



**THE SECRETARY OF VETERANS AFFAIRS
WASHINGTON**

December 20, 2013

**MEMORANDUM FOR UNDER SECRETARIES, ASSISTANT SECRETARIES, AND
OTHER KEY OFFICIALS**

**SUBJECT: Fiscal Year 2014 Employment Goals for Individuals with Targeted
Disabilities (VAIQ #7406308)**

I would like to congratulate all of the Department of Veterans Affairs (VA) organizations that met or exceeded the Department's 3 percent hiring goal for individuals with targeted disabilities (blindness, deafness, partial paralysis, total paralysis, missing extremities, dwarfism, psychiatric disorders, severe intellectual disabilities and epilepsy).

As of September 30, 2013, the Departmental hiring rate for this group was 2.83 percent of total hires. In support of President Obama's Executive Order 13548, I am maintaining the hiring goal for individuals with targeted disabilities at 3 percent of the total hires for fiscal year (FY) 2014. The on board goal will remain at 2 percent for FY 2014.

While we have made significant progress toward these employment goals, we have more work to do. The separation rate for VA employees with targeted disabilities increased to 2.81 percent in FY 2013 and more than half of these individuals were Veterans. At the end of FY 2013, employees with targeted disabilities in permanent positions at VA were concentrated in GS-9 or Title-38 equivalent and lower grade levels. In addition, 23 percent of VA employees with targeted disabilities were in wage grade positions, compared to 8 percent of employees with non-targeted disabilities. We know we can do more to ensure there are no barriers to this talented pool of human resources.

The Office of Diversity and Inclusion (ODI) will continue to closely monitor and keep me advised of VA's progress in the hiring, advancement, and retention of persons with targeted disabilities on a quarterly basis. Additional guidance is posted on ODI's Web site at <http://www.diversity.va.gov/programs/pwd.aspx>.

If you have questions on this initiative, please contact Ms. Georgia Coffey, Deputy Assistant Secretary for ODI, or Ms. Melissa Gibson, Acting Disability Employment Manager at melissa.gibson@va.gov.

Thank you again for your continuing commitment to make VA the model Federal employer for individuals with disabilities.

A handwritten signature in black ink, reading "Eric K. Shinseki", is positioned above the printed name.

Eric K. Shinseki