EXHIBIT 2

AFFIRMATIVE ACTION PROGRAM PLAN UPDATE AND REPORT OF ACCOMPLISHMENTS FOR AGENCY WITH 1,001 OR MORE EMPLOYEES

AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH HANDICAPS

Plan update for the period Oct. 1, 2001, through Sept. 30, 2002
Report for the period Oct. 1, 2000, through Sept. 30, 2001

U.S. Department of Veterans Affairs
AGENCY

810 Vermont Avenue, N.W., Washington, DC 20420
AGENCY ADDRESS

NUMBER OF EMPLOYEES COVERED BY THIS PLAN 225,686

Noemi Pizarro-Hyman
NAME OF PERSON PREPARING THIS FORM

202-273-8921
TELEPHONE NUMBER

Michael Hale
SIGNATURE OF REPONSIBLE OFFICIAL

12/21/01
DATE

Armando E. Rodriguez, Deputy Assistant Secretary for Diversity Management and Equal Employment Opportunity
NAME AND TITLE OF RESPONSIBLE OFFICIAL

SIGNATURE OF AGENCY HEAD
Assistant Secretary for Human Resources and Administration

12/22/01
DATE

for Anthony J. Principi, Secretary of Veterans Affairs
NAME AND TITLE OF AGENCY HEAD (CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-713, "AFFIRMATIVE ACTION FOR HIRING, PLACEMENT, AND ADVANCEMENT OF INDIVIDUALS WITH HANDICAPS")

OPTIONAL FORM 99 (7-90)

FAX TRANSMITTAL # of pages ► 6

To Martha McDonald	From Noemi Hyman
Dept./Agency EEOC	Phone # 273-8921
Fax # 663-4388	Fax # 273-6537

NSN 7540-01-317-7368 5099-101 GENERAL SERVICES ADMINISTRATION

PART 1: PROGRAM PLAN UPDATE FOR THE PERIOD OCTOBER 1, 2001, THROUGH SEPTEMBER 30, 2002

NUMERICAL OBJECTIVES (GOALS) FOR EMPLOYMENT OF PERSONS WITH TARGETED DISABILITIES (TD)

Agencies are to use this format to establish numerical objectives for the period October 1 through September 30. Anticipated changes in the work force are taken into account, as objectives are calculated on the basis of losses from the workforce as well as accessions. The planned rate of accessions (if any are anticipated) must be adequate to achieve the desired workforce profile as of September 30th. Guidance is provided in Appendix B of this directive.

ANTICIPATED CHANGES IN WORKFORCE FROM OCT. 1, 2001 TO SEPT. 30, 2002

	NUMBER + OR -	PERCENT CHANGE + OR -
LOSSES (TOTAL WORKFORCE)	-29,236	-12.95
LOSSES WITH HANDICAP REPORTED	-2,549	-12.50
LOSSES TARGETED DISABILITIES (TD)	-858	-22.56
ACCESSIONS (TOTAL WORKFORCE)	+10,550	+4.67
ACCESSIONS WITH HANDICAP REPORTED	+5,543	+27.17
ACCESSIONS TARGETED DISABILITIES (TD)	+1,240	+32.60

	WORKFORCE ACTUAL DATA AS OF 9/30/01		ANTICIPATED CHANGES IN WORKFORCE FROM 10/1/01 TO 9/30/02		ANTICIPATED DATA AS OF 9/30/02	
	NUMBER	%	NUMBER + OR -	% CHANGE + OR -	NUMBER	%
TOTAL WORK FORCE	225,686	100	-18,686	-8.28	207,000	100
HANDICAP REPORTED	20,398	9.03	+2,994	+14.68	23,392	11.30
TARGETED DISABILITIES	3,803	1.69	+382	+10.04	4,185	2.02

*CALCULATE THIS PERCENTAGE BY DIVIDING THE NUMBER + OR- BY THE CORRESPONDING NUMBER IN THE WORK FORCE AS OF THE BEGINNING OF THE REPORTING PERIOD.

NUMERICAL OBJECTIVES FOR THE PERIOD 10/1/2001 TO 9/30/2002

A. TOTAL NUMBER OF ACCESSIONS OF PERSONS WITH TD	1,240
B. PERCENT ACCESSIONS OF PERSONS WITH TD	11.75
C. TOTAL NUMBER OF PERSONS WITH TD ON BOARD AS OF 9/30/2002	4,185
D. PERCENT OF WORKFORCE WITH TID AS OF 9/30/2002	2.02

EXHIBIT 2

PLAN FOR SPECIAL RECRUITMENT PROGRAM

Agencies are to establish and maintain special recruitment programs for individuals with handicaps with the specified severe disabilities. The purpose is to obtain applications from qualified individuals with handicaps. A revised and improved plan for a special recruitment program is required unless:

A. the agency met its previous year's employment objectives

(if so, check here: [ ])

or

B. the number of applications received from persons with targeted disabilities was at least two times the number of accessions that would have been necessary to achieve the objectives.

(if so, check here: [ ])

IF NEITHER OF THESE CONDITIONS HAS BEEN MET, list new recruiting strategies that will be instituted so that the agency can meet its current employment objectives.

NEW RECRUITING STRATEGIES	TARGET DATES
A taskforce on Executive Order 13163 was established to address VA's requirement of hiring 17,700 people with disabilities. The Department will take an active role to identify positions in which representation of persons with targeted disabilities is low and/or nonexistent. VA will actively seek to recruit Chapter 31 veterans and establish a Disabled Veteran Internship Program. VA will continue to seek the assistance of colleges, universities, state vocational rehabilitation offices, and community and veterans service organizations.	October 1, 2001 – Ongoing

FACILITY ACCESSIBILITY

A. LIST ANY UNMET OBJECTIVES FOR BARRIER REMOVAL THAT WERE ESTABLISHED IN PREVIOUS SUBMISSIONS BUT HAVE NOT BEEN ACCOMPLISHED. REMOVAL STRATEGIES ARE TO BE REVISED SO THAT THESE OBJECTIVES CAN BE ACCOMPLISHED PRIOR TO THE END OF THE FISCAL YEAR COVERED BY THIS PLAN.

OBJECTIVES	ORIGINAL TARGET DATES	REVISED TARGET DATES	REVISED REMOVAL STRATEGIES
N/A			

B. LIST ADDITIONAL OBJECTIVES FOR BARRIER REMOVAL DURING THE PERIOD COVERED BY THIS PLAN.

OBJECTIVES	TARGET DATES
N/A	

ALTERNATIVES TO PERSONNEL OR MANAGEMENT POLICIES, PRACTICES, OR PROCEDURES, WHICH RESTRICT HIRING, PLACEMENT, AND ADVANCEMENT OF INDIVIDUALS WITH HANDICAPS

A. LIST BARRIERS WHICH WERE IDENTIFIED IN PREVIOUS SUBMISSIONS BUT FOR WHICH ALTERNATIVES HAVE NOT YET BEEN INSTITUTED:

BARRIERS	ALTERNATIVES	PLANNED ACTIONS	CURRENT TARGET DATES	DATES INDICATED PREVIOUSLY
None				

B. LIST BARRIERS NOT PREVIOUSLY IDENTIFIED FOR WHICH ALTERNATIVES SHOULD BE INSTITUTED:

BARRIERS	ALTERNATIVES	PLANNED ACTIONS	TARGET DATES
1. Limited utilization of special hiring authorities. 2. Limited "area of consideration." 3. Policy and funding for assistive technology in support of reasonable accommodation.	3. Computer/Electronic Accommodations Program (CAP)	1. Train supervisors, managers, and HR staff. 2. Evaluate the need to limit area of consideration to a specific office. Open area of consideration to "all sources," based on results of evaluation. 3. Sign Interagency Agreement with the DoD's CAP. VHA Policy is going through concurrence process.	1. January 2002 - Ongoing 2. January 2002 - Ongoing 3. December 2001

ENOUGH OF THE TARGET DATE INDICATED SHOULD BE PRIOR TO THE END OF THE FISCAL YEAR COVERED BY THIS PLAN SO THAT SUBSTANTIAL PROGRESS TOWARD ELIMINATION OF BARRIERS WILL HAVE BEEN MADE BY THAT TIME. ALL BARRIERS THAT ARE LISTED IN ITEM "A" ABOVE SHOULD BE REMOVED PRIOR TO THE END OF THE FISCAL YEAR COVERED BY THIS PLAN.

PART 2: REPORT OF ACCOMPLISHMENTS

FOR THE PERIOD OCTOBER 1, 2000, THROUGH SEPTEMBER 30, 2001

AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH HANDICAPS

STAFFING COMMITMENTS

Provide data indicating staffing commitments as of September 30, 2001. Include selective placement coordinators, handicapped program managers, and other key staff assigned to the affirmative action program for individuals with handicaps. Do not include equal employment opportunity counselors and other personnel processing complaints of discrimination on the basis of handicap.

A. HEADQUARTERS PERSONNEL WITH NATIONWIDE RESPONSIBILITY:

1. AGENCYWIDE RESPONSIBILITY (DEPARTMENTWIDE, IF APPLICABLE)

   NUMBER OF PERSONS 3
   TOTAL STAFF YEARS (FULL-TIME EQUIVALENTS ALLOCATED TO THE PROGRAM) 1.5

2. RESPONSIBILITY FOR MAJOR OPERATING COMPONENTS (IF NONE, INDICATE NOT APPLICABLE)

   NUMBER OF PERSONS 4
   TOTAL STAFF YEARS (FULL-TIME EQUIVALENTS ALLOCATED TO THE PROGRAM) 0.5

B. ALL OTHER PERSONNEL (NOT ACCOUNTED FOR ABOVE) AT HEADQUARTERS, IN COMPONENT AGENCIES, OR IN FIELD INSTALLATIONS RESPONSIBLE FOR MANAGEMENT AND COORDINATION OF THE PROGRAM:

PERCENTAGE OF TIME ALLOCATED TO THE PROGRAM	INDICATE NUMBER IN EACH GROUP
1 – 5 %	118
6 –10 %	48
11 – 25 %	60
26 – 75 %	07
76 – 100 %	08
TOTAL	241

C. NUMBER OF AGENCY PERSONNEL OFFICES WITH APPOINTING AUTHORITY 117

TABLE 1A

SUM ACCOMPLISH-AFFIRM ACTION PGMS COIN 163 TABLE 1A 09/30/2001
FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES
PERMANENT (PERM) WORK FORCE

COIN PAI 163
Q-274

VA WIDE SUMMARY

	TOTAL WORK FORCE	HANDICAPPED WORK FORCE (06,13-94)	%	ANALYSIS OF WORK FORCE NO HANDICAP (04-05)	%	OTHER (01 AND NOT AVAILABLE)	%	TARGETED DISABILITIES	%	TARGET DISAB AVERAGE WHITE COLLAR	TARGET DISAB GRADE WAGE GRADE
OCT. 1, 2000	197,897	18,402	9.30	175,795	88.83	3,700	1.87	3,561	1.80	6.89	2.99
FY 2001 GOAL											
SEPT. 30, 2001	204,071	19,005	9.31	181,300	88.84	3,766	1.85	3,567	1.75	6.93	2.93

TOTAL NUMBER OF ACCESSIONS FROM OCT. 1, 2000, TO SEPT. 30, 2001 — 17,579

ACCESSIONS OF HANDICAPPED (CODES 06, 13-94) FROM OCT. 1, 2000, TO SEPT. 30, 2001 — 2,003

CONVERSIONS TO PERMANENT FROM OCT. 1, 2000, TO SEPT. 30, 2001 — 6,352

TOTAL NUMBER OF LOSSES FROM OCT. 1, 2000, TO SEPT. 30, 2001 — 17,522

LOSSES OF HANDICAPPED (CODES 06, 13-94) FROM OCT. 1, 2000, TO SEPT. 30, 2001 — 2,022

SPECIAL RECRUITMENT PROGRAM -- ACCESSIONS AND LOSSES -- TARGETED DISABILITIES

HANDICAP CODES TARGETED DISAB.	DEAF (16,17)	BLIND (23,25)	MISSING EXTREMITIES (28,32-38)	PARTIAL PARALYSIS (64-68)	COMPLETE PARALYSIS (71-78)	CONVULSIVE DISORDERS (82)	MENTALLY RETARDED (90)	MENTAL ILLNESS (91)	DISTORTION LIMB/SPINE (92)	TOTAL
ON-BOARD TARGETED DISABILITIES AS OF OCT. 1, 2000	382	456	245	383	174	555	407	887	72	3,561
APPLICATIONS FROM OCT. 1, 2000 SEPTEMBER 30,2001										
ACCESSIONS FROM OCT. 1, 2000 TO SEPT. 30, 2001	12	35	8	17	10	25	9	144	3	263
LOSSES FROM VOL & INVOL. SEPARATIONS FROM OCT. 1, 2000 TO SEPT. 30, 2001	16	39	22	33	8	40	26	147	9	340
CONVERSIONS TO PERMANENT EMPLOYMENT FROM OCT. 1, 2000 TO SEPT. 30, 2001	4	9	3	4	2	8		38	2	70
ON-BOARD TARGETED DISABILITIES AS OF SEPT. 30, 2001	377	457	232	371	180	551	389	942	68	3,567

ANALYSIS OF WORK FORCE: WHITE COLLAR (GS, GM, SES, AND ALL OTHER)

CATEGORY		GS-1	GS-2	GS-3	GS-4	GS-5	GS-6	GS-7	GS-8	GS-9	GS-10	GS-11	GS-12	GS/GM 13	GS/GM 14	GS/GM 15	SES	OTHER WC **	TOTAL WC
TOTAL WORK FORCE	#	19	122	1287	9066	26787	23012	11301	4071	11401	4187	15497	10361	7545	2383	783	282	49111	177,215
	%	.01	.07	.73	5.12	15.12	12.99	6.38	2.30	6.43	2.36	8.74	5.85	4.26	1.34	.44	.16	27.71	100.00
NOT IDENTIFIED (01)	#	2	1	30	172	497	357	202	74	229	90	270	192	140	45	18	5	794	3,118
	%	.06	.03	.96	5.52	15.94	11.45	6.48	2.37	7.34	2.89	8.66	6.16	4.49	1.44	.58	.16	25.47	100.00
NOT AVAILABLE OR UNSPECIFIED	#																		
	%																		
NO HANDICAP (04-05)	#	8	75	909	7385	23290	20669	9940	3685	10086	3598	13763	9187	6763	2170	700	249	46130	158,607
	%	.01	.05	.57	4.66	14.68	13.03	6.27	2.32	6.36	2.27	8.68	5.79	4.26	1.37	.44	.16	29.08	100.00
HANDICAP REPORTED (06,13-94)	#	9	46	348	1509	3000	1986	1159	312	1086	499	1464	982	642	168	65	28	2187	15,490
	%	.06	.30	2.25	9.74	19.37	12.82	7.48	2.01	7.01	3.22	9.45	6.34	4.14	1.08	.42	.18	14.12	100.00
TOTAL TARGETED DISABILITIES	#	7	26	120	399	501	309	158	55	161	63	276	168	111	23	7	6	238	2,628
	%	.27	.99	4.57	15.18	19.06	11.76	6.01	2.09	6.13	2.40	10.50	6.39	4.22	.88	.27	.23	9.06	100.00
DEAFNESS (16,17)	#			23	84	57	32	11	5	9	2	9	10	3				3	248
	%			9.27	33.87	22.98	12.90	4.44	2.02	3.63	.81	3.63	4.03	1.21				1.21	100.00
BLINDNESS (23,25)	#		1	16	72	59	33	11	7	19	7	56	36	21	4	1	1	32	376
	%		.27	4.26	19.15	15.69	8.78	2.93	1.86	5.05	1.86	14.89	9.57	5.59	1.06	.27	.27	8.51	100.00
MISSING EXTREMITIES (28,32-38)	#				11	30	19	10	7	21	10	31	29	17	7	1	2	11	206
	%				5.34	14.56	9.22	4.85	3.40	10.19	4.85	15.05	14.08	8.25	3.40	.49	.97	5.34	100.00
PARTIAL PARALYSIS (64-68)	#	1	2	10	35	49	31	24	4	26	14	39	26	27	5	3	2	26	324
	%	.31	.62	3.09	10.80	15.12	9.57	7.41	1.23	8.02	4.32	12.04	8.02	8.33	1.54	.93	.62	8.02	100.00
COMPLETE PARALYSIS (71-78)	#		2	1	13	20	15	17	8	11	4	27	18	12	1	1		14	164
	%		1.22	.61	7.93	12.20	9.15	10.37	4.88	6.71	2.44	16.46	10.98	7.32	.61	.61		8.54	100.00
CONVULSIVE DISORDERS (82)	#		3	6	51	100	71	33	10	32	15	39	19	17	2		1	52	451
	%		.67	1.33	11.31	22.17	15.74	7.32	2.22	7.10	3.33	8.65	4.21	3.77	.44		.22	11.53	100.00
MENTAL RETARDATION (90)	#	5	13	24	39	18	8	2	1									1	111
	%	4.50	11.71	21.62	35.14	16.22	7.21	1.80	.90									.90	100.00
MENTAL ILLNESS (91)	#	1	4	38	90	156	89	47	13	42	9	69	26	12	4			89	689
	%	.15	.58	5.52	13.06	22.64	12.92	6.82	1.89	6.10	1.31	10.01	3.77	1.74	.58			12.92	100.00
DISTORTION OF LIMBS/SPINE (92)	#		1	2	4	12	11	3		1	2	6	4	2		1		10	59
	%		1.69	3.39	6.78	20.34	18.64	5.08		1.69	3.39	10.17	6.78	3.39		1.69		16.95	100.00

REPORT 3A
VA WIDE SUMMARY

ACCOMPLISHMENTS IN AFFIRMATIVE ACTION PG 09/30/2001 COIN 163 TB 3A
FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES
TOTAL (PERMANENT) WORK FORCE

VA-WIDE

COIN PAI 163
A-274

ANALYSIS OF WORK FORCE: WAGE GRADE

		WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	WD/WG	OTHER	TOTAL
TOTAL WORK FORCE	#	1281	8564	2833	1343	1294	1351	566	866	1149	2642	967	7	1	1		3991	26,856
	%	4.77	31.89	10.55	5.00	4.82	5.03	2.11	3.22	4.28	9.84	3.60	.03				14.86	100.00
NOT IDENTIFIED (01)	#	36	177	63	37	26	45	14	32	30	51	21					116	648
	%	5.56	27.31	9.72	5.71	4.01	6.94	2.16	4.94	4.63	7.87	3.24					17.90	100.00
NOT AVAILABLE OR UNSPECIFIED	#																	
	%																	
NO HANDICAP (04-05)	#	1007	6835	2390	1171	1115	1157	486	783	1017	2354	862	7	1	1		3507	22,693
	%	4.44	30.12	10.53	5.16	4.91	5.10	2.14	3.45	4.48	10.37	3.80	.03				15.45	100.00
HANDICAP REPORTED (06,13-94)	#	238	1552	380	135	153	149	66	51	102	237	84					368	3,515
	%	6.77	44.15	10.81	3.84	4.35	4.24	1.88	1.45	2.90	6.74	2.39					10.47	100.00
TOTAL TARGETED DISABILITIES	#	78	553	99	35	28	11	11	12	18	27	9					58	939
	%	8.31	58.89	10.54	3.73	2.98	1.17	1.17	1.28	1.92	2.88	.96					6.18	100.00
DEAFNESS (16,17)	#	4	96	14	5	3	1	2	1	1	1						1	129
	%	3.10	74.42	10.85	3.88	2.33	.78	1.55	.78	.78	.78						.78	100.00
BLINDNESS (23,25)	#	9	40	9	4	4	1	2	1	1	3						7	81
	%	11.11	49.38	11.11	4.94	4.94	1.23	2.47	1.23	1.23	3.70						8.64	100.00
MISSING EXTREMITIES (28,32-38)	#	1	11		1	2			1	1	3	4					2	26
	%	3.85	42.31		3.85	7.69			3.85	3.85	11.54	15.38					7.69	100.00
PARTIAL PARALYSIS (64-68)	#	3	23	3	1	1	2	1		2	4	2					5	47
	%	6.38	48.94	6.38	2.13	2.13	4.26	2.13		4.26	8.51	4.26					10.64	100.00
COMPLETE PARALYSIS (71-78)	#		5	2	1		2	1	1	1	1						2	16
	%		31.25	12.50	6.25		12.50	6.25	6.25	6.25	6.25						12.50	100.00
CONVULSIVE DISORDERS (82)	#	3	57	4	9	4	1	1	2	3	4	2					10	100
	%	3.00	57.00	4.00	9.00	4.00	1.00	1.00	2.00	3.00	4.00	2.00					10.00	100.00
MENTAL RETARDATION (90)	#	29	187	33	8	3			1	1							16	278
	%	10.43	67.27	11.87	2.88	1.08			.36	.36							5.76	100.00
MENTAL ILLNESS (91)	#	29	127	34	6	11	4	4	5	7	11						15	253
	%	11.46	50.20	13.44	2.37	4.35	1.58	1.58	1.98	2.77	4.35						5.93	100.00
DISTORTION OF LIMBS/SPINE (92)	#		7							1		1						9
	%		77.78							11.11		11.11						100.00

REPORT 4A
VA WIDE SUMMARY

ACCOMPLISHMENTS IN AFFIRMATIVE ACTION PG 09/30/2001 COIN 163 TB 4A
FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES
TOTAL (PERMANENT) WORK FORCE

VA-WIDE

COIN PAI 163
A-274

ANALYSIS OF WORK FORCE: TYPES OF OCCUPATIONS

CATEGORY		PROF	ADMIN	TECHNICAL	CLERICAL	OTHER WC	SUPV BC	LEADER BC	NONSUPV BC	TOTAL WF
TOTAL WORK FORCE	#	72,568	26,089	52,381	23,390	2,807	2,098	860	23,878	204,071
	%	35.56	12.78	25.67	11.46	1.38	1.03	.42	11.70	100.00
NOT IDENTIFIED (01)	#	1,189	532	966	391	40	72	24	552	3,766
	%	31.57	14.13	25.65	10.38	1.06	1.91	.64	14.66	100.00
NOT AVAILABLE OR UNSPECIFIED	#									
	%									
NO HANDICAP (04-05)	#	67,340	22,617	46,745	19,369	2,555	1,844	750	20,080	181,300
	%	37.14	12.47	25.78	10.68	1.41	1.02	.41	11.08	100.00
HANDICAP REPORTED (06,13-94)	#	4,039	2,940	4,670	3,630	212	182	86	3,246	19,005
	%	21.25	15.47	24.57	19.10	1.12	.96	.45	17.08	100.00
TOTAL TARGETED DISABILITIES	#	595	385	815	820	13	19	11	909	3,567
	%	16.68	10.79	22.85	22.99	.36	.53	.31	25.48	100.00
DEAFNESS (16,17)	#	10	26	74	138				129	377
	%	2.65	6.90	19.63	36.60				34.22	100.00
BLINDNESS (23,25)	#	122	47	91	113	3	4		77	457
	%	26.70	10.28	19.91	24.73	.66	.88		16.85	100.00
MISSING EXTREMITIES (28,32-38)	#	36	46	97	26	1	1	1	24	232
	%	15.52	19.83	41.81	11.21	.43	.43	.43	10.34	100.00
PARTIAL PARALYSIS (64-68)	#	80	87	71	83	3	3		44	371
	%	21.56	23.45	19.14	22.37	.81	.81		11.86	100.00
COMPLETE PARALYSIS (71-78)	#	42	34	51	36	1	2		14	180
	%	23.33	18.89	28.33	20.00	.56	1.11		7.78	100.00
CONVULSIVE DISORDERS (82)	#	99	66	160	125	1	3	3	94	551
	%	17.97	11.98	29.04	22.69	.18	.54	.54	17.06	100.00
MENTAL RETARDATION (90)	#	1		49	61		1	2	275	389
	%	.26		12.60	15.68		.26	.51	70.69	100.00
MENTAL ILLNESS (91)	#	185	73	208	220	3	5	5	243	942
	%	19.64	7.75	22.08	23.35	.32	.53	.53	25.80	100.00
DISTORTION OF LIMBS/SPINE (92)	#	20	6	14	18	1			9	68
	%	29.41	8.82	20.59	26.47	1.47			13.24	100.00

REPORT ON FACILITY ACCESSIBILITY

DESCRIBE YOUR AGENCY'S BARRIER REMOVAL ACTIVITY DURING THE REPORTING YEAR

A. SUMMARIZE YOUR AGENCY'S BARRIER REMOVAL ACTIVITY.

See attached list.

B. IS GSA PROVIDING ASSISTANCE WITH BARRIER REMOVAL?
[ ] NOT APPLICABLE [X] YES [ ] NO; DESCRIBE

GSA works with VA's Barrier Removal Free Design Staff to ensure that our leases for barrier-free buildings are in accordance with the Uniform Federal Accessibility Standards.

C. DESCRIBE ANY DIFFICULTIES THAT HAVE BEEN ENCOUNTERED IN ATTEMPTING TO REMOVE BARRIERS THAT REMAIN IN AGENCY FACILITIES.

Cost remains the primary difficulty in removing barriers. In some cases, due to the age of the building, major structural changes or even a new building may be required.

D. DESCRIBE ACTIONS BEING TAKEN TO OVERCOME DIFFICULITES DESCRIBED IN ITEM "C" ABOVE.

Field facilities may request an increase in their annual budget to offset the cost of barrier removal.

Network	Facility	Division	Project Number	Project Title	Budget Category	Project Category	Design $	Construction $
1	Manchester VAMC		608-02-104	Correct Primary Care Entrance	OP	ARCHITECTURAL BARRIERS	42,750	855,000
2	Albany VAMC	Albany	528-01-803	Upgrade Bathrooms Phase III	OT	ARCHITECTURAL BARRIERS	13,457	125,187
2	Canandaigua VAMC	Canandaigua	528-01-501	Construct Handicapped Ramp B33	PP	ARCHITECTURAL BARRIERS		168,000
7	Charleston VAMC		534-02-901	ADA Improvements Green Team Entrance	OT	ARCHITECTURAL BARRIERS	7,400	49,500
11	Battle Creek VAMC		515-02-108	Install Handrails B-2	OT	ARCHITECTURAL BARRIERS		47,000
11	Battle Creek VAMC		515-02-110	Replace Stairs B-13	OT	ARCHITECTURAL BARRIERS		69,000
15	Harry S Truman Memorial Veterans Hospital	Columbia	589A4-02-109	Pharmacy Consolidation	IP	ARCHITECTURAL BARRIERS	9,000	73,000
18	Northern Arizona HCS	Prescott	649-02-104	Improve Site Accessibility	PP	ARCHITECTURAL BARRIERS	25,300	210,000

22	Greater Los Angeles HCS	W. Los Angeles	691-02-111WL	B-500 Balcony Barrier	PP	ARCHITECTURAL BARRIERS	44,160	368,000
ARCHITECTURAL BARRIERS Total							**142,067**	**1,964,687**

Impact $	Contingency $	Total Construction $	Cost Target $	FY 2002 Planned Obligation $	Design Obligation	Construction Obligation
	42,750	897,750	940,500	940,500	Jan-02	Aug-02
	9,389	134,576	148,033	148,033	Jan-02	May-02
		168,000	168,000	168,000		Jan-02
	3,700	53,200	60,600	60,600	Dec-01	Jul-02
	3,000	50,000	50,000	50,000	Oct-02	Jun-02
	5,000	74,000	74,000	74,000		May-02
		73,000	82,000	82,000	Nov-01	May-02
	14,700	224,700	250,000	25,300	Sep-02	May-03

	27,600	395,600	439,760	439,760	Jan-02	May-02
0	106,139	2,070,826	2,212,893	1,988,193		

ALTERNATIVES TO PERSONNEL OR MANAGEMENT POLICIES, PRACTICES, OR PROCEDURES, WHICH RESTRICT HIRING, PLACEMENT, AND ADVANCEMENT OF INDIVIDUALS WITH HANDICAPS

LIST BARRIERS WHICH WERE IDENTIFIED IN PREVIOUS YEARS FOR WHICH ACTIONS WERE TAKEN DURING THE REPORTING YEAR.

BARRIERS	ALTERNATIVES	ACTIONS TAKEN	COMPLETION DATES
NONE			

PROMOTIONS AND CAREER DEVELOPMENT PROGRAMS

October 1, 2001 to September 30, 2001

CATEGORY	ON-BOARD AS OF 9/30/01	PROMOTIONS		CAREER DEVELOPMENT (GRADES 5 – 12)		SENIOR LEVEL CAREER DEVELOPMENT PROGRAMS (GRADES 13 – 15)		SES DEVELOPMENT PROGRAMS	
		NUMBER	PERCENT	SLOTS FILLED	PERCENT	SLOTS FILLED	PERCENT	SLOTS FILLED	PERCENT
TOTAL WORK FORCE (Permanent)	204,071	24,521	12.02	9,874	4.84				
NOT IDENTIFIED (01)	3,766	386	10.25	169	4.49				
NOT AVAILABLE OR UNSPECIFIED	-0-	-0-	-0-	-0-	-0-				
NO HANDICAP REPORTED (04 05)	181,300	21,593	11.91	8,411	4.64				
HANDICAP REPORTED (06, 13-94)	19,005	2,542	13.38	1,075	5.66				
TOTAL TARGETED DISABILITIES	3,567	406	11.38	176	4.93				

COMPUTATIONS:

PERCENT PROMOTIONS = NUMBER / ON-BOARD IN CATEGORY

PERCENT DEVELOPMENT PROGRAMS = SLOTS IN CATEGORY / ON-BOARD IN CATEGORY

COMPUTATIONS ARE TO BE BASED ON ACTIONS DURING THE REPORTING PERIOD. FOR PROMOTIONS, USE STANDARD FORM 50, NATURE OF ACTION CODES 702 AND 542. FOR CAREER DEVELOPMENT (GRADES 5 – 12), COUNT SLOTS FILLED UNDER FORMAL UPWARD MOBILITY PROGRAMS, APPRENTICESHIP PROGRAMS, AND OTHER TRAINING AND DEVELOPMENT, AS WELL AS APPOINTMENTS THAT MOVE PEOPLE NONCOMPETIVELY THROUGH A SERIES OF PROMOTIONS WITH SOME TYPE OF TRAINING IN THE PROCESS. INCLUDE BOTH BLUE COLAR AND WHITE COLLAR POSITIONS. FOR SENIOR LEVEL CAREER DEVELOPMENT (GRADES 13 THROUGH 15) PROGRAMS, COMPUTATIONS ARE TO BE BASED ON THE NUMBER OF INDIVIDUALS ENROLLED IN FORMAL EXECUTIVE AND MANAGEMENT DEVELOPMENT PROGRAMS DURING THE REPORTING PERIOD.

*NUMBERS IN PARENTHESES REFER TO CODES ON STANDARD FORM 256.

ACCOMPLISHMENTS IN AFFIRMATIVE ACTION PG 09/30/2001 COIN 163 TB 5A
FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES
TOTAL (PERMANENT) WORK FORCE

PROMOTION AND TRAINING OPPORTUNITIES
OCT. 1, 2000 THRU SEPT. 30, 2001

CATEGORY	ON-BOARD AS OF 9/30/2001	PROMOTIONS		CAREER DEVELOPMENT GRADES 5 - 12	
		NUMBER	PERCENT	NUMBER	PERCENT
TOTAL WORK FORCE	204,071	24,521	12.02	9,874	4.84
NOT IDENTIFIED (01)	3,766	386	10.25	169	4.49
NOT AVAILABLE OR UNSPECIFIED				219	
NO HANDICAP (04-05)	181,300	21,593	11.91	8,411	4.64
HANDICAP REPORTED (06,13-94)	19,005	2,542	13.38	1,075	5.66
TOTAL TARGETED DISABILITIES	3,567	406	11.38	176	4.93

EXHIBIT 2

AGENCY INITIATIVES AND NOTEWORTHY ACCOMPLISHMENTS

In the space below you are invited to describe unique, creative initiatives which your agency has undertaken during this fiscal year and which have proven to be successful in improving employment opportunities for individuals with handicaps. If more space is necessary, additional pages may be appended.

Selections from these initiatives will be included in the Equal Employment Opportunity Commission's annual report to Congress and may serve as examples of exemplary initiatives, which can be replicated by other Federal agencies.

VA will continue to support the Workforce Recruitment Program for College Students with Disabilities by increasing awareness of the Program, allocating funds, and utilizing targeted recruitment.

During the month of October, VA provided training and awareness through four activities, including community outreach with the Washington Very Special Arts (WVSA). WVSA is a nonprofit organization providing special-needs children and young adults with opportunities to achieve success.

VA also participated in the World Congress and Exposition on Persons with Disabilities in Atlanta, Georgia. Information on career opportunities and VA benefits were provided to the attendees.

The Amarillo Health Care System in Texas received the Texas Governor's award for its best practices in recruiting people with disabilities.

Department of Veterans Affairs

CONCURRENCE AND SUMMARY SHEET

SUBJECT

FY 2001 National Accomplishment Report for Hiring, Placement, and Advancement of People With Disabilities and FY 2002 Program Plan

NAME OF ADDRESSEE *(For Correspondence Only)*

TO BE COMPLETED BY EXECUTIVE SECRETARIAT (001B)

REMARKS

CONTROL NO. 132536

NAME OF REVIEWER

CONCURRENCES - TO BE DETERMINED BY THE ORIGINATING OFFICE

CONCURRENCE REQUIRED	TITLE OR ORGANIZATIONAL ELEMENT	MAIL ROUTING SYMBOL	DATE IN	SIGNATURES		DATE OUT
				CONCUR	NONCONCUR	
	VETERANS HEALTH ADMINISTRATION	10				
	VETERANS BENEFITS ADMINISTRATION	20				
	NATIONAL CEMETERY ADMINISTRATION	40				
	ASSISTANT SECRETARY FOR PUBLIC AND INTERGOVERNMENTAL AFFAIRS	002				
	WHITE HOUSE LIAISON	WHL				
	DAS FOR PUBLIC AFFAIRS	80				
	DAS FOR INTERGOVERNMENTAL AFFAIRS	075				
	ASSISTANT SECRETARY FOR MANAGEMENT	004				
	OFFICE OF ASSET ENTERPRISE MANAGEMENT	004B				
	DAS FOR BUDGET	041				
	DAS FOR FINANCE	047				
	DAS FOR ACQUISITION AND MATERIEL MANAGEMENT	90				
	ASSISTANT SECRETARY FOR INFORMATION AND TECHNOLOGY	005				
X	ASSISTANT SECRETARY FOR HUMAN RESOURCES AND ADMINISTRATION	006				
	DAS FOR ADMINISTRATION	03				12/26/01
	DAS FOR HUMAN RESOURCES MANAGEMENT	05				
	DAS FOR EQUAL OPPORTUNITY	06				
	ASSISTANT SECRETARY FOR PLANNING AND ANALYSIS	008				
	DAS FOR SECURITY AND LAW ENFORCEMENT	07				
	AS FOR CONGRESSIONAL AND LEGISLATIVE AFFAIRS	009				
	BOARD OF VETERANS' APPEALS	01				
	GENERAL COUNSEL	02				
	BOARD OF CONTRACT APPEALS	09				
	INSPECTOR GENERAL	50				
	VETERANS SERVICE LIAISON	00C				
	DIR., CENTER FOR MINORITY VETERANS	00M				
	DIR., CENTER FOR WOMEN VETERANS	00W				
	OFFICE OF SMALL AND DISADVANTAGED BUSINESS UTILIZATION	00SB				
	SPECIAL ASSISTANT	00V				

ACTION BY OFFICE OF THE SECRETARY *(Do NOT use for Correspondence)*

ACTION TAKEN

☐ APPROVED ☐ DISAPPROVED

SIGNATURE

DATE

VA Form DEC 2001(RS) 4265

CONCURRENCE AND SUMMARY SHEET
(Continued)

PURPOSE - DISCUSSION - IMPLICATIONS

PURPOSE: To submit to the Equal Employment Opportunity Commission (EEOC) VA's National FY 2001 Accomplishment Report for Hiring, Placement, and Advancement of People with Disabilities and FY 2002 National Program Plan Update.

DISCUSSION: Federal agencies are required to submit an annual accomplishment report and plan update to the EEOC by December 31. EEOC's instructions in Equal Employment Opportunity Management Directive 713 (8/87) were followed in preparing these documents. A "call memo" from EEOC was not received for this year. In FY 2001, VA's representation of persons with disabilities slightly decreased by 0.27 percent, and persons with targeted disabilities decreased by 0.11 percent.

The FY 2002 Plan Update sets a goal to hire 1240 individuals with targeted disabilities in permanent positions, and to increase the total representation of persons with disabilities from 9.03 percent to 11.30 percent by September 30, 2002.

Information on page 11of EEOC Form 440, "Describe your Agency's Barrier Removal Activity During the Reporting Year," describes the total VA activities for the fiscal year. Mr. Dennis Hancher (181A) has provided this information.

IMPLICATION: Failure to submit this report would imply noncompliance by VA with the EEO MD-713 Directive.

NAME OF CONTACT		SIGNATURE OF INITIATING ASSISTANT SECRETARY, ADMINISTRATION HEAD OR KEY STAFF OFFICE OFFICIAL	
Noemi Pizarro-Hyman		Armando C. Rodrigues	
SYMBOL	EXTENSION	TITLE	DATE
(06A)	273-8921	Deputy Assistant Secretary for DM&EEO	12/18/01

Note to the Reviewer

The statistical data for the National Accomplishment Report for Hiring, Placement, and Advancement of People with Disabilities is taken from COIN PAI 163, Summary Accomplishment – Affirmative Action Program for Employment of Handicapped Individuals, Permanent/Temporary Workforce as of 9/30/01. A sample of EEOC Form 440 Page 2 is attached. This page will assist the reviewer in ensuring that mathematical calculations are correct. It is important to note that the figures in boxes 1, 3, 5, 7, 9, and 11 are projected changes in VA's workforce. The numbers in boxes 19, 21 and 23 are also projected numbers based on VA's responsibility under Executive Order 13163, "Increasing the Opportunity for Individuals with Disabilities to be Employed in the Federal Government." VA is responsible for hiring 17,700 people with disabilities within the next five years (July 26, 2005); thus, the annual hiring target is 3,540 people with disabilities.

On page 2 of EEOC Form 440, the numbers for anticipated changes in the workforce are projections based on information from VA's Budget Office. On December 4, 2001, Marie Pringle provided information to Noemi Pizarro-Hyman that her best estimate indicates a total workforce decrease of 18.28 percent; from 225,6861 to 207,000 employees for FY02. In spite of the projected decrease, we are projecting that the "handicap reported" will increase from 9.03 percent to 14.06 percent – a change of 5.03 percent, and the "targeted disabilities" will increase from 1.69 percent to 2.02 percent – a change of 0.33 percent. Information on "Architectural Barrier Removal Activity" (page 11), was furnished by Mr. Dennis Hancher (181A).

As of December 11, 2001, 74 of 349 facilities 74 had submitted a report; those 74 were utilized to prepare this report.

COIN PAI 163 – Report 5A is replacing page 13 of EEOC Form 440.