

Conflicting Diversity Agendas

- Managing representation

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- Managing differences

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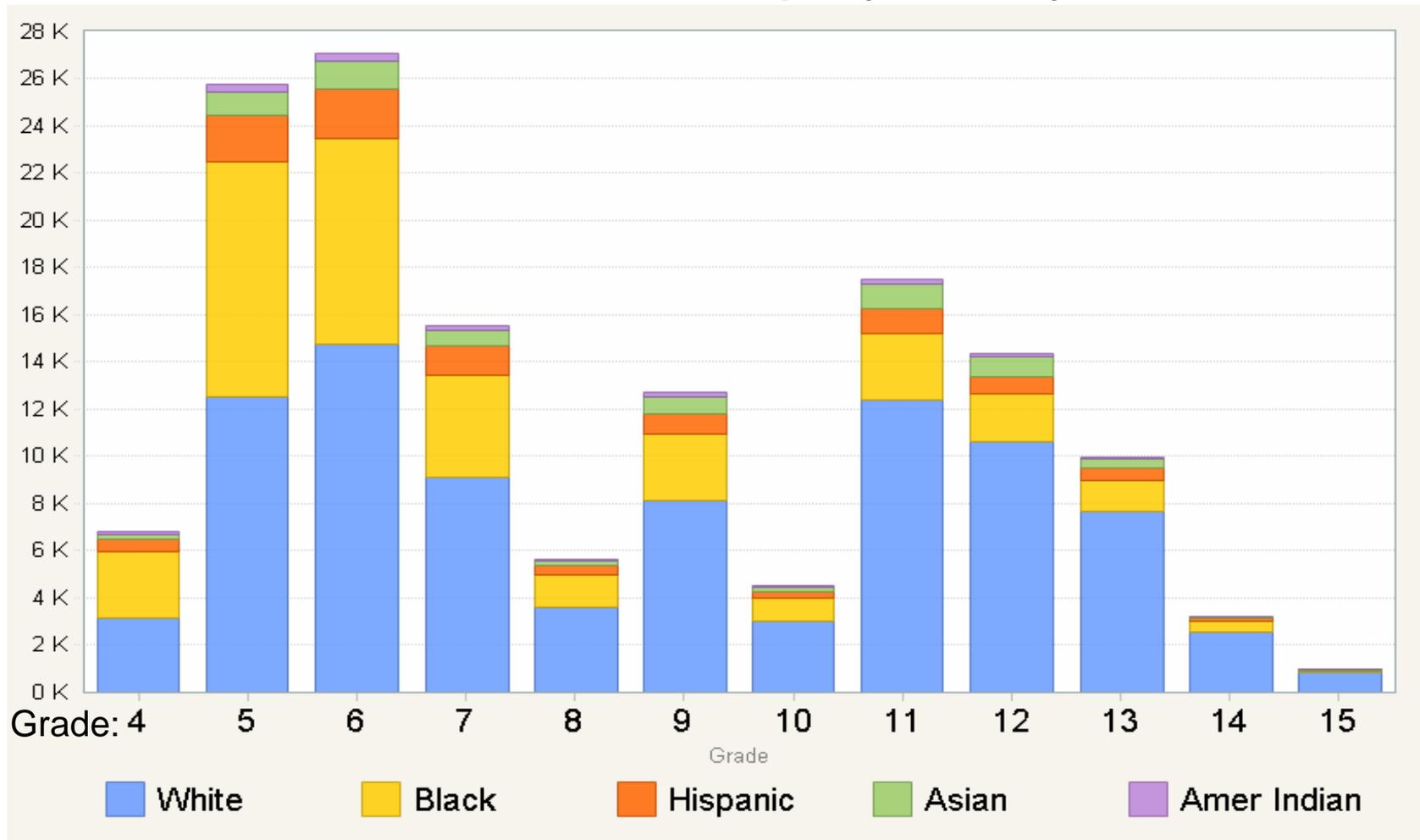
- Managing representation
- Managing differences
- Managing diversity
- Managing strategic mixtures

Goals of VA's EEO Plan

1. Representative workforce
2. Grade parity
3. Targeted disabilities
4. Disabled veterans
5. Training

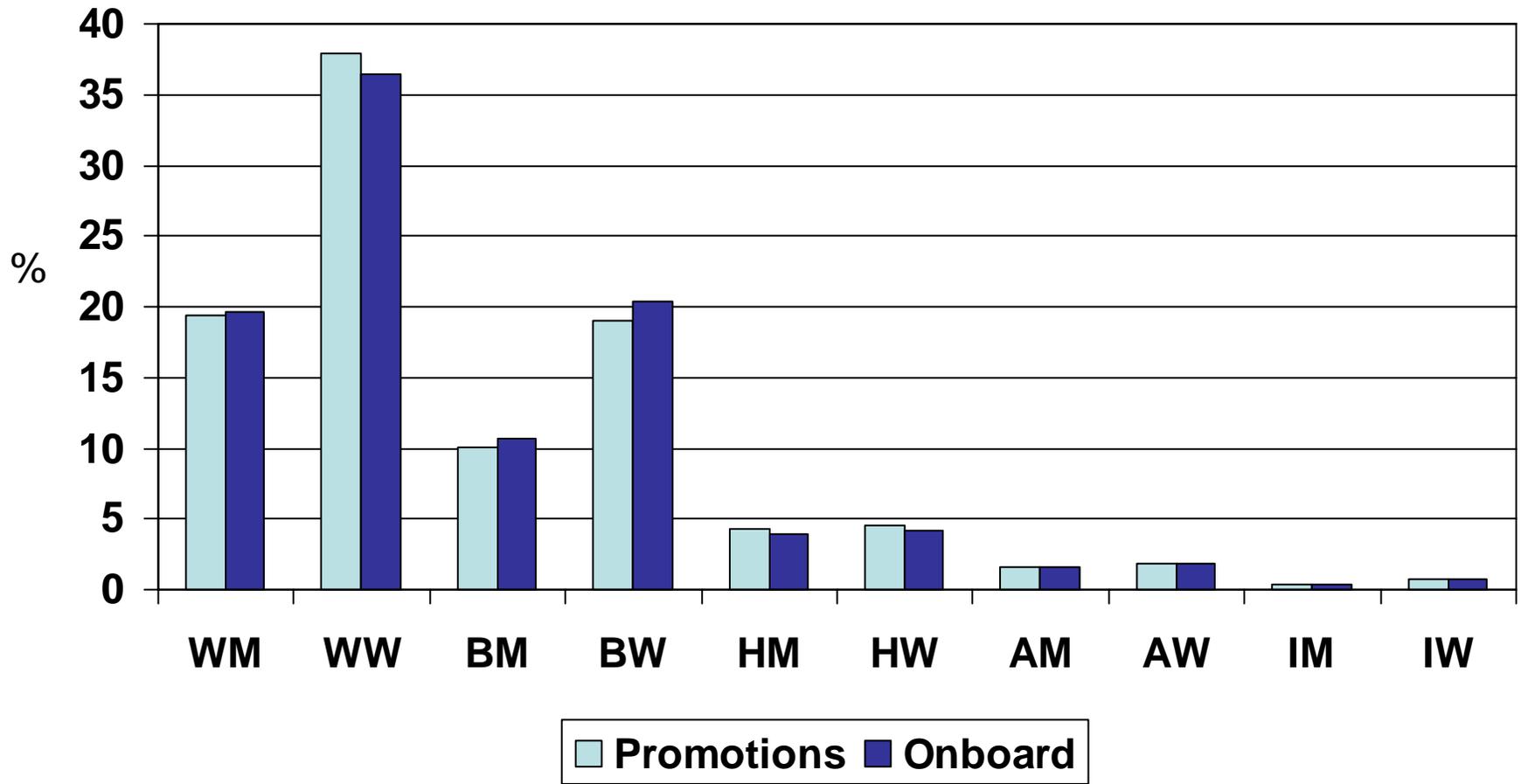
GS Employees by Grade

Bars show count of employees by RNO



Promotion Rate

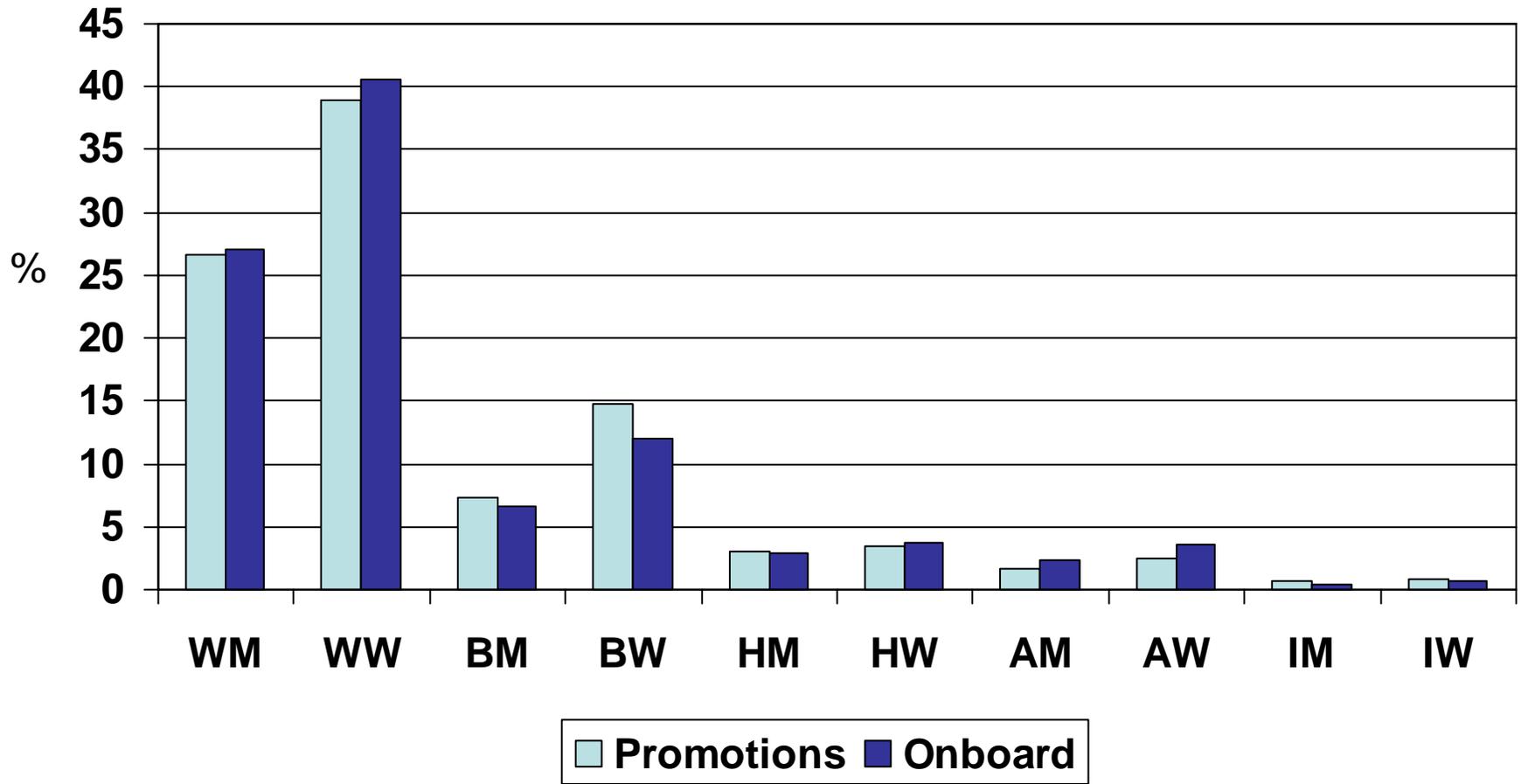
GS/GM 3-12 single grade promotions.



FY 2007 Permanent for VA

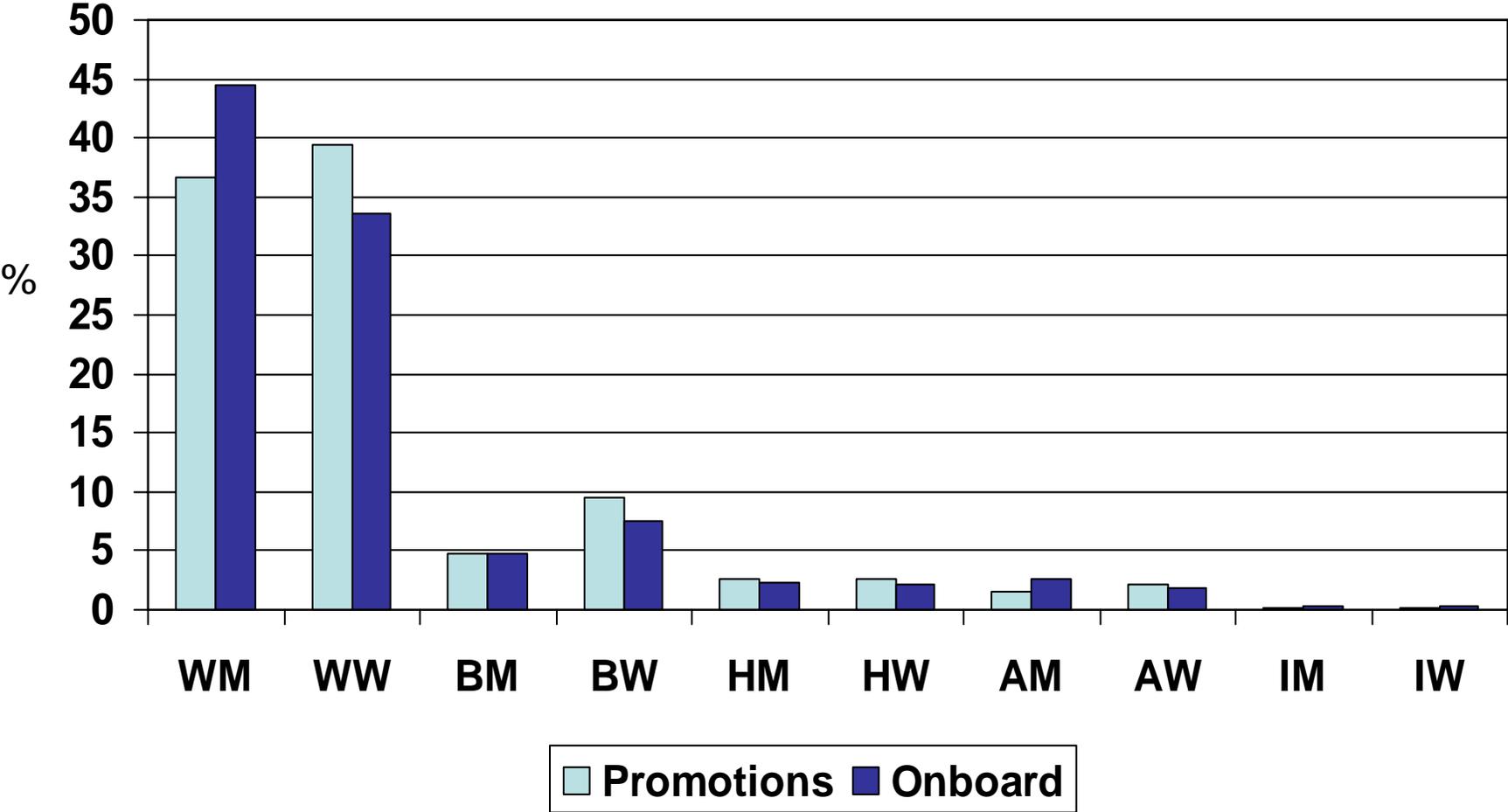
Promotion Rate

GS/GM 7-12 double grade promotions



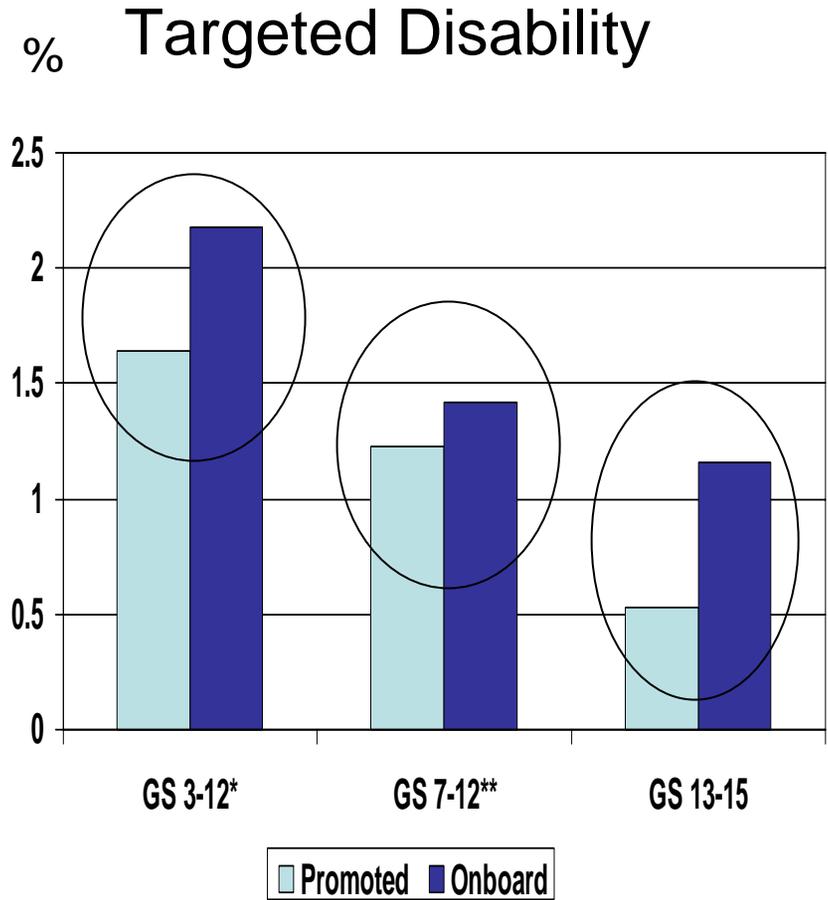
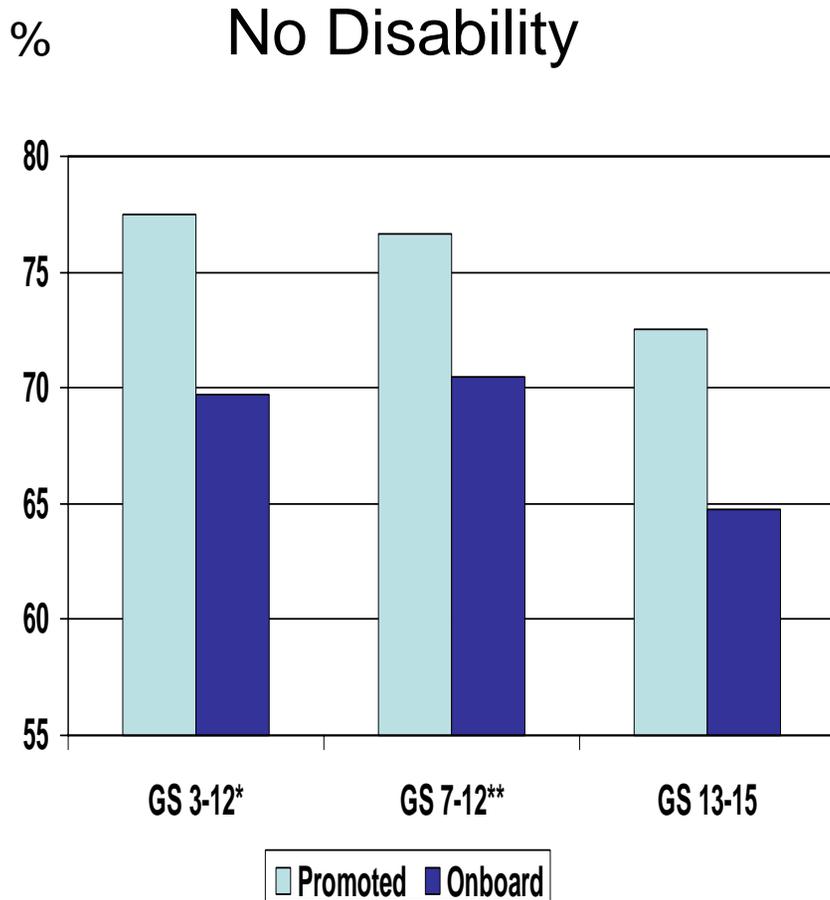
Promotion Rate

GS/GM 13-15 promotions



FY 2007 Permanent for VA.

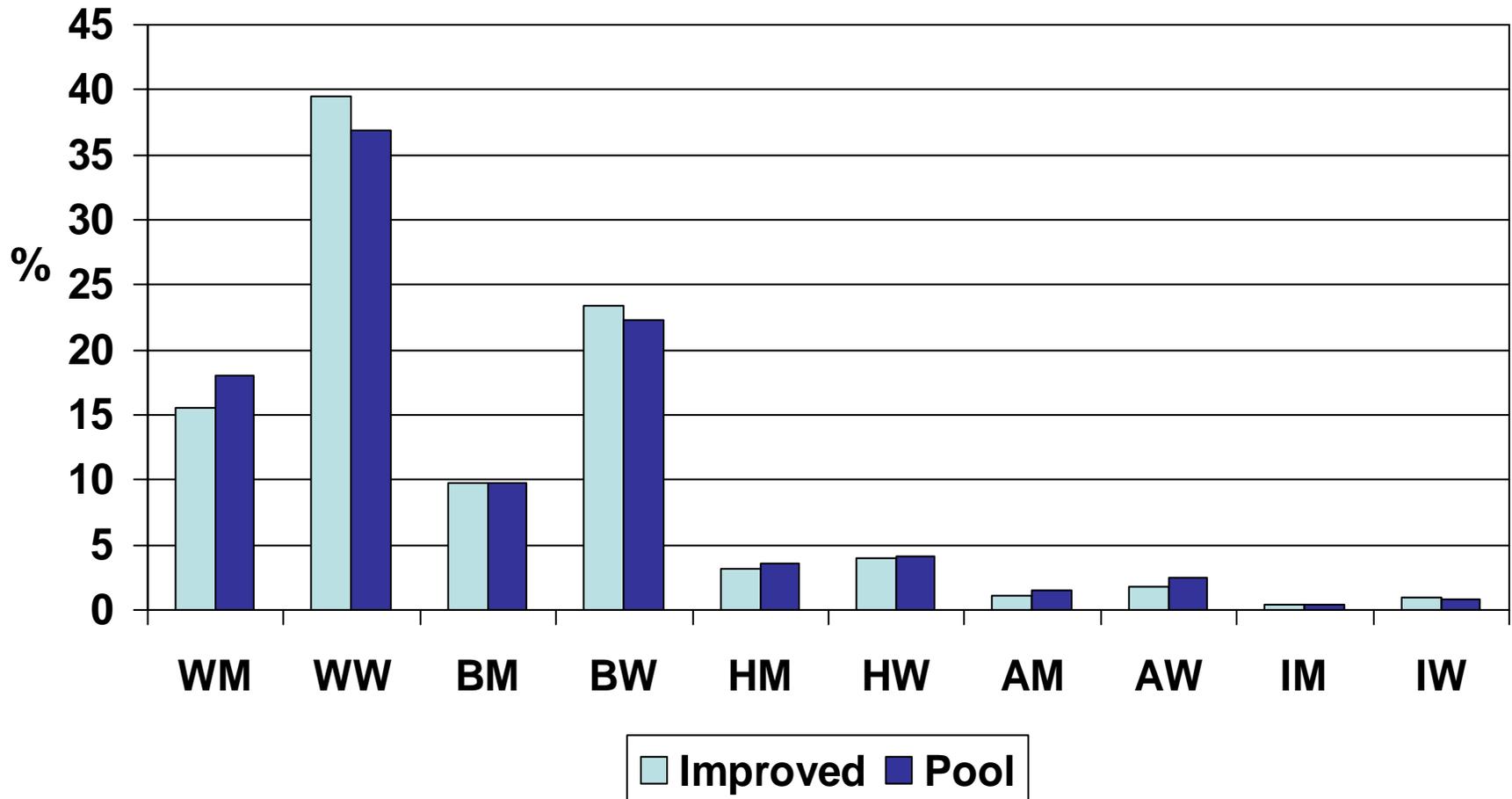
Promotion Rate Trigger



FY 2007 permanent and temporary promotion grade comparison and targeted disability profile for **GS/GM** grades for VA.

*= one grade interval series, **= two grade interval series

Career Improvement

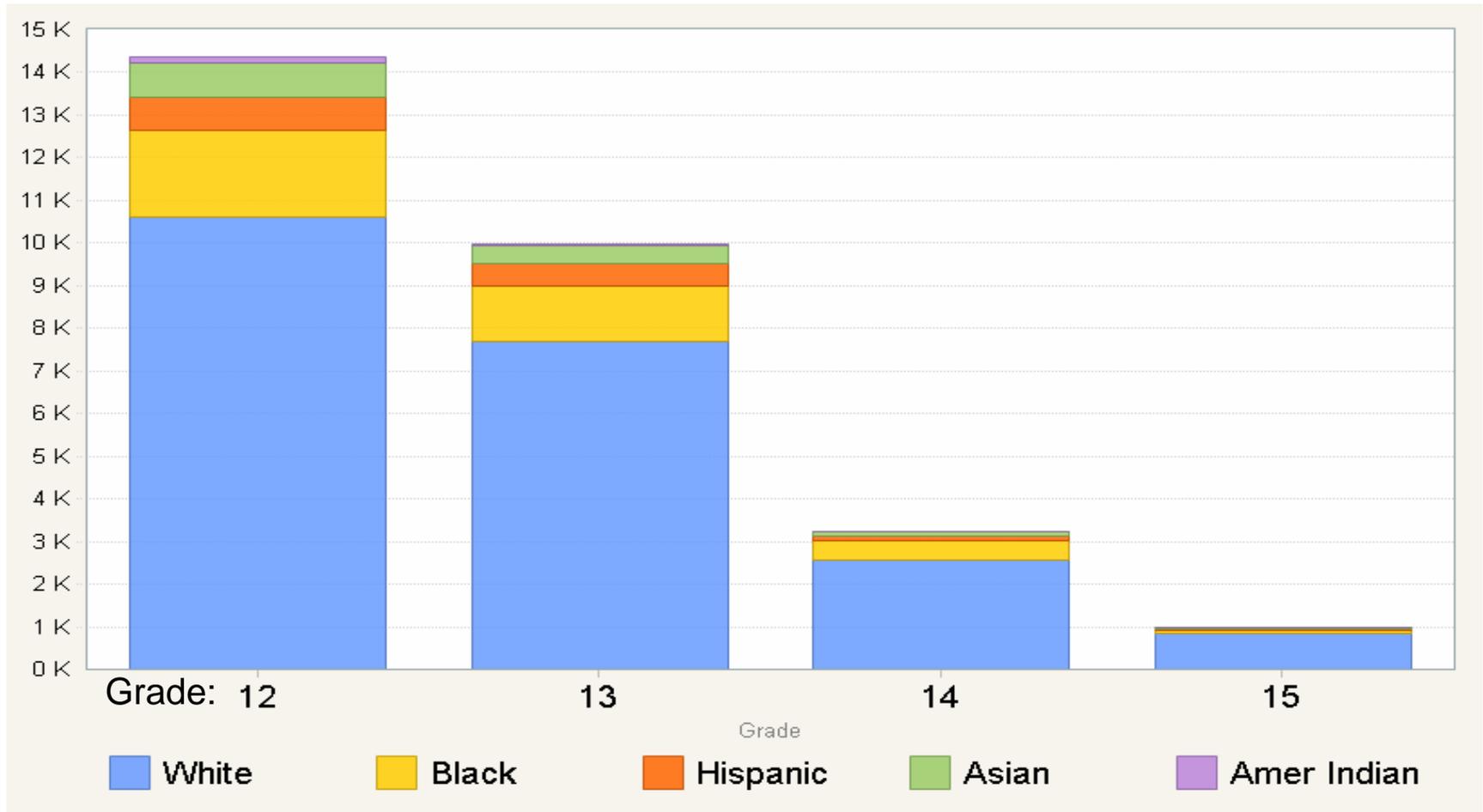


Pool: VA GS grade 1-9, permanent only.

Improved: Those who moved to occupation with higher average grade

Leadership Pipeline

Bars show count of GS/GM 12-15 employees by grade

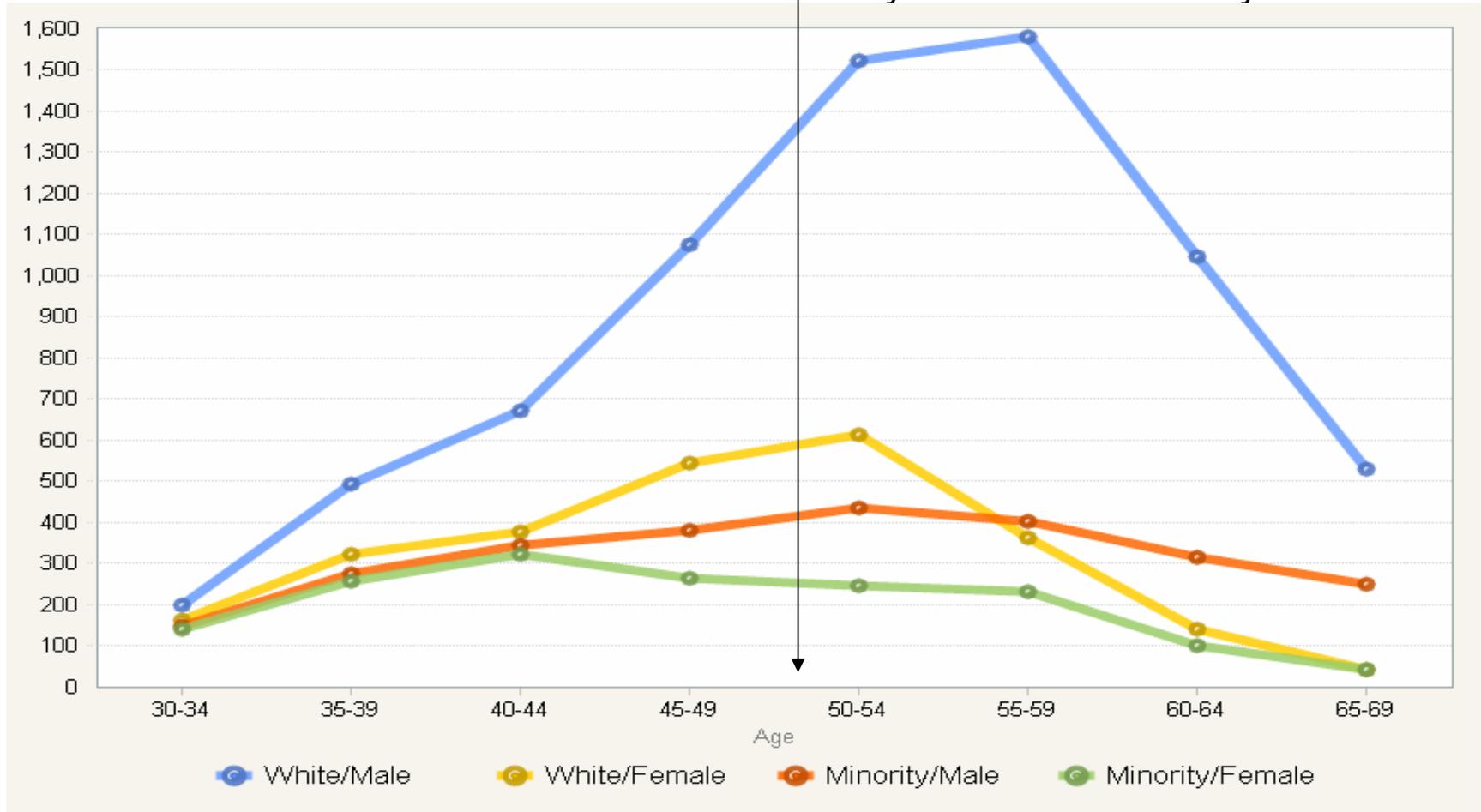


FY 2007 GS 12-15 permanent for VA.

GS/GM 15

by RNO/Gender & Age

Likely to retire within 10 years.

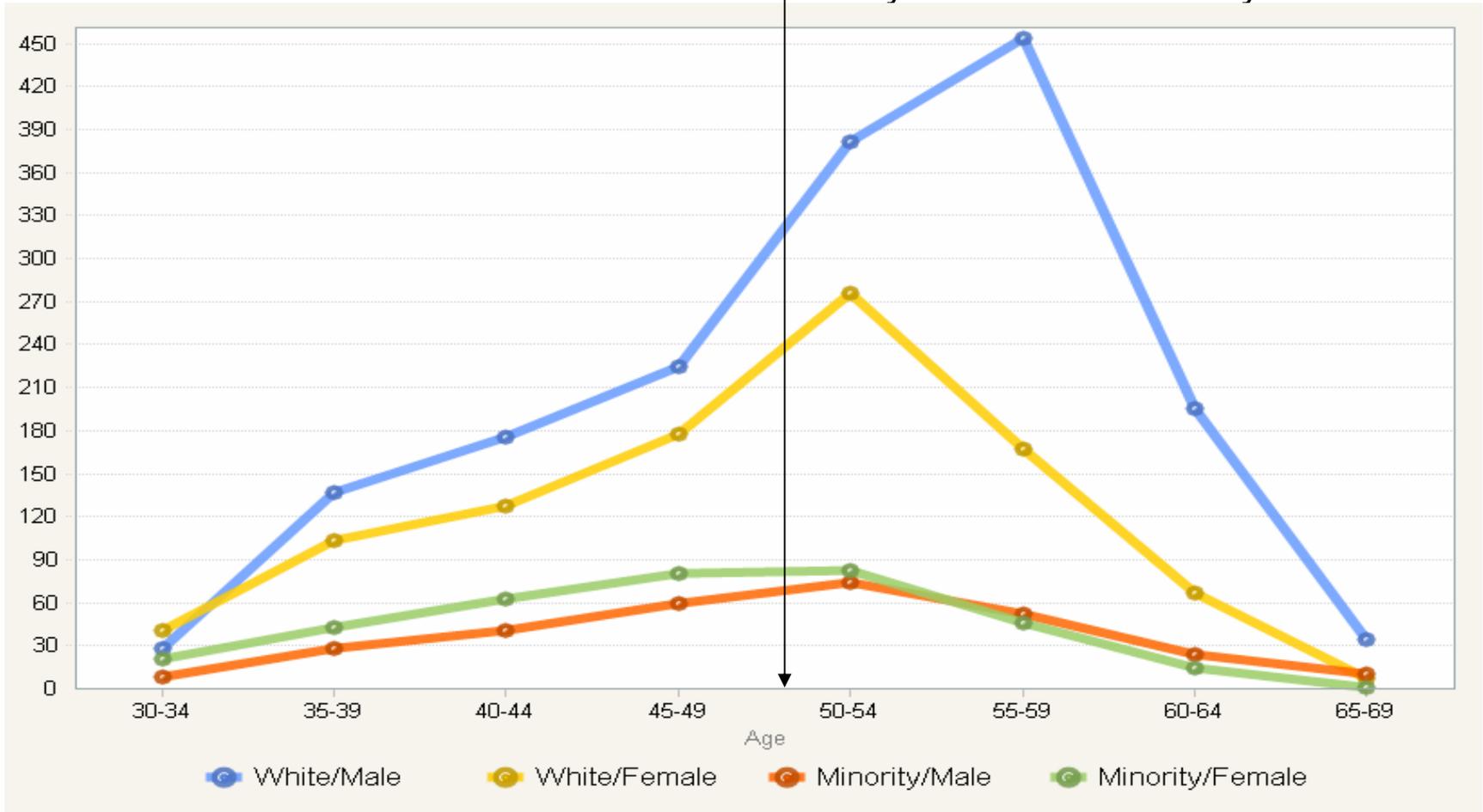


FY 2007 GS/GM 15 permanent for VA.

GS/GM 14

by RNO/Gender & Age

Likely to retire within 10 years.

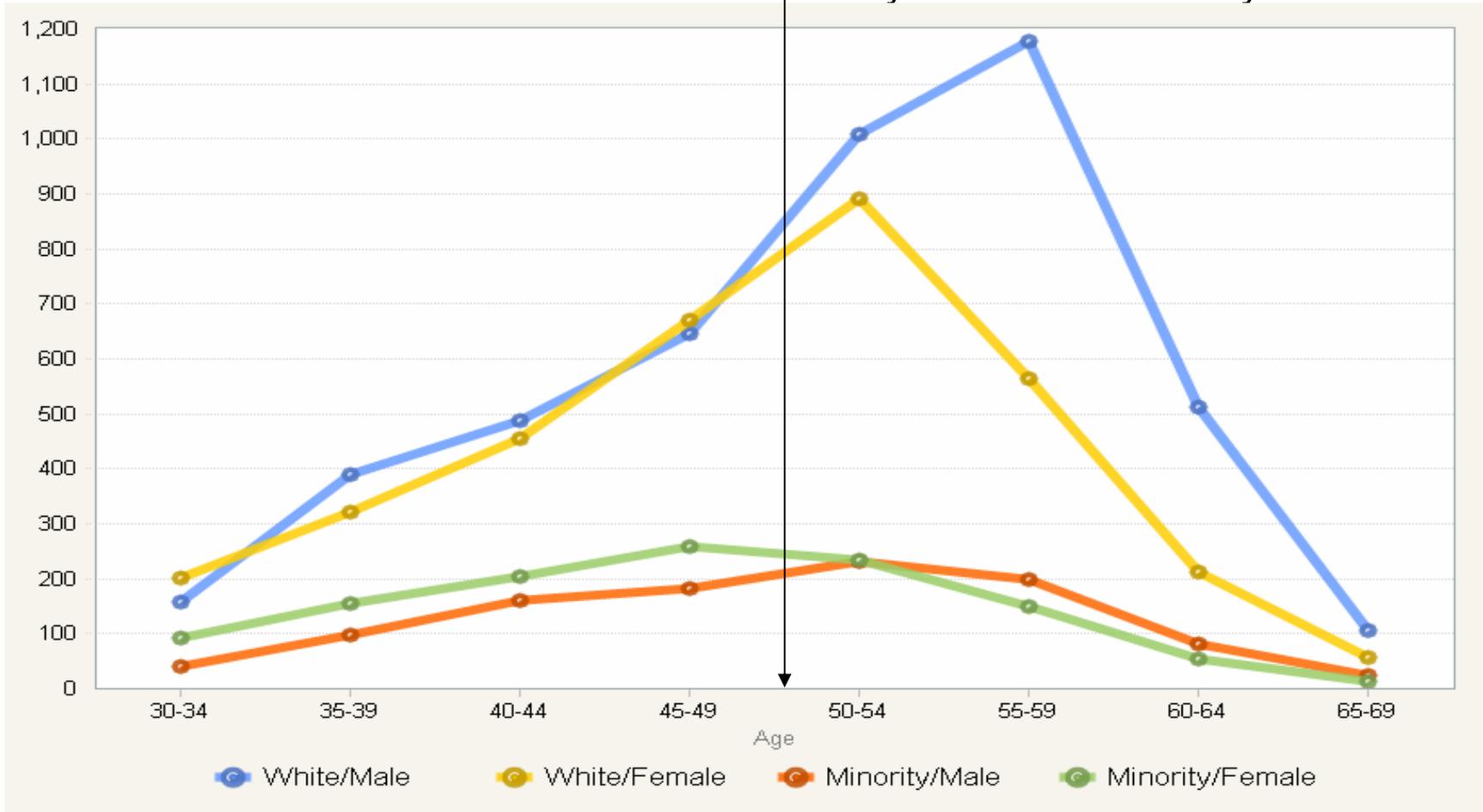


FY 2007 GS/GM 14 permanent for VA.

GS/GM 13

by RNO/Gender & Age

Likely to retire within 10 years.

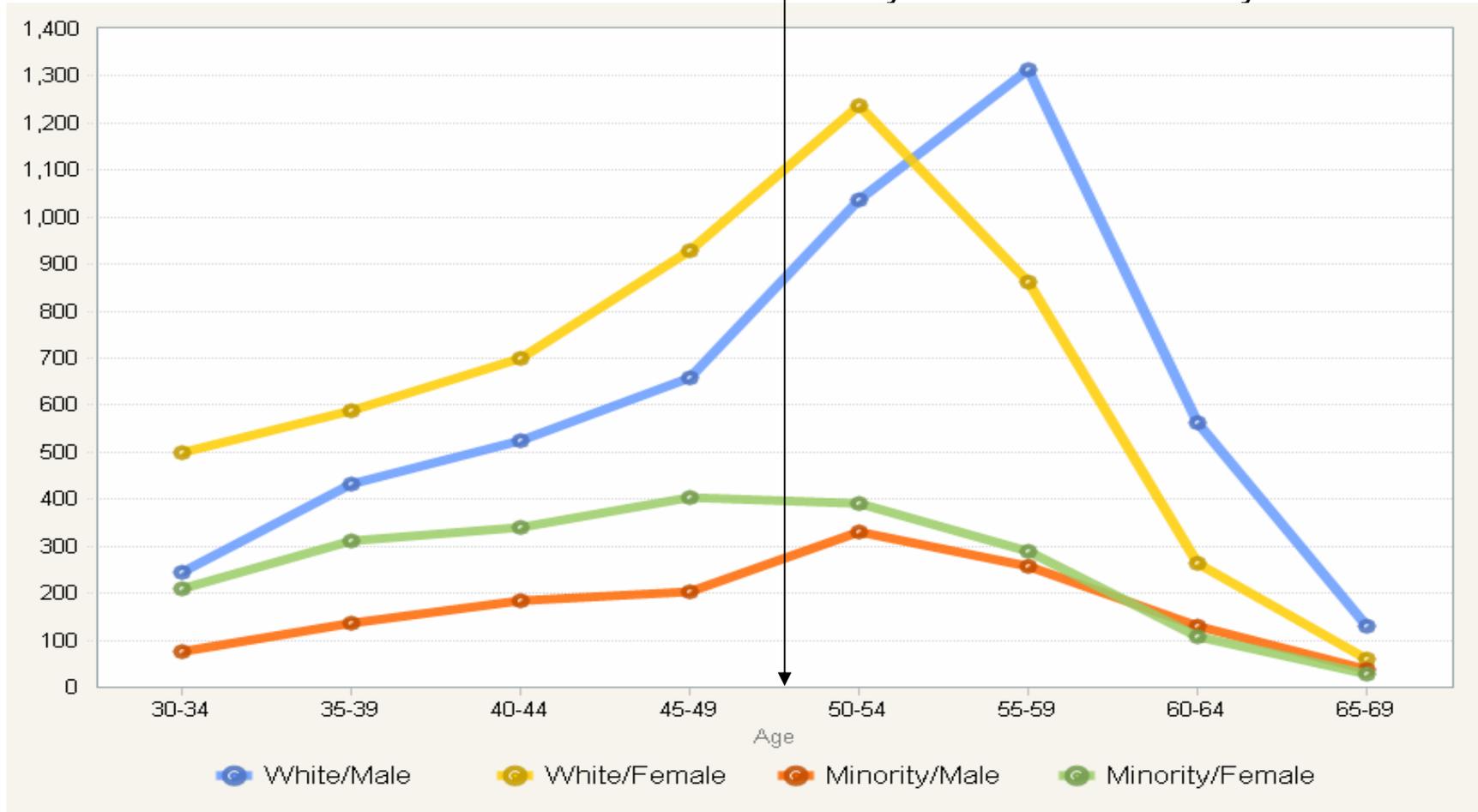


FY 2007 GS/GM 13 permanent for VA.

GS/GM 12

by RNO/Gender & Age

Likely to retire within 10 years.

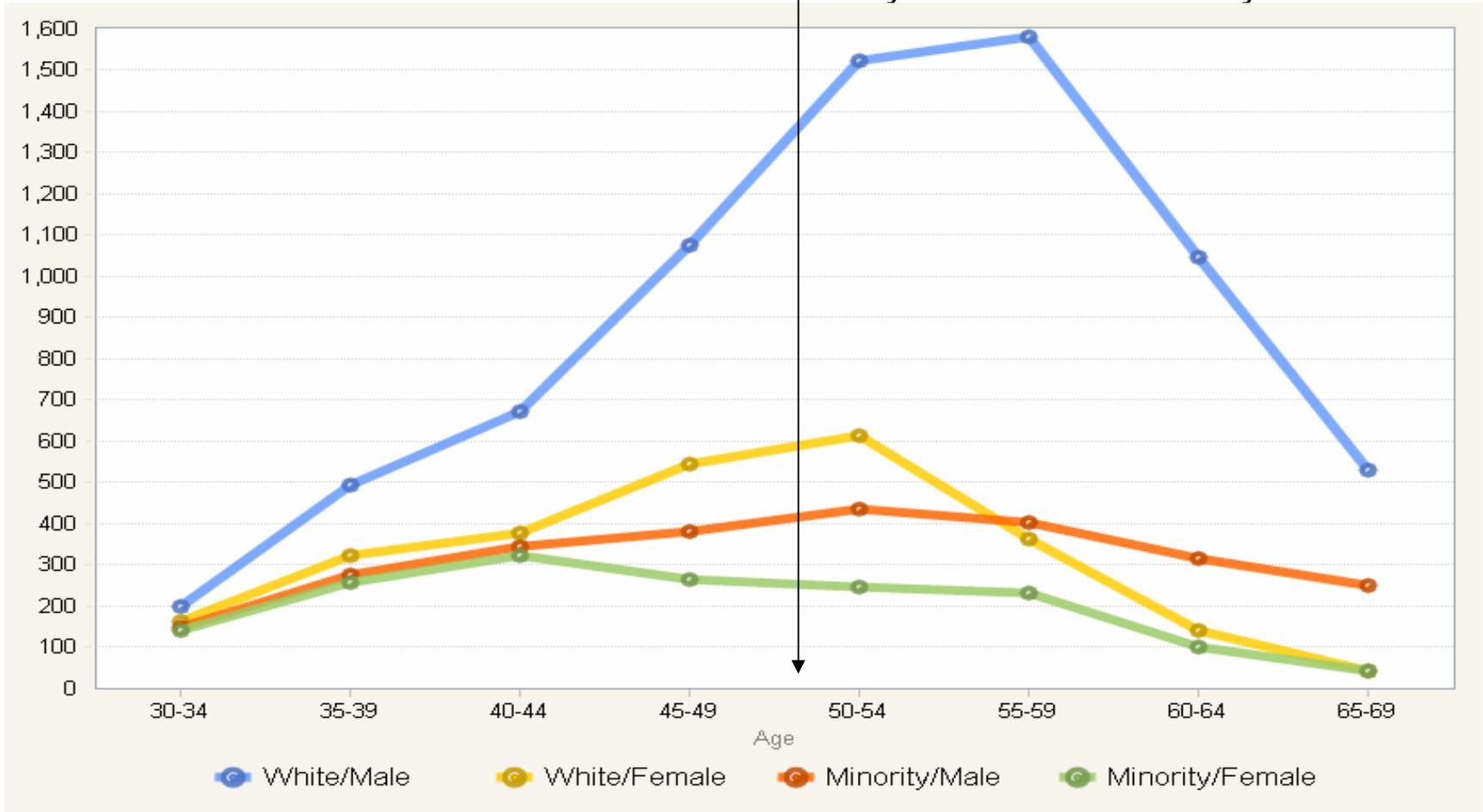


FY 2007 GS/GM 12 permanent for VA.

GS/GM 15

by RNO/Gender & Age

Likely to retire within 10 years.

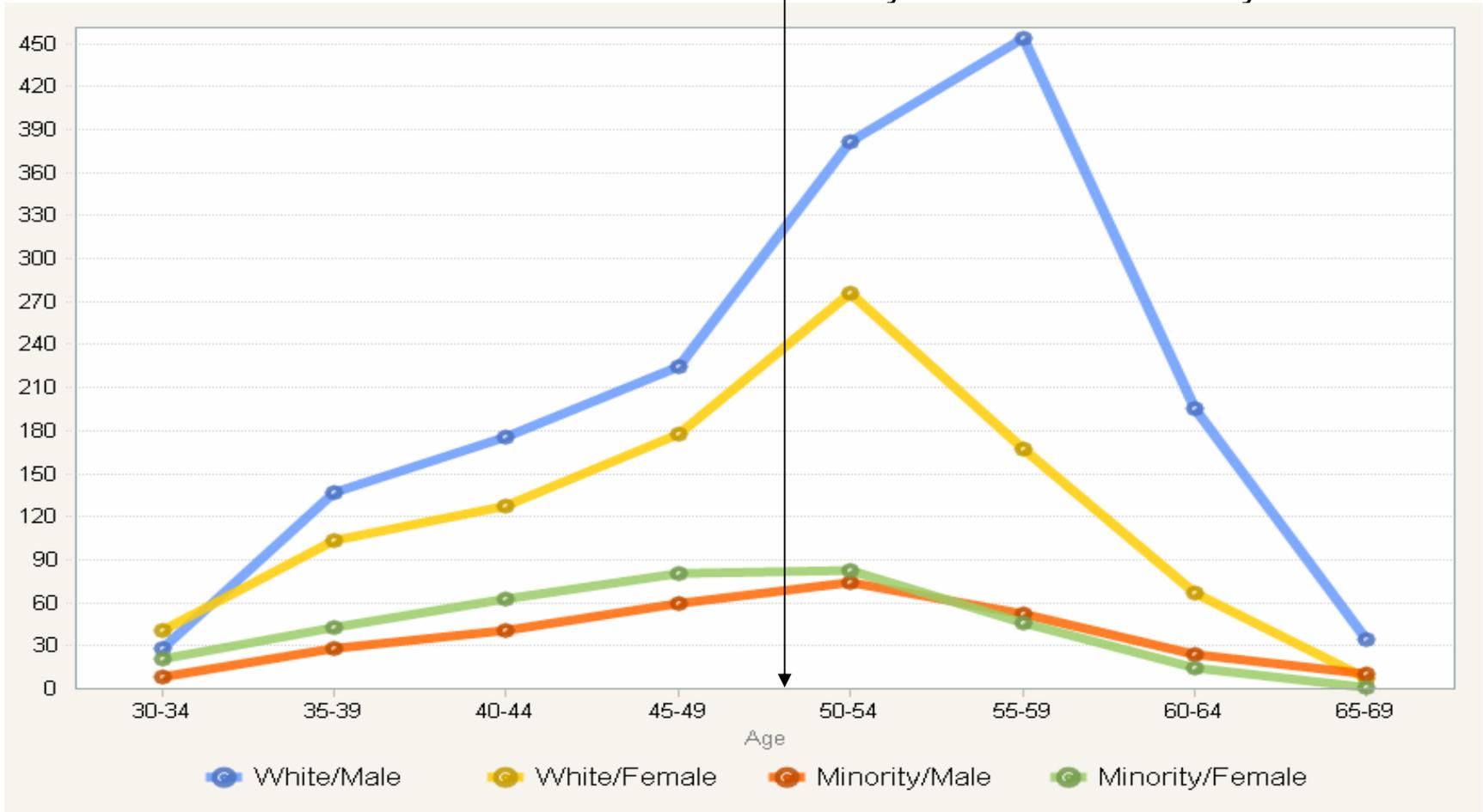


FY 2007 GS/GM 15 permanent for VA.

GS/GM 14

by RNO/Gender & Age

Likely to retire within 10 years.

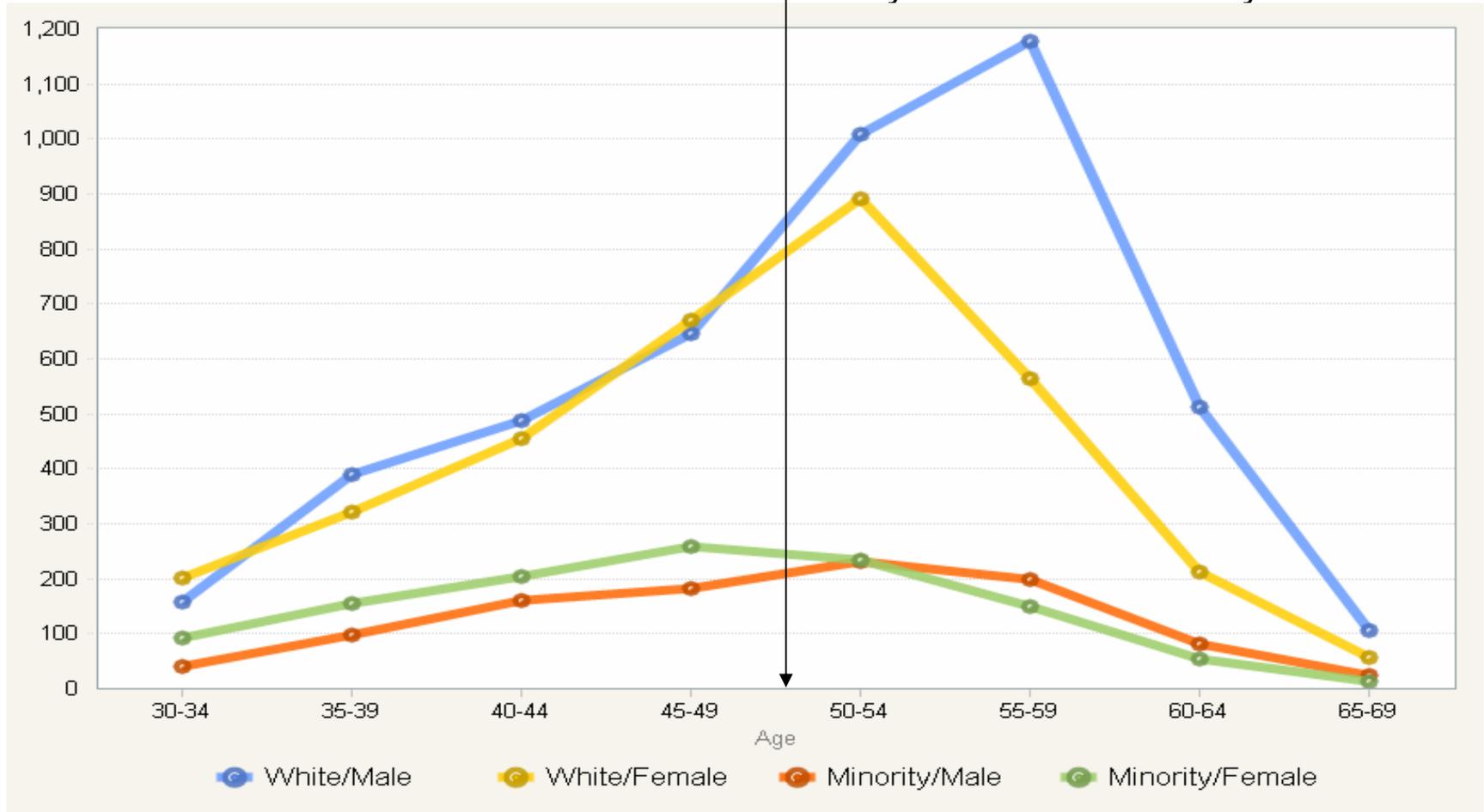


FY 2007 GS/GM 14 permanent for VA.

GS/GM 13

by RNO/Gender & Age

Likely to retire within 10 years.

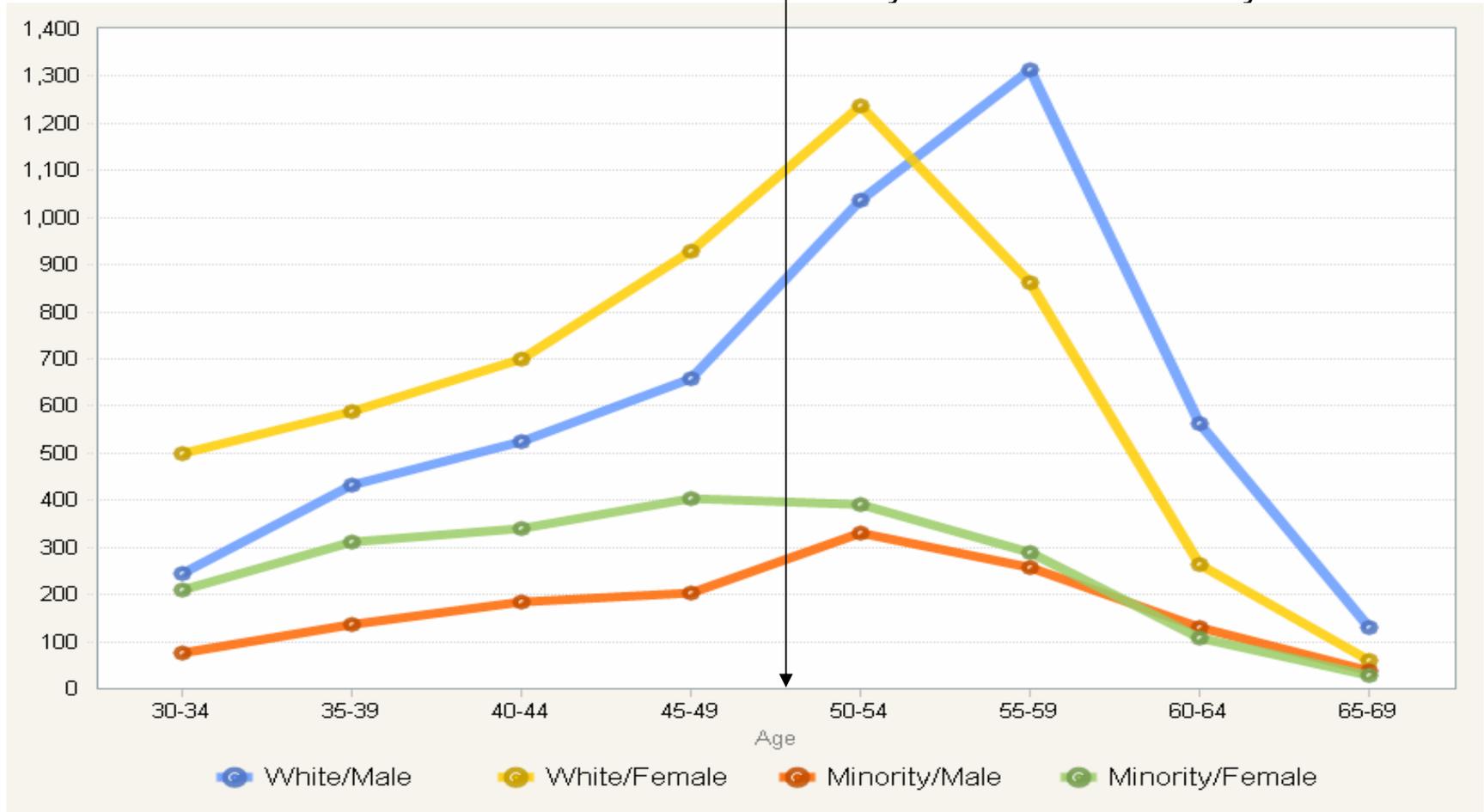


FY 2007 GS/GM 13 permanent for VA.

GS/GM 12

by RNO/Gender & Age

Likely to retire within 10 years.



FY 2007 GS/GM 12 permanent for VA.

Grade Parity Action Plan

- Examine correlation between promotions and availability

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- Explore anomalies for groups or occupations to identify barriers

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- Examine correlation between promotions and availability
- Explore anomalies for groups or occupations to identify barriers
- Review promotion patterns for people with targeted disability