

**VA**



U.S. Department of Veterans Affairs

# Management Directive 715

FY2018

Office of Diversity and Inclusion  
Office of Human Resources and Administration





**Department of Veterans Affairs**

**Management Directive 715**

**Fiscal Year (FY) 2018 Report**

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**MD-715**  
**Parts A Through E**

**Part A - Department or Agency Identifying Information**

| Agency                         | Second Level Component | Address              | City       | State | Zip Code (xxxxx) | Agency Code (xxxx) | FIPS Code (xxxx) |
|--------------------------------|------------------------|----------------------|------------|-------|------------------|--------------------|------------------|
| Department of Veterans Affairs |                        | 810 Vermont Ave., NW | Washington | DC    | 20420            | VA00               | 11DC             |

**Part B - Total Employment**

| Total Employment    | Permanent Workforce | Temporary Workforce | Total Workforce |
|---------------------|---------------------|---------------------|-----------------|
| Number of Employees | 369,518             | 19,564              | 389,082         |

**Part C.1 - Head of Agency and Head of Agency Designee**

| Agency Leadership       | Name             | Title  |
|-------------------------|------------------|--|
| Head of Agency          | Robert L. Wilkie | Secretary  |
| Head of Agency Designee | James M. Byrne   | General Counsel, Performing the Duties of Deputy Secretary |

**Part C.2 - Agency Official(s) Responsible for Oversight of EEO Program(s)**

| EEO Program Staff               | Name               | Title   | Occupational Series (xxxx) | Pay Plan and Grade (xx-xx) | Phone Number (xxx-xxx-xxxx) | Email Address |
|---------------------------------|--------------------|---|----------------------------|----------------------------|-----------------------------|---------------|
| Principal EEO Director/Official | Daniel R. Sitterly | Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness |                            |                            |                             |               |

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| <b>EEO Program Staff</b>  | <b>Name</b>       | <b>Title</b>  | <b>Occupational Series (xxxx)</b> | <b>Pay Plan and Grade (xx-xx)</b> | <b>Phone Number (xxx-xxx-xxxx)</b> | <b>Email Address</b> |
|---|-------------------|---|-----------------------------------|-----------------------------------|------------------------------------|----------------------|
| Affirmative Employment Program Manager                                | Harvey W. Johnson | Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion |                                   |                                   |                                    |                      |
| Complaint Processing Program Manager                                  | Harvey W. Johnson | Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion |                                   |                                   |                                    |                      |
| Diversity & Inclusion Officer   |                   |   |                                   |                                   |                                    |                      |
| Hispanic Program Manager (SEPM)                                       | Edith Perry       | National Hispanic Employment Program Manager  |                                   |                                   |                                    |                      |
| Women's Program Manager (SEPM)  | Sehar Minhas      | Departmental Women's Program Manager  |                                   |                                   |                                    |                      |
| Disability Program Manager (SEPM)                                     |                   |   |                                   |                                   |                                    |                      |
| Special Placement Program Coordinator (Individuals with Disabilities) |                   |   |                                   |                                   |                                    |                      |



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| <b>EEO Program Staff</b>                 | <b>Name</b>     | <b>Title</b>   | <b>Occupational Series (xxxx)</b> | <b>Pay Plan and Grade (xx-xx)</b> | <b>Phone Number (xxx-xxx-xxxx)</b> | <b>Email Address</b> |
|--|-----------------|--|-----------------------------------|-----------------------------------|------------------------------------|----------------------|
| Reasonable Accommodation Program Manager | Andréé Sutton   | Chief of Reasonable Accommodation Services                                     |                                   |                                   |                                    |                      |
| Anti-Harassment Program Manager          | Denene Burnette | Chief of Harassment Prevention Program   |                                   |                                   |                                    |                      |
| ADR Program Manager                      |                 |  |                                   |                                   |                                    |                      |
| Compliance Manager                       |                 |  |                                   |                                   |                                    |                      |
| Principal MD-715 Preparer                | Ryan Pugh       | Management and Program Analyst   |                                   |                                   |                                    |                      |
| Other EEO Staff                          | Maxanne Witkin  | Director, Office of Employment Discrimination Complaint Adjudication           |                                   |                                   |                                    |                      |
| Other EEO Staff                          | Tynnetta Lee    | Departmental African American/Black Employment Program Manager                 |                                   |                                   |                                    |                      |
| Other EEO Staff                          | Tynnetta Lee    | Departmental Asian American/Pacific Islander (AAPI) Employment Program Manager |                                   |                                   |                                    |                      |
| Other EEO Staff                          | Sehar Minhas    | Departmental American Indian   |                                   |                                   |                                    |                      |

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| <b>EEO Program Staff</b> | <b>Name</b>    | <b>Title</b>   | <b>Occupational Series (xxxx)</b> | <b>Pay Plan and Grade (xx-xx)</b> | <b>Phone Number (xxx-xxx-xxxx)</b> | <b>Email Address</b> |
|--------------------------|----------------|--|-----------------------------------|-----------------------------------|------------------------------------|----------------------|
|                          |                | Alaska Native Program Manager                                    |                                   |                                   |                                    |                      |
| Other EEO Staff          | Sterling Akins | Departmental Lesbian, Gay, Bisexual, Transgender Program Manager |                                   |                                   |                                    |                      |

**Part D.1 – List of Subordinate Components Covered in this Report**

Please identify the subordinate components within the agency (e.g., bureaus, regions, etc.).

If the agency does not have any subordinate components, please check the box.

| <b>Subordinate Component</b>     | <b>City</b> | <b>State</b> | <b>Country (Optional)</b> | <b>Agency Code (xxxx)</b> | <b>FIPS Codes (xxxxx)</b> |
|----------------------------------|-------------|--------------|---------------------------|---------------------------|---------------------------|
| Veterans Health Administration   | Washington  | DC           |                           | VATA                      | 11 DC                     |
| Veterans Benefits Administration | Washington  | DC           |                           | VALA                      | 11 DC                     |
| National Cemetery Administration | Washington  | DC           |                           | VAPA                      | 11 DC                     |

**Part D.2 – Mandatory and Optional Documents for this Report**

In the table below, the agency must submit these documents with its MD-715 report.

| <b>Did the agency submit the following mandatory documents?</b> | <b>Please respond Yes or No</b> | <b>Comments</b> |
|---|---------------------------------|-----------------|
| Organizational Chart  | Yes                             |                 |
| EEO Policy Statement  | Yes                             |                 |

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| <b>Did the agency submit the following mandatory documents?</b> | <b>Please respond Yes or No</b> | <b>Comments</b>   |
|---|---------------------------------|---|
| Strategic Plan  | Yes                             |   |
| Anti-Harassment Policy and Procedures                           | Yes                             | Included in the EEO Policy Statement  |
| Reasonable Accommodation Procedures                             | Yes                             | Included in the Reasonable Accommodation (RA) Handbook  |
| Personal Assistance Services Procedures                         | No                              | These procedures have already been approved by EEO Commission (EEOC); however, they are currently being vetted through VA's internal concurrence process. |
| Alternative Dispute Resolution Procedures                       | Yes                             |   |

In the table below, the agency may decide whether to submit these documents with its MD-715 report.

| <b>Did the agency submit the following optional documents?</b>  | <b>Please respond Yes or No</b> | <b>Comments</b> |
|---|---------------------------------|-----------------|
| Federal Equal Opportunity Recruitment Program (FEORP) Report  | No                              |                 |
| Disabled Veterans Affirmative Action Program (DVAAP) Report   | Yes                             |                 |
| Operational Plan for Increasing Employment of Individuals with Disabilities under Executive Order 13548 | No                              |                 |
| Diversity and Inclusion Plan under Executive Order 13583  | Yes                             |                 |

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| Did the agency submit the following optional documents?                              | Please respond<br>Yes or No | Comments |
|--|-----------------------------|----------|
| Diversity Policy Statement   | No                          |          |
| Human Capital Strategic Plan   | Yes                         |          |
| EEO Strategic Plan   | No                          |          |
| Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey | No                          |          |

**Part E – Executive Summary**

All agencies must complete Part E.1; however, only agencies with 199 or fewer employees in permanent FT/PT appointments are required to complete Part E.2 to E.5. Agencies with 200 or more employees in permanent FT/PT appointments have the option to Part E.2 to E.5.

**Part E.1 - Executive Summary: Mission**

The Department of Veterans Affairs' (VA) mission is to fulfill President Lincoln's promise "To care for him who shall have borne the battle, and for his widow, and his orphan" by serving and honoring the men and women who are America's Veterans.

**Part E.2 - Executive Summary: Essential Element A - F**

**Part E.3 - Executive Summary: Workforce Analyses**

**Part E.4 - Executive Summary: Accomplishments**

**Part E.5 - Executive Summary: Planned Activities**

CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Daniel R. Sitterly, Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness, 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.

15 May 19

Date

Signature of Agency Head or Agency Head Designee

7/16/19

Date



FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**MD-715 - PART G**  
**Agency Self-Assessment Checklist**

The Part G Self-Assessment Checklist is a series of questions designed to provide federal agencies with an effective means for conducting the annual self-assessment required in Part F of MD-715. This self-assessment permits EEO Directors to recognize, and to highlight for their senior staff, deficiencies in their EEO program that the agency must address to comply with MD-715's requirements. Nothing in Part G prevents agencies from establishing additional practices that exceed the requirements set forth in this checklist.

All agencies will be required to submit Part G to EEOC. Although agencies need not submit documentation to support their Part G responses, they must maintain such documentation on file and make it available to EEOC upon request.

The Part G checklist is organized to track the MD-715 essential elements. As a result, a single substantive matter may appear in several different sections, but in different contexts. For example, questions about establishing an anti-harassment policy fall within Element C (Management and Program Accountability), while questions about providing training under the anti-harassment policy are found in Element A (Demonstrated Commitment from Agency Leadership).





For each MD-715 essential element, the Part G checklist provides a series of "compliance indicators." Each compliance indicator, in turn, contains a series of "yes/no" questions, called "measures." To the right of the measures, there are two columns, one for the agency to answer the measure with "Yes", "No", or "NA;" and the second column for the agency to provide "comments", if necessary. Agencies should briefly explain any "N/A" answer in the comments. For example, many of the sub-component agencies are not responsible for issuing final agency decisions (FADs) in the EEO complaint process, so it may answer questions about FAD timeliness with "NA" and explain in the comments column that the parent agency drafts all FADs.

A "No" response to any measure in Part G is a program deficiency. For each such "No" response, an agency will be required in Part H to identify a plan for correcting the identified deficiency. If one or more sub-components answer "No" to a particular question, the agency-wide/parent agency's report should also include that "No" response.





**MD-715 - PART G**  
**Agency Self-Assessment Checklist**

| <b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b>  |  |                                 |   |
|---|--|---------------------------------|---|
| <b>This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.</b> |  |                                 |   |
| <br><b>Compliance Indicator</b>                              | <b>A.1 – The agency issues an effective, up-to-date EEO policy statement.</b>  | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>   |
| <br><b>Measures</b>  |  |                                 |   |
| <b>A.1.a</b>  | Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency’s commitment to EEO for all employees and applicants? If “yes”, please provide the annual issuance date in the comments column. [see MD-715, II(A)]   | Yes                             | The EEO policy statement was signed on August 27, 2018 by the VA Secretary, Robert Wilke, who was sworn into office on July 30, 2018. |
| <b>A.1.b</b>  | Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column. | Yes                             | Additionally, VA’s EEO policy statement covers transgender status, marital status, parental status, and political affiliation.        |
| <br><b>Compliance Indicator</b>                              | <b>A.2 – The agency has communicated EEO policies and procedures to all employees.</b>   | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>   |
| <br><b>Measures</b>  |  |                                 |   |
| <b>A.2.a</b>  | Does the agency disseminate the following policies and procedures to all employees:  |                                 |   |
| <b>A.2.a.1</b>  | Anti-harassment policy? [see MD 715, II(A)]  | Yes                             | The Anti-harassment policy is included in VA’s EEO policy statement and was emailed to all employees by the VA Secretary.             |
| <b>A.2.a.2</b>  | Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]   | Yes                             |   |
| <b>A.2.b</b>  | Does the agency prominently post the following information throughout the workplace and on its public website:   |                                 |   |



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|                |   |     |   |
|----------------|---|-----|---|
| <b>A.2.b.1</b> | The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)]     | Yes |   |
| <b>A.2.b.2</b> | Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 C.F.R § 1614.102(b)(5)]          | Yes |   |
| <b>A.2.b.3</b> | Reasonable accommodation procedures? [see 29 C.F.R. § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column.                     | Yes | <a href="https://www.diversity.va.gov/programs/ra.aspx">https://www.diversity.va.gov/programs/ra.aspx</a><br><a href="https://www.vapulse.net/groups/reasonable-accommodation-services">https://www.vapulse.net/groups/reasonable-accommodation-services</a>  |
| <b>A.2.c</b>   | Does the agency inform its employees about the following topics:  |     |   |
| <b>A.2.c.1</b> | EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If “yes”, please provide how often and the means by which such training is delivered. | Yes | New VA employees receive this information during New Employees Orientation. Also, this information is included in the EEO Policy Statement that is signed annually and sent out to all employees in addition to being posted on VA’s website. Furthermore, each employee has to certify in VA’s training system that they have read and understand the policy statement. In-person and virtual training on this topic is also done on an as-needed basis. |
| <b>A.2.c.2</b> | ADR process? [see MD-110, Ch. 3(II)(C)] If “yes”, please provide how often.   | Yes | New VA employees receive this information during New Employees Orientation. Also, this information is included in the EEO Policy Statement that is signed annually and sent out to all employees in addition to being posted on VA’s website. Furthermore, each employee has to certify in VA’s training system that they have read and understand the policy statement. In-person and virtual training on this topic is also done on an as-needed basis. |
| <b>A.2.c.3</b> | Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often.  | Yes | VA holds monthly reasonable accommodation (RA) trainings with National RA Coordinators and quarterly trainings with Field RA Coordinators. VA also promotes the RA program through the VA Pulse network (VA’s virtual work hub).  |

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|                |   |     |  |
|----------------|---|-----|--|
| <b>A.2.c.4</b> | Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often. | Yes | VA informs employees about the anti-harassment program annually.                           |
| <b>A.2.c.5</b> | Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR § 2635.101(b)] If “yes”, please provide how often.                                | Yes | VA informs employees about the behaviors that are inappropriate in the workplace annually. |



| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>A.3 – The agency assesses and ensures EEO principles are part of its culture.</b>  | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>  |
|--|---|---------------------------------|--|
| <b>A.3.a</b>   | Does the agency provide recognition to employees, supervisors, managers, and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a) (9)] If “yes”, provide one or two examples in the comments section. | Yes                             | The Secretary’s Annual Diversity and Inclusion Excellence Award is one example of how VA recognizes exemplary contributions by VA managers/supervisors, employees, and teams who work to create a diverse VA workforce and cultivate an inclusive VA workforce. Another example is the Secretary’s Alternative Dispute Resolution Excellence Award that recognizes any VA employee or program who has made exemplary contributions to creating an environment where employees can effectively address conflict and resolve disputes in a manner that encourages communication, promotes understanding, enhances relationships, and engages employees in problem solving. |
| <b>A.3.b</b>   | Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250]  | Yes                             |  |

**Essential Element B: INTEGRATION OF EEO INTO THE AGENCY’S STRATEGIC MISSION**





This element requires that the agency’s EEO programs are structured to maintain a workplace that is free from discrimination and support the agency’s strategic mission.

| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>B.1 - The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program.</b> | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b> |
|--|--|---------------------------------|-----------------|
|  |  |                                 |                 |

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|  |  |                                 |  |
|--|--|---------------------------------|--|
| <b>B.1.a</b>   | Is the agency head the immediate supervisor of the person (“EEO Director”) who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)]  | Yes                             |  |
| <b>B.1.a.1</b>   | If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If “yes,” please provide the title of the agency head designee in the comments.   | NA                              | The EEO Director reports to the agency head.   |
| <b>B.1.a.2</b>   | Does the agency’s organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]   | Yes                             |  |
| <b>B.1.b</b>   | Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency’s EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I]  | Yes                             |  |
| <b>B.1.c</b>   | During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the “State of the agency” briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If “yes”, please provide the date of the briefing in the comments column. | Yes                             | The EEO Director briefed the VA Secretary in April 2018.   |
| <b>B.1.d</b>   | Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)]   | Yes                             |  |
|  <b>Compliance Indicator</b><br> <b>Measures</b> | <b>B.2 – The EEO Director controls all aspects of the EEO program.</b>   | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>  |
| <b>B.2.a</b>   | Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column.  | Yes                             |  |
| <b>B.2.b</b>   | Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]  | Yes                             |  |
| <b>B.2.c</b>   | Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]   | Yes                             |  |
| <b>B.2.d</b>   | Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.]   | No                              | In accordance with 38 United States Code (U.S. C.) § 319, the Office of Employment Discrimination Complaint Adjudication (OEDCA), who is responsible for final agency decisions, reports |





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|  |   |                                 | directly to the VA Secretary. However, OEDCA collaborates with the EEO office.   |
| <b>B.2.e</b>   | Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]   | Yes                             |  |
| <b>B.2.f</b>   | Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)]   | Yes                             |  |
| <b>B.2.g</b>   | If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2) and (c)(3)]   | Yes                             |  |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b>     | <b>B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.</b>   | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>  |
| <b>B.3.a</b>   | Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)] | Yes                             |  |
| <b>B.3.b</b>   | Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column.   | Yes                             | VA's 2018 – 2024 Strategic Plan states "VA will modernize its human capital management capabilities to empower and enable a diverse, fully staffed, and highly skilled workforce that consistently delivers world-class services to Veterans and their families. |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.</b>   | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>  |
| <b>B.4.a</b>   | Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas:  |                                 |  |
| <b>B.4.a.1</b>   | to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]   | Yes                             |  |

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| <b>B.4.a.2</b>  | to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]  | No  | Due to VA's austere budget, priority has been redirected to other high priority issues.  |
| <b>B.4.a.3</b>  | to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR § 1614.102(c)(5) & 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)]  | No  | Insufficient staffing to issue timely final agency decisions.  |
| <b>B.4.a.4</b>  | to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column. | Yes |  |
| <b>B.4.a.5</b>  | to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)]   | No  | In FY 2018, due to VA's austere budget, technical assistance reviews (field audits) were suspended. However, they will resume in FY 2019.  |
| <b>B.4.a.6</b>  | to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]   | Yes | The RA Services Office has established a VA Pulse page that includes timely information regarding policy, regulations and procedures for the VA workforce.   |
| <b>B.4.a.7</b>  | to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)]. If not, please identify the systems with insufficient funding in the comments section.  | Yes |  |
| <b>B.4.a.8</b>  | to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]  | No  | There has been a dramatic decrease in the staff for carrying out the Special Emphasis Program (SEP) function. There are currently 3 Full-Time Employees (FTEs) fulfilling these oversight roles, amongst other work obligations. |
| <b>B.4.a.9</b>  | to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I); EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]  | Yes |  |
| <b>B.4.a.10</b> | to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]  | No  |  |
| <b>B.4.a.11</b> | to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]   | Yes |  |
| <b>B.4.b</b>    | Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)]   | Yes |  |

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| <b>B.4.c</b>   | Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]   | Yes                             |                 |
| <b>B.4.d</b>   | Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II)(A) of MD-110?                         | Yes                             |                 |
| <b>B.4.e</b>   | Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110? | Yes                             |                 |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b>     | <b>B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.</b>  | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b> |
| <b>B.5.a</b>   | Pursuant to 29 CFR § 1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program:                           |                                 |                 |
| <b>B.5.a.1</b>   | EEO Complaint Process? [see MD-715(II)(B)]  | Yes                             |                 |
| <b>B.5.a.2</b>   | Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]   | Yes                             |                 |
| <b>B.5.a.3</b>   | Anti-Harassment Policy? [see MD-715(II)(B)]   | Yes                             |                 |
| <b>B.5.a.4</b>   | Supervisory, managerial, communication, and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)] | Yes                             |                 |
| <b>B.5.a.5</b>   | ADR, with emphasis on the federal government’s interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)]  | Yes                             |                 |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>B.6 – The agency involves managers in the implementation of its EEO program.</b>   | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b> |
| <b>B.6.a</b>   | Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]  | Yes                             |                 |
| <b>B.6.b</b>   | Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]   | No                              |                 |

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| <b>B.6.c</b>   | When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I]   | No                                  |  |
| <b>B.6.d</b>   | Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR § 1614.102(a)(5)]  | Yes                                 |  |
| <b>Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY</b>  |   |                                     |  |
| <b>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.</b>   |   |                                     |  |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b>     | <b>C.1 – The agency conducts regular internal audits of its component and field offices.</b>  | <b>Measure Met?<br/>(Yes/No/NA)</b> | <b>Comments</b>  |
| <b>C.1.a</b>   | Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.   | Yes                                 | VA usually conducts 6 technical assistance reviews (TAR) annually; however, in FY 2018, TARs were suspended due to lack of resources. They are set to resume in FY 2019. |
| <b>C.1.b</b>   | Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section.  | Yes                                 | VA usually conducts 6 TARs annually; however, in FY 2018, they were suspended due to lack of resources. They are set to resume in FY 2019.                               |
| <b>C.1.c</b>   | Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]   | Yes                                 | Although TARs (field audits) were suspended during FY 2018, recommendations are made as a result of the TAR and are usually implemented by the facility.                 |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>C.2 – The agency has established procedures to prevent all forms of EEO discrimination.</b>  | <b>Measure Met?<br/>(Yes/No/NA)</b> | <b>Comments</b>  |
| <b>C.2.a</b>   | Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)] | Yes                                 |  |



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| <b>C.2.a.1</b> | Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]  | Yes |  |
| <b>C.2.a.2</b> | Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)]   | Yes |  |
| <b>C.2.a.3</b> | Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)]   | Yes |  |
| <b>C.2.a.4</b> | Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [see Enforcement Guidance, V.C.]  | No  |  |
| <b>C.2.a.5</b> | Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see <u>Complainant v. Dep't of Veterans Affairs</u> , EEOC Appeal No. 0120123232 (May 21, 2015); <u>Complainant v. Dep't of Defense (Defense Commissary Agency)</u> , EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column. | No  | Although VA conducts prompt inquiries of harassment allegations, we are in the process of developing a mechanism to address those initially raised in the EEO complaint process.                   |
| <b>C.2.a.6</b> | Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR 1614.203(d)(2)]  | Yes |  |
| <b>C.2.b</b>   | Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]  | Yes |  |
| <b>C.2.b.1</b> | Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR 1614.203(d)(3)(D)]   | Yes |  |
| <b>C.2.b.2</b> | Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]  | Yes |  |
| <b>C.2.b.3</b> | Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR 1614.203(d)(1)(ii)(B)]  | Yes | VA's Human Resources Office ensures that all vacancy announcements contain contact information for applicants with disabilities needing RA support during the application and placement processes. |
| <b>C.2.b.4</b> | Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR 1614.203(d)(3)(i)(M)]   | Yes |  |



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| <b>C.2.b.5</b>   | Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column. | No                              | VA is unable to determine the percentage of timely-processed requests. VA is currently in the development phase of a RA tracking system to monitor timeliness of requests. This system should be operational in July 2019. |
| <b>C.2.c</b>   | Has the agency established procedures for processing requests for personal assistance services that comply with EEOC’s regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR 1614.203(d)(6)]  | Yes                             | VA has posted processing guidelines and procedures on the RA Community of Practice Pulse page and incorporated it into the RA training. Guidance will also be contained in the new RA Handbook.                            |
| <b>C.2.c.1</b>   | Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR § 1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.   | No                              | VA does not currently post its personal assistance services (PAS) procedures on its public website since only VA employees are eligible for these services. However, VA does post the procedures on the RA Pulse page.     |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.</b>  | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>  |
| <b>C.3.a</b>   | Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program?   | No                              |  |
| <b>C.3.b</b>   | Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:  |                                 |  |
| <b>C.3.b.1</b>   | Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I]  | No                              | VA issued opening and closing guidance on performance plans and ratings for the Senior Executive Service (SES) cadre and is working to do the same for all managers and supervisors.                                       |
| <b>C.3.b.2</b>   | Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)]  | No                              | VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors.  |

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| <b>C.3.b.3</b> | Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]  | No  | VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors. |
| <b>C.3.b.4</b> | Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I]   | No  | VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors. |
| <b>C.3.b.5</b> | Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]   | No  | VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors. |
| <b>C.3.b.6</b> | Provide disability accommodations when such accommodations do not cause an undue hardship? [ see 29 CFR §1614.102(a)(8)]   | No  | VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors. |
| <b>C.3.b.7</b> | Support the EEO program in identifying and removing barriers to equal opportunity? [see MD-715, II(C)]   | No  | VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors. |
| <b>C.3.b.8</b> | Support the anti-harassment program in investigating and correcting harassing conduct? [see Enforcement Guidance, V.C.2]   | No  | VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors. |
| <b>C.3.b.9</b> | Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)]            | No  | VA issued opening and closing guidance on performance plans and ratings for the SES cadre and is working to do the same for all managers and supervisors. |
| <b>C.3.c</b>   | Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)] | Yes |   |

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| <b>C.3.d</b>   | When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]  | Yes                                 |  |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.</b>   | <b>Measure Met?<br/>(Yes/No/NA)</b> | <b>Comments</b>  |
| <b>C.4.a</b>   | Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)]   | Yes                                 |  |
| <b>C.4.b</b>   | Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I] | No                                  | The Recruitment Placement and Policy Service began the process to update VA Handbook 5005, Staffing in 2018 to bring this portion of the handbook up-to-date with existing Federal staffing policies and regulations. There is no internal timetable/schedule to review at regular intervals; however, would suggest a review and update every 3 years to ensure compliance. |
| <b>C.4.c</b>   | Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)]  | No                                  |  |
| <b>C.4.d</b>   | Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)]   | Yes                                 |  |
| <b>C.4.e</b>   | Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:   |                                     |  |
| <b>C.4.e.1</b>   | Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]   | Yes                                 |  |
| <b>C.4.e.2</b>   | Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]   | No                                  |  |
| <b>C.4.e.3</b>   | Develop and/or provide training for managers and employees? [see MD-715, II(C)]   | Yes                                 |  |
| <b>C.4.e.4</b>   | Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]   | No                                  |  |
| <b>C.4.e.5</b>   | Assist in preparing the MD-715 report? [see MD-715, II(C)]  | No                                  |  |

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|---|---|---------------------------------|---|
| <b>C.5.a</b>  | Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR § 1614.102(a)(6); see also <u>Douglas v. Veterans Administration</u> , 5 MSPR 280 (1981)]  | Yes                             |   |
| <b>C.5.b</b>  | When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If “yes”, please state the number of disciplined/sanctioned individuals during this reporting period in the comments.  | Yes                             | During FY 2018, VA took disciplinary action against 25 responsible management officials.  |
| <b>C.5.c</b>  | If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)]  | Yes                             | In cases of disability discrimination, all responsible supervisors and managers are provided training regarding the conduct and proper procedures moving forward. |
|   |   |                                 |   |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b>  | <b>C.6 – The EEO office advises managers/supervisors on EEO matters.</b>  | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>   |
| <b>C.6.a</b>  | Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If “yes”, please identify the frequency of the EEO updates in the comments column. | Yes                             | These updates are provided during quarterly Diversity and Inclusion in VA Council meetings.   |
| <b>C.6.b</b>  | Are EEO officials readily available to answer managers’ and supervisors’ questions or concerns? [see MD-715 Instructions, Sec. I]   | Yes                             |   |
|   |   |                                 |   |
| <p align="center"><b>Essential Element D: PROACTIVE PREVENTION</b></p> <p align="center"><b>This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.</b></p> |   |                                 |   |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b>  | <b>D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.</b>  | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>   |

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| <b>D.1.a</b>   | Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]  | Yes                             |   |
| <b>D.1.b</b>   | Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715 Instructions, Sec. I]  | Yes                             |   |
| <b>D.1.c</b>   | Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR 1614.203(d)(1)(iii)(C)]  | No                              |   |
|  |  |                                 |   |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b>     | <b>D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)</b>  | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>   |
| <b>D.2.a</b>   | Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]  | Yes                             |   |
| <b>D.2.b</b>   | Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)]   | No                              |   |
| <b>D.2.c</b>   | 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 realignments? [see 29 CFR §1614.102(a)(3)]   | No                              |   |
| <b>D.2.d</b>   | Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I] If “yes”, please identify the data sources in the comments column. | Yes                             | VA reviews complaint data, exit surveys, and the All Employee Survey. |
|  |  |                                 |   |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>D.3 – The agency establishes appropriate action plans to remove identified barriers.</b>  | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>   |

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| <b>D.3.a.</b>  | Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)]   | No                              |  |
| <b>D.3.b</b>   | If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)]                       | NA                              | Although VA has identified triggers, we have not conducted a barrier analysis to pinpoint the actual barrier.  |
| <b>D.3.c</b>   | Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]  | Yes                             |  |
| <br><b>Compliance Indicator</b>   | <b>D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.</b>   | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>  |
| <br><b>Measures</b>   |  |                                 |  |
| <b>D.4.a</b>   | Does the agency post its affirmative action plan on its public website? [see 29 CFR 1614.203(d)(4)] If yes, please provide the internet address in the comments.   | Yes                             | VA's affirmative action plan is posted on <a href="https://www.diversity.va.gov/products/reports.aspx">https://www.diversity.va.gov/products/reports.aspx</a> .  |
| <b>D.4.b</b>   | Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR 1614.203(d)(1)(i)]  | Yes                             | All vacancy announcements include language to ensure people with disabilities (PWD) and people with targeted disabilities (PWTD) are aware they can apply through hiring authorities specific to PWDs and Disabled Veterans.       |
| <b>D.4.c</b>   | Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR 1614.203(d)(1)(ii)(A)]  | Yes                             |  |
| <b>D.4.d</b>   | Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR 1614.203(d)(7)(ii)] | Yes                             | Marketing is conducted through the Diversity and Inclusion VA Council Disability Committee, and a toolkit has been created to assist hiring managers with using non-competitive hiring authorities for PWDs and Disabled Veterans. |
| <b>Essential Element E: EFFICIENCY</b>   |  |                                 |  |
| <b>This element requires the agency head to ensure that there are effective systems for evaluating the impact and effectiveness of the agency's EEO programs and an efficient and fair dispute resolution process.</b> |  |                                 |  |
| <br><b>Compliance Indicator</b>   | <b>E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.</b>  | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b>  |
| <br><b>Measures</b>   |  |                                 |  |





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|--------------|---|-----|--|
| <b>E.1.a</b> | Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?  | Yes |  |
| <b>E.1.b</b> | Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)?   | Yes |  |
| <b>E.1.c</b> | Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?  | Yes |  |
| <b>E.1.d</b> | Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments. | Yes | VA's average processing time is 34 days.   |
| <b>E.1.e</b> | Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)?               | Yes |  |
| <b>E.1.f</b> | Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?   | Yes |  |
| <b>E.1.g</b> | If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)?           | Yes |  |
| <b>E.1.h</b> | When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?  | No  |  |
| <b>E.1.i</b> | Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)?  | Yes |  |
| <b>E.1.j</b> | If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column.            | Yes | With work that is determined to be insufficient, VA returns it to the contractor for correction. The contractor is instructed to correct and resubmit. Also, VA contractors are required to explain timeliness issues immediately. Both issues are measured and quantified prior to the awarding of the annual contract. |
| <b>E.1.k</b> | If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)]  | Yes |  |
| <b>E.1.l</b> | Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)]  | Yes |  |
|              |   |     |  |







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| <br><b>Compliance Indicator</b><br><br><b>Measures</b>   |   | <b>Measure Met?<br/>(Yes/No/NA)</b> | <b>Comments</b>  |
|--|---|-------------------------------------|--|
|  | <b>E.2 – The agency has a neutral EEO process.</b>  |                                     |  |
| <b>E.2.a</b>   | Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If “yes”, please explain.  | Yes                                 | The EEO complaint program and VA’s defensive function are based in two separate offices in VA and are headed by different senior executives. |
| <b>E.2.b</b>   | When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If “yes”, please identify the source/location of the attorney who conducts the legal sufficiency review in the comments column. | Yes                                 | VA’s Office of General Counsel (OGC)   |
| <b>E.2.c</b>   | If the EEO office relies on the agency’s defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)]   | Yes                                 |  |
| <b>E.2.d</b>   | Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)]  | Yes                                 |  |
| <b>E.2.e</b>   | If applicable, are processing time frames incorporated for the legal counsel’s sufficiency review for timely processing of complaints? [see EEOC Report, <i>Attaining a Model Agency Program: Efficiency</i> (Dec. 1, 2004)]  | NA                                  |  |
|  |   |                                     |  |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.</b>   | <b>Measure Met?<br/>(Yes/No/NA)</b> | <b>Comments</b>  |
| <b>E.3.a</b>   | Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)]  | Yes                                 |  |
| <b>E.3.b</b>   | Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]   | Yes                                 |  |
| <b>E.3.c</b>   | Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]  | Yes                                 |  |
| <b>E.3.d</b>   | Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)]  | Yes                                 |  |
| <b>E.3.e</b>   | Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]  | Yes                                 |  |

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|  |  |                                     |   |
|--|--|-------------------------------------|---|
| <b>E.3.f</b>   | Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]   | Yes                                 |   |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b>     | <b>E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.</b>   | <b>Measure Met?<br/>(Yes/No/NA)</b> | <b>Comments</b>   |
| <b>E.4.a</b>   | Does the agency have systems in place to accurately collect, monitor, and analyze the following data:  |                                     |   |
| <b>E.4.a.1</b>   | Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)]              | Yes                                 |   |
| <b>E.4.a.2</b>   | The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]   | Yes                                 |   |
| <b>E.4.a.3</b>   | Recruitment activities? [see MD-715, II(E)]  | No                                  | VA does not have recruiters. VA empowers every employee to recruit and be an advocate for VA. Nevertheless, VA has multiple outreach programs to recruit Veterans, multi-generational employees, PWD, and employees from other diverse backgrounds. |
| <b>E.4.a.4</b>   | External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]  | Yes                                 |   |
| <b>E.4.a.5</b>   | The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]   | No                                  | VA is currently in the development phase of a RA tracking system. This system should be operational in July 2019.   |
| <b>E.4.a.6</b>   | The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2] | Yes                                 |   |
| <b>E.4.b</b>   | Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]  | No                                  |   |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.</b>  | <b>Measure Met?<br/>(Yes/No/NA)</b> | <b>Comments</b>   |



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| <b>E.5.a</b> | Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If “yes”, provide an example in the comments. | Yes | This information is presented in the monthly workload reports.   |
| <b>E.5.b</b> | Does the agency review other agencies’ best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If “yes”, provide an example in the comments.      | Yes | VA reviewed and adopted some of the best practices found in the Office of Personnel Management (OPM) Special Emphasis Program Management Handbook. |
| <b>E.5.c</b> | Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)]  | Yes |  |



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

**This element requires federal agencies to comply with EEO statutes and EEOC regulations, policy guidance, and other written instructions.**

| <br>Compliance Indicator<br><br>Measures |  | Measure Met?<br>(Yes/No/NA) | Comments |
|--|--|-----------------------------|----------|
| <b>F.1</b>   | <b>F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.</b>  |                             |          |
| <b>F.1.a</b>   | Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)]                     | Yes                         |          |
| <b>F.1.b</b>   | Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)]   | Yes                         |          |
| <b>F.1.c</b>   | Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]  | Yes                         |          |
| <b>F.1.d</b>   | Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]   | Yes                         |          |
| <b>F.1.e</b>   | When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX)(H)] | Yes                         |          |

| <br>Compliance Indicator<br><br>Measures |   | Measure Met?<br>(Yes/No/NA) | Comments |
|--|---|-----------------------------|----------|
| <b>F.2</b>   | <b>F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.</b> |                             |          |
| <b>F.2.a</b>   | Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]                                   | Yes                         |          |

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|--|--|---------------------------------|-----------------|
| <b>F.2.a.1</b>   | When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)]                           | Yes                             |                 |
| <b>F.2.a.2</b>   | When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501] | Yes                             |                 |
| <b>F.2.a.3</b>   | When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)]                              | Yes                             |                 |
| <b>F.2.a.4</b>   | Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?   | Yes                             |                 |
| <br><b>Compliance Indicator</b><br><br><b>Measures</b> | <b>F.3 - The agency reports to EEOC its program efforts and accomplishments.</b>   | <b>Measure Met? (Yes/No/NA)</b> | <b>Comments</b> |
| <b>F.3.a</b>   | Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)]  | Yes                             |                 |
| <b>F.3.b</b>   | Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)]  | Yes                             |                 |

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**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency   |
|----------------------------|---|
| Part G – B.4.a.2           | VA does not have sufficient funding or qualified staffing to successfully conduct a thorough barrier analysis of its workforce. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2018                     | Provide funding for barrier analysis workgroup to conduct barrier analysis. | 12/31/2019                  |                               |                                |
| 10/01/2018                     | Hire additional staff skilled in EEO and barrier analysis.                  | 03/31/2020                  |                               |                                |

**Responsible Official(s)**

| Title   | Name              | Performance Standards Address the Plan?<br>(Yes or No) |
|---|-------------------|--|
| Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion | Harvey W. Johnson | Yes  |
| Management and Program Analyst  | Ryan Pugh         | No   |

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**Planned Activities Toward Completion of Objective**

| <b>Target Date</b><br>(mm/dd/yyyy) | <b>Planned Activities</b>   | <b>Sufficient Funding &amp; Staffing?</b><br>(Yes or No) | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
|------------------------------------|---|--|--------------------------------------|--|
| 09/30/2019                         | Request funding to conduct at least 1 barrier analysis per fiscal year.     | No   |                                      |  |
| 12/31/2019                         | Provide funding for barrier analysis workgroup to conduct barrier analysis. | No   |                                      |  |
| 03/31/2020                         | Hire additional staff skilled in EEO and barrier analysis.                  | No   |                                      |  |

**Report of Accomplishments**

| <b>Fiscal Year</b> | <b>Accomplishments</b> |
|--------------------|------------------------|
|                    |                        |

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**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| Part G – B.4.a.3<br>E.1.h  | There is insufficient staffing to timely process and comply with final agency decisions (FAD). |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective  | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|--|-----------------------------|-------------------------------|--------------------------------|
| 07/10/2018                     | Hire additional staff to process FADs.   | 02/28/2019                  |                               |                                |
| 12/13/2018                     | Hire additional staff to review and comply with FADs related to disability discrimination. | 12/31/2020                  |                               |                                |

**Responsible Official(s)**

| Title   | Name              | Performance Standards Address the Plan?<br>(Yes or No) |
|---|-------------------|--|
| Director, Office of Employment Discrimination Complaint Adjudication  | Maxanne Witkin    | Yes  |
| Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion | Harvey W. Johnson | Yes  |

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**Planned Activities Toward Completion of Objective**

| <b>Target Date</b><br>(mm/dd/yyyy) | <b>Planned Activities</b>   | <b>Sufficient Funding &amp; Staffing?</b><br>(Yes or No) | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
|------------------------------------|---|--|--------------------------------------|--|
| 09/28/2018                         | Backfill three staff attorney positions.  | Yes  | 11/05/2018                           |  |
| 01/01/2019                         | Hire two additional staff attorneys to write FADs and one support staff employee to process FADs. | Yes  |                                      |  |
| 01/01/2019                         | Hire one support staff employee to process FADs.  | Yes  |                                      |  |
| 02/28/2019                         | Explore contracting out FADs.   | Yes  |                                      |  |
| 12/31/2020                         | Hire additional staff to review and comply with FADs related to disability discrimination.        | Yes  |                                      |  |

**Report of Accomplishments**

| <b>Fiscal Year</b> | <b>Accomplishments</b>   |
|--------------------|--|
| 2018               | Overall, VA received 1,660 requests for decisions, a 45 percent increase from FY 2017. VA closed 1,248 of these cases, which is an 11 percent increase from FY 2017. Efforts to prioritize cases where complainants requested a FAD resulted in an 18 percent increase in the number of timely issued FADs. VA increased the number of timely issued FADs where complainants requested a FAD despite a 45 percent increase in overall cases received and the inability to back-fill attorney positions in FY 2018. |



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**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency   |
|----------------------------|---|
| Part G – B.4.a.8           | There is insufficient staffing to effectively administer the special emphasis programs. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-------------------------------|--------------------------------|
| 12/07/2018                     | Increase staffing for Departmental Special Emphasis Programs. | 12/31/2020                  |                               |                                |

**Responsible Official(s)**

| Title   | Name              | Performance Standards Address the Plan?<br>(Yes or No) |
|---|-------------------|--|
| Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion | Harvey W. Johnson | Yes  |
| Director, Outreach and Retention  | Karen M. Basnight | No   |

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**Planned Activities Toward Completion of Objective**

| <b>Target Date</b><br>(mm/dd/yyyy) | <b>Planned Activities</b>   | <b>Sufficient Funding &amp; Staffing?</b><br>(Yes or No) | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
|------------------------------------|---|--|--------------------------------------|--|
| 06/30/2020                         | Obtain approval for additional full-time equivalents (FTE).                         | No   |                                      |  |
| 12/31/2020                         | Fill 2 Special Emphasis Program (SEP) vacancies that VA currently has.              | No   |                                      |  |
| 12/31/2020                         | Fill all remaining vacancies to ensure effective, efficient, and well-managed SEPs. | No   |                                      |  |

**Report of Accomplishments**

| <b>Fiscal Year</b> | <b>Accomplishments</b> |
|--------------------|------------------------|
|                    |                        |

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**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| Part G – B.4.a.10          | There is insufficient staffing to effectively manage the reasonable accommodation program. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective  | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|--|-----------------------------|-------------------------------|--------------------------------|
| 12/13/2018                     | Hire additional staff to support the reasonable accommodation program. | 12/31/2020                  |                               |                                |

**Responsible Official(s)**

| Title   | Name              | Performance Standards Address the Plan?<br>(Yes or No) |
|---|-------------------|--|
| Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion | Harvey W. Johnson | Yes  |
| Chief of Reasonable Accommodation   | Andréé Sutton     | Yes  |

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**Planned Activities Toward Completion of Objective**

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|---|---|-------------------------------|---------------------------------|
| 12/31/2020                  | Hire additional staff to support all aspects of the reasonable accommodation program. | No  |                               |                                 |

**Report of Accomplishments**

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency                  | Brief Description of Program Deficiency   |
|---|---|
| Part G – B.6.b<br>B.6.c<br>C.4.e.4<br>D.3.a | Neither senior managers nor the human resource (HR) office in VA participate in the barrier analysis process or the development of agency EEO action plans. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2018                     | Collaborate with the HR office to identify and remove barriers to equal opportunity in the workplace. | 09/30/2019                  |                               |                                |
| 10/01/2018                     | Have senior managers participate in the barrier analysis process.                                     | 09/30/2020                  |                               |                                |

**Responsible Official(s)**

| Title   | Name              | Performance Standards Address the Plan?<br>(Yes or No) |
|---|-------------------|--|
| Management and Program Analyst  | Ryan Pugh         | Yes  |
| Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion | Harvey W. Johnson | Yes  |

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**Planned Activities Toward Completion of Objective**

| <b>Target Date</b><br>(mm/dd/yyyy) | <b>Planned Activities</b>  | <b>Sufficient Funding &amp; Staffing?</b><br>(Yes or No) | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
|------------------------------------|--|--|--------------------------------------|--|
| 06/28/2019                         | Invite representatives from HR to participate in the MD-715 quarterly stakeholder's meetings.                            | Yes  |                                      |  |
| 07/31/2019                         | Invite senior managers, from the appropriate offices, and HR officials to participate on the barrier analysis workgroup. | Yes  |                                      |  |
| 09/30/2019                         | VA will hold a MD-715 quarterly stakeholder's meeting.   | Yes  |                                      |  |
| 09/30/2020                         | VA's barrier analysis workgroup will conduct a barrier analysis and devise a plan to eliminate the identified barrier.   | Yes  |                                      |  |

**Report of Accomplishments**

| <b>Fiscal Year</b> | <b>Accomplishments</b> |
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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| Part G – C.2.a.4           | The EEO office does not inform the anti-harassment program of all EEO counseling activity alleging harassment. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective  | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|--|-----------------------------|-------------------------------|--------------------------------|
| 12/19/2018                     | Create a process by which the EEO office will inform the anti-harassment program of all EEO counseling activity alleging harassment. | 06/28/2019                  |                               |                                |

**Responsible Official(s)**

| Title                                  | Name            | Performance Standards Address the Plan?<br>(Yes or No) |
|--|-----------------|--|
| Chief of Harassment Prevention Program | Denene Burnette | No   |
| Business Operations Director           | Dan Malloy      | No   |

**Planned Activities Toward Completion of Objective**

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|---|---|-------------------------------|---------------------------------|
| 03/01/2019                  | Meet with Business Operations to go over requirements for the EEO harassment complaints report. | Yes   |                               |                                 |

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| Target Date<br>(mm/dd/yyyy) | Planned Activities                  | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|-------------------------------------|---|-------------------------------|---------------------------------|
| 03/29/2019                  | Develop the report.                 | Yes   |                               |                                 |
| 06/28/2019                  | Begin receiving the report monthly. | Yes   |                               |                                 |

**Report of Accomplishments**

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**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| Part G – C.2.a.5           | VA does not have a system to track whether the agency conducts prompt inquiries of harassment allegations initially raised in the EEO complaint process. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-------------------------------|--------------------------------|
| 12/19/2018                     | Create a program that will track processing time to conduct an inquiry of harassment allegations raised in the EEO complaint process. | 09/30/2021                  |                               |                                |

**Responsible Official(s)**

| Title                                  | Name            | Performance Standards Address the Plan?<br>(Yes or No) |
|--|-----------------|--|
| Chief of Harassment Prevention Program | Denene Burnette | No   |
| Business Operations Director           | Dan Malloy      | No   |

**Planned Activities Toward Completion of Objective**

| Target Date<br>(mm/dd/yyyy) | Planned Activities   | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|--|---|-------------------------------|---------------------------------|
| 05/31/2019                  | Meet with Business Operations to review requirements for the Response time report. | Yes   |                               |                                 |

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| Target Date<br>(mm/dd/yyyy) | Planned Activities                  | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|-------------------------------------|---|-------------------------------|---------------------------------|
| 09/30/2021                  | Develop the report.                 | Yes   |                               |                                 |
| 09/30/2021                  | Begin receiving the report monthly. | Yes   |                               |                                 |

**Report of Accomplishments**

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency  | Brief Description of Program Deficiency   |
|-----------------------------|---|
| Part G – C.2.b.5<br>E.4.a.5 | There is no system in place to accurately collect, monitor, and analyze the processing of all accommodation requests. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective  | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|--|-----------------------------|-------------------------------|--------------------------------|
| 12/13/2018                     | Deploy a standardized system to track reasonable accommodation requests across the VA. | 07/31/2019                  |                               |                                |

**Responsible Official(s)**

| Title                             | Name          | Performance Standards Address the Plan?<br>(Yes or No) |
|-----------------------------------|---------------|--|
| Chief of Reasonable Accommodation | Andrée Sutton | Yes  |
| Business Operations Director      | Dan Malloy    | Yes  |

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**Planned Activities Toward Completion of Objective**

| <b>Target Date<br/>(mm/dd/yyyy)</b> | <b>Planned Activities</b>   | <b>Sufficient<br/>Funding<br/>&amp;<br/>Staffing?<br/>(Yes or No)</b> | <b>Modified<br/>Date<br/>(mm/dd/yyyy)</b> | <b>Completion<br/>Date<br/>(mm/dd/yyyy)</b> |
|-------------------------------------|---|---|---|---|
| 05/31/2019                          | Develop an enterprise-wide system to track reasonable accommodation requests. | No  |   |   |
| 06/28/2019                          | Test the system.  | No  |   |   |
| 07/31/2019                          | Deploy the system.  | No  |   |   |

**Report of Accomplishments**

| <b>Fiscal Year</b> | <b>Accomplishments</b>   |
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| 2018               | VA has gathered system requirements and established rules regarding mandatory usage of system. |

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| Part G – C.2.c.1           | Procedures for processing requests for personal assistance services (PAS) are not posted on VA's public website. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective                                   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2018                     | Post PAS procedures on VA's public website. | 09/30/2019                  |                               |                                |

**Responsible Official(s)**

| Title                                      | Name           | Performance Standards Address the Plan?<br>(Yes or No) |
|--|----------------|--|
| Chief of Reasonable Accommodation Services | Andréé Sutton  | Yes  |
| Communications Specialist                  | Yvonne Rannels | Yes  |

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**Planned Activities Toward Completion of Objective**

| <b>Target Date</b><br>(mm/dd/yyyy) | <b>Planned Activities</b>  | <b>Sufficient Funding &amp; Staffing?</b><br>(Yes or No) | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
|------------------------------------|--|--|--------------------------------------|--|
| 06/28/2019                         | Direct Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness to sign off on the personal assistance services procedures. | Yes  |                                      |  |
| 09/30/2019                         | Post procedures on VA's public website.  | Yes  |                                      |  |

**Report of Accomplishments**

| <b>Fiscal Year</b> | <b>Accomplishments</b> |
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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency  | Brief Description of Program Deficiency   |
|---|---|
| Part G – C.3.a<br>C.3.b.1<br>C.3.b.2<br>C.3.b.3<br>C.3.b.4<br>C.3.b.5<br>C.3.b.6<br>C.3.b.7<br>C.3.b.8<br>C.3.b.9 | All managers and supervisors do not have an element in their performance appraisals that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program. Therefore, rating officials do not evaluate them on such. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2018                     | Update all manager's and supervisor's performance plans with an EEO element.              | 10/01/2019                  |                               |                                |
| 10/01/2018                     | Require all rating officials to evaluate all managers and supervisors on the EEO element. | 09/30/2020                  |                               |                                |

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**Responsible Official(s)**

| Title   | Name               | Performance Standards Address the Plan?<br>(Yes or No) |
|---|--------------------|--|
| Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness                     | Daniel R. Sitterly | Yes  |
| Deputy Assistant Secretary for Office of Human Resources Management   | Carin Otero        | Yes  |
| Acting Executive Director, Corporate Senior Executive Management Office   | Tracey Therit      | Yes  |
| Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion | Harvey W. Johnson  | Yes  |

**Planned Activities Toward Completion of Objective**

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|---|---|-------------------------------|---------------------------------|
| 06/28/2019                  | Develop mandatory language to include in all manager's and supervisor's performance plans under an EEO element. | Yes   |                               |                                 |
| 07/31/2019                  | Obtain senior leadership approval of the language.  | Yes   |                               |                                 |
| 10/01/2019                  | Place EEO element into manager's and supervisor's performance plans enterprise-wide.                            | Yes   |                               |                                 |
| 10/01/2019                  | Update HR guidance mandating the EEO element enterprise-wide.   | Yes   |                               |                                 |



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| <b>Target Date</b><br>(mm/dd/yyyy) | <b>Planned Activities</b>  | <b>Sufficient Funding &amp; Staffing?</b><br>(Yes or No) | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
|------------------------------------|--|--|--------------------------------------|--|
| 10/01/2019                         | Update HR guidance for rating officials to evaluate managers and supervisors on their performance under the EEO element. | Yes  |                                      |  |
| 12/31/2019                         | Provide training for managers and supervisors on what is required from the EEO element.                                  | Yes  |                                      |  |
| 12/31/2019                         | Provide training for rating officials on what to look for when rating managers and supervisors on the EEO element.       | Yes  |                                      |  |
| 09/30/2020                         | Evaluate all managers and supervisors on the EEO element.  | Yes  |                                      |  |

**Report of Accomplishments**

| <b>Fiscal Year</b> | <b>Accomplishments</b>  |
|--------------------|---|
| 2018               | The SES cadre has an element in their performance plans that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program. VA is working to implement this for all managers and supervisors. |



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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency       | Brief Description of Program Deficiency  |
|----------------------------------|--|
| Part G – C.4.b<br>D.2.b<br>D.2.c | <p>VA has not established timetables/schedules to review, at regular intervals, its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation by all EEO groups.</p> <p>In addition, VA does not consider whether any group of employees or applicants may be negatively impacted prior to making human resource decisions, such as reorganizations and realignments.</p> |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective  | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|--|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2018                     | Establish a way to review merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation by all EEO groups at regular intervals. | 09/30/2019                  |                               |                                |
| 10/01/2018                     | Review human resource decisions to see if any group of employees or applicants might be negatively impacted.   | 09/30/2019                  |                               |                                |

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**Responsible Official(s)**

| Title   | Name               | Performance Standards Address the Plan?<br>(Yes or No) |
|---|--------------------|--|
| Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness                     | Daniel R. Sitterly | Yes  |
| Deputy Assistant Secretary for Resolution Management and Acting Executive Director, Office of Diversity and Inclusion | Harvey W. Johnson  | No   |
| Associate Deputy Assistant Secretary for Human Resources Systems and Analytics  | Joseph Thele       | No   |

**Planned Activities Toward Completion of Objective**

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|---|---|-------------------------------|---------------------------------|
| 09/30/2019                  | VA will establish a timetable/schedule to review merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices at regular intervals. | Yes   |                               |                                 |
| 09/30/2019                  | VA will establish a Diversity and Inclusion Impact Analysis workgroup to conduct pre-decisional analyses on policies, actions, and decisions.   | Yes   |                               |                                 |
| 09/30/2019                  | VA will distribute a memo enterprise-wide requiring policies, actions, and decisions to be reviewed by the Diversity and Inclusion Impact Analysis workgroup prior to becoming effective.   | Yes   |                               |                                 |

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| Part G – C.4.c             | The EEO office does not have timely access to accurate and complete data (e.g., demographic data for workforce, training programs, etc.) required to prepare the MD-715 workforce data tables. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2018                     | Correct inaccuracies in HR current data.  | 03/31/2020                  |                               |                                |
| 10/01/2018                     | Ensure the EEO office has the required data needed for the MD-715 data tables and report. | 09/30/2021                  |                               |                                |

**Responsible Official(s)**

| Title  | Name         | Performance Standards Address the Plan?<br>(Yes or No) |
|--|--------------|--|
| Associate Deputy Assistant Secretary for Human Resources Systems and Analytics | Joseph Thele | Yes  |
| Management and Program Analyst   | Ryan Pugh    | Yes  |

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| Title   | Name           | Performance Standards Address the Plan? (Yes or No) |
|---|----------------|---|
| Lead, Management and Program Analyst with VHA Support Service Center    | Scott Schimetz | Yes   |
| Acting Executive Director, Corporate Senior Executive Management Office | Tracey Therit  | No  |

**Planned Activities Toward Completion of Objective**

| Target Date (mm/dd/yyyy) | Planned Activities  | Sufficient Funding & Staffing? (Yes or No) | Modified Date (mm/dd/yyyy) | Completion Date (mm/dd/yyyy) |
|--------------------------|---|--|----------------------------|------------------------------|
| 09/30/2019               | Identify and discuss MD-715 data requirements to include career development opportunities housed at the department level. | Yes  |                            |                              |
| 09/30/2019               | Conduct a National campaign to clean up inaccuracies in current HR data.  | Yes  |                            |                              |
| 03/31/2020               | Discuss a mechanism that can be used to collect the required data for the MD-715 report.                                  | Yes  |                            |                              |
| 09/30/2020               | Implement the chosen mechanism.   | Yes  |                            |                              |
| 09/30/2021               | Receive data from the system for the MD-715 report.   | Yes  |                            |                              |

**Report of Accomplishments**

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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency   |
|----------------------------|---|
| Part G – C.4.e.2           | The HR office does not collaborate with the EEO office regarding outreach and recruiting initiatives. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective  | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|--|-----------------------------|-------------------------------|--------------------------------|
| 12/07/2018                     | Increase collaboration between HR and EEO regarding outreach and recruiting initiatives. | 09/30/2020                  |                               |                                |

**Responsible Official(s)**

| Title   | Name              | Performance Standards Address the Plan?<br>(Yes or No) |
|---|-------------------|--|
| Deputy Assistant Secretary for the Office of Human Resources Management | Carin Otero       | No   |
| Director, Outreach and Retention  | Karen M. Basnight | No   |

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| <b>Target Date</b><br>(mm/dd/yyyy) | <b>Planned Activities</b>  | <b>Sufficient Funding &amp; Staffing?</b><br>(Yes or No) | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
|------------------------------------|--|--|--------------------------------------|--|
| 06/28/2019                         | Conduct a meeting between HR and EEO regarding support for outreach and recruitment initiatives. | Yes  |                                      |  |
| 09/30/2019                         | Create a plan to increase the collaboration.   | Yes  |                                      |  |
| 09/30/2020                         | Implement the plan.  | Yes  |                                      |  |

**Report of Accomplishments**

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**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| Part G – C.4.e.5           | The EEO office does not collaborate with the HR office to assist in preparing the MD-715 report. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective  | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|--|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2018                     | Ensure representatives from the HR office assist in preparing the MD-715 report. | 09/30/2019                  |                               |                                |

**Responsible Official(s)**

| Title   | Name        | Performance Standards Address the Plan?<br>(Yes or No) |
|---|-------------|--|
| Deputy Assistant Secretary for the Office of Human Resources Management | Carin Otero | No   |
| Management and Program Analyst  | Ryan Pugh   | Yes  |

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**Planned Activities Toward Completion of Objective**

| <b>Target Date</b><br>(mm/dd/yyyy) | <b>Planned Activities</b>   | <b>Sufficient Funding &amp; Staffing?</b><br>(Yes or No) | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
|------------------------------------|---|--|--------------------------------------|--|
| 07/31/2019                         | Identify the correct points of contact (POC) to participate in the quarterly MD-715 stakeholder's meetings. | Yes  |                                      |  |
| 08/30/2019                         | Invite POCs to the MD-715 stakeholder's meetings.   | Yes  |                                      |  |
| 09/30/2019                         | Schedule a MD-715 stakeholder's meeting.  | Yes  |                                      |  |

**Report of Accomplishments**

| <b>Fiscal Year</b> | <b>Accomplishments</b> |
|--------------------|------------------------|
|                    |                        |

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**MD-715 – Part H**  
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Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency  |
|----------------------------|--|
| Part G – D.1.c             | VA does not conduct exit interviews that include questions regarding how the agency could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2018                     | Create and implement an exit survey that includes questions aimed at figuring out ways we can improve inclusion, retention, and advancement efforts of individuals with disabilities. | 07/01/2019                  |                               |                                |
| 10/01/2018                     | Create and implement an entrance survey that includes questions aimed at figuring out ways we can improve the recruitment and hiring efforts of individuals with disabilities.        | 11/01/2019                  |                               |                                |
| 10/01/2018                     | Create and implement a stay survey that includes questions aimed at figuring out ways we can improve inclusion, retention, and advancement efforts of individuals with disabilities.  | 03/02/2020                  |                               |                                |

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**Responsible Official(s)**

| Title  | Name           | Performance Standards Address the Plan?<br>(Yes or No) |
|--|----------------|--|
| Acting Director, Human Capital Systems and Services                  | Crystal Cruz   | Yes  |
| Director, Workforce Planning and Analysis                            | Lisa Charette  | Yes  |
| Lead, Management and Program Analyst with VHA Support Service Center | Scott Schimetz | Yes  |

**Planned Activities Toward Completion of Objective**

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|---|---|-------------------------------|---------------------------------|
| 03/01/2019                  | Edit/Update the current VA exit survey.                                 | Yes   |                               |                                 |
| 05/24/2019                  | Obtain senior leaders, OGC, and the Unions approval of the exit survey. | Yes   |                               |                                 |
| 07/01/2019                  | Place the new exit survey in production.                                | Yes   |                               |                                 |
| 07/01/2019                  | Market the new exit survey.   | Yes   |                               |                                 |
| 08/01/2019                  | Edit/Update the current VA entrance survey.                             | Yes   |                               |                                 |
| 10/31/2019                  | Obtain senior leaders, OGC, and Unions approval of the entrance survey. | Yes   |                               |                                 |

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| <b>Target Date</b><br>(mm/dd/yyyy) | <b>Planned Activities</b>   | <b>Sufficient Funding &amp; Staffing?</b><br>(Yes or No) | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
|------------------------------------|---|--|--------------------------------------|--|
| 11/01/2019                         | Place the new entrance survey in production.                        | Yes  |                                      |  |
| 11/01/2019                         | Market the new entrance survey.                                     | Yes  |                                      |  |
| 11/29/2019                         | Develop a VA stay survey.   | Yes  |                                      |  |
| 02/03/2020                         | Obtain senior leaders, OGC, and Unions approval of the stay survey. | Yes  |                                      |  |
| 03/02/2020                         | Publish the stay survey for enterprise-wide usage.                  | Yes  |                                      |  |
| 03/02/2020                         | Market the new stay survey.   | Yes  |                                      |  |

**Report of Accomplishments**

| <b>Fiscal Year</b> | <b>Accomplishments</b>   |
|--------------------|--|
| 2018               | The initial draft of the project charter for the VA Entrance and Exit Survey Content Revision Project was created. |





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**MD-715 – Part H**  
**Agency EEO Plan to Attain the Essential Elements of a Model EEO Program**

Please describe the status of each plan that the agency has implemented to correct deficiencies in the EEO program.

If the agency did not address any deficiencies during the reporting period, please check the box.

**Statement of Model Program Essential Element Deficiency**

| Type of Program Deficiency | Brief Description of Program Deficiency   |
|----------------------------|---|
| Part G – E.4.b             | VA does not have a system in place to re-survey the workforce on a regular basis. |

**Objective(s) and Dates for EEO Plan**

| Date Initiated<br>(mm/dd/yyyy) | Objective   | Target Date<br>(mm/dd/yyyy) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|--------------------------------|---|-----------------------------|-------------------------------|--------------------------------|
| 10/01/2018                     | Implement a mechanism to resurvey the workforce on a regular basis. | 03/31/2021                  |                               |                                |

**Responsible Official(s)**

| Title  | Name              | Performance Standards Address the Plan?<br>(Yes or No) |
|--|-------------------|--|
| Associate Deputy Assistant Secretary for Human Resources Systems and Analytics | Joseph Thele      | No   |
| Director, Outreach and Retention   | Karen M. Basnight | No   |
| Management and Program Analysis  | Ryan Pugh         | No   |

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**Planned Activities Toward Completion of Objective**

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient<br>Funding<br>&<br>Staffing?<br>(Yes or No) | Modified<br>Date<br>(mm/dd/yyyy) | Completion<br>Date<br>(mm/dd/yyyy) |
|-----------------------------|---|--|----------------------------------|------------------------------------|
| 10/01/2020                  | Develop an electronic self-reporting tool for employees to verify and change their race, ethnicity, gender, and disability status that functions within HR Smart. | Yes  |                                  |                                    |
| 03/31/2021                  | Implement the self-reporting tool.  | Yes  |                                  |                                    |

**Report of Accomplishments**

| Fiscal Year | Accomplishments |
|-------------|-----------------|
|             |                 |

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**MD-715 – Part I**  
**Agency EEO Plan to Eliminate Identified Barrier**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

| Source of the Trigger | Specific Workforce Data Table | Narrative Description of Trigger   |
|-----------------------|-------------------------------|--|
| Workforce Data Table  | Table A1                      | Less than expected participation rates for Hispanic males (3.15%) and females (3.70%) when compared to the relevant civilian labor force (RCLF) (8.75% and 6.09%, respectively). |

**EEO Group(s) Affected by Trigger**

| EEO Group   | Affected by Trigger?<br>(Yes or No) |
|---|-------------------------------------|
| All Men   | No                                  |
| All Women   | No                                  |
| Hispanic or Latino Males                          | Yes                                 |
| Hispanic or Latino Females                        | Yes                                 |
| White Males                                       | No                                  |
| White Females                                     | No                                  |
| Black or African American Males                   | No                                  |
| Black or African American Females                 | No                                  |
| Asian Males                                       | No                                  |
| Asian Females                                     | No                                  |
| Native Hawaiian or Other Pacific Islander Males   | No                                  |
| Native Hawaiian or Other Pacific Islander Females | No                                  |
| American Indian or Alaska Native Males            | No                                  |
| American Indian or Alaska Native Females          | No                                  |
| Two or More Races Males                           | No                                  |

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| EEO Group                 | Affected by Trigger?<br>(Yes or No) |
|---------------------------|-------------------------------------|
| Two or More Races Females | No                                  |

**Barrier Analysis Process**

| Sources of Data   | Source Reviewed?<br>(Yes or No) | Identify Information Collected   |
|---|---------------------------------|--|
| Workforce Data Tables   | Yes                             | <p>Less than expected participation rates for Hispanic males (3.15%) and females (3.70%) when compared to the RCLF (8.75% and 6.09%, respectively).</p> <p>Hispanic males (3.02%) and females (3.80%) have less than expected hiring rates when compared to their RCLF (8.63% and 6.08%, respectively).</p> <p>In addition, Hispanic males have a high involuntary separation rate (3.91%) when compared to their participation rate in the permanent workforce (3.18%).</p> |
| Complaint Data (Trends)   | No                              |  |
| Grievance Data (Trends)   | No                              |  |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes) | No                              |  |
| Climate Assessment Survey (e.g., FEVS)  | No                              |  |
| Exit Interview Data   | No                              |  |
| Focus Groups  | No                              |  |
| Interviews  | No                              |  |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)                                  | No                              |  |
| Other (Please Describe)   | No                              |  |

**Status of Barrier Analysis Process**

| Barrier Analysis Process Completed?<br>(Yes or No) | Barrier(s) Identified?<br>(Yes or No) |
|--|---------------------------------------|
| No   | No                                    |

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**Statement of Identified Barrier(s)**

| Description of Policy, Procedure, or Practice   |
|---|
| The specific policy, procedure, or practice causing the less than expected participation rates for Hispanic males and females is currently not known. Further analysis is needed. |

**Objective(s) and Dates for EEO Plan**

| Objective   | Date Initiated<br>(mm/dd/yyyy) | Target Date<br>(mm/dd/yyyy) | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|---|--------------------------------|-----------------------------|---|-------------------------------|--------------------------------|
| Complete a barrier analysis to identify the specific policy, procedure, or practice that could be causing this trigger. | 12/31/2018                     | 09/30/2020                  | No  |                               |                                |

**Responsible Official(s)**

| Title                            | Name              | Performance Standards Address the Plan?<br>(Yes or No) |
|----------------------------------|-------------------|--|
| Director, Outreach and Retention | Karen M. Basnight | No   |
| Management and Program Analyst   | Ryan Pugh         | Yes  |

**Planned Activities Toward Completion of Objective**

| Target Date<br>(mm/dd/yyyy) | Planned Activities   | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|--|---|-------------------------------|---------------------------------|
| 09/30/2019                  | VA will establish a barrier analysis working group.  | Yes   |                               |                                 |
| 06/30/2020                  | VA's Barrier Analysis Working Group will conduct a thorough investigation of relevant policies, procedures, and practices to determine the causes of the identified disparities with Hispanic males and females. | No  |                               |                                 |

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| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient<br>Funding<br>&<br>Staffing?<br>(Yes or No) | Modified<br>Date<br>(mm/dd/yyyy) | Completion<br>Date<br>(mm/dd/yyyy) |
|-----------------------------|---|--|----------------------------------|------------------------------------|
| 09/30/2020                  | VA's Barrier Analysis Working Group will devise a plan to eliminate the identified barrier. | Yes  |                                  |                                    |

**Report of Accomplishments**

| Fiscal Year | Accomplishments  |
|-------------|--|
| 2018        | <p>VA participated in the League of United Latin American Citizens (LULAC) Federal Training Institute Partnership. Training included workshops that focused on leadership development, management skills, and competencies that are linked to the Executive Core Qualifications. Senior leaders also participated and volunteered as mentors in the SES Roundtable Discussion &amp; Speed Mentoring Session.</p> <p>In addition, VA also participated in LULAC's 89th Annual National Convention and Exposition.</p> |

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**Agency EEO Plan to Eliminate Identified Barrier**

Please describe the status of each plan that the agency implemented to identify possible barriers in policies, procedures, or practices for employees and applicants by race, ethnicity, and gender.

If the agency did not conduct barrier analysis during the reporting period, please check the box.

**Statement of Condition That Was a Trigger for a Potential Barrier:**

| Source of the Trigger | Specific Workforce Data Table | Narrative Description of Trigger   |
|-----------------------|-------------------------------|--|
| Workforce Data Tables | Table A4-1                    | Less than expected participation rates for Hispanic males and females (2.61% and 0.58%, respectively), White and Black females (29.28% and 4.93%, respectively), Asian males and females (1.45% and 1.45%), Native Hawaiian or Other Pacific Islander males (0.00%), and American Indian or Alaska Native females (0.87%) in the Senior Executive Service. |

**EEO Group(s) Affected by Trigger**

| EEO Group   | Affected by Trigger?<br>(Yes or No) |
|---|-------------------------------------|
| All Men   | No                                  |
| All Women   | No                                  |
| Hispanic or Latino Males                          | Yes                                 |
| Hispanic or Latino Females                        | Yes                                 |
| White Males                                       | No                                  |
| White Females                                     | Yes                                 |
| Black or African American Males                   | No                                  |
| Black or African American Females                 | Yes                                 |
| Asian Males                                       | Yes                                 |
| Asian Females                                     | Yes                                 |
| Native Hawaiian or Other Pacific Islander Males   | Yes                                 |
| Native Hawaiian or Other Pacific Islander Females | No                                  |
| American Indian or Alaska Native Males            | No                                  |
| American Indian or Alaska Native Females          | Yes                                 |

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| EEO Group                 | Affected by Trigger?<br>(Yes or No) |
|---------------------------|-------------------------------------|
| Two or More Races Males   | No                                  |
| Two or More Races Females | Yes                                 |

**Barrier Analysis Process**

| Sources of Data   | Source Reviewed?<br>(Yes or No) | Identify Information Collected   |
|---|---------------------------------|--|
| Workforce Data Tables   | Yes                             | Less than expected participation rates for Hispanic males and females (2.61% and 0.58%, respectively), White and Black females (29.28% and 4.93%, respectively), Asian males and females (1.45% and 1.45%), Native Hawaiian or Other Pacific Islander males (0.00%), and American Indian or Alaska Native females (0.87%) in the Senior Executive Service. |
| Complaint Data (Trends)   | No                              |  |
| Grievance Data (Trends)   | No                              |  |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes) | No                              |  |
| Climate Assessment Survey (e.g., FEVS)  | No                              |  |
| Exit Interview Data   | No                              |  |
| Focus Groups  | No                              |  |
| Interviews  | No                              |  |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)                                  | No                              |  |
| Other (Please Describe)   | No                              |  |

**Status of Barrier Analysis Process**

| Barrier Analysis Process Completed?<br>(Yes or No) | Barrier(s) Identified?<br>(Yes or No) |
|--|---------------------------------------|
| No   | No                                    |



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**Statement of Identified Barrier(s)**

| Description of Policy, Procedure, or Practice  |
|--|
| The specific policy, procedure, or practice causing the less than expected participation rates in the Senior Executive Service is currently not known. Further analysis is needed. |

**Objective(s) and Dates for EEO Plan**

| Objective   | Date Initiated<br>(mm/dd/yyyy) | Target Date<br>(mm/dd/yyyy) | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Date Completed<br>(mm/dd/yyyy) |
|---|--------------------------------|-----------------------------|---|-------------------------------|--------------------------------|
| Complete a barrier analysis to identify the specific policy, procedure, or practice that could be causing this trigger. | 12/31/2018                     | 9/30/2020                   | No  |                               |                                |

**Responsible Official(s)**

| Title   | Name              | Performance Standards Address the Plan?<br>(Yes or No) |
|---|-------------------|--|
| Acting Executive Director, Corporate Senior Executive Management Office | Tracey Therit     | No   |
| Management and Program Analyst  | Ryan Pugh         | Yes  |
| Director, Outreach and Retention  | Karen M. Basnight | No   |

**Planned Activities Toward Completion of Objective**

| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient Funding & Staffing?<br>(Yes or No) | Modified Date<br>(mm/dd/yyyy) | Completion Date<br>(mm/dd/yyyy) |
|-----------------------------|---|---|-------------------------------|---------------------------------|
| 09/30/2019                  | VA will establish a barrier analysis working group.   | Yes   |                               |                                 |
| 06/30/2020                  | VA's Barrier Analysis Working Group will conduct a thorough investigation of relevant policies, procedures, and | No  |                               |                                 |

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| Target Date<br>(mm/dd/yyyy) | Planned Activities  | Sufficient<br>Funding<br>&<br>Staffing?<br>(Yes or No) | Modified<br>Date<br>(mm/dd/yyyy) | Completion<br>Date<br>(mm/dd/yyyy) |
|-----------------------------|---|--|----------------------------------|------------------------------------|
|                             | practices to determine the causes of the identified disparities.                            |  |                                  |                                    |
| 09/30/2020                  | VA's Barrier Analysis Working Group will devise a plan to eliminate the identified barrier. | Yes  |                                  |                                    |

**Report of Accomplishments**

| Fiscal Year | Accomplishments  |
|-------------|--|
| 2018        | Information was disseminated throughout VA to the Diversity Council and Special Emphasis distribution groups regarding the Senior Executive Service Candidate Development Program. |

## 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 disabilities and persons with 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  No
  - b. Cluster GS-11 to SES (PWD) Yes  No

The percentage of PWD in the GS-11 to SES cluster was 10.03% in FY 2018, which falls below the goal of 12%.

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  No
  - b. Cluster GS-11 to SES (PWTD) Yes  No

The percentage of PWTD in the GS-11 to SES cluster was 1.37% in FY 2018, which falls below the goal of 2%.

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

The numerical goals and additional information about the Disability Program and resources are available on the Office of Diversity and Inclusion (ODI) Web page.

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## 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  No

VA currently has one staff member to oversee all aspects of the Disability Program with the exception of oversight of the Reasonable Accommodation Program and section 508 compliance. VA is in the process of adding additional staff and requesting detailees to assist in supporting the needs associated with the Disability Program to meet workforce and policy demands.

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 PWTB  | 0                                   | 0         | 400             | Vacant   |
| Answering questions from the public about hiring authorities that take disability into account | 1                                   | 0         | 400             | Vacant   |
| Processing reasonable accommodation requests from applicants and employees                     | 1                                   | 0         | 400             | André M. Sutton,<br>Chief of Reasonable Accommodation,<br>Office of Resolution Management,<br><a href="mailto:Andree.Sutton@va.gov">Andree.Sutton@va.gov</a> |
| Section 508 Compliance   | 25                                  | 0         | 0               | Pat Sheehan,<br>Director, VA Section 508 Office,<br>Office of Information and Technology,  |

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| Disability Program Task                   | # of FTE Staff by Employment Status |           |                 | Responsible Official<br>(Name, Title, Office, Email)       |
|---|-------------------------------------|-----------|-----------------|--|
|   | Full Time                           | Part Time | Collateral Duty |  |
|   |                                     |           |                 | <a href="mailto:Pat.Sheehan@va.gov">Pat.Sheehan@va.gov</a> |
| Architectural Barriers Act Compliance     | 0                                   | 0         | 10              | Vacant   |
| Special Emphasis Program for PWD and PWTB | 0                                   | 0         | 300             | Vacant   |

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  No

In FY 2018, the National Disability Program Manager received two trainings from the National Employment Law Institute (NELI) regarding national disability law. Additionally, the Chief of Reasonable Accommodation also attended training by NELI focused on disability law in the area of reasonable accommodations. The National Disability Program Manager also attended four Federal Exchange on Employment and Disability meetings where training and updates were provided and participated in two online sessions offered by Employer Assistance and Resource Network.

**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  No

Currently, there are no plans to ensure sufficient funding for the disability program.

**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 PWTB.

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**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.

VA works regularly with Veterans, to include disabled Veterans, through the Vocational Rehabilitation and Employment (VR&E) Program and through the Veterans Employment Service Office (VESO), to assist Veterans with seeking employment. VR&E also assists Disabled Veterans with job-related training that may assist them with building skills to assist with employment. VESO works with 9 assigned coordinators who work with Veterans with disabilities, to include those with targeted disabilities, to support them with seeking employment, and provide services such as assistance with resume writing and resume review. Additionally, there is a National Selective Placement Program (SPP) Manager, Administration-level SPP Managers, and SPP Coordinators (SPPC) at every VA facility who assist PWD and PWTD with employment opportunities 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.

SPP Managers and Coordinators have increased the awareness of the Schedule A hiring authority through marketing and also devised standard training for VA SPPCs, which is still in beta testing.

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.

The SPPC receives the individual's resume and schedule A letter and reviews it to ensure eligibility. Once confirmed, the SPPC forwards the resume to the hiring manager of an open, vacant position for consideration and advises the hiring manager of the benefits of using this non-competitive hiring authority.

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  No  N/A

VA is currently beta testing an SPPC course that will be modified for managers. In the interim, there is a HR University course hiring managers are encouraged to take.

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**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.

VA places the onus on each 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.

At the Department-level, VA is pursuing establishing memoranda of understanding with local universities that have a high student population of PWD and PWTd. Through the draft policy document on section 504, VA is also establishing a stakeholders group, which will include several disability and disabled Veterans affinity group leadership.

**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. Cluster GS-1 to GS-10 (PWTd) | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> |
| b. Cluster GS-11 to SES (PWTd)  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            |

The percentage of PWTd in the GS-11 to SES cluster was 1.30% in FY 2018, which falls below the goal of 2%.

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- |                             |   |                             |                              |
|-----------------------------|---|-----------------------------|------------------------------|
| a. New Hires for MCO (PWD)  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> |
| b. New Hires for MCO (PWTd) | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> |

In comparison to the benchmarks, triggers exist for PWD among new hires for the following MCOs: Human Resources Management, Equal Employment Opportunity, Program Management, Management and Program Analysis, Financial Administration and Program, Auditing, Medical Officer, Nurse, Practical Nurse, Medical Technologist, Diagnostic Radiologic Technologist, General Attorney, Veterans Claims Examining, Claims Assistance and Examining, General Business and Industry, Loan Specialist, Appraising, and Information Technology Management.

In comparison to the benchmarks, triggers exist for PWTd among new hires for the following MCOs: Police, Human Resources Management, Equal Employment Opportunity, Program Management, Management and Program Analysis, Financial Administration and Program, Auditing, Medical Officer, Nurse, Practical Nurse, Nursing Assistant, Medical Technologist, Diagnostic Radiologic Technologist,

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General Attorney, Claims Assistance and Examining, General Business and Industry, Loan Specialist, Appraising, and Information Technology Management.

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD)                      Yes     No     N/A
- b. Qualified Applicants for MCO (PWTD)                      Yes     No     N/A

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD)                      Yes     No     N/A
- b. Promotions for MCO (PWTD)                      Yes     No     N/A

In comparison to the benchmarks, triggers exist for PWD among employees promoted to the following MCOs: Police, Social Science, Human Resource Management, Miscellaneous Administration and Program, Program Management, Management and Program Analysis, Financial Administration and Program, Medical Officer, Nurse, Practical Nurse, Nursing Assistant, Medical Technologist, Diagnostic Radiologic Technologist, Pharmacist, Medical Records Technician, Legal Assistance, Veterans Claims Examining, Claims Assistance and Examining, General Business and Industry, Loan Specialist, Appraising, Cemetery Administration, Criminal Investigating, Information Technology Management, and Cemetery Caretaking.

In comparison to the benchmarks, triggers exist for PWTD among employees promoted to the following MCOs: Police, Social Science, Human Resource Management, Equal Employment Opportunity, Miscellaneous Administration and Program, Program Management, Management and Program Analysis, Financial Administration and Program, Auditing, Medical Officer, Nurse, Practical Nurse, Nursing Assistant, Pharmacist, Medical Records Technician, Legal Assistance, Veterans Claims Examining, Claims Assistance and Examining, General Business and Industry, Loan Specialist, Appraising, Cemetery Administration, Criminal Investigating, Information Technology Management, and Cemetery Caretaking.



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## 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.

Through the re-establishment of the Diversity and Inclusion in VA Disability Committee, plans are underway to change the dialogue regarding the benefits of employing and promoting PWD and PWTD. In addition, an internal policy document is being created to ensure managers and supervisors understand how they can better utilize available tools to encourage participation in opportunities for career development and promotion. VA designated learning officers at most VA facilities to assist VA staff in identifying career development and training resources and opportunities. Program announcements for advancement opportunities or development will contain 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 formal career and leadership development programs available for all employees. In addition, the VA Acquisition Academy offers training opportunities that lead to certifications in Federal Acquisition processes that employees can use to seek further career advancement.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

| 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           |

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| Career Development Opportunities  | Total Participants |               | PWD            |               | PWTD           |               |
|-----------------------------------|--------------------|---------------|----------------|---------------|----------------|---------------|
|                                   | Applicants (#)     | Selectees (#) | Applicants (%) | Selectees (%) | Applicants (%) | Selectees (%) |
| Coaching Programs                 | N/A                | N/A           | N/A            | N/A           | N/A            | N/A           |
| Training Programs                 | N/A                | 275           | N/A            | 13.45%        | N/A            | 2.18%         |
| Detail Programs                   | N/A                | 52            | N/A            | 25.00%        | N/A            | 0.00%         |
| Other Career Development Programs | N/A                | 189           | N/A            | 10.58%        | N/A            | 1.58%         |

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD)                      Yes       No       N/A
- b. Selections (PWD)                      Yes       No       N/A

OPM's USA Staffing applicant flow system currently does not provide the necessary information.

4. Do triggers exist for PWTD 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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD)                      Yes       No       N/A
- b. Selections (PWTD)                      Yes       No       N/A

OPM's USA Staffing applicant flow system currently does not provide the necessary information.

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**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
- b. Awards, Bonuses, & Incentives (PWTD)      Yes       No

In FY 2018, VA identified a trigger involving the percentage of PWD and PWTD who received a cash award of \$501 or more.

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
- b. Pay Increases (PWTD)      Yes       No

In FY 2018, VA identified a trigger involving the percentage of PWTD who received a quality step increase.

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       N/A
- b. Other Types of Recognition (PWTD)      Yes       No       N/A

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**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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD)      Yes     No     N/A

ii. Internal Selections (PWD)                Yes     No     N/A

b. Grade GS-15

i. Qualified Internal Applicants (PWD)      Yes     No     N/A

ii. Internal Selections (PWD)                Yes     No     N/A

c. Grade GS-14

i. Qualified Internal Applicants (PWD)      Yes     No     N/A

ii. Internal Selections (PWD)                Yes     No     N/A

d. Grade GS-13

i. Qualified Internal Applicants (PWD)      Yes     No     N/A

ii. Internal Selections (PWD)                Yes     No     N/A

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWTD)      Yes     No     N/A

ii. Internal Selections (PWTD)                Yes     No     N/A

b. Grade GS-15

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- i. Qualified Internal Applicants (PWTD)    Yes     No     N/A
- ii. Internal Selections (PWTD)            Yes     No     N/A
- c. Grade GS-14
  - i. Qualified Internal Applicants (PWTD)    Yes     No     N/A
  - ii. Internal Selections (PWTD)            Yes     No     N/A
- d. Grade GS-13
  - i. Qualified Internal Applicants (PWTD)    Yes     No     N/A
  - ii. Internal Selections (PWTD)            Yes     No     N/A

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. New Hires to SES (PWD)            Yes     No     N/A
  - b. New Hires to GS-15(PWD)        Yes     No     N/A
  - c. New Hires to GS-14 (PWD)        Yes     No     N/A
  - d. New Hires to GS-13(PWD)        Yes     No     N/A

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. New Hires to SES (PWTD)            Yes     No     N/A
  - b. New Hires to GS-15 (PWTD)        Yes     No     N/A
  - c. New Hires to GS-14(PWTD)        Yes     No     N/A
  - d. New Hires to GS-13 (PWTD)        Yes     No     N/A

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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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWD)    Yes     No     N/A

ii. Internal Selections (PWD)            Yes     No     N/A

b. Managers

i. Qualified Internal Applicants (PWD)    Yes     No     N/A

ii. Internal Selections (PWD)            Yes     No     N/A

c. Supervisors

i. Qualified Internal Applicants (PWD)    Yes     No     N/A

ii. Internal Selections (PWD)            Yes     No     N/A

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. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD)    Yes     No     N/A

ii. Internal Selections (PWTD)            Yes     No     N/A

b. Managers

i. Qualified Internal Applicants (PWTD)    Yes     No     N/A

ii. Internal Selections (PWTD)            Yes     No     N/A

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c. Supervisors

- i. Qualified Internal Applicants (PWTD)    Yes     No     N/A
- ii. Internal Selections (PWTD)            Yes     No     N/A

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWD)        Yes     No     N/A
- b. New Hires for Managers (PWD)        Yes     No     N/A
- c. New Hires for Supervisors (PWD)      Yes     No     N/A

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. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for Executives (PWTD)        Yes     No     N/A
- b. New Hires for Managers (PWTD)        Yes     No     N/A
- c. New Hires for Supervisors (PWTD)      Yes     No     N/A

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 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 assistance services.

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**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  No  N/A

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   
b. Involuntary Separations (PWD) Yes  No

Using the inclusion rate, triggers exist for PWD (10.91%) who voluntarily separated from VA, as compared to the rate of persons without disabilities (8.08%). Additionally, triggers exist for PWD (1.92%) who involuntarily separated from VA, as compared to the rate of persons without disabilities (0.88%).

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   
b. Involuntary Separations (PWTD) Yes  No

Using the inclusion rate, triggers exist for PWTD (11.83%) who voluntarily separated from VA, as compared to the rate of persons without targeted disabilities (8.39%). Additionally, triggers exist for PWTD (3.08%) who involuntarily separated from VA, as compared to the rate of persons without targeted disabilities (0.98%).

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.



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**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 signed on August 27, 2018, contains employee and applicant rights under all Sections of the Rehabilitation Act, to include section 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.

Currently, VA does not have a link explaining employees' and applicants' rights under the Architectural Barriers Act. However, we are working to correct this.

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's final updated internal RA policy is currently moving through the approval process. VA's current RA policy is still active, meeting the requirement of the Rehabilitation Act of 1973. VA is working to expand oversight of section 504 and implement policy to ensure access by the public to VA activities, services, and benefits. Also, the Diversity and Inclusion at VA Council Disability Committee is working to create internal policy for selective placement, to include Schedule A. In addition, the Section 508 Office has increased to more than twice its size since FY 2017 to ensure electronic accessibility of internal systems and electronic documents.

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**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.)

VA is unable to determine the average time frame for processing initial requests for reasonable accommodations. VA is currently in the development phase of a RA tracking system to monitor timeliness of requests. This system should be operational in July 2019.

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.

In FY 2018, VA established The Reasonable Accommodation Services Office as a focal point regarding agency oversight of RA processing procedures, training, and compliance. VA also established a support system with the creation of National Reasonable Accommodation Coordinators (RAC) at each of the respective Administrations. Their role is to provide support to facility RA coordinators under their purview. VA is also in the process of developing a RA tracking system to monitor the timeframes and conduct oversight and review. VA has developed a tiered system to provide structured support to its field personnel. In addition, VA created a community of practice within its Pulse page to provide timely resources and training to agency managers/supervisors, employees, and stakeholders.

**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.

The RAC is also responsible for processing PAS requests. Training and support regarding the processing of PAS requests has been provided via live training in collaboration with EEOC and the Chief of RA Services. In addition, PAS training resources can be found on the VA Pulse page

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<https://www.vapulse.net/docs/DOC-157895>. The new VA Handbook 5975.1 (currently being approved) is now a guide for both RA and PAS processing procedures.

## 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  No  N/A
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  N/A
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.

VA paid compensatory damages and attorney fees. EEO training, letters of alternative discipline, and written counseling were given. Also, VA has removed disciplinary records from personnel files.

### **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  N/A
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  N/A
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.

VA paid compensatory damages and attorney fees, reinstated complainants to their positions, delivered EEO training, provided RA, and restored leave. VA has also suspended, admonished, and counseled (verbally) responsible management officials. The agency has removed disciplinary records from personnel files.

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## 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
  
2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?  
 Yes  No  N/A
  
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.

|  |   |   |
|--|---|---|
| <b>Trigger 1</b>   | The less than expected participation rate of people with disabilities in the GS-11 to SES (10.03%) grade level cluster, as compared to the goal of 12%.                             |   |
| <b>Barrier(s)</b>  | The specific policy, procedure, or practice causing the less than expected participation rates for people with disabilities is currently not known. Further analysis is needed.     |   |
| <b>Objective(s)</b>  | Resurvey the workforce regarding their disability status.<br>Complete a barrier analysis to identify the specific policy, procedure, or practice that could be causing the trigger. |   |
| <b>Responsible Official(s)</b>   |   | <b>Performance Standards Address the Plan?</b><br>(Yes or No) |
| Karen M. Basnight, Director of Outreach and Retention  |   | No  |
| Joseph Thele, Associate Deputy Assistant Secretary for Human Resources Systems and Analytics |   | No  |
| Ryan Pugh, Management and Program Analyst  |   | Yes   |
| <b>Barrier Analysis Process Completed?</b><br>(Yes or No)                                    |   | <b>Barrier(s) Identified?</b><br>(Yes or No)                  |
| No   |   | No  |
| <b>Sources of Data</b>   | <b>Sources Reviewed?</b><br>(Yes or No)   | <b>Identify Information Collected</b>                         |
| Workforce Data Tables  | No  |   |
| Complaint Data (Trends)  | No  |   |

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|   |  |   |                                      |  |
|---|--|---|--------------------------------------|--|
| Grievance Data (Trends)   | No   |   |                                      |  |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes) | No   |   |                                      |  |
| Climate Assessment Survey (e.g., FEVS)  | No   |   |                                      |  |
| Exit Interview Data   | No   |   |                                      |  |
| Focus Groups  | No   |   |                                      |  |
| Interviews  | No   |   |                                      |  |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)                                  | No   |   |                                      |  |
| Other (Please Describe)   | Yes  | In FY 2018, the percentage of PWD in the GS-1 to 10 grade cluster was 18.59%. While the percentage of PWD in the GS-11 to SES cluster was 10.03%, which fell below the goal of 12%. |                                      |  |
| <b>Target Date</b><br>(mm/dd/yyyy)  | <b>Planned Activities</b>  | <b>Sufficient Staffing &amp; Funding</b><br>(Yes or No)   | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
| 09/30/2019  | Reconnect the electronic self-report of SF-256 to HR Smart.  | Yes   |                                      |  |
| 01/31/2020  | Advertise electronic self-reporting link to employees.   | Yes   |                                      |  |
| 11/02/2020  | Establish a barrier analysis working group.  | Yes   |                                      |  |
| 06/30/2021  | Conduct a thorough investigation of relevant policies, procedures, and practices to determine the cause of the less than expected participation rates. | No  |                                      |  |
| 09/30/2021  | Devise a plan to eliminate the identified barrier.   | Yes   |                                      |  |
| <b>Fiscal Year</b>  | <b>Accomplishments</b>   |   |                                      |  |
|   |  |   |                                      |  |

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|  |  |  |
|--|--|--|
| <b>Trigger 2</b>   | The less than expected participation rate of people with targeted disabilities in the GS-11 to SES (1.37%) grade level cluster, as compared to the goal of 2%.                           |  |
| <b>Barrier(s)</b>  | The specific policy, procedure, or practice causing the less than expected participation rates for people with targeted disabilities is currently not known. Further analysis is needed. |  |
| <b>Objective(s)</b>  | Resurvey the workforce regarding their disability status.<br>Complete a barrier analysis to identify the specific policy, procedure, or practice that could be causing the trigger.      |  |
| <b>Responsible Official(s)</b>   |  | <b>Performance Standards Address the Plan?</b><br>(Yes or No)  |
| Karen M. Basnight, Director of Outreach and Retention  |  | No   |
| Joseph Thele, Associate Deputy Assistant Secretary for Human Resources Systems and Analytics |  | No   |
| Ryan Pugh, Management and Program Analyst  |  | Yes  |
| <b>Barrier Analysis Process Completed?</b><br>(Yes or No)                                    |  | <b>Barrier(s) Identified?</b><br>(Yes or No)   |
| No   |  | No   |
| <b>Sources of Data</b>   | <b>Sources Reviewed?</b><br>(Yes or No)  | <b>Identify Information Collected</b>  |
| Workforce Data Tables  | No   |  |
| Complaint Data (Trends)  | No   |  |
| Grievance Data (Trends)  | No   |  |
| Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)              | No   |  |
| Climate Assessment Survey (e.g., FEVS)   | No   |  |
| Exit Interview Data  | No   |  |
| Focus Groups   | No   |  |
| Interviews   | No   |  |
| Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)   | No   |  |
| Other (Please Describe)  | Yes  | In FY 2018, the percentage of PWTD in the GS-1 to 10 grade cluster was 3.78%. While the percentage of PWTD in the GS-11 to |

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|                                    |  | SES cluster was 1.37%, which fell below the goal of 2%. |                                      |  |
|------------------------------------|--|---|--------------------------------------|--|
| <b>Target Date</b><br>(mm/dd/yyyy) | <b>Planned Activities</b>  | <b>Sufficient Staffing &amp; Funding</b><br>(Yes or No) | <b>Modified Date</b><br>(mm/dd/yyyy) | <b>Completion Date</b><br>(mm/dd/yyyy) |
| 09/30/2019                         | Reconnect the electronic self-report of SF-256 to HR Smart.  | Yes   |                                      |  |
| 01/31/2020                         | Advertise electronic self-reporting link to employees.   | Yes   |                                      |  |
| 11/02/2020                         | Establish a barrier analysis working group.  | Yes   |                                      |  |
| 06/30/2021                         | Conduct a thorough investigation of relevant policies, procedures, and practices to determine the cause of the less than expected participation rates. | No  |                                      |  |
| 09/30/2021                         | Devise a plan to eliminate the identified barrier.   | Yes   |                                      |  |
| <b>Fiscal Year</b>                 | <b>Accomplishments</b>   |   |                                      |  |
|                                    |  |   |                                      |  |

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





# **Workforce Data Tables**

**Table A1: Total Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |        |
| <b>TOTAL</b>     |                 |         |         |                    |        |                           |        |         |        |   |        |                                  |        |                                |        |        |        |        |
| 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% |
| FY 2018          | #               | 389,085 | 154,429 | 234,656            | 12,242 | 14,398                    | 91,172 | 133,751 | 35,731 | 61,455                                    | 11,835 | 19,621                           | 663    | 891                            | 2,268  | 3,640  | 518    | 900    |
|                  | %               | 99.99%  | 39.68%  | 60.31%             | 03.15% | 03.70%                    | 23.43% | 34.38%  | 09.18% | 15.79%                                    | 03.04% | 05.04%                           | 00.17% | 00.23%                         | 00.58% | 00.94% | 00.13% | 00.23% |
| RCLF (2010)      | %               | 100.01% | 50.30%  | 49.71%             | 08.75% | 06.09%                    | 32.82% | 33.34%  | 05.39% | 06.72%                                    | 02.47% | 02.67%                           | 00.08% | 00.08%                         | 00.50% | 00.51% | 00.29% | 00.30% |
| CLF (2010)       | %               | 100.00% | 51.84%  | 48.16%             | 5.17%  | 4.79%                     | 38.33% | 34.03%  | 5.49%  | 6.53%                                     | 1.97%  | 1.93%                            | 0.07%  | 0.07%                          | 0.53%  | 0.53%  | 0.26%  | 0.28%  |
| Difference       | #               | 11,778  | 3,016   | 8,762              | 418    | 709                       | 1,234  | 3,520   | 643    | 2,925                                     | 633    | 1,200                            | 43     | 101                            | 47     | 234    | -2     | 73     |
|                  | %               | -0.01%  | -0.45%  | 0.44%              | 0.02%  | 0.07%                     | -0.41% | -0.14%  | -0.12% | 0.28%                                     | 0.07%  | 0.16%                            | 0.01%  | 0.02%                          | -0.01% | 0.04%  | -0.01% | 0.01%  |
| Net Change       | %               | 3.12%   | 1.99%   | 3.88%              | 3.54%  | 5.18%                     | 1.37%  | 2.70%   | 1.83%  | 5.00%                                     | 5.65%  | 6.51%                            | 6.94%  | 12.78%                         | 2.12%  | 6.87%  | -0.38% | 8.83%  |
| <b>PERMANENT</b> |                 |         |         |                    |        |                           |        |         |        |   |        |                                  |        |                                |        |        |        |        |
| 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% |
| FY 2018          | #               | 366,434 | 146,084 | 220,350            | 11,602 | 13,537                    | 86,317 | 125,168 | 34,083 | 58,561                                    | 10,801 | 17,970                           | 624    | 836                            | 2,166  | 3,442  | 491    | 836    |
|                  | %               | 100.00% | 39.87%  | 60.13%             | 03.17% | 03.69%                    | 23.56% | 34.16%  | 09.30% | 15.98%                                    | 02.95% | 04.90%                           | 00.17% | 00.23%                         | 00.59% | 00.94% | 00.13% | 00.23% |
| Difference       | #               | 11,156  | 2,799   | 8,357              | 353    | 664                       | 1,194  | 3,296   | 554    | 2,926                                     | 612    | 1,095                            | 49     | 110                            | 35     | 205    | 2      | 61     |
|                  | %               | 0.00%   | -0.47%  | 0.47%              | 0.00%  | 0.07%                     | -0.40% | -0.14%  | -0.14% | 0.32%                                     | 0.08%  | 0.15%                            | 0.01%  | 0.03%                          | -0.01% | 0.03%  | -0.01% | 0.01%  |
| Net Change       | %               | 3.14%   | 1.95%   | 3.94%              | 3.14%  | 5.16%                     | 1.40%  | 2.70%   | 1.65%  | 5.26%                                     | 6.01%  | 6.49%                            | 8.52%  | 15.15%                         | 1.64%  | 6.33%  | 0.41%  | 7.87%  |
| <b>TEMPORARY</b> |                 |         |         |                    |        |                           |        |         |        |   |        |                                  |        |                                |        |        |        |        |
| 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     |

**Table A1: Total Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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%         | 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% |
| FY 2018                 | # | 18,996          | 7,024  | 11,972 | 453                | 546    | 4,298                  | 7,663  | 1,152                     | 1,997  | 971    | 1,512  | 34  | 40     | 92                               | 162    | 24                             | 52     |
|                         | % | 99.98%          | 36.97% | 63.01% | 02.38%             | 02.87% | 22.63%                 | 40.34% | 06.06%                    | 10.51% | 05.11% | 07.96% | 00.18%                                    | 00.21% | 00.48%                           | 00.85% | 00.13%                         | 00.27% |
| Difference              | # | 673             | 252    | 421    | 59                 | 26     | 44                     | 240    | 111                       | 21     | 26     | 100    | -4  | -7     | 18                               | 33     | -2                             | 8      |
|                         | % | -0.02%          | 0.01%  | -0.03% | 0.23%              | 0.03%  | -0.59%                 | -0.17% | 0.38%                     | -0.27% | -0.05% | 0.25%  | -0.03%                                    | -0.05% | 0.08%                            | 0.15%  | -0.01%                         | 0.03%  |
| Net Change              | % | 3.67%           | 3.72%  | 3.64%  | 14.97%             | 5.00%  | 1.03%                  | 3.23%  | 10.66%                    | 1.06%  | 2.75%  | 7.08%  | -0.53%                                    | -4.89% | 24.32%                           | 25.58% | -7.69%                         | 18.18% |
| <b>NON-APPROPRIATED</b> |   |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                                |        |
| 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% |
| FY 2018                 | # | 3,655           | 1,321  | 2,334  | 187                | 315    | 557                    | 920    | 496                       | 897    | 63     | 139    | 5   | 15     | 10                               | 36     | 3                              | 12     |
|                         | % | 99.99%          | 36.14% | 63.85% | 05.12%             | 08.62% | 15.24%                 | 25.17% | 13.57%                    | 24.54% | 01.72% | 03.80% | 00.14%                                    | 00.41% | 00.27%                           | 00.98% | 00.08%                         | 00.33% |
| Difference              | # | -51             | -35    | -16    | 6                  | 19     | -4                     | -16    | -22                       | -22    | -5     | 5      | -2  | -2     | -6                               | -4     | -2                             | 4      |
|                         | % | -0.02%          | -0.44% | 0.42%  | 0.24%              | 0.63%  | 0.10%                  | -0.09% | -0.41%                    | -0.26% | -0.11% | 0.18%  | -0.05%                                    | -0.05% | -0.16%                           | -0.10% | -0.05%                         | 0.11%  |
| Net Change              | % | -1.38%          | -2.58% | -0.68% | 3.31%              | 6.42%  | -0.71%                 | -1.71% | -4.25%                    | -2.39% | -7.35% | 3.73%  | -8.57%                                    | -1.76% | -7.50%                           | -0.00% | -0.00%                         | 50.00% |

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

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

RCLF comparisons are based on 2010 National Census National data.

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

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

Ratio Change - Simple subtraction of current fiscal year % from prior fiscal year %. This is the standard VA measure of change of representation and is named change % in other VHA Support Service Center (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 - FY2018**

| All VA<br>By<br>Administration |   | TOTAL<br>EMPLOYEES |         |         | RACE/ETHNICITY        |        |                        |         |                              |        |        |        |   |        |                                     |        |                                  |        |
|--------------------------------|---|--------------------|---------|---------|-----------------------|--------|------------------------|---------|------------------------------|--------|--------|--------|---|--------|-------------------------------------|--------|----------------------------------|--------|
|                                |   |                    |         |         | Hispanic or<br>Latino |        | Non-Hispanic or Latino |         |                              |        |        |        |   |        |                                     |        |                                  |        |
|                                |   |                    |         |         |                       |        | White                  |         | Black or African<br>American |        | Asian  |        | Native Hawaiian<br>or Other Pacific<br>Islander |        | American Indian<br>or Alaska Native |        | Two or More<br>Races/Undisclosed |        |
|                                |   |                    |         |         | All                   | male   | female                 | male    | female                       | male   | female | male   | female  | male   | female                              | male   | female                           | male   |
| <b>TOTAL</b>                   | # | 369,518            | 147,206 | 222,312 | 11,759                | 13,790 | 86,813                 | 125,985 | 34,482                       | 59,286 | 10,855 | 18,088 | 629   | 849    | 2,174                               | 3,468  | 494                              | 846    |
|                                | % | 99.99%             | 39.83%  | 60.16%  | 03.18%                | 03.73% | 23.49%                 | 34.09%  | 09.33%                       | 16.04% | 02.94% | 04.90% | 00.17%  | 00.23% | 00.59%                              | 00.94% | 00.13%                           | 00.23% |
| <b>RCLF<br/>(2010)</b>         | % | 100.00%            | 50.41%  | 49.59%  | 08.72%                | 06.01% | 32.96%                 | 33.33%  | 05.39%                       | 06.71% | 02.47% | 02.66% | 00.08%  | 00.07% | 00.50%                              | 00.51% | 00.29%                           | 00.30% |
| <b>VHA</b>                     | # | 332,327            | 126,195 | 206,132 | 10,273                | 12,882 | 73,524                 | 117,562 | 29,726                       | 53,594 | 9,967  | 17,492 | 545   | 783    | 1,771                               | 3,073  | 389                              | 746    |
|                                | % | 99.99%             | 37.96%  | 62.03%  | 03.09%                | 03.88% | 22.12%                 | 35.38%  | 08.94%                       | 16.13% | 03.00% | 05.26% | 00.16%  | 00.24% | 00.53%                              | 00.92% | 00.12%                           | 00.22% |
| <b>VBA</b>                     | # | 22,757             | 11,537  | 11,220  | 781                   | 637    | 7,059                  | 5,693   | 2,942                        | 4,090  | 388    | 340    | 51  | 45     | 262                                 | 340    | 54                               | 75     |
|                                | % | 99.99%             | 50.69%  | 49.30%  | 03.43%                | 02.80% | 31.02%                 | 25.02%  | 12.93%                       | 17.97% | 01.70% | 01.49% | 00.22%  | 00.20% | 01.15%                              | 01.49% | 00.24%                           | 00.33% |
| <b>NCA</b>                     | # | 1,814              | 1,412   | 402     | 133                   | 33     | 989                    | 231     | 213                          | 121    | 27     | 8      | 12  | 2      | 27                                  | 5      | 11                               | 2      |
|                                | % | 100.00%            | 77.84%  | 22.16%  | 07.33%                | 01.82% | 54.52%                 | 12.73%  | 11.74%                       | 06.67% | 01.49% | 00.44% | 00.66%  | 00.11% | 01.49%                              | 00.28% | 00.61%                           | 00.11% |
| <b>STAFF<br/>OFFICES</b>       | # | 12,620             | 8,062   | 4,558   | 572                   | 238    | 5,241                  | 2,499   | 1,601                        | 1,481  | 473    | 248    | 21  | 19     | 114                                 | 50     | 40                               | 23     |
|                                | % | 100.02%            | 63.89%  | 36.13%  | 04.53%                | 01.89% | 41.53%                 | 19.80%  | 12.69%                       | 11.74% | 03.75% | 01.97% | 00.17%  | 00.15% | 00.90%                              | 00.40% | 00.32%                           | 00.18% |

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 A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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   |
| Executive/Senior Level Officials and Managers | # | 1,324           | 774    | 550     | 37                 | 15     | 594                    | 388    | 112                       | 115    | 18     | 19     | 2   | 2      | 10                               | 7      | 1                              | 4      |
|   | % | 100.00%         | 58.46% | 41.55%  | 02.79%             | 01.13% | 44.86%                 | 29.31% | 08.46%                    | 08.69% | 01.36% | 01.44% | 00.15%                                    | 00.15% | 00.76%                           | 00.53% | 00.08%                         | 00.30% |
| Mid-Level Officials and Managers              | # | 8,735           | 4,217  | 4,518   | 249                | 218    | 2,947                  | 2,730  | 758                       | 1,287  | 178    | 203    | 13  | 13     | 56                               | 49     | 16                             | 18     |
|   | % | 100.00%         | 48.28% | 51.72%  | 02.85%             | 02.50% | 33.74%                 | 31.25% | 08.68%                    | 14.73% | 02.04% | 02.32% | 00.15%                                    | 00.15% | 00.64%                           | 00.56% | 00.18%                         | 00.21% |
| First-Level Officials and Managers            | # | 35,426          | 17,134 | 18,292  | 1,347              | 1,150  | 10,447                 | 9,992  | 4,183                     | 5,919  | 694    | 607    | 85  | 78     | 308                              | 441    | 70                             | 105    |
|   | % | 100.00%         | 48.37% | 51.64%  | 03.80%             | 03.25% | 29.49%                 | 28.21% | 11.81%                    | 16.71% | 01.96% | 01.71% | 00.24%                                    | 00.22% | 00.87%                           | 01.24% | 00.20%                         | 00.30% |
| <b>TOTAL Officials and Managers</b>           | # | 45,485          | 22,125 | 23,360  | 1,633              | 1,383  | 13,988                 | 13,110 | 5,053                     | 7,321  | 890    | 829    | 100                                       | 93     | 374                              | 497    | 87                             | 127    |
|   | % | 100.00%         | 48.64% | 51.35%  | 03.59%             | 03.04% | 30.75%                 | 28.82% | 11.11%                    | 16.10% | 01.96% | 01.82% | 00.22%                                    | 00.20% | 00.82%                           | 01.09% | 00.19%                         | 00.28% |
| Professionals                                 | # | 166,483         | 57,057 | 109,426 | 3,710              | 5,840  | 39,032                 | 69,074 | 6,110                     | 19,325 | 7,102  | 13,098 | 177                                       | 331    | 790                              | 1,476  | 136                            | 282    |
|   | % | 100.00%         | 34.28% | 65.74%  | 02.23%             | 03.51% | 23.45%                 | 41.49% | 03.67%                    | 11.61% | 04.27% | 07.87% | 00.11%                                    | 00.20% | 00.47%                           | 00.89% | 00.08%                         | 00.17% |
| Technicians                                   | # | 41,077          | 12,331 | 28,746  | 1,349              | 2,060  | 6,835                  | 16,621 | 2,692                     | 7,532  | 1,127  | 1,850  | 73  | 95     | 190                              | 497    | 65                             | 91     |
|   | % | 100.00%         | 30.01% | 69.97%  | 03.28%             | 05.01% | 16.64%                 | 40.46% | 06.55%                    | 18.34% | 02.74% | 04.50% | 00.18%                                    | 00.23% | 00.46%                           | 01.21% | 00.16%                         | 00.22% |
| Sales Workers                                 | # | 721             | 198    | 523     | 26                 | 53     | 88                     | 266    | 68                        | 165    | 12     | 22     | 1   | 5      | 3                                | 10     | 0                              | 2      |
|   | % | 100.00%         | 27.47% | 72.53%  | 03.61%             | 07.35% | 12.21%                 | 36.89% | 09.43%                    | 22.88% | 01.66% | 03.05% | 00.14%                                    | 00.69% | 00.42%                           | 01.39% | 00.00%                         | 00.28% |
| Office and Clerical                           | # | 57,457          | 19,887 | 37,570  | 2,027              | 2,654  | 9,493                  | 17,970 | 7,124                     | 14,679 | 715    | 1,156  | 123                                       | 211    | 302                              | 644    | 103                            | 256    |
|   | % | 100.00%         | 34.61% | 65.40%  | 03.53%             | 04.62% | 16.52%                 | 31.28% | 12.40%                    | 25.55% | 01.24% | 02.01% | 00.21%                                    | 00.37% | 00.53%                           | 01.12% | 00.18%                         | 00.45% |
| Craft Workers                                 | # | 6,985           | 6,807  | 178     | 558                | 13     | 4,772                  | 109    | 1,127                     | 44     | 200    | 7      | 26  | 2      | 112                              | 3      | 12                             | 0      |
|   | % | 100.00%         | 97.44% | 02.55%  | 07.99%             | 00.19% | 68.32%                 | 01.56% | 16.13%                    | 00.63% | 02.86% | 00.10% | 00.37%                                    | 00.03% | 01.60%                           | 00.04% | 00.17%                         | 00.00% |
| Operatives                                    | # | 4,168           | 3,694  | 474     | 303                | 27     | 1,817                  | 206    | 1,432                     | 212    | 81     | 15     | 13  | 0      | 41                               | 12     | 7                              | 2      |
|   | % | 100.00%         | 88.62% | 11.38%  | 07.27%             | 00.65% | 43.59%                 | 04.94% | 34.36%                    | 05.09% | 01.94% | 00.36% | 00.31%                                    | 00.00% | 00.98%                           | 00.29% | 00.17%                         | 00.05% |
| Laborers                                      | # | 1,081           | 1,045  | 36      | 80                 | 3      | 657                    | 23     | 263                       | 6      | 11     | 0      | 8   | 1      | 23                               | 3      | 3                              | 0      |
|   | % | 100.00%         | 96.68% | 03.34%  | 07.40%             | 00.28% | 60.78%                 | 02.13% | 24.33%                    | 00.56% | 01.02% | 00.00% | 00.74%                                    | 00.09% | 02.13%                           | 00.28% | 00.28%                         | 00.00% |
|   | # | 46,027          | 24,042 | 21,985  | 2,072              | 1,756  | 10,123                 | 8,600  | 10,606                    | 9,996  | 714    | 1,110  | 108                                       | 111    | 338                              | 326    | 81                             | 86     |

**Table A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |                                |        |
| <b>Service Workers</b> | %    | 100.00%         | 52.22%  | 47.77%  | 04.50%             | 03.82% | 21.99%                 | 18.68%  | 23.04%                    | 21.72% | 01.55% | 02.41% | 00.23%                                    | 00.24% | 00.73%                           | 00.71% | 00.18%                         | 00.19% |
| <b>TOTAL WORKFORCE</b> | #    | 369,484         | 147,186 | 222,298 | 11,758             | 13,789 | 86,805                 | 125,979 | 34,475                    | 59,280 | 10,852 | 18,087 | 629                                       | 849    | 2,173                            | 3,468  | 494                            | 846    |
|                        | %    | 100.00%         | 39.83%  | 60.17%  | 03.18%             | 03.73% | 23.49%                 | 34.10%  | 09.33%                    | 16.04% | 02.94% | 04.90% | 00.17%                                    | 00.23% | 00.59%                           | 00.94% | 00.13%                         | 00.23% |

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 A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| All VA  |   | TOTAL EMPLOYEES |        |                           | RACE/ETHNICITY     |        |                        |        |   |        |                                  |        |                               |        |        |        |        |        |
|---------|---|-----------------|--------|---------------------------|--------------------|--------|------------------------|--------|---|--------|----------------------------------|--------|-------------------------------|--------|--------|--------|--------|--------|
|         |   |                 |        |                           | Hispanic or Latino |        | Non-Hispanic or Latino |        |   |        |                                  |        |                               |        |        |        |        |        |
|         |   | White           |        | Black or African American |                    |        | Asian                  |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        | Two or More Races/Undisclosed |        |        |        |        |        |
|         |   | All             | male   | female                    | male               | female | male                   | female | male                                      | female | male                             | female | male                          | female | male   | female | male   | female |
| GS - 1  | # | 10              | 5      | 5                         | 1                  | 1      | 3                      | 4      | 1   | 0      | 0                                | 0      | 0                             | 0      | 0      | 0      | 0      | 0      |
|         | % | 100.00%         | 50.00% | 50.00%                    | 10.00%             | 10.00% | 30.00%                 | 40.00% | 10.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% | 00.00% | 00.00% | 00.00% | 00.00% |
| GS - 2  | # | 78              | 46     | 32                        | 3                  | 4      | 20                     | 10     | 22  | 17     | 0                                | 1      | 0                             | 0      | 0      | 0      | 1      | 0      |
|         | % | 100.00%         | 58.98% | 41.02%                    | 03.85%             | 05.13% | 25.64%                 | 12.82% | 28.21%                                    | 21.79% | 00.00%                           | 01.28% | 00.00%                        | 00.00% | 00.00% | 00.00% | 01.28% | 00.00% |
| GS - 3  | # | 836             | 408    | 428                       | 78                 | 39     | 121                    | 200    | 194                                       | 158    | 9                                | 20     | 2                             | 0      | 3      | 8      | 1      | 3      |
|         | % | 100.01%         | 48.81% | 51.20%                    | 09.33%             | 04.67% | 14.47%                 | 23.92% | 23.21%                                    | 18.90% | 01.08%                           | 02.39% | 00.24%                        | 00.00% | 00.36% | 00.96% | 00.12% | 00.36% |
| GS - 4  | # | 4,317           | 1,776  | 2,541                     | 188                | 199    | 813                    | 1,152  | 676                                       | 1,035  | 61                               | 85     | 5                             | 8      | 27     | 53     | 6      | 9      |
|         | % | 100.01%         | 41.14% | 58.87%                    | 04.35%             | 04.61% | 18.83%                 | 26.69% | 15.66%                                    | 23.97% | 01.41%                           | 01.97% | 00.12%                        | 00.19% | 00.63% | 01.23% | 00.14% | 00.21% |
| GS - 5  | # | 28,800          | 9,118  | 19,682                    | 928                | 1,387  | 3,921                  | 7,786  | 3,533                                     | 9,110  | 468                              | 859    | 67                            | 98     | 152    | 352    | 49     | 90     |
|         | % | 99.99%          | 31.66% | 68.33%                    | 03.22%             | 04.82% | 13.61%                 | 27.03% | 12.27%                                    | 31.63% | 01.63%                           | 02.98% | 00.23%                        | 00.34% | 00.53% | 01.22% | 00.17% | 00.31% |
| GS - 6  | # | 52,176          | 15,518 | 36,658                    | 1,640              | 2,605  | 7,823                  | 18,483 | 4,822                                     | 12,915 | 814                              | 1,663  | 98                            | 195    | 245    | 595    | 76     | 202    |
|         | % | 99.99%          | 29.74% | 70.25%                    | 03.14%             | 04.99% | 14.99%                 | 35.42% | 09.24%                                    | 24.75% | 01.56%                           | 03.19% | 00.19%                        | 00.37% | 00.47% | 01.14% | 00.15% | 00.39% |
| GS - 7  | # | 21,583          | 8,396  | 13,187                    | 913                | 956    | 4,362                  | 6,895  | 2,424                                     | 4,408  | 458                              | 545    | 47                            | 72     | 147    | 228    | 45     | 83     |
|         | % | 100.00%         | 38.90% | 61.10%                    | 04.23%             | 04.43% | 20.21%                 | 31.95% | 11.23%                                    | 20.42% | 02.12%                           | 02.53% | 00.22%                        | 00.33% | 00.68% | 01.06% | 00.21% | 00.38% |
| GS - 8  | # | 22,541          | 6,889  | 15,652                    | 641                | 977    | 4,079                  | 9,210  | 1,298                                     | 3,690  | 696                              | 1,385  | 45                            | 65     | 109    | 271    | 21     | 54     |
|         | % | 99.99%          | 30.56% | 69.43%                    | 02.84%             | 04.33% | 18.10%                 | 40.86% | 05.76%                                    | 16.37% | 03.09%                           | 06.14% | 00.20%                        | 00.29% | 00.48% | 01.20% | 00.09% | 00.24% |
| GS - 9  | # | 21,118          | 9,056  | 12,062                    | 832                | 845    | 5,104                  | 6,902  | 2,371                                     | 3,343  | 508                              | 613    | 46                            | 50     | 150    | 259    | 45     | 50     |
|         | % | 100.01%         | 42.89% | 57.12%                    | 03.94%             | 04.00% | 24.17%                 | 32.68% | 11.23%                                    | 15.83% | 02.41%                           | 02.90% | 00.22%                        | 00.24% | 00.71% | 01.23% | 00.21% | 00.24% |
| GS - 10 | # | 5,085           | 2,586  | 2,499                     | 196                | 152    | 1,511                  | 1,475  | 662                                       | 658    | 146                              | 137    | 11                            | 4      | 48     | 60     | 12     | 13     |
|         | % | 100.00%         | 50.85% | 49.15%                    | 03.85%             | 02.99% | 29.71%                 | 29.01% | 13.02%                                    | 12.94% | 02.87%                           | 02.69% | 00.22%                        | 00.08% | 00.94% | 01.18% | 00.24% | 00.26% |
| GS - 11 | # | 68,881          | 20,059 | 48,822                    | 1,675              | 2,858  | 12,776                 | 28,905 | 3,451                                     | 10,383 | 1,701                            | 5,650  | 90                            | 181    | 312    | 715    | 54     | 130    |
|         | % | 99.99%          | 29.12% | 70.87%                    | 02.43%             | 04.15% | 18.55%                 | 41.96% | 05.01%                                    | 15.07% | 02.47%                           | 08.20% | 00.13%                        | 00.26% | 00.45% | 01.04% | 00.08% | 00.19% |
|         | # | 32,295          | 12,864 | 19,431                    | 811                | 1,119  | 8,916                  | 12,732 | 1,969                                     | 3,907  | 889                              | 1,292  | 51                            | 37     | 187    | 274    | 41     | 70     |



**Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |
| <b>GS - 12</b>      | % | 100.00%         | 39.84%  | 60.16%  | 02.51%             | 03.46% | 27.61%                    | 39.42%  | 06.10% | 12.10% | 02.75%                                    | 04.00% | 00.16%                           | 00.11% | 00.58%                        | 00.85% | 00.13% | 00.22% |
| <b>GS - 13</b>      | # | 42,499          | 13,277  | 29,222  | 782                | 1,256  | 9,945                     | 20,297  | 1,502  | 4,912  | 829                                       | 2,274  | 33                               | 73     | 150                           | 329    | 36     | 81     |
|                     | % | 99.99%          | 31.23%  | 68.76%  | 01.84%             | 02.96% | 23.40%                    | 47.76%  | 03.53% | 11.56% | 01.95%                                    | 05.35% | 00.08%                           | 00.17% | 00.35%                        | 00.77% | 00.08% | 00.19% |
| <b>GS - 14</b>      | # | 7,847           | 3,703   | 4,144   | 167                | 174    | 2,822                     | 2,870   | 454    | 838    | 209                                       | 209    | 4                                | 5      | 37                            | 41     | 10     | 7      |
|                     | % | 99.99%          | 47.19%  | 52.80%  | 02.13%             | 02.22% | 35.96%                    | 36.57%  | 05.79% | 10.68% | 02.66%                                    | 02.66% | 00.05%                           | 00.06% | 00.47%                        | 00.52% | 00.13% | 00.09% |
| <b>GS - 15</b>      | # | 28,904          | 17,458  | 11,446  | 927                | 667    | 11,859                    | 6,526   | 822    | 919    | 3,544                                     | 3,097  | 36                               | 32     | 239                           | 176    | 31     | 29     |
|                     | % | 100.00%         | 60.40%  | 39.60%  | 03.21%             | 02.31% | 41.03%                    | 22.58%  | 02.84% | 03.18% | 12.26%                                    | 10.71% | 00.12%                           | 00.11% | 00.83%                        | 00.61% | 00.11% | 00.10% |
| <b>All Other GS</b> | # | 155             | 62      | 93      | 3                  | 8      | 37                        | 52      | 13     | 23     | 8   | 9      | 0                                | 1      | 1                             | 0      | 0      | 0      |
|                     | % | 100.02%         | 40.01%  | 60.01%  | 01.94%             | 05.16% | 23.87%                    | 33.55%  | 08.39% | 14.84% | 05.16%                                    | 05.81% | 00.00%                           | 00.65% | 00.65%                        | 00.00% | 00.00% | 00.00% |
| <b>SES</b>          | # | 345             | 216     | 129     | 9                  | 2      | 171                       | 101     | 27     | 17     | 5   | 5      | 0                                | 1      | 3                             | 3      | 1      | 0      |
|                     | % | 100.02%         | 62.62%  | 37.40%  | 02.61%             | 00.58% | 49.57%                    | 29.28%  | 07.83% | 04.93% | 01.45%                                    | 01.45% | 00.00%                           | 00.29% | 00.87%                        | 00.87% | 00.29% | 00.00% |
| <b>TOTAL</b>        | # | 337,470         | 121,437 | 216,033 | 9,794              | 13,249 | 74,283                    | 123,600 | 24,241 | 56,333 | 10,345                                    | 17,844 | 535                              | 822    | 1,810                         | 3,364  | 429    | 821    |
|                     | % | 100.01%         | 35.99%  | 64.02%  | 02.90%             | 03.93% | 22.01%                    | 36.63%  | 07.18% | 16.69% | 03.07%                                    | 05.29% | 00.16%                           | 00.24% | 00.54%                        | 01.00% | 00.13% | 00.24% |

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 - FY2018**

| 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                           |        |
| GS - 1  | # | 11              | 5      | 6      | 0                  | 0      | 2                      | 1      | 1      | 3      | 2                         | 2      | 0      | 0      | 0   | 0      | 0                                | 0      |
|         | % | 99.99%          | 45.45% | 54.54% | 00.00%             | 00.00% | 18.18%                 | 09.09% | 09.09% | 27.27% | 18.18%                    | 18.18% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% |
| GS - 2  | # | 35              | 9      | 26     | 0                  | 1      | 8                      | 15     | 1      | 7      | 0                         | 3      | 0      | 0      | 0   | 0      | 0                                | 0      |
|         | % | 100.01%         | 25.72% | 74.29% | 00.00%             | 02.86% | 22.86%                 | 42.86% | 02.86% | 20.00% | 00.00%                    | 08.57% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% |
| GS - 3  | # | 89              | 33     | 56     | 2                  | 4      | 15                     | 34     | 13     | 15     | 2                         | 3      | 1      | 0      | 0   | 0      | 0                                | 0      |
|         | % | 99.99%          | 37.08% | 62.91% | 02.25%             | 04.49% | 16.85%                 | 38.20% | 14.61% | 16.85% | 02.25%                    | 03.37% | 01.12% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% |
| GS - 4  | # | 587             | 181    | 406    | 14                 | 22     | 98                     | 243    | 45     | 113    | 20                        | 23     | 0      | 0      | 3   | 4      | 1                                | 1      |
|         | % | 100.02%         | 30.85% | 69.17% | 02.39%             | 03.75% | 16.70%                 | 41.40% | 07.67% | 19.25% | 03.41%                    | 03.92% | 00.00% | 00.00% | 00.51%                                    | 00.68% | 00.17%                           | 00.17% |
| GS - 5  | # | 1,370           | 481    | 889    | 43                 | 40     | 221                    | 338    | 155    | 394    | 41                        | 83     | 7      | 6      | 12  | 22     | 2                                | 6      |
|         | % | 100.01%         | 35.11% | 64.90% | 03.14%             | 02.92% | 16.13%                 | 24.67% | 11.31% | 28.76% | 02.99%                    | 06.06% | 00.51% | 00.44% | 00.88%                                    | 01.61% | 00.15%                           | 00.44% |
| GS - 6  | # | 711             | 285    | 426    | 29                 | 35     | 148                    | 221    | 82     | 138    | 14                        | 21     | 4      | 2      | 7   | 6      | 1                                | 3      |
|         | % | 99.98%          | 40.08% | 59.90% | 04.08%             | 04.92% | 20.82%                 | 31.08% | 11.53% | 19.41% | 01.97%                    | 02.95% | 00.56% | 00.28% | 00.98%                                    | 00.84% | 00.14%                           | 00.42% |
| GS - 7  | # | 838             | 367    | 471    | 32                 | 24     | 210                    | 275    | 69     | 126    | 44                        | 37     | 2      | 1      | 7   | 5      | 3                                | 3      |
|         | % | 100.02%         | 43.80% | 56.22% | 03.82%             | 02.86% | 25.06%                 | 32.82% | 08.23% | 15.04% | 05.25%                    | 04.42% | 00.24% | 00.12% | 00.84%                                    | 00.60% | 00.36%                           | 00.36% |
| GS - 8  | # | 779             | 175    | 604    | 17                 | 33     | 81                     | 344    | 34     | 143    | 40                        | 72     | 1      | 3      | 1   | 6      | 1                                | 3      |
|         | % | 100.01%         | 22.46% | 77.55% | 02.18%             | 04.24% | 10.40%                 | 44.16% | 04.36% | 18.36% | 05.13%                    | 09.24% | 00.13% | 00.39% | 00.13%                                    | 00.77% | 00.13%                           | 00.39% |
| GS - 9  | # | 1,250           | 458    | 792    | 41                 | 41     | 285                    | 505    | 84     | 158    | 36                        | 73     | 2      | 1      | 9   | 9      | 1                                | 5      |
|         | % | 100.00%         | 36.64% | 63.36% | 03.28%             | 03.28% | 22.80%                 | 40.40% | 06.72% | 12.64% | 02.88%                    | 05.84% | 00.16% | 00.08% | 00.72%                                    | 00.72% | 00.08%                           | 00.40% |
| GS - 10 | # | 25              | 10     | 15     | 0                  | 0      | 7                      | 13     | 3      | 0      | 0                         | 1      | 0      | 1      | 0   | 0      | 0                                | 0      |
|         | % | 100.00%         | 40.00% | 60.00% | 00.00%             | 00.00% | 28.00%                 | 52.00% | 12.00% | 00.00% | 00.00%                    | 04.00% | 00.00% | 04.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% |
| GS - 11 | # | 1,975           | 520    | 1,455  | 38                 | 83     | 340                    | 885    | 80     | 263    | 56                        | 192    | 2      | 2      | 3   | 23     | 1                                | 7      |
|         | % | 99.99%          | 26.33% | 73.66% | 01.92%             | 04.20% | 17.22%                 | 44.81% | 04.05% | 13.32% | 02.84%                    | 09.72% | 00.10% | 00.10% | 00.15%                                    | 01.16% | 00.05%                           | 00.35% |
|         | # | 1,461           | 444    | 1,017  | 22                 | 46     | 330                    | 704    | 30     | 89     | 56                        | 153    | 1      | 6      | 5   | 16     | 0                                | 3      |

**Table A4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |
| GS - 12      | %    | 100.01%         | 30.39% | 69.62% | 01.51%             | 03.15% | 22.59%                 | 48.19% | 02.05%                    | 06.09% | 03.83% | 10.47% | 00.07%                                    | 00.41% | 00.34%                           | 01.10% | 00.00%                        | 00.21% |
| GS - 13      | #    | 1,374           | 528    | 846    | 18                 | 18     | 400                    | 660    | 19                        | 57     | 79     | 101    | 1   | 0      | 8                                | 8      | 3                             | 2      |
|              | %    | 99.99%          | 38.42% | 61.57% | 01.31%             | 01.31% | 29.11%                 | 48.03% | 01.38%                    | 04.15% | 05.75% | 07.35% | 00.07%                                    | 00.00% | 00.58%                           | 00.58% | 00.22%                        | 00.15% |
| GS - 14      | #    | 266             | 153    | 113    | 3                  | 3      | 100                    | 89     | 7                         | 5      | 41     | 14     | 0   | 0      | 2                                | 2      | 0                             | 0      |
|              | %    | 99.99%          | 57.51% | 42.48% | 01.13%             | 01.13% | 37.59%                 | 33.46% | 02.63%                    | 01.88% | 15.41% | 05.26% | 00.00%                                    | 00.00% | 00.75%                           | 00.75% | 00.00%                        | 00.00% |
| GS - 15      | #    | 1,762           | 1,081  | 681    | 34                 | 16     | 664                    | 371    | 34                        | 41     | 333    | 239    | 6   | 4      | 9                                | 9      | 1                             | 1      |
|              | %    | 100.01%         | 61.35% | 38.66% | 01.93%             | 00.91% | 37.68%                 | 21.06% | 01.93%                    | 02.33% | 18.90% | 13.56% | 00.34%                                    | 00.23% | 00.51%                           | 00.51% | 00.06%                        | 00.06% |
| All Other GS | #    | 5,526           | 1,468  | 4,058  | 71                 | 173    | 1,039                  | 2,927  | 136                       | 389    | 197    | 490    | 7   | 14     | 12                               | 50     | 6                             | 15     |
|              | %    | 99.99%          | 26.56% | 73.43% | 01.28%             | 03.13% | 18.80%                 | 52.97% | 02.46%                    | 07.04% | 03.56% | 08.87% | 00.13%                                    | 00.25% | 00.22%                           | 00.90% | 00.11%                        | 00.27% |
| SES          | #    | 9               | 5      | 4      | 0                  | 0      | 2                      | 3      | 2                         | 1      | 0      | 0      | 0   | 0      | 1                                | 0      | 0                             | 0      |
|              | %    | 99.99%          | 55.55% | 44.44% | 00.00%             | 00.00% | 22.22%                 | 33.33% | 22.22%                    | 11.11% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 11.11%                           | 00.00% | 00.00%                        | 00.00% |
| TOTAL        | #    | 18,068          | 6,203  | 11,865 | 364                | 539    | 3,950                  | 7,628  | 795                       | 1,942  | 961    | 1,507  | 34  | 40     | 79                               | 160    | 20                            | 49     |
|              | %    | 100.00%         | 34.33% | 65.67% | 02.01%             | 02.98% | 21.86%                 | 42.22% | 04.40%                    | 10.75% | 05.32% | 08.34% | 00.19%                                    | 00.22% | 00.44%                           | 00.89% | 00.11%                        | 00.27% |

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

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

Percentages are based on row totals.

**Table A5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| All VA     |   | TOTAL<br>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  | # | 506                | 424    | 82                        | 26                 | 5      | 162                    | 38     | 221                                       | 32     | 5                                | 2      | 0                             | 0      | 9      | 2      | 1      | 3      |
|            | % | 100.02%            | 83.81% | 16.21%                    | 05.14%             | 00.99% | 32.02%                 | 07.51% | 43.68%                                    | 06.32% | 00.99%                           | 00.40% | 00.00%                        | 00.00% | 01.78% | 00.40% | 00.20% | 00.59% |
| Grade - 2  | # | 12,699             | 10,406 | 2,293                     | 668                | 156    | 3,886                  | 770    | 5,497                                     | 1,249  | 145                              | 64     | 32                            | 10     | 147    | 39     | 31     | 5      |
|            | % | 100.00%            | 81.94% | 18.06%                    | 05.26%             | 01.23% | 30.60%                 | 06.06% | 43.29%                                    | 09.84% | 01.14%                           | 00.50% | 00.25%                        | 00.08% | 01.16% | 00.31% | 00.24% | 00.04% |
| Grade - 3  | # | 2,697              | 1,920  | 777                       | 151                | 69     | 650                    | 258    | 1,052                                     | 417    | 32                               | 19     | 5                             | 1      | 20     | 10     | 10     | 3      |
|            | % | 100.01%            | 71.20% | 28.81%                    | 05.60%             | 02.56% | 24.10%                 | 09.57% | 39.01%                                    | 15.46% | 01.19%                           | 00.70% | 00.19%                        | 00.04% | 00.74% | 00.37% | 00.37% | 00.11% |
| Grade - 4  | # | 1,569              | 944    | 625                       | 83                 | 30     | 387                    | 235    | 432                                       | 326    | 22                               | 25     | 6                             | 0      | 13     | 8      | 1      | 1      |
|            | % | 99.99%             | 60.16% | 39.83%                    | 05.29%             | 01.91% | 24.67%                 | 14.98% | 27.53%                                    | 20.78% | 01.40%                           | 01.59% | 00.38%                        | 00.00% | 00.83% | 00.51% | 00.06% | 00.06% |
| Grade - 5  | # | 1,255              | 1,139  | 116                       | 99                 | 6      | 603                    | 54     | 384                                       | 49     | 26                               | 3      | 4                             | 0      | 19     | 3      | 4      | 1      |
|            | % | 100.00%            | 90.76% | 09.24%                    | 07.89%             | 00.48% | 48.05%                 | 04.30% | 30.60%                                    | 03.90% | 02.07%                           | 00.24% | 00.32%                        | 00.00% | 01.51% | 00.24% | 00.32% | 00.08% |
| Grade - 6  | # | 2,324              | 2,082  | 242                       | 146                | 7      | 1,044                  | 120    | 805                                       | 95     | 40                               | 7      | 12                            | 1      | 31     | 11     | 4      | 1      |
|            | % | 99.98%             | 89.58% | 10.40%                    | 06.28%             | 00.30% | 44.92%                 | 05.16% | 34.64%                                    | 04.09% | 01.72%                           | 00.30% | 00.52%                        | 00.04% | 01.33% | 00.47% | 00.17% | 00.04% |
| Grade - 7  | # | 866                | 815    | 51                        | 90                 | 8      | 414                    | 18     | 287                                       | 22     | 10                               | 0      | 3                             | 0      | 11     | 2      | 0      | 1      |
|            | % | 100.00%            | 94.11% | 05.89%                    | 10.39%             | 00.92% | 47.81%                 | 02.08% | 33.14%                                    | 02.54% | 01.15%                           | 00.00% | 00.35%                        | 00.00% | 01.27% | 00.23% | 00.00% | 00.12% |
| Grade - 8  | # | 1,018              | 953    | 65                        | 90                 | 3      | 586                    | 26     | 235                                       | 31     | 19                               | 2      | 5                             | 1      | 14     | 1      | 4      | 1      |
|            | % | 100.00%            | 93.61% | 06.39%                    | 08.84%             | 00.29% | 57.56%                 | 02.55% | 23.08%                                    | 03.05% | 01.87%                           | 00.20% | 00.49%                        | 00.10% | 01.38% | 00.10% | 00.39% | 00.10% |
| Grade - 9  | # | 1,720              | 1,682  | 38                        | 149                | 0      | 1,168                  | 24     | 293                                       | 13     | 35                               | 0      | 3                             | 1      | 31     | 0      | 3      | 0      |
|            | % | 99.99%             | 97.77% | 02.22%                    | 08.66%             | 00.00% | 67.91%                 | 01.40% | 17.03%                                    | 00.76% | 02.03%                           | 00.00% | 00.17%                        | 00.06% | 01.80% | 00.00% | 00.17% | 00.00% |
| Grade - 10 | # | 3,500              | 3,462  | 38                        | 265                | 2      | 2,516                  | 24     | 513                                       | 10     | 100                              | 0      | 16                            | 0      | 48     | 2      | 4      | 0      |
|            | % | 100.02%            | 98.92% | 01.10%                    | 07.57%             | 00.06% | 71.89%                 | 00.69% | 14.66%                                    | 00.29% | 02.86%                           | 00.00% | 00.46%                        | 00.00% | 01.37% | 00.06% | 00.11% | 00.00% |
| Grade - 11 | # | 744                | 734    | 10                        | 41                 | 2      | 533                    | 5      | 122                                       | 3      | 22                               | 0      | 3                             | 0      | 13     | 0      | 0      | 0      |
|            | % | 100.00%            | 98.66% | 01.34%                    | 05.51%             | 00.27% | 71.64%                 | 00.67% | 16.40%                                    | 00.40% | 02.96%                           | 00.00% | 00.40%                        | 00.00% | 01.75% | 00.00% | 00.00% | 00.00% |
|            | # | 33                 | 32     | 1                         | 2                  | 0      | 28                     | 1      | 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 - FY2018**

| 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 - 12            | % | 100.00%         | 96.97%  | 03.03% | 06.06%             | 00.00% | 84.85%                    | 03.03% | 06.06% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% | 00.00% | 00.00% |
| Grade - 13            | # | 21              | 21      | 0      | 1                  | 0      | 16                        | 0      | 4      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      | 0      | 0      |
|                       | % | 100.00%         | 100.00% | 00.00% | 04.76%             | 00.00% | 76.19%                    | 00.00% | 19.05% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% | 00.00% | 00.00% |
| Grade - 14            | # | 22              | 22      | 0      | 0                  | 0      | 19                        | 0      | 3      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      | 0      | 0      |
|                       | % | 100.00%         | 100.00% | 00.00% | 00.00%             | 00.00% | 86.36%                    | 00.00% | 13.64% | 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 | # | 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% |
| TOTAL                 | # | 28,983          | 24,645  | 4,338  | 1,811              | 288    | 12,020                    | 1,573  | 9,851  | 2,247  | 456                                       | 122    | 89                               | 14     | 356                           | 78     | 62     | 16     |
|                       | % | 100.00%         | 85.03%  | 14.97% | 06.25%             | 00.99% | 41.47%                    | 05.43% | 33.99% | 07.75% | 01.57%                                    | 00.42% | 00.31%                           | 00.05% | 01.23%                        | 00.27% | 00.21% | 00.06% |

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 - FY2018**

| All VA     |   | TOTAL EMPLOYEES |        |        | RACE/ETHNICITY     |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
|------------|---|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|--------|--------|---|--------|----------------------------------|--------|-------------------------------|--------|
|            |   |                 |        |        | Hispanic or Latino |        | Non-Hispanic or Latino |        |                           |        |        |        |   |        |                                  |        |                               |        |
|            |   | All             | male   | female |                    |        | White                  |        | Black or African American |        | Asian  |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        | Two or More Races/Undisclosed |        |
|            |   |                 | male   | female | male               | female | male                   | female | male                      | female | male   | female | male                                      | female | male                             | female | male                          | female |
| Grade - 1  | # | 44              | 40     | 4      | 5                  | 1      | 17                     | 1      | 18                        | 1      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 1      |
|            | % | 99.99%          | 90.91% | 09.08% | 11.36%             | 02.27% | 38.64%                 | 02.27% | 40.91%                    | 02.27% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 02.27% |
| Grade - 2  | # | 419             | 356    | 63     | 16                 | 4      | 121                    | 15     | 208                       | 39     | 1      | 2      | 0   | 0      | 6                                | 1      | 4                             | 2      |
|            | % | 100.00%         | 84.96% | 15.04% | 03.82%             | 00.95% | 28.88%                 | 03.58% | 49.64%                    | 09.31% | 00.24% | 00.48% | 00.00%                                    | 00.00% | 01.43%                           | 00.24% | 00.95%                        | 00.48% |
| Grade - 3  | # | 56              | 53     | 3      | 3                  | 0      | 24                     | 0      | 26                        | 3      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|            | % | 100.01%         | 94.65% | 05.36% | 05.36%             | 00.00% | 42.86%                 | 00.00% | 46.43%                    | 05.36% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| Grade - 4  | # | 46              | 40     | 6      | 6                  | 0      | 21                     | 2      | 13                        | 3      | 0      | 0      | 0   | 0      | 0                                | 1      | 0                             | 0      |
|            | % | 99.99%          | 86.95% | 13.04% | 13.04%             | 00.00% | 45.65%                 | 04.35% | 28.26%                    | 06.52% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 02.17% | 00.00%                        | 00.00% |
| Grade - 5  | # | 63              | 53     | 10     | 7                  | 1      | 30                     | 7      | 13                        | 1      | 2      | 1      | 0   | 0      | 1                                | 0      | 0                             | 0      |
|            | % | 100.00%         | 84.12% | 15.88% | 11.11%             | 01.59% | 47.62%                 | 11.11% | 20.63%                    | 01.59% | 03.17% | 01.59% | 00.00%                                    | 00.00% | 01.59%                           | 00.00% | 00.00%                        | 00.00% |
| Grade - 6  | # | 84              | 77     | 7      | 5                  | 0      | 37                     | 4      | 32                        | 3      | 2      | 0      | 0   | 0      | 1                                | 0      | 0                             | 0      |
|            | % | 100.00%         | 91.67% | 08.33% | 05.95%             | 00.00% | 44.05%                 | 04.76% | 38.10%                    | 03.57% | 02.38% | 00.00% | 00.00%                                    | 00.00% | 01.19%                           | 00.00% | 00.00%                        | 00.00% |
| Grade - 7  | # | 23              | 20     | 3      | 3                  | 0      | 8                      | 0      | 7                         | 3      | 1      | 0      | 0   | 0      | 1                                | 0      | 0                             | 0      |
|            | % | 99.99%          | 86.95% | 13.04% | 13.04%             | 00.00% | 34.78%                 | 00.00% | 30.43%                    | 13.04% | 04.35% | 00.00% | 00.00%                                    | 00.00% | 04.35%                           | 00.00% | 00.00%                        | 00.00% |
| Grade - 8  | # | 24              | 23     | 1      | 0                  | 0      | 15                     | 0      | 7                         | 1      | 1      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|            | % | 100.01%         | 95.84% | 04.17% | 00.00%             | 00.00% | 62.50%                 | 00.00% | 29.17%                    | 04.17% | 04.17% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| Grade - 9  | # | 82              | 79     | 3      | 28                 | 0      | 27                     | 3      | 21                        | 0      | 0      | 0      | 0   | 0      | 3                                | 0      | 0                             | 0      |
|            | % | 100.01%         | 96.35% | 03.66% | 34.15%             | 00.00% | 32.93%                 | 03.66% | 25.61%                    | 00.00% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 03.66%                           | 00.00% | 00.00%                        | 00.00% |
| Grade - 10 | # | 44              | 43     | 1      | 3                  | 1      | 29                     | 0      | 10                        | 0      | 1      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|            | % | 100.00%         | 97.73% | 02.27% | 06.82%             | 02.27% | 65.91%                 | 00.00% | 22.73%                    | 00.00% | 02.27% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| Grade - 11 | # | 5               | 4      | 1      | 0                  | 0      | 4                      | 1      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|            | % | 100.00%         | 80.00% | 20.00% | 00.00%             | 00.00% | 80.00%                 | 20.00% | 00.00%                    | 00.00% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
|            | # | 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 - FY2018**

| All VA                |      | TOTAL<br>EMPLOYEES |         |        | RACE/ETHNICITY     |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |  |
|-----------------------|------|--------------------|---------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|--------|--------|---|--------|----------------------------------|--------|-------------------------------|--|
|                       |      |                    |         |        | Hispanic or Latino |        | Non-Hispanic or Latino |        |                           |        |        |        |   |        |                                  |        |                               |  |
|                       |      |                    |         |        |                    |        | White                  |        | Black or African American |        | Asian  |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        | Two or More Races/Undisclosed |  |
| All                   | male | female             | male    | female | male               | female | male                   | female | male                      | female | male   | female | male                                      | female | male                             | female |                               |  |
| Grade - 12            | %    | 00.00%             | 00.00%  | 00.00% | 00.00%             | 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                             |  |
|                       | %    | 00.00%             | 00.00%  | 00.00% | 00.00%             | 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                             |  |
|                       | %    | 00.00%             | 00.00%  | 00.00% | 00.00%             | 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                             |  |
|                       | %    | 00.00%             | 00.00%  | 00.00% | 00.00%             | 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 | #    | 29                 | 29      | 0      | 11                 | 0      | 15                     | 0      | 1                         | 0      | 1      | 0      | 0   | 0      | 1                                | 0      | 0                             |  |
|                       | %    | 100.00%            | 100.00% | 00.00% | 37.93%             | 00.00% | 51.72%                 | 00.00% | 03.45%                    | 00.00% | 03.45% | 00.00% | 00.00%                                    | 00.00% | 03.45%                           | 00.00% | 00.00%                        |  |
| TOTAL                 | #    | 919                | 817     | 102    | 87                 | 7      | 348                    | 33     | 356                       | 54     | 9      | 3      | 0   | 0      | 13                               | 2      | 4                             |  |
|                       | %    | 100.02%            | 88.91%  | 11.11% | 09.47%             | 00.76% | 37.87%                 | 03.59% | 38.74%                    | 05.88% | 00.98% | 00.33% | 00.00%                                    | 00.00% | 01.41%                           | 00.22% | 00.44%                        |  |

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 - FY2018**

| All VA   |   | TOTAL<br>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   |
| <b>0083 Police</b>                                   | # | 3,593              | 3,324  | 261    | 366                | 24     | 2,107                  | 138    | 702                       | 88     | 71     | 4      | 16  | 2      | 51                               | 3      | 11                            | 2      |
|  | % | 100.00%            | 92.72% | 07.28% | 10.21%             | 00.67% | 58.77%                 | 03.85% | 19.58%                    | 02.45% | 01.98% | 00.11% | 00.45%                                    | 00.06% | 01.42%                           | 00.08% | 00.31%                        | 00.06% |
| <b>0083 RCLF</b>                                     |   | 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% |
| <b>0101 Social Science</b>                           | # | 2,716              | 1,207  | 1,504  | 95                 | 91     | 743                    | 896    | 306                       | 451    | 28     | 34     | 5   | 4      | 22                               | 24     | 8                             | 4      |
|  | % | 100.00%            | 44.52% | 55.49% | 03.50%             | 03.36% | 27.41%                 | 33.05% | 11.29%                    | 16.64% | 01.03% | 01.25% | 00.18%                                    | 00.15% | 00.81%                           | 00.89% | 00.30%                        | 00.15% |
| <b>0101 RCLF</b>                                     |   | 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% |
| <b>0201 Human Resources Management</b>               | # | 4,353              | 1,491  | 2,857  | 135                | 253    | 874                    | 1,478  | 405                       | 962    | 48     | 85     | 5   | 16     | 20                               | 50     | 4                             | 13     |
|  | % | 100.00%            | 34.27% | 65.71% | 03.10%             | 05.82% | 20.10%                 | 33.99% | 09.31%                    | 22.13% | 01.10% | 01.95% | 00.11%                                    | 00.37% | 00.46%                           | 01.15% | 00.09%                        | 00.30% |
| <b>0201 RCLF</b>                                     |   | 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% |
| <b>0260 Equal Employment Opportunity</b>             | # | 358                | 151    | 207    | 12                 | 18     | 62                     | 65     | 68                        | 117    | 5      | 3      | 0   | 0      | 2                                | 4      | 2                             | 0      |
|  | % | 100.00%            | 42.18% | 57.83% | 03.35%             | 05.03% | 17.32%                 | 18.16% | 18.99%                    | 32.68% | 01.40% | 00.84% | 00.00%                                    | 00.00% | 00.56%                           | 01.12% | 00.56%                        | 00.00% |
| <b>0260 RCLF</b>                                     |   | 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% |
| <b>0301 Miscellaneous Administration and Program</b> | # | 7,289              | 2,930  | 4,349  | 245                | 283    | 1,688                  | 2,285  | 814                       | 1,533  | 120    | 145    | 14  | 15     | 35                               | 70     | 14                            | 18     |
|  | % | 100.00%            | 40.25% | 59.75% | 03.37%             | 03.89% | 23.19%                 | 31.39% | 11.18%                    | 21.06% | 01.65% | 01.99% | 00.19%                                    | 00.21% | 00.48%                           | 00.96% | 00.19%                        | 00.25% |
| <b>0301 RCLF</b>                                     |   | 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% |
| <b>0340 Program Management</b>                       | # | 753                | 386    | 367    | 19                 | 18     | 284                    | 250    | 67                        | 78     | 9      | 10     | 0   | 3      | 7                                | 6      | 0                             | 2      |
|  | % | 100.00%            | 51.27% | 48.75% | 02.52%             | 02.39% | 37.72%                 | 33.20% | 08.90%                    | 10.36% | 01.20% | 01.33% | 00.00%                                    | 00.40% | 00.93%                           | 00.80% | 00.00%                        | 00.27% |
| <b>0340 RCLF</b>                                     |   | 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% |
| <b>0343 Management and Program Analysis</b>          | # | 6,215              | 2,595  | 3,618  | 180                | 209    | 1,693                  | 2,122  | 505                       | 1,047  | 160    | 160    | 8   | 12     | 35                               | 46     | 14                            | 22     |
|  | % | 100.00%            | 41.78% | 58.22% | 02.90%             | 03.36% | 27.25%                 | 34.15% | 08.13%                    | 16.85% | 02.58% | 02.58% | 00.13%                                    | 00.19% | 00.56%                           | 00.74% | 00.23%                        | 00.35% |
| <b>0343 RCLF</b>                                     |   | 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% |
|  | # | 1,322              | 452    | 870    | 25                 | 50     | 307                    | 550    | 95                        | 205    | 16     | 29     | 2   | 6      | 7                                | 25     | 0                             | 5      |



**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |                               |        |
| <b>0501 Financial Administration and Program</b> | %    | 100.00%         | 34.19% | 65.80% | 01.89%             | 03.78% | 23.22%                 | 41.60% | 07.19%                    | 15.51% | 01.21% | 02.19% | 00.15%                                    | 00.45% | 00.53%                           | 01.89% | 00.00%                        | 00.38% |
| <b>0501 RCLF</b>                                 |      | 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% |
| <b>0511 Auditing</b>                             | #    | 189             | 90     | 99     | 9                  | 9      | 61                     | 50     | 12                        | 26     | 5      | 12     | 0   | 0      | 1                                | 2      | 2                             | 0      |
|  | %    | 100.00%         | 47.63% | 52.39% | 04.76%             | 04.76% | 32.28%                 | 26.46% | 06.35%                    | 13.76% | 02.65% | 06.35% | 00.00%                                    | 00.00% | 00.53%                           | 01.06% | 01.06%                        | 00.00% |
| <b>0511 RCLF</b>                                 |      | 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% |
| <b>0602 Medical Officer</b>                      | #    | 25,502          | 15,438 | 10,018 | 844                | 604    | 10,250                 | 5,531  | 675                       | 709    | 3,399  | 2,963  | 32  | 29     | 212                              | 159    | 26                            | 23     |
|  | %    | 100.00%         | 60.65% | 39.35% | 03.32%             | 02.37% | 40.27%                 | 21.73% | 02.65%                    | 02.79% | 13.35% | 11.64% | 00.13%                                    | 00.11% | 00.83%                           | 00.62% | 00.10%                        | 00.09% |
| <b>0602 RCLF</b>                                 |      | 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% |
| <b>0610 Nurse</b>                                | #    | 70,825          | 13,130 | 57,563 | 1,138              | 2,979  | 8,453                  | 34,686 | 1,514                     | 11,487 | 1,742  | 7,255  | 60  | 203    | 199                              | 812    | 24                            | 141    |
|  | %    | 100.00%         | 18.56% | 81.43% | 01.61%             | 04.21% | 11.96%                 | 49.07% | 02.14%                    | 16.25% | 02.46% | 10.26% | 00.08%                                    | 00.29% | 00.28%                           | 01.15% | 00.03%                        | 00.20% |
| <b>0610 RCLF</b>                                 |      | 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% |
| <b>0620 Practical Nurse</b>                      | #    | 15,020          | 2,735  | 12,256 | 341                | 799    | 1,431                  | 6,655  | 611                       | 3,825  | 280    | 678    | 14  | 47     | 39                               | 208    | 19                            | 44     |
|  | %    | 100.00%         | 18.25% | 81.75% | 02.27%             | 05.33% | 09.55%                 | 44.39% | 04.08%                    | 25.52% | 01.87% | 04.52% | 00.09%                                    | 00.31% | 00.26%                           | 01.39% | 00.13%                        | 00.29% |
| <b>0620 RCLF</b>                                 |      | 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% |
| <b>0621 Nursing Assistant</b>                    | #    | 13,089          | 2,856  | 10,213 | 240                | 681    | 940                    | 3,249  | 1,362                     | 5,397  | 239    | 658    | 25  | 52     | 40                               | 144    | 10                            | 32     |
|  | %    | 100.00%         | 21.86% | 78.14% | 01.84%             | 05.21% | 07.19%                 | 24.86% | 10.42%                    | 41.30% | 01.83% | 05.03% | 00.19%                                    | 00.40% | 00.31%                           | 01.10% | 00.08%                        | 00.24% |
| <b>0621 RCLF</b>                                 |      | 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% |
| <b>0644 Medical Technologist</b>                 | #    | 4,473           | 1,254  | 3,206  | 124                | 297    | 715                    | 1,897  | 197                       | 444    | 200    | 491    | 2   | 3      | 13                               | 64     | 3                             | 10     |
|  | %    | 100.00%         | 28.11% | 71.88% | 02.78%             | 06.66% | 16.03%                 | 42.53% | 04.42%                    | 09.96% | 04.48% | 11.01% | 00.04%                                    | 00.07% | 00.29%                           | 01.43% | 00.07%                        | 00.22% |
| <b>0644 RCLF</b>                                 |      | 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% |
| <b>0647 Diagnostic</b>                           | #    | 4,234           | 1,956  | 2,273  | 196                | 141    | 1,219                  | 1,708  | 326                       | 300    | 175    | 79     | 10  | 3      | 25                               | 33     | 5                             | 9      |
|  | %    | 100.00%         | 46.25% | 53.74% | 04.63%             | 03.33% | 28.82%                 | 40.39% | 07.71%                    | 07.09% | 04.14% | 01.87% | 00.24%                                    | 00.07% | 00.59%                           | 00.78% | 00.12%                        | 00.21% |

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA                                      |      | TOTAL<br>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 |                               |        |
| <b>Radiologic Technologist</b>              |      |                    |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>0647 RCLF</b>                            |      | 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% |
| <b>0660 Pharmacist</b>                      | #    | 8,589              | 2,935  | 5,652  | 102                | 255    | 2,164                  | 3,702  | 180                       | 541    | 440    | 1,059  | 7   | 11     | 36                               | 68     | 6                             | 16     |
|   | %    | 100.00%            | 34.18% | 65.82% | 01.19%             | 02.97% | 25.20%                 | 43.11% | 02.10%                    | 06.30% | 05.12% | 12.33% | 00.08%                                    | 00.13% | 00.42%                           | 00.79% | 00.07%                        | 00.19% |
| <b>0660 RCLF</b>                            |      | 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% |
| <b>0675 Medical Records Technician</b>      | #    | 2,730              | 398    | 2,327  | 30                 | 128    | 206                    | 1,422  | 126                       | 631    | 32     | 88     | 0   | 7      | 3                                | 47     | 1                             | 4      |
|   | %    | 100.00%            | 14.60% | 85.40% | 01.10%             | 04.70% | 07.56%                 | 52.18% | 04.62%                    | 23.16% | 01.17% | 03.23% | 00.00%                                    | 00.26% | 00.11%                           | 01.72% | 00.04%                        | 00.15% |
| <b>0675 RCLF</b>                            |      | 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% |
| <b>0905 General Attorney</b>                | #    | 983                | 427    | 553    | 6                  | 12     | 355                    | 388    | 29                        | 106    | 30     | 41     | 0   | 0      | 5                                | 5      | 2                             | 1      |
|   | %    | 100.00%            | 43.56% | 56.42% | 00.61%             | 01.22% | 36.22%                 | 39.59% | 02.96%                    | 10.82% | 03.06% | 04.18% | 00.00%                                    | 00.00% | 00.51%                           | 00.51% | 00.20%                        | 00.10% |
| <b>0905 RCLF</b>                            |      | 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% |
| <b>0986 Legal Assistance</b>                | #    | 56                 | 12     | 43     | 0                  | 5      | 3                      | 12     | 7                         | 26     | 1      | 0      | 0   | 0      | 1                                | 0      | 0                             | 0      |
|   | %    | 100.00%            | 21.82% | 78.18% | 00.00%             | 09.09% | 05.45%                 | 21.82% | 12.73%                    | 47.27% | 01.82% | 00.00% | 00.00%                                    | 00.00% | 01.82%                           | 00.00% | 00.00%                        | 00.00% |
| <b>0986 RCLF</b>                            |      | 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% |
| <b>0996 Veterans Claims Examining</b>       | #    | 12,885             | 6,586  | 6,247  | 438                | 323    | 4,133                  | 3,317  | 1,525                     | 2,091  | 249    | 194    | 30  | 25     | 177                              | 251    | 34                            | 46     |
|   | %    | 100.00%            | 51.31% | 48.68% | 03.41%             | 02.52% | 32.21%                 | 25.85% | 11.88%                    | 16.29% | 01.94% | 01.51% | 00.23%                                    | 00.19% | 01.38%                           | 01.96% | 00.26%                        | 00.36% |
| <b>0996 RCLF</b>                            |      | 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% |
| <b>0998 Claims Assistance and Examining</b> | #    | 1,311              | 679    | 629    | 59                 | 38     | 347                    | 266    | 232                       | 291    | 26     | 20     | 1   | 2      | 10                               | 9      | 4                             | 3      |
|   | %    | 100.00%            | 51.92% | 48.10% | 04.51%             | 02.91% | 26.53%                 | 20.34% | 17.74%                    | 22.25% | 01.99% | 01.53% | 00.08%                                    | 00.15% | 00.76%                           | 00.69% | 00.31%                        | 00.23% |
| <b>0998 RCLF</b>                            |      | 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% |
| <b>1101 General Business and Industry</b>   | #    | 1,086              | 560    | 524    | 35                 | 35     | 363                    | 294    | 138                       | 156    | 18     | 28     | 3   | 1      | 2                                | 5      | 1                             | 5      |
|   | %    | 100.00%            | 51.66% | 48.33% | 03.23%             | 03.23% | 33.49%                 | 27.12% | 12.73%                    | 14.39% | 01.66% | 02.58% | 00.28%                                    | 00.09% | 00.18%                           | 00.46% | 00.09%                        | 00.46% |

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA  |      | TOTAL<br>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 |                               |        |
| <b>1101 RCLF</b>                              |      | 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% |
| <b>1165 Loan Specialist</b>                   | #    | 451                | 225    | 226    | 14                 | 16     | 142                    | 119    | 61                        | 82     | 3      | 6      | 1   | 1      | 2                                | 2      | 2                             | 0      |
|   | %    | 100.00%            | 49.89% | 50.11% | 03.10%             | 03.55% | 31.49%                 | 26.39% | 13.53%                    | 18.18% | 00.67% | 01.33% | 00.22%                                    | 00.22% | 00.44%                           | 00.44% | 00.44%                        | 00.00% |
| <b>1165 RCLF</b>                              |      | 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% |
| <b>1171 Appraising</b>                        | #    | 261                | 181    | 80     | 8                  | 4      | 133                    | 37     | 29                        | 33     | 2      | 2      | 2   | 0      | 7                                | 3      | 0                             | 1      |
|   | %    | 100.00%            | 69.36% | 30.65% | 03.07%             | 01.53% | 50.96%                 | 14.18% | 11.11%                    | 12.64% | 00.77% | 00.77% | 00.77%                                    | 00.00% | 02.68%                           | 01.15% | 00.00%                        | 00.38% |
| <b>1171 RCLF</b>                              |      | 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% |
| <b>1630 Cemetery Administration</b>           | #    | 111                | 90     | 21     | 8                  | 1      | 66                     | 10     | 12                        | 6      | 1      | 2      | 1   | 0      | 1                                | 1      | 1                             | 1      |
|   | %    | 100.00%            | 81.08% | 18.92% | 07.21%             | 00.90% | 59.46%                 | 09.01% | 10.81%                    | 05.41% | 00.90% | 01.80% | 00.90%                                    | 00.00% | 00.90%                           | 00.90% | 00.90%                        | 00.90% |
| <b>1630 RCLF</b>                              |      | 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% |
| <b>1811 Criminal Investigating</b>            | #    | 78                 | 73     | 5      | 5                  | 0      | 41                     | 4      | 21                        | 1      | 4      | 0      | 0   | 0      | 1                                | 0      | 1                             | 0      |
|   | %    | 100.00%            | 93.58% | 06.41% | 06.41%             | 00.00% | 52.56%                 | 05.13% | 26.92%                    | 01.28% | 05.13% | 00.00% | 00.00%                                    | 00.00% | 01.28%                           | 00.00% | 01.28%                        | 00.00% |
| <b>1811 RCLF</b>                              |      | 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% |
| <b>2210 Information Technology Management</b> | #    | 6,662              | 5,201  | 1,451  | 417                | 87     | 3,397                  | 878    | 929                       | 356    | 342    | 107    | 11  | 4      | 78                               | 12     | 27                            | 7      |
|   | %    | 100.00%            | 78.20% | 21.82% | 06.27%             | 01.31% | 51.07%                 | 13.20% | 13.97%                    | 05.35% | 05.14% | 01.61% | 00.17%                                    | 00.06% | 01.17%                           | 00.18% | 00.41%                        | 00.11% |
| <b>2210 RCLF</b>                              |      | 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% |
| <b>4754 Cemetery Caretaking</b>               | #    | 602                | 583    | 10     | 50                 | 0      | 416                    | 8      | 87                        | 0      | 7      | 0      | 6   | 1      | 14                               | 1      | 3                             | 0      |
|   | %    | 100.00%            | 98.31% | 01.69% | 08.43%             | 00.00% | 70.15%                 | 01.35% | 14.67%                    | 00.00% | 01.18% | 00.00% | 01.01%                                    | 00.17% | 02.36%                           | 00.17% | 00.51%                        | 00.00% |
| <b>4754 RCLF</b>                              |      | 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 A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA   |      | TOTAL<br>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 |                               |        |
| <b>0083 Police</b>                                   | #    | 70                 | 62     | 7      | 3                  | 1      | 39                     | 4      | 18                        | 1      | 0      | 0      | 1   | 0      | 1                                | 1      | 0                             | 0      |
|  | %    | 100.00%            | 89.86% | 10.15% | 04.35%             | 01.45% | 56.52%                 | 05.80% | 26.09%                    | 01.45% | 00.00% | 00.00% | 01.45%                                    | 00.00% | 01.45%                           | 01.45% | 00.00%                        | 00.00% |
| <b>0083 RCLF</b>                                     |      | 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% |
| <b>0101 Social Science</b>                           | #    | 127                | 45     | 80     | 5                  | 8      | 32                     | 48     | 4                         | 17     | 1      | 6      | 1   | 0      | 1                                | 1      | 1                             | 0      |
|  | %    | 100.00%            | 36.00% | 64.00% | 04.00%             | 06.40% | 25.60%                 | 38.40% | 03.20%                    | 13.60% | 00.80% | 04.80% | 00.80%                                    | 00.00% | 00.80%                           | 00.80% | 00.80%                        | 00.00% |
| <b>0101 RCLF</b>                                     |      | 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% |
| <b>0201 Human Resources Management</b>               | #    | 37                 | 22     | 15     | 1                  | 0      | 12                     | 5      | 9                         | 10     | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|  | %    | 100.00%            | 59.45% | 40.54% | 02.70%             | 00.00% | 32.43%                 | 13.51% | 24.32%                    | 27.03% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| <b>0201 RCLF</b>                                     |      | 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% |
| <b>0260 Equal Employment Opportunity</b>             | #    | 3                  | 1      | 2      | 0                  | 1      | 1                      | 0      | 0                         | 1      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|  | %    | 100.00%            | 33.33% | 66.66% | 00.00%             | 33.33% | 33.33%                 | 00.00% | 00.00%                    | 33.33% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| <b>0260 RCLF</b>                                     |      | 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% |
| <b>0301 Miscellaneous Administration and Program</b> | #    | 234                | 103    | 131    | 6                  | 9      | 61                     | 79     | 29                        | 35     | 4      | 5      | 0   | 0      | 2                                | 2      | 1                             | 1      |
|  | %    | 100.00%            | 44.01% | 55.99% | 02.56%             | 03.85% | 26.07%                 | 33.76% | 12.39%                    | 14.96% | 01.71% | 02.14% | 00.00%                                    | 00.00% | 00.85%                           | 00.85% | 00.43%                        | 00.43% |
| <b>0301 RCLF</b>                                     |      | 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% |
| <b>0340 Program Management</b>                       | #    | 27                 | 10     | 17     | 0                  | 0      | 4                      | 10     | 4                         | 6      | 2      | 1      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|  | %    | 100.00%            | 37.03% | 62.96% | 00.00%             | 00.00% | 14.81%                 | 37.04% | 14.81%                    | 22.22% | 07.41% | 03.70% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA   |      | TOTAL<br>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  |                               |        |
| <b>0340 RCLF</b>                                 |      | 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% |
| <b>0343 Management and Program Analysis</b>      | #    | 130                | 63     | 67      | 3                  | 1       | 42                     | 42      | 11                        | 16      | 6       | 6       | 0   | 2       | 1                                | 0       | 0                             | 0      |
|  | %    | 100.00 %           | 48.47% | 51.55 % | 02.31 %            | 00.77 % | 32.31%                 | 32.31 % | 08.46 %                   | 12.31 % | 04.62 % | 04.62 % | 00.00 %                                   | 01.54 % | 00.77 %                          | 00.00 % | 00.00%                        | 00.00% |
| <b>0343 RCLF</b>                                 |      | 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% |
| <b>0501 Financial Administration and Program</b> | #    | 7                  | 5      | 2       | 1                  | 0       | 3                      | 1       | 1                         | 1       | 0       | 0       | 0   | 0       | 0                                | 0       | 0                             | 0      |
|  | %    | 100.00 %           | 71.44% | 28.58 % | 14.29 %            | 00.00 % | 42.86%                 | 14.29 % | 14.29 %                   | 14.29 % | 00.00 % | 00.00 % | 00.00 %                                   | 00.00 % | 00.00 %                          | 00.00 % | 00.00%                        | 00.00% |
| <b>0501 RCLF</b>                                 |      | 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% |
| <b>0511 Auditing</b>                             | #    | 0                  | 0      | 0       | 0                  | 0       | 0                      | 0       | 0                         | 0       | 0       | 0       | 0   | 0       | 0                                | 0       | 0                             | 0      |
|  | %    | 00.00%             | 00.00% | 00.00 % | 00.00 %            | 00.00 % | 00.00%                 | 00.00 % | 00.00 %                   | 00.00 % | 00.00 % | 00.00 % | 00.00 %                                   | 00.00 % | 00.00 %                          | 00.00 % | 00.00%                        | 00.00% |
| <b>0511 RCLF</b>                                 |      | 00.00%             | 00.00% | 00.00 % | 00.00 %            | 00.00 % | 00.00%                 | 00.00 % | 00.00 %                   | 00.00 % | 00.00 % | 00.00 % | 00.00 %                                   | 00.00 % | 00.00 %                          | 00.00 % | 00.00%                        | 00.00% |
| <b>0602 Medical Officer</b>                      | #    | 1,682              | 1,003  | 672     | 37                 | 14      | 597                    | 355     | 33                        | 42      | 319     | 246     | 6   | 4       | 10                               | 11      | 1                             | 0      |
|  | %    | 100.00 %           | 59.88% | 40.13 % | 02.21 %            | 00.84 % | 35.64%                 | 21.19 % | 01.97 %                   | 02.51 % | 19.04 % | 14.69 % | 00.36 %                                   | 00.24 % | 00.60 %                          | 00.66 % | 00.06%                        | 00.00% |
| <b>0602 RCLF</b>                                 |      | 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% |
| <b>0610 Nurse</b>                                | #    | 1,750              | 270    | 1,469   | 24                 | 71      | 163                    | 851     | 30                        | 319     | 47      | 204     | 2   | 4       | 3                                | 15      | 1                             | 5      |
|  | %    | 100.00 %           | 15.53% | 84.47 % | 01.38 %            | 04.08 % | 09.37%                 | 48.94 % | 01.73 %                   | 18.34 % | 02.70 % | 11.73 % | 00.12 %                                   | 00.23 % | 00.17 %                          | 00.86 % | 00.06%                        | 00.29% |
| <b>0610 RCLF</b>                                 |      | 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% |
|  | #    | 169                | 22     | 147     | 1                  | 15      | 11                     | 62      | 5                         | 53      | 4       | 13      | 0   | 0       | 1                                | 3       | 0                             | 1      |

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA   |      | TOTAL<br>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  |                               |        |
| <b>0620 Practical Nurse</b>                    | %    | 100.00 %           | 13.02% | 86.99 % | 00.59 %            | 08.88 % | 06.51%                 | 36.69 % | 02.96 %                   | 31.36 % | 02.37 % | 07.69 % | 00.00 %                                   | 00.00 % | 00.59 %                          | 01.78 % | 00.00%                        | 00.59% |
| <b>0620 RCLF</b>                               |      | 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% |
| <b>0621 Nursing Assistant</b>                  | #    | 560                | 106    | 451     | 15                 | 22      | 34                     | 113     | 39                        | 275     | 14      | 36      | 3   | 2       | 1                                | 2       | 0                             | 1      |
|  | %    | 100.00 %           | 19.02% | 80.97 % | 02.69 %            | 03.95 % | 06.10%                 | 20.29 % | 07.00 %                   | 49.37 % | 02.51 % | 06.46 % | 00.54 %                                   | 00.36 % | 00.18 %                          | 00.36 % | 00.00%                        | 00.18% |
| <b>0621 RCLF</b>                               |      | 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% |
| <b>0644 Medical Technologist</b>               | #    | 89                 | 30     | 58      | 1                  | 5       | 19                     | 31      | 3                         | 14      | 6       | 7       | 1   | 0       | 0                                | 0       | 0                             | 1      |
|  | %    | 100.00 %           | 34.10% | 65.91 % | 01.14 %            | 05.68 % | 21.59%                 | 35.23 % | 03.41 %                   | 15.91 % | 06.82 % | 07.95 % | 01.14 %                                   | 00.00 % | 00.00 %                          | 00.00 % | 00.00%                        | 01.14% |
| <b>0644 RCLF</b>                               |      | 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% |
| <b>0647 Diagnostic Radiologic Technologist</b> | #    | 91                 | 32     | 59      | 1                  | 0       | 14                     | 49      | 8                         | 2       | 9       | 6       | 0   | 1       | 0                                | 1       | 0                             | 0      |
|  | %    | 100.00 %           | 35.16% | 64.84 % | 01.10 %            | 00.00 % | 15.38%                 | 53.85 % | 08.79 %                   | 02.20 % | 09.89 % | 06.59 % | 00.00 %                                   | 01.10 % | 00.00 %                          | 01.10 % | 00.00%                        | 00.00% |
| <b>0647 RCLF</b>                               |      | 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% |
| <b>0660 Pharmacist</b>                         | #    | 1,401              | 333    | 1,060   | 9                  | 28      | 236                    | 726     | 17                        | 71      | 68      | 211     | 2   | 5       | 1                                | 15      | 0                             | 4      |
|  | %    | 100.00 %           | 23.90% | 76.11 % | 00.65 %            | 02.01 % | 16.94%                 | 52.12 % | 01.22 %                   | 05.10 % | 04.88 % | 15.15 % | 00.14 %                                   | 00.36 % | 00.07 %                          | 01.08 % | 00.00%                        | 00.29% |
| <b>0660 RCLF</b>                               |      | 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% |
| <b>0675 Medical Records Technician</b>         | #    | 20                 | 6      | 14      | 1                  | 2       | 2                      | 8       | 1                         | 4       | 2       | 0       | 0   | 0       | 0                                | 0       | 0                             | 0      |
|  | %    | 100.00 %           | 30.00% | 70.00 % | 05.00 %            | 10.00 % | 10.00%                 | 40.00 % | 05.00 %                   | 20.00 % | 10.00 % | 00.00 % | 00.00 %                                   | 00.00 % | 00.00 %                          | 00.00 % | 00.00%                        | 00.00% |
| <b>0675 RCLF</b>                               |      | 100.01 %           | 10.38% | 89.63 % | 01.56 %            | 11.23 % | 04.89%                 | 57.03 % | 02.29 %                   | 15.39 % | 01.38 % | 03.84 % | 00.00 %                                   | 00.15 % | 00.18 %                          | 01.70 % | 00.08%                        | 00.29% |

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA                                      |      | TOTAL<br>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 |                               |        |
| <b>0905 General Attorney</b>                | #    | 28                 | 11      | 17     | 0                  | 0      | 11                     | 14     | 0                         | 3      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             |        |
|   | %    | 100.00%            | 39.29%  | 60.71% | 00.00%             | 00.00% | 39.29%                 | 50.00% | 00.00%                    | 10.71% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        |        |
| <b>0905 RCLF</b>                            |      | 100.01%            | 66.58%  | 33.43% | 02.65%             | 01.92% | 59.21%                 | 26.54% | 02.15%                    | 02.63% | 02.02% | 01.90% | 00.02%                                    | 00.01% | 00.31%                           | 00.23% | 00.22%                        | 00.20% |
| <b>0986 Legal Assistance</b>                | #    | 2                  | 2       | 0      | 1                  | 0      | 0                      | 0      | 1                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             |        |
|   | %    | 100.00%            | 100.00% | 00.00% | 50.00%             | 00.00% | 00.00%                 | 00.00% | 50.00%                    | 00.00% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        |        |
| <b>0986 RCLF</b>                            |      | 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% |
| <b>0996 Veterans Claims Examining</b>       | #    | 232                | 111     | 119    | 7                  | 2      | 70                     | 72     | 19                        | 22     | 7      | 4      | 0   | 1      | 7                                | 17     | 1                             | 1      |
|   | %    | 100.00%            | 48.24%  | 51.73% | 03.04%             | 00.87% | 30.43%                 | 31.30% | 08.26%                    | 09.57% | 03.04% | 01.74% | 00.00%                                    | 00.43% | 03.04%                           | 07.39% | 00.43%                        | 00.43% |
| <b>0996 RCLF</b>                            |      | 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% |
| <b>0998 Claims Assistance and Examining</b> | #    | 32                 | 16      | 16     | 1                  | 2      | 10                     | 6      | 5                         | 6      | 0      | 2      | 0   | 0      | 0                                | 0      | 0                             |        |
|   | %    | 100.00%            | 50.01%  | 50.00% | 03.13%             | 06.25% | 31.25%                 | 18.75% | 15.63%                    | 18.75% | 00.00% | 06.25% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        |        |
| <b>0998 RCLF</b>                            |      | 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% |
| <b>1101 General Business and Industry</b>   | #    | 39                 | 15      | 24     | 1                  | 0      | 5                      | 14     | 9                         | 10     | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             |        |
|   | %    | 100.00%            | 38.46%  | 61.54% | 02.56%             | 00.00% | 12.82%                 | 35.90% | 23.08%                    | 25.64% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        |        |
| <b>1101 RCLF</b>                            |      | 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% |
| <b>1165 Loan Specialist</b>                 | #    | 1                  | 1       | 0      | 0                  | 0      | 1                      | 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%                        |        |

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA  |      | TOTAL<br>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 |                               |        |
| <b>1165 RCLF</b>                              |      | 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% |
| <b>1171 Appraising</b>                        | #    | 0                  | 0       | 0      | 0                  | 0      | 0                      | 0      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|   | %    | 00.00%             | 00.00%  | 00.00% | 00.00%             | 00.00% | 00.00%                 | 00.00% | 00.00%                    | 00.00% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| <b>1171 RCLF</b>                              |      | 00.00%             | 00.00%  | 00.00% | 00.00%             | 00.00% | 00.00%                 | 00.00% | 00.00%                    | 00.00% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| <b>1630 Cemetery Administration</b>           | #    | 0                  | 0       | 0      | 0                  | 0      | 0                      | 0      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|   | %    | 00.00%             | 00.00%  | 00.00% | 00.00%             | 00.00% | 00.00%                 | 00.00% | 00.00%                    | 00.00% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| <b>1630 RCLF</b>                              |      | 00.00%             | 00.00%  | 00.00% | 00.00%             | 00.00% | 00.00%                 | 00.00% | 00.00%                    | 00.00% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| <b>1811 Criminal Investigating</b>            | #    | 0                  | 0       | 0      | 0                  | 0      | 0                      | 0      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|   | %    | 00.00%             | 00.00%  | 00.00% | 00.00%             | 00.00% | 00.00%                 | 00.00% | 00.00%                    | 00.00% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| <b>1811 RCLF</b>                              |      | 00.00%             | 00.00%  | 00.00% | 00.00%             | 00.00% | 00.00%                 | 00.00% | 00.00%                    | 00.00% | 00.00% | 00.00% | 00.00%                                    | 00.00% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| <b>2210 Information Technology Management</b> | #    | 51                 | 44      | 6      | 3                  | 1      | 20                     | 2      | 15                        | 3      | 3      | 0      | 0   | 0      | 3                                | 0      | 0                             | 0      |
|   | %    | 100.00%            | 88.00%  | 12.00% | 06.00%             | 02.00% | 40.00%                 | 04.00% | 30.00%                    | 06.00% | 06.00% | 00.00% | 00.00%                                    | 00.00% | 06.00%                           | 00.00% | 00.00%                        | 00.00% |
| <b>2210 RCLF</b>                              |      | 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% |
| <b>4754 Cemetery Caretaking</b>               | #    | 47                 | 46      | 0      | 4                  | 0      | 33                     | 0      | 7                         | 0      | 1      | 0      | 0   | 0      | 1                                | 0      | 0                             | 0      |
|   | %    | 100.00%            | 100.00% | 00.00% | 08.70%             | 00.00% | 71.74%                 | 00.00% | 15.22%                    | 00.00% | 02.17% | 00.00% | 00.00%                                    | 00.00% | 02.17%                           | 00.00% | 00.00%                        | 00.00% |
| <b>4754 RCLF</b>                              |      | 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 A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |        |
| <b>0083 Police</b>                     |                 |         |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |        |        |        |
| <b>Total Received</b>                  | #               | 4,931   |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |        |        |        |
| <b>Voluntarily Identified</b>          | #               | 4,216   | 3,864  | 352                | 1,044  | 83                        | 1,820  | 152    | 692    | 98  | 159    | 10                               | 18     | 1                             | 94     | 2      | 37     | 6      |
|  | %               | 100.00% | 91.65% | 8.35%              | 24.76% | 1.97%                     | 43.17% | 3.61%  | 16.41% | 2.32%                                     | 3.77%  | 0.24%                            | 0.43%  | 0.02%                         | 2.23%  | 0.05%  | 0.88%  | 0.14%  |
| <b>Qualified of those Identified</b>   | #               | 2,563   | 2,385  | 178                | 667    | 54                        | 1,121  | 74     | 416    | 43  | 96     | 5                                | 4      | 0                             | 56     | 0      | 25     | 2      |
|  | %               | 100.00% | 93.06% | 6.94%              | 26.02% | 2.11%                     | 43.74% | 2.89%  | 16.23% | 1.68%                                     | 3.75%  | 0.20%                            | 0.16%  | 0.00%                         | 2.18%  | 0.00%  | 0.98%  | 0.08%  |
| <b>Selected of those Identified</b>    | #               | 109     | 101    | 8                  | 21     | 1                         | 53     | 6      | 18     | 1   | 4      | 0                                | 0      | 0                             | 4      | 0      | 1      | 0      |
|  | %               | 100.00% | 92.66% | 7.34%              | 19.27% | 0.92%                     | 48.62% | 5.50%  | 16.51% | 0.92%                                     | 3.67%  | 0.00%                            | 0.00%  | 0.00%                         | 3.67%  | 0.00%  | 0.92%  | 0.00%  |
| <b>0083 RCLF</b>                       |                 | 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% |
| <b>0101 Social Science</b>             |                 |         |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |        |        |        |
| <b>Total Received</b>                  | #               | 6,241   |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |        |        |        |
| <b>Voluntarily Identified</b>          | #               | 5,418   | 1,626  | 3,792              | 219    | 361                       | 758    | 1,657  | 548    | 1,601                                     | 51     | 89                               | 3      | 7                             | 29     | 35     | 18     | 42     |
|  | %               | 100.00% | 30.01% | 69.99%             | 4.04%  | 6.66%                     | 13.99% | 30.58% | 10.11% | 29.55%                                    | 0.94%  | 1.64%                            | 0.06%  | 0.13%                         | 0.54%  | 0.65%  | 0.33%  | 0.78%  |
| <b>Qualified of those Identified</b>   | #               | 2,544   | 688    | 1,856              | 85     | 152                       | 345    | 826    | 232    | 809                                       | 9      | 44                               | 2      | 2                             | 9      | 15     | 6      | 8      |
|  | %               | 100.00% | 27.04% | 72.96%             | 3.34%  | 5.97%                     | 13.56% | 32.47% | 9.12%  | 31.80%                                    | 0.35%  | 1.73%                            | 0.08%  | 0.08%                         | 0.35%  | 0.59%  | 0.24%  | 0.31%  |
| <b>Selected of those Identified</b>    | #               | 80      | 17     | 63                 | 4      | 8                         | 6      | 31     | 7      | 19  | 0      | 4                                | 0      | 0                             | 0      | 1      | 0      | 0      |
|  | %               | 100.00% | 21.25% | 78.75%             | 5.00%  | 10.00%                    | 7.50%  | 38.75% | 8.75%  | 23.75%                                    | 0.00%  | 5.00%                            | 0.00%  | 0.00%                         | 0.00%  | 1.25%  | 0.00%  | 0.00%  |
| <b>0101 RCLF</b>                       |                 | 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% |
| <b>0201 Human Resources Management</b> |                 |         |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |        |        |        |
| <b>Total Received</b>                  | #               | 10,147  |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |        |        |        |
|  | #               | 8,520   | 2,966  | 5,554              | 453    | 658                       | 1,256  | 1,727  | 1,015  | 2,736                                     | 132    | 198                              | 6      | 13                            | 61     | 104    | 43     | 118    |

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA   |      | TOTAL EMPLOYEES |        |        | RACE/ETHNICITY     |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
|--|------|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|--------|--------|---|--------|----------------------------------|--------|-------------------------------|--------|
|  |      |                 |        |        | Hispanic or Latino |        | Non-Hispanic or Latino |        |                           |        |        |        |   |        |                                  |        |                               |        |
|  |      |                 |        |        |                    |        | White                  |        | Black or African American |        | Asian  |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        | Two or More Races/Undisclosed |        |
| All  | male | female          | male   | female | male               | female | male                   | female | male                      | female | male   | female | male                                      | female | male                             | female |                               |        |
| Voluntarily Identified                               | %    | 100.00%         | 34.81% | 65.19% | 5.32%              | 7.72%  | 14.74%                 | 20.27% | 11.91%                    | 32.11% | 1.55%  | 2.32%  | 0.07%                                     | 0.15%  | 0.72%                            | 1.22%  | 0.50%                         | 1.38%  |
| Qualified of those Identified                        | #    | 4,104           | 1,379  | 2,725  | 226                | 321    | 614                    | 910    | 432                       | 1,265  | 48     | 106    | 1   | 3      | 37                               | 65     | 21                            | 55     |
|  | %    | 100.00%         | 33.60% | 66.40% | 5.51%              | 7.82%  | 14.96%                 | 22.17% | 10.53%                    | 30.82% | 1.17%  | 2.58%  | 0.02%                                     | 0.07%  | 0.90%                            | 1.58%  | 0.51%                         | 1.34%  |
| Selected of those Identified                         | #    | 49              | 21     | 28     | 4                  | 2      | 12                     | 15     | 4                         | 10     | 1      | 0      | 0   | 0      | 0                                | 1      | 0                             | 0      |
|  | %    | 100.00%         | 42.86% | 57.14% | 8.16%              | 4.08%  | 24.49%                 | 30.61% | 8.16%                     | 20.41% | 2.04%  | 0.00%  | 0.00%                                     | 0.00%  | 2.04%                            | 0.00%  | 0.00%                         |        |
| <b>0201 RCLF</b>                                     |      | 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% |
| <b>0260 Equal Employment Opportunity</b>             |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Received                                       | #    | 292             |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Voluntarily Identified                               | #    | 249             | 109    | 140    | 30                 | 23     | 37                     | 43     | 33                        | 65     | 5      | 3      | 0   | 0      | 2                                | 2      | 2                             | 4      |
|  | %    | 100.00%         | 43.78% | 56.22% | 12.05%             | 9.24%  | 14.86%                 | 17.27% | 13.25%                    | 26.10% | 2.01%  | 1.20%  | 0.00%                                     | 0.00%  | 0.80%                            | 0.80%  | 0.80%                         | 1.61%  |
| Qualified of those Identified                        | #    | 167             | 65     | 102    | 18                 | 15     | 17                     | 29     | 24                        | 49     | 3      | 3      | 0   | 0      | 2                                | 2      | 1                             | 4      |
|  | %    | 100.00%         | 38.92% | 61.08% | 10.78%             | 8.98%  | 10.18%                 | 17.37% | 14.37%                    | 29.34% | 1.80%  | 1.80%  | 0.00%                                     | 0.00%  | 1.20%                            | 1.20%  | 0.60%                         | 2.40%  |
| Selected of those Identified                         | #    | 5               | 4      | 1      | 1                  | 0      | 1                      | 0      | 2                         | 1      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|  | %    | 100.00%         | 80.00% | 20.00% | 20.00%             | 0.00%  | 20.00%                 | 0.00%  | 40.00%                    | 20.00% | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>0260 RCLF</b>                                     |      | 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% |
| <b>0301 Miscellaneous Administration and Program</b> |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Received                                       | #    | 7,018           |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Voluntarily Identified                               | #    | 5,827           | 2,389  | 3,438  | 353                | 380    | 1,130                  | 1,234  | 695                       | 1,586  | 136    | 130    | 4   | 8      | 40                               | 31     | 31                            | 69     |
|  | %    | 100.00%         | 41.00% | 59.00% | 6.06%              | 6.52%  | 19.39%                 | 21.18% | 11.93%                    | 27.22% | 2.33%  | 2.23%  | 0.07%                                     | 0.14%  | 0.69%                            | 0.53%  | 0.53%                         | 1.18%  |
| Qualified of those Identified                        | #    | 3,771           | 1,317  | 2,454  | 198                | 234    | 624                    | 908    | 366                       | 1,143  | 91     | 90     | 4   | 5      | 19                               | 25     | 15                            | 49     |
|  | %    | 100.00%         | 34.92% | 65.08% | 5.25%              | 6.21%  | 16.55%                 | 24.08% | 9.71%                     | 30.31% | 2.41%  | 2.39%  | 0.11%                                     | 0.13%  | 0.50%                            | 0.66%  | 0.40%                         | 1.30%  |

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA   |      | TOTAL EMPLOYEES |         |        | RACE/ETHNICITY     |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
|--|------|-----------------|---------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|--------|--------|---|--------|----------------------------------|--------|-------------------------------|--------|
|  |      |                 |         |        | Hispanic or Latino |        | Non-Hispanic or Latino |        |                           |        |        |        |   |        |                                  |        |                               |        |
|  |      |                 |         |        |                    |        | White                  |        | Black or African American |        | Asian  |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        | Two or More Races/Undisclosed |        |
| All  | male | female          | male    | female | male               | female | male                   | female | male                      | female | male   | female | male                                      | female | male                             | female |                               |        |
| Selected of those Identified                     | #    | 57              | 26      | 31     | 5                  | 3      | 15                     | 23     | 4                         | 3      | 2      | 1      | 0   | 0      | 0                                | 0      | 0                             | 1      |
|  | %    | 100.00%         | 45.61%  | 54.39% | 8.77%              | 5.26%  | 26.32%                 | 40.35% | 7.02%                     | 5.26%  | 3.51%  | 1.75%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 1.75%  |
| <b>0301 RCLF</b>                                 |      | 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% |
| <b>0340 Program Management</b>                   |      |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Received                                   | #    | 528             |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Voluntarily Identified                           | #    | 407             | 284     | 123    | 24                 | 12     | 170                    | 53     | 64                        | 43     | 24     | 11     | 0   | 0      | 2                                | 2      | 0                             | 2      |
|  | %    | 100.00%         | 69.78%  | 30.22% | 5.90%              | 2.95%  | 41.77%                 | 13.02% | 15.72%                    | 10.57% | 5.90%  | 2.70%  | 0.00%                                     | 0.00%  | 0.49%                            | 0.49%  | 0.00%                         | 0.49%  |
| Qualified of those Identified                    | #    | 357             | 249     | 108    | 19                 | 8      | 156                    | 48     | 52                        | 38     | 20     | 10     | 0   | 0      | 2                                | 2      | 0                             | 2      |
|  | %    | 100.00%         | 69.75%  | 30.25% | 5.32%              | 2.24%  | 43.70%                 | 13.45% | 14.57%                    | 10.64% | 5.60%  | 2.80%  | 0.00%                                     | 0.00%  | 0.56%                            | 0.56%  | 0.00%                         | 0.56%  |
| Selected of those Identified                     | #    | 1               | 1       | 0      | 0                  | 0      | 1                      | 0      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|  | %    | 100.00%         | 100.00% | 0.00%  | 0.00%              | 0.00%  | 100.00%                | 0.00%  | 0.00%                     | 0.00%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>0340 RCLF</b>                                 |      | 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% |
| <b>0343 Management and Program Analysis</b>      |      |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Received                                   | #    | 5,405           |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Voluntarily Identified                           | #    | 4,272           | 2,183   | 2,089  | 305                | 211    | 1,051                  | 742    | 587                       | 916    | 180    | 153    | 4   | 2      | 26                               | 18     | 30                            | 47     |
|  | %    | 100.00%         | 51.10%  | 48.90% | 7.14%              | 4.94%  | 24.60%                 | 17.37% | 13.74%                    | 21.44% | 4.21%  | 3.58%  | 0.09%                                     | 0.05%  | 0.61%                            | 0.42%  | 0.70%                         | 1.10%  |
| Qualified of those Identified                    | #    | 2,846           | 1,289   | 1,557  | 156                | 151    | 645                    | 563    | 321                       | 676    | 134    | 114    | 2   | 2      | 11                               | 16     | 20                            | 35     |
|  | %    | 100.00%         | 45.29%  | 54.71% | 5.48%              | 5.31%  | 22.66%                 | 19.78% | 11.28%                    | 23.75% | 4.71%  | 4.01%  | 0.07%                                     | 0.07%  | 0.39%                            | 0.56%  | 0.70%                         | 1.23%  |
| Selected of those Identified                     | #    | 35              | 16      | 19     | 3                  | 0      | 10                     | 10     | 1                         | 4      | 1      | 3      | 1   | 0      | 0                                | 1      | 0                             | 1      |
|  | %    | 100.00%         | 45.71%  | 54.29% | 8.57%              | 0.00%  | 28.57%                 | 28.57% | 2.86%                     | 11.43% | 2.86%  | 8.57%  | 2.86%                                     | 0.00%  | 0.00%                            | 2.86%  | 0.00%                         | 2.86%  |
| <b>0343 RCLF</b>                                 |      | 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% |
| <b>0501 Financial Administration and Program</b> |      |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |                               |        |
| <b>Total Received</b>                | #    | 422             |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Voluntarily Identified</b>        | #    | 355             | 160     | 195    | 24                 | 22     | 60                     | 31     | 43                        | 103    | 28     | 26     | 0   | 0      | 2                                | 4      | 3                             | 9      |
|                                      | %    | 100.00%         | 45.07%  | 54.93% | 6.76%              | 6.20%  | 16.90%                 | 8.73%  | 12.11%                    | 29.01% | 7.89%  | 7.32%  | 0.00%                                     | 0.00%  | 0.56%                            | 1.13%  | 0.85%                         | 2.54%  |
| <b>Qualified of those Identified</b> | #    | 304             | 129     | 175    | 19                 | 20     | 45                     | 28     | 36                        | 93     | 25     | 23     | 0   | 0      | 2                                | 3      | 2                             | 8      |
|                                      | %    | 100.00%         | 42.43%  | 57.57% | 6.25%              | 6.58%  | 14.80%                 | 9.21%  | 11.84%                    | 30.59% | 8.22%  | 7.57%  | 0.00%                                     | 0.00%  | 0.66%                            | 0.99%  | 0.66%                         | 2.63%  |
| <b>Selected of those Identified</b>  | #    | 2               | 2       | 0      | 0                  | 0      | 1                      | 0      | 1                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|                                      | %    | 100.00%         | 100.00% | 0.00%  | 0.00%              | 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%  |
| <b>0501 RCLF</b>                     |      | 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% |
| <b>0511 Auditing</b>                 |      |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Total Received</b>                | #    | 179             |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Voluntarily Identified</b>        | #    | 148             | 78      | 70     | 12                 | 12     | 36                     | 36     | 20                        | 17     | 9      | 2      | 0   | 0      | 0                                | 3      | 1                             | 0      |
|                                      | %    | 100.00%         | 52.70%  | 47.30% | 8.11%              | 8.11%  | 24.32%                 | 24.32% | 13.51%                    | 11.49% | 6.08%  | 1.35%  | 0.00%                                     | 0.00%  | 0.00%                            | 2.03%  | 0.68%                         | 0.00%  |
| <b>Qualified of those Identified</b> | #    | 122             | 64      | 58     | 12                 | 12     | 27                     | 27     | 17                        | 14     | 8      | 2      | 0   | 0      | 0                                | 3      | 0                             | 0      |
|                                      | %    | 100.00%         | 52.46%  | 47.54% | 9.84%              | 9.84%  | 22.13%                 | 22.13% | 13.93%                    | 11.48% | 6.56%  | 1.64%  | 0.00%                                     | 0.00%  | 0.00%                            | 2.46%  | 0.00%                         | 0.00%  |
| <b>Selected of those Identified</b>  | #    | 3               | 2       | 1      | 0                  | 0      | 1                      | 0      | 1                         | 1      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|                                      | %    | 100.00%         | 66.67%  | 33.33% | 0.00%              | 0.00%  | 33.33%                 | 0.00%  | 33.33%                    | 33.33% | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>0511 RCLF</b>                     |      | 100.00%         | 40.01%  | 59.99% | 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% |
| <b>0602 Medical Officer</b>          |      |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Total Received</b>                | #    | 6,365           |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Voluntarily Identified</b>        | #    | 4,937           | 3,304   | 1,633  | 308                | 181    | 1,785                  | 630    | 228                       | 175    | 966    | 627    | 1   | 0      | 15                               | 14     | 1                             | 6      |
|                                      | %    | 100.00%         | 66.92%  | 33.08% | 6.24%              | 3.67%  | 36.16%                 | 12.76% | 4.62%                     | 3.54%  | 19.57% | 12.70% | 0.02%                                     | 0.00%  | 0.30%                            | 0.28%  | 0.02%                         | 0.12%  |

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 | #    | 3,842           | 2,706  | 1,136  | 242                | 128    | 1,521                  | 522    | 156                       | 127    | 772    | 346    | 0   | 0      | 14                               | 9      | 1                             | 4      |
|                               | %    | 100.00%         | 70.43% | 29.57% | 6.30%              | 3.33%  | 39.59%                 | 13.59% | 4.06%                     | 3.31%  | 20.09% | 9.01%  | 0.00%                                     | 0.00%  | 0.36%                            | 0.23%  | 0.03%                         | 0.10%  |
| Selected of those Identified  | #    | 357             | 223    | 134    | 21                 | 16     | 131                    | 57     | 8                         | 17     | 62     | 43     | 0   | 0      | 1                                | 1      | 0                             | 0      |
|                               | %    | 100.00%         | 62.46% | 37.54% | 5.88%              | 4.48%  | 36.69%                 | 15.97% | 2.24%                     | 4.76%  | 17.37% | 12.04% | 0.00%                                     | 0.00%  | 0.28%                            | 0.28%  | 0.00%                         | 0.00%  |
| <b>0602 RCLF</b>              |      | 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% |
| <b>0610 Nurse</b>             |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Received                | #    | 97,584          |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Voluntarily Identified        | #    | 83,950          | 15,445 | 68,505 | 2,560              | 7,102  | 8,193                  | 36,004 | 2,644                     | 17,080 | 1,729  | 6,874  | 37  | 121    | 171                              | 889    | 111                           | 435    |
|                               | %    | 100.00%         | 18.40% | 81.60% | 3.05%              | 8.46%  | 9.76%                  | 42.89% | 3.15%                     | 20.35% | 2.06%  | 8.19%  | 0.04%                                     | 0.14%  | 0.20%                            | 1.06%  | 0.13%                         | 0.52%  |
| Qualified of those Identified | #    | 66,448          | 12,205 | 54,243 | 1,825              | 5,307  | 6,823                  | 29,227 | 1,974                     | 13,078 | 1,341  | 5,519  | 23  | 97     | 143                              | 699    | 76                            | 316    |
|                               | %    | 100.00%         | 18.37% | 81.63% | 2.75%              | 7.99%  | 10.27%                 | 43.98% | 2.97%                     | 19.68% | 2.02%  | 8.31%  | 0.03%                                     | 0.15%  | 0.22%                            | 1.05%  | 0.11%                         | 0.48%  |
| Selected of those Identified  | #    | 3,802           | 737    | 3,065  | 78                 | 205    | 485                    | 1,897  | 76                        | 539    | 87     | 353    | 0   | 6      | 9                                | 47     | 2                             | 18     |
|                               | %    | 100.00%         | 19.38% | 80.62% | 2.05%              | 5.39%  | 12.76%                 | 49.89% | 2.00%                     | 14.18% | 2.29%  | 9.28%  | 0.00%                                     | 0.16%  | 0.24%                            | 1.24%  | 0.05%                         | 0.47%  |
| <b>0610 RCLF</b>              |      | 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% |
| <b>0620 Practical Nurse</b>   |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Received                | #    | 11,255          |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Voluntarily Identified        | #    | 9,584           | 1,393  | 8,191  | 183                | 769    | 579                    | 3,812  | 400                       | 2,954  | 183    | 426    | 3   | 32     | 16                               | 133    | 29                            | 65     |
|                               | %    | 100.00%         | 14.53% | 85.47% | 1.91%              | 8.02%  | 6.04%                  | 39.77% | 4.17%                     | 30.82% | 1.91%  | 4.44%  | 0.03%                                     | 0.33%  | 0.17%                            | 1.39%  | 0.30%                         | 0.68%  |
| Qualified of those Identified | #    | 6,271           | 919    | 5,352  | 108                | 499    | 424                    | 2,593  | 223                       | 1,824  | 130    | 286    | 0   | 18     | 11                               | 96     | 23                            | 36     |
|                               | %    | 100.00%         | 14.65% | 85.35% | 1.72%              | 7.96%  | 6.76%                  | 41.35% | 3.56%                     | 29.09% | 2.07%  | 4.56%  | 0.00%                                     | 0.29%  | 0.18%                            | 1.53%  | 0.37%                         | 0.57%  |
| Selected of those Identified  | #    | 630             | 113    | 517    | 12                 | 38     | 61                     | 304    | 21                        | 143    | 16     | 19     | 0   | 0      | 1                                | 12     | 2                             | 1      |
|                               | %    | 100.00%         | 17.94% | 82.06% | 1.90%              | 6.03%  | 9.68%                  | 48.25% | 3.33%                     | 22.70% | 2.54%  | 3.02%  | 0.00%                                     | 0.00%  | 0.16%                            | 1.90%  | 0.32%                         | 0.16%  |

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |  |
| <b>0620 RCLF</b>                               | 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% |        |  |
| <b>0621 Nursing Assistant</b>                  |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |  |
| <b>Total Received</b>                          | #               | 10,665  |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |  |
| <b>Voluntarily Identified</b>                  | #               | 9,036   | 1,519  | 7,517              | 134    | 544                    | 564    | 2,307                     | 658    | 4,180  | 125    | 275                                       | 8      | 25                               | 12     | 86                            | 18     | 100    |  |
|  | %               | 100.00% | 16.81% | 83.19%             | 1.48%  | 6.02%                  | 6.24%  | 25.53%                    | 7.28%  | 46.26% | 1.38%  | 3.04%                                     | 0.09%  | 0.28%                            | 0.13%  | 0.95%                         | 0.20%  | 1.11%  |  |
| <b>Qualified of those Identified</b>           | #               | 4,667   | 746    | 3,921              | 74     | 285                    | 277    | 1,304                     | 318    | 2,062  | 60     | 156                                       | 2      | 11                               | 6      | 54                            | 9      | 49     |  |
|  | %               | 100.00% | 15.98% | 84.02%             | 1.59%  | 6.11%                  | 5.94%  | 27.94%                    | 6.81%  | 44.18% | 1.29%  | 3.34%                                     | 0.04%  | 0.24%                            | 0.13%  | 1.16%                         | 0.19%  | 1.05%  |  |
| <b>Selected of those Identified</b>            | #               | 531     | 94     | 437                | 13     | 31                     | 46     | 178                       | 24     | 197    | 9      | 23  | 0      | 0                                | 2      | 4                             | 0      | 4      |  |
|  | %               | 100.00% | 17.70% | 82.30%             | 2.45%  | 5.84%                  | 8.66%  | 33.52%                    | 4.52%  | 37.10% | 1.69%  | 4.33%                                     | 0.00%  | 0.00%                            | 0.38%  | 0.75%                         | 0.00%  | 0.75%  |  |
| <b>0621 RCLF</b>                               |                 | 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% |  |
| <b>0644 Medical Technologist</b>               |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |  |
| <b>Total Received</b>                          | #               | 3,332   |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |  |
| <b>Voluntarily Identified</b>                  | #               | 2,820   | 1,152  | 1,668              | 117    | 250                    | 416    | 614                       | 306    | 507    | 290    | 251                                       | 3      | 3                                | 8      | 16                            | 12     | 27     |  |
|  | %               | 100.00% | 40.85% | 59.15%             | 4.15%  | 8.87%                  | 14.75% | 21.77%                    | 10.85% | 17.98% | 10.28% | 8.90%                                     | 0.11%  | 0.11%                            | 0.28%  | 0.57%                         | 0.43%  | 0.96%  |  |
| <b>Qualified of those Identified</b>           | #               | 1,166   | 447    | 719                | 46     | 119                    | 202    | 308                       | 104    | 155    | 86     | 114                                       | 2      | 2                                | 3      | 7                             | 4      | 14     |  |
|  | %               | 100.00% | 38.34% | 61.66%             | 3.95%  | 10.21%                 | 17.32% | 26.42%                    | 8.92%  | 13.29% | 7.38%  | 9.78%                                     | 0.17%  | 0.17%                            | 0.26%  | 0.60%                         | 0.34%  | 1.20%  |  |
| <b>Selected of those Identified</b>            | #               | 160     | 55     | 105                | 5      | 11                     | 19     | 50                        | 16     | 23     | 12     | 19  | 0      | 0                                | 1      | 1                             | 2      | 1      |  |
|  | %               | 100.00% | 34.38% | 65.63%             | 3.13%  | 6.88%                  | 11.88% | 31.25%                    | 10.00% | 14.38% | 7.50%  | 11.88%                                    | 0.00%  | 0.00%                            | 0.63%  | 0.63%                         | 1.25%  | 0.63%  |  |
| <b>0644 RCLF</b>                               |                 | 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% |  |
| <b>0647 Diagnostic Radiologic Technologist</b> |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |  |
| <b>Total Received</b>                          | #               | 2,014   |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |  |

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |                               |        |
| <b>Voluntarily Identified</b>          | #    | 1,728           | 814    | 914    | 99                 | 77     | 419                    | 642    | 184                       | 142    | 74     | 38     | 4   | 2      | 28                               | 9      | 6                             | 4      |
|  | %    | 100.00%         | 47.11% | 52.89% | 5.73%              | 4.46%  | 24.25%                 | 37.15% | 10.65%                    | 8.22%  | 4.28%  | 2.20%  | 0.23%                                     | 0.12%  | 1.62%                            | 0.52%  | 0.35%                         | 0.23%  |
| <b>Qualified of those Identified</b>   | #    | 1,055           | 481    | 574    | 56                 | 40     | 276                    | 419    | 73                        | 85     | 53     | 22     | 2   | 2      | 21                               | 6      | 0                             | 0      |
|  | %    | 100.00%         | 45.59% | 54.41% | 5.31%              | 3.79%  | 26.16%                 | 39.72% | 6.92%                     | 8.06%  | 5.02%  | 2.09%  | 0.19%                                     | 0.19%  | 1.99%                            | 0.57%  | 0.00%                         | 0.00%  |
| <b>Selected of those Identified</b>    | #    | 118             | 65     | 53     | 10                 | 6      | 39                     | 40     | 7                         | 6      | 8      | 1      | 0   | 0      | 1                                | 0      | 0                             | 0      |
|  | %    | 100.00%         | 55.08% | 44.92% | 8.47%              | 5.08%  | 33.05%                 | 33.90% | 5.93%                     | 5.08%  | 6.78%  | 0.85%  | 0.00%                                     | 0.00%  | 0.85%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>0647 RCLF</b>                       |      | 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% |
| <b>0660 Pharmacist</b>                 |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Total Received</b>                  | #    | 7,428           |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Voluntarily Identified</b>          | #    | 6,374           | 2,842  | 3,532  | 129                | 160    | 1,458                  | 1,460  | 535                       | 623    | 667    | 1,251  | 3   | 3      | 33                               | 21     | 17                            | 14     |
|  | %    | 100.00%         | 44.59% | 55.41% | 2.02%              | 2.51%  | 22.87%                 | 22.91% | 8.39%                     | 9.77%  | 10.46% | 19.63% | 0.05%                                     | 0.05%  | 0.52%                            | 0.33%  | 0.27%                         | 0.22%  |
| <b>Qualified of those Identified</b>   | #    | 4,380           | 1,896  | 2,484  | 81                 | 112    | 957                    | 1,016  | 353                       | 443    | 467    | 884    | 2   | 1      | 25                               | 18     | 11                            | 10     |
|  | %    | 100.00%         | 43.29% | 56.71% | 1.85%              | 2.56%  | 21.85%                 | 23.20% | 8.06%                     | 10.11% | 10.66% | 20.18% | 0.05%                                     | 0.02%  | 0.57%                            | 0.41%  | 0.25%                         | 0.23%  |
| <b>Selected of those Identified</b>    | #    | 112             | 43     | 69     | 0                  | 7      | 27                     | 37     | 4                         | 6      | 12     | 19     | 0   | 0      | 0                                | 0      | 0                             | 0      |
|  | %    | 100.00%         | 38.39% | 61.61% | 0.00%              | 6.25%  | 24.11%                 | 33.04% | 3.57%                     | 5.36%  | 10.71% | 16.96% | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>0660 RCLF</b>                       |      | 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% |
| <b>0675 Medical Records Technician</b> |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Total Received</b>                  | #    | 12,218          |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Voluntarily Identified</b>          | #    | 10,596          | 2,274  | 8,322  | 379                | 1,028  | 901                    | 3,380  | 692                       | 3,234  | 220    | 343    | 7   | 35     | 32                               | 170    | 43                            | 132    |
|  | %    | 100.00%         | 21.46% | 78.54% | 3.58%              | 9.70%  | 8.50%                  | 31.90% | 6.53%                     | 30.52% | 2.08%  | 3.24%  | 0.07%                                     | 0.33%  | 0.30%                            | 1.60%  | 0.41%                         | 1.25%  |
| <b>Qualified of those Identified</b>   | #    | 2,725           | 394    | 2,331  | 51                 | 176    | 143                    | 1,021  | 145                       | 953    | 42     | 85     | 1   | 10     | 7                                | 52     | 5                             | 34     |
|  | %    | 100.00%         | 14.46% | 85.54% | 1.87%              | 6.46%  | 5.25%                  | 37.47% | 5.32%                     | 34.97% | 1.54%  | 3.12%  | 0.04%                                     | 0.37%  | 0.26%                            | 1.91%  | 0.18%                         | 1.25%  |



**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA                                |      | TOTAL EMPLOYEES |        |         | RACE/ETHNICITY     |        |                        |        |                           |         |        |        |   |        |                                  |        |                               |        |
|---------------------------------------|------|-----------------|--------|---------|--------------------|--------|------------------------|--------|---------------------------|---------|--------|--------|---|--------|----------------------------------|--------|-------------------------------|--------|
|                                       |      |                 |        |         | Hispanic or Latino |        | Non-Hispanic or Latino |        |                           |         |        |        |   |        |                                  |        |                               |        |
|                                       |      |                 |        |         |                    |        | White                  |        | Black or African American |         | Asian  |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        | Two or More Races/Undisclosed |        |
| All                                   | male | female          | male   | female  | male               | female | male                   | female | male                      | female  | male   | female | male                                      | female | male                             | female |                               |        |
| Selected of those Identified          | #    | 148             | 19     | 129     | 3                  | 10     | 8                      | 93     | 6                         | 22      | 2      | 0      | 0   | 0      | 0                                | 3      | 0                             | 1      |
|                                       | %    | 100.00%         | 12.84% | 87.16%  | 2.03%              | 6.76%  | 5.41%                  | 62.84% | 4.05%                     | 14.86%  | 1.35%  | 0.00%  | 0.00%                                     | 0.00%  | 2.03%                            | 0.00%  | 0.68%                         |        |
| <b>0675 RCLF</b>                      |      | 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% |
| <b>0905 General Attorney</b>          |      |                 |        |         |                    |        |                        |        |                           |         |        |        |   |        |                                  |        |                               |        |
| Total Received                        | #    | 287             |        |         |                    |        |                        |        |                           |         |        |        |   |        |                                  |        |                               |        |
| Voluntarily Identified                | #    | 224             | 124    | 100     | 18                 | 5      | 80                     | 36     | 16                        | 48      | 6      | 9      | 0   | 0      | 2                                | 1      | 2                             | 1      |
|                                       | %    | 100.00%         | 55.36% | 44.64%  | 8.04%              | 2.23%  | 35.71%                 | 16.07% | 7.14%                     | 21.43%  | 2.68%  | 4.02%  | 0.00%                                     | 0.00%  | 0.89%                            | 0.45%  | 0.89%                         | 0.45%  |
| Qualified of those Identified         | #    | 144             | 84     | 60      | 13                 | 1      | 53                     | 22     | 11                        | 33      | 4      | 4      | 0   | 0      | 1                                | 0      | 2                             | 0      |
|                                       | %    | 100.00%         | 58.33% | 41.67%  | 9.03%              | 0.69%  | 36.81%                 | 15.28% | 7.64%                     | 22.92%  | 2.78%  | 2.78%  | 0.00%                                     | 0.00%  | 0.69%                            | 0.00%  | 1.39%                         | 0.00%  |
| Selected of those Identified          | #    | 2               | 0      | 2       | 0                  | 0      | 0                      | 0      | 0                         | 2       | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|                                       | %    | 100.00%         | 0.00%  | 100.00% | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%                     | 100.00% | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>0905 RCLF</b>                      |      | 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% |
| <b>0986 Legal Assistance</b>          |      |                 |        |         |                    |        |                        |        |                           |         |        |        |   |        |                                  |        |                               |        |
| Total Received                        | #    | 0               |        |         |                    |        |                        |        |                           |         |        |        |   |        |                                  |        |                               |        |
| Voluntarily Identified                | #    | 0               | 0      | 0       | 0                  | 0      | 0                      | 0      | 0                         | 0       | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|                                       | %    | 0.00%           | 0.00%  | 0.00%   | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%                     | 0.00%   | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| Qualified of those Identified         | #    | 0               | 0      | 0       | 0                  | 0      | 0                      | 0      | 0                         | 0       | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|                                       | %    | 0.00%           | 0.00%  | 0.00%   | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%                     | 0.00%   | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| Selected of those Identified          | #    | 0               | 0      | 0       | 0                  | 0      | 0                      | 0      | 0                         | 0       | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|                                       | %    | 0.00%           | 0.00%  | 0.00%   | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%                     | 0.00%   | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>0986 RCLF</b>                      |      | 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% |
| <b>0996 Veterans Claims Examining</b> |      |                 |        |         |                    |        |                        |        |                           |         |        |        |   |        |                                  |        |                               |        |

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |                               |        |
| <b>Total Received</b>                       | #    | 3,669           |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Voluntarily Identified</b>               | #    | 3,188           | 1,252  | 1,936  | 144                | 167    | 619                    | 733    | 337                       | 714    | 51     | 49     | 4   | 10     | 78                               | 220    | 19                            | 43     |
|   | %    | 100.00%         | 39.27% | 60.73% | 4.52%              | 5.24%  | 19.42%                 | 22.99% | 10.57%                    | 22.40% | 1.60%  | 1.54%  | 0.13%                                     | 0.31%  | 2.45%                            | 6.90%  | 0.60%                         | 1.35%  |
| <b>Qualified of those Identified</b>        | #    | 2,390           | 856    | 1,534  | 93                 | 121    | 432                    | 572    | 225                       | 575    | 32     | 39     | 2   | 10     | 60                               | 181    | 12                            | 36     |
|   | %    | 100.00%         | 35.82% | 64.18% | 3.89%              | 5.06%  | 18.08%                 | 23.93% | 9.41%                     | 24.06% | 1.34%  | 1.63%  | 0.08%                                     | 0.42%  | 2.51%                            | 7.57%  | 0.50%                         | 1.51%  |
| <b>Selected of those Identified</b>         | #    | 96              | 49     | 47     | 5                  | 5      | 20                     | 21     | 13                        | 10     | 1      | 0      | 1   | 1      | 5                                | 10     | 4                             | 0      |
|   | %    | 100.00%         | 51.04% | 48.96% | 5.21%              | 5.21%  | 20.83%                 | 21.88% | 13.54%                    | 10.42% | 1.04%  | 0.00%  | 1.04%                                     | 1.04%  | 5.21%                            | 10.42% | 4.17%                         | 0.00%  |
| <b>0996 RCLF</b>                            |      | 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% |
| <b>0998 Claims Assistance and Examining</b> |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Total Received</b>                       | #    | 1,791           |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Voluntarily Identified</b>               | #    | 1,534           | 503    | 1,031  | 39                 | 82     | 259                    | 335    | 161                       | 546    | 26     | 35     | 2   | 4      | 9                                | 11     | 7                             | 18     |
|   | %    | 100.00%         | 32.79% | 67.21% | 2.54%              | 5.35%  | 16.88%                 | 21.84% | 10.50%                    | 35.59% | 1.69%  | 2.28%  | 0.13%                                     | 0.26%  | 0.59%                            | 0.72%  | 0.46%                         | 1.17%  |
| <b>Qualified of those Identified</b>        | #    | 1,172           | 344    | 828    | 27                 | 64     | 167                    | 271    | 117                       | 438    | 18     | 29     | 1   | 4      | 8                                | 7      | 6                             | 15     |
|   | %    | 100.00%         | 29.35% | 70.65% | 2.30%              | 5.46%  | 14.25%                 | 23.12% | 9.98%                     | 37.37% | 1.54%  | 2.47%  | 0.09%                                     | 0.34%  | 0.68%                            | 0.60%  | 0.51%                         | 1.28%  |
| <b>Selected of those Identified</b>         | #    | 27              | 14     | 13     | 4                  | 1      | 6                      | 12     | 4                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|   | %    | 100.00%         | 51.85% | 48.15% | 14.81%             | 3.70%  | 22.22%                 | 44.44% | 14.81%                    | 0.00%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>0998 RCLF</b>                            |      | 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% |
| <b>1101 General Business and Industry</b>   |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Total Received</b>                       | #    | 190             |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Voluntarily Identified</b>               | #    | 167             | 102    | 65     | 18                 | 10     | 32                     | 17     | 44                        | 36     | 5      | 2      | 0   | 0      | 1                                | 0      | 2                             | 0      |
|   | %    | 100.00%         | 61.08% | 38.92% | 10.78%             | 5.99%  | 19.16%                 | 10.18% | 26.35%                    | 21.56% | 2.99%  | 1.20%  | 0.00%                                     | 0.00%  | 0.60%                            | 0.00%  | 1.20%                         | 0.00%  |

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 | #    | 109             | 63      | 46     | 9                  | 7      | 19                     | 14     | 30                        | 24     | 3      | 1      | 0   | 0      | 1                                | 0      | 1                             | 0      |
|                               | %    | 100.00%         | 57.80%  | 42.20% | 8.26%              | 6.42%  | 17.43%                 | 12.84% | 27.52%                    | 22.02% | 2.75%  | 0.92%  | 0.00%                                     | 0.00%  | 0.92%                            | 0.00%  | 0.92%                         | 0.00%  |
| Selected of those Identified  | #    | 1               | 1       | 0      | 0                  | 0      | 0                      | 0      | 1                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|                               | %    | 100.00%         | 100.00% | 0.00%  | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 100.00%                   | 0.00%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>1101 RCLF</b>              |      | 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% |
| <b>1165 Loan Specialist</b>   |      |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Received                | #    | 545             |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Voluntarily Identified        | #    | 455             | 205     | 250    | 25                 | 15     | 75                     | 53     | 81                        | 167    | 17     | 7      | 1   | 1      | 0                                | 2      | 6                             | 5      |
|                               | %    | 100.00%         | 45.05%  | 54.95% | 5.49%              | 3.30%  | 16.48%                 | 11.65% | 17.80%                    | 36.70% | 3.74%  | 1.54%  | 0.22%                                     | 0.22%  | 0.00%                            | 0.44%  | 1.32%                         | 1.10%  |
| Qualified of those Identified | #    | 345             | 143     | 202    | 20                 | 12     | 51                     | 40     | 53                        | 136    | 15     | 7      | 0   | 1      | 0                                | 2      | 4                             | 4      |
|                               | %    | 100.00%         | 41.45%  | 58.55% | 5.80%              | 3.48%  | 14.78%                 | 11.59% | 15.36%                    | 39.42% | 4.35%  | 2.03%  | 0.00%                                     | 0.29%  | 0.00%                            | 0.58%  | 1.16%                         | 1.16%  |
| Selected of those Identified  | #    | 8               | 6       | 2      | 1                  | 0      | 5                      | 1      | 0                         | 1      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|                               | %    | 100.00%         | 75.00%  | 25.00% | 12.50%             | 0.00%  | 62.50%                 | 12.50% | 0.00%                     | 12.50% | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>1165 RCLF</b>              |      | 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% |
| <b>1171 Appraising</b>        |      |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Received                | #    | 526             |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Voluntarily Identified        | #    | 428             | 251     | 177    | 31                 | 14     | 140                    | 36     | 68                        | 116    | 4      | 2      | 1   | 0      | 3                                | 3      | 4                             | 6      |
|                               | %    | 100.00%         | 58.64%  | 41.36% | 7.24%              | 3.27%  | 32.71%                 | 8.41%  | 15.89%                    | 27.10% | 0.93%  | 0.47%  | 0.23%                                     | 0.00%  | 0.70%                            | 0.70%  | 0.93%                         | 1.40%  |
| Qualified of those Identified | #    | 321             | 177     | 144    | 27                 | 10     | 99                     | 34     | 41                        | 92     | 4      | 2      | 1   | 0      | 2                                | 2      | 3                             | 4      |
|                               | %    | 100.00%         | 55.14%  | 44.86% | 8.41%              | 3.12%  | 30.84%                 | 10.59% | 12.77%                    | 28.66% | 1.25%  | 0.62%  | 0.31%                                     | 0.00%  | 0.62%                            | 0.62%  | 0.93%                         | 1.25%  |
| Selected of those Identified  | #    | 4               | 2       | 2      | 0                  | 0      | 1                      | 0      | 1                         | 1      | 0      | 0      | 0   | 0      | 0                                | 1      | 0                             | 0      |
|                               | %    | 100.00%         | 50.00%  | 50.00% | 0.00%              | 0.00%  | 25.00%                 | 0.00%  | 25.00%                    | 25.00% | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 25.00% | 0.00%                         | 0.00%  |

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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                        |
| <b>1171 RCLF</b>                              | 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% |                               |
| <b>1630 Cemetery Administration</b>           |                 |        |        |                    |        |                        |        |        |        |                           |        |        |        |   |        |                                  |        |                               |
| <b>Total Received</b>                         | #               | 0      |        |                    |        |                        |        |        |        |                           |        |        |        |   |        |                                  |        |                               |
| <b>Voluntarily Identified</b>                 | #               | 0      | 0      | 0                  | 0      | 0                      | 0      | 0      | 0      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             |
|   | %               | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%  | 0.00%  | 0.00%                     | 0.00%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         |
| <b>Qualified of those Identified</b>          | #               | 0      | 0      | 0                  | 0      | 0                      | 0      | 0      | 0      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             |
|   | %               | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%  | 0.00%  | 0.00%                     | 0.00%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         |
| <b>Selected of those Identified</b>           | #               | 0      | 0      | 0                  | 0      | 0                      | 0      | 0      | 0      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             |
|   | %               | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%  | 0.00%  | 0.00%                     | 0.00%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         |
| <b>1630 RCLF</b>                              | 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% |                               |
| <b>1811 Criminal Investigating</b>            |                 |        |        |                    |        |                        |        |        |        |                           |        |        |        |   |        |                                  |        |                               |
| <b>Total Received</b>                         | #               | 0      |        |                    |        |                        |        |        |        |                           |        |        |        |   |        |                                  |        |                               |
| <b>Voluntarily Identified</b>                 | #               | 0      | 0      | 0                  | 0      | 0                      | 0      | 0      | 0      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             |
|   | %               | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%  | 0.00%  | 0.00%                     | 0.00%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         |
| <b>Qualified of those Identified</b>          | #               | 0      | 0      | 0                  | 0      | 0                      | 0      | 0      | 0      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             |
|   | %               | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%  | 0.00%  | 0.00%                     | 0.00%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         |
| <b>Selected of those Identified</b>           | #               | 0      | 0      | 0                  | 0      | 0                      | 0      | 0      | 0      | 0                         | 0      | 0      | 0      | 0   | 0      | 0                                | 0      | 0                             |
|   | %               | 0.00%  | 0.00%  | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%  | 0.00%  | 0.00%                     | 0.00%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         |
| <b>1811 RCLF</b>                              | 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% |                               |
| <b>2210 Information Technology Management</b> |                 |        |        |                    |        |                        |        |        |        |                           |        |        |        |   |        |                                  |        |                               |
| <b>Total Received</b>                         | #               | 35,342 |        |                    |        |                        |        |        |        |                           |        |        |        |   |        |                                  |        |                               |

**Table A7: APPLICANT AND HIRES FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |                               |        |
| <b>Voluntarily Identified</b>        | #    | 28,989          | 23,589  | 5,400  | 2,914              | 601    | 11,231                 | 1,794  | 5,698                     | 2,164  | 3,016  | 644    | 45  | 13     | 422                              | 83     | 263                           | 101    |
|                                      | %    | 100.00%         | 81.37%  | 18.63% | 10.05%             | 2.07%  | 38.74%                 | 6.19%  | 19.66%                    | 7.46%  | 10.40% | 2.22%  | 0.16%                                     | 0.04%  | 1.46%                            | 0.29%  | 0.91%                         | 0.35%  |
| <b>Qualified of those Identified</b> | #    | 14,982          | 12,275  | 2,707  | 1,450              | 274    | 5,929                  | 978    | 2,970                     | 1,033  | 1,536  | 307    | 24  | 6      | 232                              | 53     | 134                           | 56     |
|                                      | %    | 100.00%         | 81.93%  | 18.07% | 9.68%              | 1.83%  | 39.57%                 | 6.53%  | 19.82%                    | 6.89%  | 10.25% | 2.05%  | 0.16%                                     | 0.04%  | 1.55%                            | 0.35%  | 0.89%                         | 0.37%  |
| <b>Selected of those Identified</b>  | #    | 278             | 204     | 74     | 22                 | 7      | 133                    | 42     | 28                        | 17     | 19     | 6      | 0   | 0      | 1                                | 2      | 1                             | 0      |
|                                      | %    | 100.00%         | 73.38%  | 26.62% | 7.91%              | 2.52%  | 47.84%                 | 15.11% | 10.07%                    | 6.12%  | 6.83%  | 2.16%  | 0.00%                                     | 0.00%  | 0.36%                            | 0.72%  | 0.36%                         | 0.00%  |
| <b>2210 RCLF</b>                     |      | 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% |
| <b>4754 Cemetery Caretaking</b>      |      |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Total Received</b>                | #    | 590             |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| <b>Voluntarily Identified</b>        | #    | 491             | 454     | 37     | 114                | 6      | 266                    | 20     | 54                        | 6      | 9      | 2      | 2   | 0      | 8                                | 3      | 1                             | 0      |
|                                      | %    | 100.00%         | 92.46%  | 7.54%  | 23.22%             | 1.22%  | 54.18%                 | 4.07%  | 11.00%                    | 1.22%  | 1.83%  | 0.41%  | 0.41%                                     | 0.00%  | 1.63%                            | 0.61%  | 0.20%                         | 0.00%  |
| <b>Qualified of those Identified</b> | #    | 380             | 354     | 26     | 84                 | 5      | 223                    | 14     | 32                        | 4      | 6      | 1      | 2   | 0      | 7                                | 2      | 0                             | 0      |
|                                      | %    | 100.00%         | 93.16%  | 6.84%  | 22.11%             | 1.32%  | 58.68%                 | 3.68%  | 8.42%                     | 1.05%  | 1.58%  | 0.26%  | 0.53%                                     | 0.00%  | 1.84%                            | 0.53%  | 0.00%                         | 0.00%  |
| <b>Selected of those Identified</b>  | #    | 27              | 27      | 0      | 6                  | 0      | 17                     | 0      | 2                         | 0      | 0      | 0      | 0   | 0      | 2                                | 0      | 0                             | 0      |
|                                      | %    | 100.00%         | 100.00% | 0.00%  | 22.22%             | 0.00%  | 62.96%                 | 0.00%  | 7.41%                     | 0.00%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 7.41%                            | 0.00%  | 0.00%                         | 0.00%  |
| <b>4754 RCLF</b>                     |      | 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% |

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.

Data Source: USA Staffing as of December 18, 2018.

**Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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   |
| <b>Permanent</b>        | # | 43,287          | 17,414 | 25,873 | 1,323              | 1,631  | 9,932                  | 13,698 | 4,361                     | 7,623  | 1,331  | 2,120  | 109                                       | 163    | 292                              | 505    | 66                            | 133    |
|                         | % | 99.99%          | 40.21% | 59.78% | 03.06%             | 03.77% | 22.94%                 | 31.64% | 10.07%                    | 17.61% | 03.07% | 04.90% | 00.25%                                    | 00.38% | 00.67%                           | 01.17% | 00.15%                        | 00.31% |
| <b>Temporary</b>        | # | 12,247          | 4,320  | 7,927  | 339                | 401    | 2,632                  | 5,157  | 801                       | 1,321  | 453    | 853    | 23  | 30     | 59                               | 121    | 13                            | 44     |
|                         | % | 100.00%         | 35.28% | 64.72% | 02.77%             | 03.27% | 21.49%                 | 42.11% | 06.54%                    | 10.79% | 03.70% | 06.96% | 00.19%                                    | 00.24% | 00.48%                           | 00.99% | 00.11%                        | 00.36% |
| <b>Non-Appropriated</b> | # | 1,547           | 532    | 1,015  | 61                 | 135    | 205                    | 384    | 234                       | 425    | 24     | 39     | 1   | 7      | 6                                | 19     | 1                             | 6      |
|                         | % | 99.99%          | 34.38% | 65.61% | 03.94%             | 08.73% | 13.25%                 | 24.82% | 15.13%                    | 27.47% | 01.55% | 02.52% | 00.06%                                    | 00.45% | 00.39%                           | 01.23% | 00.06%                        | 00.39% |
| <b>TOTAL</b>            | # | 57,081          | 22,266 | 34,815 | 1,723              | 2,167  | 12,769                 | 19,239 | 5,396                     | 9,369  | 1,808  | 3,012  | 133                                       | 200    | 357                              | 645    | 80                            | 183    |
|                         | % | 100.00%         | 39.01% | 60.99% | 03.02%             | 03.80% | 22.37%                 | 33.70% | 09.45%                    | 16.41% | 03.17% | 05.28% | 00.23%                                    | 00.35% | 00.63%                           | 01.13% | 00.14%                        | 00.32% |
| <b>RCLF</b>             | % | 99.99%          | 49.85% | 50.14% | 08.63%             | 06.08% | 32.51%                 | 33.68% | 05.40%                    | 06.80% | 02.44% | 02.68% | 00.08%                                    | 00.08% | 00.50%                           | 00.52% | 00.29%                        | 00.30% |

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

RCLF comparisons are based on 2010 Census National data.

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



**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |
| <b>0083 Police</b>                     |                 |         |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |       |        |       |        |
| <b>Total Applications Received</b>     | #               | 11,084  |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |       |        |       |        |
| <b>Qualified</b>                       | #               | 4,116   | 3,897  | 219                | 727    | 27                        | 2,102  | 102    | 777    | 65  | 127    | 8                                | 24     | 1                             | 102    | 8     | 38     | 8     |        |
|  | %               | 100.00% | 94.68% | 5.32%              | 17.66% | 0.66%                     | 51.07% | 2.48%  | 18.88% | 1.58%                                     | 3.09%  | 0.19%                            | 0.58%  | 0.02%                         | 2.48%  | 0.19% | 0.92%  | 0.19% |        |
| <b>Selected</b>                        | #               | 349     | 332    | 17                 | 55     | 3                         | 201    | 7      | 53     | 5   | 9      | 0                                | 3      | 0                             | 7      | 2     | 4      | 0     |        |
|  | %               | 100.00% | 95.13% | 4.87%              | 15.76% | 0.86%                     | 57.59% | 2.01%  | 15.19% | 1.43%                                     | 2.58%  | 0.00%                            | 0.86%  | 0.00%                         | 2.01%  | 0.57% | 1.15%  | 0.00% |        |
| <b>Relevant Applicant Pool %</b>       |                 | ***     | ***    | ***                | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***   | ***    | ***   | ***    |
| <b>0101 Social Science</b>             |                 |         |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |       |        |       |        |
| <b>Total Applications Received</b>     | #               | 6,877   |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |       |        |       |        |
| <b>Qualified</b>                       | #               | 1,702   | 609    | 1,093              | 104    | 75                        | 271    | 467    | 196    | 497                                       | 15     | 17                               | 1      | 4                             | 11     | 16    | 11     | 17    |        |
|  | %               | 100.00% | 35.78% | 64.22%             | 6.11%  | 4.41%                     | 15.92% | 27.44% | 11.52% | 29.20%                                    | 0.88%  | 1.00%                            | 0.06%  | 0.24%                         | 0.65%  | 0.94% | 0.65%  | 1.00% |        |
| <b>Selected</b>                        | #               | 185     | 70     | 115                | 8      | 13                        | 36     | 59     | 21     | 34  | 2      | 2                                | 0      | 0                             | 2      | 7     | 1      | 0     |        |
|  | %               | 100.00% | 37.84% | 62.16%             | 4.32%  | 7.03%                     | 19.46% | 31.89% | 11.35% | 18.38%                                    | 1.08%  | 1.08%                            | 0.00%  | 0.00%                         | 1.08%  | 3.78% | 0.54%  | 0.00% |        |
| <b>Relevant Applicant Pool %</b>       |                 | ***     | ***    | ***                | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***   | ***    | ***   | ***    |
| <b>0201 Human Resources Management</b> |                 |         |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |       |        |       |        |
| <b>Total Applications Received</b>     | #               | 40,421  |        |                    |        |                           |        |        |        |   |        |                                  |        |                               |        |       |        |       |        |
| <b>Qualified</b>                       | #               | 10,042  | 4,378  | 5,664              | 720    | 659                       | 2,058  | 2,240  | 1,330  | 2,317                                     | 115    | 214                              | 24     | 21                            | 54     | 117   | 77     | 96    |        |
|  | %               | 100.00% | 43.60% | 56.40%             | 7.17%  | 6.56%                     | 20.49% | 22.31% | 13.24% | 23.07%                                    | 1.15%  | 2.13%                            | 0.24%  | 0.21%                         | 0.54%  | 1.17% | 0.77%  | 0.96% |        |
| <b>Selected</b>                        | #               | 700     | 240    | 460                | 44     | 52                        | 119    | 236    | 66     | 137                                       | 5      | 15                               | 1      | 3                             | 1      | 9     | 4      | 8     |        |



**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |     |
|  | %               | 100.00% | 34.29% | 65.71%             | 6.29% | 7.43%                  | 17.00% | 33.71%                    | 9.43%  | 19.57% | 0.71% | 2.14%                                     | 0.14% | 0.43%                            | 0.14% | 1.29%                         | 0.57% | 1.14%  |     |
| <b>Relevant Applicant Pool %</b>                     |                 | ***     | ***    | ***                | ***   | ***                    | ***    | ***                       | ***    | ***    | ***   | ***                                       | ***   | ***                              | ***   | ***                           | ***   | ***    | *** |
| <b>0260 Equal Employment Opportunity</b>             |                 |         |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |     |
| <b>Total Applications Received</b>                   | #               | 2,578   |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |     |
| <b>Qualified</b>                                     | #               | 864     | 434    | 430                | 83    | 46                     | 133    | 94                        | 187    | 258    | 16    | 7   | 3     | 1                                | 8     | 13                            | 4     | 11     |     |
|  | %               | 100.00% | 50.23% | 49.77%             | 9.61% | 5.32%                  | 15.39% | 10.88%                    | 21.64% | 29.86% | 1.85% | 0.81%                                     | 0.35% | 0.12%                            | 0.93% | 1.50%                         | 0.46% | 1.27%  |     |
| <b>Selected</b>                                      | #               | 32      | 12     | 20                 | 2     | 4                      | 0      | 4                         | 7      | 10     | 2     | 0   | 0     | 0                                | 1     | 0                             | 0     | 2      |     |
|  | %               | 100.00% | 37.50% | 62.50%             | 6.25% | 12.50%                 | 0.00%  | 12.50%                    | 21.88% | 31.25% | 6.25% | 0.00%                                     | 0.00% | 0.00%                            | 3.13% | 0.00%                         | 0.00% | 6.25%  |     |
| <b>Relevant Applicant Pool %</b>                     |                 | ***     | ***    | ***                | ***   | ***                    | ***    | ***                       | ***    | ***    | ***   | ***                                       | ***   | ***                              | ***   | ***                           | ***   | ***    | *** |
| <b>0301 Miscellaneous Administration and Program</b> |                 |         |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |     |
| <b>Total Applications Received</b>                   | #               | 41,181  |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |     |
| <b>Qualified</b>                                     | #               | 13,912  | 6,454  | 7,458              | 1,015 | 899                    | 2,967  | 2,673                     | 1,900  | 3,254  | 304   | 329                                       | 50    | 38                               | 121   | 94                            | 97    | 171    |     |
|  | %               | 100.00% | 46.39% | 53.61%             | 7.30% | 6.46%                  | 21.33% | 19.21%                    | 13.66% | 23.39% | 2.19% | 2.36%                                     | 0.36% | 0.27%                            | 0.87% | 0.68%                         | 0.70% | 1.23%  |     |
| <b>Selected</b>                                      | #               | 712     | 286    | 426                | 50    | 44                     | 158    | 227                       | 58     | 127    | 10    | 15  | 4     | 2                                | 2     | 5                             | 4     | 6      |     |
|  | %               | 100.00% | 40.17% | 59.83%             | 7.02% | 6.18%                  | 22.19% | 31.88%                    | 8.15%  | 17.84% | 1.40% | 2.11%                                     | 0.56% | 0.28%                            | 0.28% | 0.70%                         | 0.56% | 0.84%  |     |
| <b>Relevant Applicant Pool %</b>                     |                 | ***     | ***    | ***                | ***   | ***                    | ***    | ***                       | ***    | ***    | ***   | ***                                       | ***   | ***                              | ***   | ***                           | ***   | ***    | *** |
| <b>0340 Program Management</b>                       |                 |         |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |     |
| <b>Total Applications Received</b>                   | #               | 3,315   |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |     |
| <b>Qualified</b>                                     | #               | 897     | 595    | 302                | 48    | 23                     | 367    | 134                       | 144    | 116    | 24    | 18  | 1     | 2                                | 9     | 3                             | 2     | 6      |     |

**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| All VA   | TOTAL EMPLOYEES |         |        | RACE/ETHNICITY     |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |  |
|--|-----------------|---------|--------|--------------------|-------|------------------------|--------|---------------------------|--------|--------|-------|---|-------|----------------------------------|-------|-------------------------------|-------|--------|--|
|  |                 |         |        | Hispanic or Latino |       | Non-Hispanic or Latino |        |                           |        |        |       |   |       |                                  |       |                               |       |        |  |
|  | All             | male    | female |                    |       | White                  |        | Black or African American |        | Asian  |       | Native Hawaiian or Other Pacific Islander |       | American Indian or Alaska Native |       | Two or More Races/Undisclosed |       |        |  |
| male   |                 |         |        | female             | male  | female                 | male   | female                    | male   | female | male  | female                                    | male  | female                           | male  | female                        | male  | female |  |
|  | %               | 100.00% | 66.33% | 33.67%             | 5.35% | 2.56%                  | 40.91% | 14.94%                    | 16.05% | 12.93% | 2.68% | 2.01%                                     | 0.11% | 0.22%                            | 1.00% | 0.33%                         | 0.22% | 0.67%  |  |
| Selected   | #               | 48      | 26     | 22                 | 0     | 3                      | 22     | 12                        | 3      | 4      | 0     | 0   | 0     | 0                                | 1     | 2                             | 0     | 1      |  |
|  | %               | 100.00% | 54.17% | 45.83%             | 0.00% | 6.25%                  | 45.83% | 25.00%                    | 6.25%  | 8.33%  | 0.00% | 0.00%                                     | 0.00% | 0.00%                            | 2.08% | 4.17%                         | 0.00% | 2.08%  |  |
| Relevant Applicant Pool %                        |                 | ***     | ***    | ***                | ***   | ***                    | ***    | ***                       | ***    | ***    | ***   | ***                                       | ***   | ***                              | ***   | ***                           | ***   | ***    |  |
| <b>0343 Management and Program Analysis</b>      |                 |         |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |  |
| Total Applications Received                      | #               | 42,649  |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |  |
| Qualified  | #               | 13,516  | 6,845  | 6,671              | 987   | 753                    | 3,385  | 2,474                     | 1,816  | 2,858  | 426   | 353                                       | 32    | 22                               | 124   | 84                            | 75    | 127    |  |
|  | %               | 100.00% | 50.64% | 49.36%             | 7.30% | 5.57%                  | 25.04% | 18.30%                    | 13.44% | 21.15% | 3.15% | 2.61%                                     | 0.24% | 0.16%                            | 0.92% | 0.62%                         | 0.55% | 0.94%  |  |
| Selected   | #               | 659     | 267    | 392                | 35    | 46                     | 175    | 209                       | 29     | 102    | 22    | 26  | 2     | 0                                | 2     | 5                             | 2     | 4      |  |
|  | %               | 100.00% | 40.52% | 59.48%             | 5.31% | 6.98%                  | 26.56% | 31.71%                    | 4.40%  | 15.48% | 3.34% | 3.95%                                     | 0.30% | 0.00%                            | 0.30% | 0.76%                         | 0.30% | 0.61%  |  |
| Relevant Applicant Pool %                        |                 | ***     | ***    | ***                | ***   | ***                    | ***    | ***                       | ***    | ***    | ***   | ***                                       | ***   | ***                              | ***   | ***                           | ***   | ***    |  |
| <b>0501 Financial Administration and Program</b> |                 |         |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |  |
| Total Applications Received                      | #               | 4,377   |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |  |
| Qualified  | #               | 1,341   | 596    | 745                | 105   | 97                     | 293    | 322                       | 149    | 259    | 31    | 31  | 3     | 8                                | 9     | 20                            | 6     | 8      |  |
|  | %               | 100.00% | 44.44% | 55.56%             | 7.83% | 7.23%                  | 21.85% | 24.01%                    | 11.11% | 19.31% | 2.31% | 2.31%                                     | 0.22% | 0.60%                            | 0.67% | 1.49%                         | 0.45% | 0.60%  |  |
| Selected   | #               | 130     | 48     | 82                 | 12    | 15                     | 24     | 47                        | 8      | 13     | 2     | 3   | 0     | 1                                | 2     | 3                             | 0     | 0      |  |
|  | %               | 100.00% | 36.92% | 63.08%             | 9.23% | 11.54%                 | 18.46% | 36.15%                    | 6.15%  | 10.00% | 1.54% | 2.31%                                     | 0.00% | 0.77%                            | 1.54% | 2.31%                         | 0.00% | 0.00%  |  |
| Relevant Applicant Pool %                        |                 | ***     | ***    | ***                | ***   | ***                    | ***    | ***                       | ***    | ***    | ***   | ***                                       | ***   | ***                              | ***   | ***                           | ***   | ***    |  |
| <b>0511 Auditing</b>                             |                 |         |        |                    |       |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |  |

**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |  |
| <b>Total Applications Received</b> | #    | 1,217           |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |  |
| <b>Qualified</b>                   | #    | 397             | 211    | 186    | 28                 | 27     | 118                    | 71     | 46                        | 75     | 13     | 9      | 0   | 1      | 5                                | 2      | 1                             | 1      |  |
|                                    | %    | 100.00%         | 53.15% | 46.85% | 7.05%              | 6.80%  | 29.72%                 | 17.88% | 11.59%                    | 18.89% | 3.27%  | 2.27%  | 0.00%                                     | 0.25%  | 1.26%                            | 0.50%  | 0.25%                         | 0.25%  |  |
| <b>Selected</b>                    | #    | 17              | 10     | 7      | 3                  | 2      | 3                      | 4      | 3                         | 1      | 0      | 0      | 0   | 0      | 1                                | 0      | 0                             | 0      |  |
|                                    | %    | 100.00%         | 58.82% | 41.18% | 17.65%             | 11.76% | 17.65%                 | 23.53% | 17.65%                    | 5.88%  | 0.00%  | 0.00%  | 0.00%                                     | 0.00%  | 5.88%                            | 0.00%  | 0.00%                         | 0.00%  |  |
| <b>Relevant Applicant Pool %</b>   |      | ***             | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |  |
| <b>0602 Medical Officer</b>        |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |  |
| <b>Total Applications Received</b> | #    | 767             |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |  |
| <b>Qualified</b>                   | #    | 323             | 214    | 109    | 19                 | 16     | 113                    | 48     | 12                        | 17     | 68     | 27     | 0   | 0      | 1                                | 1      | 1                             | 0      |  |
|                                    | %    | 100.00%         | 66.25% | 33.75% | 5.88%              | 4.95%  | 34.98%                 | 14.86% | 3.72%                     | 5.26%  | 21.05% | 8.36%  | 0.00%                                     | 0.00%  | 0.31%                            | 0.31%  | 0.31%                         | 0.00%  |  |
| <b>Selected</b>                    | #    | 79              | 47     | 32     | 6                  | 6      | 34                     | 16     | 2                         | 3      | 5      | 7      | 0   | 0      | 0                                | 0      | 0                             | 0      |  |
|                                    | %    | 100.00%         | 59.49% | 40.51% | 7.59%              | 7.59%  | 43.04%                 | 20.25% | 2.53%                     | 3.80%  | 6.33%  | 8.86%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |  |
| <b>Relevant Applicant Pool %</b>   |      | ***             | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |  |
| <b>0610 Nurse</b>                  |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |  |
| <b>Total Applications Received</b> | #    | 18,965          |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |  |
| <b>Qualified</b>                   | #    | 9,659           | 1,651  | 8,008  | 216                | 700    | 993                    | 4,249  | 273                       | 2,233  | 139    | 649    | 5   | 8      | 14                               | 96     | 11                            | 73     |  |
|                                    | %    | 100.00%         | 17.09% | 82.91% | 2.24%              | 7.25%  | 10.28%                 | 43.99% | 2.83%                     | 23.12% | 1.44%  | 6.72%  | 0.05%                                     | 0.08%  | 0.14%                            | 0.99%  | 0.11%                         | 0.76%  |  |
| <b>Selected</b>                    | #    | 991             | 177    | 814    | 23                 | 60     | 117                    | 517    | 21                        | 142    | 14     | 78     | 2   | 3      | 0                                | 13     | 0                             | 1      |  |
|                                    | %    | 100.00%         | 17.86% | 82.14% | 2.32%              | 6.05%  | 11.81%                 | 52.17% | 2.12%                     | 14.33% | 1.41%  | 7.87%  | 0.20%                                     | 0.30%  | 0.00%                            | 1.31%  | 0.00%                         | 0.10%  |  |

**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |
| <b>Relevant Applicant Pool %</b>   | ***             | ***     | ***    | ***                | ***   | ***                    | ***    | ***    | ***    | ***                       | ***    | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |
| <b>0620 Practical Nurse</b>        |                 |         |        |                    |       |                        |        |        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| <b>Total Applications Received</b> | #               | 4,993   |        |                    |       |                        |        |        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| <b>Qualified</b>                   | #               | 1,746   | 319    | 1,427              | 51    | 178                    | 140    | 611    | 77     | 514                       | 44     | 71    | 1      | 4   | 3      | 31                               | 3      | 18                            |        |
|                                    | %               | 100.00% | 18.27% | 81.73%             | 2.92% | 10.19%                 | 8.02%  | 34.99% | 4.41%  | 29.44%                    | 2.52%  | 4.07% | 0.06%  | 0.23%                                     | 0.17%  | 1.78%                            | 0.17%  | 1.03%                         |        |
| <b>Selected</b>                    | #               | 348     | 59     | 289                | 8     | 26                     | 30     | 151    | 13     | 79                        | 7      | 19    | 0      | 2   | 1      | 8                                | 0      | 4                             |        |
|                                    | %               | 100.00% | 16.95% | 83.05%             | 2.30% | 7.47%                  | 8.62%  | 43.39% | 3.74%  | 22.70%                    | 2.01%  | 5.46% | 0.00%  | 0.57%                                     | 0.29%  | 2.30%                            | 0.00%  | 1.15%                         |        |
| <b>Relevant Applicant Pool %</b>   | ***             | ***     | ***    | ***                | ***   | ***                    | ***    | ***    | ***    | ***                       | ***    | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           |        |
| <b>0621 Nursing Assistant</b>      |                 |         |        |                    |       |                        |        |        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| <b>Total Applications Received</b> | #               | 4,122   |        |                    |       |                        |        |        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| <b>Qualified</b>                   | #               | 969     | 168    | 801                | 22    | 69                     | 50     | 240    | 84     | 446                       | 7      | 25    | 0      | 2   | 2      | 4                                | 3      | 15                            |        |
|                                    | %               | 100.00% | 17.34% | 82.66%             | 2.27% | 7.12%                  | 5.16%  | 24.77% | 8.67%  | 46.03%                    | 0.72%  | 2.58% | 0.00%  | 0.21%                                     | 0.21%  | 0.41%                            | 0.31%  | 1.55%                         |        |
| <b>Selected</b>                    | #               | 138     | 33     | 105                | 3     | 14                     | 12     | 44     | 15     | 43                        | 0      | 4     | 0      | 0   | 2      | 0                                | 1      | 0                             |        |
|                                    | %               | 100.00% | 23.91% | 76.09%             | 2.17% | 10.14%                 | 8.70%  | 31.88% | 10.87% | 31.16%                    | 0.00%  | 2.90% | 0.00%  | 0.00%                                     | 1.45%  | 0.00%                            | 0.72%  | 0.00%                         |        |
| <b>Relevant Applicant Pool %</b>   | ***             | ***     | ***    | ***                | ***   | ***                    | ***    | ***    | ***    | ***                       | ***    | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           |        |
| <b>0644 Medical Technologist</b>   |                 |         |        |                    |       |                        |        |        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| <b>Total Applications Received</b> | #               | 1,837   |        |                    |       |                        |        |        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| <b>Qualified</b>                   | #               | 661     | 231    | 430                | 36    | 100                    | 101    | 209    | 38     | 53                        | 50     | 61    | 1      | 0   | 4      | 6                                | 1      | 1                             |        |
|                                    | %               | 100.00% | 34.95% | 65.05%             | 5.45% | 15.13%                 | 15.28% | 31.62% | 5.75%  | 8.02%                     | 7.56%  | 9.23% | 0.15%  | 0.00%                                     | 0.61%  | 0.91%                            | 0.15%  | 0.15%                         |        |

**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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                                       | #    | 198             | 49     | 149    | 7                  | 25     | 26                     | 95     | 7                         | 11     | 8      | 15     | 0   | 0      | 0                                | 2      | 1                             | 1      |
|  | %    | 100.00%         | 24.75% | 75.25% | 3.54%              | 12.63% | 13.13%                 | 47.98% | 3.54%                     | 5.56%  | 4.04%  | 7.58%  | 0.00%                                     | 0.00%  | 0.00%                            | 1.01%  | 0.51%                         | 0.51%  |
| Relevant Applicant Pool %                      |      | ***             | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |
| <b>0647 Diagnostic Radiologic Technologist</b> |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Applications Received                    | #    | 992             |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Qualified                                      | #    | 345             | 188    | 157    | 22                 | 7      | 115                    | 125    | 33                        | 19     | 16     | 5      | 0   | 0      | 2                                | 1      | 0                             | 0      |
|  | %    | 100.00%         | 54.49% | 45.51% | 6.38%              | 2.03%  | 33.33%                 | 36.23% | 9.57%                     | 5.51%  | 4.64%  | 1.45%  | 0.00%                                     | 0.00%  | 0.58%                            | 0.29%  | 0.00%                         | 0.00%  |
| Selected                                       | #    | 130             | 61     | 69     | 11                 | 3      | 41                     | 55     | 7                         | 8      | 2      | 3      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|  | %    | 100.00%         | 46.92% | 53.08% | 8.46%              | 2.31%  | 31.54%                 | 42.31% | 5.38%                     | 6.15%  | 1.54%  | 2.31%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| Relevant Applicant Pool %                      |      | ***             | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |
| <b>0660 Pharmacist</b>                         |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Applications Received                    | #    | 3,821           |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Qualified                                      | #    | 1,257           | 516    | 741    | 28                 | 51     | 289                    | 412    | 69                        | 82     | 126    | 174    | 0   | 0      | 3                                | 18     | 1                             | 4      |
|  | %    | 100.00%         | 41.05% | 58.95% | 2.23%              | 4.06%  | 22.99%                 | 32.78% | 5.49%                     | 6.52%  | 10.02% | 13.84% | 0.00%                                     | 0.00%  | 0.24%                            | 1.43%  | 0.08%                         | 0.32%  |
| Selected                                       | #    | 201             | 76     | 125    | 3                  | 12     | 56                     | 83     | 5                         | 7      | 12     | 20     | 0   | 0      | 0                                | 2      | 0                             | 1      |
|  | %    | 100.00%         | 37.81% | 62.19% | 1.49%              | 5.97%  | 27.86%                 | 41.29% | 2.49%                     | 3.48%  | 5.97%  | 9.95%  | 0.00%                                     | 0.00%  | 0.00%                            | 1.00%  | 0.00%                         | 0.50%  |
| Relevant Applicant Pool %                      |      | ***             | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |
| <b>0675 Medical Records Technician</b>         |      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |
| Total Applications Received                    | #    | 5,353           |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |

**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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                             | #    | 927             | 173    | 754     | 29                 | 87     | 58                     | 316    | 65                        | 276     | 16    | 54     | 0   | 5      | 3                                | 10     | 2                             | 6      |
|                                       | %    | 100.00%         | 18.66% | 81.34%  | 3.13%              | 9.39%  | 6.26%                  | 34.09% | 7.01%                     | 29.77%  | 1.73% | 5.83%  | 0.00%                                     | 0.54%  | 0.32%                            | 1.08%  | 0.22%                         | 0.65%  |
| Selected                              | #    | 98              | 15     | 83      | 4                  | 9      | 4                      | 50     | 4                         | 14      | 2     | 8      | 0   | 1      | 1                                | 1      | 0                             | 0      |
|                                       | %    | 100.00%         | 15.31% | 84.69%  | 4.08%              | 9.18%  | 4.08%                  | 51.02% | 4.08%                     | 14.29%  | 2.04% | 8.16%  | 0.00%                                     | 1.02%  | 1.02%                            | 1.02%  | 0.00%                         | 0.00%  |
| Relevant Applicant Pool %             |      | ***             | ***    | ***     | ***                | ***    | ***                    | ***    | ***                       | ***     | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |
| <b>0905 General Attorney</b>          |      |                 |        |         |                    |        |                        |        |                           |         |       |        |   |        |                                  |        |                               |        |
| Total Applications Received           | #    | 234             |        |         |                    |        |                        |        |                           |         |       |        |   |        |                                  |        |                               |        |
| Qualified                             | #    | 53              | 22     | 31      | 1                  | 0      | 18                     | 20     | 2                         | 11      | 0     | 0      | 0   | 0      | 0                                | 0      | 1                             | 0      |
|                                       | %    | 100.00%         | 41.51% | 58.49%  | 1.89%              | 0.00%  | 33.96%                 | 37.74% | 3.77%                     | 20.75%  | 0.00% | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 1.89%                         | 0.00%  |
| Selected                              | #    | 2               | 1      | 1       | 0                  | 0      | 1                      | 1      | 0                         | 0       | 0     | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|                                       | %    | 100.00%         | 50.00% | 50.00%  | 0.00%              | 0.00%  | 50.00%                 | 50.00% | 0.00%                     | 0.00%   | 0.00% | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| Relevant Applicant Pool %             |      | ***             | ***    | ***     | ***                | ***    | ***                    | ***    | ***                       | ***     | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |
| <b>0986 Legal Assistance</b>          |      |                 |        |         |                    |        |                        |        |                           |         |       |        |   |        |                                  |        |                               |        |
| Total Applications Received           | #    | 332             |        |         |                    |        |                        |        |                           |         |       |        |   |        |                                  |        |                               |        |
| Qualified                             | #    | 70              | 20     | 50      | 3                  | 8      | 2                      | 9      | 11                        | 28      | 2     | 2      | 0   | 0      | 2                                | 1      | 0                             | 2      |
|                                       | %    | 100.00%         | 28.57% | 71.43%  | 4.29%              | 11.43% | 2.86%                  | 12.86% | 15.71%                    | 40.00%  | 2.86% | 2.86%  | 0.00%                                     | 0.00%  | 2.86%                            | 1.43%  | 0.00%                         | 2.86%  |
| Selected                              | #    | 2               | 0      | 2       | 0                  | 0      | 0                      | 0      | 0                         | 2       | 0     | 0      | 0   | 0      | 0                                | 0      | 0                             | 0      |
|                                       | %    | 100.00%         | 0.00%  | 100.00% | 0.00%              | 0.00%  | 0.00%                  | 0.00%  | 0.00%                     | 100.00% | 0.00% | 0.00%  | 0.00%                                     | 0.00%  | 0.00%                            | 0.00%  | 0.00%                         | 0.00%  |
| Relevant Applicant Pool %             |      | ***             | ***    | ***     | ***                | ***    | ***                    | ***    | ***                       | ***     | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |
| <b>0996 Veterans Claims Examining</b> |      |                 |        |         |                    |        |                        |        |                           |         |       |        |   |        |                                  |        |                               |        |

**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |  |
| <b>Total Applications Received</b>          | #    | 18,921          |        |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |  |
| <b>Qualified</b>                            | #    | 7,349           | 3,881  | 3,468  | 539                | 385    | 1,655                  | 966    | 1,380                     | 1,812  | 171   | 106    | 17  | 26     | 76                               | 79     | 43                            | 94     |  |
|   | %    | 100.00%         | 52.81% | 47.19% | 7.33%              | 5.24%  | 22.52%                 | 13.14% | 18.78%                    | 24.66% | 2.33% | 1.44%  | 0.23%                                     | 0.35%  | 1.03%                            | 1.07%  | 0.59%                         | 1.28%  |  |
| <b>Selected</b>                             | #    | 739             | 390    | 349    | 56                 | 42     | 238                    | 175    | 67                        | 96     | 16    | 12     | 0   | 1      | 9                                | 17     | 4                             | 6      |  |
|   | %    | 100.00%         | 52.77% | 47.23% | 7.58%              | 5.68%  | 32.21%                 | 23.68% | 9.07%                     | 12.99% | 2.17% | 1.62%  | 0.00%                                     | 0.14%  | 1.22%                            | 2.30%  | 0.54%                         | 0.81%  |  |
| <b>Relevant Applicant Pool %</b>            |      | ***             | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |  |
| <b>0998 Claims Assistance and Examining</b> |      |                 |        |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |  |
| <b>Total Applications Received</b>          | #    | 2,899           |        |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |  |
| <b>Qualified</b>                            | #    | 795             | 409    | 386    | 43                 | 34     | 211                    | 132    | 120                       | 197    | 15    | 10     | 1   | 2      | 15                               | 3      | 4                             | 8      |  |
|   | %    | 100.00%         | 51.45% | 48.55% | 5.41%              | 4.28%  | 26.54%                 | 16.60% | 15.09%                    | 24.78% | 1.89% | 1.26%  | 0.13%                                     | 0.25%  | 1.89%                            | 0.38%  | 0.50%                         | 1.01%  |  |
| <b>Selected</b>                             | #    | 75              | 48     | 27     | 6                  | 2      | 28                     | 10     | 7                         | 15     | 3     | 0      | 0   | 0      | 3                                | 0      | 1                             | 0      |  |
|   | %    | 100.00%         | 64.00% | 36.00% | 8.00%              | 2.67%  | 37.33%                 | 13.33% | 9.33%                     | 20.00% | 4.00% | 0.00%  | 0.00%                                     | 0.00%  | 4.00%                            | 0.00%  | 1.33%                         | 0.00%  |  |
| <b>Relevant Applicant Pool %</b>            |      | ***             | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |  |
| <b>1101 General Business and Industry</b>   |      |                 |        |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |  |
| <b>Total Applications Received</b>          | #    | 3,521           |        |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |  |
| <b>Qualified</b>                            | #    | 861             | 529    | 332    | 90                 | 45     | 251                    | 119    | 149                       | 149    | 20    | 11     | 1   | 0      | 9                                | 6      | 9                             | 2      |  |
|   | %    | 100.00%         | 61.44% | 38.56% | 10.45%             | 5.23%  | 29.15%                 | 13.82% | 17.31%                    | 17.31% | 2.32% | 1.28%  | 0.12%                                     | 0.00%  | 1.05%                            | 0.70%  | 1.05%                         | 0.23%  |  |
| <b>Selected</b>                             | #    | 95              | 60     | 35     | 10                 | 7      | 35                     | 15     | 11                        | 12     | 3     | 1      | 0   | 0      | 1                                | 0      | 0                             | 0      |  |
|   | %    | 100.00%         | 63.16% | 36.84% | 10.53%             | 7.37%  | 36.84%                 | 15.79% | 11.58%                    | 12.63% | 3.16% | 1.05%  | 0.00%                                     | 0.00%  | 1.05%                            | 0.00%  | 0.00%                         | 0.00%  |  |

**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| All VA                              | TOTAL EMPLOYEES |         |        | RACE/ETHNICITY     |        |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |
|-------------------------------------|-----------------|---------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|--------|-------|---|-------|----------------------------------|-------|-------------------------------|-------|--------|
|                                     |                 |         |        | Hispanic or Latino |        | Non-Hispanic or Latino |        |                           |        |        |       |   |       |                                  |       |                               |       |        |
|                                     | All             | male    | female |                    |        | White                  |        | Black or African American |        | Asian  |       | Native Hawaiian or Other Pacific Islander |       | American Indian or Alaska Native |       | Two or More Races/Undisclosed |       |        |
| male                                |                 |         |        | female             | male   | female                 | male   | female                    | male   | female | male  | female                                    | male  | female                           | male  | female                        | male  | female |
| <b>Relevant Applicant Pool %</b>    | ***             | ***     | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***   | ***                                       | ***   | ***                              | ***   | ***                           | ***   | ***    |
| <b>1165 Loan Specialist</b>         |                 |         |        |                    |        |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |
| <b>Total Applications Received</b>  | #               | 1,140   |        |                    |        |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |
| <b>Qualified</b>                    | #               | 237     | 140    | 97                 | 19     | 13                     | 84     | 37                        | 25     | 38     | 9     | 4   | 0     | 1                                | 2     | 1                             | 1     | 3      |
|                                     | %               | 100.00% | 59.07% | 40.93%             | 8.02%  | 5.49%                  | 35.44% | 15.61%                    | 10.55% | 16.03% | 3.80% | 1.69%                                     | 0.00% | 0.42%                            | 0.84% | 0.42%                         | 0.42% | 1.27%  |
| <b>Selected</b>                     | #               | 37      | 19     | 18                 | 4      | 5                      | 13     | 8                         | 2      | 4      | 0     | 1   | 0     | 0                                | 0     | 0                             | 0     | 0      |
|                                     | %               | 100.00% | 51.35% | 48.65%             | 10.81% | 13.51%                 | 35.14% | 21.62%                    | 5.41%  | 10.81% | 0.00% | 2.70%                                     | 0.00% | 0.00%                            | 0.00% | 0.00%                         | 0.00% | 0.00%  |
| <b>Relevant Applicant Pool %</b>    | ***             | ***     | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***   | ***                                       | ***   | ***                              | ***   | ***                           | ***   | ***    |
| <b>1171 Appraising</b>              |                 |         |        |                    |        |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |
| <b>Total Applications Received</b>  | #               | 230     |        |                    |        |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |
| <b>Qualified</b>                    | #               | 57      | 41     | 16                 | 7      | 3                      | 27     | 3                         | 4      | 8      | 0     | 1   | 0     | 0                                | 0     | 0                             | 3     | 1      |
|                                     | %               | 100.00% | 71.93% | 28.07%             | 12.28% | 5.26%                  | 47.37% | 5.26%                     | 7.02%  | 14.04% | 0.00% | 1.75%                                     | 0.00% | 0.00%                            | 0.00% | 0.00%                         | 5.26% | 1.75%  |
| <b>Selected</b>                     | #               | 8       | 4      | 4                  | 1      | 1                      | 3      | 2                         | 0      | 0      | 0     | 0   | 0     | 0                                | 0     | 0                             | 0     | 1      |
|                                     | %               | 100.00% | 50.00% | 50.00%             | 12.50% | 12.50%                 | 37.50% | 25.00%                    | 0.00%  | 0.00%  | 0.00% | 0.00%                                     | 0.00% | 0.00%                            | 0.00% | 0.00%                         | 0.00% | 12.50% |
| <b>Relevant Applicant Pool %</b>    | ***             | ***     | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***   | ***                                       | ***   | ***                              | ***   | ***                           | ***   | ***    |
| <b>1630 Cemetery Administration</b> |                 |         |        |                    |        |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |
| <b>Total Applications Received</b>  | #               | 960     |        |                    |        |                        |        |                           |        |        |       |   |       |                                  |       |                               |       |        |
| <b>Qualified</b>                    | #               | 161     | 128    | 33                 | 20     | 4                      | 77     | 23                        | 26     | 4      | 2     | 1   | 1     | 0                                | 2     | 1                             | 0     | 0      |
|                                     | %               | 100.00% | 79.50% | 20.50%             | 12.42% | 2.48%                  | 47.83% | 14.29%                    | 16.15% | 2.48%  | 1.24% | 0.62%                                     | 0.62% | 0.00%                            | 1.24% | 0.62%                         | 0.00% | 0.00%  |



**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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                                      | #    | 30              | 28      | 2      | 4                  | 0      | 19                     | 1      | 4                         | 0      | 0     | 0      | 1   | 0      | 0                                | 1      | 0                             | 0      |
|   | %    | 100.00%         | 93.33%  | 6.67%  | 13.33%             | 0.00%  | 63.33%                 | 3.33%  | 13.33%                    | 0.00%  | 0.00% | 0.00%  | 3.33%                                     | 0.00%  | 0.00%                            | 3.33%  | 0.00%                         | 0.00%  |
| Relevant Applicant Pool %                     |      | ***             | ***     | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |
| <b>1811 Criminal Investigating</b>            |      |                 |         |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| Total Applications Received                   | #    | 987             |         |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| Qualified                                     | #    | 335             | 296     | 39     | 55                 | 4      | 151                    | 13     | 58                        | 20     | 11    | 0      | 1   | 0      | 14                               | 1      | 6                             | 1      |
|   | %    | 100.00%         | 88.36%  | 11.64% | 16.42%             | 1.19%  | 45.07%                 | 3.88%  | 17.31%                    | 5.97%  | 3.28% | 0.00%  | 0.30%                                     | 0.00%  | 4.18%                            | 0.30%  | 1.79%                         | 0.30%  |
| Selected                                      | #    | 7               | 7       | 0      | 4                  | 0      | 2                      | 0      | 0                         | 0      | 0     | 0      | 0   | 0      | 1                                | 0      | 0                             | 0      |
|   | %    | 100.00%         | 100.00% | 0.00%  | 57.14%             | 0.00%  | 28.57%                 | 0.00%  | 0.00%                     | 0.00%  | 0.00% | 0.00%  | 0.00%                                     | 0.00%  | 14.29%                           | 0.00%  | 0.00%                         | 0.00%  |
| Relevant Applicant Pool %                     |      | ***             | ***     | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |
| <b>2210 Information Technology Management</b> |      |                 |         |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| Total Applications Received                   | #    | 25,319          |         |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| Qualified                                     | #    | 7,354           | 6,367   | 987    | 928                | 125    | 3,244                  | 403    | 1,473                     | 367    | 448   | 51     | 25  | 6      | 124                              | 22     | 125                           | 13     |
|   | %    | 100.00%         | 86.58%  | 13.42% | 12.62%             | 1.70%  | 44.11%                 | 5.48%  | 20.03%                    | 4.99%  | 6.09% | 0.69%  | 0.34%                                     | 0.08%  | 1.69%                            | 0.30%  | 1.70%                         | 0.18%  |
| Selected                                      | #    | 264             | 213     | 51     | 20                 | 9      | 145                    | 30     | 32                        | 12     | 10    | 0      | 0   | 0      | 4                                | 0      | 2                             | 0      |
|   | %    | 100.00%         | 80.68%  | 19.32% | 7.58%              | 3.41%  | 54.92%                 | 11.36% | 12.12%                    | 4.55%  | 3.79% | 0.00%  | 0.00%                                     | 0.00%  | 1.52%                            | 0.00%  | 0.76%                         | 0.00%  |
| Relevant Applicant Pool %                     |      | ***             | ***     | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    |
| <b>4754 Cemetery Caretaking</b>               |      |                 |         |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |
| Total Applications Received                   | #    | 7,019           |         |        |                    |        |                        |        |                           |        |       |        |   |        |                                  |        |                               |        |

**Table A9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |                               |       |
| <b>Qualified</b>                 | #    | 2,152           | 2,091  | 61     | 367                | 27     | 1,351                  | 19     | 247                       | 10     | 35    | 0      | 18  | 1      | 60                               | 4      | 13                            | 0     |
|                                  | %    | 100.00%         | 97.17% | 2.83%  | 17.05%             | 1.25%  | 62.78%                 | 0.88%  | 11.48%                    | 0.46%  | 1.63% | 0.00%  | 0.84%                                     | 0.05%  | 2.79%                            | 0.19%  | 0.60%                         | 0.00% |
| <b>Selected</b>                  | #    | 222             | 219    | 3      | 38                 | 2      | 141                    | 0      | 26                        | 1      | 1     | 0      | 2   | 0      | 9                                | 0      | 2                             | 0     |
|                                  | %    | 100.00%         | 98.65% | 1.35%  | 17.12%             | 0.90%  | 63.51%                 | 0.00%  | 11.71%                    | 0.45%  | 0.45% | 0.00%  | 0.90%                                     | 0.00%  | 4.05%                            | 0.00%  | 0.90%                         | 0.00% |
| <b>Relevant Applicant Pool %</b> |      | ***             | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***   | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***   |

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.

Data Source: USA Staffing as of December 18, 2018.



**Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| All VA                      | TOTAL EMPLOYEES |        |        | RACE/ETHNICITY     |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |
|-----------------------------|-----------------|--------|--------|--------------------|--------|------------------------|--------|---------------------------|--------|--------|--------|---|--------|----------------------------------|--------|-------------------------------|--------|--------|
|                             |                 |        |        | Hispanic or Latino |        | Non-Hispanic or Latino |        |                           |        |        |        |   |        |                                  |        |                               |        |        |
|                             | All             | male   | female |                    |        | White                  |        | Black or African American |        | Asian  |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaska Native |        | Two or More Races/Undisclosed |        |        |
| male                        |                 |        |        | female             | male   | female                 | male   | female                    | male   | female | male   | female                                    | male   | female                           | male   | female                        | male   | female |
| <b>GRADE: GS 13/14</b>      |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |
| Total Applications Received | #               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
|                             | %               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
| Qualified                   | #               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
|                             | %               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
| Selected                    | #               | 3,689  | 1,632  | 2,057              | 89     | 105                    | 1,160  | 1,361                     | 257    | 421    | 96     | 135                                       | 2      | 4                                | 22     | 22                            | 6      | 9      |
|                             | %               | 99.99% | 44.23% | 55.76%             | 02.41% | 02.85%                 | 31.44% | 36.89%                    | 06.97% | 11.41% | 02.60% | 03.66%                                    | 00.05% | 00.11%                           | 00.60% | 00.60%                        | 00.16% | 00.24% |
| Relevant Pool               |                 | 56,522 | 23,460 | 33,062             | 1,387  | 1,727                  | 16,847 | 22,274                    | 3,234  | 6,036  | 1,537  | 2,418                                     | 79     | 72                               | 302    | 425                           | 74     | 110    |
| <b>GRADE: GS 15</b>         |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |
| Total Applications Received | #               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
|                             | %               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
| Qualified                   | #               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
|                             | %               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
| Selected                    | #               | 434    | 215    | 219                | 10     | 8                      | 178    | 143                       | 19     | 45     | 4      | 16  | 0      | 1                                | 4      | 3                             | 0      | 3      |
|                             | %               | 99.99% | 49.53% | 50.46%             | 02.30% | 01.84%                 | 41.01% | 32.95%                    | 04.38% | 10.37% | 00.92% | 03.69%                                    | 00.00% | 00.23%                           | 00.92% | 00.69%                        | 00.00% | 00.69% |
| Relevant Pool               |                 | 6,843  | 3,550  | 3,293              | 163    | 129                    | 2,696  | 2,263                     | 438    | 673    | 203    | 182                                       | 4      | 5                                | 36     | 35                            | 10     | 6      |
| <b>GRADE: SES</b>           |                 |        |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |
| Total Applications Received | #               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
|                             | %               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
| Qualified                   | #               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
|                             | %               | ***    | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
| Selected                    | #               | 21     | 13     | 8                  | 0      | 0                      | 9      | 6                         | 4      | 1      | 0      | 0   | 0      | 1                                | 0      | 0                             | 0      | 0      |

**Table A11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |
|                      | %    | 100.00%         | 61.91% | 38.09% | 00.00%             | 00.00% | 42.86%                 | 28.57% | 19.05%                    | 04.76% | 00.00% | 00.00% | 00.00%                                    | 04.76% | 00.00%                           | 00.00% | 00.00%                        | 00.00% |
| <b>Relevant Pool</b> |      | 28,666          | 17,426 | 11,240 | 926                | 659    | 11,831                 | 6,359  | 820                       | 893    | 3,544  | 3,095  | 36  | 32     | 238                              | 173    | 31                            | 29     |

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 Nature of Action (NOA) codes and Pay Plans included in this report.

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

**Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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  |                               |
| <b>Time-off Awards - 1-9 hours</b> |                 |            |            |                    |           |                        |            |           |            |           |           |         |         |   |         |                                  |         |                               |
| Total Time-off Awards - 1-9 hours  | #               | 15,577     | 6,131      | 9,446              | 1,059     | 1,228                  | 3,877      | 6,161     | 893        | 1,474     | 187       | 420     | 22      | 17  | 75      | 125                              | 18      | 21                            |
|                                    | %               | 99.99%     | 39.36%     | 60.63%             | 06.80%    | 07.88%                 | 24.89%     | 39.55%    | 05.73%     | 09.46%    | 01.20%    | 02.70%  | 00.14%  | 00.11%                                    | 00.48%  | 00.80%                           | 00.12%  | 00.13%                        |
| Total Hours                        | 80,479          | 29,938     | 50,541     | 5,051              | 5,465     | 18,854                 | 34,268     | 4,620     | 7,631      | 895       | 2,265     | 73      | 72      | 381                                       | 718     | 64                               | 122     |                               |
| Average Hours                      | 5.17            | 4.88       | 5.35       | 4.77               | 4.45      | 4.86                   | 5.56       | 5.17      | 5.18       | 4.79      | 5.39      | 3.32    | 4.24    | 5.08                                      | 5.74    | 3.56                             | 5.81    |                               |
| <b>Time-off Awards - 9+ hours</b>  |                 |            |            |                    |           |                        |            |           |            |           |           |         |         |   |         |                                  |         |                               |
| Total Time-off Awards over 9 hours | #               | 3,212      | 1,453      | 1,759              | 620       | 567                    | 606        | 759       | 154        | 323       | 50        | 79      | 3       | 7   | 15      | 18                               | 5       | 6                             |
|                                    | %               | 100.01%    | 45.24%     | 54.77%             | 19.30%    | 17.65%                 | 18.87%     | 23.63%    | 04.79%     | 10.06%    | 01.56%    | 02.46%  | 00.09%  | 00.22%                                    | 00.47%  | 00.56%                           | 00.16%  | 00.19%                        |
| Total Hours                        | 62,709          | 28,509     | 34,200     | 11,796             | 9,812     | 12,008                 | 15,191     | 3,180     | 6,794      | 985       | 1,700     | 62      | 176     | 382                                       | 404     | 96                               | 124     |                               |
| Average Hours                      | 19.52           | 19.62      | 19.44      | 19.03              | 17.31     | 19.82                  | 20.01      | 20.65     | 21.03      | 19.70     | 21.51     | 20.67   | 25.14   | 25.47                                     | 22.44   | 19.20                            | 20.67   |                               |
| <b>Cash Awards - \$100 - \$500</b> |                 |            |            |                    |           |                        |            |           |            |           |           |         |         |   |         |                                  |         |                               |
| Total Cash Awards \$500 and under  | #               | 99,075     | 40,022     | 59,053             | 3,271     | 3,519                  | 23,668     | 35,047    | 10,071     | 15,292    | 1,946     | 3,548   | 173     | 215                                       | 737     | 1,218                            | 156     | 214                           |
|                                    | %               | 99.99%     | 40.39%     | 59.60%             | 03.30%    | 03.55%                 | 23.89%     | 35.37%    | 10.17%     | 15.43%    | 01.96%    | 03.58%  | 00.17%  | 00.22%                                    | 00.74%  | 01.23%                           | 00.16%  | 00.22%                        |
| Total Amount                       | 32,395,701      | 12,705,216 | 19,690,485 | 1,053,486          | 1,191,952 | 7,525,080              | 11,690,522 | 3,093,922 | 4,991,532  | 698,679   | 1,283,092 | 55,052  | 73,083  | 230,419                                   | 392,529 | 48,578                           | 67,775  |                               |
| Average Amount                     | 326.98          | 317.46     | 333.44     | 322.07             | 338.72    | 317.94                 | 333.57     | 307.21    | 326.41     | 359.03    | 361.64    | 318.22  | 339.92  | 312.64                                    | 322.27  | 311.40                           | 316.71  |                               |
| <b>Cash Awards - \$501+</b>        |                 |            |            |                    |           |                        |            |           |            |           |           |         |         |   |         |                                  |         |                               |
| Total Cash Awards \$501 and over   | #               | 135,316    | 50,432     | 84,884             | 4,094     | 5,217                  | 32,244     | 53,367    | 9,820      | 18,897    | 3,278     | 5,806   | 189     | 255                                       | 646     | 1,091                            | 161     | 251                           |
|                                    | %               | 100.03%    | 37.28%     | 62.75%             | 03.03%    | 03.86%                 | 23.83%     | 39.44%    | 07.26%     | 13.97%    | 02.42%    | 04.29%  | 00.14%  | 00.19%                                    | 00.48%  | 00.81%                           | 00.12%  | 00.19%                        |
| Total Amount                       | 123,969,596     | 48,090,344 | 75,879,252 | 3,384,228          | 4,432,320 | 32,334,232             | 48,517,706 | 8,190,744 | 16,136,551 | 3,277,682 | 5,442,871 | 166,712 | 208,006 | 598,705                                   | 919,012 | 138,041                          | 222,786 |                               |

**Table A13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |
| <b>Average Amount</b>                | 916.15          | 953.57  | 893.92 | 826.63             | 849.59 | 1,002.80               | 909.13 | 834.09                    | 853.92 | 999.90 | 937.46 | 882.08                                    | 815.71 | 926.79                           | 842.36 | 857.39                        | 887.59 |        |
| <b>Quality Step Increases (QSIs)</b> |                 |         |        |                    |        |                        |        |                           |        |        |        |   |        |                                  |        |                               |        |        |
| <b>Total QSIs Awarded</b>            | #               | 983     | 425    | 558                | 14     | 33                     | 322    | 371                       | 63     | 120    | 16     | 22  | 2      | 1                                | 7      | 11                            | 1      | 0      |
|                                      | %               | 100.00% | 43.23% | 56.77%             | 01.42% | 03.36%                 | 32.76% | 37.74%                    | 06.41% | 12.21% | 01.63% | 02.24%                                    | 00.20% | 00.10%                           | 00.71% | 01.12%                        | 00.10% | 00.00% |
| <b>Total Benefit</b>                 | ***             | ***     | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |
| <b>Average Benefit</b>               | ***             | ***     | ***    | ***                | ***    | ***                    | ***    | ***                       | ***    | ***    | ***    | ***                                       | ***    | ***                              | ***    | ***                           | ***    | ***    |

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

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

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

**Table A14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Race/Ethnicity and Sex - SEP - FY2018**

| 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 |
| <b>Voluntary</b>         | # | 31,326          | 13,649  | 17,677  | 929                | 970    | 8,287                     | 10,671  | 3,278  | 4,518  | 797                                       | 1,093  | 63                               | 55     | 235                           | 295    | 60     | 75     |
|                          | % | 99.99%          | 43.56%  | 56.43%  | 02.97%             | 03.10% | 26.45%                    | 34.06%  | 10.46% | 14.42% | 02.54%                                    | 03.49% | 00.20%                           | 00.18% | 00.75%                        | 00.94% | 00.19% | 00.24% |
| <b>Involuntary</b>       | # | 3,790           | 2,109   | 1,681   | 148                | 102    | 983                       | 805     | 879    | 674    | 54  | 48     | 4                                | 7      | 32                            | 35     | 9      | 10     |
|                          | % | 99.99%          | 55.65%  | 44.34%  | 03.91%             | 02.69% | 25.94%                    | 21.24%  | 23.19% | 17.78% | 01.42%                                    | 01.27% | 00.11%                           | 00.18% | 00.84%                        | 00.92% | 00.24% | 00.26% |
| <b>Total Separations</b> | # | 35,116          | 15,758  | 19,358  | 1,077              | 1,072  | 9,270                     | 11,476  | 4,157  | 5,192  | 851                                       | 1,141  | 67                               | 62     | 267                           | 330    | 69     | 85     |
|                          | % | 100.01%         | 44.88%  | 55.13%  | 03.07%             | 03.05% | 26.40%                    | 32.68%  | 11.84% | 14.79% | 02.42%                                    | 03.25% | 00.19%                           | 00.18% | 00.76%                        | 00.94% | 00.20% | 00.24% |
| <b>Total Work Force</b>  | # | 369,518         | 147,206 | 222,312 | 11,759             | 13,790 | 86,813                    | 125,985 | 34,482 | 59,286 | 10,855                                    | 18,088 | 629                              | 849    | 2,174                         | 3,468  | 494    | 846    |
|                          | % | 99.99%          | 39.83%  | 60.16%  | 03.18%             | 03.73% | 23.49%                    | 34.09%  | 09.33% | 16.04% | 02.94%                                    | 04.90% | 00.17%                           | 00.23% | 00.59%                        | 00.94% | 00.13% | 00.23% |

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 B1: Total Workforce - by Disability - SEP - FY2018**

| All VA                  | TOTAL | Total by Disability Status |                        |  |                           | Detail for Targeted Disabilities |                                |   |   |  |   |  |   |                                 |  |                  |                                   |         |
|-------------------------|-------|----------------------------|------------------------|--|---------------------------|----------------------------------|--------------------------------|---|---|--|---|--|---|---------------------------------|--|------------------|-----------------------------------|---------|
|                         |       | [04,05]<br>No Disability   | [01]<br>Not Identified | [02-03,<br>06-98]<br>Reportable Disability | Total Targeted Disability | [02]<br>Developmental Disability | [03]<br>Traumatic Brain Injury | [16-19]<br>Deaf or Serious Difficulty Hearing | [20-21,<br>23,25]<br>Blind or Serious Difficulty Seeing | [26,28,<br>30-38]<br>Missing Extremities | [40]<br>Significant Mobility Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or Complete Paralysis | [82]<br>Epilepsy or Other Seizure Disorders | [90]<br>Intellectual Disability | [91]<br>Significant Psychiatric Disorder | [92]<br>Dwarfism | [93]<br>Significant Disfigurement |         |
| <b>TOTAL</b>            |       |                            |                        |  |                           |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |         |
| FY 2017                 | #     | 377,627                    | 312,777                | 11,740                                     | 53,110                    | <b>9,399</b>                     | 8                              | 48  | 477   | 489                                      | 283                                     | 557  | 1,079                                       | 706                             | 310                                      | 5,089            | 87                                | 266     |
|                         | %     | 100.00%                    | 82.83%                 | 03.11%                                     | 14.06%                    | <b>02.49%</b>                    | 00.00%                         | 00.01%  | 00.13%  | 00.13%                                   | 00.07%                                  | 00.15%   | 00.29%                                      | 00.19%                          | 00.08%                                   | 01.35%           | 00.02%                            | 00.07%  |
| FY 2018                 | #     | 389,917                    | 322,094                | 13,976                                     | 53,847                    | <b>9,892</b>                     | 24                             | 191   | 626   | 478                                      | 272                                     | 570  | 985   | 690                             | 292                                      | 5,432            | 83                                | 249     |
|                         | %     | 100.00%                    | 82.61%                 | 03.58%                                     | 13.81%                    | <b>02.54%</b>                    | 00.01%                         | 00.05%  | 00.16%  | 00.12%                                   | 00.07%                                  | 00.15%   | 00.25%                                      | 00.18%                          | 00.07%                                   | 01.39%           | 00.02%                            | 00.06%  |
| Difference              | #     | 12,290                     | 9,317                  | 2,236                                      | 737                       | <b>493</b>                       | 16                             | 143   | 149   | -11                                      | -11                                     | 13   | -94   | -16                             | -18                                      | 343              | -4                                | -17     |
| Ratio Change            | %     | 00.00%                     | -00.22%                | 00.47%                                     | -00.25%                   | <b>00.05%</b>                    | 00.01%                         | 00.04%  | 00.03%  | -00.01%                                  | 00.00%                                  | 00.00%   | -00.04%                                     | -00.01%                         | -00.01%                                  | 00.04%           | 00.00%                            | -00.01% |
| Net Change              | %     | 03.25%                     | 02.98%                 | 19.05%                                     | 01.39%                    | <b>05.25%</b>                    | 200.00%                        | 297.92%                                       | 31.24%  | -02.25%                                  | -03.89%                                 | 02.33%   | -08.71%                                     | -02.27%                         | -05.81%                                  | 06.74%           | -04.60%                           | -06.39% |
| Federal High            | %     |                            |                        |  |                           | <b>02.67%</b>                    |                                |   |   |  |   |  |   |                                 |  |                  |                                   |         |
| <b>PERMANENT</b>        |       |                            |                        |  |                           |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |         |
| FY 2017                 | #     | 355,536                    | 293,837                | 11,064                                     | 50,635                    | <b>8,852</b>                     | 2                              | 39  | 451   | 464                                      | 274                                     | 517  | 1,040                                       | 665                             | 285                                      | 4,773            | 82                                | 260     |
|                         | %     | 100.00%                    | 82.65%                 | 03.11%                                     | 14.24%                    | <b>02.49%</b>                    | 00.00%                         | 00.01%  | 00.13%  | 00.13%                                   | 00.08%                                  | 00.15%   | 00.29%                                      | 00.19%                          | 00.08%                                   | 01.34%           | 00.02%                            | 00.07%  |
| FY 2018                 | #     | 367,110                    | 302,754                | 13,010                                     | 51,346                    | <b>9,279</b>                     | 15                             | 165   | 588   | 458                                      | 262                                     | 531  | 955   | 643                             | 271                                      | 5,072            | 79                                | 240     |
|                         | %     | 100.00%                    | 82.47%                 | 03.54%                                     | 13.99%                    | <b>02.53%</b>                    | 00.00%                         | 00.04%  | 00.16%  | 00.12%                                   | 00.07%                                  | 00.14%   | 00.26%                                      | 00.18%                          | 00.07%                                   | 01.38%           | 00.02%                            | 00.07%  |
| Difference              | #     | 11,574                     | 8,917                  | 1,946                                      | 711                       | <b>427</b>                       | 13                             | 126   | 137   | -6                                       | -12                                     | 14   | -85   | -22                             | -14                                      | 299              | -3                                | -20     |
| Ratio Change            | %     | 00.00%                     | -00.18%                | 00.43%                                     | -00.25%                   | <b>00.04%</b>                    | 00.00%                         | 00.03%  | 00.03%  | -00.01%                                  | -00.01%                                 | -00.01%  | -00.03%                                     | -00.01%                         | -00.01%                                  | 00.04%           | 00.00%                            | 00.00%  |
| Net Change              | %     | 03.26%                     | 03.03%                 | 17.59%                                     | 01.40%                    | <b>04.82%</b>                    | 650.00%                        | 323.08%                                       | 30.38%  | -01.29%                                  | -04.38%                                 | 02.71%   | -08.17%                                     | -03.31%                         | -04.91%                                  | 06.26%           | -03.66%                           | -07.69% |
| <b>TEMPORARY</b>        |       |                            |                        |  |                           |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |         |
| FY 2017                 | #     | 18,374                     | 15,719                 | 563  | 2,092                     | <b>474</b>                       | 4                              | 9   | 22  | 19                                       | 6                                       | 36   | 34  | 29                              | 17                                       | 289              | 4                                 | 5       |
|                         | %     | 100.00%                    | 85.55%                 | 03.06%                                     | 11.39%                    | <b>02.58%</b>                    | 00.02%                         | 00.05%  | 00.12%  | 00.10%                                   | 00.03%                                  | 00.20%   | 00.19%                                      | 00.16%                          | 00.09%                                   | 01.57%           | 00.02%                            | 00.03%  |
| FY 2018                 | #     | 19,128                     | 16,169                 | 845  | 2,114                     | <b>536</b>                       | 4                              | 24  | 30  | 15                                       | 9                                       | 38   | 25  | 37                              | 13                                       | 331              | 3                                 | 7       |
|                         | %     | 100.00%                    | 84.53%                 | 04.42%                                     | 11.05%                    | <b>02.80%</b>                    | 00.02%                         | 00.13%  | 00.16%  | 00.08%                                   | 00.05%                                  | 00.20%   | 00.13%                                      | 00.19%                          | 00.07%                                   | 01.73%           | 00.02%                            | 00.04%  |
| Difference              | #     | 754                        | 450                    | 282  | 22                        | <b>62</b>                        | 0                              | 15  | 8   | -4                                       | 3                                       | 2  | -9  | 8                               | -4                                       | 42               | -1                                | 2       |
| Ratio Change            | %     | 00.00%                     | -01.02%                | 01.36%                                     | -00.34%                   | <b>00.22%</b>                    | 00.00%                         | 00.08%  | 00.04%  | -00.02%                                  | 00.02%                                  | 00.00%   | -00.06%                                     | 00.03%                          | -00.02%                                  | 00.16%           | 00.00%                            | 00.01%  |
| Net Change              | %     | 04.10%                     | 02.86%                 | 50.09%                                     | 01.05%                    | <b>13.08%</b>                    | 00.00%                         | 166.67%                                       | 36.36%  | -21.05%                                  | 50.00%                                  | 05.56%   | -26.47%                                     | 27.59%                          | -23.53%                                  | 14.53%           | -25.00%                           | 40.00%  |
| <b>NON-APPROPRIATED</b> |       |                            |                        |  |                           |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |         |
| FY 2017                 | #     | 3,717                      | 3,221                  | 113  | 383                       | <b>73</b>                        | 2                              | 0   | 4   | 6  | 3                                       | 4  | 5   | 12                              | 8  | 27               | 1                                 | 1       |

**Table B1: Total Workforce - by Disability - SEP - FY2018**

| All VA       | TOTAL | Total by Disability Status |                        |  | Detail for Targeted Disabilities |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |         |
|--------------|-------|----------------------------|------------------------|--|----------------------------------|----------------------------------|--------------------------------|---|---|--|---|--|---|---------------------------------|--|------------------|-----------------------------------|---------|
|              |       | [04,05]<br>No Disability   | [01]<br>Not Identified | [02-03,<br>06-98]<br>Reportable Disability | Total Targeted Disability        | [02]<br>Developmental Disability | [03]<br>Traumatic Brain Injury | [16-19]<br>Deaf or Serious Difficulty Hearing | [20-21,<br>23,25]<br>Blind or Serious Difficulty Seeing | [26,28,<br>30-38]<br>Missing Extremities | [40]<br>Significant Mobility Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or Complete Paralysis | [82]<br>Epilepsy or Other Seizure Disorders | [90]<br>Intellectual Disability | [91]<br>Significant Psychiatric Disorder | [92]<br>Dwarfism | [93]<br>Significant Disfigurement |         |
|              | %     | 100.00%                    | 86.66%                 | 03.04%                                     | 10.30%                           | <b>01.96%</b>                    | 00.05%                         | 00.00%  | 00.11%  | 00.16%                                   | 00.08%                                  | 00.11%   | 00.13%                                      | 00.32%                          | 00.22%                                   | 00.73%           | 00.03%                            | 00.03%  |
| FY 2018      | #     | 3,679                      | 3,171                  | 121  | 387                              | <b>77</b>                        | 5                              | 2   | 8   | 5  | 1                                       | 1  | 5   | 10                              | 8  | 29               | 1                                 | 2       |
|              | %     | 100.00%                    | 86.19%                 | 03.29%                                     | 10.52%                           | <b>02.09%</b>                    | 00.14%                         | 00.05%  | 00.22%  | 00.14%                                   | 00.03%                                  | 00.03%   | 00.14%                                      | 00.27%                          | 00.22%                                   | 00.79%           | 00.03%                            | 00.05%  |
| Difference   | #     | -38                        | -50                    | 8  | 4                                | <b>4</b>                         | 3                              | 2   | 4   | -1                                       | -2                                      | -3   | 0   | -2                              | 0  | 2                | 0                                 | 1       |
| Ratio Change | %     | 00.00%                     | -00.47%                | 00.25%                                     | 00.22%                           | <b>00.13%</b>                    | 00.09%                         | 00.05%  | 00.11%  | -00.02%                                  | -00.05%                                 | -00.08%  | 00.01%                                      | -00.05%                         | 00.00%                                   | 00.06%           | 00.00%                            | 00.02%  |
| Net Change   | %     | -01.02%                    | -01.55%                | 07.08%                                     | 01.04%                           | <b>05.48%</b>                    | 150.00%                        | 00.00%  | 100.00%   | -16.67%                                  | -66.67%                                 | -75.00%  | 00.00%                                      | -16.67%                         | 00.00%                                   | 07.41%           | 00.00%                            | 100.00% |

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

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

Ratio Change - Simple subtraction of current fiscal year % from prior fiscal year %. This is the standard VA measure of change of representation and is named 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 B2: TOTAL WORKFORCE BY COMPONENT - Permanent Workforce - by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |  |
| <b>TOTAL</b>             | # | 370,213 | 305,428                    | 13,106              | 51,679                               | <b>9,350</b>                     | 20                            | 167                         | 595  | 463   | 262                                | 532                                  | 959   | 652                                      | 279                          | 5,099                                 | 80            | 242                            |  |
|                          | % | 100.00% | 82.50%                     | 03.54%              | 13.96%                               | <b>02.53%</b>                    | 00.01%                        | 00.05%                      | 00.16%                                     | 00.13%  | 00.07%                             | 00.14%                               | 00.26%  | 00.18%                                   | 00.08%                       | 01.38%                                | 00.02%        | 00.07%                         |  |
| <b>Federal High</b>      | % |         |                            |                     |                                      | <b>02.27%</b>                    |                               |                             |  |   |                                    |                                      |   |  |                              |                                       |               |                                |  |
| <b>VHA</b>               | # | 332,915 | 278,374                    | 10,789              | 43,752                               | <b>8,133</b>                     | 17                            | 134                         | 508  | 403   | 225                                | 447                                  | 778   | 573                                      | 267                          | 4,504                                 | 69            | 208                            |  |
|                          | % | 100.00% | 83.62%                     | 03.24%              | 13.14%                               | <b>02.44%</b>                    | 00.01%                        | 00.04%                      | 00.15%                                     | 00.12%  | 00.07%                             | 00.13%                               | 00.23%  | 00.17%                                   | 00.08%                       | 01.35%                                | 00.02%        | 00.06%                         |  |
| <b>VBA</b>               | # | 22,830  | 15,815                     | 1,552               | 5,463                                | <b>851</b>                       | 2                             | 30                          | 66   | 34  | 23                                 | 59                                   | 122   | 48                                       | 7                            | 425                                   | 7             | 28                             |  |
|                          | % | 100.00% | 69.27%                     | 06.80%              | 23.93%                               | <b>03.73%</b>                    | 00.01%                        | 00.13%                      | 00.29%                                     | 00.15%  | 00.10%                             | 00.26%                               | 00.53%  | 00.21%                                   | 00.03%                       | 01.86%                                | 00.03%        | 00.12%                         |  |
| <b>NCA</b>               | # | 1,826   | 1,282                      | 112                 | 432                                  | <b>66</b>                        | 0                             | 0                           | 2  | 2   | 3                                  | 7                                    | 8   | 4  | 1                            | 39                                    | 0             | 0                              |  |
|                          | % | 100.00% | 70.21%                     | 06.13%              | 23.66%                               | <b>03.61%</b>                    | 00.00%                        | 00.00%                      | 00.11%                                     | 00.11%  | 00.16%                             | 00.38%                               | 00.44%  | 00.22%                                   | 00.05%                       | 02.14%                                | 00.00%        | 00.00%                         |  |
| <b>STAFF OFFICES</b>     | # | 12,642  | 9,957                      | 653                 | 2,032                                | <b>300</b>                       | 1                             | 3                           | 19   | 24  | 11                                 | 19                                   | 51  | 27                                       | 4                            | 131                                   | 4             | 6                              |  |
|                          | % | 100.00% | 78.76%                     | 05.17%              | 16.07%                               | <b>02.37%</b>                    | 00.01%                        | 00.02%                      | 00.15%                                     | 00.19%  | 00.09%                             | 00.15%                               | 00.40%  | 00.21%                                   | 00.03%                       | 01.04%                                | 00.03%        | 00.05%                         |  |

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



**Table B3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Disability- SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
| Executive/Senior Level Officials and Managers | #     | 1,326                      | 1,143               | 52                                   | 131                              | 19                            | 0                           | 1  | 1   | 3                                  | 2                                    | 0   | 3  | 4                            | 0                                     | 5             | 0                              | 0      |
|   | %     | 100.00%                    | 86.20%              | 03.92%                               | 09.88%                           | 01.43%                        | 00.00%                      | 00.08%                                     | 00.08%  | 00.23%                             | 00.15%                               | 00.00%  | 00.23%                                   | 00.30%                       | 00.00%                                | 00.38%        | 00.00%                         | 00.00% |
| Mid-Level Officials and Managers              | #     | 8,737                      | 7,302               | 338                                  | 1,097                            | 151                           | 0                           | 1  | 6   | 14                                 | 14                                   | 11  | 34                                       | 9                            | 0                                     | 54            | 2                              | 6      |
|   | %     | 100.00%                    | 83.58%              | 03.87%                               | 12.56%                           | 01.73%                        | 00.00%                      | 00.01%                                     | 00.07%  | 00.16%                             | 00.16%                               | 00.13%  | 00.39%                                   | 00.10%                       | 00.00%                                | 00.62%        | 00.02%                         | 00.07% |
| First-Level Officials and Managers            | #     | 35,500                     | 26,218              | 2,012                                | 7,270                            | 1,194                         | 2                           | 36   | 50  | 36                                 | 38                                   | 69  | 139                                      | 75                           | 16                                    | 692           | 10                             | 31     |
|   | %     | 100.00%                    | 73.85%              | 05.67%                               | 20.48%                           | 03.36%                        | 00.01%                      | 00.10%                                     | 00.14%  | 00.10%                             | 00.11%                               | 00.19%  | 00.39%                                   | 00.21%                       | 00.05%                                | 01.95%        | 00.03%                         | 00.09% |
| <b>TOTAL Officials and Managers</b>           | #     | 45,563                     | 34,663              | 2,402                                | 8,498                            | 1,364                         | 2                           | 38   | 57  | 53                                 | 54                                   | 80  | 176                                      | 88                           | 16                                    | 751           | 12                             | 37     |
|   | %     | 100.00%                    | 76.08%              | 05.27%                               | 18.65%                           | 02.99%                        | 00.00%                      | 00.08%                                     | 00.13%  | 00.12%                             | 00.12%                               | 00.18%  | 00.39%                                   | 00.19%                       | 00.04%                                | 01.65%        | 00.03%                         | 00.08% |
| <b>Professionals</b>                          | #     | 166,747                    | 148,210             | 4,349                                | 14,188                           | 1,940                         | 5                           | 28   | 90  | 161                                | 72                                   | 160   | 264                                      | 183                          | 13                                    | 869           | 21                             | 74     |
|   | %     | 100.00%                    | 88.88%              | 02.61%                               | 08.51%                           | 01.16%                        | 00.00%                      | 00.02%                                     | 00.05%  | 00.10%                             | 00.04%                               | 00.10%  | 00.16%                                   | 00.11%                       | 00.01%                                | 00.52%        | 00.01%                         | 00.04% |
| <b>Technicians</b>                            | #     | 41,151                     | 35,575              | 1,034                                | 4,542                            | 781                           | 1                           | 4  | 42  | 31                                 | 34                                   | 42  | 69                                       | 89                           | 7                                     | 435           | 4                              | 23     |
|   | %     | 100.00%                    | 86.45%              | 02.51%                               | 11.04%                           | 01.90%                        | 00.00%                      | 00.01%                                     | 00.10%  | 00.08%                             | 00.08%                               | 00.10%  | 00.17%                                   | 00.22%                       | 00.02%                                | 01.06%        | 00.01%                         | 00.06% |
| <b>Sales Workers</b>                          | #     | 726                        | 592                 | 21                                   | 113                              | 22                            | 0                           | 1  | 4   | 1                                  | 1                                    | 0   | 1  | 1                            | 0                                     | 12            | 0                              | 1      |
|   | %     | 100.00%                    | 81.54%              | 02.89%                               | 15.56%                           | 03.03%                        | 00.00%                      | 00.14%                                     | 00.55%  | 00.14%                             | 00.14%                               | 00.00%  | 00.14%                                   | 00.14%                       | 00.00%                                | 01.65%        | 00.00%                         | 00.14% |
| <b>Office and Clerical</b>                    | #     | 57,599                     | 41,862              | 2,714                                | 13,023                           | 2,552                         | 6                           | 46   | 205   | 123                                | 55                                   | 178   | 272                                      | 165                          | 75                                    | 1,342         | 30                             | 55     |
|   | %     | 100.00%                    | 72.68%              | 04.71%                               | 22.61%                           | 04.43%                        | 00.01%                      | 00.08%                                     | 00.36%  | 00.21%                             | 00.10%                               | 00.31%  | 00.47%                                   | 00.29%                       | 00.13%                                | 02.33%        | 00.05%                         | 00.10% |
| <b>Craft Workers</b>                          | #     | 6,999                      | 5,187               | 351                                  | 1,461                            | 282                           | 0                           | 3  | 25  | 4                                  | 7                                    | 7   | 35                                       | 12                           | 3                                     | 174           | 1                              | 11     |
|   | %     | 100.00%                    | 74.11%              | 05.02%                               | 20.87%                           | 04.03%                        | 00.00%                      | 00.04%                                     | 00.36%  | 00.06%                             | 00.10%                               | 00.10%  | 00.50%                                   | 00.17%                       | 00.04%                                | 02.49%        | 00.01%                         | 00.16% |
| <b>Operatives</b>                             | #     | 4,174                      | 2,886               | 210                                  | 1,078                            | 284                           | 0                           | 4  | 15  | 3                                  | 2                                    | 2   | 14                                       | 14                           | 35                                    | 186           | 2                              | 7      |
|   | %     | 100.00%                    | 69.14%              | 05.03%                               | 25.83%                           | 06.80%                        | 00.00%                      | 00.10%                                     | 00.36%  | 00.07%                             | 00.05%                               | 00.05%  | 00.34%                                   | 00.34%                       | 00.84%                                | 04.46%        | 00.05%                         | 00.17% |
| <b>Laborers</b>                               | #     | 1,092                      | 732                 | 61                                   | 299                              | 69                            | 1                           | 0  | 1   | 1                                  | 1                                    | 2   | 7  | 4                            | 4                                     | 48            | 0                              | 0      |
|   | %     | 100.00%                    | 67.03%              | 05.59%                               | 27.38%                           | 06.32%                        | 00.09%                      | 00.00%                                     | 00.09%  | 00.09%                             | 00.09%                               | 00.18%  | 00.64%                                   | 00.37%                       | 00.37%                                | 04.40%        | 00.00%                         | 00.00% |
| <b>Service Workers</b>                        | #     | 46,128                     | 35,693              | 1,964                                | 8,471                            | 2,054                         | 5                           | 43   | 156   | 86                                 | 36                                   | 61  | 120                                      | 96                           | 126                                   | 1,281         | 10                             | 34     |
|   | %     | 100.00%                    | 77.38%              | 04.26%                               | 18.36%                           | 04.45%                        | 00.01%                      | 00.09%                                     | 00.34%  | 00.19%                             | 00.08%                               | 00.13%  | 00.26%                                   | 00.21%                       | 00.27%                                | 02.78%        | 00.02%                         | 00.07% |
| <b>TOTAL WORKFORCE</b>                        | #     | 370,179                    | 305,400             | 13,106                               | 51,673                           | 9,348                         | 20                          | 167  | 595   | 463                                | 262                                  | 532   | 958                                      | 652                          | 279                                   | 5,098         | 80                             | 242    |
|   | %     | 100.00%                    | 82.50%              | 03.54%                               | 13.96%                           | 02.53%                        | 00.01%                      | 00.05%                                     | 00.16%  | 00.13%                             | 00.07%                               | 00.14%  | 00.26%                                   | 00.18%                       | 00.08%                                | 01.38%        | 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.

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

**Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability- SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
| GS - 1  | #     | 10                         | 4                   | 0                                    | 6                         | 3                                | 0                           | 0  | 1   | 0                                  | 0                                    | 0   | 1  | 0                            | 1                                     | 0             | 0                              | 0      |
|         | %     | 100.00%                    | 40.00%              | 00.00%                               | 60.00%                    | 30.00%                           | 00.00%                      | 00.00%                                     | 10.00%  | 00.00%                             | 00.00%                               | 00.00%  | 10.00%                                   | 00.00%                       | 10.00%                                | 00.00%        | 00.00%                         | 00.00% |
| GS - 2  | #     | 78                         | 49                  | 7                                    | 22                        | 8                                | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 1  | 1                            | 3                                     | 2             | 1                              | 0      |
|         | %     | 100.00%                    | 62.82%              | 08.97%                               | 28.21%                    | 10.26%                           | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 01.28%                                   | 01.28%                       | 03.85%                                | 02.56%        | 01.28%                         | 00.00% |
| GS - 3  | #     | 843                        | 573                 | 41                                   | 229                       | 82                               | 0                           | 2  | 5   | 3                                  | 2                                    | 5   | 5  | 3                            | 18                                    | 39            | 0                              | 0      |
|         | %     | 100.00%                    | 67.97%              | 04.86%                               | 27.16%                    | 09.73%                           | 00.00%                      | 00.24%                                     | 00.59%  | 00.36%                             | 00.24%                               | 00.59%  | 00.59%                                   | 00.36%                       | 02.14%                                | 04.63%        | 00.00%                         | 00.00% |
| GS - 4  | #     | 4,343                      | 3,057               | 207                                  | 1,079                     | 299                              | 0                           | 1  | 40  | 19                                 | 3                                    | 8   | 18                                       | 16                           | 18                                    | 169           | 2                              | 5      |
|         | %     | 100.00%                    | 70.39%              | 04.77%                               | 24.84%                    | 06.88%                           | 00.00%                      | 00.02%                                     | 00.92%  | 00.44%                             | 00.07%                               | 00.18%  | 00.41%                                   | 00.37%                       | 00.41%                                | 03.89%        | 00.05%                         | 00.12% |
| GS - 5  | #     | 28,895                     | 23,053              | 1,177                                | 4,665                     | 967                              | 5                           | 32   | 76  | 60                                 | 14                                   | 58  | 71                                       | 63                           | 23                                    | 529           | 15                             | 21     |
|         | %     | 100.00%                    | 79.78%              | 04.07%                               | 16.14%                    | 03.35%                           | 00.02%                      | 00.11%                                     | 00.26%  | 00.21%                             | 00.05%                               | 00.20%  | 00.25%                                   | 00.22%                       | 00.08%                                | 01.83%        | 00.05%                         | 00.07% |
| GS - 6  | #     | 52,271                     | 41,770              | 1,970                                | 8,531                     | 1,385                            | 2                           | 25   | 106   | 66                                 | 36                                   | 91  | 147                                      | 124                          | 25                                    | 713           | 11                             | 39     |
|         | %     | 100.00%                    | 79.91%              | 03.77%                               | 16.32%                    | 02.65%                           | 00.00%                      | 00.05%                                     | 00.20%  | 00.13%                             | 00.07%                               | 00.17%  | 00.28%                                   | 00.24%                       | 00.05%                                | 01.36%        | 00.02%                         | 00.07% |
| GS - 7  | #     | 21,623                     | 16,631              | 1,034                                | 3,958                     | 704                              | 1                           | 17   | 31  | 31                                 | 24                                   | 49  | 76                                       | 48                           | 12                                    | 391           | 7                              | 17     |
|         | %     | 100.00%                    | 76.91%              | 04.78%                               | 18.30%                    | 03.26%                           | 00.00%                      | 00.08%                                     | 00.14%  | 00.14%                             | 00.11%                               | 00.23%  | 00.35%                                   | 00.22%                       | 00.06%                                | 01.81%        | 00.03%                         | 00.08% |
| GS - 8  | #     | 22,603                     | 19,663              | 649                                  | 2,291                     | 309                              | 0                           | 5  | 15  | 12                                 | 10                                   | 29  | 24                                       | 33                           | 2                                     | 167           | 2                              | 10     |
|         | %     | 100.00%                    | 86.99%              | 02.87%                               | 10.14%                    | 01.37%                           | 00.00%                      | 00.02%                                     | 00.07%  | 00.05%                             | 00.04%                               | 00.13%  | 00.11%                                   | 00.15%                       | 00.01%                                | 00.74%        | 00.01%                         | 00.04% |
| GS - 9  | #     | 21,172                     | 16,227              | 974                                  | 3,971                     | 803                              | 2                           | 23   | 34  | 20                                 | 18                                   | 44  | 79                                       | 39                           | 14                                    | 503           | 5                              | 22     |
|         | %     | 100.00%                    | 76.64%              | 04.60%                               | 18.76%                    | 03.79%                           | 00.01%                      | 00.11%                                     | 00.16%  | 00.09%                             | 00.09%                               | 00.21%  | 00.37%                                   | 00.18%                       | 00.07%                                | 02.38%        | 00.02%                         | 00.10% |
| GS - 10 | #     | 5,091                      | 3,743               | 245                                  | 1,103                     | 158                              | 0                           | 0  | 5   | 1                                  | 4                                    | 13  | 24                                       | 20                           | 3                                     | 83            | 0                              | 5      |
|         | %     | 100.00%                    | 73.52%              | 04.81%                               | 21.67%                    | 03.10%                           | 00.00%                      | 00.00%                                     | 00.10%  | 00.02%                             | 00.08%                               | 00.26%  | 00.47%                                   | 00.39%                       | 00.06%                                | 01.63%        | 00.00%                         | 00.10% |
| GS - 11 | #     | 68,988                     | 59,408              | 2,001                                | 7,579                     | 1,072                            | 2                           | 9  | 45  | 85                                 | 36                                   | 81  | 129                                      | 79                           | 7                                     | 552           | 13                             | 34     |
|         | %     | 100.00%                    | 86.11%              | 02.90%                               | 10.99%                    | 01.55%                           | 00.00%                      | 00.01%                                     | 00.07%  | 00.12%                             | 00.05%                               | 00.12%  | 00.19%                                   | 00.11%                       | 00.01%                                | 00.80%        | 00.02%                         | 00.05% |
| GS - 12 | #     | 32,318                     | 27,353              | 1,022                                | 3,943                     | 617                              | 0                           | 8  | 31  | 45                                 | 36                                   | 51  | 93                                       | 49                           | 4                                     | 271           | 6                              | 23     |
|         | %     | 100.00%                    | 84.64%              | 03.16%                               | 12.20%                    | 01.91%                           | 00.00%                      | 00.02%                                     | 00.10%  | 00.14%                             | 00.11%                               | 00.16%  | 00.29%                                   | 00.15%                       | 00.01%                                | 00.84%        | 00.02%                         | 00.07% |
| GS - 13 | #     | 42,531                     | 37,804              | 1,125                                | 3,602                     | 420                              | 1                           | 3  | 17  | 38                                 | 27                                   | 33  | 78                                       | 55                           | 0                                     | 142           | 4                              | 22     |
|         | %     | 100.00%                    | 88.89%              | 02.65%                               | 08.47%                    | 00.99%                           | 00.00%                      | 00.01%                                     | 00.04%  | 00.09%                             | 00.06%                               | 00.08%  | 00.18%                                   | 00.13%                       | 00.00%                                | 00.33%        | 00.01%                         | 00.05% |
| GS - 14 | #     | 7,852                      | 6,882               | 261                                  | 709                       | 88                               | 0                           | 0  | 5   | 9                                  | 9                                    | 7   | 22                                       | 5                            | 0                                     | 24            | 4                              | 3      |



**Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Permanent Workforce - by Disability- SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
|              | %     | 100.00%                    | 87.65%              | 03.32%                               | 09.03%                           | <b>01.12%</b>                 | 00.00%                      | 00.00%                                     | 00.06%  | 00.11%                             | 00.11%                               | 00.09%  | 00.28%                                   | 00.06%                       | 00.00%                                | 00.31%        | 00.05%                         | 00.04% |
| GS - 15      | #     | 28,953                     | 26,797              | 689                                  | 1,467                            | <b>154</b>                    | 0                           | 1  | 6   | 8                                  | 11                                   | 14  | 50                                       | 21                           | 0                                     | 36            | 1                              | 6      |
|              | %     | 100.00%                    | 92.55%              | 02.38%                               | 05.07%                           | <b>00.53%</b>                 | 00.00%                      | 00.00%                                     | 00.02%  | 00.03%                             | 00.04%                               | 00.05%  | 00.17%                                   | 00.07%                       | 00.00%                                | 00.12%        | 00.00%                         | 00.02% |
| All Other GS | #     | 156                        | 129                 | 12                                   | 15                               | <b>4</b>                      | 0                           | 0  | 1   | 0                                  | 0                                    | 0   | 1  | 0                            | 0                                     | 2             | 0                              | 0      |
|              | %     | 100.00%                    | 82.69%              | 07.69%                               | 09.62%                           | <b>02.56%</b>                 | 00.00%                      | 00.00%                                     | 00.64%  | 00.00%                             | 00.00%                               | 00.00%  | 00.64%                                   | 00.00%                       | 00.00%                                | 01.28%        | 00.00%                         | 00.00% |
| SES          | #     | 345                        | 307                 | 10                                   | 28                               | <b>3</b>                      | 0                           | 0  | 0   | 0                                  | 1                                    | 0   | 1  | 0                            | 0                                     | 1             | 0                              | 0      |
|              | %     | 100.00%                    | 88.99%              | 02.90%                               | 08.12%                           | <b>00.87%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.29%                               | 00.00%  | 00.29%                                   | 00.00%                       | 00.00%                                | 00.29%        | 00.00%                         | 00.00% |
| TOTAL        | #     | 338,072                    | 283,450             | 11,424                               | 43,198                           | <b>7,076</b>                  | 13                          | 126  | 418   | 397                                | 231                                  | 483   | 820                                      | 556                          | 130                                   | 3,624         | 71                             | 207    |
|              | %     | 100.00%                    | 83.84%              | 03.38%                               | 12.78%                           | <b>02.09%</b>                 | 00.00%                      | 00.04%                                     | 00.12%  | 00.12%                             | 00.07%                               | 00.14%  | 00.24%                                   | 00.16%                       | 00.04%                                | 01.07%        | 00.02%                         | 00.06% |

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 - Temporary Workforce - by Disability- SEP - FY2018**

| All VA  | TOTAL | Total by Disability Status  |                           |   |                                 | Detail for Targeted Disabilities    |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |        |
|---------|-------|-----------------------------|---------------------------|---|---------------------------------|-------------------------------------|--------------------------------------|--|--|---|---|--|--|------------------------------------|--|------------------|--------------------------------------|--------|
|         |       | [04,05]<br>No<br>Disability | [01]<br>Not<br>Identified | [02-03,<br>06-98]<br>Reportable<br>Disability | Total<br>Targeted<br>Disability | [02]<br>Developmental<br>Disability | [03]<br>Traumatic<br>Brain<br>Injury | [16-19]<br>Deaf or<br>Serious<br>Difficulty<br>Hearing | [20-21,<br>23,25]<br>Blind or<br>Serious<br>Difficulty<br>Seeing | [26,28,<br>30-38]<br>Missing<br>Extremities | [40]<br>Significant<br>Mobility<br>Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or<br>Complete<br>Paralysis | [82]<br>Epilepsy<br>or Other<br>Seizure<br>Disorders | [90]<br>Intellectual<br>Disability | [91]<br>Significant<br>Psychiatric<br>Disorder | [92]<br>Dwarfism | [93]<br>Significant<br>Disfigurement |        |
| GS - 1  | #     | 11                          | 11                        | 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% |
| GS - 2  | #     | 36                          | 33                        | 0   | 3                               | 2                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 1  | 1                | 0                                    | 0      |
|         | %     | 100.00%                     | 91.67%                    | 00.00%  | 08.33%                          | 05.56%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.00%                             | 02.78%   | 02.78%           | 00.00%                               | 00.00% |
| GS - 3  | #     | 90                          | 70                        | 3   | 17                              | 5                                   | 0                                    | 0  | 1  | 0   | 0   | 1  | 0  | 0                                  | 0  | 3                | 0                                    | 0      |
|         | %     | 100.00%                     | 77.78%                    | 03.33%  | 18.89%                          | 05.56%                              | 00.00%                               | 00.00%   | 01.11%   | 00.00%                                      | 00.00%  | 01.11%   | 00.00%   | 00.00%                             | 00.00%   | 03.33%           | 00.00%                               | 00.00% |
| GS - 4  | #     | 592                         | 474                       | 34  | 84                              | 23                                  | 1                                    | 2  | 1  | 0   | 0   | 2  | 1  | 1                                  | 1  | 14               | 0                                    | 0      |
|         | %     | 100.00%                     | 80.07%                    | 05.74%  | 14.19%                          | 03.89%                              | 00.17%                               | 00.34%   | 00.17%   | 00.00%                                      | 00.00%  | 00.34%   | 00.17%   | 00.17%                             | 00.17%   | 02.36%           | 00.00%                               | 00.00% |
| GS - 5  | #     | 1,379                       | 1,043                     | 77  | 259                             | 86                                  | 0                                    | 6  | 0  | 1   | 1   | 6  | 4  | 6                                  | 1  | 61               | 0                                    | 0      |
|         | %     | 100.00%                     | 75.63%                    | 05.58%  | 18.78%                          | 06.24%                              | 00.00%                               | 00.44%   | 00.00%   | 00.07%                                      | 00.07%  | 00.44%   | 00.29%   | 00.44%                             | 00.07%   | 04.42%           | 00.00%                               | 00.00% |
| GS - 6  | #     | 717                         | 488                       | 45  | 184                             | 46                                  | 0                                    | 2  | 0  | 1   | 0   | 4  | 2  | 1                                  | 0  | 34               | 1                                    | 1      |
|         | %     | 100.00%                     | 68.06%                    | 06.28%  | 25.66%                          | 06.42%                              | 00.00%                               | 00.28%   | 00.00%   | 00.14%                                      | 00.00%  | 00.56%   | 00.28%   | 00.14%                             | 00.00%   | 04.74%           | 00.14%                               | 00.14% |
| GS - 7  | #     | 843                         | 610                       | 67  | 166                             | 37                                  | 0                                    | 4  | 1  | 1   | 0   | 3  | 2  | 2                                  | 0  | 23               | 1                                    | 0      |
|         | %     | 100.00%                     | 72.36%                    | 07.95%  | 19.69%                          | 04.39%                              | 00.00%                               | 00.47%   | 00.12%   | 00.12%                                      | 00.00%  | 00.36%   | 00.24%   | 00.24%                             | 00.00%   | 02.73%           | 00.12%                               | 00.00% |
| GS - 8  | #     | 784                         | 699                       | 23  | 62                              | 12                                  | 0                                    | 0  | 0  | 1   | 0   | 1  | 0  | 1                                  | 1  | 8                | 0                                    | 0      |
|         | %     | 100.00%                     | 89.16%                    | 02.93%  | 07.91%                          | 01.53%                              | 00.00%                               | 00.00%   | 00.00%   | 00.13%                                      | 00.00%  | 00.13%   | 00.00%   | 00.13%                             | 00.13%   | 01.02%           | 00.00%                               | 00.00% |
| GS - 9  | #     | 1,260                       | 985                       | 70  | 205                             | 42                                  | 0                                    | 2  | 2  | 2   | 1   | 3  | 1  | 2                                  | 2  | 26               | 0                                    | 1      |
|         | %     | 100.00%                     | 78.17%                    | 05.56%  | 16.27%                          | 03.33%                              | 00.00%                               | 00.16%   | 00.16%   | 00.16%                                      | 00.08%  | 00.24%   | 00.08%   | 00.16%                             | 00.16%   | 02.06%           | 00.00%                               | 00.08% |
| GS - 10 | #     | 25                          | 19                        | 1   | 5                               | 1                                   | 0                                    | 0  | 0  | 0   | 0   | 1  | 0  | 0                                  | 0  | 0                | 0                                    | 0      |
|         | %     | 100.00%                     | 76.00%                    | 04.00%  | 20.00%                          | 04.00%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 04.00%   | 00.00%   | 00.00%                             | 00.00%   | 00.00%           | 00.00%                               | 00.00% |
| GS - 11 | #     | 1,978                       | 1,699                     | 66  | 213                             | 47                                  | 1                                    | 0  | 2  | 1   | 3   | 7  | 3  | 5                                  | 2  | 23               | 0                                    | 0      |
|         | %     | 100.00%                     | 85.89%                    | 03.34%  | 10.77%                          | 02.38%                              | 00.05%                               | 00.00%   | 00.10%   | 00.05%                                      | 00.15%  | 00.35%   | 00.15%   | 00.25%                             | 00.10%   | 01.16%           | 00.00%                               | 00.00% |
| GS - 12 | #     | 1,465                       | 1,310                     | 44  | 111                             | 16                                  | 0                                    | 0  | 2  | 0   | 0   | 4  | 2  | 0                                  | 0  | 8                | 0                                    | 0      |
|         | %     | 100.00%                     | 89.42%                    | 03.00%  | 07.58%                          | 01.09%                              | 00.00%                               | 00.00%   | 00.14%   | 00.00%                                      | 00.00%  | 00.27%   | 00.14%   | 00.00%                             | 00.00%   | 00.55%           | 00.00%                               | 00.00% |
| GS - 13 | #     | 1,374                       | 1,254                     | 51  | 69                              | 14                                  | 0                                    | 0  | 2  | 3   | 0   | 0  | 3  | 1                                  | 0  | 4                | 0                                    | 1      |
|         | %     | 100.00%                     | 91.27%                    | 03.71%  | 05.02%                          | 01.02%                              | 00.00%                               | 00.00%   | 00.15%   | 00.22%                                      | 00.00%  | 00.00%   | 00.22%   | 00.07%                             | 00.00%   | 00.29%           | 00.00%                               | 00.07% |
| GS - 14 | #     | 266                         | 236                       | 15  | 15                              | 1                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 1                                  | 0  | 0                | 0                                    | 0      |

**Table B4-1: PARTICIPATION RATES ACROSS GENERAL SCHEDULE (GS) GRADES - Temporary Workforce - by Disability- SEP - FY2018**

| All VA       | TOTAL | Total by Disability Status  |                           |   | Detail for Targeted Disabilities |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |        |
|--------------|-------|-----------------------------|---------------------------|---|----------------------------------|-------------------------------------|--------------------------------------|--|--|---|---|--|--|------------------------------------|--|------------------|--------------------------------------|--------|
|              |       | [04,05]<br>No<br>Disability | [01]<br>Not<br>Identified | [02-03,<br>06-98]<br>Reportable<br>Disability | Total<br>Targeted<br>Disability  | [02]<br>Developmental<br>Disability | [03]<br>Traumatic<br>Brain<br>Injury | [16-19]<br>Deaf or<br>Serious<br>Difficulty<br>Hearing | [20-21,<br>23,25]<br>Blind or<br>Serious<br>Difficulty<br>Seeing | [26,28,<br>30-38]<br>Missing<br>Extremities | [40]<br>Significant<br>Mobility<br>Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or<br>Complete<br>Paralysis | [82]<br>Epilepsy<br>or Other<br>Seizure<br>Disorders | [90]<br>Intellectual<br>Disability | [91]<br>Significant<br>Psychiatric<br>Disorder | [92]<br>Dwarfism | [93]<br>Significant<br>Disfigurement |        |
|              | %     | 100.00%                     | 88.72%                    | 05.64%  | 05.64%                           | <b>00.38%</b>                       | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.38%                             | 00.00%   | 00.00%           | 00.00%                               | 00.00% |
| GS - 15      | #     | 1,767                       | 1,678                     | 36  | 53                               | <b>5</b>                            | 0                                    | 0  | 1  | 0   | 0   | 0  | 2  | 1                                  | 0  | 1                | 0                                    | 0      |
|              | %     | 100.00%                     | 94.96%                    | 02.04%  | 03.00%                           | <b>00.28%</b>                       | 00.00%                               | 00.00%   | 00.06%   | 00.00%                                      | 00.00%  | 00.00%   | 00.11%   | 00.06%                             | 00.00%   | 00.06%           | 00.00%                               | 00.00% |
| All Other GS | #     | 5,595                       | 5,075                     | 239   | 281                              | <b>54</b>                           | 1                                    | 7  | 7  | 2   | 2   | 1  | 1  | 14                                 | 0  | 19               | 0                                    | 0      |
|              | %     | 100.00%                     | 90.71%                    | 04.27%  | 05.02%                           | <b>00.97%</b>                       | 00.02%                               | 00.13%   | 00.13%   | 00.04%                                      | 00.04%  | 00.02%   | 00.02%   | 00.25%                             | 00.00%   | 00.34%           | 00.00%                               | 00.00% |
| SES          | #     | 9                           | 8                         | 1   | 0                                | <b>0</b>                            | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 0                | 0                                    | 0      |
|              | %     | 100.00%                     | 88.89%                    | 11.11%  | 00.00%                           | <b>00.00%</b>                       | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.00%                             | 00.00%   | 00.00%           | 00.00%                               | 00.00% |
| TOTAL        | #     | 18,191                      | 15,692                    | 772   | 1,727                            | <b>391</b>                          | 3                                    | 23   | 19   | 12  | 7   | 33   | 21   | 35                                 | 8  | 225              | 2                                    | 3      |
|              | %     | 100.00%                     | 86.26%                    | 04.24%  | 09.49%                           | <b>02.15%</b>                       | 00.02%                               | 00.13%   | 00.10%   | 00.07%                                      | 00.04%  | 00.18%   | 00.12%   | 00.19%                             | 00.04%   | 01.24%           | 00.01%                               | 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 B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
| Grade - 1  | #     | 510                        | 260                 | 32                                   | 218                              | <b>78</b>                     | 1                           | 2  | 9   | 2                                  | 0                                    | 3   | 1  | 3                            | 7                                     | 49            | 0                              | 1      |
|            | %     | 100.00%                    | 50.98%              | 06.27%                               | 42.75%                           | <b>15.29%</b>                 | 00.20%                      | 00.39%                                     | 01.76%  | 00.39%                             | 00.00%                               | 00.59%  | 00.20%                                   | 00.59%                       | 01.37%                                | 09.61%        | 00.00%                         | 00.20% |
| Grade - 2  | #     | 12,733                     | 7,550               | 790                                  | 4,393                            | <b>1,346</b>                  | 1                           | 30   | 107   | 39                                 | 16                                   | 32  | 65                                       | 53                           | 99                                    | 886           | 4                              | 14     |
|            | %     | 100.00%                    | 59.29%              | 06.20%                               | 34.50%                           | <b>10.57%</b>                 | 00.01%                      | 00.24%                                     | 00.84%  | 00.31%                             | 00.13%                               | 00.25%  | 00.51%                                   | 00.42%                       | 00.78%                                | 06.96%        | 00.03%                         | 00.11% |
| Grade - 3  | #     | 2,702                      | 1,885               | 117                                  | 700                              | <b>203</b>                    | 0                           | 0  | 16  | 9                                  | 4                                    | 1   | 18                                       | 7                            | 19                                    | 127           | 1                              | 1      |
|            | %     | 100.00%                    | 69.76%              | 04.33%                               | 25.91%                           | <b>07.51%</b>                 | 00.00%                      | 00.00%                                     | 00.59%  | 00.33%                             | 00.15%                               | 00.04%  | 00.67%                                   | 00.26%                       | 00.70%                                | 04.70%        | 00.04%                         | 00.04% |
| Grade - 4  | #     | 1,570                      | 1,162               | 62                                   | 346                              | <b>85</b>                     | 0                           | 1  | 9   | 4                                  | 2                                    | 1   | 7  | 3                            | 2                                     | 56            | 0                              | 0      |
|            | %     | 100.00%                    | 74.01%              | 03.95%                               | 22.04%                           | <b>05.41%</b>                 | 00.00%                      | 00.06%                                     | 00.57%  | 00.25%                             | 00.13%                               | 00.06%  | 00.45%                                   | 00.19%                       | 00.13%                                | 03.57%        | 00.00%                         | 00.00% |
| Grade - 5  | #     | 1,258                      | 911                 | 67                                   | 280                              | <b>67</b>                     | 0                           | 0  | 2   | 1                                  | 0                                    | 2   | 2  | 4                            | 4                                     | 51            | 0                              | 1      |
|            | %     | 100.00%                    | 72.42%              | 05.33%                               | 22.26%                           | <b>05.33%</b>                 | 00.00%                      | 00.00%                                     | 00.16%  | 00.08%                             | 00.00%                               | 00.16%  | 00.16%                                   | 00.32%                       | 00.32%                                | 04.05%        | 00.00%                         | 00.08% |
| Grade - 6  | #     | 2,333                      | 1,642               | 122                                  | 569                              | <b>122</b>                    | 0                           | 1  | 3   | 1                                  | 1                                    | 3   | 10                                       | 4                            | 5                                     | 88            | 2                              | 4      |
|            | %     | 100.00%                    | 70.38%              | 05.23%                               | 24.39%                           | <b>05.23%</b>                 | 00.00%                      | 00.04%                                     | 00.13%  | 00.04%                             | 00.04%                               | 00.13%  | 00.43%                                   | 00.17%                       | 00.21%                                | 03.77%        | 00.09%                         | 00.17% |
| Grade - 7  | #     | 868                        | 630                 | 57                                   | 181                              | <b>43</b>                     | 0                           | 1  | 3   | 0                                  | 0                                    | 0   | 3  | 3                            | 2                                     | 28            | 0                              | 3      |
|            | %     | 100.00%                    | 72.58%              | 06.57%                               | 20.85%                           | <b>04.95%</b>                 | 00.00%                      | 00.12%                                     | 00.35%  | 00.00%                             | 00.00%                               | 00.00%  | 00.35%                                   | 00.35%                       | 00.23%                                | 03.23%        | 00.00%                         | 00.35% |
| Grade - 8  | #     | 1,020                      | 731                 | 58                                   | 231                              | <b>42</b>                     | 0                           | 0  | 0   | 2                                  | 3                                    | 1   | 4  | 2                            | 1                                     | 28            | 0                              | 1      |
|            | %     | 100.00%                    | 71.67%              | 05.69%                               | 22.65%                           | <b>04.12%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.20%                             | 00.29%                               | 00.10%  | 00.39%                                   | 00.20%                       | 00.10%                                | 02.75%        | 00.00%                         | 00.10% |
| Grade - 9  | #     | 1,727                      | 1,255               | 89                                   | 383                              | <b>78</b>                     | 0                           | 4  | 6   | 2                                  | 2                                    | 2   | 6  | 4                            | 0                                     | 50            | 0                              | 2      |
|            | %     | 100.00%                    | 72.67%              | 05.15%                               | 22.18%                           | <b>04.52%</b>                 | 00.00%                      | 00.23%                                     | 00.35%  | 00.12%                             | 00.12%                               | 00.12%  | 00.35%                                   | 00.23%                       | 00.00%                                | 02.90%        | 00.00%                         | 00.12% |
| Grade - 10 | #     | 3,507                      | 2,640               | 160                                  | 707                              | <b>123</b>                    | 0                           | 0  | 14  | 1                                  | 3                                    | 2   | 17                                       | 3                            | 2                                     | 78            | 0                              | 3      |
|            | %     | 100.00%                    | 75.28%              | 04.56%                               | 20.16%                           | <b>03.51%</b>                 | 00.00%                      | 00.00%                                     | 00.40%  | 00.03%                             | 00.09%                               | 00.06%  | 00.48%                                   | 00.09%                       | 00.06%                                | 02.22%        | 00.00%                         | 00.09% |
| Grade - 11 | #     | 744                        | 576                 | 30                                   | 138                              | <b>16</b>                     | 0                           | 0  | 1   | 0                                  | 0                                    | 1   | 4  | 0                            | 0                                     | 9             | 1                              | 0      |
|            | %     | 100.00%                    | 77.42%              | 04.03%                               | 18.55%                           | <b>02.15%</b>                 | 00.00%                      | 00.00%                                     | 00.13%  | 00.00%                             | 00.00%                               | 00.13%  | 00.54%                                   | 00.00%                       | 00.00%                                | 01.21%        | 00.13%                         | 00.00% |
| Grade - 12 | #     | 33                         | 23                  | 3                                    | 7                                | <b>2</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 1                            | 0                                     | 0             | 0                              | 1      |
|            | %     | 100.00%                    | 69.70%              | 09.09%                               | 21.21%                           | <b>06.06%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 03.03%                       | 00.00%                                | 00.00%        | 00.00%                         | 03.03% |
| Grade - 13 | #     | 21                         | 16                  | 3                                    | 2                                | <b>2</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 2      |
|            | %     | 100.00%                    | 76.19%              | 14.29%                               | 09.52%                           | <b>09.52%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 09.52% |
| Grade - 14 | #     | 22                         | 19                  | 0                                    | 3                                | <b>0</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |

**Table B5-1: PARTICIPATION RATES ACROSS WAGE GRADES - Permanent Workforce - by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
|                       | %     | 100.00%                    | 86.36%              | 00.00%                               | 13.64%                           | <b>00.00%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| Grade - 15            | #     | 7                          | 7                   | 0                                    | 0                                | <b>0</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|                       | %     | 100.00%                    | 100.00%             | 00.00%                               | 00.00%                           | <b>00.00%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| All Other Wage Grades | #     | 2                          | 2                   | 0                                    | 0                                | <b>0</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|                       | %     | 100.00%                    | 100.00%             | 00.00%                               | 00.00%                           | <b>00.00%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| TOTAL                 | #     | 29,057                     | 19,309              | 1,590                                | 8,158                            | <b>2,207</b>                  | 2                           | 39   | 170   | 61                                 | 31                                   | 48  | 137                                      | 87                           | 141                                   | 1,450         | 8                              | 33     |
|                       | %     | 100.00%                    | 66.45%              | 05.47%                               | 28.08%                           | <b>07.60%</b>                 | 00.01%                      | 00.13%                                     | 00.59%  | 00.21%                             | 00.11%                               | 00.17%  | 00.47%                                   | 00.30%                       | 00.49%                                | 04.99%        | 00.03%                         | 00.11% |

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 - Temporary Workforce - by Disability - SEP - FY2018**

| All VA     | TOTAL | Total by Disability Status  |                           |   | Detail for Targeted Disabilities |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |        |
|------------|-------|-----------------------------|---------------------------|---|----------------------------------|-------------------------------------|--------------------------------------|--|--|---|---|--|--|------------------------------------|--|------------------|--------------------------------------|--------|
|            |       | [04,05]<br>No<br>Disability | [01]<br>Not<br>Identified | [02-03,<br>06-98]<br>Reportable<br>Disability | Total<br>Targeted<br>Disability  | [02]<br>Developmental<br>Disability | [03]<br>Traumatic<br>Brain<br>Injury | [16-19]<br>Deaf or<br>Serious<br>Difficulty<br>Hearing | [20-21,<br>23,25]<br>Blind or<br>Serious<br>Difficulty<br>Seeing | [26,28,<br>30-38]<br>Missing<br>Extremities | [40]<br>Significant<br>Mobility<br>Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or<br>Complete<br>Paralysis | [82]<br>Epilepsy<br>or Other<br>Seizure<br>Disorders | [90]<br>Intellectual<br>Disability | [91]<br>Significant<br>Psychiatric<br>Disorder | [92]<br>Dwarfism | [93]<br>Significant<br>Disfigurement |        |
| Grade - 1  | #     | 45                          | 25                        | 5   | 15                               | 5                                   | 0                                    | 0  | 0  | 0   | 0   | 1  | 0  | 0                                  | 0  | 3                | 0                                    | 1      |
|            | %     | 100.00%                     | 55.56%                    | 11.11%  | 33.33%                           | 11.11%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 02.22%   | 00.00%   | 00.00%                             | 00.00%   | 06.67%           | 00.00%                               | 02.22% |
| Grade - 2  | #     | 421                         | 176                       | 49  | 196                              | 82                                  | 1                                    | 1  | 8  | 3   | 1   | 4  | 2  | 2                                  | 2  | 56               | 1                                    | 1      |
|            | %     | 100.00%                     | 41.81%                    | 11.64%  | 46.56%                           | 19.48%                              | 00.24%                               | 00.24%   | 01.90%   | 00.71%                                      | 00.24%  | 00.95%   | 00.48%   | 00.48%                             | 00.48%   | 13.30%           | 00.24%                               | 00.24% |
| Grade - 3  | #     | 57                          | 22                        | 2   | 33                               | 20                                  | 0                                    | 0  | 1  | 0   | 1   | 0  | 0  | 0                                  | 3  | 15               | 0                                    | 0      |
|            | %     | 100.00%                     | 38.60%                    | 03.51%  | 57.89%                           | 35.09%                              | 00.00%                               | 00.00%   | 01.75%   | 00.00%                                      | 01.75%  | 00.00%   | 00.00%   | 00.00%                             | 05.26%   | 26.32%           | 00.00%                               | 00.00% |
| Grade - 4  | #     | 47                          | 30                        | 2   | 15                               | 3                                   | 0                                    | 0  | 1  | 0   | 0   | 0  | 0  | 0                                  | 0  | 2                | 0                                    | 0      |
|            | %     | 100.00%                     | 63.83%                    | 04.26%  | 31.91%                           | 06.38%                              | 00.00%                               | 00.00%   | 02.13%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.00%                             | 00.00%   | 04.26%           | 00.00%                               | 00.00% |
| Grade - 5  | #     | 64                          | 41                        | 4   | 19                               | 5                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 4                | 0                                    | 1      |
|            | %     | 100.00%                     | 64.06%                    | 06.25%  | 29.69%                           | 07.81%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.00%                             | 00.00%   | 06.25%           | 00.00%                               | 01.56% |
| Grade - 6  | #     | 86                          | 34                        | 9   | 43                               | 13                                  | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 13               | 0                                    | 0      |
|            | %     | 100.00%                     | 39.53%                    | 10.47%  | 50.00%                           | 15.12%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.00%                             | 00.00%   | 15.12%           | 00.00%                               | 00.00% |
| Grade - 7  | #     | 23                          | 16                        | 0   | 7                                | 3                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 1  | 0                                  | 0  | 2                | 0                                    | 0      |
|            | %     | 100.00%                     | 69.57%                    | 00.00%  | 30.43%                           | 13.04%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 04.35%   | 00.00%                             | 00.00%   | 08.70%           | 00.00%                               | 00.00% |
| Grade - 8  | #     | 24                          | 12                        | 1   | 11                               | 1                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 1                | 0                                    | 0      |
|            | %     | 100.00%                     | 50.00%                    | 04.17%  | 45.83%                           | 04.17%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.00%                             | 00.00%   | 04.17%           | 00.00%                               | 00.00% |
| Grade - 9  | #     | 82                          | 57                        | 2   | 23                               | 5                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 5                | 0                                    | 0      |
|            | %     | 100.00%                     | 69.51%                    | 02.44%  | 28.05%                           | 06.10%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.00%                             | 00.00%   | 06.10%           | 00.00%                               | 00.00% |
| Grade - 10 | #     | 45                          | 23                        | 0   | 22                               | 6                                   | 0                                    | 0  | 1  | 0   | 0   | 0  | 1  | 0                                  | 0  | 3                | 0                                    | 1      |
|            | %     | 100.00%                     | 51.11%                    | 00.00%  | 48.89%                           | 13.33%                              | 00.00%                               | 00.00%   | 02.22%   | 00.00%                                      | 00.00%  | 00.00%   | 02.22%   | 00.00%                             | 00.00%   | 06.67%           | 00.00%                               | 02.22% |
| Grade - 11 | #     | 5                           | 3                         | 0   | 2                                | 1                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 1                | 0                                    | 0      |
|            | %     | 100.00%                     | 60.00%                    | 00.00%  | 40.00%                           | 20.00%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.00%                             | 00.00%   | 20.00%           | 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 - FY2018**

| All VA                | TOTAL | Total by Disability Status |                        |  | Detail for Targeted Disabilities |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |        |
|-----------------------|-------|----------------------------|------------------------|--|----------------------------------|----------------------------------|--------------------------------|---|---|--|---|--|---|---------------------------------|--|------------------|-----------------------------------|--------|
|                       |       | [04,05]<br>No Disability   | [01]<br>Not Identified | [02-03,<br>06-98]<br>Reportable Disability | Total Targeted Disability        | [02]<br>Developmental Disability | [03]<br>Traumatic Brain Injury | [16-19]<br>Deaf or Serious Difficulty Hearing | [20-21,<br>23,25]<br>Blind or Serious Difficulty Seeing | [26,28,<br>30-38]<br>Missing Extremities | [40]<br>Significant Mobility Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or Complete Paralysis | [82]<br>Epilepsy or Other Seizure Disorders | [90]<br>Intellectual Disability | [91]<br>Significant Psychiatric Disorder | [92]<br>Dwarfism | [93]<br>Significant Disfigurement |        |
|                       | %     | 00.00%                     | 00.00%                 | 00.00%                                     | <b>00.00%</b>                    | 00.00%                           | 00.00%                         | 00.00%  | 00.00%  | 00.00%                                   | 00.00%                                  | 00.00%   | 00.00%                                      | 00.00%                          | 00.00%                                   | 00.00%           | 00.00%                            | 00.00% |
| Grade - 15            | #     | 0                          | 0                      | 0  | <b>0</b>                         | 0                                | 0                              | 0   | 0   | 0  | 0                                       | 0  | 0   | 0                               | 0  | 0                | 0                                 | 0      |
|                       | %     | 00.00%                     | 00.00%                 | 00.00%                                     | <b>00.00%</b>                    | 00.00%                           | 00.00%                         | 00.00%  | 00.00%  | 00.00%                                   | 00.00%                                  | 00.00%   | 00.00%                                      | 00.00%                          | 00.00%                                   | 00.00%           | 00.00%                            | 00.00% |
| All Other Wage Grades | #     | 29                         | 27                     | 0  | <b>1</b>                         | 0                                | 0                              | 0   | 0   | 0  | 0                                       | 0  | 0   | 0                               | 0  | 1                | 0                                 | 0      |
|                       | %     | 100.00%                    | 93.10%                 | 00.00%                                     | <b>03.45%</b>                    | 00.00%                           | 00.00%                         | 00.00%  | 00.00%  | 00.00%                                   | 00.00%                                  | 00.00%   | 00.00%                                      | 00.00%                          | 00.00%                                   | 03.45%           | 00.00%                            | 00.00% |
| TOTAL                 | #     | 928                        | 466                    | 74   | <b>145</b>                       | 1                                | 1                              | 11  | 3   | 2  | 5                                       | 4  | 2   | 5                               | 106                                      | 1                | 4                                 |        |
|                       | %     | 100.00%                    | 50.22%                 | 07.97%                                     | <b>15.63%</b>                    | 00.11%                           | 00.11%                         | 01.19%  | 00.32%  | 00.22%                                   | 00.54%                                  | 00.43%   | 00.22%                                      | 00.54%                          | 11.42%                                   | 00.11%           | 00.43%                            |        |

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 B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
| 0083 Police                                   | #     | 3,593                      | 2,844               | 229                                  | 520                              | 45                            | 0                           | 3  | 4   | 2                                  | 0                                    | 3   | 9  | 3                            | 0                                     | 19            | 0                              | 2      |
|   | %     | 100.00%                    | 79.15%              | 06.37%                               | 14.47%                           | 01.25%                        | 00.00%                      | 00.08%                                     | 00.11%  | 00.06%                             | 00.00%                               | 00.08%  | 00.25%                                   | 00.08%                       | 00.00%                                | 00.53%        | 00.00%                         | 00.06% |
| 0101 Social Science                           | #     | 2,716                      | 1,917               | 141                                  | 658                              | 116                           | 1                           | 5  | 7   | 12                                 | 6                                    | 6   | 19                                       | 4                            | 0                                     | 55            | 0                              | 1      |
|   | %     | 100.00%                    | 70.58%              | 05.19%                               | 24.23%                           | 04.27%                        | 00.04%                      | 00.18%                                     | 00.26%  | 00.44%                             | 00.22%                               | 00.22%  | 00.70%                                   | 00.15%                       | 00.00%                                | 02.03%        | 00.00%                         | 00.04% |
| 0201 Human Resources Management               | #     | 4,353                      | 3,302               | 200                                  | 851                              | 145                           | 0                           | 1  | 10  | 7                                  | 2                                    | 14  | 21                                       | 7                            | 4                                     | 74            | 0                              | 5      |
|   | %     | 100.00%                    | 75.86%              | 04.59%                               | 19.55%                           | 03.33%                        | 00.00%                      | 00.02%                                     | 00.23%  | 00.16%                             | 00.05%                               | 00.32%  | 00.48%                                   | 00.16%                       | 00.09%                                | 01.70%        | 00.00%                         | 00.11% |
| 0260 Equal Employment Opportunity             | #     | 358                        | 244                 | 21                                   | 93                               | 28                            | 0                           | 0  | 1   | 2                                  | 0                                    | 1   | 5  | 2                            | 0                                     | 15            | 0                              | 2      |
|   | %     | 100.00%                    | 68.16%              | 05.87%                               | 25.98%                           | 07.82%                        | 00.00%                      | 00.00%                                     | 00.28%  | 00.56%                             | 00.00%                               | 00.28%  | 01.40%                                   | 00.56%                       | 00.00%                                | 04.19%        | 00.00%                         | 00.56% |
| 0301 Miscellaneous Administration and Program | #     | 7,289                      | 5,671               | 297                                  | 1,321                            | 200                           | 0                           | 4  | 6   | 10                                 | 8                                    | 8   | 29                                       | 10                           | 1                                     | 114           | 2                              | 8      |
|   | %     | 100.00%                    | 77.80%              | 04.07%                               | 18.12%                           | 02.74%                        | 00.00%                      | 00.05%                                     | 00.08%  | 00.14%                             | 00.11%                               | 00.11%  | 00.40%                                   | 00.14%                       | 00.01%                                | 01.56%        | 00.03%                         | 00.11% |
| 0340 Program Management                       | #     | 753                        | 633                 | 31                                   | 89                               | 16                            | 0                           | 1  | 0   | 1                                  | 0                                    | 2   | 5  | 1                            | 0                                     | 6             | 0                              | 0      |
|   | %     | 100.00%                    | 84.06%              | 04.12%                               | 11.82%                           | 02.12%                        | 00.00%                      | 00.13%                                     | 00.00%  | 00.13%                             | 00.00%                               | 00.27%  | 00.66%                                   | 00.13%                       | 00.00%                                | 00.80%        | 00.00%                         | 00.00% |
| 0343 Management and Program Analysis          | #     | 6,215                      | 5,089               | 245                                  | 881                              | 133                           | 0                           | 0  | 5   | 9                                  | 9                                    | 10  | 23                                       | 7                            | 2                                     | 61            | 1                              | 6      |
|   | %     | 100.00%                    | 81.88%              | 03.94%                               | 14.18%                           | 02.14%                        | 00.00%                      | 00.00%                                     | 00.08%  | 00.14%                             | 00.14%                               | 00.16%  | 00.37%                                   | 00.11%                       | 00.03%                                | 00.98%        | 00.02%                         | 00.10% |
| 0501 Financial Administration and Program     | #     | 1,322                      | 1,064               | 66                                   | 192                              | 38                            | 0                           | 0  | 2   | 2                                  | 1                                    | 1   | 7  | 3                            | 1                                     | 18            | 0                              | 3      |
|   | %     | 100.00%                    | 80.48%              | 04.99%                               | 14.52%                           | 02.87%                        | 00.00%                      | 00.00%                                     | 00.15%  | 00.15%                             | 00.08%                               | 00.08%  | 00.53%                                   | 00.23%                       | 00.08%                                | 01.36%        | 00.00%                         | 00.23% |
| 0511 Auditing                                 | #     | 189                        | 152                 | 9                                    | 28                               | 7                             | 0                           | 0  | 0   | 0                                  | 1                                    | 0   | 1  | 1                            | 0                                     | 4             | 0                              | 0      |
|   | %     | 100.00%                    | 80.42%              | 04.76%                               | 14.81%                           | 03.70%                        | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.53%                               | 00.00%  | 00.53%                                   | 00.53%                       | 00.00%                                | 02.12%        | 00.00%                         | 00.00% |
| 0602 Medical Officer                          | #     | 25,502                     | 23,693              | 600                                  | 1,209                            | 123                           | 0                           | 0  | 4   | 4                                  | 9                                    | 13  | 40                                       | 15                           | 0                                     | 31            | 1                              | 6      |
|   | %     | 100.00%                    | 92.91%              | 02.35%                               | 04.74%                           | 00.48%                        | 00.00%                      | 00.00%                                     | 00.02%  | 00.02%                             | 00.04%                               | 00.05%  | 00.16%                                   | 00.06%                       | 00.00%                                | 00.12%        | 00.00%                         | 00.02% |
| 0610 Nurse                                    | #     | 70,825                     | 64,309              | 1,483                                | 5,033                            | 489                           | 0                           | 8  | 29  | 29                                 | 14                                   | 53  | 42                                       | 61                           | 1                                     | 220           | 5                              | 27     |
|   | %     | 100.00%                    | 90.80%              | 02.09%                               | 07.11%                           | 00.69%                        | 00.00%                      | 00.01%                                     | 00.04%  | 00.04%                             | 00.02%                               | 00.07%  | 00.06%                                   | 00.09%                       | 00.00%                                | 00.31%        | 00.01%                         | 00.04% |
| 0620 Practical Nurse                          | #     | 15,020                     | 13,287              | 350                                  | 1,383                            | 147                           | 0                           | 2  | 6   | 13                                 | 0                                    | 12  | 15                                       | 31                           | 0                                     | 61            | 0                              | 7      |
|   | %     | 100.00%                    | 88.46%              | 02.33%                               | 09.21%                           | 00.98%                        | 00.00%                      | 00.01%                                     | 00.04%  | 00.09%                             | 00.00%                               | 00.08%  | 00.10%                                   | 00.21%                       | 00.00%                                | 00.41%        | 00.00%                         | 00.05% |
| 0621 Nursing Assistant                        | #     | 13,089                     | 11,738              | 341                                  | 1,010                            | 151                           | 0                           | 2  | 7   | 20                                 | 4                                    | 6   | 13                                       | 18                           | 6                                     | 68            | 2                              | 5      |
|   | %     | 100.00%                    | 89.68%              | 02.61%                               | 07.72%                           | 01.15%                        | 00.00%                      | 00.02%                                     | 00.05%  | 00.15%                             | 00.03%                               | 00.05%  | 00.10%                                   | 00.14%                       | 00.05%                                | 00.52%        | 00.02%                         | 00.04% |



**Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
| <b>0644 Medical Technologist</b>               | #     | 4,473                      | 4,068               | 75                                   | 330                              | <b>40</b>                     | 0                           | 0  | 4   | 0                                  | 3                                    | 2   | 2  | 9                            | 0                                     | 16            | 0                              | 4      |
|  | %     | 100.00%                    | 90.95%              | 01.68%                               | 07.38%                           | <b>00.89%</b>                 | 00.00%                      | 00.00%                                     | 00.09%  | 00.00%                             | 00.07%                               | 00.04%  | 00.04%                                   | 00.20%                       | 00.00%                                | 00.36%        | 00.00%                         | 00.09% |
| <b>0647 Diagnostic Radiologic Technologist</b> | #     | 4,234                      | 3,760               | 101                                  | 373                              | <b>41</b>                     | 0                           | 0  | 4   | 2                                  | 1                                    | 4   | 4  | 10                           | 0                                     | 16            | 0                              | 0      |
|  | %     | 100.00%                    | 88.80%              | 02.39%                               | 08.81%                           | <b>00.97%</b>                 | 00.00%                      | 00.00%                                     | 00.09%  | 00.05%                             | 00.02%                               | 00.09%  | 00.09%                                   | 00.24%                       | 00.00%                                | 00.38%        | 00.00%                         | 00.00% |
| <b>0660 Pharmacist</b>                         | #     | 8,589                      | 8,140               | 115                                  | 334                              | <b>45</b>                     | 0                           | 1  | 5   | 0                                  | 3                                    | 4   | 7  | 8                            | 0                                     | 16            | 0                              | 1      |
|  | %     | 100.00%                    | 94.77%              | 01.34%                               | 03.89%                           | <b>00.52%</b>                 | 00.00%                      | 00.01%                                     | 00.06%  | 00.00%                             | 00.03%                               | 00.05%  | 00.08%                                   | 00.09%                       | 00.00%                                | 00.19%        | 00.00%                         | 00.01% |
| <b>0675 Medical Records Technician</b>         | #     | 2,730                      | 2,274               | 55                                   | 401                              | <b>61</b>                     | 0                           | 0  | 7   | 6                                  | 0                                    | 7   | 7  | 4                            | 2                                     | 26            | 0                              | 2      |
|  | %     | 100.00%                    | 83.30%              | 02.01%                               | 14.69%                           | <b>02.23%</b>                 | 00.00%                      | 00.00%                                     | 00.26%  | 00.22%                             | 00.00%                               | 00.26%  | 00.26%                                   | 00.15%                       | 00.07%                                | 00.95%        | 00.00%                         | 00.07% |
| <b>0905 General Attorney</b>                   | #     | 983                        | 898                 | 32                                   | 53                               | <b>8</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 1   | 2  | 0                            | 0                                     | 3             | 1                              | 1      |
|  | %     | 100.00%                    | 91.35%              | 03.26%                               | 05.39%                           | <b>00.81%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.10%  | 00.20%                                   | 00.00%                       | 00.00%                                | 00.31%        | 00.10%                         | 00.10% |
| <b>0986 Legal Assistance</b>                   | #     | 56                         | 42                  | 4                                    | 10                               | <b>0</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|  | %     | 100.00%                    | 75.00%              | 07.14%                               | 17.86%                           | <b>00.00%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| <b>0996 Veterans Claims Examining</b>          | #     | 12,885                     | 8,967               | 924                                  | 2,994                            | <b>465</b>                    | 1                           | 22   | 22  | 10                                 | 15                                   | 26  | 58                                       | 24                           | 4                                     | 271           | 2                              | 10     |
|  | %     | 100.00%                    | 69.59%              | 07.17%                               | 23.24%                           | <b>03.61%</b>                 | 00.01%                      | 00.17%                                     | 00.17%  | 00.08%                             | 00.12%                               | 00.20%  | 00.45%                                   | 00.19%                       | 00.03%                                | 02.10%        | 00.02%                         | 00.08% |
| <b>0998 Claims Assistance and Examining</b>    | #     | 1,311                      | 776                 | 86                                   | 449                              | <b>90</b>                     | 0                           | 2  | 14  | 2                                  | 5                                    | 12  | 8  | 4                            | 0                                     | 42            | 0                              | 1      |
|  | %     | 100.00%                    | 59.19%              | 06.56%                               | 34.25%                           | <b>06.86%</b>                 | 00.00%                      | 00.15%                                     | 01.07%  | 00.15%                             | 00.38%                               | 00.92%  | 00.61%                                   | 00.31%                       | 00.00%                                | 03.20%        | 00.00%                         | 00.08% |
| <b>1101 General Business and Industry</b>      | #     | 1,086                      | 898                 | 56                                   | 132                              | <b>27</b>                     | 0                           | 2  | 0   | 2                                  | 0                                    | 2   | 1  | 6                            | 0                                     | 13            | 1                              | 0      |
|  | %     | 100.00%                    | 82.69%              | 05.16%                               | 12.15%                           | <b>02.49%</b>                 | 00.00%                      | 00.18%                                     | 00.00%  | 00.18%                             | 00.00%                               | 00.18%  | 00.09%                                   | 00.55%                       | 00.00%                                | 01.20%        | 00.09%                         | 00.00% |
| <b>1165 Loan Specialist</b>                    | #     | 451                        | 341                 | 22                                   | 88                               | <b>10</b>                     | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 3  | 3                            | 0                                     | 4             | 0                              | 0      |
|  | %     | 100.00%                    | 75.61%              | 04.88%                               | 19.51%                           | <b>02.22%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.67%                                   | 00.67%                       | 00.00%                                | 00.89%        | 00.00%                         | 00.00% |
| <b>1171 Appraising</b>                         | #     | 261                        | 187                 | 23                                   | 51                               | <b>8</b>                      | 0                           | 0  | 0   | 0                                  | 1                                    | 1   | 1  | 0                            | 0                                     | 5             | 0                              | 0      |
|  | %     | 100.00%                    | 71.65%              | 08.81%                               | 19.54%                           | <b>03.07%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.38%                               | 00.38%  | 00.38%                                   | 00.00%                       | 00.00%                                | 01.92%        | 00.00%                         | 00.00% |
| <b>1630 Cemetery Administration</b>            | #     | 111                        | 75                  | 3                                    | 33                               | <b>3</b>                      | 0                           | 0  | 0   | 0                                  | 1                                    | 0   | 0  | 0                            | 0                                     | 2             | 0                              | 0      |
|  | %     | 100.00%                    | 67.57%              | 02.70%                               | 29.73%                           | <b>02.70%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.90%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 01.80%        | 00.00%                         | 00.00% |
| <b>1811 Criminal Investigating</b>             | #     | 78                         | 67                  | 3                                    | 8                                | <b>0</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|  | %     | 100.00%                    | 85.90%              | 03.85%                               | 10.26%                           | <b>00.00%</b>                 | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
|  | #     | 6,662                      | 5,074               | 371                                  | 1,217                            | <b>182</b>                    | 1                           | 2  | 10  | 12                                 | 6                                    | 9   | 33                                       | 21                           | 3                                     | 79            | 3                              | 3      |

**Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
| <b>2210 Information Technology Management</b> | %     | 100.00%                    | 76.16%              | 05.57%                               | 18.27%                           | <b>02.73%</b>                 | 00.02%                      | 00.03%                                     | 00.15%  | 00.18%                             | 00.09%                               | 00.14%  | 00.50%                                   | 00.32%                       | 00.05%                                | 01.19%        | 00.05%                         | 00.05% |
| <b>4754 Cemetery Caretaking</b>               | #     | 602                        | 403                 | 35                                   | 164                              | <b>35</b>                     | 0                           | 0  | 1   | 1                                  | 1                                    | 1   | 5  | 1                            | 1                                     | 24            | 0                              | 0      |
|   | %     | 100.00%                    | 66.94%              | 05.81%                               | 27.24%                           | <b>05.81%</b>                 | 00.00%                      | 00.00%                                     | 00.17%  | 00.17%                             | 00.17%                               | 00.17%  | 00.83%                                   | 00.17%                       | 00.17%                                | 03.99%        | 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 B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2018**

| All VA  | TOTAL | Total by Disability Status  |                           |   |                                 | Detail for Targeted Disabilities    |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |        |
|---|-------|-----------------------------|---------------------------|---|---------------------------------|-------------------------------------|--------------------------------------|--|--|---|---|--|--|------------------------------------|--|------------------|--------------------------------------|--------|
|   |       | [04,05]<br>No<br>Disability | [01]<br>Not<br>Identified | [02-03,<br>06-98]<br>Reportable<br>Disability | Total<br>Targeted<br>Disability | [02]<br>Developmental<br>Disability | [03]<br>Traumatic<br>Brain<br>Injury | [16-19]<br>Deaf or<br>Serious<br>Difficulty<br>Hearing | [20-21,<br>23,25]<br>Blind or<br>Serious<br>Difficulty<br>Seeing | [26,28,<br>30-38]<br>Missing<br>Extremities | [40]<br>Significant<br>Mobility<br>Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or<br>Complete<br>Paralysis | [82]<br>Epilepsy<br>or Other<br>Seizure<br>Disorders | [90]<br>Intellectual<br>Disability | [91]<br>Significant<br>Psychiatric<br>Disorder | [92]<br>Dwarfism | [93]<br>Significant<br>Disfigurement |        |
| 0083 Police                                   | #     | 70                          | 42                        | 6   | 22                              | 3                                   | 0                                    | 0  | 0  | 0   | 0   | 1  | 0  | 0                                  | 0  | 2                | 0                                    | 0      |
|   | %     | 100.00%                     | 60.00%                    | 08.57%  | 31.43%                          | 04.29%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 01.43%   | 00.00%   | 00.00%                             | 00.00%   | 02.86%           | 00.00%                               | 00.00% |
| 0101 Social Science                           | #     | 127                         | 95                        | 7   | 25                              | 6                                   | 0                                    | 0  | 0  | 0   | 1   | 0  | 1  | 1                                  | 0  | 3                | 0                                    | 0      |
|   | %     | 100.00%                     | 74.80%                    | 05.51%  | 19.69%                          | 04.72%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.79%  | 00.00%   | 00.79%   | 00.79%                             | 00.00%   | 02.36%           | 00.00%                               | 00.00% |
| 0201 Human Resources Management               | #     | 37                          | 22                        | 1   | 14                              | 3                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 1  | 1                                  | 0  | 1                | 0                                    | 0      |
|   | %     | 100.00%                     | 59.46%                    | 02.70%  | 37.84%                          | 08.11%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 02.70%   | 02.70%                             | 00.00%   | 02.70%           | 00.00%                               | 00.00% |
| 0260 Equal Employment Opportunity             | #     | 3                           | 1                         | 1   | 1                               | 0                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 0                | 0                                    | 0      |
|   | %     | 100.00%                     | 33.33%                    | 33.33%  | 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% |
| 0301 Miscellaneous Administration and Program | #     | 234                         | 169                       | 10  | 55                              | 10                                  | 0                                    | 0  | 1  | 0   | 0   | 3  | 0  | 0                                  | 0  | 6                | 0                                    | 0      |
|   | %     | 100.00%                     | 72.22%                    | 04.27%  | 23.50%                          | 04.27%                              | 00.00%                               | 00.00%   | 00.43%   | 00.00%                                      | 00.00%  | 01.28%   | 00.00%   | 00.00%                             | 00.00%   | 02.56%           | 00.00%                               | 00.00% |
| 0340 Program Management                       | #     | 27                          | 22                        | 2   | 3                               | 0                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 0                | 0                                    | 0      |
|   | %     | 100.00%                     | 81.48%                    | 07.41%  | 11.11%                          | 00.00%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.00%                             | 00.00%   | 00.00%           | 00.00%                               | 00.00% |
| 0343 Management and Program Analysis          | #     | 130                         | 88                        | 16  | 26                              | 4                                   | 0                                    | 0  | 1  | 1   | 0   | 0  | 0  | 1                                  | 0  | 1                | 0                                    | 0      |
|   | %     | 100.00%                     | 67.69%                    | 12.31%  | 20.00%                          | 03.08%                              | 00.00%                               | 00.00%   | 00.77%   | 00.77%                                      | 00.00%  | 00.00%   | 00.00%   | 00.77%                             | 00.00%   | 00.77%           | 00.00%                               | 00.00% |
| 0501 Financial Administration and Program     | #     | 7                           | 2                         | 2   | 3                               | 0                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 0                | 0                                    | 0      |
|   | %     | 100.00%                     | 28.57%                    | 28.57%  | 42.86%                          | 00.00%                              | 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                          | #     | 1,682                       | 1,607                     | 34  | 41                              | 6                                   | 0                                    | 0  | 2  | 0   | 0   | 0  | 2  | 1                                  | 0  | 1                | 0                                    | 0      |
|   | %     | 100.00%                     | 95.54%                    | 02.02%  | 02.44%                          | 00.36%                              | 00.00%                               | 00.00%   | 00.12%   | 00.00%                                      | 00.00%  | 00.00%   | 00.12%   | 00.06%                             | 00.00%   | 00.06%           | 00.00%                               | 00.00% |
| 0610 Nurse                                    | #     | 1,750                       | 1,618                     | 48  | 84                              | 7                                   | 0                                    | 0  | 0  | 1   | 0   | 1  | 0  | 3                                  | 0  | 2                | 0                                    | 0      |
|   | %     | 100.00%                     | 92.46%                    | 02.74%  | 04.80%                          | 00.40%                              | 00.00%                               | 00.00%   | 00.00%   | 00.06%                                      | 00.00%  | 00.06%   | 00.00%   | 00.17%                             | 00.00%   | 00.11%           | 00.00%                               | 00.00% |
| 0620 Practical Nurse                          | #     | 169                         | 145                       | 9   | 15                              | 3                                   | 0                                    | 0  | 0  | 0   | 0   | 1  | 0  | 1                                  | 0  | 1                | 0                                    | 0      |
|   | %     | 100.00%                     | 85.80%                    | 05.33%  | 08.88%                          | 01.78%                              | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.59%   | 00.00%   | 00.59%                             | 00.00%   | 00.59%           | 00.00%                               | 00.00% |
| 0621 Nursing Assistant                        | #     | 560                         | 515                       | 12  | 33                              | 5                                   | 0                                    | 2  | 0  | 0   | 0   | 0  | 0  | 1                                  | 0  | 2                | 0                                    | 0      |
|   | %     | 100.00%                     | 91.96%                    | 02.14%  | 05.89%                          | 00.89%                              | 00.00%                               | 00.36%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.18%                             | 00.00%   | 00.36%           | 00.00%                               | 00.00% |
|   | #     | 89                          | 76                        | 2   | 11                              | 2                                   | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 2                | 0                                    | 0      |

**Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
| <b>0644 Medical Technologist</b>               | %     | 100.00%                    | 85.39%              | 02.25%                               | 12.36%                    | <b>02.25%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 02.25%        | 00.00%                         | 00.00% |
| <b>0647 Diagnostic Radiologic Technologist</b> | #     | 91                         | 81                  | 2                                    | 8                         | <b>1</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 1   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|  | %     | 100.00%                    | 89.01%              | 02.20%                               | 08.79%                    | <b>01.10%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 01.10%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| <b>0660 Pharmacist</b>                         | #     | 1,401                      | 1,341               | 22                                   | 38                        | <b>9</b>                         | 0                           | 0  | 2   | 0                                  | 0                                    | 0   | 1  | 0                            | 0                                     | 6             | 0                              | 0      |
|  | %     | 100.00%                    | 95.72%              | 01.57%                               | 02.71%                    | <b>00.64%</b>                    | 00.00%                      | 00.00%                                     | 00.14%  | 00.00%                             | 00.00%                               | 00.00%  | 00.07%                                   | 00.00%                       | 00.00%                                | 00.43%        | 00.00%                         | 00.00% |
| <b>0675 Medical Records Technician</b>         | #     | 20                         | 16                  | 1                                    | 3                         | <b>1</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 1                                     | 0             | 0                              | 0      |
|  | %     | 100.00%                    | 80.00%              | 05.00%                               | 15.00%                    | <b>05.00%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 05.00%                                | 00.00%        | 00.00%                         | 00.00% |
| <b>0905 General Attorney</b>                   | #     | 28                         | 26                  | 1                                    | 1                         | <b>0</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|  | %     | 100.00%                    | 92.86%              | 03.57%                               | 03.57%                    | <b>00.00%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| <b>0986 Legal Assistance</b>                   | #     | 2                          | 1                   | 0                                    | 1                         | <b>0</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|  | %     | 100.00%                    | 50.00%              | 00.00%                               | 50.00%                    | <b>00.00%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| <b>0996 Veterans Claims Examining</b>          | #     | 232                        | 155                 | 24                                   | 53                        | <b>10</b>                        | 0                           | 3  | 1   | 1                                  | 0                                    | 2   | 0  | 0                            | 0                                     | 3             | 0                              | 0      |
|  | %     | 100.00%                    | 66.81%              | 10.34%                               | 22.84%                    | <b>04.31%</b>                    | 00.00%                      | 01.29%                                     | 00.43%  | 00.43%                             | 00.00%                               | 00.86%  | 00.00%                                   | 00.00%                       | 00.00%                                | 01.29%        | 00.00%                         | 00.00% |
| <b>0998 Claims Assistance and Examining</b>    | #     | 32                         | 12                  | 5                                    | 15                        | <b>6</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 6             | 0                              | 0      |
|  | %     | 100.00%                    | 37.50%              | 15.63%                               | 46.88%                    | <b>18.75%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 18.75%        | 00.00%                         | 00.00% |
| <b>1101 General Business and Industry</b>      | #     | 39                         | 34                  | 1                                    | 4                         | <b>0</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|  | %     | 100.00%                    | 87.18%              | 02.56%                               | 10.26%                    | <b>00.00%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| <b>1165 Loan Specialist</b>                    | #     | 1                          | 0                   | 1                                    | 0                         | <b>0</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|  | %     | 100.00%                    | 00.00%              | 100.00%                              | 00.00%                    | <b>00.00%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| <b>1171 Appraising</b>                         | #     | 0                          | 0                   | 0                                    | 0                         | <b>0</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|  | %     | 00.00%                     | 00.00%              | 00.00%                               | 00.00%                    | <b>00.00%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| <b>1630 Cemetery Administration</b>            | #     | 0                          | 0                   | 0                                    | 0                         | <b>0</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|  | %     | 00.00%                     | 00.00%              | 00.00%                               | 00.00%                    | <b>00.00%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| <b>1811 Criminal Investigating</b>             | #     | 0                          | 0                   | 0                                    | 0                         | <b>0</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|  | %     | 00.00%                     | 00.00%              | 00.00%                               | 00.00%                    | <b>00.00%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| <b>2210 Information Technology Management</b>  | #     | 51                         | 21                  | 12                                   | 18                        | <b>2</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 1                            | 1                                     | 0             | 0                              | 0      |
|  | %     | 100.00%                    | 41.18%              | 23.53%                               | 35.29%                    | <b>03.92%</b>                    | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 01.96%                       | 01.96%                                | 00.00%        | 00.00%                         | 00.00% |

**Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Temporary Workforce - Distribution by Disability - SEP - FY2018**

| All VA                      | TOTAL | Total by Disability Status  |                           |   | Detail for Targeted Disabilities |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |        |        |
|-----------------------------|-------|-----------------------------|---------------------------|---|----------------------------------|-------------------------------------|--------------------------------------|--|--|---|---|--|--|------------------------------------|--|------------------|--------------------------------------|--------|--------|
|                             |       | [04,05]<br>No<br>Disability | [01]<br>Not<br>Identified | [02-03,<br>06-98]<br>Reportable<br>Disability | Total<br>Targeted<br>Disability  | [02]<br>Developmental<br>Disability | [03]<br>Traumatic<br>Brain<br>Injury | [16-19]<br>Deaf or<br>Serious<br>Difficulty<br>Hearing | [20-21,<br>23,25]<br>Blind or<br>Serious<br>Difficulty<br>Seeing | [26,28,<br>30-38]<br>Missing<br>Extremities | [40]<br>Significant<br>Mobility<br>Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or<br>Complete<br>Paralysis | [82]<br>Epilepsy<br>or Other<br>Seizure<br>Disorders | [90]<br>Intellectual<br>Disability | [91]<br>Significant<br>Psychiatric<br>Disorder | [92]<br>Dwarfism | [93]<br>Significant<br>Disfigurement |        |        |
| 4754 Cemetery<br>Caretaking | #     | 47                          | 33                        | 4   | 10                               | <b>3</b>                            | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 0                | 2                                    | 0      | 1      |
|                             | %     | 100.00%                     | 70.21%                    | 08.51%  | 21.28%                           | <b>06.38%</b>                       | 00.00%                               | 00.00%   | 00.00%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.00%                             | 00.00%   | 00.00%           | 04.26%                               | 00.00% | 02.13% |

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 B7: APPLICANTS AND HIRES FOR MAJOR OCCUPATIONS - Permanent Workforce - Distribution by Disability - SEP - FY2018**

| All VA   | TOTAL | Total by Disability Status  |                           |   | Detail for Targeted Disabilities |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |        |
|--|-------|-----------------------------|---------------------------|---|----------------------------------|-------------------------------------|--------------------------------------|--|--|---|---|--|--|------------------------------------|--|------------------|--------------------------------------|--------|
|  |       | [04,05]<br>No<br>Disability | [01]<br>Not<br>Identified | [02-03,<br>06-98]<br>Reportable<br>Disability | Total<br>Targeted<br>Disability  | [02]<br>Developmental<br>Disability | [03]<br>Traumatic<br>Brain<br>Injury | [16-19]<br>Deaf or<br>Serious<br>Difficulty<br>Hearing | [20-21,<br>23,25]<br>Blind or<br>Serious<br>Difficulty<br>Seeing | [26,28,<br>30-38]<br>Missing<br>Extremities | [40]<br>Significant<br>Mobility<br>Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or<br>Complete<br>Paralysis | [82]<br>Epilepsy<br>or Other<br>Seizure<br>Disorders | [90]<br>Intellectual<br>Disability | [91]<br>Significant<br>Psychiatric<br>Disorder | [92]<br>Dwarfism | [93]<br>Significant<br>Disfigurement |        |
| <b>Schedule A</b>  |       |                             |                           |   |                                  |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |        |
| Applications   | #     | ***                         | ***                       | ***   | ***                              | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  | ***    |
|  | %     | ***                         | ***                       | ***   | ***                              | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  |        |
| Hires  | #     | 65                          | 17                        | 8   | 40                               | <b>12</b>                           | 0                                    | 0  | 1  | 0   | 0   | 0  | 1  | 0                                  | 0  | 9                | 0                                    | 1      |
|  | %     | 100.00%                     | 26.15%                    | 12.31%  | 61.54%                           | <b>18.46%</b>                       | 00.00%                               | 00.00%   | 01.54%   | 00.00%                                      | 00.00%  | 00.00%   | 01.54%   | 00.00%                             | 00.00%   | 13.85%           | 00.00%                               | 01.54% |
| <b>Voluntarily Identified</b> (Outside of Schedule A Applicants) |       |                             |                           |   |                                  |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |        |
| Applications   | #     | ***                         | ***                       | ***   | ***                              | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  | ***    |
|  | %     | ***                         | ***                       | ***   | ***                              | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  | ***    |
| Hires  | #     | 20,944                      | 17,550                    | 1,360   | 2,034                            | <b>350</b>                          | 4                                    | 42   | 46   | 6   | 7   | 22   | 8  | 15                                 | 2  | 190              | 3                                    | 5      |
|  | %     | 100.00%                     | 83.79%                    | 06.49%  | 09.71%                           | <b>01.67%</b>                       | 00.02%                               | 00.20%   | 00.22%   | 00.03%                                      | 00.03%  | 00.11%   | 00.04%   | 00.07%                             | 00.01%   | 00.91%           | 00.01%                               | 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 - FY2018**

| All VA   | TOTAL | Total by Disability Status |                        |  |                           | Detail for Targeted Disabilities |                                |   |   |  |   |  |   |                                 |  |                  |                                   |          |  |
|--|-------|----------------------------|------------------------|--|---------------------------|----------------------------------|--------------------------------|---|---|--|---|--|---|---------------------------------|--|------------------|-----------------------------------|----------|--|
|  |       | [04,05]<br>No Disability   | [01]<br>Not Identified | [02-03,<br>06-98]<br>Reportable Disability | Total Targeted Disability | [02]<br>Developmental Disability | [03]<br>Traumatic Brain Injury | [16-19]<br>Deaf or Serious Difficulty Hearing | [20-21,<br>23,25]<br>Blind or Serious Difficulty Seeing | [26,28,<br>30-38]<br>Missing Extremities | [40]<br>Significant Mobility Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or Complete Paralysis | [82]<br>Epilepsy or Other Seizure Disorders | [90]<br>Intellectual Disability | [91]<br>Significant Psychiatric Disorder | [92]<br>Dwarfism | [93]<br>Significant Disfigurement |          |  |
| <b>Schedule A</b>  |       |                            |                        |  |                           |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |          |  |
| <b>Applications</b>  | #     | ***                        | ***                    | ***  | ***                       | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***      |  |
|  | %     | ***                        | ***                    | ***  | ***                       | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***      |  |
| <b>Hires</b>   | #     | 70                         | 33                     | 11   | 26                        | <b>6</b>                         | 0                              | 0   | 3   | 0  | 0                                       | 0  | 1   | 0                               | 0  | 2                | 0                                 | 0        |  |
|  | %     | 100.00.0%                  | 47.14.0%               | 15.71.0%                                   | 37.14.0%                  | <b>08.57.0%</b>                  | 00.00.0%                       | 00.00.0%                                      | 04.29.0%  | 00.00.0%                                 | 00.00.0%                                | 00.00.0%   | 01.43.0%                                    | 00.00.0%                        | 00.00.0%                                 | 02.86.0%         | 00.00.0%                          | 00.00.0% |  |
| <b>Voluntarily Identified (Outside of Schedule A Applicants)</b> |       |                            |                        |  |                           |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |          |  |
| <b>Applications</b>  | #     | ***                        | ***                    | ***  | ***                       | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***      |  |
|  | %     | ***                        | ***                    | ***  | ***                       | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***      |  |
| <b>Hires</b>   | #     | 3,736                      | 3,317                  | 172  | 247                       | <b>45</b>                        | 0                              | 6   | 7   | 2  | 1                                       | 3  | 0   | 4                               | 0  | 21               | 0                                 | 1        |  |
|  | %     | 100.00.0%                  | 88.78.0%               | 04.60.0%                                   | 06.61.0%                  | <b>01.20.0%</b>                  | 00.00.0%                       | 00.16.0%                                      | 00.19.0%  | 00.05.0%                                 | 00.03.0%                                | 00.08.0%   | 00.00.0%                                    | 00.11.0%                        | 00.00.0%                                 | 00.56.0%         | 00.00.0%                          | 00.03.0% |  |

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 B8: NEW HIRES BY TYPE OF APPOINTMENT - Permanent and Temporary Workforce - Distribution by Disability - SEP - FY2018**

| All VA           | TOTAL | Total by Disability Status  |                           |   |                                 | Detail for Targeted Disabilities    |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |        |
|------------------|-------|-----------------------------|---------------------------|---|---------------------------------|-------------------------------------|--------------------------------------|--|--|---|---|--|--|------------------------------------|--|------------------|--------------------------------------|--------|
|                  |       | [04,05]<br>No<br>Disability | [01]<br>Not<br>Identified | [02-03,<br>06-98]<br>Reportable<br>Disability | Total<br>Targeted<br>Disability | [02]<br>Developmental<br>Disability | [03]<br>Traumatic<br>Brain<br>Injury | [16-19]<br>Deaf or<br>Serious<br>Difficulty<br>Hearing | [20-21,<br>23,25]<br>Blind or<br>Serious<br>Difficulty<br>Seeing | [26,28,<br>30-38]<br>Missing<br>Extremities | [40]<br>Significant<br>Mobility<br>Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or<br>Complete<br>Paralysis | [82]<br>Epilepsy<br>or Other<br>Seizure<br>Disorders | [90]<br>Intellectual<br>Disability | [91]<br>Significant<br>Psychiatric<br>Disorder | [92]<br>Dwarfism | [93]<br>Significant<br>Disfigurement |        |
| Permanent        | #     | 43,929                      | 34,189                    | 3,312   | 6,428                           | <b>1,613</b>                        | 15                                   | 152  | 190  | 37  | 18  | 79   | 30   | 52                                 | 9  | 1,009            | 6                                    | 16     |
|                  | %     | 100.00%                     | 77.83%                    | 07.54%  | 14.63%                          | <b>03.67%</b>                       | 00.03%                               | 00.35%   | 00.43%   | 00.08%                                      | 00.04%  | 00.18%   | 00.07%   | 00.12%                             | 00.02%   | 02.30%           | 00.01%                               | 00.04% |
| Temporary        | #     | 12,441                      | 10,389                    | 712   | 1,340                           | <b>367</b>                          | 1                                    | 31   | 35   | 12  | 9   | 21   | 5  | 18                                 | 6  | 225              | 0                                    | 4      |
|                  | %     | 100.00%                     | 83.51%                    | 05.72%  | 10.77%                          | <b>02.95%</b>                       | 00.01%                               | 00.25%   | 00.28%   | 00.10%                                      | 00.07%  | 00.17%   | 00.04%   | 00.14%                             | 00.05%   | 01.81%           | 00.00%                               | 00.03% |
| Non-Appropriated | #     | 1,580                       | 1,364                     | 72  | 144                             | <b>29</b>                           | 3                                    | 2  | 6  | 0   | 0   | 0  | 0  | 4                                  | 0  | 13               | 0                                    | 1      |
|                  | %     | 100.00%                     | 86.33%                    | 04.56%  | 09.11%                          | <b>01.84%</b>                       | 00.19%                               | 00.13%   | 00.38%   | 00.00%                                      | 00.00%  | 00.00%   | 00.00%   | 00.25%                             | 00.00%   | 00.82%           | 00.00%                               | 00.06% |
| TOTAL            | #     | 57,950                      | 45,942                    | 4,096   | 7,912                           | <b>2,009</b>                        | 19                                   | 185  | 231  | 49  | 27  | 100  | 35   | 74                                 | 15   | 1,247            | 6                                    | 21     |
|                  | %     | 100.00%                     | 79.28%                    | 07.07%  | 13.65%                          | <b>03.47%</b>                       | 00.03%                               | 00.32%   | 00.40%   | 00.08%                                      | 00.05%  | 00.17%   | 00.06%   | 00.13%                             | 00.03%   | 02.15%           | 00.01%                               | 00.04% |
| Prior Year       | %     | 100.00%                     | 82.25%                    | 04.01%  | 13.74%                          | <b>02.94%</b>                       | 00.02%                               | 00.10%   | 00.21%   | 00.07%                                      | 00.05%  | 00.20%   | 00.10%   | 00.18%                             | 00.05%   | 01.93%           | 00.01%                               | 00.03% |

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



**Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Disability - SEP - FY2018**

| All VA                                   | TOTAL | Total by Disability Status |                        |  |                           | Detail for Targeted Disabilities |                                |   |   |  |   |  |   |                                 |  |                  |                                   |       |
|--|-------|----------------------------|------------------------|--|---------------------------|----------------------------------|--------------------------------|---|---|--|---|--|---|---------------------------------|--|------------------|-----------------------------------|-------|
|  |       | [04,05]<br>No Disability   | [01]<br>Not Identified | [02-03,<br>06-98]<br>Reportable Disability | Total Targeted Disability | [02]<br>Developmental Disability | [03]<br>Traumatic Brain Injury | [16-19]<br>Deaf or Serious Difficulty Hearing | [20-21,<br>23,25]<br>Blind or Serious Difficulty Seeing | [26,28,<br>30-38]<br>Missing Extremities | [40]<br>Significant Mobility Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or Complete Paralysis | [82]<br>Epilepsy or Other Seizure Disorders | [90]<br>Intellectual Disability | [91]<br>Significant Psychiatric Disorder | [92]<br>Dwarfism | [93]<br>Significant Disfigurement |       |
| <b>0083 Police</b>                       |       |                            |                        |  |                           |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |       |
| <b>Total Applications Received</b>       | #     | 11,086                     | 5,617                  | 4,840                                      | 629                       | <b>462</b>                       | 2                              | 109   | 40  | 4  | 1                                       | 37   | 7   | 8                               | 0  | 246              | 0                                 | 8     |
|  | %     | 100.00%                    | 50.67%                 | 43.66%                                     | 5.67%                     | <b>4.17%</b>                     | 0.02%                          | 0.98%   | 0.36%   | 0.04%                                    | 0.01%                                   | 0.33%  | 0.06%                                       | 0.07%                           | 0.00%                                    | 2.22%            | 0.00%                             | 0.07% |
| <b>Qualified</b>                         | #     | 4,844                      | 2,277                  | 2,292                                      | 275                       | <b>196</b>                       | 0                              | 45  | 17  | 0  | 0                                       | 25   | 3   | 4                               | 0  | 97               | 0                                 | 5     |
|  | %     | 100.00%                    | 47.01%                 | 47.32%                                     | 5.68%                     | <b>4.05%</b>                     | 0.00%                          | 0.93%   | 0.35%   | 0.00%                                    | 0.00%                                   | 0.52%  | 0.06%                                       | 0.08%                           | 0.00%                                    | 2.00%            | 0.00%                             | 0.10% |
| <b>Selected</b>                          | #     | 424                        | 211                    | 195  | 18                        | <b>14</b>                        | 0                              | 4   | 1   | 0  | 0                                       | 1  | 1   | 0                               | 0  | 6                | 0                                 | 1     |
|  | %     | 100.00%                    | 49.76%                 | 45.99%                                     | 4.25%                     | <b>3.30%</b>                     | 0.00%                          | 0.94%   | 0.24%   | 0.00%                                    | 0.00%                                   | 0.24%  | 0.24%                                       | 0.00%                           | 0.00%                                    | 1.42%            | 0.00%                             | 0.24% |
| <b>Relevant Applicant Pool</b>           | %     | ***                        | ***                    | ***  | ***                       | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***   |
| <b>0101 Social Science</b>               |       |                            |                        |  |                           |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |       |
| <b>Total Applications Received</b>       | #     | 6,882                      | 3,250                  | 2,817                                      | 815                       | <b>620</b>                       | 8                              | 86  | 49  | 20                                       | 6                                       | 59   | 41  | 16                              | 4  | 305              | 0                                 | 26    |
|  | %     | 100.00%                    | 47.22%                 | 40.93%                                     | 11.84%                    | <b>9.01%</b>                     | 0.12%                          | 1.25%   | 0.71%   | 0.29%                                    | 0.09%                                   | 0.86%  | 0.60%                                       | 0.23%                           | 0.06%                                    | 4.43%            | 0.00%                             | 0.38% |
| <b>Qualified</b>                         | #     | 2,046                      | 921                    | 871  | 254                       | <b>203</b>                       | 5                              | 27  | 15  | 3  | 2                                       | 15   | 15  | 6                               | 4  | 97               | 0                                 | 14    |
|  | %     | 100.00%                    | 45.01%                 | 42.57%                                     | 12.41%                    | <b>9.92%</b>                     | 0.24%                          | 1.32%   | 0.73%   | 0.15%                                    | 0.10%                                   | 0.73%  | 0.73%                                       | 0.29%                           | 0.20%                                    | 4.74%            | 0.00%                             | 0.68% |
| <b>Selected</b>                          | #     | 223                        | 109                    | 88   | 26                        | <b>19</b>                        | 0                              | 2   | 1   | 0  | 1                                       | 2  | 1   | 0                               | 0  | 10               | 0                                 | 2     |
|  | %     | 100.00%                    | 48.88%                 | 39.46%                                     | 11.66%                    | <b>8.52%</b>                     | 0.00%                          | 0.90%   | 0.45%   | 0.00%                                    | 0.45%                                   | 0.90%  | 0.45%                                       | 0.00%                           | 0.00%                                    | 4.48%            | 0.00%                             | 0.90% |
| <b>Relevant Applicant Pool</b>           | %     | ***                        | ***                    | ***  | ***                       | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***   |
| <b>0201 Human Resources Management</b>   |       |                            |                        |  |                           |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |       |
| <b>Total Applications Received</b>       | #     | 40,447                     | 16,770                 | 19,687                                     | 3,990                     | <b>2,528</b>                     | 24                             | 304   | 209   | 116                                      | 68                                      | 196  | 113   | 58                              | 2  | 1,369            | 5                                 | 64    |
|  | %     | 100.00%                    | 41.46%                 | 48.67%                                     | 9.86%                     | <b>6.25%</b>                     | 0.06%                          | 0.75%   | 0.52%   | 0.29%                                    | 0.17%                                   | 0.48%  | 0.28%                                       | 0.14%                           | 0.00%                                    | 3.38%            | 0.01%                             | 0.16% |
| <b>Qualified</b>                         | #     | 13,220                     | 4,809                  | 6,987                                      | 1,424                     | <b>848</b>                       | 4                              | 87  | 75  | 51                                       | 17                                      | 64   | 55  | 15                              | 0  | 463              | 1                                 | 16    |
|  | %     | 100.00%                    | 36.38%                 | 52.85%                                     | 10.77%                    | <b>6.41%</b>                     | 0.03%                          | 0.66%   | 0.57%   | 0.39%                                    | 0.13%                                   | 0.48%  | 0.42%                                       | 0.11%                           | 0.00%                                    | 3.50%            | 0.01%                             | 0.12% |
| <b>Selected</b>                          | #     | 962                        | 350                    | 540  | 72                        | <b>37</b>                        | 0                              | 3   | 5   | 1  | 0                                       | 3  | 4   | 0                               | 0  | 19               | 0                                 | 2     |
|  | %     | 100.00%                    | 36.38%                 | 56.13%                                     | 7.48%                     | <b>3.85%</b>                     | 0.00%                          | 0.31%   | 0.52%   | 0.10%                                    | 0.00%                                   | 0.31%  | 0.42%                                       | 0.00%                           | 0.00%                                    | 1.98%            | 0.00%                             | 0.21% |
| <b>Relevant Applicant Pool</b>           | %     | ***                        | ***                    | ***  | ***                       | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***   |
| <b>0260 Equal Employment Opportunity</b> |       |                            |                        |  |                           |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |       |
|  | #     | 2,579                      | 1,188                  | 964  | 427                       | <b>276</b>                       | 4                              | 35  | 8   | 16                                       | 5                                       | 16   | 17  | 4                               | 0  | 167              | 1                                 | 3     |

**Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Disability - SEP - FY2018**

| All VA   |   | TOTAL   | Total by Disability Status |                        |  | Detail for Targeted Disabilities |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |
|--|---|---------|----------------------------|------------------------|--|----------------------------------|----------------------------------|--------------------------------|---|---|--|---|--|---|---------------------------------|--|------------------|-----------------------------------|
|  |   |         | [04,05]<br>No Disability   | [01]<br>Not Identified | [02-03,<br>06-98]<br>Reportable Disability | Total Targeted Disability        | [02]<br>Developmental Disability | [03]<br>Traumatic Brain Injury | [16-19]<br>Deaf or Serious Difficulty Hearing | [20-21,<br>23,25]<br>Blind or Serious Difficulty Seeing | [26,28,<br>30-38]<br>Missing Extremities | [40]<br>Significant Mobility Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or Complete Paralysis | [82]<br>Epilepsy or Other Seizure Disorders | [90]<br>Intellectual Disability | [91]<br>Significant Psychiatric Disorder | [92]<br>Dwarfism | [93]<br>Significant Disfigurement |
| <b>Total Applications Received</b>                   | % | 100.00% | 46.06%                     | 37.38%                 | 16.56%                                     | <b>10.70%</b>                    | 0.16%                            | 1.36%                          | 0.31%   | 0.62%   | 0.19%                                    | 0.62%                                   | 0.66%  | 0.16%                                       | 0.00%                           | 6.48%                                    | 0.04%            | 0.12%                             |
| <b>Qualified</b>                                     | # | 1,029   | 434                        | 389                    | 206  | <b>129</b>                       | 1                                | 17                             | 3   | 10  | 0  | 8                                       | 9  | 0   | 0                               | 79                                       | 1                | 1                                 |
|  | % | 100.00% | 42.18%                     | 37.80%                 | 20.02%                                     | <b>12.54%</b>                    | 0.10%                            | 1.65%                          | 0.29%   | 0.97%   | 0.00%                                    | 0.78%                                   | 0.87%  | 0.00%                                       | 0.00%                           | 7.68%                                    | 0.10%            | 0.10%                             |
| <b>Selected</b>                                      | # | 38      | 14                         | 15                     | 9  | <b>3</b>                         | 0                                | 1                              | 0   | 0   | 0  | 0                                       | 0  | 0   | 0                               | 2  | 0                | 0                                 |
|  | % | 100.00% | 36.84%                     | 39.47%                 | 23.68%                                     | <b>7.89%</b>                     | 0.00%                            | 2.63%                          | 0.00%   | 0.00%   | 0.00%                                    | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 5.26%                                    | 0.00%            | 0.00%                             |
| <b>Relevant Applicant Pool</b>                       | % | ***     | ***                        | ***                    | ***  | ***                              | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               |
| <b>0301 Miscellaneous Administration and Program</b> |   |         |                            |                        |  |                                  |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |
| <b>Total Applications Received</b>                   | # | 41,215  | 17,958                     | 19,022                 | 4,235                                      | <b>2,935</b>                     | 26                               | 374                            | 242   | 57  | 55                                       | 264                                     | 127  | 117   | 9                               | 1,582                                    | 3                | 79                                |
|  | % | 100.00% | 43.57%                     | 46.15%                 | 10.28%                                     | <b>7.12%</b>                     | 0.06%                            | 0.91%                          | 0.59%   | 0.14%   | 0.13%                                    | 0.64%                                   | 0.31%  | 0.28%                                       | 0.02%                           | 3.84%                                    | 0.01%            | 0.19%                             |
| <b>Qualified</b>                                     | # | 17,274  | 6,952                      | 8,514                  | 1,808                                      | <b>1,280</b>                     | 5                                | 168                            | 112   | 26  | 24                                       | 120                                     | 65   | 43  | 3                               | 673                                      | 1                | 40                                |
|  | % | 100.00% | 40.25%                     | 49.29%                 | 10.47%                                     | <b>7.41%</b>                     | 0.03%                            | 0.97%                          | 0.65%   | 0.15%   | 0.14%                                    | 0.69%                                   | 0.38%  | 0.25%                                       | 0.02%                           | 3.90%                                    | 0.01%            | 0.23%                             |
| <b>Selected</b>                                      | # | 871     | 365                        | 441                    | 65   | <b>49</b>                        | 0                                | 10                             | 3   | 1   | 0  | 6                                       | 5  | 3   | 0                               | 21                                       | 0                | 0                                 |
|  | % | 100.00% | 41.91%                     | 50.63%                 | 7.46%                                      | <b>5.63%</b>                     | 0.00%                            | 1.15%                          | 0.34%   | 0.11%   | 0.00%                                    | 0.69%                                   | 0.57%  | 0.34%                                       | 0.00%                           | 2.41%                                    | 0.00%            | 0.00%                             |
| <b>Relevant Applicant Pool</b>                       | % | ***     | ***                        | ***                    | ***  | ***                              | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               |
| <b>0340 Program Management</b>                       |   |         |                            |                        |  |                                  |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |
| <b>Total Applications Received</b>                   | # | 3,315   | 1,108                      | 1,943                  | 264  | <b>196</b>                       | 1                                | 38                             | 24  | 12  | 2  | 25                                      | 16   | 2   | 1                               | 72                                       | 0                | 3                                 |
|  | % | 100.00% | 33.42%                     | 58.61%                 | 7.96%                                      | <b>5.91%</b>                     | 0.03%                            | 1.15%                          | 0.72%   | 0.36%   | 0.06%                                    | 0.75%                                   | 0.48%  | 0.06%                                       | 0.03%                           | 2.17%                                    | 0.00%            | 0.09%                             |
| <b>Qualified</b>                                     | # | 1,323   | 426                        | 804                    | 93   | <b>56</b>                        | 0                                | 10                             | 9   | 4   | 0  | 6                                       | 8  | 1   | 0                               | 17                                       | 0                | 1                                 |
|  | % | 100.00% | 32.20%                     | 60.77%                 | 7.03%                                      | <b>4.23%</b>                     | 0.00%                            | 0.76%                          | 0.68%   | 0.30%   | 0.00%                                    | 0.45%                                   | 0.60%  | 0.08%                                       | 0.00%                           | 1.28%                                    | 0.00%            | 0.08%                             |
| <b>Selected</b>                                      | # | 68      | 17                         | 48                     | 3  | <b>2</b>                         | 0                                | 0                              | 1   | 0   | 0  | 0                                       | 1  | 0   | 0                               | 0  | 0                | 0                                 |
|  | % | 100.00% | 25.00%                     | 70.59%                 | 4.41%                                      | <b>2.94%</b>                     | 0.00%                            | 0.00%                          | 1.47%   | 0.00%   | 0.00%                                    | 0.00%                                   | 1.47%  | 0.00%                                       | 0.00%                           | 0.00%                                    | 0.00%            | 0.00%                             |
| <b>Relevant Applicant Pool</b>                       | % | ***     | ***                        | ***                    | ***  | ***                              | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               |
| <b>0343 Management and Program Analysis</b>          |   |         |                            |                        |  |                                  |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |
| <b>Total Applications Received</b>                   | # | 42,670  | 16,743                     | 22,019                 | 3,908                                      | <b>2,583</b>                     | 26                               | 411                            | 236   | 74  | 28                                       | 250                                     | 144  | 96  | 4                               | 1,250                                    | 2                | 62                                |
|  | % | 100.00% | 39.24%                     | 51.60%                 | 9.16%                                      | <b>6.05%</b>                     | 0.06%                            | 0.96%                          | 0.55%   | 0.17%   | 0.07%                                    | 0.59%                                   | 0.34%  | 0.22%                                       | 0.01%                           | 2.93%                                    | 0.00%            | 0.15%                             |
| <b>Qualified</b>                                     | # | 17,511  | 6,583                      | 9,351                  | 1,577                                      | <b>1,031</b>                     | 4                                | 160                            | 110   | 29  | 6  | 107                                     | 61   | 37  | 1                               | 488                                      | 1                | 27                                |

**Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Disability - SEP - FY2018**

| All VA   | TOTAL | Total by Disability Status  |                           |   |                                 |                                     | Detail for Targeted Disabilities     |  |  |   |   |  |  |                                    |  |                  |                                      |       |
|--|-------|-----------------------------|---------------------------|---|---------------------------------|-------------------------------------|--------------------------------------|--|--|---|---|--|--|------------------------------------|--|------------------|--------------------------------------|-------|
|  |       | [04,05]<br>No<br>Disability | [01]<br>Not<br>Identified | [02-03,<br>06-98]<br>Reportable<br>Disability | Total<br>Targeted<br>Disability | [02]<br>Developmental<br>Disability | [03]<br>Traumatic<br>Brain<br>Injury | [16-19]<br>Deaf or<br>Serious<br>Difficulty<br>Hearing | [20-21,<br>23,25]<br>Blind or<br>Serious<br>Difficulty<br>Seeing | [26,28,<br>30-38]<br>Missing<br>Extremities | [40]<br>Significant<br>Mobility<br>Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or<br>Complete<br>Paralysis | [82]<br>Epilepsy<br>or Other<br>Seizure<br>Disorders | [90]<br>Intellectual<br>Disability | [91]<br>Significant<br>Psychiatric<br>Disorder | [92]<br>Dwarfism | [93]<br>Significant<br>Disfigurement |       |
|  | %     | 100.00%                     | 37.59%                    | 53.40%  | 9.01%                           | <b>5.89%</b>                        | 0.02%                                | 0.91%  | 0.63%  | 0.17%                                       | 0.03%   | 0.61%  | 0.35%  | 0.21%                              | 0.01%  | 2.79%            | 0.01%                                | 0.15% |
| <b>Selected</b>                                  | #     | 842                         | 305                       | 491   | 46                              | <b>26</b>                           | 0                                    | 4  | 2  | 0   | 0   | 2  | 0  | 2                                  | 0  | 16               | 0                                    | 0     |
|  | %     | 100.00%                     | 36.22%                    | 58.31%  | 5.46%                           | <b>3.09%</b>                        | 0.00%                                | 0.48%  | 0.24%  | 0.00%                                       | 0.00%   | 0.24%  | 0.00%  | 0.24%                              | 0.00%  | 1.90%            | 0.00%                                | 0.00% |
| <b>Relevant Applicant Pool</b>                   | %     | ***                         | ***                       | ***   | ***                             | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  | ***   |
| <b>0501 Financial Administration and Program</b> |       |                             |                           |   |                                 |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |       |
| <b>Total Applications Received</b>               | #     | 4,381                       | 1,354                     | 2,645   | 382                             | <b>261</b>                          | 3                                    | 31   | 25   | 7   | 2   | 23   | 11   | 19                                 | 0  | 138              | 0                                    | 2     |
|  | %     | 100.00%                     | 30.91%                    | 60.37%  | 8.72%                           | <b>5.96%</b>                        | 0.07%                                | 0.71%  | 0.57%  | 0.16%                                       | 0.05%   | 0.52%  | 0.25%  | 0.43%                              | 0.00%  | 3.15%            | 0.00%                                | 0.05% |
| <b>Qualified</b>                                 | #     | 1,665                       | 469                       | 1,043   | 153                             | <b>99</b>                           | 2                                    | 6  | 17   | 6   | 1   | 9  | 7  | 4                                  | 0  | 47               | 0                                    | 0     |
|  | %     | 100.00%                     | 28.17%                    | 62.64%  | 9.19%                           | <b>5.95%</b>                        | 0.12%                                | 0.36%  | 1.02%  | 0.36%                                       | 0.06%   | 0.54%  | 0.42%  | 0.24%                              | 0.00%  | 2.82%            | 0.00%                                | 0.00% |
| <b>Selected</b>                                  | #     | 167                         | 44                        | 115   | 8                               | <b>3</b>                            | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 1                                  | 0  | 2                | 0                                    | 0     |
|  | %     | 100.00%                     | 26.35%                    | 68.86%  | 4.79%                           | <b>1.80%</b>                        | 0.00%                                | 0.00%  | 0.00%  | 0.00%                                       | 0.00%   | 0.00%  | 0.00%  | 0.60%                              | 0.00%  | 1.20%            | 0.00%                                | 0.00% |
| <b>Relevant Applicant Pool</b>                   | %     | ***                         | ***                       | ***   | ***                             | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  | ***   |
| <b>0511 Auditing</b>                             |       |                             |                           |   |                                 |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |       |
| <b>Total Applications Received</b>               | #     | 1,217                       | 459                       | 664   | 94                              | <b>52</b>                           | 1                                    | 5  | 8  | 0   | 1   | 4  | 2  | 4                                  | 0  | 27               | 0                                    | 0     |
|  | %     | 100.00%                     | 37.72%                    | 54.56%  | 7.72%                           | <b>4.27%</b>                        | 0.08%                                | 0.41%  | 0.66%  | 0.00%                                       | 0.08%   | 0.33%  | 0.16%  | 0.33%                              | 0.00%  | 2.22%            | 0.00%                                | 0.00% |
| <b>Qualified</b>                                 | #     | 504                         | 167                       | 300   | 37                              | <b>20</b>                           | 1                                    | 0  | 4  | 0   | 0   | 2  | 2  | 3                                  | 0  | 8                | 0                                    | 0     |
|  | %     | 100.00%                     | 33.13%                    | 59.52%  | 7.34%                           | <b>3.97%</b>                        | 0.20%                                | 0.00%  | 0.79%  | 0.00%                                       | 0.00%   | 0.40%  | 0.40%  | 0.60%                              | 0.00%  | 1.59%            | 0.00%                                | 0.00% |
| <b>Selected</b>                                  | #     | 22                          | 9                         | 11  | 2                               | <b>0</b>                            | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 0                | 0                                    | 0     |
|  | %     | 100.00%                     | 40.91%                    | 50.00%  | 9.09%                           | <b>0.00%</b>                        | 0.00%                                | 0.00%  | 0.00%  | 0.00%                                       | 0.00%   | 0.00%  | 0.00%  | 0.00%                              | 0.00%  | 0.00%            | 0.00%                                | 0.00% |
| <b>Relevant Applicant Pool</b>                   | %     | ***                         | ***                       | ***   | ***                             | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  | ***   |
| <b>0602 Medical Officer</b>                      |       |                             |                           |   |                                 |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |       |
| <b>Total Applications Received</b>               | #     | 767                         | 372                       | 374   | 21                              | <b>12</b>                           | 0                                    | 6  | 1  | 0   | 0   | 0  | 0  | 1                                  | 0  | 4                | 0                                    | 0     |
|  | %     | 100.00%                     | 48.50%                    | 48.76%  | 2.74%                           | <b>1.56%</b>                        | 0.00%                                | 0.78%  | 0.13%  | 0.00%                                       | 0.00%   | 0.00%  | 0.00%  | 0.13%                              | 0.00%  | 0.52%            | 0.00%                                | 0.00% |
| <b>Qualified</b>                                 | #     | 491                         | 220                       | 264   | 7                               | <b>3</b>                            | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 1                                  | 0  | 2                | 0                                    | 0     |
|  | %     | 100.00%                     | 44.81%                    | 53.77%  | 1.43%                           | <b>0.61%</b>                        | 0.00%                                | 0.00%  | 0.00%  | 0.00%                                       | 0.00%   | 0.00%  | 0.00%  | 0.20%                              | 0.00%  | 0.41%            | 0.00%                                | 0.00% |
| <b>Selected</b>                                  | #     | 147                         | 61                        | 85  | 1                               | <b>0</b>                            | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 0                | 0                                    | 0     |



**Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |       |
|                                    | %     | 100.00%                    | 41.50%              | 57.82%                               | 0.68%                     | <b>0.00%</b>                     | 0.00%                       | 0.00%                                      | 0.00%   | 0.00%                              | 0.00%                                | 0.00%   | 0.00%                                    | 0.00%                        | 0.00%                                 | 0.00%         | 0.00%                          | 0.00% |
| <b>Relevant Applicant Pool</b>     | %     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***   |
| <b>0610 Nurse</b>                  |       |                            |                     |                                      |                           |                                  |                             |  |   |                                    |                                      |   |  |                              |                                       |               |                                |       |
| <b>Total Applications Received</b> | #     | 18,970                     | 11,212              | 7,314                                | 444                       | <b>207</b>                       | 0                           | 9  | 30  | 7                                  | 3                                    | 20  | 8  | 43                           | 0                                     | 77            | 0                              | 10    |
|                                    | %     | 100.00%                    | 59.10%              | 38.56%                               | 2.34%                     | <b>1.09%</b>                     | 0.00%                       | 0.05%                                      | 0.16%   | 0.04%                              | 0.02%                                | 0.11%   | 0.04%                                    | 0.23%                        | 0.00%                                 | 0.41%         | 0.00%                          | 0.05% |
| <b>Qualified</b>                   | #     | 11,735                     | 6,696               | 4,758                                | 281                       | <b>127</b>                       | 0                           | 5  | 21  | 6                                  | 1                                    | 9   | 6  | 31                           | 0                                     | 46            | 0                              | 2     |
|                                    | %     | 100.00%                    | 57.06%              | 40.55%                               | 2.39%                     | <b>1.08%</b>                     | 0.00%                       | 0.04%                                      | 0.18%   | 0.05%                              | 0.01%                                | 0.08%   | 0.05%                                    | 0.26%                        | 0.00%                                 | 0.39%         | 0.00%                          | 0.02% |
| <b>Selected</b>                    | #     | 1,293                      | 730                 | 543                                  | 20                        | <b>7</b>                         | 0                           | 0  | 1   | 0                                  | 0                                    | 1   | 0  | 2                            | 0                                     | 3             | 0                              | 0     |
|                                    | %     | 100.00%                    | 56.46%              | 42.00%                               | 1.55%                     | <b>0.54%</b>                     | 0.00%                       | 0.00%                                      | 0.08%   | 0.00%                              | 0.00%                                | 0.08%   | 0.00%                                    | 0.15%                        | 0.00%                                 | 0.23%         | 0.00%                          | 0.00% |
| <b>Relevant Applicant Pool</b>     | %     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***   |
| <b>0620 Practical Nurse</b>        |       |                            |                     |                                      |                           |                                  |                             |  |   |                                    |                                      |   |  |                              |                                       |               |                                |       |
| <b>Total Applications Received</b> | #     | 4,994                      | 3,280               | 1,577                                | 137                       | <b>63</b>                        | 0                           | 9  | 1   | 0                                  | 0                                    | 2   | 1  | 4                            | 0                                     | 46            | 0                              | 0     |
|                                    | %     | 100.00%                    | 65.68%              | 31.58%                               | 2.74%                     | <b>1.26%</b>                     | 0.00%                       | 0.18%                                      | 0.02%   | 0.00%                              | 0.00%                                | 0.04%   | 0.02%                                    | 0.08%                        | 0.00%                                 | 0.92%         | 0.00%                          | 0.00% |
| <b>Qualified</b>                   | #     | 2,063                      | 1,292               | 697                                  | 74                        | <b>36</b>                        | 0                           | 2  | 1   | 0                                  | 0                                    | 1   | 0  | 2                            | 0                                     | 30            | 0                              | 0     |
|                                    | %     | 100.00%                    | 62.63%              | 33.79%                               | 3.59%                     | <b>1.75%</b>                     | 0.00%                       | 0.10%                                      | 0.05%   | 0.00%                              | 0.00%                                | 0.05%   | 0.00%                                    | 0.10%                        | 0.00%                                 | 1.45%         | 0.00%                          | 0.00% |
| <b>Selected</b>                    | #     | 412                        | 270                 | 131                                  | 11                        | <b>4</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 4             | 0                              | 0     |
|                                    | %     | 100.00%                    | 65.53%              | 31.80%                               | 2.67%                     | <b>0.97%</b>                     | 0.00%                       | 0.00%                                      | 0.00%   | 0.00%                              | 0.00%                                | 0.00%   | 0.00%                                    | 0.00%                        | 0.00%                                 | 0.97%         | 0.00%                          | 0.00% |
| <b>Relevant Applicant Pool</b>     | %     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***   |
| <b>0621 Nursing Assistant</b>      |       |                            |                     |                                      |                           |                                  |                             |  |   |                                    |                                      |   |  |                              |                                       |               |                                |       |
| <b>Total Applications Received</b> | #     | 4,122                      | 2,656               | 1,329                                | 137                       | <b>73</b>                        | 2                           | 6  | 6   | 0                                  | 0                                    | 6   | 4  | 7                            | 0                                     | 40            | 0                              | 2     |
|                                    | %     | 100.00%                    | 64.43%              | 32.24%                               | 3.32%                     | <b>1.77%</b>                     | 0.05%                       | 0.15%                                      | 0.15%   | 0.00%                              | 0.00%                                | 0.15%   | 0.10%                                    | 0.17%                        | 0.00%                                 | 0.97%         | 0.00%                          | 0.05% |
| <b>Qualified</b>                   | #     | 1,130                      | 658                 | 424                                  | 48                        | <b>32</b>                        | 1                           | 1  | 3   | 0                                  | 0                                    | 0   | 2  | 2                            | 0                                     | 21            | 0                              | 2     |
|                                    | %     | 100.00%                    | 58.23%              | 37.52%                               | 4.25%                     | <b>2.83%</b>                     | 0.09%                       | 0.09%                                      | 0.27%   | 0.00%                              | 0.00%                                | 0.00%   | 0.18%                                    | 0.18%                        | 0.00%                                 | 1.86%         | 0.00%                          | 0.18% |
| <b>Selected</b>                    | #     | 175                        | 102                 | 68                                   | 5                         | <b>2</b>                         | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 2             | 0                              | 0     |
|                                    | %     | 100.00%                    | 58.29%              | 38.86%                               | 2.86%                     | <b>1.14%</b>                     | 0.00%                       | 0.00%                                      | 0.00%   | 0.00%                              | 0.00%                                | 0.00%   | 0.00%                                    | 0.00%                        | 0.00%                                 | 1.14%         | 0.00%                          | 0.00% |
| <b>Relevant Applicant Pool</b>     | %     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***   |

**Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Disability - SEP - FY2018**

| All VA   | TOTAL | Total by Disability Status |                        |   |                           | Detail for Targeted Disabilities |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |       |
|--|-------|----------------------------|------------------------|---|---------------------------|----------------------------------|--------------------------------|---|--|---------------------------------------|---|--|---|---------------------------------|--|------------------|-----------------------------------|-------|
|  |       | [04,05]<br>No Disability   | [01]<br>Not Identified | [02-03, 06-98]<br>Reportable Disability | Total Targeted Disability | [02]<br>Developmental Disability | [03]<br>Traumatic Brain Injury | [16-19]<br>Deaf or Serious Difficulty Hearing | [20-21, 23,25]<br>Blind or Serious Difficulty Seeing | [26,28, 30-38]<br>Missing Extremities | [40]<br>Significant Mobility Impairment | [60-61, 64-69, 71-79]<br>Partial or Complete Paralysis | [82]<br>Epilepsy or Other Seizure Disorders | [90]<br>Intellectual Disability | [91]<br>Significant Psychiatric Disorder | [92]<br>Dwarfism | [93]<br>Significant Disfigurement |       |
| <b>0644 Medical Technologist</b>               |       |                            |                        |   |                           |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |       |
| <b>Total Applications Received</b>             | #     | 1,837                      | 1,118                  | 666                                     | 53                        | <b>29</b>                        | 0                              | 4   | 2  | 0                                     | 1                                       | 2  | 1   | 3                               | 0  | 15               | 0                                 | 1     |
|  | %     | 100.00%                    | 60.86%                 | 36.25%                                  | 2.89%                     | <b>1.58%</b>                     | 0.00%                          | 0.22%   | 0.11%  | 0.00%                                 | 0.05%                                   | 0.11%  | 0.05%                                       | 0.16%                           | 0.00%                                    | 0.82%            | 0.00%                             | 0.05% |
| <b>Qualified</b>                               | #     | 808                        | 455                    | 330                                     | 23                        | <b>5</b>                         | 0                              | 1   | 1  | 0                                     | 1                                       | 0  | 0   | 0                               | 0  | 2                | 0                                 | 0     |
|  | %     | 100.00%                    | 56.31%                 | 40.84%                                  | 2.85%                     | <b>0.62%</b>                     | 0.00%                          | 0.12%   | 0.12%  | 0.00%                                 | 0.12%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 0.00%                                    | 0.25%            | 0.00%                             | 0.00% |
| <b>Selected</b>                                | #     | 254                        | 149                    | 101                                     | 4                         | <b>2</b>                         | 0                              | 0   | 1  | 0                                     | 0                                       | 0  | 0   | 0                               | 0  | 1                | 0                                 | 0     |
|  | %     | 100.00%                    | 58.66%                 | 39.76%                                  | 1.57%                     | <b>0.79%</b>                     | 0.00%                          | 0.00%   | 0.39%  | 0.00%                                 | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 0.00%                                    | 0.39%            | 0.00%                             | 0.00% |
| <b>Relevant Applicant Pool</b>                 | %     | ***                        | ***                    | ***                                     | ***                       | ***                              | ***                            | ***   | ***  | ***                                   | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***   |
| <b>0647 Diagnostic Radiologic Technologist</b> |       |                            |                        |   |                           |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |       |
| <b>Total Applications Received</b>             | #     | 992                        | 602                    | 370                                     | 20                        | <b>17</b>                        | 0                              | 4   | 2  | 0                                     | 2                                       | 0  | 3   | 3                               | 0  | 3                | 0                                 | 0     |
|  | %     | 100.00%                    | 60.69%                 | 37.30%                                  | 2.02%                     | <b>1.71%</b>                     | 0.00%                          | 0.40%   | 0.20%  | 0.00%                                 | 0.20%                                   | 0.00%  | 0.30%                                       | 0.30%                           | 0.00%                                    | 0.30%            | 0.00%                             | 0.00% |
| <b>Qualified</b>                               | #     | 407                        | 232                    | 171                                     | 4                         | <b>2</b>                         | 0                              | 0   | 1  | 0                                     | 0                                       | 0  | 0   | 0                               | 0  | 1                | 0                                 | 0     |
|  | %     | 100.00%                    | 57.00%                 | 42.01%                                  | 0.98%                     | <b>0.49%</b>                     | 0.00%                          | 0.00%   | 0.25%  | 0.00%                                 | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 0.00%                                    | 0.25%            | 0.00%                             | 0.00% |
| <b>Selected</b>                                | #     | 165                        | 83                     | 81                                      | 1                         | <b>1</b>                         | 0                              | 0   | 1  | 0                                     | 0                                       | 0  | 0   | 0                               | 0  | 0                | 0                                 | 0     |
|  | %     | 100.00%                    | 50.30%                 | 49.09%                                  | 0.61%                     | <b>0.61%</b>                     | 0.00%                          | 0.00%   | 0.61%  | 0.00%                                 | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 0.00%                                    | 0.00%            | 0.00%                             | 0.00% |
| <b>Relevant Applicant Pool</b>                 | %     | ***                        | ***                    | ***                                     | ***                       | ***                              | ***                            | ***   | ***  | ***                                   | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***   |
| <b>0660 Pharmacist</b>                         |       |                            |                        |   |                           |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |       |
| <b>Total Applications Received</b>             | #     | 3,822                      | 2,498                  | 1,258                                   | 66                        | <b>29</b>                        | 1                              | 6   | 2  | 0                                     | 1                                       | 2  | 0   | 3                               | 0  | 14               | 0                                 | 0     |
|  | %     | 100.00%                    | 65.36%                 | 32.91%                                  | 1.73%                     | <b>0.76%</b>                     | 0.03%                          | 0.16%   | 0.05%  | 0.00%                                 | 0.03%                                   | 0.05%  | 0.00%                                       | 0.08%                           | 0.00%                                    | 0.37%            | 0.00%                             | 0.00% |
| <b>Qualified</b>                               | #     | 1,603                      | 961                    | 617                                     | 25                        | <b>12</b>                        | 1                              | 5   | 1  | 0                                     | 0                                       | 1  | 0   | 1                               | 0  | 3                | 0                                 | 0     |
|  | %     | 100.00%                    | 59.95%                 | 38.49%                                  | 1.56%                     | <b>0.75%</b>                     | 0.06%                          | 0.31%   | 0.06%  | 0.00%                                 | 0.00%                                   | 0.06%  | 0.00%                                       | 0.06%                           | 0.00%                                    | 0.19%            | 0.00%                             | 0.00% |
| <b>Selected</b>                                | #     | 284                        | 157                    | 124                                     | 3                         | <b>0</b>                         | 0                              | 0   | 0  | 0                                     | 0                                       | 0  | 0   | 0                               | 0  | 0                | 0                                 | 0     |
|  | %     | 100.00%                    | 55.28%                 | 43.66%                                  | 1.06%                     | <b>0.00%</b>                     | 0.00%                          | 0.00%   | 0.00%  | 0.00%                                 | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 0.00%                                    | 0.00%            | 0.00%                             | 0.00% |
| <b>Relevant Applicant Pool</b>                 | %     | ***                        | ***                    | ***                                     | ***                       | ***                              | ***                            | ***   | ***  | ***                                   | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***   |
| <b>0675 Medical Records Technician</b>         |       |                            |                        |   |                           |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |       |
|  | #     | 5,355                      | 3,236                  | 1,719                                   | 400                       | <b>253</b>                       | 4                              | 26  | 26   | 7                                     | 3                                       | 20   | 12  | 15                              | 1  | 136              | 0                                 | 3     |

**Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Disability - SEP - FY2018**

| All VA                                |   | TOTAL   | Total by Disability Status |                        |  | Detail for Targeted Disabilities |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |
|---------------------------------------|---|---------|----------------------------|------------------------|--|----------------------------------|----------------------------------|--------------------------------|---|---|--|---|--|---|---------------------------------|--|------------------|-----------------------------------|
|                                       |   |         | [04,05]<br>No Disability   | [01]<br>Not Identified | [02-03,<br>06-98]<br>Reportable Disability | Total Targeted Disability        | [02]<br>Developmental Disability | [03]<br>Traumatic Brain Injury | [16-19]<br>Deaf or Serious Difficulty Hearing | [20-21,<br>23,25]<br>Blind or Serious Difficulty Seeing | [26,28,<br>30-38]<br>Missing Extremities | [40]<br>Significant Mobility Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or Complete Paralysis | [82]<br>Epilepsy or Other Seizure Disorders | [90]<br>Intellectual Disability | [91]<br>Significant Psychiatric Disorder | [92]<br>Dwarfism | [93]<br>Significant Disfigurement |
| <b>Total Applications Received</b>    | % | 100.00% | 60.43%                     | 32.10%                 | 7.47%                                      | <b>4.72%</b>                     | 0.07%                            | 0.49%                          | 0.49%   | 0.13%   | 0.06%                                    | 0.37%                                   | 0.22%  | 0.28%                                       | 0.02%                           | 2.54%                                    | 0.00%            | 0.06%                             |
| <b>Qualified</b>                      | # | 1,106   | 584                        | 424                    | 98   | <b>52</b>                        | 0                                | 4                              | 4   | 3   | 0  | 5                                       | 3  | 4   | 1                               | 27                                       | 0                | 1                                 |
|                                       | % | 100.00% | 52.80%                     | 38.34%                 | 8.86%                                      | <b>4.70%</b>                     | 0.00%                            | 0.36%                          | 0.36%   | 0.27%   | 0.00%                                    | 0.45%                                   | 0.27%  | 0.36%                                       | 0.09%                           | 2.44%                                    | 0.00%            | 0.09%                             |
| <b>Selected</b>                       | # | 125     | 67                         | 52                     | 6  | <b>2</b>                         | 0                                | 0                              | 0   | 0   | 0  | 1                                       | 1  | 0   | 0                               | 0  | 0                | 0                                 |
|                                       | % | 100.00% | 53.60%                     | 41.60%                 | 4.80%                                      | <b>1.60%</b>                     | 0.00%                            | 0.00%                          | 0.00%   | 0.00%   | 0.00%                                    | 0.80%                                   | 0.80%  | 0.00%                                       | 0.00%                           | 0.00%                                    | 0.00%            | 0.00%                             |
| <b>Relevant Applicant Pool</b>        | % | ***     | ***                        | ***                    | ***  | ***                              | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               |
| <b>0905 General Attorney</b>          |   |         |                            |                        |  |                                  |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |
| <b>Total Applications Received</b>    | # | 234     | 92                         | 124                    | 18   | <b>5</b>                         | 0                                | 0                              | 0   | 1   | 1  | 0                                       | 0  | 0   | 0                               | 3  | 0                | 0                                 |
|                                       | % | 100.00% | 39.32%                     | 52.99%                 | 7.69%                                      | <b>2.14%</b>                     | 0.00%                            | 0.00%                          | 0.00%   | 0.43%   | 0.43%                                    | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 1.28%                                    | 0.00%            | 0.00%                             |
| <b>Qualified</b>                      | # | 82      | 28                         | 49                     | 5  | <b>0</b>                         | 0                                | 0                              | 0   | 0   | 0  | 0                                       | 0  | 0   | 0                               | 0  | 0                | 0                                 |
|                                       | % | 100.00% | 34.15%                     | 59.76%                 | 6.10%                                      | <b>0.00%</b>                     | 0.00%                            | 0.00%                          | 0.00%   | 0.00%   | 0.00%                                    | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 0.00%                                    | 0.00%            | 0.00%                             |
| <b>Selected</b>                       | # | 7       | 1                          | 5                      | 1  | <b>0</b>                         | 0                                | 0                              | 0   | 0   | 0  | 0                                       | 0  | 0   | 0                               | 0  | 0                | 0                                 |
|                                       | % | 100.00% | 14.29%                     | 71.43%                 | 14.29%                                     | <b>0.00%</b>                     | 0.00%                            | 0.00%                          | 0.00%   | 0.00%   | 0.00%                                    | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 0.00%                                    | 0.00%            | 0.00%                             |
| <b>Relevant Applicant Pool</b>        | % | ***     | ***                        | ***                    | ***  | ***                              | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               |
| <b>0986 Legal Assistance</b>          |   |         |                            |                        |  |                                  |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |
| <b>Total Applications Received</b>    | # | 332     | 222                        | 89                     | 21   | <b>11</b>                        | 0                                | 0                              | 2   | 0   | 0  | 0                                       | 0  | 0   | 0                               | 9  | 0                | 0                                 |
|                                       | % | 100.00% | 66.87%                     | 26.81%                 | 6.33%                                      | <b>3.31%</b>                     | 0.00%                            | 0.00%                          | 0.60%   | 0.00%   | 0.00%                                    | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 2.71%                                    | 0.00%            | 0.00%                             |
| <b>Qualified</b>                      | # | 86      | 54                         | 25                     | 7  | <b>5</b>                         | 0                                | 0                              | 1   | 0   | 0  | 0                                       | 0  | 0   | 0                               | 4  | 0                | 0                                 |
|                                       | % | 100.00% | 62.79%                     | 29.07%                 | 8.14%                                      | <b>5.81%</b>                     | 0.00%                            | 0.00%                          | 1.16%   | 0.00%   | 0.00%                                    | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 4.65%                                    | 0.00%            | 0.00%                             |
| <b>Selected</b>                       | # | 3       | 2                          | 1                      | 0  | <b>0</b>                         | 0                                | 0                              | 0   | 0   | 0  | 0                                       | 0  | 0   | 0                               | 0  | 0                | 0                                 |
|                                       | % | 100.00% | 66.67%                     | 33.33%                 | 0.00%                                      | <b>0.00%</b>                     | 0.00%                            | 0.00%                          | 0.00%   | 0.00%   | 0.00%                                    | 0.00%                                   | 0.00%  | 0.00%                                       | 0.00%                           | 0.00%                                    | 0.00%            | 0.00%                             |
| <b>Relevant Applicant Pool</b>        | % | ***     | ***                        | ***                    | ***  | ***                              | ***                              | ***                            | ***   | ***   | ***                                      | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               |
| <b>0996 Veterans Claims Examining</b> |   |         |                            |                        |  |                                  |                                  |                                |   |   |  |   |  |   |                                 |  |                  |                                   |
| <b>Total Applications Received</b>    | # | 18,930  | 4,492                      | 12,321                 | 2,117                                      | <b>1,463</b>                     | 20                               | 194                            | 73  | 40  | 17                                       | 119                                     | 36   | 55  | 1                               | 883                                      | 2                | 23                                |
|                                       | % | 100.00% | 23.73%                     | 65.09%                 | 11.18%                                     | <b>7.73%</b>                     | 0.11%                            | 1.02%                          | 0.39%   | 0.21%   | 0.09%                                    | 0.63%                                   | 0.19%  | 0.29%                                       | 0.01%                           | 4.66%                                    | 0.01%            | 0.12%                             |
| <b>Qualified</b>                      | # | 8,933   | 2,014                      | 5,829                  | 1,090                                      | <b>748</b>                       | 9                                | 94                             | 32  | 15  | 5  | 58                                      | 23   | 24  | 0                               | 479                                      | 0                | 9                                 |

**Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Disability - SEP - FY2018**

| All VA                                      | TOTAL | Total by Disability Status  |                           |   |                                 | Detail for Targeted Disabilities    |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |       |
|---|-------|-----------------------------|---------------------------|---|---------------------------------|-------------------------------------|--------------------------------------|--|--|---|---|--|--|------------------------------------|--|------------------|--------------------------------------|-------|
|   |       | [04,05]<br>No<br>Disability | [01]<br>Not<br>Identified | [02-03,<br>06-98]<br>Reportable<br>Disability | Total<br>Targeted<br>Disability | [02]<br>Developmental<br>Disability | [03]<br>Traumatic<br>Brain<br>Injury | [16-19]<br>Deaf or<br>Serious<br>Difficulty<br>Hearing | [20-21,<br>23,25]<br>Blind or<br>Serious<br>Difficulty<br>Seeing | [26,28,<br>30-38]<br>Missing<br>Extremities | [40]<br>Significant<br>Mobility<br>Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or<br>Complete<br>Paralysis | [82]<br>Epilepsy<br>or Other<br>Seizure<br>Disorders | [90]<br>Intellectual<br>Disability | [91]<br>Significant<br>Psychiatric<br>Disorder | [92]<br>Dwarfism | [93]<br>Significant<br>Disfigurement |       |
|   | %     | 100.00%                     | 22.55%                    | 65.25%  | 12.20%                          | <b>8.37%</b>                        | 0.10%                                | 1.05%  | 0.36%  | 0.17%                                       | 0.06%   | 0.65%  | 0.26%  | 0.27%                              | 0.00%  | 5.36%            | 0.00%                                | 0.10% |
| <b>Selected</b>                             | #     | 975                         | 278                       | 616   | 81                              | <b>48</b>                           | 1                                    | 8  | 0  | 1   | 0   | 1  | 0  | 4                                  | 0  | 33               | 0                                    | 0     |
|   | %     | 100.00%                     | 28.51%                    | 63.18%  | 8.31%                           | <b>4.92%</b>                        | 0.10%                                | 0.82%  | 0.00%  | 0.10%                                       | 0.00%   | 0.10%  | 0.00%  | 0.41%                              | 0.00%  | 3.38%            | 0.00%                                | 0.00% |
| <b>Relevant Applicant Pool</b>              | %     | ***                         | ***                       | ***   | ***                             | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  | ***   |
| <b>0998 Claims Assistance and Examining</b> |       |                             |                           |   |                                 |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |       |
| <b>Total Applications Received</b>          | #     | 2,901                       | 995                       | 1,561   | 345                             | <b>253</b>                          | 2                                    | 38   | 22   | 5   | 1   | 15   | 7  | 5                                  | 0  | 154              | 0                                    | 4     |
|   | %     | 100.00%                     | 34.30%                    | 53.81%  | 11.89%                          | <b>8.72%</b>                        | 0.07%                                | 1.31%  | 0.76%  | 0.17%                                       | 0.03%   | 0.52%  | 0.24%  | 0.17%                              | 0.00%  | 5.31%            | 0.00%                                | 0.14% |
| <b>Qualified</b>                            | #     | 958                         | 310                       | 511   | 137                             | <b>116</b>                          | 2                                    | 13   | 9  | 3   | 0   | 6  | 6  | 4                                  | 0  | 71               | 0                                    | 2     |
|   | %     | 100.00%                     | 32.36%                    | 53.34%  | 14.30%                          | <b>12.11%</b>                       | 0.21%                                | 1.36%  | 0.94%  | 0.31%                                       | 0.00%   | 0.63%  | 0.63%  | 0.42%                              | 0.00%  | 7.41%            | 0.00%                                | 0.21% |
| <b>Selected</b>                             | #     | 92                          | 24                        | 55  | 13                              | <b>11</b>                           | 0                                    | 0  | 3  | 0   | 0   | 0  | 1  | 0                                  | 0  | 7                | 0                                    | 0     |
|   | %     | 100.00%                     | 26.09%                    | 59.78%  | 14.13%                          | <b>11.96%</b>                       | 0.00%                                | 0.00%  | 3.26%  | 0.00%                                       | 0.00%   | 0.00%  | 1.09%  | 0.00%                              | 0.00%  | 7.61%            | 0.00%                                | 0.00% |
| <b>Relevant Applicant Pool</b>              | %     | ***                         | ***                       | ***   | ***                             | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  | ***   |
| <b>1101 General Business and Industry</b>   |       |                             |                           |   |                                 |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |       |
| <b>Total Applications Received</b>          | #     | 3,522                       | 1,285                     | 1,899   | 338                             | <b>240</b>                          | 2                                    | 29   | 25   | 7   | 10  | 18   | 6  | 6                                  | 1  | 129              | 0                                    | 7     |
|   | %     | 100.00%                     | 36.48%                    | 53.92%  | 9.60%                           | <b>6.81%</b>                        | 0.06%                                | 0.82%  | 0.71%  | 0.20%                                       | 0.28%   | 0.51%  | 0.17%  | 0.17%                              | 0.03%  | 3.66%            | 0.00%                                | 0.20% |
| <b>Qualified</b>                            | #     | 1,069                       | 331                       | 629   | 109                             | <b>81</b>                           | 1                                    | 10   | 6  | 1   | 4   | 5  | 1  | 3                                  | 0  | 48               | 0                                    | 2     |
|   | %     | 100.00%                     | 30.96%                    | 58.84%  | 10.20%                          | <b>7.58%</b>                        | 0.09%                                | 0.94%  | 0.56%  | 0.09%                                       | 0.37%   | 0.47%  | 0.09%  | 0.28%                              | 0.00%  | 4.49%            | 0.00%                                | 0.19% |
| <b>Selected</b>                             | #     | 124                         | 42                        | 75  | 7                               | <b>2</b>                            | 0                                    | 0  | 0  | 0   | 0   | 0  | 0  | 0                                  | 0  | 2                | 0                                    | 0     |
|   | %     | 100.00%                     | 33.87%                    | 60.48%  | 5.65%                           | <b>1.61%</b>                        | 0.00%                                | 0.00%  | 0.00%  | 0.00%                                       | 0.00%   | 0.00%  | 0.00%  | 0.00%                              | 0.00%  | 1.61%            | 0.00%                                | 0.00% |
| <b>Relevant Applicant Pool</b>              | %     | ***                         | ***                       | ***   | ***                             | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  | ***   |
| <b>1165 Loan Specialist</b>                 |       |                             |                           |   |                                 |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |       |
| <b>Total Applications Received</b>          | #     | 1,140                       | 446                       | 566   | 128                             | <b>97</b>                           | 1                                    | 16   | 5  | 4   | 0   | 5  | 6  | 3                                  | 0  | 56               | 0                                    | 1     |
|   | %     | 100.00%                     | 39.12%                    | 49.65%  | 11.23%                          | <b>8.51%</b>                        | 0.09%                                | 1.40%  | 0.44%  | 0.35%                                       | 0.00%   | 0.44%  | 0.53%  | 0.26%                              | 0.00%  | 4.91%            | 0.00%                                | 0.09% |
| <b>Qualified</b>                            | #     | 298                         | 115                       | 147   | 36                              | <b>33</b>                           | 1                                    | 9  | 3  | 1   | 0   | 2  | 1  | 0                                  | 0  | 16               | 0                                    | 0     |
|   | %     | 100.00%                     | 38.59%                    | 49.33%  | 12.08%                          | <b>11.07%</b>                       | 0.34%                                | 3.02%  | 1.01%  | 0.34%                                       | 0.00%   | 0.67%  | 0.34%  | 0.00%                              | 0.00%  | 5.37%            | 0.00%                                | 0.00% |
| <b>Selected</b>                             | #     | 44                          | 19                        | 22  | 3                               | <b>4</b>                            | 0                                    | 1  | 0  | 0   | 0   | 1  | 0  | 0                                  | 0  | 2                | 0                                    | 0     |

**Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |       |
|                                     | %     | 100.00%                    | 43.18%              | 50.00%                               | 6.82%                            | <b>9.09%</b>                  | 0.00%                       | 2.27%                                      | 0.00%   | 0.00%                              | 0.00%                                | 2.27%   | 0.00%                                    | 0.00%                        | 0.00%                                 | 4.55%         | 0.00%                          | 0.00% |
| <b>Relevant Applicant Pool</b>      | %     | ***                        | ***                 | ***                                  | ***                              | ***                           | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***   |
| <b>1171 Appraising</b>              |       |                            |                     |                                      |                                  |                               |                             |  |   |                                    |                                      |   |  |                              |                                       |               |                                |       |
| <b>Total Applications Received</b>  | #     | 230                        | 97                  | 109                                  | 24                               | <b>21</b>                     | 0                           | 3  | 1   | 0                                  | 0                                    | 1   | 5  | 1                            | 0                                     | 10            | 0                              | 0     |
|                                     | %     | 100.00%                    | 42.17%              | 47.39%                               | 10.43%                           | <b>9.13%</b>                  | 0.00%                       | 1.30%                                      | 0.43%   | 0.00%                              | 0.00%                                | 0.43%   | 2.17%                                    | 0.43%                        | 0.00%                                 | 4.35%         | 0.00%                          | 0.00% |
| <b>Qualified</b>                    | #     | 68                         | 26                  | 30                                   | 12                               | <b>9</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 4  | 1                            | 0                                     | 4             | 0                              | 0     |
|                                     | %     | 100.00%                    | 38.24%              | 44.12%                               | 17.65%                           | <b>13.24%</b>                 | 0.00%                       | 0.00%                                      | 0.00%   | 0.00%                              | 0.00%                                | 0.00%   | 5.88%                                    | 1.47%                        | 0.00%                                 | 5.88%         | 0.00%                          | 0.00% |
| <b>Selected</b>                     | #     | 10                         | 2                   | 7                                    | 1                                | <b>1</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 1  | 0                            | 0                                     | 0             | 0                              | 0     |
|                                     | %     | 100.00%                    | 20.00%              | 70.00%                               | 10.00%                           | <b>10.00%</b>                 | 0.00%                       | 0.00%                                      | 0.00%   | 0.00%                              | 0.00%                                | 0.00%   | 10.00%                                   | 0.00%                        | 0.00%                                 | 0.00%         | 0.00%                          | 0.00% |
| <b>Relevant Applicant Pool</b>      | %     | ***                        | ***                 | ***                                  | ***                              | ***                           | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***   |
| <b>1630 Cemetery Administration</b> |       |                            |                     |                                      |                                  |                               |                             |  |   |                                    |                                      |   |  |                              |                                       |               |                                |       |
| <b>Total Applications Received</b>  | #     | 960                        | 268                 | 581                                  | 111                              | <b>64</b>                     | 0                           | 11   | 6   | 4                                  | 1                                    | 0   | 2  | 0                            | 0                                     | 40            | 0                              | 0     |
|                                     | %     | 100.00%                    | 27.92%              | 60.52%                               | 11.56%                           | <b>6.67%</b>                  | 0.00%                       | 1.15%                                      | 0.63%   | 0.42%                              | 0.10%                                | 0.00%   | 0.21%                                    | 0.00%                        | 0.00%                                 | 4.17%         | 0.00%                          | 0.00% |
| <b>Qualified</b>                    | #     | 224                        | 44                  | 140                                  | 40                               | <b>17</b>                     | 0                           | 0  | 2   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 15            | 0                              | 0     |
|                                     | %     | 100.00%                    | 19.64%              | 62.50%                               | 17.86%                           | <b>7.59%</b>                  | 0.00%                       | 0.00%                                      | 0.89%   | 0.00%                              | 0.00%                                | 0.00%   | 0.00%                                    | 0.00%                        | 0.00%                                 | 6.70%         | 0.00%                          | 0.00% |
| <b>Selected</b>                     | #     | 41                         | 9                   | 29                                   | 3                                | <b>2</b>                      | 0                           | 0  | 1   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 1             | 0                              | 0     |
|                                     | %     | 100.00%                    | 21.95%              | 70.73%                               | 7.32%                            | <b>4.88%</b>                  | 0.00%                       | 0.00%                                      | 2.44%   | 0.00%                              | 0.00%                                | 0.00%   | 0.00%                                    | 0.00%                        | 0.00%                                 | 2.44%         | 0.00%                          | 0.00% |
| <b>Relevant Applicant Pool</b>      | %     | ***                        | ***                 | ***                                  | ***                              | ***                           | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***   |
| <b>1811 Criminal Investigating</b>  |       |                            |                     |                                      |                                  |                               |                             |  |   |                                    |                                      |   |  |                              |                                       |               |                                |       |
| <b>Total Applications Received</b>  | #     | 987                        | 491                 | 461                                  | 35                               | <b>27</b>                     | 0                           | 8  | 2   | 0                                  | 0                                    | 5   | 1  | 0                            | 1                                     | 9             | 0                              | 1     |
|                                     | %     | 100.00%                    | 49.75%              | 46.71%                               | 3.55%                            | <b>2.74%</b>                  | 0.00%                       | 0.81%                                      | 0.20%   | 0.00%                              | 0.00%                                | 0.51%   | 0.10%                                    | 0.00%                        | 0.10%                                 | 0.91%         | 0.00%                          | 0.10% |
| <b>Qualified</b>                    | #     | 414                        | 262                 | 138                                  | 14                               | <b>10</b>                     | 0                           | 5  | 0   | 0                                  | 0                                    | 2   | 0  | 0                            | 0                                     | 3             | 0                              | 0     |
|                                     | %     | 100.00%                    | 63.29%              | 33.33%                               | 3.38%                            | <b>2.42%</b>                  | 0.00%                       | 1.21%                                      | 0.00%   | 0.00%                              | 0.00%                                | 0.48%   | 0.00%                                    | 0.00%                        | 0.00%                                 | 0.72%         | 0.00%                          | 0.00% |
| <b>Selected</b>                     | #     | 10                         | 5                   | 5                                    | 0                                | <b>0</b>                      | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0     |
|                                     | %     | 100.00%                    | 50.00%              | 50.00%                               | 0.00%                            | <b>0.00%</b>                  | 0.00%                       | 0.00%                                      | 0.00%   | 0.00%                              | 0.00%                                | 0.00%   | 0.00%                                    | 0.00%                        | 0.00%                                 | 0.00%         | 0.00%                          | 0.00% |
| <b>Relevant Applicant Pool</b>      | %     | ***                        | ***                 | ***                                  | ***                              | ***                           | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***   |

**Table B9: SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Permanent and Temporary Workforce - by Disability - SEP - FY2018**

| All VA  | TOTAL | Total by Disability Status |                        |   | Detail for Targeted Disabilities |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |       |
|---|-------|----------------------------|------------------------|---|----------------------------------|----------------------------------|--------------------------------|---|--|---------------------------------------|---|--|---|---------------------------------|--|------------------|-----------------------------------|-------|
|   |       | [04,05]<br>No Disability   | [01]<br>Not Identified | [02-03, 06-98]<br>Reportable Disability | Total Targeted Disability        | [02]<br>Developmental Disability | [03]<br>Traumatic Brain Injury | [16-19]<br>Deaf or Serious Difficulty Hearing | [20-21, 23,25]<br>Blind or Serious Difficulty Seeing | [26,28, 30-38]<br>Missing Extremities | [40]<br>Significant Mobility Impairment | [60-61, 64-69, 71-79]<br>Partial or Complete Paralysis | [82]<br>Epilepsy or Other Seizure Disorders | [90]<br>Intellectual Disability | [91]<br>Significant Psychiatric Disorder | [92]<br>Dwarfism | [93]<br>Significant Disfigurement |       |
| <b>2210 Information Technology Management</b> |       |                            |                        |   |                                  |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |       |
| <b>Total Applications Received</b>            | #     | 25,333                     | 10,377                 | 12,470                                  | 2,486                            | <b>1,746</b>                     | 29                             | 262   | 153  | 32                                    | 18                                      | 160  | 70  | 125                             | 5  | 855              | 1                                 | 36    |
|   | %     | 100.00%                    | 40.96%                 | 49.22%                                  | 9.81%                            | <b>6.89%</b>                     | 0.11%                          | 1.03%   | 0.60%  | 0.13%                                 | 0.07%                                   | 0.63%  | 0.28%                                       | 0.49%                           | 0.02%                                    | 3.38%            | 0.00%                             | 0.14% |
| <b>Qualified</b>                              | #     | 9,160                      | 3,322                  | 4,911                                   | 927                              | <b>691</b>                       | 7                              | 122   | 46   | 7                                     | 6                                       | 61   | 26  | 53                              | 0  | 351              | 0                                 | 12    |
|   | %     | 100.00%                    | 36.27%                 | 53.61%                                  | 10.12%                           | <b>7.54%</b>                     | 0.08%                          | 1.33%   | 0.50%  | 0.08%                                 | 0.07%                                   | 0.67%  | 0.28%                                       | 0.58%                           | 0.00%                                    | 3.83%            | 0.00%                             | 0.13% |
| <b>Selected</b>                               | #     | 357                        | 140                    | 189                                     | 28                               | <b>20</b>                        | 0                              | 6   | 0  | 0                                     | 0                                       | 1  | 0   | 1                               | 0  | 12               | 0                                 | 0     |
|   | %     | 100.00%                    | 39.22%                 | 52.94%                                  | 7.84%                            | <b>5.60%</b>                     | 0.00%                          | 1.68%   | 0.00%  | 0.00%                                 | 0.00%                                   | 0.28%  | 0.00%                                       | 0.28%                           | 0.00%                                    | 3.36%            | 0.00%                             | 0.00% |
| <b>Relevant Applicant Pool</b>                | %     | ***                        | ***                    | ***                                     | ***                              | ***                              | ***                            | ***   | ***  | ***                                   | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***   |
| <b>4754 Cemetery Caretaking</b>               |       |                            |                        |   |                                  |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |       |
| <b>Total Applications Received</b>            | #     | 7,024                      | 2,636                  | 3,535                                   | 853                              | <b>742</b>                       | 11                             | 112   | 72   | 8                                     | 11                                      | 25   | 10  | 12                              | 2  | 470              | 0                                 | 9     |
|   | %     | 100.00%                    | 37.53%                 | 50.33%                                  | 12.14%                           | <b>10.56%</b>                    | 0.16%                          | 1.59%   | 1.03%  | 0.11%                                 | 0.16%                                   | 0.36%  | 0.14%                                       | 0.17%                           | 0.03%                                    | 6.69%            | 0.00%                             | 0.13% |
| <b>Qualified</b>                              | #     | 2,563                      | 838                    | 1,290                                   | 435                              | <b>410</b>                       | 6                              | 62  | 40   | 1                                     | 7                                       | 12   | 4   | 6                               | 2  | 266              | 0                                 | 4     |
|   | %     | 100.00%                    | 32.70%                 | 50.33%                                  | 16.97%                           | <b>16.00%</b>                    | 0.23%                          | 2.42%   | 1.56%  | 0.04%                                 | 0.27%                                   | 0.47%  | 0.16%                                       | 0.23%                           | 0.08%                                    | 10.38%           | 0.00%                             | 0.16% |
| <b>Selected</b>                               | #     | 274                        | 94                     | 135                                     | 45                               | <b>42</b>                        | 0                              | 5   | 3  | 0                                     | 2                                       | 0  | 0   | 1                               | 0  | 31               | 0                                 | 0     |
|   | %     | 100.00%                    | 34.31%                 | 49.27%                                  | 16.42%                           | <b>15.33%</b>                    | 0.00%                          | 1.82%   | 1.09%  | 0.00%                                 | 0.73%                                   | 0.00%  | 0.00%                                       | 0.36%                           | 0.00%                                    | 11.31%           | 0.00%                             | 0.00% |
| <b>Relevant Applicant Pool</b>                | %     | ***                        | ***                    | ***                                     | ***                              | ***                              | ***                            | ***   | ***  | ***                                   | ***                                     | ***  | ***   | ***                             | ***                                      | ***              | ***                               | ***   |

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.

Data Source: USA Staffing as of December 18, 2018.



**Table B11: INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, 15, and SES) - Permanent Workforce - Distribution by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
| <b>GRADE: GS 13/14</b>      |       |                            |                     |                                      |                           |                                  |                             |  |   |                                    |                                      |   |  |                              |                                       |               |                                |        |
| Total Applications Received | #     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
|                             | %     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
| Qualified                   | #     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
|                             | %     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
| Selected                    | #     | 3,690                      | 3,186               | 109                                  | 395                       | 57                               | 0                           | 0  | 2   | 5                                  | 2                                    | 5   | 6  | 3                            | 0                                     | 32            | 1                              | 1      |
|                             | %     | 100.00%                    | 86.34%              | 02.95%                               | 10.70%                    | 01.54%                           | 00.00%                      | 00.00%                                     | 00.05%  | 00.14%                             | 00.05%                               | 00.14%  | 00.16%                                   | 00.08%                       | 00.00%                                | 00.87%        | 00.03%                         | 00.03% |
| Relevant Pool               |       | 56,562                     | 48,557              | 1,776                                | 6,229                     | 913                              | 0                           | 9  | 42  | 78                                 | 61                                   | 69  | 160                                      | 84                           | 4                                     | 363           | 8                              | 35     |
| <b>GRADE: GS 15</b>         |       |                            |                     |                                      |                           |                                  |                             |  |   |                                    |                                      |   |  |                              |                                       |               |                                |        |
| Total Applications Received | #     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
|                             | %     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
| Qualified                   | #     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
|                             | %     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
| Selected                    | #     | 434                        | 383                 | 21                                   | 30                        | 1                                | 0                           | 0  | 0   | 0                                  | 0                                    | 0   | 0  | 0                            | 0                                     | 1             | 0                              | 0      |
|                             | %     | 100.00%                    | 88.25%              | 04.84%                               | 06.91%                    | 00.23%                           | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 00.00%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.23%        | 00.00%                         | 00.00% |
| Relevant Pool               |       | 6,848                      | 5,980               | 239                                  | 629                       | 76                               | 0                           | 0  | 3   | 7                                  | 9                                    | 6   | 20                                       | 4                            | 0                                     | 21            | 3                              | 3      |
| <b>GRADE: SES</b>           |       |                            |                     |                                      |                           |                                  |                             |  |   |                                    |                                      |   |  |                              |                                       |               |                                |        |
| Total Applications Received | #     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
|                             | %     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
| Qualified                   | #     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
|                             | %     | ***                        | ***                 | ***                                  | ***                       | ***                              | ***                         | ***  | ***   | ***                                | ***                                  | ***   | ***                                      | ***                          | ***                                   | ***           | ***                            | ***    |
| Selected                    | #     | 21                         | 16                  | 1                                    | 4                         | 2                                | 0                           | 0  | 0   | 0                                  | 2                                    | 0   | 0  | 0                            | 0                                     | 0             | 0                              | 0      |
|                             | %     | 100.00%                    | 76.19%              | 04.76%                               | 19.05%                    | 09.52%                           | 00.00%                      | 00.00%                                     | 00.00%  | 00.00%                             | 09.52%                               | 00.00%  | 00.00%                                   | 00.00%                       | 00.00%                                | 00.00%        | 00.00%                         | 00.00% |
| Relevant Pool               |       | 28,715                     | 26,580              | 686                                  | 1,449                     | 152                              | 0                           | 1  | 6   | 8                                  | 11                                   | 14  | 49                                       | 20                           | 0                                     | 36            | 1                              | 6      |

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 B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Disability - SEP - FY2018**

| All VA                               | TOTAL | Total by Disability Status |                        |   |                           | Detail for Targeted Disabilities |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |        |
|--------------------------------------|-------|----------------------------|------------------------|---|---------------------------|----------------------------------|--------------------------------|---|--|---------------------------------------|---|--|---|---------------------------------|--|------------------|-----------------------------------|--------|
|                                      |       | [04,05]<br>No Disability   | [01]<br>Not Identified | [02-03, 06-98]<br>Reportable Disability | Total Targeted Disability | [02]<br>Developmental Disability | [03]<br>Traumatic Brain Injury | [16-19]<br>Deaf or Serious Difficulty Hearing | [20-21, 23,25]<br>Blind or Serious Difficulty Seeing | [26,28, 30-38]<br>Missing Extremities | [40]<br>Significant Mobility Impairment | [60-61, 64-69, 71-79]<br>Partial or Complete Paralysis | [82]<br>Epilepsy or Other Seizure Disorders | [90]<br>Intellectual Disability | [91]<br>Significant Psychiatric Disorder | [92]<br>Dwarfism | [93]<br>Significant Disfigurement |        |
| <b>Time-off Awards - 1-9 hours</b>   |       |                            |                        |   |                           |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |        |
| Total Time-off Awards - 1-9 hours    | #     | 15,586                     | 12,739                 | 490                                     | 2,357                     | <b>405</b>                       | 0                              | 3   | 28   | 28                                    | 7                                       | 30   | 39  | 35                              | 8  | 213              | 2                                 | 12     |
|                                      | %     | 100.00%                    | 81.73%                 | 03.14%                                  | 15.12%                    | <b>02.60%</b>                    | 00.00%                         | 00.02%  | 00.18%   | 00.18%                                | 00.04%                                  | 00.19%   | 00.25%                                      | 00.22%                          | 00.05%                                   | 01.37%           | 00.01%                            | 00.08% |
| Total Hours                          |       | 80,531                     | 66,543                 | 2,436                                   | 11,552                    | <b>1,993</b>                     | 0                              | 8   | 152  | 136                                   | 32                                      | 150  | 173   | 184                             | 52                                       | 1,036            | 4                                 | 66     |
| Average Hours                        |       | 5.17                       | 5.22                   | 4.97                                    | 4.90                      | <b>4.92</b>                      | 0.00                           | 2.67  | 5.43   | 4.86                                  | 4.57                                    | 5.00   | 4.44  | 5.26                            | 6.50                                     | 4.86             | 2.00                              | 5.50   |
| <b>Time-off Awards - 9+ hours</b>    |       |                            |                        |   |                           |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |        |
| Total Time-off Awards over 9 hours   | #     | 3,214                      | 2,648                  | 88                                      | 478                       | <b>82</b>                        | 0                              | 0   | 2  | 3                                     | 2                                       | 10   | 15  | 10                              | 1  | 36               | 1                                 | 2      |
|                                      | %     | 100.00%                    | 82.39%                 | 02.74%                                  | 14.87%                    | <b>02.55%</b>                    | 00.00%                         | 00.00%  | 00.06%   | 00.09%                                | 00.06%                                  | 00.31%   | 00.47%                                      | 00.31%                          | 00.03%                                   | 01.12%           | 00.03%                            | 00.06% |
| Total Hours                          |       | 62,735                     | 51,771                 | 1,649                                   | 9,315                     | <b>1,520</b>                     | 0                              | 0   | 52   | 49                                    | 32                                      | 158  | 270   | 202                             | 16                                       | 702              | 11                                | 28     |
| Average Hours                        |       | 19.52                      | 19.55                  | 18.74                                   | 19.49                     | <b>18.54</b>                     | 0.00                           | 0.00  | 26.00  | 16.33                                 | 16.00                                   | 15.80  | 18.00                                       | 20.20                           | 16.00                                    | 19.50            | 11.00                             | 14.00  |
| <b>Cash Awards - \$100 - \$500</b>   |       |                            |                        |   |                           |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |        |
| Total Cash Awards \$500 and under    | #     | 99,177                     | 79,411                 | 3,310                                   | 16,456                    | <b>2,836</b>                     | 0                              | 23  | 159  | 115                                   | 74                                      | 203  | 330   | 202                             | 74                                       | 1,544            | 27                                | 85     |
|                                      | %     | 100.00%                    | 80.07%                 | 03.34%                                  | 16.59%                    | <b>02.86%</b>                    | 00.00%                         | 00.02%  | 00.16%   | 00.12%                                | 00.07%                                  | 00.20%   | 00.33%                                      | 00.20%                          | 00.07%                                   | 01.56%           | 00.03%                            | 00.09% |
| Total Amount                         |       | 32,420,650                 | 26,247,767             | 1,031,575                               | 5,141,308                 | <b>871,455</b>                   | 0                              | 5,565   | 50,787   | 34,014                                | 24,358                                  | 60,685   | 100,297                                     | 65,825                          | 23,226                                   | 471,340          | 9,349                             | 26,009 |
| Average Amount                       |       | 326.90                     | 330.53                 | 311.65                                  | 312.43                    | <b>307.28</b>                    | 0.00                           | 241.96  | 319.42   | 295.77                                | 329.16                                  | 298.94   | 303.93                                      | 325.87                          | 313.86                                   | 305.27           | 346.26                            | 305.98 |
| <b>Cash Awards - \$501+</b>          |       |                            |                        |   |                           |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |        |
| Total Cash Awards \$501 and over     | #     | 135,341                    | 114,887                | 3,687                                   | 16,767                    | <b>2,699</b>                     | 0                              | 5   | 101  | 145                                   | 102                                     | 161  | 343   | 209                             | 48                                       | 1,479            | 22                                | 84     |
|                                      | %     | 100.00%                    | 84.89%                 | 02.72%                                  | 12.39%                    | <b>01.99%</b>                    | 00.00%                         | 00.00%  | 00.07%   | 00.11%                                | 00.08%                                  | 00.12%   | 00.25%                                      | 00.15%                          | 00.04%                                   | 01.09%           | 00.02%                            | 00.06% |
| Total Amount                         |       | 123,989,342                | 106,613,628            | 3,305,700                               | 14,070,015                | <b>2,178,224</b>                 | 0                              | 3,785   | 77,638   | 129,080                               | 93,243                                  | 133,330  | 300,594                                     | 169,829                         | 34,472                                   | 1,150,883        | 16,412                            | 68,958 |
| Average Amount                       |       | 916.13                     | 927.99                 | 896.58                                  | 839.15                    | <b>807.05</b>                    | 0.00                           | 757.00  | 768.69   | 890.21                                | 914.14                                  | 828.14   | 876.37                                      | 812.58                          | 718.17                                   | 778.15           | 746.00                            | 820.93 |
| <b>Quality Step Increases (QSIs)</b> |       |                            |                        |   |                           |                                  |                                |   |  |                                       |   |  |   |                                 |  |                  |                                   |        |
|                                      | #     | 983                        | 806                    | 41                                      | 136                       | <b>20</b>                        | 0                              | 0   | 0  | 2                                     | 1                                       | 4  | 1   | 1                               | 0  | 10               | 0                                 | 1      |

**Table B13: EMPLOYEE RECOGNITION AND AWARDS - Permanent Workforce - by Disability - SEP - FY2018**

| All VA                   | TOTAL | Total by Disability Status  |                           |   | Detail for Targeted Disabilities |                                     |                                      |  |  |   |   |  |  |                                    |  |                  |                                      |        |     |
|--------------------------|-------|-----------------------------|---------------------------|---|----------------------------------|-------------------------------------|--------------------------------------|--|--|---|---|--|--|------------------------------------|--|------------------|--------------------------------------|--------|-----|
|                          |       | [04,05]<br>No<br>Disability | [01]<br>Not<br>Identified | [02-03,<br>06-98]<br>Reportable<br>Disability | Total<br>Targeted<br>Disability  | [02]<br>Developmental<br>Disability | [03]<br>Traumatic<br>Brain<br>Injury | [16-19]<br>Deaf or<br>Serious<br>Difficulty<br>Hearing | [20-21,<br>23,25]<br>Blind or<br>Serious<br>Difficulty<br>Seeing | [26,28,<br>30-38]<br>Missing<br>Extremities | [40]<br>Significant<br>Mobility<br>Impairment | [60-61,<br>64-69,<br>71-79]<br>Partial or<br>Complete<br>Paralysis | [82]<br>Epilepsy<br>or Other<br>Seizure<br>Disorders | [90]<br>Intellectual<br>Disability | [91]<br>Significant<br>Psychiatric<br>Disorder | [92]<br>Dwarfism | [93]<br>Significant<br>Disfigurement |        |     |
| Total<br>QSIs<br>Awarded | %     | 100.00%                     | 81.99%                    | 04.17%  | 13.84%                           | <b>02.03%</b>                       | 00.00%                               | 00.00%   | 00.00%   | 00.20%                                      | 00.10%  | 00.41%   | 00.10%   | 00.10%                             | 00.00%   | 01.02%           | 00.00%                               | 00.10% |     |
| Total Benefit            |       | ***                         | ***                       | ***   | ***                              | ***                                 | ***                                  | ***  | ***  | ***   | ***   | ***  | ***  | ***                                | ***  | ***              | ***                                  | ***    | *** |
| Average<br>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 B14: SEPARATIONS BY TYPE OF SEPARATION - Permanent Workforce - by Disability - SEP - FY2018**

| 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] Deaf or Serious Difficulty Hearing | [20-21, 23,25] Blind or Serious Difficulty Seeing | [26,28, 30-38] Missing Extremities | [40] Significant Mobility Impairment | [60-61, 64-69, 71-79] Partial or Complete Paralysis | [82] Epilepsy or Other Seizure Disorders | [90] Intellectual Disability | [91] Significant Psychiatric Disorder | [92] Dwarfism | [93] Significant Disfigurement |        |
| Voluntary         | #     | 31,379                     | 24,410              | 1,329                                | 5,640                            | <b>1,106</b>                  | 0                           | 25   | 56  | 61                                 | 31                                   | 68  | 107                                      | 70                           | 22                                    | 627           | 5                              | 34     |
|                   | %     | 100.00%                    | 77.79%              | 04.24%                               | 17.97%                           | <b>03.52%</b>                 | 00.00%                      | 00.08%                                     | 00.18%  | 00.19%                             | 00.10%                               | 00.22%  | 00.34%                                   | 00.22%                       | 00.07%                                | 02.00%        | 00.02%                         | 00.11% |
| Involuntary       | #     | 3,809                      | 2,600               | 215                                  | 994                              | <b>288</b>                    | 2                           | 8  | 13  | 4                                  | 4                                    | 11  | 22                                       | 11                           | 4                                     | 205           | 2                              | 2      |
|                   | %     | 100.00%                    | 68.26%              | 05.64%                               | 26.10%                           | <b>07.56%</b>                 | 00.05%                      | 00.21%                                     | 00.34%  | 00.11%                             | 00.11%                               | 00.29%  | 00.58%                                   | 00.29%                       | 00.11%                                | 05.38%        | 00.05%                         | 00.05% |
| Total Separations | #     | 35,188                     | 27,010              | 1,544                                | 6,634                            | <b>1,394</b>                  | 2                           | 33   | 69  | 65                                 | 35                                   | 79  | 129                                      | 81                           | 26                                    | 832           | 7                              | 36     |
|                   | %     | 100.00%                    | 76.76%              | 04.39%                               | 18.85%                           | <b>03.96%</b>                 | 00.01%                      | 00.09%                                     | 00.20%  | 00.18%                             | 00.10%                               | 00.22%  | 00.37%                                   | 00.23%                       | 00.07%                                | 02.36%        | 00.02%                         | 00.10% |
| Total Work Force  | #     | 370,213                    | 305,428             | 13,106                               | 51,679                           | <b>9,350</b>                  | 20                          | 167  | 595   | 463                                | 262                                  | 532   | 959                                      | 652                          | 279                                   | 5,099         | 80                             | 242    |
|                   | %     | 100.00%                    | 82.50%              | 03.54%                               | 13.96%                           | <b>02.53%</b>                 | 00.01%                      | 00.05%                                     | 00.16%  | 00.13%                             | 00.07%                               | 00.14%  | 00.26%                                   | 00.18%                       | 00.08%                                | 01.38%        | 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.