In reviewing Table A14, HMs have a separation rate (3.18 percent) in the permanent workforce lower than their workforce participation rate (3.20 percent); however, HMs have a high involuntary separation rate of 3.93 percent when compared to their workforce participation rate. HFs have a separation rate (2.84 percent) lower than their workforce participation rate (3.63 percent).</p> <p>We also reviewed promotion rates for HMs and HFs. HFs experienced low promotion rates at the entry level (grades 3 thru 8), journeyman level (grades 9 thru 12), and senior level (grades 13 thru 15) when compared to the overall promotion rate at each level. The promotion rate for HFs at the entry level was 16.43 percent while the overall promotion rate at the entry level was 16.82 percent. The promotion rate for HFs at the journeyman level was 20.03 percent while the overall promotion rate at the journeyman level was 21.55 percent. The promotion rate for HFs at the senior level was 5.19 percent while the overall promotion rate at the senior level was 7.27 percent.</p> <p>The analysis of the promotion rates is inclusive of competitive and non-competitive promotions.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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>The cause of the less than expected participation rate for HMs and HFs is unknown. It appears that our hiring of HMs and HFs exceeds the growth of the total workforce like it should if we expect to see progress in the participation. However, we still have less than expected participation. Further examination of the policies, procedures, and practices impacting the hiring, retention, and separation processes is needed.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Refine the applicant flow system to identify potential barriers in the recruitment and selection process.          Review the hiring and promotion policies, procedures and practices.          Implement an exit interview process for those separating from VA.          Eliminate, when possible, any barriers to equal opportunity.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Assistant Secretary for Human Resources and Administration; Deputy Assistant Secretary for Human Resources Management; Deputy Assistant Secretary for Office of Diversity and Inclusion; Other Administration HR Officials</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>09/30/2009</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>09/30/2016</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
<b>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.</b>	<b>TARGET DATE (Must be specific) example: mm/dd/yyyy</b>	
Annually increase communications between ODI and Hispanic Employment Program Managers (HEPM) Department-wide.	09/30/2015 Completed	
Continue outreach/communications between ODI and Hispanic Employment Program Managers (HEPM) Department-wide.	09/30/2016	
ODI will refine its existing applicant flow process to align with OPM's new applicant information system and integrate it into MD-715 tables.	09/30/2016	
Each VA organization will make a concerted effort to conduct, annually, targeted outreach at educational institutions focused on demographic groups with low participation rates in VA's workforce. This will include Minority Serving Institutions (MSIs) as well as professional associations, and affinity groups.	09/30/2016 Ongoing	
VA will ensure VA sub-components are adhering to the goals and objectives contained in VA's HERO Plan by strategically collaborating with key VA stakeholders, integrating and embedding EEO and diversity and inclusion goals into day-to-day processes, across all business lines, and at all levels. ** HERO plan is expiring. Aligning activities with the planned diversity and inclusion strategic plan. Establishing MOUs related to the Student Outreach and Retention Program (SOAR) program.	09/30/2015 Deleted	
ODI will continue to collaborate 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 and Human Capital Plans, annually.	09/30/2016 Ongoing	
VA will continue to partner with Hispanic Serving Institutions (HSIs), professional organizations, military transition assistance program, and Veterans Service Organizations for the conduct of targeted outreach, annually.	09/30/2016	
VA will continue to conduct targeted employment outreach and developmental activities and market VA as an Employer of Choice by leveraging the SOAR with two HSIs in the state of Florida, Valencia College (VC) and Florida International University (FIU).	09/30/2016	
VA will continue to administer mentoring (formal and informal) programs to promote career development, retention, and upward mobility within the VA workforce.	09/30/2016 Ongoing	
VA will ensure information on career development and leadership programs is disseminated via MyCareer@VA and other tools to all employees to maximize career development opportunities, annually.	09/30/2016 Ongoing	
VA will continue its efforts to develop and facilitate virtual training and professional development forums annually to enhance workforce capacity in the areas of cultural competence, barrier analysis, unconscious bias, inclusion, special emphasis program management, etc.	09/30/2016	
VA will refine the unconscious bias training content for VA employees.	09/30/2015 Completed	
Based on availability of funds, VALU will award and execute contract to implement unconscious training module into VA's talent management system	09/30/2017	

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

**Program Management:** Conducted workforce analysis, targeted outreach to the Hispanic community, including VA employees and Veterans, in alignment with applicable program goals noted in the VA Diversity and Inclusion Strategic Plan, MD-715, and other related goals linked to Executive Orders, and Federal regulations.

**Targeted Outreach:** VA continues to conduct targeted outreach to groups with less than expected participation rates, including Hispanics. ODI has partnered with VHA field facilities, Center for Minority Veterans (CMV), and the Veterans Employment Service Office (VESO) to conduct outreach to the Hispanic community. The Deputy Assistant Secretary for Diversity and Inclusion has served as keynote speaker and Executive Coach at various national outreach and training/developmental events. VA personnel from ODI, CMV and VESO staffed exhibit booths to conduct targeted outreach at national affinity conferences and also conducted multiple workshops for the Hispanic community and Veterans. ODI has instituted an extensive HEP outreach network with whom it has made great strides in strengthening partnerships and working relationships with national Hispanic organizations.

To build a diverse and inclusive workforce and market VA as an Employer of Choice, the following Hispanic employment outreach and developmental events were supported by VA personnel:

- National Hispanic Medical Association Conference, Washington, DC, March 2015.
- Valencia College Spring 2015 Job Fair, Orange County, Florida, April 2015.
- Hispanic Association of Colleges and Universities (HACU): On June 8, 2015, the Secretary of Veterans Affairs and the President of HACU, Dr. Antonio R. Flores, signed a Memorandum of Understanding (MOU) to provide the cooperative framework for both parties to develop initiatives and perform outreach to increase employment and educational opportunities in VA for students of Hispanic-Serving Institutions (HSIs), other HACU member institutions, and Veterans.
- League of United Latin American Citizens (LULAC) Convention and Expo/Federal Training Institute (FTI), Salt Lake City, Utah, July 2015.
- Student Outreach and Retention Program (SOAR): On August 25, 2015, VA launched its SOAR initiative with Valencia College, an HSI in Orlando, FL. The new partnership was inaugurated with a MOU signing ceremony hosted by Valencia College President, Dr. Sanford C. Shugart. The SOAR initiative with Valencia and other Minority Serving Institutions around the country will focus on building a diverse, inclusive, and high performing VA workforce.
- LULAC's 3rd Annual F T I Partnership, Bethesda, MD and Washington, DC, September 2015
  - This event included plenary sessions, workshops and executive coaching designed to help facilitate government employees towards enhancing their leadership skills and developing Executive Core Qualifications required for senior leader positions and appointment to the Senior Executive Service.

VA's ODI implemented the National Diversity Internship Program (NDIP) that includes vendors such as HACU and Hispanic Serving Health Professionals Schools (HSHPs), etc., to build a pipeline for workforce diversity.

**HEP Virtual and Onsite Training and Career Development:** ODI continues to utilize various modalities to provide career and professional development to HEPMs and VA employees nationwide.

- During October 2014, Ms. Sara E. Clemente, Director of Federal Affairs, LULAC, presented on LULAC's mission, as a national Hispanic affinity group, and its role to equip leaders with the knowledge and skills to effectively lead a diverse workforce via LULAC's FTI Partnership.
- During November 2014, ODI provided guidance on VA's Workforce Recruitment Program (WRP) and its Centralized Fund initiative to help further efforts to make VA the model Federal employer for individuals with disabilities.
- In January 2015, VA's Departmental Hispanic Employment Program Manager (HEPM) met with the Director for Internships and Workforce Services, Valencia College, to discuss the SOAR initiative and offer VA's two diversity-focused internship programs, WRP and NDIP, and market the Pathways Programs, and USAJOBS.gov to increase the pool of potential qualified applicants for VA employment opportunities.
- During February 2015, VA's Departmental HEPM hosted a monthly Telecom during which he conducted an overview of VA's policy guidance on External Affinity Conferences Approved for VA-wide Participation for Fiscal Year 2015 as part of VA's effort to support and leverage external partnerships with affinity organizations for professional development and employment outreach purposes in support of our common aim of promoting equal employment opportunity and diversity and inclusion in Federal government.
- During April 2015, VA's Departmental HEPM hosted a monthly Telecom for a special presentation on "Taking Charge of Your Career at VA" by Mrs. Carmel Simmons, Consultant, FMP Consulting, Inc. The training focused on learning how to explore opportunities, find a right career path, and sharing the MyCareer@VA tool with others in their network. The presentation offered practical advice to help VA employees strengthen their professional development and highlighting via MyCareer@VA, VALU's premiere career development resource.

**External Agency Support:** ODI has partnered with VHA field facilities, CMV, and VESO to improve outreach to the

Hispanic community and Veterans.



<p><b>EEOC FORM 715-01 PART I</b></p>	<p align="center"><b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>	
<p>DEPARTMENT OF VETERANS AFFAIRS</p>	<p align="right">FY <u>2015</u></p>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p>	<p><b>Less than Expected Participation of Asian Males</b></p> <p>VA is experiencing less than expected participation for Asian males (AM) when compared to the RCLF. This less than expected participation trickles down to Administration level (VHA, VBA and NCA) and to VACO.</p>	
<p><b>BARRIER ANALYSIS 3:</b></p>	<p>The first indication of a possible barrier was the disparity in the participation rate of AMs in VA as indicated in Workforce Data Table A1. In VA, AMs represent 2.86 percent of the permanent and temporary workforce, whereas AMs represent 2.95 percent of the RCLF. However, the net change for AMs (6.31 percent) is above the net change for the total workforce (4.29 percent), meaning that AMs are growing at a rate above that of the total workforce. In VHA, AMs represent 2.93 percent of the permanent and temporary workforce, whereas AMs represent 2.94 percent of the RCLF. However, the net change for AMs in VHA (6.29 percent) is above the net change for VHA's total workforce (4.53 percent), meaning that AMs in VHA are growing at a rate above that of the VHA total workforce. In VBA, AMs represent 1.57 percent of the permanent and temporary workforce, whereas AMs in VBA represent 1.97 percent of the RCLF. However, the net change for AMs in VBA (7.19 percent) is above the net change for VBA's total workforce (2.05 percent), meaning that AMs in VBA are growing at a rate above that of VBAs total workforce. In NCA, AMs represent 1.58 percent of the permanent and temporary workforce, whereas AMs in NCA represent 1.73 percent of the RCLF. The net change for AMs in NCA (26.09 percent) is above the net change for NCA's total workforce (5.93 percent), meaning that AMs in NCA are growing at a rate above that of NCAs total workforce. In VACO, AMs represent 3.45 percent of the permanent and temporary workforce, whereas AMs represent 4.85 percent of the RCLF. However, the net change for AMs in VACO (5.14 percent) is above the net change for VACO's total workforce (1.94 percent), meaning that AMs in VACO are growing at a rate above that of VACOs total workforce. The less than expected participation VA-wide prompted a review of Tables A4-1, A6, A8, and A14.</p> <p>Table A4-1 revealed less than expected participation in the following permanent GS grades for AMs as compared to their participation of the total permanent workforce (2.82 percent): GS-1 (AM: 0.00 percent), GS-2 (AM: 1.10 percent), GS-3 (AM: 1.26 percent), GS-4 (AM: 1.19 percent), GS-5 (AM: 1.44 percent), GS-6 (AM: 1.53 percent), GS-7 (AM: 1.85 percent), GS-8 (AM: 2.56 percent), GS-9 (AM: 2.34 percent), GS-10 (AM: 2.66 percent), GS-11 (AM: 2.27 percent), GS-12 (AM: 2.35 percent), GS-13 (AM: 1.76 percent), and GS-14 (AM: 2.27 percent). Further analysis of applicant flow of AMs at the identified grades is necessary to isolate on the barrier(s).</p> <p>A review of Table A6 revealed a less than expected participation rate for 17 (Police, Social Science, Human Resources Management, Equal Employment Opportunity, Miscellaneous Administration and Program, Program Management, Management and Program Analyst, Financial Administration and Program, Auditing, Pharmacist, Medical Records Technician, Legal Assistant, General Business and Industry, Loan Specialist, Appraising, Cemetery Administration, and Information Technology Management) out of 28 identified major occupations in the permanent workforce.</p> <p>Table A8 revealed that the hiring distribution for AMs (3.14 percent) is above their representation in the RCLF (2.80 percent).</p> <p>In reviewing Table A14, AMs have a separation rate (2.35 percent) in the permanent workforce lower than their workforce participation rate (2.71 percent).</p> <p>We also reviewed promotion rates for AMs. AMs experienced low promotion rates at the entry level (grades 3 thru 8) and journeyman level (grades 9 thru 12) when compared to the overall promotion rate at each level. The promotion rate for AMs at the entry level was 14.50 percent while the overall promotion rate at the entry level was 16.82 percent. The promotion rate for AMs at the journeyman level was 20.50 percent while the overall promotion rate at the journeyman level was 21.55 percent.</p>	

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	The analysis of the promotion rates is inclusive of competitive and non-competitive promotions.
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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>	The cause of the lower than expected participation rate for AMs is unknown. It appears that our hiring of AMs is exceeding the growth of the total workforce like it should if we expect to see progress in the participation. However, we still have less than expected participation. Further examination of the policies, procedures, and practices impacting the hiring, retention, promotion, and separation processes is needed.
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Refine the applicant flow system to identify potential barriers in the recruitment and selection process.</p> <p>Review the hiring policies, procedure and practices.</p> <p>Implement an exit interview process for those separating from VA.</p> <p>Eliminate, when possible, any barriers to equal opportunity.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	Assistant Secretary for Human Resources and Administration; Deputy Assistant Secretary for Human Resources Management; Deputy Assistant Secretary for Office of Diversity and Inclusion; Other Administration HR Officials
<p><b>DATE OBJECTIVE INITIATED:</b></p>	09/30/2009
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	09/30/2016

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
<b>INSTRUCTIONS:</b> 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.	<b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy	
ODI will refine its existing applicant flow process to align with OPM's new applicant information system and integrate it into MD-715 tables.	09/30/2016	
Partner with the ODI Training and Communications Division staff to conduct cultural awareness and OPM's New IQ training on a quarterly basis in a virtual mode.	09/30/2016	
ODI will continue to collaborate 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 and Human Capital Plans, annually.	09/30/2016	
VA will continue to administer mentoring (formal and informal) programs to promote career development, retention, and upward mobility within the VA workforce.	09/30/2016	
VA will ensure information on career development and leadership programs is disseminated to all employees to ensure employment opportunities are maximized, annually.	09/30/2016	
VA will develop and facilitate virtual training and professional development forums annually to enhance workforce capacity in the areas of cultural competence, barrier analysis, unconscious bias, inclusion, special emphasis program management, etc.	09/30/2016	
VA will develop virtual leadership and professional development forums to enhance Special Emphasis Program Manager's competence in the areas of recruitment and retention outreach.	09/30/2016	
As part of the Memoranda of Understanding, VA will continue partnerships with AAPI affinity organizations, such as Federal Asian Pacific American Council (FAPAC) and Asian American Government Executive Network (AAGEN) to enhance AAPI outreach and leadership development programs and leverage VA's National Diversity Internship and Pathways Programs.	09/30/2016	
VA will increase outreach/assistance to the AAPI communities and Veteran population via participation in affinity group national and regional conferences, activities sponsored by Veterans and professional organizations, AAPI affinity organizations, and Asian American/Native American/Pacific Islander Education Serving Institutions.	09/30/2016	
ODI will work with VA Learning University (VALU) and VHA's Healthcare Recruitment Marketing Office to ensure information on recruitment, career development/leadership programs is disseminated to all employees.	09/30/2016	
ODI will review workforce data for promotions, SES participation, training and developmental programs for all race/ethnicity and gender groups.	09/30/2016 Ongoing	
VA will refine the unconscious bias training content for VA employees.	09/30/2015 Completed	
Based on availability of funds, VALU will award and execute contract to implement unconscious training module into VA's talent management system	09/30/2017	
A closer review and analysis of VA's Inclusion Quotient (ability to engage its employees within the workplace) should also be completed to try to further identify barriers.	09/30/2016	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		

**Program Management:** Conducted workforce analysis, targeted outreach to the AAPI community, including VA employees and Veterans, in alignment with applicable program goals noted in the VA Diversity and Inclusion Strategic Plan, MD-715, White House Initiative on Asian Americans and Pacific Islanders (WHIAAPI) and other related goals linked to Executive Orders, and Federal regulations.

**Targeted Outreach:** VA continues to conduct targeted outreach to groups with less than expected participation rates, including AAPIs.

- VA's ODI produced a departmental memorandum announcing and encouraging participation in the 30th Annual Federal Asian Pacific American Council (FAPAC) National Training Program (NTP) held May 2015 in Rockville, Maryland. The memo was disseminated VA-wide, and support was provided in the following ways.
  - ODI personnel staffed an exhibit booth to showcase VALU, and VA's Diversity program. In addition, personnel from VBA and NCA provided information on Veterans program/services and VA employment/internship opportunities.
  - During the NTP, ODI implemented a no-cost agency forum as a diversity training opportunity designed to provide VA employees with information on professional development, VA's AAPI workforce demographics, leadership, and ODI workforce initiatives.
  - During the NTP, VA's Deputy Assistant Secretary (DAS) for Diversity and Inclusion had an important role as a guest speaker and panelist.
- Various ODI personnel participated in the White House Initiative on AAPIs Summit at the George Washington University in Washington, DC, during May 2015 to support targeted diversity outreach to the AAPI community, Veterans, VA employees, et al. While staffing an exhibit booth, VA's Departmental AAPI Program Manager interacted with attendees to the event, including agency heads, in an effort to help meet ODI AAPI Program goals and objectives.
- VA participated in the Asian American Government Executives Network Annual Leadership Workshop in June 2015, with an exhibit booth that ran concurrently with the workshop for which ODI Diversity Specialists offered information about VA's Senior Executive Service Candidate Development Program and other leadership development initiatives. The VA DAS for Diversity and Inclusion participated in the workshop as a panelist and speaker.
- VA's ODI produced a Department level memorandum commemorating May 2015 as AAPI Heritage Month. The memo, encouraging VA employees to support attendance at events and recognize the contributions of AAPIs, was disseminated throughout the VA.
  - The VA Central Office AAPI Heritage Month planning committee executed an AAPI Heritage Month cultural/educational event on May 21, 2015.
- VA has created the National Diversity Internship Program (NDIP) with AAPI affinity organizations, including Minority Access and the Washington Center to build a pipeline for workforce diversity.
  - Representatives from the VHA, VBA, NCA, and VACO participated in this effort.
- In partnership with VALU, ODI implemented MyCareer@VA events as a strategy to cultivate an inclusive workforce with much focus on career progression at the GS-9 level and wage-grade equivalent for certain demographic groups and those with targeted disabilities. MyCareer@VA.
- In September 2015, the Departmental AAPI Program Manager developed an informational brochure for dissemination to employees at New Employee Orientation, for display at Special Emphasis Program Events and EEO Offices, and to be shared during AAPI sponsored events to promote awareness of the AAPI program and its goals and objectives. The informational brochure also included information on the VA FAPAC Chapter to promote increased participation by AAPIs and all employees.

**AAPI Virtual and Onsite Training and Career Development:** ODI continues to utilize various modalities to provide career and professional development to AAPI SEPMS and VA employees nationwide.

- During November 2014, VA's Departmental American Indian/Alaska Native Program Manager presented information on VA's Workforce Recruitment Program and its Centralized Fund initiative administered by ODI to help towards efforts to make VA a model employer for individuals with disabilities.
- During February 2015, the Departmental AAPI Program Manager participated in VA's FAPAC Chapter General Board Meetings to provide information on VA's participation and support of FAPAC's Outstanding Civilian Individual Awards for 2015 and the 30th NTP. In addition, virtual training in the area of professional development was provided during summer 2015.
- During February 2015, VA's Departmental AAPI Program Manager participated in a conference call with officials from the White House Initiative on AAPIs, to discuss the May 2015 AAPI Summit.
- During April 2015, the Departmental AAPI Program Manager participated in VA's FAPAC Chapter "Deep Dive into MyCareer@VA" training done by VALU's contract staff, and the invitation was sent to VA's AAPI network.
- During April 2015, VA's Departmental AAPI Program Manager participated in a WHIAAPI Agency-Wide Conference Call on White House Summit on AAPIs. The call provided an opportunity to hear more about the Summit, learn about ways to get involved, and discuss ways to highlight the achievements of all federal agencies in engaging the AAPI community.

- During June 2015, the Departmental AAPI Program Manager, et al. participated in VA's FAPAC Chapter meeting with a brief on ODI's participation in FAPAC's 30th NTP and ODI's support of the White House Initiative on AAPI's Summit.
- In September 2015, VA's Departmental AAPI Program Manager, et al. participated in the FAPAC One-Day Leadership Training Workshop.
- During FY 2015 the VA FAPAC Chapter sponsored and provided virtual career development training:
  - March 11, 2015-Take Charge of Your Career at VA, MyCareer@VA presentation
  - April 8, 2015-Deep Dive MyCareer@VA presentation
  - July 8, 2015-Presentation on VA White House Initiative on Asian American and Pacific Islanders
  - September 9, 2015-"Keeping it Real", Resume Writing presentation

**External Agency Support (Leadership Development):** ODI has partnered with VHA field facilities, CMV, and VESO in the conduct of outreach to the AAPI community and Veterans. The DAS for Diversity and Inclusion continues to serve as a keynote speaker at many of these events and ODI, CMV and VESO staffs continues to conduct workshops for the AAPI community including Veterans.

- The Departmental AAPI Program Manager collaborates with FAPAC's VA Chapter and AAGEN representatives to conduct outreach/developmental activities and disseminate valuable program information.
- ODI strategically collaborated with numerous VA internal organizations such as VHA's ODI and EEO/AEO, in its efforts to cultivate a diverse and multigenerational workforce, to encourage VHA medical facilities and program offices to participate in the 2015 VA NDIP.
- In August 2015, VA's Departmental AAPI Program Manager, et al. met with FAPAC President to discuss new and continued actions to enhance AAPI programs within VA. The discussion points included VA/FAPAC MOU revitalization, participation in FAPAC conferences and events, and updating VA's ODI Web site to more prominently display affinity organizations that support AAPIs and other special emphasis groups.
- During August 2015, the Departmental AAPI Program Manager collaborated with the White House Initiative on Asian Americans and Pacific Islanders to discuss enhancing the VA AAPI program. Items discussed included actions suggested by the Department of Education such as developing an AAPI Employee Resource Group and developing relationships between regional VA offices and entities and community organizations to improve outreach to the AAPI community.
- VA entered into a Memorandum of Understanding (MOU) with the African American Federal Executives Association (AAFEA), and the Asian American Government Executives Network (AAGEN) and continues to implement actions to actively meet goals identified in the MOU.
  - The intent of the MOU is to build on collaborations for performing outreach, and leveraging resources for talent management of diverse groups within the Federal sector. It is anticipated that VA's partnership with AAFEA and AAGEN respectively, will encourage and promote more participation from diverse groups in the pipelines for the Senior Executive Service and senior level positions within the Department, and other Federal sector agencies.
  - VA announced its Senior Executive Service Candidate Development Program.
  - ODI is the lead Office for this MOU, supporting AAFEA and AAGEN through the Office of Personal Management, White House Initiative on Asian Americans Policy Advisors, AAFEA, AAGEN, the VA Corporate Senior Executive Management Office (CSEMO), and VALU.
  - In April 2015, VA partnered with the AAFEA/AAGEN and hosted a training workshop at VA's Central Office that consisted of presentations on Executive Core Qualifications (ECQs) and Life as a Senior Executive Service (SES) employee

VBA's Leadership and Enhance and Development (LEAD) Program was made available to all VA employees. Additionally, the Insurance Center in Philadelphia coordinated and implemented a four-week internal career developmental program, which included information on interviewing skills and resume writing.



<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
DEPARTMENT OF VETERANS AFFAIRS	FY <u>2015</u>	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>	<p><b>Low Promotion Rates for Black Females, Asian Females, Native Hawaiian/Pacific Islander Males and Females, and American Indian/Alaska Native Females</b></p> <p>VA is experiencing low promotion rates in GS grades for Black females (BF), Asian females (AF), Native Hawaiian/Pacific islander males (NHOPIM) and females (NHOPIF), and American Indian/Alaska Native females (AIANF) when compared to the career level promotion rates for the permanent workforce.</p>	
<b>BARRIER ANALYSIS 4:</b>	<p>BFs experienced low promotion rates only at the entry level (grades 3 thru 8) when compared to the overall promotion rate at that level. The promotion rate for BFs at the entry level was 15.83 percent while the overall promotion rate at the entry level was 16.82 percent.</p> <p>AFs experienced low promotion rates at the entry level and journeyman level, 11.83 percent and 20.12 percent respectively.</p> <p>NHOPIMs and NHOPIFs experienced a low promotion rate at the entry and senior levels. The promotion rates for NHOPIMs were 15.24 percent and 4.65 percent, respectively. The promotion rate for NHOPIFs at the entry level was 15.32 percent and 0.00 percent at the senior level.</p> <p>AIANFs experienced low promotion rates only at the senior level when compared to the overall promotion rate at that level. The promotion rate for AIANFs at the senior level was 5.98 percent while the overall promotion rate at the senior level was 7.27 percent.</p> <p>The analysis of the promotion rates is inclusive of competitive and non-competitive promotions.</p>	
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<p>The cause of the low promotion rates is unknown. Further examination of the policies, procedures, and practices impacting promotions is needed.</p>	
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	<p>Review the policies, procedures, and practices impacting promotions. Eliminate, when possible, any barriers to equal opportunity.</p>	
<b>RESPONSIBLE OFFICIAL:</b>	Assistant Secretary for Human Resources and Administration; Deputy Assistant Secretary for Human Resources Management; Deputy Assistant Secretary for Office of Diversity and Inclusion; VA Learning University; Other Administration HR Officials	
<b>DATE OBJECTIVE INITIATED:</b>	09/30/2013	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	06/30/2016	

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<p><b>EEOC FORM 715-01 PART I</b></p>	<p><b>EEO Plan To Eliminate Identified Barrier</b></p>	
<p><b>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.</b></p>	<p><b>TARGET DATE (Must be specific) example: mm/dd/yyyy</b></p>	
<p>ODI will conduct an educational/training needs assessment for employees and conduct barrier analysis to determine if there are challenges to attaining training. ** ODI provides barrier analysis training every other month to VA EEO specialists and managers requesting the training. The training is administered via VA's Talent Management System</p>	<p>06/30/2016 Cancelled</p>	
<p>VA will refine the unconscious bias training content for VA employees.</p>	<p>09/30/2015 Completed</p>	
<p>VA will ensure information on career development and leadership programs is disseminated via MyCareer@VA and other tools to all employees to maximize career development opportunities, annually.</p>	<p>09/30/2016</p>	
<p>VA will conduct MyCareer@VA Day (successor to the ODI/VALU pilot program) events for additional facilities focusing on training/developmental strategies to facilitate promotion. **Draft proposal has been developed (1<sup>st</sup> Quarter)</p>	<p>09/30/2015 Completed</p>	
<p>VA will track and monitor advancement of employees in EEOC-defined mission critical occupations to ensure upward mobility is occurring using the applicant pool data.</p>	<p>09/30/2016</p>	
<p>ODI will work with OHRM to review Merit Promotion Policies (i.e. Directive 5005). **Due to competing priorities and limited resources this activity is being pushed out two years.</p>	<p>09/30/2017</p>	
<p>The ODI Anti-Harassment Coordinator will inform ODI of information pertaining to the policy, disseminate anti-harassment information, and monitor the AHO SharePoint site for cases related to ODI and take appropriate action in notifying leadership if needed.</p>	<p>09/30/2016</p>	
<p>For the Black Employment Program, ODI will create plans to address validated discriminatory and inequitable practices in hiring and employment, to ensure full participation of target groups by implementing plans to eliminate adverse data trends at all agency levels.</p>	<p>09/30/2016</p>	
<p>ODI will plan and coordinate various informational and developmental trainings for the Black Employment SEPMs, and provide career advancement and educational awareness events at VA Centers.</p>	<p>09/30/2016</p>	
<p>As part of VA's MOU with BIG, ODI staff will meet quarterly to discuss the following: recruitment and retention of highly skilled African American men and women and prepare them to become future VA leaders; increase the awareness and visibility of the VA BIG Chapter, throughout the nation and VA as an employee support group, professional development organization, community resource and networking mechanism.</p>	<p>09/30/2016</p>	
<p>ODI staff will collaborate with officials of AAFFA, and AAGEN to discuss upcoming FY 2016 events, training and other activities. Pending availability of resources, VA will partner with AAFFA and AAGEN for the annual training workshops.</p>	<p>09/30/2016</p>	
<p>VA will continue to administer mentoring (formal and informal) programs to promote career development, retention, and upward mobility within the VA workforce.</p>	<p>09/30/2016</p>	
<p>VA will ensure information on career development and leadership programs is disseminated to all employees to ensure employment opportunities are maximized, annually.</p>	<p>09/30/2016</p>	

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<p>VA will develop and facilitate virtual training and professional development forums annually to enhance workforce capacity in the areas of cultural competence, barrier analysis, unconscious bias, inclusion, special emphasis program management, etc.</p>	<p>09/30/2016</p>
<p>VA will develop virtual leadership and professional development forums to enhance Special Emphasis Program Manager's competence in the areas of recruitment and retention outreach.</p>	<p>09/30/2016</p>
<p>VA will continue partnerships with AAPI and Black/African American affinity organizations, such as the FAPAC, AAGEN, BIG, and AAFEA to enhance AAPI and Black/African American outreach and leadership development programs and leverage VA's National Diversity Internship and Pathways Programs.</p>	<p>09/30/2016</p>
<p>VA will increase outreach to the AAPI and Black/African American communities and Veteran population via participation in affinity group national and regional conferences, activities sponsored by Veterans and professional organizations, AAPI affinity organizations, Black/African American organizations, and Asian American/Native American/Pacific Islander/Black/African American Education Serving Institutions.</p>	<p>09/30/2016</p>
<p>ODI will work with VALU and VHA Healthcare Retention and Recruitment Office to ensure information on recruitment, career development/leadership programs are disseminated to all employees.</p>	<p>09/30/2016</p>
<p>ODI will review workforce data for promotions, SES participation, training and developmental programs for all race/ethnicity and gender groups.</p>	<p>09/30/2016</p>
<p>Continue to advertise and market VA career development and leadership programs to ensure that all employees, including members of groups with less than expected participation, are encouraged to apply. Publicize new enhancements made to VA's MyCareer@VA career development tool.</p>	<p>09/30/2016</p>
<p>For the AI/AN program, ODI staff will continue to conduct quarterly calls (or as needed) designed to offer information, training, to include professional development Department-wide.</p>	<p>09/30/2016</p>

**REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE**

Each VA staff office and Administration has assigned an Anti-Harassment Program coordinator.

ORM has prepared an Anti-Harassment Program handbook, and has set up a Resolution Support Center. In addition, ORM held monthly meetings to determine a date as to when the Anti-Harassment policy will roll out to VACO and the administrations.

VA established a MOU with BIG. The MOU will provide a framework for VA and BIG that will foster a mutually supportive relationship and develop initiatives to enhance VA's ability to do the following: recruit and retain highly skilled African American men and women and prepare them to become future VA leaders; and increase the awareness and visibility of the VA BIG Chapter, throughout the nation and VA as an employee support group, professional development organization, community resource and networking mechanism.

In collaboration and support of the AAFFEA, VA and ODI staff participated in AAFFEA's Annual Training Workshop, an event that focused on programs, policies, practices, and processes that promote career enhancing opportunities, and the core subjects applicable towards becoming a member of the Senior Executive Service (SES).

During fiscal year FY 2015, VALU and ODI partnered to facilitate MyCareer@VA career development training as part of an inclusion strategy. ODI executed the strategy in two different methodologies to reach various VA facilities that could benefit from this initiative. The first strategy consisted of conducting MyCareer@VA Day events at four VA facilities: VA Records Management Center (St. Louis), Chicago Regional Benefit Office, North Florida/South Georgia Healthcare System (Gainesville, FL), and the John D. Dingell VA Medical Center (Detroit). The MyCareer@VA Day events were in-person career development workshops designed to improve VA employees' understanding of career development principles and resources in order to improve their engagement and career mobility. These events were designed to support President Obama's goal of engaging a higher performing diverse Federal workforce by creating programs aimed to address career progression barriers and bottle necks experienced by individuals of diverse groups and IWTD in WG positions and at GS grades 9 and below.

The MyCareer@VA Day workshops consisted of the following events:

- Information Booth - During the first half of the day, a MyCareer@VA team member was available to answer questions regarding the MyCareer@VA Day, the MyCareer@VA program, and career development, and to encourage attendance in the computer lab and at the presentations.
- Computer Lab. Throughout the day, a MyCareer@VA team member was available to assist with navigation of the tools and resources, answer questions regarding MyCareer@VA and career development, and provide one-on-one support as employees created Career Hub accounts and familiarized themselves with the Web site.
- Introduction to MyCareer@VA for Employees - This 60-minute session introduced the tools and resources of MyCareer@VA and how to leverage MyCareer@VA to support career development. Specifically, the session identified ways MyCareer@VA can support employees as they develop and pursue a career at VA; highlighted what career development is and the importance of engaging in career development; and explored how MyCareer@VA's hands-on tools and resources can help uncover career possibilities at VA.
- MyCareer@VA for Supervisors and Mentors -This 60-minute session introduced how to navigate the tools and resources of MyCareer@VA and how to leverage MyCareer@VA to support employees' career development from a supervisory or mentor capacity, as well as their own personal career development. This session provided an introduction to how MyCareer@VA's innovative tools support career development and can help supervisors and mentors empower their employees to take charge of their professional future.
- *MyCareer@VA Career Development Activities Workbook* - The workbook serves as a non-virtual complement to the MyCareer@VA Web site. The workbook provides detailed and guided instruction on the career development process better tailored to target the audience's needs, and included an introduction to career development and why it is important for VA employees.

The 2015 MyCareer@VA Day events directly informed 386 VA employees about the MyCareer@VA program through the employees' participation in at least one of the MyCareer@VA Day activities. Additionally, 8,149 VA employees across all four facilities indirectly learned about MyCareer@VA as a result of information on MyCareer@VA distributed through the facility-wide marketing and communications.

Additionally, ODI incorporated MyCareer@VA employee career development sessions into its existing Technical Assistance Reviews (TARs) and External Affinity Conferences that ODI sponsors. ODI and VALU facilitated sessions at the VA Agency Forum FEDS/FEDSQ Annual Conference; VA Agency Forum at FAPAC 2015 National Leadership Training Program; Federal Women, FAPAC, and Black Employment Program Monthly Special Emphasis Program Manager's Monthly Call; and during the Western New York Healthcare System; Hunter Holmes McGuire VA Medical Center, VA Records Management Center, and Seattle Regional Benefit Office TARs directly informing over 350 VA employees.

During FY 2015, ODI provided training on Cultural Competency--Key Considerations for Inclusion at various sites with considerable AI/AN participation and representation including those involved with Native American affinity groups. The

curriculum highlighted awareness of VA ICARE values, trust, recognizing unconscious bias, and expected civil treatment and respect of all employees toward each other and Veteran patients and families. Awareness of four cultures including Generations, Veterans, Religion, and Lesbian Gay Bisexual and Transgender was presented as a cross section of diversity which includes members from all races, ethnicities, and genders. Facilities and AI/AN populations included:

Fort Harrison, Montana VA Medical Center (Blackfoot), October 1-3, 2014, six sessions, 205 employees, managers; Sheridan, Wyoming VA Medical Center (Crow), October 16-17, 2014, six sessions, 215 employees, managers; Fort Meade and Hot Spring, South Dakota VA Medical Centers (Oglala Lakota Sioux), November 17-18, 2014, four sessions, 165 employees, managers; Salt Lake City, Utah VA Medical Center (Shoshone, Ute) December 2-5, 2014, five sessions, 260 employees, managers; Fargo, North Dakota VA Medical Center (Chippewa), February 17, 2015, three sessions, 165 employees, managers; Reno, Nevada VA Medical Center (Paiute and Western Shoshone), March 30 – April 3, 2015, 12 sessions, 405 employees, managers; Omaha and Lincoln, Nebraska-Western Iowa VA Medical Centers, April 30 - May 1, 2015, five sessions, 210 employees and managers; and Sioux Falls, South Dakota VA Medical Center (Oglala Lakota Sioux), June 8, 2015, three sessions, 94 employees, managers.

In FY 2015, ODI staff established bi-monthly calls with AI/AN Special Emphasis Program Managers (SEPMs) on a Department-wide level. The calls are designed to offer information and training as it pertains to their role as SEPMs, to include professional development. Training included Veterans Health Administration Support Service Center (VSSC) provided by ODI's Workforce Analysis Division. Additionally, there was a separate session to learn more about any concerns or suggestions as it relates to appropriate training in support of their role as a SEPM. The bi-monthly calls were well received and the group found the training useful. Future bi-monthly training sessions are underway, to include the topic of Barrier Analysis during quarter one FY 2016.

VA commemorates national observances annually, to include National Native American Heritage Month (November), in compliance with Executive Order 11478, 29 CFR Part 1614.102(b)(4), joint Congressional Resolutions, Presidential Proclamations, and VA's Diversity and Inclusion goals as articulated in VA's Diversity and Inclusion Strategic Plan for FY 2012-2016. ODI takes the lead on all national Special Emphasis Program Observances in VA Central Office. Annually, a Department-wide memorandum signed by VA's Assistant Secretary for Human Resources and Administration is publicized to encourage all managers and supervisors to support activities that promote employment, training, and career advancement opportunities in order to sustain a productive, diverse, engaged, and inclusive VA workforce to best serve our Nation's Veterans and their families. It is strongly believed that showing one's support as leaders and making a concerted effort to attend and participate in these observances is crucial in communicating the value each employee brings to the Department.

VA has entered into a Memorandum of Understanding (MOU) with the African American Federal Executives Association (AAFEA), and the Asian American Government Executives Network (AAGEN).

- o The intent of the MOU is to build on collaborations for performing outreach, and leveraging resources for talent management of diverse groups within the Federal sector. It is anticipated that VA's partnership with AAFEA and AAGEN respectively, will encourage and promote more participation from diverse groups in the pipelines for the Senior Executive Service and senior level positions within the Department, and other Federal sector agencies. ODI is the lead Office for this diversity initiative.
- o The AAGEN Memorandum was signed during its 10th annual Leadership Development Training Workshop at the Doubletree Hotel in Crystal City, VA on June 5, 2014, as part of VA's DAS D&I participation as a panelist during a Leadership seminar sponsored by AAGEN. The workshop was designed to provide valuable learning and networking opportunities for all public servants to enhance their professional careers. During fiscal year (FY) 2014, VA Learning University (VALU) and the Office of Diversity and Inclusion (ODI) partnered to facilitate MyCareer@VA Day events at three VA facilities: the Board of Veterans' Appeals (BVA), VA Maryland Healthcare System (Baltimore), and Boston VA Healthcare System. The MyCareer@VA Day events were VA, in-person career development workshops designed to improve VA employees' understanding of career development principles and resources in order to improve their engagement and career mobility. These events were designed to support President Obama's goal of engaging a higher performing diverse Federal workforce by creating programs aimed to address career progression barriers and bottle necks experienced by individuals of diverse groups and individuals with targeted disabilities (IWTG) in Wage Grade (WG) positions and at GS levels 9 and below.

In partnership with VALU, ODI implemented MyCareer@VA events as a strategy to cultivate an inclusive workforce with much focus on career progression at the GS-9 level and wage-grade equivalent for certain demographic groups and those with targeted disabilities. The MyCareer@VA Day workshops consisted of the following events:

- o Sessions for all employees that covered: the importance of career planning; demonstration of the innovative tools and resources on MyCareer@VA; how to learn essential skills for the application process (e.g., resume writing, interviewing, job fit). MyCareer@VA Team members worked with employees one-on-one to help them use the MyCareer@VA Web site, register for CareerPower, and answer any questions.
- o Sessions for managers, supervisors, and mentors that assists in fostering more engaged, diverse, and effective teams.
- o Participants had access to either a virtual career development course (Career Power) or a career development workbook, each designed to guide the employee step-by-step through the entire career

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development process.

- During these events, VA directly informed 176 VA employees through the career development sessions and indirectly informed the 8,386 VA employees through distributing facility-wide, marketing and communications. Entering the second year of conducting these events, progress has been demonstrated through participant feedback on improved opportunities for career progression.

VBA's Leadership, Enhance and Development Program (LEAD) was made available to all VA employees. Additionally, the Insurance Center in Philadelphia coordinated and implemented a four-week internal career developmental program, which included information on interviewing skills and resume writing.

In August 2015, ODI staff met with FAPAC President to discuss new and continued actions to enhance AAPI programs within VA. Discussion points included VA/FAPAC MOU revitalization, participating in FAPAC conferences and events, and updating VA's ODI Web site to more prominently display affinity organizations that support AAPIs and other special emphasis groups.

VA's Departmental AAPI Employment Program Manager collaborates with FAPAC's VA Chapter and AAGEN representatives to conduct outreach/developmental activities and disseminate valuable program information.

During FY 2015 the VA FAPAC Chapter sponsored and provided virtual career development training:

- March 11, 2015-Take Charge of Your Career at VA, MyCareer@VA presentation
- April 8, 2015-Deep Dive MyCareer@VA presentation
- July 8, 2015-Presentation on VA White House Initiative on Asian American and Pacific Islanders
- September 9, 2015-"Keeping it Real", Resume Writing presentation

<b>EEOC FORM 715-01 PART I</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
DEPARTMENT OF VETERANS AFFAIRS	FY <u>2015</u>	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>	<b>High Volume of Discrimination Complaints:</b> ORM's informal rate increased from 1.33 percent to 1.43 percent from FY2014 to 2015 (slightly higher than the Government wide average of 1.1 percent); and the formal filing rate increased from 0.61 percent to 0.66 percent (higher than the government-wide average is of .5 percent). In FY 2015, the number of findings of discrimination for VA increased (29 in FY2014 and 33 in FY2015). Retaliation, race, and disability were the most prevalent bases of discrimination in those findings.	
<b>BARRIER ANALYSIS 5: (National)</b>	The per capita filing rate at the informal and formal stages is higher than the Government wide average. While the Department continues to make some progress continued work is needed to reach the Government wide levels. Some corrective strategies to focus on include maintaining an early resolution rate over 50% for EEO complaints through counseling and ADR, reviewing findings and incorporating lessons learned into training, and increasing EEO and consultative services; specifically, in the areas of harassment, retaliation, and reasonable accommodation.	
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Lack of understanding by managers and supervisors of EEO obligations in the areas of harassment, retaliation, and reasonable accommodation. Delays in requesting or scheduling ADR.	
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Review findings of discrimination to identify lessons learned and incorporate into manager and supervisor training. Publish and disseminate to VA managers and supervisors annual analysis of findings of discrimination. Update and re-issue guidance to managers and supervisors on retaliation to include per se retaliation, which is a frequent basis for finding discrimination. Fill vacant ORM EEO Counselor, Mediator, and ADR Specialist positions to promote early resolution of informal EEO complaints and timely scheduling and completion and ADR. Target pending cases that are likely to result in a finding of discrimination and encourage early resolution. More actively promote the use of ADR before and during the EEO complaint process and leverage the Anti-Harassment Program to address issues before they become EEO complaints. Conduct on-site training, outreach, and assessments at facilities with high per capita rates.	
<b>RESPONSIBLE OFFICIAL:</b>	ORM, ODI, VALU, Administrations	
<b>DATE OBJECTIVE INITIATED:</b>	09/30/2010	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	09/30/2015	

<p><b>EEOC FORM 715-01 PART I</b></p>	<p><b>EEO Plan To Eliminate Identified Barrier</b></p>	
<p><b>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)</b></p>	<p><b>TARGET DATE (Must be specific) example: mm/dd/yyyy</b></p>	
<p><b>Encourage Resolution of Complaints Likely To Result in Findings of Discrimination.</b> Encourage ORM staff to report to District Managers and Regional Directors complaints involving failure to accommodate, sexual harassment, and per se retaliation as these are the claims on which discrimination is most often found. Collaborate with the Anti-Harassment Office to address allegations of harassment before they become EEO complaints.</p>	<p>09/30/2016 Ongoing</p>	
<p><b>Utilize mechanisms that allow facilities to track progress in EEO/ADR.</b> ORM's ADRTTracker system allows field facilities to track ADR processing for each stage of the ADR process from the initial, informal contact to ADR closure. Ensure neutrals are assigned within 2 business days of ADR election and ADR scheduled promptly so resolution efforts can occur before the Notice of Right to File Formal is issued. Ensure sufficient full-time and contract neutrals are available to timely complete ADR and work with parties to achieve early resolution.</p>	<p>09/30/2016 Ongoing</p>	
<p><b>Encourage Resolution of EEO Complaints at the Informal Stage.</b> One of the responsibilities of ORM is to be proactive in providing the workforce resources to assist in identifying and resolving workplace disputes and EEO complaints as early as possible. To assist in accomplishing this, ORM contracted to conduct 22 three-day sessions and four one-day sessions to provide conflict management training to all VA employees including union officials. The three-day training course provides an opportunity to examine the factors that contribute to workplace conflict. It offers tools that managers can use to prevent volatile situations from escalating and diverting valuable time, resources, and energy from the mission. ORM collaborated with the VA Learning University (VALU) to fund the travel for these training sessions. The one-day sessions offer conflict management and mediation training to labor and management, together in one setting. The services provided to our nations Veterans can be adversely affected by a strained relationship between management and labor which diverts time and resources from mission critical functions.</p> <p>ORM developed strategies for facility ADR program managers and ADR neutrals to use to support early resolution of complaints. Strategies include video teleconferencing for timely scheduling of mediations, increased assignment of neutrals with record of effective results, greater use of pre-mediation meetings with the parties, and increased collaboration with General/Regional Counsel to timely review and finalize settlement agreements. ORM revised settlement agreement templates to reduce the review time by General/Regional Counsel. Reissued guidance to neutrals to ensure all settlement agreements are drafted, using ORM templates, as close to the day of the mediation as possible.</p> <p>To ensure ORM ADR resources are available to assist parties in resolving work-related issues when ORM neutrals are unavailable, ORM awarded three contracts to ensure contract services are provided to accommodate parties' availability and to promptly assign a neutral to assist the parties of a conflict to meet and try and resolve their differences as quickly as possible.</p> <p>ORM offers assessments for management and union leadership to explore workplace conflict, employee satisfaction, and ADR operations to provide a picture of the organization to help leadership respond more effectively to workplace issues.</p>	<p>09/30/2016 Ongoing</p>	
<p><b>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.</b></p> <p>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</p>	<p>09/30/2015 Annual process</p>	

<p>(TAR). ODI later reviews the implementation of the resulting recommendations. Regions also use this data for their own interventions.                  **ODI completed 6 TARs during FY 2012. This is a recurring process.</p>	
<p><b>Identify and address any process or systemic issues at facilities where findings of discrimination have been made.</b> ORM monitors compliance for training ordered as a result of a finding of discrimination and certifies all training content and training agendas. ORM works with facility or network EEO managers to schedule the training. Training is completed in all cases involving a finding of discrimination and evaluations are analyzed and published. Conduct site visits to facilities with high per capita rates and conduct training and outreach and assessments when requested/required.</p>	<p>09/30/2016 Ongoing</p>
<p><b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b></p>	
<p>In FY 2015, the informal per capita filing rate increased to 1.43 percent and the formal filing rate increased to 0.66 percent. Informal resolution rate remained steady at 53 percent from FY2014 to FY2015.</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> <p>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 programs for senior leaders that focus on both EEO responsibilities in the areas of retaliation, harassment, and reasonable accommodation as well as proactive conflict management skills. ODI has posted new EEO and diversity training modules on its Web site for easy, nationwide access. 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.</p> <p>ORM conducted numerous training and awareness programs in the areas of EEO and ADR and its complaint resolution rate for FY2015 remained steady at 53 percent. One strategy included disseminating ADR pre-mediation videos to all parties electing ADR in the EEO process to educate them about the process, the value of ADR, and how it can be a tool in successful resolution.</p>	



<p><b>EEOC FORM 715-01 PART I</b></p>	<p align="center"><b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b></p>	
<p>DEPARTMENT OF VETERANS AFFAIRS</p>	<p align="right">FY <u>2015</u></p>	
<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p>	<p><b>Less than Expected Participation in the SES Cadre (permanent).</b></p> <p>With the exception of White, Hispanic and Native American/Alaska Native males, there is a less than expected participation rate for all the other race/ethnicity and gender groups in the SES cadre.</p>	
<p><b>BARRIER ANALYSIS 6:</b></p>	<p>The benchmark for comparing the SES cadre is the participation rates for the entire permanent workforce (non-wage grade). White females represented 29.08 percent which was below its baseline of 37.39 percent. Black males and females represented 5.43 percent and 4.62 percent, respectively, which were below their respective baselines of 7.12 percent and 15.79 percent. Hispanic females represented 0.82 percent and were significantly below its benchmark of 3.84 percent. Asian male and female represented 1.36 percent and 1.09 percent, respectively, which were below their benchmarks of 2.82 percent and 4.81 percent. There were no Native Hawaiian/Pacific Islander males and females in the SES cadre. The benchmark was 0.13 percent and 0.18 percent, respectively. American Indian and Alaska Native females represented 0.54 percent which was below the benchmark of 0.98 percent, respectively.</p> <p>In the VA SES cadre, White males represented 45.38 percent, almost double the benchmark of 23.05 percent. This is the trigger and could account for the less than expected participation for most of the other demographic groups.</p> <p>Similarly White males represent about 59 percent (14 of 24 appointments) of the SES appointments, which is more than double the benchmark of 24.78 percent. White women are next and represent 29 percent ( 7 of 24 appointments) of the SES appointments</p> <p>Hispanic males represent about 3.26 percent of the SES population, which is exceeding its benchmark of 2.91 percent. American Indian/Alaska Native males represent about 0.82 percent of the SES population exceeding its benchmark of 0.54 percent.</p> <p>Other benchmarks such as the GS 14 &amp; 15 benchmark, typically, the immediate feeder pool for the SES positions should be considered as well. When determining whether triggers exist with respect to participation rates in a particular segment of the workforce, the proper comparison is between the participation rate of a particular group in that segment (target group) and the corresponding availability in the population from which the target is most likely to come. For VA, SES vacancies are filled from internal and external hires roughly in a 60/40 mix respectively. In addition, an "upward mobility" benchmark (using 16 major occupations that have upward mobility to reach GRADE gs-15) can be used to provide a more inclusive view of VA's employee advancement potential.</p> <p>Further analysis with the additional benchmarks reveals that White males, Hispanic Males, and males associated with two or more races are the only groups whose participation rates exceeded the corresponding availability in all of the benchmarks (permanent workforce, GS 14&amp;15 benchmark and upward mobility benchmark. Black males and females, Asian females, Native Hawaiian/Pacific Islander males and females in the SES fell below their corresponding availability in all the benchmarks. Inference from these triggers suggests the presence of one or more barriers to upward mobility between the benchmark population and the SES Cadre, White females in the SES fell below their corresponding availability in all the benchmarks, with the exception of the upward mobility benchmark. Asian males in the SES fell below their corresponding availability in all the benchmarks, with the exception of the GS 14&amp;15 benchmark. The Native American/Alaska Native females in the SES fell below their corresponding availability in all the benchmarks, with the exception of the GS 14&amp;15 benchmark.</p> <p>Further analysis was performed to determine whether and to what extent certain groups are encountering obstacles on their way up to the internal SES feeder pool. This analysis is referred as the "block pipeline" analysis. A blocked pipeline occurs when employees who are in upward mobility occupations fail to reach the senior grade</p>	

	<p>levels within those occupations.</p> <p>Using table 4 (focusing on GS 11 and higher), a trigger occurs when the participation rate of a group drops off significantly when compared with the upward mobility benchmark. Detailed analysis reveals that in comparison to the upward mobility benchmark Black females do not encounter a trigger until Grade GS-15. As such, one can infer from the data that Black females are not experiencing a blocked pipeline barrier. Similar, White females are not encountering a blocked pipeline barrier. As for the Hispanic male, they had triggers in the senior grade levels, with the exception of grade GS-15. Although a large percentage of Hispanic males reach their maximum grade of GS-15, other may be experiencing blocked pipeline barriers as they move from grade GS-12 to GS-14.</p> <p>Hispanic females do not encounter a trigger until Grade GS-14. Hispanic females are not encountering triggers from grades GS-11 through GS-13. As such, one can infer from the data that Hispanic females are experiencing a blocked pipeline barrier at GS-14. Black males do encounter a triggers at all senior grade levels. Black males are experiencing a blocked pipeline barrier starting at grade GS-11. As for Asian males and females, they had triggers in their senior grade levels, with the exception of grade GS-15. Although a large percentage of the Asian males and females have reached their maximum grade level of GS-15, others may be experiencing block pipeline barriers as they move from grades GS-11 through GS-14. Native Hawaiian/Pacific Islander males do encounter a triggers at all senior grade levels. Native Hawaiian/Pacific Islander males are experiencing a blocked pipeline barrier starting at grade GS-11. In a similar manner, Native Hawaiian/Pacific Islander females are experiencing a blocked pipeline barrier starting at grade GS-12. As for the Native American/Alaska Native males, they had triggers in the senior grade levels, with the exception of grade GS-15. Native American/Alaska Native females are experiencing a blocked pipeline barrier starting at grade GS-12.</p> <p>Finally, one more approach to barrier analysis focuses on employees within a race/ethnic and gender group who experiences a “glass wall” because they are unable to obtain employment in the major occupations (e.g. Table 6 analysis). The analysis consists of comparing participation rates in VA's occupations with upward mobility to their availability in the occupational CLF. Based on the analysis, it was determined that due to small populations in several occupations (e.g. Cemetery Administration, Criminal Investigations, Equal Employment Opportunity) triggers are significantly unlikely to impede advancement efforts of Black females, Native Hawaiian/Pacific Islanders, or American Natives/Alaska Natives. There appear to be no triggers impeding advancement efforts for Black males.</p> <p>Triggers identifying impediment to advancement efforts do exist for all other race/ethnicity and gender groups.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></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>Further examination of the policies, procedures, and practices impacting the hiring, appointment processes, and separation processes is needed.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Refine the applicant flow system to identify potential barriers in the recruitment and selection process.          Review the hiring policies, procedure and practices.          Eliminate, when possible, any barriers to equal opportunity.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Assistant Secretary for Human Resources and Administration; Deputy Assistant Secretary for Human Resources Management; Deputy Assistant Secretary for Office of Diversity and Inclusion; Executive Director for CSEMO, Other Administration HR Officials</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>11/01/2014</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>09/30/2018</p>

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier	
<b>INSTRUCTIONS:</b> 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.	<b>TARGET DATE</b> (Must be specific) example: mm/dd/yyyy	
ODI will meet with newly appointed Executive Director of CSEMO to discuss SES applicant flow issues.	12/31/2014 Completed	
ODI will define capability requirements to integrate SES applicant data into existing system.	05/31/2015 Cancelled	
ODI will integrate capability requirements into the refined applicant flow system.	12/31/2016	
ODI will refine its existing applicant flow process to align with OPM's new applicant information system and integrate it into MD-715 tables.	12/31/2016	
ODI will test the newly integrated system.	09/30/2016	
ODI will deploy the newly integrated system.	09/30/2016	
ODI will hold a mentoring event with SES level mentors for GS-12 and above VA employee participants.	09/30/2016	
Develop a robust VA-wide marketing action plan to create awareness of available leadership training programs for employees at the GS 13-15 grades (or Title 38 equivalent) in VA Administrations and Staff Offices, designed to develop the leadership skills needed to qualify for the Senior Executive Service.	09/30/2016	
Publicize VA's Senior Executive Service Candidate Development Program (SESCDP). The SESCO is an OPM-approved training program designed to develop a diverse, qualified, certified pool of SES Candidates to lead VA Transformation. The program spans over an 18-24 month period and is announced on a bi-annual basis.	09/30/2016	
Publicize Leadership VA (LVA) training opportunities. LVA is an internally-focused leadership development program that orients participants to VA's strategic directions and senior administrators. It also encourages participants to build professional coalitions. The program includes four one-week sessions, pre- and post-work between sessions, trainings, and ongoing activities throughout the course of the program year.	09/30/2016	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		



**EEOC FORM 715-01 PART J**

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

<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	SEP – FY 2014.		SEP – FY 2015.		Net Change		
		Number	%	Number	%	Number	Rate of Change	
	Total Work Force	347,054	100.00%	362,020	100.00%	14,966	04.31%	
	Reportable Disability	40,629	11.71%	44,146	12.19%	3,517	08.66%	
	Targeted Disability*	7,292	02.10%	7,828	02.16%	536	07.35%	
	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.						1,678	

**PART III Participation Rates In Agency Employment Programs**

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	8,970	1,828	20.38%	279	03.11%	369	04.11%	6,773	75.51%
4. Non-Competitive Promotions	7,563	2,073	27.41%	302	03.99%	424	05.61%	5,066	66.98%
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)	43043117	4986531	11.58%	471,369	01.10%	864,383	02.01%	37192203	86.41%
6.b. Cash Awards (total \$\$\$ awarded)	\$716,340,243	\$83,653,306	11.68%	\$8,622,420	01.20%	\$19,793,942	02.76%	\$612,892,995	85.56%
6.c. Quality-Step Increase	830	112	13.49%	13	01.57%	0	00.00%	718	86.51%

\*\*\* = Data is not currently being collected.

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## 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.

### Analysis

VA's representation of individuals with targeted disabilities has exceeded the Administration's goal of 2 percent and is above the government average of 1.07 percent for FY 2014 (the latest data available). However, this group has a glass ceiling at the GS-10/title 38 equivalent level. Approximately 8 percent of the total workforce is in wage grade jobs. About 7.02 percent of the wage grade workforce are IWTDS; whereas, for the white collar positions about 1.74 percent are IWTDS.

In FY 2015, the percent of VA's permanent workforce with a targeted disability increased to 2.17 percent, up from 2.08 percent in FY 2014 and 1.92 percent in FY 2013. The rate of growth, or net change, for the total permanent workforce with targeted disabilities (9.23 percent) was a little less than two times the rate of growth for the entire permanent workforce (4.69 percent), [Reference Table B1]. This high net change was essential to achieving the on board ratio increase.

Permanent employees with targeted disabilities are not well represented above GS-10/Title 38 equivalent pay levels or at the Senior Executive Level (1.17 percent compared to 1.74 percent for the total workforce). From FY 2014 to 2015, employees with targeted disabilities experienced a marginal increase in their participation rate at the GS-10 and GS-11/title 38 equivalents. There was a marginal decrease at the GS-12, GS-13, GS-14 and 15/title 38 equivalents.

With the exception of Executive/Senior Level and Mid-Level Officials and Managers (Table B3), employees with targeted disabilities made gains in FY 2015 in all other occupational categories. They are now 1.12 percent of the Executive/Senior Level (1.29 percent in FY 2014), and 1.14 percent of Mid-Level Officials and Managers (1.27 percent in 2014).

The five job series with the largest number of individuals with targeted disabilities are Custodial Workers (1,031), Medical Support Assistant (591), Food Service Worker (497), Miscellaneous Clerk and Assistant (493), and Nurse (346).

At the end of FY 2015, 26.28 percent of employees with targeted disabilities in permanent positions were in wage grade occupations, up from 24.53 percent in FY 2014. In comparison, at the end of FY 2015, 6.98 percent of individuals with no disabilities (includes those who did not identify) in permanent positions were in wage grade positions, down from 7.38 percent in FY 2014.

Generally, the glass ceiling for IWTDS in the wage grade occupations occurs at grade 3. Approximately, 81 percent of IWTDS in Wage Grades 1 and 2 self-reported having severe intellectual or psychiatric disabilities. This same group is approximately 79 percent of the number of IWTDS in wage grade positions. With the exception of one instance, there are no IWTDS at wage grades 14 and 15.

The top three wage grade occupations for individuals without disabilities (includes those who did not identify) are Custodial Worker (7,200), Food Service Worker (3,460) and Motor Vehicle Operator (1,326). By legislation, the Custodial job series is reserved for Veterans. There were 1,031 Custodial Workers with a targeted disability.

In FY 2015, IWTDS have a high separation rate (3.34 percent) in the permanent workforce higher than their workforce participation rate (2.16 percent). Out of those IWTDS who separated from VA, 2.35 percent of them had psychiatric disabilities. Of the employees with targeted disabilities who were involuntarily separated, 5.93 percent (148) have psychiatric disabilities. Of VA's permanent employees with targeted disabilities, 1.30 percent has psychiatric disabilities. While this group is only 2.16 percent of VA's workforce, they were 7.49 percent of involuntary separations.

The number of Selective Placement Coordinators and Local RA Coordinators with the proper skill set remains insufficient throughout the Department.

The ratio of complaints based on disability remains high. The total number of cases filed (29 CFR § 1614.7049[d]) with a basis of disability increased to 766 in FY2015, up from 635 in FY 2014.

	FY14		FY15	
	#	%	#	%
Psychiatric Disability	256	12%	344	14%
Physical Disability	480	23%	585	24%
<b>TOTAL Disability*</b>	<b>635</b>	<b>30%</b>	<b>766</b>	<b>32%</b>

VA has encountered obstacles in installing assistive technology because each facility has a slightly different infrastructure.

## Accomplishments

During FY 2015, the Department of Veterans Affairs (VA) continued its efforts toward resurveying the workforce via Standard Form 256, "Self-Identification of Disability" with the desired expected result as an increase in the representation of IWTD throughout the workforce.

In FY 2015, ODI trained 184 employees on how to identify less than expected participation rates within their respective facilities and how to apply and utilize the Schedule A hiring authority. In addition, ODI increased the number of staff allocated to the departmental Disability Employment Program.

During FY 2015, ODI conducted Reasonable Accommodation (RA) training on a bi-monthly basis throughout the Administrations and Central Staff Offices whereby approximately 2,600 Local Reasonable Accommodation Coordinators (LRACs), Supervisors, and Employees received training on RA. The Office of Information and Technology office required all supervisors to attend RA training and as a result, 1,100 personnel were provided this training. In addition, the Office of General Counsel conducted RA training to all Veterans Health Administration LRACs and other personnel involved in the RA process as well as providing quarterly RA sessions titled "Conversations with the Lawyers".

In direct alignment with the VA's FY 2012-2016 Diversity and Inclusion Strategic Plan, there is a centralized resource for reimbursing VA field and staff offices for reasonable accommodation expenditures which helps to ensure timely, effective, compliant accommodations for employees and applicants with disabilities. The funding significantly reduces potential barriers to equal opportunity regarding hiring, development, and retention for individuals with disabilities within the workforce. In FY 2015, the total amount of accommodations reimbursed was \$274,000.

Outreach to IWTDs is accomplished using public recruiting sources, including OPM's Shared List of People with Disabilities; One-Stop Career Centers established under the Workforce Investment Act; State vocational rehabilitation agencies and community rehabilitation programs; State employment agencies; Employment Networks established under the Ticket to Work program; independent living centers established under Title VII of the Rehabilitation Act; and the Department of Veterans Affairs Regional Offices. In addition, the Veterans Employment Service Office (VESO) and ODI have formed a partnership to strengthen and broaden outreach efforts to include all individuals with disabilities, including Veterans.

In FY 2015, VA participated in the Workforce Recruitment Program (WRP), which connects Federal employers with college students and recent graduates with disabilities. Overall, VA hired 19 students during the FY 2015 WRP cycle, and there were seven (7) conversions for which WRP students will have an opportunity to become career federal employees. Of special note, out of all federal agencies participating in WRP, VA ranks number two with regard to WRP conversions.

VA utilizes many outlets to communicate with the workforce: Diversity@Work Newsletter; Diversity News Video, and Newslink. Using these various outlets, VA employees are made aware of accomplishments and updates regarding the Disability Employment Program. In addition, regular e-mail communication is sent to Selective Placement Coordinators (SPCs) and LRACs regarding updates and information on Schedule A and RA.

During FY 2015, ODI made significant efforts to improve the Reasonable Accommodation Compliance System (RACS). RACS is used as the single source for all RA requests, department-wide. The improvements included: updating the required form documentation in alignment with the Americans with Disabilities Act Amendments Act of 2008; enhancement of the workflow throughout the system to ensure the system is more intuitive; creation of quick links for user functionality; and broadening the reporting functions to allow for real-time snapshots. These improvements will enable the LRACs greater ease in tracking RA requests and all management and employees to receive automated updates throughout the RA process.

The MyCareer@VA initiative was designed to support President Obama's goal of engaging a higher performing diverse Federal workforce by creating programs aimed to address career progression barriers and bottle necks experienced by individuals of diverse groups and IWTD in Wage Grade (WG) positions and at General Schedule (GS) grades 9 and below. The 2015 MyCareer@VA Day events directly informed 386 VA employees about the MyCareer@VA program through the employees' participation in at least one of the MyCareer@VA Day activities. Additionally, 8,149 VA employees learned about MyCareer@VA as a result of information distributed through the facility-wide marketing and communications.

FY 2015 REPORT

Planned Activities

<b>Recruiting Individuals with Targeted Disabilities</b>	<b>Target Date</b>
ODI will create a VA Handbook on the use of the Schedule A hiring authority. This handbook will include guidance specific to the tracking of Schedule A hires and conversions.	09/30/2016
ODI will publicize best practices from facilities that have taken proactive steps and demonstrated an increase in hiring of individuals with targeted disabilities, annually.	09/30/2016 Annually
ODI will release quarterly reports on success in meeting the 2 percent hiring goal in FY 2016. These reports will go to the Secretary and the Administrations.	09/30/2016 Ongoing
ODI staff will continue to conduct Schedule A training biannually to HR, EEO staff, and all managers and supervisors to encourage the use of this special hiring authority and support the employment of IWTDs.	09/30/2016 Biennial
<b>Placing Individuals with Targeted Disabilities to Improve Possibilities for Career Development</b>	<b>Target Date</b>
ODI will ensure that placement for career growth is included in training, newsletter articles, and site visits as a topic, annually.	09/30/2016 Annually
When ODI staff trains HR staff and hiring officials on employment of individuals with targeted disabilities, including the Schedule A hiring process, they will continue to stress the need to place them in positions with promotion potential.	09/30/2016 Ongoing
ODI will encourage VA components to report successes and best practices, which can be shared via the Diversity Newsletter issued monthly by ODI.	09/30/2016 Ongoing
<b>Identify Individuals with Targeted Disabilities who can be advanced to higher positions</b>	<b>Target Date</b>
ODI will instruct the Administrations on the retrieval of data utilizing VSSC system in order to monitor progress.	09/30/2016 Ongoing
Training will be provided to identify areas with less than expected participation rates within their respective facilities.	09/30/2016 Ongoing
VA will ensure information on career development and leadership programs is disseminated via MyCareer@VA and other tools to all employees to maximize career development opportunities, annually.	09/30/2016 Ongoing
<b>Coordination and Collaboration Efforts</b>	<b>Target Date</b>
ODI will monitor progress on the hiring and retention objective for individuals with disabilities contained in the Diversity and Inclusion Strategic Plan on a quarterly basis through the VA's MD-715 on-line reporting system.	09/30/2016 Quarterly
ODI will continue collaboration efforts with VESO to explore options for employees who are Veterans with disabilities, in an effort to reduce separations.	09/30/2016 Ongoing
ODI will work with Mental Health Services to identify strategies to eliminate any barriers to reasonable accommodations specific to employees with psychiatric disabilities.	09/30/2016 Ongoing
ODI will continue to issue updated guidance on hiring/promotion and RA to the Selective Placement Coordinators and the LRACs.	09/30/2016 Ongoing
ODI will solicit membership for a disability employment committee to address disability employment issues.	06/01/2016
<b>Reasonable Accommodation</b>	
ODI will revise the existing VA Handbook 5975.1: "Processing Reasonable Accommodation Requests from Employees and Applicants with Disabilities" to increase understanding and application of the RA process based on updated guidance and case law updates since the 2013 revision.	9/30/2016
ODI will implement web-based training on RA procedures to the target audience of LRACs. However, the training is broad enough that managers and employees can benefit from this training.	03/01/2016
ODI will update existing mandatory EEO/D&I web-based training for	09/30/2016

Managers and Supervisors. This revision will include a module devoted to RA.	
ODI will revise the Standard Operating Procedures used to complete RA compliance reviews.	06/01/2016
ODI staff will provide VA Managers, HR, and EEO personnel with virtual and in-person training on RA and disability law on a monthly basis.	09/30/2016 Ongoing
ODI staff will continue to work with Office of Information & Technology staff to create guidance on streamlining the approval and procurement of electronic/information technology accommodations.	09/30/2016 Ongoing



Table A1: Total Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES				RACE/ETHNICITY														
	All				Hispanic or Latino		Non-Hispanic or Latino						Two or More Races/ Undisclosed						
					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	male	female	male	female			
<b>TOTAL</b>																			
<b>FY 2014</b>	#	347,054	141,708	205,346	10,926	12,252	85,983	122,062	32,093	51,247	9,740	15,432	472	549	2,061	3,134	433	670	
	%	100.01%	40.84%	59.17%	03.15%	03.53%	24.78%	35.17%	09.25%	14.77%	02.81%	04.45%	00.14%	00.16%	00.59%	00.90%	00.12%	00.19%	
<b>FY 2015</b>	#	361,946	147,201	214,745	11,454	13,054	88,524	126,188	33,484	53,989	10,355	16,558	527	630	2,174	3,321	683	1,005	
	%	100.00%	40.67%	59.33%	03.16%	03.61%	24.46%	34.86%	09.25%	14.92%	02.86%	04.57%	00.15%	00.17%	00.60%	00.92%	00.19%	00.28%	
<b>RCLF (2010)</b>	%	99.96%	33.90%	66.06%	03.84%	05.70%	23.10%	45.69%	03.51%	09.20%	02.95%	04.38%	00.04%	00.08%	00.27%	00.64%	00.19%	00.37%	
<b>CLF (2010)</b>	%	100.00%	51.84%	48.16%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.53%	0.53%	0.26%	0.28%	
<b>Difference</b>	#	14,892	5,493	9,399	528	802	2,541	4,126	1,391	2,742	615	1,126	55	81	113	187	250	335	
<b>Ratio Change</b>	%	-0.01%	-0.17%	0.16%	0.01%	0.08%	-0.32%	-0.31%	0.00%	0.15%	0.05%	0.12%	0.01%	0.01%	0.01%	0.02%	0.07%	0.09%	
<b>Net Change</b>	%	4.29%	3.88%	4.58%	4.83%	6.55%	2.96%	3.38%	4.33%	5.35%	6.31%	7.30%	11.65%	14.75%	5.48%	5.97%	57.74%	50.00%	
<b>PERMANENT</b>																			
<b>FY 2014</b>	#	323,538	132,490	191,048	10,270	11,445	80,443	113,285	30,436	48,394	8,604	13,918	437	505	1,903	2,888	397	613	
	%	100.00%	40.95%	59.05%	03.17%	03.54%	24.86%	35.01%	09.41%	14.96%	02.66%	04.30%	00.14%	00.16%	00.59%	00.89%	00.12%	00.19%	
<b>FY 2015</b>	#	338,699	138,372	200,327	10,806	12,174	83,288	117,494	31,973	51,079	9,208	15,048	493	585	2,016	3,100	588	847	
	%	100.00%	40.86%	59.14%	03.19%	03.59%	24.59%	34.69%	09.44%	15.08%	02.72%	04.44%	00.15%	00.17%	00.60%	00.92%	00.17%	00.25%	
<b>Difference</b>	#	15,161	5,882	9,279	536	729	2,845	4,209	1,537	2,685	604	1,130	56	80	113	212	191	234	
<b>Ratio Change</b>	%	0.00%	-0.09%	0.09%	0.02%	0.05%	-0.27%	-0.32%	0.03%	0.12%	0.06%	0.14%	0.01%	0.01%	0.01%	0.03%	0.05%	0.06%	
<b>Net Change</b>	%	4.69%	4.44%	4.86%	5.22%	6.37%	3.54%	3.72%	5.05%	5.55%	7.02%	8.12%	12.81%	15.84%	5.94%	7.34%	48.11%	38.17%	
<b>TEMPORARY</b>																			

Table A1: Total Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES										RACE/ETHNICITY																				
	All					Hispanic or Latino					Non-Hispanic or Latino					Asian					Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed						
	#	%	male	female	ratio	male	female	ratio	male	female	ratio	male	female	ratio	male	female	ratio	male	female	ratio	male	female	ratio	male	female	ratio	male	female	ratio		
<b>FY 2014</b>	#	19,969	7,891	12,078	466	549	4,966	7,769	1,186	2,055	1,405	1,077	1,405	26	37	139	214	31	49	00.16%	00.25%	00.70%	01.07%	00.19%	00.70%	00.70%	00.92%	00.16%	00.25%		
	%	100.02%	39.52%	60.50%	02.33%	02.75%	24.87%	38.91%	05.94%	10.29%	07.04%	05.39%	07.04%	00.13%	00.19%	00.70%	01.07%	00.16%	00.25%	00.70%	01.07%	00.19%	00.70%	00.70%	00.92%	00.16%	00.25%				
<b>FY 2015</b>	#	19,409	7,428	11,981	449	575	4,623	7,620	1,019	2,020	1,404	1,085	1,404	27	36	136	178	89	148	00.46%	00.76%	00.70%	00.92%	00.19%	00.70%	00.70%	00.92%	00.46%	00.76%		
	%	100.00%	38.27%	61.73%	02.31%	02.96%	23.82%	39.26%	05.25%	10.41%	07.23%	05.59%	07.23%	00.14%	00.19%	00.70%	00.92%	00.46%	00.76%	00.70%	00.92%	00.19%	00.70%	00.70%	00.92%	00.46%	00.76%				
<b>Difference</b>	#	-560	-463	-97	-17	26	-343	-149	-167	-35	-1	8	-1	1	-1	-3	-36	58	99	-0.24%	-0.06%	0.00%	-0.04%	0.06%	0.00%	-0.02%	-0.04%	0.00%	0.01%		
<b>Ratio Change</b>	%	-0.02%	-1.25%	1.23%	-0.02%	0.21%	-1.05%	0.35%	-0.69%	0.12%	0.19%	0.20%	0.19%	0.01%	0.00%	0.00%	-0.15%	0.30%	0.51%	-0.24%	-0.06%	0.00%	-0.15%	0.00%	-0.02%	-0.04%	0.00%	0.01%			
<b>Net Change</b>	%	-2.80%	-5.87%	-0.80%	-3.65%	4.74%	-6.91%	-1.92%	-4.08%	-1.70%	-0.07%	0.74%	-0.07%	3.85%	-2.70%	-2.16%	-6.82%	187.10%	202.04%	-2.16%	-6.82%	-2.70%	-2.16%	-6.82%	-2.16%	-6.82%	187.10%	202.04%			
<b>NON-APPROPRIATED</b>																															
<b>FY 2014</b>	#	3,547	1,327	2,220	190	258	574	1,008	471	798	109	59	109	9	7	19	32	5	8	00.14%	00.23%	00.54%	00.90%	00.20%	00.54%	00.57%	01.12%	00.16%	00.26%		
	%	100.00%	37.41%	62.59%	05.36%	07.27%	16.18%	28.42%	13.28%	22.50%	03.07%	01.66%	03.07%	00.25%	00.20%	00.54%	00.90%	00.14%	00.23%	00.54%	00.90%	00.20%	00.54%	00.57%	01.12%	00.16%	00.26%				
<b>FY 2015</b>	#	3,838	1,401	2,437	199	305	613	1,074	492	890	62	62	106	7	9	22	43	6	10	00.16%	00.26%	00.57%	01.12%	00.23%	00.57%	01.12%	00.16%	00.26%			
	%	99.99%	36.50%	63.49%	05.18%	07.95%	15.97%	27.98%	12.82%	23.19%	02.76%	01.62%	02.76%	00.18%	00.23%	00.57%	01.12%	00.16%	00.26%	00.57%	01.12%	00.23%	00.57%	01.12%	00.16%	00.26%					
<b>Difference</b>	#	291	74	217	9	47	39	66	21	92	-3	3	-3	-2	2	3	11	1	2	0.02%	0.03%	0.03%	0.22%	0.03%	0.03%	0.03%	0.02%	0.03%			
<b>Ratio Change</b>	%	-0.01%	-0.91%	0.90%	-0.18%	0.68%	-0.21%	-0.44%	-0.46%	0.69%	-0.31%	-0.04%	-0.31%	-0.07%	0.03%	0.03%	0.22%	0.02%	0.03%	0.03%	0.22%	0.03%	0.03%	0.03%	0.02%	0.03%					
<b>Net Change</b>	%	8.20%	5.58%	9.77%	4.74%	18.22%	6.79%	6.55%	4.46%	11.53%	-2.75%	5.08%	-2.75%	-2.22%	28.57%	15.79%	34.38%	20.00%	25.00%	15.79%	34.38%	28.57%	15.79%	15.79%	34.38%	20.00%	25.00%				

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

The CLF data is based on the 2010 National Census Data and excludes Puerto Rico, and other US territories (i.e., Guam, ...)

RCLF comparisons are based on 2010 National Census National data.

For VHA, the methodology for computing RCLF has changed. The new methodology uses state level data for determining RCLF and is consistent with the methodology for VBA and NCA.

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 - SEP - FY2015

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	
<b>TOTAL</b>															
FY 2014	#	347,054	9,763	47,921	7,292	403	533	227	649	158	643	324	4,266	89	
	%	100.00%	02.81%	13.81%	02.10%	00.12%	00.15%	00.07%	00.19%	00.05%	00.19%	00.09%	01.23%	00.03%	
FY 2015	#	361,956	10,684	51,928	7,811	414	527	223	652	153	692	330	4,725	95	
	%	100.00%	02.95%	14.35%	02.16%	00.11%	00.15%	00.06%	00.18%	00.04%	00.19%	00.09%	01.31%	00.03%	
<b>Difference</b>	#	14,902	9,974	4,007	519	11	-6	-4	3	-5	49	6	459	6	
<b>Ratio Change</b>	%	00.00%	-00.68%	00.54%	00.06%	-00.01%	00.00%	-00.01%	-00.01%	-00.01%	00.00%	00.00%	00.08%	00.00%	
<b>Net Change</b>	%	04.29%	03.45%	08.36%	07.12%	02.73%	-01.13%	-01.76%	00.46%	-03.16%	07.62%	01.85%	10.76%	06.74%	
<b>Federal High</b>	%				02.67%										
<b>PERMANENT</b>															
FY 2014	#	323,538	9,079	44,833	6,727	382	501	216	605	150	594	301	3,898	80	
	%	100.00%	02.81%	13.86%	02.08%	00.12%	00.15%	00.07%	00.19%	00.05%	00.18%	00.09%	01.20%	00.02%	
FY 2015	#	338,708	9,958	49,088	7,348	398	504	216	618	147	646	309	4,423	87	
	%	100.00%	02.94%	14.49%	02.17%	00.12%	00.15%	00.06%	00.18%	00.04%	00.19%	00.09%	01.31%	00.03%	
<b>Difference</b>	#	15,170	879	4,255	621	16	3	0	13	-3	52	8	525	7	
<b>Ratio Change</b>	%	00.00%	-00.77%	00.63%	00.09%	00.00%	00.00%	-00.01%	-00.01%	-00.01%	00.01%	00.00%	00.11%	00.01%	
<b>Net Change</b>	%	04.69%	03.72%	09.49%	09.23%	04.19%	00.60%	00.00%	02.15%	-02.00%	08.75%	02.66%	13.47%	08.75%	
<b>TEMPORARY</b>															
FY 2014	#	19,969	583	2,701	495	15	24	11	37	8	40	14	339	7	
	%	100.00%	02.92%	13.53%	02.48%	00.08%	00.12%	00.06%	00.19%	00.04%	00.20%	00.07%	01.70%	00.04%	
FY 2015	#	19,410	594	2,397	401	11	16	7	29	6	35	12	278	7	
	%	100.00%	03.06%	12.35%	02.07%	00.06%	00.08%	00.04%	00.15%	00.03%	00.18%	00.06%	01.43%	00.04%	
<b>Difference</b>	#	-559	-266	-304	-94	-4	-8	-4	-8	-2	-5	-2	-61	0	

Table B1: Total Workforce - by Disability - SEP - FY2015

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		
Ratio Change	%	00.00%	00.14%	-01.18%	<b>-00.41%</b>	-00.02%	-00.04%	-00.02%	-00.04%	-00.01%	-00.02%	-00.01%	-00.01%	-00.01%	-00.27%	00.00%
Net Change	%	-02.80%	01.89%	-11.26%	<b>-18.99%</b>	-26.67%	-33.33%	-36.36%	-21.62%	-25.00%	-12.50%	-14.29%	-17.99%	00.00%		
<b>NON-APPROPRIATED</b>																
FY 2014	#	3,547	101	387	70	6	8	0	7	0	9	9	29	2		
	%	100.00%	02.85%	10.91%	<b>01.97%</b>	00.17%	00.23%	00.00%	00.20%	00.00%	00.25%	00.25%	00.82%	00.06%		
FY 2015	#	3,838	132	443	62	5	7	0	5	0	11	9	24	1		
	%	100.00%	03.44%	11.54%	<b>01.62%</b>	00.13%	00.18%	00.00%	00.13%	00.00%	00.29%	00.23%	00.63%	00.03%		
Difference	#	291	31	56	<b>-8</b>	-1	-1	0	-2	0	2	0	-5	-1		
Ratio Change	%	00.00%	00.59%	00.63%	<b>-00.35%</b>	-00.04%	-00.05%	00.00%	-00.07%	00.00%	00.04%	-00.02%	-00.19%	-00.03%		
Net Change	%	08.20%	30.69%	14.47%	<b>-11.43%</b>	-16.67%	-12.50%	00.00%	-28.57%	00.00%	22.22%	00.00%	-17.24%	-50.00%		

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 - SEP - FY2015

All VA By Administration	RACE/ETHNICITY																			
	TOTAL EMPLOYEES									Non-Hispanic or Latino									Hispanic or Latino	
	All	male		female		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
<b>TOTAL</b>	#	341,867	139,545	202,322	12,404	118,414	32,378	51,784	9,257	15,137	499	592	2,034	3,136	593	855				
	%	100.00%	40.81%	59.19%	03.63%	34.64%	09.47%	15.15%	02.71%	04.43%	00.15%	00.17%	00.59%	00.92%	00.17%	00.25%				
<b>RCLF (2010)</b>	%	99.95%	33.60%	66.35%	05.75%	45.85%	03.53%	09.32%	02.86%	04.33%	00.04%	00.08%	00.27%	00.65%	00.19%	00.37%				
<b>VHA</b>	#	305,709	119,372	186,337	11,534	109,709	27,886	46,418	8,452	14,592	420	547	1,664	2,778	482	759				
	%	100.00%	39.05%	60.95%	03.77%	35.89%	09.12%	15.18%	02.76%	04.77%	00.14%	00.18%	00.54%	00.91%	00.16%	00.25%				
<b>VBA</b>	#	21,565	10,760	10,805	601	5,770	2,729	3,741	336	304	46	28	237	299	45	62				
	%	100.01%	49.89%	50.12%	02.79%	26.76%	12.65%	17.35%	01.56%	01.41%	00.21%	00.13%	01.10%	01.39%	00.21%	00.29%				
<b>NCA</b>	#	1,710	1,288	422	31	233	183	129	26	12	15	2	24	8	22	7				
	%	100.00%	75.32%	24.68%	01.81%	13.63%	10.70%	07.54%	01.52%	00.70%	00.88%	00.12%	01.40%	00.47%	01.29%	00.41%				
<b>STAFF OFFICES</b>	#	12,883	8,125	4,758	238	2,702	1,580	1,496	443	229	18	15	109	51	44	27				
	%	100.01%	63.07%	36.94%	01.85%	20.97%	12.26%	11.61%	03.44%	01.78%	00.14%	00.12%	00.85%	00.40%	00.34%	00.21%				

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 2010 Census National data.

For VHA, the methodology for computing RCLF has changed. The new methodology uses state level data for determining RCLF and is consistent with the methodology for VBA and NCA.



Table B2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Disability - SEP - FY2015

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	
<b>TOTAL</b>	#	341,876	10,061	49,449	<b>7,397</b>	402	508	216	622	147	654	318	4,442	88	
	%	100.00%	02.94%	14.46%	<b>02.16%</b>	00.12%	00.15%	00.06%	00.18%	00.04%	00.19%	00.09%	01.30%	00.03%	
<b>Federal High</b>	%				<b>02.27%</b>										
<b>VHA</b>	#	305,715	8,379	42,017	<b>6,586</b>	327	453	179	522	121	570	309	4,028	77	
	%	100.00%	02.74%	13.74%	<b>02.15%</b>	00.11%	00.15%	00.06%	00.17%	00.04%	00.19%	00.10%	01.32%	00.03%	
<b>VBA</b>	#	21,565	1,034	4,857	<b>539</b>	55	29	22	74	17	52	6	277	7	
	%	100.00%	04.79%	22.52%	<b>02.50%</b>	00.26%	00.13%	00.10%	00.34%	00.08%	00.24%	00.03%	01.28%	00.03%	
<b>NCA</b>	#	1,713	90	427	<b>49</b>	2	1	3	4	1	4	0	34	0	
	%	100.00%	05.25%	24.93%	<b>02.86%</b>	00.12%	00.06%	00.18%	00.23%	00.06%	00.23%	00.00%	01.98%	00.00%	
<b>STAFF OFFICES</b>	#	12,883	558	2,148	<b>223</b>	18	25	12	22	8	28	3	103	4	
	%	100.00%	04.33%	16.67%	<b>01.73%</b>	00.14%	00.19%	00.09%	00.17%	00.06%	00.22%	00.02%	00.80%	00.03%	

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



Table A2: TOTAL WORKFORCE BY COMPONENT - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA By Administration	RACE/ETHNICITY															
	TOTAL EMPLOYEES			Hispanic or Latino						Non-Hispanic or Latino						
	All	TOTAL		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	
<b>TOTAL</b>	#	20,079	7,656	12,423	4,694	7,774	1,106	2,205	1,098	1,421	28	38	140	185	90	150
	%	100.02%	38.14%	61.88%	23.38%	38.72%	5.51%	10.98%	5.47%	7.08%	0.14%	0.19%	0.70%	0.92%	0.45%	0.75%
<b>RCLF (2010)</b>	%	99.35%	38.48%	60.87%	27.10%	42.85%	3.05%	7.15%	4.38%	5.28%	0.01%	0.02%	0.26%	0.54%	0.17%	0.34%
<b>VHA</b>	#	19,472	7,264	12,208	4,480	7,682	1,003	2,111	1,081	1,413	26	38	134	179	75	144
	%	100.01%	37.31%	62.70%	23.01%	39.45%	5.15%	10.84%	5.55%	7.26%	0.13%	0.20%	0.69%	0.92%	0.39%	0.74%
<b>VBA</b>	#	305	168	137	89	51	54	69	7	4	1	0	3	6	0	1
	%	100.00%	55.08%	44.92%	29.18%	16.72%	17.70%	22.62%	2.30%	1.31%	0.33%	0.00%	0.98%	1.97%	0.00%	0.33%
<b>NCA</b>	#	131	115	16	61	9	18	3	3	0	1	0	3	0	15	3
	%	99.99%	87.78%	12.21%	46.56%	6.87%	13.74%	2.29%	2.29%	0.00%	0.76%	0.00%	2.29%	0.00%	11.45%	2.29%
<b>STAFF OFFICES</b>	#	171	109	62	64	32	31	22	7	4	0	0	0	0	0	2
	%	100.00%	63.74%	36.26%	37.43%	18.71%	12.87%	12.87%	4.09%	2.34%	0.00%	0.00%	0.00%	0.00%	0.00%	1.17%

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

RCLF comparisons are based on 2010 Census National data.

For VHA, the methodology for computing RCLF has changed. The new methodology uses state level data for determining RCLF and is consistent with the methodology for VBA and NCA.



Table B2: TOTAL WORKFORCE BY COMPONENT - Temporary Workforce - by Disability - SEP - FY2015

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	
<b>TOTAL</b>	#	16,978	623	2,479	<b>414</b>	12	19	7	30	6	38	12	283	7	
	%	84.55%	03.10%	12.35%	<b>02.06%</b>	00.06%	00.09%	00.03%	00.15%	00.03%	00.19%	00.06%	01.41%	00.03%	
<b>Federal High</b>	%				<b>02.27%</b>										
<b>VHA</b>	#	16,619	574	2,280	<b>391</b>	12	18	7	28	5	34	12	268	7	
	%	85.34%	02.95%	11.71%	<b>02.01%</b>	00.06%	00.09%	00.04%	00.14%	00.03%	00.17%	00.06%	01.38%	00.04%	
<b>VBA</b>	#	168	22	115	<b>10</b>	0	0	0	2	1	3	0	4	0	
	%	55.08%	07.21%	37.70%	<b>03.28%</b>	00.00%	00.00%	00.00%	00.66%	00.33%	00.98%	00.00%	01.31%	00.00%	
<b>NCA</b>	#	97	3	31	<b>5</b>	0	0	0	0	0	0	0	5	0	
	%	74.05%	02.29%	23.66%	<b>03.82%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.82%	00.00%	
<b>STAFF OFFICES</b>	#	94	24	53	<b>8</b>	0	1	0	0	0	1	0	6	0	
	%	54.97%	14.04%	30.99%	<b>04.68%</b>	00.00%	00.58%	00.00%	00.00%	00.00%	00.58%	00.00%	03.51%	00.00%	

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





Table A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL		RACE/ETHNICITY																
	EMPLOYEES		Hispanic or Latino		Non-Hispanic or Latino				Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
%	100.00%	95.63%	04.39%	10.00%	00.76%	56.38%	02.48%	01.43%	00.10%	00.86%	00.10%	00.10%	00.86%	00.10%	01.62%	00.19%	01.05%	00.00%	00.00%
#	44,005	24,070	19,935	1,999	1,486	10,155	8,154	626	893	84	85	329	85	320	2,034	3,136	107	97	855
%	100.00%	54.69%	45.30%	04.54%	03.38%	23.08%	18.53%	01.42%	02.03%	00.19%	00.19%	00.75%	00.19%	00.73%	00.75%	00.73%	00.24%	00.22%	00.22%
#	341,857	139,541	202,316	10,953	12,403	83,828	118,411	9,257	15,137	499	592	2,034	592	3,136	2,034	3,136	593	855	855
%	100.00%	40.81%	59.19%	03.20%	03.63%	24.52%	34.64%	02.71%	04.43%	00.15%	00.17%	00.59%	00.17%	00.92%	00.59%	00.92%	00.17%	00.25%	00.25%

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- SEP - FY2015

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	#	1,074	49	122	14	0	2	3	4	0	2	3	4	0	2	0	3	0
	%	86.27%	03.94%	09.80%	01.12%	00.00%	00.16%	00.24%	00.32%	00.00%	00.16%	00.24%	00.32%	00.00%	00.16%	00.00%	00.24%	00.00%
Mid-Level Officials and Managers	#	6,876	248	999	93	3	10	9	14	6	10	9	14	6	10	1	38	2
	%	84.65%	03.05%	12.30%	01.14%	00.04%	00.12%	00.11%	00.17%	00.07%	00.12%	00.11%	00.17%	00.07%	00.12%	00.01%	00.47%	00.02%
First-Level Officials and Managers	#	24,771	1,322	6,096	701	26	26	34	93	20	61	34	93	20	61	10	422	9
	%	76.95%	04.11%	18.94%	02.18%	00.08%	00.08%	00.11%	00.29%	00.06%	00.19%	00.11%	00.29%	00.06%	00.19%	00.03%	01.31%	00.03%
TOTAL Officials and Managers	#	32,721	1,619	7,217	808	29	38	46	111	26	73	46	111	26	73	11	463	11
	%	78.74%	03.90%	17.37%	01.94%	00.07%	00.09%	00.11%	00.27%	00.06%	00.18%	00.11%	00.27%	00.06%	00.18%	00.03%	01.11%	00.03%
Professionals	#	135,096	3,276	13,555	1,455	42	183	57	146	52	189	57	146	52	189	9	759	18
	%	88.92%	02.16%	08.92%	00.96%	00.03%	00.12%	00.04%	00.10%	00.03%	00.12%	00.04%	00.10%	00.03%	00.12%	00.01%	00.50%	00.01%
Technicians	#	33,874	864	4,640	752	31	40	27	48	12	97	27	48	12	97	9	481	7
	%	86.02%	02.19%	11.78%	01.91%	00.08%	00.10%	00.07%	00.12%	00.03%	00.25%	00.07%	00.12%	00.03%	00.25%	00.02%	01.22%	00.02%
Sales Workers	#	615	21	127	15	1	0	1	4	0	2	1	4	0	2	0	7	0
	%	80.60%	02.75%	16.64%	01.97%	00.13%	00.00%	00.13%	00.52%	00.00%	00.26%	00.13%	00.52%	00.00%	00.26%	00.00%	00.92%	00.00%
Office and Clerical	#	37,619	2,124	12,692	2,031	150	140	55	194	40	163	55	194	40	163	86	1,168	35
	%	71.74%	04.05%	24.21%	03.87%	00.29%	00.27%	00.10%	00.37%	00.08%	00.31%	00.10%	00.37%	00.08%	00.31%	00.16%	02.23%	00.07%
Craft Workers	#	5,242	293	1,346	194	17	7	4	14	4	8	4	14	4	8	5	133	2
	%	76.18%	04.26%	19.56%	02.82%	00.25%	00.10%	00.06%	00.20%	00.06%	00.12%	00.06%	00.20%	00.06%	00.12%	00.07%	01.93%	00.03%
Operatives	#	2,764	177	928	214	20	5	1	8	0	14	1	8	0	14	32	131	3
	%	71.44%	04.57%	23.99%	05.53%	00.52%	00.13%	00.03%	00.21%	00.00%	00.36%	00.03%	00.21%	00.00%	00.36%	00.83%	03.39%	00.08%
Laborers	#	684	49	317	71	3	0	0	3	1	3	0	3	1	3	6	55	0
	%	65.14%	04.67%	30.19%	06.76%	00.29%	00.00%	00.00%	00.29%	00.10%	00.29%	00.00%	00.29%	00.10%	00.29%	00.57%	05.24%	00.00%
Service Workers	#	33,744	1,638	8,624	1,857	109	95	25	94	12	105	25	94	12	105	160	1,245	12
	%	86.24%	04.67%	30.19%	06.76%	00.29%	00.00%	00.00%	00.29%	00.10%	00.29%	00.00%	00.29%	00.10%	00.29%	00.57%	05.24%	00.00%

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability- SEP - FY2015

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
%	100.00%	76.68%	03.72%	19.60%	04.22%	00.25%	00.22%	00.06%	00.21%	00.03%	00.24%	00.36%	02.83%	00.03%
#	341,866	282,359	10,061	49,446	7,397	402	508	216	622	147	654	318	4,442	88
%	100.00%	82.59%	02.94%	14.46%	02.16%	00.12%	00.15%	00.06%	00.18%	00.04%	00.19%	00.09%	01.30%	00.03%
<b>TOTAL WORKFORCE</b>														

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 A3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL														
	EMPLOYEES														
	Hispanic or Latino						Non-Hispanic or Latino						RACE/ETHNICITY		
	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			
Executive/Senior Level Officials and Managers	#	20	20	0	0	16	16	2	3	1	0	0	1	0	0
	%	50.00%	50.00%	00.00%	00.00%	40.00%	40.00%	05.00%	07.50%	02.50%	00.00%	00.00%	02.50%	00.00%	00.00%
Mid-Level Officials and Managers	#	50	39	1	2	35	25	8	4	3	0	0	1	1	0
	%	100.00%	56.18%	43.82%	01.12%	39.33%	28.09%	08.99%	04.49%	03.37%	00.00%	00.00%	02.25%	01.12%	00.00%
First-Level Officials and Managers	#	413	418	27	22	254	230	106	16	19	2	1	7	1	5
	%	100.00%	49.71%	50.30%	03.25%	30.57%	27.68%	12.76%	01.93%	02.29%	00.24%	00.12%	00.84%	01.32%	00.60%
TOTAL Officials and Managers	#	483	477	28	24	305	271	114	23	23	2	1	9	13	5
	%	100.00%	50.33%	49.68%	02.92%	31.77%	28.23%	11.88%	02.40%	02.40%	00.21%	00.10%	00.94%	01.35%	00.21%
Professionals	#	4,601	8,205	190	321	3,104	5,629	307	859	1,127	12	18	84	111	107
	%	100.00%	35.93%	64.09%	01.48%	24.24%	43.96%	02.40%	06.71%	08.80%	00.09%	00.14%	00.66%	00.87%	00.35%
Technicians	#	834	1,661	55	93	507	1,032	123	123	165	7	7	10	39	11
	%	100.00%	33.42%	66.57%	02.20%	20.32%	41.36%	04.93%	04.93%	06.61%	00.28%	00.28%	00.40%	01.56%	00.36%
Sales Workers	#	49	114	10	19	10	37	23	5	5	1	1	0	3	0
	%	100.00%	30.05%	69.94%	06.13%	06.13%	22.70%	14.11%	03.07%	03.07%	00.61%	00.61%	00.00%	01.84%	00.00%
Office and Clerical	#	689	840	93	71	296	387	235	44	51	2	4	11	9	15
	%	100.00%	45.06%	54.94%	06.08%	19.36%	25.31%	15.37%	02.88%	03.34%	00.13%	00.26%	00.72%	00.59%	00.98%
Craft Workers	#	153	4	19	0	102	3	22	3	1	1	0	6	0	0
	%	100.00%	97.45%	02.55%	12.10%	64.97%	01.91%	14.01%	01.91%	00.64%	00.64%	00.00%	03.82%	00.00%	00.00%
Operatives	#	95	10	8	0	45	7	37	1	0	0	0	2	0	0
	%	100.00%	90.47%	09.53%	07.62%	42.86%	06.67%	35.24%	00.95%	00.00%	00.00%	00.00%	01.90%	00.00%	00.00%
Laborers	#	163	155	8	18	83	6	28	6	0	1	0	4	0	15
	%	100.00%	95.15%	4.85%	11.04%	51.53%	3.68%	17.18%	3.68%	0.00%	0.61%	0.00%	2.45%	0.00%	9.20%

Table A3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY													
			Hispanic or Latino		Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male
%	100.00%	95.08%	04.91%	11.04%	00.00%	03.68%	50.92%	03.68%	00.00%	03.68%	00.00%	00.61%	02.45%	00.00%	09.20%	00.00%
#	1,700	597	1,103	79	122	402	242	402	49	2	7	14	10	9	11	11
%	100.00%	35.12%	64.89%	04.65%	07.18%	23.65%	14.24%	23.65%	02.00%	00.12%	00.41%	00.82%	00.59%	00.53%	00.65%	00.65%
#	20,078	7,656	12,422	500	650	7,774	4,694	7,774	1,421	28	38	140	185	90	149	149
%	100.00%	38.14%	61.87%	02.49%	03.24%	38.72%	23.38%	38.72%	05.47%	00.14%	00.19%	00.70%	00.92%	00.45%	00.74%	00.74%

Data shown includes full-time, part-time, and intermittent temporary 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 - Temporary Workforce - Distribution by Disability- SEP - FY2015

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	#	35	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	87.50%	05.00%	07.50%	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%
Mid-Level Officials and Managers	#	63	11	15	3	0	0	1	2	0	0	2	0	0	0	0	0
	%	70.79%	12.36%	16.85%	03.37%	00.00%	01.12%	00.00%	02.25%	00.00%	00.00%	02.25%	00.00%	00.00%	00.00%	00.00%	00.00%
First-Level Officials and Managers	#	538	49	244	31	0	2	2	0	3	0	2	0	0	0	23	1
	%	64.74%	05.90%	29.36%	03.73%	00.00%	00.24%	00.00%	00.24%	00.00%	00.00%	00.24%	00.00%	00.00%	00.00%	02.77%	00.12%
TOTAL Officials and Managers	#	636	62	262	34	0	3	0	4	0	3	4	0	0	0	23	1
	%	66.25%	06.46%	27.29%	03.54%	00.00%	00.31%	00.00%	00.42%	00.00%	00.31%	00.42%	00.00%	00.00%	00.00%	02.40%	00.10%
Professionals	#	11,599	309	899	116	1	7	4	11	3	13	2	2	2	72	3	3
	%	90.57%	02.41%	07.02%	00.91%	00.01%	00.05%	00.03%	00.09%	00.02%	00.10%	00.02%	00.02%	00.02%	00.56%	00.02%	00.02%
Technicians	#	2,119	68	308	61	1	1	1	2	0	4	1	2	1	50	1	1
	%	84.93%	02.73%	12.34%	02.44%	00.04%	00.04%	00.04%	00.08%	00.00%	00.16%	00.04%	00.04%	00.04%	02.00%	00.04%	00.04%
Sales Workers	#	138	6	19	4	0	1	0	0	0	0	0	0	0	3	0	0
	%	84.66%	03.68%	11.66%	02.45%	00.00%	00.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.84%	00.00%	00.00%
Office and Clerical	#	913	102	514	87	4	2	0	8	3	9	1	8	1	60	0	0
	%	59.71%	06.67%	33.62%	05.69%	00.26%	00.13%	00.00%	00.52%	00.20%	00.59%	00.07%	00.52%	00.07%	03.92%	00.00%	00.00%
Craft Workers	#	99	4	54	15	1	2	2	0	0	1	0	0	0	9	0	0
	%	63.06%	02.55%	34.39%	09.55%	00.64%	01.27%	01.27%	00.00%	00.00%	00.64%	00.00%	00.00%	00.00%	05.73%	00.00%	00.00%
Operatives	#	40	9	56	12	2	0	0	0	0	0	2	0	2	8	0	0
	%	38.10%	08.57%	53.33%	11.43%	01.90%	00.00%	00.00%	00.00%	00.00%	00.00%	01.90%	00.00%	00.07%	07.62%	00.00%	00.00%
Laborers	#	103	4	56	11	1	0	0	0	0	0	0	0	0	10	0	0
	%	63.19%	02.45%	34.36%	06.75%	00.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.13%	00.00%	00.00%
Service Workers	#	1,331	58	311	74	2	3	0	5	0	8	6	5	6	48	2	2
	%	63.19%	02.45%	34.36%	06.75%	00.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.13%	00.00%	00.00%

Table B3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Disability- SEP - FY2015

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
%	100.00%	78.29%	03.41%	18.29%	04.35%	00.12%	00.18%	00.00%	00.29%	00.00%	00.47%	00.35%	02.82%	00.12%
#	20,079	16,978	622	2,479	414	12	19	7	30	6	38	12	283	7
%	100.00%	84.56%	03.10%	12.35%	02.06%	00.06%	00.09%	00.03%	00.15%	00.03%	00.19%	00.06%	01.41%	00.03%
<b>TOTAL WORKFORCE</b>														

Data shown includes full-time, part-time, and intermittent temporary 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 - SEP - FY2015

All VA	TOTAL EMPLOYEES										RACE/ETHNICITY																		
	All					Hispanic or Latino					Non-Hispanic or Latino					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	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	14	5	9	1	2	3	4	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	35.71%	64.29%	07.14%	14.29%	21.43%	28.57%	07.14%	21.43%	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%	00.00%	00.00%
GS - 2	#	91	47	44	2	2	19	19	23	22	1	1	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.01%	51.65%	48.36%	02.20%	02.20%	20.88%	20.88%	25.27%	24.18%	01.10%	01.10%	00.00%	01.10%	00.00%	01.10%	00.00%	00.00%	01.10%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 3	#	876	451	425	78	43	163	193	184	163	11	16	4	1	4	1	1	4	9	7	7	2	2	2	2	2	2	2	2
	%	100.01%	51.49%	48.52%	08.90%	04.91%	18.61%	22.03%	21.00%	18.61%	01.26%	01.83%	00.46%	00.11%	00.46%	00.11%	00.11%	00.46%	01.03%	00.80%	00.80%	00.23%	00.23%	00.23%	00.23%	00.23%	00.23%	00.23%	00.23%
GS - 4	#	5,537	2,345	3,192	301	309	1,005	1,336	918	1,350	66	109	11	18	29	54	15	16	29	54	15	16	16	16	16	16	16	16	16
	%	100.01%	42.35%	57.66%	05.44%	05.58%	18.15%	24.13%	16.58%	24.38%	01.19%	01.97%	00.20%	00.33%	00.52%	00.98%	00.27%	00.52%	00.98%	00.98%	00.27%	00.29%	00.29%	00.29%	00.29%	00.29%	00.29%	00.29%	00.29%
GS - 5	#	28,165	9,659	18,506	947	1,227	4,460	7,942	3,567	8,035	406	745	49	82	159	337	71	138	159	337	71	138	138	138	138	138	138	138	138
	%	100.00%	34.28%	65.72%	03.36%	04.36%	15.84%	28.20%	12.66%	28.53%	01.44%	02.65%	00.17%	00.29%	00.56%	01.20%	00.25%	00.49%	00.56%	01.20%	00.25%	00.49%	00.49%	00.49%	00.49%	00.49%	00.49%	00.49%	00.49%
GS - 6	#	45,811	14,495	31,316	1,555	2,169	7,484	16,446	4,381	10,638	703	1,295	74	111	216	506	82	151	216	506	82	151	151	151	151	151	151	151	151
	%	99.98%	31.63%	68.35%	03.39%	04.73%	16.34%	35.90%	09.56%	23.22%	01.53%	02.83%	00.16%	00.24%	00.47%	01.10%	00.18%	00.33%	00.47%	01.10%	00.18%	00.33%	00.33%	00.33%	00.33%	00.33%	00.33%	00.33%	00.33%
GS - 7	#	21,082	8,322	12,760	833	925	4,521	6,992	2,360	4,029	391	450	41	52	131	248	45	64	131	248	45	64	64	64	64	64	64	64	64
	%	99.98%	39.45%	60.53%	03.95%	04.39%	21.44%	33.17%	11.19%	19.11%	01.85%	02.13%	00.19%	00.25%	00.62%	01.18%	00.21%	00.30%	00.62%	01.18%	00.21%	00.30%	00.30%	00.30%	00.30%	00.30%	00.30%	00.30%	00.30%
GS - 8	#	21,645	6,488	15,157	600	919	3,989	9,260	1,167	3,330	554	1,286	30	56	121	248	27	58	121	248	27	58	58	58	58	58	58	58	58
	%	100.00%	29.97%	70.03%	02.77%	04.25%	18.43%	42.78%	05.39%	15.38%	02.56%	05.94%	00.14%	00.26%	00.56%	01.15%	00.12%	00.27%	00.56%	01.15%	00.12%	00.27%	00.27%	00.27%	00.27%	00.27%	00.27%	00.27%	00.27%
GS - 9	#	19,452	8,288	11,164	699	719	4,877	6,591	2,024	2,956	455	567	35	43	163	238	35	50	163	238	35	50	50	50	50	50	50	50	50
	%	100.00%	42.61%	57.39%	03.59%	03.70%	25.07%	33.88%	10.41%	15.20%	02.34%	02.91%	00.18%	00.22%	00.84%	01.22%	00.18%	00.26%	00.84%	01.22%	00.18%	00.26%	00.26%	00.26%	00.26%	00.26%	00.26%	00.26%	00.26%
GS - 10	#	3,865	1,777	2,088	138	115	1,075	1,353	415	461	103	105	7	4	30	38	9	12	30	38	9	12	12	12	12	12	12	12	12
	%	100.00%	45.97%	54.03%	03.57%	02.98%	27.81%	35.01%	10.74%	11.93%	02.66%	02.72%	00.18%	00.10%	00.78%	00.98%	00.23%	00.31%	00.78%	00.98%	00.23%	00.31%	00.31%	00.31%	00.31%	00.31%	00.31%	00.31%	00.31%
GS -	#	63,464	18,108	45,356	1,408	2,661	11,975	27,936	2,882	9,027	1,439	4,852	77	106	259	655	68	119	259	655	68	119	119	119	119	119	119	119	119

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES										RACE/ETHNICITY															
	All					Hispanic or Latino					Non-Hispanic or Latino					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	male	female	male	female	male	female	male	female	
11	%	100.01%	28.54%	71.47%	02.22%	04.19%	18.87%	44.02%	04.54%	14.22%	02.27%	07.65%	00.12%	00.17%	00.41%	01.03%	00.11%	00.19%								
GS - 12	#	29,233	11,914	17,319	718	1,013	8,552	11,440	1,713	3,365	686	1,151	29	30	176	233	40	87								
GS - 13	%	100.01%	40.76%	59.25%	02.46%	03.47%	29.25%	39.13%	05.86%	11.51%	02.35%	03.94%	00.10%	00.10%	00.60%	00.80%	00.14%	00.30%								
GS - 13	#	37,097	11,847	25,250	690	1,088	9,043	18,071	1,274	4,052	652	1,654	24	45	126	265	38	75								
GS - 13	%	99.98%	31.93%	68.05%	01.86%	02.93%	24.38%	48.71%	03.43%	10.92%	01.76%	04.46%	00.06%	00.12%	00.34%	00.71%	00.10%	00.20%								
GS - 14	#	7,232	3,449	3,783	151	143	2,685	2,668	405	746	164	168	2	6	34	40	8	12								
GS - 14	%	100.01%	47.70%	52.31%	02.09%	01.98%	37.13%	36.89%	05.60%	10.32%	02.27%	02.32%	00.03%	00.08%	00.47%	00.55%	00.11%	00.17%								
GS - 15	#	26,313	16,556	9,757	885	577	11,482	5,632	758	788	3,111	2,526	32	19	232	168	56	47								
GS - 15	%	99.98%	62.91%	37.07%	03.36%	02.19%	43.64%	21.40%	02.88%	02.99%	11.82%	09.60%	00.12%	00.07%	00.88%	00.64%	00.21%	00.18%								
All Other GS	#	70	18	52	0	4	16	26	2	19	0	3	0	0	0	0	0	0								
All Other GS	%	100.00%	25.72%	74.28%	00.00%	05.71%	22.86%	37.14%	02.86%	27.14%	00.00%	04.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%								
SES	#	342	208	134	12	3	167	107	20	17	5	4	0	0	3	2	1	1								
SES	%	100.00%	60.82%	39.18%	03.51%	00.88%	48.83%	31.29%	05.85%	04.97%	01.46%	01.17%	00.00%	00.00%	00.88%	00.58%	00.29%	00.29%								
TOTAL	#	310,289	113,977	196,312	9,018	11,919	71,516	116,016	22,094	49,001	8,747	14,932	416	573	1,689	3,039	497	832								
TOTAL	%	99.99%	36.73%	63.26%	02.91%	03.84%	23.05%	37.39%	07.12%	15.79%	02.82%	04.81%	00.13%	00.18%	00.54%	00.98%	00.16%	00.27%								

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

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

Percentages are based on row totals

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability- SEP - FY2015

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	#	6	1	7	3	1	0	0	0	1	0	0	1	0	1	0	0
	%	42.86%	07.14%	50.00%	21.43%	07.14%	00.00%	00.00%	00.00%	07.14%	00.00%	00.00%	07.14%	00.00%	07.14%	00.00%	00.00%
GS - 2	#	47	8	36	13	0	0	0	1	3	3	5	2	5	2	1	1
	%	51.65%	08.79%	39.56%	14.29%	00.00%	00.00%	00.00%	01.10%	01.10%	03.30%	05.49%	02.20%	05.49%	02.20%	01.10%	01.10%
GS - 3	#	579	29	268	75	3	4	1	6	1	4	23	32	23	32	1	1
	%	66.10%	03.31%	30.59%	08.56%	00.34%	00.46%	00.11%	00.68%	00.11%	00.46%	02.63%	03.65%	02.63%	03.65%	00.11%	00.11%
GS - 4	#	3,878	220	1,440	307	43	31	5	18	9	15	23	158	23	158	5	5
	%	70.03%	03.97%	26.00%	05.54%	00.78%	00.56%	00.09%	00.33%	00.16%	00.27%	00.42%	02.85%	00.42%	02.85%	00.09%	00.09%
GS - 5	#	21,640	1,008	5,517	894	48	72	17	69	15	93	34	534	34	534	12	12
	%	76.83%	03.58%	19.59%	03.17%	00.17%	00.26%	00.06%	00.24%	00.05%	00.33%	00.12%	01.90%	00.12%	01.90%	00.04%	00.04%
GS - 6	#	36,614	1,531	7,669	1,031	62	66	30	91	16	101	22	630	22	630	13	13
	%	79.92%	03.34%	16.74%	02.25%	00.14%	00.14%	00.07%	00.20%	00.03%	00.22%	00.05%	01.38%	00.05%	01.38%	00.03%	00.03%
GS - 7	#	16,403	739	3,940	586	26	34	20	68	10	47	13	359	13	359	9	9
	%	77.81%	03.51%	18.69%	02.78%	00.12%	00.16%	00.09%	00.32%	00.05%	00.22%	00.06%	01.70%	00.06%	01.70%	00.04%	00.04%
GS - 8	#	19,016	491	2,138	258	10	12	8	15	2	39	3	166	3	166	3	3
	%	87.85%	02.27%	09.88%	01.19%	00.05%	00.06%	00.04%	00.07%	00.01%	00.18%	00.01%	00.77%	00.01%	00.77%	00.01%	00.01%
GS - 9	#	15,296	686	3,470	505	18	24	12	54	15	41	8	329	8	329	4	4
	%	78.63%	03.53%	17.84%	02.60%	00.09%	00.12%	00.06%	00.28%	00.08%	00.21%	00.04%	01.69%	00.04%	01.69%	00.02%	00.02%
GS - 10	#	3,156	118	591	61	2	1	6	7	1	13	0	31	0	31	0	0
	%	81.66%	03.05%	15.29%	01.58%	00.05%	00.03%	00.16%	00.18%	00.03%	00.34%	00.00%	00.80%	00.00%	00.80%	00.00%	00.00%
GS - 11	#	55,080	1,482	6,905	777	25	93	31	69	24	72	5	448	5	448	10	10
	%	86.79%	02.34%	10.88%	01.22%	00.04%	00.15%	00.05%	00.11%	00.04%	00.11%	00.01%	00.71%	00.01%	00.71%	00.02%	00.02%
GS - 12	#	24,835	793	3,605	421	18	44	25	58	15	51	1	200	1	200	9	9
	%	86.79%	02.34%	10.88%	01.22%	00.04%	00.15%	00.05%	00.11%	00.04%	00.11%	00.01%	00.71%	00.01%	00.71%	00.02%	00.02%

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability- SEP - FY2015

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	[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		
	%	100.00%	84.96%	02.71%	12.33%	01.44%	00.06%	00.15%	00.09%	00.20%	00.05%	00.17%	00.00%	00.03%	00.68%	00.03%													
GS - 13	#	37,098	32,999	810	3,289	302	8	38	21	43	11	56	0	122	3														
	%	100.00%	88.95%	02.18%	08.87%	00.81%	00.02%	00.10%	00.06%	00.12%	00.03%	00.15%	00.00%	00.33%	00.01%														
GS - 14	#	7,232	6,344	203	685	53	3	9	6	4	2	4	1	21	3														
	%	100.00%	87.72%	02.81%	09.47%	00.73%	00.04%	00.12%	00.08%	00.06%	00.03%	00.06%	00.01%	00.29%	00.04%														
GS - 15	#	26,314	24,334	521	1,459	115	1	8	13	25	13	20	0	34	1														
	%	100.00%	92.48%	01.98%	05.54%	00.44%	00.00%	00.03%	00.05%	00.10%	00.05%	00.08%	00.00%	00.13%	00.00%														
All Other GS	#	70	63	1	6	0	0	0	0	0	0	0	0	0	0														
	%	100.00%	90.00%	01.43%	08.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%														
SES	#	342	302	11	29	4	0	0	0	3	0	0	0	1	0														
	%	100.00%	88.30%	03.22%	08.48%	01.17%	00.00%	00.00%	00.00%	00.88%	00.00%	00.00%	00.00%	00.29%	00.00%														
TOTAL	#	310,298	260,592	8,652	41,054	5,405	268	436	195	531	136	559	139	3,067	74														
	%	100.00%	83.98%	02.79%	13.23%	01.74%	00.09%	00.14%	00.06%	00.17%	00.04%	00.18%	00.04%	00.99%	00.02%														

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

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

Percentages are based on row totals

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL														RACE/ETHNICITY																	
	EMPLOYEES														Hispanic or Latino							Non-Hispanic or Latino							American Indian or Alaska Native		Two or More Races/Undisclosed	
	All		male		female		male		female		male		female		male		female		male		female		male		female							
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%						
GS - 1	#	26	15	11	2	0	7	7	3	3	2	0	0	0	0	0	0	0	1	1	0	0	0	0	0							
	%	100.00%	57.69%	42.31%	07.69%	00.00%	26.92%	26.92%	11.54%	11.54%	07.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.85%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%							
GS - 2	#	81	32	49	1	2	21	36	6	9	3	1	0	0	0	0	0	0	0	0	0	0	0	1	1							
	%	99.98%	39.50%	60.48%	01.23%	02.47%	44.44%	07.41%	11.11%	11.11%	03.70%	01.23%	00.00%	00.00%	01.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.23%							
GS - 3	#	151	59	92	6	7	28	53	17	22	7	6	0	0	0	0	0	0	1	2	0	0	0	1	1							
	%	99.99%	39.07%	60.92%	03.97%	04.64%	35.10%	18.54%	11.26%	14.57%	04.64%	03.97%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.66%	01.32%	00.00%	00.00%	00.00%	00.00%	00.66%							
GS - 4	#	844	296	548	40	42	152	259	77	187	21	49	0	0	0	0	0	0	0	0	0	0	0	0	5							
	%	100.02%	35.08%	64.94%	04.74%	04.98%	30.69%	09.12%	22.16%	22.16%	02.49%	05.81%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.36%	00.59%	00.00%	00.00%	00.00%	00.00%	00.59%							
GS - 5	#	1,492	510	982	51	76	237	392	151	405	46	79	2	9	2	0	0	0	0	0	0	0	0	0	12							
	%	99.96%	34.17%	65.79%	03.42%	05.09%	26.27%	10.12%	27.14%	27.14%	03.08%	05.29%	00.13%	00.60%	00.13%	00.00%	00.00%	00.00%	00.87%	00.60%	00.00%	00.00%	00.00%	00.00%	00.80%							
GS - 6	#	761	323	438	33	32	155	220	95	133	30	28	0	0	0	0	0	0	0	0	0	0	0	0	9							
	%	100.01%	42.45%	57.56%	04.34%	04.20%	28.91%	12.48%	17.48%	17.48%	03.94%	03.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.66%	01.58%	00.00%	00.00%	00.00%	00.00%	01.18%							
GS - 7	#	1,032	489	543	34	27	270	312	122	151	46	39	1	0	0	0	0	0	0	0	0	0	0	0	4							
	%	100.00%	47.38%	52.62%	03.29%	02.62%	30.23%	11.82%	14.63%	14.63%	04.46%	03.78%	00.10%	00.00%	00.00%	00.00%	00.00%	00.00%	01.16%	00.97%	00.00%	00.00%	00.00%	00.00%	00.39%							
GS - 8	#	899	220	679	16	25	115	375	42	180	37	87	1	1	1	0	0	0	0	0	0	0	0	0	4							
	%	99.99%	24.47%	75.52%	01.78%	02.78%	41.71%	04.67%	20.02%	20.02%	04.12%	09.68%	00.11%	00.11%	00.11%	00.00%	00.00%	00.00%	00.33%	00.78%	00.00%	00.00%	00.00%	00.00%	00.44%							
GS - 9	#	1,272	414	858	31	47	262	560	70	144	36	72	4	2	4	0	0	0	0	0	0	0	0	0	20							
	%	99.99%	32.54%	67.45%	02.44%	03.69%	44.03%	05.50%	11.32%	11.32%	02.83%	05.66%	00.31%	00.16%	00.16%	00.00%	00.00%	00.00%	00.39%	01.02%	00.00%	00.00%	00.00%	00.00%	01.57%							
GS - 10	#	16	4	12	0	0	3	9	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0							
	%	100.00%	25.00%	75.00%	00.00%	00.00%	56.25%	00.00%	06.25%	06.25%	00.00%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%							
GS -	#	2,060	584	1,476	32	71	398	967	78	234	59	168	4	5	4	5	5	5	9	23	9	4	4	4	8							

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL												RACE/ETHNICITY																							
	EMPLOYEES												Hispanic or Latino						Non-Hispanic or Latino						Asian						Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All		male		female		male		female		male		female		male		female		male		female		male		female		male		female							
	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#						
11	100.00%	1,156	28.34%	393	71.66%	763	01.55%	13	03.45%	19.32%	46.94%	03.79%	24	54	93	08.16%	00.19%	1	00.24%	00.44%	01.12%	00.19%	1	00.09%	00.09%	00.26%	00.87%	00.17%	00.39%	00.15%						
GS - 12	100.00%	1,299	34.00%	540	66.00%	759	01.12%	17	02.25%	26.21%	49.13%	02.08%	18	43	87	08.04%	00.09%	0	00.09%	00.26%	00.87%	00.09%	0	00.09%	00.26%	00.87%	00.17%	00.95%	00.15%							
GS - 13	100.00%	249	60.24%	150	39.76%	99	01.31%	3	01.39%	31.64%	46.19%	01.39%	5	4	14	06.70%	00.00%	0	00.00%	00.77%	00.69%	00.00%	0	00.00%	00.77%	00.69%	00.15%	00.15%	00.15%							
GS - 14	100.00%	2,211	64.49%	1,426	35.51%	785	02.71%	60	00.68%	38.26%	19.22%	01.94%	43	47	279	12.62%	00.14%	3	00.09%	01.22%	00.59%	00.09%	2	00.09%	01.22%	00.59%	00.18%	00.18%	00.18%							
GS - 15	100.00%	5,237	26.66%	3,396	73.34%	3,841	00.99%	52	03.51%	19.19%	52.07%	01.97%	103	392	400	07.64%	00.13%	7	00.15%	00.44%	01.20%	00.44%	8	00.15%	00.44%	01.20%	00.48%	01.28%	01.28%							
All Other GS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
TOTAL	18,786	6,851	11,935	391	574	4,320	7,588	854	2,009	1,071	1,403	24	35	120	178	71	148	148	148	148	148	148	148	148	148	148	148	148	148	148						

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

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

Percentages are based on row totals

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Disability- SEP - FY2015

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	#	18	1	7	3	0	0	0	0	0	0	0	0	0	0	0	3	0			
	%	69.23%	03.85%	26.92%	11.54%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	11.54%	00.00%			
GS - 2	#	65	6	10	2	0	0	0	0	0	0	0	0	0	0	1	1	0			
	%	80.25%	07.41%	12.35%	02.47%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.23%	01.23%	00.00%			
GS - 3	#	121	6	24	5	1	0	0	0	0	0	0	0	0	0	4	4	0			
	%	80.13%	03.97%	15.89%	03.31%	00.66%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.65%	02.65%	00.00%			
GS - 4	#	672	36	136	22	3	2	0	1	0	0	0	1	0	0	15	15	0			
	%	79.62%	04.27%	16.11%	02.61%	00.36%	00.24%	00.00%	00.12%	00.00%	00.12%	00.00%	00.12%	00.00%	00.00%	01.78%	01.78%	00.00%			
GS - 5	#	1,084	73	335	60	0	0	1	5	2	7	0	5	2	0	44	44	1			
	%	72.65%	04.89%	22.45%	04.02%	00.00%	00.00%	00.07%	00.34%	00.13%	00.47%	00.00%	00.34%	00.13%	00.00%	02.95%	02.95%	00.07%			
GS - 6	#	528	30	203	35	1	0	1	1	0	2	1	1	0	0	29	29	1			
	%	69.38%	03.94%	26.68%	04.60%	00.13%	00.00%	00.13%	00.13%	00.00%	00.26%	00.00%	00.13%	00.00%	00.00%	03.81%	03.81%	00.13%			
GS - 7	#	726	47	259	37	0	1	0	4	1	4	0	4	1	0	27	27	0			
	%	70.35%	04.55%	25.10%	03.59%	00.00%	00.10%	00.00%	00.39%	00.10%	00.39%	00.00%	00.39%	00.10%	00.00%	02.62%	02.62%	00.00%			
GS - 8	#	810	18	71	6	0	1	0	0	0	1	0	0	0	0	4	4	0			
	%	90.10%	02.00%	07.90%	00.67%	00.00%	00.11%	00.00%	00.00%	00.00%	00.11%	00.00%	00.00%	00.00%	00.00%	00.44%	00.44%	00.00%			
GS - 9	#	984	59	229	40	0	1	0	3	0	2	0	3	0	2	30	30	2			
	%	77.36%	04.64%	18.00%	03.14%	00.00%	00.08%	00.00%	00.24%	00.00%	00.16%	00.00%	00.24%	00.00%	00.16%	02.36%	02.36%	00.16%			
GS - 10	#	14	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	87.50%	06.25%	06.25%	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%			
GS - 11	#	1,780	56	224	41	0	2	0	4	1	6	0	4	1	1	25	25	2			
	%	86.41%	02.72%	10.87%	01.99%	00.00%	00.10%	00.00%	00.19%	00.05%	00.29%	00.00%	00.19%	00.05%	00.29%	01.21%	01.21%	00.10%			
GS - 12	#	1,040	25	91	11	1	1	1	0	0	1	0	0	0	0	7	7	0			
	%	100.00%	02.41%	08.71%	1.06%	0.10%	0.10%	0.10%	0.00%	0.00%	0.10%	0.00%	0.00%	0.00%	0.00%	0.67%	0.67%	0.00%			

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Disability- SEP - FY2015

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								
	%	100.00%	02.16%	07.87%	<b>00.95%</b>	00.09%	00.09%	00.09%	00.00%	00.00%	00.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%			
<b>GS - 13</b>	#	1,299	37	74	<b>9</b>	1	2	1	3	1	1	0	0	0	0	0	1	1	0	0		
	%	100.00%	02.85%	05.70%	<b>00.69%</b>	00.08%	00.15%	00.08%	00.23%	00.08%	00.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.08%	00.08%	00.00%	00.00%		
<b>GS - 14</b>	#	249	14	15	<b>1</b>	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	05.62%	06.02%	<b>00.40%</b>	00.00%	00.40%	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%	
<b>GS - 15</b>	#	2,212	41	74	<b>7</b>	0	0	0	0	0	0	0	0	1	1	0	1	1	0	0	0	
	%	100.00%	01.85%	03.35%	<b>00.32%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.05%	00.05%	00.00%	00.05%	00.05%	00.00%	00.00%	00.00%	
<b>All Other GS</b>	#	5,237	121	342	<b>32</b>	1	2	1	4	0	0	0	0	0	0	0	0	5	0	0	0	
	%	100.00%	02.31%	06.53%	<b>00.61%</b>	00.02%	00.04%	00.02%	00.08%	00.00%	00.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.10%	00.10%	00.00%	00.00%	00.00%	
<b>SES</b>	#	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	<b>00.00%</b>	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%
<b>TOTAL</b>	#	18,787	571	2,095	<b>311</b>	5	13	5	25	6	31	4	4	6	6	4	215	31	4	215	6	
	%	100.00%	03.04%	11.15%	<b>01.66%</b>	00.03%	00.07%	00.03%	00.13%	00.03%	00.17%	00.02%	00.02%	00.03%	00.03%	00.02%	01.14%	00.17%	00.02%	01.14%	00.03%	

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

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

Percentages are based on row totals

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL												RACE/ETHNICITY															
	EMPLOYEES												Hispanic or Latino						Non-Hispanic or Latino						American Indian or Alaska Native		Two or More Races/Undisclosed	
	All		male		female		male		female		male		female		male		female		male		female		male		female			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
GS - 1	#	14	5	9	1	2	3	4	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	00.00%	00.00%	00.00%	00.01%	00.02%	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%	00.00%	00.00%	00.00%	00.00%		
GS - 2	#	91	47	44	2	2	19	19	23	22	1	1	0	1	0	1	0	0	1	0	0	0	0	0	0	0		
	%	00.03%	00.04%	00.02%	00.02%	00.02%	00.03%	00.02%	00.02%	00.10%	00.04%	00.01%	00.01%	00.00%	00.24%	00.00%	00.06%	00.00%	00.06%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
GS - 3	#	876	451	425	78	43	163	193	184	163	11	16	4	1	4	9	7	1	9	7	2	2	2	2	2	2		
	%	00.28%	00.40%	00.22%	00.86%	00.36%	00.23%	00.17%	00.83%	00.33%	00.13%	00.11%	00.96%	00.17%	00.96%	00.53%	00.23%	00.17%	00.53%	00.23%	00.17%	00.40%	00.24%	00.24%	00.24%	00.24%		
GS - 4	#	5,537	2,345	3,192	301	309	1,005	1,336	918	1,350	66	109	11	18	29	54	15	16	29	54	15	16	16	16	16	16		
	%	01.78%	02.06%	01.63%	03.34%	02.59%	01.41%	01.15%	04.15%	02.76%	00.75%	00.73%	02.64%	03.14%	01.72%	01.78%	03.02%	01.72%	01.78%	03.02%	01.78%	03.02%	03.02%	03.02%	03.02%	01.92%		
GS - 5	#	28,165	9,659	18,506	947	1,227	4,460	7,942	3,567	8,035	406	745	49	82	159	337	71	138	159	337	71	138	138	138	138	138		
	%	09.08%	08.47%	09.43%	10.50%	10.29%	06.24%	06.85%	16.14%	16.40%	04.64%	04.99%	11.78%	14.31%	09.41%	11.09%	14.29%	09.41%	11.09%	14.29%	11.09%	14.29%	14.29%	14.29%	14.29%	16.59%		
GS - 6	#	45,811	14,495	31,316	1,555	2,169	7,484	16,446	4,381	10,638	703	1,295	74	111	216	506	82	151	216	506	82	151	151	151	151	151		
	%	14.76%	12.72%	15.95%	17.24%	18.20%	10.46%	14.18%	19.83%	21.71%	08.04%	08.67%	17.79%	19.37%	12.79%	16.65%	16.50%	12.79%	16.65%	16.50%	16.65%	16.50%	16.50%	16.50%	16.50%	18.15%		
GS - 7	#	21,082	8,322	12,760	833	925	4,521	6,992	2,360	4,029	391	450	41	52	131	248	45	64	131	248	45	64	64	64	64	64		
	%	06.79%	07.30%	06.50%	09.24%	07.76%	06.32%	06.03%	10.68%	08.22%	04.47%	03.01%	09.86%	09.08%	07.76%	08.16%	09.05%	07.76%	08.16%	09.05%	08.16%	09.05%	09.05%	09.05%	07.69%			
GS - 8	#	21,645	6,488	15,157	600	919	3,989	9,260	1,167	3,330	554	1,286	30	56	121	248	27	58	121	248	27	58	58	58	58	58		
	%	06.98%	05.69%	07.72%	06.65%	07.71%	05.58%	07.98%	05.28%	06.80%	06.33%	08.61%	07.21%	09.77%	07.16%	08.16%	05.43%	06.97%	07.16%	08.16%	05.43%	06.97%	06.97%	06.97%	06.97%			
GS - 9	#	19,452	8,288	11,164	699	719	4,877	6,591	2,024	2,956	455	567	35	43	163	238	35	50	163	238	35	50	50	50	50	50		
	%	06.27%	07.27%	05.69%	07.75%	06.03%	06.82%	05.68%	09.16%	06.03%	05.20%	03.80%	08.41%	07.50%	09.65%	07.83%	07.04%	06.01%	09.65%	07.83%	07.04%	06.01%	06.01%	06.01%	06.01%			
GS - 10	#	3,865	1,777	2,088	138	115	1,075	1,353	415	461	103	105	7	4	30	38	9	12	30	38	9	12	12	12	12	12		
	%	01.25%	01.56%	01.06%	01.53%	00.96%	01.50%	01.17%	01.88%	00.94%	01.18%	00.70%	01.68%	00.70%	01.78%	01.25%	01.44%	01.25%	01.78%	01.25%	01.44%	01.44%	01.44%	01.44%	01.44%			
GS -	#	63,464	18,108	45,356	1,408	2,661	11,975	27,936	2,882	9,027	1,439	4,852	77	106	259	655	68	119	259	655	68	119	119	119	119	119		
	%	20.00%	16.00%	18.00%	2.00%	2.50%	18.00%	20.00%	10.00%	14.00%	2.00%	7.00%	0.10%	0.15%	0.40%	1.00%	0.10%	0.15%	0.40%	1.00%	0.10%	0.15%	0.15%	0.15%	0.15%			

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL										RACE/ETHNICITY														
	EMPLOYEES										Hispanic or Latino					Non-Hispanic or Latino					American Indian or Alaska Native				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female										
11	%	20.45%	15.89%	23.10%	15.61%	22.33%	16.74%	24.08%	18.42%	16.45%	32.49%	18.51%	18.50%	15.33%	21.55%	13.68%	14.30%								
GS - 12	#	29,233	11,914	17,319	718	1,013	8,552	11,440	3,365	686	1,151	29	30	176	233	40	87								
	%	09.42%	10.45%	08.82%	07.96%	08.50%	11.96%	09.86%	06.87%	07.84%	07.71%	06.97%	05.24%	10.42%	07.67%	08.05%	10.46%								
GS - 13	#	37,097	11,847	25,250	690	1,088	9,043	18,071	4,052	652	1,654	24	45	126	265	38	75								
	%	11.96%	10.39%	12.86%	07.65%	09.13%	12.64%	15.58%	08.27%	07.45%	11.08%	05.77%	07.85%	07.46%	08.72%	07.65%	09.01%								
GS - 14	#	7,232	3,449	3,783	151	143	2,685	2,668	746	164	168	2	6	34	40	8	12								
	%	02.33%	03.03%	01.93%	01.67%	01.20%	03.75%	02.30%	01.83%	01.87%	01.13%	00.48%	01.05%	02.01%	01.32%	01.61%	01.44%								
GS - 15	#	26,313	16,556	9,757	885	577	11,482	5,632	788	3,111	2,526	32	19	232	168	56	47								
	%	08.48%	14.53%	04.97%	09.81%	04.84%	16.06%	04.85%	03.43%	35.57%	16.92%	07.69%	03.32%	13.74%	05.53%	11.27%	05.65%								
All Other GS	#	70	18	52	0	4	16	26	19	0	3	0	0	0	0	0	0								
	%	00.02%	00.02%	00.03%	00.00%	00.03%	00.02%	00.02%	00.04%	00.00%	00.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%								
SES	#	342	208	134	12	3	167	107	17	5	4	0	0	3	2	1	1								
	%	00.11%	00.18%	00.07%	00.13%	00.03%	00.23%	00.09%	00.03%	00.06%	00.03%	00.00%	00.00%	00.18%	00.07%	00.20%	00.12%								
TOTAL	#	310,289	113,977	196,312	9,018	11,919	71,516	116,016	49,001	8,747	14,932	416	573	1,689	3,039	497	832								
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%								

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

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

Percentages are based on column totals

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability - SEP - FY2015

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	#	14	1	7	3	1	0	0	0	1	0	0	0	0	1	0	0	0
	%	00.00%	00.01%	00.02%	00.06%	00.37%	00.00%	00.00%	00.00%	00.74%	00.00%	00.00%	00.00%	00.74%	00.00%	00.72%	00.00%	00.00%
GS - 2	#	91	8	36	13	0	0	0	1	3	1	1	1	3	5	2	1	1
	%	00.03%	00.02%	00.09%	00.24%	00.00%	00.00%	00.00%	00.19%	00.74%	00.54%	00.60%	00.07%	00.54%	03.60%	00.07%	01.35%	01.35%
GS - 3	#	876	29	268	75	3	4	1	6	1	4	6	1	4	23	32	1	1
	%	00.28%	00.22%	00.65%	01.39%	01.12%	00.92%	00.51%	01.13%	00.74%	00.72%	16.55%	01.04%	00.72%	16.55%	01.04%	01.35%	01.35%
GS - 4	#	5,538	220	1,440	307	43	31	5	18	9	15	23	158	15	23	158	5	5
	%	01.78%	01.49%	03.51%	05.68%	16.04%	07.11%	02.56%	03.39%	06.62%	02.68%	16.55%	05.15%	02.68%	16.55%	05.15%	06.76%	06.76%
GS - 5	#	28,165	1,008	5,517	894	48	72	17	69	15	93	34	534	93	34	534	12	12
	%	09.08%	08.30%	13.44%	16.54%	17.91%	16.51%	08.72%	12.99%	11.03%	16.64%	24.46%	17.41%	16.64%	24.46%	17.41%	16.22%	16.22%
GS - 6	#	45,814	1,531	7,669	1,031	62	66	30	91	16	101	22	630	101	22	630	13	13
	%	14.76%	14.05%	17.70%	19.07%	23.13%	15.14%	15.38%	17.14%	11.76%	18.07%	15.83%	20.54%	18.07%	15.83%	20.54%	17.57%	17.57%
GS - 7	#	21,082	739	3,940	586	26	34	20	68	10	47	13	359	47	13	359	9	9
	%	06.79%	06.29%	09.60%	10.84%	09.70%	07.80%	10.26%	12.81%	07.35%	08.41%	09.35%	11.71%	08.41%	09.35%	11.71%	12.16%	12.16%
GS - 8	#	21,645	491	2,138	258	10	12	8	15	2	39	3	166	39	3	166	3	3
	%	06.98%	07.30%	05.21%	04.77%	03.73%	02.75%	04.10%	02.82%	01.47%	06.98%	02.16%	05.41%	06.98%	02.16%	05.41%	04.05%	04.05%
GS - 9	#	19,452	15,296	3,470	505	18	24	12	54	15	41	8	329	41	8	329	4	4
	%	06.27%	05.87%	08.45%	09.34%	06.72%	05.50%	06.15%	10.17%	11.03%	07.33%	05.76%	10.73%	07.33%	05.76%	10.73%	05.41%	05.41%
GS - 10	#	3,865	118	591	61	2	1	6	7	1	13	0	31	13	0	31	0	0
	%	01.25%	01.21%	01.44%	01.13%	00.75%	00.23%	03.08%	01.32%	00.74%	02.33%	00.00%	01.01%	02.33%	00.00%	01.01%	00.00%	00.00%
GS - 11	#	63,467	1,482	6,905	777	25	93	31	69	24	72	5	448	72	5	448	10	10
	%	20.45%	21.14%	17.13%	14.38%	09.33%	21.33%	15.90%	12.99%	17.65%	12.88%	03.60%	14.61%	12.88%	03.60%	14.61%	13.51%	13.51%
GS - 12	#	29,233	24,835	3,605	421	18	44	25	58	15	51	1	200	51	1	200	9	9
	%	09.33%	09.33%	09.33%	14.38%	09.33%	21.33%	15.90%	12.99%	17.65%	12.88%	03.60%	14.61%	12.88%	03.60%	14.61%	13.51%	13.51%

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability - SEP - FY2015

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		
%	09.42%	09.53%	09.17%	08.78%	<b>07.79%</b>	06.72%	10.09%	12.82%	10.92%	11.03%	09.12%	00.72%	06.52%	12.16%		
#	37,098	32,999	810	3,289	<b>302</b>	8	38	21	43	11	56	0	122	3		
%	11.96%	12.66%	09.36%	08.01%	<b>05.59%</b>	02.99%	08.72%	10.77%	08.10%	08.09%	10.02%	00.00%	03.98%	04.05%		
#	7,232	6,344	203	685	<b>53</b>	3	9	6	4	2	4	1	21	3		
%	02.33%	02.43%	02.35%	01.67%	<b>00.98%</b>	01.12%	02.06%	03.08%	00.75%	01.47%	00.72%	00.72%	00.68%	04.05%		
#	26,314	24,334	521	1,459	<b>115</b>	1	8	13	25	13	20	0	34	1		
%	08.48%	09.34%	06.02%	03.55%	<b>02.13%</b>	00.37%	01.83%	06.67%	04.71%	09.56%	03.58%	00.00%	01.11%	01.35%		
#	70	63	1	6	<b>0</b>	0	0	0	0	0	0	0	0	0		
%	00.02%	00.02%	00.01%	00.01%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
#	342	302	11	29	<b>4</b>	0	0	0	3	0	0	0	1	0		
%	00.11%	00.12%	00.13%	00.07%	<b>00.07%</b>	00.00%	00.00%	00.00%	00.56%	00.00%	00.00%	00.00%	00.03%	00.00%		
#	310,298	260,592	8,652	41,054	<b>5,405</b>	268	436	195	531	136	559	139	3,067	74		
%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%		

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

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

Percentages are based on column totals

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES										RACE/ETHNICITY																		
	Hispanic or Latino					Non-Hispanic or Latino					Asian					Native Hawaiian or Other Pacific Islander					American Indian or Alaska Native		Two or More Races/Undisclosed						
	All	male	female	%		male	female	%		male	female	%		male	female	%		male	female	%	male	female	%	male	female	%	male	female	%
GS - 1	#	26	15	11		2	0	7	7	3	3	2	0	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0
	%	00.14%	00.22%	00.09%		00.51%	00.00%	00.16%	00.09%	00.35%	00.15%	00.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.83%	00.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
GS - 2	#	81	32	49		1	2	21	36	6	9	3	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
	%	00.43%	00.47%	00.41%		00.26%	00.35%	00.49%	00.47%	00.70%	00.45%	00.28%	00.07%	00.00%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.68%		
GS - 3	#	151	59	92		6	7	28	53	17	22	7	6	0	1	0	1	1	2	2	0	0	1	0	0	0	1		
	%	00.80%	00.86%	00.77%		01.53%	01.22%	00.65%	00.70%	01.99%	01.10%	00.65%	00.43%	00.00%	02.86%	00.00%	00.83%	01.12%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.68%			
GS - 4	#	844	296	548		40	42	152	259	77	187	21	49	0	1	0	3	5	5	3	3	5	3	3	5	5			
	%	04.49%	04.32%	04.59%		10.23%	07.32%	03.52%	03.41%	09.02%	09.31%	01.96%	03.49%	00.00%	02.86%	00.00%	02.50%	02.81%	00.00%	00.00%	00.00%	00.00%	00.00%	04.23%	03.38%				
GS - 5	#	1,492	510	982		51	76	237	392	151	405	46	79	2	9	13	9	9	9	10	12	12	10	12	12				
	%	07.94%	07.44%	08.23%		13.04%	13.24%	05.49%	05.17%	17.68%	20.16%	04.30%	05.63%	08.33%	25.71%	10.83%	05.06%	14.08%	08.11%	08.11%	08.11%	08.11%	08.11%	08.11%					
GS - 6	#	761	323	438		33	32	155	220	95	133	30	28	0	4	5	12	5	12	5	9	9	5	9					
	%	04.05%	04.71%	03.67%		08.44%	05.57%	03.59%	02.90%	11.12%	06.62%	02.80%	02.00%	00.00%	11.43%	04.17%	06.74%	07.04%	06.08%	06.08%	06.08%	06.08%	06.08%						
GS - 7	#	1,032	489	543		34	27	270	312	122	151	46	39	1	0	12	10	4	4	4	4	4	4	4					
	%	05.49%	07.14%	04.55%		08.70%	04.70%	06.25%	04.11%	14.29%	07.52%	04.30%	02.78%	00.00%	00.00%	10.00%	05.62%	05.63%	02.70%	02.70%	02.70%	02.70%	02.70%						
GS - 8	#	899	220	679		16	25	115	375	42	180	37	87	1	1	3	7	6	4	4	4	4	4	4					
	%	04.79%	03.21%	05.69%		04.09%	04.36%	02.66%	04.94%	04.92%	08.96%	03.45%	06.20%	04.17%	02.86%	02.50%	03.93%	08.45%	02.70%	02.70%	02.70%	02.70%	02.70%						
GS - 9	#	1,272	414	858		31	47	262	560	70	144	36	72	4	2	5	13	6	20	20	20	20	20						
	%	06.77%	06.04%	07.19%		07.93%	08.19%	06.06%	07.38%	08.20%	07.17%	03.36%	05.13%	16.67%	05.71%	04.17%	07.30%	08.45%	13.51%	13.51%	13.51%	13.51%							
GS - 10	#	16	4	12		0	0	3	9	0	1	0	1	0	1	0	0	0	0	0	0	0	0						
	%	00.09%	00.06%	00.10%		00.00%	00.00%	00.07%	00.12%	00.00%	00.05%	00.00%	00.07%	00.00%	02.86%	00.83%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%							
GS -	#	2,060	584	1,476		32	71	398	967	78	234	59	168	4	5	9	23	4	8	8	8	8							

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES												RACE/ETHNICITY																		
	All						Hispanic or Latino						Non-Hispanic or Latino						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	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
11	%	10.97%	08.52%	393	763	12.37%	08.18%	13	26	09.21%	12.74%	09.13%	11.65%	05.51%	11.97%	16.67%	14.29%	07.50%	12.92%	05.63%	05.41%										
GS - 12	#	1,156	08.52%	393	763	12.37%	08.18%	13	26	09.21%	12.74%	09.13%	11.65%	05.51%	11.97%	16.67%	14.29%	07.50%	12.92%	05.63%	05.41%										
	%	06.15%	05.74%	540	759	04.53%	03.32%	17	18	07.01%	07.49%	02.81%	02.69%	04.39%	06.63%	04.17%	02.86%	02.50%	05.62%	02.82%	07.43%										
GS - 13	#	1,299	07.88%	540	759	04.53%	03.32%	17	18	07.01%	07.49%	02.81%	02.69%	04.39%	06.63%	04.17%	02.86%	02.50%	05.62%	02.82%	07.43%										
	%	06.91%	07.88%	540	759	04.53%	03.32%	17	18	07.01%	07.49%	02.81%	02.69%	04.39%	06.63%	04.17%	02.86%	02.50%	05.62%	02.82%	07.43%										
GS - 14	#	249	02.19%	150	99	00.77%	00.35%	3	2	02.48%	01.03%	00.59%	00.20%	02.89%	01.00%	00.00%	00.00%	03.33%	00.56%	00.00%	00.00%										
	%	01.33%	02.19%	150	99	00.77%	00.35%	3	2	02.48%	01.03%	00.59%	00.20%	02.89%	01.00%	00.00%	00.00%	03.33%	00.56%	00.00%	00.00%										
GS - 15	#	2,211	20.81%	1,426	785	02.61%	15.35%	60	15	19.58%	05.60%	05.04%	02.34%	41.36%	19.89%	12.50%	05.71%	22.50%	07.30%	05.63%	02.70%										
	%	11.77%	20.81%	1,426	785	02.61%	15.35%	60	15	19.58%	05.60%	05.04%	02.34%	41.36%	19.89%	12.50%	05.71%	22.50%	07.30%	05.63%	02.70%										
All Other GS	#	5,237	20.38%	1,396	3,841	32.06%	13.30%	52	184	23.26%	35.94%	12.06%	19.51%	16.90%	28.51%	29.17%	22.86%	19.17%	35.39%	35.21%	45.27%										
	%	27.88%	20.38%	1,396	3,841	32.06%	13.30%	52	184	23.26%	35.94%	12.06%	19.51%	16.90%	28.51%	29.17%	22.86%	19.17%	35.39%	35.21%	45.27%										
SES	#	0	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%										
	%	0.00%	0.00%	0	0	0.00%	0.00%	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%										
TOTAL	#	18,786	6,851	11,935		574	391	4,320	7,588	854	2,009	1,071	1,403	24	35	120	178	71	148												
	%	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%	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 temporary employees in a pay status and excluding medical and Manila residents.

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

Percentages are based on column totals

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Disability - SEP - FY2015

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	#	18	1	7	3	0	0	0	0	0	0	0	0	0	0	3	0
	%	00.14%	00.18%	00.33%	00.96%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.40%	00.00%
GS - 2	#	65	6	10	2	0	0	0	0	0	0	0	0	0	1	1	0
	%	00.43%	01.05%	00.48%	00.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%	00.47%	00.00%
GS - 3	#	121	6	24	5	1	0	0	0	0	0	0	0	0	4	4	0
	%	00.80%	01.05%	01.15%	01.61%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.86%	00.00%
GS - 4	#	672	36	136	22	3	2	0	1	0	1	0	1	0	15	15	0
	%	04.49%	06.30%	06.49%	07.07%	50.00%	15.38%	00.00%	04.00%	00.00%	03.23%	00.00%	00.00%	00.00%	06.98%	06.98%	00.00%
GS - 5	#	1,084	73	335	60	0	0	1	5	2	7	0	44	1	44	1	16.67%
	%	07.94%	12.78%	15.99%	19.29%	00.00%	00.00%	20.00%	20.00%	33.33%	22.58%	00.00%	20.47%	16.67%	20.47%	16.67%	16.67%
GS - 6	#	528	30	203	35	1	0	1	1	0	2	0	29	1	29	1	0
	%	04.05%	05.25%	09.69%	11.25%	16.67%	00.00%	20.00%	04.00%	00.00%	06.45%	00.00%	13.49%	16.67%	13.49%	16.67%	16.67%
GS - 7	#	726	47	259	37	0	1	0	4	1	4	0	27	0	27	0	0
	%	05.49%	08.23%	12.36%	11.90%	00.00%	07.69%	00.00%	16.00%	16.67%	12.90%	00.00%	12.56%	00.00%	12.56%	00.00%	00.00%
GS - 8	#	810	18	71	6	0	1	0	0	0	1	0	4	0	4	0	0
	%	04.79%	03.15%	03.39%	01.93%	00.00%	07.69%	00.00%	00.00%	00.00%	03.23%	00.00%	01.86%	00.00%	01.86%	00.00%	00.00%
GS - 9	#	984	59	229	40	0	1	0	3	0	2	0	30	2	30	2	2
	%	06.77%	10.33%	10.93%	12.86%	00.00%	07.69%	00.00%	12.00%	00.00%	06.45%	00.00%	13.95%	50.00%	13.95%	33.33%	33.33%
GS - 10	#	14	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.09%	00.09%	00.05%	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%
GS - 11	#	1,780	56	224	41	0	2	0	4	1	6	1	25	2	25	2	2
	%	10.97%	11.04%	10.69%	13.18%	00.00%	15.38%	00.00%	16.00%	16.67%	19.35%	00.00%	11.63%	25.00%	11.63%	33.33%	33.33%
GS - 12	#	1,040	25	91	11	1	1	1	0	0	1	0	7	0	7	0	0
	%	10.97%	11.04%	10.69%	13.18%	00.00%	15.38%	00.00%	16.00%	16.67%	19.35%	00.00%	11.63%	25.00%	11.63%	33.33%	33.33%

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Disability - SEP - FY2015

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			
%	06.15%	06.45%	04.38%	04.34%	<b>03.54%</b>	16.67%	07.69%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
#	1,299	1,188	37	74	<b>9</b>	0	2	1	3	1	1	1	1	0	0	1	0
%	06.91%	07.37%	06.48%	03.53%	<b>02.89%</b>	00.00%	15.38%	20.00%	12.00%	16.67%	03.23%	00.00%	00.00%	00.00%	00.00%	00.47%	00.00%
#	249	220	14	15	<b>1</b>	0	1	0	0	0	0	0	0	0	0	0	0
%	01.33%	01.36%	02.45%	00.72%	<b>00.32%</b>	00.00%	07.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
#	2,212	2,097	41	74	<b>7</b>	0	0	0	0	1	1	0	0	0	0	5	0
%	11.77%	13.01%	07.18%	03.53%	<b>02.25%</b>	00.00%	00.00%	00.00%	00.00%	16.67%	03.23%	00.00%	00.00%	00.00%	00.00%	02.33%	00.00%
#	5,237	4,774	121	342	<b>32</b>	0	2	1	4	0	5	0	0	0	0	20	0
%	27.88%	29.61%	21.19%	16.32%	<b>10.29%</b>	00.00%	15.38%	20.00%	16.00%	00.00%	16.13%	00.00%	00.00%	00.00%	00.00%	09.30%	00.00%
#	0	0	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0
%	00.00%	00.00%	00.00%	00.00%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
#	18,787	16,121	571	2,095	<b>311</b>	6	13	5	25	6	31	4	215	6	6	215	6
%	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 temporary employees in a pay status and excluding medical and Manila residents.

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

Percentages are based on column totals

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL		RACE/ETHNICITY															
	EMPLOYEES		Hispanic or Latino							Non-Hispanic or Latino							Two or More Races/Undisclosed	
	All	#	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	male	female
Grade - 1	#	709	578	131	33	9	220	52	315	61	4	5	2	0	3	1	1	3
	%	99.98%	81.51%	18.47%	04.65%	01.27%	31.03%	07.33%	44.43%	08.60%	00.56%	00.71%	00.28%	00.00%	00.42%	00.14%	00.14%	00.42%
Grade - 2	#	12,204	10,224	1,980	659	129	3,725	696	5,466	1,060	162	54	29	4	136	29	47	8
	%	100.01%	83.78%	16.23%	05.40%	01.06%	30.52%	05.70%	44.79%	08.69%	01.33%	00.44%	00.24%	00.03%	01.11%	00.24%	00.39%	00.07%
Grade - 3	#	3,058	2,215	843	171	64	764	279	1,218	456	26	24	3	1	22	15	11	4
	%	99.98%	72.43%	27.55%	05.59%	02.09%	24.98%	09.12%	39.83%	14.91%	00.85%	00.78%	00.10%	00.03%	00.72%	00.49%	00.36%	00.13%
Grade - 4	#	1,554	947	607	78	26	379	233	444	320	23	18	3	2	19	8	1	0
	%	99.98%	60.93%	39.05%	05.02%	01.67%	24.39%	14.99%	28.57%	20.59%	01.48%	01.16%	00.19%	00.13%	01.22%	00.51%	00.06%	00.00%
Grade - 5	#	1,305	1,197	108	121	6	581	52	442	43	29	5	4	0	13	2	7	0
	%	100.00%	91.73%	08.27%	09.27%	00.46%	44.52%	03.98%	33.87%	03.30%	02.22%	00.38%	00.31%	00.00%	01.00%	00.15%	00.54%	00.00%
Grade - 6	#	1,942	1,745	197	122	8	919	95	630	82	34	6	12	4	21	2	7	0
	%	99.99%	89.85%	10.14%	06.28%	00.41%	47.32%	04.89%	32.44%	04.22%	01.75%	00.31%	00.62%	00.21%	01.08%	00.10%	00.36%	00.00%
Grade - 7	#	841	787	54	100	9	391	20	278	23	9	0	1	0	7	2	1	0
	%	100.00%	93.58%	06.42%	11.89%	01.07%	46.49%	02.38%	33.06%	02.73%	01.07%	00.00%	00.12%	00.00%	00.83%	00.24%	00.12%	00.00%
Grade - 8	#	928	876	52	77	3	542	25	210	22	25	1	4	0	13	1	5	0
	%	100.00%	94.40%	05.60%	08.30%	00.32%	58.41%	02.69%	22.63%	02.37%	02.69%	00.11%	00.43%	00.00%	01.40%	00.11%	00.54%	00.00%
Grade - 9	#	1,627	1,590	37	132	2	1,115	24	285	10	24	0	3	1	28	0	3	0
	%	99.99%	97.72%	02.27%	08.11%	00.12%	68.53%	01.48%	17.52%	00.61%	01.48%	00.00%	00.18%	00.06%	01.72%	00.00%	00.18%	00.00%
Grade - 10	#	3,282	3,255	27	238	2	2,418	17	445	7	90	0	11	0	45	1	8	0
	%	99.99%	99.17%	00.82%	07.25%	00.06%	73.67%	00.52%	13.56%	00.21%	02.74%	00.00%	00.34%	00.00%	01.37%	00.03%	00.24%	00.00%
Grade -	#	929	915	14	56	1	658	8	144	4	35	1	5	0	17	0	0	0
	%																	

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL		RACE/ETHNICITY														
	EMPLOYEES		Hispanic or Latino		Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
11	%	100.01%	98.50%	01.51%	06.03%	00.11%	70.83%	00.86%	03.77%	00.11%	00.54%	00.00%	01.83%	00.00%	00.00%	00.00%	00.00%
Grade - 12	#	22	22	0	1	0	18	0	0	0	0	0	2	0	0	0	0
	%	100.01%	100.01%	00.00%	04.55%	00.00%	81.82%	00.00%	00.00%	00.00%	00.00%	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	23	23	0	2	0	17	0	0	0	0	0	1	0	0	0	0
	%	100.00%	100.00%	00.00%	08.70%	00.00%	73.91%	00.00%	00.00%	00.00%	00.00%	00.00%	04.35%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	20	19	1	1	0	14	1	0	0	0	0	0	0	0	0	0
	%	100.00%	95.00%	05.00%	05.00%	00.00%	70.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	8	8	0	0	0	7	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	87.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	2	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	28,454	24,403	4,051	1,791	259	11,769	1,502	461	114	77	12	327	61	91	15	15
	%	99.99%	85.76%	14.23%	06.29%	00.91%	41.36%	05.28%	01.62%	00.40%	00.27%	00.04%	01.15%	00.21%	00.32%	00.05%	00.05%

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

Percentages are based on row totals

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability - SEP - FY2015

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	#	709	311	45	353	4	0	1	1	0	8	11	82	2		
	%	100.00%	43.86%	6.35%	49.79%	00.56%	00.00%	00.14%	00.14%	00.00%	01.13%	01.55%	11.57%	00.28%		
Grade - 2	#	12,204	7,142	623	4,439	77	40	13	48	6	50	116	868	7		
	%	100.00%	58.52%	5.10%	36.37%	00.63%	00.33%	00.11%	00.39%	00.05%	00.41%	00.95%	07.11%	00.06%		
Grade - 3	#	3,058	2,218	125	715	17	13	1	13	1	10	25	121	1		
	%	100.00%	72.53%	4.09%	23.38%	00.56%	00.43%	00.03%	00.43%	00.03%	00.33%	00.82%	03.96%	00.03%		
Grade - 4	#	1,554	1,194	41	319	10	2	2	6	0	2	6	43	0		
	%	100.00%	76.83%	2.64%	20.53%	00.64%	00.13%	00.13%	00.39%	00.00%	00.13%	00.39%	02.77%	00.00%		
Grade - 5	#	1,305	943	53	309	4	2	1	2	1	8	3	43	0		
	%	100.00%	72.26%	4.06%	23.68%	00.31%	00.15%	00.08%	00.15%	00.08%	00.61%	00.23%	03.30%	00.00%		
Grade - 6	#	1,942	1,444	77	421	2	3	0	3	0	2	2	54	1		
	%	100.00%	74.36%	3.96%	21.68%	00.10%	00.15%	00.00%	00.15%	00.00%	00.10%	00.10%	02.78%	00.05%		
Grade - 7	#	841	623	56	162	4	0	0	1	0	1	3	21	1		
	%	100.00%	74.08%	6.66%	19.26%	00.48%	00.00%	00.00%	00.12%	00.00%	00.12%	00.36%	02.50%	00.12%		
Grade - 8	#	928	685	48	195	1	2	0	2	0	0	1	26	0		
	%	100.00%	73.81%	5.17%	21.01%	00.11%	00.22%	00.00%	00.22%	00.00%	00.00%	00.11%	02.80%	00.00%		
Grade - 9	#	1,627	1,213	78	336	4	4	0	3	0	2	0	39	0		
	%	100.00%	74.55%	4.79%	20.65%	00.25%	00.25%	00.00%	00.18%	00.00%	00.12%	00.00%	02.40%	00.00%		
Grade - 10	#	3,282	2,549	126	607	6	1	3	3	3	2	3	51	0		
	%	100.00%	77.67%	3.84%	18.49%	00.18%	00.03%	00.09%	00.09%	00.09%	00.06%	00.09%	01.55%	00.00%		
Grade - 11	#	929	719	35	175	1	1	0	4	0	1	0	9	1		
	%	100.00%	77.40%	3.77%	18.84%	00.11%	00.11%	00.00%	00.43%	00.00%	00.11%	00.00%	00.97%	00.11%		
Grade - 12	#	22	17	1	4	0	0	0	1	0	0	0	0	0		
	%	100.00%	77.27%	4.55%	18.18%	00.00%	00.00%	00.00%	4.55%	00.00%	00.00%	00.00%	00.00%	00.00%		

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability - SEP - FY2015

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			
	%	100.00%	77.27%	04.55%	18.18%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Grade - 13</b>	#	23	18	1	4	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	78.26%	04.35%	17.39%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Grade - 14</b>	#	20	17	0	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.00%	00.00%	15.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Grade - 15</b>	#	8	8	0	0	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%	00.00%	00.00%
<b>All Other Wage Grades</b>	#	2	2	0	0	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%	00.00%	00.00%
<b>TOTAL</b>	#	28,454	19,103	1,309	8,042	1,944	130	68	21	87	11	87	170	1,357	13		
	%	100.00%	67.14%	04.60%	28.26%	06.83%	00.46%	00.24%	00.07%	00.31%	00.04%	00.31%	00.60%	04.77%	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 A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES												RACE/ETHNICITY																													
	Hispanic or Latino						Non-Hispanic or Latino						American Indian or Alaska Native						Native Hawaiian or Other Pacific Islander						Asian						Black or African American						White					
	All		male		female		male		female		male		female		male		female		male		female		male		female		male		female		male		female		male		female					
Grade - 1	#	39	30	9	3	0	13	5	12	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
	%	99.99%	76.92%	23.07%	07.69%	00.00%	33.33%	12.82%	30.77%	07.69%	05.13%	02.56%	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%							
Grade - 2	#	173	153	20	10	1	68	13	66	5	3	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1							
	%	100.00%	88.44%	11.56%	05.78%	00.58%	39.31%	07.51%	38.15%	02.89%	01.73%	00.00%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%	00.58%							
Grade - 3	#	69	68	1	10	0	32	1	20	0	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1							
	%	100.01%	98.56%	01.45%	14.49%	00.00%	46.38%	01.45%	28.99%	00.00%	01.45%	00.00%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%	01.45%							
Grade - 4	#	28	25	3	2	0	19	2	3	1	1	0	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1							
	%	99.99%	89.28%	10.71%	07.14%	00.00%	67.86%	07.14%	10.71%	03.57%	03.57%	00.00%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%	07.14%							
Grade - 5	#	80	76	4	12	0	35	4	11	0	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4							
	%	100.00%	95.00%	05.00%	15.00%	00.00%	43.75%	05.00%	13.75%	00.00%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%	02.50%							
Grade - 6	#	56	53	3	1	0	26	2	22	1	1	0	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2							
	%	100.02%	94.66%	05.36%	01.79%	00.00%	46.43%	03.57%	39.29%	01.79%	01.79%	00.00%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%	03.57%							
Grade - 7	#	28	27	1	2	0	11	0	12	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
	%	100.00%	96.43%	03.57%	07.14%	00.00%	39.29%	00.00%	42.86%	03.57%	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%							
Grade - 8	#	19	18	1	2	0	10	1	5	0	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1							
	%	100.00%	94.74%	05.26%	10.53%	00.00%	52.63%	05.26%	26.32%	00.00%	05.26%	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%							
Grade - 9	#	67	66	1	8	0	45	1	9	0	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1							
	%	99.99%	98.50%	01.49%	11.94%	00.00%	67.16%	01.49%	13.43%	00.00%	01.49%	00.00%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%	01.49%							
Grade - 10	#	45	45	0	4	0	34	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							
	%	100.00%	100.00%	00.00%	08.89%	00.00%	75.56%	00.00%	11.11%	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%							
Grade -	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							



Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Disability - SEP - FY2015

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			
<b>Grade - 1</b>	#	39	21	0	18	<b>8</b>	0	0	0	0	0	0	1	7	0			
	%	100.00%	53.85%	00.00%	46.15%	<b>20.51%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.56%	17.95%	00.00%			
<b>Grade - 2</b>	#	173	40	8	125	<b>46</b>	1	1	0	4	0	3	5	31	1			
	%	100.00%	23.12%	04.62%	72.25%	<b>26.59%</b>	00.58%	00.58%	00.00%	02.31%	00.00%	01.73%	02.89%	17.92%	00.58%			
<b>Grade - 3</b>	#	69	29	1	39	<b>11</b>	2	0	0	0	0	0	1	8	0			
	%	100.00%	42.03%	01.45%	56.52%	<b>15.94%</b>	02.90%	00.00%	00.00%	00.00%	00.00%	00.00%	01.45%	11.59%	00.00%			
<b>Grade - 4</b>	#	28	15	3	10	<b>1</b>	0	0	0	0	0	0	0	1	0			
	%	100.00%	53.57%	10.71%	35.71%	<b>03.57%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.57%	00.00%			
<b>Grade - 5</b>	#	80	59	3	18	<b>6</b>	1	0	0	0	0	0	1	4	0			
	%	100.00%	73.75%	03.75%	22.50%	<b>07.50%</b>	01.25%	00.00%	00.00%	00.00%	00.00%	00.00%	01.25%	05.00%	00.00%			
<b>Grade - 6</b>	#	56	17	4	35	<b>5</b>	1	0	0	0	0	0	0	4	0			
	%	100.00%	30.36%	07.14%	62.50%	<b>08.93%</b>	01.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	07.14%	00.00%			
<b>Grade - 7</b>	#	28	16	0	12	<b>4</b>	0	1	0	0	1	0	0	2	0			
	%	100.00%	57.14%	00.00%	42.86%	<b>14.29%</b>	00.00%	03.57%	00.00%	00.00%	03.57%	00.00%	00.00%	07.14%	00.00%			
<b>Grade - 8</b>	#	19	15	1	3	<b>1</b>	0	0	1	0	0	0	0	0	0			
	%	100.00%	78.95%	05.26%	15.79%	<b>05.26%</b>	00.00%	00.00%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%			
<b>Grade - 9</b>	#	67	37	2	28	<b>5</b>	0	1	1	0	0	0	0	3	0			
	%	100.00%	55.22%	02.99%	41.79%	<b>07.46%</b>	00.00%	01.49%	01.49%	00.00%	00.00%	00.00%	00.00%	04.48%	00.00%			
<b>Grade - 10</b>	#	45	30	2	13	<b>3</b>	0	0	0	0	0	0	0	3	0			
	%	100.00%	66.67%	04.44%	28.89%	<b>06.67%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.67%	00.00%			
<b>Grade - 11</b>	#	1	1	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0			
	%	100.00%	100.00%	00.00%	00.00%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%			

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Disability - SEP - FY2015

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		
<b>Grade - 12</b>	#	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%
<b>Grade - 13</b>	#	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%
<b>Grade - 14</b>	#	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%
<b>Grade - 15</b>	#	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%
<b>All Other Wage Grades</b>	#	15	14	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.33%	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%
<b>TOTAL</b>	#	620	294	302	90	5	3	2	4	0	4	8	63	1		
	%	100.00%	47.42%	48.71%	14.52%	00.81%	00.48%	00.32%	00.65%	00.00%	00.65%	01.29%	10.16%	00.16%		

Data shown includes WG grades for full-time, part-time, and intermittent temporary 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 - SEP - FY2015

All VA	TOTAL		RACE/ETHNICITY															
	EMPLOYEES		Hispanic or Latino							Non-Hispanic or Latino							Two or More Races/Undisclosed	
	All	%	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	male	female	male	female		
Grade - 1	#	709	578	131	33	9	220	52	315	61	4	5	2	0	3	1	1	3
	%	02.49%	02.37%	03.23%	01.84%	03.47%	01.87%	03.46%	03.19%	02.92%	00.87%	04.39%	02.60%	00.00%	00.92%	01.64%	01.10%	20.00%
Grade - 2	#	12,204	10,224	1,980	659	129	3,725	696	5,466	1,060	162	54	29	4	136	29	47	8
	%	42.89%	41.90%	48.88%	36.80%	49.81%	31.65%	46.34%	55.28%	50.77%	35.14%	47.37%	37.66%	33.33%	41.59%	47.54%	51.65%	53.33%
Grade - 3	#	3,058	2,215	843	171	64	764	279	1,218	456	26	24	3	1	22	15	11	4
	%	10.75%	09.08%	20.81%	09.55%	24.71%	06.49%	18.58%	12.32%	21.84%	05.64%	21.05%	03.90%	08.33%	06.73%	24.59%	12.09%	26.67%
Grade - 4	#	1,554	947	607	78	26	379	233	444	320	23	18	3	2	19	8	1	0
	%	05.46%	03.88%	14.98%	04.36%	10.04%	03.22%	15.51%	04.49%	15.33%	04.99%	15.79%	03.90%	16.67%	05.81%	13.11%	01.10%	00.00%
Grade - 5	#	1,305	1,197	108	121	6	581	52	442	43	29	5	4	0	13	2	7	0
	%	04.59%	04.91%	02.67%	06.76%	02.32%	04.94%	03.46%	04.47%	02.06%	06.29%	04.39%	05.19%	00.00%	03.98%	03.28%	07.69%	00.00%
Grade - 6	#	1,942	1,745	197	122	8	919	95	630	82	34	6	12	4	21	2	7	0
	%	06.83%	07.15%	04.86%	06.81%	03.09%	07.81%	06.32%	06.37%	03.93%	07.38%	05.26%	15.58%	33.33%	06.42%	03.28%	07.69%	00.00%
Grade - 7	#	841	787	54	100	9	391	20	278	23	9	0	1	0	7	2	1	0
	%	02.96%	03.23%	01.33%	05.58%	03.47%	03.32%	01.33%	02.81%	01.10%	01.95%	00.00%	01.30%	00.00%	02.14%	03.28%	01.10%	00.00%
Grade - 8	#	928	876	52	77	3	542	25	210	22	25	1	4	0	13	1	5	0
	%	03.26%	03.59%	01.28%	04.30%	01.16%	04.61%	01.66%	02.12%	01.05%	05.42%	00.88%	05.19%	00.00%	03.98%	01.64%	05.49%	00.00%
Grade - 9	#	1,627	1,590	37	132	2	1,115	24	285	10	24	0	3	1	28	0	3	0
	%	05.72%	06.52%	00.91%	07.37%	00.77%	09.47%	01.60%	02.88%	00.48%	05.21%	00.00%	03.90%	08.33%	08.56%	00.00%	03.30%	00.00%
Grade - 10	#	3,282	3,255	27	238	2	2,418	17	445	7	90	0	11	0	45	1	8	0
	%	11.53%	13.34%	00.67%	13.29%	00.77%	20.55%	01.13%	04.50%	00.34%	19.52%	00.00%	14.29%	00.00%	13.76%	01.64%	08.79%	00.00%
Grade - 11	#	929	915	14	56	1	658	8	144	4	35	1	5	0	17	0	0	0
	%	03.26%	03.75%	00.35%	03.13%	00.39%	05.59%	00.53%	01.46%	00.19%	07.59%	00.88%	06.49%	00.00%	05.20%	00.00%	00.00%	00.00%

Table A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY																	
			Hispanic or Latino		Non-Hispanic or Latino						Asian						American Indian or Alaska Native		Two or More Races/Undisclosed	
			male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
Grade - 12	#	22	0	1	0	18	0	1	0	0	0	0	0	0	2	0	0			
	%	00.08%	00.00%	00.06%	00.00%	00.15%	00.00%	00.01%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.61%	00.00%	00.00%			
Grade - 13	#	23	0	2	0	17	0	3	0	0	0	0	0	1	0	0	0			
	%	00.08%	00.00%	00.11%	00.00%	00.14%	00.00%	00.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.31%	00.00%	00.00%	00.00%			
Grade - 14	#	19	1	1	0	14	1	4	0	0	0	0	0	0	0	0	0			
	%	00.07%	00.08%	00.06%	00.00%	00.12%	00.07%	00.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%			
Grade - 15	#	8	0	0	0	7	0	1	0	0	0	0	0	0	0	0	0			
	%	00.03%	00.00%	00.00%	00.00%	00.06%	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	#	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0			
	%	00.01%	00.00%	00.00%	00.00%	00.01%	00.00%	00.01%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%			
TOTAL	#	28,454	24,403	4,051	259	11,769	1,502	9,887	2,088	461	114	77	12	327	61	91	15			
	%	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 - SEP - FY2015

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	#	709	311	45	353	109	4	0	1	1	0	8	11	82	2		
	%	02.49%	01.63%	03.44%	04.39%	05.61%	03.08%	00.00%	04.76%	01.15%	00.00%	09.20%	06.47%	06.04%	15.38%		
Grade - 2	#	12,204	7,142	623	4,439	1,225	77	40	13	48	6	50	116	868	7		
	%	42.89%	37.39%	47.59%	55.20%	63.01%	59.23%	58.82%	61.90%	55.17%	54.55%	57.47%	68.24%	63.96%	53.85%		
Grade - 3	#	3,058	2,218	125	715	202	17	13	1	13	1	10	25	121	1		
	%	10.75%	11.61%	09.55%	08.89%	10.39%	13.08%	19.12%	04.76%	14.94%	09.09%	11.49%	14.71%	08.92%	07.69%		
Grade - 4	#	1,554	1,194	41	319	71	10	2	2	6	0	2	6	43	0		
	%	05.46%	06.25%	03.13%	03.97%	03.65%	07.69%	02.94%	09.52%	06.90%	00.00%	02.30%	03.53%	03.17%	00.00%		
Grade - 5	#	1,305	943	53	309	64	4	2	1	2	1	8	3	43	0		
	%	04.59%	04.94%	04.05%	03.84%	03.29%	03.08%	02.94%	04.76%	02.30%	09.09%	09.20%	01.76%	03.17%	00.00%		
Grade - 6	#	1,942	1,444	77	421	67	2	3	0	3	0	2	2	54	1		
	%	06.83%	07.56%	05.88%	05.24%	03.45%	01.54%	04.41%	00.00%	03.45%	00.00%	02.30%	01.18%	03.98%	07.69%		
Grade - 7	#	841	623	56	162	31	4	0	0	1	0	1	3	21	1		
	%	02.96%	03.26%	04.28%	02.01%	01.59%	03.08%	00.00%	00.00%	01.15%	00.00%	01.15%	01.76%	01.55%	07.69%		
Grade - 8	#	928	685	48	195	32	1	2	0	2	0	0	1	26	0		
	%	03.26%	03.59%	03.67%	02.42%	01.65%	00.77%	02.94%	00.00%	02.30%	00.00%	00.00%	00.59%	01.92%	00.00%		
Grade - 9	#	1,627	1,213	78	336	52	4	4	0	3	0	2	0	39	0		
	%	05.72%	06.35%	05.96%	04.18%	02.67%	03.08%	05.88%	00.00%	03.45%	00.00%	02.30%	00.00%	02.87%	00.00%		
Grade - 10	#	3,282	2,549	126	607	72	6	1	3	3	3	2	3	51	0		
	%	11.53%	13.34%	09.63%	07.55%	03.70%	04.62%	01.47%	14.29%	03.45%	27.27%	02.30%	01.76%	03.76%	00.00%		
Grade - 11	#	929	719	35	175	17	1	1	0	4	0	1	0	9	1		
	%	03.26%	03.76%	02.67%	02.18%	00.87%	00.77%	01.47%	00.00%	04.60%	00.00%	01.15%	00.00%	00.66%	07.69%		
Grade - 12	#	22	17	1	4	1	0	0	0	1	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%		

Table B5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability - SEP - FY2015

All VA	TOTAL	Detail for Targeted Disabilities												
		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
	%	00.09%	00.08%	00.05%	<b>00.05%</b>	00.00%	00.00%	00.00%	01.15%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	18	1	4	<b>1</b>	0	0	0	0	0	1	0	0	0
	%	00.09%	00.08%	00.05%	<b>00.05%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	01.15%	00.00%	00.00%	00.00%
Grade - 14	#	17	0	3	<b>0</b>	0	0	0	0	0	0	0	0	0
	%	00.09%	00.00%	00.04%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	8	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0
	%	00.04%	00.00%	00.00%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	2	0	0	<b>0</b>	0	0	0	0	0	0	0	0	0
	%	00.01%	00.00%	00.00%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	19,103	1,309	8,042	<b>1,944</b>	130	68	21	87	11	87	170	1,357	13
	%	100.00%	100.00%	100.00%	<b>100.00%</b>	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 A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES				RACE/ETHNICITY																	
					Hispanic or Latino				Non-Hispanic or Latino				Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All		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	male	female	male	female	male	female
Grade - 1	#	39	30	9	3	0	13	5	12	3	3	2	1	0	0	0	0	0	0	0	0	
	%	06.29%	05.20%	20.93%	05.17%	00.00%	04.29%	17.24%	07.27%	27.27%	27.27%	14.29%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Grade - 2	#	173	153	20	10	1	68	13	66	5	5	3	0	1	5	0	0	0	0	0	0	
	%	27.90%	26.52%	46.51%	17.24%	100.00%	22.44%	44.83%	40.00%	45.45%	45.45%	21.43%	33.33%	100.00%	31.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Grade - 3	#	69	68	1	10	0	32	1	20	0	0	1	0	1	3	0	0	0	0	1	0	
	%	11.13%	11.79%	02.33%	17.24%	00.00%	10.56%	03.45%	12.12%	00.00%	00.00%	07.14%	00.00%	33.33%	18.75%	0.00%	0.00%	0.00%	0.00%	05.56%	00.00%	
Grade - 4	#	28	25	3	2	0	19	2	3	1	1	1	0	0	0	0	0	0	0	0	0	
	%	04.52%	04.33%	06.98%	03.45%	00.00%	06.27%	06.90%	01.82%	09.09%	09.09%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Grade - 5	#	80	76	4	12	0	35	4	11	0	0	2	0	0	2	0	0	0	0	14	0	
	%	12.90%	13.17%	09.30%	20.69%	00.00%	11.55%	13.79%	06.67%	00.00%	00.00%	14.29%	00.00%	00.00%	12.50%	0.00%	0.00%	0.00%	0.00%	77.78%	00.00%	
Grade - 6	#	56	53	3	1	0	26	2	22	1	1	1	0	0	0	0	0	0	0	3	0	
	%	09.03%	09.19%	06.98%	01.72%	00.00%	08.58%	06.90%	13.33%	09.09%	09.09%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	16.67%	00.00%	
Grade - 7	#	28	27	1	2	0	11	0	12	1	0	0	0	0	2	0	0	0	0	0	0	
	%	04.52%	04.68%	02.33%	03.45%	00.00%	03.63%	00.00%	07.27%	09.09%	09.09%	00.00%	00.00%	00.00%	12.50%	0.00%	0.00%	0.00%	0.00%	00.00%	00.00%	
Grade - 8	#	19	18	1	2	0	10	1	5	0	0	1	0	0	0	0	0	0	0	0	0	
	%	03.06%	03.12%	02.33%	03.45%	00.00%	03.30%	03.45%	03.03%	00.00%	00.00%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Grade - 9	#	67	66	1	8	0	45	1	9	0	0	1	0	0	3	0	0	0	0	0	0	
	%	10.81%	11.44%	02.33%	13.79%	00.00%	14.85%	03.45%	05.45%	00.00%	00.00%	07.14%	00.00%	00.00%	18.75%	0.00%	0.00%	0.00%	0.00%	00.00%	00.00%	
Grade - 10	#	45	45	0	4	0	34	0	5	0	0	0	0	1	1	0	0	0	0	0	0	
	%	07.26%	07.80%	00.00%	06.90%	00.00%	11.22%	00.00%	03.03%	00.00%	00.00%	00.00%	00.00%	33.33%	06.25%	0.00%	0.00%	0.00%	0.00%	00.00%	00.00%	
Grade	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Table A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES				RACE/ETHNICITY																	
					Hispanic or Latino				Non-Hispanic or Latino				Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All		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	male	female	male	female	male	female		
- 11	%	00.16%	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%	00.00%		
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade - 13	%	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%	00.00%	00.00%		
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade - 14	%	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%	00.00%	00.00%		
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade - 15	%	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%	00.00%	00.00%		
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
All Other Wage Grades	%	02.42%	02.60%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
All Other Wage Grades	#	15	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL	%	100.00%	100.00%	02.60%	00.00%	06.90%	00.00%	02.97%	00.00%	00.00%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
TOTAL	#	620	577	43	29	165	11	14	1	3	1	16	0	18	0	0	0	0	0	0		
	%	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%	100.00%	100.00%		

Data shown includes WG grades for full-time, part-time, and intermittent temporary 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 - Temporary Workforce - by Disability - SEP - FY2015

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			
<b>Grade - 1</b>	#	39	21	0	18	8	0	0	0	0	0	0	0	0	1	7	0
	%	06.29%	07.14%	00.00%	05.96%	08.89%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%	11.11%	00.00%
<b>Grade - 2</b>	#	173	40	8	125	46	1	1	0	0	4	0	0	3	5	31	1
	%	27.90%	13.61%	33.33%	41.39%	51.11%	33.33%	00.00%	100.00%	00.00%	75.00%	00.00%	00.00%	00.00%	62.50%	49.21%	100.00%
<b>Grade - 3</b>	#	69	29	1	39	11	1	0	2	0	0	0	0	0	1	8	0
	%	11.13%	09.86%	04.17%	12.91%	12.22%	00.00%	00.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%	12.70%	00.00%
<b>Grade - 4</b>	#	28	15	3	10	1	3	0	0	0	0	0	0	0	0	1	0
	%	04.52%	05.10%	12.50%	03.31%	01.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.59%	00.00%
<b>Grade - 5</b>	#	80	59	3	18	6	3	1	0	0	0	0	0	0	1	4	0
	%	12.90%	20.07%	12.50%	05.96%	06.67%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%	06.35%	00.00%
<b>Grade - 6</b>	#	56	17	4	35	5	4	1	1	0	0	0	0	0	0	4	0
	%	09.03%	05.78%	16.67%	11.59%	05.56%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.35%	00.00%
<b>Grade - 7</b>	#	28	16	0	12	4	0	0	0	1	0	0	0	1	0	2	0
	%	04.52%	05.44%	00.00%	03.97%	04.44%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%	00.00%	03.17%	00.00%
<b>Grade - 8</b>	#	19	15	1	3	1	1	0	0	0	1	0	0	0	0	0	0
	%	03.06%	05.10%	04.17%	00.99%	01.11%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Grade - 9</b>	#	67	37	2	28	5	2	0	0	1	1	0	0	0	0	3	0
	%	10.81%	12.59%	08.33%	09.27%	05.56%	33.33%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.76%	00.00%
<b>Grade - 10</b>	#	45	30	2	13	3	2	0	0	0	0	0	0	0	0	3	0
	%	07.26%	10.20%	08.33%	04.30%	03.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.76%	00.00%
<b>Grade - 11</b>	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.16%	00.34%	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%
<b>Grade - 12</b>	#	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%

Table B5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Disability - SEP - FY2015

All VA	TOTAL	Detail for Targeted Disabilities												
		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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	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%
Grade - 14	#	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%
Grade - 15	#	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%
All Other Wage Grades	#	15	14	1	0	0	0	0	0	0	0	0	0	0
	%	02.42%	04.76%	00.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	620	294	302	90	5	3	2	4	0	4	8	63	1
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	00.00%	100.00%	100.00%	100.00%	100.00%

Data shown includes WG grades for full-time, part-time, and intermittent temporary 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 - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY																
			Hispanic or Latino						Non-Hispanic or Latino						American Indian or Alaska Native		Two or More Races/Undisclosed		
	#	%	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>0083 Police</b>	#	3,441	3,197	244	341	17	2,023	122	98	700	98	66	1	13	2	42	2	12	2
	%	100.00%	92.91%	07.10%	09.91%	00.49%	58.79%	03.55%	02.85%	20.34%	01.92%	00.03%	00.38%	00.06%	01.22%	00.06%	00.35%	00.06%	00.06%
<b>0083 RCLF</b>	#	2,652	1,264	1,388	91	87	808	844	398	308	31	6	3	6	25	20	6	5	5
	%	100.00%	47.66%	52.34%	03.43%	03.28%	30.47%	31.83%	15.01%	00.75%	01.17%	00.23%	00.11%	00.94%	00.75%	00.23%	00.23%	00.19%	00.19%
<b>0101 RCLF</b>	#	3,670	1,226	2,444	104	203	757	1,309	806	310	67	3	12	3	16	33	6	14	14
	%	100.00%	33.41%	66.60%	02.83%	05.53%	20.63%	35.67%	21.96%	08.45%	01.83%	00.08%	00.33%	00.44%	00.90%	00.16%	00.38%	00.38%	00.38%
<b>0201 RCLF</b>	#	379	160	219	11	17	66	65	129	75	2	0	0	0	0	5	2	1	1
	%	100.00%	42.21%	57.79%	02.90%	04.49%	17.41%	17.15%	34.04%	19.79%	01.58%	00.53%	00.00%	00.00%	00.00%	01.32%	00.53%	00.26%	00.26%
<b>0260 RCLF</b>	#	7,054	2,778	4,276	208	275	1,658	2,337	1,417	761	146	10	18	10	30	60	10	23	23
	%	100.00%	39.38%	60.63%	02.95%	03.90%	23.50%	33.13%	20.09%	10.79%	01.43%	02.07%	00.14%	00.26%	00.43%	00.85%	00.14%	00.33%	00.33%
<b>0301 RCLF</b>	#	951	441	510	23	22	326	342	115	66	16	2	3	2	8	10	0	2	2
	%	100.00%	46.37%	53.62%	02.42%	02.31%	34.28%	35.96%	12.09%	06.94%	01.68%	01.68%	00.21%	00.32%	00.84%	01.05%	00.00%	00.21%	00.21%
<b>0340 RCLF</b>	#	5,685	2,345	3,339	152	164	1,574	2,080	888	441	145	7	8	7	28	40	11	14	14
	%	100.00%	41.24%	58.74%	02.67%	02.89%	27.69%	36.59%	15.62%	07.76%	02.32%	00.12%	00.14%	00.49%	00.70%	00.19%	00.25%	00.25%	00.25%
<b>0343 RCLF</b>	#	100.00%	59.05%	40.95%	02.78%	02.23%	47.37%	31.11%	03.64%	03.01%	05.25%	03.36%	00.02%	00.04%	00.29%	00.30%	00.33%	00.27%	00.27%
	%	100.00%	59.05%	40.95%	02.78%	02.23%	47.37%	31.11%	03.64%	03.01%	05.25%	03.36%	00.02%	00.04%	00.29%	00.30%	00.33%	00.27%	00.27%

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY																	
			Hispanic or Latino				Non-Hispanic or Latino				Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All		male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0501 Financial Administration and Program	#	1,082	327	755	17	46	222	497	63	163	17	24	2	3	5	19	1	1	3	
	%	100.00%	30.21%	69.78%	01.57%	04.25%	20.52%	45.93%	05.82%	15.06%	01.57%	02.22%	00.18%	00.28%	00.46%	01.76%	00.09%	00.28%		
0501 RCLF	#	210	102	108	8	13	73	56	15	27	4	9	0	0	1	2	1	1		
	%	100.00%	48.57%	51.44%	03.81%	06.19%	34.76%	26.67%	07.14%	12.86%	01.90%	04.29%	00.00%	00.00%	00.48%	00.95%	00.48%	00.48%		
0511 RCLF	#	23,135	14,580	8,554	802	526	9,891	4,768	620	623	2,976	2,422	30	15	213	156	48	44		
	%	100.00%	63.03%	36.96%	03.47%	02.27%	42.76%	20.61%	02.68%	02.69%	12.86%	10.47%	00.13%	00.06%	00.92%	00.67%	00.21%	00.19%		
0602 RCLF	#	64,012	11,434	52,575	993	2,792	7,620	32,781	1,258	9,921	1,322	6,073	34	139	177	726	30	143		
	%	100.00%	17.87%	82.13%	01.55%	04.36%	11.90%	51.21%	01.97%	15.50%	02.07%	09.49%	00.05%	00.22%	00.28%	01.13%	00.05%	00.22%		
0610 RCLF	#	14,654	2,720	11,933	347	776	1,505	6,655	574	3,604	217	605	13	38	43	206	21	49		
	%	100.00%	18.56%	81.45%	02.37%	05.30%	10.27%	45.42%	03.92%	24.60%	01.48%	04.13%	00.09%	00.26%	00.29%	01.41%	00.14%	00.33%		
0620 RCLF	#	11,161	2,755	8,405	252	531	967	2,791	1,288	4,389	179	491	16	30	36	136	17	37		
	%	100.00%	24.67%	75.32%	02.26%	04.76%	08.66%	25.01%	11.54%	39.33%	01.60%	04.40%	00.14%	00.27%	00.32%	01.22%	00.15%	00.33%		
0621 RCLF	#	4,438	1,252	3,186	109	273	759	1,974	157	419	203	439	3	3	19	66	2	12		
	%	100.00%	28.22%	71.79%	02.46%	06.15%	17.10%	44.48%	03.54%	09.44%	04.57%	09.89%	00.07%	00.07%	00.43%	01.49%	00.05%	00.27%		
0644 RCLF	#	3,783	1,791	1,992	181	107	1,132	1,503	299	270	137	73	8	5	28	27	6	7		
	%	100.00%	47.33%	52.66%	04.78%	02.83%	29.92%	39.73%	07.90%	07.14%	03.62%	01.93%	00.21%	00.13%	00.74%	00.71%	00.16%	00.19%		

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES										RACE/ETHNICITY																				
	EMPLOYEES										Hispanic or Latino					Non-Hispanic or Latino					Asian					Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All		male		female		male		female		male		female		male		female		male		female		male		female		male		female		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
0647 RCLF	100.01%		28,199	71.82%	03.92%	04.74%	18,266	58.48%	05.51%	02.51%	02.31%	00.06%	00.04%	00.20%	00.50%	00.16%	00.24%														
	#	7,646	2,787	4,859	101	229	3,148	163	465	909	4	7	36	64	18	37															
0660 Pharmacist	100.00%		36,455	63.55%	01.32%	03.00%	27,711	41.17%	06.08%	04.53%	11.89%	00.05%	00.09%	00.47%	00.84%	00.24%	00.48%														
	%	100.00%	47.35%	52.65%	01.57%	02.12%	37.03%	36.26%	03.68%	06.21%	10.16%	00.04%	00.03%	00.21%	00.20%	00.23%	00.20%														
0660 RCLF	100.00%		47,355	52.65%	01.57%	02.12%	37,033	36.26%	03.68%	06.21%	10.16%	00.04%	00.03%	00.21%	00.20%	00.23%	00.20%														
	#	2,446	385	2,061	31	133	216	1,248	573	19	67	0	4	7	34	1	2														
0675 Medical Records Technician	100.00%		15,755	84.26%	01.27%	05.44%	8,833	51.02%	23.43%	00.78%	02.74%	00.00%	00.16%	00.29%	01.39%	00.04%	00.08%														
	%	100.01%	10.38%	89.63%	01.56%	11.23%	04.89%	57.03%	15.39%	03.84%	03.84%	00.00%	00.15%	00.18%	01.70%	00.08%	00.29%														
0675 RCLF	100.01%		10,384	447	587	9	11	374	433	36	104	22	33	5	1	1	1														
	#	1,034	447	587	9	11	374	433	36	104	22	33	5	1	1	1	1														
0905 General Attorney	100.00%		43,233	56.77%	00.87%	01.06%	36,171	41.88%	10.06%	02.13%	03.19%	00.00%	00.00%	00.48%	00.48%	00.10%	00.10%														
	%	100.00%	66.58%	33.43%	02.65%	01.92%	59.21%	26.54%	02.15%	02.02%	01.90%	00.02%	00.01%	00.31%	00.23%	00.22%	00.20%														
0905 RCLF	100.01%		66,583	33.43%	02.65%	01.92%	59,211	26.54%	02.15%	02.02%	01.90%	00.02%	00.01%	00.31%	00.23%	00.22%	00.20%														
	#	68	14	54	0	5	6	20	7	28	1	1	0	0	0	0	0														
0986 Legal Assistance	100.00%		20,588	79.41%	00.00%	07.35%	8,822	29.41%	10.29%	01.47%	01.47%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%														
	%	100.00%	26.26%	73.73%	02.26%	07.77%	19.01%	54.65%	07.48%	01.90%	02.43%	00.01%	00.09%	00.30%	00.87%	00.10%	00.44%														
0986 RCLF	99.99%		26,266	73.73%	02.26%	07.77%	19,011	54.65%	07.48%	01.90%	02.43%	00.01%	00.09%	00.30%	00.87%	00.10%	00.44%														
	#	11,855	5,844	6,011	340	321	3,737	3,309	1,946	168	198	24	11	159	220	27	36														
0996 Veterans Claims Examining	100.00%		49,299	50.71%	02.87%	02.71%	31,522	27.91%	16.42%	01.67%	01.42%	00.20%	00.09%	01.34%	01.86%	00.30%	00.30%														
	%	100.01%	38.20%	61.81%	02.98%	05.68%	29.92%	41.18%	11.69%	01.58%	02.46%	00.03%	00.08%	00.18%	00.42%	00.12%	00.30%														
0996 RCLF	100.01%		38,200	61.81%	02.98%	05.68%	29,922	41.18%	11.69%	01.58%	02.46%	00.03%	00.08%	00.18%	00.42%	00.12%	00.30%														
	#	1,973	976	997	76	59	499	458	342	34	31	3	1	18	17	4	5														
0998 Claims Assistance and Examining	100.00%		49,455	50.52%	03.85%	02.99%	25,299	23.21%	17.33%	01.72%	01.57%	00.15%	00.05%	00.91%	00.86%	00.20%	00.25%														
	%	100.00%	49.45%	50.52%	03.85%	02.99%	25.299	23.21%	17.33%	01.72%	01.57%	00.15%	00.05%	00.91%	00.86%	00.20%	00.25%														
0998 RCLF	99.99%		25,011	74.98%	03.16%	08.19%	16,555	51.57%	10.90%	01.48%	02.91%	00.07%	00.15%	00.31%	00.86%	00.16%	00.40%														
	#	911	489	422	34	27	319	262	107	15	15	1	0	5	7	1	4														
1101 General Business and Industry	100.00%		53,688	46.33%	03.73%	02.96%	35,022	28.76%	11.75%	01.76%	01.65%	00.11%	00.00%	00.55%	00.77%	00.11%	00.44%														
	%	100.00%	53.68%	46.33%	03.73%	02.96%	35.022	28.76%	11.75%	01.76%	01.65%	00.11%	00.00%	00.55%	00.77%	00.11%	00.44%														

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino			Non-Hispanic or Latino						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	
1101 RCLF	#	37.56%	62.44%	03.68%	06.19%	26.33%	42.15%	03.59%	08.69%	03.36%	04.37%	00.02%	00.05%	00.32%	00.59%	00.26%	00.40%	
	%	465	219	246	12	15	142	145	54	78	4	6	2	1	3	1	2	0
1165 Loan Specialist	#	100.00%	47.10%	52.91%	02.58%	03.23%	30.54%	31.18%	11.61%	16.77%	00.86%	01.29%	00.43%	00.22%	00.65%	00.22%	00.43%	00.00%
	%	265	191	74	9	5	142	41	28	24	3	2	3	0	6	1	0	1
1171 Appraising	#	100.00%	66.02%	33.97%	03.05%	02.00%	58.84%	28.48%	01.87%	01.86%	01.71%	01.04%	00.04%	00.02%	00.26%	00.49%	00.25%	00.08%
	%	102	79	23	5	1	56	12	14	5	1	3	0	0	2	1	1	1
1630 Cemetery Administration	#	100.00%	77.45%	22.54%	04.90%	00.98%	54.90%	11.76%	13.73%	04.90%	00.98%	02.94%	00.00%	00.00%	01.96%	00.98%	00.98%	00.98%
	%	63	59	4	3	0	34	2	18	2	3	0	0	0	0	0	1	0
1811 Criminal Investigating	#	100.00%	76.34%	23.67%	08.28%	03.03%	57.74%	15.29%	07.50%	04.34%	01.60%	00.53%	00.07%	00.03%	00.80%	00.29%	00.35%	00.16%
	%	6,706	5,142	1,564	401	79	3,442	1,001	869	354	313	102	11	4	76	12	30	12
2210 Information Technology Management	#	100.00%	96.68%	23.33%	05.98%	01.18%	51.33%	14.93%	12.96%	05.28%	04.67%	01.52%	00.16%	00.06%	01.13%	00.18%	00.45%	00.18%
	%	582	564	18	68	3	377	14	80	0	10	0	8	1	12	0	9	0
4754 Cemetery Caretaking	#	100.00%	93.55%	06.43%	38.27%	01.25%	44.19%	04.39%	08.27%	00.50%	01.19%	00.12%	00.16%	00.02%	00.97%	00.12%	00.50%	00.03%
	%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%	99.98%

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 Administration EEO Office.

RCLF comparisons are based on 2010 Census National data.

For VHA, the methodology for computing RCLF has changed. The new methodology uses state level data for determining RCLF and is consistent with the methodology for VBA and NCA.



Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2015

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	#	3,441	200	505	22	2	3	0	4	0	3	0	0	10	0
	%	100.00%	05.81%	14.68%	00.64%	00.06%	00.09%	00.00%	00.12%	00.00%	00.09%	00.00%	00.29%	00.00%	00.00%
0101 Social Science	#	2,652	120	674	110	1	14	4	15	10	6	0	60	0	
	%	100.00%	04.52%	25.41%	04.15%	00.04%	00.53%	00.15%	00.57%	00.38%	00.23%	00.00%	02.26%	00.00%	
0201 Human Resources Management	#	3,670	125	691	94	4	6	3	14	1	5	0	61	0	
	%	100.00%	03.41%	18.83%	02.56%	00.11%	00.16%	00.08%	00.38%	00.03%	00.14%	00.00%	01.66%	00.00%	
0260 Equal Employment Opportunity	#	379	22	107	25	1	1	0	6	1	2	0	14	0	
	%	100.00%	05.80%	28.23%	06.60%	00.26%	00.26%	00.00%	01.58%	00.26%	00.53%	00.00%	03.69%	00.00%	
0301 Miscellaneous Administration and Program	#	7,054	256	1,160	121	4	6	7	11	4	9	2	75	3	
	%	100.00%	03.63%	16.44%	01.72%	00.06%	00.09%	00.10%	00.16%	00.06%	00.13%	00.03%	01.06%	00.04%	
0340 Program Management	#	951	33	136	22	0	1	0	6	1	1	0	13	0	
	%	100.00%	03.47%	14.30%	02.31%	00.00%	00.11%	00.00%	00.63%	00.11%	00.11%	00.00%	01.37%	00.00%	
0343 Management and Program Analysis	#	5,685	172	769	87	3	8	5	15	3	8	2	43	0	
	%	100.00%	03.03%	13.53%	01.53%	00.05%	00.14%	00.09%	00.26%	00.05%	00.14%	00.04%	00.76%	00.00%	
0501 Financial Administration and Program	#	1,082	44	156	13	1	0	1	2	0	1	1	7	0	
	%	100.00%	04.07%	14.42%	01.20%	00.09%	00.00%	00.09%	00.18%	00.00%	00.09%	00.09%	00.65%	00.00%	
0511 Auditing	#	210	8	40	4	1	0	0	0	0	1	0	2	0	
	%	100.00%	03.81%	19.05%	01.90%	00.48%	00.00%	00.00%	00.00%	00.00%	00.48%	00.00%	00.95%	00.00%	
0602 Medical Officer	#	23,135	447	1,214	93	1	5	9	20	11	16	0	30	1	
	%	100.00%	01.93%	05.25%	00.40%	00.00%	00.02%	00.04%	00.09%	00.05%	00.07%	00.00%	00.13%	00.00%	
0610 Nurse	#	64,012	1,122	4,638	340	7	32	8	22	3	63	2	198	5	
	%	100.00%	01.75%	07.25%	00.53%	00.01%	00.05%	00.01%	00.03%	00.00%	00.10%	00.00%	00.31%	00.01%	
0620 Practical Nurse	#	14,654	270	1,367	130	3	17	0	8	2	35	1	63	1	
	%	100.00%	01.84%	09.30%	00.89%	00.02%	00.12%	00.00%	00.05%	00.01%	00.24%	00.00%	00.43%	00.01%	

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2015

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities										[91] Psychiatric Disability	[92] Dwarfism
		[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					
	%	100.00%	01.84%	09.33%	<b>00.89%</b>	00.02%	00.12%	00.00%	00.05%	00.01%	00.24%	00.01%	00.01%	00.01%	00.01%	00.43%	00.01%
<b>0621 Nursing Assistant</b>	#	11,161	263	937	<b>119</b>	4	24	3	6	2	15	6	6	2	15	58	1
	%	100.00%	02.36%	08.40%	<b>01.07%</b>	00.04%	00.22%	00.03%	00.05%	00.02%	00.13%	00.05%	00.02%	00.13%	00.05%	00.52%	00.01%
<b>0644 Medical Technologist</b>	#	4,438	77	328	<b>36</b>	3	0	4	5	0	6	0	5	0	6	18	0
	%	100.00%	01.74%	07.39%	<b>00.81%</b>	00.07%	00.00%	00.09%	00.11%	00.00%	00.14%	00.00%	00.11%	00.00%	00.14%	00.41%	00.00%
<b>0647 Diagnostic Radiologic Technologist</b>	#	3,783	83	361	<b>34</b>	2	2	0	3	1	8	0	3	1	8	18	0
	%	100.00%	02.19%	09.54%	<b>00.90%</b>	00.05%	00.05%	00.00%	00.08%	00.03%	00.21%	00.00%	00.08%	00.03%	00.21%	00.48%	00.00%
<b>0660 Pharmacist</b>	#	7,646	92	335	<b>32</b>	2	0	2	5	0	8	0	5	0	8	15	0
	%	100.00%	01.20%	04.38%	<b>00.42%</b>	00.03%	00.00%	00.03%	00.07%	00.00%	00.10%	00.00%	00.07%	00.00%	00.10%	00.20%	00.00%
<b>0675 Medical Records Technician</b>	#	2,446	48	383	<b>49</b>	5	6	3	3	1	4	2	3	1	4	25	0
	%	100.00%	01.96%	15.66%	<b>02.00%</b>	00.20%	00.25%	00.12%	00.12%	00.04%	00.16%	00.08%	00.12%	00.04%	00.16%	01.02%	00.00%
<b>0905 General Attorney</b>	#	1,034	35	60	<b>5</b>	0	0	1	2	0	0	0	2	0	0	1	1
	%	100.00%	03.38%	05.80%	<b>00.48%</b>	00.00%	00.00%	00.10%	00.19%	00.00%	00.00%	00.00%	00.19%	00.00%	00.00%	00.10%	00.10%
<b>0986 Legal Assistance</b>	#	68	3	13	<b>0</b>	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	04.41%	19.12%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>0996 Veterans Claims Examining</b>	#	11,855	553	2,439	<b>250</b>	9	9	13	36	6	21	1	36	6	21	151	4
	%	100.00%	04.66%	20.57%	<b>02.11%</b>	00.08%	00.08%	00.11%	00.30%	00.05%	00.18%	00.01%	00.30%	00.05%	00.18%	01.27%	00.03%
<b>0998 Claims Assistance and Examining</b>	#	1,973	110	657	<b>102</b>	16	2	4	9	3	9	2	9	3	9	56	1
	%	100.00%	05.58%	33.30%	<b>05.17%</b>	00.81%	00.10%	00.20%	00.46%	00.15%	00.46%	00.10%	00.46%	00.15%	00.46%	02.84%	00.05%
<b>1101 General Business and Industry</b>	#	911	34	118	<b>15</b>	0	0	0	1	0	2	0	1	0	2	11	1
	%	100.00%	03.73%	12.95%	<b>01.65%</b>	00.00%	00.00%	00.00%	00.11%	00.00%	00.22%	00.00%	00.11%	00.00%	00.22%	01.21%	00.11%
<b>1165 Loan Specialist</b>	#	465	16	79	<b>10</b>	1	1	0	2	1	2	0	2	1	2	3	0
	%	100.00%	03.44%	16.99%	<b>02.15%</b>	00.22%	00.22%	00.00%	00.43%	00.22%	00.43%	00.00%	00.43%	00.22%	00.43%	00.65%	00.00%
<b>1171 Appraising</b>	#	265	18	55	<b>8</b>	0	0	1	1	0	1	0	1	0	1	5	0
	%	100.00%	06.79%	20.75%	<b>03.02%</b>	00.00%	00.00%	00.38%	00.38%	00.00%	00.38%	00.00%	00.38%	00.00%	00.38%	01.89%	00.00%

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2015

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	
1630 Cemetery Administration	#	60	2	40	4	0	0	1	1	0	0	0	0	2	0
	%	58.82%	01.96%	39.22%	03.92%	00.00%	00.00%	00.98%	00.98%	00.00%	00.00%	00.00%	00.00%	01.96%	00.00%
1811 Criminal Investigating	#	55	2	6	0	0	0	0	0	0	0	0	0	0	0
	%	87.30%	03.17%	09.52%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	5,190	291	1,225	130	10	13	4	14	5	21	3	57	3	
	%	77.39%	04.34%	18.27%	01.94%	00.15%	00.19%	00.06%	00.21%	00.07%	00.31%	00.04%	00.85%	00.04%	
4754 Cemetery Caretaking	#	373	28	181	34	2	0	0	2	1	3	0	26	0	
	%	64.09%	04.81%	31.10%	05.84%	00.34%	00.00%	00.00%	00.34%	00.17%	00.52%	00.00%	04.47%	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 Administration EEO Office.





Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES										RACE/ETHNICITY																		
	All					Hispanic or Latino					Non-Hispanic or Latino					Asian					Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
	%	#	male	female	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
			34.43%	65.58%	01.64%	03.28%	22.95%	45.90%	08.20%	11.48%	01.64%	01.64%	01.64%	01.64%	01.64%	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%
Management	100.00%	181	34.43%	65.58%	01.64%	03.28%	22.95%	45.90%	08.20%	11.48%	01.64%	01.64%	01.64%	01.64%	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%
0340 RCLF	100.00%		37.56%	62.44%	03.68%	06.19%	26.33%	42.15%	03.59%	08.69%	03.36%	04.37%	00.02%	00.05%	00.02%	00.05%	00.02%	00.04%	00.02%	00.04%	00.02%	00.04%	00.02%	00.04%	00.02%	00.04%	00.02%	00.04%	00.02%
0343 Management and Program Analysis	100.00%	181	91	90	5	4	64	62	16	17	4	5																	
0343 RCLF	100.00%		59.05%	40.95%	02.78%	02.23%	47.37%	31.11%	03.01%	03.64%	05.25%	03.36%	00.02%	00.04%	00.02%	00.04%	00.02%	00.04%	00.02%	00.04%	00.02%	00.04%	00.02%	00.04%	00.02%	00.04%	00.02%	00.04%	00.02%
0501 Financial Administration and Program	100.00%	4	2	2	1	0	1	1	0	1	0	0																	
0501 RCLF	100.00%		43.95%	56.05%	04.32%	06.24%	31.63%	37.25%	04.77%	07.69%	02.50%	03.82%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%
0511 Auditing	100.00%	2	1	1	0	0	0	0	1	0	0	0																	
0511 RCLF	100.00%		50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	50.00%	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%	00.00%	00.00%	00.00%	00.00%
0602 Medical Officer	100.00%	2,153	1,337	815	58	15	767	436	45	50	432	292																	
0602 RCLF	100.00%		62.13%	37.87%	02.70%	00.70%	35.64%	20.26%	02.09%	02.32%	20.07%	13.57%	00.14%	00.09%	00.14%	00.09%	00.14%	00.09%	00.14%	00.09%	00.14%	00.09%	00.14%	00.09%	00.14%	00.09%	00.14%	00.09%	00.14%
0610 Nurse	100.00%	1,741	301	1,440	16	43	182	873	44	302	42	187																	
0610 RCLF	100.00%		17.29%	82.72%	00.92%	02.47%	10.45%	50.14%	02.53%	17.35%	02.41%	10.74%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%
0610 RCLF	100.00%		09.01%	90.99%	00.64%	03.99%	06.25%	69.84%	00.89%	08.98%	01.10%	07.05%	00.01%	00.07%	00.01%	00.07%	00.01%	00.07%	00.01%	00.07%	00.01%	00.07%	00.01%	00.07%	00.01%	00.07%	00.01%	00.07%	00.01%

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY													
	TOTAL EMPLOYEES						Non-Hispanic or Latino						Hispanic or Latino	
	All		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
<b>0620 Practical Nurse</b>	#	241	50	191										
	%	100.00%	20.73%	79.23%	01.24%	02.90%	04.56%	26.97%	03.73%	08.71%	00.00%	00.41%	00.83%	02.90%
<b>0620 RCLF</b>	#	727	119	608										
	%	100.01%	07.40%	92.61%	00.82%	06.43%	01.85%	21.69%	00.66%	03.06%	00.02%	00.06%	00.06%	00.95%
<b>0621 Nursing Assistant</b>	#	727	119	608										
	%	100.00%	16.37%	83.64%	02.06%	07.02%	05.91%	44.98%	02.20%	03.44%	00.14%	00.69%	00.28%	00.69%
<b>0621 RCLF</b>	#	99.98%	12.03%	87.95%										
	%	99.98%	12.03%	87.95%	01.49%	11.28%	03.70%	29.73%	00.94%	03.30%	00.03%	00.17%	00.16%	01.22%
<b>0644 Medical Technologist</b>	#	82	29	53										
	%	100.00%	35.37%	64.64%	03.66%	03.66%	00.00%	09.76%	06.10%	07.32%	02.44%	00.00%	01.22%	00.00%
<b>0644 RCLF</b>	#	99.98%	25.93%	74.05%										
	%	99.98%	25.93%	74.05%	02.97%	05.75%	03.62%	10.64%	04.04%	08.45%	00.05%	00.09%	00.17%	00.56%
<b>0647 Diagnostic Radiologic Technologist</b>	#	84	36	48										
	%	100.00%	42.85%	57.14%	02.38%	01.19%	04.76%	03.57%	04.76%	04.76%	00.00%	01.19%	00.00%	01.19%
<b>0647 RCLF</b>	#	100.01%	28.19%	71.82%										
	%	100.01%	28.19%	71.82%	03.92%	04.74%	03.08%	05.51%	02.51%	02.31%	00.06%	00.04%	00.20%	00.50%
<b>0660 Pharmacist</b>	#	976	245	731										
	%	100.00%	25.09%	74.88%	00.92%	02.97%	00.51%	04.51%	05.94%	14.34%	00.10%	00.10%	00.31%	01.02%
<b>0660 RCLF</b>	#	100.00%	47.35%	52.65%										
	%	100.00%	47.35%	52.65%	01.57%	02.12%	02.06%	03.68%	06.21%	10.16%	00.04%	00.03%	00.21%	00.20%

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY															
	#	%	Hispanic or Latino						Non-Hispanic or Latino						Two or More Races/Undisclosed			
			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				
<b>All</b>	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>0675 Medical Records Technician</b>	#	50	11	39	0	3	7	20	2	13	0	0	0	0	0	2	0	1
	%	100.00%	22.00%	78.00%	00.00%	06.00%	14.00%	40.00%	04.00%	26.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%	02.00%
<b>0675 RCLF</b>		100.01%	10.38%	89.63%	01.56%	11.23%	04.89%	57.03%	02.29%	15.39%	03.84%	00.15%	00.00%	00.18%	01.70%	00.08%	00.29%	00.29%
<b>0905 General Attorney</b>	#	15	7	8	0	0	5	8	1	0	0	0	0	0	0	0	0	0
	%	100.00%	46.67%	53.33%	00.00%	00.00%	33.33%	53.33%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>0905 RCLF</b>		100.01%	66.58%	33.43%	02.65%	01.92%	59.21%	26.54%	02.15%	02.63%	01.90%	00.02%	00.01%	00.31%	00.23%	00.22%	00.20%	00.20%
<b>0986 Legal Assistance</b>	#	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%
<b>0986 RCLF</b>		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%
<b>0996 Veterans Claims Examining</b>	#	253	141	112	7	4	79	43	46	54	4	0	0	3	6	0	0	1
	%	100.00%	55.74%	44.27%	02.77%	01.58%	31.23%	17.00%	18.18%	21.34%	02.37%	01.58%	00.00%	01.19%	02.37%	00.00%	00.40%	00.40%
<b>0996 RCLF</b>		100.01%	38.20%	61.81%	02.98%	05.68%	29.92%	41.18%	03.39%	11.69%	02.46%	00.03%	00.08%	00.18%	00.42%	00.12%	00.30%	00.30%
<b>0998 Claims Assistance and Examining</b>	#	45	24	21	6	0	7	9	9	11	0	0	0	1	0	0	0	1
	%	100.00%	53.33%	46.66%	13.33%	00.00%	15.56%	20.00%	20.00%	24.44%	00.00%	00.00%	00.00%	02.22%	00.00%	00.00%	02.22%	02.22%
<b>0998 RCLF</b>		99.99%	25.01%	74.98%	03.16%	08.19%	16.55%	51.57%	03.28%	10.90%	02.91%	00.07%	00.15%	00.31%	00.86%	00.16%	00.40%	00.40%
<b>1101 General Business and Industry</b>	#	16	6	10	1	0	2	6	2	2	1	1	0	0	0	0	0	1
	%	100.00%	37.50%	62.50%	06.25%	00.00%	12.50%	37.50%	12.50%	12.50%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.25%

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

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	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female					
1101 RCLF	#	100.00%	37.56%	62.44%	03.68%	06.19%	26.33%	42.15%	03.59%	08.69%	03.36%	04.37%	00.02%	00.05%	00.32%	00.59%	00.26%	00.40%	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%	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%					
1165 Loan Specialist	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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%	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%					
1165 RCLF	#	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%	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%					
	%	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%	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%	00.00%				
1171 Appraising	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%				
1171 RCLF	#	99.99%	66.02%	33.97%	03.05%	02.00%	58.84%	28.48%	01.87%	01.86%	01.71%	01.04%	00.04%	00.02%	00.26%	00.49%	00.25%	00.08%	0	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%	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%	00.00%				
1630 Cemetery Administration	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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%	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%	00.00%	00.00%			
1630 RCLF	#	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%	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%	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%	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%	00.00%	00.00%	00.00%	00.00%	00.00%		
1811 Criminal Investigating	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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%	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%	00.00%	00.00%	00.00%		
1811 RCLF	#	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%	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%	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%	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%	00.00%	00.00%	00.00%	00.00%	00.00%		
2210 Information Technology Management	#	35	32	3	4	0	14	2	10	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	%	100.00%	91.43%	8.57%	11.43%	00.00%	40.00%	05.71%	28.57%	02.86%	11.43%	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%			
2210 RCLF	#	100.00%	70.62%	29.38%	05.78%	02.30%	50.58%	20.17%	06.69%	04.41%	06.52%	01.99%	00.12%	00.05%	00.51%	00.28%	00.42%	00.18%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY													
		All	Hispanic or Latino		Non-Hispanic or Latino				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
4754 Cemetery Caretaking	#	82	0	0	47	0	7	0	3	0	1	0	2	0	15	0
	%	100.00%	00.00%	00.00%	57.32%	00.00%	08.54%	00.00%	03.66%	00.00%	01.22%	00.00%	02.44%	00.00%	18.29%	00.00%
4754 RCLF		99.98%	06.43%	38.27%	44.19%	04.39%	08.27%	01.19%	00.50%	00.12%	00.16%	00.02%	00.97%	00.12%	00.50%	00.03%

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

This fixed list of major occupations was identified by the Administration EEO Office.

RCLF comparisons are based on 2010 Census National data.

For VHA, the methodology for computing RCLF has changed. The new methodology uses state level data for determining RCLF and is consistent with the methodology for VBA and NCA.

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2015

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	#	14	2	4	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	14.29%	28.57%	57.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0101 Social Science	#	106	73	11	22	4	0	0	1	0	0	1	0	0	2	0	1
	%	100.00%	68.87%	10.38%	20.75%	00.00%	00.00%	00.00%	00.94%	00.00%	00.00%	00.00%	00.00%	00.00%	01.89%	00.00%	00.94%
0201 Human Resources Management	#	32	23	1	8	2	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	71.88%	03.13%	25.00%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0260 Equal Employment Opportunity	#	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%
0301 Miscellaneous Administration and Program	#	247	176	13	58	6	0	1	1	0	0	1	0	0	2	1	1
	%	100.00%	71.26%	05.26%	23.48%	02.43%	00.00%	00.40%	00.00%	00.00%	00.40%	00.00%	00.00%	00.00%	00.81%	00.00%	00.40%
0340 Program Management	#	61	50	2	9	1	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	81.97%	03.28%	14.75%	01.64%	00.00%	00.00%	01.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0343 Management and Program Analysis	#	181	123	14	44	7	0	1	1	0	0	0	0	0	6	0	0
	%	100.00%	67.96%	07.73%	24.31%	03.87%	00.00%	00.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.31%	00.00%	00.00%
0501 Financial Administration and Program	#	4	2	0	2	1	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	50.00%	00.00%	50.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%	00.00%	00.00%
0511 Auditing	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0602 Medical Officer	#	2,153	2,048	42	63	8	0	0	0	1	0	1	0	0	6	0	0
	%	100.00%	95.12%	01.95%	02.93%	00.37%	00.00%	00.00%	00.00%	00.05%	00.00%	00.05%	00.00%	00.00%	00.28%	00.00%	00.00%
0610 Nurse	#	1,741	1,589	37	115	6	0	1	1	0	0	1	0	0	4	0	0
	%	100.00%	91.27%	02.13%	06.61%	00.34%	00.00%	00.06%	00.00%	00.00%	00.06%	00.00%	00.00%	00.00%	00.23%	00.00%	00.00%
0620 Practical Nurse	#	241	205	7	29	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.06%	02.91%	12.03%	00.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2015

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	
	%	100.00%	02.90%	12.03%	<b>00.41%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.41%	00.00%	00.00%	00.00%	00.00%
0621 Nursing Assistant	#	727	13	54	4	0	0	0	0	0	1	0	3	0	
	%	100.00%	01.79%	07.43%	<b>00.55%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.14%	00.00%	00.41%	00.00%	
0644 Medical Technologist	#	82	1	5	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	01.22%	06.10%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0647 Diagnostic Radiologic Technologist	#	84	2	11	3	0	0	0	0	0	2	0	1	0	
	%	100.00%	02.38%	13.10%	<b>03.57%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	02.38%	00.00%	01.19%	00.00%	
0660 Pharmacist	#	976	12	26	4	0	0	0	0	0	0	0	4	0	
	%	100.00%	01.23%	02.66%	<b>00.41%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.41%	00.00%	
0675 Medical Records Technician	#	50	1	5	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	02.00%	10.00%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0905 General Attorney	#	15	2	1	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	13.33%	06.67%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0986 Legal Assistance	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
0996 Veterans Claims Examining	#	253	21	93	7	0	0	0	1	0	2	0	4	0	
	%	100.00%	08.30%	36.76%	<b>02.77%</b>	00.00%	00.00%	00.00%	00.40%	00.00%	00.79%	00.00%	01.58%	00.00%	
0998 Claims Assistance and Examining	#	45	4	23	2	0	0	0	0	1	1	0	0	0	
	%	100.00%	08.89%	51.11%	<b>04.44%</b>	00.00%	00.00%	00.00%	00.00%	02.22%	02.22%	00.00%	00.00%	00.00%	
1101 General Business and Industry	#	16	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	00.00%	06.25%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
1165 Loan Specialist	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
1171 Appraising	#	1	0	1	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	00.00%	100.00%	<b>00.00%</b>	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2015

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		
1630 Cemetery Administration	#	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%
1811 Criminal Investigating	#	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%
2210 Information Technology Management	#	35	14	6	15	2	0	0	0	0	0	0	0	0	2	0
	%	100.00%	40.00%	17.14%	42.86%	05.71%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.71%	00.00%
4754 Cemetery Caretaking	#	82	60	2	20	3	0	0	0	0	0	0	0	0	3	0
	%	100.00%	73.17%	02.44%	24.39%	03.66%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.66%	00.00%

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

This fixed list of major occupations was identified by the Administration EEO Office.



Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES				RACE/ETHNICITY												
					Non-Hispanic or Latino						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		Hispanic or Latino		Non-Hispanic or Latino		
All	male	female		male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>0083 Police</b>																	
Total Received	#	31,160	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	15,772	14,530	1,242	3,445	272	6,611	428	3,439	481	540	24	65	9	272	13	158
	%	100.00%	92.13%	7.87%	21.84%	1.72%	41.92%	2.71%	21.80%	3.05%	3.42%	0.15%	0.41%	0.06%	1.72%	0.08%	1.00%
Qualified of those Identified	#	6,796	6,425	371	1,506	86	3,077	138	1,374	130	240	6	27	3	133	3	68
	%	100.00%	94.54%	5.46%	22.16%	1.27%	45.28%	2.03%	20.22%	1.91%	3.53%	0.09%	0.40%	0.04%	1.96%	0.04%	1.00%
Selected of those Identified	#	396	361	35	76	8	211	14	50	10	14	1	0	1	7	1	3
	%	100.00%	91.16%	8.84%	19.19%	2.02%	53.28%	3.54%	12.63%	2.53%	3.54%	0.25%	0.00%	0.25%	1.77%	0.25%	0.76%
<b>0083 RCLF</b>	%	100.01%	85.16%	14.85%	10.25%	2.21%	62.23%	8.53%	9.02%	3.56%	2.02%	0.26%	0.20%	0.02%	0.88%	0.14%	0.56%
<b>0101 Social Science</b>																	
Total Received	#	16,649	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	8,608	3,022	5,586	526	774	1,263	2,213	1,030	2,266	59	183	13	12	36	70	95
	%	100.00%	35.11%	64.89%	6.11%	8.99%	14.67%	25.71%	11.97%	26.32%	0.69%	2.13%	0.15%	0.14%	0.42%	0.81%	1.10%
Qualified of those Identified	#	2,934	1,070	1,864	166	237	482	756	357	787	15	51	3	0	13	24	34
	%	100.00%	36.47%	63.53%	5.66%	8.08%	16.43%	25.77%	12.17%	26.82%	0.51%	1.74%	0.10%	0.00%	0.44%	0.82%	1.16%
Selected of those Identified	#	171	67	104	11	12	32	62	18	27	2	1	1	0	2	2	1
	%	100.00%	39.18%	60.82%	6.43%	7.02%	18.71%	36.26%	10.53%	15.79%	1.17%	0.58%	0.58%	0.00%	1.17%	1.17%	0.58%
<b>0101 RCLF</b>	%	100.00%	48.15%	51.85%	2.89%	3.64%	37.91%	39.61%	4.40%	4.51%	2.19%	3.09%	0.04%	0.02%	0.41%	0.69%	0.31%
<b>0201 Human Resources Management</b>																	
Total Received	#	56,853	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	26,524	12,165	14,359	2,263	2,233	4,973	4,453	3,997	6,635	483	488	56	51	256	253	137
	%	100.00%	45.86%	54.14%	8.53%	8.42%	18.75%	16.79%	15.07%	25.02%	1.82%	1.84%	0.21%	0.19%	0.97%	0.95%	0.52%
Qualified of those Identified	#	9,411	4,246	5,165	767	802	1,693	1,473	1,451	2,488	198	204	18	12	70	96	49
	%	100.00%	45.12%	54.88%	8.15%	8.52%	17.99%	15.65%	15.42%	26.44%	2.10%	2.17%	0.19%	0.13%	0.74%	1.02%	0.52%
Selected of those Identified	#	362	128	234	28	29	62	104	31	76	4	15	0	2	5	1	3
	%	100.00%	35.36%	64.64%	7.73%	8.01%	17.13%	28.73%	8.56%	20.99%	1.10%	4.14%	0.00%	0.55%	0.55%	0.28%	0.83%
<b>0201 RCLF</b>	%	99.99%	40.58%	59.41%	4.76%	6.40%	29.64%	42.57%	3.36%	6.91%	2.31%	2.70%	0.04%	0.09%	0.26%	0.45%	0.29%

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY														
			Hispanic or Latino						Non-Hispanic or Latino						Two or More Races/Undisclosed		
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
<b>All</b>	5,499	1,475	318	206	396	304	731	671	731	40	31	6	4	19	15	25	33
<b>Total Received</b>	5,499	1,475	318	206	396	304	731	671	731	40	31	6	4	19	15	25	33
<b>Voluntarily Identified</b>	2,799	1,475	318	206	396	304	731	671	731	40	31	6	4	19	15	25	33
<b>Qualified of those Identified</b>	100.00%	52.70%	11.36%	7.36%	14.15%	10.86%	23.97%	26.12%	23.97%	1.43%	1.11%	0.21%	0.14%	0.68%	0.54%	0.89%	1.18%
<b>Selected of those Identified</b>	925	493	110	66	103	86	257	253	257	10	13	1	1	5	6	7	7
<b>0260 RCLF</b>	100.00%	53.30%	11.89%	7.14%	11.14%	9.30%	27.78%	27.35%	27.78%	1.08%	1.41%	0.11%	0.11%	0.54%	0.65%	0.76%	0.76%
<b>0301 RCLF</b>	44	19	4	5	4	9	9	9	9	0	1	0	0	0	0	2	1
<b>0302 RCLF</b>	100.00%	43.18%	9.09%	11.36%	9.09%	20.45%	20.45%	20.45%	20.45%	0.00%	2.27%	0.00%	0.00%	0.00%	0.00%	4.55%	2.27%
<b>0303 RCLF</b>	99.99%	53.40%	4.57%	4.59%	40.40%	31.74%	4.32%	6.89%	4.32%	3.12%	2.42%	0.06%	0.12%	0.62%	0.51%	0.31%	0.32%
<b>0260 Equal Employment Opportunity</b>																	
<b>Total Received</b>	84,030	19,390	3,432	3,299	7,658	6,484	11,061	6,618	11,061	904	781	79	94	375	307	324	573
<b>Voluntarily Identified</b>	41,989	19,390	3,432	3,299	7,658	6,484	11,061	6,618	11,061	904	781	79	94	375	307	324	573
<b>Qualified of those Identified</b>	100.00%	46.18%	8.17%	7.86%	18.24%	15.44%	15.76%	15.76%	15.76%	2.15%	1.86%	0.19%	0.22%	0.89%	0.73%	0.77%	1.36%
<b>Selected of those Identified</b>	20,162	8,882	1,509	1,620	3,563	3,193	3,033	5,583	3,033	475	401	33	40	144	153	125	290
<b>0301 RCLF</b>	100.00%	44.05%	7.48%	8.03%	17.67%	15.84%	15.04%	15.04%	15.04%	2.36%	1.99%	0.16%	0.20%	0.71%	0.76%	0.62%	1.44%
<b>Selected of those Identified</b>	614	266	46	49	128	169	72	98	72	13	18	1	2	4	5	2	7
<b>0302 RCLF</b>	100.00%	43.32%	7.49%	7.98%	20.85%	27.52%	11.73%	15.96%	11.73%	2.12%	2.93%	0.16%	0.33%	0.65%	0.81%	0.33%	1.14%
<b>0303 RCLF</b>	100.00%	37.56%	3.68%	6.19%	26.33%	42.15%	3.59%	8.69%	3.59%	3.36%	4.37%	0.02%	0.05%	0.32%	0.59%	0.26%	0.40%
<b>0340 Program Management</b>																	
<b>Total Received</b>	5,888	1,998	323	141	1,087	403	438	341	438	84	44	4	3	40	14	22	25
<b>Voluntarily Identified</b>	2,969	1,998	323	141	1,087	403	438	341	438	84	44	4	3	40	14	22	25
<b>Qualified of those Identified</b>	100.00%	67.30%	10.88%	4.75%	36.61%	13.57%	14.75%	11.49%	14.75%	2.83%	1.48%	0.13%	0.10%	1.35%	0.47%	0.74%	0.84%
<b>Selected of those Identified</b>	1,488	950	142	74	552	235	195	177	195	43	27	0	1	12	6	6	18
<b>0340 RCLF</b>	100.00%	63.84%	9.54%	4.97%	37.10%	15.79%	13.10%	11.90%	13.10%	2.89%	1.81%	0.00%	0.07%	0.81%	0.40%	0.40%	1.21%
<b>Selected of those Identified</b>	31	14	2	3	9	11	2	3	2	1	0	0	0	0	0	0	0
<b>0340 RCLF</b>	100.00%	45.16%	6.45%	9.68%	29.03%	35.48%	6.45%	9.68%	6.45%	3.23%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>0340 RCLF</b>	100.00%	37.56%	3.68%	6.19%	26.33%	42.15%	3.59%	8.69%	3.59%	3.36%	4.37%	0.02%	0.05%	0.32%	0.59%	0.26%	0.40%
<b>0343 Management and Program Analysis</b>																	
<b>Total Received</b>	63,580	19,390	3,432	3,299	7,658	6,484	11,061	6,618	11,061	904	781	79	94	375	307	324	573

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY																	
			Hispanic or Latino							Non-Hispanic or Latino							Two or More Races/Undisclosed			
	All		male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>Voluntarily Identified</b>	#	30,673	16,754	13,919	2,816	2,020	6,985	4,128	5,325	6,391	739	973	739	40	57	304	202	311	382	
	%	100.00%	54.62%	45.38%	9.18%	6.59%	22.77%	13.46%	17.36%	20.84%	2.41%	3.17%	2.41%	0.13%	0.19%	0.99%	0.66%	1.01%	1.25%	
<b>Qualified of those Identified</b>	#	15,544	7,980	7,564	1,274	1,002	3,385	2,261	2,511	3,545	426	525	426	23	34	136	103	126	193	
	%	100.00%	51.34%	48.66%	8.20%	6.45%	21.78%	14.55%	16.15%	22.81%	2.74%	3.38%	2.74%	0.15%	0.22%	0.87%	0.66%	0.81%	1.24%	
<b>Selected of those Identified</b>	#	446	202	244	31	31	106	137	43	54	16	12	16	0	1	5	4	5	1	
	%	100.00%	45.29%	54.71%	6.95%	6.95%	23.77%	30.72%	9.64%	12.11%	3.59%	2.69%	3.59%	0.00%	0.22%	1.12%	0.90%	1.12%	0.22%	
<b>0343 RCLF</b>	%	100.00%	59.05%	40.95%	2.78%	2.23%	47.37%	31.11%	3.01%	3.64%	3.36%	5.25%	0.02%	0.04%	0.29%	0.30%	0.30%	0.33%	0.27%	
<b>0501 Financial Administration and Program</b>																				
<b>Total Received</b>	#	6,974	3,185	3,789	324	288	636	587	402	634	116	88	3	11	23	21	19	33	33	
	%	100.00%	45.78%	54.22%	10.17%	9.04%	19.97%	18.43%	12.62%	19.91%	3.64%	2.76%	0.09%	0.35%	0.72%	0.66%	0.60%	1.04%	1.04%	
<b>Qualified of those Identified</b>	#	1,862	861	1,001	169	175	377	356	224	372	70	54	2	8	12	15	7	21	21	
	%	100.00%	46.24%	53.76%	9.08%	9.40%	20.25%	19.12%	12.03%	19.98%	3.76%	2.90%	0.11%	0.43%	0.64%	0.81%	0.38%	1.13%	1.13%	
<b>Selected of those Identified</b>	#	137	50	87	11	10	21	50	11	21	6	5	0	0	0	1	1	0	0	
	%	100.00%	36.50%	63.50%	8.03%	7.30%	15.33%	36.50%	8.03%	15.33%	4.38%	3.65%	0.00%	0.00%	0.00%	0.73%	0.73%	0.00%	0.00%	
<b>0501 RCLF</b>	%	100.00%	43.95%	56.05%	4.32%	6.24%	31.63%	37.25%	4.77%	7.69%	2.50%	3.82%	0.00%	0.06%	0.37%	0.79%	0.36%	0.20%	0.20%	
<b>0511 Auditing</b>																				
<b>Total Received</b>	#	1,850	852	998	79	49	166	148	134	191	30	27	1	3	9	4	6	5	5	
	%	100.00%	46.05%	53.95%	9.27%	5.75%	19.48%	17.37%	15.73%	22.42%	3.52%	3.17%	0.12%	0.35%	1.06%	0.47%	0.70%	0.59%	0.59%	
<b>Qualified of those Identified</b>	#	439	229	210	38	23	91	64	77	107	17	14	0	0	1	2	5	0	0	
	%	100.00%	52.16%	47.84%	8.66%	5.24%	20.73%	14.58%	17.54%	24.37%	3.87%	3.19%	0.00%	0.00%	0.23%	0.46%	1.14%	0.00%	0.00%	
<b>Selected of those Identified</b>	#	13	9	4	0	0	5	1	4	3	0	0	0	0	0	0	0	0	0	
	%	100.00%	69.23%	30.77%	0.00%	0.00%	38.46%	7.69%	30.77%	23.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
<b>0511 RCLF</b>	%	100.00%	40.01%	59.99%	2.43%	4.21%	30.65%	42.55%	2.63%	5.63%	3.90%	6.83%	0.03%	0.06%	0.18%	0.41%	0.19%	0.30%	0.30%	
<b>0602 Medical Officer</b>																				
<b>Total Received</b>	#	19,086	9,886	9,200	880	720	2,166	1,480	1,166	1,634	330	270	10	30	60	40	60	100	100	
	%	100.00%	51.80%	48.20%	4.61%	3.77%	11.20%	7.75%	6.00%	8.40%	1.63%	1.41%	0.05%	0.16%	0.32%	0.21%	0.32%	0.52%	0.52%	

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

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					
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
<b>Voluntarily Identified</b>	8,390	100.00%	6,042	72.01%	2,348	27.99%	839	10.00%	352	4.20%	2,781	33.15%	863	10.29%	375	4.47%	249	2.97%	1,996	23.79%	862	10.27%	8	0.10%	0	0.00%	17	0.20%	15	0.18%	26	0.31%	7	0.08%
<b>Qualified of those Identified</b>	6,059	100.00%	4,365	72.04%	1,694	27.96%	638	10.53%	278	4.59%	2,088	34.46%	644	10.63%	278	4.59%	184	3.04%	1,330	21.95%	578	9.54%	8	0.13%	0	0.00%	11	0.18%	5	0.08%	12	0.20%	5	0.08%
<b>Selected of those Identified</b>	561	100.00%	360	64.17%	201	35.83%	34	6.06%	18	3.21%	195	34.76%	84	14.97%	26	4.63%	27	4.81%	103	18.36%	70	12.48%	0	0.00%	0	0.00%	0	0.00%	2	0.36%	2	0.36%	0	0.00%
<b>O602 RCLF</b>	99.98%	67.55%	64.17%	32.43%	35.83%	32.43%	3.92%	1.92%	1.92%	48.84%	20.13%	20.13%	2.67%	2.33%	11.46%	7.62%	2.33%	11.46%	11.46%	7.62%	12.48%	0.00%	0.02%	0.02%	0.02%	0.21%	0.13%	0.13%	0.43%	0.43%	0.28%	0.28%		
<b>O610 Nurse</b>																																		
<b>Total Received</b>	217,450	100.00%	21,337	9.81%	84,036	38.64%	4,011	1.85%	9,596	4.41%	10,598	4.87%	42,856	19.71%	3,154	1.45%	19,920	9.16%	3,141	1.44%	9,295	4.27%	57	0.03%	208	0.10%	262	0.12%	1,396	0.64%	114	0.05%	765	0.35%
<b>Voluntarily Identified</b>	105,373	100.00%	20,256	19.22%	13,714	12.92%	2,298	2.27%	5,799	5.59%	7,194	6.89%	28,639	27.40%	2,006	1.90%	13,259	12.59%	1,933	1.87%	5,927	5.63%	40	0.04%	127	0.12%	174	0.16%	949	0.90%	69	0.07%	446	0.42%
<b>Qualified of those Identified</b>	68,860	100.00%	19,926	28.94%	80,088	116.28%	3,344	4.86%	8,422	12.23%	10,456	15.18%	41,599	60.42%	2,916	4.16%	19,266	27.98%	2,816	4.08%	8,611	12.50%	6	0.01%	12	0.02%	56	0.08%	12	0.02%	5	0.01%	29	0.04%
<b>Selected of those Identified</b>	5,335	100.00%	1,159	21.72%	4,176	78.28%	171	3.21%	360	6.75%	630	11.81%	2,330	43.67%	142	2.66%	853	15.99%	193	3.62%	536	10.05%	6	0.11%	12	0.22%	12	1.05%	5	0.09%	5	0.54%	29	0.54%
<b>O610 RCLF</b>	100.00%	9.01%	90.99%	0.64%	3.99%	0.64%	0.64%	3.99%	6.25%	69.84%	0.89%	0.89%	69.84%	0.89%	1.10%	7.05%	0.07%	0.07%	7.05%	0.07%	0.07%	0.07%	0.01%	0.07%	0.07%	0.07%	0.07%	0.64%	0.05%	0.05%	0.42%	0.42%		
<b>O620 Practical Nurse</b>																																		
<b>Total Received</b>	46,575	100.00%	3,752	8.06%	17,228	37.00%	590	1.27%	1,969	4.23%	1,652	3.55%	7,473	16.04%	901	1.93%	6,182	13.27%	494	1.07%	1,075	2.31%	14	0.03%	70	0.15%	45	0.10%	259	0.56%	56	0.12%	200	0.43%
<b>Voluntarily Identified</b>	20,980	100.00%	17,888	85.26%	82,126	392.50%	2,816	13.43%	9,399	44.80%	7,876	37.14%	35,622	163.40%	4,299	20.03%	29,476	136.30%	2,356	11.23%	5,126	24.00%	0.07%	0.33%	0.07%	0.33%	0.21%	1.23%	0.27%	1.23%	0.27%	0.95%	0.95%	
<b>Qualified of those Identified</b>	9,726	100.00%	1,825	18.76%	7,901	81.24%	242	2.49%	807	8.30%	833	8.56%	3,633	37.35%	442	4.54%	2,747	28.24%	258	2.65%	455	4.68%	4	0.04%	28	0.29%	21	1.38%	134	0.26%	25	1.00%	97	1.00%
<b>Selected of those Identified</b>	1,119	100.00%	224	20.02%	895	79.98%	38	3.40%	86	7.69%	107	9.56%	496	44.33%	38	3.40%	251	22.43%	33	2.95%	39	3.49%	2	0.18%	5	0.45%	3	1.16%	3	0.27%	5	0.45%		
<b>O620 RCLF</b>	100.01%	7.40%	7.40%	92.61%	92.61%	0.82%	6.43%	6.43%	3.94%	59.94%	1.85%	1.85%	59.94%	1.85%	21.69%	3.06%	21.69%	3.06%	3.06%	3.06%	3.06%	0.02%	0.02%	0.02%	0.02%	0.06%	0.06%	0.06%	0.05%	0.05%	0.48%	0.48%		
<b>O621 Nursing Assistant</b>																																		
<b>Total Received</b>	38,220	100.00%	3,206	8.39%	12,906	33.76%	393	1.068%	1,068	2.80%	896	2.37%	3,291	8.63%	1,616	4.23%	7,663	20.05%	213	0.56%	462	1.21%	9	0.02%	35	0.09%	38	0.10%	170	0.44%	41	0.11%	217	0.57%
<b>Voluntarily Identified</b>	16,112	100.00%	19,906	123.54%	80,106	497.20%	2,444	15.17%	6,639	41.19%	5,566	34.49%	20,433	126.70%	10,036	62.28%	47,566	295.10%	1,326	8.23%	2,876	17.83%	0.06%	0.22%	0.06%	0.22%	0.24%	1.06%	0.25%	1.06%	0.25%	1.35%	1.35%	

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino						Non-Hispanic or Latino						Two or More Races/Undisclosed			
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>Qualified of those Identified</b>	#	6,105	1,173	4,932	138	370	331	1,320	592	2,937	81	149	0	14	15	59	16	83
	%	100.00%	19.21%	80.79%	2.26%	6.06%	5.42%	21.62%	9.70%	48.11%	1.33%	2.44%	0.00%	0.23%	0.25%	0.97%	0.26%	1.36%
<b>Selected of those Identified</b>	#	771	183	588	23	63	61	203	70	279	20	25	0	2	5	10	4	6
	%	100.00%	23.74%	76.26%	2.98%	8.17%	7.91%	26.33%	9.08%	36.19%	2.59%	3.24%	0.00%	0.26%	0.65%	1.30%	0.52%	0.78%
<b>O621 RCLF</b>		99.98%	12.03%	87.95%	1.49%	11.28%	5.59%	41.56%	3.70%	29.73%	0.94%	3.30%	0.03%	0.17%	0.16%	1.22%	0.12%	0.69%
<b>O644 Medical Technologist</b>																		
<b>Total Received</b>	#	9,477	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	#	4,591	1,899	2,692	330	489	650	979	544	748	331	398	4	2	22	46	18	30
	%	100.00%	41.36%	58.64%	7.19%	10.65%	14.16%	21.32%	11.85%	16.29%	7.21%	8.67%	0.09%	0.04%	0.48%	1.00%	0.39%	0.65%
<b>Qualified of those Identified</b>	#	1,625	603	1,022	130	183	210	441	168	206	87	166	0	1	6	20	2	5
	%	100.00%	37.11%	62.89%	8.00%	11.26%	12.92%	27.14%	10.34%	12.68%	5.35%	10.22%	0.00%	0.06%	0.37%	1.23%	0.12%	0.31%
<b>Selected of those Identified</b>	#	311	117	194	21	37	56	91	18	33	20	29	0	1	1	3	1	0
	%	100.00%	37.62%	62.38%	6.75%	11.90%	18.01%	29.26%	5.79%	10.61%	6.43%	9.32%	0.00%	0.32%	0.32%	0.96%	0.32%	0.00%
<b>O644 RCLF</b>		99.98%	25.93%	74.05%	2.97%	5.75%	14.90%	48.08%	3.62%	10.64%	4.04%	8.45%	0.05%	0.09%	0.17%	0.56%	0.18%	0.48%
<b>O647 Diagnostic Radiologic Technologist</b>																		
<b>Total Received</b>	#	8,921	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	#	4,301	2,140	2,161	316	237	1,125	1,405	372	374	249	92	19	4	47	29	12	20
	%	100.00%	49.76%	50.24%	7.35%	5.51%	26.16%	32.67%	8.65%	8.70%	5.79%	2.14%	0.44%	0.09%	1.09%	0.67%	0.28%	0.47%
<b>Qualified of those Identified</b>	#	1,735	890	845	130	84	493	558	154	145	94	40	7	0	9	10	3	8
	%	100.00%	51.30%	48.70%	7.49%	4.84%	28.41%	32.16%	8.88%	8.36%	5.42%	2.31%	0.40%	0.00%	0.52%	0.58%	0.17%	0.46%
<b>Selected of those Identified</b>	#	256	136	120	27	17	67	80	24	12	12	8	2	0	2	1	2	2
	%	100.00%	53.13%	46.88%	10.55%	6.64%	26.17%	31.25%	9.38%	4.69%	4.69%	3.13%	0.78%	0.00%	0.78%	0.39%	0.78%	0.78%
<b>O647 RCLF</b>		100.01%	28.19%	71.82%	3.92%	4.74%	18.26%	58.48%	3.08%	5.51%	2.51%	2.31%	0.06%	0.04%	0.20%	0.50%	0.16%	0.24%
<b>O660 Pharmacist</b>																		
<b>Total Received</b>	#	19,072	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	#	10,077	4,504	5,573	452	306	2,026	2,741	786	1,027	1,154	1,437	2	10	26	22	58	30
	%	100.00%	44.70%	55.30%	4.49%	3.04%	20.11%	27.20%	7.80%	10.19%	11.45%	14.26%	0.02%	0.10%	0.26%	0.22%	0.58%	0.30%

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino						Non-Hispanic or Latino						Two or More Races/Undisclosed			
	#	%	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>Qualified of those Identified</b>	#	5,649	2,513	3,136	293	164	1,111	1,575	415	545	809	1	8	21	17	33	18	
	%	100.00%	44.49%	55.51%	5.19%	2.90%	19.67%	27.88%	7.35%	9.65%	14.32%	0.02%	0.14%	0.37%	0.30%	0.58%	0.32%	
<b>Selected of those Identified</b>	#	487	161	326	6	18	103	216	10	29	58	0	1	3	1	0	3	
	%	100.00%	33.06%	66.94%	1.23%	3.70%	21.15%	44.35%	2.05%	5.95%	11.91%	0.00%	0.21%	0.62%	0.21%	0.00%	0.62%	
<b>0660 RCLF</b>	%	100.00%	47.35%	52.65%	1.57%	2.12%	37.03%	36.26%	2.06%	3.68%	10.16%	0.04%	0.03%	0.21%	0.20%	0.23%	0.20%	
<b>0675 Medical Records Technician</b>																		
<b>Total Received</b>	#	23,936	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	#	10,926	3,052	7,874	557	953	1,196	3,032	981	3,274	208	348	15	38	111	57	126	
	%	100.00%	27.93%	72.07%	5.10%	8.72%	10.95%	27.75%	8.98%	29.97%	1.90%	3.19%	0.14%	0.27%	1.02%	0.52%	1.15%	
<b>Qualified of those Identified</b>	#	2,320	551	1,769	107	188	219	668	158	755	43	89	4	7	28	13	32	
	%	100.00%	23.75%	76.25%	4.61%	8.10%	9.44%	28.79%	6.81%	32.54%	1.85%	3.84%	0.17%	0.39%	1.21%	0.56%	1.38%	
<b>Selected of those Identified</b>	#	177	39	138	7	18	20	79	8	34	2	5	0	1	2	1	0	
	%	100.00%	22.03%	77.97%	3.95%	10.17%	11.30%	44.63%	4.52%	19.21%	1.13%	2.82%	0.00%	0.56%	1.13%	0.56%	0.00%	
<b>0675 RCLF</b>	%	100.01%	10.38%	89.63%	1.56%	11.23%	4.89%	57.03%	2.29%	15.39%	1.38%	3.84%	0.00%	0.15%	1.70%	0.08%	0.29%	
<b>0905 General Attorney</b>																		
<b>Total Received</b>	#	1,920	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	#	986	466	520	58	50	270	174	88	222	41	65	1	3	2	5	6	
	%	100.00%	47.26%	52.74%	5.88%	5.07%	27.38%	17.65%	8.92%	22.52%	4.16%	6.59%	0.10%	0.30%	0.20%	0.51%	0.61%	
<b>Qualified of those Identified</b>	#	652	308	344	40	35	187	102	52	154	25	46	1	1	2	2	5	
	%	100.00%	47.24%	52.76%	6.13%	5.37%	28.68%	15.64%	7.98%	23.62%	3.83%	7.06%	0.15%	0.00%	0.31%	0.31%	0.77%	
<b>Selected of those Identified</b>	#	11	5	6	0	0	5	3	0	1	0	2	0	0	0	0	0	
	%	100.00%	45.45%	54.55%	0.00%	0.00%	45.45%	27.27%	0.00%	9.09%	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	
<b>0905 RCLF</b>	%	100.01%	66.58%	33.43%	2.65%	1.92%	59.21%	26.54%	2.15%	2.63%	2.02%	1.90%	0.02%	0.31%	0.23%	0.22%	0.20%	
<b>0986 Legal Assistance</b>																		
<b>Total Received</b>	#	368	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	#	165	71	94	10	17	27	23	30	48	1	3	0	1	1	2	2	
	%	100.00%	43.03%	56.97%	6.06%	10.30%	16.36%	13.94%	18.18%	29.09%	0.61%	1.82%	0.00%	0.61%	0.61%	1.21%	1.21%	
<b>Qualified of those Identified</b>	#	72	40	32	6	5	13	7	19	16	1	2	0	0	1	1	1	
	%	100.00%	55.56%	44.44%	8.33%	6.94%	18.06%	9.72%	26.39%	22.22%	1.39%	2.78%	0.00%	0.00%	1.39%	1.39%	1.39%	

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY													
			Hispanic or Latino						Non-Hispanic or Latino						Two or More Races/Undisclosed	
	#	%	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Selected of those Identified</b>	3	100.00%	2	0	1	0	0	0	0	0	0	0	0	0	0	0
<b>0986 RCLF</b>	99.99%	26.26%	2.26%	7.77%	19.01%	54.65%	2.68%	7.48%	1.90%	2.43%	0.01%	0.09%	0.30%	0.87%	0.10%	0.44%
<b>0996 Veterans Claims Examining</b>																
<b>Total Received</b>	50,807	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	24,624	11,801	1,954	1,569	4,766	3,641	3,954	6,614	646	293	53	48	284	359	144	299
<b>Qualified of those Identified</b>	16,515	7,298	1,188	1,039	2,987	2,676	2,398	4,775	428	185	26	35	187	300	84	207
<b>Selected of those Identified</b>	1,027	581	101	56	277	172	140	187	29	9	3	1	23	14	8	7
<b>0996 RCLF</b>	100.00%	56.57%	9.83%	5.45%	26.97%	16.75%	13.63%	18.21%	2.82%	0.88%	0.29%	0.10%	2.24%	1.36%	0.78%	0.68%
<b>0998 Claims Assistance and Examining</b>	100.01%	38.20%	2.98%	5.68%	29.92%	41.18%	3.39%	11.69%	1.58%	2.46%	0.03%	0.08%	0.18%	0.42%	0.12%	0.30%
<b>Total Received</b>	19,706	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	8,669	3,266	470	626	1,432	1,645	1,084	2,795	157	125	15	17	62	92	46	103
<b>Qualified of those Identified</b>	4,793	1,930	273	308	893	917	610	1,447	94	64	8	7	32	61	20	59
<b>Selected of those Identified</b>	100.00%	40.27%	5.70%	6.43%	18.63%	19.13%	12.73%	30.19%	1.96%	1.34%	0.17%	0.15%	0.67%	1.27%	0.42%	1.23%
<b>0998 RCLF</b>	99.99%	25.01%	3.16%	8.19%	16.55%	51.57%	3.28%	10.90%	1.48%	2.91%	0.07%	0.15%	0.31%	0.86%	0.16%	0.40%
<b>1101 General Business and Industry</b>																
<b>Total Received</b>	5,074	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	2,298	1,484	237	93	661	257	457	408	69	23	5	9	25	10	30	14
<b>Qualified of those Identified</b>	1,029	706	101	39	334	115	213	153	31	7	1	2	12	2	14	5
<b>0998 RCLF</b>	100.00%	64.58%	10.31%	4.05%	28.76%	11.18%	19.89%	17.75%	3.00%	1.00%	0.22%	0.39%	1.09%	0.44%	1.31%	0.61%
<b>0998 RCLF</b>	100.00%	68.61%	31.39%	9.82%	32.46%	11.18%	20.70%	14.87%	3.01%	0.68%	0.10%	0.19%	1.17%	0.19%	1.36%	0.49%

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY																	
			Hispanic or Latino							Non-Hispanic or Latino							Two or More Races/Undisclosed			
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Selected of those Identified	#	33	23	10	1	2	14	4	7	4	0	0	0	0	0	0	0	0	0	
	%	100.00%	69.70%	30.30%	3.03%	6.06%	42.42%	12.12%	21.21%	12.12%	0.00%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%	0.00%	
1101 RCLF		100.00%	37.56%	62.44%	3.68%	6.19%	26.33%	42.15%	3.59%	8.69%	4.37%	3.36%	0.02%	0.05%	0.32%	0.59%	0.26%	0.40%	0.40%	
<b>1165 Loan Specialist</b>																				
Total Received	#	1,982	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	822	482	340	61	40	237	129	136	143	24	15	3	0	9	5	12	8	8	
	%	100.00%	58.64%	41.36%	7.42%	4.87%	28.83%	15.69%	16.55%	17.40%	2.92%	1.82%	0.36%	0.00%	1.09%	0.61%	1.46%	0.97%	0.97%	
Qualified of those Identified	#	477	276	201	32	24	140	75	85	12	10	1	0	1	4	2	9	5	5	
	%	100.00%	57.86%	42.14%	6.71%	5.03%	29.35%	15.72%	17.82%	16.35%	2.52%	2.10%	0.21%	0.00%	0.84%	0.42%	1.89%	1.05%	1.05%	
Selected of those Identified	#	27	10	17	1	5	7	6	5	1	1	0	0	0	0	0	1	0	0	
	%	100.00%	37.04%	62.96%	3.70%	18.52%	25.93%	22.22%	0.00%	18.52%	3.70%	3.70%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%	0.00%	
1165 RCLF		100.01%	46.67%	53.34%	4.78%	6.48%	35.28%	36.84%	3.73%	6.21%	2.34%	3.03%	0.08%	0.13%	0.21%	0.32%	0.25%	0.33%	0.33%	
<b>1171 Appraising</b>																				
Total Received	#	1,690	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	777	475	302	79	34	222	98	149	149	15	15	1	1	2	1	7	4	4	
	%	100.00%	61.13%	38.87%	10.17%	4.38%	28.57%	12.61%	19.18%	19.18%	1.93%	1.93%	0.13%	0.26%	0.13%	0.13%	0.90%	0.51%	0.51%	
Qualified of those Identified	#	471	266	205	42	21	131	70	81	96	8	13	1	1	1	1	2	3	3	
	%	100.00%	56.48%	43.52%	8.92%	4.46%	27.81%	14.86%	17.20%	20.38%	1.70%	2.76%	0.21%	0.21%	0.21%	0.21%	0.42%	0.64%	0.64%	
Selected of those Identified	#	23	16	7	1	2	10	3	2	2	1	0	0	0	0	0	0	0	0	
	%	100.00%	69.57%	30.43%	4.35%	8.70%	43.48%	13.04%	17.39%	8.70%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
1171 RCLF		99.99%	66.02%	33.97%	3.05%	2.00%	58.84%	28.48%	1.87%	1.86%	1.71%	1.04%	0.04%	0.02%	0.26%	0.49%	0.25%	0.08%	0.08%	
<b>1630 Cemetery Administration</b>																				
Total Received	#	1,169	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	551	393	158	99	34	196	47	70	67	7	1	1	1	15	3	5	5	5	
	%	100.00%	71.32%	28.68%	17.97%	6.17%	35.57%	8.53%	12.70%	12.16%	1.27%	0.18%	0.18%	2.72%	0.54%	0.91%	0.91%	0.91%	0.91%	
Qualified of those Identified	#	120	90	30	21	3	46	7	20	17	2	1	0	0	1	0	0	2	2	
	%	100.00%	75.00%	25.00%	17.50%	2.50%	38.33%	5.83%	16.67%	14.17%	1.67%	0.83%	0.00%	0.00%	0.83%	0.00%	0.00%	1.67%	1.67%	
Selected of those Identified	#	12	7	5	4	0	3	2	0	2	0	1	0	0	0	0	0	0	0	
	%	100.00%	58.33%	41.67%	33.33%	0.00%	25.00%	16.67%	0.00%	16.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES				RACE/ETHNICITY											
					Hispanic or Latino						Non-Hispanic or Latino					
	All		1630 RCLF		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	male	female
	37.56%	62.44%	3.68%	6.19%	26.33%	42.15%	3.59%	8.69%	3.36%	4.37%	0.02%	0.05%	0.32%	0.59%	0.26%	0.40%
	100.00%															
<b>1811 Criminal Investigating</b>																
Total Received	#	974	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	464	403	61	74	10	207	18	87	30	14	1	1	0	12	8
	%	100.00%	86.85%	13.15%	15.95%	2.16%	44.61%	3.88%	18.75%	6.47%	3.02%	0.22%	0.22%	0.00%	2.59%	0.00%
Qualified of those Identified	#	204	189	15	29	5	100	3	41	6	10	1	1	0	5	3
	%	100.00%	92.65%	7.35%	14.22%	2.45%	49.02%	1.47%	20.10%	2.94%	4.90%	0.49%	0.49%	0.00%	2.45%	0.00%
Selected of those Identified	#	7	7	0	1	0	4	0	1	0	1	0	0	0	0	0
	%	100.00%	100.00%	0.00%	14.29%	0.00%	57.14%	0.00%	14.29%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
1811 RCLF	%	100.01%	76.34%	23.67%	8.28%	3.03%	57.74%	15.29%	7.50%	4.34%	1.60%	0.53%	0.07%	0.80%	0.29%	0.16%
<b>2210 Information Technology Management</b>																
Total Received	#	67,240	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	33,202	27,561	5,641	4,993	824	12,081	1,862	6,997	2,237	2,218	421	139	46	677	83
	%	100.00%	83.01%	16.99%	15.04%	2.48%	36.39%	5.61%	21.07%	6.74%	6.68%	1.27%	0.42%	0.14%	2.04%	0.25%
Qualified of those Identified	#	17,224	14,307	2,917	2,544	435	6,425	1,019	3,501	1,084	1,183	229	60	27	361	40
	%	100.00%	83.06%	16.94%	14.77%	2.53%	37.30%	5.92%	20.33%	6.29%	6.87%	1.33%	0.35%	0.16%	2.10%	0.23%
Selected of those Identified	#	515	420	95	68	12	250	60	60	17	28	5	1	0	8	1
	%	100.00%	81.55%	18.45%	13.20%	2.33%	48.54%	11.65%	11.65%	3.30%	5.44%	0.97%	0.19%	0.00%	1.55%	0.19%
2210 RCLF	%	100.00%	70.62%	29.38%	5.78%	2.30%	50.58%	20.17%	6.69%	4.41%	6.52%	1.99%	0.12%	0.05%	0.51%	0.28%
<b>4754 Cemetery Caretaking</b>																
Total Received	#	6,416	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	2,630	2,466	164	480	34	1,428	84	434	39	37	0	10	1	57	5
	%	100.00%	93.76%	6.24%	18.25%	1.29%	54.30%	3.19%	16.50%	1.48%	1.41%	0.00%	0.38%	0.04%	2.17%	0.19%
Qualified of those Identified	#	1,001	974	27	158	3	621	18	150	6	8	0	1	0	28	0
	%	100.00%	97.30%	2.70%	15.78%	0.30%	62.04%	1.80%	14.99%	0.60%	0.80%	0.00%	0.10%	0.00%	2.80%	0.00%
Selected of those Identified	#	132	129	3	26	2	84	1	14	0	1	0	0	0	4	0
	%	100.00%	97.73%	2.27%	19.70%	1.52%	63.64%	0.76%	10.61%	0.00%	0.76%	0.00%	0.00%	0.00%	3.03%	0.00%

Table A7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino					Non-Hispanic or Latino										
	All		male	female	male	female	male	female	male	female	male	female	male	female	male	female		
<b>4754 RCLF</b>	99.98%		93.55%	6.43%	38.27%	1.25%	44.19%	4.39%	8.27%	0.50%	1.19%	0.12%	0.16%	0.02%	0.97%	0.12%	0.50%	0.03%

Data source: OPM's USA Staffing quarterly data file for VA vacancies filtered by "Date Entered Status" field; includes all recruitment sources.

This fixed list of major occupations was identified by the Administration EEO Office.

RCLF comparisons are based on 2010 Census National data.

For VHA, the methodology for computing RCLF has changed. The new methodology uses state level data for determining RCLF and is consistent with the methodology for VBA and NCA.

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2015

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	
<b>Schedule A</b>																
<b>Applications</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Hires</b>	#	164	94	7	63	14	0	1	0	0	1	1	1	7	0	0
	%	100.00.%	57.32.%	04.27.%	38.41.%	08.54.%	00.00.%	00.61.%	00.00.%	00.00.%	00.61.%	00.61.%	00.61.%	04.27.%	00.00.%	00.00.%
<b>Voluntarily Identified (Outside of Schedule A Applicants)</b>																
<b>Applications</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Hires</b>	#	19,097	16,035	615	2,447	203	5	10	2	2	35	1	127	0	0	0
	%	100.00.%	83.97.%	03.22.%	12.81.%	01.06.%	00.03.%	00.05.%	00.01.%	00.01.%	00.18.%	00.01.%	00.67.%	00.00.%	00.00.%	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 Administration EEO Office.



Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2015

All VA	TOTAL		Detail for Targeted Disabilities												
	Total by Disability Status		[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
<b>Schedule A</b>															
<b>Applications</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Hires</b>	#	28	8	0	20	5	0	0	2	0	0	0	3	0	
	%	100.00.%	28.57.%	00.00.%	71.43.%	17.86.%	00.00.%	00.00.%	07.14.%	00.00.%	00.00.%	00.00.%	10.71.%	00.00.%	
<b>Voluntarily Identified (Outside of Schedule A Applicants)</b>															
<b>Applications</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	
<b>Hires</b>	#	4,858	4,159	174	525	43	1	2	0	1	6	0	32	0	
	%	100.00.%	85.61.%	03.58.%	10.81.%	00.89.%	00.02.%	00.04.%	00.00.%	00.02.%	00.12.%	00.00.%	00.66.%	00.00.%	

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

This fixed list of major occupations was identified by the Administration EEO Office.



Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																	
	TOTAL		EMPLOYEES						Non-Hispanic or Latino						Two or More Races/Undisclosed			
	#	%	Hispanic or Latino		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	male	female				
<b>Permanent</b>	#	39,257	17,124	22,133	1,285	1,378	9,845	12,555	4,205	5,592	1,172	1,846	96	116	288	380	233	266
	%	99.99%	43.61%	56.38%	03.27%	03.51%	25.08%	31.98%	10.71%	14.24%	02.99%	04.70%	00.24%	00.30%	00.73%	00.97%	00.59%	00.68%
<b>Temporary</b>	#	14,056	4,830	9,226	318	496	2,947	5,681	781	1,774	523	897	19	32	78	137	164	209
	%	100.01%	34.37%	65.64%	02.26%	03.53%	20.97%	40.42%	05.56%	12.62%	03.72%	06.38%	00.14%	00.23%	00.55%	00.97%	01.17%	01.49%
<b>Non-Appropriated</b>	#	1,580	594	986	65	128	253	406	227	394	26	26	1	5	16	20	6	7
	%	100.01%	37.59%	62.42%	04.11%	08.10%	16.01%	25.70%	14.37%	24.94%	01.65%	01.65%	00.06%	00.32%	01.01%	01.27%	00.38%	00.44%
<b>TOTAL</b>	#	54,893	22,548	32,345	1,668	2,002	13,045	18,642	5,213	7,760	1,721	2,769	116	153	382	537	403	482
	%	100.01%	41.08%	58.93%	03.04%	03.65%	23.76%	33.96%	09.50%	14.14%	03.14%	05.04%	00.21%	00.28%	00.70%	00.98%	00.73%	00.88%
<b>RCLF</b>	%	99.91%	33.51%	66.40%	04.29%	06.16%	22.27%	45.46%	03.67%	09.46%	02.80%	04.24%	00.03%	00.06%	00.27%	00.66%	00.18%	00.36%

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 2010 Census National data.

For VHA, the methodology for computing RCLF has changed. The new methodology uses state level data for determining RCLF and is consistent with the methodology for VBA and NCA.



Table B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability - SEP - FY2015

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	#	39,292	1,788	8,601	<b>1,320</b>	39	30	18	75	11	98	28	1,012	9
	%	100.00%	04.55%	21.89%	<b>03.36%</b>	00.10%	00.08%	00.05%	00.19%	00.03%	00.25%	00.07%	02.58%	00.02%
Temporary	#	14,082	537	1,983	<b>319</b>	9	12	4	22	5	24	9	233	1
	%	100.00%	03.81%	14.08%	<b>02.27%</b>	00.06%	00.09%	00.03%	00.16%	00.04%	00.17%	00.06%	01.65%	00.01%
Non-Appropriated	#	1,581	79	221	<b>20</b>	1	3	0	0	0	3	1	12	0
	%	100.00%	05.00%	13.98%	<b>01.27%</b>	00.06%	00.19%	00.00%	00.00%	00.00%	00.19%	00.06%	00.76%	00.00%
TOTAL	#	54,955	2,404	10,805	<b>1,659</b>	49	45	22	97	16	125	38	1,257	10
	%	100.00%	04.37%	19.66%	<b>03.02%</b>	00.09%	00.08%	00.04%	00.18%	00.03%	00.23%	00.07%	02.29%	00.02%
Prior Year	#	74,388	4,188	21,438	<b>3,277</b>	108	128	64	194	24	156	57	2,444	102
	%	100.00%	04.18%	21.43%	<b>03.27%</b>	00.10%	00.12%	00.04%	00.22%	00.03%	00.22%	00.09%	02.44%	00.02%

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



Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																	
	TOTAL EMPLOYEES		Hispanic or Latino				Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All		male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>0083 Police</b>																		
Total Applications Received	#	6,177	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	3,101	2,853	248	866	59	85	646	90	2	17	3	45	4	18	5		
	%	100.00%	92.00%	8.00%	27.93%	1.90%	2.74%	20.83%	2.90%	0.06%	0.55%	0.10%	1.45%	0.13%	0.58%	0.16%		
Qualified of those Identified	#	630	593	37	152	9	13	135	10	0	1	1	7	2	1	2		
	%	100.00%	94.13%	5.87%	24.13%	1.43%	2.06%	21.43%	1.59%	0.00%	0.16%	0.16%	1.11%	0.32%	0.16%	0.32%		
Selected of those Identified	#	137	123	14	28	3	5	13	4	0	0	1	2	1	0	0		
	%	100.00%	89.78%	10.22%	20.44%	2.19%	3.65%	9.49%	2.92%	0.00%	0.00%	0.73%	1.46%	0.73%	0.00%	0.00%		
Relevant Applicant Pool %	%	100.02%	92.95%	7.07%	9.90%	0.49%	3.53%	20.41%	2.84%	0.03%	0.38%	0.06%	1.24%	0.06%	0.38%	0.06%		
<b>0101 Social Science</b>																		
Total Applications Received	#	1,666	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	827	304	523	44	57	169	78	173	2	10	2	8	5	1	3		
	%	100.00%	36.76%	63.24%	5.32%	6.89%	20.44%	9.43%	20.92%	0.24%	1.21%	0.24%	0.97%	0.60%	0.12%	0.36%		
Qualified of those Identified	#	297	126	171	20	16	77	23	40	1	2	1	4	2	0	1		
	%	100.00%	42.42%	57.58%	6.73%	5.39%	25.93%	7.74%	13.47%	0.34%	0.67%	0.34%	1.35%	0.67%	0.00%	0.34%		
Selected of those Identified	#	34	15	19	3	1	8	3	4	0	0	0	1	0	0	0		
	%	100.00%	44.12%	55.88%	8.82%	2.94%	23.53%	8.82%	11.76%	0.00%	0.00%	0.00%	2.94%	0.00%	0.00%	0.00%		
Relevant Applicant Pool %	%	99.99%	47.52%	52.47%	3.44%	3.19%	30.49%	11.42%	14.79%	0.76%	1.23%	0.22%	0.94%	0.73%	0.25%	0.22%		
<b>0201 Human Resources Management</b>																		
Total Applications Received	#	15,480	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																			
	TOTAL EMPLOYEES				Hispanic or Latino				Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All	male	female	%	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntarily Identified	#	7,067	3,189	3,878	724	681	1,164	1,114	1,082	1,823	116	107	13	14	68	61	0.96%	0.86%	0.44%	0.98%
	%	100.00%	45.13%	54.87%	10.24%	9.64%	16.47%	15.76%	15.31%	25.80%	1.64%	1.51%	0.18%	0.20%	0.96%	0.86%	0.44%	0.98%	0.44%	0.98%
Qualified of those Identified	#	1,544	696	848	163	149	242	260	246	385	25	25	1	3	12	12	0.78%	0.78%	0.45%	0.91%
	%	100.00%	45.08%	54.92%	10.56%	9.65%	15.67%	16.84%	15.93%	24.94%	1.62%	1.62%	0.06%	0.19%	0.78%	0.78%	0.45%	0.91%	0.45%	0.91%
Selected of those Identified	#	171	54	117	15	11	27	55	10	38	1	1	0	0	1	1	0.58%	0.58%	0.00%	1.17%
	%	100.00%	31.58%	68.42%	8.77%	6.43%	15.79%	32.16%	5.85%	22.22%	0.58%	0.58%	0.00%	0.00%	0.58%	0.58%	0.00%	0.58%	0.00%	1.17%
Relevant Applicant Pool %	%	100.00%	33.50%	66.50%	2.84%	5.59%	20.66%	35.66%	8.51%	21.83%	1.81%	0.81%	0.08%	0.32%	0.43%	0.92%	0.43%	0.16%	0.38%	0.38%
0260 Equal Employment Opportunity																				
Total Applications Received	#	461	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	100.00%	63.01%	36.99%	15.53%	8.22%	14.61%	7.76%	28.77%	15.98%	0.46%	1.83%	0.00%	0.00%	1.37%	0.91%	0.00%	0.00%	2.28%	2.28%
Voluntarily Identified	#	219	138	81	34	18	32	17	63	35	4	1	0	0	3	2	0.00%	0.00%	5.56%	1.85%
	%	100.00%	63.01%	36.99%	15.53%	8.22%	14.61%	7.76%	28.77%	15.98%	0.46%	1.83%	0.00%	0.00%	1.37%	0.91%	0.00%	0.00%	20.00%	0.00%
Qualified of those Identified	#	54	34	20	6	5	6	4	19	8	0	1	0	0	0	1	0.00%	0.00%	0.53%	0.26%
	%	100.00%	62.96%	37.04%	11.11%	9.26%	11.11%	7.41%	35.19%	14.81%	0.00%	1.85%	0.00%	0.00%	0.00%	1.85%	0.00%	0.00%	5.56%	1.85%
Selected of those Identified	#	10	6	4	1	2	1	0	2	2	0	0	0	0	0	0	0.00%	0.00%	2.00%	0.00%
	%	100.00%	60.00%	40.00%	10.00%	20.00%	10.00%	0.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%
Relevant Applicant Pool %	%	100.00%	42.22%	57.78%	2.90%	4.49%	17.41%	17.15%	19.79%	34.04%	1.58%	0.53%	0.00%	0.00%	0.00%	1.32%	0.00%	0.53%	0.26%	0.26%
0301 Miscellaneous Administration and Program																				
Total Applications Received	#	22,793	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	100.00%	45.40%	54.60%	9.33%	8.59%	17.14%	18.09%	15.48%	24.06%	1.39%	1.63%	0.16%	0.31%	1.00%	0.74%	0.00%	0.00%	0.65%	1.43%
Voluntarily Identified	#	10,721	4,867	5,854	1,000	921	1,838	1,939	1,660	2,580	149	175	17	33	107	79	0.74%	0.74%	0.65%	1.43%
	%	100.00%	45.40%	54.60%	9.33%	8.59%	17.14%	18.09%	15.48%	24.06%	1.39%	1.63%	0.16%	0.31%	1.00%	0.74%	0.00%	0.00%	0.65%	1.43%
Qualified of those Identified	#	3,402	1,555	1,847	334	304	601	653	518	757	48	54	4	6	25	28	0.82%	0.82%	0.56%	1.50%
	%	100.00%	45.71%	54.29%	9.82%	8.94%	17.67%	19.19%	15.23%	22.25%	1.41%	1.59%	0.12%	0.18%	0.73%	0.82%	0.56%	0.56%	0.56%	1.50%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																			
	TOTAL EMPLOYEES				Hispanic or Latino				Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All	male	female	%	male	female	%	%	male	female	%	%	male	female	%	%	male	female	%	%
Selected of those Identified	#	116	149	149	26	21	76	26	39	7	0	0	1	1	1	1	1	5		
	%	43.77%	56.23%	9.81%	7.92%	28.68%	9.81%	14.72%	2.64%	0.00%	0.00%	0.38%	0.38%	0.38%	0.38%	0.38%	0.38%	1.89%		
Relevant Applicant Pool %		39.43%	60.57%	2.92%	3.91%	33.19%	10.63%	19.91%	2.11%	0.16%	0.25%	0.44%	0.85%	0.15%	0.36%					
<b>0340 Program Management</b>																				
Total Applications Received	#	1,067	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	59.00%	41.00%	8.30%	5.19%	20.76%	15.74%	12.63%	1.21%	0.52%	0.00%	1.21%	0.17%	0.35%	1.04%					
Voluntarily Identified	#	341	237	48	30	120	91	73	7	3	0	7	1	2	6					
	%	59.00%	41.00%	8.30%	5.19%	20.76%	15.74%	12.63%	1.21%	0.52%	0.00%	1.21%	0.17%	0.35%	1.04%					
Qualified of those Identified	#	118	97	15	9	59	29	23	1	0	0	0	1	0	4					
	%	54.88%	45.12%	6.98%	4.19%	27.44%	13.49%	10.70%	0.47%	0.00%	0.00%	0.00%	0.47%	0.00%	1.86%					
Selected of those Identified	#	9	9	0	1	6	2	2	1	0	0	0	0	0	0					
	%	50.00%	50.00%	0.00%	5.56%	33.33%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Relevant Applicant Pool %		45.66%	54.36%	2.37%	2.37%	36.56%	7.02%	12.06%	1.68%	0.20%	0.30%	0.79%	1.19%	0.00%	0.20%					
<b>0343 Management and Program Analysis</b>																				
Total Applications Received	#	16,556	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	53.45%	46.55%	9.99%	7.45%	14.60%	17.93%	20.33%	2.20%	0.13%	0.18%	1.14%	0.67%	0.82%	1.19%					
Voluntarily Identified	#	7,879	4,211	3,668	787	587	1,413	1,602	168	10	14	90	53	65	94					
	%	53.45%	46.55%	9.99%	7.45%	14.60%	17.93%	20.33%	2.20%	0.13%	0.18%	1.14%	0.67%	0.82%	1.19%					
Qualified of those Identified	#	1,585	1,498	281	216	520	529	625	64	5	6	33	24	15	43					
	%	51.41%	48.59%	9.11%	7.01%	16.87%	17.16%	20.27%	2.08%	0.16%	0.19%	1.07%	0.78%	0.49%	1.39%					
Selected of those Identified	#	121	132	22	11	71	27	36	10	0	1	4	3	3	0					
	%	47.83%	52.17%	8.70%	4.35%	28.06%	10.67%	14.23%	3.95%	0.00%	0.40%	1.58%	1.19%	1.19%	0.00%					
Relevant		41.56%	58.45%	2.68%	2.86%	36.51%	7.81%	15.43%	2.56%	0.12%	0.15%	0.49%	0.70%	0.20%	0.24%					

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY													
	TOTAL EMPLOYEES						Non-Hispanic or Latino				Hispanic or Latino			
	All		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
Applicant Pool %		%		%		%		%		%		%		
<b>0501 Financial Administration and Program</b>														
Total Applications Received	#	1,418	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	606	239	367	50	56	173	64	118	15	17	0	0	2
	%	100.00%	39.44%	60.56%	8.25%	9.24%	28.55%	10.56%	19.47%	2.48%	2.81%	0.00%	0.00%	0.33%
Qualified of those Identified	#	261	99	162	24	21	88	27	43	10	9	0	0	1
	%	100.00%	37.93%	62.07%	9.20%	8.05%	33.72%	10.34%	16.48%	3.83%	3.45%	0.00%	0.00%	0.38%
Selected of those Identified	#	84	25	59	5	9	36	7	11	3	2	0	0	1
	%	100.00%	29.76%	70.24%	5.95%	10.71%	42.86%	8.33%	13.10%	3.57%	2.38%	0.00%	0.00%	1.19%
Relevant Applicant Pool %	%	100.01%	30.29%	69.72%	1.66%	4.24%	45.86%	5.80%	15.10%	1.57%	2.21%	0.18%	0.28%	1.75%
<b>0511 Auditing</b>														
Total Applications Received	#	292	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	143	61	82	15	5	41	19	28	2	5	0	0	1
	%	100.00%	42.66%	57.34%	10.49%	3.50%	28.67%	13.29%	19.58%	1.40%	3.50%	0.00%	0.00%	0.70%
Qualified of those Identified	#	42	21	21	6	0	12	5	6	1	3	0	0	0
	%	100.00%	50.00%	50.00%	14.29%	0.00%	28.57%	11.90%	14.29%	2.38%	7.14%	0.00%	0.00%	0.00%
Selected of those Identified	#	4	2	2	0	0	1	1	1	0	0	0	0	0
	%	100.00%	50.00%	50.00%	0.00%	0.00%	25.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%	100.00%	48.58%	51.42%	3.77%	6.13%	26.42%	7.55%	12.74%	1.89%	4.25%	0.00%	0.00%	0.94%
<b>0602 Medical Officer</b>														
Total Applications Received	#	1,377	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	459	327	132	52	23	55	20	4	91	48	0	0	1
	%	100.00%	23.75%	9.59%	3.78%	1.67%	3.99%	1.45%	0.29%	6.53%	3.49%	0.00%	0.00%	0.22%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																			
	TOTAL EMPLOYEES				Hispanic or Latino				Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All	male	female	%	male	female	%	%	male	female	%	%	male	female	%	%	male	female	%	%
Identified	#	285	202	83	11.33%	5.01%	11.98%	4.36%	13	34	3	19.83%	10.46%	0.00%	0.00%	0.22%	0.44%	0.00%	0.00%	
	%	100.00%	71.24%	28.76%	35.08%	11.33%	5.01%	4.36%	13	34	3	19.83%	10.46%	0.00%	0.00%	0.22%	0.44%	0.00%	0.00%	
Qualified of those Identified	#	285	202	83	10.53%	5.61%	11.93%	4.56%	13	34	3	18.60%	9.82%	0.00%	0.00%	0.35%	0.70%	0.00%	0.00%	
	%	100.00%	70.88%	29.12%	36.14%	11.93%	5.61%	4.56%	13	34	3	18.60%	9.82%	0.00%	0.00%	0.35%	0.70%	0.00%	0.00%	
Selected of those Identified	#	81	54	27	3.40%	2.14%	20.58%	2.63%	1	14	1	13.48%	10.73%	0.13%	0.07%	0.95%	0.67%	0.21%	0.20%	
	%	100.00%	66.67%	33.33%	38.27%	1.23%	7.41%	1.23%	1	14	1	13.48%	10.73%	0.13%	0.07%	0.95%	0.67%	0.21%	0.20%	
Relevant Applicant Pool %	#	24,258	11,091	8,903	37.05%	4.31%	51.18%	1.98%	70	604	395	2.07%	9.52%	0.05%	0.21%	0.28%	1.14%	0.06%	0.24%	
	%	100.00%	62.95%	37.05%	42.15%	2.14%	20.58%	2.63%	70	604	395	2.07%	9.52%	0.05%	0.21%	0.28%	1.14%	0.06%	0.24%	
0610 Nurse																				
Total Applications Received	#	24,258	11,091	8,903	3.62%	3.23%	47.48%	2.00%	122	2,895	1,038	1.57%	6.05%	0.08%	0.11%	0.33%	1.23%	0.00%	0.00%	
	%	100.00%	17.08%	82.92%	3.62%	3.23%	47.48%	2.00%	122	2,895	1,038	1.57%	6.05%	0.08%	0.11%	0.33%	1.23%	0.00%	0.00%	
Voluntarily Identified	#	11,091	1,894	9,197	9.34%	1.262	46.93%	2.29%	254	5,205	1,862	1.45%	5.77%	0.06%	0.17%	0.29%	1.33%	0.02%	0.56%	
	%	100.00%	17.08%	82.92%	9.34%	1.262	46.93%	2.29%	254	5,205	1,862	1.45%	5.77%	0.06%	0.17%	0.29%	1.33%	0.02%	0.56%	
Qualified of those Identified	#	6,097	1,026	5,071	5.86%	660	2,895	1.22	122	2,895	1,038	96	369	5	7	20	75	0	27	
	%	100.00%	16.83%	83.17%	5.86%	660	2,895	1.22	122	2,895	1,038	96	369	5	7	20	75	0	27	
Selected of those Identified	#	825	125	700	9.61%	74	451	12	12	451	115	15	44	0	2	5	12	0	2	
	%	100.00%	15.15%	84.85%	9.61%	74	451	12	12	451	115	15	44	0	2	5	12	0	2	
Relevant Applicant Pool %	#	99,999	17,84%	82.15%	11.87%	4.31%	51.18%	1.98%	70	604	395	2.07%	9.52%	0.05%	0.21%	0.28%	1.14%	0.06%	0.24%	
	%	100.00%	18.25%	81.75%	11.87%	4.31%	51.18%	1.98%	70	604	395	2.07%	9.52%	0.05%	0.21%	0.28%	1.14%	0.06%	0.24%	
0620 Practical Nurse																				
Total Applications Received	#	8,903	706	3,305	3.47%	3.47%	39.50%	4.58%	178	1,486	1,080	1.99%	3.44%	0.07%	0.37%	0.15%	1.17%	0.25%	0.80%	
	%	100.00%	17.60%	82.40%	3.47%	3.47%	39.50%	4.58%	178	1,486	1,080	1.99%	3.44%	0.07%	0.37%	0.15%	1.17%	0.25%	0.80%	
Voluntarily Identified	#	4,011	706	3,305	3.57%	3.57%	37.05%	4.44%	70	604	395	38	37	0	7	4	22	2	9	
	%	100.00%	17.60%	82.40%	3.57%	3.57%	37.05%	4.44%	70	604	395	38	37	0	7	4	22	2	9	
Qualified of those Identified	#	1,529	279	1,250	3.47%	3.47%	39.50%	4.58%	178	1,486	1,080	2.49%	2.42%	0.00	0.46	0.26	1.44	0.13%	0.59%	
	%	100.00%	18.25%	81.75%	3.47%	3.47%	39.50%	4.58%	178	1,486	1,080	2.49%	2.42%	0.00	0.46	0.26	1.44	0.13%	0.59%	

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY															
	TOTAL EMPLOYEES						Non-Hispanic or Latino				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		
<b>Selected of those Identified</b>	#	42	211	6	22	125	10	55	3	6	0	1	1	2	0	0
	%	16.60%	83.40%	2.37%	8.70%	49.41%	3.95%	21.74%	1.19%	2.37%	0.00%	0.40%	0.40%	0.79%	0.00%	0.00%
<b>Relevant Applicant Pool %</b>	100.00%	18.60%	81.40%	2.35%	5.26%	45.29%	3.93%	24.63%	1.52%	4.20%	0.09%	0.26%	0.30%	1.43%	0.14%	0.33%
<b>0621 Nursing Assistant</b>																
<b>Total Applications Received</b>	#	5,578	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	#	2,201	474	1,727	63	186	216	935	24	41	0	1	6	20	14	30
	%	100.00%	21.54%	78.46%	2.86%	8.45%	9.81%	42.48%	1.09%	1.86%	0.00%	0.05%	0.27%	0.91%	0.64%	1.36%
<b>Qualified of those Identified</b>	#	658	151	507	22	45	63	241	4	10	0	0	0	5	4	16
	%	100.00%	22.95%	77.05%	3.34%	6.84%	9.57%	36.63%	0.61%	1.52%	0.00%	0.00%	0.00%	0.76%	0.61%	2.43%
<b>Selected of those Identified</b>	#	131	25	106	5	10	5	36	2	2	0	0	0	3	1	3
	%	100.00%	19.08%	80.92%	3.82%	7.63%	3.82%	27.48%	1.53%	1.53%	0.00%	0.00%	0.00%	2.29%	0.76%	2.29%
<b>Relevant Applicant Pool %</b>	100.00%	24.18%	75.82%	2.25%	4.90%	25.05%	11.20%	39.67%	1.64%	4.34%	0.14%	0.29%	0.32%	1.19%	0.18%	0.38%
<b>0644 Medical Technologist</b>																
<b>Total Applications Received</b>	#	1,601	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Voluntarily Identified</b>	#	739	302	437	70	93	71	94	44	50	0	0	4	8	2	1
	%	100.00%	40.87%	59.13%	9.47%	12.58%	9.61%	12.72%	5.95%	6.77%	0.00%	0.00%	0.54%	1.08%	0.27%	0.14%
<b>Qualified of those Identified</b>	#	299	114	185	30	38	24	29	10	24	0	0	1	0	1	1
	%	100.00%	38.13%	61.87%	10.03%	12.71%	8.03%	9.70%	3.34%	8.03%	0.00%	0.00%	0.33%	0.00%	0.33%	0.33%
<b>Selected of those Identified</b>	#	93	36	57	8	12	2	6	2	8	0	0	1	0	1	0
	%	100.00%	38.71%	61.29%	8.60%	12.90%	2.15%	6.45%	2.15%	8.60%	0.00%	0.00%	1.08%	0.00%	1.08%	0.00%
<b>Relevant Applicant Pool %</b>	100.01%	28.33%	71.68%	2.48%	6.11%	44.47%	3.47%	9.45%	4.60%	9.85%	0.11%	0.07%	0.44%	1.46%	0.04%	0.27%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																			
	TOTAL EMPLOYEES		Hispanic or Latino				Non-Hispanic or Latino				Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All		male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>0647 Diagnostic Radiologic Technologist</b>																				
Total Applications Received	#	1,929	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	835	404	431	88	47	289	64	71	16	3	0	4	5	4	4	4	4	4	4
	%	100.00%	48.38%	51.62%	10.54%	5.63%	34.61%	7.66%	8.50%	1.92%	0.36%	0.00%	0.48%	0.60%	0.48%	0.48%	0.48%	0.48%	0.48%	0.48%
Qualified of those Identified	#	227	106	121	20	17	78	19	19	4	0	0	1	1	1	1	1	1	1	2
	%	100.00%	46.70%	53.30%	8.81%	7.49%	34.36%	8.37%	8.37%	1.76%	0.00%	0.00%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.44%	0.88%
Selected of those Identified	#	70	30	40	6	9	23	5	4	3	0	0	0	0	0	0	0	0	0	1
	%	100.00%	42.86%	57.14%	8.57%	12.86%	32.86%	7.14%	5.71%	4.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.43%
Relevant Applicant Pool %	%	100.01%	47.26%	52.75%	4.73%	2.79%	39.85%	7.84%	7.06%	1.99%	0.21%	0.16%	0.72%	0.72%	0.72%	0.72%	0.72%	0.72%	0.72%	0.18%
<b>0660 Pharmacist</b>																				
Total Applications Received	#	4,032	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	1,844	674	1,170	55	79	654	74	186	236	0	1	6	2	6	6	6	6	6	8
	%	100.00%	36.55%	63.45%	2.98%	4.28%	35.47%	4.01%	10.09%	12.80%	0.00%	0.05%	0.33%	0.11%	0.33%	0.33%	0.33%	0.33%	0.33%	0.43%
Qualified of those Identified	#	830	304	526	25	37	320	35	60	98	0	0	2	2	6	3	3	3	3	5
	%	100.00%	36.63%	63.37%	3.01%	4.46%	38.55%	4.22%	7.23%	11.81%	0.00%	0.00%	0.24%	0.24%	0.72%	0.36%	0.36%	0.36%	0.36%	0.60%
Selected of those Identified	#	165	39	126	1	7	83	1	10	24	0	0	1	1	1	0	0	0	0	1
	%	100.00%	23.64%	76.36%	0.61%	4.24%	50.30%	0.61%	6.06%	14.55%	0.00%	0.00%	0.61%	0.61%	0.61%	0.00%	0.00%	0.00%	0.00%	0.61%
Relevant Applicant Pool %	%	100.00%	35.17%	64.83%	1.28%	2.99%	42.18%	1.95%	5.90%	12.17%	0.06%	0.09%	0.45%	0.45%	0.86%	0.23%	0.23%	0.23%	0.23%	0.64%
<b>0675 Medical Records Technician</b>																				
Total Applications Received	#	4,570	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																			
	TOTAL EMPLOYEES				Hispanic or Latino				Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All	male	female	%	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntarily Identified	#	1,931	1,406	72.81%	85	190	518	598	198	598	63	4	2	5	17	11	18			
	%	100.00%	27.19%	4.40%	9.84%	26.83%	10.05%	30.97%	10.25%	30.97%	3.26%	1.45%	0.21%	0.26%	0.88%	0.57%	0.93%			
Qualified of those Identified	#	303	220	72.61%	11	28	79	100	33	100	10	1	1	1	2	3	0			
	%	100.00%	27.39%	3.63%	9.24%	26.07%	10.56%	33.00%	10.89%	33.00%	3.30%	0.33%	0.33%	0.33%	0.66%	0.99%	0.00%			
Selected of those Identified	#	54	42	77.78%	2	7	23	9	4	9	2	0	0	0	1	1	0			
	%	100.00%	22.22%	3.70%	12.96%	42.59%	7.41%	16.67%	7.41%	16.67%	3.70%	1.85%	0.00%	0.00%	1.85%	1.85%	0.00%			
Relevant Applicant Pool %	#	99.99%	84.13%		1.24%	5.45%	50.80%	23.48%	4.53%	23.48%	2.68%	0.84%	0.00%	0.28%	1.44%	0.04%	0.12%			
	%	99.99%	15.86%	1.24%	5.45%	50.80%	23.48%	4.53%	23.48%	2.68%	0.84%	0.00%	0.28%	1.44%	0.04%	0.12%				
0905 General Attorney																				
Total Applications Received	#	81	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	100.00%	57.78%	42.22%	6.67%	4.44%	20.00%	13.33%	6.67%	13.33%	4.44%	8.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Voluntarily Identified	#	45	26	19	3	2	9	3	6	4	2	0	0	0	0	0	0	0	0	
	%	100.00%	57.78%	42.22%	6.67%	4.44%	20.00%	13.33%	6.67%	13.33%	4.44%	8.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Qualified of those Identified	#	22	15	7	0	0	6	1	0	2	1	0	0	0	0	0	0	0	0	
	%	100.00%	68.18%	31.82%	0.00%	0.00%	27.27%	4.55%	0.00%	9.09%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Selected of those Identified	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Relevant Applicant Pool %	#	99.98%	43.09%	56.89%	0.85%	1.04%	42.06%	3.59%	10.02%	2.17%	3.21%	0.00%	0.47%	0.47%	0.09%	0.09%	0.09%	0.09%	0.09%	
	%	99.98%	43.09%	56.89%	0.85%	1.04%	42.06%	3.59%	10.02%	2.17%	3.21%	0.00%	0.47%	0.47%	0.09%	0.09%	0.09%	0.09%	0.09%	
0986 Legal Assistance																				
Total Applications Received	#	94	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	100.00%	75.00%	25.00%	12.50%	6.25%	4.17%	37.50%	12.50%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Voluntarily Identified	#	48	36	12	6	3	11	18	6	0	0	0	0	0	0	1	1	1	1	
	%	100.00%	75.00%	25.00%	12.50%	6.25%	4.17%	37.50%	12.50%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	2.08%	2.08%	2.08%	2.08%	
Qualified of those Identified	#	27	24	3	3	0	6	14	2	0	0	0	0	0	0	1	0	0	0	
	%	100.00%	88.89%	11.11%	11.11%	0.00%	22.22%	51.85%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%	0.00%	0.00%	0.00%	

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																	
	TOTAL EMPLOYEES						Non-Hispanic or Latino						Hispanic or Latino					
	All		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	male	female	
Selected of those Identified	3	100.00%	3	0	2	0	0	0	0	0	0	0	0	0	0	0	0	
Relevant Applicant Pool %	99.99%	20.58%	79.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
<b>0996 Veterans Claims Examining</b>																		
Total Applications Received	8,469	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	3,716	1,804	1,912	332	282	546	806	51	11	48	49	23	46	1.24%	0.62%	1.24%	1.24%	
Qualified of those Identified	100.00%	48.55%	51.45%	8.93%	7.59%	14.69%	21.69%	1.37%	0.30%	1.29%	1.32%	0.62%	1.24%	0.62%	0.62%	0.62%	0.62%	
Selected of those Identified	461	254	207	61	22	58	74	10	1	7	7	1	2	0.43%	0.22%	0.22%	0.43%	
Relevant Applicant Pool %	100.00%	49.43%	50.57%	2.87%	2.68%	11.60%	16.52%	1.68%	0.20%	1.34%	1.87%	0.22%	0.31%	0.22%	0.22%	0.22%	0.31%	
<b>0998 Claims Assistance and Examining</b>																		
Total Applications Received	2,587	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	1,090	394	696	44	83	144	387	16	4	4	3	7	9	0.83%	0.64%	0.64%	0.83%	
Qualified of those Identified	100.00%	36.15%	63.85%	4.04%	7.61%	13.21%	35.50%	1.47%	0.37%	0.37%	0.28%	0.64%	0.83%	0.64%	0.64%	0.64%	0.83%	
Selected of those Identified	73	45	28	5	5	16	11	0	0	0	0	2	0	1.49%	1.00%	1.00%	1.49%	
Relevant Applicant Pool %	100.00%	61.64%	38.36%	6.85%	6.85%	21.92%	15.07%	0.00%	0.00%	0.00%	0.00%	2.74%	0.00%	2.74%	2.74%	2.74%	0.00%	
Relevant	99.99%	49.54%	50.45%	4.06%	2.92%	17.39%	21.66%	1.73%	0.15%	0.94%	0.84%	0.20%	0.30%	0.20%	0.20%	0.20%	0.30%	

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																	
	TOTAL EMPLOYEES				Non-Hispanic or Latino				Hispanic or Latino				Two or More Races/Undisclosed					
	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	male	female	male	female	male	female	male	female	male	female
Applicant Pool %																		
<b>1101 General Business and Industry</b>																		
Total Applications Received	#	1,573	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	769	507	262	72	29	208	74	169	135	9	2	9	3	3	12	3	3
	%	100.00%	65.93%	34.07%	9.36%	3.77%	27.05%	9.62%	21.98%	17.56%	1.17%	0.26%	1.17%	0.39%	1.17%	1.56%	0.39%	0.39%
Qualified of those Identified	#	291	224	67	28	14	99	22	74	27	1	0	2	0	7	4	1	1
	%	100.00%	76.98%	23.02%	9.62%	4.81%	34.02%	7.56%	25.43%	9.28%	0.34%	0.00%	0.69%	0.00%	2.41%	1.37%	0.34%	0.34%
Selected of those Identified	#	17	11	6	1	2	6	1	3	3	0	0	0	0	1	0	0	0
	%	100.00%	64.71%	35.29%	5.88%	11.76%	35.29%	5.88%	17.65%	17.65%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%	100.02%	53.41%	46.61%	3.78%	2.91%	34.63%	28.91%	12.41%	11.76%	1.83%	0.11%	0.00%	0.76%	0.54%	0.11%	0.54%	0.54%
<b>1165 Loan Specialist</b>																		
Total Applications Received	#	715	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	264	145	119	13	17	66	46	52	44	8	0	0	1	5	4	3	3
	%	100.00%	54.92%	45.08%	4.92%	6.44%	25.00%	17.42%	19.70%	16.67%	3.03%	0.00%	0.00%	0.38%	1.89%	1.52%	1.14%	1.14%
Qualified of those Identified	#	109	65	44	3	8	38	18	18	12	6	0	0	1	1	3	0	0
	%	100.00%	59.63%	40.37%	2.75%	7.34%	34.86%	16.51%	16.51%	11.01%	5.50%	0.00%	0.00%	0.92%	2.75%	2.75%	0.00%	0.00%
Selected of those Identified	#	20	7	13	1	4	4	5	0	3	1	0	0	0	0	1	0	0
	%	100.00%	35.00%	65.00%	5.00%	20.00%	20.00%	25.00%	0.00%	15.00%	5.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%
Relevant Applicant Pool %	%	100.01%	47.10%	52.91%	2.58%	3.23%	30.54%	31.18%	11.61%	16.77%	1.29%	0.43%	0.22%	0.65%	0.43%	0.43%	0.00%	0.00%
<b>1171 Appraising</b>																		
Total Applications Received	#	210	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	82	59	23	13	3	25	7	19	11	2	0	0	0	0	1	0	0

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY															
	TOTAL EMPLOYEES						Hispanic or Latino				Non-Hispanic or Latino				Two or More Races/Undisclosed	
	All	male	female	male	female	female	male	female	male	female	male	female	male	female	male	female
Identified	%	71.95%	28.05%	15.85%	3.66%	23.17%	8.54%	13.41%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	1.22%	0.00%
Qualified of those Identified	#	15	9	3	2	5	4	2	1	2	1	1	0	0	0	0
Selected of those Identified	%	62.50%	37.50%	12.50%	8.33%	20.83%	16.67%	8.33%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	#	6	3	1	2	1	1	0	0	1	0	0	0	0	0	0
	%	66.67%	33.33%	11.11%	22.22%	11.11%	11.11%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	%	71.81%	28.20%	3.38%	1.88%	10.53%	15.41%	9.40%	0.75%	1.13%	0.00%	1.13%	0.00%	2.26%	0.00%	0.38%
<b>1630 Cemetery Administration</b>																
Total Applications Received	#	447	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	199	142	57	20	23	19	23	1	1	1	1	1	7	2	1
	%	71.36%	28.64%	10.05%	4.52%	11.56%	9.55%	11.56%	0.50%	0.50%	0.50%	0.50%	0.50%	3.52%	1.01%	0.50%
Qualified of those Identified	#	18	10	8	0	2	3	3	0	1	0	0	0	0	0	0
	%	100.00%	55.56%	44.44%	0.00%	11.11%	16.67%	16.67%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Selected of those Identified	#	6	2	4	0	0	1	2	0	1	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	0.00%	0.00%	16.67%	33.33%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %	%	99.99%	77.45%	22.54%	0.98%	13.73%	11.76%	4.90%	0.98%	0.98%	2.94%	0.00%	0.00%	1.96%	0.98%	0.98%
<b>1811 Criminal Investigating</b>																
Total Applications Received	#	334	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	154	119	35	28	26	12	16	0	0	0	0	0	2	0	3
	%	100.00%	77.27%	22.73%	18.18%	16.88%	7.79%	10.39%	0.00%	0.00%	0.00%	0.00%	0.00%	1.30%	0.00%	1.95%
Qualified of those Identified	#	11	10	1	3	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.91%	9.09%	27.27%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																			
	TOTAL EMPLOYEES							Non-Hispanic or Latino							Hispanic or Latino					
	All	male	female	male	female	male	female	White	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
#	%	#	%	#	%	#	%	male	female	male	female	male	female	male	female	male	female	male	female	
Selected of those Identified	4	100.00%	0	0.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Relevant Applicant Pool %	99.99%	100.00%	6.34%	0.00%	53.97%	75.00%	0.00%	28.57%	3.17%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>2210 Information Technology Management</b>																				
Total Applications Received	15,910	100.00%	6,466	40.63%	2,744	16.63%	479	2.95%	487	3.06%	69	0.43%	25	0.16%	189	1.19%	20	0.13%	104	0.65%
Voluntarily Identified	7,786	48.93%	1,320	16.95%	1,279	16.43%	6.15%	21.53%	6.25%	5.77%	0.89%	0.32%	0.32%	2.43%	2.43%	0.26%	0.26%	2.43%	2.43%	1.34%
Qualified of those Identified	3,167	40.81%	526	16.61%	523	16.51%	7.07%	18.98%	5.02%	5.27%	0.66%	0.13%	0.13%	2.94%	2.94%	0.25%	0.25%	2.94%	2.94%	1.29%
Selected of those Identified	262	8.27%	202	76.76%	60	22.90%	13.74%	7.25%	3.82%	4.70%	1.15%	0.00%	0.00%	1.15%	1.15%	0.00%	0.00%	1.13%	1.13%	0.76%
Relevant Applicant Pool %	100.00%	100.00%	23.24%	6.01%	51.26%	49.62%	15.27%	13.05%	5.27%	4.70%	1.51%	0.16%	0.16%	1.13%	1.13%	0.18%	0.18%	1.13%	1.13%	0.44%
<b>4754 Cemetery Caretaking</b>																				
Total Applications Received	1,281	100.00%	442	34.50%	221	49.62%	13	2.75%	7	3.18%	0	0.00%	4	1.76%	11	4.84%	3	2.34%	3	2.34%
Voluntarily Identified	473	36.92%	93.45%	6.55%	46.72%	22.62%	2.75%	18.18%	1.48%	2.11%	0.00%	0.85%	0.85%	2.33%	2.33%	0.63%	0.63%	2.33%	2.33%	0.63%
Qualified of those Identified	97	7.57%	95	2.06%	52	0.00%	0.00%	18.56%	1.03%	1.03%	0.00%	0.00%	0.00%	3.09%	3.09%	0.00%	0.00%	3.09%	3.09%	1.03%
Selected of those Identified	13	13.25%	12	7.69%	7	53.85%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	1	7.69%	0.00%	0.00%	7.69%	7.69%	0.00%
Relevant Applicant Pool %	100.00%	100.00%	2.70%	2.70%	63.57%	2.10%	2.10%	13.19%	0.00%	1.95%	0.00%	1.35%	1.35%	2.10%	2.10%	0.00%	0.00%	2.10%	2.10%	3.90%

Data source: OPM's USA Staffing quarterly data file for VA vacancies filtered by "Date Entered Status" field; includes "Internal Merit Promotion" only.

"Relevant Applicant Pool %" data from PAID system; provided as reference only and not for comparative purposes. "Total Application Received" includes volunteered demographic data only.

This fixed list of major occupations was identified by the Administration EEO Office.



Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

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							
<b>0083 Police</b>																					
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***			
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***			
Selected	#	203	9	29	2	0	0	0	0	0	0	0	0	0	1	1	0	0			
	%	100.00%	81.28%	14.29%	00.99%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.49%	00.49%	00.00%	00.00%			
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***			
<b>0101 Social Science</b>																					
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***			
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***			
Selected	#	43	2	11	2	0	1	0	0	0	0	0	0	0	1	0	0	0			
	%	100.00%	69.77%	25.58%	04.65%	00.00%	02.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.33%	00.00%	00.00%	00.00%			
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***			
<b>0201 Human Resources Management</b>																					
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***			
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***			
Selected	#	438	12	73	10	1	3	0	0	0	0	0	0	0	5	0	0	0			

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

All VA	TOTAL		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	
	%	100.00%	80.59%	02.74%	16.67%	02.28%	00.23%	00.68%	00.00%	00.00%	00.23%	00.00%	01.14%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0260 Equal Employment Opportunity</b>														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	22	15	2	5	2	1	0	0	0	0	0	0	0
	%	100.00%	68.18%	09.09%	22.73%	09.09%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0301 Miscellaneous Administration and Program</b>														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	573	465	18	90	9	0	0	1	0	1	0	5	2
	%	100.00%	81.15%	03.14%	15.71%	01.57%	00.00%	00.00%	00.17%	00.00%	00.17%	00.00%	00.87%	00.35%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0340 Program Management</b>														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***
	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

All VA	TOTAL		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		
<b>Selected</b>	#	100	75	3	22	4	0	0	0	1	0	0	0	3	0		
	%	100.00%	75.00%	03.00%	22.00%	04.00%	00.00%	00.00%	00.00%	01.00%	00.00%	00.00%	00.00%	03.00%	00.00%		
<b>Relevant Applicant Pool</b>	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
<b>0343 Management and Program Analysis</b>																	
<b>Total Applications Received</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
<b>Qualified</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
<b>Selected</b>	#	505	432	16	57	10	0	0	0	0	0	0	0	10	0	0	
	%	100.00%	85.54%	03.17%	11.29%	01.98%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.98%	00.00%	00.00%	
<b>Relevant Applicant Pool</b>	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
<b>0501 Financial Administration and Program</b>																	
<b>Total Applications Received</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Qualified</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Selected</b>	#	199	153	5	41	5	1	0	0	0	0	0	1	3	0	0	0
	%	100.00%	76.88%	02.51%	20.60%	02.51%	00.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.50%	01.51%	00.00%	00.00%	00.00%
<b>Relevant Applicant Pool</b>	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0511 Auditing</b>																	
<b>Total Applications</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

All VA	TOTAL	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
Received	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	7	4	0	3	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	100.00%	57.14%	00.00%	42.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>0602 Medical Officer</b>														
Total Applications Received	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	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%
<b>0610 Nurse</b>														
Total Applications Received	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	2	1	0	1	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	100.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>0620 Practical Nurse</b>														

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

All VA	TOTAL	Detail for Targeted Disabilities												
		Total by Disability Status					Total by Disability Status							
		[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 Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1	0	1	1	0	0	0	1	0	0	0	0	0
	%	100.00%	00.00%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
0621 Nursing Assistant														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	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%
Relevant Applicant Pool	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
0644 Medical Technologist														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	9	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	44.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

All VA	TOTAL	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			
Relevant Applicant Pool	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0647 Diagnostic Radiologic Technologist</b>																	
Total Applications Received	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0660 Pharmacist</b>																	
Total Applications Received	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0675 Medical Records Technician</b>																	
Total Applications Received	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	9	8	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

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										
	%	100.00%	00.00%	11.11%	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%	00.00%	00.00%	
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0905 General Attorney</b>																								
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>0986 Legal Assistance</b>																								
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>0996 Veterans Claims Examining</b>																								
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

All VA	TOTAL	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
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	653	30	123	10	0	1	0	0	0	0	8	0	
	%	100.00%	4.59%	18.84%	01.53%	00.00%	00.15%	00.00%	00.00%	00.00%	00.00%	01.23%	00.00%	
Relevant Applicant Pool	#	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	
0998 Claims Assistance and Examining														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	101	10	30	3	0	0	1	0	0	0	2	0	
	%	100.00%	9.90%	29.70%	02.97%	00.00%	00.00%	00.99%	00.00%	00.00%	00.00%	01.98%	00.00%	
Relevant Applicant Pool	#	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	
1101 General Business and I Industry														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	29	0	6	0	0	0	0	0	0	0	0	0	
	%	100.00%	00.00%	20.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	#	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	
1165 Loan Specialist														
Total Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

All VA	TOTAL	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
Received	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	39	3	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	07.69%	10.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***
1171 Appraising														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	17	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	05.88%	11.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***
1630 Cemetery Administration														
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	6	0	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

All VA	TOTAL	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
<b>Pool</b>														
<b>1811 Criminal Investigating</b>														
<b>Total Applications Received</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Qualified</b>	%	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Selected</b>	#	8	6	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>Relevant Applicant Pool</b>	%	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>2210 Information Technology Management</b>														
<b>Total Applications Received</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Qualified</b>	%	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Selected</b>	#	416	323	71	6	0	1	0	0	1	0	2	2	2
	%	100.00%	77.64%	17.07%	01.44%	00.00%	00.24%	00.00%	00.00%	00.24%	00.00%	00.48%	00.48%	00.48%
<b>Relevant Applicant Pool</b>	%	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>4754 Cemetery Caretaking</b>														
<b>Total Applications Received</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Qualified</b>	%	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Selected</b>	#	32	20	12	1	0	0	0	0	0	0	1	0	0
	%	100.00%	62.50%	37.50%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.13%	00.00%	00.00%

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2015

All VA	TOTAL	Detail for Targeted Disabilities												
		Total by Disability Status					Total by Disability Status							
		[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
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***

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 Administration EEO Office.



Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2015

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				
<b>0083 Police</b>																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0101 Social Science</b>																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0201 Human Resources Management</b>																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0	0

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2015

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			
	%	100.00%	00.00%	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0260 Equal Employment Opportunity</b>																	
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0301 Miscellaneous Administration and Program</b>																	
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	5	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	20.00%	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0340 Program Management</b>																	
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2015

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			
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	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%
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0343 Management and Program Analysis</b>																	
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	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%
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0501 Financial Administration and Program</b>																	
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	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%
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0511 Auditing</b>																	
Total Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2015

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												
Received	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Selected	#	0	0	0	0	0	0	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
0602 Medical Officer																										
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
0610 Nurse																										
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0620 Practical Nurse																										

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2015

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 Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
0621 Nursing Assistant																									
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0644 Medical Technologist																									
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2015

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					
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0647 Diagnostic Radiologic Technologist</b>																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	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%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0660 Pharmacist</b>																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>0675 Medical Records Technician</b>																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2015

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				
Relevant Applicant Pool	%	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%	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
0905 General Attorney																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0986 Legal Assistance																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0996 Veterans Claims Examining																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2015

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													
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Selected	#	0	0	0	0	0	0	0	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
Relevant Applicant Pool	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
0998 Claims Assistance and Examining																											
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	0	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
1101 General Business and I Industry																											
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1165 Loan Specialist																											
Total Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - by Disability - Temporary Workforce - by Disability - SEP - FY2015

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											
Received	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
1171 Appraising																									
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1630 Cemetery Administration																									
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2015

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			
<b>Pool</b>																	
<b>1811 Criminal Investigating</b>																	
<b>Total Applications Received</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Qualified</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Selected</b>	#	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%
<b>Relevant Applicant Pool</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>2210 Information Technology Management</b>																	
<b>Total Applications Received</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Qualified</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Selected</b>	#	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	50.00%	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%
<b>Relevant Applicant Pool</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>4754 Cemetery Caretaking</b>																	
<b>Total Applications Received</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Qualified</b>	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Selected</b>	#	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%

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2015

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
Relevant Applicant Pool	***	***	***	***	***	***	***	***	***	***	***	***	***	***
%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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

This fixed list of major occupations was identified by the Administration EEO Office.



Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																
	TOTAL EMPLOYEES							Non-Hispanic or Latino							Hispanic or Latino		
	All	male		female		White	Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
		#	%	#	%		#	%	#	%	#	%	#	%	#	%	#
GRADE: GS 13/14																	
Total Applications Received	#	23,665	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	10,814	6.047	4,767	1,011	572	2,869	1,576	1,669	362	270	26	5	140	64	63	65
	%	100.00%	55.92%	44.08%	9.35%	5.29%	26.53%	14.57%	15.43%	3.35%	2.50%	0.24%	0.05%	1.29%	0.59%	0.58%	0.60%
Qualified of those Identified	#	4,401	2.431	1,970	384	194	1,260	571	569	147	125	6	2	43	30	20	25
	%	100.00%	55.24%	44.76%	8.73%	4.41%	28.63%	12.97%	12.93%	3.34%	2.84%	0.14%	0.05%	0.98%	0.68%	0.45%	0.57%
Selected of those Identified	#	575	250	325	37	19	154	39	58	14	29	0	0	4	6	2	3
	%	100.00%	43.48%	56.52%	6.43%	3.30%	26.78%	6.78%	10.09%	2.43%	5.04%	0.00%	0.00%	0.70%	1.04%	0.35%	0.52%
Relevant Pool	%	99.98%	42.42%	57.56%	2.41%	3.02%	31.13%	5.49%	10.22%	2.59%	4.02%	0.09%	0.10%	0.55%	0.69%	0.16%	0.27%
GRADE: GS 15																	
Total Applications Received	#	1,549	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	642	393	249	50	25	211	111	107	8	12	1	0	11	4	1	4
	%	100.00%	61.21%	38.79%	7.79%	3.89%	32.87%	17.29%	16.67%	1.25%	1.87%	0.16%	0.00%	1.71%	0.62%	0.16%	0.62%
Qualified of those Identified	#	260	162	98	15	8	94	47	35	2	7	0	0	4	1	0	0
	%	100.00%	62.31%	37.69%	5.77%	3.08%	36.15%	18.08%	13.46%	0.77%	2.69%	0.00%	0.00%	1.54%	0.38%	0.00%	0.00%
Selected of those Identified	#	20	11	9	1	0	10	2	6	0	1	0	0	0	0	0	0
	%	100.00%	55.00%	45.00%	5.00%	0.00%	50.00%	10.00%	30.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Pool	%	100.00%	52.83%	47.17%	2.39%	1.78%	40.54%	6.38%	9.82%	2.78%	2.12%	0.03%	0.08%	0.58%	0.56%	0.13%	0.15%
GRADE: SES																	
Total Applications Received	#	22	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	8	6	2	2	1	3	1	1	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	25.00%	0.00%	37.50%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES) - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY														
	#	%	Hispanic or Latino		Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
			male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Qualified of those Identified	8	100.00%	2	1	3	0	1	1	0	0	0	0	0	0	0	0	0
Selected of those Identified	0	0.00%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool			61.35%	1.18%	48.95%	28.25%	6.26%	3.66%	1.80%	0.06%	0.19%	0.43%	0.19%	0.00%	0.19%	0.06%	

Data source: OPM's USA Staffing quarterly data file for VA vacancies filtered by "Date Entered Status" field; includes GS 13, 14, and 15 "Internal Merit Promotion" jobs only.

"Relevant Pool" data from PAID system; provided as reference only and not for comparative purposes. "Total Application Received" includes volunteered demographic data only.

\*\*\* This data is not available.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability - SEP - FY2015

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										
<b>GRADE: GS 13/14</b>																								
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	3,844	96	393	37	0	6	4	2	0	7	0	0	0	0	0	0	0	0	0	0	16	2	2
Relevant Pool	%	100.00%	02.50%	10.22%	00.96%	00.00%	00.16%	00.10%	00.05%	00.00%	00.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.42%	00.05%	00.05%	00.05%
<b>GRADE: GS 15</b>																								
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	293	7	26	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	100.00%	02.39%	08.87%	00.34%	00.00%	00.00%	00.34%	00.00%	00.00%	00.00%	00.34%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
<b>GRADE: SES</b>																								
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	21	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	100.00%	09.52%	04.76%	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%	00.00%	00.00%	00.00%

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability - SEP - FY2015

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
Relevant Pool	26,081	24,125	516	1,440	115	1	8	13	25	13	20	0	34	1

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) - Temporary Workforce - Distribution by Disability - SEP - FY2015

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							
<b>GRADE: GS 13/14</b>																					
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Selected	#	68	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100.00%	02.94%	10.29%	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%		
Relevant Pool		2,293	58	153	20	1	3	2	3	1	2	2	3	1	2	0	8	0	0		
<b>GRADE: GS 15</b>																					
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Selected	#	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%		
Relevant Pool		247	13	15	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
<b>GRADE: SES</b>																					
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***		
Selected	#	0	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%	00.00%		

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Temporary Workforce - Distribution by Disability - SEP - FY2015

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
Relevant Pool	2,212	2,097	41	74	7	0	0	0	0	1	1	0	5	0

Data shown includes full-time, part-time, and intermittent temporary 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 A12: PARTICIPATION IN CAREER DEVELOPMENT - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY													
	TOTAL EMPLOYEES						Non-Hispanic or Latino							
	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	
	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>NCA Career Development Program</b>														
Slots	#													
Relevant Pool	%	100	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Applied	#													
	%													
Participants	#	11	7	4	0	0	4	1	0	0	0	0	0	0
	%	100.00%	63.64%	36.36%	0.00%	0.00%	54.55%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>VBA Leadership Enhancement and Development Program</b>														
Slots	#													
Relevant Pool	%													
Applied	#													
	%													
Participants	#	40	18	22	1	1	12	3	3	2	4	0	0	0
	%	100.00%	51.43%	48.57%	8.57%	5.71%	28.57%	8.57%	8.57%	5.71%	2.86%	0.00%	0.00%	0.00%
<b>VBA Supervisory Management Training Program</b>														
Slots	#													
Relevant Pool	%													
Applied	#													
	%													
Participants	#	289	122	167	7	8	71	39	41	5	6	0	0	0
	%	100.00%	42.21%	57.79%	2.42%	2.77%	24.57%	13.49%	14.19%	1.73%	2.08%	0.00%	0.00%	0.00%
<b>VBA Leadership Enrichment Program</b>														
Slots	#													
Relevant Pool	%													



Table A12: PARTICIPATION IN CAREER DEVELOPMENT - by Race/Ethnicity and Sex - SEP - FY2015

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
<b>VBA Leadership Coaching Program</b>												
Slots	#											
Relevant Pool	%											
Applied	#											
	%											
Participants	#	21	12	9	0	0	5	3	4	0	0	0
	%	100.00%	57.14%	42.86%	0.00%	0.00%	23.81%	14.29%	19.05%	0.00%	0.00%	0.00%
<b>VHA Career Development Programs for TCF, GS 5-9</b> *relevant pool captures national eligibility as both internal and external candidates can apply												
Slots	#											
Relevant Pool*	%	100	32.79	67.2	3.01	4.49	23.67	49.66	3.09	8.4	2.36	3.38
Applied**	#											
	%											
Participants	#	224	134	90	10	7	78	35	33	42	9	5
	%	100	59.82	40.18	4.46	3.13	34.82	15.63	14.73	18.75	4.02	2.23
<b>VHA Career Development Programs for GHATP, GS 7-9</b> *relevant pool captures national eligibility as both internal and external candidates can apply												
Slots	#											
Relevant Pool*	%	100	32.79	67.2	3.01	4.49	23.67	49.66	3.09	8.4	2.36	3.38
Applied**	#											
	%											
Participants	#	34	15	19	2	1	9	8	4	10	0	0
	%	100	44.12	55.88	5.88	2.94	26.47	23.53	11.76	29.41	0	0
<b>VHJA Career Development Programs for Facility LEAD, GS 6-9</b>												
Slots	#											

Table A12: PARTICIPATION IN CAREER DEVELOPMENT - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES	RACE/ETHNICITY															
		Non-Hispanic or Latino															
		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			
		male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Relevant Pool	%	100	67.39	3.22	4.34	17.97	37.54	8.73	19.24	2.07	4.99	0.13	0.22	0.51	1.06	0	0
Applied**	#																
	%																
Participants	#	836	574	23	29	160	342	66	180	9	16	3	0	1	7	0	0
	%	100	68.66	2.75	3.47	19.14	40.91	7.89	21.53	1.08	1.91	0.36	0	0.12	0.84	0	0
VHA Career Development Programs for VISN LEAD, GS 9-13																	
Slots	#																
Relevant Pool	%	100	44.74	2.95	3.22	30.71	35.18	4.01	8.39	6.33	7.57	0.1	0.11	0.64	0.8	0	0
Applied**	#																
	%																
Participants	#	313	204	11	10	69	127	24	50	2	13	0	0	2	4	1	0
	%	100	34.82	3.51	3.19	22.04	40.58	7.67	15.97	0.64	4.15	0	0	0.64	1.28	0.32	0
VHA Career Development Programs for HCLDP, GS 13-15																	
Slots	#																
Relevant Pool	%	100	55.26	2.77	2.13	40.45	30.11	2.96	4.52	8.32	7.29	0.07	0.07	0.69	0.62	0	0
Applied**	#																
	%																
Participants	#	366	180	5	4	151	144	14	23	7	12	0	0	3	3	0	0
	%	100	49.18	1.37	1.09	41.26	39.34	3.83	6.28	1.91	3.28	0	0	0.82	0.82	0	0

\*\* We do not collect data on applicants either due to selections being made at the local level (TCF/GHATP/LEAD) or program focus on participants (HCLDP)

Table A13: EMPLOYEE RECOGNITION AND AWARDS - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY															
	All		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	
	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Time-off Awards - 1-9 hours</b>																		
Total #	13,014	4,810	8,204	314	349	5,763	869	1,502	252	447	15	21	69	98	21	24		
Time-off Awards - 1-9 hours %	99.99%	36.97%	63.02%	02.41%	02.68%	44.28%	06.68%	11.54%	01.94%	03.43%	00.12%	00.16%	00.53%	00.75%	00.16%	00.18%		
Total Hours	88,872	32,713	56,159	2,053	2,434	39,666	5,623	9,974	1,725	3,129	89	144	474	666	130	146		
Average Hours	6.83	6.80	6.85	6.54	6.97	6.88	6.47	6.64	6.85	7.00	5.93	6.86	6.87	6.80	6.19	6.08		
<b>Time-off Awards - 9+ hours</b>																		
Total #	2,847	1,209	1,638	143	106	1,008	217	398	55	105	9	3	14	15	6	3		
Time-off Awards over 9 hours %	100.01%	42.46%	57.55%	05.02%	03.72%	35.41%	07.62%	13.98%	01.93%	03.69%	00.32%	00.11%	00.49%	00.53%	00.21%	00.11%		
Total Hours	42,385,026	20,152,154	22,232,872	940,007	1,625,046	15,050,167	2,053,060	4,237,712	1,038,270	1,319,556	82,087	88	260	256	46,825	48		
Average Hours	14,887.61	16,668.45	13,573.18	6,573.48	15,330.62	14,930.72	9,461.11	10,647.52	18,877.64	12,567.20	9,120.82	29.33	18.55	17.07	7,804.17	16.00		
<b>Cash Awards - \$100 - \$500</b>																		
Total #	80,098	35,032	45,066	2,518	2,556	27,378	8,783	11,963	1,497	2,286	129	133	483	625	121	125		
Cash Awards \$500 and under %	100.00%	43.73%	56.27%	03.14%	03.19%	34.18%	10.97%	14.94%	01.87%	02.85%	00.16%	00.17%	00.60%	00.78%	00.15%	00.16%		
Total Amount	24,619,189	10,427,197	14,191,992	807,251	868,262	8,612,179	2,619,014	3,683,489	468,906	740,389	37,025	45,526	140,823	201,732	28,929	40,414		
Average Amount	307.36	297.65	314.92	320.59	339.70	314.57	298.19	307.91	313.23	323.88	287.01	342.30	291.56	322.77	239.08	323.31		
<b>Cash Awards - \$501+</b>																		
Total #	160,699	60,276	100,423	4,582	5,927	63,260	11,544	22,207	3,902	7,135	166	250	804	1,364	198	280		
Cash Awards \$501 and over %	100.00%	37.50%	62.50%	02.85%	03.69%	39.37%	07.18%	13.82%	02.43%	04.44%	00.10%	00.16%	00.50%	00.85%	00.12%	00.17%		
Total Amount	735,662.63	296,096.65	439,565.98	26,091.62	28,617.91	294,847.48	40,518.87	71,607.08	14,215.05	35,589.84	249,493	1,245.29	3,824.49	6,046.53	3,024.83	1,611.80		
Average Amount	4,577.89	4,912.35	4,377.14	5,694.38	4,828.40	4,660.88	3,509.95	3,224.53	3,643.02	4,988.07	1,502.97	4,981.19	4,756.83	4,432.95	15,276.96	5,756.46		
<b>Quality Step Increases (QSIs)</b>																		
Total #	843	377	466	20	26	302	68	107	16	20	1	0	9	10	2	1		

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	RACE/ETHNICITY																	
	TOTAL EMPLOYEES			Hispanic or Latino		Non-Hispanic or Latino		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
%	100.00%	44.73%	55.27%	02.37%	03.08%	30.96%	35.82%	08.07%	12.69%	01.90%	02.37%	00.12%	00.00%	01.07%	01.19%	00.24%	00.12%	
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 - SEP - FY2015

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	
<b>Time-off Awards - 1-9 hours</b>															
Total Time-off Awards - 1-9 hours	#	13,014	10,868	338	1,808	269	19	16	7	31	3	35	9	147	2
	%	100.00%	83.51%	02.60%	13.89%	02.07%	00.15%	00.12%	00.05%	00.24%	00.02%	00.27%	00.07%	01.13%	00.02%
Total Hours		88,872	74,580	2,212	12,080	1,812	120	106	52	202	20	226	64	1,006	16
Average Hours		6.83	6.86	6.54	6.68	6.74	6.32	6.63	7.43	6.52	6.67	6.46	7.11	6.84	8.00
<b>Time-off Awards - 9+ hours</b>															
Total Time-off Awards over 9 hours	#	2,847	2,341	102	404	36	1	1	1	8	0	6	0	18	1
	%	100.00%	82.23%	03.58%	14.19%	01.26%	00.04%	00.04%	00.04%	00.28%	00.00%	00.21%	00.00%	00.63%	00.04%
Total Hours		42,385,026	36,693,527	862,067	4,829,432	469,449	12	16	16	162,656	0	180,637	0	315	125,797
Average Hours		14,887.61	15,674.30	8,451.64	11,954.04	13,040.26	12.49	16.00	16.00	20,332.00	0.00	30,106.17	0.00	17.50	125,797.00
<b>Cash Awards - \$100 - \$500</b>															
Total Cash Awards \$500 and under	#	80,098	64,718	2,515	12,865	1,982	107	146	67	147	38	165	95	1,202	15
	%	100.00%	80.80%	03.14%	16.06%	02.47%	00.13%	00.18%	00.08%	00.18%	00.05%	00.21%	00.12%	01.50%	00.02%
Total Amount		24,619,189	20,040,455	755,509	3,823,224	582,039	35,344	44,293	18,845	44,511	11,807	47,426	26,713	347,946	5,155
Average Amount		307.36	309.66	300.40	297.18	293.66	330.32	303.38	281.27	302.79	310.71	287.43	281.19	289.47	343.67
<b>Cash Awards - \$501+</b>															
Total Cash Awards	#	160,699	138,395	3,780	18,524	2,508	110	215	105	246	62	232	70	1,428	40
	%	100.00%	86.12%	02.35%	11.53%	01.56%	00.07%	00.13%	00.07%	00.15%	00.04%	00.14%	00.04%	00.89%	00.02%

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Disability - SEP - FY2015

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			
\$501 and over																	
Total Amount	735,662,637	628,104,493	20,440,567	87,117,577	8,262,673	222,153	485,682	691,246	744,577	180,031	890,621	60,851	4,950,745	36,767			
Average Amount	4,577.89	4,538.49	5,407.56	4,702.96	3,294.53	2,019.57	2,258.99	6,583.30	3,026.74	2,903.73	3,838.88	869.30	3,466.91	919.18			
<b>Quality Step Increases (QSIs)</b>																	
Total OSIs Awarded	# 843	709	27	107	11	0	0	0	3	0	1	0	6	1			
	% 100.00%	84.10%	03.20%	12.69%	01.30%	00.00%	00.00%	00.00%	00.36%	00.00%	00.12%	00.00%	00.71%	00.12%			
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 A13: EMPLOYEE RECOGNITION AND AWARDS - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL		RACE/ETHNICITY																	
	EMPLOYEES		Hispanic or Latino		Non-Hispanic or Latino				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	male	female	male	female		
	All	All	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races/Undisclosed	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races/Undisclosed	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races/Undisclosed
<b>Time-off Awards - 1-9 hours</b>																				
Total #	254	157	6	10	66	121	17	16	8	1	1	1	1	1	1	1	1	1	1	0
Time-off Awards - 1-9 hours %	99.98%	61.81%	02.36%	03.94%	25.98%	47.64%	06.69%	06.30%	03.15%	00.39%	00.39%	00.39%	00.39%	00.39%	00.39%	00.39%	00.39%	00.39%	00.39%	00.00%
Total Hours	1,814	1,131	36	68	469	892	118	103	56	8	4	8	8	8	8	8	8	8	8	0
Average Hours	7.14	7.20	6.00	6.80	7.11	7.37	6.94	6.44	7.00	8.00	4.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	8.00	0.00
<b>Time-off Awards - 9+ hours</b>																				
Total #	44	18	2	1	16	12	6	4	1	1	0	0	0	1	0	1	0	0	0	0
Time-off Awards over 9 hours %	99.99%	40.90%	04.55%	02.27%	36.36%	27.27%	13.64%	09.09%	02.27%	02.27%	00.00%	00.00%	00.00%	02.27%	00.00%	02.27%	00.00%	00.00%	00.00%	00.00%
Total Hours	567,444	66,350	104,515	16	239,660	66,218	156,890	88	12	28	0	0	0	17	0	17	0	0	0	0
Average Hours	12,896.46	19,272.86	52,257.50	16.00	14,978.74	5,518.17	26,148.35	22.00	12.00	28.00	0.00	0.00	0.00	17.47	0.00	17.47	0.00	0.00	0.00	0.00
<b>Cash Awards - \$100 - \$500</b>																				
Total #	1,842	1,017	68	40	485	648	169	222	73	77	1	1	1	19	15	19	15	10	7	7
Cash Awards \$500 and under %	99.97%	55.20%	03.69%	02.17%	26.33%	35.18%	09.17%	12.05%	03.96%	04.18%	00.05%	00.05%	00.05%	01.03%	00.81%	01.03%	00.81%	00.54%	00.38%	00.38%
Total Amount	538,427	300,197	18,863	11,451	142,557	188,137	47,104	67,712	23,164	24,145	350	2,578	3,958	5,858	3,958	5,858	3,958	334	2,216	2,216
Average Amount	292.31	288.76	277.40	286.28	293.93	290.33	278.72	305.01	317.32	313.57	350.00	322.25	263.87	308.31	263.87	308.31	263.87	33.36	316.57	316.57
<b>Cash Awards - \$501+</b>																				
Total #	3,746	1,481	76	103	971	1,583	185	319	210	214	11	11	23	28	28	23	28	5	7	7
Cash Awards \$501 and over %	100.00%	39.53%	02.03%	02.75%	25.92%	42.26%	04.94%	08.52%	05.61%	05.71%	00.29%	00.29%	00.61%	00.75%	00.61%	00.61%	00.75%	00.13%	00.19%	00.19%
Total Amount	10,885,503	3,539,851	81,076	251,260	2,380,144	5,504,302	232,066	870,428	800,416	667,142	13,306	12,675	28,943	30,445	30,445	28,943	30,445	3,900	9,400	9,400
Average Amount	2,905.90	2,390.18	1,066.79	2,439.42	2,451.23	3,477.13	1,254.41	2,728.61	3,811.50	3,117.49	1,209.64	1,152.27	1,258.39	1,087.32	1,087.32	1,258.39	1,087.32	780.00	1,342.86	1,342.86
<b>Quality Step Increases (QSI's)</b>																				

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL EMPLOYEES		RACE/ETHNICITY														
	#	%	Hispanic or Latino		Non-Hispanic or Latino		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	
	All		6	9	0	0	6	8	0	1	0	0	0	0	0	0	0
Total QSIs Awarded			40.00%	60.00%	00.00%	00.00%	40.00%	53.33%	00.00%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Mania 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 - Temporary Workforce - by Disability - SEP - FY2015

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		
<b>Total Benefit</b>	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
<b>Average Benefit</b>	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown includes full-time, part-time, and intermittent temporary 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 - SEP - FY2015

All VA	TOTAL		RACE/ETHNICITY															
	EMPLOYEES		Hispanic or Latino		Non-Hispanic or Latino				Asian				Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
	All	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
<b>Voluntary</b>	#	12,626	15,760	883	807	7,958	9,975	2,786	3,625	688	992	51	43	189	230	71	88	
	%	44.47%	55.51%	03.11%	02.84%	28.03%	35.14%	09.81%	12.77%	02.42%	03.49%	00.18%	00.15%	00.67%	00.81%	00.25%	00.31%	
<b>Involuntary</b>	#	1,456	1,039	98	69	717	495	578	414	37	25	2	4	17	25	7	7	
	%	58.36%	41.64%	03.93%	02.77%	28.74%	19.84%	23.17%	16.59%	01.48%	01.00%	00.08%	00.16%	00.68%	01.00%	00.28%	00.28%	
<b>Total Separations</b>	#	14,082	16,799	981	876	8,675	10,470	3,364	4,039	725	1,017	53	47	206	255	78	95	
	%	45.60%	54.40%	03.18%	02.84%	28.09%	33.90%	10.89%	13.08%	02.35%	03.29%	00.17%	00.15%	00.67%	00.83%	00.25%	00.31%	
<b>Total Work Force</b>	#	139,545	202,322	10,954	12,404	83,830	118,414	32,378	51,784	9,257	15,137	499	592	2,034	3,136	593	855	
	%	40.81%	59.19%	03.20%	03.63%	24.52%	34.64%	09.47%	15.15%	02.71%	04.43%	00.15%	00.17%	00.59%	00.92%	00.17%	00.25%	

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 - SEP - FY2015

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	
<b>Voluntary</b>	#	22,066	1,046	5,274	<b>844</b>	33	38	21	66	17	54	32	577	6	
	%	77.74%	03.68%	18.58%	<b>02.97%</b>	00.12%	00.13%	00.07%	00.23%	00.06%	00.19%	00.11%	02.03%	00.02%	
<b>Involuntary</b>	#	1,561	146	788	<b>187</b>	4	7	0	17	0	9	2	148	0	
	%	62.57%	05.85%	31.58%	<b>07.49%</b>	00.16%	00.28%	00.00%	00.68%	00.00%	00.36%	00.08%	05.93%	00.00%	
<b>Total Separations</b>	#	23,627	1,192	6,062	<b>1,031</b>	37	45	21	83	17	63	34	725	6	
	%	76.51%	03.86%	19.63%	<b>03.34%</b>	00.12%	00.15%	00.07%	00.27%	00.06%	00.20%	00.11%	02.35%	00.02%	
<b>Total Work Force</b>	#	282,366	10,061	49,449	<b>7,397</b>	402	508	216	622	147	654	318	4,442	88	
	%	82.59%	02.94%	14.46%	<b>02.16%</b>	00.12%	00.15%	00.06%	00.18%	00.04%	00.19%	00.09%	01.30%	00.03%	

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents. Please see Data Definitions for NOA codes included in the types of separations.



Table A14: SEPARATIONS BY TYPE OF SEPARATION - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2015

All VA	TOTAL		RACE/ETHNICITY															
	EMPLOYEES		Hispanic or Latino		Non-Hispanic or Latino						Two or More Races/Undisclosed							
	All	#	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				
Voluntary	#	8,396	2,896	5,500	175	248	1,895	3,664	372	831	302	547	11	17	41	95	100	98
	%	100.00%	34.49%	65.51%	02.08%	02.95%	22.57%	43.64%	04.43%	09.90%	03.60%	06.52%	00.13%	00.20%	00.49%	01.13%	01.19%	01.17%
Involuntary	#	687	292	395	18	37	164	220	85	91	17	33	1	1	6	8	1	5
	%	100.00%	42.50%	57.50%	02.62%	05.39%	23.87%	32.02%	12.37%	13.25%	02.47%	04.80%	00.15%	00.15%	00.87%	01.16%	00.15%	00.73%
Total Separations	#	9,083	3,188	5,895	193	285	2,059	3,884	457	922	319	580	12	18	47	103	101	103
	%	99.99%	35.09%	64.90%	02.12%	03.14%	22.67%	42.76%	05.03%	10.15%	03.51%	06.39%	00.13%	00.20%	00.52%	01.13%	01.11%	01.13%
Total Work Force	#	20,079	7,656	12,423	500	650	4,694	7,774	1,106	2,205	1,098	1,421	28	38	140	185	90	150
	%	100.02%	38.14%	61.88%	02.49%	03.24%	23.38%	38.72%	05.51%	10.98%	05.47%	07.08%	00.14%	00.19%	00.70%	00.92%	00.45%	00.75%

Data shown includes full-time, part-time, and intermittent temporary 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 - Temporary Workforce - by Disability - SEP - FY2015

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		
<b>Voluntary</b>	#	8,398	6,974	407	1,017	163	8	7	7	11	5	11	3	110	1	
	%	100.00%	83.04%	4.85%	12.11%	0.13%	0.10%	0.08%	0.08%	0.13%	0.06%	0.13%	0.04%	01.31%	00.01%	
<b>Involuntary</b>	#	687	491	33	163	37	1	0	1	1	1	3	30	0		
	%	100.00%	71.47%	4.80%	23.73%	0.53%	0.15%	0.00%	0.15%	0.15%	0.15%	0.44%	04.37%	00.00%		
<b>Total Separations</b>	#	9,085	7,465	440	1,180	200	9	7	12	12	6	12	6	140	1	
	%	100.00%	82.17%	4.84%	12.99%	0.22%	0.10%	0.08%	0.13%	0.13%	0.07%	0.13%	0.07%	01.54%	00.01%	
<b>Total Work Force</b>	#	20,080	16,978	623	2,479	414	12	19	30	38	6	38	12	283	7	
	%	100.00%	84.55%	3.10%	12.35%	0.20%	0.06%	0.09%	0.15%	0.19%	0.03%	0.19%	0.06%	01.41%	00.03%	

Data shown includes WG grades for full-time, part-time, and intermittent temporary 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

April 20, 2015

**TO ALL EMPLOYEES**

**SUBJECT: The Equal Employment Opportunity, Diversity and Inclusion, No FEAR, and Whistleblower Rights and Protection Policy Statement**

As Secretary of the Department of Veterans Affairs (VA), I am committed to providing our Veterans the world-class benefits and services they have earned. Accordingly, it is critical that all of us at VA reaffirm our commitment to our Mission and our Core Values – Integrity, **C**ommitment, **A**dvocacy, **R**espect, and **E**xcellence. Our commitment to serving our Veterans must be steadfast and unwavering. Likewise, our commitment and obligation to proactively prevent unlawful discrimination, harassment, and reprisal must be clear, convincing, comprehensive, and consistent. As such, I am committed to a VA workforce that draws from all segments of American society and that ensures every VA employee has the opportunity and access to fully contribute to VA's important mission of serving our Nation's Veterans.

This Policy Statement reaffirms our commitment to a fair, equitable, and open work environment, and guides us in promoting healthy relationships with a diverse, cooperative, supportive, and engaged workforce. I believe each of us must adhere to the highest standards of accountability, commitment, compassion, professionalism, and stewardship. To that end, we must all champion the principles of MyVA as a means of orienting our workforce to being *employee-led and Veteran-centric*. We all have a responsibility to contribute to the well-being of our Nation's Veterans by promoting and sustaining the Department's mission and vision.

Executives, managers, and supervisors bear a unique responsibility to comply with and ensure the policies and processes outlined in the attached Policy Statement are given the widest dissemination and fullest measure of execution and implementation.

Thank you for your commitment, dedication and hard work to this noble cause.

A handwritten signature in blue ink, appearing to read "Robert A. McDonald".

Robert A. McDonald

Attachment

**Department of Veterans Affairs**  
**Equal Employment Opportunity, Diversity and Inclusion, No FEAR, and**  
**Whistleblower Rights and Protection Policy Statement**

VA is committed to ensuring Equal Employment Opportunity (EEO), promoting workforce diversity, workplace inclusion, and constructively resolving conflict to maintain a high-performing organization in service to our Nation's Veterans. VA will vigorously enforce all applicable Federal EEO laws, executive orders, and management directives to ensure equal opportunity in the workplace for all VA employees. This document summarizes VA's EEO, Diversity and Inclusion, Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR), and Whistleblower Rights and Protection policies.

**EEO and Prohibited Discrimination**

VA does not tolerate unlawful discrimination, including workplace harassment, based on race, color, religion, national origin, sex (including gender identity, transgender status, sexual orientation, and pregnancy), age (40 or older), disability, genetic information, marital status, parental status, political affiliation, 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.

Employees and applicants for employment seeking redress under the EEO complaint process must contact an EEO counselor in person, by phone, or in writing within 45 calendar days of the date of the alleged discrimination. VA's Office of Resolution Management (ORM) is responsible for administering an impartial and effective complaints management process to receive, investigate, and resolve, if possible, complaints of employment discrimination at the earliest possible stage. The Equal Employment Opportunity Commission (EEOC) regulations governing the Federal EEO complaint process are found in 29 Code of Federal Regulations (CFR) Part 1614. Employees may report allegations of discrimination to ORM at (888) 737-3361.

Employees may also raise allegations of discrimination to their supervisor or a management official in their chain of command, or they may raise discrimination issues through the VA Negotiated Process, Administrative Grievance Process or the U.S. Merit Systems Protection Board (MSPB) as appropriate. While an allegation of discrimination may be raised through these additional avenues, this action 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 calendar-day time limit to initiate an EEO complaint with ORM.

Complaints of discrimination filed on the basis of marital status or political affiliation may be investigated as prohibited personnel practices and are processed under the jurisdiction of the MSPB or the U.S. Office of Special Counsel (OSC).

Complaints filed on the basis of parental status may be processed through ORM. While parental status is not covered under the EEOC regulations, it is also a form of prohibited discrimination involving Federal employees. If a complaint is filed on this basis, it will be processed by ORM and a final agency decision will be rendered by the Office of Employment Discrimination Complaint Adjudication (OEDCA).

### **Prohibited Workplace Harassment Covered by EEO Laws**

Harassment by or against VA employees, applicants, contract employees, clients, customers, and anyone doing business with VA is strictly prohibited. Harassment becomes unlawful where 1) enduring the offensive conduct becomes a term or condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Harassment is considered unlawful conduct that is based on race, color, religion, national origin, sex (including gender identity, transgender status, sexual orientation, and pregnancy), age (40 or older), disability, genetic information, marital status, parental status, political affiliation, or retaliation for opposing discriminatory practices or participating in the discrimination-complaint process.

Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967 (ADA), and the Americans with Disabilities Act of 1990 (ADA). Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Sexual harassment is a form of workplace harassment that is prohibited and will not be tolerated in VA. Compared to other forms of workplace harassment, it 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; (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.

Sexual harassment or workplace harassment extends to harassing comments posted on social media, such as Internet sites. It is the duty of an employer to protect its employees from unlawful harassment, if there is a nexus with the workplace. This duty is unaffected by the location where harassment occurs, on or off the worksite, including in cyberspace. The duty remains the same--supervisors must intervene and take prompt and effective corrective action to end the harassment.

Supervisors who receive or become aware of allegations of harassment must contact their designated Anti-harassment Officer or the Anti-harassment Office located within ORM for appropriate guidance. 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 who receive complaints or become aware of workplace harassment in the organization should contact ORM for further guidance, and also report the status to VA's Office of Accountability and Review.

### **Conflict Management and Alternative Dispute Resolution**

Workplace conflict is often the result of miscommunication or creative tension in the organization. Properly managed, it can yield improvements in business processes and positive outcomes in the organizational climate. It is important we maintain an organizational culture in VA that does not suppress creative conflict or constructive dissent. To maintain a respectful, productive, and effective work environment, it is VA's policy to address and resolve workplace disputes and EEO complaints at the earliest possible stage. VA offers Alternative Dispute Resolution (ADR) services such as mediation, facilitation, and conflict management coaching to assist parties in constructively resolving disputes. ADR involves a neutral third party working with the employee, supervisor, or group to engage in constructive communication, identify issues, and develop collaborative solutions. Employees and supervisors are encouraged to consult their ADR program manager or with VA's Workplace ADR Program for guidance and assistance in resolving workplace disputes of any kind.

### **Prohibited Workplace Violence and Bullying**

Workplace violence, the threat of violence, or bullying of workers are strictly prohibited. This type of prohibited behavior can occur at or outside the workplace and can range from threats and verbal abuse to physical assaults. "Bullying" conduct constitutes fighting, hate messages, threats, and intention to inflict harm, or abusive, offensive, unprofessional, intimidating, slanderous, malicious, derogatory, or otherwise inappropriate or unacceptable language intended to degrade or humiliate a particular person or group of people. Bullying and workplace violence are violations of VA's policy and will not be tolerated. Any employee who is subject to bullying behavior or potential workplace violence should immediately report the matter to his or her supervisor or another appropriate official. It is the duty of the supervisors to intervene and take prompt and effective corrective action to end the bullying conduct to prevent workplace violence, and to report the status to VA's Office of Accountability and Review.

VA's Office of Occupational Safety and Health under the Office of Administration is responsible for providing oversight of VA's Occupational Safety and Health and Workers' Compensation programs in support of VA's Designated Agency Safety and Health Official. Violence in the workplace is an occupational safety hazard citable under Department of Labor's Occupational Safety and Health Administration standards and

under VA Directive 7700. Under Secretaries, Assistant Secretaries, and other Key Officials are required to implement a violence prevention program.

### **Prohibited Personnel Practices**

The Civil Service Reform Act of 1978, as amended, protects Federal Government applicants and employees from "Prohibited Personnel Practices (PPP)" including discrimination, coercion, intimidation, preferential treatment, and other prohibited practices in violation of merit systems principles. Prohibited Personnel Practices are employment-related activities that are banned in the Federal workforce because they violate the merit system through some form of employment discrimination, retaliation, improper hiring practices, or failure to adhere to laws, rules, or regulations that directly concern the merit system principles. OSC is authorized to investigate and ensure that appropriate action is taken to correct prohibited conduct. Injured persons may bring actions before the MSPB, if OSC declines to act.

OSC has the authority to investigate and prosecute violations of the 13 PPPs. The 13 PPPs are: Discrimination, Considering Inappropriate Recommendations, Coercing Political Activity, Obstructing Competition, Influencing Withdrawal from Competition, Granting Unfair Advantage, Nepotism, Whistleblower Retaliation, Other Retaliation, Other Discrimination, Violating Veterans Preference, Violating Rules that Implement a Merit System Principle, and Imposing Nondisclosure Agreement that Doesn't Allow Whistleblowing. For more information visit: <https://osc.gov/Pages/PPP.aspx>.

### **No FEAR Act**

It is imperative that all VA employees, supervisors, and officials understand the protections afforded by the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act and the Whistleblower Protection Act. The No FEAR Act of 2002 protects Federal employees from unlawful discrimination and retaliation for opposition to or participation in protected EEO and whistleblowing activity. VA will not tolerate discrimination or retaliation for engaging in protected EEO activity.

### **Whistleblower Rights and Protection**

The Whistleblower Protection Act prohibits retaliation against public employees or applicants for employment for reporting a violation of law, rule, or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and special danger to public health or safety. Retaliation against individuals for whistleblowing, opposing discrimination, or participating 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 Whistleblower Protection Enhancement Act of 2012 amended the law regarding whistleblowers' rights by: (1) making a whistleblower's oral disclosures legally

sufficient; no longer must a disclosure be in writing; (2) making disclosures that fall within the whistleblower's job duties an eligible basis of a whistleblower claim; (3) strengthening anti-retaliation restrictions; (4) allowing damages that could be obtained by a whistleblower to include consequential damages such as emotional distress; and (5) establishing a 2-year trial period for these provisions. Avenues of redress available to address claims of reprisal for whistleblowing include local Congressional representatives, the MSPB, and the OSC. VA will not tolerate violations of the spirit or letter of these Federal statutes.

Every VA employee is responsible for safeguarding the privacy of Veterans and other individuals served by VA and for complying with laws that protect patient health information and other sensitive personal information. Be advised that a whistleblower disclosure of information is protected only if the release is specifically permitted by all applicable confidentiality provisions. Wrongful disclosure of sensitive personal information, such as medical or personnel records, may be subject to civil and criminal penalties as well as disciplinary or other adverse action. For additional information visit ODI web site at <http://www.diversity.va.gov/whistleblower.aspx>

### **Reasonable Accommodations**

VA is committed to the employment and retention of individuals with disabilities. All Federal employees and members of the public with disabilities must have access to and use of information and data, comparable to that of employees and members of the general public without disabilities, unless an undue hardship would be imposed on the agency. To that end, VA will vigorously enforce Sections 501, 504, 505, and 508 of the Rehabilitation Act of 1973 as amended, which mirror the Americans with Disabilities Act (ADA) of 1990 and the Americans with Disabilities Act Amendments Act of 2008. This includes maintaining accessibility of electronic and information technology to individuals with disabilities.

Title I (Employment) of the Americans with Disabilities Act is designed to help people with disabilities access the same employment opportunities and benefits available to people without disabilities. An important component in hiring and retaining individuals with disabilities is the provision of reasonable accommodations to employees and applicants on the basis of disability in accordance with law. For individuals 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.

Reasonable accommodations may also include the use of properly trained service animals. A doctor's note does not turn an animal into a service animal. A service animal means any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability. The work or task performed by a service animal must be directly related to the individual's disability. Emotional support animals, comfort animals, and therapy animals are not service animals under Title III of the ADA.

Other species of animals, whether wild or domestic, trained or untrained, are not considered service animals either.

The procedures for requesting and processing requests for reasonable accommodation are contained in VA Handbook 5975.1. VA also has an established Centralized Fund used to reimburse VA Facilities and Staff Offices with costs associated with providing reasonable accommodations to employees and applicants with disabilities. Individuals interested in additional information should contact the VA's Office of Diversity and Inclusion or visit: <http://www.diversity.va.gov/policy/dra.aspx>.

Additionally, Title III (Public Accommodations) of the ADA makes it clear that service animals are allowed in public facilities and accommodations. A service animal must be allowed to accompany the handler to any place in the building or facility where members of the public, program participants, customers, or clients are allowed. Even if the business or public program has a "no pets" policy, it may not deny entry to a person with a service animal.

### **Religious Accommodation**

In accordance with Title VII of the Civil Rights Act of 1964, VA also provides religious accommodations to employees unless doing so imposes an undue hardship to the organization. Accommodations may include adjustments to work schedules to accommodate religious observances, allowances regarding religious attire, allowances to be excused from compulsory activities that conflict with the employees sincerely held religious beliefs or practices, and other modifications. Individuals who believe they need a religious accommodation should request the accommodation from their immediate supervisors.

Religious expression and exercise are permitted in the VA workplace provided that such expression does not suggest government endorsement or preference for one faith over another, interfere with efficient working of government VA operations, nor intrude upon the legitimate rights of other employees. For additional information on Guidance on Religious Exercise and Expression in VA Facilities and Property Under the Charge and Control of VA visit: <http://www.diversity.va.gov/policy/files/reli-exp-memo.pdf>

### **Language Usage**

VA recognizes and respects the right of employees who speak languages other than English in the workplace, outside of the performance of their work duties. Employees may speak another language when the conversation is not related to the performance of their duties; for example, when they are in the break room or making a personal telephone call. Circumstances in which an English-only rule may be justified include: Communications with customers or coworkers who speak English only; emergencies or other situations in which workers must speak a common language to promote safety; or cooperative work assignments in which the English-only rule is

needed to promote efficiency. Even if there is a need for an English-only rule, supervisors may not take disciplinary action against employees for violating the rule unless VA notified workers about the rule and the consequences of violating it.

The Equal Employment Opportunity Commission has stated that rules requiring employees to speak English only in the workplace violate the law unless they are reasonably necessary to the operation of the business. A rule requiring employees to speak English only in the workplace at all times, including breaks and lunch time, should be limited to the circumstances in which it is needed for the employer to operate safely or efficiently.

### **Uniformed Services Employment and Reemployment Rights Act of 1994**

An employee has the right to be reemployed in his or her civilian job, if he or she leaves a civilian job to perform service in the Armed Forces, Reserves, National Guard, or other "uniformed services" as defined by the Uniformed Services Employment and Reemployment Rights Act (USERRA). USERRA ensures that persons who serve or have served in the uniformed services: (1) are not disadvantaged in their civilian careers because of their services in the uniformed service; (2) are promptly reemployed in their civilian jobs upon their return from duty; and (3) are not discriminated against in employment based on past, present, or future military service. Individuals interested in more information should visit: <http://www.osc.gov/outreach.htm>.

### **Mandatory EEO and Diversity & Inclusion Training**

In order to sustain the fair, safe, and high performing culture these policies seek to create, VA employees must engage in continuous learning in these areas. VA is committed to educating its workforce on its EEO-related policies and workforce protections on a regular basis to maintain a discrimination-free workplace. Accordingly, VA requires that all employees take mandatory Prevention of Workplace Harassment Awareness and No FEAR Act training in the Talent Management System (TMS Item No. 8872) within 90 days of their initial hire and every two years thereafter.

Additionally, all executives, managers and supervisors are required to take biennial training on EEO, Diversity & Inclusion, and Conflict Management Training (TMS Item No. 1328672), and training on Whistleblower Rights and Protection and Prohibited Personnel Practices (TMS Item No. 3883649). All courses are available online at the following link: [https://www.tms.va.gov/learning/user/deeplink\\_redirect.jsp](https://www.tms.va.gov/learning/user/deeplink_redirect.jsp).

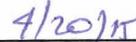
## Diversity and Inclusion

To be a high performing organization, VA must cultivate an inclusive work culture and create an environment that reflects the rich diversity of our increasingly global community. Organizational inclusion involves leveraging the diversity of our workforce and empowering all of our employees to be fully engaged and to contribute to VA's noble mission. Studies have shown that workplace inclusion drives employee engagement which yields higher organizational performance. To achieve full inclusion, we must also protect all voices and nurture a climate of psychological safety for all our human resources. Together, the principles of diversity and inclusion provide the cornerstones on which to build a high performing organization. They are more than legal or social imperatives in the 21<sup>st</sup> century; they are business imperatives essential to providing the effective and responsive public services.

We all share the responsibility to promote and embed the complementary principles of equity, diversity, and inclusion throughout VA, and embody VA's core values of Integrity, Commitment, Advocacy, Respect, and Excellence. I ask every VA employee to embrace these principles and values so that we can provide the best possible care and services to our Nation's Veterans and their families.



Secretary of Veterans Affairs



Date

## REFERENCES

### **FEDERAL EEO LAWS**

Age Discrimination in Employment Act of 1967:  
<http://www.eeoc.gov/laws/statutes/adea.cfm>

Age Discrimination in Employment Act of 1975, as amended:  
Prohibited discrimination on the basis of age in programs or activities receiving Federal financial assistance  
[http://www.dol.gov/oasam/regs/statutes/age\\_act.htm](http://www.dol.gov/oasam/regs/statutes/age_act.htm)

Americans with Disabilities Amendments Act of 2008:  
<http://www.eeoc.gov/laws/statutes/adaaa.cfm>

Civil Service Reform Act of 1978 (CSRA) – Prohibited Personnel Practices:  
<http://archive.opm.gov/oversight/proidx.asp>

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

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

Lilly Ledbetter Fair Pay Act of 2009:  
<http://www.govtrack.us/congress/bills/111/s181>

Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR):  
<http://www.opm.gov/information-management/no-fear-act/>

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

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

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

The Whistleblower Protection Enhancement Act of 2012:  
<http://www.gpo.gov/fdsys/pkg/BILLS-112s743enr/pdf/BILLS-112s743enr.pdf>

Uniform Services Employment and Reemployment Rights Act of 1994:  
<http://www.dol.gov/compliance/laws/comp-userra.htm>

## **EXECUTIVE ORDERS**

Executive Order 13583, Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce:

<http://www.whitehouse.gov/the-press-office/2011/08/18/executive-order-establishing-coordinated-government-wide-initiative-prom>

Executive Order 11478, as amended by Executive Order 13152:

Extending protection based on parental status

[http://clinton4.nara.gov/WH/EOP/First\\_Lady/html/teens/order1.html](http://clinton4.nara.gov/WH/EOP/First_Lady/html/teens/order1.html)

Executive Order 13548, Increasing Federal Employment of Individuals With Disabilities:

<http://www.gpo.gov/fdsys/pkg/FR-2010-07-30/pdf/2010-18988.pdf>

## **DIRECTIVES**

Alternative Dispute Resolution, VA Directive 5978, February 7, 2013:

[http://www.va.gov/vapubs/viewPublication.asp?Pub\\_ID=643&FType=2](http://www.va.gov/vapubs/viewPublication.asp?Pub_ID=643&FType=2)

EEO Discrimination Complaints Process, VA Directive 5977, May 5, 2011:

[http://www.va.gov/vapubs/search\\_action.cfm?dType=1](http://www.va.gov/vapubs/search_action.cfm?dType=1)

Diversity and Inclusion, Management Directive VA Directive 5975, March 29, 2013:

[http://www.va.gov/vapubs/search\\_action.cfm?dType=1](http://www.va.gov/vapubs/search_action.cfm?dType=1)

VA Handbook 5975.1, Processing Requests for Reasonable Accommodation by Employees and Applicants with Disabilities:

[http://www.va.gov/vapubs/search\\_action.cfm?dType=1](http://www.va.gov/vapubs/search_action.cfm?dType=1)

Occupational Safety and Health, VA Directive 7700, February 11, 2009:

[http://www1.va.gov/vapubs/viewPublication.asp?Pub\\_ID=428&FType=2](http://www1.va.gov/vapubs/viewPublication.asp?Pub_ID=428&FType=2)

## **GUIDANCE**

Guidance on Religious Exercise and Expression in VA Facilities and Property Under the Charge and Control of VA: <http://www.diversity.va.gov/policy/files/reli-exp-memo.pdf>

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

Guidance for Language Use by Employees in the Department of Veterans Affairs;

[http://www.diversity.va.gov/policy/files/language\\_use.pdf](http://www.diversity.va.gov/policy/files/language_use.pdf)

Office of Special Counsel Whistleblower Disclosures:

<http://www.osc.gov/wbdisc.htm>

Whistleblower Rights and Protection: <http://www.diversity.va.gov/whistleblower.aspx>

Filing Whistleblower Disclosures: <http://www.va.gov/oig/hotline/default.asp>

VA Whistleblower Protection Ombudsman Program:  
<http://www.va.gov/oig/hotline/whistleblower-protection.asp>

OSC Pamphlet Whistleblower Rights and Protections: <http://www.osc.gov/outreach.htm>

OSC Prohibited Personnel Practices: <https://osc.gov/ppp>

Secretary's EEO, Diversity, No FEAR and Whistleblower Rights & Protection Policy Statement: <http://www.diversity.va.gov/policy/statement.aspx>

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

VA Policy on Employee and Management Relations, Directive 5021:  
[http://www.va.gov/vapubs/search\\_action.cfm?dType=1](http://www.va.gov/vapubs/search_action.cfm?dType=1)

Violence in the Workplace:  
<http://www.va.gov/VASAFETY/DashoLetters/AllVAEmployeesAndVolunteersLett.pdf>

### **CONTACTS**

EEOC: <http://www.eeoc.gov/>

EEOC: <http://www.eeoc.gov/eeoc/publications>

MSPB: <http://www.mspb.gov/>

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

VA's Office of Occupational Safety and Health:  
<http://www.va.gov/vasafety>

VA's Office of Diversity and Inclusion: [www.diversity.va.gov](http://www.diversity.va.gov)

VA's Office of Resolution Management: [www.va.gov/orm](http://www.va.gov/orm)

VA's Employee Relations: [www.va.gov/ohrm](http://www.va.gov/ohrm)

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

VA's Section 508 Office: <http://www.section508.va.gov/index.asp>

VA's Office of Inspector General: <http://www.va.gov/oig/hotline/default.asp>