Department of Veterans Affairs

Management Directive 715
FY 2016 EEO Report/FY 2017 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 2, 2017

Dear Colleagues:

The Department of Veterans Affairs (VA) is proud to present its fiscal year (FY) 2016 Equal Employment Opportunity (EEO) Report and FY 2017 National EEO Plan in accordance with EEOC Management Directive 715. This report presents the prior year accomplishments and current year's plan for creating and sustaining a diverse workforce and inclusive workplace in VA. The Office of Human Resources and Administration and its Office of Diversity and Inclusion 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 its Staff Offices. The objectives contained in this Plan are directly aligned with VA Diversity & 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,

Pamela S. Mitchell
Acting Assistant Secretary for
Human Resources and
Administration

Georgia Coffey
Deputy Assistant Secretary for
Diversity and Inclusion

Department of Veterans Affairs

Management Directive 715

FY 2016 EEO Report/FY 2017 EEO Plan

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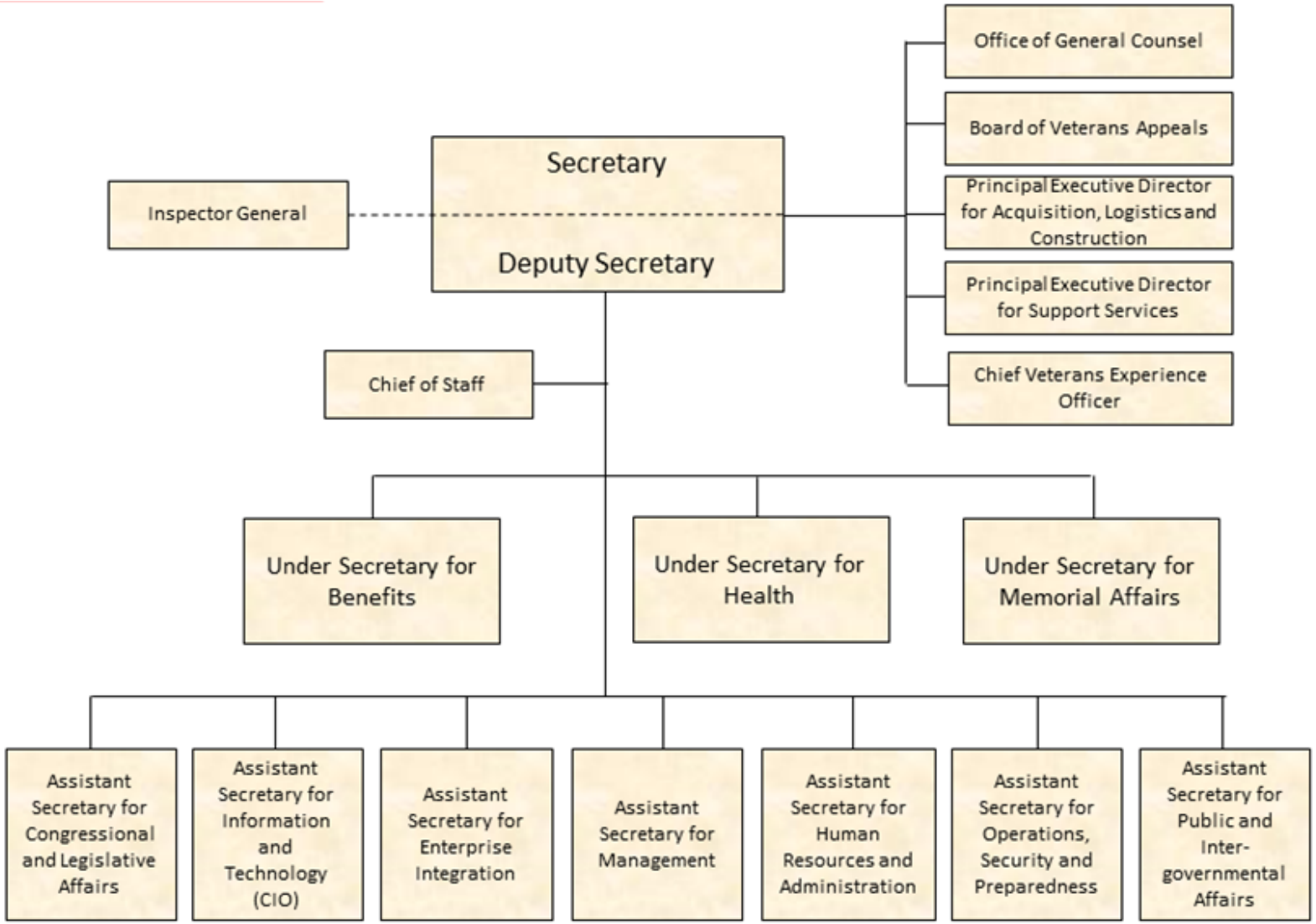
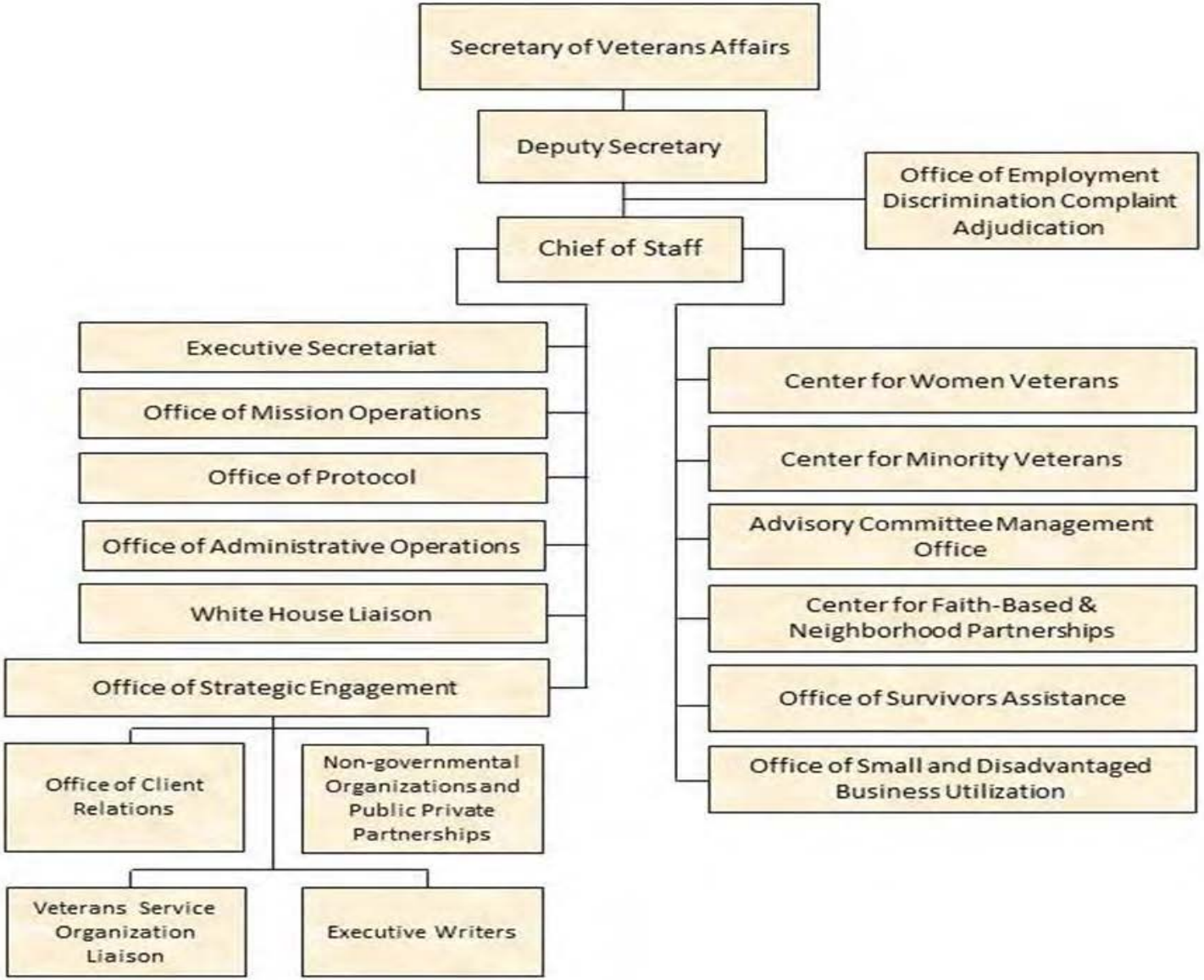
DEPARTMENT OF VETERANS AFFAIRS
Organization Chart



Office of the Secretary
Organization Chart



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, 2015, to September 30, 2016.				
PART A Department or Agency Identifying Information	**1. Agency**		**1. Department of Veterans Affairs**	
	1.a. 2nd level reporting component			
	1.b. 3rd level reporting component			
	1.c. 4th level reporting component			
	2. Address		**2. 810 Vermont Ave., NW**	
	3. City, State, Zip Code		**3. Washington, DC 20420**	
	4. CPDF Code	**5.** FIPS code(s)	**4. VA**	**5. 11 DC**
PART B Total Employment	**1.** Enter total number of permanent full-time and part-time employees			**1. 348,264**
	2. Enter total number of temporary employees			**2. 18,801**
	3. Enter total number employees paid from non-appropriated funds			**3. 3,828**
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			**4. 370,893**
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		**1.** David J. Shulkin, **Secretary of Veterans Affairs**	
	2. Agency Head Designee		**2.**	
	3. Principal EEO Director/Official Official Title/series/grade		**3.** Pamela S. Mitchell, **Acting Assistant Secretary for Human Resources and Administration**	
	4. Title VII Affirmative EEO Program Official		**4.** Georgia Coffey, **Deputy Assistant Secretary for Diversity and Inclusion**	
	5. Section 501 Affirmative Action Program Official		**5.** Georgia Coffey, **Deputy Assistant Secretary for Diversity and Inclusion**	
	6. Complaint Processing Program Manager		**6.** Harvey W. Johnson, **Deputy Assistant Secretary for Resolution Management**	
	7. Other Responsible EEO Staff		**7.** Maxanne Witkin, **Director, Office of Employment Discrimination Complaint Adjudication**	
			8. Nathan H. Maenle, **Deputy Assistant Secretary for Human Resources Management**	
			9. Denene Burnette, **Manager, Anti-Harassment Office and Resolution Support Center**	

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

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

EEOC FORM 715-01 PART E	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**For period covering October 1, 2015, to September 30, 2016.**

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) 2016 and EEO Plan for FY 2017. This report addresses all the required elements for building and sustaining a *Model EEO Program*.

VA comprises 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 subcomponents: 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 370,000 employees. VA employs approximately 120,800 Veterans, which is approximately 32.6 percent of the workforce.

VA provides health care, benefits, and memorial services for approximately 21.3 million Veterans.[1] VA provides these services through three subcomponents: VHA, with 168 medical centers, 1,035 outpatient sites, and 14 health care centers; VBA, with 56 regional offices; and 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. This year, ODI assumed responsibility for the Department-wide employee engagement efforts.
- *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 (AHO) 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.

In FY 2014, the Secretary 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 to as MyVA and continues to serve as a catalyst to modernize VA's processes, culture and capabilities to put the needs of the Veterans and their families first.

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

Limitations on Applicant Flow Data

Please note that the Office of Personnel Management's (OPMs) new USA Staffing information system, using the IBM Cognos software, is sufficient to populate EEOC's Table A7 automatically. However, it does not contain the necessary data and business rules to populate Tables B7, A9, B9, A11 and B11. VA manually processed more than 1.4 million records to generate the A9, A11, and B11 tables for each of the VA Administrations and at the Department level. There was insufficient time and resources to generate the B7 and B9 tables.

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 A7 and B7 will reflect the time period October 1, 2015 through July 31, 2016 only. The remaining workforce tables are for the period ending September 30, 2016.

[1] Data Source: National Center for Veterans Analysis and Statistics Web site, http://www1.va.gov/vetdata/Veteran_Population.asp; date pulled October 11, 2016.

Summary of VA's Self-Assessment

In FY 2016, VA continued to make progress toward implementing a *Model EEO Program* in accordance with EEOC's six essential elements identified in Part G (a list of yes/no type questions grouped under each element). 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 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 essential element. We completely met compliance indicators in two out of the six essential elements. The paragraphs following Table 1 depict some of VA's major accomplishments and challenges under each of the six essential elements.

Table 1. Percent of Compliance Indicators Met by Essential Element

Essential Element	FY 2015	FY 2016
Demonstrated Commitment from Agency Leadership	100%	100%
Integration of EEO into the Agency's Strategic Mission	100%	96.8%
Management and Program Accountability	90%	80%
Proactive Prevention of Unlawful Discrimination	100%	100%
Efficiency	93.5%	93.5%
Responsiveness and Legal Compliance	100%	94.7%

DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP: The Secretary of VA 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 (D&I), the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act, and Whistleblower Rights and Protection Policy Statement. On November 17, 2016, the Secretary signed the policy statement and reaffirmed VA's commitment to the rights and protections enshrined in the Civil Rights Act of 1964, the No FEAR Act, the Whistleblower Protection Act, and related Federal laws that protect our employees. In FY 2016, individuals with targeted disabilities (IWTDs) represented 2.43 percent of total hires which fell short of the Secretary's three percent goal for the first time in three years. The onboard representation of IWTDs was 2.14 percent, exceeding the Secretary's two percent onboard goal. The Assistant Secretary for Human Resources and Administration (ASHRA) and the Deputy Assistant Secretary (DAS) for D&I continued to co-chair the Diversity and Inclusion in VA Council (DIVAC), which comprises senior executives, employee unions, and affinity groups. Additionally, the DIVAC supported the Secretary's Annual D&I Excellence Awards Program. VA ODI also continued to lead an interagency work group that created the framework for the Diversity in Government (DIG) Council. 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 D&I issues. The DAS for D&I also chairs, co-chairs, or serves as senior advisor to multiple VA-wide Boards including the VA Engagement Council, Training Leaders Council, Corporate Employee Development Board (CEDB), Performance Review Board, and Human Capital Management Board.

ORM recognizes exemplary efforts on the part of employees, managers, ADR neutrals, the Office of General Counsel (OGC), senior executives, ADR programs, and ADR committees/councils/forums in managing conflict and resolving workplace disputes and EEO complaints. In April 2016, the Fifth 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) is also 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 training for EEO Managers (both full-time and collateral duty) and additional collateral-duty and EEO staff (i.e., Special Emphasis Program Managers (SEPMs), 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 VHA's ODI in an effective manner. VHA also administers its own VHA D&I Subcommittee to address Administration-wide D&I issues.

VBA operates its own Office of Employee Engagement, Diversity & Inclusion to provide strategic oversight of issues in this area. In FY 2016, VBA's EEO Office reviewed, updated, and disseminated the following policies to VBA offices: 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 VBA's ADR Policy. VBA's EEO Office ensures EEO is a mandatory performance standard for all Senior Executive Service (SES) level managers.

VA's Interim Under Secretary for Memorial Affairs (USMA) supported continued efforts to improve the overall workforce environment through a number of initiatives. During FY 2016, as part of the MyVA Initiative, the Interim USMA continued to focus on opening the lines of communication with NCA employees to foster an environment of transparency and to improve NCA's service and commitment to Veterans. As part of that effort, the Interim USMA created a central email address where NCA employees could communicate directly with him and his staff. He also produced brief videos to share special events and happenings that occurred at Central Office and in the field. The Interim USMA also reminded employees how critical it is to embody VA values of Integrity, Commitment, Advocacy, Respect, and Excellence (ICARE) and to take the opportunity to complete the ICARE training.

Through awareness and training programs, NCA continued to educate supervisors and managers about barriers to employment and hiring challenges that IWTDs face.

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

INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION*:* During FY 2016, ODI led efforts to update VA's D&I Strategic Plan for FY 2017 – 2020. Progress on the strategic objectives was reported to the Secretary and senior leadership. The ASHRA, as the designated EEO Director, met regularly with the Secretary and Deputy Secretary on EEO and diversity issues. Furthermore, the DAS for D&I participated 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 D&I Strategic Plan is embodied in all WFP initiatives and policies.

During FY 2016 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 host a Professional Development Workshop at VACO. The goal was to promote the advancement of individuals from diverse backgrounds in the SES cadre through mentoring, networking, and knowledge-sharing. The objectives were to motivate individuals of diverse backgrounds to pursue attaining opportunities in the SES cadre, provide insight into Executive Core Qualifications (ECQs), provide guidance on how to apply to a SES position, and promote and encourage mentoring relationships and networking. A member of the SES cadre was on hand to provide keynote remarks and share their experience in attaining a SES position. In addition, there was an overview of the ECQs and roundtable "flash" mentoring discussions between participants and guest general schedule (GS) 15 and SES mentors which allowed participants to network with mentors and each other.

In FY 2016, approximately 600 candidates applied to the CEDB to attend Federal leadership development programs. A total of 137 applicants were selected. 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.

The VA National Diversity Internship Program (NDIP), administered by ODI, is a program that expands available recruitment sources to establish a diverse pipeline for VA's workforce. Through this program, VA sponsored 99 talented students from diverse institutions of postsecondary education in a variety of professional fields.

During FY 2016, VA hosted many training events with facilities focusing on learning how to explore opportunities, finding a right career path, and sharing the MyCareer@VA tool, VA Learning University's (VALU) premiere career development resource, with others in their network. The trainings offered practical advice to help VA employees strengthen their professional development skills.

VHA incorporated EEO principles into its Workforce and Succession Strategic Plan, Operational Plan, and VA's D&I FY 2017 – 2020 Strategic Plan. VHA ODI supported and implemented various components of the VA D&I Plan. VHA ODI updated their 2014 – 2019 Strategic Plan, which reflects goals that complement and support EEO principles. The Equal Employment Opportunity/Affirmative Employment Office (EEO/AEO) provided guidance to Senior Executives within VHA Central Office, the Veteran Integrated Service Networks (VISNs), 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 virtually 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, SharePoint, emails, conference calls, MS-Live training teleconferences, and quarterly communications with Senior Executives throughout the Administration.

VBA's EEO Office made EEO and D&I training available to their employees, supervisors, and managers. The training was available face-to-face and online via the Talent Management System (TMS). Employees also had access to training sponsored by VALU. VBA partnered with ODI on a new initiative entitled World Café. This open forum discussion was conducted at the St. Louis Regional Office (RO) (one session), St. Louis Records Management Center (RMC) (two sessions) and Philadelphia RO (four sessions).

NCA continued to keep the Interim USMA and other senior staff officials abreast of diversity initiatives and other EEO topics. In FY 2016, 14 individuals were accepted into the Cemetery Director Intern Program with a graduation date in FY 2017; 100 percent of those accepted in the program were Veterans. This was the tenth intern cohort of GS-7s and 9s with a target to GS-11 as cemetery directors or assistant directors. The demographics of the interns were diverse and two-thirds were from within NCA. NCA continues to utilize hiring authorities such as Schedule A, the non-competitive Veterans hiring authority for Veterans with 30 percent disability, and the Veterans' Recruitment Appointment to hire qualified candidates. NCA hired sixty-one Veterans since implementing the Homelessness Apprenticeship Program in FY 2012; NCA hired nine Veterans during this FY, 58 percent are still employed and nine have been promoted beyond their entry level grade (wage grade (WG) 4).

During FY 2016, the Office of Information Technology (OI&T) Diversity Management Advisory Council (DMAC) teamed up with the National and VA Federal Asian Pacific American Council (FAPAC) to explore ways in which employees could contribute to resolving problems through parallel thinking. The Chairperson of the DMAC completed the New IQ Master Game-Changer Course presented by OPM and recommended tools to strengthen the intelligence in harnessing new diverse ideas to help employees feel accepted, valued and recognized for their contributions.

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

***MANAGEMENT AND PROGRAM ACCOUNTABILITY**:* ODI conducted quarterly MD-715 progress review meetings with all Administrations, OI&T, and 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 (TARs) 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 also prepared and submitted the Department's EEO status and plans to EEOC in accordance with MD-715. VA continues to include mandatory performance elements in EEO and D&I in all SES and equivalent leaders performance plans.

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

ODI continued to provide regular training on reasonable accommodations (RA) and Schedule A hiring. ODI also provided centralized management of the RA Program. VA participated in the Workforce Recruitment Program (WRP), which connects Federal employers with college students and recent graduates with disabilities. In FY 2016, there were five WRP Schedule A hires during the WRP cycle. Of these, two WRP interns were converted to a position leading to a permanent job within the Department. WRP continues to serve as a Government-wide promising practice because it provides work experience opportunities for college students and recent graduates with disabilities to include Veterans; and supports Executive Order 13548 on "Increasing Federal Employment of Individuals with Disabilities," and the VA's three percent goal for hiring IWTDs.

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 four program assessments. In addition, VHA released Executive Career Field Performance Plans for VISN Lead EEO Managers and Field EEO Managers which incorporated their unique contributions to VHA's mission. VHA dedicated staff to coordinate the Federal Equal Opportunity Recruitment Program (FEORP), Selective Placement Program, and the Disabled Veterans Affirmative Action Program. VISN 22 sponsored four Pathways Interns and converted them to permanent status. Six EEO Technical Career Field (TCF) graduates from the 2014 class were successfully placed into EEO Specialist positions within VHA during FY 2016. The 2015 Program has eight (8) trainees who have completed the first year of the program and continue to receive specific training as described in their IDP. The 2016 Program hired nine trainees, who began their training between June and August of 2016. EEO/AEO was approved to hire ten positions for the FY 2017 Program. VHA 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 also conducted quarterly surveys through its Dashboard system.

The EEO/AEO survey encompassed the six essential elements of a comprehensive EEO program as described by EEOC's MD-715.

In FY 2016, VBA participated in ODI's TARs to assess the effectiveness of its EEO programs. TARs were conducted at the Milwaukee RO in August and the Waco RO in May.

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 2016, the NCA EEO Office met with the Training and Workforce Development team to discuss and evaluate career development opportunities for grade levels GS-5 through GS-13, the importance of IDPs, opportunities for shadowing assignments, detailing employees that participate in leadership development training to apply their newly learned skills, and other collaborative efforts to address other workforce challenges. Managers and supervisors continued to support the RA Program. During this fiscal year, EEO continued to hold conference calls with OGC, HR, Labor Relations/Employee Relations, Local Reasonable Accommodation Coordinators (LRACs), managers, supervisors, and employee representatives providing guidance to ensure the agency provided the best legal course of action. NCA provided over 60 requests for accommodations.

ORM initiated the "Beyond the Glass Doors" program. The newly appointed DAS provided presentations to senior leaders at the Senior Leader Course, for new executives, as well as through site visits on civil rights training and avoiding the pitfalls executives make. Additionally, the DAS and Associate DAS attended several Leaders Developing Leaders (LDL) training sessions to discuss strategies to reduce EEO complaints. The presentations included a review of findings and group discussions on how these types of findings can be avoided in the future. The participation rate for this important leadership training for managers was nearly 100 percent and approximately 94 percent for all VA employees.

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

PROACTIVE PREVENTION OF UNLAWFUL DISCRIMINATION: In FY 2016, ODI delivered 350 elective, virtual or face-to-face, learning events at VA facilities nationwide to over 13,979 VA employees addressing the following topics: bullying; generations; processing RA requests; VHA Support Service Center (VSSC); barrier analysis; lesbian, gay, bisexual, and transgender (LGBT); the inclusion paradigm; diversity and inclusion for new employees and new supervisors, conflict management and cultural competency. ODI also issued the inaugural VA Guidance on Religious Expression and Exercise in VA Facilities and Property under VA's control. VA continues to excel with its mandatory biennial training programs: Prevention of Workplace Harassment/No FEAR training (workforce is 97 percent compliant); EEO, Diversity, and Conflict Management Training for Managers and Supervisors (supervisor and manager workforce is 91 percent compliant); Whistleblower Rights and Protection and Prohibited Personnel Practices Training (supervisor and manager workforce is 91 percent compliant).

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. Due to the current restructuring of VALU, the production task is contingent on funding availability in FY 2019. VA ODI proposed and obtained approval of a concept using the internationally recognized collaboration model of the World Café to initiate a race-relations dialogue. The pilot session in VACO occurred on December 8, 2015 with very positive results. Subsequently a combined 14 sessions of "Gateway to Race Relations World Café Dialogue" were facilitated. Two sessions were held at the VBA St. Louis RMC on April 28, 2016. Four sessions were held at the VBA Philadelphia RO in conjunction with their LDL program on July 19-20, 2016. One session of 18 management and 18 union representatives was facilitated at the VBA St. Louis RO on August 23, 2016. One session of employees and managers was held at the VHA Vancouver, WA Medical Center on September 21, 2016 and one session at the VHA Portland Medical Center on September 22, 2016. Four sessions were held at the VHA Detroit Medical Center on September 27-28, 2016 with two sessions facilitated as interagency sessions combined with the Food and Drug Administration (FDA), Social Security Administration, the Transportation Security Administration and employees at Wayne State University. All sessions produced extremely positive results and this dialogue model will be continued throughout FY 2017 in nationwide VA facilities. The FDA, having attended the interagency sessions, reached out to VBA leadership and developed a partnership with their Office of Operations to share resource space for future events in nationwide locations.

VA published 12 issues of the Diversity and Inclusion newsletter, six editions of NewsLink and six editions of Diversity News videos for FY 2016.

After consultation with EEOC, VA created the framework for a new AHO, which stood up in ORM in December 2015. During FY 2016, AHO developed and implemented an electronic case management system to record, track, monitor and report incidents of harassment throughout the VA. The process initiates with the AHO main office at VACO, and utilizes a network of collateral duty, anti-harassment coordinators (AHCs) from within the Administrations and staff offices to serve as core practitioners for the program. VA staff is able to utilize a toll-free line to report incidents of harassment to ORM's Resolution Support Center staff. ORM collaborated with the Administrations and staff offices to prepare an AHO directive and handbook. Training on the new office has begun and will continue throughout FY 2017.

AHO also created a web site to provide all employees information about the office and how to report incidents of harassment. Fact sheets and frequently asked questions may be accessed at: http://vaww.va.gov/ORM/AHO.asp.

In FY 2016, ORM continued to offer Conflict Management and Mediation Training to senior executives, managers, supervisors, employees, and union officials. The training is designed to accomplish two objectives; (1) prevent workplace disputes and EEO complaints by helping the VA workforce identify the causes of conflict and work through disagreements and differences of opinion at the lowest level using constructive behaviors that de-escalate conflict situations, and (2) familiarize the workforce with the mediation process so when conflict cannot be managed and escalates into a workplace dispute or EEO complaint, individuals will consider and use mediation and be well-prepared to achieve a positive and productive outcome. ORM delivered 17 3-day and 1-day training sessions in FY 2016 to 433 participants of which 99 percent reported the sessions 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 VACO 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 trains VA employees to serve as collateral-duty mediators. These neutrals are shared among VA facilities to mediate workplace disputes and prevent EEO complaints. In FY 2016, ORM had 251 trained VA employees as collateral-duty mediators. Additionally, VA certified and/or recertified 72 neutrals.

ORM conducted six Conflict Assessments in FY 2016, 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 2016, ORM also conducted 296 hours of training for 393 individuals related to 35 findings of discrimination.

ORM continued to provide tools and resources to senior executives, managers, supervisors, and employees on the EEO complaint and ADR process. In FY 2016, ORM released a trend data report that compared informal filings rates, formal filings rates, ADR participation, and informal resolution rates for FY 2014 to FY 2015. ORM conducted site visits to locations with higher than average filing rates such as VHA VISNs 7 and 9. These engagements with leadership, HR, Agency attorneys, and program managers included training and discussion of strategies to address the claims that most frequently result in findings of discrimination; (1) harassment, (2) retaliation, and (3) RA. In FY 2016, VA's EEO Director released guidance on stay away/no contact orders, retaliation, cooperation in the EEO process, and legally compliant vacancy announcements for positions with physical requirements.

VHA took measures to prevent unlawful discrimination through a variety of activities to promote EEO and the acceptance of diversity. During FY 2016, EEO/AEO personnel provided training to managers and supervisors upon request. EEO/AEO also provided training to ten VHA Central Office program offices. Monthly training sessions were held for EEO Managers. The EEO/AEO personnel conducted a total of 29 unique training sessions in FY 2016 for EEO professionals and other stakeholders (i.e., workforce planners, HR Management Staff, Education Coordinators, SEPMs, etc.). EEO/AEO dispersed quarterly reports on ADR and targeted disabilities metrics which identified strategies for enhancement in order to keep the VISN and medical center directors abreast of their progress towards meeting FY 2016 goals. VHA ODI staff also supported the EEO Training Institute by conducting classes on Unconscious Bias, Micro-Inequities, The New VA Inclusion Quotient (IQ), and Generational Diversity in the Workplace.

Mandatory RA training continued to be provided to all VBA directors, supervisors, LRACs, and EEO managers through two online training modules, a two-hour video, "Conversation with Lawyers: Reasonable Accommodation;" and a six-minute training, "Compliance Impact: Reasonable Accommodation" that provided the legal requirements of RA and the stages of the RA process.

During FY 2016, the NCA EEO office continued to work closely with the coordinators and the Director of the AHO to address allegations of a hostile work environment in a timelier manner. This provided NCA an opportunity to address these types of allegations from the onset to correct the behavior more efficiently. Further, NCA's leadership participated in the mandatory EEO, Diversity & Inclusion, and Conflict Management training with a 97.12 percent completion rate. This 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.

OI&T appointed an AHC to prevent and eliminate harassment issues regardless of whether the harassing conduct violates the law. OI&T also has an active RA program located in the Human Capital Management Employee Relations office.

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

***EFFICIENCY**:* ORM tracked 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 2016) 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 2016 were processed on an average of 197 days (ORM employees completed 371 investigations and issued un-amended cases in an average of 172 days. Contractors completed 417 investigations and issued un-amended cases in an average of 219 days).

At the end of FY 2016, 35 percent (2 percent decrease from FY 2015) 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 increased to 61 percent. ADR is used for both EEO and non-EEO disputes with very positive results:

Table 2. ADR in EEO Process

	FY 2015	FY 2016
Contacts	5,052	4,982
Offers[2]	99%	99%
Participation[3]	59%	61%

Table 3. ADR Outcomes

	EEO		*Non-EEO*	
	FY 2015	**FY 2016**	**FY 2015**	**FY 2016**
Completed	2,966	3,063	1,530	1,424
Resolved	52%	48%	83%	84%

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

ORM provided 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 2016, ORM engaged the EEOC about developing/procuring a new case management system and exploring the potential for integration and linkage with the EEOCs Federal Sector Portal (FEDSEP). The benefits of such a system would be to reduce the time and cost of file and document transmissions between VA and EEOC, improve customer service by allowing real time status of case information for complainants and their representatives, and streamlining end of year reporting. These efforts will be ongoing in FY 2017.

Also in FY 2016, ORM collaborated with the Defense Logistics Agency (DLA) to streamline its toll free EEO services. The changes made resulted in an annual cost savings of $200K, aggrieved persons receiving consistent information on the EEO process from ORM, ORM being able to track and immediately reply to all incoming calls, and allows EEO counselors to spend more time counseling and resolving complaints assigned to them.

In FY 2016, ORM engaged in the Secretary of VA's LDL initiative. Two hundred thirty-seven ORM employees attended LDL sessions which focused on ORM's mission, how each employee connects to the mission, and solicited their ideas for improving our processes. As a result, 29 changes were implemented and 25 more were pending implementation/review by the end of FY 2016. ORM leaders and managers also developed LDL projects designed to make our EEO and ADR processes more efficient and effective. Examples of changes and projects include; using data science to develop a site and cost analytic for complaint processing, automating the process for investigators to receive documents from VA facilities, issuing written interrogatories after the case has been accepted and before an investigator is assigned, developing an "It's On Us" campaign as noted in EEOC's 2016 Report on Harassment to reduce instances of harassment and bullying, realigning 0260 series positions from VA Administrations and staff offices to under the EEO Director, and reviewing ways to address the EEO Director's dual role as Chief Human Capital Officer.

In FY 2016, VBA experienced 171 EEO complaints (formal and informal). The participation rate in ADR was 51 percent. VBA's total cost avoidance was estimated at $450 million. Utilization of ADR throughout VBA contributed to an overall cost avoidance of $1,717,000 compared to $450,000.00 in FY 2015. The difference between FY 2015 and FY 2016 is a savings of $1,267,000.

[2] ADR offer rate represents the percentage of informal EEO complaints in which VA offers the aggrieved person an opportunity to participate in ADR versus traditional counseling.
[3] ADR participation rate represents the percentage of informal EEO complaints in which both VA and the aggrieved person agree to participate in ADR.

In FY 2016, NCA experienced a filing of 44 informal complaints and 63.64 percent (39) of the mediations of these complaints were completed. 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 decreased from 63.41 percent from the previous fiscal year to 59.09 percent. NCA recognizes that complaint activity has increased for FY 2016; however, NCA is working diligently to reduce the number of complaints filed by 15 percent. To accomplish this goal, NCA partnered with the Federal Mediation Conciliation Services (FMCS) to provide this training across the country at all national cemeteries. For FY 2017, 12 cemeteries have been 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 2017 – FY 2018.

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

***RESPONSIVENESS AND LEGAL COMPLIANCE**:* ODI, ORM, OEDCA, the Office of Human Resources Management (OHRM), and the Administrations share responsibility for responsiveness and legal compliance in the area of EEO. In FY 2016, ORM continued to monitor compliance with findings of discrimination and reported 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 (RMO). In FY 2014, the ASHRA 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 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.

ORM issued guidance to its employees on two areas where dismissals were being reversed by EEOC; (1) contact with Administration EEO officials, and (2) use of electronic service delivery to issue the Notice of Right to File. By taking these actions, ORM expects to increase compliance with the 1614.107 dismissal authorities.

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 100 percent offer rate for EEO cases. Mediation may be utilized for all workplace disputes, not just EEO complaints. For FY 2016, the ADR program alone provided VHA an estimated cost avoidance of more than $22 million.

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 2016, VBA had two findings of discrimination. Of these findings, one was based on disability discrimination and one was based on color. Each finding of discrimination was thoroughly reviewed to ensure compliance with orders issued by the EEOC and FADs. Additionally, terms and provisions of settlement agreements were performed within the specified timeframes, with the exception of one breach that was remedied.

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

Workforce Composition

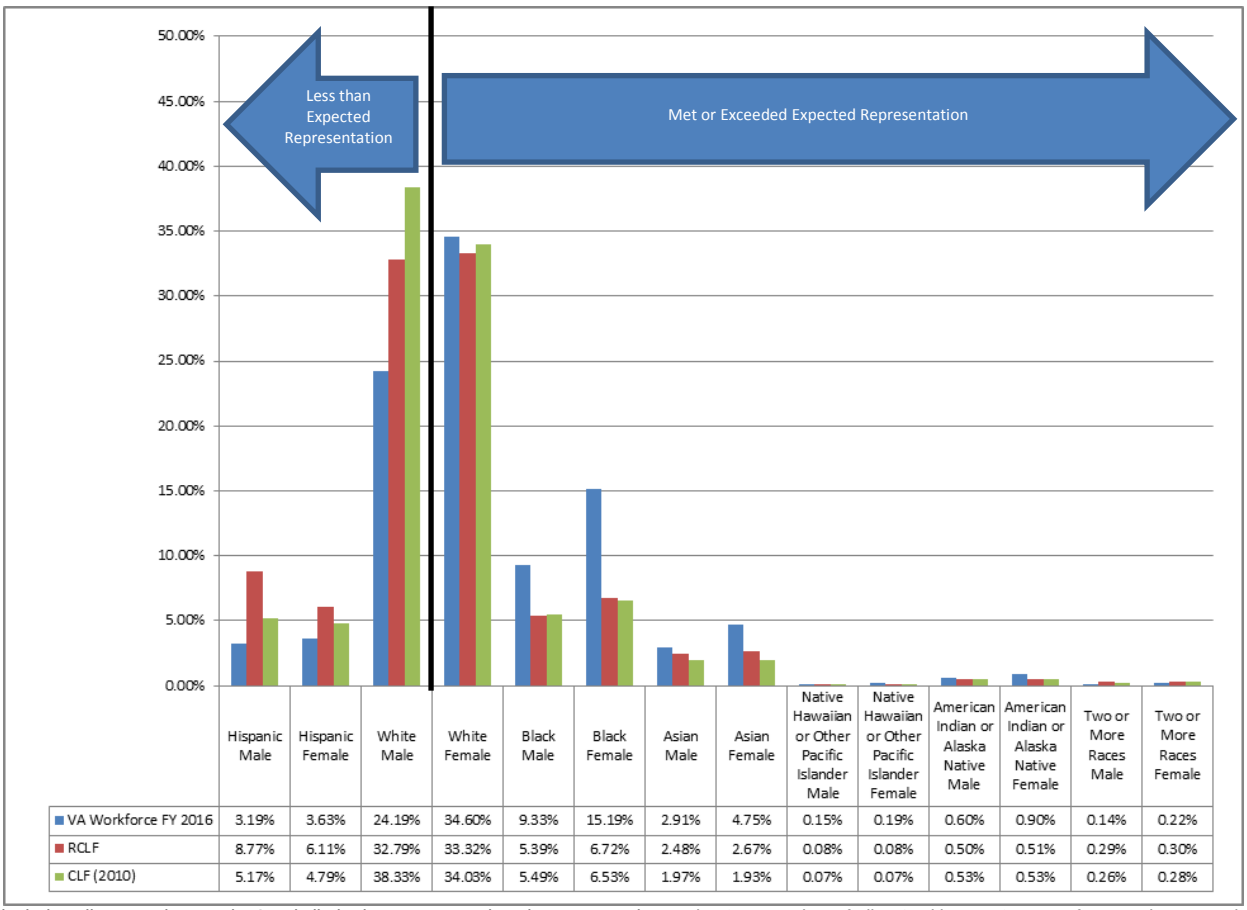
As the second largest Cabinet-level executive department, VA is proud to be one of the most diverse agencies in the Federal Government. The Relevant Civilian Labor Force (RCLF)[4] is the benchmark against which we measure the diversity of our workforce. Compared to the RCLF, VA's workforce is at or above the RCLF representation in all areas except for White and Hispanic males and Hispanic females. While the overall representation of most demographic groups increased in FY 2016, the

[4] VA corrected the RCLF computation to align with EEOC guidance. The RCLF methodology no longer weights the relevant occupations in proportion to the VA population in the occupation. The new RCLF methodology is based on the actual Census population data of relevant occupations. This new RCLF model was approved by EEOC.

proportional representation of Hispanic males increased marginally from 3.16 percent to 3.19 percent. The proportional representation of Hispanic females increased from 3.61 percent to 3.63 percent. Also, the proportional representation of White males decreased from 24.46 percent to 24.19 percent.

Figure 1 depicts VA's current onboard representation as compared to the Civilian Labor Force (CLF) and RCLF.

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



	Hispanic Male	Hispanic Female	White Male	White Female	Black Male	Black Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaska Native Male	American Indian or Alaska Native Female	Two or More Races Male	Two or More Races Female
VA Workforce FY 2016	3.19%	3.63%	24.19%	34.60%	9.33%	15.19%	2.91%	4.75%	0.15%	0.19%	0.60%	0.90%	0.14%	0.22%
RCLF	8.77%	6.11%	32.79%	33.32%	5.39%	6.72%	2.48%	2.67%	0.08%	0.08%	0.50%	0.51%	0.29%	0.30%
CLF (2010)	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%

CLF includes all occupations and RCLF is limited to VA occupations in VA proportions. The 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 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 net change for the total VA workforce. The net change for the total VA workforce in FY 2016 was 2.47 percent, or 8,947 employees. At the end of FY 2016, VA's workforce totaled 370,893 employees, including 19,486 temporary employees[5].

White males and females, and American Indian or Alaska Native males and females have a net change/growth rate below that of the overall workforce. White males had a less than expected participation rate (compared with the RCLF) and experienced a growth rate of 1.35 percent. White females, American Indian or Alaska Native males and females experienced growth rates of 1.70 percent, 2.16 percent and 1.05 percent, respectively and still exceeded their expected representation. VA will continue to place special emphasis on outreach and retention efforts for Hispanic males and females, and White males given that they fall below their expected representation. Table 4 provides the net changes for the total workforce by Race, Ethnicity, and Gender (REG) group.

[5] This figure includes intermittent employees, so it is greater than the figure in Part B of this report which excludes intermittent employees.

The net change for each REG group is compared to the net change for the total workforce. 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	
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Net Change	2.47%	3.26%	3.13%	1.35%	1.70%	3.37%	4.36%	4.32%	6.44%	7.21%	12.22%	2.16%	1.05%	- 3.72%	- 9.90%

*** 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.*

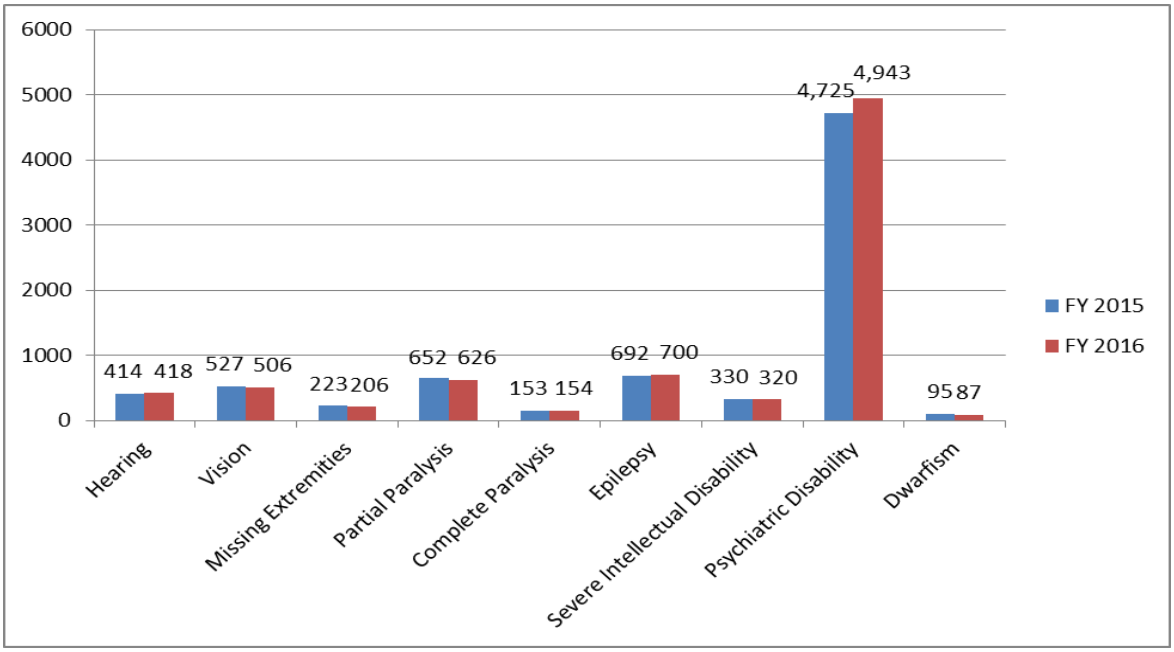
Targeted Disabilities

In addition to examining the workforce by REG, we also reviewed the data for IWTDs[6]. The representation of IWTD (permanent and temporary) decreased from 2.16 percent in FY 2015 to 2.14 percent in FY 2016, the highest among all cabinet level departments. The net change for this group's population was 1.91 percent, compared to 2.53 percent for the total VA workforce. Permanent employees with targeted disabilities decreased from 2.17 percent in FY 2015 to 2.16 percent of the VA permanent workforce in FY 2016. VA will continue to monitor the onboard and hiring statistics for IWTDs, monthly, as a performance metric and to determine if VA policy goals for IWTDs should be adjusted to higher goals starting in FY 2018. Approximately 65 percent of VA's employees with targeted disabilities are Veterans.

According to Figure 2, from FY 2015 to FY 2016, there was an increase in IWTDs who self-identified as having a psychiatric disability. Individuals with psychiatric disabilities grew at a rate of 4.61 percent and are the largest component (62.10 percent) of IWTDs. The number of employees who identified as having a psychiatric disability increased from 4,725 in FY 2015 to 4,943 in FY 2016. This group also had the highest involuntary separation rate of all IWTD groups. Many of these employees are disabled Veterans. The separation rate for permanent IWTDs is of particular concern. Although they represented 2.17 percent of the permanent workforce at the beginning of FY 2016, their voluntary separation rate during the fiscal year was 2.98 percent, and their involuntary separation rate was 8.36 percent. This high separation rate does impact VA's efforts to maintain its two percent or higher onboard goal for IWTDs.

[6] Disabilities: The Federal Government, as a matter of policy, has identified certain disabilities 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 the targeted disabilities categories since Census does not track these categories.

Figure 2. Comparison of Targeted Disabilities by Type of Disability

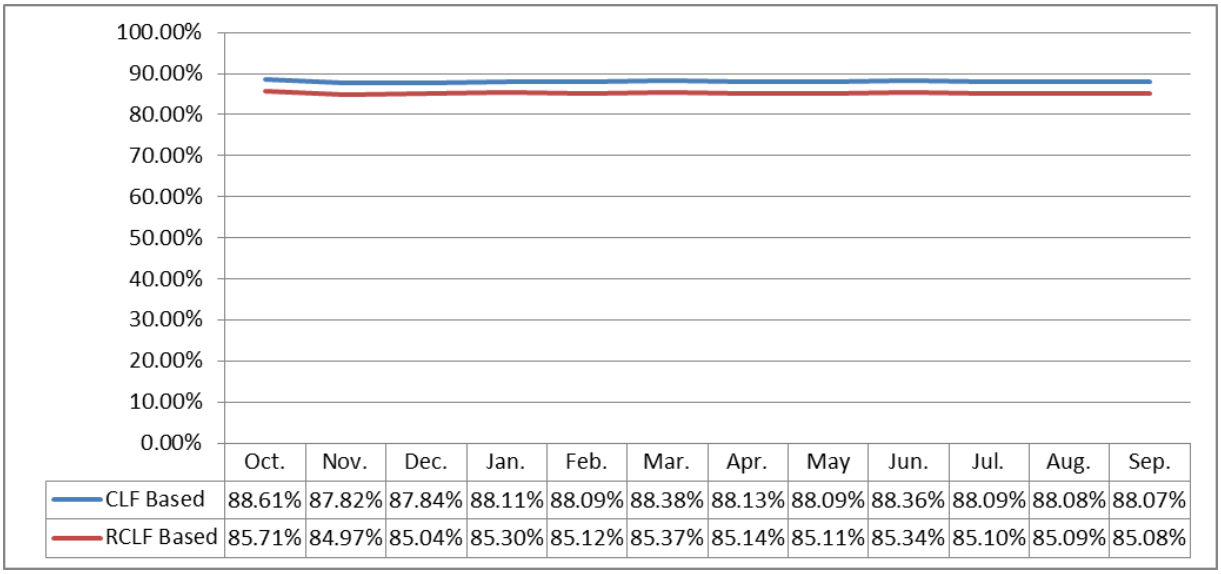


The Secretary is committed to maintaining the two percent onboard goal and the three percent hiring goal for this group. Further corrective strategies will focus on: 1) Developing or procuring a replacement enterprise-wide IT solution for the Reasonable Accommodations Compliance System (RACS) that is consistent with VA's requirements and budget constraints; 2) Continuing to train 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 IQ) provide leadership with the capability to quickly view how well their D&I 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 REG with the CLF or RCLF, as applicable. The metric can be expanded to include other dimensions such as age 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 has remained relatively steady over the last decade and is provided in Figure 3. Note: This index currently focuses on REG and does not track the disability aspect of diversity.

Figure 3. VA's FY 2016 Diversity Index



	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.
CLF Based	88.61%	87.82%	87.84%	88.11%	88.09%	88.38%	88.13%	88.09%	88.36%	88.09%	88.08%	88.07%
RCLF Based	85.71%	84.97%	85.04%	85.30%	85.12%	85.37%	85.14%	85.11%	85.34%	85.10%	85.09%	85.08%

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 IQ. VA's IQ increased slightly in FY 2016 and is provided in Table 5.

Table 5. OPM IQ

	FY 2015	FY 2016
VA-wide	53%	54%
VHA	53%	54%
VBA	52%	55%
NCA	59%	61%
VACO	54%	54%
Gov't Wide	57%	58%

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, VSSC. In order to fully integrate VA's D&I 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 Lync 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 Part I are:

1. **Less than expected participation for Hispanics:** Compared with their respective RCLF, Hispanic males and females had less than expected participation in the VA workforce. In VA, Hispanic males represent 3.19 percent of the permanent and temporary workforce and Hispanic females represent 3.63 percent, whereas Hispanic males represent 8.77 percent of the RCLF and 5.17 percent of the CLF and Hispanic females represent 6.11 percent and 4.79 percent, respectively. The

net change for Hispanic males (3.26 percent) and females (3.13 percent) is above the net change for the total workforce (2.47 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, and NCA) and to VACO. A more detailed analysis is provided in Part I of this report.

2. **Less than expected participation for White males:** Compared to the respective RCLF, White males had less than expected participation in the VA workforce. White males are 24.19 percent (73.77 percent of the RCLF of 32.79 percent) of the permanent and temporary workforce. This less than expected participation trickles down to VHA. A more detailed analysis is provided in Part I of this report.

3. **Less than expected hiring rate for White females:** Compared to their participation in the RCLF, White females fell below their expected hiring rate when looking at hires to GS-3 through GS-15 positions. The hiring rate of White females to these positions was 31.48 percent compared to their participation in the RCLF of 33.60 percent. A more detailed analysis is provided in Part I of this report.

4. **Less than expected promotion rates for White females, Black females, Asian males and females, Native Hawaiian or Other Pacific Islander males, and American Indian or Alaska Native females:** White, Black, and Asian females experienced low promotion rates at the entry level (grades 3 thru 8) and the journeyman level (grades 9 thru 12) when compared to the overall promotion rate at those levels. Asian males experienced low promotion rates at the entry and senior level (grades 13 thru 15). Native Hawaiian or Other Pacific Islander males and American Indian or Alaska Native females experienced low promotion rates at the entry, journeyman, and senior levels. A more detailed analysis is provided in Part I of this report.

5. **High volume of discrimination complaints:** VA's informal rate decreased from 1.43 percent to 1.32 percent from FY 2015 to 2016 (slightly higher than the government-wide average of 1.10 percent); and the formal filing rate increased from 0.66 percent to 0.70 percent (higher than the government-wide average of 0.50 percent). In FY 2016, the number of findings of discrimination for VA increased (33 in FY 2015 and 35 in FY 2016). Retaliation, disability, and sex were the most prevalent bases of discrimination in those findings. A more detailed analysis is provided in Part I of this report.

6. **Less than expected participation in the SES Cadre (permanent):** With the exception of White, Black, American Indian or Alaska Native males, and males identifying with two or more races, all the other REG groups fall below their expected representation. The representation of White men (45.39 percent) did not change from the previous year and is almost double the expected representation (22.77 percent). It most likely serves as the catalyst for the less than expected representation for the other demographic groups.

Table 6. SES Demographics

	Hispanic		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
SES (Excludes Title 38)	2.64%	0.88%	48.39%	31.09%	7.33%	5.87%	1.17%	1.17%	0.00%	0.00%	0.59%	0.59%	0.29%	0.00%
GS-14 & 15 Feeder Pool (Permanent)	3.07%	2.18%	41.64%	24.88%	3.52%	4.60%	9.99%	8.34%	0.10%	0.11%	0.81%	0.58%	0.11%	0.09%
Upward Mobility Benchmark	2.37%	3.38%	25.05%	38.88%	4.51%	11.97%	4.25%	7.51%	0.11%	0.18%	0.55%	0.95%	0.10%	0.18%
FY 2016 Permanent Workforce	2.93%	3.86%	22.77%	37.02%	7.22%	16.09%	2.92%	4.98%	0.14%	0.20%	0.55%	0.97%	0.13%	0.23%

Source: VSSC – HR Database; Red font indicates where 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 American Indian or Alaska Native males do quite well compared with the three benchmarks. A more detailed trigger and barrier analysis is provided in Part I of this report.

Summary of Planned Activities for FY 2017

The following list summarizes the planned activities laid out in Part H, I, and J for FY 2017 to eliminate identified barriers or correct program deficiencies.

- VA ODI will include and ensure OHRM is represented at ODI's quarterly MD-715 stakeholders meetings so the process can begin of reviewing various management/personnel policies, procedures, and practices.
- VA ODI will collaborate with OPM to modify the existing applicant flow process to include new required features.
- VA will continue streamlining FAD decision formats.

- VA will continue to administer mentoring (formal and informal) programs to promote career development, retention, and upward mobility within the VA workforce.
- 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.
- VA ODI will plan and coordinate various informational and developmental trainings for all SEPMs, and provide career advancement and educational awareness events at VA Centers.
- VA will continue to encourage resolution of complaints likely to result in findings of discrimination, utilize mechanisms that allow facilities to track progress in EEO/ADR, encourage resolution of EEO complaints at the informal stage, and identify and address any process or systemic issues at facilities where findings of discrimination have been made.
- VA will create a list of SES diversity best practices by utilizing information from other agencies and using data to benchmark VA progress.
- VA ODI will continue to issue updated guidance on hiring/promoting and RA to the Selective Placement Coordinators and the LRACs.
- VA ODI will solicit membership for a disability employment committee to address disability employment issues.
- VA ODI will continue facilitating “Gateway to Race Relations World Café Dialogue” sessions.

EEOC FORM 715-01 PART F	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Pamela S. Mitchell, Acting Assistant Secretary for Human Resources and Administration, am the

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 work force 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.

Pamela S Mitchell — 10 Feb 17

Signature of Principal EEO Director/Official — Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Vivian Wright Simpson — 3-2-17

Signature of Agency Head or Agency Head Designee — Date

EEOC FORM 715-01 PART G	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP
Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.

Compliance Indicator / Measures	EEO policy statements are up-to-date.	Measure has been met: Yes	Measure has been met: No	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
1.	The Agency Head was installed on July 29, 2014. The EEO policy statement was issued on April 20, 2015. Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.	X		
2.	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.	X		
3.	Are new employees provided a copy of the EEO policy statement during orientation?	X		
4.	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		

Compliance Indicator / Measures	EEO policy statements have been communicated to all employees.	Measure has been met: Yes	Measure has been met: No	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
5.	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
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?	X		
7.	Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? **[see 29 CFR §1614.102(b)(5)]**	X		

Compliance Indicator / Measures	Agency EEO policy is vigorously enforced by agency management.	Measure has been met: Yes	Measure has been met: No	For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
8. Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:		X		
9. resolve problems/disagreements and other conflicts in their respective work environments as they arise?		X		VA stresses compliance with these guidelines but has not identified a method to measure.
10. address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?		X		VA stresses compliance with these guidelines but has not identified a method to measure.
11. 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?		X		VA stresses compliance with these guidelines but has not identified a method to measure.
12. ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?		X		
13. ensure a workplace that is free from all forms of discrimination, harassment and retaliation?		X		
14. 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 ?		X		
15. ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?		X		
16. ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?		X		
17. Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?		X		
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.				
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		X		

making such procedures available on the World Wide Web or Internet?			
19. Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?	X		

Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.				
Compliance Indicator **Measures**	**The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
20. Is the EEO Director under the direct supervision of the agency head? **[see 29 CFR §1614.102(b)(4)]** For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)		X		
21. Are the duties and responsibilities of EEO officials clearly defined?		X		
22. Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X		
23. If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X		
24. If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?		X		
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
Compliance Indicator **Measures**	**The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
25. Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X		
26. Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?		X		
27. Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?		X		

28. Does the agency 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?	X		
29. Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? **[see 29 C.F.R. § 1614.102(b)(3)]**		X	Reference action plan for Questions #54, 55, and 56 in Part H
30. Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?	X		

Compliance Indicator / **Measures**	**The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
31. Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
32. Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
33. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?		X		
34. Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X		
35. Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X		
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		X		
37. Are other agency 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?		X		

Compliance Indicator / **Measures**	**The agency has committed sufficient budget to support the success of its EEO Programs.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
38. Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems?		X		

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?)	X		
40. Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
41. Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X		
42. Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X		The Federal Accessibility Standards are superseded by the Architectural Barriers Act Accessibility Standards (ABAAS). Each VA facility has its own budget.
43. Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
44. Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? **[see 29 C.F.R. § 1614.102(b)(5)]**	X		
45. Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:			
46. for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
47. to provide religious accommodations?	X		
48. to provide disability accommodations in accordance with the agency's written procedures?	X		
49. in the EEO discrimination complaint process?	X		
50. to participate in ADR?	X		

Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.				
Compliance Indicator **Measures**	**EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
51. Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?		X		
52. Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X		
Compliance Indicator **Measures**	**The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
53. Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?			X	
54. Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?			X	
55. Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?		X		
Compliance Indicator **Measures**	**When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
56. Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X		
57. 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?		X		
58. Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X		

If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation. Information pertaining to findings/actions taken in FY 2016 is limited at the time of this writing. In FY 2016, there were a total of 35 findings of discrimination. In 34 of the 35 findings, the Department was ordered to consider taking disciplinary actions. To date, discipline has been taken in 13 of the 34 findings; in which 11 responsible management officials (RMOs) received a counseling or admonishment; one received a reprimand; and one received proposed suspension.			
59. Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
60. Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		

Essential Element D: PROACTIVE PREVENTION Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.				
Compliance Indicator **Measures**	**Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
61. Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?		X		
62. When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X		
63. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?		X		
64. Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		
65. Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		
66. Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		
67. Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		
68. Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		
Compliance Indicator **Measures**	**The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
		Yes	**No**	
69. Are all employees encouraged to use ADR?		X		
70. Is the participation of supervisors and managers in the ADR process required?		X		

Essential Element E: EFFICIENCY Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.			
Compliance Indicator **Measures**	**The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.**	**Measure has been met** **Yes** / **No**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
71. Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?	X		
72. Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?	X		
73. 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?	X		
74. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?	X		
75. Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X	VA is unable to track requests and is unsure as to whether it's meeting the 90 percent threshold.
Compliance Indicator **Measures**	**The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.**	**Measure has been met** **Yes** / **No**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
76. Does the agency 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 agency's complaint resolution process?	X		
77. Does the agency'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?	X		
78. Does the agency hold contractors accountable for delay in counseling and investigation processing times?	X		
If yes, briefly describe how: Office of Resolution Management has sole responsibility.			
79. Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of	X		

training required in accordance with EEO Management Directive MD-110?			
80. Does the agency 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?	X		
Compliance Indicator	**The agency 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**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
Measures		**Yes** / **No**	
81. Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?	X		
82. Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?	X		
83. Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?	X		
84. Does the agency complete the investigations within the applicable prescribed time frame?		X	
85. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X	
86. When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?	X		
87. When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	X		
88. Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	X		

Compliance Indicator	There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
89. In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X		
90. Does the agency 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?		X		
91. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		
92. Does the responsible management official directly involved in the dispute have settlement authority?			X	MD-110 states that the RMO cannot serve as the settlement official. VA is in compliance with MD-110.

Compliance Indicator	The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.	Measure has been met		For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	
93. Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?		X		
94. Does the agency 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)?		X		
95. Does the agency 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?		X		
96. Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		

97. Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?	X		
98. Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?	X		
99. Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	X		

Compliance Indicator	**The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.**	**Measure has been met**		**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
Measures		**Yes**	**No**	
100. Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
101. Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
102. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

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 **Measures**	**Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.**	**Measure has been met** **Yes**	**No**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
103. Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?		X		
Compliance Indicator **Measures**	**The agency's system of management controls ensures that the agency 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**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
104. Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.			X	VA utilizes a payroll provider, DFAS, to make timely and orderly submissions for all types of payment requests (to include orders of relief).
105. Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?				
106. Are procedures in place to promptly process other forms of ordered relief?				
Compliance Indicator **Measures**	**Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.**	**Measure has been met** **Yes**	**No**	**For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report**
107. Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X		
108. 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?	X		
110. 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.			
111. Have the involved employees received any formal training in EEO compliance?	X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:			
112. Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
113. Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
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 agency official of total monies paid?	X		
115. Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
116. Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
117. Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
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.	X		
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 agency's transmittal letter).	X		
120. Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
121. Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
122. Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
123. Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:
1. *See* 29 C.F.R. § 1614.102.
2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. *See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation* (10/20/00), Question 28.

EEOC FORM 715-01 PART H	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61) Q53. Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?
OBJECTIVE 1:	Collaborate with HR and Administrations to update VA Directive 5005, Merit Promotion Policies and Procedures, as appropriate
RESPONSIBLE OFFICIAL:	VA Learning University (VALU), ODI, OHRM, Administrations
DATE OBJECTIVE INITIATED:	01/07/2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2019

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
VHA will streamline and standardize its merit promotion plan to be used for its central office and VHA field offices.	09/30/2019
VA ODI will request inclusion on VA's new HR Council to ensure collaboration with HR leadership.	09/30/2017
VA ODI will include and ensure OHRM is represented at quarterly MD-715 stakeholders meetings.	09/30/2017

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE
VA updated Directive 5005 (Merit Promotion Policy) to revise procedures regarding the organizational structure of Hybrid Title 38 Professional Standards Boards on December 17, 2015.

EEOC FORM 715-01 PART H	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61) Q54. Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?
OBJECTIVE 2:	Collaborate with HR to conduct analyses of the Employee Recognition and Awards Program
RESPONSIBLE OFFICIAL:	VA Learning University (VALU), ODI, OHRM, Administration Training Officers (TOs)
DATE OBJECTIVE INITIATED:	01/07/2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2017

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
VA ODI will work with OHRM to review the Employee Recognition Awards Program policy for VACO.	07/31/2017
VA ODI will request inclusion on VA's new HR Council to ensure collaboration with HR.	09/30/2017
VA ODI will conduct semi-annual meetings with OHRM specialists conducting the reviews and audits of annual performance awards.	09/30/2017
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM 715-01 PART H	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61) Q55: Have timetables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in the programs by all groups?
OBJECTIVE 3:	Collaborate with HR to conduct analyses of Employee Development/Training Programs
RESPONSIBLE OFFICIAL:	VA Learning University (VALU), ODI, OHRM, Administration TOs
DATE OBJECTIVE INITIATED:	01/07/2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	05/31/2016

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
VA ODI will work with OHRM, VALU, VHA, NCA, and VBA to review competitive Employee Development/Training Programs.	05/31/2016 Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE
ODI regularly participates in the TLC meetings.

EEOC FORM 715-01 PART H	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	MANAGEMENT AND PROGRAM ACCOUNTABILITY: Regular EEO briefings with officials, HR, and review for disciplinary action; (Q52-61) Q58. Has the agency, 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.
OBJECTIVE 4:	Implement a new policy ensuring appropriate review and accountability
RESPONSIBLE OFFICIAL:	VA Learning University (VALU), ODI, ORM, OHRM, Administration TOs
DATE OBJECTIVE INITIATED:	01/07/2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2016

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
VA will monitor and enforce new policy.	09/30/2016 Completed
VA will prepare report for FY 2015 disciplinary actions taken.	09/30/2016 Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

EEOC FORM 715-01 PART H	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103) Q72. Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?
OBJECTIVE 5:	Integrate applicant flow data with VA's MD 715 reporting system
RESPONSIBLE OFFICIAL:	ODI, OHRM, Corporate Senior Executive Management Office (CSEMO), Administration TOs
DATE OBJECTIVE INITIATED:	10/01/2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2016

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
VA ODI will document existing HR and applicant flow infrastructure.	09/30/2016 Completed
VA ODI will collaborate with OPM to refine USAJOBS applicant flow data to provide additional information to separate applicant data to respective MD-715 data tables.	09/30/2016 Completed
VA ODI will collaborate with OPM to modify the existing applicant flow process to include new required features.	09/30/2016 Completed

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE
OPM developed a new USA Staffing Cognos system to generate the EEOC Table A7 only. Agencies have to rely on manual efforts to extract, analyze, and format data to conform with the remaining tables A9, A11, B7, B9, and B11.

EEOC FORM 715-01 PART H	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103) Q75: Are 90 percent of accommodation requests processed within the time frame set forth within the agency procedures for reasonable accommodation?
OBJECTIVE 6:	Establish and deploy a VA-wide centralized RA system to track timely processing of RA requests
RESPONSIBLE OFFICIAL:	ODI, ORM, Administration EEO and HR Officials
DATE OBJECTIVE INITIATED:	06/08/2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2018

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
VA ODI will implement a simple spreadsheet (developed by VHA) to record all subsequent data concerning RA.	01/03/2017
VA ODI will monitor timeliness and denial rates and provide quarterly feedback to the subcomponents.	09/30/2017
VA ODI will hold quarterly conference calls with LRACs to provide training and answer questions.	09/30/2017
VA ODI will conduct monthly virtual training for LRACs and EEO in each VA subcomponent.	09/30/2017
VA ODI will develop or procure a replacement enterprise-wide IT solution for RACS that is consistent with VA's requirements and budget constraints.	09/30/2018

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

Following the expiration of the maintenance option contract with MicroPact in November, ODI discontinued use of RACS.

As a result of this action, ODI is exploring options for the development/procurement of a replacement enterprise-wide IT solution for RACS that are consistent with our requirements and budget constraints. In the interim; however, ODI will implement a simple spreadsheet (developed by VHA) to record all subsequent data concerning RA until we acquire the means to develop or purchase a top end system.

Effective January 3, 2017, and until further notice, the various VA Administrations will be responsible for recording, tracking, and reporting on said data collection via this specified spreadsheet until as aforementioned, a new system is established.

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Department of Veterans Affairs	**FY 2016**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103) Q84: Does the agency complete the investigations within the applicable prescribed time frame?
OBJECTIVE 7:	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
RESPONSIBLE OFFICIAL:	ORM
DATE OBJECTIVE INITIATED:	09/23/2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2017

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
VA ORM will review and modify procedures for assigning cases to full-time, part-time, and contract investigators to improve timeliness.	01/31/2017
VA ORM will improve procedures for requesting extensions of investigation timeframes when necessary.	03/31/2017
VA ORM will streamline the investigative report to improve timeliness while maintaining quality.	03/31/2017
VA ORM will fill investigator vacancies, continue hiring and recruitment action, and institute aggressive recruitment initiatives, such as open and continuous hiring certificates to fill vacancies for full-time and part-time investigators and case managers.	09/30/2017
VA ORM will continue to monitor contract and internal investigator performance. [Remove/replace poor performing contractors (New contract to be awarded 02/01/2017). Ensure that there are available funds for contractors to address overflow.]	09/30/2017
VA ORM will review and modify procedures for the review and release of completed investigations to improve quality and timeliness.	01/31/2017
VA ORM will initiate pilot project to provide complainant, RMO, and witnesses with written interrogatories immediately upon assignment to the Investigator.	01/31/2017

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

1. Average days for un-amended/un-extended investigations were 197 days. Percentage of cases timely investigated 59 percent (1,865 total investigations: 943 internal, 922 contractor; 1,094 timely: 691 internal, 73 percent; 403 contractor: 44 percent).
2. Increased the number of ORM full-time and part-time investigators by 17 full-time equivalents in FY 2016.
3. Obtained equipment and established process to create digitized reports of investigation in compliance with EEOC requirements internally versus through external contract. Process change reduced average processing time by 3-5 days.
4. Developed reports to track status of investigations daily and monitor timeliness of un-amended and amended complaints.

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Department of Veterans Affairs	**FY 2016**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	EFFICIENCY: Sufficient staffing for barrier analysis, complaints processing, ADR, and program evaluation (Q72-103) Q85. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?
OBJECTIVE 8:	Issue final decisions within 60 days of complainant request
RESPONSIBLE OFFICIAL:	ODI, ORM, OEDCA, Administration EEO and HR Officials
DATE OBJECTIVE INITIATED:	10/01/2012
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2018

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
VA OEDCA will continue streamlining FAD decision formats.	09/30/2017 Ongoing
VA OEDCA will hire three or more staff attorneys to write FADs.	09/30/2018

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

OEDCA received 1,099 requests for decisions, a 15 percent increase from FY 2015. OEDCA closed 980 cases during the rating period. At the end of FY 2016, 35 percent of OEDCA's pending cases, including mixed cases and cases where a FAD was not requested, were older than 60 days. This was a 2 percent improvement from FY 2015.

All OEDCA attorneys met their production goal of 72 or more cases during FY 2016.

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Department of Veterans Affairs	**FY 2016**
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	DEMONSTRATED COMMITMENT BY AGENCY LEADERSHIP: Agency EEO policy is vigorously enforced by Agency management. Lack of anti-harassment program
OBJECTIVE 9:	Develop an Anti-Harassment Program in VA
RESPONSIBLE OFFICIAL:	OHRM, ORM, ODI
DATE OBJECTIVE INITIATED:	06/13/2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2016

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
VA ORM will 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 Completed
VA ORM will enhance the AHC Network.	3/31/2016 Completed
VA ORM will expand the case management system.	3/31/2016 Completed
VA ORM will launch training for employees, supervisors, managers, union officials, and AHCs.	3/31/2016 Completed
The ODI AHC will inform ODI of information pertaining to the policy and disseminate anti-harassment information.	09/30/2016 Completed
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**Less than Expected Participation for Hispanic Males and Females** VA experienced less than expected participation for Hispanic males and females (HMs and HFs, respectively) when compared to the RCLF and the CLF. This less than expected participation, when compared to the RCLF, trickled down to the Administration level (VHA, VBA and NCA) and to VACO.
BARRIER ANALYSIS 1: Provide a description of the steps taken and data analyzed to determine cause of the condition.	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. Within VA, HMs represented 3.19 percent of the permanent and temporary workforce and HFs represented 3.63 percent, whereas HMs represented 8.77 percent of the RCLF and 5.17 percent of the CLF and HFs represented 6.11 percent and 4.79 percent, respectively. The RCLF for nursing and allied health care fields 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. The net change for HMs (3.26 percent) and HFs (3.13 percent) was above the net change for the total workforce (2.47 percent), meaning that HMs and HFs were growing at a rate above that of the total workforce. In VHA, HMs represented 3.12 percent of the permanent and temporary workforce and HFs represented 3.77 percent, whereas HMs represented 8.84 percent of the RCLF and HFs represented 6.10 percent. The net change for HMs (3.16 percent) and HFs (3.20 percent) in VHA was above the net change for VHA's total workforce (2.62 percent), meaning that both HMs and HFs were growing at a rate above that of VHA's total workforce. In VBA, HMs represented 3.13 percent of the permanent and temporary workforce and HFs represented 2.80 percent, whereas HMs represented 4.09 percent of the RCLF and HFs represented 7.25 percent. The net change for HMs (4.69 percent) and HFs (2.14 percent) in VBA was above the net change for VBA's total workforce (1.19 percent), meaning that HMs and HFs were growing at a rate above that of VBA's total workforce. In NCA, HMs represented 8.04 percent of the permanent and temporary workforce and HFs represented 1.98 percent, whereas HMs represented 10.51 percent of the RCLF and HFs represented 4.99 percent. However, the net change for HMs in NCA (-0.66 percent) was below the net change for NCA's total workforce (1.30 percent) while HFs in NCA (15.63 percent) were above it; which means HMs were not growing at a rate above that of NCA's total workforce while HFs were above the rate. A negative net change means that the total workforce decreased since FY 2015. In VACO, HFs represented 1.83 percent of the permanent and temporary workforce and 4.82 percent of the RCLF. The net change for VACO HFs (0.42 percent) was below the net change for VACO's total workforce (0.99 percent), meaning that HFs were 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. 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 (2.93 percent): GS-8 (HM: 2.78 percent), GS-11 (HM: 2.25 percent), GS-12 (HM: 2.51 percent), GS-13 (HM: 1.85 percent), and GS-14 (HM: 2.17 percent). Table A4-1 also revealed less than expected participation in the following permanent GS grades for HFs when compared to their participation in the total permanent workforce (3.86 percent): GS-2 (HF: 0.97 percent), GS-10 (HF: 2.82 percent), GS-12 (HF: 3.45 percent), GS-13 (HF: 2.98 percent), GS-14 (HF: 2.07 percent), and GS-15 (HF: 2.21 percent). Further analysis of applicant flow data of HMs and HFs at the identified grades is necessary to pinpoint any potential barriers. A review of Table A6 revealed a less than expected participation rate for HMs for 15 (Human Resources Management, Equal Employment Opportunity, Miscellaneous Administration and Program, Program Management, Financial Administration and Program, Medical Officer, Medical Technologist, Pharmacist, Medical Records Technician, General Attorney, Legal Assistant, General Business and Industry, Loan Specialist, Criminal Investigating, and 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 21 (Police, Social Science, Human Resources Management, 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. Table A8 revealed that the hiring rate in the permanent and temporary workforce for HMs (3.12 percent) was below their representation in the RCLF (8.83 percent) and the hiring rate for HFs (3.27 percent) was below their representation in the RCLF (6.18 percent). Further analysis of applicant flow data is necessary to isolate the barrier(s). 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 13.09 percent while the overall promotion rate at the entry level was 13.53 percent. The promotion rate for HFs at the journeyman level was 22.98 percent while the overall promotion rate at the journeyman level was 23.53 percent. The promotion rate for HFs at the senior level was 4.99 percent while the overall promotion rate at the senior level was 5.67 percent. HMs experienced low promotion rates at the entry and senior levels when compared to the overall promotion rate at each level. The promotion rate for HMs at the entry level was 13.90 percent. The promotion rate for HMs at the senior level was 5.31 percent.

	The above analysis of the promotion rates was inclusive of competitive and non-competitive promotions and excluded the medical and WG occupations. In reviewing Table A14, HMs had a separation rate (3.27 percent) in the permanent workforce higher than their workforce participation rate (3.23 percent). HMs also had a high involuntary separation rate of 3.92 percent when compared to their workforce participation rate. HFs had a separation rate (3.00 percent) lower than their workforce participation rate (3.66 percent).
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	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.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Refine the applicant flow system to identify potential barriers in the recruitment and selection process. Review the hiring and promotion policies, procedures and practices. Eliminate, when possible, any barriers to equal opportunity.
RESPONSIBLE OFFICIAL:	ASHRA; DAS for Human Resources Management; DAS for Office of Diversity and Inclusion; Other Administration HR Officials
DATE OBJECTIVE INITIATED:	09/30/2009
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2019

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
ODI will continue outreach/communications with Hispanic Employment Program Managers (HEPMs) Department-wide.	09/30/2017
ODI will refine its existing applicant flow process to align with OPM's new applicant information system and integrate it into MD-715 tables in VSSC.	09/30/2019
ODI will continue to collaborate with Workforce Planners to incorporate VA's EEO and D&I 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.	09/30/2017
VA will continue to partner with Minority Serving Institutions (MSIs), including Hispanic Serving Institutions (HSIs), and educational institutions with high Hispanic student populations, professional organizations, military transition assistance programs, and Veterans Service Organizations to conduct targeted outreach, annually.	09/30/2017
VA will continue to utilize the Student Outreach and Retention (SOAR) program to conduct targeted employment outreach, offer developmental activities, and market VA as an Employer of Choice by establishing and maintaining partnerships with MSIs, including HSIs and other institutions of higher education.	09/30/2017
VA will administer mentoring (formal and informal) programs to promote career development, retention, and upward mobility within the VA workforce.	09/30/2017
VA will continue to exercise the MOU with Federally Employed Women (FEW) National Leadership to partner with community organizations to increase the representation of HFs in grades GS-8 and above.	09/30/2017
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.	09/30/2017
Based on availability of funds, VA ODI will award and execute a contract to implement a training module into VA's talent management system on managing implicit association, bias, and stereotyping in VA.	09/30/2021
ODI will collaborate with OHRM and CSEMO annually to review hiring policies, procedures, and practices to ensure they are consistent with Agency goals to eliminate barriers to employment	09/30/2017
ODI will work with OHRM to review Merit Promotion Policies (i.e. Directive 5005).	09/30/2018
VA will continue to expand delivery of its Unconscious Bias training (online and face-to-face) and EEO, Diversity, and Conflict Management Training for Managers and Supervisors to hiring managers to address hidden biases at the selection stage.	09/30/2017
ODI will update its Recruitment and Selection guide to promote best practices in EEO in the hiring process.	09/30/2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

- In support of talent acquisition, talent management, and workforce retention, during the month of November 2015, ODI supported the VHA's North Texas Health Care System Diversity Advisory Group to help put together resource material regarding VA's SEP. ODI shared various approved templates in electronic format with the facility that staff may utilize as they develop facility specific material. In addition, ODI also provided various other resource materials in hard copy to include ODI brochures, VA's Hispanic Employment, Retention and Outreach Strategic Plan FY 2013-2016, VA's Best Practices in Recruitment Outreach and Retention brochures, and copies of VA's Recruitment and Selection Best Practices Quick Series guides.

- To build a diverse and inclusive workforce and market VA as an Employer of Choice to the Hispanic community, ODI participated as an exhibitor at the 2016 Emerge Latino Conference in Washington, DC, during February 23-25, 2016.

- ODI partnered with VHA and participated as an exhibitor at the 20th Annual Joint National Conference on Hispanic Health Co-Hosted by the National Hispanic Medical Association and Hispanic Dental Association in Washington, DC, during April 21-24, 2016.

- On April 6, 2016, ODI presented information on programs and initiatives during the White House Initiative on Educational Excellence for Hispanics (WHIEEH) webinar, to include VA's SOAR Program, NDIP, WRP for students and recent graduates with disabilities, and VA's MyCareer@VA. In addition to internship opportunities shared during this call, ODI also provided numerical data regarding Veterans education and employee benefits. According to WHIEEH officials, there were 100 webinar participants comprised of senior officials from over 25 federal agencies, students from community colleges and universities (to include parents), and the general public. This webinar provided useful information regarding VA careers/internships and helped to promote VA as model employer and continued to demonstrate its commitment to diversity and inclusion to the Hispanic and Hispanic Veteran communities.

- During FY 2016, under the SOAR Program, which focuses on the provision of information on federal employment, VA careers, internships and mentoring, VA established a MOU with Florida International University located in Miami, Florida, which has a high percentage of Hispanic and Veteran students. VA continues to pursue additional educational institutions to participate in the SOAR Program, to assist in reaching diverse participants in occupations relevant to VA job opportunities.

- VA participated in the League of Latin American Citizens (LULAC) Convention and Expo/Federal Training Institute (FTI) in July 2016, as VA representatives. Government and non-government employees of various ages and professional backgrounds, primarily Hispanics of all grade levels, including Veterans, were present. VA provided information on programs and initiatives, employment and internships opportunities within VA, and interacted with participants and answered questions regarding employment, internships and VA benefits. Additionally, VA hosted an agency forum for employees, also attended by other agency staff, where participants gained information on VA internship and career development opportunities and unconscious bias. During the LULAC FTI, VA also offered barrier analysis training to participants of the National Council of Hispanic Employment Program Managers forum.

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**Less than Expected Participation for White Males** VA experienced less than expected participation for White males (WMs) when compared to the RCLF and the CLF. This less than expected participation trickled down to the Administration level (VHA). *** This barrier statement is included in Part I because the statistics revealed a trigger due to less than expected representation on WMs. However, in light of limited resources, VA is focusing on those historically underrepresented groups.**
BARRIER ANALYSIS 2: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The first indication of a possible barrier was the disparity in the participation rate of WMs in VA as indicated in Workforce Data Table A1. In VA, WMs represented 24.19 percent of the permanent and temporary workforce, whereas WMs represented 32.79 percent of the RCLF and 38.33 percent of the CLF. The net change for WMs (1.35 percent) was below the net change for the total workforce (2.47 percent), meaning that WMs were growing at a rate below that of the total workforce. In VHA, WMs represented 22.88 percent of the permanent and temporary workforce, whereas WMs represented 32.82 percent of the RCLF. The net change for WMs in VHA (1.36 percent) was below the net change for VHA's total workforce (2.62 percent), meaning that WMs were growing at a rate below that of VHA's total workforce. The less than expected participation VA-wide prompted a review of Tables A4-1, A6, A8 and A14. Table A4-1 revealed less than expected participation in the following permanent GS grades for WMs when compared to their participation in the total permanent workforce (22.77 percent): GS-3 (WM: 17.92 percent), GS-4 (WM: 19.32 percent), GS-5 (WM: 15.07 percent), GS-6 (WM: 15.85 percent), GS-7 (WM: 21.05 percent), GS-8 (WM: 18.63 percent), and GS-11 (WM: 18.89 percent). Further analysis of applicant flow of WMs at the identified grades is necessary to pinpoint any potential barriers that may exist. A review of Table A6 revealed a less than expected participation rate for 14 (Police, Social Science, Human Resources Management, Equal Employment Opportunity, Miscellaneous Administration and Program, Management and Program Analysis, Financial Administration and Program, Medical Officer, Pharmacist, General Attorney, Legal Assistance, Loan Specialist, Appraising, and Criminal Investigating) out of 28 identified major occupations in the permanent workforce. Table A8 revealed that the hiring distribution for WMs (23.71 percent) was below their representation in the RCLF (32.47 percent). Further analysis of applicant flow data is necessary to pinpoint any potential barriers. However, further analysis revealed WMs hired in the GS-13 to 15 positions were exceeding their RCLF. Representation of WMs hired at GS-3 to GS-8 positions was 21 percent and representation of WMs

	hired at the GS-9 to GS-12 positions was at 30.46 percent which was far below the WMs RCLF of 32.47 percent. In reviewing Table A14, WMs had a voluntary (27.41 percent) and involuntary separation rate (26.72 percent) in the permanent workforce that was higher than their workforce participation rate (24.24 percent). Further analysis revealed that the top reason for WMs voluntarily separating from VA was resignation and the top reason for WMs involuntarily separating was termination during probation period. The high voluntary separation rate for WMs prompted a review of exit surveys. In FY 2016, WMs made up 24.00 percent of those who completed the survey. The top four reasons stated for leaving VA among WMs that completed the survey were normal retirement (22.08 percent), advancement – unique opportunity elsewhere (16.93 percent), advancement – lack of opportunity, etc. (10.40 percent), and relocation with spouse (6.53 percent). After leaving VA, 20.42 percent stated they were transferring to a position in another Federal agency, and 18.98 percent stated they were planning to take a position in private industry or going into business for their self. Also, WMs were not generally satisfied with the number of opportunities for promotion. Only 38.63 percent of WMs responded positively to that question. Further analysis determined that WMs had been falling below their expected representation for the past 8 years at least due to the incorrectly computed RCLF baseline. The RCLF baseline was corrected during FY 2016.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The cause of the less than expected participation rate for WMs is unknown. It appears that our hiring of WMs is not exceeding the growth of the total workforce like it should if we want to see progress in participation. Also, WMs 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.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Refine the applicant flow system to identify potential barriers in the recruitment and selection processes. Review the hiring policies, procedure and practices. Eliminate, when possible, any barriers to equal opportunity.
RESPONSIBLE OFFICIAL:	ASHRA; DAS for Human Resources Management; DAS for Diversity and Inclusion; Other Administration HR Officials
DATE OBJECTIVE INITIATED:	11/01/2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2019

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
ODI will refine its existing applicant flow process to align with OPM's new applicant information system and integrate it into MD-715 tables in VSSC.	09/30/2019
ODI will review three year trend (FY 2015, FY 2016, and FY 2017) applicant flow data of WM at the entry, journeyman, and senior levels.	09/30/2018
ODI will review and analyze three year trend data on onboard, hires, and losses of WM.	09/30/2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**Less Than Expected Hiring Rate for White Females** This trigger focuses on the overall hiring rate for White females (WFs).
BARRIER ANALYSIS 3: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The overall hiring rate for WFs fell below their expected rates. The hire representation for WFs was 31.48 percent compared to its expected representation of 33.60 percent. WFs experienced low selection rates at the entry level (Grades 3 thru 8) and senior level (Grades 13 thru 15). The selection rates were 31.39 percent and 25.18 percent, respectively. Further analysis of FY 2016 applicant flow data is needed, per availability of data.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The cause of the low selection rates is unknown. Further examination of the policies, procedures, and practices impacting hiring and selection is needed.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Review the policies, procedures, and practices impacting hires/selections. Eliminate, when possible, any barriers to equal opportunity.
RESPONSIBLE OFFICIAL:	ASHRA; DAS for Human Resources Management; DAS for Office of Diversity and Inclusion; VA Learning University; Other Administration HR Officials
DATE OBJECTIVE INITIATED:	10/01/2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2019

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
VA will continue to conduct targeted diversity outreach and developmental activities and market VA as an Employer of Choice by leveraging the SOAR with two universities in the states of Virginia and Maryland: George Mason University and Towson University.	09/30/2017
VA will continue to implement the MOU with FEW and identify areas of less than expected participation with National Leadership to partner with community organizations to increase WF hires and representation in grades GS-13 and above.	09/30/2017
VA will continue to conduct targeted employment outreach and developmental activities and market VA as an Employer of Choice by leveraging the SOAR with local junior colleges (Northern Virginia Community College) and military installations (Ft. Belvoir) to increase representation amongst WFs in grades GS-3 to GS-8.	09/30/2017
Based on availability of funds, VA will participate in local job fairs, including a senior female official, to provide information to prospective new hires (WFs).	09/30/2017
ODI will collaborate with OHRM and CSEMO annually to review policies, procedures and practices impacting hires/selections.	09/30/2017
ODI will refine its existing applicant flow process to align with OPM's new applicant information system and integrate it into MD-715 tables in VSSC.	09/30/2019
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**Low Promotion Rates for White Females, Black Females, Asian Males, Asian Females, Native Hawaiian or Other Pacific Islander Males, and American Indian or Alaska Native Females** VA experienced low promotion rates in GS grades for WFs, Black females (BFs), Asian males (AMs), Asian females (AFs), Native Hawaiian or Other Pacific Islander males (NHOPIMs), and American Indian or Alaska Native females (AIANFs) when compared to the career level promotion rates for the permanent workforce in the GS schedule.
BARRIER ANALYSIS 4: Provide a description of the steps taken and data analyzed to determine cause of the condition.	WFs experienced low promotion rates at the entry level (grades 3 thru 8) and the journeyman level (grades 9 thru 12) when compared to the overall promotion rate at those levels. The promotion rate for WFs at the entry level was 11.96 percent while the overall promotion rate at the entry level was 13.53 percent. The promotion rate for WFs at the journeyman level was 20.14 percent while the overall promotion rate at the journeyman level was 23.53 percent. BFs experienced low promotion rates at the entry level and journeyman level when compared to the overall promotion rates at those levels. The promotion rate for BFs at the entry level was 12.42 percent while the overall promotion rate at the entry level was 13.53 percent. The promotion rate for BFs at the journeyman level was 22.48 percent while the overall promotion rate at the senior level was 23.53 percent. AMs experienced low promotion rates at the entry and senior level (grades 13 thru 15), 14.33 percent and 4.65 percent respectively. The overall promotion rate at the entry level was 13.53 percent and 5.67 percent at the senior level. AFs experienced low promotion rates at the entry and journeyman level, 12.83 percent and 23.05 percent respectively. NHOPIMs experienced low promotion rates at the entry, journeyman, and senior levels. The promotion rates for NHOPIMs were 13.95 percent, 23.66 percent, and 2.70 percent, respectively. AIANFs experienced low promotion rates at the entry, journeyman, and senior levels. The promotion rates for AIANFs were 12.91 percent, 25.13 percent, and 3.01 percent, respectively. This analysis of the promotion rates is inclusive of competitive and non-competitive promotions and excluded the medical and WG occupations.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The cause of the low promotion rates is unknown. Further examination of the policies, procedures, and practices impacting promotions is needed.

OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Review the policies, procedures, and practices impacting promotions. Eliminate, when possible, any barriers to equal opportunity.
RESPONSIBLE OFFICIAL:	ASHRA; DAS for Human Resources Management; DAS for Office of Diversity and Inclusion; VA Learning University; Other Administration HR Officials
DATE OBJECTIVE INITIATED:	09/30/2013
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2018

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
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.	09/30/2017
VA ODI will work with OHRM to review Merit Promotion Policies (i.e. Directive 5005).	09/30/2018
VA ODI will plan and coordinate various informational and developmental trainings for all SEPMs, and provide career advancement and educational awareness events at VA Centers.	09/30/2017
As part of VA's MOU with Blacks in Government (BIG), FAPAC, AAFEA/AAGEN, and FEW, VA ODI will meet quarterly to discuss the following: recruitment and retention of highly skilled diverse men and women and prepare them to become future VA leaders; increase the awareness and visibility of the VA BIG, FAPAC, and FEW Chapters throughout the Nation and VA as employee resource groups, professional development organizations, community resources and networking mechanisms.	09/30/2017
VA ODI will collaborate with officials of AAFEA, Society of American Indian Government Employees (SAIGE), and AAGEN to discuss upcoming FY 2017 events, training and other activities. Pending availability of resources, VA will partner with AAFEA and AAGEN for the annual training workshops.	09/30/2017
VA will continue to administer and disseminate information on formal and informal mentoring, career development, retention, and upward mobility within the VA workforce.	09/30/2017
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.	09/30/2017
VA will develop virtual leadership and professional development forums (to include affinity group national and regional conferences, activities sponsored by Veterans and professional organizations, etc.) to enhance SEPMs competence in the areas of recruitment and retention outreach.	09/30/2017
VA will continue partnerships with various diverse serving affinity organizations, such as FAPAC, AAGEN, BIG, FEW and AAFEA to enhance diversity outreach and leadership development programs and leverage VA's NDIP and Pathways Program.	09/30/2017
VA 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.	09/30/2016 Completed
VA ODI will continue to review workforce data for promotions and SES appointments.	09/30/2017
VA ODI will analyze competitive career development programs (i.e., Corporate Employee Development Program, Leadership VA (LVA), etc.) for all REG groups.	09/30/2017
As part of VA's MOU with FEW, VA ODI will meet quarterly to discuss the following: recruitment and retention of highly skilled women and prepare them to become future VA leaders throughout the nation and promote VALU and all facility-led professional development courses/programs advertised by their Education Specialists.	09/30/2017
VA ODI will 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.	09/30/2016 Completed

For Special Emphasis Programs, VA ODI will continue to conduct monthly and/or quarterly calls (or as needed) designed to offer information, training, to include professional development Department-wide.	09/30/2017
VA will develop virtual leadership and professional development forums and virtual trainings to enhance future leader competencies throughout VA nationally.	09/30/2016 Completed
VA will continue to expand delivery of its Unconscious Bias training (online and face-to-face) and EEO, Diversity, and Conflict Management Training for Managers and Supervisors to hiring managers to address hidden biases.	09/30/2017

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

- VA ODI, in partnership with the AAGEN and AAFEA, hosted a SES Professional Development Workshop consisting of an SES who provided keynote remarks and shared their experience on working towards and attaining an SES level position, an overview of the ECQs, roundtable "flash" mentoring discussion between participants and guest SES and Senior Leadership mentors, and an optional networking session for participants to intermingle with the guest SES and senior leader mentors, as well as with each other. The goal of the workshop was to promote the advancement of individuals from diverse backgrounds in the SES through mentoring, networking and knowledge sharing.

- National VA SEPMs within ODI distributed to VA EEO Managers, SEPMs, and employees on a regular basis, as information became available, information on career development and leadership programs via email, through Diversity News, and through the monthly ODI Diversity Newsletter.

- National VA SEPMs within ODI conducted monthly and/or quarterly calls with VA EEO Managers and SEPMs in the field to provide training and information on various topics including, barrier analysis, unconscious bias, inclusion, leadership development, career growth, and special emphasis program management.

- VA ODI hosted an exhibit booth and placed an ad in the program booklet for the AAGEN Leadership Workshop & Banquet, as well as interacted with participants providing information on VA internships, leadership programs, and employment opportunities.

- During on-site TARs at various VA facilities, VA ODI provided face-to-face MyCareer@VA training to promote employee enhancement and career growth.

- VA ODI conducted monthly and/or quarterly calls with VA SEPMs and EEO and Diversity Professionals to provide information and resources, training, networking opportunities, and community connections in order to enhance their programs and promote career advancement and growth.

- VA ODI met with affinity organizations in support of established MOU designed to foster mutually supportive relationships and develop initiatives to enhance VA's ability to recruit and retain highly skilled diverse professionals and prepare them to become future VA leaders, and increase the awareness and visibility of the respective affinity organization.

- VA ODI participated and supported the National Historically Black Colleges and Universities Week conference.

- VA ODI was the conference champion and participated in the planning phase for AAFEA's Annual Professional Development Workshop.

- VA ODI was the conference champion and supported BIG's 38th Annual National Training Institute.

- VA participated in SAIGE's 13th Annual National Training Program during June 2016, in Catoosa, Oklahoma. Participants, including Veterans, received professional and personal development training to include cultural awareness, EEO, D&I, and current issues, opportunities, and information challenges facing members of the AIAN community.

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**High Volume of Discrimination Complaints** ORM's informal rate decreased from 1.43 percent to 1.32 percent from FY 2015 to 2016 (slightly higher than the government-wide average of 1.10 percent); and the formal filing rate increased from 0.66 percent to 0.70 percent (higher than the government-wide average of 0.50 percent). In FY 2016, the number of findings of discrimination for VA increased (33 in FY 2015 and 35 in FY 2016). Retaliation, disability, and sex were the most prevalent bases of discrimination in those findings.
BARRIER ANALYSIS 5: Provide a description of the steps taken and data analyzed to determine cause of the condition.	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 percent 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 RA.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Lack of understanding by managers and supervisors of EEO obligations in the areas of harassment, retaliation, and RA. Delays in requesting or scheduling ADR. EEO counselors not trained in resolution techniques or settlement agreement writing.
OBJECTIVE: 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. Develop and deliver training on retaliation. Use recently updated EEOC guidance in creating content. Fill vacant ORM EEO Counselor 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. Launch "It's On Us" Campaign referenced in EEOC Harassment Report to include training ORM employees to deliver civility training. Use Campaign and civility training to reduce high number of harassment complaints and encourage facilities to take the Pledge to stop harassment and bullying in VA.
RESPONSIBLE OFFICIAL:	ORM, ODI, Administrations
DATE OBJECTIVE INITIATED:	10/01/2016
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2017

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	**TARGET DATE (Must be specific)**
Encourage Resolution of Complaints Likely To Result in Findings of Discrimination Encourage ORM staff to report to District Managers and Regional Directors complaints involving failure to accommodate, harassment, and retaliation as these are the claims on which discrimination is most often found. Collaborate with the AHO to address allegations of harassment before they become EEO complaints. Implement "It's On Us" Campaign and train ORM employees to deliver civility training to facilities with high per capita filing rates.	09/30/2017 Ongoing
Utilize mechanisms that allow facilities to track progress in EEO/ADR ORM's ADRTracker 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 two 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.	09/30/2017 Ongoing
Encourage Resolution of EEO Complaints at the Informal Stage 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 conducts Conflict Management and Mediation training. ORM will continue to deliver this 3-day and 1-day training to management, employees, and union officials at VA facilities with high per capita findings rates. ORM will also develop and deliver training to HR and Agency attorneys in FY 2017 as their role in the ADR process impacts resolution. 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 Counsel to timely review and finalize settlement agreements. ORM revised settlement agreement templates to reduce the review time by General 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. ORM will provide EEO counselors with resolution skills training and settlement agreement writing training in FY 2017. 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.	09/30/2017 Ongoing
Based on the Critical Indicators page in the automated MD-715 workforce analysis slides, identify the topics coded red for this and subordinate facilities. Describe your plan to address these issues. ODI has systematically been rank ordering all employee survey data, separation rates, complaint rates, and sick leave rates and other workforce data to identify the facilities that appear to have the greatest potential risk (including facilities where findings of discrimination have been rendered). Facilities ranking lowest are selected for TARs. ODI later reviews the implementation of the resulting recommendations. Regions also use this data for their own interventions.	09/30/2017 Annual process

Identify and address any process or systemic issues at facilities where findings of discrimination have been made ORM delivers all training ordered as a result of a finding of discrimination. ORM works with facility leadership to schedule the training and while debriefing the case with leadership offers recommendations to improve the work environment and prevent future findings of discrimination. Training is completed in all cases involving a finding of discrimination and evaluations are analyzed to ensure effectiveness of the training. ORM conducts site visits to facilities with high per capita rates and conducts training and outreach and assessments when requested/required.	09/30/2017 Ongoing
VA will continue to hold quarterly meetings with ORM, OEDCA, OGC, and ODI to uncover trends and discuss strategies to address high rates of complaints.	09/30/2017
VA will continue to expand delivery of its Unconscious Bias training (online and face-to-face) and EEO, Diversity, and Conflict Management Training for Managers and Supervisors to hiring managers to address hidden biases at the selection stage.	09/30/2017
ODI will update its Recruitment and Selection guide to promote best practices in EEO in the hiring process.	09/30/2018

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

In FY 2016, the informal per capita filing rate decreased to 1.32 percent and the formal filing rate increased to 0.70 percent.

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

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 RA 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.

ODI completed six TARs during FY 2016.

EEOC FORM 715-01 PART I	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
Department of Veterans Affairs	**FY 2016**
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	**Less than Expected Participation in the SES Cadre (Permanent)** With the exception of White, Black, and American Indian or Alaska Native males, all the other race/ethnicity and gender groups fell below their expected representation in the SES cadre.
BARRIER ANALYSIS 6: Provide a description of the steps taken and data analyzed to determine cause of the condition.	The benchmark for comparing the SES cadre is the participation rates for the entire permanent workforce (non-WG). WFs represented 31.09 percent which was below its baseline of 37.02 percent. BFs represented 5.87 percent, which was below the respective baseline of 16.09 percent. HMs and HFs represented 2.64 percent and 0.88 percent, respectively, which were below their respective baselines of 2.93 percent and 3.86 percent. AMs and AFs were represented at 1.17 percent and 1.17 percent, respectively, in the SES cadre, which was below their benchmarks of 2.92 percent and 4.98 percent. There were no NHOPIMs and Native Hawaiian or Other Pacific Islander females (NHOPIFs) in the SES cadre. The benchmark was 0.14 percent and 0.20 percent, respectively. AIANFs represented 0.59 percent in the SES cadre which was below the benchmark of 0.97 percent. American Indian or Alaska Native males (AIANMs) represented about 0.59 percent of the SES population exceeding its benchmark of 0.55 percent. In the VA SES cadre, WMs represented 48.39 percent (3 percent increase from FY 2015) and this was more than double the benchmark of 22.77 percent. This is a trigger which could account for the less than expected participation rates for most of the other demographic groups. Similarly, WMs represented about 60 percent (18 of 30) of the SES appointments, which was more than double the benchmark of 22.77 percent. WFs were next and represented 30 percent (9 of 30 appointments) of the SES appointments. WMs represented 43.59 percent (34 of 78) of the SES separations. WFs represented 39.74 percent (31 of 78) of the SES separations. Separations of Blacks, Hispanics, Asian, and Native American/ Alaska Native were 5.13 percent, 6.41 percent, 2.56 percent, and 1.28 percent respectively. Other benchmarks, such as the GS-14 & 15 benchmark, and the immediate feeder pool for 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 FY 2016, SES vacancies were filled from internal and external sources, roughly in a 70/30 mix respectively. In addition, an “upward mobility” benchmark (using 21 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.

Further analysis with the additional benchmarks revealed that WMs and American Indian or Alaska Natives were the only groups whose participation rates exceeded the corresponding availability in all of the benchmarks (permanent workforce, GS-14 and 15 benchmark and upward mobility benchmark). HFs, BFs, NHOPIMs and NHOPIFs, and AIANFs 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. WFs and BFs in the SES fell below their corresponding availability in all the benchmarks, with the exception of the GS-14 and 15 feeder pool. AMs in the SES fell below their corresponding availability in all the benchmarks. AIANFs in the SES fell below their corresponding availability in all the benchmarks, with the exception of the GS-14 and GS-15 benchmark. HMs in the SES fell below their corresponding availability in all the benchmarks, with the exception of the upward mobility benchmark.

Further analysis was performed to determine whether and to what extent certain groups were 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 levels within those occupations.

Using Table A4, a trigger occurs when the participation rate of a group drops off significantly when compared with the upward mobility benchmark. Detailed analysis revealed that in comparison to the upward mobility benchmark, BFs encountered a significant trigger at the GS-12 to GS-13 transition. As such, one can infer that BFs were experiencing a blocked pipeline barrier. Similar, WFs encountered a blocked pipeline barrier at the GS-14 to GS-15 transition. As for HMs, they had triggers in the senior grade levels, with the exception of grade GS-15. Although a large percentage of HMs reached their maximum grade of GS-15, others may have experienced blocked pipeline barriers as they moved from grades GS-11 to GS-14.

HFs did not encounter a blocked pipeline until the GS-12 to GS-13 transition and this continued thru GS-15. Although the representation of BMs exceeded their expected representation in the SES cadre, BMs experienced a blocked pipeline barrier starting at the grade GS-12 to GS-13 transition and this continued thru GS-15. As for AMs and AFs, they experienced block pipelines in their senior grade levels, with the exception of grade GS-15. Although a large percentage of AMs and AFs reached their maximum grade level of GS-15, others may have experienced block pipeline barriers as they moved from grades GS-10 through GS-14. NHOPIMs did encounter triggers at all senior grade levels. NHOPIMs experienced a blocked pipeline barrier starting at the GS-12 to GS-13 and GS-13 to GS-14 transitions. In a similar manner, NHOPIFs experienced a blocked pipeline barrier starting at the GS-11 to GS-12 transition and this continues thru GS-15. AIANFs experienced a blocked pipeline barrier starting at the GS-11 to GS-12 transition and this continues thru GS-15.

Finally, one more approach to barrier analysis focuses on employees within a REG group who experience a “glass wall” because they are unable to obtain employment in the major

	occupations (e.g., Table A6 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. Program Management, Cemetery Administration, Criminal Investigations, Equal Employment Opportunity, and Legal Assistance) triggers were significantly unlikely to impede advancement efforts of BFs, Native Hawaiian/Pacific Islanders, American Indian or Alaska Natives. There was no significant "glass wall" in the major occupations for BMs and AIANMs. Triggers identifying impediment to advancement efforts in other occupations with upward mobility did exist for all other REG groups. The Diversity Index, computed for each of the benchmarks, provides a single measure of the SES diversity in relation to the referenced benchmark. With a diversity index score of 58.92, the SES diversity was more closely aligned with the GS-14 and GS-15 feeder pool than the upward mobility benchmark with a score of 54.26. This is reasonably intuitive as the SES appointments typically come from the GS-15 and GS-14 populations.
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Further examination of the policies, procedures, and practices impacting the hiring and appointment processes is needed.
OBJECTIVE: State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.	Refine the applicant flow system to identify potential barriers in the recruitment and selection process. Review the hiring policies, procedure and practices in CSEMO. Eliminate, when possible, any barriers to equal opportunity.
RESPONSIBLE OFFICIAL:	ASHRA; DAS for Human Resources Management; DAS for Office of Diversity and Inclusion; Executive Director for CSEMO, Other Administration HR Officials
DATE OBJECTIVE INITIATED:	11/01/2014
TARGET DATE FOR COMPLETION OF OBJECTIVE:	12/31/2018

EEOC FORM 715-01 PART I	EEO Plan To Eliminate Identified Barrier

PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)
VA ODI will integrate capability requirements into the refined applicant flow system.	12/31/2017
VA will utilize OPM's USA Staffing Cognos system to generate MD-715 Table A7.	12/31/2017
VA ODI will utilize OPM's updated USA Staffing Cognos system to generate enhanced MD-715 Tables A7, A9, and A11.	09/30/2017
VA ODI will hold a mentoring event with SES level mentors for GS-12 and above VA employee participants.	09/30/2017
VA ODI will develop capability to track SES reassigned in the VA with plans to perform an adverse impact analysis.	12/31/2018
VA ODI will develop a robust VA-wide marketing action plan to create awareness of available leadership training programs for employees at the GS-13 thru 15 grades (or Title 38 equivalent) in VA Administrations and Staff Offices, designed to develop the leadership skills needed to qualify for the SES.	09/30/2016 Completed
VA will publicize LVA training opportunities, annually.	09/30/2017
VA ODI will collaborate with CSEMO annually to review hiring policies, procedures and practices and to integrate the SES selection process into the USA Staffing COGNOS system.	09/30/2017
VA ODI will conduct external recruitment outreach through partnerships with affinity organizations such as LULAC, AAGEN, AAFEA, SAIGE, etc. to increase awareness of VA SES opportunities for employment, annually.	09/30/2017
VA will create a list of SES diversity best practices by utilizing information from other agencies and use data to benchmark VA progress.	09/30/2017

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE

- On September 22, 2016, VA ODI, in partnership with the AAGEN and AAFEA, hosted a SES Professional Development Workshop consisting of an SES who provided keynote remarks and shared their experience on working towards and attaining an SES level position, an overview of the ECQs, roundtable "flash" mentoring discussion between participants and guest SES and Senior Leadership mentors, and an optional networking session for participants to intermingle with the guest SES and senior leader mentors, as well as with each other. The goal of the workshop was to promote the advancement of individuals from diverse backgrounds in the SES through mentoring, networking and knowledge sharing.

- National VA SEPMs within ODI distributed to VA EEO Managers, SEPMs, and employees on a regular basis, as information becomes available, information on career development and leadership programs via email, through Diversity News, and through the monthly ODI Diversity Newsletter.

- National VA SEPMs within ODI conducted monthly and/or quarterly calls to VA EEO Managers and SEPMs in the field to provide training and information on various topics including, barrier analysis, unconscious bias, inclusion, leadership development, career growth, and special emphasis program management.

- VA ODI hosted an exhibit booth and placed an ad in the program booklet for the AAGEN Leadership Workshop & Banquet, as well as interacted with participants providing information on VA internships, leadership programs, and employment opportunities.

- VA encouraged participation for the LULAC six-month, no-cost mentoring program, titled the Leaders Mentoring Program (LMP), currently for career Federal employees in GS grades 14 and 15. LMP is in compliance with 5 U.S.C.

Chapter 41 and will run from September 2016 through March 2017. This competitive program is designed to provide one-on-one leadership mentoring for up to 25 selected participants in the pilot.

- VA participated in SAIGE's 13th Annual National Training Program during June 6-9, 2016, in Catoosa, Oklahoma. Participants, including Veterans, received professional and personal development training to include cultural awareness, EEO, D&I, and current issues, opportunities, and information challenges facing members of the AIAN community.

- VA ODI met with OPM quarterly to design and develop new applicant flow capabilities to facilitate the flow of data to the responsible VA offices to process the applicant data and generate MD-715 Table A9 and Table A11.

EEOC FORM 715-01 PART J	*U.S. Equal Employment Opportunity Commission* **FEDERAL AGENCY ANNUAL** **EEO PROGRAM STATUS REPORT** **Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities**

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

PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities	Enter Actual Number at the ...	October 1, 2015		September 30, 2016		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	341,876	100.00%	351,548	100.00%	9,672	2.83%
	Reportable Disability	42,052	12.30%	43,584	12.40%	1,532	3.64%
	Targeted Disability*	7,397	2.16%	7,563	2.15%	166	2.24%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	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.					1,132	

PART III Participation Rates In Agency Employment Programs

Other Employment/Personnel Programs	**TOTAL**	**Reportable Disability**		**Targeted Disability**		**Not Identified**		**No Disability**	
		#	**%**	**#**	**%**	**#**	**%**	**#**	**%**
3. Competitive Promotions	4,807	1,058	22.01%	149	3.10%	216	4.49%	3,533	73.50%
4. Non-Competitive Promotions	4,553	1,337	29.37%	219	4.81%	298	6.55%	2,918	64.09%
5. Employee Career Development Programs	***	***	***	***	***	***	***	***	***
5.a. Grades 5 – 12	***	***	***	***	***	***	***	***	***
5.b. Grades 13 – 14	***	***	***	***	***	***	***	***	***
5.c. Grade 15/SES	***	***	***	***	***	***	***	***	***
6. Employee Recognition and Awards	83,401, 684	12,692, 523	15.22%	1,404, 116	1.68%	3,129, 355	3.75%	67,579, 806	81.03%
6.a. Time-Off Awards (Total hrs awarded)	$2,245,548, 243	$261,841, 520	11.66%	$29,618, 829	1.32%	$54,020, 460	2.41%	$1,929,686, 263	85.93%
6.b. Cash Awards (total $$$ awarded)	$2,245,548, 243	$261,841, 520	11.66%	$29,618, 829	1.32%	$54,020, 460	2.41%	$1,929,686, 263	85.93%

6.c. Quality-Step Increase	802	110	13.72%	17	2.12%	0	0.00%	692	86.28%

*** = Data is not currently being collected.

* = 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 IWTDs has exceeded the Administration's goal of 2 percent and is above the government average of 1.06 percent for FY 2015 (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 employed in WG jobs. About 7.22 percent of the WG workforce are IWTDs; whereas, for the white collar positions about 1.73 percent are IWTDs.

In FY 2016, the percent of VA's permanent workforce with a targeted disability decreased to 2.16 percent, down from 2.17 percent in FY 2015. The rate of growth, or net change, for the total permanent workforce with targeted disabilities (2.29 percent) was below the rate of growth for the entire permanent workforce (2.86 percent) [Reference Table B1].

Permanent employees with targeted disabilities are not well represented above GS-10/Title 38 equivalent pay levels or at the SES level (1.17 percent compared to 1.73 percent for the total workforce). From FY 2015 to 2016, IWTDs experienced a marginal increase in their participation rate at the GS-10, GS-11 and 12/Title 38 equivalents. There was a marginal decrease at the GS-13, GS-14 and 15/Title 38 equivalents.

With the exception of professionals, technicians, sales workers, office and clerical, and service workers (Table B3), IWTDs made gains in FY 2016 in all other occupational categories. They are now 0.92 percent of the professional occupational category (0.96 percent in FY 2015), 1.85 percent of technicians (1.91 percent in 2015), 1.97 percent of sales workers (1.97 percent in 2015), 3.86 percent of the office and clerical category (3.87 percent in 2015), and 4.15 percent of service workers (4.22 percent in 2015).

The five job series with the largest number of IWTDs are Custodial Workers (1,031), Medical Support Assistant (612), Food Service Worker (527), Miscellaneous Clerk and Assistant (490), and Nurse (347).

At the end of FY 2016, 26.34 percent of IWTDs in permanent positions were in WG occupations, up from 26.28 percent in FY 2015. In comparison, at the end of FY 2016, 6.83 percent of individuals with no disabilities (includes those who did not identify) in permanent positions were in WG positions, down from 6.98 percent in FY 2015.

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

The top three WG occupations for individuals without disabilities (includes those who did not identify) are Custodial Worker (7,303), Food Service Worker (3,406) and Motor Vehicle Operator (1,411). By legislation, the Custodial job series is reserved for Veterans. There were 1,031 Custodial Workers with a targeted disability.

In FY 2016, IWTDs have a high separation rate (3.42 percent) in the permanent workforce higher than their workforce participation rate (2.15 percent). Out of those IWTDs who separated from VA, 2.39 percent of them had psychiatric disabilities. Of the IWTDs who were involuntarily separated, 6.67 percent (174) had psychiatric disabilities. Of VA's permanent IWTDs, 1.33 percent has psychiatric disabilities. While this group is only 2.15 percent of VA's workforce, they were 8.36 percent of involuntary separations.

The number of Selective Placement Coordinators and LRAC 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 863 in FY 2016, up from 766 in FY 2015.

	FY 2015		FY 2016	
	#	%	#	%
Psychiatric Disability	344	14%	394	15%
Physical Disability	585	24%	638	25%
TOTAL Disability*	**766**	**32%**	**863**	**33%**

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

Accomplishments

VA issued an all station memorandum on the Centrally Managed Reasonable Accommodation Program (CMRAP). CMRAP helps towards meeting the agency's objective in hiring, developing, promoting, and retaining individuals with disabilities.

VA ODI staff conducted RA training sessions for LRACs, Alternate LRACs, et al.

VA ODI staff provided RA training to participants at the LVA Session III.

VA ODI staff provided RA training (Worker's Compensation/EEO/RA interface presentation) for the Office of Administration's Worker's Compensation Program.

VA ODI partnered with Veterans Employment Service Organization to participate in the CAREERS & the disABLED Magazine's Career Expo for People with Disabilities.

Planned Activities

Recruiting Individuals with Targeted Disabilities	Target Date
VA 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.	09/30/2017
VA ODI will publicize best practices from facilities that have taken proactive steps and demonstrated an increase in hiring of IWTDs, annually.	09/30/2017 Annually
VA ODI will release quarterly reports on success in meeting the two percent hiring goal in FY 2016. These reports will go to the Secretary and the Administrations.	09/30/2017 Quarterly
VA ODI 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.	09/30/2017 Biennial

Placing Individuals with Targeted Disabilities to Improve Possibilities for Career Development	Target Date
VA ODI will ensure that placement information for career growth is included in training, newsletter articles, and site visits as a topic, annually.	09/30/2017 Annually
When VA ODI trains HR staff and hiring officials on employment of IWTDs, including the Schedule A hiring process, they will continue to stress the need to place them in positions with promotion potential.	09/30/2017 Ongoing
VA ODI will encourage VA components to report successes and best practices, which can be shared via the Diversity Newsletter issued monthly by ODI.	09/30/2017 Ongoing

Identify Individuals with Targeted Disabilities who can be advanced to higher positions	Target Date
VA ODI will instruct the Administrations on the retrieval of data utilizing VSSC system in order to monitor progress.	09/30/2017 Ongoing
VA ODI will provide training on identifying areas with less than expected participation rates within their respective facilities.	09/30/2017 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 Completed

Coordination and Collaboration Efforts	Target Date
VA ODI will monitor progress on the hiring and retention objective for individuals with disabilities contained in the D&I Strategic Plan on a quarterly basis through the VA's MD-715 online reporting system.	09/30/2017 Quarterly
VA ODI will continue collaboration efforts with Veterans Employment Service Office to explore options for employees who are Veterans with disabilities, in an effort to reduce separations.	09/30/2017 Ongoing
VA ODI will work with Mental Health Services to identify strategies to eliminate any barriers to RA specific to employees with psychiatric disabilities.	09/30/2017 Ongoing
VA ODI will continue to issue updated guidance on hiring/promotion and RA to the Selective Placement Coordinators and the LRACs.	09/30/2017 Ongoing
VA ODI will solicit membership for a disability employment committee to address disability employment issues.	06/01/2017

Reasonable Accommodation	Target Date
VA 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.	09/30/2017
VA 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.	03/01/2017
VA ODI will update existing mandatory EEO/D&I web-based training for Managers and Supervisors. This revision will include a module devoted to RA.	09/30/2017
VA ODI will revise the Standard Operating Procedures used to complete RA compliance reviews.	06/01/2017
VA ODI will provide VA Managers, HR, and EEO personnel with virtual and in-person training on RA and disability law on a monthly basis.	09/30/2017 Ongoing
VA ODI will continue to work with OI&T staff to create guidance on streamlining the approval and procurement of electronic/information technology accommodations.	09/30/2017 Ongoing

Table A1: Total Workforce - by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL																		
FY 2015	#	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%
FY 2016	#	370,893	150,262	220,631	11,827	13,463	89,715	128,333	34,611	56,342	10,802	17,625	565	707	2,221	3,356	521	805
	%	99.99%	40.51%	59.48%	03.19%	03.63%	24.19%	34.60%	09.33%	15.19%	02.91%	04.75%	00.15%	00.19%	00.60%	00.90%	00.14%	00.22%
RCLF (2010)	%	100.01%	50.30%	49.71%	08.77%	06.11%	32.79%	33.32%	05.39%	06.72%	02.48%	02.67%	00.08%	00.08%	00.50%	00.51%	00.29%	00.30%
CLF (2010)	%	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%
Difference	#	8,947	3,061	5,886	373	409	1,191	2,145	1,127	2,353	447	1,067	38	77	47	35	-162	-200
Ratio Change	%	-0.01%	-0.16%	0.15%	0.03%	0.02%	-0.27%	-0.26%	0.08%	0.27%	0.05%	0.18%	0.00%	0.02%	0.00%	-0.02%	-0.05%	-0.06%
Net Change	%	2.47%	2.08%	2.74%	3.26%	3.13%	1.35%	1.70%	3.37%	4.36%	4.32%	6.44%	7.21%	12.22%	2.16%	1.05%	-3.72%	-9.90%
PERMANENT																		
FY 2015	#	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%
FY 2016	#	348,264	141,813	206,451	11,174	12,601	84,666	119,783	33,093	53,503	9,768	16,016	535	646	2,093	3,155	484	747
	%	99.99%	40.71%	59.28%	03.21%	03.62%	24.31%	34.39%	09.50%	15.36%	02.80%	04.60%	00.15%	00.19%	00.60%	00.91%	00.14%	00.21%
Difference	#	9,565	3,441	6,124	368	427	1,378	2,289	1,120	2,424	560	968	42	61	77	55	-104	-100
Ratio Change	%	-0.01%	-0.15%	0.14%	0.02%	0.03%	-0.28%	-0.30%	0.06%	0.28%	0.08%	0.16%	0.00%	0.02%	0.00%	-0.01%	-0.03%	-0.04%
Net Change	%	2.82%	2.49%	3.06%	3.41%	3.51%	1.65%	1.95%	3.50%	4.75%	6.08%	6.43%	8.52%	10.43%	3.82%	1.77%	-7.69%	-1.81%
TEMPORARY																		
FY 2015	#	19,409	7,428	11,981	449	575	4,623	7,620	1,019	2,020	1,085	1,404	27	36	136	178	89	148

Table A1: Total Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
	%	100.00%	38.27%	61.73%	02.31%	02.96%	23.82%	39.26%	05.25%	10.41%	05.59%	07.23%	00.14%	00.19%	00.70%	00.92%	00.46%	00.76%
FY 2016	#	18,801	7,042	11,759	462	561	4,452	7,516	1,001	1,952	967	1,479	25	47	104	155	31	49
	%	99.98%	37.44%	62.54%	02.46%	02.98%	23.68%	39.98%	05.32%	10.38%	05.14%	07.87%	00.13%	00.25%	00.55%	00.82%	00.16%	00.26%
Difference	#	-608	-386	-222	13	-14	-171	-104	-18	-68	-118	75	-2	11	-32	-23	-58	-99
Ratio Change	%	-0.02%	-0.83%	0.81%	0.15%	0.02%	-0.14%	0.72%	0.07%	-0.03%	-0.45%	0.64%	-0.01%	0.06%	-0.15%	-0.10%	-0.30%	-0.50%
Net Change	%	-3.13%	-5.20%	-1.85%	2.90%	-2.43%	-3.70%	-1.36%	-1.77%	-3.37%	-0.88%	5.34%	-7.41%	30.56%	-3.53%	-2.92%	-5.17%	-6.89%
NON-APPROPRIATED																		
FY 2015	#	3,838	1,401	2,437	199	305	613	1,074	492	890	62	106	7	9	22	43	6	10
	%	99.99%	36.50%	63.49%	05.18%	07.95%	15.97%	27.98%	12.82%	23.19%	01.62%	02.76%	00.18%	00.23%	00.57%	01.12%	00.16%	00.26%
FY 2016	#	3,828	1,407	2,421	191	301	597	1,034	517	887	67	130	5	14	24	46	6	9
	%	100.02%	36.77%	63.25%	04.99%	07.86%	15.60%	27.01%	13.51%	23.17%	01.75%	03.40%	00.13%	00.37%	00.63%	01.20%	00.16%	00.24%
Difference	#	-10	6	-16	-8	-4	-16	-40	25	-3	5	24	-2	5	2	3	0	-1
Ratio Change	%	0.03%	0.27%	-0.24%	-0.19%	-0.09%	-0.37%	-0.97%	0.69%	-0.02%	0.13%	0.64%	-0.05%	0.14%	0.06%	0.08%	0.00%	-0.02%
Net Change	%	-0.26%	0.43%	-0.66%	-4.02%	-1.31%	-2.61%	-3.72%	5.08%	-0.34%	8.06%	22.64%	-8.57%	55.56%	9.09%	6.98%	0.00%	-0.00%

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 - FY2016

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
TOTAL															
FY 2015	#	361,956	299,344	10,684	51,928	**7,811**	414	527	223	652	153	692	330	4,725	95
	%	100.00%	82.70%	02.95%	14.35%	**02.16%**	00.11%	00.15%	00.06%	00.18%	00.04%	00.19%	00.09%	01.31%	00.03%
FY 2016	#	371,107	306,543	11,174	53,390	**7,960**	418	506	206	626	154	700	320	4,943	87
	%	100.00%	82.60%	03.01%	14.39%	**02.14%**	00.11%	00.14%	00.06%	00.17%	00.04%	00.19%	00.09%	01.33%	00.02%
Difference	#	9,151	7,199	490	1,462	**149**	4	-21	-17	-26	1	8	-10	218	-8
Ratio Change	%	00.00%	-00.10%	00.06%	00.04%	**-00.02%**	00.00%	-00.01%	00.00%	-00.01%	00.00%	00.00%	00.00%	00.02%	-00.01%
Net Change	%	02.53%	02.40%	04.59%	02.82%	**01.91%**	00.97%	-03.98%	-07.62%	-03.99%	00.65%	01.16%	-03.03%	04.61%	-08.42%
Federal High	%					**02.67%**									
PERMANENT															
FY 2015	#	338,708	279,662	9,958	49,088	**7,348**	398	504	216	618	147	646	309	4,423	87
	%	100.00%	82.57%	02.94%	14.49%	**02.17%**	00.12%	00.15%	00.06%	00.18%	00.04%	00.19%	00.09%	01.31%	00.03%
FY 2016	#	348,404	287,061	10,540	50,803	**7,516**	404	483	201	603	145	663	297	4,639	81
	%	100.00%	82.39%	03.03%	14.58%	**02.16%**	00.12%	00.14%	00.06%	00.17%	00.04%	00.19%	00.09%	01.33%	00.02%
Difference	#	9,696	7,399	582	1,715	**168**	6	-21	-15	-15	-2	17	-12	216	-6
Ratio Change	%	00.00%	-00.18%	00.09%	00.09%	**-00.01%**	00.00%	-00.01%	00.00%	-00.01%	00.00%	00.00%	00.00%	00.02%	-00.01%
Net Change	%	02.86%	02.65%	05.84%	03.49%	**02.29%**	01.51%	-04.17%	-06.94%	-02.43%	-01.36%	02.63%	-03.88%	04.88%	-06.90%
TEMPORARY															
FY 2015	#	19,410	16,419	594	2,397	**401**	11	16	7	29	6	35	12	278	7
	%	100.00%	84.59%	03.06%	12.35%	**02.07%**	00.06%	00.08%	00.04%	00.15%	00.03%	00.18%	00.06%	01.43%	00.04%
FY 2016	#	18,870	16,172	518	2,180	**386**	9	16	5	19	9	27	13	283	5
	%	100.00%	85.70%	02.75%	11.55%	**02.05%**	00.05%	00.08%	00.03%	00.10%	00.05%	00.14%	00.07%	01.50%	00.03%
Difference	#	-540	-247	-76	-217	**-15**	-2	0	-2	-10	3	-8	1	5	-2
Ratio Change	%	00.00%	01.11%	-00.31%	-00.80%	**-00.02%**	-00.01%	00.00%	-00.01%	-00.05%	00.02%	-00.04%	00.01%	00.07%	-00.01%

Table B1: Total Workforce - by Disability - SEP - FY2016

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
Net Change	%	-02.78%	-01.50%	-12.79%	-09.05%	**-03.74%**	-18.18%	00.00%	-28.57%	-34.48%	50.00%	-22.86%	08.33%	01.80%	-28.57%
NON-APPROPRIATED															
FY 2015	#	3,838	3,263	132	443	**62**	5	7	0	5	0	11	9	24	1
	%	100.00%	85.02%	03.44%	11.54%	**01.62%**	00.13%	00.18%	00.00%	00.13%	00.00%	00.29%	00.23%	00.63%	00.03%
FY 2016	#	3,833	3,310	116	407	**58**	5	7	0	4	0	10	10	21	1
	%	100.00%	86.36%	03.03%	10.62%	**01.51%**	00.13%	00.18%	00.00%	00.10%	00.00%	00.26%	00.26%	00.55%	00.03%
Difference	#	-5	47	-16	-36	**-4**	0	0	0	-1	0	-1	1	-3	0
Ratio Change	%	00.00%	01.34%	-00.41%	-00.92%	**-00.11%**	00.00%	00.00%	00.00%	-00.03%	00.00%	-00.03%	00.03%	-00.08%	00.00%
Net Change	%	-00.13%	01.44%	-12.12%	-08.13%	**-06.45%**	00.00%	00.00%	00.00%	-20.00%	00.00%	-09.09%	11.11%	-12.50%	00.00%

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

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

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

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

Table A2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2016

All VA By Administration		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#	351,406	142,962	208,444	11,341	12,855	85,178	120,674	33,487	54,194	9,819	16,116	540	655	2,109	3,195	488	755
	%	100.00%	40.68%	59.32%	03.23%	03.66%	24.24%	34.34%	09.53%	15.42%	02.79%	04.59%	00.15%	00.19%	00.60%	00.91%	00.14%	00.21%
RCLF (2010)	%	99.98%	50.34%	49.64%	08.70%	06.03%	32.91%	33.36%	05.39%	06.71%	02.47%	02.66%	00.08%	00.07%	00.50%	00.51%	00.29%	00.30%
VHA	#	314,637	122,352	192,285	9,933	11,959	71,988	112,032	28,845	48,656	8,997	15,552	461	606	1,729	2,820	399	660
	%	100.01%	38.90%	61.11%	03.16%	03.80%	22.88%	35.61%	09.17%	15.46%	02.86%	04.94%	00.15%	00.19%	00.55%	00.90%	00.13%	00.21%
VBA	#	22,065	11,051	11,014	691	620	6,844	5,745	2,830	3,908	347	320	44	29	252	319	43	73
	%	100.00%	50.08%	49.92%	03.13%	02.81%	31.02%	26.04%	12.83%	17.71%	01.57%	01.45%	00.20%	00.13%	01.14%	01.45%	00.19%	00.33%
NCA	#	1,749	1,331	418	143	35	924	231	194	130	25	11	14	2	21	8	10	1
	%	100.00%	76.10%	23.90%	08.18%	02.00%	52.83%	13.21%	11.09%	07.43%	01.43%	00.63%	00.80%	00.11%	01.20%	00.46%	00.57%	00.06%
STAFF OFFICES	#	12,955	8,228	4,727	574	241	5,422	2,666	1,618	1,500	450	233	21	18	107	48	36	21
	%	100.00%	63.51%	36.49%	04.43%	01.86%	41.85%	20.58%	12.49%	11.58%	03.47%	01.80%	00.16%	00.14%	00.83%	00.37%	00.28%	00.16%

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 - FY2016

All VA By Administration		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
TOTAL	#	351,548	289,765	10,636	51,147	**7,563**	407	489	201	606	145	671	307	4,655	82
	%	100.00%	82.43%	03.03%	14.55%	**02.15%**	00.12%	00.14%	00.06%	00.17%	00.04%	00.19%	00.09%	01.32%	00.02%
Federal High	%					**02.27%**									
VHA	#	314,762	262,545	8,828	43,389	**6,716**	336	432	166	503	119	588	296	4,207	69
	%	100.00%	83.41%	02.80%	13.78%	**02.13%**	00.11%	00.14%	00.05%	00.16%	00.04%	00.19%	00.09%	01.34%	00.02%
VBA	#	22,076	15,785	1,122	5,169	**575**	53	31	20	77	17	53	8	308	8
	%	100.00%	71.50%	05.08%	23.41%	**02.60%**	00.24%	00.14%	00.09%	00.35%	00.08%	00.24%	00.04%	01.40%	00.04%
NCA	#	1,750	1,221	98	431	**49**	1	1	4	4	1	3	0	35	0
	%	100.00%	69.77%	05.60%	24.63%	**02.80%**	00.06%	00.06%	00.23%	00.23%	00.06%	00.17%	00.00%	02.00%	00.00%
STAFF OFFICES	#	12,960	10,214	588	2,158	**223**	17	25	11	22	8	27	3	105	5
	%	100.00%	78.81%	04.54%	16.65%	**01.72%**	00.13%	00.19%	00.08%	00.17%	00.06%	00.21%	00.02%	00.81%	00.04%

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 - FY2016

All VA By Administration		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
TOTAL	#	19,486	7,299	12,187	486	608	4,536	7,659	1,124	2,148	983	1,509	25	52	112	161	33	50
	%	100.00%	37.45%	62.55%	02.49%	03.12%	23.28%	39.31%	05.77%	11.02%	05.04%	07.74%	00.13%	00.27%	00.57%	00.83%	00.17%	00.26%
RCLF (2010)	%	100.02%	48.11%	51.91%	08.61%	06.32%	31.17%	35.02%	05.11%	06.94%	02.38%	02.70%	00.08%	00.08%	00.48%	00.54%	00.28%	00.31%
VHA	#	19,077	7,022	12,055	467	606	4,366	7,599	1,054	2,086	969	1,503	25	52	109	160	32	49
	%	100.00%	36.81%	63.19%	02.45%	03.18%	22.89%	39.83%	05.52%	10.93%	05.08%	07.88%	00.13%	00.27%	00.57%	00.84%	00.17%	00.26%
VBA	#	65	43	22	1	0	23	8	16	12	2	1	0	0	1	0	0	1
	%	100.01%	66.16%	33.85%	01.54%	00.00%	35.38%	12.31%	24.62%	18.46%	03.08%	01.54%	00.00%	00.00%	01.54%	00.00%	00.00%	01.54%
NCA	#	116	108	8	7	2	78	3	19	2	2	1	0	0	2	0	0	0
	%	99.98%	93.09%	06.89%	06.03%	01.72%	67.24%	02.59%	16.38%	01.72%	01.72%	00.86%	00.00%	00.00%	01.72%	00.00%	00.00%	00.00%
STAFF OFFICES	#	228	126	102	11	0	69	49	35	48	10	4	0	0	0	1	1	0
	%	99.99%	55.26%	44.73%	04.82%	00.00%	30.26%	21.49%	15.35%	21.05%	04.39%	01.75%	00.00%	00.00%	00.00%	00.44%	00.44%	00.00%

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 - FY2016

All VA By Administration		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
TOTAL	#	19,558	16,777	538	2,243	**397**	11	17	5	20	9	29	13	288	5
	%	100.00%	85.78%	02.75%	11.47%	**02.03%**	00.06%	00.09%	00.03%	00.10%	00.05%	00.15%	00.07%	01.47%	00.03%
Federal High	%					**02.27%**									
VHA	#	19,144	16,514	512	2,118	**374**	11	15	5	20	9	27	11	271	5
	%	100.00%	86.26%	02.67%	11.06%	**01.95%**	00.06%	00.08%	00.03%	00.10%	00.05%	00.14%	00.06%	01.42%	00.03%
VBA	#	65	28	4	33	**5**	0	1	0	0	0	0	1	3	0
	%	100.00%	43.08%	06.15%	50.77%	**07.69%**	00.00%	01.54%	00.00%	00.00%	00.00%	00.00%	01.54%	04.62%	00.00%
NCA	#	118	83	1	34	**10**	0	1	0	0	0	1	0	8	0
	%	100.00%	70.34%	00.85%	28.81%	**08.47%**	00.00%	00.85%	00.00%	00.00%	00.00%	00.85%	00.00%	06.78%	00.00%
STAFF OFFICES	#	231	152	21	58	**8**	0	0	0	0	0	1	1	6	0
	%	100.00%	65.80%	09.09%	25.11%	**03.46%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.43%	00.43%	02.60%	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 - FY2016

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
Executive/Senior Level Officials and Managers	#	1,250	734	516	34	16	576	371	94	107	21	13	2	2	5	5	2	2
	%	100.00%	58.72%	41.28%	02.72%	01.28%	46.08%	29.68%	07.52%	08.56%	01.68%	01.04%	00.16%	00.16%	00.40%	00.40%	00.16%	00.16%
Mid-Level Officials and Managers	#	8,349	3,952	4,397	224	204	2,793	2,722	707	1,208	148	193	12	10	53	43	15	17
	%	100.00%	47.32%	52.66%	02.68%	02.44%	33.45%	32.60%	08.47%	14.47%	01.77%	02.31%	00.14%	00.12%	00.63%	00.52%	00.18%	00.20%
First-Level Officials and Managers	#	32,650	15,458	17,192	1,118	1,082	9,621	9,645	3,696	5,339	602	567	68	60	297	409	56	90
	%	100.00%	47.34%	52.65%	03.42%	03.31%	29.47%	29.54%	11.32%	16.35%	01.84%	01.74%	00.21%	00.18%	00.91%	01.25%	00.17%	00.28%
TOTAL Officials and Managers	#	42,249	20,144	22,105	1,376	1,302	12,990	12,738	4,497	6,654	771	773	82	72	355	457	73	109
	%	100.00%	47.67%	52.32%	03.26%	03.08%	30.75%	30.15%	10.64%	15.75%	01.82%	01.83%	00.19%	00.17%	00.84%	01.08%	00.17%	00.26%
Professionals	#	157,051	54,927	102,124	3,525	5,482	38,354	65,679	5,630	17,406	6,378	11,693	155	256	758	1,352	127	256
	%	100.00%	34.96%	65.02%	02.24%	03.49%	24.42%	41.82%	03.58%	11.08%	04.06%	07.45%	00.10%	00.16%	00.48%	00.86%	00.08%	00.16%
Technicians	#	39,945	12,224	27,721	1,334	1,985	6,892	16,217	2,665	7,203	1,016	1,678	60	81	193	467	64	90
	%	100.00%	30.59%	69.40%	03.34%	04.97%	17.25%	40.60%	06.67%	18.03%	02.54%	04.20%	00.15%	00.20%	00.48%	01.17%	00.16%	00.23%
Sales Workers	#	762	212	550	24	57	101	293	65	159	14	27	2	2	5	10	1	2
	%	100.00%	27.82%	72.17%	03.15%	07.48%	13.25%	38.45%	08.53%	20.87%	01.84%	03.54%	00.26%	00.26%	00.66%	01.31%	00.13%	00.26%
Office and Clerical	#	54,404	19,722	34,682	2,050	2,374	9,504	17,106	6,957	13,302	700	959	108	145	290	572	113	224
	%	100.00%	36.26%	63.74%	03.77%	04.36%	17.47%	31.44%	12.79%	24.45%	01.29%	01.76%	00.20%	00.27%	00.53%	01.05%	00.21%	00.41%
Craft Workers	#	6,943	6,767	176	561	14	4,759	108	1,110	44	198	8	21	1	109	1	9	0
	%	100.00%	97.46%	02.53%	08.08%	00.20%	68.54%	01.56%	15.99%	00.63%	02.85%	00.12%	00.30%	00.01%	01.57%	00.01%	00.13%	00.00%
Operatives	#	4,019	3,561	458	317	33	1,755	208	1,367	192	69	13	10	1	34	10	9	1
	%	100.00%	88.61%	11.39%	07.89%	00.82%	43.67%	05.18%	34.01%	04.78%	01.72%	00.32%	00.25%	00.02%	00.85%	00.25%	00.22%	00.02%
Laborers	#	1,063	1,017	46	101	8	613	26	264	8	10	0	9	1	18	3	2	0
	%	100.00%	95.68%	04.32%	09.50%	00.75%	57.67%	02.45%	24.84%	00.75%	00.94%	00.00%	00.85%	00.09%	01.69%	00.28%	00.19%	00.00%
Service	#	44,865	24,332	20,533	2,048	1,598	10,177	8,271	10,918	9,207	659	965	93	96	347	323	90	73

Table A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
Workers	%	100.00%	54.23%	45.76%	04.56%	03.56%	22.68%	18.44%	24.34%	20.52%	01.47%	02.15%	00.21%	00.21%	00.77%	00.72%	00.20%	00.16%
TOTAL WORKFORCE	#	351,301	142,906	208,395	11,336	12,853	85,145	120,646	33,473	54,175	9,815	16,116	540	655	2,109	3,195	488	755
	%	100.00%	40.68%	59.32%	03.23%	03.66%	24.24%	34.34%	09.53%	15.42%	02.79%	04.59%	00.15%	00.19%	00.60%	00.91%	00.14%	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 2000 Census National data.

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

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

*** VA is not yet collecting this data.

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability- SEP - FY2016

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	#	1,250	1,071	53	126	15	0	3	2	4	0	2	0	4	0
	%	100.00%	85.68%	04.24%	10.08%	01.20%	00.00%	00.24%	00.16%	00.32%	00.00%	00.16%	00.00%	00.32%	00.00%
Mid-Level Officials and Managers	#	8,350	7,046	286	1,018	101	3	12	7	17	7	9	1	43	2
	%	100.00%	84.38%	03.43%	12.19%	01.21%	00.04%	00.14%	00.08%	00.20%	00.08%	00.11%	00.01%	00.51%	00.02%
First-Level Officials and Managers	#	32,657	24,800	1,427	6,430	762	27	24	34	94	18	66	12	478	9
	%	100.00%	75.94%	04.37%	19.69%	02.33%	00.08%	00.07%	00.10%	00.29%	00.06%	00.20%	00.04%	01.46%	00.03%
TOTAL Officials and Managers	#	42,257	32,917	1,766	7,574	878	30	39	43	115	25	77	13	525	11
	%	100.00%	77.90%	04.18%	17.92%	02.08%	00.07%	00.09%	00.10%	00.27%	00.06%	00.18%	00.03%	01.24%	00.03%
Professionals	#	157,109	139,823	3,461	13,825	1,441	44	177	55	142	49	183	8	764	19
	%	100.00%	89.00%	02.20%	08.80%	00.92%	00.03%	00.11%	00.04%	00.09%	00.03%	00.12%	00.01%	00.49%	00.01%
Technicians	#	39,957	34,378	938	4,641	739	28	34	28	45	11	99	9	480	5
	%	100.00%	86.04%	02.35%	11.61%	01.85%	00.07%	00.09%	00.07%	00.11%	00.03%	00.25%	00.02%	01.20%	00.01%
Sales Workers	#	763	611	25	127	15	1	1	0	2	1	2	0	8	0
	%	100.00%	80.08%	03.28%	16.64%	01.97%	00.13%	00.13%	00.00%	00.26%	00.13%	00.26%	00.00%	01.05%	00.00%
Office and Clerical	#	54,441	38,908	2,205	13,328	2,100	151	133	48	185	43	178	86	1,243	33
	%	100.00%	71.47%	04.05%	24.48%	03.86%	00.28%	00.24%	00.09%	00.34%	00.08%	00.33%	00.16%	02.28%	00.06%
Craft Workers	#	6,945	5,220	310	1,415	213	19	4	4	14	4	10	4	153	1
	%	100.00%	75.16%	04.46%	20.37%	03.07%	00.27%	00.06%	00.06%	00.20%	00.06%	00.14%	00.06%	02.20%	00.01%
Operatives	#	4,022	2,806	186	1,030	239	23	5	1	9	0	17	34	148	2
	%	100.00%	69.77%	04.62%	25.61%	05.94%	00.57%	00.12%	00.02%	00.22%	00.00%	00.42%	00.85%	03.68%	00.05%
Laborers	#	1,063	698	47	318	73	1	0	1	4	1	2	3	61	0
	%	100.00%	65.66%	04.42%	29.92%	06.87%	00.09%	00.00%	00.09%	00.38%	00.09%	00.19%	00.28%	05.74%	00.00%
Service Workers	#	44,886	34,328	1,694	8,864	1,863	110	96	21	90	11	103	150	1,271	11
	%	100.00%	76.48%	03.77%	19.75%	04.15%	00.25%	00.21%	00.05%	00.20%	00.02%	00.23%	00.33%	02.83%	00.02%

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability- SEP - FY2016

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
TOTAL WORKFORCE	#	351,443	289,689	10,632	51,122	7,561	407	489	201	606	145	671	307	4,653	82
	%	100.00%	82.43%	03.03%	14.55%	02.15%	00.12%	00.14%	00.06%	00.17%	00.04%	00.19%	00.09%	01.32%	00.02%

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 - FY2016

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
Executive/Senior Level Officials and Managers	#	59	27	32	0	0	20	23	3	6	4	3	0	0	0	0	0	0
	%	100.00%	45.76%	54.23%	00.00%	00.00%	33.90%	38.98%	05.08%	10.17%	06.78%	05.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Mid-Level Officials and Managers	#	127	68	59	2	1	52	44	10	9	2	4	0	0	2	1	0	0
	%	100.00%	53.52%	46.47%	01.57%	00.79%	40.94%	34.65%	07.87%	07.09%	01.57%	03.15%	00.00%	00.00%	01.57%	00.79%	00.00%	00.00%
First-Level Officials and Managers	#	590	278	312	8	18	190	187	65	80	11	15	1	2	2	7	1	3
	%	100.00%	47.12%	52.88%	01.36%	03.05%	32.20%	31.69%	11.02%	13.56%	01.86%	02.54%	00.17%	00.34%	00.34%	01.19%	00.17%	00.51%
TOTAL Officials and Managers	#	776	373	403	10	19	262	254	78	95	17	22	1	2	4	8	1	3
	%	100.00%	48.07%	51.94%	01.29%	02.45%	33.76%	32.73%	10.05%	12.24%	02.19%	02.84%	00.13%	00.26%	00.52%	01.03%	00.13%	00.39%
Professionals	#	12,660	4,405	8,255	219	362	2,983	5,652	309	919	803	1,167	13	23	61	100	17	32
	%	100.00%	34.78%	65.20%	01.73%	02.86%	23.56%	44.64%	02.44%	07.26%	06.34%	09.22%	00.10%	00.18%	00.48%	00.79%	00.13%	00.25%
Technicians	#	2,328	727	1,601	57	75	452	997	106	301	92	180	6	13	9	32	5	3
	%	100.00%	31.23%	68.77%	02.45%	03.22%	19.42%	42.83%	04.55%	12.93%	03.95%	07.73%	00.26%	00.56%	00.39%	01.37%	00.21%	00.13%
Sales Workers	#	146	46	100	7	10	12	33	23	48	4	4	0	3	0	2	0	0
	%	100.00%	31.50%	68.49%	04.79%	06.85%	08.22%	22.60%	15.75%	32.88%	02.74%	02.74%	00.00%	02.05%	00.00%	01.37%	00.00%	00.00%
Office and Clerical	#	1,412	632	780	74	51	295	337	221	321	27	53	2	4	9	9	4	5
	%	100.00%	44.75%	55.23%	05.24%	03.61%	20.89%	23.87%	15.65%	22.73%	01.91%	03.75%	00.14%	00.28%	00.64%	00.64%	00.28%	00.35%
Craft Workers	#	163	162	1	39	0	90	0	25	0	2	0	0	0	6	1	0	0
	%	100.00%	99.39%	00.61%	23.93%	00.00%	55.21%	00.00%	15.34%	00.00%	01.23%	00.00%	00.00%	00.00%	03.68%	00.61%	00.00%	00.00%
Operatives	#	145	133	12	10	0	63	3	53	9	3	0	0	0	3	0	1	0
	%	100.00%	91.73%	08.28%	06.90%	00.00%	43.45%	02.07%	36.55%	06.21%	02.07%	00.00%	00.00%	00.00%	02.07%	00.00%	00.69%	00.00%
Laborers	#	165	156	9	20	1	98	7	32	1	4	0	0	0	2	0	0	0
	%	100.00%	94.53%	05.46%	12.12%	00.61%	59.39%	04.24%	19.39%	00.61%	02.42%	00.00%	00.00%	00.00%	01.21%	00.00%	00.00%	00.00%
Service Workers	#	1,685	663	1,022	49	90	281	374	276	452	31	83	3	7	18	9	5	7

Table A3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
	%	100.00%	39.36%	60.66%	02.91%	05.34%	16.68%	22.20%	16.38%	26.82%	01.84%	04.93%	00.18%	00.42%	01.07%	00.53%	00.30%	00.42%
TOTAL WORKFORCE	#	19,480	7,297	12,183	485	608	4,536	7,657	1,123	2,146	983	1,509	25	52	112	161	33	50
	%	100.00%	37.46%	62.56%	02.49%	03.12%	23.29%	39.31%	05.76%	11.02%	05.05%	07.75%	00.13%	00.27%	00.57%	00.83%	00.17%	00.26%

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 includes grades 1 to 12.

*** VA is not yet collecting this data.

Table B3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Disability- SEP - FY2016

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	#	60	55	3	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.67%	05.00%	03.33%	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	#	127	92	10	25	4	0	0	0	1	0	0	1	2	0
	%	100.00%	72.44%	07.87%	19.69%	03.15%	00.00%	00.00%	00.00%	00.79%	00.00%	00.00%	00.79%	01.57%	00.00%
First-Level Officials and Managers	#	590	386	32	172	22	0	2	0	0	0	1	0	18	1
	%	100.00%	65.42%	05.42%	29.15%	03.73%	00.00%	00.34%	00.00%	00.00%	00.00%	00.17%	00.00%	03.05%	00.17%
TOTAL Officials and Managers	#	777	533	45	199	26	0	2	0	1	0	1	1	20	1
	%	100.00%	68.60%	05.79%	25.61%	03.35%	00.00%	00.26%	00.00%	00.13%	00.00%	00.13%	00.13%	02.57%	00.13%
Professionals	#	12,710	11,635	279	796	107	5	7	2	5	6	9	3	69	1
	%	100.00%	91.54%	02.20%	06.26%	00.84%	00.04%	00.06%	00.02%	00.04%	00.05%	00.07%	00.02%	00.54%	00.01%
Technicians	#	2,335	2,011	57	267	52	0	1	1	0	1	3	2	43	1
	%	100.00%	86.12%	02.44%	11.43%	02.23%	00.00%	00.04%	00.04%	00.00%	00.04%	00.13%	00.09%	01.84%	00.04%
Sales Workers	#	147	125	5	17	4	0	1	0	0	0	1	0	2	0
	%	100.00%	85.03%	03.40%	11.56%	02.72%	00.00%	00.68%	00.00%	00.00%	00.00%	00.68%	00.00%	01.36%	00.00%
Office and Clerical	#	1,416	881	74	461	88	1	3	0	7	1	7	2	66	1
	%	100.00%	62.22%	05.23%	32.56%	06.21%	00.07%	00.21%	00.00%	00.49%	00.07%	00.49%	00.14%	04.66%	00.07%
Craft Workers	#	163	112	4	47	11	1	1	1	0	0	1	0	7	0
	%	100.00%	68.71%	02.45%	28.83%	06.75%	00.61%	00.61%	00.61%	00.00%	00.00%	00.61%	00.00%	04.29%	00.00%
Operatives	#	145	57	11	77	17	0	0	0	0	0	0	3	14	0
	%	100.00%	39.31%	07.59%	53.10%	11.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.07%	09.66%	00.00%
Laborers	#	167	103	3	61	17	2	1	0	0	0	1	0	13	0
	%	100.00%	61.68%	01.80%	36.53%	10.18%	01.20%	00.60%	00.00%	00.00%	00.00%	00.60%	00.00%	07.78%	00.00%
Service Workers	#	1,692	1,317	59	316	75	2	1	1	7	1	6	2	54	1
	%	100.00%	77.84%	03.49%	18.68%	04.43%	00.12%	00.06%	00.06%	00.41%	00.06%	00.35%	00.12%	03.19%	00.06%

Table B3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Disability- SEP - FY2016

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
TOTAL WORKFORCE	#	19,552	16,774	537	2,241	397	11	17	5	20	9	29	13	288	5
	%	100.00%	85.79%	02.75%	11.46%	02.03%	00.06%	00.09%	00.03%	00.10%	00.05%	00.15%	00.07%	01.47%	00.03%

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 - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	12	4	8	1	2	3	4	0	2	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	08.33%	16.67%	25.00%	33.33%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 2	#	103	55	48	7	1	25	17	20	28	1	1	1	0	1	1	0	0
	%	99.99%	53.40%	46.59%	06.80%	00.97%	24.27%	16.50%	19.42%	27.18%	00.97%	00.97%	00.97%	00.00%	00.97%	00.97%	00.00%	00.00%
GS - 3	#	854	432	422	80	45	153	189	183	165	10	14	2	2	1	5	3	2
	%	100.00%	50.59%	49.41%	09.37%	05.27%	17.92%	22.13%	21.43%	19.32%	01.17%	01.64%	00.23%	00.23%	00.12%	00.59%	00.35%	00.23%
GS - 4	#	4,777	2,071	2,706	228	191	923	1,214	806	1,140	60	96	12	15	30	39	12	11
	%	99.99%	43.35%	56.64%	04.77%	04.00%	19.32%	25.41%	16.87%	23.86%	01.26%	02.01%	00.25%	00.31%	00.63%	00.82%	00.25%	00.23%
GS - 5	#	28,031	9,470	18,561	951	1,268	4,223	7,700	3,618	8,291	412	748	50	93	166	349	50	112
	%	100.01%	33.79%	66.22%	03.39%	04.52%	15.07%	27.47%	12.91%	29.58%	01.47%	02.67%	00.18%	00.33%	00.59%	01.25%	00.18%	00.40%
GS - 6	#	48,852	15,257	33,595	1,687	2,384	7,743	17,298	4,645	11,660	785	1,434	77	131	234	522	86	166
	%	100.02%	31.24%	68.78%	03.45%	04.88%	15.85%	35.41%	09.51%	23.87%	01.61%	02.94%	00.16%	00.27%	00.48%	01.07%	00.18%	00.34%
GS - 7	#	21,418	8,470	12,948	891	944	4,508	7,001	2,454	4,167	402	486	49	49	125	238	41	63
	%	100.01%	39.55%	60.46%	04.16%	04.41%	21.05%	32.69%	11.46%	19.46%	01.88%	02.27%	00.23%	00.23%	00.58%	01.11%	00.19%	00.29%
GS - 8	#	21,727	6,664	15,063	604	925	4,048	9,044	1,233	3,422	598	1,346	35	46	124	230	22	50
	%	100.00%	30.66%	69.34%	02.78%	04.26%	18.63%	41.63%	05.67%	15.75%	02.75%	06.20%	00.16%	00.21%	00.57%	01.06%	00.10%	00.23%
GS - 9	#	19,357	8,200	11,157	715	765	4,730	6,522	2,060	2,966	455	562	37	44	167	259	36	39
	%	99.99%	42.36%	57.63%	03.69%	03.95%	24.44%	33.69%	10.64%	15.32%	02.35%	02.90%	00.19%	00.23%	00.86%	01.34%	00.19%	00.20%
GS - 10	#	4,547	2,197	2,350	177	128	1,298	1,482	550	567	119	111	9	3	36	47	8	12
	%	100.01%	48.33%	51.68%	03.89%	02.82%	28.55%	32.59%	12.10%	12.47%	02.62%	02.44%	00.20%	00.07%	00.79%	01.03%	00.18%	00.26%
GS - 11	#	65,856	18,953	46,903	1,479	2,736	12,438	28,537	3,075	9,532	1,552	5,166	83	135	268	677	58	120
	%	100.00%	28.80%	71.20%	02.25%	04.15%	18.89%	43.33%	04.67%	14.47%	02.36%	07.84%	00.13%	00.20%	00.41%	01.03%	00.09%	00.18%
GS -	#	29,778	12,110	17,668	746	1,028	8,573	11,636	1,821	3,490	738	1,178	35	29	172	242	25	65

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
12	%	100.02%	40.68%	59.34%	02.51%	03.45%	28.79%	39.08%	06.12%	11.72%	02.48%	03.96%	00.12%	00.10%	00.58%	00.81%	00.08%	00.22%
GS - 13	#	38,931	12,383	26,548	720	1,160	9,423	18,804	1,333	4,334	709	1,858	27	52	137	274	34	66
	%	99.98%	31.80%	68.18%	01.85%	02.98%	24.20%	48.30%	03.42%	11.13%	01.82%	04.77%	00.07%	00.13%	00.35%	00.70%	00.09%	00.17%
GS - 14	#	7,326	3,517	3,809	159	152	2,699	2,681	433	751	172	170	3	6	44	40	7	9
	%	100.00%	48.01%	51.99%	02.17%	02.07%	36.84%	36.60%	05.91%	10.25%	02.35%	02.32%	00.04%	00.08%	00.60%	00.55%	00.10%	00.12%
GS - 15	#	27,369	17,033	10,336	905	605	11,747	5,951	787	844	3,293	2,722	33	31	236	162	32	21
	%	100.00%	62.24%	37.76%	03.31%	02.21%	42.92%	21.74%	02.88%	03.08%	12.03%	09.95%	00.12%	00.11%	00.86%	00.59%	00.12%	00.08%
All Other GS	#	162	51	111	2	3	35	76	5	25	8	7	1	0	0	0	0	0
	%	99.99%	31.48%	68.51%	01.23%	01.85%	21.60%	46.91%	03.09%	15.43%	04.94%	04.32%	00.62%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	341	206	135	9	3	165	106	25	20	4	4	0	0	2	2	1	0
	%	100.01%	60.41%	39.60%	02.64%	00.88%	48.39%	31.09%	07.33%	05.87%	01.17%	01.17%	00.00%	00.00%	00.59%	00.59%	00.29%	00.00%
TOTAL	#	319,441	117,073	202,368	9,361	12,340	72,734	118,262	23,048	51,404	9,318	15,903	454	636	1,743	3,087	415	736
	%	100.01%	36.66%	63.35%	02.93%	03.86%	22.77%	37.02%	07.22%	16.09%	02.92%	04.98%	00.14%	00.20%	00.55%	00.97%	00.13%	00.23%

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 - FY2016

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	#	12	5	0	7	**3**	1	0	0	0	1	0	1	0	0
	%	100.00%	41.67%	00.00%	58.33%	**25.00%**	08.33%	00.00%	00.00%	00.00%	08.33%	00.00%	08.33%	00.00%	00.00%
GS - 2	#	103	57	7	39	**13**	0	0	0	1	1	2	4	4	1
	%	100.00%	55.34%	06.80%	37.86%	**12.62%**	00.00%	00.00%	00.00%	00.97%	00.97%	01.94%	03.88%	03.88%	00.97%
GS - 3	#	855	565	29	261	**79**	3	3	1	3	1	6	21	41	0
	%	100.00%	66.08%	03.39%	30.53%	**09.24%**	00.35%	00.35%	00.12%	00.35%	00.12%	00.70%	02.46%	04.80%	00.00%
GS - 4	#	4,782	3,309	223	1,250	**282**	39	28	3	14	8	18	18	151	3
	%	100.00%	69.20%	04.66%	26.14%	**05.90%**	00.82%	00.59%	00.06%	00.29%	00.17%	00.38%	00.38%	03.16%	00.06%
GS - 5	#	28,054	21,782	953	5,319	**851**	52	67	11	60	15	84	33	517	12
	%	100.00%	77.64%	03.40%	18.96%	**03.03%**	00.19%	00.24%	00.04%	00.21%	00.05%	00.30%	00.12%	01.84%	00.04%
GS - 6	#	48,871	38,796	1,640	8,435	**1,090**	61	66	31	95	18	115	26	667	11
	%	100.00%	79.38%	03.36%	17.26%	**02.23%**	00.12%	00.14%	00.06%	00.19%	00.04%	00.24%	00.05%	01.36%	00.02%
GS - 7	#	21,431	16,546	813	4,072	**595**	23	28	19	59	11	51	12	382	10
	%	100.00%	77.21%	03.79%	19.00%	**02.78%**	00.11%	00.13%	00.09%	00.28%	00.05%	00.24%	00.06%	01.78%	00.05%
GS - 8	#	21,740	19,009	504	2,227	**284**	8	11	7	18	3	40	3	192	2
	%	100.00%	87.44%	02.32%	10.24%	**01.31%**	00.04%	00.05%	00.03%	00.08%	00.01%	00.18%	00.01%	00.88%	00.01%
GS - 9	#	19,363	15,199	694	3,470	**509**	21	21	9	51	10	42	11	337	7
	%	100.00%	78.50%	03.58%	17.92%	**02.63%**	00.11%	00.11%	00.05%	00.26%	00.05%	00.22%	00.06%	01.74%	00.04%
GS - 10	#	4,547	3,505	191	851	**89**	3	2	5	10	0	14	1	54	0
	%	100.00%	77.08%	04.20%	18.72%	**01.96%**	00.07%	00.04%	00.11%	00.22%	00.00%	00.31%	00.02%	01.19%	00.00%
GS - 11	#	65,870	57,080	1,615	7,175	**818**	26	85	31	74	25	80	6	482	9
	%	100.00%	86.66%	02.45%	10.89%	**01.24%**	00.04%	00.13%	00.05%	00.11%	00.04%	00.12%	00.01%	00.73%	00.01%
GS - 12	#	29,783	25,255	818	3,710	**432**	19	47	24	57	15	41	1	220	8
	%	100.00%	84.80%	02.75%	12.46%	**01.45%**	00.06%	00.16%	00.08%	00.19%	00.05%	00.14%	00.00%	00.74%	00.03%

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability- SEP - FY2016

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 - 13	#	38,939	34,615	893	3,431	**312**	7	42	19	41	13	59	0	127	4
	%	100.00%	88.90%	02.29%	08.81%	**00.80%**	00.02%	00.11%	00.05%	00.11%	00.03%	00.15%	00.00%	00.33%	00.01%
GS - 14	#	7,326	6,433	222	671	**53**	3	8	8	6	1	3	1	20	3
	%	100.00%	87.81%	03.03%	09.16%	**00.72%**	00.04%	00.11%	00.11%	00.08%	00.01%	00.04%	00.01%	00.27%	00.04%
GS - 15	#	27,381	25,339	540	1,502	**112**	2	10	12	23	12	19	0	33	1
	%	100.00%	92.54%	01.97%	05.49%	**00.41%**	00.01%	00.04%	00.04%	00.08%	00.04%	00.07%	00.00%	00.12%	00.00%
All Other GS	#	166	160	1	5	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	96.39%	00.60%	03.01%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	342	304	12	26	**4**	0	0	0	3	0	0	0	1	0
	%	100.00%	88.89%	03.51%	07.60%	**01.17%**	00.00%	00.00%	00.00%	00.88%	00.00%	00.00%	00.00%	00.29%	00.00%
TOTAL	#	319,565	267,959	9,155	42,451	**5,526**	268	418	180	515	134	574	138	3,228	71
	%	100.00%	83.85%	02.86%	13.28%	**01.73%**	00.08%	00.13%	00.06%	00.16%	00.04%	00.18%	00.04%	01.01%	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 - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	23	8	15	0	3	4	8	4	4	0	0	0	0	0	0	0	0
	%	99.99%	34.78%	65.21%	00.00%	13.04%	17.39%	34.78%	17.39%	17.39%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 2	#	44	19	25	0	0	16	21	3	4	0	0	0	0	0	0	0	0
	%	100.00%	43.18%	56.82%	00.00%	00.00%	36.36%	47.73%	06.82%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 3	#	171	69	102	4	12	45	43	14	38	6	8	0	0	0	1	0	0
	%	100.01%	40.36%	59.65%	02.34%	07.02%	26.32%	25.15%	08.19%	22.22%	03.51%	04.68%	00.00%	00.00%	00.00%	00.58%	00.00%	00.00%
GS - 4	#	791	265	526	26	22	143	282	69	155	23	61	1	0	1	6	2	0
	%	100.01%	33.51%	66.50%	03.29%	02.78%	18.08%	35.65%	08.72%	19.60%	02.91%	07.71%	00.13%	00.00%	00.13%	00.76%	00.25%	00.00%
GS - 5	#	1,396	454	942	41	62	228	361	126	403	39	90	4	8	13	9	3	9
	%	99.99%	32.52%	67.47%	02.94%	04.44%	16.33%	25.86%	09.03%	28.87%	02.79%	06.45%	00.29%	00.57%	00.93%	00.64%	00.21%	00.64%
GS - 6	#	662	271	391	33	25	137	193	82	127	14	32	1	2	4	9	0	3
	%	99.97%	40.92%	59.05%	04.98%	03.78%	20.69%	29.15%	12.39%	19.18%	02.11%	04.83%	00.15%	00.30%	00.60%	01.36%	00.00%	00.45%
GS - 7	#	743	318	425	30	32	181	251	68	87	29	40	2	3	5	9	3	3
	%	99.98%	42.79%	57.19%	04.04%	04.31%	24.36%	33.78%	09.15%	11.71%	03.90%	05.38%	00.27%	00.40%	00.67%	01.21%	00.40%	00.40%
GS - 8	#	879	195	684	19	37	103	378	36	158	35	95	1	4	0	10	1	2
	%	100.00%	22.18%	77.82%	02.16%	04.21%	11.72%	43.00%	04.10%	17.97%	03.98%	10.81%	00.11%	00.46%	00.00%	01.14%	00.11%	00.23%
GS - 9	#	1,167	417	750	36	46	270	491	70	131	28	65	2	0	8	15	3	2
	%	100.01%	35.74%	64.27%	03.08%	03.94%	23.14%	42.07%	06.00%	11.23%	02.40%	05.57%	00.17%	00.00%	00.69%	01.29%	00.26%	00.17%
GS - 10	#	15	6	9	1	0	4	7	0	0	0	1	0	1	1	0	0	0
	%	100.02%	40.01%	60.01%	06.67%	00.00%	26.67%	46.67%	00.00%	00.00%	00.00%	06.67%	00.00%	06.67%	06.67%	00.00%	00.00%	00.00%
GS - 11	#	2,023	564	1,459	39	79	362	939	87	238	68	164	3	6	2	24	3	9
	%	100.01%	27.88%	72.13%	01.93%	03.91%	17.89%	46.42%	04.30%	11.76%	03.36%	08.11%	00.15%	00.30%	00.10%	01.19%	00.15%	00.44%
GS - 12	#	1,183	392	791	10	31	297	589	31	60	46	98	1	1	5	9	2	3

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
	%	99.99%	33.14%	66.85%	00.85%	02.62%	25.11%	49.79%	02.62%	05.07%	03.89%	08.28%	00.08%	00.08%	00.42%	00.76%	00.17%	00.25%
GS - 13	#	1,329	539	790	20	16	406	621	19	48	82	96	0	0	10	8	2	1
	%	99.99%	40.55%	59.44%	01.50%	01.20%	30.55%	46.73%	01.43%	03.61%	06.17%	07.22%	00.00%	00.00%	00.75%	00.60%	00.15%	00.08%
GS - 14	#	245	147	98	3	0	101	78	6	4	34	15	0	0	3	1	0	0
	%	99.99%	59.99%	40.00%	01.22%	00.00%	41.22%	31.84%	02.45%	01.63%	13.88%	06.12%	00.00%	00.00%	01.22%	00.41%	00.00%	00.00%
GS - 15	#	2,030	1,271	759	56	18	761	405	36	44	392	279	3	3	20	8	3	2
	%	100.01%	62.62%	37.39%	02.76%	00.89%	37.49%	19.95%	01.77%	02.17%	19.31%	13.74%	00.15%	00.15%	00.99%	00.39%	00.15%	00.10%
All Other GS	#	5,341	1,409	3,932	62	173	1,043	2,823	116	422	159	435	7	19	16	45	6	15
	%	100.00%	26.38%	73.62%	01.16%	03.24%	19.53%	52.86%	02.17%	07.90%	02.98%	08.14%	00.13%	00.36%	00.30%	00.84%	00.11%	00.28%
SES	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	18,044	6,345	11,699	380	556	4,102	7,490	767	1,924	955	1,479	25	47	88	154	28	49
	%	100.00%	35.17%	64.83%	02.11%	03.08%	22.73%	41.51%	04.25%	10.66%	05.29%	08.20%	00.14%	00.26%	00.49%	00.85%	00.16%	00.27%

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 - FY2016

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	#	23	16	1	6	**3**	0	0	0	0	0	0	0	3	0
	%	100.00%	69.57%	04.35%	26.09%	**13.04%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	13.04%	00.00%
GS - 2	#	45	38	1	6	**1**	0	0	0	0	0	0	1	0	0
	%	100.00%	84.44%	02.22%	13.33%	**02.22%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.22%	00.00%	00.00%
GS - 3	#	174	145	4	25	**7**	1	0	0	0	0	1	0	5	0
	%	100.00%	83.33%	02.30%	14.37%	**04.02%**	00.57%	00.00%	00.00%	00.00%	00.00%	00.57%	00.00%	02.87%	00.00%
GS - 4	#	792	626	27	139	**24**	0	1	0	1	0	1	1	20	0
	%	100.00%	79.04%	03.41%	17.55%	**03.03%**	00.00%	00.13%	00.00%	00.13%	00.00%	00.13%	00.13%	02.53%	00.00%
GS - 5	#	1,400	1,067	64	269	**52**	0	2	0	6	1	3	0	39	1
	%	100.00%	76.21%	04.57%	19.21%	**03.71%**	00.00%	00.14%	00.00%	00.43%	00.07%	00.21%	00.00%	02.79%	00.07%
GS - 6	#	662	455	31	176	**26**	0	0	1	2	1	2	1	18	1
	%	100.00%	68.73%	04.68%	26.59%	**03.93%**	00.00%	00.00%	00.15%	00.30%	00.15%	00.30%	00.15%	02.72%	00.15%
GS - 7	#	745	557	28	160	**33**	1	1	0	1	0	4	0	26	0
	%	100.00%	74.77%	03.76%	21.48%	**04.43%**	00.13%	00.13%	00.00%	00.13%	00.00%	00.54%	00.00%	03.49%	00.00%
GS - 8	#	879	787	16	76	**12**	0	1	0	0	1	1	0	9	0
	%	100.00%	89.53%	01.82%	08.65%	**01.37%**	00.00%	00.11%	00.00%	00.00%	00.11%	00.11%	00.00%	01.02%	00.00%
GS - 9	#	1,168	904	46	218	**33**	0	1	1	1	0	1	1	27	1
	%	100.00%	77.40%	03.94%	18.66%	**02.83%**	00.00%	00.09%	00.09%	00.09%	00.00%	00.09%	00.09%	02.31%	00.09%
GS - 10	#	15	13	2	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	86.67%	13.33%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 11	#	2,024	1,729	59	236	**44**	0	1	1	1	2	4	3	32	0
	%	100.00%	85.42%	02.92%	11.66%	**02.17%**	00.00%	00.05%	00.05%	00.05%	00.10%	00.20%	00.15%	01.58%	00.00%
GS - 12	#	1,184	1,070	27	87	**10**	1	1	0	0	0	1	0	7	0
	%	100.00%	90.37%	02.28%	07.35%	**00.84%**	00.08%	00.08%	00.00%	00.00%	00.00%	00.08%	00.00%	00.59%	00.00%

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Disability- SEP - FY2016

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 - 13	#	1,329	1,207	43	79	**9**	0	2	0	3	1	0	1	2	0
	%	100.00%	90.82%	03.24%	05.94%	**00.68%**	00.00%	00.15%	00.00%	00.23%	00.08%	00.00%	00.08%	00.15%	00.00%
GS - 14	#	246	226	7	13	**1**	0	0	0	0	0	0	0	1	0
	%	100.00%	91.87%	02.85%	05.28%	**00.41%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.41%	00.00%
GS - 15	#	2,030	1,944	33	53	**5**	0	0	0	0	1	1	0	3	0
	%	100.00%	95.76%	01.63%	02.61%	**00.25%**	00.00%	00.00%	00.00%	00.00%	00.05%	00.05%	00.00%	00.15%	00.00%
All Other GS	#	5,391	5,024	97	270	**25**	3	3	0	0	2	3	0	13	1
	%	100.00%	93.19%	01.80%	05.01%	**00.46%**	00.06%	00.06%	00.00%	00.00%	00.04%	00.06%	00.00%	00.24%	00.02%
SES	#	2	2	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	18,109	15,810	486	1,813	**285**	6	13	3	15	9	22	8	205	4
	%	100.00%	87.30%	02.68%	10.01%	**01.57%**	00.03%	00.07%	00.02%	00.08%	00.05%	00.12%	00.04%	01.13%	00.02%

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 - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	12	4	8	1	2	3	4	0	2	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%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 2	#	103	55	48	7	1	25	17	20	28	1	1	1	0	1	1	0	0
	%	00.03%	00.05%	00.02%	00.07%	00.01%	00.03%	00.01%	00.09%	00.05%	00.01%	00.01%	00.22%	00.00%	00.06%	00.03%	00.00%	00.00%
GS - 3	#	854	432	422	80	45	153	189	183	165	10	14	2	2	1	5	3	2
	%	00.27%	00.37%	00.21%	00.85%	00.36%	00.21%	00.16%	00.79%	00.32%	00.11%	00.09%	00.44%	00.31%	00.06%	00.16%	00.72%	00.27%
GS - 4	#	4,777	2,071	2,706	228	191	923	1,214	806	1,140	60	96	12	15	30	39	12	11
	%	01.50%	01.77%	01.34%	02.44%	01.55%	01.27%	01.03%	03.50%	02.22%	00.64%	00.60%	02.64%	02.36%	01.72%	01.26%	02.89%	01.49%
GS - 5	#	28,031	9,470	18,561	951	1,268	4,223	7,700	3,618	8,291	412	748	50	93	166	349	50	112
	%	08.78%	08.09%	09.17%	10.16%	10.28%	05.81%	06.51%	15.70%	16.13%	04.42%	04.70%	11.01%	14.62%	09.52%	11.31%	12.05%	15.22%
GS - 6	#	48,852	15,257	33,595	1,687	2,384	7,743	17,298	4,645	11,660	785	1,434	77	131	234	522	86	166
	%	15.29%	13.03%	16.60%	18.02%	19.32%	10.65%	14.63%	20.15%	22.68%	08.42%	09.02%	16.96%	20.60%	13.43%	16.91%	20.72%	22.55%
GS - 7	#	21,418	8,470	12,948	891	944	4,508	7,001	2,454	4,167	402	486	49	49	125	238	41	63
	%	06.70%	07.23%	06.40%	09.52%	07.65%	06.20%	05.92%	10.65%	08.11%	04.31%	03.06%	10.79%	07.70%	07.17%	07.71%	09.88%	08.56%
GS - 8	#	21,727	6,664	15,063	604	925	4,048	9,044	1,233	3,422	598	1,346	35	46	124	230	22	50
	%	06.80%	05.69%	07.44%	06.45%	07.50%	05.57%	07.65%	05.35%	06.66%	06.42%	08.46%	07.71%	07.23%	07.11%	07.45%	05.30%	06.79%
GS - 9	#	19,357	8,200	11,157	715	765	4,730	6,522	2,060	2,966	455	562	37	44	167	259	36	39
	%	06.06%	07.00%	05.51%	07.64%	06.20%	06.50%	05.51%	08.94%	05.77%	04.88%	03.53%	08.15%	06.92%	09.58%	08.39%	08.67%	05.30%
GS - 10	#	4,547	2,197	2,350	177	128	1,298	1,482	550	567	119	111	9	3	36	47	8	12
	%	01.42%	01.88%	01.16%	01.89%	01.04%	01.78%	01.25%	02.39%	01.10%	01.28%	00.70%	01.98%	00.47%	02.07%	01.52%	01.93%	01.63%
GS - 11	#	65,856	18,953	46,903	1,479	2,736	12,438	28,537	3,075	9,532	1,552	5,166	83	135	268	677	58	120
	%	20.62%	16.19%	23.18%	15.80%	22.17%	17.10%	24.13%	13.34%	18.54%	16.66%	32.48%	18.28%	21.23%	15.38%	21.93%	13.98%	16.30%
GS - 12	#	29,778	12,110	17,668	746	1,028	8,573	11,636	1,821	3,490	738	1,178	35	29	172	242	25	65
	%	09.32%	10.34%	08.73%	07.97%	08.33%	11.79%	09.84%	07.90%	06.79%	07.92%	07.41%	07.71%	04.56%	09.87%	07.84%	06.02%	08.83%

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 13	#	38,931	12,383	26,548	720	1,160	9,423	18,804	1,333	4,334	709	1,858	27	52	137	274	34	66
	%	12.19%	10.58%	13.12%	07.69%	09.40%	12.96%	15.90%	05.78%	08.43%	07.61%	11.68%	05.95%	08.18%	07.86%	08.88%	08.19%	08.97%
GS - 14	#	7,326	3,517	3,809	159	152	2,699	2,681	433	751	172	170	3	6	44	40	7	9
	%	02.29%	03.00%	01.88%	01.70%	01.23%	03.71%	02.27%	01.88%	01.46%	01.85%	01.07%	00.66%	00.94%	02.52%	01.30%	01.69%	01.22%
GS - 15	#	27,369	17,033	10,336	905	605	11,747	5,951	787	844	3,293	2,722	33	31	236	162	32	21
	%	08.57%	14.55%	05.11%	09.67%	04.90%	16.15%	05.03%	03.41%	01.64%	35.34%	17.12%	07.27%	04.87%	13.54%	05.25%	07.71%	02.85%
All Other GS	#	162	51	111	2	3	35	76	5	25	8	7	1	0	0	0	0	0
	%	00.05%	00.04%	00.05%	00.02%	00.02%	00.05%	00.06%	00.02%	00.05%	00.09%	00.04%	00.22%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	341	206	135	9	3	165	106	25	20	4	4	0	0	2	2	1	0
	%	00.11%	00.18%	00.07%	00.10%	00.02%	00.23%	00.09%	00.11%	00.04%	00.04%	00.03%	00.00%	00.00%	00.11%	00.06%	00.24%	00.00%
TOTAL	#	319,441	117,073	202,368	9,361	12,340	72,734	118,262	23,048	51,404	9,318	15,903	454	636	1,743	3,087	415	736
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

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

Percentages are based on column totals

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability - SEP - FY2016

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	#	12	5	0	7	**3**	1	0	0	0	1	0	1	0	0
	%	00.00%	00.00%	00.00%	00.02%	**00.05%**	00.37%	00.00%	00.00%	00.00%	00.75%	00.00%	00.72%	00.00%	00.00%
GS - 2	#	103	57	7	39	**13**	0	0	0	1	1	2	4	4	1
	%	00.03%	00.02%	00.08%	00.09%	**00.24%**	00.00%	00.00%	00.00%	00.19%	00.75%	00.35%	02.90%	00.12%	01.41%
GS - 3	#	855	565	29	261	**79**	3	3	1	3	1	6	21	41	0
	%	00.27%	00.21%	00.32%	00.61%	**01.43%**	01.12%	00.72%	00.56%	00.58%	00.75%	01.05%	15.22%	01.27%	00.00%
GS - 4	#	4,782	3,309	223	1,250	**282**	39	28	3	14	8	18	18	151	3
	%	01.50%	01.23%	02.44%	02.94%	**05.10%**	14.55%	06.70%	01.67%	02.72%	05.97%	03.14%	13.04%	04.68%	04.23%
GS - 5	#	28,054	21,782	953	5,319	**851**	52	67	11	60	15	84	33	517	12
	%	08.78%	08.13%	10.41%	12.53%	**15.40%**	19.40%	16.03%	06.11%	11.65%	11.19%	14.63%	23.91%	16.02%	16.90%
GS - 6	#	48,871	38,796	1,640	8,435	**1,090**	61	66	31	95	18	115	26	667	11
	%	15.29%	14.48%	17.91%	19.87%	**19.72%**	22.76%	15.79%	17.22%	18.45%	13.43%	20.03%	18.84%	20.66%	15.49%
GS - 7	#	21,431	16,546	813	4,072	**595**	23	28	19	59	11	51	12	382	10
	%	06.71%	06.17%	08.88%	09.59%	**10.77%**	08.58%	06.70%	10.56%	11.46%	08.21%	08.89%	08.70%	11.83%	14.08%
GS - 8	#	21,740	19,009	504	2,227	**284**	8	11	7	18	3	40	3	192	2
	%	06.80%	07.09%	05.51%	05.25%	**05.14%**	02.99%	02.63%	03.89%	03.50%	02.24%	06.97%	02.17%	05.95%	02.82%
GS - 9	#	19,363	15,199	694	3,470	**509**	21	21	9	51	10	42	11	337	7
	%	06.06%	05.67%	07.58%	08.17%	**09.21%**	07.84%	05.02%	05.00%	09.90%	07.46%	07.32%	07.97%	10.44%	09.86%
GS - 10	#	4,547	3,505	191	851	**89**	3	2	5	10	0	14	1	54	0
	%	01.42%	01.31%	02.09%	02.00%	**01.61%**	01.12%	00.48%	02.78%	01.94%	00.00%	02.44%	00.72%	01.67%	00.00%
GS - 11	#	65,870	57,080	1,615	7,175	**818**	26	85	31	74	25	80	6	482	9
	%	20.61%	21.30%	17.64%	16.90%	**14.80%**	09.70%	20.33%	17.22%	14.37%	18.66%	13.94%	04.35%	14.93%	12.68%
GS - 12	#	29,783	25,255	818	3,710	**432**	19	47	24	57	15	41	1	220	8
	%	09.32%	09.42%	08.94%	08.74%	**07.82%**	07.09%	11.24%	13.33%	11.07%	11.19%	07.14%	00.72%	06.82%	11.27%

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability - SEP - FY2016

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 - 13	#	38,939	34,615	893	3,431	**312**	7	42	19	41	13	59	0	127	4
	%	12.19%	12.92%	09.75%	08.08%	**05.65%**	02.61%	10.05%	10.56%	07.96%	09.70%	10.28%	00.00%	03.93%	05.63%
GS - 14	#	7,326	6,433	222	671	**53**	3	8	8	6	1	3	1	20	3
	%	02.29%	02.40%	02.42%	01.58%	**00.96%**	01.12%	01.91%	04.44%	01.17%	00.75%	00.52%	00.72%	00.62%	04.23%
GS - 15	#	27,381	25,339	540	1,502	**112**	2	10	12	23	12	19	0	33	1
	%	08.57%	09.46%	05.90%	03.54%	**02.03%**	00.75%	02.39%	06.67%	04.47%	08.96%	03.31%	00.00%	01.02%	01.41%
All Other GS	#	166	160	1	5	**0**	0	0	0	0	0	0	0	0	0
	%	00.05%	00.06%	00.01%	00.01%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	342	304	12	26	**4**	0	0	0	3	0	0	0	1	0
	%	00.11%	00.11%	00.13%	00.06%	**00.07%**	00.00%	00.00%	00.00%	00.58%	00.00%	00.00%	00.00%	00.03%	00.00%
TOTAL	#	319,565	267,959	9,155	42,451	**5,526**	268	418	180	515	134	574	138	3,228	71
	%	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 - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	23	8	15	0	3	4	8	4	4	0	0	0	0	0	0	0	0
	%	00.13%	00.13%	00.13%	00.00%	00.54%	00.10%	00.11%	00.52%	00.21%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 2	#	44	19	25	0	0	16	21	3	4	0	0	0	0	0	0	0	0
	%	00.24%	00.30%	00.21%	00.00%	00.00%	00.39%	00.28%	00.39%	00.21%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 3	#	171	69	102	4	12	45	43	14	38	6	8	0	0	0	1	0	0
	%	00.95%	01.09%	00.87%	01.05%	02.16%	01.10%	00.57%	01.83%	01.98%	00.63%	00.54%	00.00%	00.00%	00.00%	00.65%	00.00%	00.00%
GS - 4	#	791	265	526	26	22	143	282	69	155	23	61	1	0	1	6	2	0
	%	04.38%	04.18%	04.50%	06.84%	03.96%	03.49%	03.77%	09.00%	08.06%	02.41%	04.12%	04.00%	00.00%	01.14%	03.90%	07.14%	00.00%
GS - 5	#	1,396	454	942	41	62	228	361	126	403	39	90	4	8	13	9	3	9
	%	07.74%	07.16%	08.05%	10.79%	11.15%	05.56%	04.82%	16.43%	20.95%	04.08%	06.09%	16.00%	17.02%	14.77%	05.84%	10.71%	18.37%
GS - 6	#	662	271	391	33	25	137	193	82	127	14	32	1	2	4	9	0	3
	%	03.67%	04.27%	03.34%	08.68%	04.50%	03.34%	02.58%	10.69%	06.60%	01.47%	02.16%	04.00%	04.26%	04.55%	05.84%	00.00%	06.12%
GS - 7	#	743	318	425	30	32	181	251	68	87	29	40	2	3	5	9	3	3
	%	04.12%	05.01%	03.63%	07.89%	05.76%	04.41%	03.35%	08.87%	04.52%	03.04%	02.70%	08.00%	06.38%	05.68%	05.84%	10.71%	06.12%
GS - 8	#	879	195	684	19	37	103	378	36	158	35	95	1	4	0	10	1	2
	%	04.87%	03.07%	05.85%	05.00%	06.65%	02.51%	05.05%	04.69%	08.21%	03.66%	06.42%	04.00%	08.51%	00.00%	06.49%	03.57%	04.08%
GS - 9	#	1,167	417	750	36	46	270	491	70	131	28	65	2	0	8	15	3	2
	%	06.47%	06.57%	06.41%	09.47%	08.27%	06.58%	06.56%	09.13%	06.81%	02.93%	04.39%	08.00%	00.00%	09.09%	09.74%	10.71%	04.08%
GS - 10	#	15	6	9	1	0	4	7	0	0	0	1	0	1	1	0	0	0
	%	00.08%	00.09%	00.08%	00.26%	00.00%	00.10%	00.09%	00.00%	00.00%	00.00%	00.07%	00.00%	02.13%	01.14%	00.00%	00.00%	00.00%
GS - 11	#	2,023	564	1,459	39	79	362	939	87	238	68	164	3	6	2	24	3	9
	%	11.21%	08.89%	12.47%	10.26%	14.21%	08.82%	12.54%	11.34%	12.37%	07.12%	11.09%	12.00%	12.77%	02.27%	15.58%	10.71%	18.37%
GS - 12	#	1,183	392	791	10	31	297	589	31	60	46	98	1	1	5	9	2	3
	%	06.56%	06.18%	06.76%	02.63%	05.58%	07.24%	07.86%	04.04%	03.12%	04.82%	06.63%	04.00%	02.13%	05.68%	05.84%	07.14%	06.12%

Table A4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 13	#	1,329	539	790	20	16	406	621	19	48	82	96	0	0	10	8	2	1
	%	07.37%	08.49%	06.75%	05.26%	02.88%	09.90%	08.29%	02.48%	02.49%	08.59%	06.49%	00.00%	00.00%	11.36%	05.19%	07.14%	02.04%
GS - 14	#	245	147	98	3	0	101	78	6	4	34	15	0	0	3	1	0	0
	%	01.36%	02.32%	00.84%	00.79%	00.00%	02.46%	01.04%	00.78%	00.21%	03.56%	01.01%	00.00%	00.00%	03.41%	00.65%	00.00%	00.00%
GS - 15	#	2,030	1,271	759	56	18	761	405	36	44	392	279	3	3	20	8	3	2
	%	11.25%	20.03%	06.49%	14.74%	03.24%	18.55%	05.41%	04.69%	02.29%	41.05%	18.86%	12.00%	06.38%	22.73%	05.19%	10.71%	04.08%
All Other GS	#	5,341	1,409	3,932	62	173	1,043	2,823	116	422	159	435	7	19	16	45	6	15
	%	29.60%	22.21%	33.61%	16.32%	31.12%	25.43%	37.69%	15.12%	21.93%	16.65%	29.41%	28.00%	40.43%	18.18%	29.22%	21.43%	30.61%
SES	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	00.01%	00.02%	00.01%	00.00%	00.00%	00.02%	00.00%	00.00%	00.05%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	18,044	6,345	11,699	380	556	4,102	7,490	767	1,924	955	1,479	25	47	88	154	28	49
	%	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 - FY2016

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	#	23	16	1	6	**3**	0	0	0	0	0	0	0	3	0
	%	00.13%	00.10%	00.21%	00.33%	**01.05%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.46%	00.00%
GS - 2	#	45	38	1	6	**1**	0	0	0	0	0	0	1	0	0
	%	00.25%	00.24%	00.21%	00.33%	**00.35%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%	00.00%	00.00%
GS - 3	#	174	145	4	25	**7**	1	0	0	0	0	1	0	5	0
	%	00.96%	00.92%	00.82%	01.38%	**02.46%**	16.67%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	02.44%	00.00%
GS - 4	#	792	626	27	139	**24**	0	1	0	1	0	1	1	20	0
	%	04.37%	03.96%	05.56%	07.67%	**08.42%**	00.00%	07.69%	00.00%	06.67%	00.00%	04.55%	12.50%	09.76%	00.00%
GS - 5	#	1,400	1,067	64	269	**52**	0	2	0	6	1	3	0	39	1
	%	07.73%	06.75%	13.17%	14.84%	**18.25%**	00.00%	15.38%	00.00%	40.00%	11.11%	13.64%	00.00%	19.02%	25.00%
GS - 6	#	662	455	31	176	**26**	0	0	1	2	1	2	1	18	1
	%	03.66%	02.88%	06.38%	09.71%	**09.12%**	00.00%	00.00%	33.33%	13.33%	11.11%	09.09%	12.50%	08.78%	25.00%
GS - 7	#	745	557	28	160	**33**	1	1	0	1	0	4	0	26	0
	%	04.11%	03.52%	05.76%	08.83%	**11.58%**	16.67%	07.69%	00.00%	06.67%	00.00%	18.18%	00.00%	12.68%	00.00%
GS - 8	#	879	787	16	76	**12**	0	1	0	0	1	1	0	9	0
	%	04.85%	04.98%	03.29%	04.19%	**04.21%**	00.00%	07.69%	00.00%	00.00%	11.11%	04.55%	00.00%	04.39%	00.00%
GS - 9	#	1,168	904	46	218	**33**	0	1	1	1	0	1	1	27	1
	%	06.45%	05.72%	09.47%	12.02%	**11.58%**	00.00%	07.69%	33.33%	06.67%	00.00%	04.55%	12.50%	13.17%	25.00%
GS - 10	#	15	13	2	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.08%	00.08%	00.41%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 11	#	2,024	1,729	59	236	**44**	0	1	1	1	2	4	3	32	0
	%	11.18%	10.94%	12.14%	13.02%	**15.44%**	00.00%	07.69%	33.33%	06.67%	22.22%	18.18%	37.50%	15.61%	00.00%
GS - 12	#	1,184	1,070	27	87	**10**	1	1	0	0	0	1	0	7	0
	%	06.54%	06.77%	05.56%	04.80%	**03.51%**	16.67%	07.69%	00.00%	00.00%	00.00%	04.55%	00.00%	03.41%	00.00%

Table B4-2: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Disability - SEP - FY2016

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 - 13	#	1,329	1,207	43	79	**9**	0	2	0	3	1	0	1	2	0
	%	07.34%	07.63%	08.85%	04.36%	**03.16%**	00.00%	15.38%	00.00%	20.00%	11.11%	00.00%	12.50%	00.98%	00.00%
GS - 14	#	246	226	7	13	**1**	0	0	0	0	0	0	0	1	0
	%	01.36%	01.43%	01.44%	00.72%	**00.35%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.49%	00.00%
GS - 15	#	2,030	1,944	33	53	**5**	0	0	0	0	1	1	0	3	0
	%	11.21%	12.30%	06.79%	02.92%	**01.75%**	00.00%	00.00%	00.00%	00.00%	11.11%	04.55%	00.00%	01.46%	00.00%
All Other GS	#	5,391	5,024	97	270	**25**	3	3	0	0	2	3	0	13	1
	%	29.77%	31.78%	19.96%	14.89%	**08.77%**	50.00%	23.08%	00.00%	00.00%	22.22%	13.64%	00.00%	06.34%	25.00%
SES	#	2	2	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.01%	00.01%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	18,109	15,810	486	1,813	**285**	6	13	3	15	9	22	8	205	4
	%	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 - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	657	520	137	19	11	208	59	277	64	5	1	3	0	5	1	3	1
	%	99.99%	79.15%	20.84%	02.89%	01.67%	31.66%	08.98%	42.16%	09.74%	00.76%	00.15%	00.46%	00.00%	00.76%	00.15%	00.46%	00.15%
Grade - 2	#	12,473	10,446	2,027	648	126	3,796	725	5,627	1,073	156	55	27	4	155	36	37	8
	%	99.99%	83.75%	16.24%	05.20%	01.01%	30.43%	05.81%	45.11%	08.60%	01.25%	00.44%	00.22%	00.03%	01.24%	00.29%	00.30%	00.06%
Grade - 3	#	2,971	2,158	813	172	68	734	263	1,188	445	23	22	5	1	27	12	9	2
	%	100.00%	72.64%	27.36%	05.79%	02.29%	24.71%	08.85%	39.99%	14.98%	00.77%	00.74%	00.17%	00.03%	00.91%	00.40%	00.30%	00.07%
Grade - 4	#	1,555	945	610	83	30	392	224	421	326	23	20	7	2	18	8	1	0
	%	100.00%	60.77%	39.23%	05.34%	01.93%	25.21%	14.41%	27.07%	20.96%	01.48%	01.29%	00.45%	00.13%	01.16%	00.51%	00.06%	00.00%
Grade - 5	#	1,301	1,190	111	115	5	602	51	436	48	25	4	2	0	9	3	1	0
	%	99.99%	91.46%	08.53%	08.84%	00.38%	46.27%	03.92%	33.51%	03.69%	01.92%	00.31%	00.15%	00.00%	00.69%	00.23%	00.08%	00.00%
Grade - 6	#	2,044	1,830	214	137	10	944	109	672	81	35	7	12	2	22	5	8	0
	%	99.99%	89.53%	10.46%	06.70%	00.49%	46.18%	05.33%	32.88%	03.96%	01.71%	00.34%	00.59%	00.10%	01.08%	00.24%	00.39%	00.00%
Grade - 7	#	880	824	56	93	8	411	20	300	26	9	0	2	0	9	2	0	0
	%	99.99%	93.63%	06.36%	10.57%	00.91%	46.70%	02.27%	34.09%	02.95%	01.02%	00.00%	00.23%	00.00%	01.02%	00.23%	00.00%	00.00%
Grade - 8	#	933	882	51	86	2	538	24	218	23	22	1	3	0	12	1	3	0
	%	100.01%	94.54%	05.47%	09.22%	00.21%	57.66%	02.57%	23.37%	02.47%	02.36%	00.11%	00.32%	00.00%	01.29%	00.11%	00.32%	00.00%
Grade - 9	#	1,690	1,650	40	147	1	1,142	26	301	12	25	0	2	1	31	0	2	0
	%	100.00%	97.63%	02.37%	08.70%	00.06%	67.57%	01.54%	17.81%	00.71%	01.48%	00.00%	00.12%	00.06%	01.83%	00.00%	00.12%	00.00%
Grade - 10	#	3,390	3,358	32	261	2	2,470	19	467	10	96	0	13	0	46	1	5	0
	%	100.00%	99.06%	00.94%	07.70%	00.06%	72.86%	00.56%	13.78%	00.29%	02.83%	00.00%	00.38%	00.00%	01.36%	00.03%	00.15%	00.00%
Grade - 11	#	875	857	18	52	2	621	11	134	4	31	1	5	0	14	0	0	0
	%	99.99%	97.93%	02.06%	05.94%	00.23%	70.97%	01.26%	15.31%	00.46%	03.54%	00.11%	00.57%	00.00%	01.60%	00.00%	00.00%	00.00%
Grade -	#	27	27	0	1	0	22	0	3	0	0	0	0	0	1	0	0	0

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
12	%	99.99%	99.99%	00.00%	03.70%	00.00%	81.48%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	00.00%	00.00%	00.00%
Grade - 13	#	23	23	0	2	0	17	0	3	0	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	08.70%	00.00%	73.91%	00.00%	13.04%	00.00%	00.00%	00.00%	00.00%	00.00%	04.35%	00.00%	00.00%	00.00%
Grade - 14	#	19	18	1	1	0	14	1	3	0	0	0	0	0	0	0	0	0
	%	99.99%	94.73%	05.26%	05.26%	00.00%	73.68%	05.26%	15.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	85.71%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	28,849	24,739	4,110	1,817	265	11,921	1,532	10,051	2,112	450	111	81	10	350	69	69	11
	%	99.99%	85.75%	14.24%	06.30%	00.92%	41.32%	05.31%	34.84%	07.32%	01.56%	00.38%	00.28%	00.03%	01.21%	00.24%	00.24%	00.04%

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

Percentages are based on row totals

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability - SEP - FY2016

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	#	658	338	33	287	**79**	4	1	0	1	0	5	11	57	0
	%	100.00%	51.37%	05.02%	43.62%	**12.01%**	00.61%	00.15%	00.00%	00.15%	00.00%	00.76%	01.67%	08.66%	00.00%
Grade - 2	#	12,483	7,189	676	4,618	**1,248**	80	37	13	50	6	52	108	896	6
	%	100.00%	57.59%	05.42%	36.99%	**10.00%**	00.64%	00.30%	00.10%	00.40%	00.05%	00.42%	00.87%	07.18%	00.05%
Grade - 3	#	2,972	2,103	121	748	**208**	18	12	1	12	1	10	24	129	1
	%	100.00%	70.76%	04.07%	25.17%	**07.00%**	00.61%	00.40%	00.03%	00.40%	00.03%	00.34%	00.81%	04.34%	00.03%
Grade - 4	#	1,555	1,174	53	328	**77**	10	3	2	6	0	3	3	50	0
	%	100.00%	75.50%	03.41%	21.09%	**04.95%**	00.64%	00.19%	00.13%	00.39%	00.00%	00.19%	00.19%	03.22%	00.00%
Grade - 5	#	1,301	932	57	312	**65**	4	1	2	2	0	6	3	47	0
	%	100.00%	71.64%	04.38%	23.98%	**05.00%**	00.31%	00.08%	00.15%	00.15%	00.00%	00.46%	00.23%	03.61%	00.00%
Grade - 6	#	2,046	1,483	87	476	**84**	2	4	0	3	1	3	3	66	2
	%	100.00%	72.48%	04.25%	23.26%	**04.11%**	00.10%	00.20%	00.00%	00.15%	00.05%	00.15%	00.15%	03.23%	00.10%
Grade - 7	#	881	639	59	183	**36**	3	2	0	0	0	2	3	26	0
	%	100.00%	72.53%	06.70%	20.77%	**04.09%**	00.34%	00.23%	00.00%	00.00%	00.00%	00.23%	00.34%	02.95%	00.00%
Grade - 8	#	933	680	45	208	**32**	0	2	1	2	0	0	1	26	0
	%	100.00%	72.88%	04.82%	22.29%	**03.43%**	00.00%	00.21%	00.11%	00.21%	00.00%	00.00%	00.11%	02.79%	00.00%
Grade - 9	#	1,691	1,249	79	363	**59**	7	2	0	3	1	4	0	42	0
	%	100.00%	73.86%	04.67%	21.47%	**03.49%**	00.41%	00.12%	00.00%	00.18%	00.06%	00.24%	00.00%	02.48%	00.00%
Grade - 10	#	3,390	2,596	138	656	**87**	7	1	2	5	2	2	3	65	0
	%	100.00%	76.58%	04.07%	19.35%	**02.57%**	00.21%	00.03%	00.06%	00.15%	00.06%	00.06%	00.09%	01.92%	00.00%
Grade - 11	#	875	673	37	165	**15**	1	0	0	3	0	1	0	9	1
	%	100.00%	76.91%	04.23%	18.86%	**01.71%**	00.11%	00.00%	00.00%	00.34%	00.00%	00.11%	00.00%	01.03%	00.11%
Grade - 12	#	27	18	1	8	**1**	0	0	0	1	0	0	0	0	0
	%	100.00%	66.67%	03.70%	29.63%	**03.70%**	00.00%	00.00%	00.00%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability - SEP - FY2016

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 - 13	#	23	18	1	4	**1**	0	0	0	0	0	1	0	0	0
	%	100.00%	78.26%	04.35%	17.39%	**04.35%**	00.00%	00.00%	00.00%	00.00%	00.00%	04.35%	00.00%	00.00%	00.00%
Grade - 14	#	19	17	0	2	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	89.47%	00.00%	10.53%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	7	7	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	4	4	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	28,865	19,120	1,387	8,358	**1,992**	136	65	21	88	11	89	159	1,413	10
	%	100.00%	66.24%	04.81%	28.96%	**06.90%**	00.47%	00.23%	00.07%	00.30%	00.04%	00.31%	00.55%	04.90%	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.

Percentages are based on row totals

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	54	48	6	3	2	31	1	12	3	1	0	0	0	1	0	0	0
	%	100.00%	88.89%	11.11%	05.56%	03.70%	57.41%	01.85%	22.22%	05.56%	01.85%	00.00%	00.00%	00.00%	01.85%	00.00%	00.00%	00.00%
Grade - 2	#	249	217	32	12	2	83	13	116	17	1	0	0	0	3	0	2	0
	%	99.99%	87.14%	12.85%	04.82%	00.80%	33.33%	05.22%	46.59%	06.83%	00.40%	00.00%	00.00%	00.00%	01.20%	00.00%	00.80%	00.00%
Grade - 3	#	55	54	1	4	0	24	1	25	0	0	0	0	0	1	0	0	0
	%	100.00%	98.18%	01.82%	07.27%	00.00%	43.64%	01.82%	45.45%	00.00%	00.00%	00.00%	00.00%	00.00%	01.82%	00.00%	00.00%	00.00%
Grade - 4	#	40	37	3	5	1	27	1	4	1	1	0	0	0	0	0	0	0
	%	100.00%	92.50%	07.50%	12.50%	02.50%	67.50%	02.50%	10.00%	02.50%	02.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 5	#	97	90	7	11	0	55	5	18	2	3	0	0	0	3	0	0	0
	%	99.99%	92.78%	07.21%	11.34%	00.00%	56.70%	05.15%	18.56%	02.06%	03.09%	00.00%	00.00%	00.00%	03.09%	00.00%	00.00%	00.00%
Grade - 6	#	54	50	4	1	0	21	2	25	1	2	0	0	0	0	1	1	0
	%	99.99%	92.59%	07.40%	01.85%	00.00%	38.89%	03.70%	46.30%	01.85%	03.70%	00.00%	00.00%	00.00%	00.00%	01.85%	01.85%	00.00%
Grade - 7	#	40	38	2	7	0	16	0	11	2	1	0	0	0	3	0	0	0
	%	100.00%	95.00%	05.00%	17.50%	00.00%	40.00%	00.00%	27.50%	05.00%	02.50%	00.00%	00.00%	00.00%	07.50%	00.00%	00.00%	00.00%
Grade - 8	#	20	19	1	0	0	12	0	6	1	1	0	0	0	0	0	0	0
	%	100.00%	95.00%	05.00%	00.00%	00.00%	60.00%	00.00%	30.00%	05.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 9	#	56	56	0	2	0	40	0	12	0	0	0	0	0	2	0	0	0
	%	100.00%	100.00%	00.00%	03.57%	00.00%	71.43%	00.00%	21.43%	00.00%	00.00%	00.00%	00.00%	00.00%	03.57%	00.00%	00.00%	00.00%
Grade - 10	#	31	31	0	1	0	23	0	5	0	0	0	0	0	2	0	0	0
	%	100.00%	100.00%	00.00%	03.23%	00.00%	74.19%	00.00%	16.13%	00.00%	00.00%	00.00%	00.00%	00.00%	06.45%	00.00%	00.00%	00.00%
Grade - 11	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade -	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
12	%	00.00%	00.00%	00.00%	00.00%	00.00%	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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	54	54	0	37	0	14	0	1	0	1	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	68.52%	00.00%	25.93%	00.00%	01.85%	00.00%	01.85%	00.00%	00.00%	00.00%	01.85%	00.00%	00.00%	00.00%
TOTAL	#	751	695	56	83	5	347	23	235	27	11	0	0	0	16	1	3	0
	%	100.00%	92.54%	07.46%	11.05%	00.67%	46.21%	03.06%	31.29%	03.60%	01.46%	00.00%	00.00%	00.00%	02.13%	00.13%	00.40%	00.00%

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 row totals

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Disability - SEP - FY2016

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	#	54	25	2	27	**9**	0	1	0	0	0	0	1	7	0
	%	100.00%	46.30%	03.70%	50.00%	**16.67%**	00.00%	01.85%	00.00%	00.00%	00.00%	00.00%	01.85%	12.96%	00.00%
Grade - 2	#	250	68	14	168	**50**	0	0	1	4	0	2	1	41	1
	%	100.00%	27.20%	05.60%	67.20%	**20.00%**	00.00%	00.00%	00.40%	01.60%	00.00%	00.80%	00.40%	16.40%	00.40%
Grade - 3	#	55	17	3	35	**13**	1	1	0	0	0	1	1	9	0
	%	100.00%	30.91%	05.45%	63.64%	**23.64%**	01.82%	01.82%	00.00%	00.00%	00.00%	01.82%	01.82%	16.36%	00.00%
Grade - 4	#	41	19	0	22	**5**	1	0	0	0	0	1	0	3	0
	%	100.00%	46.34%	00.00%	53.66%	**12.20%**	02.44%	00.00%	00.00%	00.00%	00.00%	02.44%	00.00%	07.32%	00.00%
Grade - 5	#	97	66	3	28	**8**	1	0	0	0	0	0	1	6	0
	%	100.00%	68.04%	03.09%	28.87%	**08.25%**	01.03%	00.00%	00.00%	00.00%	00.00%	00.00%	01.03%	06.19%	00.00%
Grade - 6	#	55	24	4	27	**4**	0	0	0	0	0	0	0	4	0
	%	100.00%	43.64%	07.27%	49.09%	**07.27%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	07.27%	00.00%
Grade - 7	#	40	20	1	19	**5**	0	1	0	0	0	1	1	2	0
	%	100.00%	50.00%	02.50%	47.50%	**12.50%**	00.00%	02.50%	00.00%	00.00%	00.00%	02.50%	02.50%	05.00%	00.00%
Grade - 8	#	20	14	1	5	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	70.00%	05.00%	25.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 9	#	56	27	4	25	**5**	0	0	1	0	0	0	0	4	0
	%	100.00%	48.21%	07.14%	44.64%	**08.93%**	00.00%	00.00%	01.79%	00.00%	00.00%	00.00%	00.00%	07.14%	00.00%
Grade - 10	#	31	20	0	11	**2**	0	0	0	0	0	0	0	2	0
	%	100.00%	64.52%	00.00%	35.48%	**06.45%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.45%	00.00%
Grade - 11	#	1	1	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 12	#	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%

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Disability - SEP - FY2016

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 - 13	#	0	0	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	54	54	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	754	355	32	367	**101**	3	3	2	4	0	5	5	78	1
	%	100.00%	47.08%	04.24%	48.67%	**13.40%**	00.40%	00.40%	00.27%	00.53%	00.00%	00.66%	00.66%	10.34%	00.13%

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 - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	657	520	137	19	11	208	59	277	64	5	1	3	0	5	1	3	1
	%	02.28%	02.10%	03.33%	01.05%	04.15%	01.74%	03.85%	02.76%	03.03%	01.11%	00.90%	03.70%	00.00%	01.43%	01.45%	04.35%	09.09%
Grade - 2	#	12,473	10,446	2,027	648	126	3,796	725	5,627	1,073	156	55	27	4	155	36	37	8
	%	43.24%	42.22%	49.32%	35.66%	47.55%	31.84%	47.32%	55.98%	50.80%	34.67%	49.55%	33.33%	40.00%	44.29%	52.17%	53.62%	72.73%
Grade - 3	#	2,971	2,158	813	172	68	734	263	1,188	445	23	22	5	1	27	12	9	2
	%	10.30%	08.72%	19.78%	09.47%	25.66%	06.16%	17.17%	11.82%	21.07%	05.11%	19.82%	06.17%	10.00%	07.71%	17.39%	13.04%	18.18%
Grade - 4	#	1,555	945	610	83	30	392	224	421	326	23	20	7	2	18	8	1	0
	%	05.39%	03.82%	14.84%	04.57%	11.32%	03.29%	14.62%	04.19%	15.44%	05.11%	18.02%	08.64%	20.00%	05.14%	11.59%	01.45%	00.00%
Grade - 5	#	1,301	1,190	111	115	5	602	51	436	48	25	4	2	0	9	3	1	0
	%	04.51%	04.81%	02.70%	06.33%	01.89%	05.05%	03.33%	04.34%	02.27%	05.56%	03.60%	02.47%	00.00%	02.57%	04.35%	01.45%	00.00%
Grade - 6	#	2,044	1,830	214	137	10	944	109	672	81	35	7	12	2	22	5	8	0
	%	07.09%	07.40%	05.21%	07.54%	03.77%	07.92%	07.11%	06.69%	03.84%	07.78%	06.31%	14.81%	20.00%	06.29%	07.25%	11.59%	00.00%
Grade - 7	#	880	824	56	93	8	411	20	300	26	9	0	2	0	9	2	0	0
	%	03.05%	03.33%	01.36%	05.12%	03.02%	03.45%	01.31%	02.98%	01.23%	02.00%	00.00%	02.47%	00.00%	02.57%	02.90%	00.00%	00.00%
Grade - 8	#	933	882	51	86	2	538	24	218	23	22	1	3	0	12	1	3	0
	%	03.23%	03.57%	01.24%	04.73%	00.75%	04.51%	01.57%	02.17%	01.09%	04.89%	00.90%	03.70%	00.00%	03.43%	01.45%	04.35%	00.00%
Grade - 9	#	1,690	1,650	40	147	1	1,142	26	301	12	25	0	2	1	31	0	2	0
	%	05.86%	06.67%	00.97%	08.09%	00.38%	09.58%	01.70%	02.99%	00.57%	05.56%	00.00%	02.47%	10.00%	08.86%	00.00%	02.90%	00.00%
Grade - 10	#	3,390	3,358	32	261	2	2,470	19	467	10	96	0	13	0	46	1	5	0
	%	11.75%	13.57%	00.78%	14.36%	00.75%	20.72%	01.24%	04.65%	00.47%	21.33%	00.00%	16.05%	00.00%	13.14%	01.45%	07.25%	00.00%
Grade - 11	#	875	857	18	52	2	621	11	134	4	31	1	5	0	14	0	0	0
	%	03.03%	03.46%	00.44%	02.86%	00.75%	05.21%	00.72%	01.33%	00.19%	06.89%	00.90%	06.17%	00.00%	04.00%	00.00%	00.00%	00.00%
Grade - 12	#	27	27	0	1	0	22	0	3	0	0	0	0	0	1	0	0	0
	%	00.09%	00.11%	00.00%	00.06%	00.00%	00.18%	00.00%	00.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.29%	00.00%	00.00%	00.00%

Table A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 13	#	23	23	0	2	0	17	0	3	0	0	0	0	0	1	0	0	0
	%	00.08%	00.09%	00.00%	00.11%	00.00%	00.14%	00.00%	00.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.29%	00.00%	00.00%	00.00%
Grade - 14	#	19	18	1	1	0	14	1	3	0	0	0	0	0	0	0	0	0
	%	00.07%	00.07%	00.02%	00.06%	00.00%	00.12%	00.07%	00.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	7	7	0	0	0	6	0	1	0	0	0	0	0	0	0	0	0
	%	00.02%	00.03%	00.00%	00.00%	00.00%	00.05%	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	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	00.01%	00.02%	00.00%	00.00%	00.00%	00.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	28,849	24,739	4,110	1,817	265	11,921	1,532	10,051	2,112	450	111	81	10	350	69	69	11
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	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 - FY2016

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	#	658	338	33	287	**79**	4	1	0	1	0	5	11	57	0
	%	02.28%	01.77%	02.38%	03.43%	**03.97%**	02.94%	01.54%	00.00%	01.14%	00.00%	05.62%	06.92%	04.03%	00.00%
Grade - 2	#	12,483	7,189	676	4,618	**1,248**	80	37	13	50	6	52	108	896	6
	%	43.25%	37.60%	48.74%	55.25%	**62.65%**	58.82%	56.92%	61.90%	56.82%	54.55%	58.43%	67.92%	63.41%	60.00%
Grade - 3	#	2,972	2,103	121	748	**208**	18	12	1	12	1	10	24	129	1
	%	10.30%	11.00%	08.72%	08.95%	**10.44%**	13.24%	18.46%	04.76%	13.64%	09.09%	11.24%	15.09%	09.13%	10.00%
Grade - 4	#	1,555	1,174	53	328	**77**	10	3	2	6	0	3	3	50	0
	%	05.39%	06.14%	03.82%	03.92%	**03.87%**	07.35%	04.62%	09.52%	06.82%	00.00%	03.37%	01.89%	03.54%	00.00%
Grade - 5	#	1,301	932	57	312	**65**	4	1	2	2	0	6	3	47	0
	%	04.51%	04.87%	04.11%	03.73%	**03.26%**	02.94%	01.54%	09.52%	02.27%	00.00%	06.74%	01.89%	03.33%	00.00%
Grade - 6	#	2,046	1,483	87	476	**84**	2	4	0	3	1	3	3	66	2
	%	07.09%	07.76%	06.27%	05.70%	**04.22%**	01.47%	06.15%	00.00%	03.41%	09.09%	03.37%	01.89%	04.67%	20.00%
Grade - 7	#	881	639	59	183	**36**	3	2	0	0	0	2	3	26	0
	%	03.05%	03.34%	04.25%	02.19%	**01.81%**	02.21%	03.08%	00.00%	00.00%	00.00%	02.25%	01.89%	01.84%	00.00%
Grade - 8	#	933	680	45	208	**32**	0	2	1	2	0	0	1	26	0
	%	03.23%	03.56%	03.24%	02.49%	**01.61%**	00.00%	03.08%	04.76%	02.27%	00.00%	00.00%	00.63%	01.84%	00.00%
Grade - 9	#	1,691	1,249	79	363	**59**	7	2	0	3	1	4	0	42	0
	%	05.86%	06.53%	05.70%	04.34%	**02.96%**	05.15%	03.08%	00.00%	03.41%	09.09%	04.49%	00.00%	02.97%	00.00%
Grade - 10	#	3,390	2,596	138	656	**87**	7	1	2	5	2	2	3	65	0
	%	11.74%	13.58%	09.95%	07.85%	**04.37%**	05.15%	01.54%	09.52%	05.68%	18.18%	02.25%	01.89%	04.60%	00.00%
Grade - 11	#	875	673	37	165	**15**	1	0	0	3	0	1	0	9	1
	%	03.03%	03.52%	02.67%	01.97%	**00.75%**	00.74%	00.00%	00.00%	03.41%	00.00%	01.12%	00.00%	00.64%	10.00%
Grade - 12	#	27	18	1	8	**1**	0	0	0	1	0	0	0	0	0
	%	00.09%	00.09%	00.07%	00.10%	**00.05%**	00.00%	00.00%	00.00%	01.14%	00.00%	00.00%	00.00%	00.00%	00.00%

Table B5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability - SEP - FY2016

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 - 13	#	23	18	1	4	**1**	0	0	0	0	0	1	0	0	0
	%	00.08%	00.09%	00.07%	00.05%	**00.05%**	00.00%	00.00%	00.00%	00.00%	00.00%	01.12%	00.00%	00.00%	00.00%
Grade - 14	#	19	17	0	2	**0**	0	0	0	0	0	0	0	0	0
	%	00.07%	00.09%	00.00%	00.02%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	7	7	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.02%	00.04%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	4	4	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.01%	00.02%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	28,865	19,120	1,387	8,358	**1,992**	136	65	21	88	11	89	159	1,413	10
	%	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 A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 1	#	54	48	6	3	2	31	1	12	3	1	0	0	0	1	0	0	0
	%	07.19%	06.91%	10.71%	03.61%	40.00%	08.93%	04.35%	05.11%	11.11%	09.09%	00.00%	00.00%	00.00%	06.25%	00.00%	00.00%	00.00%
Grade - 2	#	249	217	32	12	2	83	13	116	17	1	0	0	0	3	0	2	0
	%	33.16%	31.22%	57.14%	14.46%	40.00%	23.92%	56.52%	49.36%	62.96%	09.09%	00.00%	00.00%	00.00%	18.75%	00.00%	66.67%	00.00%
Grade - 3	#	55	54	1	4	0	24	1	25	0	0	0	0	0	1	0	0	0
	%	07.32%	07.77%	01.79%	04.82%	00.00%	06.92%	04.35%	10.64%	00.00%	00.00%	00.00%	00.00%	00.00%	06.25%	00.00%	00.00%	00.00%
Grade - 4	#	40	37	3	5	1	27	1	4	1	1	0	0	0	0	0	0	0
	%	05.33%	05.32%	05.36%	06.02%	20.00%	07.78%	04.35%	01.70%	03.70%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 5	#	97	90	7	11	0	55	5	18	2	3	0	0	0	3	0	0	0
	%	12.92%	12.95%	12.50%	13.25%	00.00%	15.85%	21.74%	07.66%	07.41%	27.27%	00.00%	00.00%	00.00%	18.75%	00.00%	00.00%	00.00%
Grade - 6	#	54	50	4	1	0	21	2	25	1	2	0	0	0	0	1	1	0
	%	07.19%	07.19%	07.14%	01.20%	00.00%	06.05%	08.70%	10.64%	03.70%	18.18%	00.00%	00.00%	00.00%	00.00%	100.00%	33.33%	00.00%
Grade - 7	#	40	38	2	7	0	16	0	11	2	1	0	0	0	3	0	0	0
	%	05.33%	05.47%	03.57%	08.43%	00.00%	04.61%	00.00%	04.68%	07.41%	09.09%	00.00%	00.00%	00.00%	18.75%	00.00%	00.00%	00.00%
Grade - 8	#	20	19	1	0	0	12	0	6	1	1	0	0	0	0	0	0	0
	%	02.66%	02.73%	01.79%	00.00%	00.00%	03.46%	00.00%	02.55%	03.70%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 9	#	56	56	0	2	0	40	0	12	0	0	0	0	0	2	0	0	0
	%	07.46%	08.06%	00.00%	02.41%	00.00%	11.53%	00.00%	05.11%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%	00.00%	00.00%	00.00%
Grade - 10	#	31	31	0	1	0	23	0	5	0	0	0	0	0	2	0	0	0
	%	04.13%	04.46%	00.00%	01.20%	00.00%	06.63%	00.00%	02.13%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%	00.00%	00.00%	00.00%
Grade - 11	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	00.13%	00.14%	00.00%	00.00%	00.00%	00.29%	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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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 A5-2: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	54	54	0	37	0	14	0	1	0	1	0	0	0	1	0	0	0
	%	07.19%	07.77%	00.00%	44.58%	00.00%	04.03%	00.00%	00.43%	00.00%	09.09%	00.00%	00.00%	00.00%	06.25%	00.00%	00.00%	00.00%
TOTAL	#	751	695	56	83	5	347	23	235	27	11	0	0	0	16	1	3	0
	%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	100.00%	100.00%	00.00%

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 - FY2016

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	#	54	25	2	27	**9**	0	1	0	0	0	0	1	7	0
	%	07.16%	07.04%	06.25%	07.36%	**08.91%**	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	20.00%	08.97%	00.00%
Grade - 2	#	250	68	14	168	**50**	0	0	1	4	0	2	1	41	1
	%	33.16%	19.15%	43.75%	45.78%	**49.50%**	00.00%	00.00%	50.00%	100.00%	00.00%	40.00%	20.00%	52.56%	100.00%
Grade - 3	#	55	17	3	35	**13**	1	1	0	0	0	1	1	9	0
	%	07.29%	04.79%	09.38%	09.54%	**12.87%**	33.33%	33.33%	00.00%	00.00%	00.00%	20.00%	20.00%	11.54%	00.00%
Grade - 4	#	41	19	0	22	**5**	1	0	0	0	0	1	0	3	0
	%	05.44%	05.35%	00.00%	05.99%	**04.95%**	33.33%	00.00%	00.00%	00.00%	00.00%	20.00%	00.00%	03.85%	00.00%
Grade - 5	#	97	66	3	28	**8**	1	0	0	0	0	0	1	6	0
	%	12.86%	18.59%	09.38%	07.63%	**07.92%**	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	20.00%	07.69%	00.00%
Grade - 6	#	55	24	4	27	**4**	0	0	0	0	0	0	0	4	0
	%	07.29%	06.76%	12.50%	07.36%	**03.96%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.13%	00.00%
Grade - 7	#	40	20	1	19	**5**	0	1	0	0	0	1	1	2	0
	%	05.31%	05.63%	03.13%	05.18%	**04.95%**	00.00%	33.33%	00.00%	00.00%	00.00%	20.00%	20.00%	02.56%	00.00%
Grade - 8	#	20	14	1	5	**0**	0	0	0	0	0	0	0	0	0
	%	02.65%	03.94%	03.13%	01.36%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 9	#	56	27	4	25	**5**	0	0	1	0	0	0	0	4	0
	%	07.43%	07.61%	12.50%	06.81%	**04.95%**	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	05.13%	00.00%
Grade - 10	#	31	20	0	11	**2**	0	0	0	0	0	0	0	2	0
	%	04.11%	05.63%	00.00%	03.00%	**01.98%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.56%	00.00%
Grade - 11	#	1	1	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.13%	00.28%	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
	%	00.00%	00.00%	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 - FY2016

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 - 13	#	0	0	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 14	#	0	0	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 15	#	0	0	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	54	54	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	07.16%	15.21%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	754	355	32	367	**101**	3	3	2	4	0	5	5	78	1
	%	100.00%	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 - FY2016

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
0083 Police	#	3,469	3,218	250	359	17	2,018	122	705	100	70	3	13	2	44	4	9	2
	%	100.00%	92.79%	07.22%	10.35%	00.49%	58.19%	03.52%	20.33%	02.88%	02.02%	00.09%	00.37%	00.06%	01.27%	00.12%	00.26%	00.06%
0083 RCLF		100.01%	85.16%	14.85%	10.25%	02.21%	62.23%	08.53%	09.02%	03.56%	02.02%	00.26%	00.20%	00.02%	00.88%	00.14%	00.56%	00.13%
0101 Social Science	#	2,680	1,257	1,422	93	87	788	866	314	403	26	33	7	4	22	25	7	4
	%	100.00%	46.91%	53.08%	03.47%	03.25%	29.41%	32.33%	11.72%	15.04%	00.97%	01.23%	00.26%	00.15%	00.82%	00.93%	00.26%	00.15%
0101 RCLF		100.00%	48.15%	51.85%	02.89%	03.64%	37.91%	39.61%	04.40%	04.51%	02.19%	03.09%	00.04%	00.02%	00.41%	00.69%	00.31%	00.29%
0201 Human Resources Management	#	3,771	1,269	2,501	111	220	768	1,328	327	823	41	70	3	13	16	31	3	16
	%	100.00%	33.65%	66.34%	02.94%	05.84%	20.37%	35.23%	08.67%	21.83%	01.09%	01.86%	00.08%	00.34%	00.42%	00.82%	00.08%	00.42%
0201 RCLF		99.99%	40.58%	59.41%	04.76%	06.40%	29.64%	42.57%	03.36%	06.91%	02.31%	02.70%	00.04%	00.09%	00.26%	00.45%	00.21%	00.29%
0260 Equal Employment Opportunity	#	385	167	218	10	18	74	67	76	124	5	3	0	0	0	5	2	1
	%	100.00%	43.38%	56.63%	02.60%	04.68%	19.22%	17.40%	19.74%	32.21%	01.30%	00.78%	00.00%	00.00%	00.00%	01.30%	00.52%	00.26%
0260 RCLF		99.99%	53.40%	46.59%	04.57%	04.59%	40.40%	31.74%	04.32%	06.89%	03.12%	02.42%	00.06%	00.12%	00.62%	00.51%	00.31%	00.32%
0301 Miscellaneous Administration and Program	#	7,093	2,838	4,255	220	287	1,646	2,292	806	1,434	109	148	14	17	32	61	11	16
	%	100.00%	40.02%	60.00%	03.10%	04.05%	23.21%	32.31%	11.36%	20.22%	01.54%	02.09%	00.20%	00.24%	00.45%	00.86%	00.16%	00.23%
0301 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%
0340 Program Management	#	888	416	472	23	21	311	316	62	108	14	13	0	3	6	9	0	2
	%	100.00%	46.85%	53.15%	02.59%	02.36%	35.02%	35.59%	06.98%	12.16%	01.58%	01.46%	00.00%	00.34%	00.68%	01.01%	00.00%	00.23%
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%	00.32%	00.59%	00.26%	00.40%
0343 Management and Program Analysis	#	5,932	2,483	3,448	168	169	1,654	2,103	469	947	141	160	10	8	27	44	14	17
	%	100.00%	41.88%	58.14%	02.83%	02.85%	27.89%	35.46%	07.91%	15.97%	02.38%	02.70%	00.17%	00.13%	00.46%	00.74%	00.24%	00.29%
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%	00.29%	00.30%	00.33%	00.27%
0501 Financial	#	1,226	386	840	19	50	262	545	75	185	21	29	3	4	5	23	1	4

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
Administration and Program	%	100.00%	31.48%	68.53%	01.55%	04.08%	21.37%	44.45%	06.12%	15.09%	01.71%	02.37%	00.24%	00.33%	00.41%	01.88%	00.08%	00.33%
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%	00.37%	00.79%	00.36%	00.20%
0511 Auditing	#	215	103	112	10	11	69	56	17	30	5	11	0	0	1	2	1	2
	%	100.00%	47.92%	52.10%	04.65%	05.12%	32.09%	26.05%	07.91%	13.95%	02.33%	05.12%	00.00%	00.00%	00.47%	00.93%	00.47%	00.93%
0511 RCLF		100.00%	40.01%	59.99%	02.43%	04.21%	30.65%	42.55%	02.63%	05.63%	03.90%	06.83%	00.03%	00.06%	00.18%	00.41%	00.19%	00.30%
0602 Medical Officer	#	24,120	15,043	9,065	823	551	10,149	5,053	652	657	3,147	2,608	32	27	215	149	25	20
	%	100.00%	62.38%	37.61%	03.41%	02.29%	42.10%	20.96%	02.70%	02.73%	13.05%	10.82%	00.13%	00.11%	00.89%	00.62%	00.10%	00.08%
0602 RCLF		99.98%	67.55%	32.43%	03.92%	01.92%	48.84%	20.13%	02.67%	02.33%	11.46%	07.62%	00.02%	00.02%	00.21%	00.13%	00.43%	00.28%
0610 Nurse	#	66,130	11,993	54,113	1,054	2,846	7,882	33,331	1,349	10,431	1,463	6,488	44	154	180	739	21	124
	%	100.00%	18.13%	81.86%	01.59%	04.31%	11.92%	50.42%	02.04%	15.78%	02.21%	09.81%	00.07%	00.23%	00.27%	01.12%	00.03%	00.19%
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%	00.07%	00.64%	00.05%	00.42%
0620 Practical Nurse	#	14,746	2,758	11,983	351	798	1,499	6,620	594	3,643	240	633	13	42	41	202	20	45
	%	100.00%	18.72%	81.28%	02.38%	05.41%	10.17%	44.91%	04.03%	24.71%	01.63%	04.29%	00.09%	00.28%	00.28%	01.37%	00.14%	00.31%
0620 RCLF		100.01%	07.40%	92.61%	00.82%	06.43%	03.94%	59.94%	01.85%	21.69%	00.66%	03.06%	00.02%	00.06%	00.06%	00.95%	00.05%	00.48%
0621 Nursing Assistant	#	11,857	2,863	8,989	259	590	982	2,929	1,359	4,722	193	535	16	45	41	140	13	28
	%	100.00%	24.17%	75.84%	02.19%	04.98%	08.29%	24.71%	11.47%	39.84%	01.63%	04.51%	00.13%	00.38%	00.35%	01.18%	00.11%	00.24%
0621 RCLF		99.98%	12.03%	87.95%	01.49%	11.28%	05.59%	41.56%	03.70%	29.73%	00.94%	03.30%	00.03%	00.17%	00.16%	01.22%	00.12%	00.69%
0644 Medical Technologist	#	4,419	1,237	3,182	113	280	749	1,950	166	430	188	444	2	2	17	66	2	10
	%	100.00%	28.00%	72.02%	02.56%	06.34%	16.95%	44.13%	03.76%	09.73%	04.25%	10.05%	00.05%	00.05%	00.38%	01.49%	00.05%	00.23%
0644 RCLF		99.98%	25.93%	74.05%	02.97%	05.75%	14.90%	48.08%	03.62%	10.64%	04.04%	08.45%	00.05%	00.09%	00.17%	00.56%	00.18%	00.48%
0647 Diagnostic Radiologic Technologist	#	3,939	1,862	2,075	188	116	1,165	1,563	321	289	148	71	8	3	27	28	5	5
	%	100.00%	47.30%	52.71%	04.78%	02.95%	29.59%	39.70%	08.15%	07.34%	03.76%	01.80%	00.20%	00.08%	00.69%	00.71%	00.13%	00.13%

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
0647 RCLF		100.01%	28.19%	71.82%	03.92%	04.74%	18.26%	58.48%	03.08%	05.51%	02.51%	02.31%	00.06%	00.04%	00.20%	00.50%	00.16%	00.24%
0660 Pharmacist	#	7,935	2,844	5,091	102	245	2,146	3,304	170	495	385	960	4	7	30	68	7	12
	%	100.00%	35.84%	64.17%	01.29%	03.09%	27.04%	41.64%	02.14%	06.24%	04.85%	12.10%	00.05%	00.09%	00.38%	00.86%	00.09%	00.15%
0660 RCLF		100.00%	47.35%	52.65%	01.57%	02.12%	37.03%	36.26%	02.06%	03.68%	06.21%	10.16%	00.04%	00.03%	00.21%	00.20%	00.23%	00.20%
0675 Medical Records Technician	#	2,560	393	2,167	33	136	216	1,292	116	623	21	69	0	4	5	40	2	3
	%	100.00%	15.36%	84.66%	01.29%	05.31%	08.44%	50.47%	04.53%	24.34%	00.82%	02.70%	00.00%	00.16%	00.20%	01.56%	00.08%	00.12%
0675 RCLF		100.01%	10.38%	89.63%	01.56%	11.23%	04.89%	57.03%	02.29%	15.39%	01.38%	03.84%	00.00%	00.15%	00.18%	01.70%	00.08%	00.29%
0905 General Attorney	#	1,010	440	569	6	10	370	418	37	102	22	34	0	1	4	4	1	0
	%	100.00%	43.61%	56.40%	00.59%	00.99%	36.67%	41.43%	03.67%	10.11%	02.18%	03.37%	00.00%	00.10%	00.40%	00.40%	00.10%	00.00%
0905 RCLF		100.01%	66.58%	33.43%	02.65%	01.92%	59.21%	26.54%	02.15%	02.63%	02.02%	01.90%	00.02%	00.01%	00.31%	00.23%	00.22%	00.20%
0986 Legal Assistance	#	59	14	45	0	4	6	14	6	26	2	1	0	0	0	0	0	0
	%	100.00%	23.73%	76.27%	00.00%	06.78%	10.17%	23.73%	10.17%	44.07%	03.39%	01.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0986 RCLF		99.99%	26.26%	73.73%	02.26%	07.77%	19.01%	54.65%	02.68%	07.48%	01.90%	02.43%	00.01%	00.09%	00.30%	00.87%	00.10%	00.44%
0996 Veterans Claims Examining	#	11,998	5,985	6,009	358	323	3,818	3,278	1,381	1,950	201	172	22	11	178	238	27	37
	%	100.00%	49.89%	50.09%	02.98%	02.69%	31.83%	27.33%	11.51%	16.26%	01.68%	01.43%	00.18%	00.09%	01.48%	01.98%	00.23%	00.31%
0996 RCLF		100.01%	38.20%	61.81%	02.98%	05.68%	29.92%	41.18%	03.39%	11.69%	01.58%	02.46%	00.03%	00.08%	00.18%	00.42%	00.12%	00.30%
0998 Claims Assistance and Examining	#	1,768	896	871	76	46	444	385	328	388	32	22	2	2	12	15	2	13
	%	100.00%	50.70%	49.30%	04.30%	02.60%	25.13%	21.79%	18.56%	21.96%	01.81%	01.25%	00.11%	00.11%	00.68%	00.85%	00.11%	00.74%
0998 RCLF		99.99%	25.01%	74.98%	03.16%	08.19%	16.55%	51.57%	03.28%	10.90%	01.48%	02.91%	00.07%	00.15%	00.31%	00.86%	00.16%	00.40%
1101 General Business and Industry	#	926	488	437	33	29	308	261	126	120	15	16	1	2	5	5	0	4
	%	100.00%	52.76%	47.25%	03.57%	03.14%	33.30%	28.22%	13.62%	12.97%	01.62%	01.73%	00.11%	00.22%	00.54%	00.54%	00.00%	00.43%
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%
1165 Loan Specialist	#	453	222	231	12	16	139	126	60	80	4	6	2	1	3	2	2	0
	%	100.00%	49.00%	50.98%	02.65%	03.53%	30.68%	27.81%	13.25%	17.66%	00.88%	01.32%	00.44%	00.22%	00.66%	00.44%	00.44%	00.00%

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
1165 RCLF		100.01%	46.67%	53.34%	04.78%	06.48%	35.28%	36.84%	03.73%	06.21%	02.34%	03.03%	00.08%	00.13%	00.21%	00.32%	00.25%	00.33%
1171 Appraising	#	261	188	73	8	4	135	40	34	25	2	2	3	0	6	1	0	1
	%	100.00%	72.04%	27.97%	03.07%	01.53%	51.72%	15.33%	13.03%	09.58%	00.77%	00.77%	01.15%	00.00%	02.30%	00.38%	00.00%	00.38%
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%
1630 Cemetery Administration	#	110	86	24	5	1	63	12	15	7	1	3	0	0	1	0	1	1
	%	100.00%	78.19%	21.82%	04.55%	00.91%	57.27%	10.91%	13.64%	06.36%	00.91%	02.73%	00.00%	00.00%	00.91%	00.00%	00.91%	00.91%
1630 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%
1811 Criminal Investigating	#	62	59	3	3	0	34	2	18	1	3	0	0	0	0	0	1	0
	%	100.00%	95.16%	04.84%	04.84%	00.00%	54.84%	03.23%	29.03%	01.61%	04.84%	00.00%	00.00%	00.00%	00.00%	00.00%	01.61%	00.00%
1811 RCLF		100.01%	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%
2210 Information Technology Management	#	6,796	5,251	1,544	420	84	3,490	981	909	349	318	106	11	4	78	11	25	9
	%	100.00%	77.28%	22.73%	06.18%	01.24%	51.36%	14.44%	13.38%	05.14%	04.68%	01.56%	00.16%	00.06%	01.15%	00.16%	00.37%	00.13%
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%
4754 Cemetery Caretaking	#	581	563	18	64	3	393	13	80	0	6	0	8	1	10	1	2	0
	%	100.00%	96.90%	03.10%	11.02%	00.52%	67.64%	02.24%	13.77%	00.00%	01.03%	00.00%	01.38%	00.17%	01.72%	00.17%	00.34%	00.00%
4754 RCLF		99.98%	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%

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 - FY2016

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	#	3,469	2,728	204	537	**24**	1	3	0	4	0	3	0	13	0
	%	100.00%	78.64%	05.88%	15.48%	**00.69%**	00.03%	00.09%	00.00%	00.12%	00.00%	00.09%	00.00%	00.37%	00.00%
0101 Social Science	#	2,680	1,871	130	679	**104**	1	16	2	15	8	5	0	57	0
	%	100.00%	69.81%	04.85%	25.34%	**03.88%**	00.04%	00.60%	00.07%	00.56%	00.30%	00.19%	00.00%	02.13%	00.00%
0201 Human Resources Management	#	3,771	2,904	135	732	**95**	4	8	3	13	1	6	0	60	0
	%	100.00%	77.01%	03.58%	19.41%	**02.52%**	00.11%	00.21%	00.08%	00.34%	00.03%	00.16%	00.00%	01.59%	00.00%
0260 Equal Employment Opportunity	#	385	256	21	108	**28**	1	1	0	5	1	2	0	18	0
	%	100.00%	66.49%	05.45%	28.05%	**07.27%**	00.26%	00.26%	00.00%	01.30%	00.26%	00.52%	00.00%	04.68%	00.00%
0301 Miscellaneous Administration and Program	#	7,093	5,616	262	1,215	**129**	4	8	7	16	3	7	2	79	3
	%	100.00%	79.18%	03.69%	17.13%	**01.82%**	00.06%	00.11%	00.10%	00.23%	00.04%	00.10%	00.03%	01.11%	00.04%
0340 Program Management	#	888	730	32	126	**20**	0	1	0	7	1	1	0	10	0
	%	100.00%	82.21%	03.60%	14.19%	**02.25%**	00.00%	00.11%	00.00%	00.79%	00.11%	00.11%	00.00%	01.13%	00.00%
0343 Management and Program Analysis	#	5,932	4,911	199	822	**95**	3	8	4	15	4	8	2	51	0
	%	100.00%	82.79%	03.35%	13.86%	**01.60%**	00.05%	00.13%	00.07%	00.25%	00.07%	00.13%	00.03%	00.86%	00.00%
0501 Financial Administration and Program	#	1,226	996	53	177	**21**	2	1	1	2	0	3	1	11	0
	%	100.00%	81.24%	04.32%	14.44%	**01.71%**	00.16%	00.08%	00.08%	00.16%	00.00%	00.24%	00.08%	00.90%	00.00%
0511 Auditing	#	215	163	9	43	**5**	1	0	0	0	1	1	0	2	0
	%	100.00%	75.81%	04.19%	20.00%	**02.33%**	00.47%	00.00%	00.00%	00.00%	00.47%	00.47%	00.00%	00.93%	00.00%
0602 Medical Officer	#	24,120	22,425	460	1,235	**89**	2	6	8	19	10	14	0	29	1
	%	100.00%	92.97%	01.91%	05.12%	**00.37%**	00.01%	00.02%	00.03%	00.08%	00.04%	00.06%	00.00%	00.12%	00.00%
0610 Nurse	#	66,130	60,228	1,167	4,735	**338**	7	31	8	21	3	67	1	195	5
	%	100.00%	91.08%	01.76%	07.16%	**00.51%**	00.01%	00.05%	00.01%	00.03%	00.00%	00.10%	00.00%	00.29%	00.01%
0620 Practical Nurse	#	14,746	13,084	296	1,366	**122**	2	13	0	6	2	37	0	62	0
	%	100.00%	88.73%	02.01%	09.26%	**00.83%**	00.01%	00.09%	00.00%	00.04%	00.01%	00.25%	00.00%	00.42%	00.00%

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2016

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
0621 Nursing Assistant	#	11,857	10,609	274	974	**127**	5	24	1	8	2	16	5	65	1
	%	100.00%	89.47%	02.31%	08.21%	**01.07%**	00.04%	00.20%	00.01%	00.07%	00.02%	00.13%	00.04%	00.55%	00.01%
0644 Medical Technologist	#	4,419	4,031	73	315	**34**	3	0	4	4	0	7	0	16	0
	%	100.00%	91.22%	01.65%	07.13%	**00.77%**	00.07%	00.00%	00.09%	00.09%	00.00%	00.16%	00.00%	00.36%	00.00%
0647 Diagnostic Radiologic Technologist	#	3,939	3,483	89	367	**32**	2	2	0	2	1	9	0	16	0
	%	100.00%	88.42%	02.26%	09.32%	**00.81%**	00.05%	00.05%	00.00%	00.05%	00.03%	00.23%	00.00%	00.41%	00.00%
0660 Pharmacist	#	7,935	7,508	97	330	**34**	3	0	2	4	0	8	0	17	0
	%	100.00%	94.62%	01.22%	04.16%	**00.43%**	00.04%	00.00%	00.03%	00.05%	00.00%	00.10%	00.00%	00.21%	00.00%
0675 Medical Records Technician	#	2,560	2,110	57	393	**49**	5	6	3	3	1	4	2	25	0
	%	100.00%	82.42%	02.23%	15.35%	**01.91%**	00.20%	00.23%	00.12%	00.12%	00.04%	00.16%	00.08%	00.98%	00.00%
0905 General Attorney	#	1,010	917	35	58	**5**	0	0	1	2	0	0	0	1	1
	%	100.00%	90.79%	03.47%	05.74%	**00.50%**	00.00%	00.00%	00.10%	00.20%	00.00%	00.00%	00.00%	00.10%	00.10%
0986 Legal Assistance	#	59	45	3	11	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	76.27%	05.08%	18.64%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 Veterans Claims Examining	#	11,998	8,783	608	2,607	**276**	9	8	13	40	6	21	4	171	4
	%	100.00%	73.20%	05.07%	21.73%	**02.30%**	00.08%	00.07%	00.11%	00.33%	00.05%	00.18%	00.03%	01.43%	00.03%
0998 Claims Assistance and Examining	#	1,768	1,069	89	610	**86**	14	2	4	8	4	8	1	44	1
	%	100.00%	60.46%	05.03%	34.50%	**04.86%**	00.79%	00.11%	00.23%	00.45%	00.23%	00.45%	00.06%	02.49%	00.06%
1101 General Business and Industry	#	926	778	30	118	**16**	0	0	1	0	0	3	0	11	1
	%	100.00%	84.02%	03.24%	12.74%	**01.73%**	00.00%	00.00%	00.11%	00.00%	00.00%	00.32%	00.00%	01.19%	00.11%
1165 Loan Specialist	#	453	352	17	84	**9**	1	0	0	2	1	2	0	3	0
	%	100.00%	77.70%	03.75%	18.54%	**01.99%**	00.22%	00.00%	00.00%	00.44%	00.22%	00.44%	00.00%	00.66%	00.00%
1171 Appraising	#	261	185	21	55	**8**	0	0	1	1	0	1	0	5	0
	%	100.00%	70.88%	08.05%	21.07%	**03.07%**	00.00%	00.00%	00.38%	00.38%	00.00%	00.38%	00.00%	01.92%	00.00%

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2016

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	#	110	68	4	38	**3**	0	0	1	0	0	0	0	2	0
	%	100.00%	61.82%	03.64%	34.55%	**02.73%**	00.00%	00.00%	00.91%	00.00%	00.00%	00.00%	00.00%	01.82%	00.00%
1811 Criminal Investigating	#	62	54	2	6	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	87.10%	03.23%	09.68%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	6,796	5,224	329	1,243	**128**	9	13	4	12	5	21	3	58	3
	%	100.00%	76.87%	04.84%	18.29%	**01.88%**	00.13%	00.19%	00.06%	00.18%	00.07%	00.31%	00.04%	00.85%	00.04%
4754 Cemetery Caretaking	#	581	378	28	175	**33**	1	0	1	2	1	1	0	27	0
	%	100.00%	65.06%	04.82%	30.12%	**05.68%**	00.17%	00.00%	00.17%	00.34%	00.17%	00.17%	00.00%	04.65%	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 - FY2016

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
0083 Police	#	29	25	4	2	1	15	3	8	0	0	0	0	0	0	0	0	0
	%	100.00%	86.21%	13.79%	06.90%	03.45%	51.72%	10.34%	27.59%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0083 RCLF		100.01%	85.16%	14.85%	10.25%	02.21%	62.23%	08.53%	09.02%	03.56%	02.02%	00.26%	00.20%	00.02%	00.88%	00.14%	00.56%	00.13%
0101 Social Science	#	124	56	68	6	4	41	47	7	12	0	4	0	0	1	1	1	0
	%	100.00%	45.17%	54.85%	04.84%	03.23%	33.06%	37.90%	05.65%	09.68%	00.00%	03.23%	00.00%	00.00%	00.81%	00.81%	00.81%	00.00%
0101 RCLF		100.00%	48.15%	51.85%	02.89%	03.64%	37.91%	39.61%	04.40%	04.51%	02.19%	03.09%	00.04%	00.02%	00.41%	00.69%	00.31%	00.29%
0201 Human Resources Management	#	24	11	13	0	2	7	5	4	5	0	1	0	0	0	0	0	0
	%	100.00%	45.84%	54.16%	00.00%	08.33%	29.17%	20.83%	16.67%	20.83%	00.00%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0201 RCLF		99.99%	40.58%	59.41%	04.76%	06.40%	29.64%	42.57%	03.36%	06.91%	02.31%	02.70%	00.04%	00.09%	00.26%	00.45%	00.21%	00.29%
0260 Equal Employment Opportunity	#	7	2	5	0	0	0	1	2	4	0	0	0	0	0	0	0	0
	%	100.00%	28.57%	71.43%	00.00%	00.00%	00.00%	14.29%	28.57%	57.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0260 RCLF		99.99%	53.40%	46.59%	04.57%	04.59%	40.40%	31.74%	04.32%	06.89%	03.12%	02.42%	00.06%	00.12%	00.62%	00.51%	00.31%	00.32%
0301 Miscellaneous Administration and Program	#	249	102	146	4	8	74	82	17	44	4	6	1	0	1	4	1	2
	%	100.00%	41.11%	58.87%	01.61%	03.23%	29.84%	33.06%	06.85%	17.74%	01.61%	02.42%	00.40%	00.00%	00.40%	01.61%	00.40%	00.81%
0301 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%
0340 Program Management	#	40	15	25	0	1	11	19	3	3	1	2	0	0	0	0	0	0
	%	100.00%	37.50%	62.50%	00.00%	02.50%	27.50%	47.50%	07.50%	07.50%	02.50%	05.00%	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%	00.32%	00.59%	00.26%	00.40%
0343 Management and Program Analysis	#	182	98	84	2	3	71	58	18	12	6	8	0	2	1	1	0	0
	%	100.00%	53.85%	46.16%	01.10%	01.65%	39.01%	31.87%	09.89%	06.59%	03.30%	04.40%	00.00%	01.10%	00.55%	00.55%	00.00%	00.00%
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%	00.29%	00.30%	00.33%	00.27%
0501 Financial	#	9	4	5	1	0	1	1	2	4	0	0	0	0	0	0	0	0

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
Administration and Program	%	100.00%	44.44%	55.55%	11.11%	00.00%	11.11%	11.11%	22.22%	44.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
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%	00.37%	00.79%	00.36%	00.20%
0511 Auditing	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0511 RCLF		100.00%	40.01%	59.99%	02.43%	04.21%	30.65%	42.55%	02.63%	05.63%	03.90%	06.83%	00.03%	00.06%	00.18%	00.41%	00.19%	00.30%
0602 Medical Officer	#	1,948	1,190	758	57	23	688	384	36	48	381	287	4	3	20	10	4	3
	%	100.00%	61.11%	38.89%	02.93%	01.18%	35.32%	19.71%	01.85%	02.46%	19.56%	14.73%	00.21%	00.15%	01.03%	00.51%	00.21%	00.15%
0602 RCLF		99.98%	67.55%	32.43%	03.92%	01.92%	48.84%	20.13%	02.67%	02.33%	11.46%	07.62%	00.02%	00.02%	00.21%	00.13%	00.43%	00.28%
0610 Nurse	#	1,727	291	1,436	29	65	171	865	39	287	48	191	1	4	3	19	0	5
	%	100.00%	16.85%	83.15%	01.68%	03.76%	09.90%	50.09%	02.26%	16.62%	02.78%	11.06%	00.06%	00.23%	00.17%	01.10%	00.00%	00.29%
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%	00.07%	00.64%	00.05%	00.42%
0620 Practical Nurse	#	220	36	184	1	9	18	77	10	74	5	20	1	0	1	4	0	0
	%	100.00%	16.35%	83.64%	00.45%	04.09%	08.18%	35.00%	04.55%	33.64%	02.27%	09.09%	00.45%	00.00%	00.45%	01.82%	00.00%	00.00%
0620 RCLF		100.01%	07.40%	92.61%	00.82%	06.43%	03.94%	59.94%	01.85%	21.69%	00.66%	03.06%	00.02%	00.06%	00.06%	00.95%	00.05%	00.48%
0621 Nursing Assistant	#	645	102	540	10	42	44	168	28	270	15	45	3	5	1	4	1	6
	%	100.00%	15.90%	84.11%	01.56%	06.54%	06.85%	26.17%	04.36%	42.06%	02.34%	07.01%	00.47%	00.78%	00.16%	00.62%	00.16%	00.93%
0621 RCLF		99.98%	12.03%	87.95%	01.49%	11.28%	05.59%	41.56%	03.70%	29.73%	00.94%	03.30%	00.03%	00.17%	00.16%	01.22%	00.12%	00.69%
0644 Medical Technologist	#	76	25	51	4	8	12	33	3	4	4	4	1	1	0	1	1	0
	%	100.00%	32.90%	67.11%	05.26%	10.53%	15.79%	43.42%	03.95%	05.26%	05.26%	05.26%	01.32%	01.32%	00.00%	01.32%	01.32%	00.00%
0644 RCLF		99.98%	25.93%	74.05%	02.97%	05.75%	14.90%	48.08%	03.62%	10.64%	04.04%	08.45%	00.05%	00.09%	00.17%	00.56%	00.18%	00.48%
0647 Diagnostic Radiologic Technologist	#	103	34	69	0	3	27	50	2	4	4	8	0	1	1	3	0	0
	%	100.00%	33.00%	66.98%	00.00%	02.91%	26.21%	48.54%	01.94%	03.88%	03.88%	07.77%	00.00%	00.97%	00.97%	02.91%	00.00%	00.00%
0647 RCLF		100.01%	28.19%	71.82%	03.92%	04.74%	18.26%	58.48%	03.08%	05.51%	02.51%	02.31%	00.06%	00.04%	00.20%	00.50%	00.16%	00.24%
0660	#	983	259	721	4	21	195	487	9	43	48	155	2	4	1	6	0	5

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
Pharmacist	%	100.00%	26.43%	73.57%	00.41%	02.14%	19.90%	49.69%	00.92%	04.39%	04.90%	15.82%	00.20%	00.41%	00.10%	00.61%	00.00%	00.51%
0660 RCLF		100.00%	47.35%	52.65%	01.57%	02.12%	37.03%	36.26%	02.06%	03.68%	06.21%	10.16%	00.04%	00.03%	00.21%	00.20%	00.23%	00.20%
0675 Medical Records Technician	#	36	8	28	0	0	4	19	3	5	1	0	0	0	0	4	0	0
	%	100.00%	22.22%	77.78%	00.00%	00.00%	11.11%	52.78%	08.33%	13.89%	02.78%	00.00%	00.00%	00.00%	00.00%	11.11%	00.00%	00.00%
0675 RCLF		100.01%	10.38%	89.63%	01.56%	11.23%	04.89%	57.03%	02.29%	15.39%	01.38%	03.84%	00.00%	00.15%	00.18%	01.70%	00.08%	00.29%
0905 General Attorney	#	16	7	9	0	0	7	9	0	0	0	0	0	0	0	0	0	0
	%	100.00%	43.75%	56.25%	00.00%	00.00%	43.75%	56.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0905 RCLF		100.01%	66.58%	33.43%	02.65%	01.92%	59.21%	26.54%	02.15%	02.63%	02.02%	01.90%	00.02%	00.01%	00.31%	00.23%	00.22%	00.20%
0986 Legal Assistance	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0986 RCLF		99.99%	26.26%	73.73%	02.26%	07.77%	19.01%	54.65%	02.68%	07.48%	01.90%	02.43%	00.01%	00.09%	00.30%	00.87%	00.10%	00.44%
0996 Veterans Claims Examining	#	18	13	5	0	0	9	1	3	2	1	1	0	0	0	0	0	1
	%	100.00%	72.23%	27.79%	00.00%	00.00%	50.00%	05.56%	16.67%	11.11%	05.56%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	05.56%
0996 RCLF		100.01%	38.20%	61.81%	02.98%	05.68%	29.92%	41.18%	03.39%	11.69%	01.58%	02.46%	00.03%	00.08%	00.18%	00.42%	00.12%	00.30%
0998 Claims Assistance and Examining	#	32	15	17	1	1	10	8	4	7	0	1	0	0	0	0	0	0
	%	100.00%	46.88%	53.14%	03.13%	03.13%	31.25%	25.00%	12.50%	21.88%	00.00%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0998 RCLF		99.99%	25.01%	74.98%	03.16%	08.19%	16.55%	51.57%	03.28%	10.90%	01.48%	02.91%	00.07%	00.15%	00.31%	00.86%	00.16%	00.40%
1101 General Business and Industry	#	28	13	15	0	2	7	6	5	6	1	1	0	0	0	0	0	0
	%	100.00%	46.43%	53.57%	00.00%	07.14%	25.00%	21.43%	17.86%	21.43%	03.57%	03.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
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%
1165 Loan Specialist	#	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%
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%
1171	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
Appraising	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
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%
1630 Cemetery Administration	#	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%
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%
1811 Criminal Investigating	#	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%
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%
2210 Information Technology Management	#	28	21	7	4	0	9	3	4	3	3	0	0	0	0	1	1	0
	%	100.00%	75.00%	24.99%	14.29%	00.00%	32.14%	10.71%	14.29%	10.71%	10.71%	00.00%	00.00%	00.00%	00.00%	03.57%	03.57%	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%
4754 Cemetery Caretaking	#	77	72	3	6	1	54	1	8	1	2	0	0	0	2	0	0	0
	%	100.00%	96.01%	03.99%	08.00%	01.33%	72.00%	01.33%	10.67%	01.33%	02.67%	00.00%	00.00%	00.00%	02.67%	00.00%	00.00%	00.00%
4754 RCLF		99.98%	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%

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 - FY2016

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	#	29	12	7	10	**1**	0	0	0	1	0	0	0	0	0
	%	100.00%	41.38%	24.14%	34.48%	**03.45%**	00.00%	00.00%	00.00%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%
0101 Social Science	#	124	87	10	27	**5**	0	0	1	0	0	0	0	4	0
	%	100.00%	70.16%	08.06%	21.77%	**04.03%**	00.00%	00.00%	00.81%	00.00%	00.00%	00.00%	00.00%	03.23%	00.00%
0201 Human Resources Management	#	24	17	0	7	**2**	0	0	0	0	0	0	0	2	0
	%	100.00%	70.83%	00.00%	29.17%	**08.33%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	08.33%	00.00%
0260 Equal Employment Opportunity	#	7	3	0	4	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	42.86%	00.00%	57.14%	**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	#	249	179	13	57	**6**	0	0	0	0	0	1	1	3	1
	%	100.00%	71.89%	05.22%	22.89%	**02.41%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.40%	00.40%	01.20%	00.40%
0340 Program Management	#	40	34	1	5	**1**	0	0	0	0	0	0	0	1	0
	%	100.00%	85.00%	02.50%	12.50%	**02.50%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.50%	00.00%
0343 Management and Program Analysis	#	182	125	13	44	**4**	0	0	0	0	0	0	0	4	0
	%	100.00%	68.68%	07.14%	24.18%	**02.20%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.20%	00.00%
0501 Financial Administration and Program	#	9	4	2	3	**1**	0	0	0	0	0	0	0	1	0
	%	100.00%	44.44%	22.22%	33.33%	**11.11%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	11.11%	00.00%
0511 Auditing	#	1	1	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0602 Medical Officer	#	1,948	1,868	33	47	**6**	0	0	0	0	1	2	0	3	0
	%	100.00%	95.89%	01.69%	02.41%	**00.31%**	00.00%	00.00%	00.00%	00.00%	00.05%	00.10%	00.00%	00.15%	00.00%
0610 Nurse	#	1,727	1,584	32	111	**9**	0	1	0	1	0	1	0	6	0
	%	100.00%	91.72%	01.85%	06.43%	**00.52%**	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.35%	00.00%
0620 Practical Nurse	#	220	191	8	21	**1**	0	0	0	0	0	1	0	0	0
	%	100.00%	86.82%	03.64%	09.55%	**00.45%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.45%	00.00%	00.00%	00.00%

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2016

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
0621 Nursing Assistant	#	645	597	11	37	**2**	0	0	0	1	0	0	0	1	0
	%	100.00%	92.56%	01.71%	05.74%	**00.31%**	00.00%	00.00%	00.00%	00.16%	00.00%	00.00%	00.00%	00.16%	00.00%
0644 Medical Technologist	#	76	67	1	8	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	88.16%	01.32%	10.53%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0647 Diagnostic Radiologic Technologist	#	103	91	1	11	**2**	0	0	0	0	0	0	0	2	0
	%	100.00%	88.35%	00.97%	10.68%	**01.94%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.94%	00.00%
0660 Pharmacist	#	983	951	10	22	**2**	0	0	0	0	1	0	0	1	0
	%	100.00%	96.74%	01.02%	02.24%	**00.20%**	00.00%	00.00%	00.00%	00.00%	00.10%	00.00%	00.00%	00.10%	00.00%
0675 Medical Records Technician	#	36	32	0	4	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	00.00%	11.11%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0905 General Attorney	#	16	15	1	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	93.75%	06.25%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0986 Legal Assistance	#	1	1	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 Veterans Claims Examining	#	18	4	3	11	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	22.22%	16.67%	61.11%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0998 Claims Assistance and Examining	#	32	11	1	20	**4**	0	0	0	1	0	0	0	3	0
	%	100.00%	34.38%	03.13%	62.50%	**12.50%**	00.00%	00.00%	00.00%	03.13%	00.00%	00.00%	00.00%	09.38%	00.00%
1101 General Business and Industry	#	28	22	1	5	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	78.57%	03.57%	17.86%	**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
	%	00.00%	00.00%	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	0	1	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	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%
1630 Cemetery	#	0	0	0	0	**0**	0	0	0	0	0	0	0	0	0

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2016

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
Administration	%	00.00%	00.00%	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
	%	00.00%	00.00%	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	#	28	10	3	15	**3**	0	0	0	0	0	0	1	2	0
	%	100.00%	35.71%	10.71%	53.57%	**10.71%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.57%	07.14%	00.00%
4754 Cemetery Caretaking	#	77	56	1	20	**6**	0	0	0	0	0	0	0	6	0
	%	100.00%	72.73%	01.30%	25.97%	**07.79%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	07.79%	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: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
0083 Police																		
Total Received	#	30,703	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	20,347	18,559	1,788	3,913	306	8,453	580	4,786	707	608	29	121	13	332	27	346	126
	%	100.00%	91.21%	8.79%	19.23%	1.50%	41.54%	2.85%	23.52%	3.47%	2.99%	0.14%	0.59%	0.06%	1.63%	0.13%	1.70%	0.62%
Qualified of those Identified	#	10,650	9,829	821	1,961	114	4,644	269	2,515	282	302	10	57	6	184	17	166	123
	%	100.00%	92.29%	7.71%	18.41%	1.07%	43.61%	2.53%	23.62%	2.65%	2.84%	0.09%	0.54%	0.06%	1.73%	0.16%	1.56%	1.15%
Selected of those Identified	#	338	232	106	47	2	148	17	28	3	3	0	1	0	3	0	2	84
	%	100.00%	68.64%	31.36%	13.91%	0.59%	43.79%	5.03%	8.28%	0.89%	0.89%	0.00%	0.30%	0.00%	0.89%	0.00%	0.59%	24.85%
0083 RCLF		100.01%	85.16%	14.85%	10.25%	02.21%	62.23%	08.53%	09.02%	03.56%	02.02%	00.26%	00.20%	00.02%	00.88%	00.14%	00.56%	00.13%
0101 Social Science																		
Total Received	#	19,348	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	13,037	4,278	8,759	642	960	1,839	3,414	1,579	3,902	74	181	10	30	50	156	84	116
	%	100.00%	32.81%	67.19%	4.92%	7.36%	14.11%	26.19%	12.11%	29.93%	0.57%	1.39%	0.08%	0.23%	0.38%	1.20%	0.64%	0.89%
Qualified of those Identified	#	7,041	2,232	4,809	324	523	1,010	1,875	804	2,102	28	83	6	14	21	101	39	111
	%	100.00%	31.70%	68.30%	4.60%	7.43%	14.34%	26.63%	11.42%	29.85%	0.40%	1.18%	0.09%	0.20%	0.30%	1.43%	0.55%	1.58%
Selected of those Identified	#	112	16	96	0	5	13	40	3	14	0	1	0	0	0	1	0	35
	%	100.00%	14.29%	85.71%	0.00%	4.46%	11.61%	35.71%	2.68%	12.50%	0.00%	0.89%	0.00%	0.00%	0.00%	0.89%	0.00%	31.25%
0101 RCLF		100.00%	48.15%	51.85%	02.89%	03.64%	37.91%	39.61%	04.40%	04.51%	02.19%	03.09%	00.04%	00.02%	00.41%	00.69%	00.31%	00.29%
0201 Human Resources Management																		
Total Received	#	60,901	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	36,823	16,320	20,503	2,584	2,546	7,093	6,947	5,408	9,868	545	551	46	62	289	362	355	167

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
Identified	%	100.00%	44.32%	55.68%	7.02%	6.91%	19.26%	18.87%	14.69%	26.80%	1.48%	1.50%	0.12%	0.17%	0.78%	0.98%	0.96%	0.45%
Qualified of those Identified	#	18,393	8,449	9,944	1,335	1,185	3,634	3,273	2,813	4,801	320	300	27	35	132	188	188	162
	%	100.00%	45.94%	54.06%	7.26%	6.44%	19.76%	17.79%	15.29%	26.10%	1.74%	1.63%	0.15%	0.19%	0.72%	1.02%	1.02%	0.88%
Selected of those Identified	#	364	94	270	16	32	49	77	25	51	4	7	0	1	0	2	0	100
	%	100.00%	25.82%	74.18%	4.40%	8.79%	13.46%	21.15%	6.87%	14.01%	1.10%	1.92%	0.00%	0.27%	0.00%	0.55%	0.00%	27.47%
0201 RCLF		99.99%	40.58%	59.41%	04.76%	06.40%	29.64%	42.57%	03.36%	06.91%	02.31%	02.70%	00.04%	00.09%	00.26%	00.45%	00.21%	00.29%
0260 Equal Employment Opportunity																		
Total Received	#	5,792	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	3,721	2,041	1,680	415	268	606	407	861	887	53	34	6	7	42	29	58	48
	%	100.00%	54.85%	45.15%	11.15%	7.20%	16.29%	10.94%	23.14%	23.84%	1.42%	0.91%	0.16%	0.19%	1.13%	0.78%	1.56%	1.29%
Qualified of those Identified	#	2,320	1,273	1,047	234	158	367	240	579	555	35	21	4	3	27	25	27	45
	%	100.00%	54.87%	45.13%	10.09%	6.81%	15.82%	10.34%	24.96%	23.92%	1.51%	0.91%	0.17%	0.13%	1.16%	1.08%	1.16%	1.94%
Selected of those Identified	#	49	19	30	4	2	4	4	10	6	0	0	0	0	0	0	1	18
	%	100.00%	38.78%	61.22%	8.16%	4.08%	8.16%	8.16%	20.41%	12.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.04%	36.73%
0260 RCLF		99.99%	53.40%	46.59%	04.57%	04.59%	40.40%	31.74%	04.32%	06.89%	03.12%	02.42%	00.06%	00.12%	00.62%	00.51%	00.31%	00.32%
0301 Miscellaneous Administration and Program																		
Total Received	#	92,650	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	57,253	27,137	30,116	4,724	4,249	11,082	9,354	8,851	14,595	1,295	1,202	136	142	503	422	546	152
	%	100.00%	47.40%	52.60%	8.25%	7.42%	19.36%	16.34%	15.46%	25.49%	2.26%	2.10%	0.24%	0.25%	0.88%	0.74%	0.95%	0.27%
Qualified of those Identified	#	35,214	16,959	18,255	2,967	2,547	6,933	5,704	5,473	8,751	858	738	86	94	315	271	327	150
	%	100.00%	48.16%	51.84%	8.43%	7.23%	19.69%	16.20%	15.54%	24.85%	2.44%	2.10%	0.24%	0.27%	0.89%	0.77%	0.93%	0.43%
Selected of	#	533	172	361	20	29	80	126	53	74	12	7	1	0	4	6	2	119

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
those Identified	%	100.00%	32.27%	67.73%	3.75%	5.44%	15.01%	23.64%	9.94%	13.88%	2.25%	1.31%	0.19%	0.00%	0.75%	1.13%	0.38%	22.33%
0301 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%
0340 Program Management																		
Total Received	#	3,796	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	2,356	1,584	772	234	96	846	294	382	324	62	29	5	2	24	6	31	21
	%	100.00%	67.23%	32.77%	9.93%	4.07%	35.91%	12.48%	16.21%	13.75%	2.63%	1.23%	0.21%	0.08%	1.02%	0.25%	1.32%	0.89%
Qualified of those Identified	#	1,467	992	475	144	61	518	179	251	192	43	18	2	2	13	2	21	21
	%	100.00%	67.62%	32.38%	9.82%	4.16%	35.31%	12.20%	17.11%	13.09%	2.93%	1.23%	0.14%	0.14%	0.89%	0.14%	1.43%	1.43%
Selected of those Identified	#	15	6	9	2	0	3	3	0	0	1	0	0	0	0	0	0	6
	%	100.00%	40.00%	60.00%	13.33%	0.00%	20.00%	20.00%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%
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%	00.32%	00.59%	00.26%	00.40%
0343 Management and Program Analysis																		
Total Received	#	69,068	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	41,951	22,760	19,191	3,324	2,413	9,830	6,199	7,312	9,170	1,257	999	83	49	373	223	581	138
	%	100.00%	54.25%	45.75%	7.92%	5.75%	23.43%	14.78%	17.43%	21.86%	3.00%	2.38%	0.20%	0.12%	0.89%	0.53%	1.38%	0.33%
Qualified of those Identified	#	27,192	14,599	12,593	2,156	1,546	6,374	4,134	4,579	5,919	839	677	46	38	211	144	394	135
	%	100.00%	53.69%	46.31%	7.93%	5.69%	23.44%	15.20%	16.84%	21.77%	3.09%	2.49%	0.17%	0.14%	0.78%	0.53%	1.45%	0.50%
Selected of those Identified	#	406	137	269	20	14	76	97	27	54	10	14	0	0	1	1	3	89
	%	100.00%	33.74%	66.26%	4.93%	3.45%	18.72%	23.89%	6.65%	13.30%	2.46%	3.45%	0.00%	0.00%	0.25%	0.25%	0.74%	21.92%
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%	00.29%	00.30%	00.33%	00.27%
0501 Financial Administration and Program																		
Total Received	#	7,776	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntarily Identified	#	4,761	2,037	2,724	394	463	921	975	510	1,007	143	174	9	14	32	47	28	44
	%	100.00%	42.79%	57.21%	8.28%	9.72%	19.34%	20.48%	10.71%	21.15%	3.00%	3.65%	0.19%	0.29%	0.67%	0.99%	0.59%	0.92%
Qualified of those Identified	#	3,170	1,318	1,852	269	300	613	674	297	660	97	130	6	12	18	34	18	42
	%	100.00%	41.58%	58.42%	8.49%	9.46%	19.34%	21.26%	9.37%	20.82%	3.06%	4.10%	0.19%	0.38%	0.57%	1.07%	0.57%	1.32%
Selected of those Identified	#	69	17	52	4	7	10	19	3	8	0	0	0	0	0	0	0	18
	%	100.00%	24.64%	75.36%	5.80%	10.14%	14.49%	27.54%	4.35%	11.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	26.09%
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%	00.37%	00.79%	00.36%	00.20%
0511 Auditing																		
Total Received	#	1,908	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	1,148	561	587	97	51	247	204	163	264	32	35	3	3	4	4	15	26
	%	100.00%	48.87%	51.13%	8.45%	4.44%	21.52%	17.77%	14.20%	23.00%	2.79%	3.05%	0.26%	0.26%	0.35%	0.35%	1.31%	2.26%
Qualified of those Identified	#	656	313	343	48	25	149	131	84	138	20	21	0	2	2	1	10	25
	%	100.00%	47.71%	52.29%	7.32%	3.81%	22.71%	19.97%	12.80%	21.04%	3.05%	3.20%	0.00%	0.30%	0.30%	0.15%	1.52%	3.81%
Selected of those Identified	#	18	7	11	1	1	3	0	2	1	0	0	0	0	0	0	1	9
	%	100.00%	38.89%	61.11%	5.56%	5.56%	16.67%	0.00%	11.11%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%	50.00%
0511 RCLF		100.00%	40.01%	59.99%	02.43%	04.21%	30.65%	42.55%	02.63%	05.63%	03.90%	06.83%	00.03%	00.06%	00.18%	00.41%	00.19%	00.30%
0602 Medical Officer																		
Total Received	#	22,488	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	13,036	8,983	4,053	1,152	557	4,245	1,467	735	565	2,705	1,264	6	2	47	50	93	148
	%	100.00%	68.91%	31.09%	8.84%	4.27%	32.56%	11.25%	5.64%	4.33%	20.75%	9.70%	0.05%	0.02%	0.36%	0.38%	0.71%	1.14%
Qualified of those Identified	#	10,358	7,217	3,141	912	428	3,595	1,225	573	397	2,021	900	3	2	37	42	76	147
	%	100.00%	69.68%	30.32%	8.80%	4.13%	34.71%	11.83%	5.53%	3.83%	19.51%	8.69%	0.03%	0.02%	0.36%	0.41%	0.73%	1.42%

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Selected of those Identified	#	172	84	88	10	4	44	18	2	4	28	10	0	0	0	0	0	52
	%	100.00%	48.84%	51.16%	5.81%	2.33%	25.58%	10.47%	1.16%	2.33%	16.28%	5.81%	0.00%	0.00%	0.00%	0.00%	0.00%	30.23%
0602 RCLF		99.98%	67.55%	32.43%	03.92%	01.92%	48.84%	20.13%	02.67%	02.33%	11.46%	07.62%	00.02%	00.02%	00.21%	00.13%	00.43%	00.28%
0610 Nurse																		
Total Received	#	187,229	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	118,100	22,710	95,390	4,298	10,905	11,666	47,622	3,509	24,877	2,669	10,300	36	198	222	1,341	310	147
	%	100.00%	19.23%	80.77%	3.64%	9.23%	9.88%	40.32%	2.97%	21.06%	2.26%	8.72%	0.03%	0.17%	0.19%	1.14%	0.26%	0.12%
Qualified of those Identified	#	93,492	17,770	75,722	3,202	8,279	9,403	37,909	2,743	20,106	1,984	8,050	31	139	175	1,094	232	145
	%	100.00%	19.01%	80.99%	3.42%	8.86%	10.06%	40.55%	2.93%	21.51%	2.12%	8.61%	0.03%	0.15%	0.19%	1.17%	0.25%	0.16%
Selected of those Identified	#	2,393	467	1,926	65	142	265	1,079	69	322	56	226	4	3	4	26	4	128
	%	100.00%	19.52%	80.48%	2.72%	5.93%	11.07%	45.09%	2.88%	13.46%	2.34%	9.44%	0.17%	0.13%	0.17%	1.09%	0.17%	5.35%
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%	00.07%	00.64%	00.05%	00.42%
0620 Practical Nurse																		
Total Received	#	38,167	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	22,652	4,166	18,486	773	2,235	1,518	7,785	1,183	6,697	566	1,296	21	62	48	282	57	129
	%	100.00%	18.39%	81.61%	3.41%	9.87%	6.70%	34.37%	5.22%	29.56%	2.50%	5.72%	0.09%	0.27%	0.21%	1.24%	0.25%	0.57%
Qualified of those Identified	#	14,034	2,651	11,383	462	1,313	1,016	4,944	768	3,982	328	800	12	39	25	176	40	129
	%	100.00%	18.89%	81.11%	3.29%	9.36%	7.24%	35.23%	5.47%	28.37%	2.34%	5.70%	0.09%	0.28%	0.18%	1.25%	0.29%	0.92%
Selected of those Identified	#	642	129	513	18	46	71	216	23	128	16	11	0	2	0	7	1	103
	%	100.00%	20.09%	79.91%	2.80%	7.17%	11.06%	33.64%	3.58%	19.94%	2.49%	1.71%	0.00%	0.31%	0.00%	1.09%	0.16%	16.04%
0620 RCLF		100.01%	07.40%	92.61%	00.82%	06.43%	03.94%	59.94%	01.85%	21.69%	00.66%	03.06%	00.02%	00.06%	00.06%	00.95%	00.05%	00.48%
0621 Nursing Assistant																		
Total	#	41,086	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
Received																		
Voluntarily Identified	#	22,335	4,840	17,495	741	1,809	1,429	4,767	2,119	9,769	372	751	11	50	69	229	99	120
	%	100.00%	21.67%	78.33%	3.32%	8.10%	6.40%	21.34%	9.49%	43.74%	1.67%	3.36%	0.05%	0.22%	0.31%	1.03%	0.44%	0.54%
Qualified of those Identified	#	12,116	2,576	9,540	383	884	717	2,598	1,162	5,356	225	433	6	31	35	119	48	119
	%	100.00%	21.26%	78.74%	3.16%	7.30%	5.92%	21.44%	9.59%	44.21%	1.86%	3.57%	0.05%	0.26%	0.29%	0.98%	0.40%	0.98%
Selected of those Identified	#	489	95	394	16	28	31	129	38	140	8	13	0	2	1	5	1	77
	%	100.00%	19.43%	80.57%	3.27%	5.73%	6.34%	26.38%	7.77%	28.63%	1.64%	2.66%	0.00%	0.41%	0.20%	1.02%	0.20%	15.75%
0621 RCLF		99.98%	12.03%	87.95%	01.49%	11.28%	05.59%	41.56%	03.70%	29.73%	00.94%	03.30%	00.03%	00.17%	00.16%	01.22%	00.12%	00.69%
0644 Medical Technologist																		
Total Received	#	12,960	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	8,052	3,165	4,887	527	787	1,015	1,890	750	1,446	756	574	20	6	44	63	53	121
	%	100.00%	39.31%	60.69%	6.54%	9.77%	12.61%	23.47%	9.31%	17.96%	9.39%	7.13%	0.25%	0.07%	0.55%	0.78%	0.66%	1.50%
Qualified of those Identified	#	3,548	1,282	2,266	259	448	380	878	244	490	352	302	15	2	17	26	15	120
	%	100.00%	36.13%	63.87%	7.30%	12.63%	10.71%	24.75%	6.88%	13.81%	9.92%	8.51%	0.42%	0.06%	0.48%	0.73%	0.42%	3.38%
Selected of those Identified	#	248	52	196	6	18	24	66	9	24	12	17	0	0	1	3	0	68
	%	100.00%	20.97%	79.03%	2.42%	7.26%	9.68%	26.61%	3.63%	9.68%	4.84%	6.85%	0.00%	0.00%	0.40%	1.21%	0.00%	27.42%
0644 RCLF		99.98%	25.93%	74.05%	02.97%	05.75%	14.90%	48.08%	03.62%	10.64%	04.04%	08.45%	00.05%	00.09%	00.17%	00.56%	00.18%	00.48%
0647 Diagnostic Radiologic Technologist																		
Total Received	#	8,133	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	5,309	2,713	2,596	368	227	1,450	1,725	555	418	218	76	26	1	68	41	28	108
	%	100.00%	51.10%	48.90%	6.93%	4.28%	27.31%	32.49%	10.45%	7.87%	4.11%	1.43%	0.49%	0.02%	1.28%	0.77%	0.53%	2.03%
Qualified of	#	3,073	1,611	1,462	197	116	878	949	333	216	126	52	15	1	45	20	17	108

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
those Identified	%	100.00%	52.42%	47.58%	6.41%	3.77%	28.57%	30.88%	10.84%	7.03%	4.10%	1.69%	0.49%	0.03%	1.46%	0.65%	0.55%	3.51%
Selected of those Identified	#	179	62	117	6	4	42	49	6	9	7	2	0	0	0	0	1	53
	%	100.00%	34.64%	65.36%	3.35%	2.23%	23.46%	27.37%	3.35%	5.03%	3.91%	1.12%	0.00%	0.00%	0.00%	0.00%	0.56%	29.61%
0647 RCLF		100.01%	28.19%	71.82%	03.92%	04.74%	18.26%	58.48%	03.08%	05.51%	02.51%	02.31%	00.06%	00.04%	00.20%	00.50%	00.16%	00.24%
0660 Pharmacist																		
Total Received	#	17,133	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	11,274	5,005	6,269	294	345	2,095	2,914	1,072	1,544	1,449	1,297	4	7	43	35	48	127
	%	100.00%	44.39%	55.61%	2.61%	3.06%	18.58%	25.85%	9.51%	13.70%	12.85%	11.50%	0.04%	0.06%	0.38%	0.31%	0.43%	1.13%
Qualified of those Identified	#	7,248	3,199	4,049	180	199	1,319	1,880	695	1,038	951	776	0	4	30	28	24	124
	%	100.00%	44.14%	55.86%	2.48%	2.75%	18.20%	25.94%	9.59%	14.32%	13.12%	10.71%	0.00%	0.06%	0.41%	0.39%	0.33%	1.71%
Selected of those Identified	#	189	45	144	5	5	31	57	3	6	6	13	0	0	0	1	0	62
	%	100.00%	23.81%	76.19%	2.65%	2.65%	16.40%	30.16%	1.59%	3.17%	3.17%	6.88%	0.00%	0.00%	0.00%	0.53%	0.00%	32.80%
0660 RCLF		100.00%	47.35%	52.65%	01.57%	02.12%	37.03%	36.26%	02.06%	03.68%	06.21%	10.16%	00.04%	00.03%	00.21%	00.20%	00.23%	00.20%
0675 Medical Records Technician																		
Total Received	#	42,582	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	25,874	6,802	19,072	1,219	2,391	2,566	7,319	2,167	8,046	519	844	53	88	129	259	149	125
	%	100.00%	26.29%	73.71%	4.71%	9.24%	9.92%	28.29%	8.38%	31.10%	2.01%	3.26%	0.20%	0.34%	0.50%	1.00%	0.58%	0.48%
Qualified of those Identified	#	10,823	2,693	8,130	476	959	996	3,152	855	3,409	226	350	19	34	57	104	64	122
	%	100.00%	24.88%	75.12%	4.40%	8.86%	9.20%	29.12%	7.90%	31.50%	2.09%	3.23%	0.18%	0.31%	0.53%	0.96%	0.59%	1.13%
Selected of those Identified	#	191	18	173	3	11	9	66	6	26	0	2	0	0	0	4	0	64
	%	100.00%	9.42%	90.58%	1.57%	5.76%	4.71%	34.55%	3.14%	13.61%	0.00%	1.05%	0.00%	0.00%	0.00%	2.09%	0.00%	33.51%
0675 RCLF		100.01%	10.38%	89.63%	01.56%	11.23%	04.89%	57.03%	02.29%	15.39%	01.38%	03.84%	00.00%	00.15%	00.18%	01.70%	00.08%	00.29%

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
0905 General Attorney																		
Total Received	#	2,794	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	1,798	904	894	93	99	533	389	170	313	78	79	0	0	17	11	13	3
	%	100.00%	50.28%	49.72%	5.17%	5.51%	29.64%	21.64%	9.45%	17.41%	4.34%	4.39%	0.00%	0.00%	0.95%	0.61%	0.72%	0.17%
Qualified of those Identified	#	1,678	840	838	84	89	498	370	156	293	74	72	0	0	16	11	12	3
	%	100.00%	50.06%	49.94%	5.01%	5.30%	29.68%	22.05%	9.30%	17.46%	4.41%	4.29%	0.00%	0.00%	0.95%	0.66%	0.72%	0.18%
Selected of those Identified	#	4	1	3	0	0	1	1	0	1	0	0	0	0	0	0	0	1
	%	100.00%	25.00%	75.00%	0.00%	0.00%	25.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
0905 RCLF		100.01%	66.58%	33.43%	02.65%	01.92%	59.21%	26.54%	02.15%	02.63%	02.02%	01.90%	00.02%	00.01%	00.31%	00.23%	00.22%	00.20%
0986 Legal Assistance																		
Total Received	#	2,021	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	1,292	454	838	64	105	170	262	168	437	29	18	1	1	7	11	15	4
	%	100.00%	35.14%	64.86%	4.95%	8.13%	13.16%	20.28%	13.00%	33.82%	2.24%	1.39%	0.08%	0.08%	0.54%	0.85%	1.16%	0.31%
Qualified of those Identified	#	978	360	618	55	77	136	205	126	306	24	16	1	1	5	9	13	4
	%	100.00%	36.81%	63.19%	5.62%	7.87%	13.91%	20.96%	12.88%	31.29%	2.45%	1.64%	0.10%	0.10%	0.51%	0.92%	1.33%	0.41%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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%	0.00%	0.00%	0.00%
0986 RCLF		99.99%	26.26%	73.73%	02.26%	07.77%	19.01%	54.65%	02.68%	07.48%	01.90%	02.43%	00.01%	00.09%	00.30%	00.87%	00.10%	00.44%
0996 Veterans Claims Examining																		
Total Received	#	43,838	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	28,117	14,028	14,089	2,019	1,514	6,186	4,537	4,482	7,050	584	429	94	89	363	463	300	7

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
Identified	%	100.00%	49.89%	50.11%	7.18%	5.38%	22.00%	16.14%	15.94%	25.07%	2.08%	1.53%	0.33%	0.32%	1.29%	1.65%	1.07%	0.02%
Qualified of those Identified	#	18,690	8,875	9,815	1,338	1,054	4,008	3,304	2,571	4,696	425	322	69	64	262	368	202	7
	%	100.00%	47.49%	52.51%	7.16%	5.64%	21.44%	17.68%	13.76%	25.13%	2.27%	1.72%	0.37%	0.34%	1.40%	1.97%	1.08%	0.04%
Selected of those Identified	#	406	233	173	30	19	135	77	50	62	6	3	1	0	6	6	5	6
	%	100.00%	57.39%	42.61%	7.39%	4.68%	33.25%	18.97%	12.32%	15.27%	1.48%	0.74%	0.25%	0.00%	1.48%	1.48%	1.23%	1.48%
0996 RCLF		100.01%	38.20%	61.81%	02.98%	05.68%	29.92%	41.18%	03.39%	11.69%	01.58%	02.46%	00.03%	00.08%	00.18%	00.42%	00.12%	00.30%
0998 Claims Assistance and Examining																		
Total Received	#	14,183	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	8,966	3,265	5,701	397	515	1,379	1,937	1,195	2,873	140	161	13	24	68	154	73	37
	%	100.00%	36.42%	63.58%	4.43%	5.74%	15.38%	21.60%	13.33%	32.04%	1.56%	1.80%	0.14%	0.27%	0.76%	1.72%	0.81%	0.41%
Qualified of those Identified	#	5,594	2,068	3,526	229	284	935	1,269	702	1,701	106	109	6	13	45	116	45	34
	%	100.00%	36.97%	63.03%	4.09%	5.08%	16.71%	22.69%	12.55%	30.41%	1.89%	1.95%	0.11%	0.23%	0.80%	2.07%	0.80%	0.61%
Selected of those Identified	#	110	36	74	6	2	13	26	13	22	4	1	0	0	0	1	0	22
	%	100.00%	32.73%	67.27%	5.45%	1.82%	11.82%	23.64%	11.82%	20.00%	3.64%	0.91%	0.00%	0.00%	0.00%	0.91%	0.00%	20.00%
0998 RCLF		99.99%	25.01%	74.98%	03.16%	08.19%	16.55%	51.57%	03.28%	10.90%	01.48%	02.91%	00.07%	00.15%	00.31%	00.86%	00.16%	00.40%
1101 General Business and Industry																		
Total Received	#	5,216	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	3,431	2,120	1,311	281	146	906	349	752	684	82	50	14	5	34	21	51	56
	%	100.00%	61.79%	38.21%	8.19%	4.26%	26.41%	10.17%	21.92%	19.94%	2.39%	1.46%	0.41%	0.15%	0.99%	0.61%	1.49%	1.63%
Qualified of those Identified	#	1,926	1,193	733	157	78	497	167	441	397	51	27	9	2	17	11	21	51
	%	100.00%	61.94%	38.06%	8.15%	4.05%	25.80%	8.67%	22.90%	20.61%	2.65%	1.40%	0.47%	0.10%	0.88%	0.57%	1.09%	2.65%
Selected of those Identified	#	45	19	26	0	0	11	2	8	3	0	1	0	0	0	0	0	20
	%	100.00%	42.22%	57.78%	0.00%	0.00%	24.44%	4.44%	17.78%	6.67%	0.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	44.44%

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
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%
1165 Loan Specialist																		
Total Received	#	2,001	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	1,265	636	629	78	67	302	187	192	320	32	32	2	7	17	10	13	6
	%	100.00%	50.28%	49.72%	6.17%	5.30%	23.87%	14.78%	15.18%	25.30%	2.53%	2.53%	0.16%	0.55%	1.34%	0.79%	1.03%	0.47%
Qualified of those Identified	#	935	449	486	50	51	220	141	134	252	24	24	1	6	8	6	12	6
	%	100.00%	48.02%	51.98%	5.35%	5.45%	23.53%	15.08%	14.33%	26.95%	2.57%	2.57%	0.11%	0.64%	0.86%	0.64%	1.28%	0.64%
Selected of those Identified	#	25	14	11	1	0	10	2	3	4	0	0	0	0	0	0	0	5
	%	100.00%	56.00%	44.00%	4.00%	0.00%	40.00%	8.00%	12.00%	16.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%
1165 RCLF		100.01%	46.67%	53.34%	04.78%	06.48%	35.28%	36.84%	03.73%	06.21%	02.34%	03.03%	00.08%	00.13%	00.21%	00.32%	00.25%	00.33%
1171 Appraising																		
Total Received	#	1,340	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	852	551	301	120	28	265	98	143	159	12	5	1	4	5	1	5	6
	%	100.00%	64.67%	35.33%	14.08%	3.29%	31.10%	11.50%	16.78%	18.66%	1.41%	0.59%	0.12%	0.47%	0.59%	0.12%	0.59%	0.70%
Qualified of those Identified	#	449	283	166	60	12	151	53	66	89	1	3	0	2	2	1	3	6
	%	100.00%	63.03%	36.97%	13.36%	2.67%	33.63%	11.80%	14.70%	19.82%	0.22%	0.67%	0.00%	0.45%	0.45%	0.22%	0.67%	1.34%
Selected of those Identified	#	16	8	8	1	1	3	2	4	0	0	0	0	0	0	0	0	5
	%	100.00%	50.00%	50.00%	6.25%	6.25%	18.75%	12.50%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	31.25%
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%
1630 Cemetery Administration																		
Total Received	#	926	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntarily Identified	#	609	451	158	104	27	248	69	79	59	6	1	0	0	8	1	6	1
	%	100.00%	74.06%	25.94%	17.08%	4.43%	40.72%	11.33%	12.97%	9.69%	0.99%	0.16%	0.00%	0.00%	1.31%	0.16%	0.99%	0.16%
Qualified of those Identified	#	197	148	49	21	6	89	22	32	20	2	0	0	0	2	0	2	1
	%	100.00%	75.13%	24.87%	10.66%	3.05%	45.18%	11.17%	16.24%	10.15%	1.02%	0.00%	0.00%	0.00%	1.02%	0.00%	1.02%	0.51%
Selected of those Identified	#	18	14	4	1	0	11	1	2	2	0	0	0	0	0	0	0	1
	%	100.00%	77.78%	22.22%	5.56%	0.00%	61.11%	5.56%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%
1630 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%
1811 Criminal Investigating																		
Total Received	#	995	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	678	580	98	99	14	309	29	127	43	17	2	0	0	20	1	8	9
	%	100.00%	85.55%	14.45%	14.60%	2.06%	45.58%	4.28%	18.73%	6.34%	2.51%	0.29%	0.00%	0.00%	2.95%	0.15%	1.18%	1.33%
Qualified of those Identified	#	405	358	47	56	4	198	15	73	17	16	1	0	0	11	1	4	9
	%	100.00%	88.40%	11.60%	13.83%	0.99%	48.89%	3.70%	18.02%	4.20%	3.95%	0.25%	0.00%	0.00%	2.72%	0.25%	0.99%	2.22%
Selected of those Identified	#	8	4	4	0	0	2	0	2	0	0	0	0	0	0	0	0	4
	%	100.00%	50.00%	50.00%	0.00%	0.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
1811 RCLF		100.01%	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%
2210 Information Technology Management																		
Total Received	#	79,099	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	49,039	39,764	9,275	6,320	1,157	17,808	3,313	10,841	3,769	2,982	715	159	44	807	144	847	133
	%	100.00%	81.09%	18.91%	12.89%	2.36%	36.31%	6.76%	22.11%	7.69%	6.08%	1.46%	0.32%	0.09%	1.65%	0.29%	1.73%	0.27%
Qualified of those Identified	#	33,276	27,061	6,215	4,348	770	12,319	2,276	7,102	2,400	2,017	498	113	32	577	108	585	131
	%	100.00%	81.32%	18.68%	13.07%	2.31%	37.02%	6.84%	21.34%	7.21%	6.06%	1.50%	0.34%	0.10%	1.73%	0.32%	1.76%	0.39%
Selected of	#	244	147	97	29	2	79	21	33	7	2	3	0	0	1	0	3	64

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
those Identified	%	100.00%	60.25%	39.75%	11.89%	0.82%	32.38%	8.61%	13.52%	2.87%	0.82%	1.23%	0.00%	0.00%	0.41%	0.00%	1.23%	26.23%
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%
4754 Cemetery Caretaking																		
Total Received	#	7,221	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	4,073	3,803	270	630	67	2,221	127	688	60	72	5	25	0	110	10	57	1
	%	100.00%	93.37%	6.63%	15.47%	1.64%	54.53%	3.12%	16.89%	1.47%	1.77%	0.12%	0.61%	0.00%	2.70%	0.25%	1.40%	0.02%
Qualified of those Identified	#	2,097	2,012	85	338	22	1,191	44	334	12	36	3	13	0	69	3	31	1
	%	100.00%	95.95%	4.05%	16.12%	1.05%	56.80%	2.10%	15.93%	0.57%	1.72%	0.14%	0.62%	0.00%	3.29%	0.14%	1.48%	0.05%
Selected of those Identified	#	94	90	4	13	2	50	0	15	0	4	0	0	0	7	1	1	1
	%	100.00%	95.74%	4.26%	13.83%	2.13%	53.19%	0.00%	15.96%	0.00%	4.26%	0.00%	0.00%	0.00%	7.45%	1.06%	1.06%	1.06%
4754 RCLF		99.98%	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%

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 B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2016

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Schedule A															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	119	77	3	39	**7**	0	0	0	2	0	0	0	5	0
	%	100.00.%	64.71.%	02.52.%	32.77.%	**05.88.%**	00.00.%	00.00.%	00.00.%	01.68.%	00.00.%	00.00.%	00.00.%	04.20.%	00.00.%
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	17,049	14,729	558	1,762	**139**	6	4	5	7	1	21	0	95	0
	%	100.00.%	86.39.%	03.27.%	10.33.%	**00.82.%**	00.04.%	00.02.%	00.03.%	00.04.%	00.01.%	00.12.%	00.00.%	00.56.%	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 - FY2016

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Schedule A															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	28	16	0	12	**2**	0	0	0	0	0	0	1	1	0
	%	100.00.%	57.14.%	00.00.%	42.86.%	**07.14.%**	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	03.57.%	03.57.%	00.00.%
Voluntarily Identified (Outside of Schedule A Applicants)															
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	3,831	3,441	89	301	**25**	0	0	2	1	2	3	0	17	0
	%	100.00.%	89.82.%	02.32.%	07.86.%	**00.65.%**	00.00.%	00.00.%	00.05.%	00.03.%	00.05.%	00.08.%	00.00.%	00.44.%	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 - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent	#	36,167	15,676	20,491	1,163	1,116	8,935	11,348	4,017	5,710	1,132	1,745	89	109	269	315	71	148
	%	100.01%	43.35%	56.66%	03.22%	03.09%	24.70%	31.38%	11.11%	15.79%	03.13%	04.82%	00.25%	00.30%	00.74%	00.87%	00.20%	00.41%
Temporary	#	12,203	4,229	7,974	345	424	2,647	5,193	707	1,309	401	853	18	32	55	98	56	65
	%	100.00%	34.66%	65.34%	02.83%	03.47%	21.69%	42.56%	05.79%	10.73%	03.29%	06.99%	00.15%	00.26%	00.45%	00.80%	00.46%	00.53%
Non-Appropriated	#	1,506	588	918	48	91	242	381	252	379	27	40	2	7	11	19	6	1
	%	100.00%	39.04%	60.96%	03.19%	06.04%	16.07%	25.30%	16.73%	25.17%	01.79%	02.66%	00.13%	00.46%	00.73%	01.26%	00.40%	00.07%
TOTAL	#	49,876	20,493	29,383	1,556	1,631	11,824	16,922	4,976	7,398	1,560	2,638	109	148	335	432	133	214
	%	100.02%	41.10%	58.92%	03.12%	03.27%	23.71%	33.93%	09.98%	14.83%	03.13%	05.29%	00.22%	00.30%	00.67%	00.87%	00.27%	00.43%
RCLF	%	99.99%	49.94%	50.05%	08.83%	06.18%	32.47%	33.60%	05.35%	06.77%	02.42%	02.61%	00.08%	00.07%	00.50%	00.52%	00.29%	00.30%

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 - FY2016

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	#	36,350	28,001	1,590	6,759	**1,001**	32	28	13	52	7	72	14	779	4
	%	100.00%	77.03%	04.37%	18.59%	**02.75%**	00.09%	00.08%	00.04%	00.14%	00.02%	00.20%	00.04%	02.14%	00.01%
Temporary	#	12,298	10,512	378	1,408	**199**	5	10	4	10	6	14	5	143	2
	%	100.00%	85.48%	03.07%	11.45%	**01.62%**	00.04%	00.08%	00.03%	00.08%	00.05%	00.11%	00.04%	01.16%	00.02%
Non-Appropriated	#	1,514	1,313	40	161	**20**	3	2	0	0	0	3	1	11	0
	%	100.00%	86.72%	02.64%	10.63%	**01.32%**	00.20%	00.13%	00.00%	00.00%	00.00%	00.20%	00.07%	00.73%	00.00%
TOTAL	#	50,162	39,826	2,008	8,328	**1,220**	40	40	17	62	13	89	20	933	6
	%	100.00%	79.39%	04.00%	16.60%	**02.43%**	00.08%	00.08%	00.03%	00.12%	00.03%	00.18%	00.04%	01.86%	00.01%
Prior Year	%	100.00.%	75.89.%	04.37.%	19.74.%	**03.05.%**	00.09.%	00.08.%	00.04.%	00.18.%	00.03.%	00.23.%	00.07.%	02.32.%	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 - FY2016

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
0083 Police																		
Total Applications Received	#	7,741	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	1,240	1,160	80	320	17	528	38	253	21	24	1	4	1	15	2	16	0
	%	100.00%	93.55%	6.45%	25.81%	1.37%	42.58%	3.06%	20.40%	1.69%	1.94%	0.08%	0.32%	0.08%	1.21%	0.16%	1.29%	0.00%
Selected	#	233	216	17	49	3	119	12	43	2	1	0	1	0	2	0	1	0
	%	100.00%	92.70%	7.30%	21.03%	1.29%	51.07%	5.15%	18.45%	0.86%	0.43%	0.00%	0.43%	0.00%	0.86%	0.00%	0.43%	0.00%
Relevant Applicant Pool %		100.02%	92.95%	7.07%	9.90%	0.49%	58.73%	3.53%	20.41%	2.84%	1.91%	0.03%	0.38%	0.06%	1.24%	0.06%	0.38%	0.06%
0101 Social Science																		
Total Applications Received	#	2,469	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	516	181	335	20	17	121	183	29	124	5	0	1	5	3	2	2	4
	%	100.00%	35.08%	64.92%	3.88%	3.29%	23.45%	35.47%	5.62%	24.03%	0.97%	0.00%	0.19%	0.97%	0.58%	0.39%	0.39%	0.78%
Selected	#	74	25	49	5	2	15	35	4	10	1	0	0	0	0	2	0	0
	%	100.00%	33.78%	66.22%	6.76%	2.70%	20.27%	47.30%	5.41%	13.51%	1.35%	0.00%	0.00%	0.00%	0.00%	2.70%	0.00%	0.00%
Relevant Applicant Pool %		99.99%	47.52%	52.47%	3.44%	3.19%	30.49%	32.20%	11.42%	14.79%	0.76%	1.23%	0.22%	0.11%	0.94%	0.73%	0.25%	0.22%
0201 Human Resources Management																		
Total Applications Received	#	16,549	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	1,919	770	1,149	162	184	344	432	227	448	19	29	2	0	8	20	8	36

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
	%	100.00%	40.13%	59.87%	8.44%	9.59%	17.93%	22.51%	11.83%	23.35%	0.99%	1.51%	0.10%	0.00%	0.42%	1.04%	0.42%	1.88%
Selected	#	255	80	175	14	37	42	77	20	50	3	6	0	0	0	3	1	2
	%	100.00%	31.37%	68.63%	5.49%	14.51%	16.47%	30.20%	7.84%	19.61%	1.18%	2.35%	0.00%	0.00%	0.00%	1.18%	0.39%	0.78%
Relevant Applicant Pool %		100.00%	33.50%	66.50%	2.84%	5.59%	20.66%	35.66%	8.51%	21.83%	0.81%	1.81%	0.08%	0.32%	0.43%	0.92%	0.16%	0.38%
0260 Equal Employment Opportunity																		
Total Applications Received	#	1,851	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	155	85	70	13	12	9	21	53	32	5	0	0	0	2	2	3	3
	%	100.00%	54.84%	45.16%	8.39%	7.74%	5.81%	13.55%	34.19%	20.65%	3.23%	0.00%	0.00%	0.00%	1.29%	1.29%	1.94%	1.94%
Selected	#	17	10	7	2	1	3	2	5	4	0	0	0	0	0	0	0	0
	%	100.00%	58.82%	41.18%	11.76%	5.88%	17.65%	11.76%	29.41%	23.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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%	0.53%	0.26%
0301 Miscellaneous Administration and Program																		
Total Applications Received	#	37,658	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	6,045	2,620	3,425	427	443	1,093	1,205	880	1,497	113	100	8	9	46	46	53	125
	%	100.00%	43.34%	56.66%	7.06%	7.33%	18.08%	19.93%	14.56%	24.76%	1.87%	1.65%	0.13%	0.15%	0.76%	0.76%	0.88%	2.07%
Selected	#	525	201	324	39	36	86	164	58	107	8	9	2	0	6	2	2	6
	%	100.00%	38.29%	61.71%	7.43%	6.86%	16.38%	31.24%	11.05%	20.38%	1.52%	1.71%	0.38%	0.00%	1.14%	0.38%	0.38%	1.14%
Relevant Applicant Pool		100.00%	39.43%	60.57%	2.92%	3.91%	23.66%	33.19%	10.63%	19.91%	1.46%	2.11%	0.16%	0.25%	0.44%	0.85%	0.15%	0.36%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
%																		
0340 Program Management																		
Total Applications Received	#	2,353	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	171	98	73	21	8	51	35	21	28	1	0	0	0	1	0	3	2
	%	100.00%	57.31%	42.69%	12.28%	4.68%	29.82%	20.47%	12.28%	16.37%	0.58%	0.00%	0.00%	0.00%	0.58%	0.00%	1.75%	1.17%
Selected	#	25	14	11	2	0	11	7	0	4	1	0	0	0	0	0	0	0
	%	100.00%	56.00%	44.00%	8.00%	0.00%	44.00%	28.00%	0.00%	16.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %		100.02%	45.66%	54.36%	2.37%	2.37%	33.60%	36.56%	7.02%	12.06%	1.68%	1.68%	0.20%	0.30%	0.79%	1.19%	0.00%	0.20%
0343 Management and Program Analysis																		
Total Applications Received	#	21,718	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	4,892	2,425	2,467	380	299	1,099	888	737	1,076	98	86	3	6	52	31	56	81
	%	100.00%	49.57%	50.43%	7.77%	6.11%	22.47%	18.15%	15.07%	22.00%	2.00%	1.76%	0.06%	0.12%	1.06%	0.63%	1.14%	1.66%
Selected	#	375	164	211	22	18	98	107	27	62	11	12	1	1	0	3	5	8
	%	100.00%	43.73%	56.27%	5.87%	4.80%	26.13%	28.53%	7.20%	16.53%	2.93%	3.20%	0.27%	0.27%	0.00%	0.80%	1.33%	2.13%
Relevant Applicant Pool %		100.01%	41.56%	58.45%	2.68%	2.86%	27.92%	36.51%	7.81%	15.43%	2.34%	2.56%	0.12%	0.15%	0.49%	0.70%	0.20%	0.24%
0501 Financial Administration and Program																		
Total Applications Received	#	1,690	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	380	132	248	42	46	57	114	24	67	7	13	0	1	0	6	2	1

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
	%	100.00%	34.74%	65.26%	11.05%	12.11%	15.00%	30.00%	6.32%	17.63%	1.84%	3.42%	0.00%	0.26%	0.00%	1.58%	0.53%	0.26%
Selected	#	63	17	46	3	4	11	30	2	9	1	1	0	0	0	2	0	0
	%	100.00%	26.98%	73.02%	4.76%	6.35%	17.46%	47.62%	3.17%	14.29%	1.59%	1.59%	0.00%	0.00%	0.00%	3.17%	0.00%	0.00%
Relevant Applicant Pool %		100.01%	30.29%	69.72%	1.66%	4.24%	20.53%	45.86%	5.80%	15.10%	1.57%	2.21%	0.18%	0.28%	0.46%	1.75%	0.09%	0.28%
0511 Auditing																		
Total Applications Received	#	912	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	129	52	77	7	18	21	24	14	29	5	6	0	0	0	0	5	0
	%	100.00%	40.31%	59.69%	5.43%	13.95%	16.28%	18.60%	10.85%	22.48%	3.88%	4.65%	0.00%	0.00%	0.00%	0.00%	3.88%	0.00%
Selected	#	32	15	17	3	3	7	5	2	8	1	1	0	0	0	0	2	0
	%	100.00%	46.88%	53.13%	9.38%	9.38%	21.88%	15.63%	6.25%	25.00%	3.13%	3.13%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%
Relevant Applicant Pool %		100.00%	48.58%	51.42%	3.77%	6.13%	34.43%	26.42%	7.55%	12.74%	1.89%	4.25%	0.00%	0.00%	0.47%	0.94%	0.47%	0.94%
0602 Medical Officer																		
Total Applications Received	#	1,454	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	382	256	126	43	19	120	66	16	12	74	25	0	0	3	3	0	1
	%	100.00%	67.02%	32.98%	11.26%	4.97%	31.41%	17.28%	4.19%	3.14%	19.37%	6.54%	0.00%	0.00%	0.79%	0.79%	0.00%	0.26%
Selected	#	90	51	39	11	4	28	21	0	4	11	9	0	0	1	1	0	0
	%	100.00%	56.67%	43.33%	12.22%	4.44%	31.11%	23.33%	0.00%	4.44%	12.22%	10.00%	0.00%	0.00%	1.11%	1.11%	0.00%	0.00%
Relevant Applicant Pool		100.00%	62.95%	37.05%	3.40%	2.14%	42.15%	20.58%	2.63%	2.66%	13.48%	10.73%	0.13%	0.07%	0.95%	0.67%	0.21%	0.20%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
%																		
0610 Nurse																		
Total Applications Received	#	21,652	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	7,330	1,196	6,134	226	754	725	3,228	136	1,518	85	412	3	8	11	115	10	99
	%	100.00%	16.32%	83.68%	3.08%	10.29%	9.89%	44.04%	1.86%	20.71%	1.16%	5.62%	0.04%	0.11%	0.15%	1.57%	0.14%	1.35%
Selected	#	987	170	817	32	98	109	505	15	135	12	49	1	2	0	20	1	8
	%	100.00%	17.22%	82.78%	3.24%	9.93%	11.04%	51.17%	1.52%	13.68%	1.22%	4.96%	0.10%	0.20%	0.00%	2.03%	0.10%	0.81%
Relevant Applicant Pool %		99.99%	17.84%	82.15%	1.53%	4.31%	11.87%	51.18%	1.98%	15.55%	2.07%	9.52%	0.05%	0.21%	0.28%	1.14%	0.06%	0.24%
0620 Practical Nurse																		
Total Applications Received	#	6,268	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	1,376	279	1,097	43	148	147	559	68	326	17	32	0	1	1	16	3	15
	%	100.00%	20.28%	79.72%	3.13%	10.76%	10.68%	40.63%	4.94%	23.69%	1.24%	2.33%	0.00%	0.07%	0.07%	1.16%	0.22%	1.09%
Selected	#	295	51	244	3	22	34	132	9	78	5	4	0	1	0	2	0	5
	%	100.00%	17.29%	82.71%	1.02%	7.46%	11.53%	44.75%	3.05%	26.44%	1.69%	1.36%	0.00%	0.34%	0.00%	0.68%	0.00%	1.69%
Relevant Applicant Pool %		100.00%	18.60%	81.40%	2.35%	5.26%	10.27%	45.29%	3.93%	24.63%	1.52%	4.20%	0.09%	0.26%	0.30%	1.43%	0.14%	0.33%
0621 Nursing Assistant																		
Total Applications Received	#	6,531	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	944	194	750	26	73	72	310	85	326	6	10	0	3	1	12	4	16

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
	%	100.00%	20.55%	79.45%	2.75%	7.73%	7.63%	32.84%	9.00%	34.53%	0.64%	1.06%	0.00%	0.32%	0.11%	1.27%	0.42%	1.69%
Selected	#	175	40	135	4	18	14	61	19	47	2	1	0	1	0	3	1	4
	%	100.00%	22.86%	77.14%	2.29%	10.29%	8.00%	34.86%	10.86%	26.86%	1.14%	0.57%	0.00%	0.57%	0.00%	1.71%	0.57%	2.29%
Relevant Applicant Pool %		100.00%	24.18%	75.82%	2.25%	4.90%	8.45%	25.05%	11.20%	39.67%	1.64%	4.34%	0.14%	0.29%	0.32%	1.19%	0.18%	0.38%
0644 Medical Technologist																		
Total Applications Received	#	1,546	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	436	121	315	33	72	52	157	22	47	12	35	1	0	1	0	0	4
	%	100.00%	27.75%	72.25%	7.57%	16.51%	11.93%	36.01%	5.05%	10.78%	2.75%	8.03%	0.23%	0.00%	0.23%	0.00%	0.00%	0.92%
Selected	#	141	41	100	6	16	22	62	9	14	3	7	0	0	1	0	0	1
	%	100.00%	29.08%	70.92%	4.26%	11.35%	15.60%	43.97%	6.38%	9.93%	2.13%	4.96%	0.00%	0.00%	0.71%	0.00%	0.00%	0.71%
Relevant Applicant Pool %		100.01%	28.33%	71.68%	2.48%	6.11%	17.19%	44.47%	3.47%	9.45%	4.60%	9.85%	0.11%	0.07%	0.44%	1.46%	0.04%	0.27%
0647 Diagnostic Radiologic Technologist																		
Total Applications Received	#	1,089	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	226	116	110	11	15	74	74	20	18	7	1	0	0	3	2	1	0
	%	100.00%	51.33%	48.67%	4.87%	6.64%	32.74%	32.74%	8.85%	7.96%	3.10%	0.44%	0.00%	0.00%	1.33%	0.88%	0.44%	0.00%
Selected	#	86	36	50	4	1	26	40	1	8	3	1	0	0	1	0	1	0
	%	100.00%	41.86%	58.14%	4.65%	1.16%	30.23%	46.51%	1.16%	9.30%	3.49%	1.16%	0.00%	0.00%	1.16%	0.00%	1.16%	0.00%
Relevant Applicant Pool		100.01%	47.26%	52.75%	4.73%	2.79%	29.95%	39.85%	7.84%	7.06%	3.65%	1.99%	0.21%	0.16%	0.72%	0.72%	0.16%	0.18%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
%																		
0660 Pharmacist																		
Total Applications Received	#	2,617	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	756	288	468	19	34	146	235	43	113	78	69	0	0	0	10	2	7
	%	100.00%	38.10%	61.90%	2.51%	4.50%	19.31%	31.08%	5.69%	14.95%	10.32%	9.13%	0.00%	0.00%	0.00%	1.32%	0.26%	0.93%
Selected	#	165	55	110	1	9	32	68	7	14	10	16	4	0	0	1	1	2
	%	100.00%	33.33%	66.67%	0.61%	5.45%	19.39%	41.21%	4.24%	8.48%	6.06%	9.70%	2.42%	0.00%	0.00%	0.61%	0.61%	1.21%
Relevant Applicant Pool %		100.00%	35.17%	64.83%	1.28%	2.99%	26.51%	42.18%	1.95%	5.90%	4.69%	12.17%	0.06%	0.09%	0.45%	0.86%	0.23%	0.64%
0675 Medical Records Technician																		
Total Applications Received	#	7,361	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	655	142	513	28	67	45	199	51	200	10	17	2	1	3	4	3	25
	%	100.00%	21.68%	78.32%	4.27%	10.23%	6.87%	30.38%	7.79%	30.53%	1.53%	2.60%	0.31%	0.15%	0.46%	0.61%	0.46%	3.82%
Selected	#	96	20	76	4	7	6	50	7	17	3	0	0	0	0	1	0	1
	%	100.00%	20.83%	79.17%	4.17%	7.29%	6.25%	52.08%	7.29%	17.71%	3.13%	0.00%	0.00%	0.00%	0.00%	1.04%	0.00%	1.04%
Relevant Applicant Pool %		99.99%	15.86%	84.13%	1.24%	5.45%	8.93%	50.80%	4.53%	23.48%	0.84%	2.68%	0.00%	0.16%	0.28%	1.44%	0.04%	0.12%
0905 General Attorney																		
Total Applications Received	#	1,338	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	15	9	6	0	2	4	0	2	3	0	1	0	0	2	0	1	0

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
	%	100.00%	60.00%	40.00%	0.00%	13.33%	26.67%	0.00%	13.33%	20.00%	0.00%	6.67%	0.00%	0.00%	13.33%	0.00%	6.67%	0.00%
Selected	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	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%	35.92%	42.06%	3.59%	10.02%	2.17%	3.21%	0.00%	0.00%	0.47%	0.47%	0.09%	0.09%
0986 Legal Assistance																		
Total Applications Received	#	1,468	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	223	79	144	10	16	17	35	33	79	13	4	1	2	2	4	3	4
	%	100.00%	35.43%	64.57%	4.48%	7.17%	7.62%	15.70%	14.80%	35.43%	5.83%	1.79%	0.45%	0.90%	0.90%	1.79%	1.35%	1.79%
Selected	#	10	6	4	0	0	0	4	6	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	40.00%	0.00%	0.00%	0.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %		99.99%	20.58%	79.41%	0.00%	7.35%	8.82%	29.41%	10.29%	41.18%	1.47%	1.47%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0996 Veterans Claims Examining																		
Total Applications Received	#	5,400	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	2,551	1,276	1,275	193	152	632	544	318	470	67	28	11	3	32	49	23	29
	%	100.00%	50.02%	49.98%	7.57%	5.96%	24.77%	21.32%	12.47%	18.42%	2.63%	1.10%	0.43%	0.12%	1.25%	1.92%	0.90%	1.14%
Selected	#	688	372	316	59	36	210	150	74	104	11	9	1	1	10	9	7	7
	%	100.00%	54.07%	45.93%	8.58%	5.23%	30.52%	21.80%	10.76%	15.12%	1.60%	1.31%	0.15%	0.15%	1.45%	1.31%	1.02%	1.02%
Relevant Applicant Pool		100.00%	49.43%	50.57%	2.87%	2.68%	31.52%	27.68%	11.60%	16.52%	1.68%	1.42%	0.20%	0.09%	1.34%	1.87%	0.22%	0.31%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
%																		
0998 Claims Assistance and Examining																		
Total Applications Received	#	2,194	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	155	70	85	6	12	36	30	25	37	1	4	1	0	0	0	1	2
	%	100.00%	45.16%	54.84%	3.87%	7.74%	23.23%	19.35%	16.13%	23.87%	0.65%	2.58%	0.65%	0.00%	0.00%	0.00%	0.65%	1.29%
Selected	#	57	29	28	2	5	12	11	13	12	1	0	1	0	0	0	0	0
	%	100.00%	50.88%	49.12%	3.51%	8.77%	21.05%	19.30%	22.81%	21.05%	1.75%	0.00%	1.75%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %		99.99%	49.54%	50.45%	4.06%	2.92%	25.07%	23.14%	17.39%	21.66%	1.73%	1.54%	0.15%	0.05%	0.94%	0.84%	0.20%	0.30%
1101 General Business and Industry																		
Total Applications Received	#	966	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	133	97	36	11	2	49	16	30	16	4	1	0	0	1	1	2	0
	%	100.00%	72.93%	27.07%	8.27%	1.50%	36.84%	12.03%	22.56%	12.03%	3.01%	0.75%	0.00%	0.00%	0.75%	0.75%	1.50%	0.00%
Selected	#	16	13	3	0	0	11	1	2	2	0	0	0	0	0	0	0	0
	%	100.00%	81.25%	18.75%	0.00%	0.00%	68.75%	6.25%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	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%	1.73%	0.11%	0.00%	0.54%	0.76%	0.11%	0.54%
1165 Loan Specialist																		
Total Applications Received	#	530	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	101	59	42	8	8	31	14	15	20	0	0	0	0	3	0	2	0

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
	%	100.00%	58.42%	41.58%	7.92%	7.92%	30.69%	13.86%	14.85%	19.80%	0.00%	0.00%	0.00%	0.00%	2.97%	0.00%	1.98%	0.00%
Selected	#	35	16	19	2	3	9	7	3	9	0	0	0	0	1	0	1	0
	%	100.00%	45.71%	54.29%	5.71%	8.57%	25.71%	20.00%	8.57%	25.71%	0.00%	0.00%	0.00%	0.00%	2.86%	0.00%	2.86%	0.00%
Relevant Applicant Pool %		100.01%	47.10%	52.91%	2.58%	3.23%	30.54%	31.18%	11.61%	16.77%	0.86%	1.29%	0.43%	0.22%	0.65%	0.22%	0.43%	0.00%
1171 Appraising																		
Total Applications Received	#	460	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	39	28	11	3	1	15	0	9	7	0	2	0	0	0	1	1	0
	%	100.00%	71.79%	28.21%	7.69%	2.56%	38.46%	0.00%	23.08%	17.95%	0.00%	5.13%	0.00%	0.00%	0.00%	2.56%	2.56%	0.00%
Selected	#	11	7	4	1	1	3	0	3	1	0	2	0	0	0	0	0	0
	%	100.00%	63.64%	36.36%	9.09%	9.09%	27.27%	0.00%	27.27%	9.09%	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool %		100.01%	71.81%	28.20%	3.38%	1.88%	53.38%	15.41%	10.53%	9.40%	1.13%	0.75%	1.13%	0.00%	2.26%	0.38%	0.00%	0.38%
1630 Cemetery Administration																		
Total Applications Received	#	712	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	57	41	16	3	2	29	4	9	7	0	0	0	0	0	0	0	3
	%	100.00%	71.93%	28.07%	5.26%	3.51%	50.88%	7.02%	15.79%	12.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.26%
Selected	#	9	8	1	1	0	6	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	11.11%	11.11%	0.00%	66.67%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Applicant Pool		99.99%	77.45%	22.54%	4.90%	0.98%	54.90%	11.76%	13.73%	4.90%	0.98%	2.94%	0.00%	0.00%	1.96%	0.98%	0.98%	0.98%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
%																		
1811 Criminal Investigating																		
Total Applications Received	#	1,048	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	168	156	12	42	0	66	7	36	5	6	0	0	0	5	0	1	0
	%	100.00%	92.86%	7.14%	25.00%	0.00%	39.29%	4.17%	21.43%	2.98%	3.57%	0.00%	0.00%	0.00%	2.98%	0.00%	0.60%	0.00%
Selected	#	8	8	0	0	0	4	0	3	0	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%
Relevant Applicant Pool %		99.99%	93.65%	6.34%	4.76%	0.00%	53.97%	3.17%	28.57%	3.17%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	1.59%	0.00%
2210 Information Technology Management																		
Total Applications Received	#	14,418	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	2,539	2,070	469	414	84	945	226	506	115	112	17	1	6	52	3	40	18
	%	100.00%	81.53%	18.47%	16.31%	3.31%	37.22%	8.90%	19.93%	4.53%	4.41%	0.67%	0.04%	0.24%	2.05%	0.12%	1.58%	0.71%
Selected	#	274	205	69	23	22	113	30	58	10	7	2	0	0	0	4	4	1
	%	100.00%	74.82%	25.18%	8.39%	8.03%	41.24%	10.95%	21.17%	3.65%	2.55%	0.73%	0.00%	0.00%	0.00%	1.46%	1.46%	0.36%
Relevant Applicant Pool %		100.00%	76.76%	23.24%	6.01%	1.17%	51.26%	14.88%	13.05%	5.27%	4.70%	1.51%	0.16%	0.06%	1.13%	0.18%	0.44%	0.18%
4754 Cemetery Caretaking																		
Total Applications Received	#	1,672	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	229	223	6	38	0	137	6	31	0	3	0	3	0	6	0	5	0

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
	%	100.00%	97.38%	2.62%	16.59%	0.00%	59.83%	2.62%	13.54%	0.00%	1.31%	0.00%	1.31%	0.00%	2.62%	0.00%	2.18%	0.00%
Selected	#	39	38	1	4	0	25	1	5	0	2	0	0	0	2	0	0	0
	%	100.00%	97.44%	2.56%	10.26%	0.00%	64.10%	2.56%	12.82%	0.00%	5.13%	0.00%	0.00%	0.00%	5.13%	0.00%	0.00%	0.00%
Relevant Applicant Pool %		100.00%	97.30%	2.70%	11.24%	0.45%	63.57%	2.10%	13.19%	0.00%	1.95%	0.00%	1.35%	0.15%	2.10%	0.00%	3.90%	0.00%

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 B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2016

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															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	172	121	14	37	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	70.35%	08.14%	21.51%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0101 Social Science															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	29	25	2	2	**1**	0	0	0	0	0	0	0	1	0
	%	100.00%	86.21%	06.90%	06.90%	**03.45%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.45%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0201 Human Resources Management															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	221	158	9	54	**5**	0	0	0	2	0	0	0	3	0
	%	100.00%	71.49%	04.07%	24.43%	**02.26%**	00.00%	00.00%	00.00%	00.90%	00.00%	00.00%	00.00%	01.36%	00.00%

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2016

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	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0260 Equal Employment Opportunity															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	7	6	0	1	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	00.00%	14.29%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0301 Miscellaneous Administration and Program															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	364	293	17	54	**7**	0	2	1	0	0	1	0	3	0
	%	100.00%	80.49%	04.67%	14.84%	**01.92%**	00.00%	00.55%	00.27%	00.00%	00.00%	00.27%	00.00%	00.82%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0340 Program Management															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	37	34	0	3	**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 - FY2016

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%	91.89%	00.00%	08.11%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0343 Management and Program Analysis															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	273	225	7	41	**4**	0	0	0	1	0	0	0	3	0
	%	100.00%	82.42%	02.56%	15.02%	**01.47%**	00.00%	00.00%	00.00%	00.37%	00.00%	00.00%	00.00%	01.10%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0501 Financial Administration and Program															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	107	89	5	13	**1**	0	0	0	0	0	0	0	1	0
	%	100.00%	83.18%	04.67%	12.15%	**00.93%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.93%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0511 Auditing															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	4	3	0	1	**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 - FY2016

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%	75.00%	00.00%	25.00%	**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
	%	00.00%	00.00%	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	#	2	2	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0620 Practical Nurse															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2016

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	#	2	1	0	1	**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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0621 Nursing Assistant															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2	2	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0644 Medical Technologist															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	9	7	1	1	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	77.78%	11.11%	11.11%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0647 Diagnostic Radiologic Technologist															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2016

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	#	4	3	1	0	**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%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0660 Pharmacist															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	3	3	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0675 Medical Records Technician															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2	1	0	1	**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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0905 General Attorney															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2016

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
	%	00.00%	00.00%	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
	%	00.00%	00.00%	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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	444	346	21	77	**5**	0	1	0	0	0	1	0	3	0
	%	100.00%	77.93%	04.73%	17.34%	**01.13%**	00.00%	00.23%	00.00%	00.00%	00.00%	00.23%	00.00%	00.68%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0998 Claims Assistance and Examining															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2016

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	#	32	16	1	15	**5**	0	0	0	0	0	1	0	4	0
	%	100.00%	50.00%	03.13%	46.88%	**15.63%**	00.00%	00.00%	00.00%	00.00%	00.00%	03.13%	00.00%	12.50%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1101 General Business and Industry															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	20	13	2	5	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	65.00%	10.00%	25.00%	**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 Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	25	20	1	4	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	04.00%	16.00%	**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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2016

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	#	11	6	0	5	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	54.55%	00.00%	45.45%	**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
	%	00.00%	00.00%	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	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1811 Criminal Investigating															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	3	2	0	1	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	00.00%	33.33%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
2210 Information Technology Management															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2016

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	#	175	130	10	35	**3**	0	1	0	0	0	1	0	1	0
	%	100.00%	74.29%	05.71%	20.00%	**01.71%**	00.00%	00.57%	00.00%	00.00%	00.00%	00.57%	00.00%	00.57%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
4754 Cemetery Caretaking															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
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 - FY2016

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															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0101 Social Science															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0201 Human Resources Management															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2016

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	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0260 Equal Employment Opportunity															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0301 Miscellaneous Administration and Program															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1	1	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0340 Program Management															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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 - FY2016

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
	%	00.00%	00.00%	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	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0343 Management and Program Analysis															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1	1	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0501 Financial Administration and Program															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0511 Auditing															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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 - FY2016

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
	%	00.00%	00.00%	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
	%	00.00%	00.00%	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
	%	00.00%	00.00%	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															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2016

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
	%	00.00%	00.00%	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
	%	00.00%	00.00%	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	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0647 Diagnostic Radiologic Technologist															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2016

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
	%	00.00%	00.00%	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	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0660 Pharmacist															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0675 Medical Records Technician															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0905 General Attorney															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2016

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
	%	00.00%	00.00%	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
	%	00.00%	00.00%	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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0998 Claims Assistance and Examining															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2016

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
	%	00.00%	00.00%	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 Industry															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1165 Loan Specialist															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1171 Appraising															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2016

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
	%	00.00%	00.00%	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
	%	00.00%	00.00%	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	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1811 Criminal Investigating															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1	1	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
2210 Information Technology Management															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2016

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
	%	00.00%	00.00%	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	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
4754 Cemetery Caretaking															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
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, 15, and SES) - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
GRADE: GS 13																		
Total Applications Received	#	90,000	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	25,279	14,162	11,117	2,178	1,277	6,576	4,098	3,894	4,698	1,121	697	39	38	176	77	178	232
	%	100.00%	56.02%	43.98%	8.62%	5.05%	26.01%	16.21%	15.40%	18.58%	4.43%	2.76%	0.15%	0.15%	0.70%	0.30%	0.70%	0.92%
Selected	#	1,362	655	707	81	70	412	441	103	147	41	37	1	0	7	3	10	9
	%	100.00%	48.09%	51.91%	5.95%	5.14%	30.25%	32.38%	7.56%	10.79%	3.01%	2.72%	0.07%	0.00%	0.51%	0.22%	0.73%	0.66%
Relevant Pool		100.00%	64.88%	35.12%	5.04%	1.96%	42.63%	18.10%	12.78%	12.87%	3.22%	1.54%	0.05%	0.14%	0.84%	0.33%	0.33%	0.19%
GRADE: GS 14																		
Total Applications Received	#	40,771	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	12,460	7,272	5,188	1,106	505	3,662	1,679	1,630	2,383	618	398	24	11	88	63	144	149
	%	100.00%	58.36%	41.64%	8.88%	4.05%	29.39%	13.48%	13.08%	19.13%	4.96%	3.19%	0.19%	0.09%	0.71%	0.51%	1.16%	1.20%
Selected	#	353	194	159	24	12	118	99	35	33	13	10	0	2	3	1	1	2
	%	100.00%	54.96%	45.04%	6.80%	3.40%	33.43%	28.05%	9.92%	9.35%	3.68%	2.83%	0.00%	0.57%	0.85%	0.28%	0.28%	0.57%
Relevant Pool		100.00%	64.16%	35.84%	4.40%	1.48%	43.43%	21.33%	10.27%	10.22%	4.72%	2.17%	0.16%	0.05%	0.78%	0.32%	0.40%	0.27%
GRADE: GS 15																		
Total Applications Received	#	18,552	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	7,142	4,520	2,622	593	708	2,311	869	1,202	808	239	100	18	10	73	41	84	86
	%	100.00%	63.29%	36.71%	8.30%	9.91%	32.36%	12.17%	16.83%	11.31%	3.35%	1.40%	0.25%	0.14%	1.02%	0.57%	1.18%	1.20%
Selected	#	184	92	92	4	4	63	44	9	30	12	11	0	0	2	0	2	3

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2016

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
	%	100.00%	50.00%	50.00%	2.17%	2.17%	34.24%	23.91%	4.89%	16.30%	6.52%	5.98%	0.00%	0.00%	1.09%	0.00%	1.09%	1.63%
Relevant Pool		100.00%	58.30%	41.70%	2.77%	1.36%	43.31%	27.04%	8.26%	10.90%	3.28%	1.92%	0.00%	0.09%	0.55%	0.30%	0.13%	0.09%
GRADE: SES																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	35	24	11	2	0	18	8	4	3	0	0	0	0	0	0	0	0
	%	100.00%	68.57%	31.43%	05.71%	00.00%	51.43%	22.86%	11.43%	08.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		27,137	17,001	10,136	905	599	11,717	5,787	785	820	3,293	2,719	33	31	236	159	32	21

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

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

*** This data is not available.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) – Permanent and Temporary Workforce - Distribution by Disability - SEP - FY2016

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
GRADE: GS 13															
Total Applications Received	#	90,000	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	100.00%	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	357	0	0	200	**157**	25	13	5	0	15	4	0	95	0
	%	100%	0.00%	0.00%	56.02%	**43.98%**	7.00%	3.64%	1.40%	0.00%	4.20%	1.12%	0.00%	26.61%	0.00%
Selected	#	11	0	0	8	**3**	1	1	1	0	0	0	0	0	0
	%	100%	0.00%	0.00%	72.73%	**27.27%**	9.09%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Pool		100.00%	94.12%	5.88%	0.00%	**0.00%**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GRADE: GS 14															
Total Applications Received	#	40,771	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	100.00%	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	89	0	0	47	**42**	7	1	0	0	4	6	2	22	0
	%	100%	0.00%	0.00%	52.81%	**47.19%**	7.87%	1.12%	0.00%	0.00%	4.49%	6.74%	2.25%	24.72%	0.00%
Selected	#	2	0	0	2	**0**	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	100.00%	**0.00%**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Relevant Pool		100.00%	84.13%	6.35%	9.52%	**0.00%**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GRADE: GS 15															
Total Applications Received	#	18,552	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	100.00%	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	24	0	0	18	**6**	0	0	1	0	0	0	0	5	0
	%	100%	0.00%	0.00%	75.00%	**25.00%**	0.00%	0.00%	4.17%	0.00%	0.00%	0.00%	0.00%	20.83%	0.00%
Selected	#	0	0	0	0	**0**	0	0	0	0	0	0	0	0	0
	%	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%	0.00%
Relevant Pool		100.00%	79.63%	0.00%	20.37%	**1.85%**	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.85%	0.00%

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) – Permanent and Temporary Workforce - Distribution by Disability - SEP - FY2016

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: SES															
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	35	32	0	3	**0**	0	0	0	0	0	0	0	0	0
	%	100.00%	91.43%	00.00%	08.57%	**00.00%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		27,149	25,129	536	1,484	**111**	2	10	12	23	12	18	0	33	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 A12: PARTICIPATION IN CAREER DEVELOPMENT – Permanent and Temporary Workforce - by Race/Ethnicity and Sex – SEP – FY2016

		TOTAL			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	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Career Development Programs for GS 5 - 12:																		
Slots	#	1,117																
Relevant Pool	%	100.00%	35.17%	64.83%	3.27%	4.08%	22.02%	35.36%	9.40%	18.47%	1.96%	2.89%	0.17%	0.20%	0.59%	1.03%	0.21%	0.34%
Applied	#	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
Participants	#	1,117	451	666	33	39	277	328	114	259	18	31	4	0	2	4	3	5
	%	100.00%	40.38%	59.62%	2.95%	3.49%	24.80%	29.36%	10.21%	23.19%	1.61%	2.78%	0.36%	0.00%	0.18%	0.36%	0.27%	0.45%
Career Development Programs for GS 13 - 14:																		
Slots	#	627																
Relevant Pool	%	100.00%	41.89%	58.11%	2.40%	2.23%	35.60%	37.70%	5.34%	8.75%	2.81%	3.54%	0.07%	0.08%	0.51%	0.57%	0.19%	0.20%
Applied	#	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
Participants	#	627	281	346	18	31	190	208	54	88	16	16	1	0	2	2	0	1
	%	100.00%	44.82%	55.18%	2.87%	4.94%	30.30%	33.17%	8.61%	14.04%	2.55%	2.55%	0.16%	0.00%	0.32%	0.32%	0.00%	0.16%
Career Development Programs for GS 15 and SES:																		
Slots	#	101																
Relevant Pool	%	100.00%	62.88%	37.12%	1.79%	1.18%	48.92%	28.20%	6.25%	6.99%	3.71%	1.79%	0.06%	0.19%	0.43%	0.19%	0.25%	0.06%
Applied	#	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
Participants	#	101	56	45	3	5	38	32	13	6	1	1	0	0	1	1	0	0
	%	100.00%	55.45%	44.55%	2.97%	4.95%	37.62%	31.68%	12.87%	5.94%	0.99%	0.99%	0.00%	0.00%	0.99%	0.99%	0.00%	0.00%

Relevant Pool includes all employees in the pay grades eligible for the career development program.

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	14,430	5,330	9,100	507	672	3,463	5,915	1,053	1,864	224	490	7	23	64	118	12	18
	%	100.00%	36.93%	63.07%	03.51%	04.66%	24.00%	40.99%	07.30%	12.92%	01.55%	03.40%	00.05%	00.16%	00.44%	00.82%	00.08%	00.12 %
Total Hours		92,197	33,639	58,558	2,682	3,620	22,799	40,124	6,113	10,633	1,510	3,152	44	128	412	773	80	128
Average Hours		6.39	6.31	6.43	5.29	5.39	6.58	6.78	5.80	5.70	6.74	6.43	6.29	5.57	6.44	6.55	6.67	7.11
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	3,330	1,451	1,879	191	243	961	1,106	241	433	37	76	0	3	12	14	9	4
	%	100.00%	43.58%	56.42%	05.74%	07.30%	28.86%	33.21%	07.24%	13.00%	01.11%	02.28%	00.00%	00.09%	00.36%	00.42%	00.27%	00.12 %
Total Hours		83,232,934	36,493,003	46,739,931	6,789,175	10,290,817	21,519,455	21,731,415	7,450,370	13,172,873	499,525	1,341,656	0	48	144,103	109,227	90,374	93,895
Average Hours		24,994.88	25,150.24	24,874.90	35,545.42	42,349.04	22,392.77	19,648.66	30,914.40	30,422.34	13,500.69	17,653.37	0.00	16.00	12,008.60	7,801.93	10,041.56	23,473.75
Cash Awards - $100 - $500																		
Total Cash Awards $500 and under	#	66,133	29,397	36,736	2,000	1,629	17,886	22,912	7,851	9,837	1,041	1,708	121	99	399	452	99	99
	%	99.98%	44.44%	55.54%	03.02%	02.46%	27.05%	34.65%	11.87%	14.87%	01.57%	02.58%	00.18%	00.15%	00.60%	00.68%	00.15%	00.15 %
Total Amount		19,618,160	8,326,764	11,291,396	513,656	504,066	5,093,353	7,005,445	2,223,186	3,022,876	327,576	551,716	32,914	30,879	108,189	142,596	27,890	33,818
Average Amount		296.65	283.25	307.37	256.83	309.43	284.77	305.75	283.17	307.30	314.67	323.02	272.02	311.91	271.15	315.48	281.72	341.59
Cash Awards - $501+																		
Total Cash Awards $501 and over	#	180,157	68,295	111,862	5,849	7,270	43,315	69,374	13,423	25,332	4,361	7,701	219	288	903	1,568	225	329
	%	99.99%	37.90%	62.09%	03.25%	04.04%	24.04%	38.51%	07.45%	14.06%	02.42%	04.27%	00.12%	00.16%	00.50%	00.87%	00.12%	00.18 %
Total Amount		2,215,759,9	969,134,5	1,246,625,4	165,242,4	210,335,5	592,171,1	693,437,3	136,025,0	243,508,9	60,095,9	77,652,9	1,517,4	3,482,2	10,634,7	13,788,8	3,447,65	4,419,

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
		85	18	68	32	97	10	66	73	52	67	18	80	80	98	28	8	527
Average Amount		12,299.05	14,190.42	11,144.32	28,251.40	28,931.99	13,671.27	9,995.64	10,133.73	9,612.70	13,780.32	10,083.49	6,929.13	12,091.25	11,777.19	8,793.90	15,322.93	13,433.21
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	833	382	451	18	29	262	289	64	93	25	25	3	3	10	11	0	1
	%	99.98%	45.85%	54.13%	02.16%	03.48%	31.45%	34.69%	07.68%	11.16%	03.00%	03.00%	00.36%	00.36%	01.20%	01.32%	00.00%	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 - FY2016

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Time-off Awards - 1-9 hours															
Total Time-off Awards - 1-9 hours	#	14,430	12,149	344	1,937	**316**	20	25	7	33	5	44	17	162	3
	%	100.00%	84.19%	02.38%	13.42%	**02.19%**	00.14%	00.17%	00.05%	00.23%	00.03%	00.30%	00.12%	01.12%	00.02%
Total Hours		92,197	77,688	2,255	12,254	**1,890**	130	166	53	194	28	232	80	991	16
Average Hours		6.39	6.39	6.55	6.33	**5.98**	6.50	6.64	7.57	5.88	5.60	5.27	4.71	6.12	5.33
Time-off Awards - 9+ hours															
Total Time-off Awards over 9 hours	#	3,330	2,657	107	566	**74**	2	8	2	7	1	12	0	40	2
	%	100.00%	79.79%	03.21%	17.00%	**02.22%**	00.06%	00.24%	00.06%	00.21%	00.03%	00.36%	00.00%	01.20%	00.06%
Total Hours		83,232,934	67,502,070	3,127,101	12,603,764	**1,325,786**	28	276,893	99,914	79,617	16	218,302	0	399,422	251,594
Average Hours		24,994.88	25,405.37	29,225.24	22,268.13	**17,916.03**	14.25	34,611.63	49,957.00	11,373.86	16.00	18,191.86	0.00	9,985.54	125,797.00
Cash Awards - $100 - $500															
Total Cash Awards $500 and under	#	66,133	52,570	2,165	11,398	**1,851**	108	99	47	113	24	162	96	1,189	13
	%	100.00%	79.49%	03.27%	17.23%	**02.80%**	00.16%	00.15%	00.07%	00.17%	00.04%	00.24%	00.15%	01.80%	00.02%
Total Amount		19,618,160	15,793,516	626,268	3,198,376	**515,941**	28,138	31,457	15,770	32,596	6,203	45,675	27,120	325,495	3,488
Average Amount		296.65	300.43	289.27	280.61	**278.74**	260.53	317.75	335.52	288.46	258.47	281.94	282.50	273.76	268.28
Cash Awards - $501+															
Total Cash Awards $501 and over	#	180,158	152,809	4,649	22,700	**3,011**	135	229	114	269	70	282	81	1,783	48
	%	100.00%	84.82%	02.58%	12.60%	**01.67%**	00.07%	00.13%	00.06%	00.15%	00.04%	00.16%	00.04%	00.99%	00.03%
Total		2,215,850,808	1,902,677,245	53,171,435	260,002,129	**29,237,284**	1,903,604	2,788,721	1,575,109	2,973,762	1,090,644	3,363,462	399,364	14,585,137	557,481

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Disability - SEP - FY2016

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
Amount															
Average Amount		12,299.49	12,451.34	11,437.18	11,453.84	**9,710.16**	14,100.77	12,177.82	13,816.74	11,054.88	15,580.63	11,927.17	4,930.42	8,180.11	11,614.19
Quality Step Increases (QSIs)															
Total QSIs Awarded	#	833	692	31	110	**17**	1	1	1	3	1	1	0	9	0
	%	100.00%	83.07%	03.72%	13.21%	**02.04%**	00.12%	00.12%	00.12%	00.36%	00.12%	00.12%	00.00%	01.08%	00.00%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***

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

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

*** This data is not available.

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	285	115	170	11	15	70	119	21	24	12	10	0	0	1	1	0	1
	%	99.99%	40.35%	59.64%	03.86%	05.26%	24.56%	41.75%	07.37%	08.42%	04.21%	03.51%	00.00%	00.00%	00.35%	00.35%	00.00%	00.35%
Total Hours		1,884	750	1,134	58	82	466	838	130	130	88	72	0	0	8	8	0	4
Average Hours		6.61	6.52	6.67	5.27	5.47	6.66	7.04	6.19	5.42	7.33	7.20	0.00	0.00	8.00	8.00	0.00	4.00
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	44	31	13	5	2	20	10	4	0	1	0	0	1	1	0	0	0
	%	99.99%	70.44%	29.55%	11.36%	04.55%	45.45%	22.73%	09.09%	00.00%	02.27%	00.00%	00.00%	02.27%	02.27%	00.00%	00.00%	00.00%
Total Hours		1,419,143	1,140,359	278,784	113,167	107,337	988,353	171,435	38,809	0	12	0	0	12	18	0	0	0
Average Hours		32,253.25	36,785.77	21,444.92	22,633.49	53,668.50	49,417.63	17,143.50	9,702.13	0.00	12.00	0.00	0.00	12.00	18.40	0.00	0.00	0.00
Cash Awards - $100 - $500																		
Total Cash Awards $500 and under	#	1,468	689	779	56	30	398	474	157	173	55	78	3	6	13	14	7	4
	%	99.98%	46.93%	53.05%	03.81%	02.04%	27.11%	32.29%	10.69%	11.78%	03.75%	05.31%	00.20%	00.41%	00.89%	00.95%	00.48%	00.27%
Total Amount		443,363	197,108	246,255	13,702	9,309	118,900	146,853	42,940	57,051	16,839	25,698	1,200	1,718	3,313	4,651	213	975
Average Amount		302.02	286.08	316.12	244.69	310.31	298.74	309.82	273.50	329.77	306.16	329.46	400.00	286.33	254.85	332.21	30.44	243.75
Cash Awards - $501+																		
Total Cash Awards $501 and over	#	3,856	1,518	2,338	88	114	991	1,607	202	352	192	218	4	6	34	29	7	12
	%	100.00%	39.36%	60.64%	02.28%	02.96%	25.70%	41.68%	05.24%	09.13%	04.98%	05.65%	00.10%	00.16%	00.88%	00.75%	00.18%	00.31%
Total		41,073,788	15,768,040	25,305,748	1,010,006	1,961,070	10,456,455	16,830,721	2,035,118	3,495,282	1,711,191	2,465,517	3,294	7,104	544,026	442,544	7,950	103,510

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2016

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
Amount																		
Average Amount		10,651.92	10,387.38	10,823.67	11,477.34	17,202.37	10,551.42	10,473.38	10,074.84	9,929.78	8,912.45	11,309.71	823.50	1,184.00	16,000.77	15,260.14	1,135.71	8,625.83
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	11	8	3	0	1	8	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	72.73%	27.27%	00.00%	09.09%	72.73%	09.09%	00.00%	09.09%	00.00%	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 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 - Temporary Workforce - by Disability - SEP - FY2016

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Time-off Awards - 1-9 hours															
Total Time-off Awards - 1-9 hours	#	285	227	7	51	**15**	1	0	2	0	0	0	1	11	0
	%	100.00%	79.65%	02.46%	17.89%	**05.26%**	00.35%	00.00%	00.70%	00.00%	00.00%	00.00%	00.35%	03.86%	00.00%
Total Hours		1,884	1,514	36	334	**100**	8	0	10	0	0	0	4	78	0
Average Hours		6.61	6.67	5.14	6.55	**6.67**	8.00	0.00	5.00	0.00	0.00	0.00	4.00	7.09	0.00
Time-off Awards - 9+ hours															
Total Time-off Awards over 9 hours	#	44	29	3	12	**2**	0	0	0	0	0	0	0	2	0
	%	100.00%	65.91%	06.82%	27.27%	**04.55%**	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%
Total Hours		1,419,143	717,122	225,402	476,619	**32**	0	0	0	0	0	0	0	32	0
Average Hours		32,253.25	24,728.35	75,134.00	39,718.24	**15.87**	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15.87	0.00
Cash Awards - $100 - $500															
Total Cash Awards $500 and under	#	1,468	1,110	54	304	**47**	1	0	1	4	2	2	2	35	0
	%	100.00%	75.61%	03.68%	20.71%	**03.20%**	00.07%	00.00%	00.07%	00.27%	00.14%	00.14%	00.14%	02.38%	00.00%
Total Amount		443,363	343,303	13,401	86,659	**14,191**	300	0	225	1,350	726	700	600	10,290	0
Average Amount		302.02	309.28	248.17	285.06	**301.93**	300.00	0.00	225.00	337.50	363.00	350.00	300.00	293.99	0.00
Cash Awards - $501+															
Total Cash Awards $501 and over	#	3,856	3,267	110	479	**93**	4	3	0	8	3	8	2	64	1
	%	100.00%	84.73%	02.85%	12.42%	**02.41%**	00.10%	00.08%	00.00%	00.21%	00.08%	00.21%	00.05%	01.66%	00.03%
Total Amount		41,073,788	35,359,190	1,411,856	4,302,742	**679,604**	85,343	4,094	0	138,585	2,397	37,660	2,000	349,011	60,514
Average Amount		10,651.92	10,823.14	12,835.05	8,982.76	**7,307.57**	21,335.75	1,364.67	0.00	17,323.13	799.00	4,707.50	1,000.00	5,453.30	60,514.00
Quality Step Increases (QSIs)															
Total QSIs Awarded	#	11	9	1	1	**1**	0	1	0	0	0	0	0	0	0
	%	100.00%	81.82%	09.09%	09.09%	**09.09%**	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Benefit		***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B13: EMPLOYEE RECOGNITION AND AWARDS - Temporary Workforce - by Disability - SEP - FY2016

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
Average Benefit	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	29,712	12,994	16,718	954	905	8,144	10,480	2,851	3,903	731	1,017	52	50	202	281	60	82
	%	100.02%	43.74%	56.28%	03.21%	03.05%	27.41%	35.27%	09.60%	13.14%	02.46%	03.42%	00.18%	00.17%	00.68%	00.95%	00.20%	00.28%
Involuntary	#	2,605	1,489	1,116	102	65	696	534	614	444	35	30	7	4	26	30	9	9
	%	100.01%	57.17%	42.84%	03.92%	02.50%	26.72%	20.50%	23.57%	17.04%	01.34%	01.15%	00.27%	00.15%	01.00%	01.15%	00.35%	00.35%
Total Separations	#	32,317	14,483	17,834	1,056	970	8,840	11,014	3,465	4,347	766	1,047	59	54	228	311	69	91
	%	99.99%	44.81%	55.18%	03.27%	03.00%	27.35%	34.08%	10.72%	13.45%	02.37%	03.24%	00.18%	00.17%	00.71%	00.96%	00.21%	00.28%
Total Work Force	#	351,406	142,962	208,444	11,341	12,855	85,178	120,674	33,487	54,194	9,819	16,116	540	655	2,109	3,195	488	755
	%	100.00%	40.68%	59.32%	03.23%	03.66%	24.24%	34.34%	09.53%	15.42%	02.79%	04.59%	00.15%	00.19%	00.60%	00.91%	00.14%	00.21%

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 - FY2016

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Voluntary	#	29,716	22,958	1,179	5,579	**887**	26	49	27	73	10	71	30	598	3
	%	100.00%	77.26%	03.97%	18.77%	**02.98%**	00.09%	00.16%	00.09%	00.25%	00.03%	00.24%	00.10%	02.01%	00.01%
Involuntary	#	2,608	1,655	153	800	**218**	2	7	3	16	4	8	3	174	1
	%	100.00%	63.46%	05.87%	30.67%	**08.36%**	00.08%	00.27%	00.12%	00.61%	00.15%	00.31%	00.12%	06.67%	00.04%
Total Separations	#	32,324	24,613	1,332	6,379	**1,105**	28	56	30	89	14	79	33	772	4
	%	100.00%	76.14%	04.12%	19.73%	**03.42%**	00.09%	00.17%	00.09%	00.28%	00.04%	00.24%	00.10%	02.39%	00.01%
Total Work Force	#	351,548	289,765	10,636	51,147	**7,563**	407	489	201	606	145	671	307	4,655	82
	%	100.00%	82.43%	03.03%	14.55%	**02.15%**	00.12%	00.14%	00.06%	00.17%	00.04%	00.19%	00.09%	01.32%	00.02%

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 - FY2016

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntary	#	8,445	2,814	5,631	154	271	1,860	3,834	358	771	288	566	14	16	47	78	93	95
	%	99.99%	33.32%	66.67%	01.82%	03.21%	22.02%	45.40%	04.24%	09.13%	03.41%	06.70%	00.17%	00.19%	00.56%	00.92%	01.10%	01.12%
Involuntary	#	670	306	364	25	39	172	200	76	81	21	34	2	1	7	7	3	2
	%	99.98%	45.66%	54.32%	03.73%	05.82%	25.67%	29.85%	11.34%	12.09%	03.13%	05.07%	00.30%	00.15%	01.04%	01.04%	00.45%	00.30%
Total Separations	#	9,116	3,121	5,995	179	310	2,032	4,034	434	852	310	600	16	17	54	85	96	97
	%	99.99%	34.23%	65.76%	01.96%	03.40%	22.29%	44.25%	04.76%	09.35%	03.40%	06.58%	00.18%	00.19%	00.59%	00.93%	01.05%	01.06%
Total Work Force	#	19,486	7,299	12,187	486	608	4,536	7,659	1,124	2,148	983	1,509	25	52	112	161	33	50
	%	100.00%	37.45%	62.55%	02.49%	03.12%	23.28%	39.31%	05.77%	11.02%	05.04%	07.74%	00.13%	00.27%	00.57%	00.83%	00.17%	00.26%

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 - FY2016

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities									
			[04,05] No Disability	[01] Not Identified	[06-98] Reportable Disability	Total Targeted Disability	[16,17,18] Hearing	[21,23,25] Vision	[28,30,32-38] Missing Extremities	[64-69] Partial Paralysis	[71-79] Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism
Voluntary	#	8,451	7,159	432	860	**132**	4	10	2	7	0	12	2	93	2
	%	100.00%	84.71%	05.11%	10.18%	**01.56%**	00.05%	00.12%	00.02%	00.08%	00.00%	00.14%	00.02%	01.10%	00.02%
Involuntary	#	671	519	23	129	**26**	1	0	1	2	0	2	0	20	0
	%	100.00%	77.35%	03.43%	19.23%	**03.87%**	00.15%	00.00%	00.15%	00.30%	00.00%	00.30%	00.00%	02.98%	00.00%
Total Separations	#	9,123	7,679	455	989	**158**	5	10	3	9	0	14	2	113	2
	%	100.00%	84.17%	04.99%	10.84%	**01.73%**	00.05%	00.11%	00.03%	00.10%	00.00%	00.15%	00.02%	01.24%	00.02%
Total Work Force	#	19,558	16,777	538	2,243	**397**	11	17	5	20	9	29	13	288	5
	%	100.00%	85.78%	02.75%	11.47%	**02.03%**	00.06%	00.09%	00.03%	00.10%	00.05%	00.15%	00.07%	01.47%	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

November 17, 2016

TO ALL EMPLOYEES

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

The Department of Veterans Affairs' (VA) success in supporting our Veterans and their families requires the commitment, talent, and engagement of our entire diverse workforce. Each of us in VA must commit to creating a work environment characterized by equity and inclusion. We must also ensure that our conduct and communications are consistent with our Core Values—**I**ntegrity, **C**ommitment, **A**dvocacy, **R**espect, and **E**xcellence—to cultivate a civil workplace free from discrimination, harassment, and retaliation.

At VA, we share a noble mission to serve our Nation's Veterans. To serve Veterans well, we must sustain an environment where everyone is valued and treated with dignity and respect. Employees who experience or witness inappropriate conduct, harassment, or unlawful discrimination are encouraged to report such behavior to their supervisor. Alternatively, they may use the avenues provided in this Policy Statement. This document serves as a resource for VA's policies and protections applicable to maintaining an equitable and inclusive workplace.

As Secretary, I am personally committed to ensuring that VA is free from discrimination and harassment, and I expect every VA executive, manager, and supervisor to take prompt, appropriate, and effective action when faced with behaviors that are inconsistent with our standards and laws. Managers must create an environment where all employees feel safe to raise concerns and are protected from unlawful retaliation. Working together, we shall ensure equal employment opportunity and sustain an inclusive work environment that enables us to care for our Nation's Veterans.

Robert A. McDonald

Robert A. McDonald

Attachment

Department of Veterans Affairs (VA)
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 sustain 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 in order 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.

Gender identity refers to an individual's internal sense of being male or female. Transgender refers to people whose gender identity and/or expression is different from the sex assigned to them at birth. The General Services Administration (GSA), which governs use of Federal facilities, prohibits discrimination or segregation of any person because of his or her gender identity or transgender status by refusing to provide each person the use of any facility of a public nature, including all services, privileges, accommodations, and activities provided on the property. Accordingly, VA will not restrict, segregate, or otherwise discriminate against any individual on the basis of gender identity in the use of public facilities.

Prohibited Workplace Harassment Covered by EEO Laws

Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, as amended, and the Genetic Information Nondiscrimination Act of 2009. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceedings, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

Harassment by or against VA employees, applicants, contract employees, clients, customers, or anyone doing business with VA is strictly prohibited. Harassment becomes unlawful when: (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 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 connection 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.

Sexual harassment is a form of workplace harassment that is prohibited and will not be tolerated in VA. Analogous 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.

Supervisors or managers who observe or are notified of harassing conduct are required to assess the situation immediately and consult with their local Anti-Harassment Coordinator or the Anti-Harassment Office within the VA Office of Resolution Management (ORM). It is the supervisor's responsibility to ensure every employee is aware of the anti-harassment policy and reporting procedures. This means supervisors should disseminate and enforce an anti-harassment policy and reporting procedures and take other responsible steps to promptly prevent and correct harassment. It is also the supervisor's responsibility to conduct an effective inquiry of a harassment allegation and initiate appropriate corrective actions as warranted.

Employees have multiple avenues to report harassing conduct: (1) contact your internal departmental resources, including but not limited to your first line supervisor or the next level in your supervisory chain if the harassment involves your direct supervisor; (2) contact the local Anti-Harassment Coordinator for your office; or (3) contact the ORM Anti-Harassment Office at (888) 566-3982.

EEO Complaint Process

Employees and applicants for employment seeking redress under the EEO complaint process must contact an EEO counselor in VA's ORM in person, by phone, or in writing within 45 calendar days of the date of the alleged discriminatory event. ORM is responsible for administering an impartial and effective complaints management process to receive, resolve, and investigate complaints of employment discrimination at the earliest possible stage, in accordance with the regulations governing the Federal EEO complaint process, (29 Code of Federal Regulations Part 1614). Employees may initiate the complaint process by calling 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 with ORM an EEO complaint.

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 Equal Employment Opportunity Commission (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 VA's Office of Employment Discrimination Complaint Adjudication (OEDCA).

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 with their ADR Program Manager, or refer to VA's ADR Directive 5978 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 is 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 includes fighting, verbal and non-verbal hate messages, threats, or expression of intention to inflict harm, and abusive, offensive, unprofessional, intimidating, slanderous, malicious, derogatory, or otherwise inappropriate or unacceptable language or other behavior intended to degrade or humiliate a particular person or group of people. Any employee who is subject to bullying behavior or other 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.

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. VA's Office of Administration oversees VA's Occupational Safety and Health and Workers' Compensation programs in support of VA's Designated Agency Safety and Health Official.

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. VA vigorously supports these protections. 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. 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 a Nondisclosure Agreement that Doesn't Allow Whistleblowing.

No FEAR Act

It is imperative that all VA employees, supervisors, and officials understand the protections afforded by the No FEAR Act of 2002, and the Whistleblower Protection Act of 1989. The No FEAR Act protects Federal employees from unlawful discrimination and retaliation for opposition to or participation in protected EEO or whistleblowing activity. VA will not tolerate discrimination or retaliation for engaging in protected EEO or whistleblowing activity.

Whistleblower Rights and Protection

The Whistleblower Protection Act of 1989 prohibits retaliation against 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 whistle-blowing, opposing discrimination, or participating in the discrimination-complaint process is unlawful and will not be tolerated. This includes retaliation against 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; and (4) allowing damages that could be obtained by a whistleblower to include consequential damages such as emotional distress. Avenues of redress available to address claims of reprisal for whistleblowing include, but are not limited to, Congressional representatives, MSPB, and 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 not otherwise prohibited by law. 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.

A Whistleblower may:

- Disclose VA sensitive personal information; i.e., individually identifiable information, to an outside entity in the course of reporting alleged violations of law, rule, regulation, or gross mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety. Whistleblowers may always disclose any information to the VA Office of Inspector General (OIG) or to a Congressional Committee or Subcommittee having oversight authority over VA.
- Disclose any information, except information protected by 38 U.S.C. § 5705 (Quality Assurance) or by 38 U.S.C. § 7332 (HIV, Sickle Cell, Drug and Alcohol Treatment) to the Office of Special Counsel.
- Never disclose information containing VA Sensitive Personal Information (SPI) to the media, a Veterans service organization, or any other member of the public.
- Not disclose SPI to an attorney, even one who is representing them in the context of whistleblowing.

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 (ADAAA) of 2008. This includes maintaining accessibility of electronic and information technology for individuals with disabilities.

Title I (Employment) of the ADA 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. The procedures for requesting and processing requests for reasonable accommodation are contained in VA Handbook 5975.1.

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 and will not be permitted in VA facilities, unless expressly allowed as an exception under the regulation for activities such as animal-assisted therapy or for other reasons such as law enforcement purposes.

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 Accommodations

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 operations, nor intrude upon the legitimate rights of other employees. For additional information visit: Guidance on Religious Exercise and Expression in VA Facilities and Property Under the Charge and Control of VA: http://www.diversity.va.gov/policy/religion.aspx.

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.

EEOC 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. 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 has notified workers about the rule and the consequences of violating it.

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.

Wounded Warriors Federal Leave Act of 2015

Under the Wounded Warriors Federal Leave Act of 2015, disabled Veteran leave will be available to eligible Federal employees hired on or after November 5, 2016, and undergoing medical treatment of a qualifying service-connected disability incurred or aggravated in the line of duty. VA is committed to supporting our service members who have sacrificed their own health and well-being to serve our country.

Mandatory EEO, Diversity and 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. 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 2 years thereafter.

In addition, all executives, managers and supervisors are required to take the mandatory biennial training on EEO, Diversity & Inclusion, and Conflict Management Training (TMS Item No. 1328672), and the mandatory biennial training on Whistleblower Rights and Protection and Prohibited Personnel Practices (TMS Item No. 3883649).

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.

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

Americans with Disabilities Amendments Act of 1990:
http://www.eeoc.gov/laws/statutes/adaaa.cfm

Civil Rights Act of 1964, as amended –Title VII:
https://www.eeoc.gov/laws/statutes/titlevii.cfm

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

Genetic Information Nondiscrimination Act or 2009:
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:
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

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:
https://www.dol.gov/vets/usc/vpl/usc38.htm

Wounded Warriors Federal Leave Act of 2015
https://www.opm.gov/news/releases/2016/08/newly-established-leave-policy-gives-disabled-veterans-more-time-to-address-medical-issues-1/

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

Executive Order 13087 - Expands equal employment policy in the Federal Government by prohibiting discrimination based on sexual orientation
http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=1998_register&docid=fr02jn98-135.pdf

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

EEO Discrimination Complaints Process, VA Directive 5977, May 5, 2011:
http://www.va.gov/vapubs/search_action.cfm?dType=1

Diversity and Inclusion, Management Directive VA Directive 5975, March 29, 2013:
http://www.diversity.va.gov/policy/files/Directive_5975.pdf

VA Handbook 5975.1, Processing Requests for Reasonable Accommodation by Employees and Applicants with Disabilities:
http://www.diversity.va.gov/programs/files/pwd/Handbook_5975-1.pdf

Occupational Safety and Health, VA Directive 7700, February 11, 2009:
http://www1.va.gov/vapubs/viewPublication.asp?Pub_ID=428&FType=2

GUIDANCE

Federal Management Regulation; Nondiscrimination Clarification in the Federal Workplace: https://www.federalregister.gov/articles/2016/08/18/2016-19450/federal-management-regulation-nondiscrimination-clarification-in-the federalworkplace?utm_campaign=email+a+friend&utm_medium=email&utm_source=federalregister.gov%20-%20h-9
OSHA Guide to Restroom Access for Transgender workers:

https://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=NEWS_RELEASES&p_id=28062

GSA: Federal Management Regulation; Nondiscrimination Clarification in the Federal Workplace Regarding Sex Discrimination to include Transgender Status: https://www.federalregister.gov/articles/2016/08/18/2016-19450/federal-management-regulation-nondiscrimination-clarification-in-the-federal-workplace

EEOC Fact Sheet: Bathroom Access rights for Transgender Employees Under Title VII of the Civil Rights Act of 1964: https://content.govdelivery.com/accounts/USEEOC/bulletins/146d151

OPM Guidance Regarding the Employment of Transgender Individuals in the Federal Workplace: https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reference-materials/gender-identity-guidance/?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term=

VA Establishment of Anti-Harassment Office: http://www.va.gov/ORM/images/Anti_Harassment_Secretary_Memorandum.pdf

Guidance on Religious Exercise and Expression in VA Facilities and Property Under the Charge and Control of VA: http://www.diversity.va.gov/policy/religion.aspx

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

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

Rules Regarding Service Animals in VA Facilities: http://www.gpo.gov/fdsys/pkg/FR-2015-08-17/html/2015-20182.htm

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

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