

Table A3: OCCUPATIONAL GROUPS - Permanent Workforce - Distribution by Race/Ethnicity and Sex FY 2003

All VA	TOTAL EMPLOYEES				Hispanic or Latino		RACE/ETHNICITY (Non- Hispanic or Latino)										Two or More/Other Races	
	White		Black or African American		American Indian or Alaska Native		Asian		Native Hawaiian or Other Pacific Islander		Two or More/Other Races							
	male	female	male	female	male	female	male	female	male	female	male	female	male	female				
Executive/Senior Level Officials and Managers	#	792	584	208	21	8	510	168	37	27	8	0	7	5	***	***	1	0
	%	100.00%	73.73%	26.26%	02.65%	01.01%	64.39%	21.21%	04.67%	03.41%	01.01%	00.00%	00.88%	00.63%	***	***	00.13%	00.00%
Mid-Level Officials and Managers	#	4,039	2,116	1,923	68	86	1,766	1,409	217	368	18	17	44	41	***	***	3	2
	%	100.00%	52.38%	47.61%	01.68%	02.13%	43.72%	34.88%	05.37%	09.11%	00.45%	00.42%	01.09%	01.02%	***	***	00.07%	00.05%
First-Level Officials and Managers	#	15,343	6,080	9,263	461	495	4,242	6,214	1,158	2,216	54	104	163	231	***	***	2	3
	%	100.00%	39.62%	60.38%	03.00%	03.23%	27.65%	40.50%	07.55%	14.44%	00.35%	00.68%	01.06%	01.51%	***	***	00.01%	00.02%
TOTAL Officials and Managers	#	20,174	8,780	11,394	550	589	6,518	7,791	1,412	2,611	80	121	214	277	***	***	6	5
	%	100.00%	43.53%	56.47%	02.73%	02.92%	32.31%	38.62%	07.00%	12.94%	00.40%	00.60%	01.06%	01.37%	***	***	00.03%	00.02%
Officials and Managers RCLF		100%	45.15%	54.77%	03.06%	03.95%	35.74%	40.10%	03.65%	07.70%	00.31%	00.49%	02.02%	02.06%	00.03%	00.05%	00.34%	00.42%
Professionals	#	79,824	30,569	49,255	1,785	2,717	23,709	33,904	2,356	7,264	197	311	2,511	5,035	***	***	11	24
	%	100.00%	38.30%	61.70%	02.24%	03.40%	29.70%	42.47%	02.95%	09.10%	00.25%	00.39%	03.15%	06.31%	***	***	00.01%	00.03%
Professionals RCLF		100%	32.36%	67.00%	01.57%	02.70%	25.11%	52.60%	01.82%	06.06%	00.20%	00.49%	03.33%	04.61%	00.02%	00.04%	00.31%	00.50%
Technicians	#	26,974	8,367	18,607	802	1,086	5,338	11,460	1,613	4,910	80	207	531	939	***	***	3	5
	%	100.00%	31.02%	68.99%	02.97%	04.03%	19.79%	42.49%	05.98%	18.20%	00.30%	00.77%	01.97%	03.48%	***	***	00.01%	00.02%
Technicians RCLF		100%	22.03%	77.78%	01.96%	04.53%	15.07%	56.17%	02.70%	12.25%	00.22%	00.90%	01.79%	03.22%	00.02%	00.06%	00.27%	00.65%
Sales Workers	#	681	109	572	13	46	65	350	25	145	0	4	6	27	***	***	0	0
	%	100.00%	16.00%	83.99%	01.91%	06.75%	09.54%	51.40%	03.67%	21.29%	00.00%	00.59%	00.88%	03.96%	***	***	00.00%	00.00%
Sales Workers RCLF		100%	35.97%	63.72%	03.96%	07.34%	25.99%	43.17%	03.38%	08.96%	00.29%	00.88%	01.76%	02.64%	00.00%	00.00%	00.59%	00.73%
Office and Clerical	#	36,385	10,985	25,400	1,230	1,521	5,573	14,756	3,626	8,238	109	292	443	586	***	***	4	7
	%	100.00%	30.20%	69.81%	03.38%	04.18%	15.32%	40.56%	09.97%	22.64%	00.30%	00.80%	01.22%	01.61%	***	***	00.01%	00.02%
Office and Clerical RCLF		100%	22.99%	76.56%	02.24%	06.37%	16.43%	56.98%	02.78%	09.31%	00.24%	00.81%	01.05%	02.40%	00.02%	00.09%	00.23%	00.60%

Craft Workers	#	5,963	5,824	139	431	11	4,255	95	942	30	54	2	141	1	***	***	1	0
	%	100.00%	97.68%	02.32%	07.23%	00.18%	71.36%	01.59%	15.80%	00.50%	00.91%	00.03%	02.36%	00.02%	***	***	00.02%	00.00%
Craft Workers RCLF		100%	93.55%	05.88%	10.60%	00.54%	72.36%	04.46%	06.79%	00.59%	01.16%	00.05%	01.84%	00.22%	00.03%	00.00%	00.77%	00.02%
Operatives	#	3,447	2,969	478	222	50	1,631	224	1,030	194	38	2	48	8	***	***	0	0
	%	&100.00%	86.13%	13.87%	06.44%	01.45%	47.32%	06.50%	29.88%	05.63%	01.10%	00.06%	01.39%	00.23%	***	***	00.00%	00.00%
Operatives RCLF		100%	71.90%	28.03%	10.04%	05.13%	48.56%	15.38%	09.69%	05.66%	00.93%	00.41%	01.89%	01.13%	00.12%	00.03%	00.67%	00.29%
Laborers	#	943	914	29	100	1	523	20	260	8	14	0	17	0	***	***	0	0
	%	100.00%	96.91%	03.08%	10.60%	00.11%	55.46%	02.12%	27.57%	00.85%	01.48%	00.00%	01.80%	00.00%	***	***	00.00%	00.00%
Laborers RCLF		100%	83.88%	15.80%	24.92%	03.61%	46.98%	10.39%	08.80%	01.27%	01.06%	00.21%	01.27%	00.32%	00.11%	00.00%	00.74%	00.00%
Service Workers	#	33,378	18,478	14,900	1,443	779	8,116	5,930	8,264	7,519	171	155	480	517	***	***	4	0
	%	100.00%	55.36%	44.64%	04.32%	02.33%	24.32%	17.77%	24.76%	22.53%	00.51%	00.46%	01.44%	01.55%	***	***	00.01%	00.00%
Service Workers RCLF		100%	42.33%	57.65%	08.13%	07.53%	25.09%	35.08%	06.49%	11.85%	00.55%	00.76%	01.48%	01.67%	00.07%	00.07%	00.52%	00.69%
TOTAL WORKFORCE	#	207,769	86,995	120,774	6,576	6,800	55,728	74,530	19,528	30,919	743	1,094	4,391	7,390	***	***	29	41
	%	100.00%	41.87%	58.13%	03.17%	03.27%	26.82%	35.87%	09.40%	14.88%	00.36%	00.53%	02.11%	03.56%	***	***	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.

RCLF comparisons are based on 2000 Census National data, and computed on the precise mix and size of VA occupations.

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