

Department of Veterans Affairs

Management Directive 715 FY 2017 EEO Report/FY 2018 EEO Plan



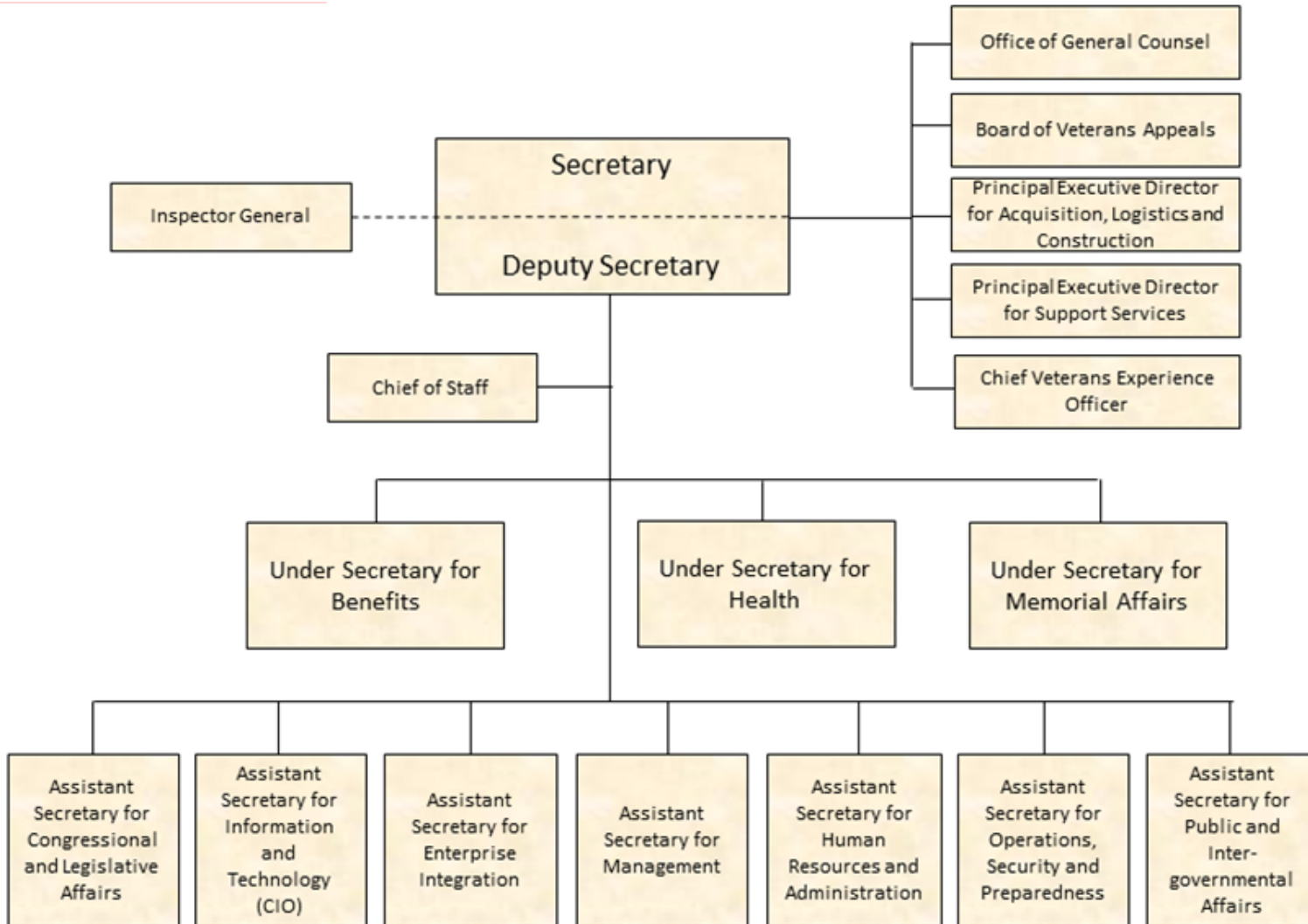
**Office of Diversity and Inclusion
Office of Human Resources and Administration**

Department of Veterans Affairs
Management Directive 715
FY 2017 EEO Report/FY 2018 EEO Plan

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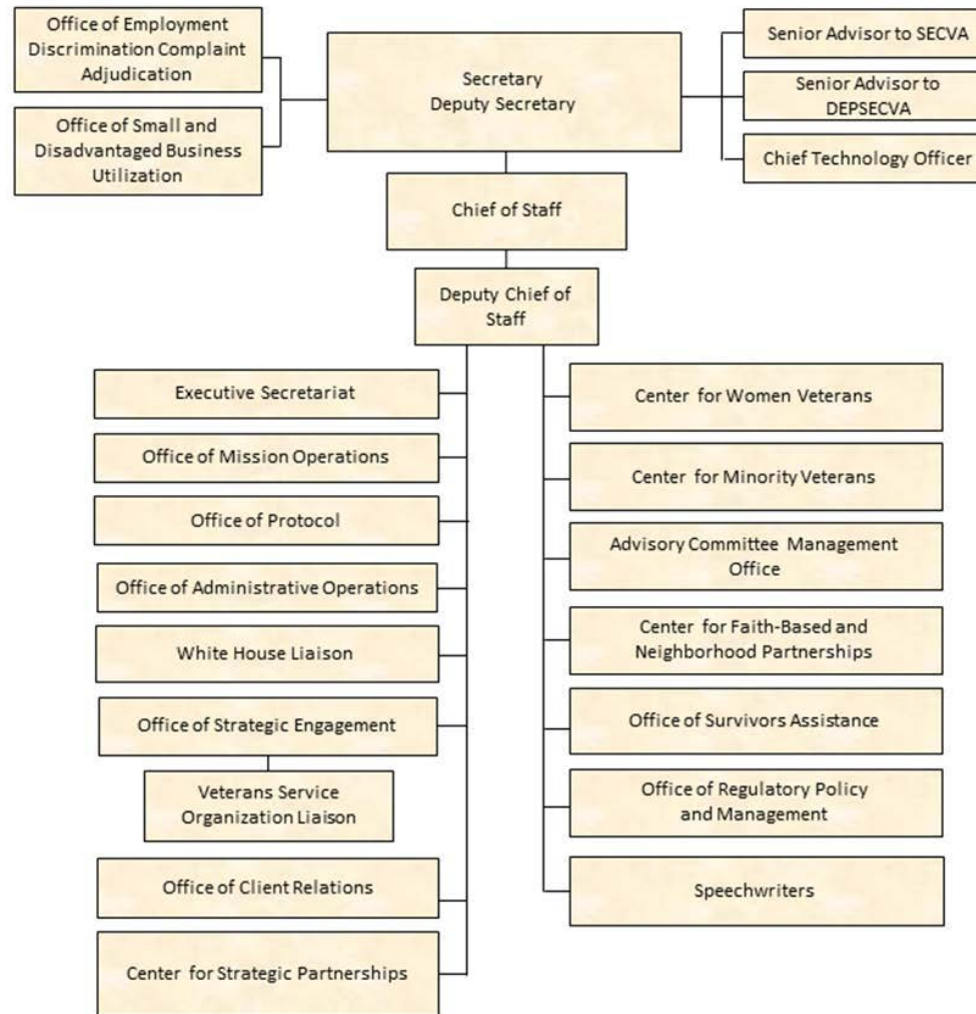
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DEPARTMENT OF VETERANS AFFAIRS Organization Chart



Source: Functional Organization Manual Version 4.0

Office of the Secretary Organization Chart



Source: Functional Organization Manual Version 4.0

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT			
For period covering October 1, 2016, to September 30, 2017.				
PART A Department or Agency Identifying Information	1. Agency		1. Department of Veterans Affairs	
	1.a. 2 nd level reporting component			
	1.b. 3 rd level reporting component			
	1.c. 4 th level reporting component			
	2. Address		2. 810 Vermont Ave., 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. 355,278
	2. Enter total number of temporary employees			2. 18,323
	3. Enter total number employees paid from non-appropriated funds			3. 3,706
	4. TOTAL EMPLOYMENT [add lines B 1 through 3]			4. 377,307
PART C Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		1. Robert L. Wilkie, Acting Secretary of Veterans Affairs	
	2. Agency Head Designee		2.	
	3. Principal EEO Director/Official Official Title/series/grade		3. Peter J. Shelby, Assistant Secretary for Human Resources and Administration	
	4. Title VII Affirmative EEO Program Official		4. Carolyn Wong, Acting Deputy Assistant Secretary for Diversity and Inclusion	
	5. Section 501 Affirmative Action Program Official		5. Carolyn Wong, Acting 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, Principal Deputy Assistant Secretary for Human Resources and Administration	
			9. Denene Burnette, Manager, Harassment Prevention Program	

EEOC FORM 715-01 PART A - D	<i>U.S. Equal Employment Opportunity Commission</i> 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
	National Cemetery 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	✓

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) 2017 and EEO Plan for FY 2018. 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 over 370,000 employees. VA employs 121,571 Veterans, which is approximately 32.1 percent of the workforce.

Unlike most Federal agencies, VA maintains a tri-partite structure for the administration of its Department-wide EEO and diversity management functions. The respective functions and responsibilities are distributed among three independent offices as described below:

- *The Office of Diversity and Inclusion (ODI)* develops Department-wide EEO and diversity policies, performs workforce analyses and reporting, develops outreach and retention programs, and provides training and communication on EEO and diversity topics.
- *The Office of Resolution Management (ORM)* administers the Department's EEO complaint processing system (counseling, accept/dismiss decisions, investigation, and compliance), oversees the Workplace Alternative Dispute Resolution (ADR) Program, and provides oversight for VA's Harassment Prevention Program (HPP) 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 and final orders following a decision by an Equal Employment Opportunity Commission (EEOC) administrative judge.

Limitations on Applicant Flow Data

MD-715 Table 7, 9, and 11 workforce tables will be incomplete for the following reasons:

- a. Only Table A7 will be available. VA relies on the Office of Personnel Management's (OPM) USA-Staffing system to populate EEOC's Table A7 automatically. In June 2017, the VA's Corporate Management Office met with OPM's subject matter experts to correct Senior Executive Service (SES) application and selection processes and incorporate into the USA-Staffing Upgrade system. Following this meeting, the Department received and deployed the new USA-Staffing Upgrade system in late June 2017; however, access to applicant flow data covering the period July 2017 through September 2017 will not be available until late December 2017 at the earliest. Hence, such data for SES applicants will not be available for this report.
- b. The data structure in the USA-Staffing applicant flow model contains poorly structured disability data dimensions to create an accurate B table for tables 7, 9, and 11. OPM and EEOC are still working on a corrective action.
- c. The current design of the USA-Staffing Upgrade system is not sufficient to provide Tables 9 and 11 with correct information. In late October 2017, VA discovered its new database of record, HR*Smart, is not tracking competitive promotions correctly which impacts populating tables 9 and 11. Corrections to the HR*Smart system are planned for February 2018.

Summary of VA's Self-Assessment

In FY 2017, 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. 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 successfully 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 2017
Demonstrated Commitment from Agency Leadership	100.0%
Integration of EEO into the Agency's Strategic Mission	89.7%
Management and Program Accountability	70.0%
Proactive Prevention of Unlawful Discrimination	100.0%
Efficiency	83.9%
Responsiveness and Legal Compliance	100.0%

DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP: On July 5, 2017, the Secretary Shulkin signed the EEO, Diversity and Inclusion (D&I), the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act, and Whistleblower Rights and Protection 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. This Policy is supported by each Under Secretary and Assistant Secretary, and communicated to their employees with a personal statement of commitment.

All policies and procedures related to EEO, ADR, HPP, and Reasonable Accommodations (RA) are developed by ORM and ODI staffs and accessible to the workforce through their respective Intra and Internet sites.

In FY 2017, individuals with targeted disabilities (IWTDs¹) represented 2.69 percent of total hires which fell short of the Secretary's three percent goal. The onboard participation of IWTDs was 2.49 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, launched in May 2015, 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 Employee Engagement Council, Training Leaders Council, Corporate Employee Development Board (CEDB), Performance Review Board, and Human Capital Management Board.

On June 23, 2017, President Donald J. Trump signed into law the VA Accountability and Whistleblower Protection Act. This legislation streamlines the process and provides managers with more authority to hold individuals who engage in wrongdoing, to include illegal discrimination, accountable for their misconduct. On a monthly basis, OEDCA briefs the Deputy Secretary on findings of discrimination and in FY 2017 began including a recommended level of discipline based on the facts of the case and VA's Table of Penalties.

The Executive in Charge for VHA is also strongly committed to EEO and diversity in the workforce and uses multiple approaches to demonstrate her commitment to an expanded EEO program. The Executive in Charge for VHA and other leaders embrace and promote EEO and diversity in the VHA workforce by 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 competency training for EEO and Diversity staff (both full-time and collateral duty). The Executive in Charge for VHA ensured sufficient staffing and resources were available to operate the EEO and D&I programs in an effective manner.

¹ Disabilities: The Federal Government, as a matter of policy, has identified certain disabilities for special emphasis in affirmative action programs. They are developmental disability, traumatic brain injury, hearing, vision, missing extremities, mobility impairment, partial or complete paralysis, epilepsy, severe intellectual disabilities, psychiatric disability, dwarfism, and significant disfigurement.

In FY 2017, VBA operated its own Office of Employee Engagement, Diversity & Inclusion to provide strategic oversight of issues in this area. VBA's EEO Office reviewed and updated its policies to ensure alignment with the Department's policies and disseminated to the VBA field offices. VBA's EEO Office ensures EEO is a mandatory performance standard for all SES level managers.

VA's Acting Under Secretary for Memorial Affairs (USMA) disseminated VA's EEO, D&I, No FEAR, and Whistleblower Rights and Protection Policy Statement to all NCA employees urging them to read it carefully.

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 2017, ODI continued to lead the implementation of VA's D&I Strategic Plan for FY 2017–2020, for which progress will be 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.

The VA National Diversity Internship Program (NDIP), administered by the Office of Enterprise Support Services, is a program that expands available recruitment sources to establish a diverse pipeline for VA's workforce. Through this program, VA sponsored 86 talented students from diverse institutions of postsecondary education in a variety of professional fields.

In a continuing effort to achieve model EEO program status regarding VA's EEO structure, ORM led an initiative to realign all GS-0260 series EEO specialists in VA under the EEO Director to ensure compliance with law, regulation, and directive. ORM first realigned all GS-0260 series positions in the Office of Information and Technology (OI&T), NCA, and VBA, and efforts to realign VHA EEO staff are ongoing. Further, recognizing the dual role of VA's EEO Director as the Chief Human Capital Officer (CHCO) and that EEO and personnel functions fall under the same agency official, ORM, ODI, and OEDCA officials have been exploring the creation of a consolidated program office with the EEO Director not serving as the CHCO or being responsible for the Agency's personnel functions and reporting to the head of the agency. These efforts are ongoing in FY 2018.

VHA incorporated EEO principles into its Workforce and Succession Strategic Plan, Operational Plan, and VA's D&I FY 2017–2020 Strategic Plan. VHA's ODI supported and implemented various components of the VA D&I Plan, and updated its 2014–2019 D&I 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 Veterans Integrated Service Networks (VISNs), and VA Medical Centers (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. EEO policies were widely disseminated through VHA's expansive communication vehicles, which included the VHA EEO/AEO Web site, SharePoint, email, 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 via face-to-face and online (Talent Management System (TMS)) sessions. Employees also had access to training sponsored by VA Learning University (VALU). VBA provided Lesbian, Gay, Bisexual, and Transgender (LGBT) training was provided at the Denver, CO; Cleveland, OH; Providence, RI; Seattle, WA; and St. Petersburg, FL VBA Regional Offices. Seven LGBT training sessions were completed at VBA Central Office. The numbers of training participants at the VBA Regional Offices were 1,418 and 186 at VBA Central Office for a combined total of 1,604. The evaluation ratings ranged from 94 percent to 100 percent. VBA also partnered with ODI to conduct six World Café training sessions at the Columbia, SC VBA Regional Office.

NCA's EEO Office continues to have regular and effective means of informing the Acting USMA and other senior leaders of the effectiveness, efficiency and legal compliance. One way NCA delivered this information is through the annual State of the Agency presentation.

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 stakeholder meetings with all Administrations, OI&T, and VACO officials to discuss progress towards meeting stated objectives, and developed standard monthly diversity reports for distribution to VACO Staff Offices and the Administrations. ODI performed six on-site Technical Assistance Reviews (TARs) to assess VA facilities' efforts towards attaining a model EEO program in accordance with EEOC MD-715 and VA Directive 5975. The TAR is designed to identify best practices and/or provide technical assistance with exploring and identifying

opportunities to enhance EEO program effectiveness and efficiency, where needed. ODI continued to report EEO workforce statistics to 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 guidelines. VA continues to include mandatory performance elements in EEO and D&I in all SES and equivalent leaders' performance plans.

Additionally, ODI participated in eight national outreach events in collaboration with its affinity group partners and Student Outreach and Retention (SOAR) partners to build a diverse and inclusive workforce in VA.

VA participated in the Workforce Recruitment Program (WRP), which connects Federal employers with college students and recent graduates with disabilities. Accordingly, VA hired one WRP student under Schedule A authority and converted the temporary hire to a position leading to a permanent job within the Department. It's important to note that VA officials were not positioned to make job offers during the period December 2016 through March 2017 for summer employment because of the Department's and Federal hiring freezes. In addition, there was no tracking mechanism to accurately capture the number of WRP hires Department-wide. In terms of disability employment, WRP continues to serve as a Government-wide leading practice for providing work experiences to college students and recent graduates with disabilities to include Veterans. The WRP also 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 three 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. In FY 2017, VHA sponsored 39 NDIP interns. VHA successfully placed six interns under WRP into field facilities to gain work experience, of which two were converted to permanent status. Fourteen Pathways Program interns were sponsored in VHA VISN 17, seven of which were converted to permanent hires. Six EEO Technical Career Field graduates from the 2014 class were successfully placed into permanent EEO Specialists positions within VHA during FY 2017, and seven trainees from the 2017 program successfully completed the first year of the program and continue to receive specific training in all areas of EEO, Diversity and Inclusion specific to VA medical center programs. VHA steadily increased its participation of disabled Veterans through its Veterans Employment Coordination Service, 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.

In FY 2017, VBA officials participated in ODI's TAR conducted at the Salt Lake City, UT Regional Office. A report was issued that detailed the result of the review along with recommendations. VBA followed up to provide guidance and assistance to correct the areas identified as deficiencies. In FY 2017, RA processing resources were provided to all VBA directors, supervisors, LRACs, ALRACs and EEO managers through collaborative presentations by the Equal Employment Opportunity Commission, the Office of Employment Discrimination Complaint Adjudication, Department of Defense Computer/Electronic Accommodations Program Technology and Evaluation Center, and the Job Accommodation Network to support the legal requirements of RA and the stages of the RA process. In FY 2017, VBA had only one finding of discrimination, which was based on disability discrimination. The formal EEO complaint of disability discrimination was filed in FY 2013. The Office of Employment Discrimination Complaint Adjudication (OEDCA) accepted the EEOC Administrative Judge's decision in its entirety and ordered the full implementation of the entitled remedies.

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 participation.

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 September 2017, the Sixth Annual Secretary's ADR Excellence Awards ceremony was held recognizing individuals and programs in the aforementioned categories.

In 2017, ORM initiated the development of a data science capability to analyze and predict EEO complaint activity across hundreds of VAMCs, Cemeteries, and Regional Offices. These data science capabilities included real-time analytics, relational and non-relational data engineering, natural language processing, and machine learning. ORM used data science to develop a risk index for EEO complaint activity visualized from real-time data on a web-based application, built a prediction model for case activity based on workplace behaviors and attitudes, and calculated cost avoidance for informal and formal investigations during 2016.

All SES members are rated annually on the Executive Core Qualifications, which include Leading People. Under Leading People, an SES must “achieve a high quality, diverse workforce that reflects the nation, with the skills needed to accomplish organizational performance objectives while supporting workforce diversity, workplace inclusion, and equal employment policies and programs.”²

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

PROACTIVE PREVENTION OF UNLAWFUL DISCRIMINATION: In FY 2017, ODI delivered 270 elective, virtual or face-to-face, learning events at VA facilities nationwide to 11,462 VA employees addressing the following topics: preventing incivility in the workplace; generational diversity; processing RA requests; VHA Support Service Center (VSSC); barrier analysis; gender diversity; diversity tension in the workplace; managing implicit bias in VA; the inclusion paradigm; diversity and inclusion for new employees and new supervisors, conflict management and cultural competency. ODI also reissued VA’s EEO, D&I, No FEAR, and Whistleblower Rights and Protection Policy Statement through the VA TMS. This policy statement conveys the VA Secretary’s continued commitment to a workplace free of unlawful discrimination, harassment and retaliation. ODI announced the republication of the 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 95 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 96 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 will be contingent on funding availability in FY 2019.

VA published 12 issues of the Diversity@Work newsletter, four editions of NewsLink, and four episodes of Diversity News videos for FY 2017.

VA published its first Transgender Employee Transition Guide. The Handbook provides information on laws, policies, and tips on facilitating a smooth and supportive transition for employees who identify as a gender different from their sex assigned at birth, and are undergoing gender transition in the workplace. It also provides information regarding VA’s non-discrimination policy and how to maximize transgender employees’ contributions to the Department. The issuance of this Handbook is expected to address and clarify any potential concerns that are raised by VA staff at all levels of the Department (Staff Offices, Administrations, and field offices).

ORM actively works with employees and managers to prevent EEO complaints by utilizing ADR before a complaint is initiated. Workplace assessments have been performed when non-EEO issues were present, and disputes were resolved using ADR. Mediations strategically worked to minimize disagreements, while maximizing harmony in the workplace.

ORM systematically reviews the findings of discrimination and works with the facilities to correct future behaviors. The introduction of the Civil Treatment Training for Managers has been made available in FY 2017. To date, there are 15 certified trainers who have trained 53 leaders at two training sessions conducted in Bedford, MA and Washington, D.C.

In 2017, ORM conducted 213 hours of training for 579 individuals related to findings of discrimination by EEOC or OEDCA. HPP created an extensive menu of trainings that began roll-out in FY 2017 to facilities across the nation in addition to its quarterly refresher trainings for Harassment Prevention Coordinator’s (HPC), managers, and employees in a format that delivers consistently across the VA. These trainings include: HPP Awareness, Civil Treatment, Fact-Finding, New Supervisory Training, and management training including CyberFeds Case Studies. ORM catalog offerings will continue to be delivered using Adobe Connect, brown bag and face-to-face. HPP have laid the foundation of ORM training partnerships with HR, the Privacy Office, and Union leadership as needed to assist managers in effectively and systematically responding to harassment allegations with confidence and effective techniques.

The HPP program received 395 reports of harassment and closed 212 cases. Thirteen (6 percent) of the reports resulted in a determination that harassment occurred and 16 pursued as EEO complaints. In FY 2017, HPP provided 36 face-to-face and remote trainings on Harassment Awareness for New Supervisors and Existing Staff; Differences Between EEO and Harassment Prevention; The EEO Process; and ELI Civil Treatment. More than 6,500 staff across the VA was trained.

HPP continues its proactive approach to improve EEO compliance in VA facilities by establishing relationships with local HPCs to ensure they are properly trained in how to address harassment. Direct interaction assists to expedite the completion of fact-finding and provides real-time technical support to HPCs and the managers they support.

² Source: <https://www.opm.gov/policy-data-oversight/senior-executive-service/basic-appraisal-system/>

VHA took measures to prevent unlawful discrimination through a variety of activities to promote EEO and the acceptance of diversity. During FY 2017, EEO/AEO personnel provided training to managers and supervisors upon request. EEO/AEO also provided training to 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 2017 for EEO professionals and other stakeholders (i.e., workforce planners, HR Management Staff, Education Coordinators, Special Emphasis Program Managers (SEPMs), etc.). EEO/AEO dispersed quarterly reports on ADR and targeted disability metrics which identified strategies for enhancement in order to keep the VISN and medical center directors abreast of their progress towards meeting FY 2017 goals. VHA ODI staff also supported the EEO Training Institute by conducting four virtual classes on Unconscious Bias, Micro-Inequities, The New VA Inclusion Quotient, and Generational Diversity in the Workplace.

VBA proactively prevented unlawful discrimination in FY 2017 by conducting annual self-assessments as well as providing training on D&I and EEO. In FY 2017, VBA's Office of Employee Engagement and Diversity conducted 7 sessions of Supervisory Management Training (SMT) and two sessions Advance Management Training (AMT) at VBA's Training Academy in Baltimore. The total number of VBA managers and supervisors that completed SMT and AMT in FY 2017 is 325. The training metrics used to evaluate SMT and AMT are training applicability, facilitators, and satisfaction, which had an average score of 90.

NCA's leadership participated in the mandatory EEO, Diversity & Inclusion, and Conflict Management training. 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.

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: pre-complaint to formal to closure. ORM continued to process counseling sessions below the requisite 30 days (28 days in FY 2017) and completed the pre-complaint process when ADR was elected on an average of 73 days, well below the EEOC requirement of 90 calendar days. Utilization of ADR resulted in an overall cost avoidance of \$43M with a resolution rate at 44 percent in FY 2017. To handle the caseload of formal complaints, VA ORM had a total of 178 agency and contract investigators assigned to its workload that completed a total of 2,163 investigations. ORM employed 52 agency investigators in FY 2017: 30 (58 percent) were full-time, and 22 (42 percent) part-time staff. ORM also employed 126 contract investigators in FY 2017: 73 (58 percent) part-time; 42 (33 percent) full-time; and 11 (9 percent) collateral duty employees. Of the 2,163 completed investigations, 63 percent (1,359) were timely.

In FY 2017, ORM received more than 4,533 pre-complaints for which- 61 percent of the complainants opted for ADR participation. ORM's resolution rate of 44 percent resulted in a VA-wide cost avoidance of more than \$43M that would have gone towards processing formal complaints. ORM's timely accept/dismiss decisions rate was 87 percent, and its timely investigations rate improved from 59 percent to 63 percent from 2016 to 2017.

Timely completion of investigations has been an ongoing challenge for VA. In FY 2017, ORM instituted several process improvements which resulted in a four percent increase in timeliness. Some of the process improvements include:

- 1) increased timeliness of accept/dismiss decisions;
- 2) reduced time between acceptance of complaint and assignment to an investigator and bundling case assignments and promoting use of on-site investigations;
- 3) implemented decentralized assignment;
- 4) increased timeliness of investigations by assigning a higher percentage of cases to ORM full and part-time staff;
- 5) increased performance standards;
- 6) cross-trained more staff to perform investigations;
- 7) authorized overtime;
- 8) held poor performing contractor's accountable – removed one vendor in FY 2017; and re-competed contracts and made new awards in June; and
- 9) hosted EEOC training on streamlining investigation of harassment complaints.

During FY 2017 decisions were issued, on average, within 65 days of receipt.

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 pre-complaints. The ADR election rate of pre-complaints in which both VA and the aggrieved person agree to participate in ADR remained unchanged from FY 2016. ADR is used for both EEO and non-EEO disputes with very positive results.

Table 2. ADR in EEO Process

	FY 2016	FY 2017
Contacts	4,982	4,533
Offers³	99%	99%
Participation⁴	61%	61%

Table 3. ADR Outcomes

	EEO		Non-EEO	
	FY 2016	FY 2017	FY 2016	FY 2017
Completed	3,063	2,784	1,424	1,429
Resolved	48%	43%	84%	86%

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 VSSC’s 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 2017, ORM executed actionable tasks to improve the Department through a series of interactive conference calls with the workforce, designed to solicit suggestions on ways to improve the Department’s processes and procedures. ORM’s District Office staff, who directly and indirectly manages the EEO process from every ORM office across the Nation, participated on the calls. As a result, over 100 staff members were engaged, and more than 35 staff-generated process improvements were implemented by the end of FY 2017. This resulted in improved notices to customers, more efficient internal case assignments, and faster transmission of documents and files to facilitate timely processing of complaints.

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

RESPONSIVENESS AND LEGAL COMPLIANCE: In FY 2017, ORM played a lead role in conducting training ordered in cases where discrimination was found. Additionally, ORM Compliance Specialists conducted a train-the-trainer, “Crafting Settlement Agreement Provisions”, training to ORM staff responsible for assisting the agency in creating settlement agreement language.

ORM is responsible for compliance monitoring of all findings and documenting that discipline was considered and if taken, what action was implemented. In FY 2017, there were 39 findings of discrimination involving 69 Responsible Management Officials (RMOs). In 37 cases, the Department was ordered to consider taking disciplinary action against the RMO. Ultimately, 23 RMOs received some form of disciplinary action while 12 RMOs received counseling (VA guidance does not consider counseling to be discipline). Eighteen RMOs retired or resigned prior to the consideration of disciplinary action. Management considered but took no disciplinary action against 16 RMOs. The number of claims based on Retaliation decreased from those reported in FY 2016 (from 27 to 24), while the number of claims based on Disability increased, from 16 in FY 2016 to 20 in FY 2017. The number of claims based on Sex decreased from nine in FY 2016 to eight in FY 2017. Harassment/Hostile Work Environment (Non-Sexual) remained the most cited claim in FY 2017, increasing slightly from 11 in FY 2016 to 13 in FY 2017. RA claims increased from eight in FY 2016 to 11 in FY 2017, while Retaliation per se claims decreased from nine in FY 2016 to seven in FY 2017. Sexual Harassment claims decreased from seven in FY 2016 to three in FY 2017, while Promotion/Non-Selection claims increased slightly from five in FY 2016 to seven for FY 2017, and Termination claims increased from four in FY 2016 to seven in FY 2017. ORM improved its compliance monitoring process in FY 2017 by instructing and holding facilities accountable for not just reporting what discipline is being considered/proposed, but what action was actually taken.

In addition, to increase rigor around the settlement process and establish a governance process, the Secretary of VA signed a memo requiring pre approval for monetary settlements valued at \$5,000 or more. ORM is the office within VA that is accountable for managing the pre-approval process, to include collecting, tracking, and analyzing data on the pre-approval process as well as settlements executed on workplace matters. These efforts are designed to create a managed program for settlements department-wide, where senior leaders are informed on what we are settling, why, and how the settlement terms were reached.

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

³ ADR offer rate represents the percentage of informal EEO complaints in which VA offers the aggrieved person an opportunity to participate in ADR versus traditional counseling.

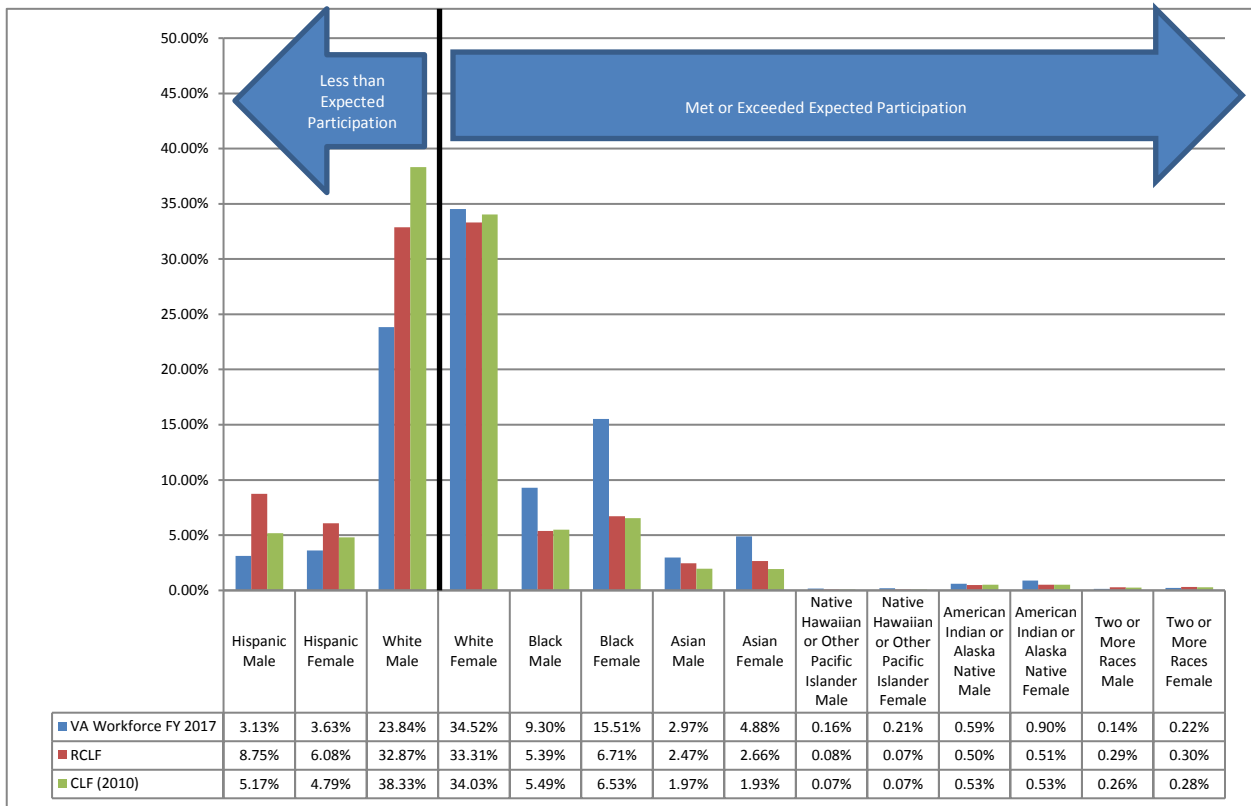
⁴ ADR participation rate represents the percentage of informal EEO complaints in which both VA and the aggrieved person agree to participate in ADR.

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)⁵ 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 participation in all areas except for White and Hispanic males and Hispanic females. While the overall participation of most demographic groups increased in FY 2017, the proportional participation of Hispanic males decreased marginally from 3.19 percent to 3.13 percent. The proportional participation of Hispanic females stayed the same at 3.63 percent. Also, the proportional participation of White males decreased from 24.19 percent to 23.84 percent.

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

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



CLF includes all occupations and RCLF is limited to VA occupations in VA proportions. The 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 2017 was 1.73 percent, or 6,414 employees. At the end of FY 2017, VA's workforce totaled 377,307 employees, including 18,891 temporary employees⁶.

⁵ VA corrected the RCLF computation to align with EEOC guidance. The RCLF methodology no longer weighs 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.

⁶ This figure includes intermittent employees, so it is greater than the figure in Part B of this report which excludes intermittent employees.

Hispanic males and females, White males and females, Black males, and American Indian or Alaska Native males and females have a net change/growth rate below that of the overall workforce. Hispanic males, Hispanic females, and White males had less than expected participation rates (compared with the RCLF) and experienced growth rates of -0.03 percent, 1.68 percent, and 0.25 percent, respectively. White females, Black males, and American Indian or Alaska Native males and females experienced growth rates of 1.48 percent, 1.38 percent, 0.00 percent, and 1.49 percent, respectively and still exceeded their expected participation. 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 participation. Table 4 provides the net changes for the total workforce by Race, Ethnicity, and Gender (REG) group.

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	
		male	female	male	female	male	female	male	female	male	female	male	female	male	female
Net Change	1.73%	-0.03%	1.68%	0.25%	1.48%	1.38%	3.88%	3.70%	4.52%	9.73%	11.74%	0.00%	1.49%	-0.19%	2.73%

** 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.

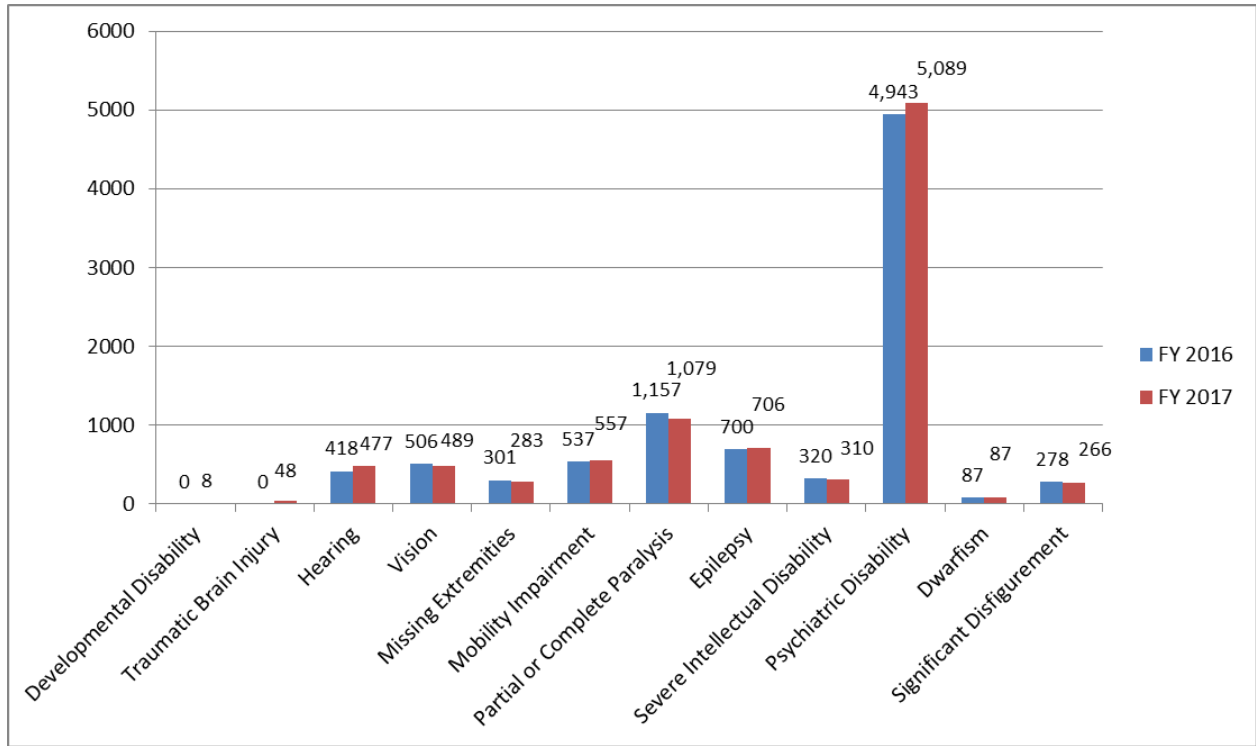
Targeted Disabilities

In addition to examining the workforce by REG, we also reviewed the data for IWTDS. The participation of IWTDS (permanent and temporary) stayed the same at 2.49 percent. The net change for this group's population was 1.64 percent, compared to 1.76⁷ percent for the total VA workforce. Permanent employees with targeted disabilities decreased from 2.51 percent in FY 2016 to 2.49 percent of the VA permanent workforce in FY 2017. Approximately 64 percent of VA's employees with targeted disabilities are Veterans.

According to Figure 2, from FY 2016 to FY 2017, there was an increase in IWTDS who self-identified as having a psychiatric disability. Individuals with psychiatric disabilities grew at a rate of 2.95 percent and are the largest component (54.14 percent) of IWTDS. The number of employees who identified as having a psychiatric disability increased from 4,943 in FY 2016 to 5,089 in FY 2017. This group also had the highest involuntary separation rate of all IWTDS groups. Many of these employees are disabled Veterans. The separation rate for permanent IWTDS is of particular concern. Although they represented 2.51 percent of the permanent workforce at the beginning of FY 2017, their voluntary separation rate during the fiscal year was 3.14 percent, and their involuntary separation rate was 7.18 percent. This high separation rate does impact VA's efforts to maintain its two percent or higher onboard goal for IWTDS.

⁷ There is a slight difference in the mechanism for counting the workforce between the disability table and the REG table.

Figure 2. Comparison of Targeted Disabilities by Type of Disability

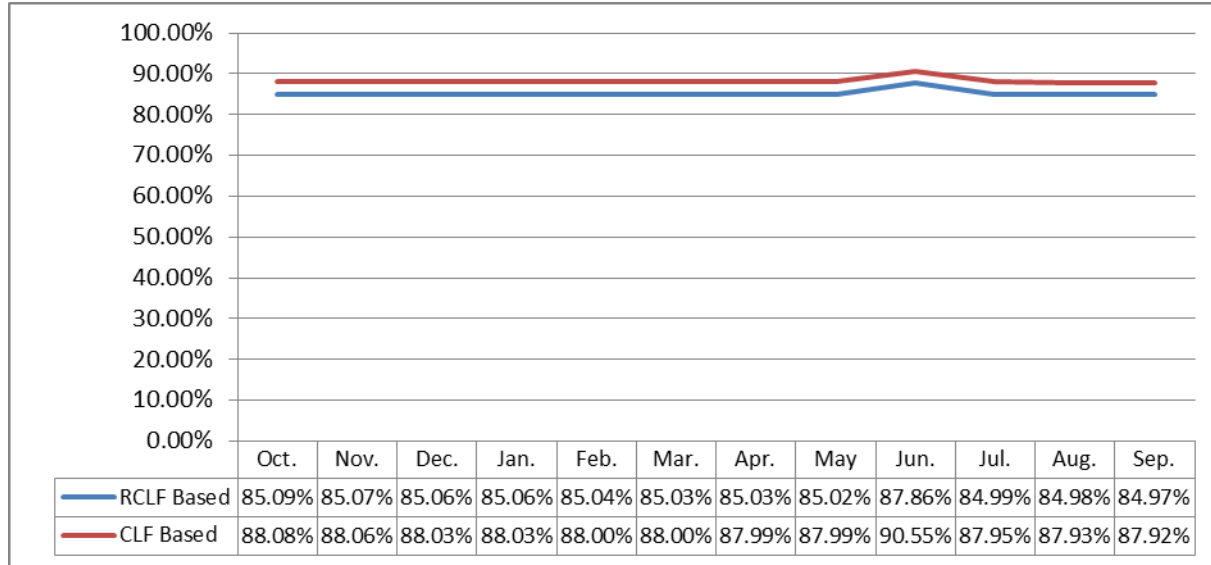


VA exceeded the two percent goal for IWTDS for more than 36 consecutive months. This is partly due to the continued commitment of the VA Secretary for maintaining the two percent onboard goal and the three percent hiring goal for this group. While VA continues to increase in its employment of IWTDS, the one area that continues to struggle is RA. In FY 2017, RA was one of the top two issues stated in EEO complaints for the Department, indicating the importance of focusing additional resources and attention on the overall RA Program. Corrective strategies will focus on: 1) Increasing dedicated staff to oversee the Disability Employment, RA, and Selective Placement Programs; 2) Continuing to work to build a short-term SharePoint solution and long-term Enterprise Case Management System for Departmental tracking and reporting on RA requests that is consistent with VA's requirements and budget constraints; 3) Updating VA's RA procedures to address any challenges in the current process and ensure Personal Assistance Services (PAS) is covered in the new procedures; 4) Continuing to train HR, managers, and employees on the use of VA's updated RA procedures; and 5) Improving advancement opportunities as part of a retention strategy.

Diversity Index

The Diversity Index provides leadership with the capability to quickly view how well their EEO program is performing versus relying on a series of 28 analytical tables to interpret. The *Diversity Index* measures the convergence of an organization's aggregate workforce participation 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 participation by REG with the corresponding participation 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. 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 2017 Diversity Index



Barrier Analysis

The EEOC guidance regarding barriers to full participation refers to the indication of a possible barrier as a “trigger.” VA is excited to announce that it has overcome the barrier White females faced in the agency. For more detailed information, the analysis is provided in the Part I section of this report. VA has identified five primary triggers in its barrier analysis, which are addressed in Part I of this report.

The five 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 3.13 percent of the permanent and temporary workforce and Hispanic females represent 3.63 percent, whereas Hispanic males represent 8.75 percent of the RCLF and 5.17 percent of the CLF and Hispanic females represent 6.08 percent and 4.79 percent, respectively. The net change for Hispanic males (-0.03 percent) and females (1.68 percent) was below the net change for the total workforce (1.73 percent), meaning that Hispanic males and females are growing at a rate less 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 23.84 percent (72.53 percent of the RCLF of 32.87 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 promotion rates for White Females, Black Males and Females, Asian Males and Females, Native Hawaiian or Other Pacific Islander Males, and American Indian or Alaska Native Females:** White females 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 those levels. Black females experienced low promotion rates at the entry and journeyman levels. Asian and American Indian or Alaska Native females experienced low promotion rates at the entry level. Asian and Black males experienced low promotion rates at the senior level. Native Hawaiian or Other Pacific Islander males experienced low promotion rates at the journeyman and senior levels. A more detailed analysis is provided in Part I of this report.
- 4. High volume of discrimination complaints:** VA’s percentage of the workforce filing pre-complaints decreased from 1.32 percent to 1.22 percent from FY 2016 to 2017 (slightly higher than the 2014 government-wide average of 1.10 percent); and the formal filing rate decreased from 0.70 percent to 0.68 percent (higher than the government-wide average of 0.50 percent). In FY 2017, the number of findings of discrimination for VA decreased (40 in FY 2016 and 39 in FY 2017).

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.

5. **Less than expected participation in the SES Cadre (permanent):** With the exception of White and American Indian or Alaska Native males, all the other REG groups fall below their expected participation. The participation of White men (49.32 percent) is more than double the expected participation (22.41 percent). It most likely serves as the catalyst for the less than expected participation for the other demographic groups.

Table 6. SES Demographics

FY 2017	Hispanic		White		Black or African American		Asian		Native Hawaiian or Other Pacific		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	2.72%	0.54%	49.32%	30.79%	6.81%	5.45%	1.09%	1.36%	0.00%	0.00%	0.82%	0.82%	0.27%	0.00%
GS 14 & 15 feeder pool	2.26%	1.65%	42.30%	31.73%	6.36%	9.23%	2.96%	2.05%	0.04%	0.10%	0.55%	0.48%	0.14%	0.13%
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 2017 Permanent Workforce	2.90%	3.86%	22.41%	36.86%	7.23%	16.38%	2.98%	5.13%	0.15%	0.22%	0.54%	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

American Indian or Alaska Native males did quite well compared with the three benchmarks. A more detailed trigger and barrier analysis is provided in Part I of this report.

6. **Attitudinal barriers in the Leadership VA 2017 selection process:** Black men and women, and Native Hawaiian/Pacific Islander women are experiencing barriers in the competitive selection process for the Leadership VA training program. A more detailed analysis is provided in Part I of this report.

Summary of Planned Activities for FY 2018

The following list summarizes the planned activities laid out in Part H, I, and J for FY 2018 to eliminate identified barriers or correct program deficiencies.

- VA will enhance the VSSC analytical applications to accommodate new EEOC MD-715 format requirements; parts, G, H and I, and Workforce Tables to support the FY 2018 program year.
- VA will begin developing a project plan to replace and modernize the antiquated VSSC workforce analysis and MD-715 reporting capabilities, which will be integrated with the HR*Smart system by FY 2022.
- VA will develop plans to realign and repurpose EEO managers in the field in accordance with ORM's District model to support the Department's D&I oversight program (e.g. barrier analysis, Individuals with Disabilities Program, RAs, etc.).
- VA will endeavor to create the model civil rights organization with offices that collaboratively share efforts in compliance with EEOC directive on reporting structure.
- VA will streamline and standardize VHA's merit promotion plan to be used for its field offices and improve alignment with the Department policy.
- VA will improve performance management and have ongoing communications between staff and leadership to receive timely feedback, rather than retroactively at the end of the year.
- VA will continue to improve its new case management system, and new intake and triage for EEO complaints.
- VA will provide ongoing Civility in the Workplace and Bystander training VA-wide.
- VA will complete development of an upgraded Reasonable Accommodation Tracking System VA-wide.
- VA will finalize implementation of the updated Reasonable Accommodation Policy Handbook VA-wide.

CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Peter J. Shelby, Assistant Secretary for Human Resources and Administration, am the

Principal EEO Director/Official for Department of Veterans Affairs

(Insert Agency/Component Name above)

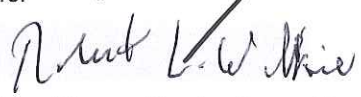
The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for 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.




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





4/3/2018
Date






Signature of Agency Head or Agency Head Designee

4/11/18
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		EEO policy statements are up-to-date.	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	
1. The Agency Head was installed on February 13, 2017. The EEO policy statement was issued on July 5, 2017. 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		EEO policy statements have been communicated to all employees.	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	
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	Agency EEO policy is vigorously enforced by agency 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	
 Measures				
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		
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		
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		
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		
<p>Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.</p> <p>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's Office of Accountability Review ensures leadership is held accountable for improprieties related to patient scheduling and access to care, whistleblower retaliation and related matters that impact public trust in VA.</p>				
18. Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		X		
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	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	
 Measures				
	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 2 nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?			VA does not have 2 nd level reporting components.
	24. If the agency has 2 nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?			VA does not have 2 nd level reporting components.
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 Compliance Indicator	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	
 Measures				
	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	
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	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
 Measures		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	VA began refocusing efforts to realign and repurpose EEO Specialist at the Department Level.
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	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
 Measures		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		VA began refocusing efforts to realign and repurpose EEO Specialist at the Department Level.
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. 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	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
 Measures		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	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
 Measures		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	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
 Measures		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.				





In FY 2017, there were 39 findings of discrimination involving 69 RMOs. In 37 cases, the Department was ordered to consider taking disciplinary action against the RMO. Ultimately, 23 RMOs received some form of disciplinary action while 12 RMOs received counseling (VA guidance does not consider counseling to be discipline). Eighteen RMOs retired or resigned prior to the consideration of disciplinary action. Management considered but took no disciplinary action against 16 RMOs.



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	Reference action plan for Question #75 in Part H







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	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
 Measures		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	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
 Measures		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	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	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	
 Measures				
	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	Reference action plan for Question #38 in Part H
	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 accurately and is unsure as to whether it's meeting the 90 percent threshold.
 Compliance Indicator	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		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	
 Measures				
	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	<p style="text-align: center;">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.</p>	<p style="text-align: center;">Measure has been met</p>		<p style="text-align: center;">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</p>
 Measures				<p style="text-align: center;">Yes</p>
<p>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?</p>		X		
<p>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?</p>		X		
<p>91. After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?</p>		X		
<p>92. Does the responsible management official directly involved in the dispute have settlement authority?</p>			X	<p>MD-110 states that the RMO cannot serve as the settlement official. VA is in compliance with MD-110.</p>
 Compliance Indicator	<p style="text-align: center;">The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</p>	<p style="text-align: center;">Measure has been met</p>		<p style="text-align: center;">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</p>
 Measures				<p style="text-align: center;">Yes</p>
<p>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?</p>		X		
<p>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)?</p>		X		
<p>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?</p>			X	<p>Reference action plan for Question #38 in Part H</p>
<p>96. Do the agency's EEO programs address all of the laws enforced by the EEOC?</p>		X		
<p>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?</p>		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	<p style="text-align: center;">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.</p>		<p style="text-align: center;">Measure has been met</p> <p>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</p>
 Measures			Yes
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?			N/A

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		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	
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		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	
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.				
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, Defense Finance and Accounting Service, 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		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	
Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.				
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 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Q29. 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)]	
OBJECTIVE 1:	Collaborate with HR to review management/personnel policies, procedures and practices	
RESPONSIBLE OFFICIAL:	Assistant Secretary for Human Resources and Administration Acting Deputy Assistant Secretary for Diversity and Inclusion Deputy Assistant Secretary for Human Resources Management	
DATE OBJECTIVE INITIATED:	10/01/2015	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	04/30/2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Prepare memo for ASHRA's signature to require OHRM and CSEMO to include ODI in all policy reviews to ensure absence of systemic barriers to EEO.		04/30/2018
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 2017	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<p>Q33 and 36. Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed? 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</p> <p>The Department-Level Individuals with Disabilities Program is currently understaffed. Currently, there is one individual serving as the National Program Manager for Individuals with Disabilities, who also serves as the National RA Coordinator as well as the National Selective Placement Program Coordinator. There needs to be delineation of tasks and additional resources to provide policy and guidance to the field regarding hiring, providing RAs to employees and applicants, and retaining employees with disabilities. The number one issue cited in EEO complaints for VA in FY 2017 was RAs; therefore, more attention and staff needs to be dedicated to this program to ensure training and awareness is provided to supervisors and employees regarding RA. With the current bandwidth, it is unrealistic to rely on one resource to manage effectively and provide oversight for the many areas of disability employment.</p>		
OBJECTIVE 2:	Ensure that the Individuals with Disabilities Program is sufficiently staffed at the Departmental-Level for effective and efficient program management.		
RESPONSIBLE OFFICIAL:	Acting Deputy Assistant Secretary for Diversity and Inclusion Deputy Assistant Secretary for Resolution Management Assistant Secretary for Human Resources and Administration		
DATE OBJECTIVE INITIATED:	12/01/2017		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2019		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)	
Dedicate a minimum of five full-time staff members to oversee the Departmental Disability Employment Program to ensure sufficient staffing in the areas of outreach, recruitment, career progression, retention, and RAs.		07/01/2018	
Assign the Selective Placement Program Coordinator to a VACO office that specializes in HR Staffing. <i>**Schedule A, Veterans Hiring, and other special hiring authorities are the specialty of HR staffing professionals and should not be overseen by individuals from EEO without a background or training in HR staffing.</i>		07/01/2018	
Realign/Repurpose EEO Specialist in the field per ORM's District model.		09/30/2019	
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 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	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 3:	Collaborate with HR and Administrations to update VA Directive 5005, Merit Promotion Policies and Procedures, as appropriate in accordance with VA Policy for Policy Review and Update procedures (every 5 years).	
RESPONSIBLE OFFICIAL:	Assistant Secretary for Human Resources and Administration Acting Deputy Assistant Secretary for Diversity and Inclusion Deputy Assistant Secretary for Human Resources Management	
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)
Update the Merit Promotion Handbook 5005-90, Staffing Procedures regarding the Selection, Appointment, and Movement of Pathways Programs in accordance with VA Policy for Policy Review and Update procedures (every five years).		03/01/2017 Completed
Request inclusion on VA's new HR Council to ensure collaboration with HR leadership.		09/30/2017 Completed
Prepare memo for ASHRA's signature to require OHRM and CSEMO to include ODI in all policy reviews to ensure absence of systemic barriers to EEO.		04/30/2018
Include and ensure OHRM is represented at quarterly MD-715 stakeholders meetings.		09/30/2018
Streamline and standardize VHA's merit promotion plan to be used for its central office and VHA field offices.		09/30/2019
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
VA updated its Merit Promotion Handbook 5005-90, Staffing Procedures regarding the Selection, Appointment, and Movement of Pathways Programs in accordance with VA Policy for Policy Review and Update procedures (every five years)		

EEOC FORM 715-01 PART H		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Veterans Affairs		FY 2017	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	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 4:	Collaborate with HR to conduct analyses of the Employee Recognition and Awards Program.		
RESPONSIBLE OFFICIAL:	Acting Deputy Assistant Secretary for Diversity and Inclusion Deputy Assistant Secretary for Human Resources Management		
DATE OBJECTIVE INITIATED:	01/07/2010		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	07/31/2019		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)	
Review the Secretary's Honor and Non-monetary Awards Policy to identify any barriers in EEO.		09/30/2017 Completed	
Request inclusion on VA's new HR Council to ensure collaboration with HR.		09/30/2017 Completed	
Prepare memo for ASHRA's signature to require OHRM and CSEMO to include ODI in all policy reviews to ensure absence of systemic barriers to EEO.		04/30/2018	
Conduct semi-annual meetings with OHRM specialists conducting the reviews and audits of annual performance awards.		09/30/2018	
Work with OHRM to review the Employee Recognition Awards Program policy for VACO. <i>**Due to limitations in staffing, the target date was extended.</i>		07/31/2019	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
VA ODI collected data on the number of Secretary Honorary Awards for 2017; however, demographic data on the awardees was not collected.			

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Department of Veterans Affairs		FY 2017	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Q75: Are 90 percent of accommodation requests processed within the time frame set forth within the agency procedures for reasonable accommodation?		
OBJECTIVE 5:	Establish and deploy a VA-wide centralized RA system to track timely processing of RA requests accurately.		
RESPONSIBLE OFFICIAL:	Assistant Secretary for Human Resources and Administration Acting Deputy Assistant Secretary for Diversity and Inclusion Deputy Assistant Secretary for Resolution Management		
DATE OBJECTIVE INITIATED:	06/08/2010		
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2019		
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)	
Implement a simple spreadsheet (developed by VHA) to record all subsequent data concerning RA.		01/03/2017 Completed	
Receive all RA records from VA components.		01/31/2018	
Monitor timeliness and denial rates and provide quarterly feedback to the subcomponents.		03/01/2018	
Hold quarterly conference calls with Local Reasonable Accommodation Coordinators (LRACs) to provide training and answer questions.		04/01/2018	
Conduct monthly virtual training for LRACs and EEO in each VA subcomponent.		04/01/2018	
Develop or procure a replacement enterprise-wide IT solution for Reasonable Accommodation Compliance System (RACS) that is consistent with VA's requirements and budget constraints.		09/30/2018	
Establish policy and procedures to ensure the disability accommodation decisions/actions are in compliance with written procedures, once the realignment/repurposing of staff occurs.		09/30/2019	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			
<p>Each LRAC is responsible for ensuring they are processing each RA request in accordance with Federal and VA RA processing timelines. In FY 2016, in lieu of a cancelled tracking system, VA implemented the tracking spreadsheet and has only recently received the full reporting for FY 2017. VA is in the process of creating a secure SharePoint RA tracking system which is in the finalization and testing stages. Once completed, this system will be utilized enterprise-wide to be implemented in the second quarter of FY 2018. This system will allow LRACs to actively manage and track RA requests and import data from the previous spreadsheet. This system will be used until a permanent system (a Departmental platform which has already been procured and is in the developmental phases to be implemented in FY 2019 to 2020) is instituted. The SharePoint system will provide the capability to transition the data seamlessly to the new enterprise-wide system.</p>			

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Veterans Affairs		FY 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Q84: Does the agency complete the investigations within the applicable prescribed time frame?	
OBJECTIVE 6:	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:	Deputy Assistant Secretary for Resolution Management	
DATE OBJECTIVE INITIATED:	09/23/2013	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Implement a process to send/receive files using a software application that transmits documents securely through a secure portal (U.S. Army Aviation and Missile Research Development and Engineering Center (AMRDEC)).		10/15/2017
Modernize operations by consolidating its Contract Investigator cell and part-time Investigator cells to become one fully functional unit.		12/31/2017
Improve procedures for requesting extensions of investigation timeframes when necessary.		03/31/2018
Streamline the investigative report to improve timeliness while maintaining quality.		03/31/2018
Review and modify procedures for the review and release of completed investigations to improve quality and timeliness.		03/31/2018
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.		09/30/2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>ORM developed a plan to avoid sanctions for untimely investigations during the second quarter of FY 2017 and briefed it to the EEOC during VA's Annual Technical Assistance Review in May 2017.</p> <p>ORM improved controls around EEO investigations in FY 2017 by increasing the timeliness of investigations and by: reducing time between acceptance of complaint and assignment to an investigator, bundling case assignments and promoting use of on-site investigations, decentralized assignment process, assigned a higher percentage of cases to ORM full and part-time FTEs, increased performance standards, cross-trained more staff to perform investigations, authorized overtime and held poor performing contractors accountable...removed one vendor in FY 2017, re-competed contracts in May 2017, and made new awards in June 2017.</p> <p>Utilizing ADR at the pre-complaint stage, ORM's timely accept/dismiss decisions rate was 87 percent and its timely investigations rate improved from 59 percent to 63 percent from 2016 to 2017.</p> <p>EEOC provided training to ORM on streamlining investigation of harassment complaints (July 2017).</p> <p>ORM began streamlining accept/dismiss on harassment claims and increased timeliness of Accept/Dismiss decisions.</p>		

EEOC FORM 715-01 PART H	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Veterans Affairs		FY 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Q85. When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?	
OBJECTIVE 7:	Issue final decisions within 60 days of complainant request.	
RESPONSIBLE OFFICIAL:	Acting Deputy Assistant Secretary for Diversity and Inclusion Deputy Assistant Secretary for Resolution Management Director of the Office of Employment Discrimination Complaint Adjudication	
DATE OBJECTIVE INITIATED:	10/01/2012	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	09/30/2019	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)
Streamline FAD decision formats.		09/30/2017 Completed
Triage and prioritize cases where a complainant requests a FAD.		09/30/2018
Increase OEDCA's attorney production "Fully Successful" metric by 10 percent for FY 2018 to address increased docket.		09/30/2019
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>VA OEDCA continues to streamline FAD decision formats.</p> <p>OEDCA received 1,229 requests for decisions, a 12 percent increase from FY 2016. OEDCA closed 1,071 cases during the rating period, a 9 percent increase from FY 2016. Decisions were issued on average, within 65 days of receipt.</p> <p>VA OEDCA's ability to increase staff was hampered and will continue to be hampered by hiring freezes.</p>		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Veterans Affairs	FY 2017	
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.	<p>The first indication of a possible barrier was the disparity in the participation rate of HMs and HFs in VA as indicated in Workforce Data Table A1. Within VA, HMs represented 3.13 percent of the permanent and temporary workforce and HFs represented 3.63 percent, whereas HMs represented 8.75 percent of the RCLF and 5.17 percent of the CLF and HFs represented 6.08 percent and 4.79 percent, respectively. The net change for HMs (-0.03 percent) and HFs (1.68 percent) was below the net change for the total workforce (1.73 percent). HFs grew at a rate below that of the total workforce, whereas the HM workforce decreased in size by 0.03 percent.</p> <p>In VHA, HMs represented 3.05 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 6.09 percent. However, the net change for HMs (-0.25 percent) was below the net change for VHA's total workforce (1.79 percent) while HFs (1.81 percent) were above it; which means HMs were not growing at a rate above that of VHA's total workforce while HFs were above the rate. A negative net change means that the total workforce decreased since FY 2016.</p> <p>In VBA, HMs represented 3.23 percent of the permanent and temporary workforce and HFs represented 2.75 percent, whereas HMs represented 4.09 percent of the RCLF and HFs represented 7.25 percent. However, the net change for HMs (6.79 percent) was above the net change for VBA's total workforce (3.51 percent) while HFs (1.77 percent) were below it; which means HMs were growing at a rate above that of VBA's total workforce while HFs were below the rate.</p> <p>In NCA, HMs represented 7.52 percent of the permanent and temporary workforce and HFs represented 1.71 percent, whereas HMs represented 10.02 percent of the RCLF and HFs represented 5.45 percent. The net change for HMs (-6.00 percent) and HFs (-3.51 percent) was below the net change for the total workforce (0.59 percent), meaning that HMs and HFs were growing at a rate below that of NCA's total workforce. A negative net change means that the total workforce decreased since FY 2016.</p> <p>In VACO, HFs represented 1.82 percent of the permanent and temporary workforce and 5.07 percent of the RCLF. The net change for VACO HFs (-2.90 percent) was below the net change for VACO's total workforce (-2.62 percent), meaning that HFs were growing at a rate below that of the total workforce. A negative net change means that the total workforce decreased since FY 2016. The less than expected participation VA-wide prompted a review of Tables A4-1, A6, A8, and A14.</p> <p>Table A4-1 revealed less than expected participation in the</p>	

following permanent GS grades for HMs when compared to their participation in the total permanent workforce (2.90 percent): GS-8 (HM: 2.82 percent), GS-11 (HM: 2.29 percent), GS-12 (HM: 2.52 percent), GS-13 (HM: 1.86 percent), and GS-14 (HM: 2.11 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: 3.41 percent), GS-10 (HF: 2.94 percent), GS-12 (HF: 3.42 percent), GS-13 (HF: 2.95 percent), GS-14 (HF: 2.10 percent), and GS-15 (HF: 2.26 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 16 (Police, 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, Equal Employment Opportunity, Miscellaneous Administration and Program, Program Management, Financial Administration and Program, Practical Nurse, Nursing Assistant, Diagnostic Radiologic Technologist, Medical Records Technician, General Attorney, 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 (2.46 percent) was below their participation in the RCLF (8.73 percent) and the hiring rate for HFs (3.19 percent) was below their participation in the RCLF (6.15 percent). Further analysis of applicant flow data is necessary to isolate the barrier(s).

We also reviewed promotion rates for HMs and HFs. HMs experienced low promotion rates at the entry (grades 3 thru 8) and senior levels (grades 13 thru 15) when compared to the overall promotion rate at each level. The promotion rate for HMs at the entry level was 13.65 percent while the overall promotion rate at the entry level was 13.88 percent. The promotion rate for HMs at the senior level was 5.32 percent while the overall promotion rate at the senior level was 5.66 percent.

HFs experienced low promotion rates at the journeyman level (grades 9 thru 12) and senior level when compared to the overall promotion rate at each level. The promotion rate for HFs at the journeyman level was 22.24 percent while the overall promotion rate at the journeyman level was 23.75 percent. The promotion rate for HFs at the senior level was 5.08 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 high involuntary separation rate of 3.90 percent when compared to their

	workforce participation rate of 3.18 percent. Preliminary analysis indicates of HMs and HFs who provided their demographic information and were referred to the selecting official, 1.04 percent and 0.87 percent were selected for a position, respectively. Their selection rates were 77.93 percent (HMs), and 64.61 percent (HFs) of the White females selection rate of 1.34 percent. This indicates a barrier does exist in the qualification/selection process.
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	The cause of the less than expected participation rate for HMs and HFs is unknown. Examination of the policies, procedures, and practices impacting the hiring, retention, and separation processes is needed.
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Refine the applicant flow system to identify potential barriers in the recruitment and selection process.</p> <p>Review the hiring and promotion policies, procedures and practices.</p> <p>Eliminate, when possible, any barriers to equal opportunity.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Secretary for Human Resources and Administration</p> <p>Deputy Assistant Secretary for Human Resources Management</p> <p>Acting Deputy Assistant Secretary for Diversity and Inclusion</p> <p>Other Administration HR Officials</p>
<p>DATE OBJECTIVE INITIATED:</p>	09/30/2009
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	09/30/2021

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	
VA will administer mentoring (formal and informal) programs to promote career development, retention, and upward mobility within the VA workforce.	09/30/2018	
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.	09/30/2018	
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.	09/30/2018	
ODI will update its Recruitment and Selection guide to promote best practices in EEO in the hiring process.	09/30/2018	
VA ODI will initiate a pilot program to survey selecting officials with regard to the applicant selection process.	06/30/2019	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>VA was showcased as employer of choice at the League of United Latin American Citizens (LULAC) Emerge Conference Career Expo in February 2017.</p> <p>VA was showcased as employer of choice at the Hispanic Bar Association of the District of Columbia Career Fair in March 2017.</p> <p>In partnership with VHA's Workforce Management and Consulting staff, ODI participated in the Career Advancement Exhibit showcase at the National Hispanic Medical Association in May 2017.</p> <p>VA ODI staff conducted a workshop on Creating and Cultivating Cultural Competence at the LULAC Expo/Federal Training Institute (FTI) in July 2017.</p> <p>VA ODI staff participated in the LULAC FTI Partnership for the Senior Executive Service Roundtable and Speed Mentoring and the Leaders Roundtable and Speed Mentoring sessions in September 2017.</p> <p>VA implemented and/or executed the following (2) MOUs as it relates to the SOAR Program: University of Maryland University College (UMUC), and George Mason University (GMU).</p> <p>VA participated in quarterly activities in accordance with the MOUs for Florida International University (FIU), Valencia University, and UMUC.</p> <p>In FY 2017, VA ODI continued to:</p> <ul style="list-style-type: none"> • execute outreach/communications with Hispanic Employment Program Managers (HEPMs) Department-wide; • 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; • 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; 		

- utilize the 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;
- exercise the MOU with Federally Employed Women (FEW) National Leadership to partner with community organizations to increase the participation of HFs in grades GS-8 and above;
- 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.; and
- 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.

VA developed an analytical tool to calculate retention rates of new hires by several data dimensions (e.g. REG, disability stage, age, etc.). This tool 1, 2, 3, 5, and 10 year retention rates by fiscal year of hire.

EEOC FORM 715-01 PART I	<p align="center"><i>U.S. Equal Employment Opportunity Commission</i> FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</p>	
<p>Department of Veterans Affairs</p>	<p align="right">FY 2017</p>	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Less than Expected Participation for White Males</p> <p>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).</p> <p>**This barrier statement is included in Part I because the statistics revealed a trigger due to less than expected participation for WMs. However, in light of limited resources, VA is focusing on those historically underrepresented groups.</p>	
<p>BARRIER ANALYSIS 2:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The first indication of a possible barrier was the disparity in the participation rate of WMs in VA as indicated in the Workforce Data Table A1. In VA, WMs represented 23.84 percent of the permanent and temporary workforce, whereas WMs represented 32.87 percent of the RCLF and 38.33 percent of the CLF. The net change for WMs (0.25 percent) was below the net change for the total workforce (1.73 percent), meaning that WMs were growing at a rate below that of the total workforce. Compared with the FY 2016 growth rate (1.35 percent), WMs grew even slower in FY 2017.</p> <p>In VHA, WMs represented 22.50 percent of the permanent and temporary workforce, whereas WMs represented 32.87 percent of the RCLF. The net change for WMs in VHA (0.09 percent) was below the net change for VHA's total workforce (1.79 percent), meaning that WMs were growing at a rate below that of VHA's total workforce.</p> <p>The less than expected participation VA-wide prompted a review of Tables A4-1, A6, A8 and A14.</p> <p>Table A4-1 revealed less than expected participation in the following permanent GS grades for WMs when compared to their participation in the total permanent workforce (22.41 percent): GS-3 (WM: 18.08 percent), GS-4 (WM: 18.94 percent), GS-5 (WM: 14.14 percent), GS-6 (WM: 15.50 percent), GS-7 (WM: 20.86 percent), GS-8 (WM: 18.54 percent), and GS-11 (WM: 18.81 percent). Further analysis of applicant flow of WMs at the identified grades is necessary to pinpoint any potential barriers that may exist.</p> <p>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.</p> <p>Table A8 revealed that the hiring distribution for WMs (22.99 percent) was below their participation in the RCLF (32.51 percent) – permanent and temporary workforce. Further analysis of applicant flow data is necessary to pinpoint any potential barriers. However, further analysis revealed WMs hired into GS-13 to 15 permanent positions are being hired at a rate 53 percent higher than those hired at the GS-1 to 12</p>	

	<p>positions.</p> <p>In reviewing Table A14, WMs had a voluntary (26.65 percent) and involuntary separation rate (26.49 percent) in the permanent workforce that was higher than their workforce participation rate (23.89 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.</p> <p>The high resignation rate for WMs prompted a review of exit surveys. In FY 2017, WMs made up 21.11 percent of those who completed the survey. The top four reasons stated for leaving VA among WMs that completed the survey were normal retirement (22.36 percent), advancement – unique opportunity elsewhere (18.04 percent), advancement – lack of opportunity, etc. (8.92 percent), and attend school (6.72 percent). After leaving VA, 20.51 percent stated they were planning to take a position in private industry or going into business on their own, and 17.42 percent stated they were transferring to a position in another Federal agency. Also, WMs were generally satisfied with the number of opportunities for promotion. Only 32.92 percent of WMs responded negatively to that question.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>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.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Refine the applicant flow system (i.e. USA-Staffing model Update) 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.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Secretary for Human Resources and Administration Deputy Assistant Secretary for Human Resources Management Acting Deputy Assistant Secretary for Diversity and Inclusion Other Administration HR Officials</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>11/01/2016</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2019</p>

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 review three year trend (FY 2015, FY 2016, and FY 2017) applicant flow data of WM at the entry, journeyman, and senior levels to identify any patterns or systemic barriers in the applicant flow process.	09/30/2018	
ODI will review and analyze three year trend data on onboard, hires, and losses of WM.	09/30/2018	
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. <i>**VA is one of several federal agencies collaborating with OPM to identify new improvements to the OPM USA-Staffing Cognos (applicant flow) system, which is system of record for future applicant flow analysis.</i>	09/30/2019	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

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Department of Veterans Affairs	FY 2017	
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 WF's fell below their expected rates. The hire participation for WF's was 31.48 percent compared to its expected participation of 33.60 percent. WF's 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:	Assistant Secretary for Human Resources and Administration Deputy Assistant Secretary for Human Resources Management Acting Deputy Assistant Secretary for Diversity and Inclusion VA Learning University Other Administration HR Officials	
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)	
VA will continue to conduct targeted diversity outreach and developmental activities and market VA as an Employer of Choice by leveraging the SOAR Program with two universities in the states of Virginia and Maryland: George Mason University and University of Maryland University College.	09/30/2017 Completed	
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 participation in grades GS-13 and above.	09/30/2017 Completed	
VA will continue to conduct targeted employment outreach and developmental activities and market VA as an Employer of Choice by leveraging the SOAR Program with local junior colleges (Northern Virginia Community College) and military installations (Ft. Belvoir) to increase participation amongst WFs in grades GS-3 to GS-8.	09/30/2017 Completed	
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 Completed	
ODI will collaborate with OHRM and CSEMO annually to review policies, procedures and practices impacting hires/selections.	09/30/2017 Completed	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
In FY 2017, the hiring rate for WF (34.73 percent) exceeded its benchmark (33.55 percent).		

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Department of Veterans Affairs	FY 2017	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Low Promotions for White Females, Black Males and Females, Asian Males and Females, Native Hawaiian or Other Pacific Islander Males, and American Indian or Alaska Native Females when comparing the promotion participation rates with the average participation rates.</p> <p>VA experienced low promotion rates in GS grades for WFs, Black Males (BMs), 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).</p>	
<p>BARRIER ANALYSIS 4:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Upon further analysis of the promotion rates for WFs, AMs, and AFs, the following observations are provided below.</p> <p>WFs experienced low promotion rates at the entry level (grades 3 thru 8), the journeyman level (grades 9 thru 12) and senior level (grades 13 to 15) when compared to the overall promotion rate at those levels. The promotion rate for WFs at the entry level was 12.38 percent while the overall promotion rate at the entry level was 13.88 percent. The promotion rate for WFs at the journeyman level was 20.86 percent while the overall promotion rate at the journeyman level was 23.75 percent. The promotion rate for WFs at the senior level was 5.45 percent while the overall promotion rate at the senior level was 5.66 percent.</p> <p>BMs experienced low promotion rates at the senior level (5.29 percent).</p> <p>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 12.40 percent while the overall promotion rate at the entry level was 13.88 percent. The promotion rate for BFs at the journeyman level was 22.74 percent while the overall promotion rate at the journeyman level was 23.75 percent.</p> <p>AMs experienced low promotion rates at the senior level, 4.50 percent.</p> <p>AFs experienced low promotion rates at the entry level, 12.62 percent.</p> <p>NHOPIMs experienced low promotion rates at the journeyman level and senior level when compared to the overall promotion rates at those levels. The promotion rate for NHOPIMs at the journeyman level was 23.16 percent while the overall promotion rate at the journeyman level was 23.75 percent. The promotion rate for NHOPIMs at the senior level was 2.17 percent while the overall promotion rate at the senior level was 5.66 percent.</p> <p>The promotion rate for AIANFs at the entry level was 13.27 percent while the overall promotion rate at the entry level was 13.88 percent. The promotion rate for AIANFs at the senior level was 3.05 percent while the overall promotion rate at the senior level was 5.66 percent.</p> <p>This analysis of the promotion rates is inclusive of competitive and non-competitive promotions and excluded the medical and WG occupations. Approximately, 65 percent of all</p>	

	<p>promotions were non-competitive (career ladder).</p> <p>This analysis excludes the medical professions.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>The cause of the low promotion rates is unknown. Further examination of the policies, procedures, and practices impacting promotions is needed.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Review the policies, procedures, and practices impacting promotions.</p> <p>Eliminate, when possible, any barriers to equal opportunity.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Secretary for Human Resources and Administration Deputy Assistant Secretary for Human Resources Management Acting Deputy Assistant Secretary for Diversity and Inclusion Other Administration HR Officials</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>09/30/2013</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2018</p>

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PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	TARGET DATE (Must be specific)	
VA ODI will work with OHRM to review Merit Promotion Policies (i.e. Directive 5005).	09/30/2018	
VA will administer mentoring (formal and informal) programs to promote career development, retention, and upward mobility within the VA workforce.	09/30/2018	
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.	09/30/2018	
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.	06/30/2019	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
<p>VA served as an employer for the exhibit showcase at the National Historically Black Colleges and Universities Week conference in October 2016. Through ODI staff's networking, a connection was made with the First Lady of Clark Atlanta University (CAU) which later evolved into a proposed partnership with CAU via a Memorandum of Understanding.</p> <p>VA served as an employer for the Federal Asian Pacific American Council (FAPAC) and Washington Adventist University Federal Employment/Internship Career Fair in November 2016.</p> <p>VA held an agency forum at the FAPAC National Leadership Training Program, and an ODI senior leader served as a panelist for the Office of Personnel Management's Diversity and Inclusion Forum in May 2017.</p> <p>For the Society of American Indian in Government Employees (SAIGE) conference held in June 2017, ODI staff leveraged resources with officials at the Phoenix VA Health Care System to participate in the Veterans Track of the program agenda, and a workshop was presented on the topics of Veterans Centered Services and Veterans Benefits.</p> <p>VA held an agency forum at the Blacks in Government National Training Institute whereby, an ODI presented a workshop on the State of African American Employment, and served as a panelist for the discussion on Building Your Pathway to Success in August 2017.</p> <p>In FY 2017, VA ODI continued to:</p> <ul style="list-style-type: none"> • track and monitor advancement of employees in EEOC-defined mission critical occupations to ensure upward mobility is occurring using the applicant pool data. • plan and coordinate various informational and developmental trainings for all SEPMS, and provide career advancement and educational awareness events at VA Centers. • meet quarterly, as part of VA's MOU with BIG, FAPAC, AAFA/AAGEN, and FEW, 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. • collaborate with officials of AAFA, SAIGE, and AAGEN to discuss upcoming FY 2018 events, training and other activities. Pending availability of resources, VA will partner with AAFA and AAGEN for the annual training workshops. • Periodically 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. • partner with various diverse serving affinity organizations, such as FAPAC, AAGEN, BIG, FEW and AAFA to enhance diversity outreach and leadership development programs and leverage VA's NDIP and Pathways Program. • review workforce data for promotions and SES appointments. • 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. • conduct monthly and/or quarterly calls (or as needed) for Special Emphasis Programs designed to offer information, training, to include professional development Department-wide. 		

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Department of Veterans Affairs	FY 2017	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>High Volume of Discrimination Complaints</p> <p>ORM's percentage of the workforce filing pre-complaints decreased from 1.32 percent to 1.22 percent from FY 2016 to 2017 (slightly higher than the government-wide average of 1.10 percent); and the formal filing rate decreased from 0.70 percent to 0.68 percent (higher than the government-wide average of 0.50 percent). In FY 2017, the number of findings of discrimination for VA decreased to 39 (40 in FY 2016). Retaliation, disability, and sex were the most prevalent bases of discrimination in those findings.</p>	
<p>BARRIER ANALYSIS 5:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The percentage of the workforce filing at the pre-complaint and formal stages is higher than the 2014 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 achieving an early resolution rate at or 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.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Lack of understanding by managers and supervisors of EEO obligations 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.</p>	
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Review findings of discrimination to identify lessons learned and incorporate into manager and supervisor training.</p> <p>Publish and disseminate to VA managers and supervisors annual analysis of findings of discrimination. Develop and deliver training on retaliation.</p> <p>Fill vacant ORM EEO Counselor and ADR Specialist positions to promote early resolution of pre-complaints EEO complaints and timely scheduling and completion and ADR.</p> <p>Raise awareness of management/settlement official on pending cases that are likely to result in a finding of discrimination and encourage early resolution.</p> <p>More actively promote the use of ADR before and during the EEO complaint process and leverage the Harassment Prevention Program to address issues before they become EEO complaints.</p> <p>Conduct on-site training, outreach, and assessments at facilities with high complaint filing rates.</p> <p>Launch "It's On Us" Campaign referenced in EEOC Harassment Report to include training ORM employees to deliver civility training.</p> <p>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.</p>	

RESPONSIBLE OFFICIAL:	Deputy Assistant Secretary for Resolution Management Acting Deputy Assistant Secretary for Diversity and Inclusion Other Administration Officials
DATE OBJECTIVE INITIATED:	10/01/2017
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)
<p>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 HPP 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 filing rates.</p>		09/30/2017 Ongoing
<p>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 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.</p>		09/30/2017 Ongoing
<p>Encourage Resolution of EEO Complaints at the Informal Stage 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. Collaborate with OGC on policy and training designed to assist managers in understanding and navigating the pre-approval process for settlements to maintain commitment to early resolution where in the best interests of all parties.</p> <p>ORM will provide EEO counselors with resolution skills training and settlement agreement writing training.</p> <p>ORM offers assessments for management and union leadership to explore workplace conflict, employee satisfaction, and ADR operations to provide a picture of the organization to help leadership respond more effectively to workplace issues.</p>		09/30/2017 Ongoing
<p>Based on the Critical Indicators page in the automated MD-715 workforce analysis slides, identify the topics coded red for this and subordinate facilities. Describe your plan to address these issues. ODI has systematically been rank ordering all employee survey data, separation rates, complaint rates, and sick leave rates and other workforce data to identify the facilities that appear to have the greatest potential risk (including facilities where findings of discrimination have been rendered). Facilities ranking lowest are selected for TARs. ODI later reviews the implementation of the resulting recommendations. Regions also use this data for their own interventions.</p>		09/30/2017 Annual process
<p>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 filing rates and conducts training and outreach and assessments when requested/required.</p>		09/30/2017 Ongoing
<p>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.</p>		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
ORM's Harassment Prevention Program will partner with ODI to conduct awareness and technical trainings to employees and managers	01/31/2018
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
ORM has retained the talent of data scientists and management analysts to develop processes that identify cases that may result in a finding of discrimination. ORM brings these cases to the attention of senior leaders to explore resolution, collaboration with facility leadership, and partnering with Union champions.	

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Veterans Affairs	FY 2017	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Less than Expected Participation in the SES Cadre (Permanent)</p> <p>With the exception of White and American Indian or Alaska Native males, all the other race/ethnicity and gender groups fell below their expected participation in the SES cadre.</p>	
<p>BARRIER ANALYSIS 6:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The benchmark for comparing the SES cadre is the participation rates for the entire permanent workforce (non-WG). WFs represented 30.79 percent which was below its baseline of 36.86 percent. BMs and BFs represented 6.81 percent and 5.45 percent, respectively. Both were below their respective baselines of 7.23 percent and 16.38 percent. HMs and HFs represented 2.72 percent and 0.54 percent, respectively, which were below their respective baselines of 2.90 percent and 3.86 percent.</p> <p>AMs and AFs were represented at 1.09 percent and 1.36 percent, respectively, in the SES cadre, which was below their benchmarks of 2.98 percent and 5.13 percent. There were no NHOPIMs and Native Hawaiian or Other Pacific Islander females (NHOPIFs) in the SES cadre. The benchmark was 0.15 percent and 0.22 percent, respectively. AIANMs and AIANFs represented 0.82 percent each in the SES cadre which was below the benchmark of 0.54 percent and 0.97 percent, respectively.</p> <p>In the VA SES cadre, WMs represented 49.32 percent (0.93 percent increase from FY 2016) and this was more than double the benchmark of 22.41 percent. This is a trigger which could account for the less than expected participation rates for most of the other demographic groups.</p> <p>Similarly, WMs represented about 58 percent (18 of 31) of the SES appointments, which was more than double the benchmark of 22.77 percent. WFs were next and represented 30 percent (8 of 31 appointments) of the SES appointments. Approximately 30 percent of the 31 appointments were from external sources.</p> <p>WMs represented 51 percent (22 of 43) of the SES losses. WFs represented 33. percent (10 of 31) of the SES separations. Separations of Blacks, Hispanics, and Asian were 11.63 percent, 2.33 percent, 2.33 percent, respectively.</p> <p>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 2017, SES vacancies were filled from internal and external sources, roughly in a 66/34 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.</p> <p>Further analysis with the additional benchmarks revealed that</p>	

American Indian or Alaska Native males was the only group whose participation rates exceeded the corresponding availability in all of the benchmarks (permanent workforce, GS-14 and 15 benchmark and upward mobility benchmark). HFs, BMs, BFs, NHOPIMs and NHOPIFs 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 in the SES fell below their corresponding availability in all the benchmarks, with the exception of the upward mobility benchmark. HMs in the SES fell below their corresponding availability in all the benchmarks, with the exception of the GS-14 and GS-15 feeder pool.

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 and this continued thru GS-15. As such, one can infer that BFs were experiencing a blocked pipeline barrier. BMs experienced a blocked pipeline barrier starting at the grade GS-12 to GS-13, and at the grade GS-14 to GS-15. WFs encountered a blocked pipeline barrier at the GS-13 to GS-14 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. 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 or were hired directly into GS 15 positions (i.e. medical profession), others may have experienced block pipeline barriers as they moved from grades GS-8 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 transitions. In a similar manner, NHOPIFs experienced a blocked pipeline barrier starting at the GS-11 to GS-12 transition and at the GS-13 to GS-14 transition. AIANFs experienced a blocked pipeline barrier starting at the GS-11 to GS-12 transition and this continued thru GS-15. AIANMs experience a blocked pipeline at GS-10 to GS-11 transition and at the GS-12 to GS-13 transition continued through to the GS-14.

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

	<p>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.</p> <p>Triggers identifying impediment to advancement efforts in other occupations with upward mobility did exist for all other REG groups.</p> <p>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 54.74 percent, 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 70.53 percent. This is reasonably intuitive as the SES appointments typically come from the GS-15 and GS-14 populations.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Further examination of the policies, procedures, and practices impacting the hiring and appointment processes is needed.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>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.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Secretary for Human Resources and Administration Deputy Assistant Secretary for Human Resources Management Acting Deputy Assistant Secretary for Diversity and Inclusion Executive Director of the Corporate Senior Executive Management Office</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>11/01/2014</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2018</p>

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 utilize OPM's updated USA-Staffing Cognos system to generate enhanced MD-715 Tables A7, A9, and A11. <i>**OPM USA-Staffing system current does not have the capability to tract data correctly to populate the applicant data on tables A9, B9, A11, and B11.</i>		09/30/2017 Cancelled
VA ODI will hold a mentoring event with SES level mentors for GS-12 and above VA employee participants.		09/30/2017 Completed
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. <i>**OPM conducted one-on-one training session with CSEMO staff of how to track SES applicant flow data in the Updates USA-Staffing System. The Updates USA-Staffing System went into effect June 2017. Which means SES applicant flow data will not be available in time for the FY 2017 MD-715 report.</i>		09/30/2017 Completed
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 Completed
VA ODI will integrate capability requirements into the refined applicant flow system. <i>**Activity cancelled. VA is one of several federal agencies collaborating with OPM to identify new improvements to the OPM USA-Staffing Cognos (applicant flow) system, including tracking SES applicants.</i>		12/31/2017 Cancelled
VA will utilize OPM's USA-Staffing Cognos system to generate MD-715 Table A7. <i>**Activity cancelled. VA is one of several federal agencies collaborating with OPM to identify new improvements to the OPM USA-Staffing Cognos (applicant flow) system, including tracking SES applicants.</i>		12/31/2017 Cancelled
VA will create a list of SES diversity best practices by utilizing information from other agencies and use data to benchmark VA progress.		09/30/2018
VA ODI will develop capability to track SES reassigned in the VA with plans to perform an adverse impact analysis.		12/31/2018 Cancelled
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
VA continued to publicize LVA training opportunities.		

EEOC FORM 715-01 PART I	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Veterans Affairs	FY 2017	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Attitudinal barriers existed in the Leadership VA 2017 selection process.</p> <p>Black men and women, and Native Hawaiian/Pacific Islander women are experiencing barriers in the competitive selection process for the Leadership VA training program.</p>	
<p>BARRIER ANALYSIS 7:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>LVA 2017 is a leadership development program for aspiring and current leaders at the GS 14 and 15. The program consists of several external leadership development opportunities from public, private, non-profit, and academic institutions, including short term and long term residential educational programs. Applicants for these programs must submit resumes and other supporting documentation addressing selection criteria to compete for limited program slots. The objective of LVA 2017 is to identify and nominate the best qualified employees from across VA to attend specified high-impact training and professional development programs/opportunities that have limited allocations and require significant time and financial investment.</p> <p>The selection process is a blind review. Each candidate submits the following information (names of applicants and other information that could be used to identify the applicant are eliminated:</p> <ol style="list-style-type: none"> a. Summary of qualifications which will serve as a general introduction for the reviewers. b. Employment history to include position title, time in position, organization and a brief description of responsibilities to enable the reviewers to quickly see your career progression. c. Major career accomplishments that enable the reviewers to understand the professional outcomes and measurable impacts you have achieved. d. Education and training to include academic, industry training and certifications, as well as honors and leadership awards to enable the evaluators to gauge your interest and commitment to management education and leadership development. e. Professional organization / Community involvement to include a description of any leadership skills and competencies, if your job roles did not clearly allow you to demonstrate these, or to further detail how you have applied these skills outside of a job role. <p>This analysis uses the 80 percent rule to a dataset containing applicant and selection data for the LVA 2017 program. The program's applicants were cross-referenced against VA's personnel database and distributed by race and national origin.</p> <p>A total of 80 applicants were selected for the LVA 2017 Cohort. There were a total of 599 applicants. Demographic data for 12 applicants was not available and are excluded from the following analysis.</p> <p>There were 363 White applicants, 48 were accepted representing a 13.22 percent selection rate. For the historically underrepresented groups, 131 Blacks applied to the program with 8.4 percent selection rate, 27 Hispanics</p>	

	<p>applied with a 25.93 percent selection rate, and 54 Native Hawaiian/Pacific Islanders applied with a selection rate of 5.56 percent. For the analysis of the race/ethnicity groups the decision was made to make the White group be the focus group for determining the impact ratio because the White population is about two thirds of the entire applicant pool. Impact ratios are calculated by dividing each reference group by the focal group (White). For Black, Hispanic, Asian, Native Hawaiian/Pacific Islanders, American Indian, and Multiracial groups the impact ratios were 63.50 percent, 196.06 percent, 0 percent, 42.01 percent, 252.08 percent, and 283.59 percent, respectively.</p> <p>Comparing selection rates for all groups against the focal group the data indicates that Blacks, Asians, and Native Hawaiian/Pacific Islanders had selection rates less than 80 percent, which indicates there is possible evidence of an adverse impact. Because of the small sample sizes for many of the groups, the Flip-Flop test (known as the Practical Significance test) was used. The Practical Significance test results indicate the low impact ratio for the Asian groups) was due to the small sample size. This indicates there was no adverse impact for the group.</p> <p>In conclusion. using the 80 percent rule and the Practical Significance test (i.e., Flip-Flop), the data indicates there may have been a barrier with regard to the selection Black men, Black women and Native Hawaiian/Pacific Islander women.</p> <p>Due to the nature of the process the barriers more likely are either attitudinal or procedural barriers.</p> <p>In its entirety the data indicates there was no adverse impact on gender or veteran status.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Require further examination of procedures used to score and nominate the applicant.</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Review the criteria used to score the applicant. Review procedure to establish committee of blind reviewers and assess the demographics of the review committee.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>Healthcare Leadership Talent Institute Acting Deputy Assistant Secretary for Diversity and Inclusion Executive Director of the Corporate Senior Executive Management Office</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>02/01/2014</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>09/30/2019</p>

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 collaborate with the Healthcare Leadership Talent Institute to evaluate causal relationship between criteria and questionnaire used in the application process.	09/30/2019	
VA will conduct focus groups of blind reviewers' assessment and scoring of sample applicants input to determine level of consistency in implementing criteria towards the evaluation.	06/30/2020	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		

MD-715 – Part J

Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities. All agencies, regardless of size, must complete this Part of the MD-715 report.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWD)	Yes 0	No ✓
b. Cluster GS-11 to SES (PWD)	Yes 0	No ✓

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWTD)	Yes 0	No ✓
b. Cluster GS-11 to SES (PWTD)	Yes ✓	No 0

The percentage of PWTD in the GS-11 to SES cluster was 1.33 percent in FY 2017, which falls below the goal of 2 percent.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The VA's 2% onboard goal and 3% hiring goal for PWTD is communicated widely through the VA Secretary's EEO Policy Statement, which is disseminated agency-wide to all employees. Additionally, The EEO Policy statement and a webpage dedicated to disability employment, to include reasonable accommodation and Schedule A Hiring Authority, is posted on the VA Office of Diversity and Inclusion's (ODI) website both internally and externally facing. Furthermore, it is also covered in reasonable accommodation training provided to employees and supervisors by both ODI and the Office of General Counsel (OGC). Finally, during the six annual EEO/Diversity and Inclusion Technical Assistance reviews (TARs), specific focus is placed on measuring, achieving, and exceeding these goals by TAR team members from ODI, and recommendations are made to the facility on what areas require improvement in the area of disability employment and workforce retention.

Section II: Model Disability Program

Pursuant to 29 C.F.R. §1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If "no", describe the agency's plan to improve the staffing for the upcoming year.

Yes 0 No ✓

The agency currently has one designated staff member to oversee the entire Disability Program (to include the RA Program portfolio), within ODI. Because of the previous and current budget constraints and coupled with the continued growth rate of PWDs in the workforce, VA is considering realigning/repurposing EEO Specialists with existing expertise in disability employment in the field per ORM's District model.

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	1	0	400	Nanese A. Loza National Selective Placement Program Coordinator, Office of Diversity and Inclusion, Nanese.Loza@va.gov
Answering questions from the public about hiring authorities that take disability into account	1	0	400	Nanese A. Loza National Selective Placement Program Coordinator, Office of Diversity and Inclusion, Nanese.Loza@va.gov
Processing reasonable accommodation requests from applicants and employees	1	0	500	Nanese A. Loza National Reasonable Accommodation Coordinator, Office of Diversity and Inclusion, Nanese.Loza@va.gov
Section 508 Compliance	12	0	0	Pat Sheehan Director, VA Section 508 Office Software Testing and 508 Division VA Section 508 Coordinator. Office of Information and Technology, Pat.Sheehan@va.gov
Architectural Barriers Act Compliance	5	0	200	Denene Burnette, 504 Officer, Office of Resolution Management,
Special Emphasis Program for PWD and PWTD	1	0	300	Nanese A. Loza National Reasonable Accommodation Coordinator, Office of Diversity and Inclusion, Nanese.Loza@va.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If "yes", describe the training that disability program staff have received. If "no", describe the training planned for the upcoming year.

Yes 0 No ✓

Due to budget constraints, every opportunity for free training will be explored to keep current with activities and new developments in the disability employment arena. VA does participate in the Federal Exchange on Employment And Disability (FEED) meetings where participants learn about policies/guidelines, standard operating procedures, tools, and partnerships. Some of the activities included with the FEED meetings can suffice as in-service training for practitioners.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient *funding* and other resources.

Yes 0 No ✓

There is currently no funding dedicated to the disability program. The costs for reasonable accommodations are covered by the VA facility or organization to which the requesting employee is assigned. The Department’s RA Handbook is being refreshed, and we continue to require that all VA components ensure they have a budget line item for funding RA requests.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD.

A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

Since VA regularly works with Veterans (including disabled Veterans), this population serves as a regular resource for talent acquisition. Many organizations work closely with the Vocational Rehabilitation and Employment Program, which exists at every VBA Regional Office, to receive quality applications for employment. These Veterans are often hired using a 30% Service Connected disability under Veteran’s hiring authority rather than Schedule A due to the two year probationary period for Schedule A. Additionally, many facilities work with Student Disability Offices within local colleges and universities located near the facility, and recruit quality applicants from those resources. VA is also a huge proponent of the WRP for students and recent graduates with disabilities. VA ranks in the top three Federal agencies hiring WRP participants, and converts nearly half of them to full-time or part-time employment using the Schedule A Hiring Authority.

2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

The current HR system, HR Smart, has some challenges. It is not accurately capturing and reporting individuals hired using the Schedule A Hiring Authority. VA organizations regularly use this and the Veteran’s hiring authorities to hire individuals with disabilities, to include those with targeted disabilities. There is a Selective Placement Program Coordinator (SPPC) at every VA facility who is assigned to the role of recruitment using Schedule A and 30% Service Connected disability Veterans hiring authorities.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual’s application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

Each VA facility has a designated SPPC (collateral duty) and a Local Veterans Employment Coordinator (LVEC) which handles all Schedule A and 30% SCD applications. The SPPC and LVEC ensures all documentation necessary (Schedule A letter, 30% SCD letter, etc.) is received from the applicant and then reaches out to and/or searches current facility vacancies and provides the selecting official with the applications for non-competitive selection using Schedule A/30% SCD. The individual may or may not be selected for the vacant position and it is the responsibility of either the selecting official or the SPPC/LVEC to inform the applicant of their status.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.

Yes 0 No ✓ N/A 0

VA is developing a course that will focus on Schedule A for People with Disabilities and other flexible hiring authorities. In the interim, there is a HR University course hiring managers are encouraged to take.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

It is at the discretion of each VA facility to ensure they are partnering with and marketing employment opportunities to external organizations such as state and local Disability Committees, Commissions, Department of Labor, and organizations as well as the disability offices at local colleges and universities. Each VA facility is responsible for conducting analysis of barriers to employment of individuals with disabilities as well as those with targeted disabilities, and creating plans to address identified barriers. Additionally, each facility must also achieve or make efforts to achieve the percentage goals set forth by EEOC for hiring and representation of individuals with disabilities and targeted disabilities within the various grades within each facility.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

a. New Hires for Permanent Workforce (PWD)	Yes 0	No ✓
b. New Hires for Permanent Workforce (PWTD)	Yes 0	No ✓

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. New Hires for MCO (PWD)	Yes ✓	No 0
b. New Hires for MCO (PWTD)	Yes ✓	No 0

VA was unable to verify if triggers exist for PWD and/or PWTD among the new hires for any of the MCOs using the qualified applicant pool as the benchmark. OPM’s USA-Staffing applicant flow system currently does not provide the necessary information.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Qualified Applicants for MCO (PWD)	Yes ✓	No 0
b. Qualified Applicants for MCO (PWTD)	Yes ✓	No 0

VA was unable to verify if triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the MCOs using the relevant applicant pool as the benchmark. OPM’s USA-Staffing applicant flow system currently does not provide the necessary information.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

- a. Promotions for MCO (PWD) **Yes** ✓ No 0
 b. Promotions for MCO (PWTD) **Yes** ✓ No 0

VA was unable to verify if triggers exist for PWD and/or PWTD among employees promoted to any of the MCOs using the qualified applicant pool as the benchmark. OPM's USA-Staffing applicant flow system currently does not provide the necessary information.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The advancement of PWD, to include PWTD is embedded within VA’s hiring, onboard, and retention goals and strategies, in accordance with Executive Order 13548 and other relevant regulations. Any VA vacancy can be filled with a PWD or PWTD using either a competitive or non-competitive hiring authority. VA has attempted to ensure there are developmental opportunities and mentorship or coaching available for PWD and PWTD to improve their skills and increase their opportunities for upward mobility. VA has many opportunities for advancement and there are onsite Designated Learning Officers at most VA facilities to assist VA staff in receiving needed training and achieving their career goals. In addition, all VA advancement program announcements will contain inclusive language, to include PWD and PWTD.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

VA has numerous career development opportunities ranging from leadership develop programs to programs in specific career fields, such as human resources.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate. [Collection begins with the FY 2018 MD-715 report, which is due on February 28, 2019.]

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Fellowship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Mentoring Programs	N/A	N/A	N/A	N/A	N/A	N/A
Coaching Programs	N/A	N/A	N/A	N/A	N/A	N/A

Training Programs	N/A	N/A	N/A	N/A	N/A	N/A
Detail Programs	N/A	N/A	N/A	N/A	N/A	N/A
Other Career Development Programs	N/A	N/A	N/A	N/A	N/A	N/A

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.
- a. Applicants (PWD) Yes 0 No ✓
- b. Selections (PWD) Yes 0 No ✓

VA performed trigger analysis of the Leadership VA 2017 and the Corporate Employee Development Board (FY 2018 – FY 2017) career development programs and determined there were no triggers for applicants with disabilities.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.
- a. Applicants (PWTD) Yes 0 No ✓
- b. Selections (PWTD) Yes 0 No ✓

VA performed trigger analysis of the Leadership VA 2017 and the Corporate Employee Development Board (FY 2018 – FY 2017) career development programs and determined there were no triggers for applicants with targeted disabilities.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.
- a. Awards, Bonuses, & Incentives (PWD) Yes ✓ No 0
- b. Awards, Bonuses, & Incentives (PWTD) Yes ✓ No 0

In FY 2017, VA identified a trigger involving the percentage of PWD who received cash awards (\$501+). Also, VA identified triggers involving the percentage of PWTD who received time-off awards (9+ hours) and cash awards (\$501+).

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.
- a. Pay Increases (PWD) Yes ✓ No 0
- b. Pay Increases (PWTD) Yes ✓ No 0

In FY 2017, VA identified triggers involving the percentage of PWD and PWTD who received quality step increases.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.
- a. Other Types of Recognition (PWD) Yes ✓ No 0 N/A 0
- b. Other Types of Recognition (PWTD) Yes ✓ No 0 N/A 0

VA does have other employee recognition programs. However, such data on these programs is not currently collected.

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWD) | Yes ✓ | No 0 |

b. Grade GS-15

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWD) | Yes ✓ | No 0 |

c. Grade GS-14

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWD) | Yes ✓ | No 0 |

d. Grade GS-13

- | | | |
|--|-------|------|
| i. Qualified Internal Applicants (PWD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWD) | Yes ✓ | No 0 |

VA was unable to verify if triggers exist involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels using the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees as the benchmark. OPM's USA-Staffing applicant flow system currently does not provide the necessary information.

2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box.

a. SES

- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWTD) | Yes ✓ | No 0 |

b. Grade GS-15

- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWTD) | Yes ✓ | No 0 |

c. Grade GS-14

- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWTD) | Yes ✓ | No 0 |

d. Grade GS-13

- | | | |
|---|-------|------|
| i. Qualified Internal Applicants (PWTD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWTD) | Yes ✓ | No 0 |

VA was unable to verify if triggers exist involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels using the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees as the benchmark. OPM's USA-Staffing applicant flow system currently does not provide the necessary information.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

- | | | |
|-----------------------------|--------------|------|
| a. New Hires to SES (PWD) | Yes ✓ | No 0 |
| b. New Hires to GS-15 (PWD) | Yes ✓ | No 0 |
| c. New Hires to GS-14 (PWD) | Yes ✓ | No 0 |
| d. New Hires to GS-13 (PWD) | Yes ✓ | No 0 |

VA was unable to verify if triggers exist involving PWD among the new hires to the senior grade levels using the qualified applicant pool as the benchmark. OPM's USA-Staffing applicant flow system currently does not provide the necessary information.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

- | | | |
|------------------------------|--------------|------|
| a. New Hires to SES (PWTD) | Yes ✓ | No 0 |
| b. New Hires to GS-15 (PWTD) | Yes ✓ | No 0 |
| c. New Hires to GS-14 (PWTD) | Yes ✓ | No 0 |
| d. New Hires to GS-13 (PWTD) | Yes ✓ | No 0 |

VA was unable to verify if triggers exist involving PWTD among the new hires to the senior grade levels using the qualified applicant pool as the benchmark.

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

- | | | |
|--|--------------|------|
| a. Executives | | |
| i. Qualified Internal Applicants (PWD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWD) | Yes ✓ | No 0 |
| b. Managers | | |
| i. Qualified Internal Applicants (PWD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWD) | Yes ✓ | No 0 |
| c. Supervisors | | |
| i. Qualified Internal Applicants (PWD) | Yes ✓ | No 0 |
| ii. Internal Selections (PWD) | Yes ✓ | No 0 |

VA was unable to verify if triggers exist involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions using the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees as the benchmark. OPM's USA-Staffing applicant flow system currently does not provide the necessary information.

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box.
- a. Executives
 - i. Qualified Internal Applicants (PWTD) **Yes** ✓ No 0
 - ii. Internal Selections (PWTD) **Yes** ✓ No 0
 - b. Managers
 - i. Qualified Internal Applicants (PWTD) **Yes** ✓ No 0
 - ii. Internal Selections (PWTD) **Yes** ✓ No 0
 - c. Supervisors
 - i. Qualified Internal Applicants (PWTD) **Yes** ✓ No 0
 - ii. Internal Selections (PWTD) **Yes** ✓ No 0

VA was unable to verify if triggers exist involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions using the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees as the benchmark. OPM’s USA-Staffing applicant flow system currently does not provide the necessary information.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.
- a. New Hires for Executives (PWD) **Yes** ✓ No 0
 - b. New Hires for Managers (PWD) **Yes** ✓ No 0
 - c. New Hires for Supervisors (PWD) **Yes** ✓ No 0

VA was unable to verify if triggers exist involving PWD among the selectees for new hires to supervisory positions using the qualified applicant pool as the benchmark. OPM’s USA-Staffing applicant flow system currently does not provide the necessary information.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box.
- a. New Hires for Executives (PWTD) **Yes** ✓ No 0
 - b. New Hires for Managers (PWTD) **Yes** ✓ No 0
 - c. New Hires for Supervisors (PWTD) **Yes** ✓ No 0

VA was unable to verify if triggers exist involving PWTD among the selectees for new hires to supervisory positions using the qualified applicant pool as the benchmark. OPM’s USA-Staffing applicant flow system currently does not provide the necessary information.

Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Yes 0 No ✓ N/A 0

VA was unable to verify if all eligible Schedule A employees with a disability were converted into the competitive service after two years of satisfactory service.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD)	Yes ✓	No 0
b. Involuntary Separations (PWD)	Yes ✓	No 0

Using the inclusion rate, triggers exist for PWD who voluntarily separated (9.75%) and involuntarily separated (1.64%) from VA, as compared to the rate of persons without disabilities (7.52% and 0.69% respectively).

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD)	Yes ✓	No 0
b. Involuntary Separations (PWTD)	Yes ✓	No 0

Using the inclusion rate, triggers exist for PWTD who voluntarily separated (10.00%) and involuntarily separated (2.45%) from VA, as compared to the rate of persons without disabilities (7.52% and 0.69% respectively).

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

VA's current exit survey tool does not collect data on disability status.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

The VA Secretary's EEO, Diversity and Inclusion, No FEAR, and Whistleblower Rights and Protection Policy Statement, most recently posted on July 5, 2017, contains employee and applicant rights under all Sections of the Rehabilitation Act, to include 508 and can be found at <https://www.diversity.va.gov/policy/statement.aspx>. Additional information can be found at the VA Section 508 Office Website at <https://www.section508.va.gov/index.asp>.

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

The VA Secretary's EEO, Diversity and Inclusion, No FEAR, and Whistleblower Rights and Protection Policy Statement, most recently posted on July 5, 2017, contains employee and applicant rights under all Sections of the Rehabilitation Act, to include 508 and can be found at <https://www.diversity.va.gov/policy/statement.aspx>. Additionally, each VA facility is responsible for assessing accessibility of facilities, making any needed modifications, and reporting any modifications made each year.

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

VA is currently exploring options to be able to offer live captioning for all online courses and seminars to ensure accessibility for both internal and external participants. Additionally, VA is working to expand oversight of Section 504 to more VA organizations and increase staffing dedicated to this function.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

At the current time, there is not an accurate method for tracking the time frames for processing RA requests. Each facility is tracking RA requests using a password protected, encrypted Excel spreadsheet and the Local Reasonable Accommodation Coordinator is responsible for ensuring that all processing is completed in accordance with federal regulation and VA RA processing timelines. VA is in the process of establishing both a short-term SharePoint tracking system (eta 2018) and a long-term enterprise-wide system (eta 2019) to ensure accurate and timely RA tracking.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

VA is in the process of updating its RA policies and procedures to ensure compliance with revisions to section 501 of the Rehabilitation Act, reduce liabilities, fill gaps, reduce redundancies, address conflicts, and increase affirmative employment to individuals with disabilities. Once finalized, VA will launch an aggressive training schedule to ensure awareness and compliance with the new policy and procedures.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

VA is in the process of updating its RA policy and procedures to ensure the process and timelines for PAS are covered within that document. In the meantime, all requests for PAS are being processed in consultation with the National Disability Program Manager to ensure oversight.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?
 Yes 0 **No** ✓ N/A 0
2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?
Yes ✓ No 0 N/A 0
3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

The VA provided all managers with training on harassment prevention procedures. In addition, to deter future discriminatory behavior, one of the two RMOs found to engage in discrimination against an employee was given a verbal counseling, and the other retired from service.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?
Yes ✓ No 0 N/A 0
2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?
 Yes ✓ No 0 N/A 0
3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

The Agency provided all management with training on the EEO process. As a method of future deterrence, some RMOs were given written counseling. Additionally, there were RMOs reassigned from the departments complaints originated. The Agency has also removed an RMO.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?
Yes ✓ No 0
2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?
Yes ✓ No 0 N/A 0
3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

Trigger 1	Less than expected participation rate of PWTDs in VA's GS-11 to SES grade cluster (1.33 percent), as compared to the goal of 2 percent	
Barrier(s)	An inconsistent way of classifying employees by disability status has resulted in less than expected participation rates.	
Objective(s)	Create a way for employees to voluntarily identify their disability status	
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)

Peter J. Shelby, Assistant Secretary for Human Resources and Administration		No		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2018	Resurvey the workforce using the newly updated SF-256 form reflecting the new disability categories	Yes		
Fiscal Year	Accomplishments			

Trigger 2	Less than expected awards rate of PWDs and PWTDS			
Barrier(s)	The cause of the less than expected awards rate of PWDs and PWTDS is unknown. Further examination is needed.			
Objective(s)	Review the policy, procedures and practices impacting awards.			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Peter J. Shelby, Assistant Secretary for Human Resources and Administration		No		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
04/30/2018	Prepare memo for ASHRA's signature to require OHRM and CSEMO to include ODI in all awards policy reviews to ensure absence of systemic barriers to EEO.	Yes		
09/30/2018	Resurvey the workforce using the newly updated SF-256 form reflecting the new disability categories	Yes		
06/30/2019	Based on survey results, conduct cause analysis on the less than expected awards rate of PWDs and PWTDS	No		
Fiscal Year	Accomplishments			

Trigger 3	High separations rate of PWDs and PWTDS			
Barrier(s)	The cause of the high separation rates of PWDs and PWTDS is unknown. Further examination is needed.			
Objective(s)	Lower the separations rate of PWDs and PWTDS			
Responsible Official(s)		Performance Standards Address the Plan? (Yes or No)		
Peter J. Shelby, Assistant Secretary for Human Resources and Administration		No		
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	Add disability status related questions to the exit survey tool	Yes		
06/30/2018	Generate resource awareness and strategies	Yes		

	(i.e., Employee Assistance Program and Employee/Labor Relations) for managers dealing with an employee in crisis			
09/30/2018	Resurvey the workforce using the newly updated SF-256 form reflecting the new disability categories	Yes		
06/30/2019	Based on survey results, conduct cause analysis on the less than expected separations rate of PWDs and PWTDS	No		
Fiscal Year	Accomplishments			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

N/A

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

N/A

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

N/A

Table A1: Total Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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 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%
FY 2017	#	377,307	151,413	225,894	11,824	13,689	89,938	130,231	35,088	58,530	11,202	18,421	620	790	2,221	3,406	520	827
	%	100.00%	40.13%	59.87%	03.13%	03.63%	23.84%	34.52%	09.30%	15.51%	02.97%	04.88%	00.16%	00.21%	00.59%	00.90%	00.14%	00.22%
RCLF (2010)	%	99.99%	50.35%	49.64%	08.75%	06.08%	32.87%	33.31%	05.39%	06.71%	02.47%	02.66%	00.08%	00.07%	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	#	6,414	1,151	5,263	-3	226	223	1,898	477	2,188	400	796	55	83	0	50	-1	22
	%	0.01%	-0.38%	0.39%	-0.06%	0.00%	-0.35%	-0.08%	-0.03%	0.32%	0.06%	0.13%	0.01%	0.02%	-0.01%	0.00%	0.00%	0.00%
Net Change	%	1.73%	0.77%	2.39%	-0.03%	1.68%	0.25%	1.48%	1.38%	3.88%	3.70%	4.52%	9.73%	11.74%	0.00%	1.49%	-0.19%	2.73%
PERMANENT																		
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%
FY 2017	#	355,278	143,285	211,993	11,249	12,873	85,123	121,872	33,529	55,635	10,189	16,875	575	726	2,131	3,237	489	775
	%	100.00%	40.34%	59.66%	03.17%	03.62%	23.96%	34.30%	09.44%	15.66%	02.87%	04.75%	00.16%	00.20%	00.60%	00.91%	00.14%	00.22%
Difference	#	7,014	1,472	5,542	75	272	457	2,089	436	2,132	421	859	40	80	38	82	5	28
	%	0.01%	-0.37%	0.38%	-0.04%	0.00%	-0.35%	-0.09%	-0.06%	0.30%	0.07%	0.15%	0.01%	0.01%	0.00%	0.00%	0.00%	0.01%
Net Change	%	2.01%	1.04%	2.68%	0.67%	2.16%	0.54%	1.74%	1.32%	3.98%	4.31%	5.36%	7.48%	12.38%	1.82%	2.60%	1.03%	3.75%
TEMPORARY																		
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

Table A1: Total Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
	%	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%
FY 2017	#	18,323	6,772	11,551	394	520	4,254	7,423	1,041	1,976	945	1,412	38	47	74	129	26	44
	%	100.00%	36.96%	63.04%	02.15%	02.84%	23.22%	40.51%	05.68%	10.78%	05.16%	07.71%	00.21%	00.26%	00.40%	00.70%	00.14%	00.24%
Difference	#	-478	-270	-208	-68	-41	-198	-93	40	24	-22	-67	13	0	-30	-26	-5	-5
Ratio Change	%	0.02%	-0.48%	0.50%	-0.31%	-0.14%	-0.46%	0.53%	0.36%	0.40%	0.02%	-0.16%	0.08%	0.01%	-0.15%	-0.12%	-0.02%	-0.02%
Net Change	%	-2.54%	-3.83%	-1.77%	-4.72%	-7.31%	-4.45%	-1.24%	4.00%	1.23%	-2.28%	-4.53%	52.00%	0.00%	-8.85%	-6.77%	-6.13%	-0.20%
NON-APPROPRIATED																		
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%
FY 2017	#	3,706	1,356	2,350	181	296	561	936	518	919	68	134	7	17	16	40	5	8
	%	100.01%	36.58%	63.43%	04.88%	07.99%	15.14%	25.26%	13.98%	24.80%	01.83%	03.62%	00.19%	00.46%	00.43%	01.08%	00.13%	00.22%
Difference	#	-122	-51	-71	-10	-5	-36	-98	1	32	1	4	2	3	-8	-6	-1	-1
Ratio Change	%	-0.01%	-0.19%	0.18%	-0.11%	0.13%	-0.46%	-1.75%	0.47%	1.63%	0.08%	0.22%	0.06%	0.09%	-0.20%	-0.12%	-0.03%	-0.02%
Net Change	%	-3.19%	-3.62%	-2.93%	-5.24%	-1.66%	-6.03%	-9.48%	0.19%	3.61%	1.49%	3.08%	40.00%	21.43%	-3.33%	-3.04%	-6.67%	-1.11%

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 - FY2017

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
TOTAL																		
FY 2016	#	371,107	306,730	11,290	53,087	9,247	0	0	418	506	301	537	1,157	700	320	4,943	87	278
	%	100.00%	82.65%	03.04%	14.31%	02.49%	00.00%	00.00%	00.11%	00.14%	00.08%	00.14%	00.31%	00.19%	00.09%	01.33%	00.02%	00.07%
FY 2017	#	377,627	312,777	11,740	53,110	9,399	8	48	477	489	283	557	1,079	706	310	5,089	87	266
	%	100.00%	82.83%	03.11%	14.06%	02.49%	00.00%	00.01%	00.13%	00.13%	00.07%	00.15%	00.29%	00.19%	00.08%	01.35%	00.02%	00.07%
Difference	#	6,520	6,047	450	23	152	8	48	59	-17	-18	20	-78	6	-10	146	0	-12
Ratio Change	%	00.00%	00.18%	00.07%	-00.25%	00.00%	00.00%	00.01%	00.02%	-00.01%	-00.01%	00.01%	-00.02%	00.00%	-00.01%	00.02%	00.00%	00.00%
Net Change	%	01.76%	01.97%	03.99%	00.04%	01.64%	00.00%	00.00%	14.11%	-03.36%	-05.98%	03.72%	-06.74%	00.86%	-03.13%	02.95%	00.00%	-04.32%
Federal High	%					02.67%												
PERMANENT																		
FY 2016	#	348,404	287,216	10,628	50,560	8,737	0	0	404	483	292	502	1,111	663	297	4,639	81	265
	%	100.00%	82.44%	03.05%	14.51%	02.51%	00.00%	00.00%	00.12%	00.14%	00.08%	00.14%	00.32%	00.19%	00.09%	01.33%	00.02%	00.08%
FY 2017	#	355,536	293,837	11,064	50,635	8,852	2	39	451	464	274	517	1,040	665	285	4,773	82	260
	%	100.00%	82.65%	03.11%	14.24%	02.49%	00.00%	00.01%	00.13%	00.13%	00.08%	00.15%	00.29%	00.19%	00.08%	01.34%	00.02%	00.07%
Difference	#	7,132	6,621	436	75	115	2	39	47	-19	-18	15	-71	2	-12	134	1	-5
Ratio Change	%	00.00%	00.21%	00.06%	-00.27%	-00.02%	00.00%	00.01%	00.01%	-00.01%	00.00%	00.01%	-00.03%	00.00%	-00.01%	00.01%	00.00%	-00.01%
Net Change	%	02.05%	02.31%	04.10%	00.15%	01.32%	00.00%	00.00%	11.63%	-03.93%	-06.16%	02.99%	-06.39%	00.30%	-04.04%	02.89%	01.23%	-01.89%
TEMPORARY																		
FY 2016	#	18,870	16,204	546	2,120	445	0	0	9	16	8	34	40	27	13	283	5	10
	%	100.00%	85.87%	02.89%	11.23%	02.36%	00.00%	00.00%	00.05%	00.08%	00.04%	00.18%	00.21%	00.14%	00.07%	01.50%	00.03%	00.05%
FY 2017	#	18,374	15,719	563	2,092	474	4	9	22	19	6	36	34	29	17	289	4	5
	%	100.00%	85.55%	03.06%	11.39%	02.58%	00.02%	00.05%	00.12%	00.10%	00.03%	00.20%	00.19%	00.16%	00.09%	01.57%	00.02%	00.03%
Difference	#	-496	-485	17	-28	29	4	9	13	3	-2	2	-6	2	4	6	-1	-5
Ratio Change	%	00.00%	-00.32%	00.17%	00.16%	00.22%	00.02%	00.05%	00.07%	00.02%	-00.01%	00.02%	-00.02%	00.02%	00.02%	00.07%	-00.01%	-00.02%
Net Change	%	-02.63%	-02.99%	03.11%	-01.32%	06.52%	00.00%	00.00%	144.44%	18.75%	-25.00%	05.88%	-15.00%	07.41%	30.77%	02.12%	-20.00%	-50.00%
NON-APPROPRIATED																		
FY 2016	#	3,833	3,310	116	407	65	0	0	5	7	1	1	6	10	10	21	1	3
	%	100.00%	86.36%	03.03%	10.62%	01.70%	00.00%	00.00%	00.13%	00.18%	00.03%	00.03%	00.16%	00.26%	00.26%	00.55%	00.03%	00.08%

Table B1: Total Workforce - by Disability - SEP - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
FY 2017	#	3,717	3,221	113	383	73	2	0	4	6	3	4	5	12	8	27	1	1
	%	100.00%	86.66%	03.04%	10.30%	01.96%	00.05%	00.00%	00.11%	00.16%	00.08%	00.11%	00.13%	00.32%	00.22%	00.73%	00.03%	00.03%
Difference	#	-116	-89	-3	-24	8	2	0	-1	-1	2	3	-1	2	-2	6	0	-2
Ratio Change	%	00.00%	00.30%	00.01%	-00.32%	00.26%	00.05%	00.00%	-00.02%	-00.02%	00.05%	00.08%	-00.03%	00.06%	-00.04%	00.18%	00.00%	-00.05%
Net Change	%	-03.03%	-02.69%	-02.59%	-05.90%	12.31%	00.00%	00.00%	-20.00%	-14.29%	200.00%	300.00%	-16.67%	20.00%	-20.00%	28.57%	00.00%	-66.67%

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 - FY2017

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	#	358,404	144,439	213,965	11,412	13,123	85,612	122,688	33,953	56,383	10,243	16,982	581	737	2,145	3,270	493	782
	%	100.00%	40.30%	59.70%	03.18%	03.66%	23.89%	34.23%	09.47%	15.73%	02.86%	04.74%	00.16%	00.21%	00.60%	00.91%	00.14%	00.22%
RCLF (2010)	%	100.00%	50.40%	49.60%	08.68%	06.01%	33.00%	33.34%	05.38%	06.71%	02.47%	02.66%	00.08%	00.07%	00.50%	00.51%	00.29%	00.30%
VHA	#	321,138	123,474	197,664	9,974	12,229	72,241	114,050	29,221	50,743	9,394	16,394	496	676	1,753	2,891	395	681
	%	100.00%	38.46%	61.54%	03.11%	03.81%	22.50%	35.51%	09.10%	15.80%	02.93%	05.10%	00.15%	00.21%	00.55%	00.90%	00.12%	00.21%
VBA	#	22,797	11,537	11,260	736	630	7,113	5,803	2,952	4,039	369	343	52	41	262	328	53	76
	%	100.00%	50.61%	49.39%	03.23%	02.76%	31.20%	25.46%	12.95%	17.72%	01.62%	01.50%	00.23%	00.18%	01.15%	01.44%	00.23%	00.33%
NCA	#	1,784	1,378	406	137	31	967	237	199	120	26	9	13	2	26	4	10	3
	%	99.99%	77.24%	22.75%	07.68%	01.74%	54.20%	13.28%	11.15%	06.73%	01.46%	00.50%	00.73%	00.11%	01.46%	00.22%	00.56%	00.17%
STAFF OFFICES	#	12,685	8,050	4,635	565	233	5,291	2,598	1,581	1,481	454	236	20	18	104	47	35	22
	%	100.00%	63.46%	36.54%	04.45%	01.84%	41.71%	20.48%	12.46%	11.68%	03.58%	01.86%	00.16%	00.14%	00.82%	00.37%	00.28%	00.17%

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 - FY2017

All VA By Administration		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
TOTAL	#	358,669	296,554	11,157	50,958	8,911	2	39	454	470	276	520	1,045	673	293	4,795	83	261
	%	100.00%	82.68%	03.11%	14.21%	02.48%	00.00%	00.01%	00.13%	00.13%	00.08%	00.14%	00.29%	00.19%	00.08%	01.34%	00.02%	00.07%
Federal High	%					02.27%												
VHA	#	321,339	269,139	9,201	42,999	7,771	2	30	384	412	235	430	846	589	282	4,265	70	226
	%	100.00%	83.76%	02.86%	13.38%	02.42%	00.00%	00.01%	00.12%	00.13%	00.07%	00.13%	00.26%	00.18%	00.09%	01.33%	00.02%	00.07%
VBA	#	22,845	16,091	1,293	5,461	798	0	9	53	30	24	63	135	54	7	385	8	30
	%	100.00%	70.44%	05.66%	23.90%	03.49%	00.00%	00.04%	00.23%	00.13%	00.11%	00.28%	00.59%	00.24%	00.03%	01.69%	00.04%	00.13%
NCA	#	1,787	1,249	94	444	61	0	0	2	2	3	5	9	4	1	35	0	0
	%	100.00%	69.89%	05.26%	24.85%	03.41%	00.00%	00.00%	00.11%	00.11%	00.17%	00.28%	00.50%	00.22%	00.06%	01.96%	00.00%	00.00%
STAFF OFFICES	#	12,698	10,075	569	2,054	281	0	0	15	26	14	22	55	26	3	110	5	5
	%	100.00%	79.34%	04.48%	16.18%	02.21%	00.00%	00.00%	00.12%	00.20%	00.11%	00.17%	00.43%	00.20%	00.02%	00.87%	00.04%	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 - FY2017

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	#	18,891	6,968	11,923	410	564	4,324	7,541	1,134	2,145	958	1,439	39	53	76	136	27	45
	%	100.00%	36.88%	63.12%	02.17%	02.99%	22.89%	39.92%	06.00%	11.35%	05.07%	07.62%	00.21%	00.28%	00.40%	00.72%	00.14%	00.24%
RCLF (2010)	%	100.00%	48.48%	51.52%	08.69%	06.34%	31.08%	34.45%	05.43%	07.10%	02.42%	02.70%	00.08%	00.08%	00.49%	00.54%	00.29%	00.31%
VHA	#	18,537	6,735	11,802	398	561	4,183	7,486	1,070	2,086	948	1,437	36	52	73	136	27	44
	%	99.99%	36.33%	63.66%	02.15%	03.03%	22.57%	40.38%	05.77%	11.25%	05.11%	07.75%	00.19%	00.28%	00.39%	00.73%	00.15%	00.24%
VBA	#	110	67	43	3	1	38	14	22	27	3	1	1	0	0	0	0	0
	%	100.02%	60.92%	39.10%	02.73%	00.91%	34.55%	12.73%	20.00%	24.55%	02.73%	00.91%	00.91%	00.00%	00.00%	00.00%	00.00%	00.00%
NCA	#	92	81	11	4	1	57	5	18	4	1	0	1	1	0	0	0	0
	%	100.02%	88.06%	11.96%	04.35%	01.09%	61.96%	05.43%	19.57%	04.35%	01.09%	00.00%	01.09%	01.09%	00.00%	00.00%	00.00%	00.00%
STAFF OFFICES	#	152	85	67	5	1	46	36	24	28	6	1	1	0	3	0	0	1
	%	100.00%	55.92%	44.08%	03.29%	00.66%	30.26%	23.68%	15.79%	18.42%	03.95%	00.66%	00.66%	00.00%	01.97%	00.00%	00.00%	00.66%

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 - FY2017

All VA By Administration		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
TOTAL	#	18,946	16,221	575	2,150	488	6	9	23	19	7	37	34	33	17	294	4	5
	%	100.00%	85.62%	03.03%	11.35%	02.58%	00.03%	00.05%	00.12%	00.10%	00.04%	00.20%	00.18%	00.17%	00.09%	01.55%	00.02%	00.03%
Federal High	%					02.27%												
VHA	#	18,588	16,006	547	2,035	466	6	8	23	18	7	36	34	32	15	278	4	5
	%	100.00%	86.11%	02.94%	10.95%	02.51%	00.03%	00.04%	00.12%	00.10%	00.04%	00.19%	00.18%	00.17%	00.08%	01.50%	00.02%	00.03%
VBA	#	111	42	15	54	9	0	1	0	1	0	0	0	0	1	6	0	0
	%	100.00%	37.84%	13.51%	48.65%	08.11%	00.00%	00.90%	00.00%	00.90%	00.00%	00.00%	00.00%	00.00%	00.90%	05.41%	00.00%	00.00%
NCA	#	93	61	2	30	7	0	0	0	0	0	1	0	0	0	6	0	0
	%	100.00%	65.59%	02.15%	32.26%	07.53%	00.00%	00.00%	00.00%	00.00%	00.00%	01.08%	00.00%	00.00%	00.00%	06.45%	00.00%	00.00%
STAFF OFFICES	#	154	112	11	31	6	0	0	0	0	0	0	0	1	1	4	0	0
	%	100.00%	72.73%	07.14%	20.13%	03.90%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.65%	00.65%	02.60%	00.00%	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 - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Executive/Senior Level Officials and Managers	#	1,283	744	539	36	15	579	375	103	119	17	20	2	2	6	6	1	2
	%	100.00%	58.01%	42.03%	02.81%	01.17%	45.13%	29.23%	08.03%	09.28%	01.33%	01.56%	00.16%	00.16%	00.47%	00.47%	00.08%	00.16%
Mid-Level Officials and Managers	#	8,504	4,077	4,427	238	212	2,872	2,712	730	1,232	157	198	13	10	53	43	14	20
	%	100.00%	47.93%	52.07%	02.80%	02.49%	33.77%	31.89%	08.58%	14.49%	01.85%	02.33%	00.15%	00.12%	00.62%	00.51%	00.16%	00.24%
First-Level Officials and Managers	#	33,693	16,098	17,595	1,192	1,084	9,953	9,769	3,863	5,583	644	590	78	68	303	411	65	90
	%	100.00%	47.78%	52.22%	03.54%	03.22%	29.54%	28.99%	11.47%	16.57%	01.91%	01.75%	00.23%	00.20%	00.90%	01.22%	00.19%	00.27%
TOTAL Officials and Managers	#	43,480	20,919	22,561	1,466	1,311	13,404	12,856	4,696	6,934	818	808	93	80	362	460	80	112
	%	100.00%	48.10%	51.90%	03.37%	03.02%	30.83%	29.57%	10.80%	15.95%	01.88%	01.86%	00.21%	00.18%	00.83%	01.06%	00.18%	00.26%
Professionals	#	160,476	55,468	105,008	3,556	5,586	38,391	67,013	5,806	18,219	6,668	12,257	154	282	764	1,389	129	262
	%	100.00%	34.58%	65.44%	02.22%	03.48%	23.92%	41.76%	03.62%	11.35%	04.16%	07.64%	00.10%	00.18%	00.48%	00.87%	00.08%	00.16%
Technicians	#	40,560	12,320	28,240	1,335	2,007	6,894	16,400	2,695	7,384	1,066	1,781	65	89	200	482	65	97
	%	100.00%	30.37%	69.63%	03.29%	04.95%	17.00%	40.43%	06.64%	18.21%	02.63%	04.39%	00.16%	00.22%	00.49%	01.19%	00.16%	00.24%
Sales Workers	#	736	197	539	24	61	88	274	69	160	12	26	1	5	3	10	0	3
	%	100.00%	26.78%	73.24%	03.26%	08.29%	11.96%	37.23%	09.38%	21.74%	01.63%	03.53%	00.14%	00.68%	00.41%	01.36%	00.00%	00.41%
Office and Clerical	#	56,030	20,009	36,021	2,046	2,453	9,545	17,535	7,189	13,956	714	1,072	115	182	291	592	109	231
	%	100.00%	35.71%	64.29%	03.65%	04.38%	17.04%	31.30%	12.83%	24.91%	01.27%	01.91%	00.21%	00.32%	00.52%	01.06%	00.19%	00.41%
Craft Workers	#	6,998	6,818	180	557	13	4,780	113	1,128	42	207	7	23	2	113	3	10	0
	%	100.00%	97.43%	02.57%	07.96%	00.19%	68.31%	01.61%	16.12%	00.60%	02.96%	00.10%	00.33%	00.03%	01.61%	00.04%	00.14%	00.00%
Operatives	#	4,043	3,586	457	290	28	1,771	194	1,391	209	74	13	14	0	37	12	9	1
	%	100.00%	88.70%	11.30%	07.17%	00.69%	43.80%	04.80%	34.41%	05.17%	01.83%	00.32%	00.35%	00.00%	00.92%	00.30%	00.22%	00.02%
Laborers	#	1,072	1,035	37	83	5	648	24	256	6	11	0	8	1	26	1	3	0
	%	100.00%	96.56%	03.45%	07.74%	00.47%	60.45%	02.24%	23.88%	00.56%	01.03%	00.00%	00.75%	00.09%	02.43%	00.09%	00.28%	00.00%
Service	#	44,994	24,080	20,914	2,054	1,659	10,088	8,275	10,722	9,470	671	1,017	108	96	349	321	88	76

Table A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

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%	53.53%	46.48%	04.57%	03.69%	22.42%	18.39%	23.83%	21.05%	01.49%	02.26%	00.24%	00.21%	00.78%	00.71%	00.20%	00.17%
TOTAL WORKFORCE	#	358,389	144,432	213,957	11,411	13,123	85,609	122,684	33,952	56,380	10,241	16,981	581	737	2,145	3,270	493	782
	%	100.00%	40.30%	59.70%	03.18%	03.66%	23.89%	34.23%	09.47%	15.73%	02.86%	04.74%	00.16%	00.21%	00.60%	00.91%	00.14%	00.22%

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.

Totals for this table may not match totals from other MD-715 tables due to missing occupation codes coming from HRSmart.

Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability- SEP - FY2017

All VA Occupational Category	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
Executive/Senior Level Officials and Managers	#	1,284	1,106	52	126	18	0	0	0	3	2	0	6	3	0	4	0	0
	%	100.00%	86.14%	04.05%	09.81%	01.40%	00.00%	00.00%	00.00%	00.23%	00.16%	00.00%	00.47%	00.23%	00.00%	00.31%	00.00%	00.00%
Mid-Level Officials and Managers	#	8,505	7,143	314	1,048	145	0	0	3	14	16	11	35	10	1	47	2	6
	%	100.00%	83.99%	03.69%	12.32%	01.70%	00.00%	00.00%	00.04%	00.16%	00.19%	00.13%	00.41%	00.12%	00.01%	00.55%	00.02%	00.07%
First-Level Officials and Managers	#	33,739	25,341	1,621	6,777	1,029	0	10	37	26	35	66	149	72	13	577	9	35
	%	100.00%	75.11%	04.80%	20.09%	03.05%	00.00%	00.03%	00.11%	00.08%	00.10%	00.20%	00.44%	00.21%	00.04%	01.71%	00.03%	00.10%
TOTAL Officials and Managers	#	43,528	33,590	1,987	7,951	1,192	0	10	40	43	53	77	190	85	14	628	11	41
	%	100.00%	77.17%	04.56%	18.27%	02.74%	00.00%	00.02%	00.09%	00.10%	00.12%	00.18%	00.44%	00.20%	00.03%	01.44%	00.03%	00.09%
Professionals	#	160,585	143,132	3,589	13,864	1,834	0	3	57	167	76	170	280	182	12	794	19	74
	%	100.00%	89.13%	02.23%	08.63%	01.14%	00.00%	00.00%	00.04%	00.10%	00.05%	00.11%	00.17%	00.11%	00.01%	00.49%	00.01%	00.05%
Technicians	#	40,588	35,060	951	4,577	826	0	2	35	33	34	40	73	101	8	470	4	26
	%	100.00%	86.38%	02.34%	11.28%	02.04%	00.00%	00.00%	00.09%	00.08%	00.08%	00.10%	00.18%	00.25%	00.02%	01.16%	00.01%	00.06%
Sales Workers	#	739	595	21	123	19	0	0	1	1	1	2	3	2	0	9	0	0
	%	100.00%	80.51%	02.84%	16.64%	02.57%	00.00%	00.00%	00.14%	00.14%	00.14%	00.27%	00.41%	00.27%	00.00%	01.22%	00.00%	00.00%
Office and Clerical	#	56,066	40,582	2,328	13,156	2,448	1	9	159	127	62	169	299	167	80	1,281	33	61
	%	100.00%	72.38%	04.15%	23.47%	04.37%	00.00%	00.02%	00.28%	00.23%	00.11%	00.30%	00.53%	00.30%	00.14%	02.28%	00.06%	00.11%
Craft Workers	#	7,002	5,247	309	1,446	283	0	3	20	4	9	8	36	12	4	172	1	14
	%	100.00%	74.94%	04.41%	20.65%	04.04%	00.00%	00.04%	00.29%	00.06%	00.13%	00.11%	00.51%	00.17%	00.06%	02.46%	00.01%	00.20%
Operatives	#	4,045	2,805	198	1,042	253	0	0	18	3	1	2	14	17	37	153	2	6
	%	100.00%	69.34%	04.89%	25.76%	06.25%	00.00%	00.00%	00.44%	00.07%	00.02%	00.05%	00.35%	00.42%	00.91%	03.78%	00.05%	00.15%
Laborers	#	1,074	712	43	319	70	0	0	3	1	2	2	8	3	4	47	0	0
	%	100.00%	66.29%	04.00%	29.70%	06.52%	00.00%	00.00%	00.28%	00.09%	00.19%	00.19%	00.74%	00.28%	00.37%	04.38%	00.00%	00.00%
Service Workers	#	45,027	34,819	1,730	8,478	1,986	1	12	121	91	38	50	142	104	134	1,241	13	39
	%	100.00%	77.33%	03.84%	18.83%	04.41%	00.00%	00.03%	00.27%	00.20%	00.08%	00.11%	00.32%	00.23%	00.30%	02.76%	00.03%	00.09%
TOTAL WORKFORCE	#	358,654	296,542	11,156	50,956	8,911	2	39	454	470	276	520	1,045	673	293	4,795	83	261
	%	100.00%	82.68%	03.11%	14.21%	02.48%	00.00%	00.01%	00.13%	00.13%	00.08%	00.14%	00.29%	00.19%	00.08%	01.34%	00.02%	00.07%

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.

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Table A3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/ Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Executive/Senior Level Officials and Managers	#	53	26	27	0	1	18	18	4	6	4	2	0	0	0	0	0	0
	%	100.00%	49.06%	50.94%	00.00%	01.89%	33.96%	33.96%	07.55%	11.32%	07.55%	03.77%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Mid-Level Officials and Managers	#	102	52	50	0	1	40	39	9	8	2	1	0	0	1	1	0	0
	%	100.00%	50.98%	49.02%	00.00%	00.98%	39.22%	38.24%	08.82%	07.84%	01.96%	00.98%	00.00%	00.00%	00.98%	00.98%	00.00%	00.00%
First-Level Officials and Managers	#	573	299	274	18	18	187	160	79	81	11	10	1	2	2	2	1	1
	%	100.00%	52.18%	47.82%	03.14%	03.14%	32.64%	27.92%	13.79%	14.14%	01.92%	01.75%	00.17%	00.35%	00.35%	00.35%	00.17%	00.17%
TOTAL Officials and Managers	#	728	377	351	18	20	245	217	92	95	17	13	1	2	3	3	1	1
	%	100.00%	51.79%	48.22%	02.47%	02.75%	33.65%	29.81%	12.64%	13.05%	02.34%	01.79%	00.14%	00.27%	00.41%	00.41%	00.14%	00.14%
Professionals	#	12,494	4,225	8,269	196	359	2,890	5,660	282	921	778	1,175	19	31	49	94	11	29
	%	100.00%	33.82%	66.17%	01.57%	02.87%	23.13%	45.30%	02.26%	07.37%	06.23%	09.40%	00.15%	00.25%	00.39%	00.75%	00.09%	00.23%
Technicians	#	2,183	648	1,535	51	74	391	968	96	317	93	142	6	8	6	18	5	8
	%	100.00%	29.68%	70.31%	02.34%	03.39%	17.91%	44.34%	04.40%	14.52%	04.26%	06.50%	00.27%	00.37%	00.27%	00.82%	00.23%	00.37%
Sales Workers	#	116	35	81	3	10	10	24	19	40	3	3	0	2	0	2	0	0
	%	100.00%	30.18%	69.82%	02.59%	08.62%	08.62%	20.69%	16.38%	34.48%	02.59%	02.59%	00.00%	01.72%	00.00%	01.72%	00.00%	00.00%
Office and Clerical	#	1,280	593	687	50	43	293	308	203	284	33	35	8	5	4	8	2	4
	%	100.00%	46.34%	53.67%	03.91%	03.36%	22.89%	24.06%	15.86%	22.19%	02.58%	02.73%	00.63%	00.39%	00.31%	00.63%	00.16%	00.31%
Craft Workers	#	125	125	0	33	0	64	0	24	0	3	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	26.40%	00.00%	51.20%	00.00%	19.20%	00.00%	02.40%	00.00%	00.00%	00.00%	00.80%	00.00%	00.00%	00.00%
Operatives	#	113	102	11	8	0	43	4	47	7	2	0	0	0	2	0	0	0
	%	100.00%	90.26%	09.73%	07.08%	00.00%	38.05%	03.54%	41.59%	06.19%	01.77%	00.00%	00.00%	00.00%	01.77%	00.00%	00.00%	00.00%
Laborers	#	101	92	9	7	0	60	7	22	2	2	0	1	0	0	0	0	0
	%	100.00%	91.09%	08.91%	06.93%	00.00%	59.41%	06.93%	21.78%	01.98%	01.98%	00.00%	00.99%	00.00%	00.00%	00.00%	00.00%	00.00%
Service	#	1,750	771	979	44	58	328	352	349	479	27	71	4	5	11	11	8	3

Table A3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

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%	44.05%	55.94%	02.51%	03.31%	18.74%	20.11%	19.94%	27.37%	01.54%	04.06%	00.23%	00.29%	00.63%	00.63%	00.46%	00.17%
TOTAL WORKFORCE	#	18,890	6,968	11,922	410	564	4,324	7,540	1,134	2,145	958	1,439	39	53	76	136	27	45
	%	100.00%	36.88%	63.13%	02.17%	02.99%	22.89%	39.92%	06.00%	11.36%	05.07%	07.62%	00.21%	00.28%	00.40%	00.72%	00.14%	00.24%

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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.

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Table B3: OCCUPATIONAL GROUPS - Temporary Workforce - Distribution by Disability- SEP - FY2017

All VA Occupational Category	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
Executive/Senior Level Officials and Managers	#	53	50	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.34%	01.89%	03.77%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Mid-Level Officials and Managers	#	102	69	9	24	6	0	0	1	1	0	0	1	0	1	2	0	0
	%	100.00%	67.65%	08.82%	23.53%	05.88%	00.00%	00.00%	00.98%	00.98%	00.00%	00.00%	00.98%	00.00%	00.98%	01.96%	00.00%	00.00%
First-Level Officials and Managers	#	575	366	33	176	31	0	0	1	1	0	3	3	4	0	18	1	0
	%	100.00%	63.65%	05.74%	30.61%	05.39%	00.00%	00.00%	00.17%	00.17%	00.00%	00.52%	00.52%	00.70%	00.00%	03.13%	00.17%	00.00%
TOTAL Officials and Managers	#	730	485	43	202	37	0	0	2	2	0	3	4	4	1	20	1	0
	%	100.00%	66.44%	05.89%	27.67%	05.07%	00.00%	00.00%	00.27%	00.27%	00.00%	00.41%	00.55%	00.55%	00.14%	02.74%	00.14%	00.00%
Professionals	#	12,528	11,434	295	799	137	1	5	11	8	4	12	11	14	4	64	0	3
	%	100.00%	91.27%	02.35%	06.38%	01.09%	00.01%	00.04%	00.09%	00.06%	00.03%	00.10%	00.09%	00.11%	00.03%	00.51%	00.00%	00.02%
Technicians	#	2,188	1,913	55	220	45	1	1	0	2	1	1	2	4	2	30	0	1
	%	100.00%	87.43%	02.51%	10.05%	02.06%	00.05%	00.05%	00.00%	00.09%	00.05%	00.05%	00.09%	00.18%	00.09%	01.37%	00.00%	00.05%
Sales Workers	#	116	100	6	10	3	0	0	0	0	0	1	0	0	0	2	0	0
	%	100.00%	86.21%	05.17%	08.62%	02.59%	00.00%	00.00%	00.00%	00.00%	00.00%	00.86%	00.00%	00.00%	00.00%	01.72%	00.00%	00.00%
Office and Clerical	#	1,283	779	78	426	112	0	1	2	3	0	13	10	7	6	68	2	0
	%	100.00%	60.72%	06.08%	33.20%	08.73%	00.00%	00.08%	00.16%	00.23%	00.00%	01.01%	00.78%	00.55%	00.47%	05.30%	00.16%	00.00%
Craft Workers	#	125	77	5	43	10	0	0	1	0	0	0	1	0	0	8	0	0
	%	100.00%	61.60%	04.00%	34.40%	08.00%	00.00%	00.00%	00.80%	00.00%	00.00%	00.00%	00.80%	00.00%	00.00%	06.40%	00.00%	00.00%
Operatives	#	114	52	11	51	18	0	0	0	0	0	0	0	0	1	17	0	0
	%	100.00%	45.61%	09.65%	44.74%	15.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.88%	14.91%	00.00%	00.00%
Laborers	#	102	67	2	33	9	0	0	2	0	0	0	0	0	0	7	0	0
	%	100.00%	65.69%	01.96%	32.35%	08.82%	00.00%	00.00%	01.96%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.86%	00.00%	00.00%
Service Workers	#	1,759	1,313	80	366	117	4	2	5	4	2	7	6	4	3	78	1	1
	%	100.00%	74.64%	04.55%	20.81%	06.65%	00.23%	00.11%	00.28%	00.23%	00.11%	00.40%	00.34%	00.23%	00.17%	04.43%	00.06%	00.06%
TOTAL WORKFORCE	#	18,945	16,220	575	2,150	488	6	9	23	19	7	37	34	33	17	294	4	5
	%	100.00%	85.62%	03.04%	11.35%	02.58%	00.03%	00.05%	00.12%	00.10%	00.04%	00.20%	00.18%	00.17%	00.09%	01.55%	00.02%	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.

Totals for this table may not match totals from other MD-715 tables due to missing occupation codes coming from HRSmart.

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
GS - 1	#	12	6	6	1	2	3	2	1	2	1	0	0	0	0	0	0	0
	%	100.00%	49.99%	50.01%	08.33%	16.67%	25.00%	16.67%	08.33%	16.67%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 2	#	88	54	34	4	3	21	14	27	17	1	0	0	0	0	0	1	0
	%	100.01%	61.37%	38.64%	04.55%	03.41%	23.86%	15.91%	30.68%	19.32%	01.14%	00.00%	00.00%	00.00%	00.00%	00.00%	01.14%	00.00%
GS - 3	#	780	391	389	67	38	141	178	172	157	5	8	2	1	3	5	1	2
	%	100.01%	50.13%	49.88%	08.59%	04.87%	18.08%	22.82%	22.05%	20.13%	00.64%	01.03%	00.26%	00.13%	00.38%	00.64%	00.13%	00.26%
GS - 4	#	4,304	1,841	2,463	214	201	815	1,103	716	1,033	60	79	10	7	19	33	7	7
	%	100.00%	42.77%	57.23%	04.97%	04.67%	18.94%	25.63%	16.64%	24.00%	01.39%	01.84%	00.23%	00.16%	00.44%	00.77%	00.16%	00.16%
GS - 5	#	27,516	8,938	18,578	888	1,254	3,891	7,555	3,476	8,455	430	794	56	93	145	339	52	88
	%	100.01%	32.48%	67.53%	03.23%	04.56%	14.14%	27.46%	12.63%	30.73%	01.56%	02.89%	00.20%	00.34%	00.53%	01.23%	00.19%	00.32%
GS - 6	#	50,957	15,675	35,282	1,681	2,489	7,897	17,926	4,871	12,350	800	1,597	88	171	256	556	82	193
	%	100.00%	30.76%	69.24%	03.30%	04.88%	15.50%	35.18%	09.56%	24.24%	01.57%	03.13%	00.17%	00.34%	00.50%	01.09%	00.16%	00.38%
GS - 7	#	22,177	8,817	13,360	939	944	4,627	7,168	2,549	4,353	453	519	57	68	148	231	44	77
	%	100.00%	39.75%	60.25%	04.23%	04.26%	20.86%	32.32%	11.49%	19.63%	02.04%	02.34%	00.26%	00.31%	00.67%	01.04%	00.20%	00.35%
GS - 8	#	21,464	6,629	14,835	606	899	3,980	8,817	1,240	3,440	631	1,335	41	53	107	244	24	47
	%	100.01%	30.88%	69.13%	02.82%	04.19%	18.54%	41.08%	05.78%	16.03%	02.94%	06.22%	00.19%	00.25%	00.50%	01.14%	00.11%	00.22%
GS - 9	#	19,798	8,442	11,356	755	818	4,864	6,567	2,155	3,052	449	577	35	39	150	257	34	46
	%	100.00%	42.64%	57.36%	03.81%	04.13%	24.57%	33.17%	10.88%	15.42%	02.27%	02.91%	00.18%	00.20%	00.76%	01.30%	00.17%	00.23%
GS - 10	#	4,964	2,426	2,538	187	146	1,404	1,524	629	666	141	128	8	5	47	53	10	16
	%	100.00%	48.87%	51.13%	03.77%	02.94%	28.28%	30.70%	12.67%	13.42%	02.84%	02.58%	00.16%	00.10%	00.95%	01.07%	00.20%	00.32%
GS - 11	#	67,930	19,687	48,243	1,554	2,799	12,777	29,051	3,265	10,009	1,648	5,421	87	152	302	686	54	125
	%	100.00%	28.99%	71.01%	02.29%	04.12%	18.81%	42.77%	04.81%	14.73%	02.43%	07.98%	00.13%	00.22%	00.44%	01.01%	00.08%	00.18%
GS -	#	30,132	12,115	18,017	759	1,030	8,467	11,849	1,857	3,634	779	1,158	41	31	176	258	36	57

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
12	%	100.00%	40.21%	59.79%	02.52%	03.42%	28.10%	39.32%	06.16%	12.06%	02.59%	03.84%	00.14%	00.10%	00.58%	00.86%	00.12%	00.19%
GS - 13	#	40,422	12,699	27,723	750	1,194	9,595	19,450	1,397	4,596	749	2,047	29	60	143	303	36	73
	%	100.00%	31.42%	68.58%	01.86%	02.95%	23.74%	48.12%	03.46%	11.37%	01.85%	05.06%	00.07%	00.15%	00.35%	00.75%	00.09%	00.18%
GS - 14	#	7,536	3,568	3,968	159	158	2,741	2,772	431	795	187	186	3	6	40	41	7	10
	%	99.99%	47.34%	52.65%	02.11%	02.10%	36.37%	36.78%	05.72%	10.55%	02.48%	02.47%	00.04%	00.08%	00.53%	00.54%	00.09%	00.13%
GS - 15	#	27,960	17,112	10,848	894	632	11,727	6,223	800	885	3,400	2,895	30	29	231	163	30	21
	%	100.01%	61.21%	38.80%	03.20%	02.26%	41.94%	22.26%	02.86%	03.17%	12.16%	10.35%	00.11%	00.10%	00.83%	00.58%	00.11%	00.08%
All Other GS	#	118	54	64	4	4	34	42	8	11	8	5	0	1	0	1	0	0
	%	100.00%	45.76%	54.24%	03.39%	03.39%	28.81%	35.59%	06.78%	09.32%	06.78%	04.24%	00.00%	00.85%	00.00%	00.85%	00.00%	00.00%
SES	#	367	224	143	10	2	181	113	25	20	4	5	0	0	3	3	1	0
	%	99.99%	61.03%	38.96%	02.72%	00.54%	49.32%	30.79%	06.81%	05.45%	01.09%	01.36%	00.00%	00.00%	00.82%	00.82%	00.27%	00.00%
TOTAL	#	326,525	118,678	207,847	9,472	12,613	73,165	120,354	23,619	53,475	9,746	16,754	487	716	1,770	3,173	419	762
	%	99.99%	36.34%	63.65%	02.90%	03.86%	22.41%	36.86%	07.23%	16.38%	02.98%	05.13%	00.15%	00.22%	00.54%	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 - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
GS - 1	#	12	7	0	5	3	0	0	1	0	0	0	1	0	1	0	0	0
	%	100.00%	58.33%	00.00%	41.67%	25.00%	00.00%	00.00%	08.33%	00.00%	00.00%	00.00%	08.33%	00.00%	08.33%	00.00%	00.00%	00.00%
GS - 2	#	88	54	9	25	10	0	0	0	0	0	0	1	2	4	2	1	0
	%	100.00%	61.36%	10.23%	28.41%	11.36%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.14%	02.27%	04.55%	02.27%	01.14%	00.00%
GS - 3	#	784	521	33	230	86	0	0	5	3	1	4	7	4	19	43	0	0
	%	100.00%	66.45%	04.21%	29.34%	10.97%	00.00%	00.00%	00.64%	00.38%	00.13%	00.51%	00.89%	00.51%	02.42%	05.48%	00.00%	00.00%
GS - 4	#	4,317	3,030	183	1,104	290	0	0	40	19	2	10	21	19	18	155	2	4
	%	100.00%	70.19%	04.24%	25.57%	06.72%	00.00%	00.00%	00.93%	00.44%	00.05%	00.23%	00.49%	00.44%	00.42%	03.59%	00.05%	00.09%
GS - 5	#	27,553	21,964	900	4,689	910	1	8	49	67	13	57	85	72	26	496	15	21
	%	100.00%	79.72%	03.27%	17.02%	03.30%	00.00%	00.03%	00.18%	00.24%	00.05%	00.21%	00.31%	00.26%	00.09%	01.80%	00.05%	00.08%
GS - 6	#	50,976	40,619	1,765	8,592	1,322	0	5	75	67	42	85	164	121	24	685	10	44
	%	100.00%	79.68%	03.46%	16.85%	02.59%	00.00%	00.01%	00.15%	00.13%	00.08%	00.17%	00.32%	00.24%	00.05%	01.34%	00.02%	00.09%
GS - 7	#	22,216	17,076	922	4,218	718	0	11	25	28	27	54	82	52	12	390	9	28
	%	100.00%	76.86%	04.15%	18.99%	03.23%	00.00%	00.05%	00.11%	00.13%	00.12%	00.24%	00.37%	00.23%	00.05%	01.76%	00.04%	00.13%
GS - 8	#	21,497	18,789	519	2,189	321	0	2	15	12	10	24	30	35	2	178	2	11
	%	100.00%	87.40%	02.41%	10.18%	01.49%	00.00%	00.01%	00.07%	00.06%	00.05%	00.11%	00.14%	00.16%	00.01%	00.83%	00.01%	00.05%
GS - 9	#	19,813	15,406	766	3,641	702	0	1	21	18	15	39	84	37	14	447	7	19
	%	100.00%	77.76%	03.87%	18.38%	03.54%	00.00%	00.01%	00.11%	00.09%	00.08%	00.20%	00.42%	00.19%	00.07%	02.26%	00.04%	00.10%
GS - 10	#	4,965	3,739	207	1,019	135	0	0	3	1	6	13	25	18	1	64	0	4
	%	100.00%	75.31%	04.17%	20.52%	02.72%	00.00%	00.00%	00.06%	00.02%	00.12%	00.26%	00.50%	00.36%	00.02%	01.29%	00.00%	00.08%
GS - 11	#	67,964	58,883	1,736	7,345	1,000	0	1	36	79	35	79	135	80	7	496	11	41
	%	100.00%	86.64%	02.55%	10.81%	01.47%	00.00%	00.00%	00.05%	00.12%	00.05%	00.12%	00.20%	00.12%	00.01%	00.73%	00.02%	00.06%
GS - 12	#	30,136	25,492	837	3,807	580	0	0	21	46	34	55	102	47	3	245	7	20
	%	100.00%	84.59%	02.78%	12.63%	01.92%	00.00%	00.00%	00.07%	00.15%	00.11%	00.18%	00.34%	00.16%	00.01%	00.81%	00.02%	00.07%
GS - 13	#	40,433	35,978	966	3,489	420	0	0	9	45	29	37	81	58	0	136	2	23
	%	100.00%	88.98%	02.39%	08.63%	01.04%	00.00%	00.00%	00.02%	00.11%	00.07%	00.09%	00.20%	00.14%	00.00%	00.34%	00.00%	00.06%
GS - 14	#	7,536	6,615	241	680	77	0	0	5	9	10	5	19	3	1	18	4	3
	%	100.00%	87.78%	03.20%	09.02%	01.02%	00.00%	00.00%	00.07%	00.12%	00.13%	00.07%	00.25%	00.04%	00.01%	00.24%	00.05%	00.04%

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability- SEP - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
GS - 15	#	27,983	25,983	542	1,458	153	0	0	3	9	11	16	52	21	0	33	1	7
	%	100.00%	92.85%	01.94%	05.21%	00.55%	00.00%	00.00%	00.01%	00.03%	00.04%	00.06%	00.19%	00.08%	00.00%	00.12%	00.00%	00.03%
All Other GS	#	122	109	4	9	2	0	0	0	1	1	0	0	0	0	0	0	0
	%	100.00%	89.34%	03.28%	07.38%	01.64%	00.00%	00.00%	00.00%	00.82%	00.82%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SES	#	367	326	12	29	4	0	0	0	0	0	0	3	0	0	1	0	0
	%	100.00%	88.83%	03.27%	07.90%	01.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.82%	00.00%	00.00%	00.27%	00.00%	00.00%
TOTAL	#	326,762	274,591	9,642	42,529	6,733	1	28	308	404	236	478	892	569	132	3,389	71	225
	%	100.00%	84.03%	02.95%	13.02%	02.06%	00.00%	00.01%	00.09%	00.12%	00.07%	00.15%	00.27%	00.17%	00.04%	01.04%	00.02%	00.07%

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 - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
GS - 1	#	11	7	4	0	0	4	2	3	1	0	1	0	0	0	0	0	0
	%	99.99%	63.63%	36.36%	00.00%	00.00%	36.36%	18.18%	27.27%	09.09%	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 2	#	32	14	18	0	0	12	15	1	2	1	1	0	0	0	0	0	0
	%	100.02%	43.76%	56.26%	00.00%	00.00%	37.50%	46.88%	03.13%	06.25%	03.13%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 3	#	108	48	60	4	2	19	36	21	21	4	1	0	0	0	0	0	0
	%	99.98%	44.43%	55.55%	03.70%	01.85%	17.59%	33.33%	19.44%	19.44%	03.70%	00.93%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 4	#	679	220	459	20	17	133	262	45	140	18	34	1	0	2	5	1	1
	%	100.02%	32.41%	67.61%	02.95%	02.50%	19.59%	38.59%	06.63%	20.62%	02.65%	05.01%	00.15%	00.00%	00.29%	00.74%	00.15%	00.15%
GS - 5	#	1,304	439	865	28	40	211	320	138	413	45	79	6	3	9	6	2	4
	%	100.00%	33.66%	66.34%	02.15%	03.07%	16.18%	24.54%	10.58%	31.67%	03.45%	06.06%	00.46%	00.23%	00.69%	00.46%	00.15%	00.31%
GS - 6	#	709	274	435	26	24	151	230	76	139	14	27	4	3	3	9	0	3
	%	100.00%	38.64%	61.36%	03.67%	03.39%	21.30%	32.44%	10.72%	19.61%	01.97%	03.81%	00.56%	00.42%	00.42%	01.27%	00.00%	00.42%
GS - 7	#	759	324	435	37	25	169	269	73	102	40	32	2	1	0	2	3	4
	%	100.00%	42.69%	57.31%	04.87%	03.29%	22.27%	35.44%	09.62%	13.44%	05.27%	04.22%	00.26%	00.13%	00.00%	00.26%	00.40%	00.53%
GS - 8	#	770	166	604	12	29	88	335	33	166	30	63	1	6	2	4	0	1
	%	100.02%	21.57%	78.45%	01.56%	03.77%	11.43%	43.51%	04.29%	21.56%	03.90%	08.18%	00.13%	00.78%	00.26%	00.52%	00.00%	00.13%
GS - 9	#	1,144	411	733	35	39	272	489	68	135	26	60	2	2	6	6	2	2
	%	99.96%	35.91%	64.05%	03.06%	03.41%	23.78%	42.74%	05.94%	11.80%	02.27%	05.24%	00.17%	00.17%	00.52%	00.52%	00.17%	00.17%
GS - 10	#	20	5	15	0	0	4	12	1	1	0	1	0	1	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	00.00%	20.00%	60.00%	05.00%	05.00%	00.00%	05.00%	00.00%	05.00%	00.00%	00.00%	00.00%	00.00%
GS - 11	#	1,960	517	1,443	31	83	340	905	81	237	58	184	2	5	4	24	1	5
	%	99.99%	26.37%	73.62%	01.58%	04.23%	17.35%	46.17%	04.13%	12.09%	02.96%	09.39%	00.10%	00.26%	00.20%	01.22%	00.05%	00.26%
GS - 12	#	1,255	400	855	18	28	291	620	27	71	53	119	4	8	5	8	2	1

Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
	%	100.00%	31.87%	68.13%	01.43%	02.23%	23.19%	49.40%	02.15%	05.66%	04.22%	09.48%	00.32%	00.64%	00.40%	00.64%	00.16%	00.08%
GS - 13	#	1,372	544	828	19	17	415	645	18	55	81	96	1	1	9	11	1	3
	%	99.99%	39.64%	60.35%	01.38%	01.24%	30.25%	47.01%	01.31%	04.01%	05.90%	07.00%	00.07%	00.07%	00.66%	00.80%	00.07%	00.22%
GS - 14	#	243	141	102	2	1	97	85	5	2	35	13	0	0	2	1	0	0
	%	99.99%	58.02%	41.97%	00.82%	00.41%	39.92%	34.98%	02.06%	00.82%	14.40%	05.35%	00.00%	00.00%	00.82%	00.41%	00.00%	00.00%
GS - 15	#	1,895	1,170	725	45	16	708	381	30	45	370	269	6	3	10	8	1	3
	%	100.00%	61.74%	38.26%	02.37%	00.84%	37.36%	20.11%	01.58%	02.37%	19.53%	14.20%	00.32%	00.16%	00.53%	00.42%	00.05%	00.16%
All Other GS	#	5,252	1,369	3,883	58	193	1,010	2,776	114	408	161	432	7	14	13	43	6	17
	%	100.00%	26.06%	73.94%	01.10%	03.67%	19.23%	52.86%	02.17%	07.77%	03.07%	08.23%	00.13%	00.27%	00.25%	00.82%	00.11%	00.32%
SES	#	6	4	2	0	0	1	1	2	1	0	0	0	0	1	0	0	0
	%	100.01%	66.67%	33.34%	00.00%	00.00%	16.67%	16.67%	33.33%	16.67%	00.00%	00.00%	00.00%	00.00%	16.67%	00.00%	00.00%	00.00%
TOTAL	#	17,519	6,053	11,466	335	514	3,925	7,383	736	1,939	936	1,412	36	47	66	127	19	44
	%	99.99%	34.55%	65.44%	01.91%	02.93%	22.40%	42.14%	04.20%	11.07%	05.34%	08.06%	00.21%	00.27%	00.38%	00.72%	00.11%	00.25%

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 - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
GS - 1	#	11	6	0	5	3	0	0	0	0	0	0	0	0	0	0	3	0	0
	%	100.00%	54.55%	00.00%	45.45%	27.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	27.27%	00.00%	00.00%
GS - 2	#	32	29	2	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	90.63%	06.25%	03.13%	03.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.13%	00.00%	00.00%	00.00%	00.00%
GS - 3	#	109	79	3	27	8	0	0	1	0	0	1	0	0	0	6	0	0	0
	%	100.00%	72.48%	02.75%	24.77%	07.34%	00.00%	00.00%	00.92%	00.00%	00.00%	00.92%	00.00%	00.00%	00.00%	05.50%	00.00%	00.00%	00.00%
GS - 4	#	679	559	18	102	25	1	0	1	1	0	3	2	2	1	14	0	0	0
	%	100.00%	82.33%	02.65%	15.02%	03.68%	00.15%	00.00%	00.15%	00.15%	00.00%	00.44%	00.29%	00.29%	00.15%	02.06%	00.00%	00.00%	00.00%
GS - 5	#	1,308	1,012	57	239	51	0	2	0	1	1	4	5	4	2	32	0	0	0
	%	100.00%	77.37%	04.36%	18.27%	03.90%	00.00%	00.15%	00.00%	00.08%	00.08%	00.31%	00.38%	00.31%	00.15%	02.45%	00.00%	00.00%	00.00%
GS - 6	#	709	498	41	170	39	0	1	0	0	0	3	4	3	1	24	2	1	1
	%	100.00%	70.24%	05.78%	23.98%	05.50%	00.00%	00.14%	00.00%	00.00%	00.00%	00.42%	00.56%	00.42%	00.14%	03.39%	00.28%	00.14%	00.14%
GS - 7	#	765	559	46	160	28	0	1	1	2	0	2	1	0	2	19	0	0	0
	%	100.00%	73.07%	06.01%	20.92%	03.66%	00.00%	00.13%	00.13%	00.26%	00.00%	00.26%	00.13%	00.00%	00.26%	02.48%	00.00%	00.00%	00.00%
GS - 8	#	771	689	20	62	15	0	0	0	1	0	0	2	2	0	10	0	0	0
	%	100.00%	89.36%	02.59%	08.04%	01.95%	00.00%	00.00%	00.00%	00.13%	00.00%	00.00%	00.26%	00.26%	00.00%	01.30%	00.00%	00.00%	00.00%
GS - 9	#	1,148	904	39	205	46	0	1	0	1	1	2	3	7	2	27	1	1	1
	%	100.00%	78.75%	03.40%	17.86%	04.01%	00.00%	00.09%	00.00%	00.09%	00.09%	00.17%	00.26%	00.61%	00.17%	02.35%	00.09%	00.09%	00.09%
GS - 10	#	20	15	1	4	1	0	0	0	0	0	1	0	0	0	0	0	0	0
	%	100.00%	75.00%	05.00%	20.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS - 11	#	1,964	1,681	61	222	51	0	1	3	2	3	5	5	4	3	25	0	0	0
	%	100.00%	85.59%	03.11%	11.30%	02.60%	00.00%	00.05%	00.15%	00.10%	00.15%	00.25%	00.25%	00.20%	00.15%	01.27%	00.00%	00.00%	00.00%
GS - 12	#	1,256	1,133	29	94	12	0	0	1	1	0	2	1	0	0	7	0	0	0
	%	100.00%	90.21%	02.31%	07.48%	00.96%	00.00%	00.00%	00.08%	00.08%	00.00%	00.16%	00.08%	00.00%	00.00%	00.56%	00.00%	00.00%	00.00%
GS - 13	#	1,372	1,254	39	79	13	0	0	2	3	0	1	3	0	1	2	0	1	1
	%	100.00%	91.40%	02.84%	05.76%	00.95%	00.00%	00.00%	00.15%	00.22%	00.00%	00.07%	00.22%	00.00%	00.07%	00.15%	00.00%	00.07%	00.07%
GS - 14	#	244	223	10	11	1	0	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	91.39%	04.10%	04.51%	00.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.41%	00.00%	00.00%	00.00%

Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Disability- SEP - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
GS - 15	#	1,895	1,814	25	56	6	0	0	1	0	0	0	2	1	0	2	0	0
	%	100.00%	95.73%	01.32%	02.96%	00.32%	00.00%	00.00%	00.05%	00.00%	00.00%	00.00%	00.11%	00.05%	00.00%	00.11%	00.00%	00.00%
All Other GS	#	5,277	4,866	112	299	46	1	3	5	3	1	6	1	6	0	19	0	1
	%	100.00%	92.21%	02.12%	05.67%	00.87%	00.02%	00.06%	00.09%	00.06%	00.02%	00.11%	00.02%	00.11%	00.00%	00.36%	00.00%	00.02%
SES	#	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	17,566	15,326	504	1,736	346	2	9	15	15	6	30	29	29	13	191	3	4
	%	100.00%	87.25%	02.87%	09.88%	01.97%	00.01%	00.05%	00.09%	00.09%	00.03%	00.17%	00.17%	00.17%	00.07%	01.09%	00.02%	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 A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
Grade - 1	#	660	520	140	28	9	186	48	290	79	7	1	2	0	7	1	0	2
	%	99.98%	78.78%	21.20%	04.24%	01.36%	28.18%	07.27%	43.94%	11.97%	01.06%	00.15%	00.30%	00.00%	01.06%	00.15%	00.00%	00.30%
Grade - 2	#	12,365	10,276	2,089	632	133	3,806	733	5,474	1,118	144	62	29	5	151	30	40	8
	%	99.98%	83.09%	16.89%	05.11%	01.08%	30.78%	05.93%	44.27%	09.04%	01.16%	00.50%	00.23%	00.04%	01.22%	00.24%	00.32%	00.06%
Grade - 3	#	2,844	2,059	785	167	66	693	258	1,129	428	27	18	5	1	28	12	10	2
	%	100.00%	72.40%	27.60%	05.87%	02.32%	24.37%	09.07%	39.70%	15.05%	00.95%	00.63%	00.18%	00.04%	00.98%	00.42%	00.35%	00.07%
Grade - 4	#	1,575	955	620	81	27	389	223	438	337	20	24	8	1	17	8	2	0
	%	100.00%	60.64%	39.36%	05.14%	01.71%	24.70%	14.16%	27.81%	21.40%	01.27%	01.52%	00.51%	00.06%	01.08%	00.51%	00.13%	00.00%
Grade - 5	#	1,296	1,177	119	103	6	598	53	427	53	25	3	6	0	16	3	2	1
	%	99.99%	90.81%	09.18%	07.95%	00.46%	46.14%	04.09%	32.95%	04.09%	01.93%	00.23%	00.46%	00.00%	01.23%	00.23%	00.15%	00.08%
Grade - 6	#	2,128	1,910	218	134	7	982	110	719	88	34	7	11	1	23	5	7	0
	%	100.02%	89.77%	10.25%	06.30%	00.33%	46.15%	05.17%	33.79%	04.14%	01.60%	00.33%	00.52%	00.05%	01.08%	00.23%	00.33%	00.00%
Grade - 7	#	879	827	52	84	7	421	17	298	25	10	0	2	1	12	2	0	0
	%	100.01%	94.10%	05.91%	09.56%	00.80%	47.90%	01.93%	33.90%	02.84%	01.14%	00.00%	00.23%	00.11%	01.37%	00.23%	00.00%	00.00%
Grade - 8	#	966	913	53	93	1	552	26	227	23	21	1	4	0	13	2	3	0
	%	99.99%	94.51%	05.48%	09.63%	00.10%	57.14%	02.69%	23.50%	02.38%	02.17%	00.10%	00.41%	00.00%	01.35%	00.21%	00.31%	00.00%
Grade - 9	#	1,682	1,645	37	149	1	1,151	24	283	11	28	0	2	1	30	0	2	0
	%	100.00%	97.80%	02.20%	08.86%	00.06%	68.43%	01.43%	16.83%	00.65%	01.66%	00.00%	00.12%	00.06%	01.78%	00.00%	00.12%	00.00%
Grade - 10	#	3,431	3,400	31	258	1	2,488	21	489	8	99	0	13	0	49	1	4	0
	%	100.01%	99.11%	00.90%	07.52%	00.03%	72.52%	00.61%	14.25%	00.23%	02.89%	00.00%	00.38%	00.00%	01.43%	00.03%	00.12%	00.00%
Grade - 11	#	853	837	16	49	2	607	9	132	4	29	1	6	0	14	0	0	0
	%	99.99%	98.11%	01.88%	05.74%	00.23%	71.16%	01.06%	15.47%	00.47%	03.40%	00.12%	00.70%	00.00%	01.64%	00.00%	00.00%	00.00%
Grade -	#	29	29	0	1	0	26	0	2	0	0	0	0	0	0	0	0	0

Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
12	%	100.01%	100.01%	00.00%	03.45%	00.00%	89.66%	00.00%	06.90%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 13	#	20	20	0	1	0	15	0	3	0	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	05.00%	00.00%	75.00%	00.00%	15.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.00%	00.00%	00.00%	00.00%
Grade - 14	#	20	19	1	1	0	15	1	3	0	0	0	0	0	0	0	0	0
	%	100.00%	95.00%	05.00%	05.00%	00.00%	75.00%	05.00%	15.00%	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	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	2	0	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	28,759	24,598	4,161	1,781	260	11,937	1,523	9,917	2,174	444	117	88	10	361	64	70	13
	%	100.00%	85.53%	14.47%	06.19%	00.90%	41.51%	05.30%	34.48%	07.56%	01.54%	00.41%	00.31%	00.03%	01.26%	00.22%	00.24%	00.05%

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

Percentages are based on row totals

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability - SEP - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
Grade - 1	#	662	377	34	251	93	0	1	9	3	0	2	4	3	10	58	1	2
	%	100.00%	56.95%	05.14%	37.92%	14.05%	00.00%	00.15%	01.36%	00.45%	00.00%	00.30%	00.60%	00.45%	01.51%	08.76%	00.15%	00.30%
Grade - 2	#	12,375	7,328	694	4,353	1,255	1	7	81	34	20	23	73	59	103	835	6	13
	%	100.00%	59.22%	05.61%	35.18%	10.14%	00.01%	00.06%	00.65%	00.27%	00.16%	00.19%	00.59%	00.48%	00.83%	06.75%	00.05%	00.11%
Grade - 3	#	2,844	1,990	123	731	225	0	0	18	12	5	2	20	8	21	138	1	0
	%	100.00%	69.97%	04.32%	25.70%	07.91%	00.00%	00.00%	00.63%	00.42%	00.18%	00.07%	00.70%	00.28%	00.74%	04.85%	00.04%	00.00%
Grade - 4	#	1,577	1,188	59	330	75	0	0	9	3	2	1	6	2	2	50	0	0
	%	100.00%	75.33%	03.74%	20.93%	04.76%	00.00%	00.00%	00.57%	00.19%	00.13%	00.06%	00.38%	00.13%	00.13%	03.17%	00.00%	00.00%
Grade - 5	#	1,296	931	63	302	73	0	0	4	1	1	1	2	7	5	49	0	3
	%	100.00%	71.84%	04.86%	23.30%	05.63%	00.00%	00.00%	00.31%	00.08%	00.08%	00.08%	00.15%	00.54%	00.39%	03.78%	00.00%	00.23%
Grade - 6	#	2,129	1,508	91	530	109	0	0	3	2	2	3	9	4	5	76	2	3
	%	100.00%	70.83%	04.27%	24.89%	05.12%	00.00%	00.00%	00.14%	00.09%	00.09%	00.14%	00.42%	00.19%	00.23%	03.57%	00.09%	00.14%
Grade - 7	#	879	638	53	188	44	0	0	3	1	0	0	3	3	3	28	0	3
	%	100.00%	72.58%	06.03%	21.39%	05.01%	00.00%	00.00%	00.34%	00.11%	00.00%	00.00%	00.34%	00.34%	00.34%	03.19%	00.00%	00.34%
Grade - 8	#	967	696	52	219	36	0	0	0	2	2	1	3	1	1	24	0	2
	%	100.00%	71.98%	05.38%	22.65%	03.72%	00.00%	00.00%	00.00%	00.21%	00.21%	00.10%	00.31%	00.10%	00.10%	02.48%	00.00%	00.21%
Grade - 9	#	1,684	1,231	77	376	73	0	3	6	1	2	2	9	4	0	43	0	3
	%	100.00%	73.10%	04.57%	22.33%	04.33%	00.00%	00.18%	00.36%	00.06%	00.12%	00.12%	00.53%	00.24%	00.00%	02.55%	00.00%	00.18%
Grade - 10	#	3,434	2,638	140	656	115	0	0	9	1	4	2	16	3	3	74	0	3
	%	100.00%	76.82%	04.08%	19.10%	03.35%	00.00%	00.00%	00.26%	00.03%	00.12%	00.06%	00.47%	00.09%	00.09%	02.15%	00.00%	00.09%
Grade - 11	#	853	654	34	165	21	0	0	1	0	0	2	4	1	0	12	1	0
	%	100.00%	76.67%	03.99%	19.34%	02.46%	00.00%	00.00%	00.12%	00.00%	00.00%	00.23%	00.47%	00.12%	00.00%	01.41%	00.12%	00.00%
Grade - 12	#	29	22	2	5	2	0	0	0	0	0	0	0	1	0	0	0	1
	%	100.00%	75.86%	06.90%	17.24%	06.90%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.45%	00.00%	00.00%	00.00%	03.45%
Grade - 13	#	20	13	2	5	2	0	0	0	0	0	0	0	0	0	0	0	2
	%	100.00%	65.00%	10.00%	25.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	10.00%
Grade - 14	#	20	18	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.00%	00.00%	10.00%	00.00%	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 - Permanent Workforce - by Disability - SEP - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
Grade - 15	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other Wage Grades	#	4	1	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	00.00%	75.00%	00.00%	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	#	28,780	19,240	1,424	8,116	2,123	1	11	143	60	38	39	149	96	153	1,387	11	35
	%	100.00%	66.85%	04.95%	28.20%	07.38%	00.00%	00.04%	00.50%	00.21%	00.13%	00.14%	00.52%	00.33%	00.53%	04.82%	00.04%	00.12%

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 - FY2017

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	#	58	48	10	1	2	21	4	26	4	0	0	0	0	0	0	0	0
	%	100.01%	82.76%	17.25%	01.72%	03.45%	36.21%	06.90%	44.83%	06.90%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 2	#	381	331	50	11	4	135	21	172	25	1	0	1	0	4	0	7	0
	%	99.99%	86.87%	13.12%	02.89%	01.05%	35.43%	05.51%	45.14%	06.56%	00.26%	00.00%	00.26%	00.00%	01.05%	00.00%	01.84%	00.00%
Grade - 3	#	49	44	5	2	0	18	2	23	2	0	0	0	0	1	1	0	0
	%	99.99%	89.79%	10.20%	04.08%	00.00%	36.73%	04.08%	46.94%	04.08%	00.00%	00.00%	00.00%	00.00%	02.04%	02.04%	00.00%	00.00%
Grade - 4	#	43	38	5	3	0	25	2	10	2	0	0	0	0	0	1	0	0
	%	100.01%	88.38%	11.63%	06.98%	00.00%	58.14%	04.65%	23.26%	04.65%	00.00%	00.00%	00.00%	00.00%	00.00%	02.33%	00.00%	00.00%
Grade - 5	#	74	66	8	6	0	38	7	18	1	2	0	1	0	1	0	0	0
	%	99.99%	89.18%	10.81%	08.11%	00.00%	51.35%	09.46%	24.32%	01.35%	02.70%	00.00%	01.35%	00.00%	01.35%	00.00%	00.00%	00.00%
Grade - 6	#	49	48	1	2	0	19	1	25	0	2	0	0	0	0	0	0	0
	%	100.00%	97.96%	02.04%	04.08%	00.00%	38.78%	02.04%	51.02%	00.00%	04.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 7	#	16	14	2	2	0	5	0	6	2	0	0	0	0	1	0	0	0
	%	100.00%	87.50%	12.50%	12.50%	00.00%	31.25%	00.00%	37.50%	12.50%	00.00%	00.00%	00.00%	00.00%	06.25%	00.00%	00.00%	00.00%
Grade - 8	#	17	16	1	0	0	11	0	4	1	1	0	0	0	0	0	0	0
	%	100.00%	94.12%	05.88%	00.00%	00.00%	64.71%	00.00%	23.53%	05.88%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 9	#	43	42	1	1	0	26	1	14	0	0	0	0	0	1	0	0	0
	%	100.02%	97.69%	02.33%	02.33%	00.00%	60.47%	02.33%	32.56%	00.00%	00.00%	00.00%	00.00%	00.00%	02.33%	00.00%	00.00%	00.00%
Grade - 10	#	33	33	0	0	0	24	0	7	0	2	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	72.73%	00.00%	21.21%	00.00%	06.06%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 11	#	2	2	0	0	0	2	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 - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
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	#	31	31	0	31	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
TOTAL	#	796	713	83	59	6	324	38	305	37	8	0	2	0	8	2	7	0
	%	100.00%	89.58%	10.42%	07.41%	00.75%	40.70%	04.77%	38.32%	04.65%	01.01%	00.00%	00.25%	00.00%	01.01%	00.25%	00.88%	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 - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
Grade - 1	#	58	33	6	19	9	0	0	1	0	0	0	0	0	1	7	0	0
	%	100.00%	56.90%	10.34%	32.76%	15.52%	00.00%	00.00%	01.72%	00.00%	00.00%	00.00%	00.00%	00.00%	01.72%	12.07%	00.00%	00.00%
Grade - 2	#	382	147	36	199	77	2	0	3	4	0	5	4	0	2	55	1	1
	%	100.00%	38.48%	09.42%	52.09%	20.16%	00.52%	00.00%	00.79%	01.05%	00.00%	01.31%	01.05%	00.00%	00.52%	14.40%	00.26%	00.26%
Grade - 3	#	50	21	4	25	11	0	0	1	0	0	1	0	0	1	8	0	0
	%	100.00%	42.00%	08.00%	50.00%	22.00%	00.00%	00.00%	02.00%	00.00%	00.00%	02.00%	00.00%	00.00%	02.00%	16.00%	00.00%	00.00%
Grade - 4	#	43	21	0	22	6	0	0	1	0	0	0	0	0	0	5	0	0
	%	100.00%	48.84%	00.00%	51.16%	13.95%	00.00%	00.00%	02.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	11.63%	00.00%	00.00%
Grade - 5	#	75	52	2	21	7	0	0	0	0	0	0	0	0	0	7	0	0
	%	100.00%	69.33%	02.67%	28.00%	09.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	09.33%	00.00%	00.00%
Grade - 6	#	50	23	6	21	7	0	0	0	0	0	0	0	0	0	7	0	0
	%	100.00%	46.00%	12.00%	42.00%	14.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	14.00%	00.00%	00.00%
Grade - 7	#	16	7	0	9	3	0	0	0	0	0	0	1	0	0	2	0	0
	%	100.00%	43.75%	00.00%	56.25%	18.75%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.25%	00.00%	00.00%	12.50%	00.00%	00.00%
Grade - 8	#	17	10	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	58.82%	05.88%	35.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Grade - 9	#	43	25	2	16	4	0	0	1	0	0	0	0	0	0	3	0	0
	%	100.00%	58.14%	04.65%	37.21%	09.30%	00.00%	00.00%	02.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.98%	00.00%	00.00%
Grade - 10	#	33	15	2	16	3	0	0	0	0	0	0	0	0	0	3	0	0
	%	100.00%	45.45%	06.06%	48.48%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	09.09%	00.00%	00.00%
Grade - 11	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	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%
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%

Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Temporary Workforce - by Disability - SEP - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
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	#	31	29	0	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	93.55%	00.00%	06.45%	03.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.23%	00.00%	00.00%
TOTAL	#	800	384	59	357	128	2	0	7	4	0	6	5	0	4	98	1	1
	%	100.00%	48.00%	07.38%	44.63%	16.00%	00.25%	00.00%	00.88%	00.50%	00.00%	00.75%	00.63%	00.00%	00.50%	12.25%	00.13%	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 A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
0083 Police	#	3,546	3,305	241	363	20	2,089	120	708	90	74	3	15	2	47	4	9	2
	%	100.00%	93.21%	06.79%	10.24%	00.56%	58.91%	03.38%	19.97%	02.54%	02.09%	00.08%	00.42%	00.06%	01.33%	00.11%	00.25%	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	#	2,674	1,218	1,451	94	87	752	870	309	428	27	35	5	4	25	25	6	2
	%	100.00%	45.64%	54.37%	03.52%	03.26%	28.18%	32.60%	11.58%	16.04%	01.01%	01.31%	00.19%	00.15%	00.94%	00.94%	00.22%	00.07%
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	#	3,922	1,320	2,602	118	228	785	1,379	343	849	50	78	2	12	19	43	3	13
	%	100.00%	33.66%	66.35%	03.01%	05.81%	20.02%	35.16%	08.75%	21.65%	01.27%	01.99%	00.05%	00.31%	00.48%	01.10%	00.08%	00.33%
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	#	379	159	220	10	16	68	74	74	121	4	3	0	0	1	5	2	1
	%	100.00%	41.96%	58.05%	02.64%	04.22%	17.94%	19.53%	19.53%	31.93%	01.06%	00.79%	00.00%	00.00%	00.26%	01.32%	00.53%	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	#	7,166	2,875	4,287	223	284	1,666	2,279	805	1,484	123	145	14	14	32	63	12	18
	%	100.00%	40.15%	59.86%	03.11%	03.97%	23.26%	31.82%	11.24%	20.72%	01.72%	02.02%	00.20%	00.20%	00.45%	00.88%	00.17%	00.25%
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	#	782	386	396	21	22	289	263	62	90	9	11	0	2	5	7	0	1
	%	100.00%	49.37%	50.65%	02.69%	02.81%	36.96%	33.63%	07.93%	11.51%	01.15%	01.41%	00.00%	00.26%	00.64%	00.90%	00.00%	00.13%
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	#	6,064	2,533	3,531	169	177	1,687	2,105	478	1,016	147	165	7	10	31	42	14	16
	%	100.00%	41.77%	58.21%	02.79%	02.92%	27.82%	34.71%	07.88%	16.75%	02.42%	02.72%	00.12%	00.16%	00.51%	00.69%	00.23%	00.26%
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	#	1,259	408	851	21	55	270	543	88	192	19	32	2	5	7	21	1	3

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Administration and Program	%	100.00%	32.42%	67.60%	01.67%	04.37%	21.45%	43.13%	06.99%	15.25%	01.51%	02.54%	00.16%	00.40%	00.56%	01.67%	00.08%	00.24%
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	#	197	92	105	10	10	62	54	14	28	4	10	0	0	1	2	1	1
	%	100.00%	46.71%	53.31%	05.08%	05.08%	31.47%	27.41%	07.11%	14.21%	02.03%	05.08%	00.00%	00.00%	00.51%	01.02%	00.51%	00.51%
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	#	24,643	15,113	9,508	812	576	10,131	5,290	656	682	3,254	2,766	26	26	209	149	25	19
	%	100.00%	61.39%	38.63%	03.30%	02.34%	41.15%	21.49%	02.66%	02.77%	13.22%	11.23%	00.11%	00.11%	00.85%	00.61%	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	#	67,749	12,402	55,299	1,073	2,859	8,097	33,785	1,405	10,783	1,567	6,807	52	174	186	762	22	129
	%	100.00%	18.31%	81.68%	01.58%	04.22%	11.96%	49.90%	02.08%	15.93%	02.31%	10.05%	00.08%	00.26%	00.27%	01.13%	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	#	14,832	2,740	12,084	337	790	1,458	6,587	609	3,757	257	665	15	44	44	198	20	43
	%	100.00%	18.48%	81.52%	02.27%	05.33%	09.84%	44.43%	04.11%	25.34%	01.73%	04.49%	00.10%	00.30%	00.30%	01.34%	00.13%	00.29%
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	#	12,246	2,802	9,433	233	640	945	3,042	1,339	4,940	211	587	22	47	41	146	11	31
	%	100.00%	22.89%	77.09%	01.90%	05.23%	07.72%	24.86%	10.94%	40.38%	01.72%	04.80%	00.18%	00.38%	00.34%	01.19%	00.09%	00.25%
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	#	4,485	1,262	3,219	121	295	733	1,931	184	444	203	472	3	3	15	62	3	12
	%	100.00%	28.17%	71.83%	02.70%	06.58%	16.36%	43.09%	04.11%	09.91%	04.53%	10.53%	00.07%	00.07%	00.33%	01.38%	00.07%	00.27%
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	#	4,077	1,910	2,165	193	126	1,190	1,638	328	287	157	76	9	3	28	29	5	6
	%	100.00%	46.87%	53.13%	04.74%	03.09%	29.20%	40.20%	08.05%	07.04%	03.85%	01.87%	00.22%	00.07%	00.69%	00.71%	00.12%	00.15%

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
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	#	8,228	2,865	5,361	104	248	2,135	3,521	175	522	408	981	6	9	30	67	7	13
	%	100.00%	34.82%	65.17%	01.26%	03.01%	25.95%	42.80%	02.13%	06.35%	04.96%	11.93%	00.07%	00.11%	00.36%	00.81%	00.09%	00.16%
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	#	2,666	402	2,261	33	132	216	1,349	120	642	28	82	0	5	4	47	1	4
	%	100.00%	15.10%	84.91%	01.24%	04.96%	08.11%	50.66%	04.51%	24.11%	01.05%	03.08%	00.00%	00.19%	00.15%	01.76%	00.04%	00.15%
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	#	1,065	466	594	6	12	389	420	37	114	28	42	0	0	4	5	2	1
	%	100.00%	43.97%	56.02%	00.57%	01.13%	36.70%	39.62%	03.49%	10.75%	02.64%	03.96%	00.00%	00.00%	00.38%	00.47%	00.19%	00.09%
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	#	66	18	47	0	6	7	17	8	24	2	0	0	0	1	0	0	0
	%	100.00%	27.70%	72.30%	00.00%	09.23%	10.77%	26.15%	12.31%	36.92%	03.08%	00.00%	00.00%	00.00%	01.54%	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	#	12,795	6,479	6,278	401	330	4,119	3,390	1,498	2,062	221	193	28	20	180	240	32	43
	%	100.00%	50.78%	49.21%	03.14%	02.59%	32.29%	26.57%	11.74%	16.16%	01.73%	01.51%	00.22%	00.16%	01.41%	01.88%	00.25%	00.34%
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	#	1,555	790	764	67	40	386	333	290	348	32	24	3	3	8	11	4	5
	%	100.00%	50.83%	49.15%	04.31%	02.57%	24.84%	21.43%	18.66%	22.39%	02.06%	01.54%	00.19%	00.19%	00.51%	00.71%	00.26%	00.32%
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	#	944	509	433	34	27	320	252	130	130	16	17	3	0	5	3	1	4
	%	100.00%	54.04%	45.96%	03.61%	02.87%	33.97%	26.75%	13.80%	13.80%	01.70%	01.80%	00.32%	00.00%	00.53%	00.32%	00.11%	00.42%
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	#	453	229	224	15	16	146	120	59	79	3	6	2	1	2	2	2	0

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

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		
Specialist	%	100.00%	50.54%	49.44%	03.31%	03.53%	32.23%	26.49%	13.02%	17.44%	00.66%	01.32%	00.44%	00.22%	00.44%	00.44%	00.44%	00.00%
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	#	259	184	75	8	4	133	41	32	26	2	2	3	0	6	1	0	1
	%	100.00%	71.05%	28.96%	03.09%	01.54%	51.35%	15.83%	12.36%	10.04%	00.77%	00.77%	01.16%	00.00%	02.32%	00.39%	00.00%	00.39%
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	#	111	90	21	7	1	67	10	12	6	1	2	1	0	1	1	1	1
	%	100.00%	81.08%	18.92%	06.31%	00.90%	60.36%	09.01%	10.81%	05.41%	00.90%	01.80%	00.90%	00.00%	00.90%	00.90%	00.90%	00.90%
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	#	67	64	3	4	0	38	2	17	1	4	0	0	0	0	0	1	0
	%	100.00%	95.52%	04.48%	05.97%	00.00%	56.72%	02.99%	25.37%	01.49%	05.97%	00.00%	00.00%	00.00%	00.00%	00.00%	01.49%	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	#	6,564	5,110	1,453	411	78	3,371	911	904	341	316	100	10	4	74	11	24	8
	%	100.00%	77.85%	22.14%	06.26%	01.19%	51.36%	13.88%	13.77%	05.20%	04.81%	01.52%	00.15%	00.06%	01.13%	00.17%	00.37%	00.12%
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	#	593	579	13	55	2	414	10	78	0	7	0	7	1	16	0	2	0
	%	100.00%	97.80%	02.20%	09.29%	00.34%	69.93%	01.69%	13.18%	00.00%	01.18%	00.00%	01.18%	00.17%	02.70%	00.00%	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 - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
0083 Police	#	3,546	2,809	213	524	40	0	2	2	3	0	2	9	3	0	17	0	2
	%	100.00%	79.22%	06.01%	14.78%	01.13%	00.00%	00.06%	00.06%	00.08%	00.00%	00.06%	00.25%	00.08%	00.00%	00.48%	00.00%	00.06%
0101 Social Science	#	2,674	1,886	128	660	116	0	1	3	16	6	6	22	5	0	56	0	1
	%	100.00%	70.53%	04.79%	24.68%	04.34%	00.00%	00.04%	00.11%	00.60%	00.22%	00.22%	00.82%	00.19%	00.00%	02.09%	00.00%	00.04%
0201 Human Resources Management	#	3,922	2,999	150	773	126	0	0	7	9	3	16	18	6	3	61	0	3
	%	100.00%	76.47%	03.82%	19.71%	03.21%	00.00%	00.00%	00.18%	00.23%	00.08%	00.41%	00.46%	00.15%	00.08%	01.56%	00.00%	00.08%
0260 Equal Employment Opportunity	#	379	251	19	109	33	0	0	2	1	0	2	6	2	0	18	0	2
	%	100.00%	66.23%	05.01%	28.76%	08.71%	00.00%	00.00%	00.53%	00.26%	00.00%	00.53%	01.58%	00.53%	00.00%	04.75%	00.00%	00.53%
0301 Miscellaneous Administration and Program	#	7,166	5,646	274	1,246	176	0	1	4	8	8	10	29	10	0	92	3	11
	%	100.00%	78.79%	03.82%	17.39%	02.46%	00.00%	00.01%	00.06%	00.11%	00.11%	00.14%	00.40%	00.14%	00.00%	01.28%	00.04%	00.15%
0340 Program Management	#	782	651	28	103	22	0	0	0	1	0	3	9	1	0	8	0	0
	%	100.00%	83.25%	03.58%	13.17%	02.81%	00.00%	00.00%	00.00%	00.13%	00.00%	00.38%	01.15%	00.13%	00.00%	01.02%	00.00%	00.00%
0343 Management and Program Analysis	#	6,064	4,995	224	845	126	0	0	2	9	9	10	22	7	3	59	0	5
	%	100.00%	82.37%	03.69%	13.93%	02.08%	00.00%	00.00%	00.03%	00.15%	00.15%	00.16%	00.36%	00.12%	00.05%	00.97%	00.00%	00.08%
0501 Financial Administration and Program	#	1,259	1,015	59	185	33	0	0	1	2	1	1	7	4	1	13	0	3
	%	100.00%	80.62%	04.69%	14.69%	02.62%	00.00%	00.00%	00.08%	00.16%	00.08%	00.08%	00.56%	00.32%	00.08%	01.03%	00.00%	00.24%
0511 Auditing	#	197	155	8	34	6	0	0	1	0	1	0	1	1	0	2	0	0
	%	100.00%	78.68%	04.06%	17.26%	03.05%	00.00%	00.00%	00.51%	00.00%	00.51%	00.00%	00.51%	00.51%	00.00%	01.02%	00.00%	00.00%
0602 Medical Officer	#	24,643	22,987	463	1,193	123	0	0	3	5	9	15	40	15	0	29	1	6
	%	100.00%	93.28%	01.88%	04.84%	00.50%	00.00%	00.00%	00.01%	00.02%	00.04%	00.06%	00.16%	00.06%	00.00%	00.12%	00.00%	00.02%
0610 Nurse	#	67,749	61,676	1,240	4,833	463	0	2	16	30	13	54	45	66	1	207	4	25
	%	100.00%	91.04%	01.83%	07.13%	00.68%	00.00%	00.00%	00.02%	00.04%	00.02%	00.08%	00.07%	00.10%	00.00%	00.31%	00.01%	00.04%
0620 Practical Nurse	#	14,832	13,156	304	1,372	156	0	2	4	14	0	10	13	38	0	66	0	9
	%	100.00%	88.70%	02.05%	09.25%	01.05%	00.00%	00.01%	00.03%	00.09%	00.00%	00.07%	00.09%	00.26%	00.00%	00.44%	00.00%	00.06%
0621 Nursing Assistant	#	12,246	11,027	259	960	140	0	0	4	22	1	5	15	17	4	64	2	6
	%	100.00%	90.05%	02.11%	07.84%	01.14%	00.00%	00.00%	00.03%	00.18%	00.01%	00.04%	00.12%	00.14%	00.03%	00.52%	00.02%	00.05%
0644 Medical Technologist	#	4,485	4,091	66	328	44	0	0	4	0	4	3	4	7	0	18	0	4
	%	100.00%	91.22%	01.47%	07.31%	00.98%	00.00%	00.00%	00.09%	00.00%	00.09%	00.07%	00.09%	00.16%	00.00%	00.40%	00.00%	00.09%

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
0647 Diagnostic Radiologic Technologist	#	4,077	3,618	93	366	39	0	0	4	2	1	4	4	10	0	14	0	0
	%	100.00%	88.74%	02.28%	08.98%	00.96%	00.00%	00.00%	00.10%	00.05%	00.02%	00.10%	00.10%	00.25%	00.00%	00.34%	00.00%	00.00%
0660 Pharmacist	#	8,228	7,798	100	330	41	0	0	3	0	3	4	7	7	0	15	0	2
	%	100.00%	94.77%	01.22%	04.01%	00.50%	00.00%	00.00%	00.04%	00.00%	00.04%	00.05%	00.09%	00.09%	00.00%	00.18%	00.00%	00.02%
0675 Medical Records Technician	#	2,666	2,198	62	406	62	0	0	5	6	1	7	7	4	2	28	0	2
	%	100.00%	82.45%	02.33%	15.23%	02.33%	00.00%	00.00%	00.19%	00.23%	00.04%	00.26%	00.26%	00.15%	00.08%	01.05%	00.00%	00.08%
0905 General Attorney	#	1,065	973	36	56	7	0	0	0	0	0	1	2	0	0	2	1	1
	%	100.00%	91.36%	03.38%	05.26%	00.66%	00.00%	00.00%	00.00%	00.00%	00.00%	00.09%	00.19%	00.00%	00.00%	00.19%	00.09%	00.09%
0986 Legal Assistance	#	66	51	4	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	77.27%	06.06%	16.67%	00.00%	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	#	12,795	9,145	747	2,903	416	0	9	16	7	15	26	66	27	3	233	4	10
	%	100.00%	71.47%	05.84%	22.69%	03.25%	00.00%	00.07%	00.13%	00.05%	00.12%	00.20%	00.52%	00.21%	00.02%	01.82%	00.03%	00.08%
0998 Claims Assistance and Examining	#	1,555	947	89	519	97	0	0	15	2	6	10	13	5	1	44	0	1
	%	100.00%	60.90%	05.72%	33.38%	06.24%	00.00%	00.00%	00.96%	00.13%	00.39%	00.64%	00.84%	00.32%	00.06%	02.83%	00.00%	00.06%
1101 General Business and Industry	#	944	787	44	113	20	0	0	0	2	2	1	0	5	0	9	1	0
	%	100.00%	83.37%	04.66%	11.97%	02.12%	00.00%	00.00%	00.00%	00.21%	00.21%	00.11%	00.00%	00.53%	00.00%	00.95%	00.11%	00.00%
1165 Loan Specialist	#	453	344	21	88	9	0	0	0	0	0	0	3	3	0	3	0	0
	%	100.00%	75.94%	04.64%	19.43%	01.99%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.66%	00.66%	00.00%	00.66%	00.00%	00.00%
1171 Appraising	#	259	184	22	53	8	0	0	0	0	1	1	1	0	0	5	0	0
	%	100.00%	71.04%	08.49%	20.46%	03.09%	00.00%	00.00%	00.00%	00.00%	00.39%	00.39%	00.39%	00.00%	00.00%	01.93%	00.00%	00.00%
1630 Cemetery Administration	#	111	74	2	35	3	0	0	0	0	1	0	0	0	0	2	0	0
	%	100.00%	66.67%	01.80%	31.53%	02.70%	00.00%	00.00%	00.00%	00.00%	00.90%	00.00%	00.00%	00.00%	00.00%	01.80%	00.00%	00.00%
1811 Criminal Investigating	#	67	55	3	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	82.09%	04.48%	13.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	6,564	5,048	313	1,203	160	0	0	7	13	7	9	36	20	3	60	3	2
	%	100.00%	76.90%	04.77%	18.33%	02.44%	00.00%	00.00%	00.11%	00.20%	00.11%	00.14%	00.55%	00.30%	00.05%	00.91%	00.05%	00.03%
4754 Cemetery Caretaking	#	593	392	25	176	34	0	0	2	0	1	0	5	2	1	23	0	0
	%	100.00%	66.10%	04.22%	29.68%	05.73%	00.00%	00.00%	00.34%	00.00%	00.17%	00.00%	00.84%	00.34%	00.17%	03.88%	00.00%	00.00%

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

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

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
0083 Police	#	52	49	3	3	0	36	3	9	0	0	0	1	0	0	0	0	0
	%	100.00%	94.23%	05.77%	05.77%	00.00%	69.23%	05.77%	17.31%	00.00%	00.00%	00.00%	01.92%	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	#	118	41	77	6	4	27	54	5	11	0	4	1	1	1	3	1	0
	%	100.00%	34.75%	65.25%	05.08%	03.39%	22.88%	45.76%	04.24%	09.32%	00.00%	03.39%	00.85%	00.85%	00.85%	02.54%	00.85%	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	#	30	15	14	1	1	9	4	5	8	0	0	0	0	0	1	0	0
	%	100.00%	51.72%	48.28%	03.45%	03.45%	31.03%	13.79%	17.24%	27.59%	00.00%	00.00%	00.00%	00.00%	00.00%	03.45%	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	#	5	0	5	0	0	0	1	0	4	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	20.00%	00.00%	80.00%	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	#	209	98	111	4	8	67	60	21	38	4	3	0	0	1	2	1	0
	%	100.00%	46.89%	53.12%	01.91%	03.83%	32.06%	28.71%	10.05%	18.18%	01.91%	01.44%	00.00%	00.00%	00.48%	00.96%	00.48%	00.00%
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	#	30	13	17	0	1	7	11	4	4	2	1	0	0	0	0	0	0
	%	100.00%	43.33%	56.66%	00.00%	03.33%	23.33%	36.67%	13.33%	13.33%	06.67%	03.33%	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	#	158	74	84	1	1	51	57	16	18	5	6	0	2	1	0	0	0
	%	100.00%	46.83%	53.17%	00.63%	00.63%	32.28%	36.08%	10.13%	11.39%	03.16%	03.80%	00.00%	01.27%	00.63%	00.00%	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	#	6	3	3	1	0	1	3	1	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 - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
						male	female	male	female	male	female	male	female	male	female	male	female	
Administration and Program	%	100.00%	50.01%	50.00%	16.67%	00.00%	16.67%	50.00%	16.67%	00.00%	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	#	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%
0511 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%
0602 Medical Officer	#	1,804	1,084	720	46	17	634	369	32	44	354	274	7	3	10	10	1	3
	%	100.00%	60.08%	39.91%	02.55%	00.94%	35.14%	20.45%	01.77%	02.44%	19.62%	15.19%	00.39%	00.17%	00.55%	00.55%	00.06%	00.17%
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	#	1,709	275	1,431	15	73	168	824	38	321	47	189	2	9	5	13	0	2
	%	100.00%	16.12%	83.89%	00.88%	04.28%	09.85%	48.30%	02.23%	18.82%	02.75%	11.08%	00.12%	00.53%	00.29%	00.76%	00.00%	00.12%
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	#	197	27	170	3	11	10	76	9	65	3	14	1	0	1	3	0	1
	%	100.00%	13.71%	86.29%	01.52%	05.58%	05.08%	38.58%	04.57%	32.99%	01.52%	07.11%	00.51%	00.00%	00.51%	01.52%	00.00%	00.51%
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	#	590	95	493	9	15	36	142	35	294	13	36	1	1	1	4	0	1
	%	100.00%	16.15%	83.84%	01.53%	02.55%	06.12%	24.15%	05.95%	50.00%	02.21%	06.12%	00.17%	00.17%	00.17%	00.68%	00.00%	00.17%
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	#	91	25	63	3	7	11	42	5	7	5	6	1	0	0	1	0	0
	%	100.00%	28.41%	71.59%	03.41%	07.95%	12.50%	47.73%	05.68%	07.95%	05.68%	06.82%	01.14%	00.00%	00.00%	01.14%	00.00%	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	#	85	28	57	0	0	17	46	6	4	5	5	0	1	0	1	0	0
	%	100.00%	32.94%	67.07%	00.00%	00.00%	20.00%	54.12%	07.06%	04.71%	05.88%	05.88%	00.00%	01.18%	00.00%	01.18%	00.00%	00.00%

Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

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	#	1,103	288	815	10	27	208	563	9	52	55	156	2	7	4	5	0	5
	%	100.00%	26.12%	73.87%	00.91%	02.45%	18.86%	51.04%	00.82%	04.71%	04.99%	14.14%	00.18%	00.63%	00.36%	00.45%	00.00%	00.45%
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	#	26	7	19	1	2	2	10	2	5	2	0	0	0	0	2	0	0
	%	100.00%	26.92%	73.07%	03.85%	07.69%	07.69%	38.46%	07.69%	19.23%	07.69%	00.00%	00.00%	00.00%	00.00%	07.69%	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	#	17	7	9	0	0	7	8	0	1	0	0	0	0	0	0	0	0
	%	100.00%	43.75%	56.25%	00.00%	00.00%	43.75%	50.00%	00.00%	06.25%	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	#	3	3	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	33.33%	00.00%	66.67%	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	#	46	36	9	3	1	18	7	11	1	3	0	1	0	0	0	0	0
	%	100.00%	80.00%	20.00%	06.67%	02.22%	40.00%	15.56%	24.44%	02.22%	06.67%	00.00%	02.22%	00.00%	00.00%	00.00%	00.00%	00.00%
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	#	33	19	14	2	1	11	5	6	6	0	2	0	0	0	0	0	0
	%	100.00%	57.57%	42.42%	06.06%	03.03%	33.33%	15.15%	18.18%	18.18%	00.00%	06.06%	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	#	39	20	19	0	3	9	8	10	8	1	0	0	0	0	0	0	0
	%	100.00%	51.28%	48.71%	00.00%	07.69%	23.08%	20.51%	25.64%	20.51%	02.56%	00.00%	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	#	1	1	0	0	0	1	0	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 - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
Specialist	%	100.00%	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%
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	#	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%
1171 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%
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	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1811 RCLF		100.01%	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	#	29	24	5	2	0	12	3	6	2	1	0	1	0	2	0	0	0
	%	100.00%	82.77%	17.24%	06.90%	00.00%	41.38%	10.34%	20.69%	06.90%	03.45%	00.00%	03.45%	00.00%	06.90%	00.00%	00.00%	00.00%
2210 RCLF		100.00%	70.62%	29.38%	05.78%	02.30%	50.58%	20.17%	06.69%	04.41%	06.52%	01.99%	00.12%	00.05%	00.51%	00.28%	00.42%	00.18%
4754 Cemetery Caretaking	#	49	46	2	2	0	33	0	9	2	1	0	1	0	0	0	0	0
	%	100.00%	95.83%	04.17%	04.17%	00.00%	68.75%	00.00%	18.75%	04.17%	02.08%	00.00%	02.08%	00.00%	00.00%	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 - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
0083 Police	#	52	31	7	14	3	0	0	0	0	0	1	1	0	0	1	0	0
	%	100.00%	59.62%	13.46%	26.92%	05.77%	00.00%	00.00%	00.00%	00.00%	00.00%	01.92%	01.92%	00.00%	00.00%	01.92%	00.00%	00.00%
0101 Social Science	#	118	85	9	24	6	0	0	0	0	2	0	0	0	0	4	0	0
	%	100.00%	72.03%	07.63%	20.34%	05.08%	00.00%	00.00%	00.00%	00.00%	01.69%	00.00%	00.00%	00.00%	00.00%	03.39%	00.00%	00.00%
0201 Human Resources Management	#	30	16	2	12	4	0	0	1	0	0	0	1	0	0	2	0	0
	%	100.00%	53.33%	06.67%	40.00%	13.33%	00.00%	00.00%	03.33%	00.00%	00.00%	00.00%	03.33%	00.00%	00.00%	06.67%	00.00%	00.00%
0260 Equal Employment Opportunity	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0301 Miscellaneous Administration and Program	#	209	156	7	46	9	0	0	0	0	0	3	0	1	1	3	1	0
	%	100.00%	74.64%	03.35%	22.01%	04.31%	00.00%	00.00%	00.00%	00.00%	00.00%	01.44%	00.00%	00.48%	00.48%	01.44%	00.48%	00.00%
0340 Program Management	#	30	25	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0343 Management and Program Analysis	#	158	107	15	36	7	0	0	1	1	0	0	1	1	0	3	0	0
	%	100.00%	67.72%	09.49%	22.78%	04.43%	00.00%	00.00%	00.63%	00.63%	00.00%	00.00%	00.63%	00.63%	00.00%	01.90%	00.00%	00.00%
0501 Financial Administration and Program	#	6	2	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	16.67%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0511 Auditing	#	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%
0602 Medical Officer	#	1,804	1,736	23	45	7	0	0	2	0	0	0	2	1	0	2	0	0
	%	100.00%	96.23%	01.27%	02.49%	00.39%	00.00%	00.00%	00.11%	00.00%	00.00%	00.00%	00.11%	00.06%	00.00%	00.11%	00.00%	00.00%
0610 Nurse	#	1,709	1,577	37	95	9	0	1	0	1	0	1	0	2	0	4	0	0
	%	100.00%	92.28%	02.17%	05.56%	00.53%	00.00%	00.06%	00.00%	00.06%	00.00%	00.06%	00.00%	00.12%	00.00%	00.23%	00.00%	00.00%
0620 Practical Nurse	#	197	177	3	17	2	0	0	0	0	0	0	0	1	0	1	0	0
	%	100.00%	89.85%	01.52%	08.63%	01.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.51%	00.00%	00.51%	00.00%	00.00%
0621 Nursing Assistant	#	590	539	12	39	3	0	1	0	0	1	0	0	1	0	0	0	0
	%	100.00%	91.36%	02.03%	06.61%	00.51%	00.00%	00.17%	00.00%	00.00%	00.17%	00.00%	00.00%	00.17%	00.00%	00.00%	00.00%	00.00%
0644 Medical Technologist	#	91	79	3	9	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	86.81%	03.30%	09.89%	01.10%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.10%	00.00%	00.00%

Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
0647 Diagnostic Radiologic Technologist	#	85	78	0	7	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	91.76%	00.00%	08.24%	01.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.18%	00.00%	00.00%
0660 Pharmacist	#	1,103	1,053	14	36	5	0	0	1	0	0	0	1	1	0	2	0	0
	%	100.00%	95.47%	01.27%	03.26%	00.45%	00.00%	00.00%	00.09%	00.00%	00.00%	00.00%	00.09%	00.09%	00.00%	00.18%	00.00%	00.00%
0675 Medical Records Technician	#	26	22	0	4	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	84.62%	00.00%	15.38%	03.85%	00.00%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0905 General Attorney	#	17	16	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.12%	05.88%	00.00%	00.00%	00.00%	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	#	3	2	0	1	0	0	0	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%	00.00%	00.00%	00.00%
0996 Veterans Claims Examining	#	46	14	7	25	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	30.43%	15.22%	54.35%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.35%	00.00%	00.00%
0998 Claims Assistance and Examining	#	33	16	4	13	4	0	0	0	0	0	0	0	0	0	4	0	0
	%	100.00%	48.48%	12.12%	39.39%	12.12%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	12.12%	00.00%	00.00%
1101 General Business and Industry	#	39	34	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.18%	00.00%	12.82%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1165 Loan Specialist	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1171 Appraising	#	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 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%
1811 Criminal Investigating	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	29	12	4	13	3	0	0	0	0	0	0	0	1	2	0	0	
	%	100.00%	41.38%	13.79%	44.83%	10.34%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.45%	06.90%	00.00%	00.00%	
4754 Cemetery Caretaking	#	49	35	1	13	3	0	0	0	0	0	0	0	0	3	0	0	
	%	100.00%	71.43%	02.04%	26.53%	06.12%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.12%	00.00%	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 - JUN - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
0083 Police																		
Total Received	#	40,919	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	32,722	30,278	2,444	6,898	498	13,202	823	7,616	929	1,025	63	159	2	805	79	573	50
	%	100.00%	92.53%	7.47%	21.08%	1.52%	40.35%	2.52%	23.27%	2.84%	3.13%	0.19%	0.49%	0.01%	2.46%	0.24%	1.75%	0.15%
Qualified of those Identified	#	19,709	18,569	1,140	4,280	242	8,172	374	4,463	426	603	36	82	2	589	35	380	25
	%	100.00%	94.22%	5.78%	21.72%	1.23%	41.46%	1.90%	22.64%	2.16%	3.06%	0.18%	0.42%	0.01%	2.99%	0.18%	1.93%	0.13%
Selected of those Identified	#	212	195	17	53	0	83	3	48	14	1	0	0	0	5	0	5	0
	%	100.00%	91.98%	8.02%	25.00%	0.00%	39.15%	1.42%	22.64%	6.60%	0.47%	0.00%	0.00%	0.00%	2.36%	0.00%	2.36%	0.00%
0083 RCLF																		
0101 Social Science																		
Total Received	#	13,325	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	11,077	3,794	7,283	546	785	1,750	2,982	1,220	3,114	75	171	9	27	129	95	65	109
	%	100.00%	34.25%	65.75%	4.93%	7.09%	15.80%	26.92%	11.01%	28.11%	0.68%	1.54%	0.08%	0.24%	1.16%	0.86%	0.59%	0.98%
Qualified of those Identified	#	6,195	2,176	4,019	327	380	1,079	1,703	625	1,721	34	86	4	15	66	59	41	55
	%	100.00%	35.13%	64.87%	5.28%	6.13%	17.42%	27.49%	10.09%	27.78%	0.55%	1.39%	0.06%	0.24%	1.07%	0.95%	0.66%	0.89%
Selected of those Identified	#	37	15	22	2	2	13	12	0	7	0	0	0	0	0	1	0	0
	%	100.00%	40.54%	59.46%	5.41%	5.41%	35.14%	32.43%	0.00%	18.92%	0.00%	0.00%	0.00%	0.00%	0.00%	2.70%	0.00%	0.00%
0101 RCLF																		
0201 Human Resources Management																		
Total Received	#	49,939	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily	#	35,530	16,033	19,497	2,314	2,038	7,543	6,981	5,100	8,643	457	608	31	37	311	371	277	819

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

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%	45.13%	54.87%	6.51%	5.74%	21.23%	19.65%	14.35%	24.33%	1.29%	1.71%	0.09%	0.10%	0.88%	1.04%	0.78%	2.31%
Qualified of those Identified	#	20,658	9,352	11,306	1,328	1,178	4,560	4,025	2,844	4,934	247	348	18	22	188	239	167	560
	%	100.00%	45.27%	54.73%	6.43%	5.70%	22.07%	19.48%	13.77%	23.88%	1.20%	1.68%	0.09%	0.11%	0.91%	1.16%	0.81%	2.71%
Selected of those Identified	#	104	33	71	4	5	18	38	9	18	1	4	0	0	1	3	0	3
	%	100.00%	31.73%	68.27%	3.85%	4.81%	17.31%	36.54%	8.65%	17.31%	0.96%	3.85%	0.00%	0.00%	0.96%	2.88%	0.00%	2.88%
0201 RCLF																		
0260 Equal Employment Opportunity																		
Total Received	#	1,374	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	957	485	472	94	71	159	107	204	243	12	15	4	2	6	11	6	23
	%	100.00%	50.68%	49.32%	9.82%	7.42%	16.61%	11.18%	21.32%	25.39%	1.25%	1.57%	0.42%	0.21%	0.63%	1.15%	0.63%	2.40%
Qualified of those Identified	#	616	325	291	69	47	107	69	131	141	7	8	4	2	4	10	3	14
	%	100.00%	52.76%	47.24%	11.20%	7.63%	17.37%	11.20%	21.27%	22.89%	1.14%	1.30%	0.65%	0.32%	0.65%	1.62%	0.49%	2.27%
Selected of those Identified	#	10	1	9	0	1	1	2	0	6	0	0	0	0	0	0	0	0
	%	100.00%	10.00%	90.00%	0.00%	10.00%	10.00%	20.00%	0.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0260 RCLF																		
0301 Miscellaneous Administration and Program																		
Total Received	#	66,923	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	48,562	22,316	26,246	3,272	2,953	9,721	8,307	7,523	12,626	880	951	81	76	388	410	451	923
	%	100.00%	45.95%	54.05%	6.74%	6.08%	20.02%	17.11%	15.49%	26.00%	1.81%	1.96%	0.17%	0.16%	0.80%	0.84%	0.93%	1.90%
Qualified of those Identified	#	29,742	13,613	16,129	1,983	1,778	5,919	5,205	4,500	7,657	621	614	60	38	244	282	286	555
	%	100.00%	45.77%	54.23%	6.67%	5.98%	19.90%	17.50%	15.13%	25.74%	2.09%	2.06%	0.20%	0.13%	0.82%	0.95%	0.96%	1.87%
Selected of	#	173	62	111	19	12	20	57	17	35	6	3	0	0	0	1	0	3

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
those Identified	%	100.00%	35.84%	64.16%	10.98%	6.94%	11.56%	32.95%	9.83%	20.23%	3.47%	1.73%	0.00%	0.00%	0.00%	0.58%	0.00%	1.73%	
0301 RCLF																			
0340 Program Management																			
Total Received	#	3,141	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	1,902	1,237	665	129	75	706	307	304	223	43	24	4	1	29	8	22	27	
	%	100.00%	65.04%	34.96%	6.78%	3.94%	37.12%	16.14%	15.98%	11.72%	2.26%	1.26%	0.21%	0.05%	1.52%	0.42%	1.16%	1.42%	
Qualified of those Identified	#	1,226	842	384	93	31	479	185	209	142	29	12	3	0	22	3	7	11	
	%	100.00%	68.68%	31.32%	7.59%	2.53%	39.07%	15.09%	17.05%	11.58%	2.37%	0.98%	0.24%	0.00%	1.79%	0.24%	0.57%	0.90%	
Selected of those Identified	#	3	1	2	1	0	0	2	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	33.33%	66.67%	33.33%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
0340 RCLF																			
0343 Management and Program Analysis																			
Total Received	#	62,049	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	43,239	21,854	21,385	3,067	2,157	9,822	7,589	6,749	9,427	1,166	1,082	61	41	442	258	547	831	
	%	100.00%	50.54%	49.46%	7.09%	4.99%	22.72%	17.55%	15.61%	21.80%	2.70%	2.50%	0.14%	0.09%	1.02%	0.60%	1.27%	1.92%	
Qualified of those Identified	#	30,341	15,211	15,130	2,175	1,426	6,821	5,447	4,720	6,698	771	765	48	20	303	160	373	614	
	%	100.00%	50.13%	49.87%	7.17%	4.70%	22.48%	17.95%	15.56%	22.08%	2.54%	2.52%	0.16%	0.07%	1.00%	0.53%	1.23%	2.02%	
Selected of those Identified	#	147	54	93	12	11	35	52	4	17	0	3	0	0	1	9	2	1	
	%	100.00%	36.73%	63.27%	8.16%	7.48%	23.81%	35.37%	2.72%	11.56%	0.00%	2.04%	0.00%	0.00%	0.68%	6.12%	1.36%	0.68%	
0343 RCLF																			
0501 Financial Administration and Program																			

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

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 Received	#	7,047	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	4,426	2,034	2,392	378	329	944	857	509	929	136	167	6	14	31	42	30	54
	%	100.00%	45.96%	54.04%	8.54%	7.43%	21.33%	19.36%	11.50%	20.99%	3.07%	3.77%	0.14%	0.32%	0.70%	0.95%	0.68%	1.22%
Qualified of those Identified	#	2,848	1,313	1,535	249	215	616	599	323	543	86	102	2	10	20	28	17	38
	%	100.00%	46.10%	53.90%	8.74%	7.55%	21.63%	21.03%	11.34%	19.07%	3.02%	3.58%	0.07%	0.35%	0.70%	0.98%	0.60%	1.33%
Selected of those Identified	#	37	16	21	1	3	12	11	3	5	0	2	0	0	0	0	0	0
	%	100.00%	43.24%	56.76%	2.70%	8.11%	32.43%	29.73%	8.11%	13.51%	0.00%	5.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0501 RCLF																		
0511 Auditing																		
Total Received	#	1,022	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	780	383	397	47	41	199	119	93	203	28	19	2	0	2	4	12	11
	%	100.00%	49.10%	50.90%	6.03%	5.26%	25.51%	15.26%	11.92%	26.03%	3.59%	2.44%	0.26%	0.00%	0.26%	0.51%	1.54%	1.41%
Qualified of those Identified	#	504	274	230	26	23	152	73	62	115	21	13	2	0	2	2	9	4
	%	100.00%	54.37%	45.63%	5.16%	4.56%	30.16%	14.48%	12.30%	22.82%	4.17%	2.58%	0.40%	0.00%	0.40%	0.40%	1.79%	0.79%
Selected of those Identified	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0511 RCLF																		
0602 Medical Officer																		
Total Received	#	35,456	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	25,106	16,547	8,559	2,965	758	7,213	3,395	1,526	1,047	4,649	3,078	30	0	55	137	109	144
	%	100.00%	65.91%	34.09%	11.81%	3.02%	28.73%	13.52%	6.08%	4.17%	18.52%	12.26%	0.12%	0.00%	0.22%	0.55%	0.43%	0.57%

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Qualified of those Identified	#	19,386	12,999	6,387	2,374	558	5,865	2,668	1,190	702	3,426	2,226	22	0	37	131	85	102
	%	100.00%	67.05%	32.95%	12.25%	2.88%	30.25%	13.76%	6.14%	3.62%	17.67%	11.48%	0.11%	0.00%	0.19%	0.68%	0.44%	0.53%
Selected of those Identified	#	43	24	19	6	0	7	14	1	0	9	5	0	0	0	0	1	0
	%	100.00%	55.81%	44.19%	13.95%	0.00%	16.28%	32.56%	2.33%	0.00%	20.93%	11.63%	0.00%	0.00%	0.00%	0.00%	2.33%	0.00%
0602 RCLF																		
0610 Nurse																		
Total Received	#	276,271	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	227,681	41,440	186,241	6,625	20,881	22,154	91,389	6,782	50,198	4,423	16,906	55	321	912	2,490	489	4,056
	%	100.00%	18.20%	81.80%	2.91%	9.17%	9.73%	40.14%	2.98%	22.05%	1.94%	7.43%	0.02%	0.14%	0.40%	1.09%	0.21%	1.78%
Qualified of those Identified	#	187,392	33,861	153,531	5,438	17,274	18,240	74,956	5,476	41,773	3,484	13,850	41	247	759	1,998	423	3,433
	%	100.00%	18.07%	81.93%	2.90%	9.22%	9.73%	40.00%	2.92%	22.29%	1.86%	7.39%	0.02%	0.13%	0.41%	1.07%	0.23%	1.83%
Selected of those Identified	#	2,136	360	1,776	31	144	243	1,159	37	260	34	143	0	0	11	26	4	44
	%	100.00%	16.85%	83.15%	1.45%	6.74%	11.38%	54.26%	1.73%	12.17%	1.59%	6.69%	0.00%	0.00%	0.51%	1.22%	0.19%	2.06%
0610 RCLF																		
0620 Practical Nurse																		
Total Received	#	52,017	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	41,709	7,022	34,687	1,214	3,850	2,998	14,850	1,690	13,301	622	1,536	19	80	86	444	393	626
	%	100.00%	16.84%	83.16%	2.91%	9.23%	7.19%	35.60%	4.05%	31.89%	1.49%	3.68%	0.05%	0.19%	0.21%	1.06%	0.94%	1.50%
Qualified of those Identified	#	29,483	4,984	24,499	768	2,595	2,280	10,344	1,140	9,682	399	1,045	17	63	49	300	331	470
	%	100.00%	16.90%	83.10%	2.60%	8.80%	7.73%	35.08%	3.87%	32.84%	1.35%	3.54%	0.06%	0.21%	0.17%	1.02%	1.12%	1.59%
Selected of those Identified	#	372	74	298	2	16	43	185	20	81	5	11	2	2	2	1	0	2
	%	100.00%	19.89%	80.11%	0.54%	4.30%	11.56%	49.73%	5.38%	21.77%	1.34%	2.96%	0.54%	0.54%	0.54%	0.27%	0.00%	0.54%

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
0620 RCLF																			
0621 Nursing Assistant																			
Total Received	#	45,239	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	33,123	6,581	26,542	840	2,357	2,210	7,203	2,881	15,065	387	857	15	97	149	300	99	663	
	%	100.00%	19.87%	80.13%	2.54%	7.12%	6.67%	21.75%	8.70%	45.48%	1.17%	2.59%	0.05%	0.29%	0.45%	0.91%	0.30%	2.00%	
Qualified of those Identified	#	21,333	4,215	17,118	512	1,464	1,414	4,656	1,904	9,807	240	511	6	67	85	166	54	447	
	%	100.00%	19.76%	80.24%	2.40%	6.86%	6.63%	21.83%	8.93%	45.97%	1.13%	2.40%	0.03%	0.31%	0.40%	0.78%	0.25%	2.10%	
Selected of those Identified	#	239	71	168	14	19	32	56	25	71	0	9	0	3	0	3	0	7	
	%	100.00%	29.71%	70.29%	5.86%	7.95%	13.39%	23.43%	10.46%	29.71%	0.00%	3.77%	0.00%	1.26%	0.00%	1.26%	0.00%	2.93%	
0621 RCLF																			
0644 Medical Technologist																			
Total Received	#	15,587	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	11,980	4,468	7,512	581	1,176	1,974	2,995	1,140	2,350	613	756	20	17	64	83	76	135	
	%	100.00%	37.30%	62.70%	4.85%	9.82%	16.48%	25.00%	9.52%	19.62%	5.12%	6.31%	0.17%	0.14%	0.53%	0.69%	0.63%	1.13%	
Qualified of those Identified	#	4,600	1,538	3,062	162	524	675	1,363	400	647	246	443	6	5	14	35	35	45	
	%	100.00%	33.43%	66.57%	3.52%	11.39%	14.67%	29.63%	8.70%	14.07%	5.35%	9.63%	0.13%	0.11%	0.30%	0.76%	0.76%	0.98%	
Selected of those Identified	#	90	29	61	3	12	20	27	2	15	4	5	0	0	0	1	0	1	
	%	100.00%	32.22%	67.78%	3.33%	13.33%	22.22%	30.00%	2.22%	16.67%	4.44%	5.56%	0.00%	0.00%	0.00%	1.11%	0.00%	1.11%	
0644 RCLF																			
0647 Diagnostic Radiologic Technologist																			
Total Received	#	7,148	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Voluntarily Identified	#	5,645	2,691	2,954	403	379	1,387	1,856	512	551	300	101	8	4	58	25	23	38
	%	100.00%	47.67%	52.33%	7.14%	6.71%	24.57%	32.88%	9.07%	9.76%	5.31%	1.79%	0.14%	0.07%	1.03%	0.44%	0.41%	0.67%
Qualified of those Identified	#	3,395	1,656	1,739	236	252	820	1,096	322	302	230	56	3	0	26	12	19	21
	%	100.00%	48.78%	51.22%	6.95%	7.42%	24.15%	32.28%	9.48%	8.90%	6.77%	1.65%	0.09%	0.00%	0.77%	0.35%	0.56%	0.62%
Selected of those Identified	#	38	24	14	5	0	17	14	1	0	1	0	0	0	0	0	0	0
	%	100.00%	63.16%	36.84%	13.16%	0.00%	44.74%	36.84%	2.63%	0.00%	2.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0647 RCLF																		
0660 Pharmacist																		
Total Received	#	28,252	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	22,363	9,534	12,829	407	917	4,429	6,517	2,134	2,884	2,280	2,308	3	7	110	51	171	145
	%	100.00%	42.63%	57.37%	1.82%	4.10%	19.81%	29.14%	9.54%	12.90%	10.20%	10.32%	0.01%	0.03%	0.49%	0.23%	0.76%	0.65%
Qualified of those Identified	#	14,694	6,268	8,426	191	590	2,823	4,090	1,520	2,035	1,536	1,563	3	0	82	29	113	119
	%	100.00%	42.66%	57.34%	1.30%	4.02%	19.21%	27.83%	10.34%	13.85%	10.45%	10.64%	0.02%	0.00%	0.56%	0.20%	0.77%	0.81%
Selected of those Identified	#	106	28	78	0	1	19	64	0	8	7	3	0	0	2	0	0	2
	%	100.00%	26.42%	73.58%	0.00%	0.94%	17.92%	60.38%	0.00%	7.55%	6.60%	2.83%	0.00%	0.00%	1.89%	0.00%	0.00%	1.89%
0660 RCLF																		
0675 Medical Records Technician																		
Total Received	#	35,797	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	27,827	7,321	20,506	1,128	2,411	2,939	8,024	2,518	7,978	463	1,051	29	102	92	291	152	649
	%	100.00%	26.31%	73.69%	4.05%	8.66%	10.56%	28.84%	9.05%	28.67%	1.66%	3.78%	0.10%	0.37%	0.33%	1.05%	0.55%	2.33%
Qualified of those Identified	#	13,497	3,255	10,242	488	1,088	1,284	4,053	1,142	3,993	216	525	13	55	41	150	71	378
	%	100.00%	24.12%	75.88%	3.62%	8.06%	9.51%	30.03%	8.46%	29.58%	1.60%	3.89%	0.10%	0.41%	0.30%	1.11%	0.53%	2.80%

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Selected of those Identified	#	56	13	43	1	4	7	23	4	9	0	3	0	0	1	0	0	4
	%	100.00%	23.21%	76.79%	1.79%	7.14%	12.50%	41.07%	7.14%	16.07%	0.00%	5.36%	0.00%	0.00%	1.79%	0.00%	0.00%	7.14%
0675 RCLF																		
0905 General Attorney																		
Total Received	#	1,881	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	1,383	638	745	87	67	395	304	94	283	45	63	1	0	4	8	12	20
	%	100.00%	46.13%	53.87%	6.29%	4.84%	28.56%	21.98%	6.80%	20.46%	3.25%	4.56%	0.07%	0.00%	0.29%	0.58%	0.87%	1.45%
Qualified of those Identified	#	1,247	580	667	81	58	351	262	87	260	44	60	1	0	4	8	12	19
	%	100.00%	46.51%	53.49%	6.50%	4.65%	28.15%	21.01%	6.98%	20.85%	3.53%	4.81%	0.08%	0.00%	0.32%	0.64%	0.96%	1.52%
Selected of those Identified	#	2	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0
	%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0905 RCLF																		
0986 Legal Assistance																		
Total Received	#	281	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	196	71	125	13	14	28	21	26	76	4	6	0	0	0	2	0	6
	%	100.00%	36.22%	63.78%	6.63%	7.14%	14.29%	10.71%	13.27%	38.78%	2.04%	3.06%	0.00%	0.00%	0.00%	1.02%	0.00%	3.06%
Qualified of those Identified	#	131	45	86	7	6	17	16	17	53	4	5	0	0	0	2	0	4
	%	100.00%	34.35%	65.65%	5.34%	4.58%	12.98%	12.21%	12.98%	40.46%	3.05%	3.82%	0.00%	0.00%	0.00%	1.53%	0.00%	3.05%
Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0986 RCLF																		
0996 Veterans Claims Examining																		

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

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 Received	#	39,304	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	31,336	15,878	15,458	2,117	1,567	7,401	5,121	4,676	7,250	907	573	120	83	358	355	299	509
	%	100.00%	50.67%	49.33%	6.76%	5.00%	23.62%	16.34%	14.92%	23.14%	2.89%	1.83%	0.38%	0.26%	1.14%	1.13%	0.95%	1.62%
Qualified of those Identified	#	21,700	10,823	10,877	1,447	1,053	4,983	3,627	3,177	5,061	671	428	86	70	238	300	221	338
	%	100.00%	49.88%	50.12%	6.67%	4.85%	22.96%	16.71%	14.64%	23.32%	3.09%	1.97%	0.40%	0.32%	1.10%	1.38%	1.02%	1.56%
Selected of those Identified	#	652	362	290	50	25	204	135	86	105	11	10	0	2	7	7	4	6
	%	100.00%	55.52%	44.48%	7.67%	3.83%	31.29%	20.71%	13.19%	16.10%	1.69%	1.53%	0.00%	0.31%	1.07%	1.07%	0.61%	0.92%
0996 RCLF																		
0998 Claims Assistance and Examining																		
Total Received	#	6,374	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	5,020	2,059	2,961	272	356	921	924	661	1,422	84	103	37	31	42	50	42	75
	%	100.00%	41.02%	58.98%	5.42%	7.09%	18.35%	18.41%	13.17%	28.33%	1.67%	2.05%	0.74%	0.62%	0.84%	1.00%	0.84%	1.49%
Qualified of those Identified	#	3,460	1,437	2,023	180	255	632	602	464	995	58	67	31	19	34	36	38	49
	%	100.00%	41.53%	58.47%	5.20%	7.37%	18.27%	17.40%	13.41%	28.76%	1.68%	1.94%	0.90%	0.55%	0.98%	1.04%	1.10%	1.42%
Selected of those Identified	#	38	17	21	2	2	6	9	6	6	3	2	0	1	0	0	0	1
	%	100.00%	44.74%	55.26%	5.26%	5.26%	15.79%	23.68%	15.79%	15.79%	7.89%	5.26%	0.00%	2.63%	0.00%	0.00%	0.00%	2.63%
0998 RCLF																		
1101 General Business and Industry																		
Total Received	#	2,792	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	1,903	1,210	693	155	89	544	229	396	340	57	15	11	0	19	5	28	15
	%	100.00%	63.58%	36.42%	8.15%	4.68%	28.59%	12.03%	20.81%	17.87%	3.00%	0.79%	0.58%	0.00%	1.00%	0.26%	1.47%	0.79%

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Qualified of those Identified	#	1,174	808	366	99	52	378	135	246	164	41	8	8	0	11	3	25	4
	%	100.00%	68.82%	31.18%	8.43%	4.43%	32.20%	11.50%	20.95%	13.97%	3.49%	0.68%	0.68%	0.00%	0.94%	0.26%	2.13%	0.34%
Selected of those Identified	#	12	11	1	1	0	6	0	3	1	1	0	0	0	0	0	0	0
	%	100.00%	91.67%	8.33%	8.33%	0.00%	50.00%	0.00%	25.00%	8.33%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1101 RCLF																		
1165 Loan Specialist																		
Total Received	#	1,603	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	1,220	579	641	96	69	251	185	176	323	32	29	4	7	10	9	10	19
	%	100.00%	47.46%	52.54%	7.87%	5.66%	20.57%	15.16%	14.43%	26.48%	2.62%	2.38%	0.33%	0.57%	0.82%	0.74%	0.82%	1.56%
Qualified of those Identified	#	789	374	415	61	46	170	122	107	206	24	20	2	1	4	7	6	13
	%	100.00%	47.40%	52.60%	7.73%	5.83%	21.55%	15.46%	13.56%	26.11%	3.04%	2.53%	0.25%	0.13%	0.51%	0.89%	0.76%	1.65%
Selected of those Identified	#	13	8	5	1	0	7	4	0	0	0	0	0	0	0	1	0	0
	%	100.00%	61.54%	38.46%	7.69%	0.00%	53.85%	30.77%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%
1165 RCLF																		
1171 Appraising																		
Total Received	#	759	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Voluntarily Identified	#	612	326	286	59	35	161	81	92	142	7	6	3	2	2	5	2	15
	%	100.00%	53.27%	46.73%	9.64%	5.72%	26.31%	13.24%	15.03%	23.20%	1.14%	0.98%	0.49%	0.33%	0.33%	0.82%	0.33%	2.45%
Qualified of those Identified	#	362	179	183	27	16	95	54	49	97	4	2	0	2	2	4	2	8
	%	100.00%	49.45%	50.55%	7.46%	4.42%	26.24%	14.92%	13.54%	26.80%	1.10%	0.55%	0.00%	0.55%	0.55%	1.10%	0.55%	2.21%
Selected of those Identified	#	10	7	3	1	0	4	2	1	1	0	0	0	0	1	0	0	0
	%	100.00%	70.00%	30.00%	10.00%	0.00%	40.00%	20.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
1171 RCLF																			
1630 Cemetery Administration																			
Total Received	#	1,173	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	946	689	257	118	32	373	82	160	128	10	4	2	0	15	3	11	8	
	%	100.00%	72.83%	27.17%	12.47%	3.38%	39.43%	8.67%	16.91%	13.53%	1.06%	0.42%	0.21%	0.00%	1.59%	0.32%	1.16%	0.85%	
Qualified of those Identified	#	322	238	84	43	11	141	30	45	37	2	2	2	0	1	1	4	3	
	%	100.00%	73.91%	26.09%	13.35%	3.42%	43.79%	9.32%	13.98%	11.49%	0.62%	0.62%	0.62%	0.00%	0.31%	0.31%	1.24%	0.93%	
Selected of those Identified	#	17	15	2	3	0	11	1	0	1	0	0	1	0	0	0	0	0	
	%	100.00%	88.24%	11.76%	17.65%	0.00%	64.71%	5.88%	0.00%	5.88%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	
1630 RCLF																			
1811 Criminal Investigating																			
Total Received	#	601	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	468	422	46	53	3	226	15	105	21	12	3	1	0	16	0	9	4	
	%	100.00%	90.17%	9.83%	11.32%	0.64%	48.29%	3.21%	22.44%	4.49%	2.56%	0.64%	0.21%	0.00%	3.42%	0.00%	1.92%	0.85%	
Qualified of those Identified	#	232	219	13	24	3	129	1	45	5	9	1	0	0	9	0	3	3	
	%	100.00%	94.40%	5.60%	10.34%	1.29%	55.60%	0.43%	19.40%	2.16%	3.88%	0.43%	0.00%	0.00%	3.88%	0.00%	1.29%	1.29%	
Selected of those Identified	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
1811 RCLF																			
2210 Information Technology Management																			
Total Received	#	22,430	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	

Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - JUN - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Voluntarily Identified	#	16,314	13,392	2,922	1,988	318	5,938	960	3,599	1,219	1,316	281	55	7	242	50	254	87	
	%	100.00%	82.09%	17.91%	12.19%	1.95%	36.40%	5.88%	22.06%	7.47%	8.07%	1.72%	0.34%	0.04%	1.48%	0.31%	1.56%	0.53%	
Qualified of those Identified	#	10,009	8,271	1,738	1,239	208	3,677	511	2,138	747	875	181	34	4	147	28	161	59	
	%	100.00%	82.64%	17.36%	12.38%	2.08%	36.74%	5.11%	21.36%	7.46%	8.74%	1.81%	0.34%	0.04%	1.47%	0.28%	1.61%	0.59%	
Selected of those Identified	#	84	68	16	5	1	31	3	24	10	7	0	0	0	0	0	1	2	
	%	100.00%	80.95%	19.05%	5.95%	1.19%	36.90%	3.57%	28.57%	11.90%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	1.19%	2.38%	
2210 RCLF																			
4754 Cemetery Caretaking																			
Total Received	#	4,971	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Voluntarily Identified	#	3,883	3,594	289	670	49	2,135	144	571	71	55	8	11	0	99	9	53	8	
	%	100.00%	92.56%	7.44%	17.25%	1.26%	54.98%	3.71%	14.71%	1.83%	1.42%	0.21%	0.28%	0.00%	2.55%	0.23%	1.36%	0.21%	
Qualified of those Identified	#	2,238	2,119	119	320	9	1,387	74	286	26	26	4	5	0	69	4	26	2	
	%	100.00%	94.68%	5.32%	14.30%	0.40%	61.97%	3.31%	12.78%	1.16%	1.16%	0.18%	0.22%	0.00%	3.08%	0.18%	1.16%	0.09%	
Selected of those Identified	#	88	88	0	9	0	66	0	10	0	0	0	0	0	3	0	0	0	
	%	100.00%	100.00%	0.00%	10.23%	0.00%	75.00%	0.00%	11.36%	0.00%	0.00%	0.00%	0.00%	0.00%	3.41%	0.00%	0.00%	0.00%	
4754 RCLF																			

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 - FY2017

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		[04.05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
Schedule A																		
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	190	141	8	41	10	0	1	1	0	0	1	0	1	0	6	0	0
	%	100.00.%	74.21.%	04.21.%	21.58.%	05.26.%	00.00.%	00.53.%	00.53.%	00.00.%	00.00.%	00.53.%	00.00.%	00.53.%	00.00.%	03.16.%	00.00.%	00.00.%
Voluntarily Identified (Outside of Schedule A Applicants)																		
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	16,789	14,579	585	1,625	232	0	15	24	5	4	19	5	22	0	135	0	3
	%	100.00.%	86.84.%	03.48.%	09.68.%	01.38.%	00.00.%	00.09.%	00.14.%	00.03.%	00.02.%	00.11.%	00.03.%	00.13.%	00.00.%	00.80.%	00.00.%	00.02.%

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

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

Table B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		[04.05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
Schedule A																		
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	52	23	5	24	4	0	0	0	1	0	0	0	0	0	3	0	0
	%	100.00.%	44.23.%	09.62.%	46.15.%	07.69.%	00.00.%	00.00.%	00.00.%	01.92.%	00.00.%	00.00.%	00.00.%	00.00.%	00.00.%	05.77.%	00.00.%	00.00.%
Voluntarily Identified (Outside of Schedule A Applicants)																		
Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Hires	#	3,185	2,914	74	197	32	0	3	6	0	1	1	0	5	0	16	0	0
	%	100.00.%	91.49.%	02.32.%	06.19.%	01.00.%	00.00.%	00.09.%	00.19.%	00.00.%	00.03.%	00.03.%	00.00.%	00.16.%	00.00.%	00.50.%	00.00.%	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 - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	34,558	14,177	20,381	901	1,076	8,223	11,203	3,632	5,976	1,054	1,599	92	116	218	304	57	107
	%	100.00%	41.02%	58.98%	02.61%	03.11%	23.79%	32.42%	10.51%	17.29%	03.05%	04.63%	00.27%	00.34%	00.63%	00.88%	00.16%	00.31%
Temporary	#	10,944	3,726	7,218	222	334	2,339	4,771	723	1,230	364	744	24	39	42	66	12	34
	%	100.00%	34.05%	65.95%	02.03%	03.05%	21.37%	43.59%	06.61%	11.24%	03.33%	06.80%	00.22%	00.36%	00.38%	00.60%	00.11%	00.31%
Non-Appropriated	#	1,229	456	773	28	83	180	255	221	387	18	31	2	5	6	10	1	2
	%	99.99%	37.10%	62.89%	02.28%	06.75%	14.65%	20.75%	17.98%	31.49%	01.46%	02.52%	00.16%	00.41%	00.49%	00.81%	00.08%	00.16%
TOTAL	#	46,731	18,359	28,372	1,151	1,493	10,742	16,229	4,576	7,593	1,436	2,374	118	160	266	380	70	143
	%	99.99%	39.28%	60.71%	02.46%	03.19%	22.99%	34.73%	09.79%	16.25%	03.07%	05.08%	00.25%	00.34%	00.57%	00.81%	00.15%	00.31%
RCLF	%	99.99%	49.92%	50.07%	08.73%	06.15%	32.51%	33.55%	05.33%	06.75%	02.49%	02.73%	00.08%	00.07%	00.49%	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 - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
Permanent	#	35,048	28,622	1,485	4,941	956	2	36	75	19	14	58	38	54	9	637	2	12
	%	100.00%	81.67%	04.24%	14.10%	02.73%	00.01%	00.10%	00.21%	00.05%	00.04%	00.17%	00.11%	00.15%	00.03%	01.82%	00.01%	00.03%
Temporary	#	11,091	9,509	366	1,216	287	4	9	21	11	2	28	8	16	6	180	0	2
	%	100.00%	85.74%	03.30%	10.96%	02.59%	00.04%	00.08%	00.19%	00.10%	00.02%	00.25%	00.07%	00.14%	00.05%	01.62%	00.00%	00.02%
Non-Appropriated	#	1,246	1,081	28	137	30	2	0	0	2	3	3	0	9	0	11	0	0
	%	100.00%	86.76%	02.25%	11.00%	02.41%	00.16%	00.00%	00.00%	00.16%	00.24%	00.24%	00.00%	00.72%	00.00%	00.88%	00.00%	00.00%
TOTAL	#	47,385	39,212	1,879	6,294	1,273	8	45	96	32	19	89	46	79	15	828	2	14
	%	100.00%	82.75%	03.97%	13.28%	02.69%	00.02%	00.09%	00.20%	00.07%	00.04%	00.19%	00.10%	00.17%	00.03%	01.75%	00.00%	00.03%
Prior Year	%	100.00%	79.02%	04.04%	16.94%	03.02%	00.00%	00.00%	00.08%	00.08%	00.06%	00.25%	00.22%	00.18%	00.05%	02.05%	00.01%	00.04%

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 Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	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%
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	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0201 Human Resources Management																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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	#	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%
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	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0301 Miscellaneous Administration and Program																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0340 Program Management																		

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
						male	female	male	female	male	female	male	female	male	female	male	female	
	%	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%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0511 Auditing																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0602 Medical Officer																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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																		
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0620 Practical Nurse																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0621 Nursing Assistant																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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 A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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	
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	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0647 Diagnostic Radiologic Technologist																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0660 Pharmacist																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed					
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0675 Medical Records Technician																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0905 General Attorney																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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	
%																		
0986 Legal Assistance																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0996 Veterans Claims Examining																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0998 Claims Assistance and Examining																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
2210 Information Technology Management																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
4754 Cemetery Caretaking																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
0083 Police																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	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	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0201 Human Resources Management																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0260 Equal Employment Opportunity																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0301 Miscellaneous Administration and Program																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
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	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0343 Management and Program Analysis																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
0501 Financial Administration and Program																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	1	0	0	1	0	0	0	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%	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	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0602 Medical Officer																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
0620 Practical Nurse																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
0621 Nursing Assistant																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
0647 Diagnostic Radiologic Technologist																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0660 Pharmacist																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0675 Medical Records Technician																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0905 General Attorney																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities														
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0986 Legal Assistance																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0996 Veterans Claims Examining																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0998 Claims Assistance and Examining																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
1101 General Business and Industry																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1165 Loan Specialist																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1171 Appraising																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1630 Cemetery Administration																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities														
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1811 Criminal Investigating																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
2210 Information Technology Management																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
4754 Cemetery Caretaking																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
	All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed
male				female	male			female	male	female	male	female	male	female	male	female	male	female
0083 Police																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0101 Social Science																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0201 Human Resources Management																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	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 %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0260 Equal Employment Opportunity																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0301 Miscellaneous Administration and Program																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0340 Program Management																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0343 Management and Program Analysis																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0501 Financial Administration and Program																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0511 Auditing																			
Total	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Applications Received																			
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0602 Medical Officer																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0610 Nurse																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Applicant Pool %																			
0620 Practical Nurse																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0621 Nursing Assistant																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
						male	female	male	female	male	female	male	female	male	female	male	female	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0647 Diagnostic Radiologic Technologist																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0660 Pharmacist																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0675 Medical Records Technician																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0905 General Attorney																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0986 Legal Assistance																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0996 Veterans Claims Examining																			

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY														
					Hispanic or Latino		Non-Hispanic or Latino												
		All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed		
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0998 Claims Assistance and Examining																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	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	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non-Hispanic or Latino													
	All	male	female	male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female	
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	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1171 Appraising																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		All	male	female			male	female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	
						male	female	male	female	male	female	male	female	male	female	male	female	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1811 Criminal Investigating																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
2210 Information Technology Management																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
4754 Cemetery Caretaking																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool %		***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	

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 B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
0083 Police																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0101 Social Science																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0201 Human Resources Management																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0260 Equal Employment Opportunity																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
0301 Miscellaneous Administration and Program																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
0340 Program Management																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
0343 Management and Program Analysis																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
0501 Financial Administration and Program																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0511 Auditing																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0602 Medical Officer																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0620 Practical Nurse																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0621 Nursing Assistant																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	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	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
0647 Diagnostic Radiologic Technologist																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0660 Pharmacist																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0675 Medical Records Technician																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0905 General Attorney																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0986 Legal Assistance																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0996 Veterans Claims Examining																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
0998 Claims Assistance and Examining																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
1101 General Business and Industry																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1165 Loan Specialist																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1171 Appraising																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1630 Cemetery Administration																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Temporary Workforce - by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities														
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement		
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
1811 Criminal Investigating																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
2210 Information Technology Management																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
4754 Cemetery Caretaking																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Applicant Pool	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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 Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE: GS 13/14																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2,940	1,288	1,652	82	87	940	1,073	184	334	59	137	4	1	15	15	4	5
	%	100.01%	43.82%	56.19%	02.79%	02.96%	31.97%	36.50%	06.26%	11.36%	02.01%	04.66%	00.14%	00.03%	00.51%	00.51%	00.14%	00.17%
Relevant Pool		53,289	22,348	30,941	1,317	1,600	16,187	20,976	3,038	5,639	1,381	2,181	65	59	291	390	69	96
GRADE: GS 15																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	261	140	121	9	6	102	74	21	28	4	12	0	0	3	1	1	0
	%	100.00%	53.64%	46.36%	03.45%	02.30%	39.08%	28.35%	08.05%	10.73%	01.53%	04.60%	00.00%	00.00%	01.15%	00.38%	00.38%	00.00%
Relevant Pool		6,575	3,426	3,149	156	120	2,622	2,183	417	635	182	161	3	6	39	36	7	8
GRADE: SES																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	47	28	19	1	0	22	16	4	0	1	1	0	0	0	2	0	0
	%	100.01%	59.58%	40.43%	02.13%	00.00%	46.81%	34.04%	08.51%	00.00%	02.13%	02.13%	00.00%	00.00%	00.00%	04.26%	00.00%	00.00%

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

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	
Relevant Pool	27,716	17,077	10,639	893	625	11,697	6,050	798	861	3,399	2,893	30	29	230	160	30	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 Workforce - Distribution by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities														
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement		
GRADE: GS 13/14																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2,940	2,507	123	310	31	0	0	1	2	2	2	5	1	0	16	1	1	
	%	100.00%	85.27%	04.18%	10.54%	01.05%	00.00%	00.00%	00.03%	00.07%	00.07%	00.07%	00.17%	00.03%	00.00%	00.54%	00.03%	00.03%	
Relevant Pool		53,301	45,805	1,480	6,016	879	0	0	28	83	61	74	170	83	3	335	8	34	
GRADE: GS 15																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	261	243	3	15	1	0	0	0	0	0	0	1	0	0	0	0	0	
	%	100.00%	93.10%	01.15%	05.75%	00.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		6,575	5,753	216	606	69	0	0	3	7	10	5	18	2	1	17	3	3	
GRADE: SES																			
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	47	44	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.62%	00.00%	06.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		27,739	25,764	538	1,437	151	0	0	3	9	11	16	51	20	0	33	1	7	

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 A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
GRADE: GS 13/14																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	64	21	43	0	1	20	36	0	2	1	3	0	0	0	0	0	1
	%	100.00%	32.81%	67.19%	00.00%	01.56%	31.25%	56.25%	00.00%	03.13%	01.56%	04.69%	00.00%	00.00%	00.00%	00.00%	00.00%	01.56%
Relevant Pool		2,453	922	1,531	37	43	688	1,151	44	105	132	204	5	8	13	17	3	3
GRADE: GS 15																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	7	3	4	0	0	2	2	0	0	1	2	0	0	0	0	0	0
	%	100.00%	42.86%	57.14%	00.00%	00.00%	28.57%	28.57%	00.00%	00.00%	14.29%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		241	141	100	2	1	97	83	5	2	35	13	0	0	2	1	0	0
GRADE: SES																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2	1	1	0	0	0	0	0	1	0	0	0	0	1	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%

Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2017

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	
Relevant Pool	1,894	1,170	724	45	16	708	380	30	45	370	269	6	3	10	8	1	3

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

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

*** This data is not available.

Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Temporary Workforce - Distribution by Disability - SEP - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
GRADE: GS 13/14																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	64	56	4	4	1	0	0	0	1	0	0	0	0	0	0	0	
	%	100.00%	87.50%	06.25%	06.25%	01.56%	00.00%	00.00%	00.00%	01.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		2,454	2,231	61	162	25	0	0	3	4	0	3	4	0	1	9	0	1
GRADE: GS 15																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		242	221	10	11	1	0	0	0	0	0	0	0	0	0	1	0	0
GRADE: SES																		
Total Applications Received	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selected	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Relevant Pool		1,894	1,813	25	56	6	0	0	1	0	0	0	2	1	0	2	0	0

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

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

*** This data is not available.

Table A12: PARTICIPATION IN CAREER DEVELOPMENT – 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	#	1,451																
Relevant Pool	%	100.00%	37.27%	62.73%	3.34%	4.20%	21.26%	34.50%	9.72%	19.54%	1.99%	2.92%	0.19%	0.24%	0.60%	1.05%	0.16%	0.29%
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	#	1,451	584	867	44	56	352	465	148	296	23	39	11	0	10	5	3	6
	%	100.00%	40.25%	59.75%	3.03%	3.86%	24.26%	32.05%	10.20%	20.40%	1.59%	2.69%	0.76%	0.00%	0.69%	0.34%	0.21%	0.41%
Career Development Programs for GS 13 - 14:																		
Slots	#	672																
Relevant Pool	%	100.00%	45.96%	54.04%	2.45%	2.39%	34.64%	37.83%	5.54%	9.22%	2.60%	3.79%	0.09%	0.11%	0.50%	0.54%	0.15%	0.16%
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	#	672	375	297	19	14	268	157	63	110	15	14	0	0	10	2	0	0
	%	100.00%	55.80%	44.20%	2.83%	2.08%	39.88%	23.36%	9.38%	16.37%	2.23%	2.08%	0.00%	0.00%	1.49%	0.30%	0.00%	0.00%
Career Development Programs for GS 15 and SES:																		
Slots	#	207																
Relevant Pool	%	100.00%	58.91%	41.09%	2.02%	0.98%	47.27%	29.45%	6.67%	8.20%	2.02%	1.91%	0.11%	0.16%	0.60%	0.33%	0.22%	0.05%
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	#	207	112	95	1	2	58	58	19	21	8	1	1	0	0	0	0	0
	%	100.00%	54.11%	45.89%	0.48%	0.97%	28.02%	28.02%	9.18%	10.14%	3.86%	0.48%	0.48%	0.00%	0.00%	0.00%	0.00%	0.00%

Applicant information not tracked by disability. Table B12 not generated

Includes VHA, VBA and CEDB applicants

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed
	White		Black or African American			male		female		male		female		male		female		
	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	#	13,473	5,179	8,294	400	413	3,440	5,673	938	1,495	262	482	18	25	103	181	18	25
	%	100.00%	38.42%	61.58%	02.97%	03.07%	25.53%	42.11%	06.96%	11.10%	01.94%	03.58%	00.13%	00.19%	00.76%	01.34%	00.13%	00.19%
Total Hours	91,482	34,864	56,617	2,338	2,685	23,599	39,171	6,307	9,938	1,710	3,352	117	164	670	1,142	124	166	
Average Hours	6.79	6.73	6.83	5.84	6.50	6.86	6.90	6.72	6.65	6.53	6.95	6.50	6.56	6.50	6.31	6.89	6.64	
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	2,651	1,113	1,538	78	80	724	921	223	397	65	103	5	8	15	26	3	3
	%	100.00%	41.98%	58.02%	02.94%	03.02%	27.31%	34.74%	08.41%	14.98%	02.45%	03.89%	00.19%	00.30%	00.57%	00.98%	00.11%	00.11%
Total Hours	56,762	27,958	28,805	1,347	1,333	20,811	17,431	4,148	7,454	1,224	1,844	86	184	298	507	44	52	
Average Hours	21.41	25.12	18.73	17.26	16.66	28.74	18.93	18.60	18.78	18.84	17.90	17.20	23.00	19.87	19.50	14.67	17.33	
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	102,238	41,723	60,515	3,470	3,703	25,089	36,154	10,228	15,472	2,006	3,745	155	216	630	1,020	145	205
	%	99.98%	40.80%	59.18%	03.39%	03.62%	24.54%	35.36%	10.00%	15.13%	01.96%	03.66%	00.15%	00.21%	00.62%	01.00%	00.14%	00.20%
Total Amount	35,117,772	14,042,604	21,075,168	1,203,183	1,308,272	8,416,705	12,554,772	3,363,563	5,247,662	747,665	1,459,520	55,673	79,958	207,077	352,469	48,739	72,515	
Average Amount	343.49	336.57	348.26	346.74	353.30	335.47	347.26	328.86	339.17	372.71	389.73	359.18	370.17	328.69	345.56	336.13	353.73	
Cash Awards - \$501 +																		
Total Cash Awards \$501 and over	#	103,873	39,231	64,642	3,070	4,231	25,622	40,979	7,207	13,780	2,588	4,517	137	164	494	785	113	186
	%	100.02%	37.78%	62.24%	02.96%	04.07%	24.67%	39.45%	06.94%	13.27%	02.49%	04.35%	00.13%	00.16%	00.48%	00.76%	00.11%	00.18%
Total Amount	91,695,984	36,187,420	55,508,564	2,598,977	3,509,858	24,345,698	35,594,048	5,837,832	11,312,280	2,747,204	4,174,154	112,164	128,857	437,523	635,865	108,023	153,500	
Average Amount	882.77	922.42	858.71	846.57	829.56	950.19	868.59	810.02	820.92	1,061.52	924.10	818.72	785.71	885.67	810.02	955.96	825.27	

Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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	
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	575	256	319	16	19	181	210	37	66	16	17	0	1	2	5	4	1
	%	99.99%	44.52%	55.47%	02.78%	03.30%	31.48%	36.52%	06.43%	11.48%	02.78%	02.96%	00.00%	00.17%	00.35%	00.87%	00.70%	00.17%
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 - FY2017

All VA	TOTAL	Total by Disability Status			Detail for Targeted Disabilities													
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	13,474	11,004	430	2,040	340	0	0	20	19	6	26	52	31	10	163	1	12
	%	100.00%	81.67%	03.19%	15.14%	02.52%	00.00%	00.00%	00.15%	00.14%	00.04%	00.19%	00.39%	00.23%	00.07%	01.21%	00.01%	00.09%
Total Hours		16,327	0	2,874	13,453	2,188	0	0	130	130	44	167	321	196	76	1,038	8	78
Average Hours		1.21	0.00	6.68	6.59	6.43	0.00	0.00	6.50	6.82	7.33	6.42	6.17	6.32	7.60	6.37	8.00	6.50
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	2,651	2,124	97	430	58	0	0	1	3	5	5	9	3	0	26	1	5
	%	100.00%	80.12%	03.66%	16.22%	02.19%	00.00%	00.00%	00.04%	00.11%	00.19%	00.19%	00.34%	00.11%	00.00%	00.98%	00.04%	00.19%
Total Hours		10,057	0	1,959	8,098	1,159	0	0	12	60	74	119	168	64	0	556	14	92
Average Hours		3.79	0.00	20.19	18.83	19.99	0.00	0.00	12.00	20.00	14.80	23.80	18.67	21.33	0.00	21.39	14.00	18.40
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	102,258	82,646	3,291	16,321	2,830	0	0	128	146	81	160	337	230	98	1,516	31	103
	%	100.00%	80.82%	03.22%	15.96%	02.77%	00.00%	00.00%	00.13%	00.14%	00.08%	00.16%	00.33%	00.22%	00.10%	01.48%	00.03%	00.10%
Total Amount		6,452,665	0	1,106,493	5,346,172	914,950	0	0	40,982	49,800	26,861	48,809	110,200	75,499	31,881	487,553	11,182	32,183
Average Amount		63.10	0.00	336.22	327.56	323.30	0.00	0.00	320.17	341.10	331.62	305.06	327.00	328.26	325.31	321.60	360.72	312.45
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	103,878	88,390	2,728	12,760	2,038	0	0	83	116	86	139	272	180	47	1,011	26	78
	%	100.00%	85.09%	02.63%	12.28%	01.96%	00.00%	00.00%	00.08%	00.11%	00.08%	00.13%	00.26%	00.17%	00.05%	00.97%	00.03%	00.08%
Total Amount		12,645,069	0	2,254,167	10,390,902	1,632,148	0	0	59,467	99,920	76,813	115,682	222,347	148,564	36,403	778,562	31,820	62,571
Average Amount		121.73	0.00	826.31	814.33	800.86	0.00	0.00	716.47	861.38	893.17	832.24	817.45	825.35	774.53	770.09	1,223.85	802.19
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	575	487	16	72	12	0	0	0	0	0	0	2	0	0	9	0	1
	%	100.00%	84.70%	02.78%	12.52%	02.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.35%	00.00%	00.00%	01.57%	00.00%	00.17%
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 - FY2017

All VA	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non-Hispanic or Latino						Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	266	111	155	1	5	82	120	19	19	9	10	0	0	0	0	0	1
	%	100.00%	41.73%	58.27%	00.38%	01.88%	30.83%	45.11%	07.14%	07.14%	03.38%	03.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.38%
Total Hours		1,910	781	1,129	4	36	581	885	132	128	64	76	0	0	0	0	0	4
Average Hours		7.18	7.04	7.28	4.00	7.20	7.09	7.38	6.95	6.74	7.11	7.60	0.00	0.00	0.00	0.00	0.00	4.00
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	58	26	32	4	3	14	12	8	12	0	5	0	0	0	0	0	0
	%	100.00%	44.83%	55.17%	06.90%	05.17%	24.14%	20.69%	13.79%	20.69%	00.00%	08.62%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Hours		1,245	579	666	82	56	301	245	196	237	0	128	0	0	0	0	0	0
Average Hours		21.47	22.27	20.81	20.50	18.67	21.50	20.42	24.50	19.75	0.00	25.60	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	1,771	766	1,005	82	40	453	648	145	196	74	98	3	3	8	17	1	3
	%	100.01%	43.26%	56.75%	04.63%	02.26%	25.58%	36.59%	08.19%	11.07%	04.18%	05.53%	00.17%	00.17%	00.45%	00.96%	00.06%	00.17%
Total Amount		606,498	252,360	354,137	27,546	14,075	154,335	228,914	41,189	68,052	26,047	35,085	974	1,275	2,020	5,836	249	900
Average Amount		342.46	329.45	352.38	335.92	351.88	340.70	353.26	284.06	347.20	351.99	358.01	324.78	425.00	252.55	343.29	248.55	300.00
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	2,277	873	1,404	51	74	566	980	98	162	141	166	2	4	13	14	2	4
	%	100.00%	38.34%	61.66%	02.24%	03.25%	24.86%	43.04%	04.30%	07.11%	06.19%	07.29%	00.09%	00.18%	00.57%	00.61%	00.09%	00.18%
Total Amount		2,434,378	1,079,923	1,354,455	60,146	59,582	741,202	920,366	90,059	152,628	168,084	202,655	1,271	3,390	17,860	12,830	1,300	3,004
Average Amount		1,069.12	1,237.02	964.71	1,179.34	805.16	1,309.54	939.15	918.97	942.15	1,192.09	1,220.81	635.50	847.50	1,373.82	916.43	650.00	751.01
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	13	6	7	0	0	5	4	1	2	0	1	0	0	0	0	0	0
	%	99.99%	46.15%	53.84%	00.00%	00.00%	38.46%	30.77%	07.69%	15.38%	00.00%	07.69%	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 - FY2017

All VA	TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
		[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement	
Time-off Awards - 1-9 hours																		
Total Time-off Awards - 1-9 hours	#	267	207	10	50	11	0	0	0	0	1	3	1	1	0	5	0	0
	%	100.00%	77.53%	03.75%	18.73%	04.12%	00.00%	00.00%	00.00%	00.00%	00.37%	01.12%	00.37%	00.37%	00.00%	01.87%	00.00%	00.00%
Total Hours		406	0	72	334	60	0	0	0	0	8	16	4	4	0	28	0	0
Average Hours		1.52	0.00	7.20	6.68	5.45	0.00	0.00	0.00	0.00	8.00	5.33	4.00	4.00	0.00	5.60	0.00	0.00
Time-off Awards - 9+ hours																		
Total Time-off Awards over 9 hours	#	59	40	6	13	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	67.80%	10.17%	22.03%	00.00%	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 Hours		371	0	136	235	0	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours		6.29	0.00	22.67	18.08	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
Cash Awards - \$100 - \$500																		
Total Cash Awards \$500 and under	#	1,772	1,365	73	334	74	0	0	1	3	2	6	3	4	3	48	1	3
	%	100.00%	77.03%	04.12%	18.85%	04.18%	00.00%	00.00%	00.06%	00.17%	00.11%	00.34%	00.17%	00.23%	00.17%	02.71%	00.06%	00.17%
Total Amount		132,276	0	26,401	105,876	22,638	0	0	273	1,350	599	1,625	1,070	1,507	660	14,088	275	1,192
Average Amount		74.65	0.00	361.65	316.99	305.92	0.00	0.00	273.00	450.00	299.50	270.83	356.67	376.64	220.00	293.49	275.00	397.33
Cash Awards - \$501+																		
Total Cash Awards \$501 and over	#	2,277	1,947	59	271	63	0	0	4	2	1	4	5	3	2	42	0	0
	%	100.00%	85.51%	02.59%	11.90%	02.77%	00.00%	00.00%	00.18%	00.09%	00.04%	00.18%	00.22%	00.13%	00.09%	01.84%	00.00%	00.00%
Total Amount		262,247	0	45,843	216,404	47,711	0	0	2,762	1,650	817	4,656	3,500	1,840	1,280	31,206	0	0
Average Amount		115.17	0.00	777.00	798.54	757.31	0.00	0.00	690.50	825.00	817.00	1,163.90	700.00	613.33	640.00	743.00	0.00	0.00
Quality Step Increases (QSIs)																		
Total QSIs Awarded	#	13	10	1	2	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	76.92%	07.69%	15.38%	07.69%	00.00%	00.00%	00.00%	07.69%	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 A14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2017

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	#	28,312	12,136	16,176	847	906	7,544	9,991	2,772	3,919	703	994	45	45	179	245	46	76
	%	100.00%	42.86%	57.14%	02.99%	03.20%	26.65%	35.29%	09.79%	13.84%	02.48%	03.51%	00.16%	00.16%	00.63%	00.87%	00.16%	00.27%
Involuntary	#	3,028	1,681	1,347	118	89	802	640	676	532	36	42	7	5	31	21	11	18
	%	100.00%	55.51%	44.49%	03.90%	02.94%	26.49%	21.14%	22.32%	17.57%	01.19%	01.39%	00.23%	00.17%	01.02%	00.69%	00.36%	00.59%
Total Separations	#	31,340	13,817	17,523	965	995	8,346	10,631	3,448	4,451	739	1,036	52	50	210	266	57	94
	%	100.00%	44.09%	55.91%	03.08%	03.17%	26.63%	33.92%	11.00%	14.20%	02.36%	03.31%	00.17%	00.16%	00.67%	00.85%	00.18%	00.30%
Total Work Force	#	358,404	144,439	213,965	11,412	13,123	85,612	122,688	33,953	56,383	10,243	16,982	581	737	2,145	3,270	493	782
	%	100.00%	40.30%	59.70%	03.18%	03.66%	23.89%	34.23%	09.47%	15.73%	02.86%	04.74%	00.16%	00.21%	00.60%	00.91%	00.14%	00.22%

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 - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
Voluntary	#	28,368	22,314	1,084	4,970	891	0	2	40	42	26	60	90	54	18	531	2	26
	%	100.00%	78.66%	03.82%	17.52%	03.14%	00.00%	00.01%	00.14%	00.15%	00.09%	00.21%	00.32%	00.19%	00.06%	01.87%	00.01%	00.09%
Involuntary	#	3,038	2,039	161	838	218	0	0	11	5	3	13	22	6	4	152	1	1
	%	100.00%	67.12%	05.30%	27.58%	07.18%	00.00%	00.00%	00.36%	00.16%	00.10%	00.43%	00.72%	00.20%	00.13%	05.00%	00.03%	00.03%
Total Separations	#	31,406	24,353	1,245	5,808	1,109	0	2	51	47	29	73	112	60	22	683	3	27
	%	100.00%	77.54%	03.96%	18.49%	03.53%	00.00%	00.01%	00.16%	00.15%	00.09%	00.23%	00.36%	00.19%	00.07%	02.17%	00.01%	00.09%
Total Work Force	#	358,669	296,554	11,157	50,958	8,911	2	39	454	470	276	520	1,045	673	293	4,795	83	261
	%	100.00%	82.68%	03.11%	14.21%	02.48%	00.00%	00.01%	00.13%	00.13%	00.08%	00.14%	00.29%	00.19%	00.08%	01.34%	00.02%	00.07%

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

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 - FY2017

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	#	7,446	2,294	5,152	129	222	1,553	3,516	338	759	216	557	9	20	39	55	10	23
	%	99.99%	30.80%	69.19%	01.73%	02.98%	20.86%	47.22%	04.54%	10.19%	02.90%	07.48%	00.12%	00.27%	00.52%	00.74%	00.13%	00.31%
Involuntary	#	604	274	330	22	25	153	172	74	97	17	26	0	0	8	6	0	4
	%	99.98%	45.35%	54.63%	03.64%	04.14%	25.33%	28.48%	12.25%	16.06%	02.81%	04.30%	00.00%	00.00%	01.32%	00.99%	00.00%	00.66%
Total Separations	#	8,050	2,568	5,482	151	247	1,706	3,688	412	856	233	583	9	20	47	61	10	27
	%	99.99%	31.89%	68.10%	01.88%	03.07%	21.19%	45.81%	05.12%	10.63%	02.89%	07.24%	00.11%	00.25%	00.58%	00.76%	00.12%	00.34%
Total Work Force	#	18,891	6,968	11,923	410	564	4,324	7,541	1,134	2,145	958	1,439	39	53	76	136	27	45
	%	100.00%	36.88%	63.12%	02.17%	02.99%	22.89%	39.92%	06.00%	11.35%	05.07%	07.62%	00.21%	00.28%	00.40%	00.72%	00.14%	00.24%

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 - FY2017

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			[04,05] No Disability	[01] Not Identified	[02-03, 06-98] Reportable Disability	Total Targeted Disability	[02] Developmental Disability	[03] Traumatic Brain Injury	[16-19] Hearing	[20-21, 23,25] Vision	[26,28, 30-38] Missing Extremities	[40] Mobility Impairment	[60-61, 64-69, 71-79] Partial or Complete Paralysis	[82] Epilepsy	[90] Severe Intellectual Disability	[91] Psychiatric Disability	[92] Dwarfism	[93] Significant Disfigurement
Voluntary	#	7,500	6,698	178	624	117	0	0	4	8	2	11	8	11	2	66	2	3
	%	100.00%	89.31%	02.37%	08.32%	01.56%	00.00%	00.00%	00.05%	00.11%	00.03%	00.15%	00.11%	00.15%	00.03%	00.88%	00.03%	00.04%
Involuntary	#	609	480	30	99	29	0	0	0	0	1	2	1	3	1	21	0	0
	%	100.00%	78.82%	04.93%	16.26%	04.76%	00.00%	00.00%	00.00%	00.00%	00.16%	00.33%	00.16%	00.49%	00.16%	03.45%	00.00%	00.00%
Total Separations	#	8,109	7,178	208	723	146	0	0	4	8	3	13	9	14	3	87	2	3
	%	100.00%	88.52%	02.57%	08.92%	01.80%	00.00%	00.00%	00.05%	00.10%	00.04%	00.16%	00.11%	00.17%	00.04%	01.07%	00.02%	00.04%
Total Work Force	#	18,946	16,221	575	2,150	488	6	9	23	19	7	37	34	33	17	294	4	5
	%	100.00%	85.62%	03.03%	11.35%	02.58%	00.03%	00.05%	00.12%	00.10%	00.04%	00.20%	00.18%	00.17%	00.09%	01.55%	00.02%	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.