U.S. Department of Veterans Affairs

Management Directive 715

FY2021

Office of Resolution Management, Diversity and Inclusion
Office of Human Resources and Administration

I CARE
DEPARTMENT OF VETERANS AFFAIRS

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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 (VA)		810 Vermont Ave., NW	Washington	DC	20420	VA00	11DC

Part B - Total Employment

Total Employment	Permanent Workforce	Temporary Workforce	Total Workforce
Number of Employees	399,391	23,837	426,436[1]

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

Agency Leadership	Name	Title
Head of Agency	Denis McDonough	Secretary
Head of Agency Designee	Donald M. Remy	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	Gina M. Grosso	Assistant Secretary for Human Resources and Administration/ Operations,		EX-00	202-461-7750	Gina.Grosso@va.gov

[1] There are 3,208 employees with unknown appointment types. Therefore, this total will not match the total in the workforce data tables.

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
		Security and Preparedness				
Affirmative Employment Program Manager	Harvey Johnson	Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion		SES-00	202-461-4064	Harvey.Johnson08@va.gov
Complaint Processing Program Manager	Harvey Johnson	Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion		SES-00	202-461-4064	Harvey.Johnson08@va.gov
Diversity & Inclusion Officer						
Hispanic Program Manager (SEPM)	Karen Basnight	Acting Departmental Hispanic Employment Program Manager		GS-00	202-461-4104	Karen.Basnight@va.gov
Women's Program Manager (SEPM)	Sehar Minhas	Departmental Federal Women’s Employment Program Manager		GS-00	202-461-4036	Sehar.Minhas@va.gov
Disability Program Manager (SEPM)	Roberto Rojo	National Disability Employment Manager		GS-00	202-302-5013	Roberto.Rojo@va.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Special Placement Program Coordinator (Individuals with Disabilities)	Roberto Rojo	Departmental Selective Placement Program Coordinator		GS-00	202-302-5013	Roberto.Rojo@va.gov
Reasonable Accommodation Program Manager	Dr. Andreé Sutton	Chief of Reasonable Accommodation Services		GS-00	347-749-1414	Andree.Sutton@va.gov
Anti-Harassment Program Manager	Denene Burnette	Chief of Harassment Prevention Program Office		GS-00	202-760-0629	Denene.Burnette@va.gov
ADR Program Manager	Laurie Young	Acting Chief of Central ADR		GS-00	202-422-2664	Laurie.Young2@va.gov
Compliance Manager	William Preston	Chief of Policy and Compliance		GS-00	202-461-5457	William.Preston@va.gov
Principal MD-715 Preparer	Jennifer Hellmers	Management and Program Analyst		GS-00	479-871-6948	Jennifer.Hellmers@va.gov
Other EEO Staff	Mary Lynne Popiden	Acting Director, Office of Employment Discrimination Complaint Adjudication		SES-00	202-461-4050	Mary.Popiden@va.gov
Other EEO Staff	Tynnetta Lee	Departmental African American		GS-00	202-489-6972	Tynnetta.Lee@va.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
		Program Manager				
Other EEO Staff	Tynnetta Lee	Departmental Asian American/Pacific Islander Program Manager		GS-00	202-489-6972	Tynnetta.Lee@va.gov
Other EEO Staff	Sehar Minhas	Departmental American Indian Alaska Native Program Manager		GS-00	202-461-4036	Sehar.Minhas@va.gov
Other EEO Staff	Sterling Akins	Departmental Lesbian, Gay, Bisexual, Transgender, Queer+ Special Emphasis Program Manager		GS-00	202-461-4145	Sterling.Akins@va.gov

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.

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
Veterans Health Administration	Washington	DC		VATA	11 DC
Veterans Benefits Administration	Washington	DC		VALA	11 DC

Subordinate Component	City	State	Country (Optional)	Agency Code (xxxx)	FIPS Codes (xxxxx)
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.

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
Organizational Chart	Yes	
EEO Policy Statement	Yes	VA had two Secretaries in fiscal year (FY) 2021; therefore, VA submitted both EEO Policy Statements.
Strategic Plan	Yes	
Anti-Harassment Policy and Procedures	Yes	A standalone policy (VA Directive 5979) was published in December 2020. The associated procedures are expected to be released in FY 2022.
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	No	Procedures are currently

Did the agency submit the following mandatory documents?	Please respond Yes or No	Comments
		going through the approval process with an expected release in FY 2022.
Alternative Dispute Resolution Procedures	Yes	

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

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

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

VA's 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.

VA carries out four specific missions to make good on that commitment.

Veterans Health Care: VA's Veterans Health Administration (VHA) is the largest integrated health care network in the United States, with 1,255 health care facilities serving 9 million enrolled Veterans each year.

Veterans Benefits: Veterans can earn a range of benefits that help them transition back to civilian life in the country they fought to defend. Through the Veterans Benefits Administration (VBA), VA helps service members transition out of military service, and assists with education, home loans, life insurance and much more.

National Cemeteries: The job of the National Cemetery Administration (NCA) is to make sure those who served this Nation are never forgotten. NCA provides dignified burial services for Veterans and eligible family members by maintaining more than 150 cemeteries as national shrines and provides digital memorialization at the Veterans Legacy Memorial to commemorate their legacy, service and sacrifice to our Nation.

The Fourth Mission: VA's "Fourth Mission" is to improve the Nation's preparedness for response to war, terrorism, national emergencies and natural disasters by developing plans and taking actions to ensure continued service to Veterans, as well as to support national, state and local emergency management, public health, safety and homeland security efforts.

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

Element A - Demonstrated Commitment from Agency Leadership
VA continues to issue effective, up-to-date EEO policy statements that clearly communicate the Agency's commitment to EEO for all applicants and employees. During FY 2021, VA had two Secretaries. As a result, the first EEO policy statement was signed on December 2, 2020, by the previous Secretary, Robert Wilkie. On February 9, 2021, VA Secretary Denis McDonough was sworn into office. Accordingly, the updated EEO policy statement was signed on March 15, 2021.

VA's EEO policy statement is very thorough. In addition to addressing all protected bases contained in law, VA includes additional bases such as transgender status, marital and parental status and political affiliation. VA's EEO policy statement also informs employees about the behaviors that are inappropriate in the workplace and could result in disciplinary action. In accordance with the Management Directive (MD) 715, the EEO policy statement expresses VA's commitment to equal employment opportunity, maintaining a workplace free of unlawful discrimination, harassment, retaliation and a commitment to creating a workplace that promotes an atmosphere of diversity and inclusion. Additionally, in accordance with the Notification and Federal Employee Anti-discrimination and Retaliation (No FEAR) Act of 2002, the EEO policy provides notice to VA's employees, former employees and applicants for Federal employment concerning the rights and remedies applicable to them under the employment discrimination and

whistleblower protection laws. Furthermore, the EEO policy statement contains additional sections on reasonable and religious accommodations, limited English proficiency, language usage in the workplace, etc.

Around the time of signature, both policy statements were emailed to all employees, posted on VA's employee blog site, VA Insider, and VA's public facing website. Additionally, the EEO policy statement is continuously assigned to all employees' learning plans in VA's Talent Management System 2.0 (TMS 2.0) as a required item. This helps ensure that every employee has received a copy of the EEO policy statement. Furthermore, the policy statement is provided to all new employees during orientation. Lastly, the EEO policy statement is prominently posted throughout VA facilities in high traffic areas along with EEO staff contact information and guidance on EEO processes.

VA leaders, around the Department to include in the Administrations, utilized various forums and methods to share their commitment to ensuring VA is a diverse, high-functioning organization. Town hall meetings, employee forums, videos and the VA Insider (electronic publication) were used to address various topics including cultural observance months, social issues, equity and diversity initiatives. These continuous communications and open forums foster employee engagement and recognize current social issues important to employees at all levels.

In FY 2021, VA issued a standalone policy on Harassment Prevention, VA Directive 5979. This policy can be found on VA's public facing website. Additionally, to keep the workforce informed and supported regarding harassment prevention, VA released its first "Monthly Harassment Prevention Bulletin." This bulletin includes varied content on industry best practices, trending topics, impactful story spotlights, facts/statistics, and so much more. Feedback regarding the bulletin has been favorable. Furthermore, VA provides mandatory annual harassment prevention & accountability training via TMS 2.0 and delivers monthly virtual Harassment Prevention Program (HPP) training.

In FY 2021, VHA continued the "Stand Up to Stop Harassment Now" campaign at VA medical centers (VAMC) across the country. The campaign consisted of declaration signing ceremonies, focus groups and employees pledging to maintain a harassment- free workplace. Additionally, Bystander Intervention Training was provided to encourage all VHA employees to take responsibility for addressing harassment through various available forums.

VA's reasonable accommodation (RA) procedures continue to be provided to all employees. The procedures can be found on VA's public facing website. Additionally, VA also conducts monthly training sessions. During these training sessions and other information sessions, VA continues to advertise its internal SharePoint site filled with tools and resources to include training videos, PowerPoint presentations, bulletins, etc. This SharePoint site is updated on a regular basis.

VA continues to provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in EEO. The Secretary's Annual Diversity and Inclusion Excellence Award recognizes exemplary contributions by VA managers/supervisors, employees, and teams who work to create a diverse VA workforce and cultivate an inclusive VA workforce. The Secretary's Alternative Dispute Resolution (ADR) Excellence Award recognizes VA employees and programs that have 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. This year, in lieu of a live Department-wide awards ceremony, VA produced a video, posted on YouTube, highlighting the accomplishments of the awardees as an innovative way to widely recognize and commemorate the winners and their achievements during the pandemic. The Secretary, EEO Director and Deputy Assistant Secretary (DAS) for the Office of Resolution Management, Diversity and Inclusion (ORMDI) provided remarks.

VA continues to conduct an all employee survey (AES). The response rate in FY 2021 was 69% which is much higher than other voluntary surveys. The results are available to all employees via a dashboard to help foster transparency, open discussion and improvement within all components of the agency. They showed improvement in Department-wide diversity, equity and inclusion metrics, more specifically in the areas of inclusivity, authenticity and opportunity. After receiving the results, it is highly encouraged for Administrations and Staff Offices to create action plans based on their employees' feedback. Also, the Deputy Secretary held an "All Employee Survey Recognition Ceremony."

Element B – Integration of EEO into the Agency's Strategic Mission
ORMDI controls all aspects of the EEO program except for issuing final agency decisions (FAD). Pursuant to 38 U.S.C. § 319, the Office of Employment Discrimination Complaint Adjudication (OEDCA) reports directly to the VA Secretary and is responsible for FADs.

In FY 2021, VA experienced staffing shortages in various aspects of the EEO program. OEDCA experienced a growth in their docket over the past 4 years. Due to attrition, ensuring sufficient staff to timely issue FADs continues to be a priority. Additionally, there was a staffing shortage in ORMDI to process EEO complaints, to administer the special emphasis programs and to manage the RA program.

VA continues to mandate the EEO, Diversity, Equity and Inclusion Training for Executives, Managers and Supervisors biennial training. When an employee becomes a manager or supervisor, this course is automatically assigned in TMS 2.0. This training provides executives, managers and supervisors with the knowledge and tools necessary to meet legal obligations and supervisory responsibilities in the areas of EEO, diversity, equity and inclusion, harassment prevention and accountability, RA, personal assistance services (PAS) and conflict management.

Additionally, VA continues to conduct quarterly instructor-led training on EEO/ADR Awareness, Workplace Civility and Conflict Management to both employees and management staff. These trainings are very interactive and provides participants with resources that could be used after the training.

Element C – Management and Program Accountability
During FY 2021, ORMDI conducted three virtual Technical Assistance Reviews (TAR) on field offices to assess various components of their local EEO program to include a review of the field office's RA process and records. During these TARs, staff conduct interviews with senior leaders, EEO officials, human resources officials, special emphasis program managers, union officials, etc. Following a TAR, a report is issued which includes recommendations for consideration. The facility officials are requested to follow-up with information on steps for implementing the recommendations (i.e., action plan, etc.). Due to the pandemic, ORMDI was not able to conduct the six that were planned for FY 2021.

VHA has a similar program in place called the EEO Program Assessment. During FY 2021, VHA was able to conduct one assessment due to travel restrictions necessitated by the pandemic. The process includes the following: validation of data obtained through quarterly self-reports; meetings and interviews with leadership, stakeholders and customers; analysis of complaint trends; the provision of detailed reports outlining corrective actions and identified strong practices; and assistance with action plan development and goal fulfillment. A detailed review of the facility RA process and record system is also conducted to ensure required personnel and provisions are in place to comply with disability laws and regulations.

Moreover, the Lead EEO Manager in each Veterans Integrated Service Network conducts periodic peer reviews of facility EEO programs within their network for maximum program compliance.

Additionally, VHA monitors the status of the EEO programs at all their facilities around the country via an electronic survey. This survey is administered on a quarterly basis. It provides a comprehensive view of field EEO programs, assists EEO office staff by incorporating VHA specifics into MD-715 elements, enables facilities to fulfill the requirement to review their programs at least quarterly and was used to develop performance measures in senior executive performance plans.

Furthermore, the VBA Liaison Office in ORMDI hosted a virtual training conference for the Department's managers, supervisors and EEO officials. The theme was "Shaping the Future by Advancing EEO, Diversity and Inclusion." Specific training included the following: Technical Tools and Resources Available to EEO Program Managers; Unconscious Bias; Knowing the Difference: Human Resources and EEO; Accountability and Culture; Generational Diversity; Religious Accommodations; Reasonable Accommodations; Avoiding Pitfalls During the EEO Complaint Process; Special Emphasis; and Honoring Diversity: Eliminating Microaggressions in the Workplace. The conference received favorable reviews and was attended by over 2,100 participants.

Although EEO staff informs the HPP office of all EEO counseling activity alleging harassment, VA does not have a system that tracks harassment allegations initially raised in the EEO complaint process.

With regards to the RA program and related tracking, VA is currently unable to track the timeliness of processing RA requests.

VA PAS procedures are going through the agency's interval approval process. In the meantime, VA adopted and provided a link to Equal Employment Opportunity Commission (EEOC) PAS procedures on the agency's public facing website.

Although VA senior executives have an element in their performance standards and were rated on their commitment to agency EEO policies and principles, all manager and supervisors do not have this performance standard. VA continues to refine the performance standard and additional guidance as it goes through the agency's internal review process. However, in FY 2021, all VHA managers and supervisors were rated on their performance relative to specific EEO goals and measures, under the critical element "Leading People" and were provided training on their responsibilities and best practices to achieve outstanding performance in EEO elements.

It continues to be VA's written policy that all VA directives (policies) and handbooks (procedures) are reviewed and recertified every 5 years to ensure it reflects current policy and procedures.

To a large extent, ORMDI has timely access to data required to prepare the MD-715 workforce data tables. However, there are some data elements that ORMDI still needs. Although improvement have been made for collecting applicant data on Department-wide career development programs, there are some programs missing data, and some programs are missing certain data points. Additionally, since VA utilizes USA Staffing for hiring and applicant flow data, the ability to collect interview data currently doesn't exist within USA Staffing. VA has made Office of Personnel Management (OPM) aware of this requirement. Furthermore, applicant flow data is not available by management positions (executives, managers and supervisors).

ORMDI has a great working relationship with the Office of the Chief Human Capital Officer (OCHCO). They collaborate on numerous initiatives. ORMDI and OCHCO have regular and ad hoc meetings to discuss the status of VA's EEO, diversity and inclusion programs, and how we can continue to work together to further enhance and improve the program. OCHCO helps to identify barriers and implement action plans to eliminate the barriers. ORMDI and OCHCO also collaborate to conduct outreach and recruiting initiatives throughout the Department. A similar relationship is reflected in the Administrations.

Following a finding of discrimination, VA explores whether to take disciplinary actions or not. During FY 2021, there were 13 responsible management officials (RMO) who received disciplinary action and seven who received counseling. There are still approximately 15 RMOs pending a disciplinary action decision. To help prevent future findings, all managers and supervisors are informed about the discriminatory conduct.

At the end of the fiscal year, ORMDI's Office of Policy and Compliance (OPC) provides an analysis of findings of discrimination. This comprehensive report provides a breakdown of every finding of discrimination during the previous fiscal year and summarizes the agency's actions that led to each finding. The report is provided to VA leadership and serves as a tool to aid senior leaders to better prevent unlawful discrimination.

ORMDI continues to constantly provide management/supervisory officials with regular EEO updates. Updates are during quarterly Diversity and Inclusion in VA Council (DIVAC) meetings. The DIVAC is an independent, executive body providing advice and recommendations to the Secretary on areas related to diversity and inclusion. It is co-chaired by the DAS for ORMDI and the EEO Director. The Council comprises representatives from each of the Department's major organizations, staff offices and stakeholders. It serves as communication link between the workforce, subcomponent organizations and VA leadership, and as a clearinghouse on diversity and inclusion issues.

ORMDI publishes monthly VA Diversity@Work newsletters. This newsletter is VA's primary communications vehicle for diversity and inclusion distributed to over 10,000 internal subscribers to provide VA employees, including management and supervisory officials, with regular EEO updates.

VA has biweekly Inclusion, Diversity, Equity and Access meetings with various leaders and employees from across the Department.

Each Administration provides monthly updates to managers and supervisors.

VA makes workforce demographics available to all VA employees through the VHA Support Service Center (VSSC) website. EEO personnel can also access EEO complaints data through VSSC as well.

Element D – Proactive Prevention
VA continues to make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity. To identify triggers and find barriers, VA continues to use various sources of data to include workforce data, complaints data, exit survey data, AES data, results from focus groups and interviews and TAR reports. Additionally, various training sessions were held throughout the Department for EEO Program Managers and Special Emphasis Program Managers (SEPM) on their roles and responsibilities to include identifying and eliminating barriers in the workforce.

Element E – Efficiency
VA continues to maintain an efficient, fair and impartial complaint resolution process. After receiving the written EEO Counselor report, VA has an average processing time (APT) of 42 days before the agency issues acceptance letters/dismissal decisions. Additionally, VA's investigations are 97% timely. When the investigation is not completed timely (only 3% of the time), VA does notify the complainant of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit.

Additionally, as part of maintaining an efficient complaint process, ORMDI's OPC National Advisors provide training and guidance to counselors, investigators and case managers (CM) to

ensure they are up-to-date on the latest EEO laws and regulations. The National Advisors also perform annual quality assurance audits for all ORMDI district offices and provide a detailed report of findings and recommendations for improvement. The audits provide ORMDI senior leaders with a snapshot of the agency's EEO complaints process and enables district managers to manage their programs and maintain accountability for the quality of work produced.

The EEO complaint program and VA's defensive function are based in two separate offices in VA and are headed by different senior executives. The Office of General Counsel (OGC) plays no role in the processing of EEO complaints, EEO counseling, investigations or the issuance of FADs. OGC only provides legal sufficiency reviews of settlement agreements to ensure that the agreement contains all necessary language, such as the necessary waiver clause(s), language required under the Older Workers Benefit Protection Act (OWBPA) (when age discrimination may be at issue), payments required by Defense Finance Accounting Services (DFAS), etc. OGC's legal sufficiency review does not include a determination as to whether the settlement terms themselves are advisable.

Due to various reasons, VA has been unable to timely process FADs. The pandemic, leadership changes, staffing shortages and a change in focus, have all contributed to OEDCA not being able to issue FADs in a timely manner. However, during FY 2021, OEDCA was able to reduce their overall inventory by 47% and issue an all-time high of 2,084 cases to include 64 findings of discrimination. Additionally, OEDCA's reversal rate on appeal remains below 0.5%.

The ADR program is essential to ensuring workplace issues are resolved at the lowest level in a timely manner. VA continues to encourage the widespread use of ADR during both the pre-complaint and formal complaint stages of the EEO process and whenever it is appropriate. VA highly encourages managers and supervisors to participate in ADR once it has been offered.

VA continues to have effective data collection systems in place to evaluate various parts of its EEO program. However, VA is in the processes of developing a Department-wide state-of-the-art Reasonable Accommodation Management System (RAMS). RAMS will provide end-to-end case management support. VA is also developing an electronic self-reporting tool, that functions within VA's personnel system (HR Smart), for employees to verify and correct (if necessary) their race, ethnicity, gender and disability status.

Element F – Responsiveness and Legal Compliance
VA continuously complies with EEO statutes and EEOC regulations, policy guidance and written instructions to include EEOC orders and settlement agreements. ORMDI's OPC ensures leadership is kept apprised of issues that may affect the agency's ability to timely comply with FADs and EEOC appellate decisions. This is accomplished by providing ORMDI leadership with weekly reports outlining the status of all compliance actions and identifying the source of potential delays. Additionally, monthly meetings are held to review overdue cases and obstacles to achieving full compliance.

Part E.3 - Executive Summary: Workforce Analyses

By the end of FY 2021, VA had grown from 417,575 employees (permanent and temporary) in FY 2020 to 423,227. These numbers differ from numbers reported in Part B due to the unknown appointment types. This gave VA a growth rate of 1.35% which is less than the previous growth rate between FY 2019 and FY 2020. The majority (61.98%) of VA's workforce are classified as female.

There was a decrease in VA's overall diversity (as measured by the diversity index) due to the change in the Relevant Civilian Labor Force (RCLF) data. For this year's MD-715 report, the RCLF data were updated to reflect the 2014 – 2018 American Community Survey. As we know, the Nation is becoming more and more diverse every day. One way VA measures its diversity as compared to the RCLF is by

calculating the diversity index (created by VA). The diversity index tells VA how close the agency is to being as diverse as the Nation we serve. The higher the diversity index, the better. In FY 2020, the diversity index was 89.41%. It decreased to 81.58% by the end of FY 2021. VA had less than favorable representation for Hispanic males and females, White males and Two or More Races males and females in the total workforce. The less than expected representation for Hispanic and Two or More Races males and females trickled down to the three Administrations and VA Staff Offices. Hispanic females and Two or More Races males and females had a growth rate higher than the overall growth rate (1.35%). However, Hispanic and White males experienced a decline in their overall representation. Additionally, as compared to their representation in the RCLF, VA had a less than expected hiring rate for Hispanic males and females and White males in the total workforce. Hispanic males and females have higher 1-year and 2-year retention rates as compared to the overall total new hire retention rates. White males have lower 1 and 2-year retention rates as compared to the total new hire retention rates. Furthermore, there was a high overall separation rate for White males and Two or More Races males and females as compared to the permanent workforce. The history of less than expected representation and less than expected hires for Hispanic in VA is partially what prompted the barrier analysis on this segment of the population.

There is less than expected representation for all groups except for White, Black, American Indian and Two or More Races males and Native Hawaiian or Other Pacific Islander females among permanent Senior Executive Service (SES) employees to include Title 38 SES Equivalents when compared to the permanent workforce. Looking at the different management occupational categories (includes executives, managers and supervisors), VA has less than expected representation for all race/ethnicity female categories and Asian and Two or More Races males. For Hispanic and Black females, Native Hawaiian or Other Pacific Islander and Two or More Races males and females, as the management level increases (from supervisor to manager to executive), their representation decreases.

Comparing VA's workforce to the 12% and 2% goals for people with disabilities (PWD) and people with targeted disabilities (PWTD), respectively, VA exceeds both goals in the permanent workforce. However, when VA's permanent workforce is broken into higher-graded positions (General Schedule (GS)-11 and SES) and lower graded positions (below GS-11), there is less than expected representation of PWD and PWTD in the higher-graded position grade cluster. Since FY 2019, the representation of PWTD in the higher-graded positions has been slowly increasing while the representation of PWD in the higher-graded positions has been slowly decreasing. The 1-year and 2-year retention rates for PWD (76.0% and 67.5%, respectively) and PWTD (68.6% and 61.9%, respectively) fall below the retention rates for people without disabilities (77.8% and 72.0%, respectively).

Part E.4 - Executive Summary: Accomplishments

During FY 2021, VA made great stride towards identifying and eliminating barriers and program deficiencies. VA hired three additional staff members to assist with conducting barrier analysis. Additionally, in January 2021, VA established a Barrier Analysis Workgroup consisting of volunteer representatives from VA Central Office and each Administration with targeted skill sets in EEO, human resources (HR), organizational health and workforce analysis. The purpose of the Workgroup is to identify and eliminate barriers to EEO. In FY 2021, the Workgroup began by analyzing VA's outreach and recruitment efforts to engage Hispanic applicants. The Workgroup conducted virtual site visits with several facilities. These virtual site visits consisted of one-on-one interviews with leadership, EEO Program Manager, HR, Hispanic Employment Program Manager (HEPM), hiring managers, etc. It also consisted of focus groups with employees. The final report to include the barriers identified and the recommended action plan will be published in FY 2022.

A contract was awarded to ORMDI for Federally Funded Research and Development Center (FFRDC) services to conduct a barrier analysis on the lack of diversity in the SES cadre next fiscal year.

Meanwhile, VHA made enhancements to the VA Careers website. They created a Spanish version of the site giving visitors the ability to toggle between English and Spanish. VHA also created a diversity page highlighting various programs, hiring initiatives and scholarships available for VA employees.

Furthermore, VHA updated the Spanish TV and radio versions of its public service announcements (PSA) regarding VA Careers. The PSAs aired over 55,000 times and was viewed/heard by over 330 million people.

VA revised the RA procedures to comply with updated EEOC regulations and guidance. VA gained internal and EEOC's approval for the revised procedures. Additionally, in FY 2021, VA developed a Department-wide system (known as RAMS) to track reasonable accommodation requests. VA also tested this newly-developed system and has trained all RA Coordinators on the usage of the system.

VA created an automated tracking system and sexual harassment intake form (VA form 10221A) to allow managers and supervisors to report allegations of sexual harassment they receive, directly to the HPP office. This allows the HPP office to track all sexual harassment complaints that do not come directly through HPP or EEO arena.

The OCHCO Human Capital Service Center (HCSC), EEO and all three Administrations collaborated and participated in the 2021 Federal Asian Pacific American Council (FAPAC) Virtual Student Career Fair. Representatives shared information about VA careers, available positions and internship programs.

VA also supported the League of United Latin American Citizens (LULAC), a Hispanic-based external affinity organization, Federal Training Institute (FTI) Puentes de Oportunidad Education Project. VA representatives participated on an employer panel on internships and shared information about the various VA internship programs.

Additionally, VA collaborated with LULAC on developing the 2021 Virtual LULAC FTI Partnership Senior Executive and Leadership Development Training Series. Participants attended various workshops linked to the Executive Core Qualifications (ECQ); participated in a Senior Executive and Leadership Roundtable; and participated in a Speed Mentoring activity.

Earlier in FY 2021, the VA Sub-Council on Inclusion, Diversity, Equity and Access was established, in part, to examine the proposed ORMDI realignment to the Office of the Deputy Secretary. A change plan for ORMDI's realignment was proposed to VA leadership.

To decrease the percentage of reversed dismissal decisions on appeal, ORMDI's OPC National Advisors for Case Management, Counseling and Investigations conducted an FY 2021 Quality Assurance (QA) Audit, covering all ORMDI district offices. OPC briefed each district identifying issues and areas requiring attention and providing recommendations for improvement. The OPC National Advisors offered and conducted individual and group trainings to address skill deficiencies identified through the QA Audit.

The OPC National Advisor for CMs continued to review procedural determinations for proper analysis and legal sufficiency to ensure the determinations would withhold scrutiny from EEOC on appeal. The National Advisor provided recommendations to district offices when potential problem areas were identified and worked with individual CMs to refine their determinations. The National Advisor would use each remanded procedural determination as a learning tool for the district offices, resulting in a significant reduction in remands from EEOC.

VA gathered some data for career development opportunities that require competition and/or supervisor recommendation/approval to participate. However, more work still needs to be done.

Part E.5 - Executive Summary: Planned Activities

During FY 2022, VA plans to:

- Develop and implement an electronic self-reporting tool for employees to verify and update their race/ethnicity and disability status.
- Hold training sessions and publish bulletins, job aides and training videos to demonstrate how employees will use Employee Self Service (ESS) to update their race/ethnicity and disability status.
- Deploy RAMS Department-wide.
- Finish the Hispanic barrier analysis and publish the report.
- Conduct an SES Barrier Analysis.
- Have leadership sign the updated RA/PAS procedures and post them on VA's public-facing website.
- Timely process and comply with FADs.
- Hire additional staff to review and comply with FADs related to disability discrimination.
- Hire additional staff to proactively resolve complaints at the lowest level.
- Define the requirements for calculating the processing time to conduct prompt inquiries of all harassment allegations raised in the EEO complaint process.
- Establish a firewall between RA Program Manager and the EEO Director.
- Update all manager and supervisor performance plans with an EEO element.
- Require all rating officials to evaluate all managers and supervisors on the EEO element.
- Decrease percentage of reversed dismissal decisions on appeal.

VBA Liaison Office will review all policies for compliance with and to ensure specific language is included to support new and existing legislation.

VBA Liaison Office will host its second virtual training conference for the Department's managers, supervisors and EEO officials.

VHA Office of Diversity and Inclusion (ODI) will establish plans on key issues such as the disproportionate separations of minority groups from VHA's workforce and diversification of leadership positions.

VHA ODI will establish a VHA Diversity and Inclusion Award program.

VHA will continue taking actions to identify root causes of resignations and include activities to overcome any found barriers in action plans.

VHA EEO/Affirmative Employment Opportunity will resume conducting onsite EEO Program Assessments at VAMCs, which includes expanded RA record reviews, training and focus group discussions.

VHA will train the managers and supervisors, via EEO Institute, on addressing the disciplinary process due to the trigger of higher-than-expected rates of removal for Black males and females in VHA.

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EEOC FORM 715-01 PART F	*U.S. Equal Employment Opportunity Commission* FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

CERTIFICATION of ESTABLISHMENT of CONTINUING EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, Gina M. Grosso, Assistant Secretary for Human Resources and Administration/Operations, Security and Preparedness am the

Principal EEO Director/Official for the 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.

GINA GROSSO Digitally signed by GINA GROSSO Date: 2022.08.19 14:20:36 -04'00' — August 19, 2022

Signature of Principal EEO Director/Official — Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

Signature of Agency Head or Agency Head Designee — 9/1/22 Date

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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 subcomponent 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.

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MD-715 - PART G
Agency Self-Assessment Checklist

Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP This element requires the agency head to communicate a commitment to equal employment opportunity and a discrimination-free workplace.			
Compliance Indicator **Measures**	**A.1 – The agency issues an effective, up-to-date EEO policy statement.**	**Measure Met? (Yes/No/NA)**	**Comments**
A.1.a	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 December 2, 2020, by the previous VA Secretary, Robert Wilkie, who was sworn into office on July 30, 2018. It was emailed to all employees on December 7, 2020, and posted on VA's employee blog site, VA Insider. On February 9, 2021, VA's current Secretary, Denis McDonough, was sworn into office. The EEO policy statement was signed on March 15, 2021. It was emailed to all employees by the Secretary on March 16, 2021, and posted on VA Insider.
A.1.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.
Compliance Indicator **Measures**	**A.2 – The agency has communicated EEO policies and procedures to all employees.**	**Measure Met? (Yes/No/NA)**	**Comments**
A.2.a	Does the agency disseminate the following policies and procedures to all employees:		
A.2.a.1	Anti-harassment policy? [see MD 715, II(A)]	Yes	VA Directive 5979 (Harassment Prevention Policy) was published on December 8, 2020. Additionally, the harassment prevention policy is

			included in VA's EEO policy statement and was emailed to all employees by the VA Secretary on March 16, 2021. Furthermore, every VA employee is required to annually certify, in VA's TMS 2.0, that they read and understand the EEO Policy Statement.
A.2.a.2	Reasonable accommodation procedures? [see 29 C.F.R § 1614.203(d)(3)]	Yes	
A.2.b	Does the agency prominently post the following information throughout the workplace and on its public website:		
A.2.b.1	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	ORMDI contact information is posted prominently throughout facilities and online. Every Special Emphasis Program (SEP) webpage, on the ORMDI website, includes the name of the SEPM.
A.2.b.2	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	The Secretary's EEO policy statement is widely disseminated to reach all VA employees through multiple avenues and communication channels: • Posted on ORMDI's website. • Distributed via email to all VA employees. Additionally, management officials are advised to produce locally for all those who do not routinely access email due to their specialties. • Assigned to all VA employees' TMS 2.0 Learning Plans as a required item. • Provided to all VA new hires during the onboarding process. • Announced in VA's diversity, equity, and inclusion newsletter, Diversity@Work.
A.2.b.3	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	https://www.va.gov/ORMDI/Reasonable_Accommodations1.asp
A.2.c	Does the agency inform its employees about the following topics:		
A.2.c.1	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 must certify in TMS 2.0 that they have read and understand the policy statement.

A.2.c.2	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 must certify in TMS 2.0 that they have read and understand the policy statement.
A.2.c.3	Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If "yes", please provide how often.	Yes	VA holds monthly RA trainings with National RA Consultants and quarterly trainings with Field RA Coordinators (RAC). VA also provides an internal share point site with tools and resources to include training videos, power point presentations, bulletins, etc. for RACs and other stakeholders. These resources are made known during every training session and quarterly meeting to include the DIVAC, when featured. A link to these resources is also contained in the RA staff email signature block.
A.2.c.4	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 HPP through an annual mandatory training course, Harassment Prevention and Accountability. Additionally, virtual HPP training is offered every month. Furthermore, in FY 2021, VA released its first "Monthly Harassment Prevention Bulletin." The information in this bulletin includes varied content on industry best practices, trending topics, impactful story spotlights, facts/statistics and so much more. The feedback received has been favorable.
A.2.c.5	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 in VA Directive 5979, through annual training and in the EEO Policy Statement.
Compliance Indicator **Measures**	**A.3 – The agency assesses and ensures EEO principles are part of its culture.**	**Measure Met? (Yes/No/NA)**	**Comments**
A.3.a	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 ADR 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.
A.3.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.**			
Compliance Indicator **Measures**	**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.**	**Measure Met? (Yes/No/NA)**	**Comments**
B.1.a	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.1.a.1	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	
B.1.a.2	Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)]	Yes	
B.1.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.1.c	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,	Yes	

	Sec. I)] If "yes", please provide the date of the briefing in the comments column.		
B.1.d	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	
Compliance Indicator ↓ **Measures**	**B.2 – The EEO Director controls all aspects of the EEO program.**	**Measure Met? (Yes/No/NA)**	**Comments**
B.2.a	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	EEO Director delegates this authority to DAS, ORMDI.
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	Yes	EEO Director delegates this authority to DAS, ORMDI.
B.2.c	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	EEO Director delegates this authority to DAS, ORMDI.
B.2.d	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 U.S.C. § 319, OEDCA, who is responsible for FADs, reports directly to the VA Secretary.
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes	EEO Director delegates this authority to DAS, ORMDI.
B.2.f	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.2.g	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	

Compliance Indicator ↓ Measures	B.3 - The EEO Director and other EEO professional staff are involved in, and consulted on, management/personnel actions.	Measure Met? (Yes/No/NA)	Comments
B.3.a	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.3.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."

Compliance Indicator ↓ Measures	B.4 - The agency has sufficient budget and staffing to support the success of its EEO program.	Measure Met? (Yes/No/NA)	Comments
B.4.a	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.4.a.1	to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)]	Yes	
B.4.a.2	to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]	Yes	VA has plans to hire additional staff to be able to conduct more than two barrier analyses per year.
B.4.a.3	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	OEDCA has insufficient staffing to timely issue FADs. EEO contract investigators are being utilized to assist with investigation workload. Counselors are not sufficiently staffed; however, with funding expected we foresee this to improve. Additional funding requested for FY 2022 will be used to hire more EEO counselors.
B.4.a.4	to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability	Yes	

	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.		
B.4.a.5	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)]	Yes	In FY 2021, VA's ORMDI staff conducted TARs at three facilities engaging senior leaders, EEO officials, HR officials, SEPMs, union officials, et al.
B.4.a.6	to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)]	Yes	
B.4.a.7	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.4.a.8	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 continues to be staff shortages to effectively administer VA's special emphasis programs. Additional staffing is needed to effectively administer the PWD program. Also, VA has to hire staff to administer the Hispanic Employment Program. Currently, a senior leader holds the position of Acting HEPM.
B.4.a.9	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.4.a.10	to effectively manage its reasonable accommodation program? [see 29 CFR § 1614.203(d)(4)(ii)]	No	Currently, there is only one dedicated subject matter expert and a support individual to manage this enterprise-wide program.
B.4.a.11	to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)]	Yes	
B.4.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	
B.4.c	Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)]	Yes	
B.4.d	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.4.e	Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty	Yes	

	employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?		
Compliance Indicator Measures	**B.5 – The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills.**	**Measure Met? (Yes/No/NA)**	**Comments**
B.5.a	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.5.a.1	EEO Complaint Process? [see MD-715(II)(B)]	Yes	
B.5.a.2	Reasonable Accommodation Procedures? [see 29 C.F.R. § 1614.102(d)(3)]	Yes	
B.5.a.3	Anti-Harassment Policy? [see MD-715(II)(B)]	Yes	
B.5.a.4	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.5.a.5	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	
Compliance Indicator Measures	**B.6 – The agency involves managers in the implementation of its EEO program.**	**Measure Met? (Yes/No/NA)**	**Comments**
B.6.a	Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I]	Yes	
B.6.b	Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I]	Yes	
B.6.c	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]	Yes	

B.6.d	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	
Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY **This element requires the agency head to hold all managers, supervisors, and EEO officials responsible for the effective implementation of the agency's EEO Program and Plan.**			
Compliance Indicator **Measures**	**C.1 – The agency conducts regular internal audits of its component and field offices.**	**Measure Met? (Yes/No/NA)**	**Comments**
C.1.a	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	In FY 2021, VA's ORMDI staff conducted three TARs at various facilities. The TARs were conducted in March, April and May 2021. Due to the pandemic and travel restrictions, we were not able to conduct the six that were planned.
C.1.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	In FY 2021, VA's ORMDI staff conducted three TARs at various facilities. The TARs were conducted in March, April and May 2021. Due to the pandemic and travel restrictions, we were not able to conduct the six that were planned.
C.1.c	Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)]	Yes	Following a TAR, a report is issued which includes recommendations for consideration, and the facility officials are requested to follow-up with information on steps for implementing the recommendations.
Compliance Indicator **Measures**	**C.2 – The agency has established procedures to prevent all forms of EEO discrimination.**	**Measure Met? (Yes/No/NA)**	**Comments**
C.2.a	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	
C.2.a.1	Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of	Yes	

	unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]		
C.2.a.2	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	
C.2.a.3	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	
C.2.a.4	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.]	Yes	
C.2.a.5	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 Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comment's column.	No	VA does not have a system to track whether the agency conducts prompt inquiries of harassment allegations initially raised in the EEO complaint process. We are working towards building a tracker into our E2 system.
C.2.a.6	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	
C.2.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	
C.2.b.1	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	
C.2.b.2	Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)]	No	The Chief of RA works directly for the Eastern District EEO Director who has oversight of EEO processes and procedures.
C.2.b.3	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	

C.2.b.4	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	
C.2.b.5	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 comment's column.	No	The agency is currently unable to determine the percentages at this time. However, once the new RA Management System is deployed, the ability to track and monitor requests will be available for reporting purposes.
C.2.c	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	
C.2.c.1	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 comment's column.	No	Although VA's PAS procedures are going through the approval process, VA adopted and provided a link to EEOC's PAS procedures on our website (https://www.va.gov/ORMDI/Reasonable_Accommodations1.asp).
Compliance Indicator Measures	**C.3 - The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity.**	**Measure Met? (Yes/No/NA)**	**Comments**
C.3.a	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	VA is working on getting this element approved for all managers and supervisors. It is expected to go into effect for the FY 2022 performance rating cycle. On the other hand, VA issued opening and closing guidance on performance plans and ratings for the SES cadre which includes an EEO element.
C.3.b	Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities:		

C.3.b.1	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 SES cadre which includes an EEO element and is working to do the same for all managers and supervisors in FY 2022.
C.3.b.2	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 which includes an EEO element and is working to do the same for all managers and supervisors in FY 2022.
C.3.b.3	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 which includes an EEO element and is working to do the same for all managers and supervisors in FY 2022.
C.3.b.4	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 which includes an EEO element and is working to do the same for all managers and supervisors in FY 2022.
C.3.b.5	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 which includes an EEO element and is working to do the same for all managers and supervisors in FY 2022.
C.3.b.6	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 which includes an EEO element and is working to do the same for all managers and supervisors in FY 2022.
C.3.b.7	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 which includes an EEO element and is working to do the same for all managers and supervisors in FY 2022.
C.3.b.8	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 which includes an EEO element and is working to do the same for all managers and supervisors in FY 2022.
C.3.b.9	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 which includes an EEO element and is working to do the same for all managers and supervisors in FY 2022.
C.3.c	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)]	No	VA's EEO Director is not responsible for recommending corrective actions. Recommendations for corrective actions are included in FADs which come from the OEDCA which is external to the ORMDI.

C.3.d	When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)]	NA	
Compliance Indicator **Measures**	**C.4 – The agency ensures effective coordination between its EEO programs and Human Resources (HR) program.**	**Measure Met? (Yes/No/NA)**	**Comments**
C.4.a	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	
C.4.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]	Yes	VA Directive 0999 states that all VA directives (policies) and handbooks (procedures) must be recertified/reviewed within 5 years of issuance to ensure it reflects current policies and procedures.
C.4.c	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	ORMDI has access to most of the data required to prepare the MD-715 workforce data tables. However, we are still working with OPM to gain the ability to collect interview data. Additionally, VA is working on the ability collect career development program/opportunities data Department-wide.
C.4.d	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	
C.4.e	Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to:		
C.4.e.1	Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)]	Yes	
C.4.e.2	Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)]	Yes	
C.4.e.3	Develop and/or provide training for managers and employees? [see MD-715, II(C)]	Yes	
C.4.e.4	Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)]	Yes	

C.4.e.5	Assist in preparing the MD-715 report? [see MD-715, II(C)]	Yes	
Compliance Indicator Measures	**C.5 – Following a finding of discrimination, the agency explores whether it should take a disciplinary action.**	**Measure Met? (Yes/No/NA)**	**Comments**
C.5.a	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 Douglas v. Veterans Administration, 5 MSPR 280 (1981)]	Yes	
C.5.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	There were 13 RMOs who received disciplinary action and seven who received counseling. There are still approximately 15 RMOs pending a decision on disciplinary action.
C.5.c	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	
Compliance Indicator Measures	**C.6 – The EEO office advises managers/supervisors on EEO matters.**	**Measure Met? (Yes/No/NA)**	**Comments**
C.6.a	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 DIVAC meetings, in monthly VA Diversity@Work newsletters and on an as-needed basis. Additionally, OGC provides management/supervisory officials with relevant EEO decisions, as needed.
C.6.b	Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I]	Yes	

Essential Element D: PROACTIVE PREVENTION **This element requires that the agency head make early efforts to prevent discrimination and to identify and eliminate barriers to equal employment opportunity.**			
Compliance Indicator **Measures**	**D.1 – The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year.**	**Measure Met? (Yes/No/NA)**	**Comments**
D.1.a	Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I]	Yes	
D.1.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	
D.1.c	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)]	Yes	
Compliance Indicator **Measures**	**D.2 – The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.)**	**Measure Met? (Yes/No/NA)**	**Comments**
D.2.a	Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)]	Yes	
D.2.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)]	Yes	
D.2.c	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)]	Yes	

D.2.d	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, the AES, results from focus groups and interviews and TAR reports.
Compliance Indicator Measures	**D.3 – The agency establishes appropriate action plans to remove identified barriers.**	**Measure Met? (Yes/No/NA)**	**Comments**
D.3.a	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)]	NA	Even though VA started the barrier analysis on Hispanics in FY 2021, virtual site visits continued into FY 2022. Therefore, action plans will be developed and addressed in FY 2022.
D.3.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	Even though VA started the barrier analysis on Hispanics in FY 2021, virtual site visits continued into FY 2022. Therefore, action plans will be developed and addressed in FY 2022.
D.3.c	Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)]	Yes	
Compliance Indicator Measures	**D.4 – The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities.**	**Measure Met? (Yes/No/NA)**	**Comments**
D.4.a	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	https://www.va.gov/ORMDI/DiversityInclusion/Workforce_Analysis.asp
D.4.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	Fifty-seven VA employees volunteered as Workforce Recruitment Program (WRP) recruiters interviewing students for the FY 2022 Department of Labor WRP database. Recruiters conducted 327 information interviews at 80 schools providing feedback to assist students and recent graduates with disabilities on preparing to enter the workforce.

D.4.c	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	
D.4.d	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	
Essential Element E: EFFICIENCY **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.**			
Compliance Indicator **Measures**	**E.1 - The agency maintains an efficient, fair, and impartial complaint resolution process.**	**Measure Met? (Yes/No/NA)**	**Comments**
E.1.a	Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105?	Yes	
E.1.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	
E.1.c	Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)?	Yes	
E.1.d	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 APT is 42 days.
E.1.e	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	
E.1.f	Does the agency timely complete investigations, pursuant to 29 CFR §1614.108?	Yes	VA's investigations are 97% timely.
E.1.g	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	

E.1.h	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	Due to insufficient staffing, VA has been unable to timely process FADs. However, OEDCA decreased it's backlog by 47% even with the loss of staff.
E.1.i	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	
E.1.j	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	Deficient work is returned to the contractor for correction. Contractors are also required to explain timeliness issues immediately. For delayed cases, the contractor may be issued an Order to Produce notification which requires an explanation of the delay and how they plan to immediately address the issues. A contractor may be barred from receiving additional work should their issues with timeliness or sufficiency persist or go uncorrected. Timeliness and quality are both measured and quantified prior to the awarding of the annual contract.
E.1.k	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	
E.1.l	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	
Compliance Indicator **Measures**	**E.2 – The agency has a neutral EEO process.**	**Measure Met? (Yes/No/NA)**	**Comments**
E.2.a	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. The OGC plays no role in the processing of EEO complaints, EEO counseling, investigations or the issuance of FADs. The only legal sufficiency reviews conducted by OGC are of settlement agreements in order to ensure that the agreement contains all necessary language, such as the necessary waiver clause(s), language required under OWBPA (when age discrimination may be at issue), payments

			required by DFAS, etc. OGC's legal sufficiency review does not include a determination as to whether the settlement terms themselves are advisable.
E.2.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 comment's column.	Yes	The EEO office has dedicated subject matter experts at the national and district level for reviews. If there is a question as to legal sufficiency, the EEO office can reach out to other sections within OGC.
E.2.c	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	OGC's legal sufficiency review does not include a determination as to whether the settlement terms themselves are advisable.
E.2.d	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	Other than serving as counsel for the Agency when the parties agree to participate in mediation and assisting the EEO office in obtaining information needed from Agency officials during investigations, the Agency representative has no involvement with the counseling, investigations and FADs. By statute, 38 U.S.C. § 319, ex parte communications while a case is pending in OEDCA for a FAD are prohibited.
E.2.e	If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, *Attaining a Model Agency Program: Efficiency* (Dec. 1, 2004)]	NA	The OGC plays no role in the processing of EEO complaints, EEO counseling, investigations or the issuance of FADs. The only legal sufficiency reviews conducted by OGC are of settlement agreements to ensure that the agreement contains all necessary language, such as the necessary waiver clause(s), language required under the OWBPA (when age discrimination may be at issue), payments required by DFAS, etc. OGC's legal sufficiency review does not include a determination as to whether the settlement terms themselves are advisable.
Compliance Indicator **Measures**	**E.3 - The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program.**	**Measure Met? (Yes/No/NA)**	**Comments**
E.3.a	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	

E.3.b	Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)]	Yes	
E.3.c	Does the agency encourage all employees to use ADR, where ADR is appropriate? [see MD-110, Ch. 3(IV)(C)]	Yes	
E.3.d	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	
E.3.e	Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)]	Yes	
E.3.f	Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)]	Yes	
Compliance Indicator ↓ **Measures**	**E.4 – The agency has effective and accurate data collection systems in place to evaluate its EEO program.**	**Measure Met? (Yes/No/NA)**	**Comments**
E.4.a	Does the agency have systems in place to accurately collect, monitor, and analyze the following data:		
E.4.a.1	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	
E.4.a.2	The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)]	Yes	
E.4.a.3	Recruitment activities? [see MD-715, II(E)]	Yes	VA utilizes the comprehensive reporting capability from HR Smart and USA Staffing systems of records to track/monitor all operational recruitment activities. There are additional extensions/interfaces of those systems of records with analytical enhanced reporting features via VSSC Dashboards, Manager Self-Service, Microsoft Power BI and Kibana that streamlines and accurately aligns the data for leaders, managers and HR offices to execute strategic HR/Human Capital recruiting requirements.
E.4.a.4	External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)]	Yes	

E.4.a.5	The processing of requests for reasonable accommodation? [29 CFR § 1614.203(d)(4)]	No	The RAMS system is ready for deployment upon publishing of the RA/PAS handbook.
E.4.a.6	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	
E.4.b	Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I]	No	
Compliance Indicator Measures	**E.5 – The agency identifies and disseminates significant trends and best practices in its EEO program.**	**Measure Met? (Yes/No/NA)**	**Comments**
E.5.a	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	Quarterly workload trends, improvement and strategies are reviewed and monitored. For example, a large influx of complaints at a specific facility may be identified and addressed to resolve the problem. Also, should reports reflect that an ORMDI District Office is not submitting procedural reviews timely, ORMDI will shuffle resources to ensure that EEOC timeframes are met.
E.5.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 OPM SEP Management Handbook. Additionally, VA adopted best practices from the EEOC and United States Coast Guard to streamline Reports of Investigation while still providing a quality product. Furthermore, VA interacts with SEPMs from other agencies through various meetings and conferences to bring in best practices.
E.5.c	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.**			

Compliance Indicator Measures	**F.1 – The agency has processes in place to ensure timely and full compliance with EEOC Orders and settlement agreements.**	**Measure Met? (Yes/No/NA)**	**Comments**
F.1.a	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	
F.1.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	
F.1.c	Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)]	Yes	
F.1.d	Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)]	Yes	
F.1.e	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	

Compliance Indicator Measures	**F.2 – The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions.**	**Measure Met? (Yes/No/NA)**	**Comments**
F.2.a	Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)]	Yes	
F.2.a.1	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	
F.2.a.2	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	
F.2.a.3	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	

F.2.a.4	Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance?	Yes	
Compliance Indicator **Measures**	**F.3 - The agency reports to EEOC its program efforts and accomplishments.**	**Measure Met? (Yes/No/NA)**	**Comments**
F.3.a	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	
F.3.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 (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Hire additional staff skilled in EEO and barrier analysis.	03/31/2020	12/31/2020	09/26/2021

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion	Harvey Johnson	Yes
Director, Workforce Analysis	Ryan Pugh	Yes

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)
03/31/2020	Hire additional staff skilled in EEO and barrier analysis.	No	12/31/2020	09/26/2021

Report of Accomplishments

Fiscal Year	Accomplishments
2019	In FY 2019, the request for funding to conduct an annual barrier analysis was approved and provided in FY 2020.
2021	VA hired three additional staff on the Workforce Analysis team to assist with conducting a barrier analysis of VA's workforce.

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.

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Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – B.4.a.3 E.1.h	There is insufficient staffing to timely issue and comply with FADs. Additionally, there is insufficient staffing to timely, thoroughly and fairly process EEO complaints, including EEO counseling, case management and investigations.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
07/10/2018	Timely process and comply with FADs.	02/28/2019	05/30/2022	
12/13/2018	Hire additional staff to review and comply with FADs related to disability discrimination.	12/31/2020	12/31/2022	
10/01/2019	Hire additional staff to proactively resolve complaints at the lowest level.	01/15/2020	09/30/2022	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Acting Director, Office of Employment Discrimination Complaint Adjudication	Mary Lynne Popiden	Yes
Deputy Assistant Secretary for Resolution Management and Diversity and Inclusion	Harvey Johnson	Yes
Director, Management Services	MaryKay Collins	Yes

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)
05/30/2022	Hire four staff attorneys to backfill OEDCA vacancies due to attrition.	Yes		
12/31/2020	Hire additional staff to review and comply with FADs related to disability discrimination.	Yes	12/31/2022	
03/31/2021	Write justification for congressional approval to hire additional counselors.	Yes		03/31/2021
03/31/2022	Gain Congressional approval to hire additional counselors.	Yes		
03/31/2022	Create onboarding plan to include recruitment and training.	Yes		
09/30/2022	Hire additional counselors.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2018	Overall, VA received 1,660 requests for decisions, a 45% increase from FY 2017. VA closed 1,248 of these cases, which is an 11% increase from FY 2017. Efforts to prioritize cases where complainants requested an FAD resulted in an 18% increase in the number of timely-issued FADs. VA increased the number of timely-issued FADs where complainants requested an FAD despite a 45% increase in overall cases received and the inability to backfill attorney positions in FY 2018.
2019	In FY 2019, there was a 36% increase in case receipts for OEDCA. OEDCA backfilled staff attorney positions, triaged cases and contracted out cases for draft FADs to another agency. Despite the increase in case receipts, OEDCA's case production increased, and OEDCA's reversal rate remains low at less than 0.5%.
2020	OEDCA's pending case inventory was reduced 19% during the reporting period. OEDCA began FY 2021 with a 677 case docket compared to a 837 case docket at the beginning of FY 2020. OEDCA continued its Interagency Agreement (IAA) with an outside agency to draft FADs, increased its attorney staffing by 10% and increased productivity standards for staff attorneys. Low reversal rate remains at less than 0.5%. Reduced the delta between cases received and cases dispatched. OEDCA staff attorneys provided EEO training to VA components reaching over 1,000 employees. The size of OEDCA's docket directly impacts its ability to issue decisions within regulatory requirements. The docket has grown 35% over the past 4 years. The reasons for the growth are many: changes in VA's settlement policies, increase in VA hiring, increase in the number of hearing remands and the need to remand 8% of pending cases for supplemental investigations, increasing adjudicatory timeframes. More recently, the Office of Federal Operations' (OFO) April 2020 guidance for issuing decisions during the pandemic has also increased the time to adjudicate cases. In response to these factors, which OEDCA has no control over, it took the following actions. • First, it advocated for a 30% increase in its FY 2021 budget. This increase allowed OEDCA to hire six additional staff attorneys; four of the attorneys backfilled existing vacancies with the other two attorneys representing a staffing increase of 10%. • Second, with increased funding, OEDCA entered into a 5-year IAA with the United States Postal Service to draft FADs. While OEDCA attorneys continue to draft the bulk of VA's FADs, the IAA allows for an additional 330 decisions to be drafted and issued per year. • Third, OEDCA increased staff attorney production standards by 10%.

	These efforts have begun to bear fruit. In FY 2021, OEDCA decreased its pending case inventory for the first time in 4 years. Pending cases have decreased from a high of 911 cases in mid-March 2020 to 738 cases as of August 25, 2020, a 20% decrease. In the short term, as OEDCA draws down its inventory, processing times will likely increase. We anticipate, however, with staffing and funding better aligned with FAD requests, processing times will be reduced. Finally, we note that OEDCA issues over 2,000 decisions a year, with a reversal rate of less than 2%.
2021	VA provided and defended legislative justification to hire additional staff. In FY 2021, OEDCA received 1,915 requests and issued 2,084 FADs/Final Orders. FY 2021's beginning inventory was 692, and its ending inventory was 365, a 47% decrease. OEDCA has made good progress in its inventory reduction efforts over the course of the last several years. During FY 2021, even with loss of staff, this was achieved via more strategic docket management and more efficient management of the United States Postal Service contract. Additionally, OEDCA's reversal rate on appeal remains below 0.5%. In FY 2021 OEDCA achieved only modest success in reducing APT. At the beginning of FY 2021, OEDCA APT was 256 days, but the end, it was at 199 days. While reduced, earnest efforts will continue in FY 2022 to reduce APT significantly further. A significant factor remains the number of aged cases that remain in the 'pipeline' as a consequence of sustaining such a large and sustained increase in case receipts since 2018. While closing this inventory resulted in a significant docket decrease for FY 2021, because much of it was older inventory, APT continued to be above regulatory time limits.

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.

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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 (SEP).

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/07/2018	Increase staffing for Departmental SEPs.	12/31/2020	12/31/2023	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Associate Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion	Dr. Anne-Marie Duncan	Yes
Director, Training and Communications	Carolyn Wong	Yes

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)
12/31/2020	Fill two SEP vacancies that VA currently has to ensure effective, efficient and well-managed SEPs.	No	12/31/2023	

Report of Accomplishments

Fiscal Year	Accomplishments
2019	An individual who completed a rotational assignment in the Office of Diversity and Inclusion through the U.S. Office of Personnel Management's Presidential Management Fellows Program was later converted to a career appointment. Subsequently, the individual was assigned to the position of Program Specialist and serves as the Departmental American Indian and Alaska Native Program Manager and the Federal Women's Program Manager.

MD-715 – Part H
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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 RA program.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/13/2018	Hire additional staff to support the RA program.	12/31/2020	12/31/2022	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion	Harvey Johnson	Yes
Regional Director, Eastern Operations	Perdita Johnson-Abercrombie	Yes

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)
12/31/2020	Hire additional staff to support all aspects of the RA program.	No	12/31/2022	

Report of Accomplishments

Fiscal Year	Accomplishments
2019	The RA Staff Office hired a management analyst to aid in the development of the system and monitor and track RA data once the system is developed.
2021	Provided a contractor to assist with the RA SharePoint site and data management.

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

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Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – B.6.b B.6.c C.4.e.4	Due to the absence of a Barrier Analysis Workgroup, neither senior managers nor the 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 (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (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	09/30/2021	01/12/2021
10/01/2018	Have senior managers participate in the barrier analysis process.	09/30/2020	09/30/2021	01/12/2021

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Workforce Analysis	Ryan Pugh	Yes
Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion	Harvey Johnson	Yes

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief Human Capital Officer	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)
07/31/2019	Invite senior managers, from the appropriate offices, and HR officials to participate on the Barrier Analysis Workgroup.	Yes	01/29/2021	01/12/2021

Report of Accomplishments

Fiscal Year	Accomplishments
2019	VA's HR Office will participate on the Barrier Analysis Workgroup when it is created in FY 2020.
2020	ORMDI had to delay the start of the Barrier Analysis Workgroup due to staff shortages. However, plans are in place for the Workgroup to start in FY 2021. Senior managers and HR fully support this initiative and plan to be involved.
2021	In January 2021, VA's Barrier Analysis Workgroup was established. During the inaugural meeting, both the Acting EEO Director, Jeffery R. Mayo, and the DAS for ORMDI, Harvey Johnson, attended, made remarks sharing their commitment to the success of the Workgroup and their support. The Workgroup is led by the Director for Workforce Analysis, Ryan Pugh, and is comprised of volunteer representatives from VA Central Office and the Administrations with targeted skill sets in EEO, HR, organizational health and workforce analysis.

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.

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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 (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (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	09/30/2023	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Regional Director, Eastern Operations	Perdita Johnson-Abercrombie	No
Regional Director, Western Operations	Tami Press	No
Business Operations Director	Dan Malloy	No
Quality and Performance Manager	Jennifer Hawrylciw	No
National Advisor for Counsel	Madeline Stephens	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)
09/30/2022	Create all the requirements needed to calculate the average time it will take management to address allegations.	Yes		
03/30/2023	Create a pilot program to test the new tracking system.	Yes		
09/30/2021	Develop the report.	Yes	06/30/2023	
09/30/2021	Begin receiving the report monthly.	Yes	09/30/2023	

Report of Accomplishments

Fiscal Year	Accomplishments
2021	VA created an automated tracking system and sexual harassment intake form (VA form 10221A) to allow managers and supervisors to report allegations of sexual harassment they receive directly to HPP office. This allows the HPP office to track all sexual harassment complaints that do not come directly through the HPP or EEO arena.

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

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Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.2.b.2	VA does not have a firewall between the RA Program Manager and the EEO Director.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Sufficient Funding & Staffing? (Yes or No)	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
02/12/2020	Establish firewall between RA Program Manager and the EEO Director.	No	04/03/2020	09/30/2022	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Reasonable Accommodation Services	Dr. Andreé Sutton	No
Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion	Harvey Johnson	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
02/28/2020	Identify the firewall needed between the RA Program Manager and the EEO Director.	09/30/2022	
03/31/2020	Implement the firewall.	09/30/2022	

Report of Accomplishments

Fiscal Year	Accomplishments

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.

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Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.2.b.5 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 (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/13/2018	Deploy a standardized system to track RA requests across VA.	07/31/2019	07/05/2022	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Reasonable Accommodation Services	Dr. Andreé Sutton	Yes
Business Operations Director	Dan Malloy	Yes

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)
05/31/2019	Develop an enterprise-wide system to track RA requests.	Yes	09/01/2021	12/10/2021
06/28/2019	Test the system.	Yes	09/15/2021	07/30/2021
07/31/2019	Deploy the system.	No	07/05/2022	

Report of Accomplishments

Fiscal Year	Accomplishments
2018	VA has gathered system requirements and established rules regarding mandatory usage of system.
2019	The RA Staff Office hired a management analyst to aid in the development of the system and monitor and track RA data once the system is developed.
2020	VA has contracted with Microsoft to develop an Administration wide system. Processing maps have been created and provided to the contractor and development of the system has already begun.
2021	VA has completed development of the system and has trained all RACs on usage of the system.

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

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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 PAS are not posted on VA's public website.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Post PAS procedures on VA's public website.	09/30/2019	09/30/2022	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Reasonable Accommodation Services	Dr. Andreé Sutton	Yes
Program Analyst	Lindsay Johnson	Yes

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	Post PAS procedures on VA's public website.	Yes	09/30/2022	

Report of Accomplishments

Fiscal Year	Accomplishments
2019	Content contained on the VA Pulse Community of Practice provides RA specific policy guidance, operational procedures, blogs, presentations and additional resource available for in-service trainings, and individual access for supervisors and managers to garner knowledge regarding the RA process.

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Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.3.a C.3.b.1 C.3.b.2 C.3.b.3 C.3.b.4 C.3.b.5 C.3.b.6 C.3.b.7 C.3.b.8 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 (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Update all manager and supervisor performance plans with an EEO element.	10/01/2019	10/01/2022	
10/01/2018	Require all rating officials to evaluate all managers and supervisors on the EEO element.	09/30/2020	06/30/2022	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Assistant Secretary for Human Resources and Administration/Operations, Security and Preparedness	Gina M. Grosso	Yes
Chief Human Capital Officer	Tracey Therit	Yes
Director, Employee Relations & Performance Management Service	Bruce Suskie	Yes
Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion	Harvey Johnson	Yes

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)
06/28/2019	Develop mandatory language to include in all manager and supervisor performance plans under an EEO critical element.	Yes	06/30/2021	06/30/2021
07/31/2019	Obtain senior leadership approval of the language.	Yes	07/31/2021	07/31/2021
09/30/2021	Obtain EEOC approval of the EEO element.	Yes		09/30/2021
09/30/2021	Obtain OGC approval of the EEO element.	Yes		09/30/2021
10/01/2019	Update HR guidance mandating the EEO critical element enterprise wide.	Yes	10/01/2021	
10/01/2019	Place EEO critical element into	Yes	10/01/2021	

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
	manager and supervisor performance plans enterprise-wide.			
10/01/2019	Update HR guidance for rating officials to evaluate managers and supervisors on their performance under the EEO critical element.	Yes	06/30/2022	

Report of Accomplishments

Fiscal Year	Accomplishments
2021	ORMDI developed an EEO element for all manager and supervisor performance plans. The element was approved by EEOC and is going through the internal approval process for inclusion in manager and supervisor FY 2022 performance plans.

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MD-715 – Part H
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Statement of Model Program Essential Element Deficiency

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

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
12/07/2018	Increase collaboration between HR and EEO regarding outreach and recruiting initiatives.	09/30/2020		09/30/2021

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief Human Capital Officer	Tracey Therit	Yes
Director, Training and Communications	Carolyn Wong	Yes

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)
06/28/2019	Conduct a meeting between HR and EEO regarding support for outreach and recruitment initiatives.	Yes		09/30/2021
09/30/2019	Create a plan to increase the collaboration.	Yes		09/30/2021
09/30/2020	Implement the plan.	Yes		09/30/2021

Report of Accomplishments

Fiscal Year	Accomplishments
2019	VA's Office of Diversity and Inclusion staff participated in diversity outreach with external affinity organizations and colleges/universities whereby HR staff was engaged for various events to collaborate on providing audiences with materials pertaining to career opportunities, Veterans benefits, etc.
2020	HCSC has collaborated with ORMDI to participate in recruitment and outreach events to provide overviews of VA's Pathways, WRP and National Diversity Internship Program at the FAPAC Virtual Student Career Fair, Historically Black Colleges and Universities Week Conference and during Military Spouses Appreciation week. Additionally, VA registered 59 WRP recruiters who completed the Department of Labor WRP training to conduct interviews at 89 schools for students with disabilities and assist VA in increasing representation.
2021	HCSC, EEO and all three Administrations collaborated and participated in the 2021 FAPAC Virtual Student Career Fair. Representatives shared information about VA careers, available positions and internship programs. Additionally, HCSC provided Pathways Program information to the writers at VAntage Point, VA's primary public facing blog, resulting in a blog post about Pathways as a part of outreach efforts. The blog post was used by the US Army, HR Center, Transition Division and Installation Management Command (G-1) for outreach to Soldiers entering the job market across the country.

MD-715 – Part H
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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 complete data (e.g., unknown appointment types, interview data, career development program/opportunities data, etc.) required for the MD-715 workforce data tables.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Correct inaccuracies in HR current data.	03/31/2020	09/30/2023	
10/01/2018	Ensure the EEO office has the required data needed for the MD-715 data tables and report.	09/30/2021	09/30/2024	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Executive Director, Enterprise Human Resources Information Service	Joseph Thele	Yes
Acting, Chief Learning Officer	Michael Byrd	No
Director, Workforce Analysis	Ryan Pugh	Yes

Title	Name	Performance Standards Address the Plan? (Yes or No)
Lead, Management and Program Analyst with VHA Support Service Center	Scott Schimetz	Yes

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)
09/30/2020	Work with OPM to capture applicant interview data.	Yes	09/30/2023	
09/30/2021	Correct data missing gender types in HR system.	Yes		09/30/2021
09/30/2021	Identify unknown appointment types in the HR system.	Yes	09/30/2023	
03/31/2020	Design a mechanism that can be used to collect career development program/opportunities data for the MD-715 report.	Yes	09/30/2023	
09/30/2020	Implement the chosen mechanism.	Yes	03/31/2024	
09/30/2021	Receive data from the system for the MD-715 report.	Yes	09/30/2024	

Report of Accomplishments

Fiscal Year	Accomplishments
2020	ORMDI worked with Corporate Senior Executive Management Office and Human Resources Information System (HRIS) to correctly identify SES and Title 38 SES employees. OCHCO corrected 99% of the missing gender data. ORMDI and HRIS continue to have monthly meeting to discuss the data and how we can overcome challenges. ORMDI receives

	all requested data in a timely fashion. VA had conversations with OPM regarding the need to collect interview data.
2021	VA required all HR offices to clean up missing genders in HR Smart.

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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 (mm/dd/yyyy)	Objective	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Implement a mechanism to re-survey the workforce on a regular basis regarding their disability status.	03/31/2021	12/31/2021	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Executive Director, Center for Enterprise Human Resources Information Service	Joseph Thele	No
Director, Outreach and Retention	Karen M. Basnight	No
Director, Workforce Analysis	Ryan Pugh	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)
12/31/2021	Develop an electronic self-reporting tool for employees to verify and change their disability status that functions within HR Smart.	Yes		
12/31/2021	Implement the self-reporting tool enterprise wide.	Yes		
12/31/2021	Training sessions will be held, bulletins, job aides and training videos will be utilized to demonstrate how VA employees will use Employee Self Service (ESS) to initiate their Automated Telework form and navigate the Self Identification of Disability functionality.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2021	VA is developing a feature in ESS that will allow employees to update their disability status at any point in time.

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
Other	Issue RA procedures that comply with updated EEOC regulations and guidance.

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Sufficient Funding & Staffing? (Yes or No)	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
02/07/2020	Issue updated RA procedures to include PAS.	Yes	09/30/2021	04/18/2022	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Chief of Reasonable Accommodation Services	Dr. Andreé Sutton	Yes
Regional Director, Eastern Operations	Perdita Johnson-Abercrombie	No
Deputy Assistant Secretary for the Office of Resolution Management, Diversity & Inclusion	Harvey Johnson	No

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
06/30/2021	Revise RA procedures to comply with updated EEOC regulations and guidance.		06/30/2021
07/30/2021	Seek internal approval for revised RA procedures.		08/01/2021
09/24/2021	Send approved procedures to EEOC for review and approval.		08/15/2021
09/30/2021	Have procedures signed and posted online.	09/30/2022	

Report of Accomplishments

Fiscal Year	Accomplishments
2021	Obtained approval for the new RA/PAS procedures from EEOC.

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
Other	Increasing percentage of reversed dismissal decisions on appeal

Objective(s) and Dates for EEO Plan

Date Initiated (mm/dd/yyyy)	Objective	Sufficient Funding & Staffing? (Yes or No)	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
03/17/2020	Decrease percentage of reversed dismissal decisions on appeal	Yes	09/30/2021	09/30/2022	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion	Harvey Johnson	Yes
Chief of Policy and Compliance	William Preston	Yes

Planned Activities Toward Completion of Objective

Target Date (mm/dd/yyyy)	Planned Activities	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
12/01/2020	Follow up to determine if recommendations from the quality reviews were implemented.		11/30/2020
09/30/2021	Develop and distribute a Procedural Remand Report on a quarterly basis to senior leaders.		09/30/2021
09/30/2021	Develop and distribute an annual Procedural Review Report to senior leaders.		09/30/2021
09/30/2022	Conduct a QA symposium with each District Office to assess progress implementing FY2022 QA Audit recommendations.		
09/30/2022	Fully integrate U.S. Postal Service into use of E Squared system for EEO internal complaints and conflict of interest complaints.		

Report of Accomplishments

Fiscal Year	Accomplishments
2020	ORMDI's OPC National Advisor for Case Management retrained the CMs on lessons learned, shared best practices and thoroughly reviewed procedural dismissal authorities and the justification/supporting evidence required to support a dismissal. OPC continued this training for CMs on a regular basis and used real-life scenarios as learning tools. Eight hours of refresher training were mandated for all CMs as a result of the QA conducted by National Advisors and dismissal remands. The National Advisor for Case Management provides training and summaries of dismissal remands throughout the year based on OFO remands. The National Advisor for Case Management also conducted a random quality review check, noting deficiencies in procedural reviews, including data integrity and provided constructive feedback to management and CMs. CMs, District Managers and Regional Managers, in addition to Senior Management, were advised of data integrity issues from the QA Audit and on a monthly basis. The National Advisor for Case Management has provided mentorship/one-on-one assistance to CMs.

2021	ORMDI's OPC National Advisors for Case Management, Counseling and Investigations conducted an FY 2021 QA Audit, covering all ORMDI district offices. OPC out briefed each district along with their regional directors, identifying issues and areas requiring attention and providing recommendations for improvements. The OPC National Advisors offered and conducted individual, one-on-one and group training in their respective areas to help district offices address skill deficiencies identified through the QA Audit. The OPC National Advisor for CMs continued to review procedural determinations for proper analysis and legal sufficiency to ensure the determinations would withhold scrutiny from EEOC on appeal. The National Advisor provided recommendations to district offices when potential problem areas were identified and worked with the individual CMs to refine their determinations. The National Advisor would use each remanded procedural determination as a learning tool for the district offices, resulting in a significant reduction in remands from EEOC.

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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 representation rates for Hispanic males (3.08%) and females (3.96%) when compared to the RCLF (6.76% and 6.49%, respectively).

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (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

EEO Group	Affected by Trigger? (Yes or No)
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	The Barrier Analysis Workgroup analyzed data as of the end of first quarter FY 2021 (December 2020) and noticed that VA had less than expected representation of Hispanic males (3.14%) and females (3.93%) in the permanent and temporary workforce when compared to the 2010 RCLF (8.76% and 6.06%, respectively). This less than expected representation of Hispanics trickled down to the Administration level. In VHA, Hispanic males represented 3.02% and Hispanic females represented 4.09% as compared to their 2010 RCLF of 8.24% and 6.16%, respectively. In VBA, Hispanic males represented 3.59% and females represented 2.73%. Lastly, in NCA, Hispanic males represented 6.88% and female represented 1.68% as compared to their 2010 RCLF of 9.90% and 5.06%, respectively. VA's less than expected representation of Hispanics has been present at least since FY 2012. Additionally, the Workgroup analyzed separations data and found that Hispanics did not have high separations when compared to the permanent workforce. The Workgroup analyzed hires in the permanent workforce and found Hispanics had less than expected hires when compared to the 2010 RCLF. This less than expected hires trickled down to the Administration except for Hispanic males in VBA. Applicant flow data was analyzed next to see if Hispanic males and females applied for VA jobs in accordance with their availability in the RCLF. The Workgroup discovered that Hispanics were not applying for VA jobs as expected.
Complaint Data (Trends)	Yes	The Workgroup analyzed EEO informal and formal complaint data alleging discrimination based on national origin (Hispanic). The percentage of informal complaints alleging discrimination based on national origin ranged from 2.57% in FY 2019 to 1.67% as of December 2020. The percentage of formal complaints

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		alleging discrimination based on national origin ranged from 2.47% in FY 2019 to 1.80% as of December 2020. None of these complaints resulted in a finding.
Grievance Data (Trends)	No	
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)	No	
Climate Assessment Survey (e.g., FEVS)	Yes	The Workgroup reviewed AES data for Hispanics compared non-Hispanics with the goal of analyzing their "After Onboarding" experiences. The Workgroup identified nine areas for analysis (Workplace Diversity Acceptance, Supervisor Work/Life Balance, Recommend My Organization, Overall Satisfaction, Organization Satisfaction, Turnover Decision, Promotion Opportunity, Civility and Burnout). Looking at the nine areas, the Workgroup was able to calculate an Organizational Health Index for all VA facilities. This Index gave a glimpse into how favorable or not so favorable the facilities' organizational health was for Hispanics vs. non-Hispanics in the nine areas previously identified.
Exit Interview Data	No	
Focus Groups	Yes	The Workgroup identified 15 facilities for virtual site visits. In FY 2021, the Workgroup conducted five of those site visits. During each of the site visits, the Workgroup conducted focus groups. The focus groups were divided up as follows: • Non-Supervisor: Hispanic employees hired within the last 3 years; • Non-Supervisor: Hispanic employees hired more than 3 years ago; • Supervisor: Hispanic employees hired within the last 3 years; and • Supervisor: Hispanic employees hired more than 3 years ago.
Interviews	Yes	During each virtual site visit, the Workgroup conducted one-on-one interviews with the facility director, EEO Program Manager, HR, HEPM, etc. Additionally, the Workgroup conducted an interview with the Department of Treasury, a Cabinet level agency identified as having greater than expected

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		representation of Hispanics. The team was able to capture some best practices.
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	Yes	The Workgroup reviewed several reports, articles and presentations.
Other (Please Describe)	Yes	The Workgroup reviewed OPM FedScope data to see which Cabinet Level Agency had greater than expected representation of Hispanics. Additionally, the Workgroup reviewed Entrance Survey data for Hispanics. Even though representation rates were low, the Workgroup was able to determine that the majority of Hispanic new hires came in from the private sector. Also, Hispanic new hires chose VA because of career opportunity/advancement/professional growth/development and because they themselves were a Veteran and believed in VA's mission.

Status of Barrier Analysis Process

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Further analysis is needed to determine the specific policy, procedure or practice causing the less than expected representation rates for Hispanic males and females.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (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	Yes	06/30/2022	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Outreach and Retention	Karen M. Basnight	No
Director, Workforce Analysis	Ryan Pugh	Yes

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	VA will establish a barrier analysis working group.	Yes	02/26/2021	01/12/2021
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.	Yes	12/31/2021	
09/30/2020	VA's Barrier Analysis Working Group will devise a plan to eliminate the identified barrier.	Yes	06/30/2022	

Report of Accomplishments

Fiscal Year	Accomplishments
2018	VA participated in the LULAC FTI Partnership. Training included workshops that focused on leadership development, management skills and competencies that are linked to the ECQs. Senior leaders also participated and volunteered as mentors in the SES Roundtable Discussion & Speed Mentoring Session. In addition, VA also participated in LULAC's 89th Annual National Convention and Exposition.
2021	In January 2021, VA established an enterprise-wide Barrier Analysis Workgroup. The Workgroup began analyzing the cause of the less than expected representation rates for Hispanic males and females.

	VA supported the LULAC FTI Puentes de Oportunidad Education Project designed to cultivate students and young professionals for creating a pipeline of talent for public service, and there was an employer panel on internships with a representative from VA and VBA's Office of Human Capital Services Learning and Development Division. The audience members learned about various VA internship programs such as Pathways Programs {Students and Recent Graduates}, National Diversity Internship Program, WRP, etc. Additionally in January 2021, VA sent out a job aide on Title 5 Non-competitive hiring authorities and other appointment flexibilities. This job aide provided information to HR specialists and hiring managers about various hiring flexibilities and served as a key tool in the recruitment strategy for efficiently hiring diverse and qualified candidates into Federal Government job opportunities. VHA made improvements to the VA Careers website. VHA created a Spanish language version of the website (https://www.vacareers.va.gov/spahome). Now visitors can toggle between Spanish and English versions of the site. Also, VHA created a diversity at VA page on the website (https://www.vacareers.va.gov/OurPatients/DiversityAtVA/). Furthermore, VHA updated the Spanish TV and radio versions of its PSAs regarding VA Careers. The PSAs aired over 55,000 times and was viewed/heard by over 330 million people.

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 Tables	Table A4	Less than expected representation rates for women (35.01%), Hispanic males and females (2.27% and 0.50%, respectively), White and Black females (24.69% and 6.55%, respectively), Asian males and females (2.27% and 1.76%, respectively), Native Hawaiian or Other Pacific Islander males (0.00%), American Indian or Alaska Native females (0.50%) and Two or More Races females (0.25%) in the SES cadre as compared to the permanent workforce.

EEO Group(s) Affected by Trigger

EEO Group	Affected by Trigger? (Yes or No)
All Men	No
All Women	Yes
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

EEO Group	Affected by Trigger? (Yes or No)
American Indian or Alaska Native Females	Yes
Two or More Races Males	No
Two or More Races Females	Yes

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	Less than expected representation rates for women (35.01%), Hispanic males and females (2.27% and 0.50%, respectively), White and Black females (24.69% and 6.55%, respectively), Asian males and females (2.27% and 1.76%, respectively), Native Hawaiian or Other Pacific Islander males (0.00%), American Indian or Alaska Native females (0.50%) and Two or More Races females (0.25%) in the SES cadre as compared to the permanent workforce.
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? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Further analysis is needed to determine the specific policy, procedure or practice causing the less than expected representation rates in the SES.

Objective(s) and Dates for EEO Plan

Objective	Date Initiated (mm/dd/yyyy)	Target Date (mm/dd/yyyy)	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Date Completed (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	09/30/2022	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Executive Director, Corporate Senior Executive Management Office	Carrie Johnson-Clark	No
Director, Workforce Analysis	Ryan Pugh	Yes

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	VA will establish a barrier analysis working group.	Yes	09/30/2021	01/12/2021

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
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.	No	06/30/2022	
09/30/2020	VA's Barrier Analysis Working Group will devise a plan to eliminate the identified barrier.	Yes	09/30/2022	

Report of Accomplishments

Fiscal Year	Accomplishments
2018	Information was disseminated throughout VA to the Diversity Council and Special Emphasis distribution groups regarding the SES Candidate Development Program.
2021	In January 2021, VA established an enterprise-wide Barrier Analysis Workgroup. FFRDC services were contracted to ORMDI to conduct a barrier analysis on the lack of diversity in the SES cadre next fiscal year. Additionally, as a joint venture partner, VA collaborated with LULAC's Director of Federal Affairs, et al. on developing the 2021 Virtual LULAC FTI Partnership Senior Executive and Leadership Development Training Series. There were numerous Federal employees, et al. who attended no cost, interactive, participant-focused workshops linked to the ECQs on Leading Change, Leading People, Results Driven, Business Acumen and Building Coalitions. As part of the event, there was a Senior Executive and Leadership Roundtable and Speed Mentoring activity for which some VA employees served as mentors.

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 9.47% in FY 2021, which fell 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 1.45% in FY 2021, which fell 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, additional information about the Disability Program and resources are available on the ORMDI website.

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 ☒

Sufficient funding needs to be provided to leverage additional qualified personnel to effectively administer the PWD Program. Program Manager (PM) has requested additional qualified support to assist with the governance of the RA/PAS program agency-wide. However, PM does not have final authorization/determination as to if the request went forward.

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

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	1	0	192	Roberto Rojo, National Disability Employment Program Manager roberto.rojo@va.gov
Answering questions from the public about hiring authorities that take disability into account	1	0	192	Roberto Rojo, National Disability Employment Program Manager roberto.rojo@va.gov
Processing reasonable accommodation requests from applicants and employees	1	0	187	Dr. Andreé M. Sutton, Chief of Reasonable Accommodation, Office of Resolution Management, Andree.Sutton@va.gov
Section 508 Compliance	24	0	0	Pat Sheehan,

(monitors compliance only; authors/creators are responsible for making documents/systems 508 complaint)				Director, VA Section 508 Office, Office of Information and Technology, Pat.Sheehan@va.gov
Architectural Barriers Act Compliance	1	0	45	Roberto Rojo, National Disability Program Manager roberto.rojo@va.gov
Special Emphasis Program for PWD and PWTD	1	0	154	Roberto Rojo, National Disability Program Manager roberto.rojo@va.gov

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

Yes ☒ No ☐

In FY 2021, the National Disability Program Manager leveraged training as well as guidance materials from the following sources: Department of Labor (DOL) Office of Disability Employment Policy, Federal Exchange on Employment & Disability, and Employee Assistance and Resource Network on Disability Inclusion (EARN).

The RA Services Office has conducted 78 training sessions to VA staff nationally.

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 ☒

Sufficient funding needs to be provided to leverage additional qualified personnel to effectively administer the PWD Program. PMs have requested additional qualified support to assist with the governance of the RA/PAS program agency wide. However, the PM does not have final authorization/determination as to if the request went forward.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below

are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTD.

A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES

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

VA works regularly with Veterans, to include disabled Veterans, through the Vocational Rehabilitation and Employment (VR&E) Program and through the Veterans Employment Program (VEP), 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. VEP provides direct support nationally to Veterans seeking employment in VA in addition to services such as assistance with navigating the Federal hiring process, resume writing and interviewing techniques. Additionally, there is a National Selective Placement Program (SPP) Manager, Administration level SPP Managers and SPP Coordinators (SPPC) 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.

VA SPPCs and managers have increased awareness of the Schedule A hiring authority through marketing. Standard training for VA SPPCs is being further developed.

VA hiring managers in coordination with VA HR offices use a number of hiring authorities which include Schedule A, in which there are 30% or more disabled Veterans and Veterans Recruitment Appointment authorities to attract and employ PWD based on the following criteria.

VA hiring managers use the Schedule A hiring authority to select eligible persons with severe physical, psychological or intellectual disability for appointment to positions at any grade level for which they qualify non-competitively, which means they do not have to go through the normal hiring process.

In addition, VA hiring managers use the 30% or More disabled Veteran authority to select eligible Veterans with a service-connected disability rating of 30% or more for appointment to positions at any grade level for which they qualify.

VA hiring managers may also use the Veterans Recruitment Appointment authority to select eligible disabled Veterans without competition to positions at any grade level up to the GS-11 or equivalent for which they qualify.

After VA HR offices verify eligibility, VA hiring manager may use any of the above-mentioned authorities to hire eligible and qualified PWD candidates non-competitively which means by law, VA HR offices may use streamlined hiring procedures to appoint them at a much faster rate than usual.

Alternatively, VA HR offices also use traditional recruitment methods to attract and recruit individuals with disabilities it its workforce. To be considered under this process, PWD candidates must apply to a Job Opportunity Announcement (JOA) posted on USAJOBS under Merit Promotion procedures when VA opens vacancies to candidates outside its workforce. PWD candidates who apply under these procedures receive consideration in the same manner as current/former Federal employees.

To attract PWD candidates, all VA JOA templates in the USA Staffing System includes a statement encouraging individuals with disabilities to apply.

To increase awareness and educate VA HR professionals and hiring managers on effective use of these available tools, VA's OCHCO has developed a comprehensive recruitment job aide on Schedule A and other non-competitive hiring authorities.

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

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. Regardless of the referral method, whether via SPPC for Schedule A, VEP or self-referral to hiring managers for disabled PWD using other non-competitive hiring authorities, VA HR offices must verify eligibility and qualifications prior to appointment as described below.

(1) VA HR Specialists must review the resume of the PWD to determine if he/she meets the specialized experience and qualification requirements for the position.
(2) VA HR Specialists must review the documentation of the PWD to determine if he/she meets the eligibility requirements.
(3) If the PWD meets both above requirements, the VA HR Specialist refers the PWD on a Certificate of Eligibles for consideration by the hiring manager.
(4) If interested, the hiring manager may conduct an interview and select the candidate.
(5) The hiring manager must return the Certificate of Eligibles with the selection of the PWD.
(6) HR Specialist must contact the PWD and notify candidate of the selection and extend a tentative job offer.
(7) When the PWD accepts the tentative job offer, the HR office may then make the appointment.

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 ☐

The SPPC training, currently in further development, will be offered to VA hiring managers to ensure VA HR content/context is unilaterally processed

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, DOL and organizations as well as the disability offices at local colleges and universities.

In FY 2020, VA's Section 504 Policy was published to ensure the accessibility of programs and activities conducted by VA are in compliance with Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794).

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.
   a. New Hires for Permanent Workforce (PWD) Yes ☒ No ☐
   b. New Hires for Permanent Workforce (PWTD) Yes ☒ No ☐

Among the new hires in the permanent workforce in FY 2021, triggers exist for PWD (7.94%) and PWTD (1.97%).

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 ☐ No ☒ N/A ☐
   b. New Hires for MCO (PWTD) Yes ☒ No ☐ N/A ☐

As compared to the benchmark, triggers exist for PWTD in the Social Work, Medical Officer, Nurse, General Legal and Kindred Administration and Information Technology Management occupations.

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 ☐

As compared to the benchmark, triggers exist for PWD in the Psychology, Social Work, HR Management, Medical Officer, Nurse, General Legal and Kindred Administration, Veterans Claims Examining, Contracting, Information Technology Management and Cemetery Caretaking.

For PWTD, a trigger exists in the Medical Officer occupation.

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 ☐

As compared to the benchmark, triggers exist for PWD in the Cemetery Caretaking occupation.

For PWTD, triggers exist in the Social Work, HR Management, Medical Officer, Nurse, General Legal and Kindred Administration, Information Technology Management and Cemetery Caretaking occupations.

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.

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						
Fellowship Programs		15		13.33		0
Mentoring Programs						
Coaching Programs	465	465				
Training Programs	469					
Detail Programs						
Other Career Development Programs	439	25	4.78	8.00	2.28	0.00

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 ☒

Although improvements have been made regarding collecting applicant data for some enterprise-wide career development opportunities, VA is still working on collecting this data enterprise wide. Therefore, with the data we do have, it is hard to determine if triggers exist for applicants and/or selectees.

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 ☒

Although improvements have been made regarding collecting applicant data for some enterprise-wide career development opportunities, VA is still working on collecting this data enterprise-wide. Therefore, with the data we do have, it is hard to determine if triggers exist for applicants and/or selectees.

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 ☐

VA identified triggers involving the percentage of PWD who received cash awards ($1,000 - $1,999, $2,000 - $2,999, $3,000 - $3,999, $4,000 - $4,999 and $5,000 or more).

Also, VA identified triggers involving the percentage of PWTD who received time-off awards (11-20 hours, 21 – 30 hours, 31 – 40 hours) and cash awards ($1,000 - $1,999, $2,000 - $2,999, $3,000 - $3,999, $4,000 - $4,999 and $5,000 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 ☐

VA identified a trigger involving the percentage of PWD who received performance-based pay increases.

Additionally, VA identified a trigger involving the percentage of PWTD who received quality step and performance-based pay increases.

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

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 ☐

The percentage of PWD among the qualified internal applicants for GS-13 (9.65%) and GS-15 (7.45%) fell below the benchmark of the relevant applicant pool.

Additionally, the percentage of PWD among the internal selections for SES (12.50%) fell below the benchmark of the qualified applicant pool.

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
      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 ☐

The percentage of PWTD among the internal selections for SES (0.00%), GS-15 (0.71%), GS-14 (1.16%) and GS-13 (1.59%) fell below the benchmark of the qualified applicant pool.

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 ☐

The percentage of PWD among the new hires at the SES level (0.00%) and grades GS-15 (2.29%) and GS-14 (5.03%) fell below the benchmark of the qualified applicant pool.

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 ☐

The percentage of PWTD among the new hires at the SES level (0.00%) and grades GS-15 (0.28%), and GS-14 (0.94%) and GS-13 (1.28%) fell below the benchmark of the qualified applicant pool.

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 ☒
   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.

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 2 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 ☐

Triggers exist for PWD (11.21%) who voluntarily separated from VA, as compared to the rate of persons without disabilities (8.46%) and for PWD (1.35%) who involuntarily separated from VA, as compared to the rate of persons without disabilities (0.64%).

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 ☐

Triggers exist for PWTD (11.49%) who voluntarily separated from VA, as compared to the rate of persons without targeted disabilities (8.89%) and for PWTD (1.88%) who involuntarily separated from VA, as compared to the rate of persons without targeted disabilities (0.76%).

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*.

The top three most important reasons PWD voluntarily left VA was due to personal reasons, treatment/relationship and work itself. The top three most important reasons PWTD voluntarily left VA was due to personal reasons, treatment/relationship and unethical treatment.

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 March 15,2021, contains employee and applicant rights under all sections of the Rehabilitation Act, to include Section 508 and can be found at https://www.va.gov/ORMDI/docs/EEO_Policy.pdf. 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.

https://www.va.gov/ORMDI/DiversityInclusion/IWD.asp

Please note the following above hyperlink established within our new ORMDI internet website, includes the hyperlink: https://www.access-board.gov/enforcement/, which notifies how employees/applicants can file an Architectural Barriers Act Complaint.

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 Section 504 Policy was published to ensure the accessibility of programs and activities conducted by VA are in compliance with Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. § 794).

National Disability Program Manager affirmatively collaborated with VA's OCHCO, Recruitment and Placement Policy Service for development of Non-Competitive Hiring Authorities and Appointment Flexibilities training guidance materials—which were transmitted to all the VA SPPCs in FY 2021.

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 this information at this time until the new RAM system is deployed. When the new RA/PAS handbook is published, the timeframe will shift to 30 business days for employee's RA and PAS requests and 10 business days for applicant's RA requests. PAS is not afforded during the applicant phase.

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.

During this reporting period the VA continued to provide RA and PAS Critical Consults to include Coronavirus Disease 2019 (COVID-19) consults to provide expedited just in time virtual services to field RACs and national RACs regarding complex cases. During the FY 2021 reporting period, over 350 Critical Consults have been conducted. Additionally, over 78 training sessions were conducted with 5,509 VA employees participating.

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.

As indicated previously, during this reporting period, VA provided RA and PAS Critical Consults to include COVID-19 consults to provide expedited just in time virtual services to field RACs and national RACs regarding complex cases. During the FY 2021 reporting period, over 350 Critical Consults have been conducted providing timely guidance on how to ensure employees with PAS needs were provided the proper level of support during the pandemic and beyond.

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.

In FY 2021, there was one case where there was a finding of discrimination involving a PWD filing a harassment claim based on disability. In this case, the remedial and corrective actions ordered included:

- Training for all individuals involved;
- Consideration of disciplinary action for involved management officials;
- Make-whole relief for the complainant;
- Posting a notice of the violation; and
- Payment of attorney fees (if represented).

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.

In FY 2021, there were 17 cases where there was a finding of discrimination involving a PWD filing a claim alleging denial of an RA. In each case, the remedial and corrective actions ordered included:

- Providing an RA to the complainant;
- Training for all individuals involved;
- Consideration of disciplinary action for involved management officials;
- Make-whole relief for the complainant;
- Posting a notice of the violation; and
- Payment of attorney fees (if represented).

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.

Trigger 1	The less than expected participation rate of PWD in the GS-11 to SES (9.47%) grade level cluster, as compared to the goal of 12%. The less than expected participation rate

	of PWTD in the GS-11 to SES (1.45%) grade level cluster, as compared to the goal of 2%.
Barrier(s)	Further analysis is needed to determine the specific policy, procedure or practice causing the less than expected participation rates for PWD.
Objective(s)	Re-survey the workforce regarding their disability status. Complete a barrier analysis to identify the specific policy, procedure or practice that could be causing the trigger.

Responsible Official(s)	Performance Standards Address the Plan? (Yes or No)
Karen M. Basnight, Director of Outreach and Retention	No
Joseph Thele, Executive Director, Human Resources Information Services	No
Ryan Pugh, Director, Workforce Analysis	Yes

Barrier Analysis Process Completed? (Yes or No)	Barrier(s) Identified? (Yes or No)
No	No

Sources of Data	Sources Reviewed? (Yes or No)	Identify Information Collected
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	The less than expected participation rate of PWD in the GS-11 to SES (9.47%) grade level cluster, as compared to the goal of 12%. The less than expected participation

		rate of PWTD in the GS-11 to SES (1.45%) grade level cluster, as compared to the goal of 2%.		
Target Date (mm/dd/yyyy)	**Planned Activities**	**Sufficient Staffing & Funding** (Yes or No)	**Modified Date** (mm/dd/yyyy)	**Completion Date** (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	12/31/2021	
03/31/2021	Implement the self-reporting tool.	Yes	12/31/2021	
11/02/2020	Establish a barrier analysis working group.	Yes	01/29/2022	01/12/2021
06/30/2021	Conduct a thorough investigation of relevant policies, procedures, and practices to determine the cause of the less than expected participation rates.	Yes	09/30/2023	
09/30/2021	Devise a plan to eliminate the identified barrier.	Yes	09/30/2023	
Fiscal Year	**Accomplishments**			
2021	In January 2021, VA sent out a job aide on Title 5 Non-competitive hiring authorities and other appointment flexibilities. This job aide provided information to HR specialists and hiring managers about various hiring flexibilities and served as a key tool in the recruitment strategy for efficiently hiring diverse and qualified candidates into Federal Government job opportunities. In January 2021, VA established an enterprise-wide Barrier Analysis Workgroup.			

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

In FY 2021, the Barrier Analysis Workgroup was conducting a barrier analysis on the Hispanic workforce.

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

By establishing the Barrier Analysis Workgroup, it helped solve staffing issues and created force multipliers throughout the agency.

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.

Workforce Data Tables

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2021

All VA Employment Tenure		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
CLF (2018)	%	100.01%	51.80%	48.21%	6.82%	6.16%	35.65%	31.82%	5.70%	6.61%	2.19%	2.18%	0.08%	0.08%	0.31%	0.31%	1.05%	1.05%
RCLF (2018)	%	100.02%	49.82%	50.20%	6.76%	6.49%	33.90%	32.88%	5.54%	6.92%	2.24%	2.45%	0.08%	0.08%	0.29%	0.32%	1.01%	1.06%
TOTAL WORKFORCE																		
FY 2020	#	417,575	161,698	255,877	13,104	16,272	94,458	141,885	36,762	68,235	13,231	22,393	752	1,191	2,405	3,976	986	1,925
	%	100.01%	38.73%	61.28%	03.14%	03.90%	22.62%	33.98%	08.80%	16.34%	03.17%	05.36%	00.18%	00.29%	00.58%	00.95%	00.24%	00.46%
FY 2021	#	423,227	160,904	262,323	13,040	16,762	93,915	144,853	35,921	69,807	13,800	23,576	770	1,236	2,391	4,045	1,067	2,044
	%	99.99%	38.01%	61.98%	03.08%	03.96%	22.19%	34.23%	08.49%	16.49%	03.26%	05.57%	00.18%	00.29%	00.56%	00.96%	00.25%	00.48%
Difference	#	5,652	-794	6,446	-64	490	-543	2,968	-841	1,572	569	1,183	18	45	-14	69	81	119
Ratio Change	%	-0.02%	-0.72%	0.70%	-0.06%	0.06%	-0.43%	0.25%	-0.31%	0.15%	0.09%	0.21%	0.00%	0.00%	-0.02%	0.01%	0.01%	0.02%
Net Change	%	1.35%	-0.49%	2.52%	-0.49%	3.01%	-0.57%	2.09%	-2.29%	2.30%	4.30%	5.28%	2.39%	3.78%	-0.58%	1.74%	8.22%	6.18%
EMPLOYEE GAINS																		
New Hires	#	62,160	21,305	40,855	1,542	2,383	12,003	21,731	4,541	10,708	1,932	3,593	118	245	370	647	799	1,548
	%	100.01%	34.29%	65.72%	02.48%	03.83%	19.31%	34.96%	07.31%	17.23%	03.11%	05.78%	00.19%	00.39%	00.60%	01.04%	01.29%	02.49%
EMPLOYEE LOSSES																		
Reduction in Force	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	3,792	1,936	1,856	126	99	920	784	772	848	55	57	7	10	38	33	18	25
	%	99.98%	51.04%	48.94%	03.32%	02.61%	24.26%	20.68%	20.36%	22.36%	01.45%	01.50%	00.18%	00.26%	01.00%	00.87%	00.47%	00.66%
Resignation	#	23,415	8,716	14,699	714	875	5,084	8,026	2,017	4,250	602	1,053	47	109	184	235	68	151
	%	100.00%	37.22%	62.78%	03.05%	03.74%	21.71%	34.28%	08.61%	18.15%	02.57%	04.50%	00.20%	00.47%	00.79%	01.00%	00.29%	00.64%
Retirement	#	12,722	5,335	7,387	371	404	3,326	4,721	1,301	1,697	239	428	15	14	69	105	14	18

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2021

All VA Employment Tenure		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
	%	100.01%	41.94%	58.07%	02.92%	03.18%	26.14%	37.11%	10.23%	13.34%	01.88%	03.36%	00.12%	00.11%	00.54%	00.83%	00.11%	00.14%
Other Separations	#	8,891	3,283	5,608	222	272	1,958	3,269	753	1,324	257	521	15	24	44	108	34	90
	%	99.99%	36.92%	63.07%	02.50%	03.06%	22.02%	36.77%	08.47%	14.89%	02.89%	05.86%	00.17%	00.27%	00.49%	01.21%	00.38%	01.01%
Total Separations	#	48,821	19,271	29,550	1,433	1,650	11,289	16,800	4,843	8,119	1,153	2,059	84	157	335	481	134	284
	%	100.00%	39.47%	60.53%	02.94%	03.38%	23.12%	34.41%	09.92%	16.63%	02.36%	04.22%	00.17%	00.32%	00.69%	00.99%	00.27%	00.58%
PERMANENT WORKFORCE																		
FY 2020	#	393,357	152,876	240,481	12,392	15,384	89,467	133,152	35,062	65,026	12,096	20,404	714	1,109	2,275	3,760	870	1,646
	%	100.00%	38.86%	61.14%	03.15%	03.91%	22.74%	33.85%	08.91%	16.53%	03.08%	05.19%	00.18%	00.28%	00.58%	00.96%	00.22%	00.42%
FY 2021	#	399,391	152,605	246,786	12,363	15,819	89,316	136,247	34,338	66,440	12,665	21,531	735	1,161	2,270	3,841	918	1,747
	%	100.00%	38.21%	61.79%	03.10%	03.96%	22.36%	34.11%	08.60%	16.64%	03.17%	05.39%	00.18%	00.29%	00.57%	00.96%	00.23%	00.44%
Difference	#	6,034	-271	6,305	-29	435	-151	3,095	-724	1,414	569	1,127	21	52	-5	81	48	101
Ratio Change	%	0.00%	-0.65%	0.65%	-0.05%	0.05%	-0.38%	0.26%	-0.31%	0.11%	0.09%	0.20%	0.00%	0.01%	-0.01%	0.00%	0.01%	0.02%
Net Change	%	1.53%	-0.18%	2.62%	-0.23%	2.83%	-0.17%	2.32%	-2.06%	2.17%	4.70%	5.52%	2.94%	4.69%	-0.22%	2.15%	5.52%	6.14%
EMPLOYEE GAINS																		
New Hires	#	43,436	15,520	27,916	1,058	1,588	8,840	14,850	3,346	7,505	1,326	2,226	96	172	281	486	573	1,089
	%	100.01%	35.73%	64.28%	02.44%	03.66%	20.35%	34.19%	07.70%	17.28%	03.05%	05.12%	00.22%	00.40%	00.65%	01.12%	01.32%	02.51%
EMPLOYEE LOSSES																		
Reduction in Force	#	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%
Removal	#	3,127	1,664	1,463	98	72	784	615	692	678	38	45	7	8	32	28	13	17
	%	100.00%	53.21%	46.79%	03.13%	02.30%	25.07%	19.67%	22.13%	21.68%	01.22%	01.44%	00.22%	00.26%	01.02%	00.90%	00.42%	00.54%
Resignation	#	19,438	7,318	12,120	567	723	4,309	6,673	1,726	3,517	467	802	42	83	152	203	55	119

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2021

All VA Employment Tenure		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
	%	100.00%	37.65%	62.35%	02.92%	03.72%	22.17%	34.33%	08.88%	18.09%	02.40%	04.13%	00.22%	00.43%	00.78%	01.04%	00.28%	00.61%
Retirement	#	12,605	5,293	7,312	368	402	3,298	4,664	1,293	1,688	238	421	15	14	67	105	14	18
	%	99.99%	41.99%	58.00%	02.92%	03.19%	26.16%	37.00%	10.26%	13.39%	01.89%	03.34%	00.12%	00.11%	00.53%	00.83%	00.11%	00.14%
Other Separations	#	3,699	1,826	1,873	129	102	1,025	872	529	710	95	114	9	12	23	43	16	20
	%	99.98%	49.36%	50.62%	03.49%	02.76%	27.71%	23.57%	14.30%	19.19%	02.57%	03.08%	00.24%	00.32%	00.62%	01.16%	00.43%	00.54%
Total Separations	#	38,869	16,101	22,768	1,162	1,299	9,416	12,824	4,240	6,593	838	1,382	73	117	274	379	98	174
	%	100.00%	41.42%	58.58%	02.99%	03.34%	24.22%	32.99%	10.91%	16.96%	02.16%	03.56%	00.19%	00.30%	00.70%	00.98%	00.25%	00.45%
TEMPORARY WORKFORCE																		
FY 2020	#	24,218	8,822	15,396	712	888	4,991	8,733	1,700	3,209	1,135	1,989	38	82	130	216	116	279
	%	100.01%	36.44%	63.57%	02.94%	03.67%	20.61%	36.06%	07.02%	13.25%	04.69%	08.21%	00.16%	00.34%	00.54%	00.89%	00.48%	01.15%
FY 2021	#	23,836	8,299	15,537	677	943	4,599	8,606	1,583	3,367	1,135	2,045	35	75	121	204	149	297
	%	100.02%	34.82%	65.20%	02.84%	03.96%	19.29%	36.11%	06.64%	14.13%	04.76%	08.58%	00.15%	00.31%	00.51%	00.86%	00.63%	01.25%
Difference	#	-382	-523	141	-35	55	-392	-127	-117	158	0	56	-3	-7	-9	-12	33	18
Ratio Change	%	0.01%	-1.62%	1.63%	-0.10%	0.29%	-1.32%	0.05%	-0.38%	0.88%	0.07%	0.37%	-0.01%	-0.03%	-0.03%	-0.03%	0.15%	0.10%
Net Change	%	-1.58%	-5.93%	0.92%	-4.92%	6.19%	-7.85%	-1.45%	-6.88%	4.92%	0.00%	2.82%	-7.89%	-8.54%	-6.92%	-5.56%	28.45%	6.45%
EMPLOYEE GAINS																		
New Hires	#	18,724	5,785	12,939	484	795	3,163	6,881	1,195	3,203	606	1,367	22	73	89	161	226	459
	%	100.01%	30.90%	69.11%	02.58%	04.25%	16.89%	36.75%	06.38%	17.11%	03.24%	07.30%	00.12%	00.39%	00.48%	00.86%	01.21%	02.45%
EMPLOYEE LOSSES																		
Reduction in Force	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	665	272	393	28	27	136	169	80	170	17	12	0	2	6	5	5	8

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2021

All VA Employment Tenure		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
	%	99.98%	40.90%	59.08%	04.21%	04.06%	20.45%	25.41%	12.03%	25.56%	02.56%	01.80%	00.00%	00.30%	00.90%	00.75%	00.75%	01.20%
Resignation	#	3,977	1,398	2,579	147	152	775	1,353	291	733	135	251	5	26	32	32	13	32
	%	99.99%	35.16%	64.83%	03.70%	03.82%	19.49%	34.02%	07.32%	18.43%	03.39%	06.31%	00.13%	00.65%	00.80%	00.80%	00.33%	00.80%
Retirement	#	117	42	75	3	2	28	57	8	9	1	7	0	0	2	0	0	0
	%	99.99%	35.89%	64.10%	02.56%	01.71%	23.93%	48.72%	06.84%	07.69%	00.85%	05.98%	00.00%	00.00%	01.71%	00.00%	00.00%	00.00%
Other Separations	#	5,192	1,457	3,735	93	170	933	2,397	224	614	162	407	6	12	21	65	18	70
	%	100.00%	28.06%	71.94%	01.79%	03.27%	17.97%	46.17%	04.31%	11.83%	03.12%	07.84%	00.12%	00.23%	00.40%	01.25%	00.35%	01.35%
Total Separations	#	9,952	3,170	6,782	271	351	1,873	3,976	603	1,526	315	677	11	40	61	102	36	110
	%	99.99%	31.85%	68.14%	02.72%	03.53%	18.82%	39.95%	00.00%	15.33%	03.17%	06.80%	00.11%	00.40%	00.61%	01.02%	00.36%	01.11%

Data shown include full-time, part-time and intermittent employees in a pay status and exclude medical and Manila residents.
The CLF data are based on the 2014 – 2018 American Community Survey data and exclude Puerto Rico, and other U.S. territories (i.e., Guam, etc.).
RCLF comparisons are based on 2014 – 2018 American Community Survey national data.
Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.
Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year versus prior year) by the number of employees in the prior year.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2021

All VA Employment Tenure		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
TOTAL WORKFORCE																		
FY 2020	#	417,580	340,674	24,095	52,811	10,116	66	394	790	444	257	581	846	676	256	5,522	70	214
	%	100.00%	81.58%	05.77%	12.65%	02.42%	00.02%	00.09%	00.19%	00.11%	00.06%	00.14%	00.20%	00.16%	00.06%	01.32%	00.02%	00.05%
FY 2021	#	423,228	343,290	29,435	50,503	9,836	87	434	810	420	247	560	753	648	245	5,364	65	203
	%	100.00%	81.11%	06.95%	11.93%	02.32%	00.02%	00.10%	00.19%	00.10%	00.06%	00.13%	00.18%	00.15%	00.06%	01.27%	00.02%	00.05%
501 Goal	%				**12.00%**	**2.00%**												
Difference	#	5,648	2,616	5,340	-2,308	-280	21	40	20	-24	-10	-21	-93	-28	-11	-158	-5	-11
Ratio Change	%	00.00%	-00.47%	01.18%	-00.72%	-00.10%	00.00%	00.01%	00.00%	-00.01%	00.00%	-00.01%	-00.02%	-00.01%	00.00%	-00.05%	00.00%	00.00%
Net Change	%	01.35%	00.77%	22.16%	-04.37%	-02.77%	31.82%	10.15%	02.53%	-05.41%	-03.89%	-03.61%	-10.99%	-04.14%	-04.30%	-02.86%	-07.14%	-05.14%
EMPLOYEE GAINS																		
New Hires	#	62,160	46,654	10,760	4,746	1,193	43	125	152	26	23	49	22	67	11	665	2	8
	%	100.00%	75.05%	17.31%	07.64%	01.92%	00.07%	00.20%	00.24%	00.04%	00.04%	00.08%	00.04%	00.11%	00.02%	01.07%	00.00%	00.01%
EMPLOYEE LOSSES																		
Reduction in Force	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	3,792	2,553	508	731	200	5	9	11	9	6	9	9	11	6	125	0	0
	%	100.00%	67.33%	13.40%	19.28%	05.27%	00.13%	00.24%	00.29%	00.24%	00.16%	00.24%	00.24%	00.29%	00.16%	03.30%	00.00%	00.00%
Resignation	#	23,415	17,769	2,613	3,033	720	6	60	66	11	9	38	30	36	7	450	1	6
	%	100.00%	75.89%	11.16%	12.95%	03.07%	00.03%	00.26%	00.28%	00.05%	00.04%	00.16%	00.13%	00.15%	00.03%	01.92%	00.00%	00.03%
Retirement	#	12,722	10,220	406	2,096	299	0	1	21	24	9	20	57	28	10	111	5	13
	%	100.00%	80.33%	03.19%	16.48%	02.35%	00.00%	00.01%	00.17%	00.19%	00.07%	00.16%	00.45%	00.22%	00.08%	00.87%	00.04%	00.10%
Other Separations	#	8,891	7,052	945	894	204	5	15	19	8	3	12	10	8	3	117	0	4
	%	100.00%	79.32%	10.63%	10.06%	02.29%	00.06%	00.17%	00.21%	00.09%	00.03%	00.13%	00.11%	00.09%	00.03%	01.32%	00.00%	00.04%
Total Separations	#	48,821	37,595	4,472	6,754	1,423	16	85	117	52	27	79	106	83	26	803	6	23
	%	100.00%	77.01%	09.16%	13.83%	02.91%	00.03%	00.17%	00.24%	00.11%	00.06%	00.16%	00.22%	00.17%	00.05%	01.64%	00.01%	00.05%
PERMANENT WORKFORCE																		
FY 2020	#	393,361	321,095	21,737	50,529	9,519	52	352	739	424	244	541	818	645	242	5,187	68	207

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2021

All VA Employment Tenure		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	81.63%	05.53%	12.85%	02.42%	00.01%	00.09%	00.19%	00.11%	00.06%	00.14%	00.21%	00.16%	00.06%	01.32%	00.02%	00.05%
FY 2021	#	399,391	324,342	26,697	48,352	9,316	77	395	752	401	242	529	732	621	230	5,077	63	197
	%	100.00%	81.21%	06.68%	12.11%	02.33%	00.02%	00.10%	00.19%	00.10%	00.06%	00.13%	00.18%	00.16%	00.06%	01.27%	00.02%	00.05%
Difference	#	6,030	3,247	4,960	-2,177	-203	25	43	13	-23	-2	-12	-86	-24	-12	-110	-5	-10
Ratio Change	%	00.00%	-00.42%	01.15%	-00.74%	-00.09%	00.01%	00.01%	00.00%	-00.01%	00.00%	-00.01%	-00.03%	00.00%	00.00%	-00.05%	00.00%	00.00%
Net Change	%	01.53%	01.01%	22.82%	-04.31%	-02.13%	48.08%	12.22%	01.76%	-05.42%	-00.82%	-02.22%	-10.51%	-03.72%	-04.96%	-02.12%	-07.35%	-04.83%
EMPLOYEE GAINS																		
New Hires	#	43,436	32,138	7,850	3,448	857	36	98	110	14	18	31	14	46	8	474	2	6
	%	100.00%	73.99%	18.07%	07.94%	01.97%	00.08%	00.23%	00.25%	00.03%	00.04%	00.07%	00.03%	00.11%	00.02%	01.09%	00.00%	00.01%
EMPLOYEE LOSSES																		
Reduction in Force	#	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%
Removal	#	3,127	2,074	398	655	175	5	7	10	9	5	7	7	10	6	109	0	0
	%	100.00%	66.33%	12.73%	20.95%	05.60%	00.16%	00.22%	00.32%	00.29%	00.16%	00.22%	00.22%	00.32%	00.19%	03.49%	00.00%	00.00%
Resignation	#	19,438	14,656	2,083	2,699	631	3	51	52	8	7	32	29	33	7	402	1	6
	%	100.00%	75.40%	10.72%	13.89%	03.25%	00.02%	00.26%	00.27%	00.04%	00.04%	00.16%	00.15%	00.17%	00.04%	02.07%	00.01%	00.03%
Retirement	#	12,605	10,125	403	2,077	295	0	1	21	24	9	20	56	28	10	109	5	12
	%	100.00%	80.33%	03.20%	16.48%	02.34%	00.00%	00.01%	00.17%	00.19%	00.07%	00.16%	00.44%	00.22%	00.08%	00.86%	00.04%	00.10%
Other Separations	#	3,699	2,646	410	643	144	2	12	11	1	1	11	7	5	3	88	0	3
	%	100.00%	71.53%	11.08%	17.38%	03.89%	00.05%	00.32%	00.30%	00.03%	00.03%	00.30%	00.19%	00.14%	00.08%	02.38%	00.00%	00.08%
Total Separations	#	38,869	29,501	3,294	6,074	1,245	10	71	94	42	22	70	99	76	26	708	6	21
	%	100.00%	75.90%	08.47%	15.63%	03.20%	00.03%	00.18%	00.24%	00.11%	00.06%	00.18%	00.25%	00.20%	00.07%	01.82%	00.02%	00.05%
TEMPORARY WORKFORCE																		
FY 2020	#	24,219	19,579	2,358	2,282	597	14	42	51	20	13	40	28	31	14	335	2	7
	%	100.00%	80.84%	09.74%	09.42%	02.47%	00.06%	00.17%	00.21%	00.08%	00.05%	00.17%	00.12%	00.13%	00.06%	01.38%	00.01%	00.03%
FY 2021	#	23,837	18,948	2,738	2,151	520	10	39	58	19	5	31	21	27	15	287	2	6
	%	100.00%	79.49%	11.49%	09.02%	02.18%	00.04%	00.16%	00.24%	00.08%	00.02%	00.13%	00.09%	00.11%	00.06%	01.20%	00.01%	00.03%

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2021

All VA Employment Tenure		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Difference	#	-382	-631	380	-131	-77	-4	-3	7	-1	-8	-9	-7	-4	1	-48	0	-1
Ratio Change	%	00.00%	-01.35%	01.75%	-00.40%	-00.29%	-00.02%	-00.01%	00.03%	00.00%	-00.03%	-00.04%	-00.03%	-00.02%	00.00%	-00.18%	00.00%	00.00%
Net Change	%	-01.58%	-03.22%	16.12%	-05.74%	-12.90%	-28.57%	-07.14%	13.73%	-05.00%	-61.54%	-22.50%	-25.00%	-12.90%	07.14%	-14.33%	00.00%	-14.29%
EMPLOYEE GAINS																		
New Hires	#	18,724	14,516	2,910	1,298	336	7	27	42	12	5	18	8	21	3	191	0	2
	%	100.00%	77.53%	15.54%	06.93%	01.79%	00.04%	00.14%	00.22%	00.06%	00.03%	00.10%	00.04%	00.11%	00.02%	01.02%	00.00%	00.01%
EMPLOYEE LOSSES																		
Reduction in Force	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	665	479	110	76	25	0	2	1	0	1	2	2	1	0	16	0	0
	%	100.00%	72.03%	16.54%	11.43%	03.76%	00.00%	00.30%	00.15%	00.00%	00.15%	00.30%	00.30%	00.15%	00.00%	02.41%	00.00%	00.00%
Resignation	#	3,977	3,113	530	334	89	3	9	14	3	2	6	1	3	0	48	0	0
	%	100.00%	78.28%	13.33%	08.40%	02.24%	00.08%	00.23%	00.35%	00.08%	00.05%	00.15%	00.03%	00.08%	00.00%	01.21%	00.00%	00.00%
Retirement	#	117	95	3	19	4	0	0	0	0	0	0	1	0	0	2	0	1
	%	100.00%	81.20%	02.56%	16.24%	03.42%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.85%	00.00%	00.00%	01.71%	00.00%	00.85%
Other Separations	#	5,192	4,406	535	251	60	3	3	8	7	2	1	3	3	0	29	0	1
	%	100.00%	84.86%	10.30%	04.83%	01.16%	00.06%	00.06%	00.15%	00.13%	00.04%	00.02%	00.06%	00.06%	00.00%	00.56%	00.00%	00.02%
Total Separations	#	9,952	8,094	1,178	680	178	6	14	23	10	5	9	7	7	0	95	0	2
	%	100.00%	81.33%	11.84%	06.83%	01.79%	00.06%	00.14%	00.23%	00.10%	00.05%	00.09%	00.07%	00.07%	00.00%	00.95%	00.00%	00.02%
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																		
FY 2020	#	2,753	372	185	2,196	988	6	9	62	40	14	40	47	25	61	668	8	8
	%	100.00%	13.51%	06.72%	79.77%	35.89%	00.22%	00.33%	02.25%	01.45%	00.51%	01.45%	01.71%	00.91%	02.22%	24.26%	00.29%	00.29%
FY 2021	#	2,601	329	199	2,073	902	7	10	61	36	12	43	44	22	51	599	9	8
	%	100.00%	12.65%	07.65%	79.70%	34.68%	00.27%	00.38%	02.35%	01.38%	00.46%	01.65%	01.69%	00.85%	01.96%	23.03%	00.35%	00.31%
Difference	#	-152	-43	14	-123	-86	1	1	-1	-4	-2	3	-3	-3	-10	-69	1	0
Ratio Change	%	00.00%	-00.86%	00.93%	-00.07%	-01.21%	00.05%	00.05%	00.10%	-00.07%	-00.05%	00.20%	-00.02%	-00.06%	-00.26%	-01.23%	00.06%	00.02%
Net Change	%	-05.52%	-11.56%	07.57%	-05.60%	-08.70%	16.67%	11.11%	-01.61%	-10.00%	-14.29%	07.50%	-06.38%	-12.00%	-16.39%	-10.33%	12.50%	00.00%

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2021

All VA Employment Tenure		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
EMPLOYEE GAINS																		
New Hires	#	203	23	23	157	39	1	2	7	2	1	0	0	0	5	21	0	0
	%	100.00%	11.33%	11.33%	77.34%	19.21%	00.49%	00.99%	03.45%	00.99%	00.49%	00.00%	00.00%	00.00%	02.46%	10.34%	00.00%	00.00%
EMPLOYEE LOSSES																		
Total Separations	#	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%

Data shown include full-time, part-time and intermittent employees in a pay status and exclude medical and Manila residents.
Schedule A onboard employees include employees whose appointing authority codes are: WUM, WTA and WTB.
Schedule A new hires include employees whose appointing authority codes are: WUM, WTA and WTB and NOA code 170.
Schedule A losses include employees whose appointing authority codes are: WUM, WTA and WTB and NOA codes 300-399.
Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.
Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year versus prior year) by the number of employees in the prior year.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2021

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
Employment Tenure			Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
TOTAL WORKFORCE																			
FY 2020	#	417,580	364,769	340,674	24,095	52,811	10,116	66	394	790	444	257	581	846	676	256	5,522	70	214
	%	100.00%	87.35%	81.58%	05.77%	12.65%	02.42%	00.02%	00.09%	00.19%	00.11%	00.06%	00.14%	00.20%	00.16%	00.06%	01.32%	00.02%	00.05%
FY 2021	#	423,228	372,725	343,290	29,435	50,503	9,836	87	434	810	420	247	560	753	648	245	5,364	65	203
	%	100.00%	88.07%	81.11%	06.95%	11.93%	02.32%	00.02%	00.10%	00.19%	00.10%	00.06%	00.13%	00.18%	00.15%	00.06%	01.27%	00.02%	00.05%
501 Goal	%					**12.00%**	**2.00%**												
Difference	#	5,648	7,956	2,616	5,340	-2,308	-280	21	40	20	-24	-10	-21	-93	-28	-11	-158	-5	-11
Ratio Change	%	00.00%	00.72%	-00.47%	01.18%	-00.72%	-00.10%	00.00%	00.01%	00.00%	-00.01%	00.00%	-00.01%	-00.02%	-00.01%	00.00%	-00.05%	00.00%	00.00%
Net Change	%	01.35%	02.18%	00.77%	22.16%	-04.37%	-02.77%	31.82%	10.15%	02.53%	-05.41%	-03.89%	-03.61%	-10.99%	-04.14%	-04.30%	-02.86%	-07.14%	-05.14%
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	62,160	57,414	46,654	10,760	4,746	1,193	43	125	152	26	23	49	22	67	11	665	2	8
	%	14.69%	15.40%	13.59%	36.56%	09.40%	12.13%	49.43%	28.80%	18.77%	06.19%	09.31%	08.75%	02.92%	10.34%	04.49%	12.40%	03.08%	03.94%
EMPLOYEE LOSSES (Inclusion Rate)																			
Reduction in Force	#	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	3,792	3,061	2,553	508	731	200	5	9	11	9	6	9	9	11	6	125	0	0
	%	00.90%	00.82%	00.74%	01.73%	01.45%	02.03%	05.75%	02.07%	01.36%	02.14%	02.43%	01.61%	01.20%	01.70%	02.45%	02.33%	00.00%	00.00%
Resignation	#	23,415	20,382	17,769	2,613	3,033	720	6	60	66	11	9	38	30	36	7	450	1	6
	%	05.53%	05.47%	05.18%	08.88%	06.01%	07.32%	06.90%	13.82%	08.15%	02.62%	03.64%	06.79%	03.98%	05.56%	02.86%	08.39%	01.54%	02.96%
Retirement	#	12,722	10,626	10,220	406	2,096	299	0	1	21	24	9	20	57	28	10	111	5	13
	%	03.01%	02.85%	02.98%	01.38%	04.15%	03.04%	00.00%	00.23%	02.59%	05.71%	03.64%	03.57%	07.57%	04.32%	04.08%	02.07%	07.69%	06.40%
Other Separations	#	8,891	7,997	7,052	945	894	204	5	15	19	8	3	12	10	8	3	117	0	4
	%	02.10%	02.15%	02.05%	03.21%	01.77%	02.07%	05.75%	03.46%	02.35%	01.90%	01.21%	02.14%	01.33%	01.23%	01.22%	02.18%	00.00%	01.97%
Total Separations	#	48,821	42,067	37,595	4,472	6,754	1,423	16	85	117	52	27	79	106	83	26	803	6	23
	%	11.54%	11.29%	10.95%	15.19%	13.37%	14.47%	18.39%	19.59%	14.44%	12.38%	10.93%	14.11%	14.08%	12.81%	10.61%	14.97%	09.23%	11.33%
PERMANENT WORKFORCE																			
FY 2020	#	393,361	342,832	321,095	21,737	50,529	9,519	52	352	739	424	244	541	818	645	242	5,187	68	207
	%	100.00%	87.15%	81.63%	05.53%	12.85%	02.42%	00.01%	00.09%	00.19%	00.11%	00.06%	00.14%	00.21%	00.16%	00.06%	01.32%	00.02%	00.05%

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2021

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
Employment Tenure			Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
FY 2021	#	399,391	351,039	324,342	26,697	48,352	9,316	77	395	752	401	242	529	732	621	230	5,077	63	197
	%	100.00%	87.89%	81.21%	06.68%	12.11%	02.33%	00.02%	00.10%	00.19%	00.10%	00.06%	00.13%	00.18%	00.16%	00.06%	01.27%	00.02%	00.05%
Difference	#	6,030	8,207	3,247	4,960	-2,177	-203	25	43	13	-23	-2	-12	-86	-24	-12	-110	-5	-10
Ratio Change	%	00.00%	00.74%	-00.42%	01.15%	-00.74%	-00.09%	00.01%	00.01%	00.00%	-00.01%	00.00%	-00.01%	-00.03%	00.00%	00.00%	-00.05%	00.00%	00.00%
Net Change	%	01.53%	02.39%	01.01%	22.82%	-04.31%	-02.13%	48.08%	12.22%	01.76%	-05.42%	-00.82%	-02.22%	-10.51%	-03.72%	-04.96%	-02.12%	-07.35%	-04.83%
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	43,436	39,988	32,138	7,850	3,448	857	36	98	110	14	18	31	14	46	8	474	2	6
	%	10.88%	11.39%	09.91%	29.40%	07.13%	09.20%	46.75%	24.81%	14.63%	03.49%	07.44%	05.86%	01.91%	07.41%	03.48%	09.34%	03.17%	03.05%
EMPLOYEE LOSSES (Inclusion Rate)																			
Reduction in Force	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	3,127	2,472	2,074	398	655	175	5	7	10	9	5	7	7	10	6	109	0	0
	%	00.78%	00.70%	00.64%	01.49%	01.35%	01.88%	06.49%	01.77%	01.33%	02.24%	02.07%	01.32%	00.96%	01.61%	02.61%	02.15%	00.00%	00.00%
Resignation	#	19,438	16,739	14,656	2,083	2,699	631	3	51	52	8	7	32	29	33	7	402	1	6
	%	04.87%	04.77%	04.52%	07.80%	05.58%	06.77%	03.90%	12.91%	06.91%	02.00%	02.89%	06.05%	03.96%	05.31%	03.04%	07.92%	01.59%	03.05%
Retirement	#	12,605	10,528	10,125	403	2,077	295	0	1	21	24	9	20	56	28	10	109	5	12
	%	03.16%	03.00%	03.12%	01.51%	04.30%	03.17%	00.00%	00.25%	02.79%	05.99%	03.72%	03.78%	07.65%	04.51%	04.35%	02.15%	07.94%	06.09%
Other Separations	#	3,699	3,056	2,646	410	643	144	2	12	11	1	1	11	7	5	3	88	0	3
	%	00.93%	00.87%	00.82%	01.54%	01.33%	01.55%	02.60%	03.04%	01.46%	00.25%	00.41%	02.08%	00.96%	00.81%	01.30%	01.73%	00.00%	01.52%
Total Separations	#	38,869	32,795	29,501	3,294	6,074	1,245	10	71	94	42	22	70	99	76	26	708	6	21
	%	09.73%	09.34%	09.10%	12.34%	12.56%	13.36%	12.99%	17.97%	12.50%	10.47%	09.09%	13.23%	13.52%	12.24%	11.30%	13.95%	09.52%	10.66%
TEMPORARY WORKFORCE																			
FY 2020	#	24,219	21,937	19,579	2,358	2,282	597	14	42	51	20	13	40	28	31	14	335	2	7
	%	100.00%	90.58%	80.84%	09.74%	09.42%	02.47%	00.06%	00.17%	00.21%	00.08%	00.05%	00.17%	00.12%	00.13%	00.06%	01.38%	00.01%	00.03%
FY 2021	#	23,837	21,686	18,948	2,738	2,151	520	10	39	58	19	5	31	21	27	15	287	2	6
	%	100.00%	90.98%	79.49%	11.49%	09.02%	02.18%	00.04%	00.16%	00.24%	00.08%	00.02%	00.13%	00.09%	00.11%	00.06%	01.20%	00.01%	00.03%
Difference	#	-382	-251	-631	380	-131	-77	-4	-3	7	-1	-8	-9	-7	-4	1	-48	0	-1
Ratio Change	%	00.00%	00.40%	-01.35%	01.75%	-00.40%	-00.29%	-00.02%	-00.01%	00.03%	00.00%	-00.03%	-00.04%	-00.03%	-00.02%	00.00%	-00.18%	00.00%	00.00%

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2021

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
Employment Tenure			Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Net Change	%	-01.58%	-01.14%	-03.22%	16.12%	-05.74%	-12.90%	-28.57%	-07.14%	13.73%	-05.00%	-61.54%	-22.50%	-25.00%	-12.90%	07.14%	-14.33%	00.00%	-14.29%
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	18,724	17,426	14,516	2,910	1,298	336	7	27	42	12	5	18	8	21	3	191	0	2
	%	04.69%	04.96%	04.48%	10.90%	02.68%	03.61%	09.09%	06.84%	05.59%	02.99%	02.07%	03.40%	01.09%	03.38%	01.30%	03.76%	00.00%	01.02%
EMPLOYEE LOSSES (Inclusion Rate)																			
Reduction in Force	#	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.01%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Removal	#	665	589	479	110	76	25	0	2	1	0	1	2	2	1	0	16	0	0
	%	02.79%	02.72%	02.53%	04.02%	03.53%	04.81%	00.00%	05.13%	01.72%	00.00%	20.00%	06.45%	09.52%	03.70%	00.00%	05.57%	00.00%	00.00%
Resignation	#	3,977	3,643	3,113	530	334	89	3	9	14	3	2	6	1	3	0	48	0	0
	%	16.68%	00.00%	16.43%	19.36%	15.53%	17.12%	30.00%	23.08%	24.14%	15.79%	40.00%	19.35%	04.76%	11.11%	00.00%	16.72%	00.00%	00.00%
Retirement	#	117	98	95	3	19	4	0	0	0	0	0	0	1	0	0	2	0	1
	%	00.49%	00.45%	00.50%	00.11%	00.88%	00.77%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.76%	00.00%	00.00%	00.70%	00.00%	16.67%
Other Separations	#	5,192	4,941	4,406	535	251	60	3	3	8	7	2	1	3	3	0	29	0	1
	%	21.78%	22.78%	23.25%	19.54%	11.67%	11.54%	30.00%	07.69%	13.79%	36.84%	40.00%	03.23%	14.29%	11.11%	00.00%	10.10%	00.00%	16.67%
Total Separations	#	9,952	9,272	8,094	1,178	680	178	6	14	23	10	5	9	7	7	0	95	0	2
	%	41.75%	42.76%	42.72%	43.02%	31.61%	34.23%	60.00%	35.90%	39.66%	52.63%	100.00%	29.03%	33.33%	25.93%	00.00%	33.10%	00.00%	33.33%
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																			
FY 2020	#	2,753	557	372	185	2,196	988	6	9	62	40	14	40	47	25	61	668	8	8
	%	100.00%	20.23%	13.51%	06.72%	79.77%	35.89%	00.22%	00.33%	02.25%	01.45%	00.51%	01.45%	01.71%	00.91%	02.22%	24.26%	00.29%	00.29%
FY 2021	#	2,601	528	329	199	2,073	902	7	10	61	36	12	43	44	22	51	599	9	8
	%	100.00%	20.30%	12.65%	07.65%	79.70%	34.68%	00.27%	00.38%	02.35%	01.38%	00.46%	01.65%	01.69%	00.85%	01.96%	23.03%	00.35%	00.31%
Difference	#	-152	-29	-43	14	-123	-86	1	1	-1	-4	-2	3	-3	-3	-10	-69	1	0
Ratio Change	%	00.00%	00.07%	-00.86%	00.93%	-00.07%	-01.21%	00.05%	00.05%	00.10%	-00.07%	-00.05%	00.20%	-00.02%	-00.06%	-00.26%	-01.23%	00.06%	00.02%
Net Change	%	-05.52%	-05.21%	-11.56%	07.57%	-05.60%	-08.70%	16.67%	11.11%	-01.61%	-10.00%	-14.29%	07.50%	-06.38%	-12.00%	-16.39%	-10.33%	12.50%	00.00%
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	203	46	23	23	157	39	1	2	7	2	1	0	0	0	5	21	0	0
	%	07.80%	08.71%	06.99%	11.56%	07.57%	04.32%	14.29%	20.00%	11.48%	05.56%	08.33%	00.00%	00.00%	00.00%	09.80%	03.51%	00.00%	00.00%

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2021

All VA		TOTAL	Total by Disability Status				Detail for Targeted Disabilities												
Employment Tenure			Persons Without Disability	No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
EMPLOYEE LOSSES (Inclusion Rate)																			
Total Separations	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown include full-time, part-time and intermittent employees in a pay status and exclude medical and Manila residents.
Schedule A onboard employees include employees whose appointing authority codes are: WUM, WTA and WTB.
Schedule A new hires include employees whose appointing authority codes are: WUM, WTA and WTB and NOA code 170.
Schedule A losses include employees whose appointing authority codes are: WUM, WTA and WTB and NOA codes 300-399.
Ratio Change - Simple subtraction of Current Fiscal Year % from Prior Fiscal Year %. This is the standard VA measure of change of representation and is called Change % in other VSSC reports.
Net Change - According to EEOC, this is calculated by dividing difference in employment numbers (current year versus prior year) by the number of employees in the prior year.
Inclusion rates are calculated as a percentage of the group's onboard total.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity and Sex (Participation Rate) - SEP - FY2021

All VA By Administration / Employment Tenure for Sub-Components		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
CLF (2018)	%	100.01%	51.80%	48.21%	6.82%	6.16%	35.65%	31.82%	5.70%	6.61%	2.19%	2.18%	0.08%	0.08%	0.31%	0.31%	1.05%	1.05%
RCLF (2018)	%	99.98%	48.35%	50.63%	6.70%	6.55%	33.63%	33.18%	5.48%	6.98%	2.18%	2.46%	0.08%	0.08%	0.29%	0.32%	0.99%	1.06%
Permanent Workforce	#	399,391	152,605	246,786	12,363	15,819	89,316	136,247	34,338	66,440	12,665	21,531	735	1,161	2,270	3,841	918	1,747
	%	100.00%	38.21%	61.79%	03.10%	03.96%	22.36%	34.11%	08.60%	16.64%	03.17%	05.39%	00.18%	00.29%	00.57%	00.96%	00.23%	00.44%
VHA	#	359,681	130,435	229,246	10,703	14,807	75,572	127,517	29,314	60,036	11,588	20,807	635	1,069	1,835	3,405	788	1,605
	%	100.01%	36.27%	63.74%	02.98%	04.12%	21.01%	35.45%	08.15%	16.69%	03.22%	05.78%	00.18%	00.30%	00.51%	00.95%	00.22%	00.45%
VBA	#	24,007	11,901	12,106	868	670	7,132	5,921	3,032	4,586	467	397	64	62	261	371	77	99
	%	100.01%	49.59%	50.42%	03.62%	02.79%	29.71%	24.66%	12.63%	19.10%	01.95%	01.65%	00.27%	00.26%	01.09%	01.55%	00.32%	00.41%
NCA	#	1,986	1,524	462	131	39	1,080	269	223	127	30	14	12	4	37	6	11	3
	%	99.97%	76.73%	23.24%	06.60%	01.96%	54.38%	13.54%	11.23%	06.39%	01.51%	00.70%	00.60%	00.20%	01.86%	00.30%	00.55%	00.15%
STAFF OFFICES	#	13,717	8,745	4,972	661	303	5,532	2,540	1,769	1,691	580	313	24	26	137	59	42	40
	%	100.01%	63.76%	36.25%	04.82%	02.21%	40.33%	18.52%	12.90%	12.33%	04.23%	02.28%	00.17%	00.19%	01.00%	00.43%	00.31%	00.29%

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and Manila residents.
The CLF data are based on the 2014 – 2018 American Community Survey data and exclude Puerto Rico and other U.S. territories (i.e., Guam, etc.).
RCLF comparisons are based on 2014 – 2018 American Community Survey national data.
Row category totals may not match from Table A and Table B due to missing gender data.

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Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate) - SEP - FY2021

All VA By Administration / Employment Tenure for Sub-Components		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				**12.00%**	**2.00%**												
Permanent Workforce	#	399,391	324,342	26,697	48,352	9,316	77	395	752	401	242	529	732	621	230	5,077	63	197
	%	100.00%	81.21%	06.68%	12.11%	02.33%	00.02%	00.10%	00.19%	00.10%	00.06%	00.13%	00.18%	00.16%	00.06%	01.27%	00.02%	00.05%
VHA	#	359,681	296,689	22,753	40,239	7,886	69	306	656	341	199	430	583	540	217	4,323	56	166
	%	100.00%	82.49%	06.33%	11.19%	02.19%	00.02%	00.09%	00.18%	00.09%	00.06%	00.12%	00.16%	00.15%	00.06%	01.20%	00.02%	00.05%
VBA	#	24,007	16,132	2,363	5,512	991	4	67	70	34	30	69	99	48	5	537	4	24
	%	100.00%	67.20%	09.84%	22.96%	04.13%	00.02%	00.28%	00.29%	00.14%	00.12%	00.29%	00.41%	00.20%	00.02%	02.24%	00.02%	00.10%
NCA	#	1,986	1,403	196	387	77	2	4	2	2	3	6	9	4	1	43	0	1
	%	100.00%	70.64%	09.87%	19.49%	03.88%	00.10%	00.20%	00.10%	00.10%	00.15%	00.30%	00.45%	00.20%	00.05%	02.17%	00.00%	00.05%
STAFF OFFICES	#	13,717	10,118	1,385	2,214	362	2	18	24	24	10	24	41	29	7	174	3	6
	%	100.00%	73.76%	10.10%	16.14%	02.64%	00.01%	00.13%	00.17%	00.17%	00.07%	00.17%	00.30%	00.21%	00.05%	01.27%	00.02%	00.04%

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Row category totals may not match from Table A and Table B due to missing gender data.

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Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Occupational Categories		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
Permanent Workforce	#	358,578	133,110	225,468	10,774	14,492	77,641	124,996	29,638	59,340	11,722	20,663	623	1,040	1,914	3,352	798	1,585
	%	100.00%	37.11%	62.87%	03.00%	04.04%	21.65%	34.86%	08.27%	16.55%	03.27%	05.76%	00.17%	00.29%	00.53%	00.93%	00.22%	00.44%
1. Management																		
Executives	#	7,455	4,520	2,935	265	143	3,202	1,898	298	368	680	468	7	11	58	39	10	8
	%	100.00%	60.62%	39.38%	03.55%	01.92%	42.95%	25.46%	04.00%	04.94%	09.12%	06.28%	00.09%	00.15%	00.78%	00.52%	00.13%	00.11%
Managers	#	16,307	6,417	9,890	409	523	4,662	6,517	879	2,089	332	583	16	25	93	121	26	32
	%	100.00%	39.36%	60.65%	02.51%	03.21%	28.59%	39.96%	05.39%	12.81%	02.04%	03.58%	00.10%	00.15%	00.57%	00.74%	00.16%	00.20%
Supervisors	#	18,107	8,971	9,136	727	620	5,240	5,183	2,488	2,641	324	461	51	44	97	127	44	60
	%	100.00%	49.55%	50.45%	04.02%	03.42%	28.94%	28.62%	13.74%	14.59%	01.79%	02.55%	00.28%	00.24%	00.54%	00.70%	00.24%	00.33%
Total Management	#	41,869	19,908	21,961	1,401	1,286	13,104	13,598	3,665	5,098	1,336	1,512	74	80	248	287	80	100
	%	100.00%	47.55%	52.46%	03.35%	03.07%	31.30%	32.48%	08.75%	12.18%	03.19%	03.61%	00.18%	00.19%	00.59%	00.69%	00.19%	00.24%
2. Professionals	#	162,146	53,261	108,885	3,555	5,960	35,175	66,712	6,032	19,527	7,290	14,150	211	405	710	1,483	288	648
	%	100.00%	32.85%	67.15%	02.19%	03.68%	21.69%	41.14%	03.72%	12.04%	04.50%	08.73%	00.13%	00.25%	00.44%	00.91%	00.18%	00.40%
3. Technicians	#	40,272	11,483	28,789	1,295	2,127	6,145	16,196	2,490	7,526	1,225	2,124	63	128	177	489	88	199
	%	100.00%	28.52%	71.48%	03.22%	05.28%	15.26%	40.22%	06.18%	18.69%	03.04%	05.27%	00.16%	00.32%	00.44%	01.21%	00.22%	00.49%
4. Sales Workers	#	540	157	383	20	48	83	185	42	111	6	26	2	2	4	10	0	1
	%	100.00%	29.07%	70.93%	03.70%	08.89%	15.37%	34.26%	07.78%	20.56%	01.11%	04.81%	00.37%	00.37%	00.74%	01.85%	00.00%	00.19%
5. Administrative Support Workers	#	59,020	17,634	41,386	1,821	3,128	8,191	19,188	6,280	16,241	799	1,421	116	282	286	694	141	432
	%	100.00%	29.88%	70.13%	03.09%	05.30%	13.88%	32.51%	10.64%	27.52%	01.35%	02.41%	00.20%	00.48%	00.48%	01.18%	00.24%	00.73%
6. Craft Workers	#	6,457	6,274	183	555	6	4,284	127	1,051	33	206	10	39	2	113	5	26	0
	%	100.00%	97.17%	02.83%	08.60%	00.09%	66.35%	01.97%	16.28%	00.51%	03.19%	00.15%	00.60%	00.03%	01.75%	00.08%	00.40%	00.00%

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Occupational Categories		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
7. Operatives	#	3,674	3,205	469	277	37	1,571	200	1,209	194	65	16	15	2	50	17	18	3
	%	100.00%	87.24%	12.76%	07.54%	01.01%	42.76%	05.44%	32.91%	05.28%	01.77%	00.44%	00.41%	00.05%	01.36%	00.46%	00.49%	00.08%
8. Laborers and Helpers	#	954	906	48	66	4	586	33	203	9	16	0	5	1	28	1	2	0
	%	100.00%	94.98%	05.02%	06.92%	00.42%	61.43%	03.46%	21.28%	00.94%	01.68%	00.00%	00.52%	00.10%	02.94%	00.10%	00.21%	00.00%
9. Service Workers	#	43,646	20,282	23,364	1,784	1,896	8,502	8,757	8,666	10,601	779	1,404	98	138	298	366	155	202
	%	100.00%	46.47%	53.53%	04.09%	04.34%	19.48%	20.06%	19.86%	24.29%	01.78%	03.22%	00.22%	00.32%	00.68%	00.84%	00.36%	00.46%

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and Manila residents.
For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.
The Executives include grades 15, 16, 17, 18, 19, 0 (SES) and 99 (Executive Pay Act). Managers include grades 13 and 14. Supervisors include grades 1 to 12. These categories also include a supervisory level greater than 0.
Totals for this table may not match totals from other MD-715 tables due to missing occupation codes coming from HR Smart.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Occupational Categories		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				**12.00%**	**2.00%**												
1. Management																		
Executives	#	7,455	6,726	282	447	61	0	1	5	5	6	4	16	10	0	14	0	0
	%	100.00%	90.22%	03.78%	06.00%	00.82%	00.00%	00.01%	00.07%	00.07%	00.08%	00.05%	00.21%	00.13%	00.00%	00.19%	00.00%	00.00%
Managers	#	16,307	14,101	649	1,557	204	0	4	8	17	14	13	39	22	0	81	0	6
	%	100.00%	86.47%	03.98%	09.55%	01.25%	00.00%	00.02%	00.05%	00.10%	00.09%	00.08%	00.24%	00.13%	00.00%	00.50%	00.00%	00.04%
Supervisors	#	18,107	14,302	1,032	2,773	520	0	22	18	17	14	29	38	30	16	320	5	11
	%	100.00%	78.99%	05.70%	15.31%	02.87%	00.00%	00.12%	00.10%	00.09%	00.08%	00.16%	00.21%	00.17%	00.09%	01.77%	00.03%	00.06%
Total Management	#	41,869	35,129	1,963	4,777	785	0	27	31	39	34	46	93	62	16	415	5	17
	%	100.00%	83.90%	04.69%	11.41%	01.87%	00.00%	00.06%	00.07%	00.09%	00.08%	00.11%	00.22%	00.15%	00.04%	00.99%	00.01%	00.04%
2. Professionals	#	162,146	140,823	8,970	12,353	1,847	14	58	153	119	48	147	179	157	18	881	17	56
	%	100.00%	86.85%	05.53%	07.62%	01.14%	00.01%	00.04%	00.09%	00.07%	00.03%	00.09%	00.11%	00.10%	00.01%	00.54%	00.01%	00.03%
3. Technicians	#	40,272	33,972	2,333	3,967	731	5	23	46	29	22	37	42	82	6	416	2	21
	%	100.00%	84.36%	05.79%	09.85%	01.82%	00.01%	00.06%	00.11%	00.07%	00.05%	00.09%	00.10%	00.20%	00.01%	01.03%	00.00%	00.05%
4. Sales Workers	#	540	420	51	69	16	0	0	4	1	1	0	1	2	0	7	0	0
	%	100.00%	77.78%	09.44%	12.78%	02.96%	00.00%	00.00%	00.74%	00.19%	00.19%	00.00%	00.19%	00.37%	00.00%	01.30%	00.00%	00.00%
5. Administrative Support Workers	#	59,020	43,307	5,093	10,620	2,180	14	86	209	100	50	142	185	126	59	1,147	21	41
	%	100.00%	73.38%	08.63%	17.99%	03.69%	00.02%	00.15%	00.35%	00.17%	00.08%	00.24%	00.31%	00.21%	00.10%	01.94%	00.04%	00.07%
6. Craft Workers	#	6,457	4,590	611	1,256	274	1	12	36	3	6	9	25	7	2	166	1	6
	%	100.00%	71.09%	09.46%	19.45%	04.24%	00.02%	00.19%	00.56%	00.05%	00.09%	00.14%	00.39%	00.11%	00.03%	02.57%	00.02%	00.09%
7. Operatives	#	3,674	2,458	330	886	260	0	11	26	3	1	5	9	10	20	169	1	5
	%	100.00%	66.90%	08.98%	24.12%	07.08%	00.00%	00.30%	00.71%	00.08%	00.03%	00.14%	00.24%	00.27%	00.54%	04.60%	00.03%	00.14%
8. Laborers and Helpers	#	954	628	108	218	68	3	4	2	1	0	2	5	3	3	45	0	0
	%	100.00%	65.83%	11.32%	22.85%	07.13%	00.31%	00.42%	00.21%	00.10%	00.00%	00.21%	00.52%	00.31%	00.31%	04.72%	00.00%	00.00%
9. Service Workers	#	43,646	33,517	3,886	6,243	1,636	29	74	163	64	29	50	75	92	89	939	9	23
	%	100.00%	76.79%	08.90%	14.30%	03.75%	00.07%	00.17%	00.37%	00.15%	00.07%	00.11%	00.17%	00.21%	00.20%	02.15%	00.02%	00.05%

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and manila residents.
For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.

The Executives include grades 15, 16, 17, 18, 19, 0 (SES) and 99 (Executive Pay Act). Managers include grades 13 and 14. Supervisors include grades 1 to 12. These categories also include a supervisory level greater than 0.
Totals for this table may not match totals from other MD-715 tables due to missing occupation codes coming from HR Smart.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

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	
GS GRADES		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent Workforce	#	399,391	152,605	246,786	12,363	15,819	89,316	136,247	34,338	66,440	12,665	21,531	735	1,161	2,270	3,841	918	1,747
	%	100.00%	38.21%	61.79%	03.10%	03.96%	22.36%	34.11%	08.60%	16.64%	03.17%	05.39%	00.18%	00.29%	00.57%	00.96%	00.23%	00.44%
GS-01	#	169	56	113	2	5	45	82	3	6	4	16	0	1	0	3	2	0
	%	100.01%	33.14%	66.87%	01.18%	02.96%	26.63%	48.52%	01.78%	03.55%	02.37%	09.47%	00.00%	00.59%	00.00%	01.78%	01.18%	00.00%
GS-02	#	448	193	255	3	12	139	191	39	37	10	10	1	0	1	3	0	2
	%	100.00%	43.08%	56.92%	00.67%	02.68%	31.03%	42.63%	08.71%	08.26%	02.23%	02.23%	00.22%	00.00%	00.22%	00.67%	00.00%	00.45%
GS-03	#	2,946	1,210	1,736	82	71	799	1,178	232	315	66	123	6	9	21	26	4	14
	%	100.01%	41.07%	58.94%	02.78%	02.41%	27.12%	39.99%	07.88%	10.69%	02.24%	04.18%	00.20%	00.31%	00.71%	00.88%	00.14%	00.48%
GS-04	#	3,851	1,424	2,427	183	226	622	1,084	512	932	61	94	7	17	30	45	9	29
	%	99.99%	36.97%	63.02%	04.75%	05.87%	16.15%	28.15%	13.30%	24.20%	01.58%	02.44%	00.18%	00.44%	00.78%	01.17%	00.23%	00.75%
GS-05	#	26,859	7,751	19,108	805	1,382	3,165	6,924	3,023	9,086	543	1,118	46	100	100	308	69	190
	%	100.01%	28.86%	71.15%	03.00%	05.15%	11.78%	25.78%	11.26%	33.83%	02.02%	04.16%	00.17%	00.37%	00.37%	01.15%	00.26%	00.71%
GS-06	#	56,811	14,392	42,419	1,557	3,219	6,930	20,645	4,498	15,104	930	2,070	106	282	247	689	124	410
	%	100.01%	25.34%	74.67%	02.74%	05.67%	12.20%	36.34%	07.92%	26.59%	01.64%	03.64%	00.19%	00.50%	00.43%	01.21%	00.22%	00.72%
GS-07	#	22,835	8,424	14,411	884	1,100	4,489	7,228	2,344	4,959	473	671	46	89	128	248	60	116
	%	100.00%	36.88%	63.12%	03.87%	04.82%	19.66%	31.65%	10.26%	21.72%	02.07%	02.94%	00.20%	00.39%	00.56%	01.09%	00.26%	00.51%
GS-08	#	21,904	6,290	15,614	619	1,050	3,622	8,955	1,141	3,666	713	1,446	36	95	95	271	64	131
	%	100.00%	28.72%	71.28%	02.83%	04.79%	16.54%	40.88%	05.21%	16.74%	03.26%	06.60%	00.16%	00.43%	00.43%	01.24%	00.29%	00.60%
GS-09	#	23,980	10,073	13,907	950	1,041	5,473	7,698	2,727	3,901	609	784	62	68	187	318	65	97
	%	99.99%	42.00%	57.99%	03.96%	04.34%	22.82%	32.10%	11.37%	16.27%	02.54%	03.27%	00.26%	00.28%	00.78%	01.33%	00.27%	00.40%
GS-10	#	5,579	2,960	2,619	256	172	1,642	1,428	761	801	203	130	23	19	52	58	23	11
	%	100.00%	53.05%	46.95%	04.59%	03.08%	29.43%	25.60%	13.64%	14.36%	03.64%	02.33%	00.41%	00.34%	00.93%	01.04%	00.41%	00.20%

Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA GS GRADES		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-11	#	76,458	22,753	53,705	1,912	3,176	14,018	30,817	4,039	11,761	2,188	6,525	118	236	352	820	126	370
	%	99.97%	29.74%	70.23%	02.50%	04.15%	18.33%	40.31%	05.28%	15.38%	02.86%	08.53%	00.15%	00.31%	00.46%	01.07%	00.16%	00.48%
GS-12	#	37,276	14,757	22,519	1,047	1,356	9,819	14,486	2,446	4,641	1,079	1,516	69	73	216	332	81	115
	%	100.01%	39.59%	60.42%	02.81%	03.64%	26.34%	38.86%	06.56%	12.45%	02.89%	04.07%	00.19%	00.20%	00.58%	00.89%	00.22%	00.31%
GS-13	#	47,606	14,470	33,136	912	1,505	10,517	22,199	1,706	5,954	1,057	2,896	42	89	179	362	57	131
	%	100.01%	30.40%	69.61%	01.92%	03.16%	22.09%	46.63%	03.58%	12.51%	02.22%	06.08%	00.09%	00.19%	00.38%	00.76%	00.12%	00.28%
GS-14	#	9,280	4,241	5,039	209	211	3,165	3,446	510	1,029	283	277	10	11	47	49	17	16
	%	100.00%	45.71%	54.29%	02.25%	02.27%	34.11%	37.13%	05.50%	11.09%	03.05%	02.98%	00.11%	00.12%	00.51%	00.53%	00.18%	00.17%
GS-15	#	31,372	18,499	12,873	981	715	12,368	7,242	909	1,061	3,897	3,562	49	39	222	188	73	66
	%	99.99%	58.97%	41.02%	03.13%	02.28%	39.42%	23.08%	02.90%	03.38%	12.42%	11.35%	00.16%	00.12%	00.71%	00.60%	00.23%	00.21%
All Other GS Grades	#	86	33	53	0	0	22	32	6	14	4	4	0	0	1	1	0	2
	%	100.00%	38.37%	61.63%	00.00%	00.00%	25.58%	37.21%	06.98%	16.28%	04.65%	04.65%	00.00%	00.00%	01.16%	01.16%	00.00%	02.33%
Total GS Employees	#	367,460	127,526	239,934	10,402	15,241	76,835	133,635	24,896	63,267	12,120	21,242	621	1,128	1,878	3,721	774	1,700
	%	100.01%	34.71%	65.30%	02.83%	04.15%	20.91%	36.37%	06.78%	17.22%	03.30%	05.78%	00.17%	00.31%	00.51%	01.01%	00.21%	00.46%
SES	#	397	258	139	9	2	198	98	37	26	9	7	0	3	4	2	1	1
	%	100.00%	64.99%	35.01%	02.27%	00.50%	49.87%	24.69%	09.32%	06.55%	02.27%	01.76%	00.00%	00.76%	01.01%	00.50%	00.25%	00.25%
Other Senior Pay	#	39	27	12	1	0	20	9	3	2	3	1	0	0	0	0	0	0
	%	99.99%	69.22%	30.77%	02.56%	00.00%	51.28%	23.08%	07.69%	05.13%	07.69%	02.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Senior Pay	#	436	285	151	10	2	218	107	40	28	12	8	0	3	4	2	1	1
	%	99.99%	65.36%	34.63%	02.29%	00.46%	50.00%	24.54%	09.17%	06.42%	02.75%	01.83%	00.00%	00.69%	00.92%	00.46%	00.23%	00.23%

Data shown includes GS grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude 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.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
GS GRADES			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				**12.00%**	**2.00%**												
GS-01	#	169	147	15	7	2	0	0	1	0	0	0	0	0	1	0	0	0
	%	100.00%	86.98%	08.88%	04.14%	01.18%	00.00%	00.00%	00.59%	00.00%	00.00%	00.00%	00.00%	00.00%	00.59%	00.00%	00.00%	00.00%
GS-02	#	448	373	29	46	9	0	0	2	0	0	0	1	0	2	3	1	0
	%	100.00%	83.26%	06.47%	10.27%	02.01%	00.00%	00.00%	00.45%	00.00%	00.00%	00.00%	00.22%	00.00%	00.45%	00.67%	00.22%	00.00%
GS-03	#	2,946	2,373	217	356	91	3	6	5	3	3	8	3	5	13	38	0	4
	%	100.00%	80.55%	07.37%	12.08%	03.09%	00.10%	00.20%	00.17%	00.10%	00.10%	00.27%	00.10%	00.17%	00.44%	01.29%	00.00%	00.14%
GS-04	#	3,851	2,665	465	721	216	2	4	36	16	1	10	10	13	16	102	2	4
	%	100.00%	69.20%	12.07%	18.72%	05.61%	00.05%	00.10%	00.93%	00.42%	00.03%	00.26%	00.26%	00.34%	00.42%	02.65%	00.05%	00.10%
GS-05	#	26,859	21,291	2,365	3,203	696	5	22	60	38	12	36	42	60	15	388	8	10
	%	100.00%	79.27%	08.81%	11.93%	02.59%	00.02%	00.08%	00.22%	00.14%	00.04%	00.13%	00.16%	00.22%	00.06%	01.44%	00.03%	00.04%
GS-06	#	56,811	45,076	4,247	7,488	1,343	14	62	132	63	30	81	112	114	21	684	7	23
	%	100.00%	79.34%	07.48%	13.18%	02.36%	00.02%	00.11%	00.23%	00.11%	00.05%	00.14%	00.20%	00.20%	00.04%	01.20%	00.01%	00.04%
GS-07	#	22,835	17,633	1,634	3,568	661	4	37	40	21	23	44	58	32	13	362	7	20
	%	100.00%	77.22%	07.16%	15.63%	02.89%	00.02%	00.16%	00.18%	00.09%	00.10%	00.19%	00.25%	00.14%	00.06%	01.59%	00.03%	00.09%
GS-08	#	21,904	18,530	1,500	1,874	288	1	14	20	8	6	21	22	39	2	141	3	11
	%	100.00%	84.60%	06.85%	08.56%	01.31%	00.00%	00.06%	00.09%	00.04%	00.03%	00.10%	00.10%	00.18%	00.01%	00.64%	00.01%	00.05%
GS-09	#	23,980	17,864	1,944	4,172	910	6	44	42	30	19	44	57	37	17	592	5	17
	%	100.00%	74.50%	08.11%	17.40%	03.79%	00.03%	00.18%	00.18%	00.13%	00.08%	00.18%	00.24%	00.15%	00.07%	02.47%	00.02%	00.07%
GS-10	#	5,579	3,686	594	1,299	247	1	24	15	1	5	19	12	13	2	149	0	6
	%	100.00%	66.07%	10.65%	23.28%	04.43%	00.02%	00.43%	00.27%	00.02%	00.09%	00.34%	00.22%	00.23%	00.04%	02.67%	00.00%	00.11%
GS-11	#	76,458	64,419	4,251	7,788	1,269	7	56	83	72	36	88	98	86	9	691	10	33
	%	100.00%	84.25%	05.56%	10.19%	01.66%	00.01%	00.07%	00.11%	00.09%	00.05%	00.12%	00.13%	00.11%	00.01%	00.90%	00.01%	00.04%
GS-12	#	37,276	30,487	2,091	4,698	804	1	22	52	47	41	67	95	60	9	385	5	20
	%	100.00%	81.79%	05.61%	12.60%	02.16%	00.00%	00.06%	00.14%	00.13%	00.11%	00.18%	00.25%	00.16%	00.02%	01.03%	00.01%	00.05%
GS-13	#	47,606	41,686	2,057	3,863	500	4	10	40	36	22	42	63	53	1	208	4	17
	%	100.00%	87.56%	04.32%	08.11%	01.05%	00.01%	00.02%	00.08%	00.08%	00.05%	00.09%	00.13%	00.11%	00.00%	00.44%	00.01%	00.04%

Table B4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA GS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
GS-14	#	9,280	7,992	482	806	95	0	3	3	7	10	6	20	7	0	34	3	2
	%	100.00%	86.12%	05.19%	08.69%	01.02%	00.00%	00.03%	00.03%	00.08%	00.11%	00.06%	00.22%	00.08%	00.00%	00.37%	00.03%	00.02%
GS-15	#	31,372	28,463	1,619	1,290	144	0	1	15	8	8	13	41	19	0	35	1	3
	%	100.00%	90.73%	05.16%	04.11%	00.46%	00.00%	00.00%	00.05%	00.03%	00.03%	00.04%	00.13%	00.06%	00.00%	00.11%	00.00%	00.01%
All Other GS Grades	#	86	73	3	10	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	84.88%	03.49%	11.63%	01.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.16%	00.00%	00.00%	00.00%	00.00%	00.00%
Total GS Employees	#	367,460	302,758	23,513	41,189	7,276	48	305	546	350	216	479	635	538	121	3,812	56	170
	%	100.00%	82.39%	06.40%	11.21%	01.98%	00.01%	00.08%	00.15%	00.10%	00.06%	00.13%	00.17%	00.15%	00.03%	01.04%	00.02%	00.05%
SES	#	397	343	22	32	3	0	0	0	0	1	0	1	0	0	1	0	0
	%	100.00%	86.40%	05.54%	08.06%	00.76%	00.00%	00.00%	00.00%	00.00%	00.25%	00.00%	00.25%	00.00%	00.00%	00.25%	00.00%	00.00%
Other Senior Pay	#	39	31	2	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	79.49%	05.13%	15.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Senior Pay	#	436	374	24	38	3	0	0	0	0	1	0	1	0	0	1	0	0
	%	100.00%	85.78%	05.50%	08.72%	00.69%	00.00%	00.00%	00.00%	00.00%	00.23%	00.00%	00.23%	00.00%	00.00%	00.23%	00.00%	00.00%
GS-1 to GS-10	#	165,382	129,638	13,010	22,734	4,463	36	213	353	180	99	263	317	313	102	2,459	33	95
	%	100.00%	78.39%	07.87%	13.75%	02.70%	00.02%	00.13%	00.21%	00.11%	00.06%	00.16%	00.19%	00.19%	00.06%	01.49%	00.02%	00.06%
GS-11 to SES	#	202,514	173,494	10,527	18,493	2,816	12	92	193	170	118	216	319	225	19	1,354	23	75
	%	100.00%	85.67%	05.20%	09.13%	01.39%	00.01%	00.05%	00.10%	00.08%	00.06%	00.11%	00.16%	00.11%	00.01%	00.67%	00.01%	00.04%

Data shown includes GS grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude 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.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA GS GRADES		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
Temporary Workforce	#	23,836	8,299	15,537	677	943	4,599	8,606	1,583	3,367	1,135	2,045	35	75	121	204	149	297
	%	100.02%	34.82%	65.20%	02.84%	03.96%	19.29%	36.11%	06.64%	14.13%	04.76%	08.58%	00.15%	00.31%	00.51%	00.86%	00.63%	01.25%
GS-01	#	17	6	11	1	0	4	4	1	2	0	2	0	0	0	1	0	2
	%	99.98%	35.29%	64.69%	05.88%	00.00%	23.53%	23.53%	05.88%	11.76%	00.00%	11.76%	00.00%	00.00%	00.00%	05.88%	00.00%	11.76%
GS-02	#	107	46	61	4	5	27	42	13	10	1	2	0	0	1	1	0	1
	%	99.98%	42.98%	57.00%	03.74%	04.67%	25.23%	39.25%	12.15%	09.35%	00.93%	01.87%	00.00%	00.00%	00.93%	00.93%	00.00%	00.93%
GS-03	#	982	366	616	53	65	147	227	114	257	33	37	2	6	8	11	9	13
	%	100.00%	37.27%	62.73%	05.40%	06.62%	14.97%	23.12%	11.61%	26.17%	03.36%	03.77%	00.20%	00.61%	00.81%	01.12%	00.92%	01.32%
GS-04	#	684	230	454	27	33	85	176	80	168	21	50	1	1	5	9	11	17
	%	100.02%	33.64%	66.38%	03.95%	04.82%	12.43%	25.73%	11.70%	24.56%	03.07%	07.31%	00.15%	00.15%	00.73%	01.32%	01.61%	02.49%
GS-05	#	1,917	499	1,418	72	126	181	457	180	622	46	127	2	10	6	24	12	52
	%	99.99%	26.03%	73.96%	03.76%	06.57%	09.44%	23.84%	09.39%	32.45%	02.40%	06.62%	00.10%	00.52%	00.31%	01.25%	00.63%	02.71%
GS-06	#	1,258	356	902	48	68	152	360	110	379	31	64	3	3	5	12	7	16
	%	100.01%	28.30%	71.71%	03.82%	05.41%	12.08%	28.62%	08.74%	30.13%	02.46%	05.09%	00.24%	00.24%	00.40%	00.95%	00.56%	01.27%
GS-07	#	964	411	553	34	36	231	312	93	135	34	56	3	1	8	7	8	6
	%	100.00%	42.64%	57.36%	03.53%	03.73%	23.96%	32.37%	09.65%	14.00%	03.53%	05.81%	00.31%	00.10%	00.83%	00.73%	00.83%	00.62%
GS-08	#	1,414	340	1,074	44	85	157	508	48	237	73	192	3	9	12	26	3	17
	%	99.99%	24.03%	75.96%	03.11%	06.01%	11.10%	35.93%	03.39%	16.76%	05.16%	13.58%	00.21%	00.64%	00.85%	01.84%	00.21%	01.20%
GS-09	#	1,371	498	873	34	43	284	542	114	175	46	81	5	1	10	17	5	14
	%	99.99%	36.32%	63.67%	02.48%	03.14%	20.71%	39.53%	08.32%	12.76%	03.36%	05.91%	00.36%	00.07%	00.73%	01.24%	00.36%	01.02%
GS-10	#	37	24	13	3	0	15	7	5	6	1	0	0	0	0	0	0	0
	%	100.00%	64.86%	35.14%	08.11%	00.00%	40.54%	18.92%	13.51%	16.22%	02.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA GS GRADES		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-11	#	3,114	866	2,248	82	160	491	1,222	150	453	108	331	5	21	15	30	15	31
	%	100.00%	27.81%	72.19%	02.63%	05.14%	15.77%	39.24%	04.82%	14.55%	03.47%	10.63%	00.16%	00.67%	00.48%	00.96%	00.48%	01.00%
GS-12	#	1,718	544	1,174	21	57	368	783	62	104	83	213	3	1	3	9	4	7
	%	99.99%	31.65%	68.34%	01.22%	03.32%	21.42%	45.58%	03.61%	06.05%	04.83%	12.40%	00.17%	00.06%	00.17%	00.52%	00.23%	00.41%
GS-13	#	1,780	625	1,155	27	34	428	814	54	140	100	147	0	3	11	9	5	8
	%	100.01%	35.11%	64.90%	01.52%	01.91%	24.04%	45.73%	03.03%	07.87%	05.62%	08.26%	00.00%	00.17%	00.62%	00.51%	00.28%	00.45%
GS-14	#	353	191	162	4	2	132	119	13	16	39	23	0	0	2	2	1	0
	%	100.00%	54.10%	45.90%	01.13%	00.57%	37.39%	33.71%	03.68%	04.53%	11.05%	06.52%	00.00%	00.00%	00.57%	00.57%	00.28%	00.00%
GS-15	#	1,593	971	622	39	19	566	352	27	34	324	202	1	4	7	7	7	4
	%	99.99%	60.95%	39.04%	02.45%	01.19%	35.53%	22.10%	01.69%	02.13%	20.34%	12.68%	00.06%	00.25%	00.44%	00.44%	00.44%	00.25%
All Other GS Grades	#	5,134	1,282	3,852	69	178	876	2,544	109	473	170	507	2	13	10	36	46	101
	%	99.99%	24.96%	75.03%	01.34%	03.47%	17.06%	49.55%	02.12%	09.21%	03.31%	09.88%	00.04%	00.25%	00.19%	00.70%	00.90%	01.97%
Total GS Employees	#	22,443	7,255	15,188	562	911	4,144	8,469	1,173	3,211	1,110	2,034	30	73	103	201	133	289
	%	100.01%	32.32%	67.69%	02.50%	04.06%	18.46%	37.74%	05.23%	14.31%	04.95%	09.06%	00.13%	00.33%	00.46%	00.90%	00.59%	01.29%
SES	#	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%
Other Senior Pay	#	81	38	43	0	1	32	36	1	3	5	3	0	0	0	0	0	0
	%	99.98%	46.91%	53.07%	00.00%	01.23%	39.51%	44.44%	01.23%	03.70%	06.17%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Senior Pay	#	81	38	43	0	1	32	36	1	3	5	3	0	0	0	0	0	0
	%	99.98%	46.91%	53.07%	00.00%	01.23%	39.51%	44.44%	01.23%	03.70%	06.17%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes GS grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude 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.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA GS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				**12.00%**	**2.00%**												
GS-01	#	17	14	2	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	82.35%	11.76%	05.88%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.88%	00.00%	00.00%
GS-02	#	107	67	19	21	6	1	0	1	0	0	0	0	0	2	2	0	0
	%	100.00%	62.62%	17.76%	19.63%	05.61%	00.93%	00.00%	00.93%	00.00%	00.00%	00.00%	00.00%	00.00%	01.87%	01.87%	00.00%	00.00%
GS-03	#	982	753	143	86	23	1	0	2	1	0	2	2	1	0	14	0	0
	%	100.00%	76.68%	14.56%	08.76%	02.34%	00.10%	00.00%	00.20%	00.10%	00.00%	00.20%	00.20%	00.10%	00.00%	01.43%	00.00%	00.00%
GS-04	#	684	526	97	61	10	1	0	2	0	0	2	0	0	1	4	0	0
	%	100.00%	76.90%	14.18%	08.92%	01.46%	00.15%	00.00%	00.29%	00.00%	00.00%	00.29%	00.00%	00.00%	00.15%	00.58%	00.00%	00.00%
GS-05	#	1,917	1,448	267	202	59	1	6	6	2	0	4	3	7	2	28	0	0
	%	100.00%	75.53%	13.93%	10.54%	03.08%	00.05%	00.31%	00.31%	00.10%	00.00%	00.21%	00.16%	00.37%	00.10%	01.46%	00.00%	00.00%
GS-06	#	1,258	933	146	179	39	0	3	4	1	0	2	3	3	1	22	0	0
	%	100.00%	74.17%	11.61%	14.23%	03.10%	00.00%	00.24%	00.32%	00.08%	00.00%	00.16%	00.24%	00.24%	00.08%	01.75%	00.00%	00.00%
GS-07	#	964	669	126	169	40	0	5	5	1	0	2	0	0	1	25	1	0
	%	100.00%	69.40%	13.07%	17.53%	04.15%	00.00%	00.52%	00.52%	00.10%	00.00%	00.21%	00.00%	00.00%	00.10%	02.59%	00.10%	00.00%
GS-08	#	1,414	1,166	177	71	12	0	1	2	0	0	1	1	0	0	6	0	1
	%	100.00%	82.46%	12.52%	05.02%	00.85%	00.00%	00.07%	00.14%	00.00%	00.00%	00.07%	00.07%	00.00%	00.00%	00.42%	00.00%	00.07%
GS-09	#	1,371	979	165	227	50	0	4	5	0	0	3	2	1	2	33	0	0
	%	100.00%	71.41%	12.04%	16.56%	03.65%	00.00%	00.29%	00.36%	00.00%	00.00%	00.22%	00.15%	00.07%	00.15%	02.41%	00.00%	00.00%
GS-10	#	37	21	7	9	4	0	1	0	0	0	0	0	0	0	3	0	0
	%	100.00%	56.76%	18.92%	24.32%	10.81%	00.00%	02.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	08.11%	00.00%	00.00%
GS-11	#	3,114	2,522	361	231	46	0	5	4	2	3	5	2	2	1	21	0	1
	%	100.00%	80.99%	11.59%	07.42%	01.48%	00.00%	00.16%	00.13%	00.06%	00.10%	00.16%	00.06%	00.06%	00.03%	00.67%	00.00%	00.03%
GS-12	#	1,718	1,467	124	127	26	0	0	4	1	0	4	2	2	1	12	0	0
	%	100.00%	85.39%	07.22%	07.39%	01.51%	00.00%	00.00%	00.23%	00.06%	00.00%	00.23%	00.12%	00.12%	00.06%	00.70%	00.00%	00.00%
GS-13	#	1,780	1,559	135	86	18	0	1	3	3	1	0	1	2	1	5	0	1
	%	100.00%	87.58%	07.58%	04.83%	01.01%	00.00%	00.06%	00.17%	00.17%	00.06%	00.00%	00.06%	00.11%	00.06%	00.28%	00.00%	00.06%

Table B4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA GS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
GS-14	#	353	301	17	35	3	0	0	0	1	0	0	1	0	0	1	0	0
	%	100.00%	85.27%	04.82%	09.92%	00.85%	00.00%	00.00%	00.00%	00.28%	00.00%	00.00%	00.28%	00.00%	00.00%	00.28%	00.00%	00.00%
GS-15	#	1,593	1,442	111	40	4	0	1	1	0	0	0	1	1	0	0	0	0
	%	100.00%	90.52%	06.97%	02.51%	00.25%	00.00%	00.06%	00.06%	00.00%	00.00%	00.00%	00.06%	00.06%	00.00%	00.00%	00.00%	00.00%
All Other GS Grades	#	5,135	4,262	650	223	45	2	6	8	2	0	4	1	6	0	16	0	0
	%	100.00%	83.00%	12.66%	04.34%	00.88%	00.04%	00.12%	00.16%	00.04%	00.00%	00.08%	00.02%	00.12%	00.00%	00.31%	00.00%	00.00%
Total GS Employees	#	22,444	18,129	2,547	1,768	386	6	33	47	14	4	29	19	25	12	193	1	3
	%	100.00%	80.77%	11.35%	07.88%	01.72%	00.03%	00.15%	00.21%	00.06%	00.02%	00.13%	00.08%	00.11%	00.05%	00.86%	00.00%	00.01%
SES	#	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%
Other Senior Pay	#	81	75	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.59%	04.94%	02.47%	00.00%	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 Senior Pay	#	81	75	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.59%	04.94%	02.47%	00.00%	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-1 to GS-10	#	8,751	6,576	1,149	1,026	244	4	20	27	5	0	16	11	12	9	138	1	1
	%	100.00%	75.15%	13.13%	11.72%	02.79%	00.05%	00.23%	00.31%	00.06%	00.00%	00.18%	00.13%	00.14%	00.10%	01.58%	00.01%	00.01%
GS-11 to SES	#	13,774	11,628	1,402	744	142	2	13	20	9	4	13	8	13	3	55	0	2
	%	100.00%	84.42%	10.18%	05.40%	01.03%	00.01%	00.09%	00.15%	00.07%	00.03%	00.09%	00.06%	00.09%	00.02%	00.40%	00.00%	00.01%

Data shown includes GS grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude 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.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA NA GRADES		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
NA-01	#	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%
NA-02	#	557	183	374	27	58	56	137	74	125	22	40	1	2	1	9	2	3
	%	100.01%	32.86%	67.15%	04.85%	10.41%	10.05%	24.60%	13.29%	22.44%	03.95%	07.18%	00.18%	00.36%	00.18%	01.62%	00.36%	00.54%
NA-03	#	144	42	102	8	19	25	47	7	25	2	11	0	0	0	0	0	0
	%	100.00%	29.17%	70.83%	05.56%	13.19%	17.36%	32.64%	04.86%	17.36%	01.39%	07.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-04	#	217	95	122	15	22	25	37	50	56	3	5	0	0	1	2	1	0
	%	99.99%	43.77%	56.22%	06.91%	10.14%	11.52%	17.05%	23.04%	25.81%	01.38%	02.30%	00.00%	00.00%	00.46%	00.92%	00.46%	00.00%
NA-05	#	56	23	33	4	2	12	15	7	16	0	0	0	0	0	0	0	0
	%	100.00%	41.07%	58.93%	07.14%	03.57%	21.43%	26.79%	12.50%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-06	#	12	4	8	2	0	1	6	1	2	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	16.67%	00.00%	08.33%	50.00%	08.33%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-07	#	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-08	#	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	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%
NA-09	#	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%
NA-10	#	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%
NAS-11	#	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 A4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA NA GRADES		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
NAS-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%
NAS-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%
NAS-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%
NAS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NA Grades	#	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%
Total NA Employees	#	991	348	643	56	101	119	246	140	224	27	56	1	2	2	11	3	3
	%	99.98%	35.11%	64.87%	05.65%	10.19%	12.01%	24.82%	14.13%	22.60%	02.72%	05.65%	00.10%	00.20%	00.20%	01.11%	00.30%	00.30%

Data shown includes NA grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA NA GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
NA-01	#	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%
NA-02	#	557	431	49	77	17	4	0	2	0	0	0	0	3	5	3	0	0
	%	100.00%	77.38%	08.80%	13.82%	03.05%	00.72%	00.00%	00.36%	00.00%	00.00%	00.00%	00.00%	00.54%	00.90%	00.54%	00.00%	00.00%
NA-03	#	144	114	12	18	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	79.17%	08.33%	12.50%	00.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.69%	00.00%	00.00%	00.00%	00.00%
NA-04	#	217	179	17	21	3	0	0	1	0	0	0	1	1	0	0	0	0
	%	100.00%	82.49%	07.83%	09.68%	01.38%	00.00%	00.00%	00.46%	00.00%	00.00%	00.00%	00.46%	00.46%	00.00%	00.00%	00.00%	00.00%
NA-05	#	56	53	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.64%	01.79%	03.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-06	#	12	8	1	3	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	66.67%	08.33%	25.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%
NA-07	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-08	#	3	3	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%
NA-09	#	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%
NA-10	#	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%
NAS-11	#	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%
NAS-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%
NAS-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%
NAS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA NA GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NAS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NA Grades	#	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%
Total NA Employees	#	991	789	80	122	22	4	0	3	0	0	0	1	6	5	3	0	0
	%	100.00%	79.62%	08.07%	12.31%	02.22%	00.40%	00.00%	00.30%	00.00%	00.00%	00.00%	00.10%	00.61%	00.50%	00.30%	00.00%	00.00%

Data shown includes NA grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA NA GRADES		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
NA-01	#	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%
NA-02	#	49	7	42	0	5	1	13	5	20	1	0	0	1	0	1	0	2
	%	99.99%	14.28%	85.71%	00.00%	10.20%	02.04%	26.53%	10.20%	40.82%	02.04%	00.00%	00.00%	02.04%	00.00%	02.04%	00.00%	04.08%
NA-03	#	10	4	6	0	0	2	5	1	0	1	0	0	0	0	0	0	1
	%	100.00%	40.00%	60.00%	00.00%	00.00%	20.00%	50.00%	10.00%	00.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	10.00%
NA-04	#	6	2	4	0	0	1	2	1	2	0	0	0	0	0	0	0	0
	%	100.00%	33.34%	66.66%	00.00%	00.00%	16.67%	33.33%	16.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-05	#	2	2	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%
NA-06	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-07	#	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%
NA-08	#	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%
NA-09	#	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%
NA-10	#	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%
NAS-11	#	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 A4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA NA GRADES		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
NAS-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%
NAS-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%
NAS-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%
NAS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NA Grades	#	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%
Total NA Employees	#	68	16	52	0	5	4	20	8	22	3	0	0	1	1	1	0	3
	%	99.98%	23.52%	76.46%	00.00%	07.35%	05.88%	29.41%	11.76%	32.35%	04.41%	00.00%	00.00%	01.47%	01.47%	01.47%	00.00%	04.41%

Data shown includes NA grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA NA GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
NA-01	#	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%
NA-02	#	49	37	8	4	2	0	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	75.51%	16.33%	08.16%	04.08%	00.00%	02.04%	00.00%	02.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-03	#	10	6	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	30.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-04	#	6	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	16.67%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-05	#	2	2	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%
NA-06	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-07	#	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%
NA-08	#	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%
NA-09	#	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%
NA-10	#	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%
NAS-11	#	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%
NAS-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%
NAS-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%
NAS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA NA GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NAS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NA Grades	#	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%
Total NA Employees	#	68	50	12	6	2	0	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	73.53%	17.65%	08.82%	02.94%	00.00%	01.47%	00.00%	01.47%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes NA grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

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	
NL GRADES		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
NL-01	#	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%
NL-02	#	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%
NL-03	#	14	3	11	2	1	0	3	0	6	1	0	0	0	0	1	0	0
	%	100.00%	21.43%	78.57%	14.29%	07.14%	00.00%	21.43%	00.00%	42.86%	07.14%	00.00%	00.00%	00.00%	00.00%	07.14%	00.00%	00.00%
NL-04	#	19	2	17	0	6	1	5	1	5	0	1	0	0	0	0	0	0
	%	100.00%	10.52%	89.48%	00.00%	31.58%	05.26%	26.32%	05.26%	26.32%	00.00%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-05	#	31	12	19	2	3	5	5	4	8	1	3	0	0	0	0	0	0
	%	100.01%	38.71%	61.30%	06.45%	09.68%	16.13%	16.13%	12.90%	25.81%	03.23%	09.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-06	#	4	2	2	0	0	1	0	1	2	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	25.00%	00.00%	25.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-07	#	3	1	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	99.99%	33.33%	66.66%	33.33%	33.33%	00.00%	00.00%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-08	#	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%
NL-09	#	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%
NL-10	#	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%
NL-11	#	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 A4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA NL GRADES		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
NL-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%
NL-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%
NL-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%
NL-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NL Grades	#	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%
Total NL Employees	#	71	20	51	5	11	7	13	6	22	2	4	0	0	0	1	0	0
	%	100.00%	28.17%	71.83%	07.04%	15.49%	09.86%	18.31%	08.45%	30.99%	02.82%	05.63%	00.00%	00.00%	00.00%	01.41%	00.00%	00.00%

Data shown includes NL grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA NL GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
NL-01	#	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%
NL-02	#	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%
NL-03	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.86%	00.00%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-04	#	19	17	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.47%	10.53%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-05	#	31	29	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.55%	06.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-06	#	4	4	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%
NL-07	#	3	3	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%
NL-08	#	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%
NL-09	#	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%
NL-10	#	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%
NL-11	#	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%
NL-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%
NL-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%
NL-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA NL GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NL Grades	#	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%
Total NL Employees	#	71	66	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.96%	05.63%	01.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes NL grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

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	
NL GRADES		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
NL-01	#	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%
NL-02	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-03	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-04	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-05	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-06	#	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%
NL-07	#	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%
NL-08	#	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%
NL-09	#	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%
NL-10	#	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%
NL-11	#	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 A4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA NL GRADES		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
NL-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%
NL-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%
NL-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%
NL-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NL Grades	#	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%
Total NL Employees	#	4	1	3	0	2	0	0	1	1	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	50.00%	00.00%	00.00%	25.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes NL grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA NL GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
NL-01	#	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%
NL-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-03	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-04	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-05	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-06	#	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%
NL-07	#	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%
NL-08	#	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%
NL-09	#	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%
NL-10	#	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%
NL-11	#	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%
NL-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%
NL-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%
NL-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA NL GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NL Grades	#	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%
Total NL Employees	#	4	4	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%

Data shown includes NL grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA NS GRADES		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
NS-01	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-02	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-03	#	3	0	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-04	#	25	9	16	5	8	0	4	3	3	1	1	0	0	0	0	0	0
	%	100.00%	36.00%	64.00%	20.00%	32.00%	00.00%	16.00%	12.00%	12.00%	04.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-05	#	8	1	7	1	4	0	1	0	2	0	0	0	0	0	0	0	0
	%	100.00%	12.50%	87.50%	12.50%	50.00%	00.00%	12.50%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-06	#	18	4	14	2	1	0	6	1	6	1	1	0	0	0	0	0	0
	%	100.01%	22.23%	77.78%	11.11%	05.56%	00.00%	33.33%	05.56%	33.33%	05.56%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-07	#	5	1	4	0	1	0	1	0	2	1	0	0	0	0	0	0	0
	%	100.00%	20.00%	80.00%	00.00%	20.00%	00.00%	20.00%	00.00%	40.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-08	#	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%
NS-09	#	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%
NS-10	#	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%
NS-11	#	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 A4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA NS GRADES		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
NS-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%
NS-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%
NS-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%
NS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NS Grades	#	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%
Total NS Employees	#	61	16	45	8	15	0	12	5	16	3	2	0	0	0	0	0	0
	%	100.00%	26.23%	73.77%	13.11%	24.59%	00.00%	19.67%	08.20%	26.23%	04.92%	03.28%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes NS grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA NS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
NS-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-02	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-03	#	3	3	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%
NS-04	#	25	25	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%
NS-05	#	8	6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	12.50%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-06	#	18	17	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.44%	00.00%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-07	#	5	5	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%
NS-08	#	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%
NS-09	#	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%
NS-10	#	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%
NS-11	#	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%
NS-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%
NS-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%
NS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA NS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NS Grades	#	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%
Total NS Employees	#	61	58	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	95.08%	01.64%	03.28%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes NS grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

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	
NS GRADES		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
NS-01	#	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%
NS-02	#	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%
NS-03	#	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%
NS-04	#	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%
NS-05	#	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%
NS-06	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-07	#	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%
NS-08	#	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%
NS-09	#	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%
NS-10	#	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%
NS-11	#	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 A4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA NS GRADES		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
NS-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%
NS-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%
NS-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%
NS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NS Grades	#	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%
Total NS Employees	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes NS grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA NS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
NS-01	#	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%
NS-02	#	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%
NS-03	#	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%
NS-04	#	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%
NS-05	#	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%
NS-06	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-07	#	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%
NS-08	#	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%
NS-09	#	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%
NS-10	#	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%
NS-11	#	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%
NS-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%
NS-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%
NS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA NS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other NS Grades	#	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%
Total NS Employees	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes NS grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA VC GRADES		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
VC-01	#	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%
VC-02	#	203	53	150	8	22	23	58	19	51	3	12	0	1	0	6	0	0
	%	100.00%	26.11%	73.89%	03.94%	10.84%	11.33%	28.57%	09.36%	25.12%	01.48%	05.91%	00.00%	00.49%	00.00%	02.96%	00.00%	00.00%
VC-03	#	47	23	24	2	1	10	15	8	5	2	3	0	0	1	0	0	0
	%	100.01%	48.95%	51.06%	04.26%	02.13%	21.28%	31.91%	17.02%	10.64%	04.26%	06.38%	00.00%	00.00%	02.13%	00.00%	00.00%	00.00%
VC-04	#	97	41	56	5	6	23	26	12	20	1	1	0	2	0	1	0	0
	%	99.99%	42.26%	57.73%	05.15%	06.19%	23.71%	26.80%	12.37%	20.62%	01.03%	01.03%	00.00%	02.06%	00.00%	01.03%	00.00%	00.00%
VC-05	#	76	23	53	3	9	9	23	8	15	3	5	0	0	0	1	0	0
	%	100.01%	30.27%	69.74%	03.95%	11.84%	11.84%	30.26%	10.53%	19.74%	03.95%	06.58%	00.00%	00.00%	00.00%	01.32%	00.00%	00.00%
VC-06	#	29	10	19	1	2	4	9	4	7	1	1	0	0	0	0	0	0
	%	100.00%	34.48%	65.52%	03.45%	06.90%	13.79%	31.03%	13.79%	24.14%	03.45%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-07	#	15	2	13	0	0	0	9	1	3	0	0	0	1	1	0	0	0
	%	100.01%	13.34%	86.67%	00.00%	00.00%	00.00%	60.00%	06.67%	20.00%	00.00%	00.00%	00.00%	06.67%	06.67%	00.00%	00.00%	00.00%
VC-08	#	33	7	26	1	1	3	17	1	7	1	0	1	0	0	1	0	0
	%	100.00%	21.21%	78.79%	03.03%	03.03%	09.09%	51.52%	03.03%	21.21%	03.03%	00.00%	03.03%	00.00%	00.00%	03.03%	00.00%	00.00%
VC-09	#	52	12	40	1	2	5	21	4	10	2	4	0	0	0	1	0	2
	%	100.00%	23.08%	76.92%	01.92%	03.85%	09.62%	40.38%	07.69%	19.23%	03.85%	07.69%	00.00%	00.00%	00.00%	01.92%	00.00%	03.85%
VC-10	#	60	17	43	1	5	12	25	4	9	0	2	0	0	0	2	0	0
	%	100.00%	28.34%	71.66%	01.67%	08.33%	20.00%	41.67%	06.67%	15.00%	00.00%	03.33%	00.00%	00.00%	00.00%	03.33%	00.00%	00.00%
VC-11	#	128	48	80	7	7	27	45	11	25	2	2	0	0	1	0	0	1
	%	99.99%	37.49%	62.50%	05.47%	05.47%	21.09%	35.16%	08.59%	19.53%	01.56%	01.56%	00.00%	00.00%	00.78%	00.00%	00.00%	00.78%

Table A4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA VC GRADES		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
VC-12	#	54	24	30	5	2	12	16	6	10	1	2	0	0	0	0	0	0
	%	99.99%	44.44%	55.55%	09.26%	03.70%	22.22%	29.63%	11.11%	18.52%	01.85%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-13	#	38	23	15	1	2	18	9	3	2	0	0	0	0	0	2	1	0
	%	99.98%	60.52%	39.46%	02.63%	05.26%	47.37%	23.68%	07.89%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	05.26%	02.63%	00.00%
VC-14	#	36	18	18	1	1	12	12	4	4	1	1	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	02.78%	02.78%	33.33%	33.33%	11.11%	11.11%	02.78%	02.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-15	#	38	22	16	1	0	15	8	4	5	0	1	1	0	1	0	0	2
	%	99.99%	57.89%	42.10%	02.63%	00.00%	39.47%	21.05%	10.53%	13.16%	00.00%	02.63%	02.63%	00.00%	02.63%	00.00%	00.00%	05.26%
All Other VC Grades	#	58	42	16	6	2	26	10	9	4	1	0	0	0	0	0	0	0
	%	100.00%	72.41%	27.59%	10.34%	03.45%	44.83%	17.24%	15.52%	06.90%	01.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total VC Employees	#	964	365	599	43	62	199	303	98	177	18	34	2	4	4	14	1	5
	%	99.99%	37.86%	62.13%	04.46%	06.43%	20.64%	31.43%	10.17%	18.36%	01.87%	03.53%	00.21%	00.41%	00.41%	01.45%	00.10%	00.52%

Data shown includes VC grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA VC GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
VC-01	#	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%
VC-02	#	203	164	20	19	6	0	0	2	1	0	0	1	1	0	1	0	0
	%	100.00%	80.79%	09.85%	09.36%	02.96%	00.00%	00.00%	00.99%	00.49%	00.00%	00.00%	00.49%	00.49%	00.00%	00.49%	00.00%	00.00%
VC-03	#	47	30	10	7	3	0	0	1	0	0	0	0	0	2	0	0	0
	%	100.00%	63.83%	21.28%	14.89%	06.38%	00.00%	00.00%	02.13%	00.00%	00.00%	00.00%	00.00%	00.00%	04.26%	00.00%	00.00%	00.00%
VC-04	#	97	77	4	16	2	1	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	79.38%	04.12%	16.49%	02.06%	01.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.03%	00.00%	00.00%
VC-05	#	76	65	8	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.53%	10.53%	03.95%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-06	#	29	28	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.55%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-07	#	15	14	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.33%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-08	#	33	29	2	2	1	0	0	0	0	0	0	0	0	0	0	1	0
	%	100.00%	87.88%	06.06%	06.06%	03.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.03%	00.00%
VC-09	#	52	50	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.15%	00.00%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-10	#	60	55	1	4	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	91.67%	01.67%	06.67%	03.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.33%	00.00%	00.00%
VC-11	#	128	116	8	4	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	90.63%	06.25%	03.13%	00.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.78%	00.00%	00.00%	00.00%	00.00%
VC-12	#	54	48	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	07.41%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-13	#	38	33	0	5	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	86.84%	00.00%	13.16%	02.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.63%	00.00%	00.00%	00.00%	00.00%
VC-14	#	36	31	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA VC GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	86.11%	02.78%	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%
VC-15	#	38	32	5	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	84.21%	13.16%	02.63%	02.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.63%	00.00%	00.00%
All Other VC Grades	#	58	52	2	4	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	89.66%	03.45%	06.90%	01.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.72%	00.00%	00.00%	00.00%	00.00%
Total VC Employees	#	964	824	67	73	18	1	0	3	1	0	0	1	4	2	5	1	0
	%	100.00%	85.48%	06.95%	07.57%	01.87%	00.10%	00.00%	00.31%	00.10%	00.00%	00.00%	00.10%	00.41%	00.21%	00.52%	00.10%	00.00%

Data shown includes VC grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA VC GRADES		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
VC-01	#	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%
VC-02	#	22	6	16	1	2	2	2	3	9	0	1	0	0	0	1	0	1
	%	100.02%	27.28%	72.74%	04.55%	09.09%	09.09%	09.09%	13.64%	40.91%	00.00%	04.55%	00.00%	00.00%	00.00%	04.55%	00.00%	04.55%
VC-03	#	4	1	3	0	0	0	2	1	0	0	1	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	00.00%	00.00%	50.00%	25.00%	00.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-04	#	5	2	3	0	3	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	40.00%	60.00%	00.00%	60.00%	20.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-05	#	6	2	4	0	0	1	2	0	1	0	1	0	0	0	0	1	0
	%	100.01%	33.34%	66.67%	00.00%	00.00%	16.67%	33.33%	00.00%	16.67%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	16.67%	00.00%
VC-06	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-07	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	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%
VC-08	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-09	#	2	1	1	0	0	0	1	0	0	1	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-10	#	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%
VC-11	#	2	0	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	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%

Table A4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA VC GRADES		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
VC-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%
VC-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%
VC-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%
VC-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other VC Grades	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total VC Employees	#	46	15	31	1	6	6	9	6	11	1	3	0	0	0	1	1	1
	%	99.97%	32.59%	67.38%	02.17%	13.04%	13.04%	19.57%	13.04%	23.91%	02.17%	06.52%	00.00%	00.00%	00.00%	02.17%	02.17%	02.17%

Data shown includes VC grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA VC GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
VC-01	#	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%
VC-02	#	22	16	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	72.73%	27.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-03	#	4	4	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%
VC-04	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-05	#	6	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	16.67%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-06	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-07	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-08	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-09	#	2	2	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%
VC-10	#	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%
VC-11	#	2	2	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%
VC-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%
VC-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%
VC-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA VC GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other VC Grades	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total VC Employees	#	46	36	8	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	78.26%	17.39%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes VC grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA WG GRADES		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
WG-01	#	218	159	59	7	2	59	19	86	35	3	1	0	0	0	0	4	2
	%	100.01%	72.93%	27.08%	03.21%	00.92%	27.06%	08.72%	39.45%	16.06%	01.38%	00.46%	00.00%	00.00%	00.00%	00.00%	01.83%	00.92%
WG-02	#	11,128	8,423	2,705	558	220	3,091	859	4,402	1,458	131	89	30	10	133	46	78	23
	%	100.01%	75.70%	24.31%	05.01%	01.98%	27.78%	07.72%	39.56%	13.10%	01.18%	00.80%	00.27%	00.09%	01.20%	00.41%	00.70%	00.21%
WG-03	#	2,101	1,330	771	108	72	447	240	720	410	26	30	2	4	21	13	6	2
	%	100.02%	63.32%	36.70%	05.14%	03.43%	21.28%	11.42%	34.27%	19.51%	01.24%	01.43%	00.10%	00.19%	01.00%	00.62%	00.29%	00.10%
WG-04	#	1,393	785	608	66	28	336	233	340	298	26	36	7	5	10	6	0	2
	%	100.00%	56.36%	43.64%	04.74%	02.01%	24.12%	16.73%	24.41%	21.39%	01.87%	02.58%	00.50%	00.36%	00.72%	00.43%	00.00%	00.14%
WG-05	#	923	819	104	74	10	460	64	238	28	21	1	4	0	16	1	6	0
	%	100.00%	88.74%	11.26%	08.02%	01.08%	49.84%	06.93%	25.79%	03.03%	02.28%	00.11%	00.43%	00.00%	01.73%	00.11%	00.65%	00.00%
WG-06	#	2,411	2,107	304	145	18	1,110	149	756	111	40	8	12	1	34	13	10	4
	%	100.00%	87.39%	12.61%	06.01%	00.75%	46.04%	06.18%	31.36%	04.60%	01.66%	00.33%	00.50%	00.04%	01.41%	00.54%	00.41%	00.17%
WG-07	#	746	710	36	86	5	328	9	272	20	10	0	1	0	13	2	0	0
	%	100.00%	95.17%	04.83%	11.53%	00.67%	43.97%	01.21%	36.46%	02.68%	01.34%	00.00%	00.13%	00.00%	01.74%	00.27%	00.00%	00.00%
WG-08	#	839	786	53	75	4	471	28	195	18	16	2	8	0	15	1	6	0
	%	100.02%	93.69%	06.33%	08.94%	00.48%	56.14%	03.34%	23.24%	02.15%	01.91%	00.24%	00.95%	00.00%	01.79%	00.12%	00.72%	00.00%
WG-09	#	1,737	1,702	35	155	0	1,176	24	295	8	37	1	7	1	26	1	6	0
	%	100.00%	97.98%	02.02%	08.92%	00.00%	67.70%	01.38%	16.98%	00.46%	02.13%	00.06%	00.40%	00.06%	01.50%	00.06%	00.35%	00.00%
WG-10	#	3,168	3,129	39	270	0	2,200	27	453	8	110	2	21	0	60	2	15	0
	%	99.97%	98.75%	01.22%	08.52%	00.00%	69.44%	00.85%	14.30%	00.25%	03.47%	00.06%	00.66%	00.00%	01.89%	00.06%	00.47%	00.00%
WG-11	#	601	592	9	37	0	414	7	110	2	18	0	2	0	11	0	0	0
	%	100.00%	98.51%	01.49%	06.16%	00.00%	68.89%	01.16%	18.30%	00.33%	03.00%	00.00%	00.33%	00.00%	01.83%	00.00%	00.00%	00.00%

Table A4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA WG GRADES		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
WG-12	#	8	8	0	0	0	7	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	87.50%	00.00%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-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%
WG-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%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WG Grades	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total WG Employees	#	25,274	20,551	4,723	1,581	359	10,100	1,659	7,868	2,396	438	170	94	21	339	85	131	33
	%	99.99%	81.31%	18.68%	06.26%	01.42%	39.96%	06.56%	31.13%	09.48%	01.73%	00.67%	00.37%	00.08%	01.34%	00.34%	00.52%	00.13%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA WG GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
WG-01	#	218	107	41	70	26	1	2	0	0	0	0	1	0	5	16	0	1
	%	100.00%	49.08%	18.81%	32.11%	11.93%	00.46%	00.92%	00.00%	00.00%	00.00%	00.00%	00.46%	00.00%	02.29%	07.34%	00.00%	00.46%
WG-02	#	11,128	6,715	1,413	3,000	998	17	49	120	28	11	26	34	37	61	603	2	10
	%	100.00%	60.34%	12.70%	26.96%	08.97%	00.15%	00.44%	01.08%	00.25%	00.10%	00.23%	00.31%	00.33%	00.55%	05.42%	00.02%	00.09%
WG-03	#	2,101	1,457	165	479	172	1	3	15	10	3	4	12	8	17	98	1	0
	%	100.00%	69.35%	07.85%	22.80%	08.19%	00.05%	00.14%	00.71%	00.48%	00.14%	00.19%	00.57%	00.38%	00.81%	04.66%	00.05%	00.00%
WG-04	#	1,393	1,015	106	272	71	2	2	6	2	2	2	5	2	1	47	0	0
	%	100.00%	72.86%	07.61%	19.53%	05.10%	00.14%	00.14%	00.43%	00.14%	00.14%	00.14%	00.36%	00.14%	00.07%	03.37%	00.00%	00.00%
WG-05	#	923	627	92	204	58	0	2	6	0	0	0	2	4	2	41	0	1
	%	100.00%	67.93%	09.97%	22.10%	06.28%	00.00%	00.22%	00.65%	00.00%	00.00%	00.00%	00.22%	00.43%	00.22%	04.44%	00.00%	00.11%
WG-06	#	2,411	1,639	239	533	143	2	9	5	4	2	3	8	4	4	99	1	2
	%	100.00%	67.98%	09.91%	22.11%	05.93%	00.08%	00.37%	00.21%	00.17%	00.08%	00.12%	00.33%	00.17%	00.17%	04.11%	00.04%	00.08%
WG-07	#	746	522	62	162	44	1	2	5	1	0	1	1	0	1	30	0	2
	%	100.00%	69.97%	08.31%	21.72%	05.90%	00.13%	00.27%	00.67%	00.13%	00.00%	00.13%	00.13%	00.00%	00.13%	04.02%	00.00%	00.27%
WG-08	#	839	588	79	172	40	0	1	2	2	2	3	4	1	0	25	0	0
	%	100.00%	70.08%	09.42%	20.50%	04.77%	00.00%	00.12%	00.24%	00.24%	00.24%	00.36%	00.48%	00.12%	00.00%	02.98%	00.00%	00.00%
WG-09	#	1,737	1,167	180	390	96	0	5	12	1	2	4	6	4	0	60	0	2
	%	100.00%	67.18%	10.36%	22.45%	05.53%	00.00%	00.29%	00.69%	00.06%	00.12%	00.23%	00.35%	00.23%	00.00%	03.45%	00.00%	00.12%
WG-10	#	3,168	2,320	290	558	115	0	5	17	0	2	2	11	3	2	70	0	3
	%	100.00%	73.23%	09.15%	17.61%	03.63%	00.00%	00.16%	00.54%	00.00%	00.06%	00.06%	00.35%	00.09%	00.06%	02.21%	00.00%	00.09%
WG-11	#	601	453	39	109	15	0	2	2	0	0	1	1	0	0	8	1	0
	%	100.00%	75.37%	06.49%	18.14%	02.50%	00.00%	00.33%	00.33%	00.00%	00.00%	00.17%	00.17%	00.00%	00.00%	01.33%	00.17%	00.00%
WG-12	#	8	5	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	62.50%	12.50%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-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%
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA WG GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WG Grades	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total WG Employees	#	25,274	16,616	2,707	5,951	1,778	24	82	190	48	24	46	85	63	93	1,097	5	21
	%	100.00%	65.74%	10.71%	23.55%	07.03%	00.09%	00.32%	00.75%	00.19%	00.09%	00.18%	00.34%	00.25%	00.37%	04.34%	00.02%	00.08%

Data shown includes WG grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA WG GRADES		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
WG-01	#	49	32	17	0	1	11	4	20	10	1	2	0	0	0	0	0	0
	%	100.00%	65.31%	34.69%	00.00%	02.04%	22.45%	08.16%	40.82%	20.41%	02.04%	04.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-02	#	574	425	149	41	15	137	37	218	91	6	1	4	1	9	0	10	4
	%	100.00%	74.05%	25.95%	07.14%	02.61%	23.87%	06.45%	37.98%	15.85%	01.05%	00.17%	00.70%	00.17%	01.57%	00.00%	01.74%	00.70%
WG-03	#	77	62	15	0	0	25	6	36	7	0	1	0	0	1	1	0	0
	%	100.00%	80.52%	19.48%	00.00%	00.00%	32.47%	07.79%	46.75%	09.09%	00.00%	01.30%	00.00%	00.00%	01.30%	01.30%	00.00%	00.00%
WG-04	#	39	29	10	6	0	9	8	13	2	0	0	0	0	1	0	0	0
	%	99.99%	74.35%	25.64%	15.38%	00.00%	23.08%	20.51%	33.33%	05.13%	00.00%	00.00%	00.00%	00.00%	02.56%	00.00%	00.00%	00.00%
WG-05	#	78	76	2	13	0	40	1	19	1	1	0	0	0	2	0	1	0
	%	99.99%	97.43%	02.56%	16.67%	00.00%	51.28%	01.28%	24.36%	01.28%	01.28%	00.00%	00.00%	00.00%	02.56%	00.00%	01.28%	00.00%
WG-06	#	98	86	12	7	1	44	9	28	2	4	0	0	0	1	0	2	0
	%	99.99%	87.75%	12.24%	07.14%	01.02%	44.90%	09.18%	28.57%	02.04%	04.08%	00.00%	00.00%	00.00%	01.02%	00.00%	02.04%	00.00%
WG-07	#	22	17	5	1	0	9	2	6	3	0	0	0	0	0	0	1	0
	%	100.01%	77.28%	22.73%	04.55%	00.00%	40.91%	09.09%	27.27%	13.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%
WG-08	#	22	22	0	1	0	10	0	9	0	0	0	1	0	0	0	1	0
	%	100.01%	100.01%	00.00%	04.55%	00.00%	45.45%	00.00%	40.91%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%	04.55%	00.00%
WG-09	#	88	87	1	29	0	40	1	17	0	1	0	0	0	0	0	0	0
	%	100.00%	98.86%	01.14%	32.95%	00.00%	45.45%	01.14%	19.32%	00.00%	01.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-10	#	76	75	1	6	1	56	0	13	0	0	0	0	0	0	0	0	0
	%	100.00%	98.68%	01.32%	07.89%	01.32%	73.68%	00.00%	17.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-11	#	6	6	0	1	0	4	0	0	0	0	0	0	0	1	0	0	0
	%	100.01%	100.01%	00.00%	16.67%	00.00%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	16.67%	00.00%	00.00%	00.00%

Table A4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA WG GRADES		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
WG-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%
WG-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%
WG-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%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WG Grades	#	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%
Total WG Employees	#	1,129	917	212	105	18	385	68	379	116	13	4	5	1	15	1	15	4
	%	99.98%	81.22%	18.76%	09.30%	01.59%	34.10%	06.02%	33.57%	10.27%	01.15%	00.35%	00.44%	00.09%	01.33%	00.09%	01.33%	00.35%

Data shown includes WG grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
WG GRADES			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
WG-01	#	49	23	12	14	6	2	1	1	0	0	0	0	0	0	1	0	1
	%	100.00%	46.94%	24.49%	28.57%	12.24%	04.08%	02.04%	02.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.04%	00.00%	02.04%
WG-02	#	574	308	93	173	58	1	3	5	1	0	0	1	2	1	42	1	1
	%	100.00%	53.66%	16.20%	30.14%	10.10%	00.17%	00.52%	00.87%	00.17%	00.00%	00.00%	00.17%	00.35%	00.17%	07.32%	00.17%	00.17%
WG-03	#	77	35	10	32	18	0	0	1	2	0	1	0	0	2	12	0	0
	%	100.00%	45.45%	12.99%	41.56%	23.38%	00.00%	00.00%	01.30%	02.60%	00.00%	01.30%	00.00%	00.00%	02.60%	15.58%	00.00%	00.00%
WG-04	#	39	15	3	21	8	1	1	0	0	0	1	0	0	0	5	0	0
	%	100.00%	38.46%	07.69%	53.85%	20.51%	02.56%	02.56%	00.00%	00.00%	00.00%	02.56%	00.00%	00.00%	00.00%	12.82%	00.00%	00.00%
WG-05	#	78	45	11	22	7	0	0	1	0	0	0	0	0	0	6	0	0
	%	100.00%	57.69%	14.10%	28.21%	08.97%	00.00%	00.00%	01.28%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	07.69%	00.00%	00.00%
WG-06	#	98	54	11	33	9	0	0	1	0	0	0	0	0	0	7	0	1
	%	100.00%	55.10%	11.22%	33.67%	09.18%	00.00%	00.00%	01.02%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	07.14%	00.00%	01.02%
WG-07	#	22	9	2	11	4	0	0	0	0	0	0	1	0	0	3	0	0
	%	100.00%	40.91%	09.09%	50.00%	18.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%	13.64%	00.00%	00.00%
WG-08	#	22	13	1	8	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	59.09%	04.55%	36.36%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	09.09%	00.00%	00.00%
WG-09	#	88	60	12	16	6	0	0	1	1	0	0	0	0	0	4	0	0
	%	100.00%	68.18%	13.64%	18.18%	06.82%	00.00%	00.00%	01.14%	01.14%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%
WG-10	#	76	49	7	20	5	0	0	0	0	1	0	0	0	0	4	0	0
	%	100.00%	64.47%	09.21%	26.32%	06.58%	00.00%	00.00%	00.00%	00.00%	01.32%	00.00%	00.00%	00.00%	00.00%	05.26%	00.00%	00.00%
WG-11	#	6	1	1	4	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	16.67%	16.67%	66.67%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	16.67%	00.00%	00.00%
WG-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%
WG-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%
WG-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA WG GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WG Grades	#	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%
Total WG Employees	#	1,129	612	163	354	124	4	5	10	4	1	2	2	2	3	87	1	3
	%	100.00%	54.21%	14.44%	31.36%	10.98%	00.35%	00.44%	00.89%	00.35%	00.09%	00.18%	00.18%	00.18%	00.27%	07.71%	00.09%	00.27%

Data shown includes WG grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA		TOTAL			RACE/ETHNICITY													
		EMPLOYEES			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	
WL GRADES		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
WL-01	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-02	#	550	475	75	39	2	186	30	234	38	6	3	4	0	6	2	0	0
	%	100.00%	86.37%	13.63%	07.09%	00.36%	33.82%	05.45%	42.55%	06.91%	01.09%	00.55%	00.73%	00.00%	01.09%	00.36%	00.00%	00.00%
WL-03	#	122	96	26	3	1	36	10	53	15	3	0	0	0	0	0	1	0
	%	100.01%	78.69%	21.32%	02.46%	00.82%	29.51%	08.20%	43.44%	12.30%	02.46%	00.00%	00.00%	00.00%	00.00%	00.00%	00.82%	00.00%
WL-04	#	92	51	41	4	1	27	27	18	12	0	1	0	0	2	0	0	0
	%	100.01%	55.44%	44.57%	04.35%	01.09%	29.35%	29.35%	19.57%	13.04%	00.00%	01.09%	00.00%	00.00%	02.17%	00.00%	00.00%	00.00%
WL-05	#	54	47	7	7	0	17	3	22	4	0	0	0	0	1	0	0	0
	%	100.00%	87.03%	12.97%	12.96%	00.00%	31.48%	05.56%	40.74%	07.41%	00.00%	00.00%	00.00%	00.00%	01.85%	00.00%	00.00%	00.00%
WL-06	#	107	101	6	7	0	42	3	46	3	4	0	0	0	2	0	0	0
	%	99.99%	94.39%	05.60%	06.54%	00.00%	39.25%	02.80%	42.99%	02.80%	03.74%	00.00%	00.00%	00.00%	01.87%	00.00%	00.00%	00.00%
WL-07	#	27	27	0	1	0	15	0	11	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	03.70%	00.00%	55.56%	00.00%	40.74%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-08	#	77	76	1	6	0	54	0	12	1	3	0	0	0	1	0	0	0
	%	100.00%	98.70%	01.30%	07.79%	00.00%	70.13%	00.00%	15.58%	01.30%	03.90%	00.00%	00.00%	00.00%	01.30%	00.00%	00.00%	00.00%
WL-09	#	58	56	2	5	0	39	2	9	0	1	0	1	0	1	0	0	0
	%	99.99%	96.54%	03.45%	08.62%	00.00%	67.24%	03.45%	15.52%	00.00%	01.72%	00.00%	01.72%	00.00%	01.72%	00.00%	00.00%	00.00%
WL-10	#	217	217	0	10	0	165	0	32	0	2	0	3	0	5	0	0	0
	%	100.00%	100.00%	00.00%	04.61%	00.00%	76.04%	00.00%	14.75%	00.00%	00.92%	00.00%	01.38%	00.00%	02.30%	00.00%	00.00%	00.00%
WL-11	#	40	40	0	5	0	28	0	7	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	12.50%	00.00%	70.00%	00.00%	17.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table A4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA WL GRADES		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
WL-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%
WL-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%
WL-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%
WL-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WL Grades	#	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%
Total WL Employees	#	1,345	1,187	158	87	4	610	75	444	73	19	4	8	0	18	2	1	0
	%	100.00%	88.24%	11.76%	06.47%	00.30%	45.35%	05.58%	33.01%	05.43%	01.41%	00.30%	00.59%	00.00%	01.34%	00.15%	00.07%	00.00%

Data shown includes WL grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA WL GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
WL-01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-02	#	550	315	61	174	45	0	1	2	0	0	3	2	2	2	32	1	0
	%	100.00%	57.27%	11.09%	31.64%	08.18%	00.00%	00.18%	00.36%	00.00%	00.00%	00.55%	00.36%	00.36%	00.36%	05.82%	00.18%	00.00%
WL-03	#	122	80	8	34	8	0	0	0	0	0	0	1	1	0	6	0	0
	%	100.00%	65.57%	06.56%	27.87%	06.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.82%	00.82%	00.00%	04.92%	00.00%	00.00%
WL-04	#	92	65	5	22	10	0	0	0	0	0	0	0	1	0	9	0	0
	%	100.00%	70.65%	05.43%	23.91%	10.87%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.09%	00.00%	09.78%	00.00%	00.00%
WL-05	#	54	40	4	10	3	0	0	0	0	1	0	0	0	0	2	0	0
	%	100.00%	74.07%	07.41%	18.52%	05.56%	00.00%	00.00%	00.00%	00.00%	01.85%	00.00%	00.00%	00.00%	00.00%	03.70%	00.00%	00.00%
WL-06	#	107	69	10	28	11	0	0	1	0	0	0	2	0	2	5	0	1
	%	100.00%	64.49%	09.35%	26.17%	10.28%	00.00%	00.00%	00.93%	00.00%	00.00%	00.00%	01.87%	00.00%	01.87%	04.67%	00.00%	00.93%
WL-07	#	27	22	2	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	81.48%	07.41%	11.11%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	00.00%	00.00%
WL-08	#	77	49	2	26	4	0	0	0	0	0	0	0	0	0	4	0	0
	%	100.00%	63.64%	02.60%	33.77%	05.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.19%	00.00%	00.00%
WL-09	#	58	38	9	11	2	0	1	0	0	0	0	0	0	0	1	0	0
	%	100.00%	65.52%	15.52%	18.97%	03.45%	00.00%	01.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.72%	00.00%	00.00%
WL-10	#	217	162	16	39	5	0	0	1	0	0	0	1	0	0	3	0	0
	%	100.00%	74.65%	07.37%	17.97%	02.30%	00.00%	00.00%	00.46%	00.00%	00.00%	00.00%	00.46%	00.00%	00.00%	01.38%	00.00%	00.00%
WL-11	#	40	32	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	10.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-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%
WL-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%
WL-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA WL GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WL Grades	#	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%
Total WL Employees	#	1,345	873	121	351	89	0	2	4	0	1	3	6	4	4	63	1	1
	%	100.00%	64.91%	09.00%	26.10%	06.62%	00.00%	00.15%	00.30%	00.00%	00.07%	00.22%	00.45%	00.30%	00.30%	04.68%	00.07%	00.07%

Data shown includes WL grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

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	
WL GRADES		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
WL-01	#	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%
WL-02	#	11	10	1	0	0	4	0	5	1	0	0	0	0	1	0	0	0
	%	99.99%	90.90%	09.09%	00.00%	00.00%	36.36%	00.00%	45.45%	09.09%	00.00%	00.00%	00.00%	00.00%	09.09%	00.00%	00.00%	00.00%
WL-03	#	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%
WL-04	#	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%
WL-05	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-06	#	2	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-07	#	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%
WL-08	#	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%
WL-09	#	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%
WL-10	#	4	4	0	3	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	75.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-11	#	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 A4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA WL GRADES		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
WL-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%
WL-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%
WL-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%
WL-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WL Grades	#	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%
Total WL Employees	#	18	17	1	3	0	6	0	6	1	1	0	0	0	1	0	0	0
	%	100.01%	94.45%	05.56%	16.67%	00.00%	33.33%	00.00%	33.33%	05.56%	05.56%	00.00%	00.00%	00.00%	05.56%	00.00%	00.00%	00.00%

Data shown includes WL grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA WL GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
WL-01	#	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%
WL-02	#	11	5	0	6	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	45.45%	00.00%	54.55%	18.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	18.18%	00.00%	00.00%
WL-03	#	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%
WL-04	#	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%
WL-05	#	1	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	00.00%	00.00%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%
WL-06	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-07	#	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%
WL-08	#	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%
WL-09	#	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%
WL-10	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-11	#	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%
WL-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%
WL-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%
WL-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA WL GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WL Grades	#	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%
Total WL Employees	#	18	9	0	9	3	0	0	0	0	0	0	0	0	0	3	0	0
	%	100.00%	50.00%	00.00%	50.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	16.67%	00.00%	00.00%

Data shown includes WL grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA		TOTAL			RACE/ETHNICITY													
		EMPLOYEES			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	
WS GRADES		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
WS-01	#	27	24	3	2	0	12	1	10	2	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	11.11%	07.41%	00.00%	44.44%	03.70%	37.04%	07.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-02	#	856	713	143	43	8	261	45	395	85	2	2	3	1	8	1	1	1
	%	99.99%	83.28%	16.71%	05.02%	00.93%	30.49%	05.26%	46.14%	09.93%	00.23%	00.23%	00.35%	00.12%	00.93%	00.12%	00.12%	00.12%
WS-03	#	398	260	138	27	5	111	58	113	68	3	3	2	1	2	2	2	1
	%	99.98%	65.31%	34.67%	06.78%	01.26%	27.89%	14.57%	28.39%	17.09%	00.75%	00.75%	00.50%	00.25%	00.50%	00.50%	00.50%	00.25%
WS-04	#	166	124	42	16	2	45	13	61	26	2	0	0	0	0	1	0	0
	%	99.99%	74.70%	25.29%	09.64%	01.20%	27.11%	07.83%	36.75%	15.66%	01.20%	00.00%	00.00%	00.00%	00.00%	00.60%	00.00%	00.00%
WS-05	#	139	115	24	4	0	41	5	65	16	1	0	0	0	4	1	0	2
	%	100.01%	82.74%	17.27%	02.88%	00.00%	29.50%	03.60%	46.76%	11.51%	00.72%	00.00%	00.00%	00.00%	02.88%	00.72%	00.00%	01.44%
WS-06	#	141	113	28	7	1	50	14	51	13	2	0	2	0	0	0	1	0
	%	100.00%	80.14%	19.86%	04.96%	00.71%	35.46%	09.93%	36.17%	09.22%	01.42%	00.00%	01.42%	00.00%	00.00%	00.00%	00.71%	00.00%
WS-07	#	65	55	10	7	2	27	4	20	4	0	0	1	0	0	0	0	0
	%	100.00%	84.62%	15.38%	10.77%	03.08%	41.54%	06.15%	30.77%	06.15%	00.00%	00.00%	01.54%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-08	#	156	139	17	10	1	100	6	23	9	2	0	1	0	3	0	0	1
	%	99.99%	89.09%	10.90%	06.41%	00.64%	64.10%	03.85%	14.74%	05.77%	01.28%	00.00%	00.64%	00.00%	01.92%	00.00%	00.00%	00.64%
WS-09	#	189	185	4	17	0	139	3	27	1	0	0	0	0	2	0	0	0
	%	100.00%	97.88%	02.12%	08.99%	00.00%	73.54%	01.59%	14.29%	00.53%	00.00%	00.00%	00.00%	00.00%	01.06%	00.00%	00.00%	00.00%
WS-10	#	381	376	5	23	1	283	4	54	0	10	0	0	0	4	0	2	0
	%	99.99%	98.68%	01.31%	06.04%	00.26%	74.28%	01.05%	14.17%	00.00%	02.62%	00.00%	00.00%	00.00%	01.05%	00.00%	00.52%	00.00%
WS-11	#	69	68	1	5	0	51	0	8	1	3	0	0	0	0	0	1	0
	%	100.00%	98.55%	01.45%	07.25%	00.00%	73.91%	00.00%	11.59%	01.45%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%	01.45%	00.00%

Table A4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA WS GRADES		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
WS-12	#	26	26	0	2	0	20	0	4	0	0	0	0	0	0	0	0	0
	%	99.99%	99.99%	00.00%	07.69%	00.00%	76.92%	00.00%	15.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-13	#	24	24	0	2	0	18	0	3	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	08.33%	00.00%	75.00%	00.00%	12.50%	00.00%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-14	#	21	21	0	3	0	15	0	2	0	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	14.29%	00.00%	71.43%	00.00%	09.52%	00.00%	00.00%	00.00%	00.00%	00.00%	04.76%	00.00%	00.00%	00.00%
WS-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 WS Grades	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total WS Employees	#	2,666	2,251	415	168	20	1,180	153	837	225	26	5	9	2	24	5	7	5
	%	100.02%	84.44%	15.58%	06.30%	00.75%	44.26%	05.74%	31.40%	08.44%	00.98%	00.19%	00.34%	00.08%	00.90%	00.19%	00.26%	00.19%

Data shown includes WS grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA WS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
WS-01	#	27	13	2	12	7	0	0	0	0	0	0	0	1	0	4	0	2
	%	100.00%	48.15%	07.41%	44.44%	25.93%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	00.00%	14.81%	00.00%	07.41%
WS-02	#	856	512	65	279	78	0	4	3	1	0	0	1	3	3	61	0	2
	%	100.00%	59.81%	07.59%	32.59%	09.11%	00.00%	00.47%	00.35%	00.12%	00.00%	00.00%	00.12%	00.35%	00.35%	07.13%	00.00%	00.23%
WS-03	#	398	282	33	83	11	0	0	1	0	0	0	0	1	1	8	0	0
	%	100.00%	70.85%	08.29%	20.85%	02.76%	00.00%	00.00%	00.25%	00.00%	00.00%	00.00%	00.00%	00.25%	00.25%	02.01%	00.00%	00.00%
WS-04	#	166	112	19	35	9	0	1	0	0	0	1	1	0	0	6	0	0
	%	100.00%	67.47%	11.45%	21.08%	05.42%	00.00%	00.60%	00.00%	00.00%	00.00%	00.60%	00.60%	00.00%	00.00%	03.61%	00.00%	00.00%
WS-05	#	139	108	4	27	7	0	1	1	0	0	0	0	0	0	5	0	0
	%	100.00%	77.70%	02.88%	19.42%	05.04%	00.00%	00.72%	00.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.60%	00.00%	00.00%
WS-06	#	141	106	10	25	3	0	0	0	0	0	0	1	0	1	1	0	0
	%	100.00%	75.18%	07.09%	17.73%	02.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.71%	00.00%	00.71%	00.71%	00.00%	00.00%
WS-07	#	65	57	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.69%	00.00%	12.31%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-08	#	156	123	10	23	3	0	0	0	1	0	0	0	1	0	1	0	0
	%	100.00%	78.85%	06.41%	14.74%	01.92%	00.00%	00.00%	00.00%	00.64%	00.00%	00.00%	00.00%	00.64%	00.00%	00.64%	00.00%	00.00%
WS-09	#	189	155	6	28	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	82.01%	03.17%	14.81%	01.06%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.06%	00.00%	00.00%
WS-10	#	381	285	20	76	7	0	0	1	0	0	0	0	0	0	6	0	0
	%	100.00%	74.80%	05.25%	19.95%	01.84%	00.00%	00.00%	00.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.57%	00.00%	00.00%
WS-11	#	69	51	7	11	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	73.91%	10.14%	15.94%	01.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.45%	00.00%	00.00%
WS-12	#	26	19	1	6	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	73.08%	03.85%	23.08%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.85%	00.00%	00.00%
WS-13	#	24	21	1	2	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	87.50%	04.17%	08.33%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.17%
WS-14	#	21	17	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2021

All VA WS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	80.95%	04.76%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-15	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WS Grades	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total WS Employees	#	2,666	1,869	179	618	130	0	6	6	2	0	1	3	6	5	96	0	5
	%	100.00%	70.11%	06.71%	23.18%	04.88%	00.00%	00.23%	00.23%	00.08%	00.00%	00.04%	00.11%	00.23%	00.19%	03.60%	00.00%	00.19%

Data shown includes WS grades for full-time, part-time, and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

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	
WS GRADES		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
WS-01	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	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%
WS-02	#	13	12	1	1	0	5	1	5	0	1	0	0	0	0	0	0	0
	%	99.99%	92.30%	07.69%	07.69%	00.00%	38.46%	07.69%	38.46%	00.00%	07.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-03	#	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
	%	99.99%	66.66%	33.33%	00.00%	00.00%	33.33%	00.00%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-04	#	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%
WS-05	#	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%
WS-06	#	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%
WS-07	#	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%
WS-08	#	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%
WS-09	#	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%
WS-10	#	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	66.67%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-11	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table A4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA WS GRADES		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
WS-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%
WS-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%
WS-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%
WS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WS Grades	#	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%
Total WS Employees	#	21	18	3	1	0	9	2	7	1	1	0	0	0	0	0	0	0
	%	99.99%	85.71%	14.28%	04.76%	00.00%	42.86%	09.52%	33.33%	04.76%	04.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes WS grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA WS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
WS-01	#	1	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	00.00%	00.00%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%
WS-02	#	13	5	1	7	3	0	0	0	0	0	0	0	0	0	3	0	0
	%	100.00%	38.46%	07.69%	53.85%	23.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	23.08%	00.00%	00.00%
WS-03	#	3	1	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	00.00%	66.67%	33.33%	00.00%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-04	#	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%
WS-05	#	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%
WS-06	#	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%
WS-07	#	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%
WS-08	#	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%
WS-09	#	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%
WS-10	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	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%	00.00%
WS-11	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-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%
WS-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%
WS-14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2021

All VA WS GRADES		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other WS Grades	#	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%
Total WS Employees	#	21	9	2	10	5	0	0	1	0	0	0	0	0	0	4	0	0
	%	100.00%	42.86%	09.52%	47.62%	23.81%	00.00%	00.00%	04.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	19.05%	00.00%	00.00%

Data shown includes WS grades for full-time, part-time, and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

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	
SALARY RANGE		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent Workforce	#	399,391	152,605	246,786	12,363	15,819	89,316	136,247	34,338	66,440	12,665	21,531	735	1,161	2,270	3,841	918	1,747
	%	100.00%	38.21%	61.79%	03.10%	03.96%	22.36%	34.11%	08.60%	16.64%	03.17%	05.39%	00.18%	00.29%	00.57%	00.96%	00.23%	00.44%
Up to $20,000	#	38	16	22	2	4	8	7	4	10	1	0	0	0	1	0	0	1
	%	100.00%	42.10%	57.90%	05.26%	10.53%	21.05%	18.42%	10.53%	26.32%	02.63%	00.00%	00.00%	00.00%	02.63%	00.00%	00.00%	02.63%
$20,001-$30,000	#	4,043	2,369	1,674	325	205	856	648	1,094	724	26	35	7	11	36	37	25	14
	%	100.01%	58.59%	41.42%	08.04%	05.07%	21.17%	16.03%	27.06%	17.91%	00.64%	00.87%	00.17%	00.27%	00.89%	00.92%	00.62%	00.35%
$30,001-$40,000	#	28,289	12,209	16,080	1,047	1,260	5,385	7,139	5,087	6,493	332	576	54	73	190	302	114	237
	%	100.00%	43.15%	56.85%	03.70%	04.45%	19.04%	25.24%	17.98%	22.95%	01.17%	02.04%	00.19%	00.26%	00.67%	01.07%	00.40%	00.84%
$40,001-$50,000	#	63,632	21,470	42,162	2,123	3,180	9,790	19,066	8,072	16,893	861	1,659	128	290	332	693	164	381
	%	100.02%	33.75%	66.27%	03.34%	05.00%	15.39%	29.96%	12.69%	26.55%	01.35%	02.61%	00.20%	00.46%	00.52%	01.09%	00.26%	00.60%
$50,001-$60,000	#	47,900	18,822	29,078	1,819	2,104	10,043	14,618	5,426	10,044	974	1,425	107	158	340	514	113	215
	%	100.00%	39.30%	60.70%	03.80%	04.39%	20.97%	30.52%	11.33%	20.97%	02.03%	02.97%	00.22%	00.33%	00.71%	01.07%	00.24%	00.45%
$60,001-$70,000	#	38,258	16,628	21,630	1,538	1,588	9,780	12,103	3,915	6,012	906	1,198	98	119	279	418	112	192
	%	99.99%	43.46%	56.53%	04.02%	04.15%	25.56%	31.64%	10.23%	15.71%	02.37%	03.13%	00.26%	00.31%	00.73%	01.09%	00.29%	00.50%
$70,001-$80,000	#	36,485	13,929	22,556	1,151	1,457	8,653	13,833	2,880	5,363	879	1,284	75	98	214	351	77	170
	%	100.00%	38.18%	61.82%	03.15%	03.99%	23.72%	37.91%	07.89%	14.70%	02.41%	03.52%	00.21%	00.27%	00.59%	00.96%	00.21%	00.47%
$80,001-$90,000	#	37,389	12,284	25,105	1,011	1,533	7,892	15,695	2,205	5,596	875	1,724	66	87	169	331	66	139
	%	100.01%	32.86%	67.15%	02.70%	04.10%	21.11%	41.98%	05.90%	14.97%	02.34%	04.61%	00.18%	00.23%	00.45%	00.89%	00.18%	00.37%
$90,001-$100,000	#	31,876	9,940	21,936	734	1,247	6,611	13,481	1,546	4,645	816	2,063	39	71	135	314	59	115
	%	99.99%	31.18%	68.81%	02.30%	03.91%	20.74%	42.29%	04.85%	14.57%	02.56%	06.47%	00.12%	00.22%	00.42%	00.99%	00.19%	00.36%
$100,001-$110,000	#	23,495	7,483	16,012	572	907	4,833	9,468	1,091	3,263	798	1,965	30	68	112	251	47	90
	%	100.00%	31.85%	68.15%	02.43%	03.86%	20.57%	40.30%	04.64%	13.89%	03.40%	08.36%	00.13%	00.29%	00.48%	01.07%	00.20%	00.38%

Table A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

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	
SALARY RANGE		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
$110,001-$120,000	#	18,033	6,101	11,932	403	553	4,163	7,159	742	2,213	655	1,756	32	49	83	153	23	49
	%	100.00%	33.83%	66.17%	02.23%	03.07%	23.09%	39.70%	04.11%	12.27%	03.63%	09.74%	00.18%	00.27%	00.46%	00.85%	00.13%	00.27%
$120,001-$130,000	#	13,396	4,338	9,058	256	419	2,949	5,446	526	1,718	521	1,321	17	26	55	97	14	31
	%	99.98%	32.38%	67.60%	01.91%	03.13%	22.01%	40.65%	03.93%	12.82%	03.89%	09.86%	00.13%	00.19%	00.41%	00.72%	00.10%	00.23%
$130,001-$140,000	#	10,490	3,590	6,900	188	291	2,487	4,337	422	1,143	421	1,008	17	28	42	70	13	23
	%	99.99%	34.21%	65.78%	01.79%	02.77%	23.71%	41.34%	04.02%	10.90%	04.01%	09.61%	00.16%	00.27%	00.40%	00.67%	00.12%	00.22%
$140,001-$150,000	#	7,433	2,528	4,905	109	180	1,829	3,110	217	698	326	830	8	18	31	57	8	12
	%	100.02%	34.03%	65.99%	01.47%	02.42%	24.61%	41.84%	02.92%	09.39%	04.39%	11.17%	00.11%	00.24%	00.42%	00.77%	00.11%	00.16%
$150,001-$160,000	#	4,464	1,564	2,900	83	88	1,073	1,801	161	385	220	569	4	10	16	39	7	8
	%	100.00%	35.05%	64.95%	01.86%	01.97%	24.04%	40.34%	03.61%	08.62%	04.93%	12.75%	00.09%	00.22%	00.36%	00.87%	00.16%	00.18%
$160,001-$170,000	#	2,125	791	1,334	25	50	593	786	63	155	96	313	2	7	9	20	3	3
	%	99.99%	37.22%	62.77%	01.18%	02.35%	27.91%	36.99%	02.96%	07.29%	04.52%	14.73%	00.09%	00.33%	00.42%	00.94%	00.14%	00.14%
$170,001-$180,000	#	2,277	875	1,402	39	62	629	843	81	175	110	298	3	7	11	14	2	3
	%	99.99%	38.42%	61.57%	01.71%	02.72%	27.62%	37.02%	03.56%	07.69%	04.83%	13.09%	00.13%	00.31%	00.48%	00.61%	00.09%	00.13%
$180,001 and Greater	#	29,768	17,668	12,100	938	691	11,742	6,707	806	910	3,848	3,507	48	41	215	180	71	64
	%	100.00%	59.36%	40.64%	03.15%	02.32%	39.45%	22.53%	02.71%	03.06%	12.93%	11.78%	00.16%	00.14%	00.72%	00.60%	00.24%	00.21%

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Total salaries are calculated as salary + special pay.
For WG employees, salaries are calculated as their hourly salary * 2080.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B5: SALARY - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
SALARY RANGE			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				**12.00%**	**2.00%**												
Up to $20,000	#	38	25	6	7	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	65.79%	15.79%	18.42%	02.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.63%	00.00%	00.00%	00.00%	00.00%	00.00%
$20,001-$30,000	#	4,043	2,697	521	825	255	8	17	34	7	5	5	5	11	19	142	0	2
	%	100.00%	66.71%	12.89%	20.41%	06.31%	00.20%	00.42%	00.84%	00.17%	00.12%	00.12%	00.12%	00.27%	00.47%	03.51%	00.00%	00.05%
$30,001-$40,000	#	28,289	19,676	3,692	4,921	1,431	28	76	141	41	18	55	49	77	61	863	6	16
	%	100.00%	69.55%	13.05%	17.40%	05.06%	00.10%	00.27%	00.50%	00.14%	00.06%	00.19%	00.17%	00.27%	00.22%	03.05%	00.02%	00.06%
$40,001-$50,000	#	63,632	48,454	5,033	10,145	2,146	19	89	195	100	40	106	142	136	83	1,193	14	29
	%	100.00%	76.15%	07.91%	15.94%	03.37%	00.03%	00.14%	00.31%	00.16%	00.06%	00.17%	00.22%	00.21%	00.13%	01.87%	00.02%	00.05%
$50,001-$60,000	#	47,900	37,048	3,457	7,395	1,482	8	79	114	53	36	78	123	92	28	817	13	41
	%	100.00%	77.34%	07.22%	15.44%	03.09%	00.02%	00.16%	00.24%	00.11%	00.08%	00.16%	00.26%	00.19%	00.06%	01.71%	00.03%	00.09%
$60,001-$70,000	#	38,258	29,613	2,904	5,741	1,162	4	57	71	27	22	76	86	60	11	720	7	21
	%	100.00%	77.40%	07.59%	15.01%	03.04%	00.01%	00.15%	00.19%	00.07%	00.06%	00.20%	00.22%	00.16%	00.03%	01.88%	00.02%	00.05%
$70,001-$80,000	#	36,485	29,360	2,403	4,722	780	4	36	47	39	25	49	50	51	15	438	8	18
	%	100.00%	80.47%	06.59%	12.94%	02.14%	00.01%	00.10%	00.13%	00.11%	00.07%	00.13%	00.14%	00.14%	00.04%	01.20%	00.02%	00.05%
$80,001-$90,000	#	37,389	31,015	2,100	4,274	678	1	16	41	31	19	48	74	54	5	362	5	22
	%	100.00%	82.95%	05.62%	11.43%	01.81%	00.00%	00.04%	00.11%	00.08%	00.05%	00.13%	00.20%	00.14%	00.01%	00.97%	00.01%	00.06%
$90,001-$100,000	#	31,876	27,251	1,555	3,070	436	2	8	25	32	26	39	46	37	6	200	1	14
	%	100.00%	85.49%	04.88%	09.63%	01.37%	00.01%	00.03%	00.08%	00.10%	00.08%	00.12%	00.14%	00.12%	00.02%	00.63%	00.00%	00.04%
$100,001-$110,000	#	23,495	20,269	1,126	2,100	311	0	7	28	26	10	27	46	23	1	134	1	8
	%	100.00%	86.27%	04.79%	08.94%	01.32%	00.00%	00.03%	00.12%	00.11%	00.04%	00.11%	00.20%	00.10%	00.00%	00.57%	00.00%	00.03%
$110,001-$120,000	#	18,033	15,782	814	1,437	196	2	2	13	21	12	12	23	29	0	70	1	11
	%	100.00%	87.52%	04.51%	07.97%	01.09%	00.01%	00.01%	00.07%	00.12%	00.07%	00.07%	00.13%	00.16%	00.00%	00.39%	00.01%	00.06%
$120,001-$130,000	#	13,396	11,918	580	898	120	0	4	13	5	7	7	13	14	1	48	3	5
	%	100.00%	88.97%	04.33%	06.70%	00.90%	00.00%	00.03%	00.10%	00.04%	00.05%	00.05%	00.10%	00.10%	00.01%	00.36%	00.02%	00.04%
	#	10,490	9,388	408	694	84	0	1	6	4	9	7	13	9	0	32	1	2

$130,001-$140,000	%	100.00%	89.49%	03.89%	06.62%	00.80%	00.00%	00.01%	00.06%	00.04%	00.09%	00.07%	00.12%	00.09%	00.00%	00.31%	00.01%	00.02%
$140,001-$150,000	#	7,433	6,725	245	463	45	0	0	3	3	1	4	8	6	0	16	1	3
	%	100.00%	90.47%	03.30%	06.23%	00.61%	00.00%	00.00%	00.04%	00.04%	00.01%	00.05%	00.11%	00.08%	00.00%	00.22%	00.01%	00.04%
$150,001-$160,000	#	4,464	4,048	155	261	35	0	1	6	3	3	2	10	1	0	9	0	0
	%	100.00%	90.68%	03.47%	05.85%	00.78%	00.00%	00.02%	00.13%	00.07%	00.07%	00.04%	00.22%	00.02%	00.00%	00.20%	00.00%	00.00%
$160,001-$170,000	#	2,125	1,949	68	108	17	0	2	1	2	0	1	4	4	0	1	1	1
	%	100.00%	91.72%	03.20%	05.08%	00.80%	00.00%	00.09%	00.05%	00.09%	00.00%	00.05%	00.19%	00.19%	00.00%	00.05%	00.05%	00.05%
$170,001-$180,000	#	2,277	2,063	84	130	15	0	0	1	3	1	0	3	4	0	2	0	1
	%	100.00%	90.60%	03.69%	05.71%	00.66%	00.00%	00.00%	00.04%	00.13%	00.04%	00.00%	00.13%	00.18%	00.00%	00.09%	00.00%	00.04%
$180,001 and Greater	#	29,768	27,061	1,546	1,161	122	1	0	13	4	8	13	36	13	0	30	1	3
	%	100.00%	90.91%	05.19%	03.90%	00.41%	00.00%	00.00%	00.04%	00.01%	00.03%	00.04%	00.12%	00.04%	00.00%	00.10%	00.00%	00.01%

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Total salaries are calculated as salary + special pay.
For WG employees, salaries are calculated as their hourly salary * 2080.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

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	
SALARY RANGE		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Temporary Workforce	#	23,836	8,299	15,537	677	943	4,599	8,606	1,583	3,367	1,135	2,045	35	75	121	204	149	297
	%	100.02%	34.82%	65.20%	02.84%	03.96%	19.29%	36.11%	06.64%	14.13%	04.76%	08.58%	00.15%	00.31%	00.51%	00.86%	00.63%	01.25%
Up to $20,000	#	229	60	169	5	17	43	129	5	13	4	7	0	0	1	1	2	2
	%	100.00%	26.20%	73.80%	02.18%	07.42%	18.78%	56.33%	02.18%	05.68%	01.75%	03.06%	00.00%	00.00%	00.44%	00.44%	00.87%	00.87%
$20,001-$30,000	#	2,575	869	1,706	93	123	460	971	230	436	38	86	5	11	18	26	25	53
	%	100.00%	33.74%	66.26%	03.61%	04.78%	17.86%	37.71%	08.93%	16.93%	01.48%	03.34%	00.19%	00.43%	00.70%	01.01%	00.97%	02.06%
$30,001-$40,000	#	3,815	1,323	2,492	165	203	548	1,081	445	857	97	226	3	9	22	30	43	86
	%	100.00%	34.68%	65.32%	04.33%	05.32%	14.36%	28.34%	11.66%	22.46%	02.54%	05.92%	00.08%	00.24%	00.58%	00.79%	01.13%	02.25%
$40,001-$50,000	#	3,413	1,161	2,252	113	141	598	1,164	291	595	109	258	6	8	16	37	28	49
	%	99.99%	34.02%	65.97%	03.31%	04.13%	17.52%	34.10%	08.53%	17.43%	03.19%	07.56%	00.18%	00.23%	00.47%	01.08%	00.82%	01.44%
$50,001-$60,000	#	2,590	957	1,633	76	98	581	958	173	322	96	204	7	6	12	23	12	22
	%	99.99%	36.94%	63.05%	02.93%	03.78%	22.43%	36.99%	06.68%	12.43%	03.71%	07.88%	00.27%	00.23%	00.46%	00.89%	00.46%	00.85%
$60,001-$70,000	#	1,825	662	1,163	61	103	370	649	127	241	73	120	3	6	19	24	9	20
	%	100.00%	36.26%	63.74%	03.34%	05.64%	20.27%	35.56%	06.96%	13.21%	04.00%	06.58%	00.16%	00.33%	01.04%	01.32%	00.49%	01.10%
$70,001-$80,000	#	1,666	496	1,170	33	56	284	731	101	216	63	123	1	5	7	13	7	26
	%	100.00%	29.77%	70.23%	01.98%	03.36%	17.05%	43.88%	06.06%	12.97%	03.78%	07.38%	00.06%	00.30%	00.42%	00.78%	00.42%	01.56%
$80,001-$90,000	#	1,500	393	1,107	35	66	239	636	54	191	57	175	2	8	2	17	4	14
	%	99.98%	26.19%	73.79%	02.33%	04.40%	15.93%	42.40%	03.60%	12.73%	03.80%	11.67%	00.13%	00.53%	00.13%	01.13%	00.27%	00.93%
$90,001-$100,000	#	1,100	299	801	17	36	186	481	35	146	52	120	3	3	1	7	5	8
	%	100.00%	27.18%	72.82%	01.55%	03.27%	16.91%	43.73%	03.18%	13.27%	04.73%	10.91%	00.27%	00.27%	00.09%	00.64%	00.45%	00.73%
$100,001-$110,000	#	1,030	279	751	12	27	179	447	35	103	48	155	1	7	3	6	1	6
	%	100.01%	27.10%	72.91%	01.17%	02.62%	17.38%	43.40%	03.40%	10.00%	04.66%	15.05%	00.10%	00.68%	00.29%	00.58%	00.10%	00.58%

Table A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

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	
SALARY RANGE		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Temporary Workforce	#	23,836	8,299	15,537	677	943	4,599	8,606	1,583	3,367	1,135	2,045	35	75	121	204	149	297
	%	100.02%	34.82%	65.20%	02.84%	03.96%	19.29%	36.11%	06.64%	14.13%	04.76%	08.58%	00.15%	00.31%	00.51%	00.86%	00.63%	01.25%
$110,001-$120,000	#	944	287	657	7	24	188	389	20	92	63	139	1	5	6	6	2	2
	%	100.01%	30.41%	69.60%	00.74%	02.54%	19.92%	41.21%	02.12%	09.75%	06.67%	14.72%	00.11%	00.53%	00.64%	00.64%	00.21%	00.21%
$120,001-$130,000	#	658	201	457	8	16	128	285	22	61	40	88	1	2	1	4	1	1
	%	99.98%	30.54%	69.44%	01.22%	02.43%	19.45%	43.31%	03.34%	09.27%	06.08%	13.37%	00.15%	00.30%	00.15%	00.61%	00.15%	00.15%
$130,001-$140,000	#	462	184	278	8	6	115	166	10	31	44	72	0	0	5	2	2	1
	%	99.98%	39.81%	60.17%	01.73%	01.30%	24.89%	35.93%	02.16%	06.71%	09.52%	15.58%	00.00%	00.00%	01.08%	00.43%	00.43%	00.22%
$140,001-$150,000	#	277	108	169	3	5	68	97	6	16	29	49	1	0	1	1	0	1
	%	100.01%	38.99%	61.02%	01.08%	01.81%	24.55%	35.02%	02.17%	05.78%	10.47%	17.69%	00.36%	00.00%	00.36%	00.36%	00.00%	00.36%
$150,001-$160,000	#	135	56	79	0	0	39	51	1	7	15	20	0	0	0	0	1	1
	%	100.00%	41.48%	58.52%	00.00%	00.00%	28.89%	37.78%	00.74%	05.19%	11.11%	14.81%	00.00%	00.00%	00.00%	00.00%	00.74%	00.74%
$160,001-$170,000	#	80	42	38	0	0	37	28	0	2	5	7	0	1	0	0	0	0
	%	100.00%	52.50%	47.50%	00.00%	00.00%	46.25%	35.00%	00.00%	02.50%	06.25%	08.75%	00.00%	01.25%	00.00%	00.00%	00.00%	00.00%
$170,001-$180,000	#	101	49	52	2	3	33	34	2	2	12	13	0	0	0	0	0	0
	%	99.99%	48.51%	51.48%	01.98%	02.97%	32.67%	33.66%	01.98%	01.98%	11.88%	12.87%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
$180,001 and Greater	#	1,436	873	563	39	19	503	309	26	36	290	183	1	4	7	7	7	5
	%	100.01%	60.80%	39.21%	02.72%	01.32%	35.03%	21.52%	01.81%	02.51%	20.19%	12.74%	00.07%	00.28%	00.49%	00.49%	00.49%	00.35%

Data shown include full-time, part-time and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Total salaries are calculated as salary + special pay.
For WG employees, salaries are calculated as their hourly salary * 2080.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table B5: SALARY - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
SALARY RANGE			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				**12.00%**	**2.00%**												
Up to $20,000	#	229	171	46	12	3	0	1	0	0	0	1	0	0	0	1	0	0
	%	100.00%	74.67%	20.09%	05.24%	01.31%	00.00%	00.44%	00.00%	00.00%	00.00%	00.44%	00.00%	00.00%	00.00%	00.44%	00.00%	00.00%
$20,001-$30,000	#	2,576	1,921	374	281	82	3	5	8	6	0	3	1	9	2	43	0	2
	%	100.00%	74.57%	14.52%	10.91%	03.18%	00.12%	00.19%	00.31%	00.23%	00.00%	00.12%	00.04%	00.35%	00.08%	01.67%	00.00%	00.08%
$30,001-$40,000	#	3,815	2,834	566	415	118	6	10	16	1	0	8	4	7	5	61	0	0
	%	100.00%	74.29%	14.84%	10.88%	03.09%	00.16%	00.26%	00.42%	00.03%	00.00%	00.21%	00.10%	00.18%	00.13%	01.60%	00.00%	00.00%
$40,001-$50,000	#	3,413	2,612	389	412	101	1	7	7	4	0	3	5	2	3	67	1	1
	%	100.00%	76.53%	11.40%	12.07%	02.96%	00.03%	00.21%	00.21%	00.12%	00.00%	00.09%	00.15%	00.06%	00.09%	01.96%	00.03%	00.03%
$50,001-$60,000	#	2,590	1,956	333	301	73	0	6	10	1	1	5	1	1	0	47	1	0
	%	100.00%	75.52%	12.86%	11.62%	02.82%	00.00%	00.23%	00.39%	00.04%	00.04%	00.19%	00.04%	00.04%	00.00%	01.81%	00.04%	00.00%
$60,001-$70,000	#	1,825	1,377	236	212	45	0	4	2	2	0	3	2	1	1	29	0	1
	%	100.00%	75.45%	12.93%	11.62%	02.47%	00.00%	00.22%	00.11%	00.11%	00.00%	00.16%	00.11%	00.05%	00.05%	01.59%	00.00%	00.05%
$70,001-$80,000	#	1,666	1,324	200	142	30	0	3	2	0	0	3	1	1	1	18	0	1
	%	100.00%	79.47%	12.00%	08.52%	01.80%	00.00%	00.18%	00.12%	00.00%	00.00%	00.18%	00.06%	00.06%	00.06%	01.08%	00.00%	00.06%
$80,001-$90,000	#	1,500	1,243	150	107	22	0	0	6	1	1	4	2	1	1	6	0	0
	%	100.00%	82.87%	10.00%	07.13%	01.47%	00.00%	00.00%	00.40%	00.07%	00.07%	00.27%	00.13%	00.07%	00.07%	00.40%	00.00%	00.00%
$90,001-$100,000	#	1,100	935	96	69	16	0	0	3	0	2	0	0	1	1	9	0	0
	%	100.00%	85.00%	08.73%	06.27%	01.45%	00.00%	00.00%	00.27%	00.00%	00.18%	00.00%	00.00%	00.09%	00.09%	00.82%	00.00%	00.00%
$100,001-$110,000	#	1,030	901	78	51	7	0	1	2	0	0	0	0	2	1	1	0	0
	%	100.00%	87.48%	07.57%	04.95%	00.68%	00.00%	00.10%	00.19%	00.00%	00.00%	00.00%	00.00%	00.19%	00.10%	00.10%	00.00%	00.00%
$110,001-$120,000	#	944	841	58	45	11	0	0	0	3	1	1	2	1	0	3	0	0
	%	100.00%	89.09%	06.14%	04.77%	01.17%	00.00%	00.00%	00.00%	00.32%	00.11%	00.11%	00.21%	00.11%	00.00%	00.32%	00.00%	00.00%
$120,001-$130,000	#	658	593	45	20	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.12%	06.84%	03.04%	00.15%	00.00%	00.15%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
$130,001-$140,000	#	462	413	26	23	5	0	0	1	1	0	0	0	0	0	2	0	1
	%	100.00%	89.39%	05.63%	04.98%	01.08%	00.00%	00.00%	00.22%	00.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.43%	00.00%	00.22%

Table B5: SALARY - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA SALARY RANGE		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
$140,001-$150,000	#	277	234	23	20	2	0	0	0	0	0	0	2	0	0	0	0	0
	%	100.00%	84.48%	08.30%	07.22%	00.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.72%	00.00%	00.00%	00.00%	00.00%	00.00%
$150,001-$160,000	#	135	123	9	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.11%	06.67%	02.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
$160,001-$170,000	#	80	70	3	7	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	03.75%	08.75%	01.25%	00.00%	01.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
$170,001-$180,000	#	101	92	4	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.09%	03.96%	04.95%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
$180,001 and Greater	#	1,436	1,308	102	26	3	0	0	1	0	0	0	1	1	0	0	0	0
	%	100.00%	91.09%	07.10%	01.81%	00.21%	00.00%	00.00%	00.07%	00.00%	00.00%	00.00%	00.07%	00.07%	00.00%	00.00%	00.00%	00.00%

Data shown include full-time, part-time and intermittent temporary employees in a pay status and exclude medical and Manila residents.
Total salaries are calculated as salary + special pay.
For wage grade employees salaries are calculated as their hourly salary * 2080.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
0180 Psychology	#	5,823	1,937	3,886	85	176	1,681	3,111	78	313	64	222	6	15	13	38	10	11
	%	100.00%	33.26%	66.74%	01.46%	03.02%	28.87%	53.43%	01.34%	05.38%	01.10%	03.81%	00.10%	00.26%	00.22%	00.65%	00.17%	00.19%
0180 RCLF		100.03%	28.08%	71.95%	1.64%	5.53%	24.24%	58.97%	0.98%	3.91%	0.75%	2.02%	0.01%	0.02%	0.05%	0.08%	0.41%	1.42%
GS-A/11	#	39	13	26	1	2	10	20	1	2	1	0	0	0	0	1	0	1
	#	99.98%	33.32%	66.66%	02.56%	05.13%	25.64%	51.28%	02.56%	05.13%	02.56%	00.00%	00.00%	00.00%	00.00%	02.56%	00.00%	02.56%
GS-A/12	#	228	59	169	4	14	43	124	8	11	3	15	0	1	1	2	0	2
	#	100.01%	25.88%	74.13%	01.75%	06.14%	18.86%	54.39%	03.51%	04.82%	01.32%	06.58%	00.00%	00.44%	00.44%	00.88%	00.00%	00.88%
GS-A/13	#	4,508	1,450	3,058	63	134	1,249	2,460	60	238	55	182	6	10	8	26	9	8
	#	100.01%	32.17%	67.84%	01.40%	02.97%	27.71%	54.57%	01.33%	05.28%	01.22%	04.04%	00.13%	00.22%	00.18%	00.58%	00.20%	00.18%
GS-A/14	#	852	312	540	12	22	285	430	5	55	5	22	0	3	4	8	1	0
	#	100.01%	36.63%	63.38%	01.41%	02.58%	33.45%	50.47%	00.59%	06.46%	00.59%	02.58%	00.00%	00.35%	00.47%	00.94%	00.12%	00.00%
GS-A/15	#	187	98	89	5	4	90	73	3	7	0	3	0	1	0	1	0	0
	#	99.98%	52.40%	47.58%	02.67%	02.14%	48.13%	39.04%	01.60%	03.74%	00.00%	01.60%	00.00%	00.53%	00.00%	00.53%	00.00%	00.00%
GM-B/15	#	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%
ES-E/0	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	00.00%	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%
AD-N/0	#	6	3	3	0	0	2	3	1	0	0	0	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	00.00%	00.00%	33.33%	50.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	449																
Relevant Applicant Pool	%	100.00%	33.26%	66.74%	01.46%	03.02%	28.87%	53.43%	01.34%	05.38%	01.10%	03.81%	00.10%	00.26%	00.22%	00.65%	00.17%	00.19%
Internal Applications	#	2,499	632	1,867	59	262	455	1,175	61	284	50	94	1	19	5	13	1	20
	%	100.00%	25.29%	74.71%	2.36%	10.48%	18.21%	47.02%	2.44%	11.36%	2.00%	3.76%	0.04%	0.76%	0.20%	0.52%	0.04%	0.80%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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 Internal Applicants	#	1,810	435	1,375	40	175	333	917	31	173	29	79	0	13	2	10	0	8
	%	100.00%	24.03%	75.97%	2.21%	9.67%	18.40%	50.66%	1.71%	9.56%	1.60%	4.36%	0.00%	0.72%	0.11%	0.55%	0.00%	0.44%
Referred Applicants	#	1,767	426	1,341	37	166	327	898	31	172	29	75	0	13	2	10	0	7
	%	100.00%	24.11%	75.89%	2.09%	9.39%	18.51%	50.82%	1.75%	9.73%	1.64%	4.24%	0.00%	0.74%	0.11%	0.57%	0.00%	0.40%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	517	136	381	12	21	112	310	5	29	4	15	0	3	2	3	1	0
	%	100.00%	26.30%	73.69%	02.32%	04.06%	21.66%	59.96%	00.97%	05.61%	00.77%	02.90%	00.00%	00.58%	00.39%	00.58%	00.19%	00.00%
New Hires																		
Vacancy Announcements	#	625																
Voluntarily Identified Applicants	#	8,570	2,538	6,032	267	1,280	1,872	3,468	249	851	117	296	26	10	7	19	0	108
	%	100.00%	29.61%	70.39%	3.12%	14.94%	21.84%	40.47%	2.91%	9.93%	1.37%	3.45%	0.30%	0.12%	0.08%	0.22%	0.00%	1.26%
Qualified External Applicants	#	6,146	1,848	4,298	154	783	1,493	2,773	89	445	105	228	0	9	7	15	0	45
	%	100.00%	30.07%	69.93%	2.51%	12.74%	24.29%	45.12%	1.45%	7.24%	1.71%	3.71%	0.00%	0.15%	0.11%	0.24%	0.00%	0.73%
Referred Applicants	#	3,508	1,151	2,357	106	315	936	1,556	43	321	59	119	0	9	7	15	0	22
	%	100.00%	32.81%	67.19%	3.02%	8.98%	26.68%	44.36%	1.23%	9.15%	1.68%	3.39%	0.00%	0.26%	0.20%	0.43%	0.00%	0.63%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	396	115	281	2	17	92	204	11	30	4	21	0	1	1	1	5	7
	%	100.00%	29.04%	70.96%	00.51%	04.29%	23.23%	51.52%	02.78%	07.58%	01.01%	05.30%	00.00%	00.25%	00.25%	00.25%	01.26%	01.77%
0185 Social Work	#	16,514	3,715	12,799	269	773	2,652	8,644	565	2,687	145	399	18	34	44	165	22	97
	%	100.01%	22.50%	77.51%	01.63%	04.68%	16.06%	52.34%	03.42%	16.27%	00.88%	02.42%	00.11%	00.21%	00.27%	01.00%	00.13%	00.59%
0185 RCLF		99.99%	23.19%	76.80%	3.06%	9.78%	13.72%	47.64%	4.90%	15.01%	0.71%	1.97%	0.04%	0.10%	0.20%	0.65%	0.56%	1.65%
GS-A/8	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
	#	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	873	228	645	25	55	132	393	45	137	14	29	2	6	6	20	4	5
	#	99.99%	26.11%	73.88%	02.86%	06.30%	15.12%	45.02%	05.15%	15.69%	01.60%	03.32%	00.23%	00.69%	00.69%	02.29%	00.46%	00.57%
GS-A/11	#	6,694	1,516	5,178	116	312	1,067	3,515	246	1,094	55	128	7	13	16	60	9	56
	#	99.98%	22.63%	77.35%	01.73%	04.66%	15.94%	52.51%	03.67%	16.34%	00.82%	01.91%	00.10%	00.19%	00.24%	00.90%	00.13%	00.84%
GS-A/12	#	7,656	1,675	5,981	111	355	1,217	4,042	241	1,256	69	214	7	14	21	70	9	30
	#	100.01%	21.88%	78.13%	01.45%	04.64%	15.90%	52.80%	03.15%	16.41%	00.90%	02.80%	00.09%	00.18%	00.27%	00.91%	00.12%	00.39%
GS-A/13	#	1,043	229	814	12	44	182	555	28	170	4	26	2	1	1	13	0	5
	#	100.00%	21.95%	78.05%	01.15%	04.22%	17.45%	53.21%	02.68%	16.30%	00.38%	02.49%	00.19%	00.10%	00.10%	01.25%	00.00%	00.48%
GS-A/14	#	232	57	175	4	7	46	134	4	29	3	2	0	0	0	2	0	1
	#	99.99%	24.56%	75.43%	01.72%	03.02%	19.83%	57.76%	01.72%	12.50%	01.29%	00.86%	00.00%	00.00%	00.00%	00.86%	00.00%	00.43%
GS-A/15	#	14	8	6	1	0	7	5	0	1	0	0	0	0	0	0	0	0
	#	99.99%	57.14%	42.85%	07.14%	00.00%	50.00%	35.71%	00.00%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-N/0	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	1,469																
Relevant Applicant Pool	%	100.01%	22.50%	77.51%	01.63%	04.68%	16.06%	52.34%	03.42%	16.27%	00.88%	02.42%	00.11%	00.21%	00.27%	01.00%	00.13%	00.59%
Internal Applications	#	8,425	1,803	6,622	269	944	871	3,071	487	2,235	107	148	1	12	60	128	8	84
	%	100.00%	21.40%	78.60%	3.19%	11.20%	10.34%	36.45%	5.78%	26.53%	1.27%	1.76%	0.01%	0.14%	0.71%	1.52%	0.09%	1.00%
Qualified Internal Applicants	#	5,102	1,107	3,995	131	438	593	2,153	287	1,153	49	95	0	7	42	96	5	53
	%	100.00%	21.70%	78.30%	2.57%	8.58%	11.62%	42.20%	5.63%	22.60%	0.96%	1.86%	0.00%	0.14%	0.82%	1.88%	0.10%	1.04%
Referred Applicants	#	4,513	958	3,555	121	382	533	1,942	212	1,005	48	92	0	7	39	77	5	50
	%	100.00%	21.23%	78.77%	2.68%	8.46%	11.81%	43.03%	4.70%	22.27%	1.06%	2.04%	0.00%	0.16%	0.86%	1.71%	0.11%	1.11%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	1,688	345	1,343	37	85	241	931	48	275	11	24	0	5	6	14	2	9
	%	100.00%	20.44%	79.56%	02.19%	05.04%	14.28%	55.15%	02.84%	16.29%	00.65%	01.42%	00.00%	00.30%	00.36%	00.83%	00.12%	00.53%
New Hires																		
Vacancy Announcements	#	1,587																
Voluntarily Identified Applicants	#	18,861	3,936	14,925	642	1,861	1,687	6,512	1,166	5,787	267	368	15	53	123	225	36	119
	%	100.00%	20.87%	79.13%	3.40%	9.87%	8.94%	34.53%	6.18%	30.68%	1.42%	1.95%	0.08%	0.28%	0.65%	1.19%	0.19%	0.63%
Qualified External Applicants	#	12,812	2,611	10,201	430	1,241	1,234	4,926	676	3,536	160	236	4	37	90	161	17	64
	%	100.00%	20.38%	79.62%	3.36%	9.69%	9.63%	38.45%	5.28%	27.60%	1.25%	1.84%	0.03%	0.29%	0.70%	1.26%	0.13%	0.50%
Referred Applicants	#	10,781	2,272	8,509	369	911	1,063	4,247	609	2,914	132	206	4	31	78	146	17	54
	%	100.00%	21.07%	78.93%	3.42%	8.45%	9.86%	39.39%	5.65%	27.03%	1.22%	1.91%	0.04%	0.29%	0.72%	1.35%	0.16%	0.50%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,051	374	1,677	31	105	238	1,017	59	402	22	57	2	8	6	28	16	60
	%	100.00%	18.23%	81.78%	01.51%	05.12%	11.60%	49.59%	02.88%	19.60%	01.07%	02.78%	00.10%	00.39%	00.29%	01.37%	00.78%	02.93%
0201 Human Resources Management	#	5,350	1,760	3,590	152	297	1,043	1,850	465	1,207	61	126	8	23	21	61	10	26
	%	100.01%	32.90%	67.11%	02.84%	05.55%	19.50%	34.58%	08.69%	22.56%	01.14%	02.36%	00.15%	00.43%	00.39%	01.14%	00.19%	00.49%
0201 RCLF		99.99%	38.77%	61.22%	4.65%	6.74%	28.05%	43.49%	3.26%	6.96%	1.88%	2.40%	0.03%	0.09%	0.16%	0.31%	0.74%	1.23%
GS-A/0	#	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/5	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	275	79	196	7	14	44	101	23	61	1	8	2	2	2	6	0	4

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
	#	100.00%	28.73%	71.27%	02.55%	05.09%	16.00%	36.73%	08.36%	22.18%	00.36%	02.91%	00.73%	00.73%	00.73%	02.18%	00.00%	01.45%
GS-A/9	#	654	199	455	16	34	94	218	77	170	5	18	1	4	3	11	3	0
	#	99.98%	30.42%	69.56%	02.45%	05.20%	14.37%	33.33%	11.77%	25.99%	00.76%	02.75%	00.15%	00.61%	00.46%	01.68%	00.46%	00.00%
GS-A/11	#	767	226	541	22	44	124	275	66	180	7	26	2	5	2	7	3	4
	#	99.99%	29.46%	70.53%	02.87%	05.74%	16.17%	35.85%	08.60%	23.47%	00.91%	03.39%	00.26%	00.65%	00.26%	00.91%	00.39%	00.52%
GS-A/12	#	2,283	752	1,531	69	130	437	804	198	498	32	51	3	8	9	29	4	11
	#	99.98%	32.93%	67.05%	03.02%	05.69%	19.14%	35.22%	08.67%	21.81%	01.40%	02.23%	00.13%	00.35%	00.39%	01.27%	00.18%	00.48%
GS-A/13	#	990	356	634	31	66	233	331	75	205	13	17	0	4	4	5	0	6
	#	100.01%	35.96%	64.05%	03.13%	06.67%	23.54%	33.43%	07.58%	20.71%	01.31%	01.72%	00.00%	00.40%	00.40%	00.51%	00.00%	00.61%
GS-A/14	#	317	121	196	7	9	92	103	20	76	2	5	0	0	0	3	0	0
	#	100.00%	38.17%	61.83%	02.21%	02.84%	29.02%	32.49%	06.31%	23.97%	00.63%	01.58%	00.00%	00.00%	00.00%	00.95%	00.00%	00.00%
GS-A/15	#	51	22	29	0	0	16	14	4	14	1	1	0	0	1	0	0	0
	#	99.99%	43.13%	56.86%	00.00%	00.00%	31.37%	27.45%	07.84%	27.45%	01.96%	01.96%	00.00%	00.00%	01.96%	00.00%	00.00%	00.00%
ES-E/0	#	5	2	3	0	0	1	2	1	1	0	0	0	0	0	0	0	0
	#	100.00%	40.00%	60.00%	00.00%	00.00%	20.00%	40.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/11	#	3	1	2	0	0	1	1	0	0	0	0	0	0	0	0	0	1
	#	99.99%	33.33%	66.66%	00.00%	00.00%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	33.33%
VC-U/15	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	00.00%	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%
VC-U/17	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	#	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	907																
Relevant Applicant Pool	%	100.01%	32.90%	67.11%	02.84%	05.55%	19.50%	34.58%	08.69%	22.56%	01.14%	02.36%	00.15%	00.43%	00.39%	01.14%	00.19%	00.49%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Internal Applications	#	85,932	27,667	58,265	4,823	7,805	11,874	18,913	8,806	27,066	1,359	1,926	107	278	399	1,148	299	1,129
	%	100.00%	32.20%	67.80%	5.61%	9.08%	13.82%	22.01%	10.25%	31.50%	1.58%	2.24%	0.12%	0.32%	0.46%	1.34%	0.35%	1.31%
Qualified Internal Applicants	#	31,315	10,397	20,918	1,884	2,845	4,734	7,327	3,085	9,138	458	698	34	85	130	405	72	420
	%	100.00%	33.20%	66.80%	6.02%	9.09%	15.12%	23.40%	9.85%	29.18%	1.46%	2.23%	0.11%	0.27%	0.42%	1.29%	0.23%	1.34%
Referred Applicants	#	27,626	8,971	18,655	1,709	2,596	3,982	6,482	2,667	8,123	408	621	25	80	119	373	61	380
	%	100.00%	32.47%	67.53%	6.19%	9.40%	14.41%	23.46%	9.65%	29.40%	1.48%	2.25%	0.09%	0.29%	0.43%	1.35%	0.22%	1.38%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,481	832	1,649	76	137	510	832	198	551	29	74	8	15	8	34	3	6
	%	100.00%	33.53%	66.45%	03.06%	05.52%	20.56%	33.53%	07.98%	22.21%	01.17%	02.98%	00.32%	00.60%	00.32%	01.37%	00.12%	00.24%
New Hires																		
Vacancy Announcements	#	76																
Voluntarily Identified Applicants	#	18,689	5,718	12,971	924	1,501	2,184	3,903	2,126	6,672	293	466	13	47	94	164	84	218
	%	100.00%	30.60%	69.40%	4.94%	8.03%	11.69%	20.88%	11.38%	35.70%	1.57%	2.49%	0.07%	0.25%	0.50%	0.88%	0.45%	1.17%
Qualified External Applicants	#	12,520	3,780	8,740	561	972	1,484	2,691	1,399	4,494	195	295	10	28	72	108	59	152
	%	100.00%	30.19%	69.81%	4.48%	7.76%	11.85%	21.49%	11.17%	35.89%	1.56%	2.36%	0.08%	0.22%	0.58%	0.86%	0.47%	1.21%
Referred Applicants	#	8,897	2,756	6,141	420	623	1,086	1,929	1,025	3,227	126	170	9	24	48	59	42	109
	%	100.00%	30.98%	69.02%	4.72%	7.00%	12.21%	21.68%	11.52%	36.27%	1.42%	1.91%	0.10%	0.27%	0.54%	0.66%	0.47%	1.23%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	439	141	298	8	15	88	137	35	117	3	10	0	3	0	4	7	12
	%	100.00%	32.11%	67.88%	01.82%	03.42%	20.05%	31.21%	07.97%	26.65%	00.68%	02.28%	00.00%	00.68%	00.00%	00.91%	01.59%	02.73%
0602 Medical Officer	#	27,083	16,090	10,993	867	631	10,511	5,970	711	777	3,701	3,353	40	38	195	166	65	58
	%	100.00%	59.42%	40.58%	03.20%	02.33%	38.81%	22.04%	02.63%	02.87%	13.67%	12.38%	00.15%	00.14%	00.72%	00.61%	00.24%	00.21%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
0602 RCLF		100.00%	64.01%	35.99%	3.76%	2.31%	45.84%	22.31%	2.29%	2.48%	10.63%	7.83%	0.04%	0.01%	0.08%	0.05%	1.37%	1.00%
GS-A/15	#	8	5	3	0	0	4	3	0	0	1	0	0	0	0	0	0	0
	#	100.00%	62.50%	37.50%	00.00%	00.00%	50.00%	37.50%	00.00%	00.00%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VM-J/15	#	18,878	11,121	7,757	690	514	6,892	3,938	561	649	2,752	2,458	30	31	149	125	47	42
	#	100.00%	58.92%	41.08%	03.66%	02.72%	36.51%	20.86%	02.97%	03.44%	14.58%	13.02%	00.16%	00.16%	00.79%	00.66%	00.25%	00.22%
AD-L/15	#	8,193	4,963	3,230	177	117	3,614	2,027	150	128	948	894	10	7	46	41	18	16
	#	100.00%	60.57%	39.43%	02.16%	01.43%	44.11%	24.74%	01.83%	01.56%	11.57%	10.91%	00.12%	00.09%	00.56%	00.50%	00.22%	00.20%
SR-X/15	#	4	1	3	0	0	1	2	0	0	0	1	0	0	0	0	0	0
	#	100.00%	25.00%	75.00%	00.00%	00.00%	25.00%	50.00%	00.00%	00.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	179																
Relevant Applicant Pool	%	100.00%	59.42%	40.58%	03.20%	02.33%	38.81%	22.04%	02.63%	02.87%	13.67%	12.38%	00.15%	00.14%	00.72%	00.61%	00.24%	00.21%
Internal Applications	#	778	459	319	56	38	230	126	39	50	127	98	1	4	3	0	3	3
	%	100.00%	59.00%	41.00%	7.20%	4.88%	29.56%	16.20%	5.01%	6.43%	16.32%	12.60%	0.13%	0.51%	0.39%	0.00%	0.39%	0.39%
Qualified Internal Applicants	#	508	283	225	31	24	151	89	18	33	79	73	0	3	1	0	3	3
	%	100.00%	55.71%	44.29%	6.10%	4.72%	29.72%	17.52%	3.54%	6.50%	15.55%	14.37%	0.00%	0.59%	0.20%	0.00%	0.59%	0.59%
Referred Applicants	#	466	261	205	29	21	140	81	15	30	73	67	0	3	1	0	3	3
	%	100.00%	56.01%	43.99%	6.22%	4.51%	30.04%	17.38%	3.22%	6.44%	15.67%	14.38%	0.00%	0.64%	0.21%	0.00%	0.64%	0.64%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	22	11	11	1	1	8	8	0	1	2	1	0	0	0	0	0	0
	%	100.00%	50.00%	50.01%	04.55%	04.55%	36.36%	36.36%	00.00%	04.55%	09.09%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Vacancy Announcements	#	1,297																
Voluntarily Identified Applicants	#	14,819	8,324	6,495	1,097	690	4,153	2,616	732	1,054	2,190	2,014	5	43	130	34	17	44
	%	100.00%	56.17%	43.83%	7.40%	4.66%	28.02%	17.65%	4.94%	7.11%	14.78%	13.59%	0.03%	0.29%	0.88%	0.23%	0.11%	0.30%
Qualified External Applicants	#	12,755	7,209	5,546	832	505	3,664	2,353	676	892	1,908	1,688	5	36	110	30	14	42
	%	100.00%	56.52%	43.48%	6.52%	3.96%	28.73%	18.45%	5.30%	6.99%	14.96%	13.23%	0.04%	0.28%	0.86%	0.24%	0.11%	0.33%
Referred Applicants	#	6,690	4,193	2,497	442	235	2,149	1,214	270	353	1,267	634	1	34	50	10	14	17
	%	100.00%	62.68%	37.32%	6.61%	3.51%	32.12%	18.15%	4.04%	5.28%	18.94%	9.48%	0.01%	0.51%	0.75%	0.15%	0.21%	0.25%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,714	1,640	1,074	65	53	1,071	592	81	69	346	303	5	5	10	9	62	43
	%	100.00%	60.41%	39.55%	02.39%	01.95%	39.46%	21.81%	02.98%	02.54%	12.75%	11.16%	00.18%	00.18%	00.37%	00.33%	02.28%	01.58%
0610 Nurse	#	77,612	14,843	62,769	1,262	3,294	9,318	36,901	1,749	12,667	2,156	8,408	68	258	202	884	88	357
	%	100.00%	19.13%	80.87%	01.63%	04.24%	12.01%	47.55%	02.25%	16.32%	02.78%	10.83%	00.09%	00.33%	00.26%	01.14%	00.11%	00.46%
0610 RCLF		100.00%	10.67%	89.33%	1.04%	5.63%	6.97%	65.75%	1.09%	9.62%	1.29%	6.41%	0.01%	0.08%	0.03%	0.35%	0.24%	1.49%
VN-K/1	#	11,512	2,853	8,659	216	552	1,723	4,828	370	1,930	448	1,087	18	51	39	134	39	77
	#	100.00%	24.79%	75.21%	01.88%	04.79%	14.97%	41.94%	03.21%	16.77%	03.89%	09.44%	00.16%	00.44%	00.34%	01.16%	00.34%	00.67%
VN-K/2	#	40,453	8,436	32,017	786	1,849	5,069	17,358	1,004	6,571	1,383	5,420	41	150	115	481	38	188
	#	99.98%	20.84%	79.14%	01.94%	04.57%	12.53%	42.91%	02.48%	16.24%	03.42%	13.40%	00.10%	00.37%	00.28%	01.19%	00.09%	00.46%
VN-K/3	#	19,461	2,779	16,682	215	699	1,981	10,924	284	3,347	246	1,420	6	37	41	195	6	60
	#	99.99%	14.27%	85.72%	01.10%	03.59%	10.18%	56.13%	01.46%	17.20%	01.26%	07.30%	00.03%	00.19%	00.21%	01.00%	00.03%	00.31%
VN-K/4	#	1,127	146	981	6	35	113	694	20	200	6	41	0	2	1	6	0	3
	#	100.01%	12.95%	87.06%	00.53%	03.11%	10.03%	61.58%	01.77%	17.75%	00.53%	03.64%	00.00%	00.18%	00.09%	00.53%	00.00%	00.27%
VN-K/5	#	295	38	257	3	15	27	191	4	40	2	7	0	0	2	3	0	1
	#	100.01%	12.89%	87.12%	01.02%	05.08%	09.15%	64.75%	01.36%	13.56%	00.68%	02.37%	00.00%	00.00%	00.68%	01.02%	00.00%	00.34%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
AD-M/0	#	6	0	6	0	0	0	3	0	3	0	0	0	0	0	0	0	0
	#	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/1	#	1,148	184	964	11	32	125	608	22	189	24	105	1	7	0	16	1	7
	#	100.01%	16.04%	83.97%	00.96%	02.79%	10.89%	52.96%	01.92%	16.46%	02.09%	09.15%	00.09%	00.61%	00.00%	01.39%	00.09%	00.61%
AD-M/2	#	2,869	335	2,534	19	89	228	1,763	40	334	41	278	1	8	4	43	2	19
	#	99.99%	11.67%	88.32%	00.66%	03.10%	07.95%	61.45%	01.39%	11.64%	01.43%	09.69%	00.03%	00.28%	00.14%	01.50%	00.07%	00.66%
AD-M/3	#	734	71	663	6	22	51	528	5	52	6	50	1	3	0	6	2	2
	#	100.00%	09.68%	90.32%	00.82%	03.00%	06.95%	71.93%	00.68%	07.08%	00.82%	06.81%	00.14%	00.41%	00.00%	00.82%	00.27%	00.27%
AD-M/4	#	7	1	6	0	1	1	4	0	1	0	0	0	0	0	0	0	0
	#	100.01%	14.29%	85.72%	00.00%	14.29%	14.29%	57.14%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	1,787																
Relevant Applicant Pool	%	100.00%	19.13%	80.87%	01.63%	04.24%	12.01%	47.55%	02.25%	16.32%	02.78%	10.83%	00.09%	00.33%	00.26%	01.14%	00.11%	00.46%
Internal Applications	#	20,644	3,266	17,378	687	2,095	1,603	8,151	516	4,928	368	1,766	8	34	62	251	22	153
	%	100.00%	15.82%	84.18%	3.33%	10.15%	7.76%	39.48%	2.50%	23.87%	1.78%	8.55%	0.04%	0.16%	0.30%	1.22%	0.11%	0.74%
Qualified Internal Applicants	#	12,858	1,896	10,962	281	1,130	1,093	5,325	262	3,146	198	1,070	2	19	44	172	16	100
	%	100.00%	14.75%	85.25%	2.19%	8.79%	8.50%	41.41%	2.04%	24.47%	1.54%	8.32%	0.02%	0.15%	0.34%	1.34%	0.12%	0.78%
Referred Applicants	#	12,267	1,824	10,443	278	1,084	1,051	5,105	247	2,958	190	1,016	2	19	41	170	15	91
	%	100.00%	14.87%	85.13%	2.27%	8.84%	8.57%	41.62%	2.01%	24.11%	1.55%	8.28%	0.02%	0.15%	0.33%	1.39%	0.12%	0.74%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,143	1,053	4,090	79	190	721	2,488	108	825	123	507	7	23	11	47	4	10
	%	100.00%	20.48%	79.52%	01.54%	03.69%	14.02%	48.38%	02.10%	16.04%	02.39%	09.86%	00.14%	00.45%	00.21%	00.91%	00.08%	00.19%
New Hires																		

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Vacancy Announcements	#	6,834																
Voluntarily Identified Applicants	#	154,731	24,027	130,704	3,457	11,841	12,993	64,922	3,581	35,363	3,389	15,711	93	255	335	1,552	179	1,060
	%	100.00%	15.53%	84.47%	2.23%	7.65%	8.40%	41.96%	2.31%	22.85%	2.19%	10.15%	0.06%	0.16%	0.22%	1.00%	0.12%	0.69%
Qualified External Applicants	#	138,980	21,584	117,396	2,989	10,271	11,802	58,379	3,124	31,867	3,095	14,365	89	226	316	1,388	169	900
	%	100.00%	15.53%	84.47%	2.15%	7.39%	8.49%	42.01%	2.25%	22.93%	2.23%	10.34%	0.06%	0.16%	0.23%	1.00%	0.12%	0.65%
Referred Applicants	#	85,470	14,809	70,661	2,027	6,428	8,021	35,619	2,176	18,539	2,122	8,407	65	81	272	949	126	638
	%	100.00%	17.33%	82.67%	2.37%	7.52%	9.38%	41.67%	2.55%	21.69%	2.48%	9.84%	0.08%	0.09%	0.32%	1.11%	0.15%	0.75%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	7,019	1,320	5,699	78	207	812	3,459	166	1,034	173	681	13	29	16	68	62	221
	%	100.00%	18.81%	81.19%	01.11%	02.95%	11.57%	49.28%	02.37%	14.73%	02.46%	09.70%	00.19%	00.41%	00.23%	00.97%	00.88%	03.15%
0901 General Legal and Kindred Administration	#	2,040	926	1,114	92	88	416	389	367	570	22	24	8	6	12	20	9	17
	%	99.99%	45.39%	54.60%	04.51%	04.31%	20.39%	19.07%	17.99%	27.94%	01.08%	01.18%	00.39%	00.29%	00.59%	00.98%	00.44%	00.83%
0901 RCLF		100.00%	19.61%	80.39%	2.74%	10.69%	13.16%	58.90%	1.91%	6.50%	1.14%	2.21%	0.03%	0.09%	0.10%	0.40%	0.53%	1.60%
GS-A/0	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	#	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/5	#	120	40	80	9	11	18	28	12	31	1	5	0	1	0	2	0	2
	#	100.00%	33.33%	66.67%	07.50%	09.17%	15.00%	23.33%	10.00%	25.83%	00.83%	04.17%	00.00%	00.83%	00.00%	01.67%	00.00%	01.67%
GS-A/7	#	355	122	233	8	24	55	69	48	117	0	7	2	1	4	4	5	11
	#	100.00%	34.36%	65.64%	02.25%	06.76%	15.49%	19.44%	13.52%	32.96%	00.00%	01.97%	00.56%	00.28%	01.13%	01.13%	01.41%	03.10%
GS-A/9	#	1,039	474	565	48	35	205	197	200	313	13	8	1	3	3	8	4	1
	#	100.01%	45.62%	54.39%	04.62%	03.37%	19.73%	18.96%	19.25%	30.13%	01.25%	00.77%	00.10%	00.29%	00.29%	00.77%	00.38%	00.10%
GS-A/10	#	278	156	122	14	11	60	48	68	56	6	2	5	0	3	4	0	1
	#	100.01%	56.12%	43.89%	05.04%	03.96%	21.58%	17.27%	24.46%	20.14%	02.16%	00.72%	01.80%	00.00%	01.08%	01.44%	00.00%	00.36%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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-A/11	#	135	76	59	6	2	40	22	26	32	2	1	0	0	2	1	0	1
	#	99.99%	56.29%	43.70%	04.44%	01.48%	29.63%	16.30%	19.26%	23.70%	01.48%	00.74%	00.00%	00.00%	01.48%	00.74%	00.00%	00.74%
GS-A/12	#	99	49	50	7	5	30	21	12	20	0	1	0	1	0	1	0	1
	#	99.99%	49.49%	50.50%	07.07%	05.05%	30.30%	21.21%	12.12%	20.20%	00.00%	01.01%	00.00%	01.01%	00.00%	01.01%	00.00%	01.01%
GS-A/13	#	10	7	3	0	0	6	3	1	0	0	0	0	0	0	0	0	0
	#	100.00%	70.00%	30.00%	00.00%	00.00%	60.00%	30.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/14	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/15	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	44																
Relevant Applicant Pool	%	99.99%	45.39%	54.60%	04.51%	04.31%	20.39%	19.07%	17.99%	27.94%	01.08%	01.18%	00.39%	00.29%	00.59%	00.98%	00.44%	00.83%
Internal Applications	#	684	266	418	40	40	98	105	109	246	5	11	1	4	5	9	8	3
	%	100.00%	38.89%	61.11%	5.85%	5.85%	14.33%	15.35%	15.94%	35.96%	0.73%	1.61%	0.15%	0.58%	0.73%	1.32%	1.17%	0.44%
Qualified Internal Applicants	#	233	98	135	10	10	35	40	45	83	1	0	0	0	3	1	4	1
	%	100.00%	42.06%	57.94%	4.29%	4.29%	15.02%	17.17%	19.31%	35.62%	0.43%	0.00%	0.00%	0.00%	1.29%	0.43%	1.72%	0.43%
Referred Applicants	#	231	98	133	10	10	35	39	45	82	1	0	0	0	3	1	4	1
	%	100.00%	42.42%	57.58%	4.33%	4.33%	15.15%	16.88%	19.48%	35.50%	0.43%	0.00%	0.00%	0.00%	1.30%	0.43%	1.73%	0.43%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	623	282	341	25	24	132	132	113	170	8	8	0	0	3	7	1	0
	%	100.00%	45.26%	54.73%	04.01%	03.85%	21.19%	21.19%	18.14%	27.29%	01.28%	01.28%	00.00%	00.00%	00.48%	01.12%	00.16%	00.00%
New Hires																		

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Vacancy Announcements	#	14																
Voluntarily Identified Applicants	#	846	283	563	50	61	114	157	81	258	25	42	5	24	3	5	5	16
	%	100.00%	33.45%	66.55%	5.91%	7.21%	13.48%	18.56%	9.57%	30.50%	2.96%	4.96%	0.59%	2.84%	0.35%	0.59%	0.59%	1.89%
Qualified External Applicants	#	545	182	363	38	38	69	87	55	192	17	27	1	8	1	4	1	7
	%	100.00%	33.39%	66.61%	6.97%	6.97%	12.66%	15.96%	10.09%	35.23%	3.12%	4.95%	0.18%	1.47%	0.18%	0.73%	0.18%	1.28%
Referred Applicants	#	545	182	363	38	38	69	87	55	192	17	27	1	8	1	4	1	7
	%	100.00%	33.39%	66.61%	6.97%	6.97%	12.66%	15.96%	10.09%	35.23%	3.12%	4.95%	0.18%	1.47%	0.18%	0.73%	0.18%	1.28%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	313	94	219	18	17	37	68	27	103	1	9	1	1	3	4	7	17
	%	100.00%	30.04%	69.98%	05.75%	05.43%	11.82%	21.73%	08.63%	32.91%	00.32%	02.88%	00.32%	00.32%	00.96%	01.28%	02.24%	05.43%
0996 Veterans Claims Examining	#	13,519	6,969	6,550	538	346	4,245	3,351	1,607	2,289	318	216	38	37	177	264	46	47
	%	100.00%	51.55%	48.45%	03.98%	02.56%	31.40%	24.79%	11.89%	16.93%	02.35%	01.60%	00.28%	00.27%	01.31%	01.95%	00.34%	00.35%
0996 RCLF		99.99%	41.19%	58.80%	4.25%	5.88%	30.46%	37.58%	4.06%	11.79%	1.50%	1.98%	0.06%	0.09%	0.12%	0.22%	0.74%	1.26%
GS-A/5	#	56	19	37	1	0	12	27	1	4	0	0	0	0	3	6	2	0
	#	100.00%	33.94%	66.06%	01.79%	00.00%	21.43%	48.21%	01.79%	07.14%	00.00%	00.00%	00.00%	00.00%	05.36%	10.71%	03.57%	00.00%
GS-A/6	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	467	196	271	12	6	133	139	30	101	12	5	0	3	4	14	5	3
	#	99.99%	41.97%	58.02%	02.57%	01.28%	28.48%	29.76%	06.42%	21.63%	02.57%	01.07%	00.00%	00.64%	00.86%	03.00%	01.07%	00.64%
GS-A/9	#	2,113	985	1,128	80	48	547	542	250	406	52	30	5	4	44	86	7	12
	#	100.00%	46.62%	53.38%	03.79%	02.27%	25.89%	25.65%	11.83%	19.21%	02.46%	01.42%	00.24%	00.19%	02.08%	04.07%	00.33%	00.57%
GS-A/10	#	3,320	1,986	1,334	164	78	1,069	577	576	582	106	37	15	16	40	37	16	7
	#	99.98%	59.81%	40.17%	04.94%	02.35%	32.20%	17.38%	17.35%	17.53%	03.19%	01.11%	00.45%	00.48%	01.20%	01.11%	00.48%	00.21%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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-A/11	#	2,406	1,247	1,159	101	62	777	584	281	401	48	48	5	5	29	47	6	12
	#	100.02%	51.84%	48.18%	04.20%	02.58%	32.29%	24.27%	11.68%	16.67%	02.00%	02.00%	00.21%	00.21%	01.21%	01.95%	00.25%	00.50%
GS-A/12	#	3,944	1,916	2,028	132	115	1,270	1,132	370	621	83	80	12	9	40	60	9	11
	#	100.00%	48.57%	51.43%	03.35%	02.92%	32.20%	28.70%	09.38%	15.75%	02.10%	02.03%	00.30%	00.23%	01.01%	01.52%	00.23%	00.28%
GS-A/13	#	965	491	474	42	32	342	270	80	146	14	12	0	0	13	12	0	2
	#	100.00%	50.88%	49.12%	04.35%	03.32%	35.44%	27.98%	08.29%	15.13%	01.45%	01.24%	00.00%	00.00%	01.35%	01.24%	00.00%	00.21%
GS-A/14	#	193	102	91	4	5	73	63	17	18	3	3	0	0	4	2	1	0
	#	99.99%	52.84%	47.15%	02.07%	02.59%	37.82%	32.64%	08.81%	09.33%	01.55%	01.55%	00.00%	00.00%	02.07%	01.04%	00.52%	00.00%
GS-A/15	#	53	26	27	2	0	21	16	2	10	0	1	1	0	0	0	0	0
	#	100.00%	49.05%	50.95%	03.77%	00.00%	39.62%	30.19%	03.77%	18.87%	00.00%	01.89%	01.89%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	198																
Relevant Applicant Pool	%	100.00%	51.55%	48.45%	03.98%	02.56%	31.40%	24.79%	11.89%	16.93%	02.35%	01.60%	00.28%	00.27%	01.31%	01.95%	00.34%	00.35%
Internal Applications	#	6,146	2,890	3,256	476	426	1,242	970	887	1,551	127	104	31	30	66	101	61	74
	%	100.00%	47.02%	52.98%	7.74%	6.93%	20.21%	15.78%	14.43%	25.24%	2.07%	1.69%	0.50%	0.49%	1.07%	1.64%	0.99%	1.20%
Qualified Internal Applicants	#	2,584	1,259	1,325	187	147	628	490	341	571	50	38	5	7	30	55	18	17
	%	100.00%	48.72%	51.28%	7.24%	5.69%	24.30%	18.96%	13.20%	22.10%	1.93%	1.47%	0.19%	0.27%	1.16%	2.13%	0.70%	0.66%
Referred Applicants	#	2,516	1,222	1,294	185	145	607	484	331	550	49	36	5	7	27	55	18	17
	%	100.00%	48.57%	51.43%	7.35%	5.76%	24.13%	19.24%	13.16%	21.86%	1.95%	1.43%	0.20%	0.28%	1.07%	2.19%	0.72%	0.68%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	4,151	2,262	1,889	228	106	1,264	847	565	737	122	92	12	18	57	69	14	20
	%	100.00%	54.49%	45.49%	05.49%	02.55%	30.45%	20.40%	13.61%	17.75%	02.94%	02.22%	00.29%	00.43%	01.37%	01.66%	00.34%	00.48%
New Hires																		

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Vacancy Announcements	#	18																
Voluntarily Identified Applicants	#	3,211	1,287	1,924	203	209	554	534	429	1,043	51	26	2	2	37	87	11	23
	%	100.00%	40.08%	59.92%	6.32%	6.51%	17.25%	16.63%	13.36%	32.48%	1.59%	0.81%	0.06%	0.06%	1.15%	2.71%	0.34%	0.72%
Qualified External Applicants	#	1,944	759	1,185	131	134	306	297	257	666	34	22	1	2	23	50	7	14
	%	100.00%	39.04%	60.96%	6.74%	6.89%	15.74%	15.28%	13.22%	34.26%	1.75%	1.13%	0.05%	0.10%	1.18%	2.57%	0.36%	0.72%
Referred Applicants	#	1,791	723	1,068	129	130	287	245	250	645	34	22	1	2	16	14	6	10
	%	100.00%	40.37%	59.63%	7.20%	7.26%	16.02%	13.68%	13.96%	36.01%	1.90%	1.23%	0.06%	0.11%	0.89%	0.78%	0.34%	0.56%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	508	224	284	13	5	145	167	41	82	9	14	0	1	7	10	9	5
	%	100.00%	44.09%	55.90%	02.56%	00.98%	28.54%	32.87%	08.07%	16.14%	01.77%	02.76%	00.00%	00.20%	01.38%	01.97%	01.77%	00.98%
1102 Contracting	#	2,735	1,445	1,290	91	66	919	693	339	449	65	49	10	10	10	13	11	10
	%	100.02%	52.84%	47.18%	03.33%	02.41%	33.60%	25.34%	12.39%	16.42%	02.38%	01.79%	00.37%	00.37%	00.37%	00.48%	00.40%	00.37%
1102 RCLF		100.00%	47.27%	52.73%	4.26%	4.60%	36.96%	39.20%	3.28%	5.24%	1.93%	2.41%	0.05%	0.06%	0.15%	0.26%	0.64%	0.96%
GS-A/5	#	26	11	15	0	0	8	7	2	8	1	0	0	0	0	0	0	0
	#	100.00%	42.31%	57.69%	00.00%	00.00%	30.77%	26.92%	07.69%	30.77%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	193	100	93	5	4	64	49	22	29	7	9	1	1	0	0	1	1
	#	100.01%	51.82%	48.19%	02.59%	02.07%	33.16%	25.39%	11.40%	15.03%	03.63%	04.66%	00.52%	00.52%	00.00%	00.00%	00.52%	00.52%
GS-A/9	#	293	166	127	12	13	102	50	38	57	8	5	3	0	2	2	1	0
	#	99.99%	56.65%	43.34%	04.10%	04.44%	34.81%	17.06%	12.97%	19.45%	02.73%	01.71%	01.02%	00.00%	00.68%	00.68%	00.34%	00.00%
GS-A/11	#	438	227	211	15	10	133	104	63	80	10	10	1	2	2	0	3	5
	#	99.98%	51.82%	48.16%	03.42%	02.28%	30.37%	23.74%	14.38%	18.26%	02.28%	02.28%	00.23%	00.46%	00.46%	00.00%	00.68%	01.14%
GS-A/12	#	966	514	452	32	22	317	258	135	143	22	15	2	5	2	7	4	2
	#	100.01%	53.22%	46.79%	03.31%	02.28%	32.82%	26.71%	13.98%	14.80%	02.28%	01.55%	00.21%	00.52%	00.21%	00.72%	00.41%	00.21%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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-A/13	#	521	276	245	19	9	187	136	52	85	12	9	1	1	3	3	2	2
	#	99.99%	52.97%	47.02%	03.65%	01.73%	35.89%	26.10%	09.98%	16.31%	02.30%	01.73%	00.19%	00.19%	00.58%	00.58%	00.38%	00.38%
GS-A/14	#	227	108	119	5	8	78	66	19	43	4	1	1	0	1	1	0	0
	#	99.98%	47.57%	52.41%	02.20%	03.52%	34.36%	29.07%	08.37%	18.94%	01.76%	00.44%	00.44%	00.00%	00.44%	00.44%	00.00%	00.00%
GS-A/15	#	62	36	26	3	0	25	22	6	4	1	0	1	0	0	0	0	0
	#	99.99%	58.06%	41.93%	04.84%	00.00%	40.32%	35.48%	09.68%	06.45%	01.61%	00.00%	01.61%	00.00%	00.00%	00.00%	00.00%	00.00%
ES-E/0	#	9	7	2	0	0	5	1	2	0	0	0	0	1	0	0	0	0
	#	100.00%	77.78%	22.22%	00.00%	00.00%	55.56%	11.11%	22.22%	00.00%	00.00%	00.00%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	136																
Relevant Applicant Pool	%	100.02%	52.84%	47.18%	03.33%	02.41%	33.60%	25.34%	12.39%	16.42%	02.38%	01.79%	00.37%	00.37%	00.37%	00.48%	00.40%	00.37%
Internal Applications	#	8,498	4,595	3,903	521	407	2,428	1,386	1,298	1,763	222	200	22	16	60	54	44	77
	%	100.00%	54.07%	45.93%	6.13%	4.79%	28.57%	16.31%	15.27%	20.75%	2.61%	2.35%	0.26%	0.19%	0.71%	0.64%	0.52%	0.91%
Qualified Internal Applicants	#	2,486	1,424	1,062	153	119	748	333	431	500	63	66	4	3	13	17	12	24
	%	100.00%	57.28%	42.72%	6.15%	4.79%	30.09%	13.40%	17.34%	20.11%	2.53%	2.65%	0.16%	0.12%	0.52%	0.68%	0.48%	0.97%
Referred Applicants	#	2,478	1,418	1,060	153	119	745	333	428	498	63	66	4	3	13	17	12	24
	%	100.00%	57.22%	42.78%	6.17%	4.80%	30.06%	13.44%	17.27%	20.10%	2.54%	2.66%	0.16%	0.12%	0.52%	0.69%	0.48%	0.97%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	503	253	250	13	14	147	133	74	85	12	11	4	1	3	2	0	4
	%	100.00%	50.30%	49.71%	02.58%	02.78%	29.22%	26.44%	14.71%	16.90%	02.39%	02.19%	00.80%	00.20%	00.60%	00.40%	00.00%	00.80%
New Hires																		
Vacancy Announcements	#	115																

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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 Applicants	#	12,356	6,347	6,009	1,126	839	2,938	1,984	1,686	2,691	395	286	31	34	85	62	86	113
	%	100.00%	51.37%	48.63%	9.11%	6.79%	23.78%	16.06%	13.65%	21.78%	3.20%	2.31%	0.25%	0.28%	0.69%	0.50%	0.70%	0.91%
Qualified External Applicants	#	3,857	2,000	1,857	286	233	949	624	579	831	134	98	8	13	14	21	30	37
	%	100.00%	51.85%	48.15%	7.42%	6.04%	24.60%	16.18%	15.01%	21.55%	3.47%	2.54%	0.21%	0.34%	0.36%	0.54%	0.78%	0.96%
Referred Applicants	#	3,093	1,655	1,438	242	191	794	500	463	602	112	88	7	12	11	17	26	28
	%	100.00%	53.51%	46.49%	7.82%	6.18%	25.67%	16.17%	14.97%	19.46%	3.62%	2.85%	0.23%	0.39%	0.36%	0.55%	0.84%	0.91%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	356	189	167	12	16	118	69	35	57	14	18	3	2	1	1	6	4
	%	100.00%	53.09%	46.90%	03.37%	04.49%	33.15%	19.38%	09.83%	16.01%	03.93%	05.06%	00.84%	00.56%	00.28%	00.28%	01.69%	01.12%
2210 Information Technology Management	#	7,357	5,716	1,641	465	115	3,669	942	1,016	411	423	142	14	4	99	16	30	11
	%	100.00%	77.70%	22.30%	06.32%	01.56%	49.87%	12.80%	13.81%	05.59%	05.75%	01.93%	00.19%	00.05%	01.35%	00.22%	00.41%	00.15%
2210 RCLF		99.98%	70.91%	29.07%	4.48%	1.62%	54.33%	21.65%	3.55%	2.49%	7.03%	2.56%	0.05%	0.03%	0.13%	0.06%	1.34%	0.66%
GS-A/0	#	5	3	2	0	0	2	0	1	1	0	1	0	0	0	0	0	0
	#	100.00%	60.00%	40.00%	00.00%	00.00%	40.00%	00.00%	20.00%	20.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	44	37	7	4	1	24	2	6	2	2	2	0	0	1	0	0	0
	#	100.02%	84.10%	15.92%	09.09%	02.27%	54.55%	04.55%	13.64%	04.55%	04.55%	04.55%	00.00%	00.00%	02.27%	00.00%	00.00%	00.00%
GS-A/9	#	221	178	43	10	2	98	20	53	17	12	4	0	0	3	0	2	0
	#	99.98%	80.53%	19.45%	04.52%	00.90%	44.34%	09.05%	23.98%	07.69%	05.43%	01.81%	00.00%	00.00%	01.36%	00.00%	00.90%	00.00%
GS-A/11	#	1,900	1,571	329	139	26	914	160	378	118	88	17	5	1	36	6	11	1
	#	99.99%	82.68%	17.31%	07.32%	01.37%	48.11%	08.42%	19.89%	06.21%	04.63%	00.89%	00.26%	00.05%	01.89%	00.32%	00.58%	00.05%
GS-A/12	#	1,351	1,063	288	89	23	660	158	213	88	76	12	1	1	20	4	4	2
	#	100.01%	78.69%	21.32%	06.59%	01.70%	48.85%	11.70%	15.77%	06.51%	05.63%	00.89%	00.07%	00.07%	01.48%	00.30%	00.30%	00.15%
GS-A/13	#	2,560	1,915	645	152	45	1,269	380	270	127	182	81	5	2	27	5	10	5
	#	100.01%	74.81%	25.20%	05.94%	01.76%	49.57%	14.84%	10.55%	04.96%	07.11%	03.16%	00.20%	00.08%	01.05%	00.20%	00.39%	00.20%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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-A/14	#	1,048	789	259	65	13	575	178	78	47	56	17	3	0	9	1	3	3
	#	100.00%	75.29%	24.71%	06.20%	01.24%	54.87%	16.98%	07.44%	04.48%	05.34%	01.62%	00.29%	00.00%	00.86%	00.10%	00.29%	00.29%
GS-A/15	#	202	141	61	6	4	110	39	16	10	7	8	0	0	2	0	0	0
	#	100.01%	69.81%	30.20%	02.97%	01.98%	54.46%	19.31%	07.92%	04.95%	03.47%	03.96%	00.00%	00.00%	00.99%	00.00%	00.00%	00.00%
ES-E/0	#	26	19	7	0	1	17	5	1	1	0	0	0	0	1	0	0	0
	#	100.01%	73.08%	26.93%	00.00%	03.85%	65.38%	19.23%	03.85%	03.85%	00.00%	00.00%	00.00%	00.00%	03.85%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	112																
Relevant Applicant Pool	%	100.00%	77.70%	22.30%	06.32%	01.56%	49.87%	12.80%	13.81%	05.59%	05.75%	01.93%	00.19%	00.05%	01.35%	00.22%	00.41%	00.15%
Internal Applications	#	5,782	4,900	882	670	111	2,197	295	1,434	362	403	66	13	14	101	15	82	19
	%	100.00%	84.75%	15.25%	11.59%	1.92%	38.00%	5.10%	24.80%	6.26%	6.97%	1.14%	0.22%	0.24%	1.75%	0.26%	1.42%	0.33%
Qualified Internal Applicants	#	1,895	1,628	267	216	36	816	106	418	96	100	15	4	4	44	7	30	3
	%	100.00%	85.91%	14.09%	11.40%	1.90%	43.06%	5.59%	22.06%	5.07%	5.28%	0.79%	0.21%	0.21%	2.32%	0.37%	1.58%	0.16%
Referred Applicants	#	1,808	1,554	254	205	31	778	103	398	91	96	15	4	4	43	7	30	3
	%	100.00%	85.95%	14.05%	11.34%	1.71%	43.03%	5.70%	22.01%	5.03%	5.31%	0.83%	0.22%	0.22%	2.38%	0.39%	1.66%	0.17%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	511	430	81	37	9	260	44	83	21	36	6	1	0	9	1	4	0
	%	100.00%	84.15%	15.85%	07.24%	01.76%	50.88%	08.61%	16.24%	04.11%	07.05%	01.17%	00.20%	00.00%	01.76%	00.20%	00.78%	00.00%
New Hires																		
Vacancy Announcements	#	287																
Voluntarily Identified Applicants	#	69,154	55,394	13,760	6,796	1,353	26,188	4,588	13,963	5,549	6,816	1,741	155	129	752	167	724	233
	%	100.00%	80.10%	19.90%	9.83%	1.96%	37.87%	6.63%	20.19%	8.02%	9.86%	2.52%	0.22%	0.19%	1.09%	0.24%	1.05%	0.34%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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 External Applicants	#	42,958	34,848	8,110	4,015	669	16,797	2,928	8,785	3,201	4,254	989	93	81	441	104	463	138
	%	100.00%	81.12%	18.88%	9.35%	1.56%	39.10%	6.82%	20.45%	7.45%	9.90%	2.30%	0.22%	0.19%	1.03%	0.24%	1.08%	0.32%
Referred Applicants	#	27,238	22,514	4,724	2,446	403	11,053	1,725	5,565	1,734	2,828	654	65	61	275	68	282	79
	%	100.00%	82.66%	17.34%	8.98%	1.48%	40.58%	6.33%	20.43%	6.37%	10.38%	2.40%	0.24%	0.22%	1.01%	0.25%	1.04%	0.29%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	361	249	112	17	5	147	59	45	27	24	16	1	0	6	1	9	4
	%	100.00%	68.98%	31.03%	04.71%	01.39%	40.72%	16.34%	12.47%	07.48%	06.65%	04.43%	00.28%	00.00%	01.66%	00.28%	02.49%	01.11%
4754 Cemetery Caretaking	#	582	565	17	45	4	415	12	74	0	11	0	4	1	15	0	1	0
	%	100.00%	97.08%	02.92%	07.73%	00.69%	71.31%	02.06%	12.71%	00.00%	01.89%	00.00%	00.69%	00.17%	02.58%	00.00%	00.17%	00.00%
4754 RCLF		100.01%	92.77%	7.24%	19.64%	0.87%	59.96%	5.49%	9.49%	0.53%	1.06%	0.11%	0.19%	0.01%	0.85%	0.07%	1.58%	0.16%
WG-1/4	#	9	8	1	1	0	5	1	1	0	1	0	0	0	0	0	0	0
	#	100.00%	88.89%	11.11%	11.11%	00.00%	55.56%	11.11%	11.11%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/5	#	141	136	5	13	2	103	3	14	0	2	0	0	0	4	0	0	0
	#	100.01%	96.46%	03.55%	09.22%	01.42%	73.05%	02.13%	09.93%	00.00%	01.42%	00.00%	00.00%	00.00%	02.84%	00.00%	00.00%	00.00%
WG-1/6	#	317	308	9	19	1	221	7	47	0	7	0	3	1	10	0	1	0
	#	100.02%	97.17%	02.85%	05.99%	00.32%	69.72%	02.21%	14.83%	00.00%	02.21%	00.00%	00.95%	00.32%	03.15%	00.00%	00.32%	00.00%
WL-2/6	#	4	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	00.00%	00.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/7	#	6	6	0	1	0	5	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	16.67%	00.00%	83.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/8	#	27	27	0	3	0	20	0	2	0	1	0	0	0	1	0	0	0
	#	99.99%	99.99%	00.00%	11.11%	00.00%	74.07%	00.00%	07.41%	00.00%	03.70%	00.00%	00.00%	00.00%	03.70%	00.00%	00.00%	00.00%
WL-2/9	#	3	3	0	0	0	3	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%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
WL-2/10	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/5	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/6	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	00.00%	00.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/7	#	6	6	0	2	0	4	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	33.33%	00.00%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/8	#	46	45	1	2	1	39	0	3	0	0	0	1	0	0	0	0	0
	#	99.99%	97.82%	02.17%	04.35%	02.17%	84.78%	00.00%	06.52%	00.00%	00.00%	00.00%	02.17%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/9	#	10	9	1	1	0	7	1	1	0	0	0	0	0	0	0	0	0
	#	100.00%	90.00%	10.00%	10.00%	00.00%	70.00%	10.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/10	#	9	9	0	2	0	4	0	3	0	0	0	0	0	0	0	0	0
	#	99.99%	99.99%	00.00%	22.22%	00.00%	44.44%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	93																
Relevant Applicant Pool	%	100.00%	97.08%	02.92%	07.73%	00.69%	71.31%	02.06%	12.71%	00.00%	01.89%	00.00%	00.69%	00.17%	02.58%	00.00%	00.17%	00.00%
Internal Applications	#	1,507	1,407	100	291	30	804	43	220	24	27	0	18	0	33	2	14	1
	%	100.00%	93.36%	6.64%	19.31%	1.99%	53.35%	2.85%	14.60%	1.59%	1.79%	0.00%	1.19%	0.00%	2.19%	0.13%	0.93%	0.07%
Qualified Internal Applicants	#	577	562	15	102	2	341	10	81	3	5	0	8	0	17	0	8	0
	%	100.00%	97.40%	2.60%	17.68%	0.35%	59.10%	1.73%	14.04%	0.52%	0.87%	0.00%	1.39%	0.00%	2.95%	0.00%	1.39%	0.00%
Referred Applicants	#	565	550	15	99	2	334	10	79	3	5	0	8	0	17	0	8	0
	%	100.00%	97.35%	2.65%	17.52%	0.35%	59.12%	1.77%	13.98%	0.53%	0.88%	0.00%	1.42%	0.00%	3.01%	0.00%	1.42%	0.00%
	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Interviewed Applicants	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	136	135	1	16	0	97	1	13	0	2	0	4	0	2	0	1	0
	%	100.00%	99.26%	00.74%	11.76%	00.00%	71.32%	00.74%	09.56%	00.00%	01.47%	00.00%	02.94%	00.00%	01.47%	00.00%	00.74%	00.00%
New Hires																		
Vacancy Announcements	#	51																
Voluntarily Identified Applicants	#	947	875	72	144	8	571	48	101	12	14	1	2	0	34	3	9	0
	%	100.00%	92.40%	7.60%	15.21%	0.84%	60.30%	5.07%	10.67%	1.27%	1.48%	0.11%	0.21%	0.00%	3.59%	0.32%	0.95%	0.00%
Qualified External Applicants	#	600	578	22	85	3	395	19	57	0	8	0	0	0	28	0	5	0
	%	100.00%	96.33%	3.67%	14.17%	0.50%	65.83%	3.17%	9.50%	0.00%	1.33%	0.00%	0.00%	0.00%	4.67%	0.00%	0.83%	0.00%
Referred Applicants	#	574	555	19	77	3	383	16	55	0	8	0	0	0	27	0	5	0
	%	100.00%	96.69%	3.31%	13.41%	0.52%	66.72%	2.79%	9.58%	0.00%	1.39%	0.00%	0.00%	0.00%	4.70%	0.00%	0.87%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	145	139	6	14	1	103	5	10	0	3	0	3	0	6	0	0	0
	%	100.00%	95.87%	04.14%	09.66%	00.69%	71.03%	03.45%	06.90%	00.00%	02.07%	00.00%	02.07%	00.00%	04.14%	00.00%	00.00%	00.00%

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and manila residents. Applicant Flow Data retrieved from OPM's USA Staffing on November 14, 2021.
This list of mission critical occupations was developed by the Department's Office of the Chief Human Capital Officer.
RCLF comparisons are based on 2014 – 2018 American Community Survey National data.
Row category totals may not match from Table A and Table B due to missing gender data.
*** These data are not available.

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				**12.00%**	**2.00%**												
0180 Psychology	#	5,823	5,195	273	355	46	2	0	3	7	5	3	8	10	0	5	0	3
	%	100.00%	89.22%	04.69%	06.10%	00.79%	00.03%	00.00%	00.05%	00.12%	00.09%	00.05%	00.14%	00.17%	00.00%	00.09%	00.00%	00.05%
GS-A/11	#	39	29	7	3	2	1	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	74.36%	17.95%	07.69%	05.13%	02.56%	00.00%	00.00%	00.00%	00.00%	00.00%	02.56%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/12	#	228	194	21	13	2	0	0	1	0	0	0	0	1	0	0	0	0
	%	100.00%	85.09%	09.21%	05.70%	00.88%	00.00%	00.00%	00.44%	00.00%	00.00%	00.00%	00.00%	00.44%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	4,508	4,000	213	295	35	1	0	1	6	3	3	6	9	0	3	0	3
	%	100.00%	88.73%	04.72%	06.54%	00.78%	00.02%	00.00%	00.02%	00.13%	00.07%	00.07%	00.13%	00.20%	00.00%	00.07%	00.00%	00.07%
GS-A/14	#	852	792	25	35	3	0	0	0	0	1	0	1	0	0	1	0	0
	%	100.00%	92.96%	02.93%	04.11%	00.35%	00.00%	00.00%	00.00%	00.00%	00.12%	00.00%	00.12%	00.00%	00.00%	00.12%	00.00%	00.00%
GS-A/15	#	187	171	7	9	4	0	0	1	1	1	0	0	0	0	1	0	0
	%	100.00%	91.44%	03.74%	04.81%	02.14%	00.00%	00.00%	00.53%	00.53%	00.53%	00.00%	00.00%	00.00%	00.00%	00.53%	00.00%	00.00%
GM-B/15	#	2	2	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%
ES-E/0	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-N/0	#	6	6	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	449																
Relevant Applicant Pool	%	100.00%	89.22%	04.69%	06.10%	00.79%	00.03%	00.00%	00.05%	00.12%	00.09%	00.05%	00.14%	00.17%	00.00%	00.09%	00.00%	00.05%
Internal Applications	#	2,499	781	1,665	53	21	0	0	0	2	3	1	1	6	0	4	0	4
	%	100.00%	31.25%	66.63%	2.12%	0.84%	0.00%	0.00%	0.00%	0.08%	0.12%	0.04%	0.04%	0.24%	0.00%	0.16%	0.00%	0.16%
Qualified Internal Applicants	#	1,810	511	1,262	37	16	0	0	0	2	3	1	0	6	0	0	0	4
	%	100.00%	28.23%	69.72%	2.04%	0.88%	0.00%	0.00%	0.00%	0.11%	0.17%	0.06%	0.00%	0.33%	0.00%	0.00%	0.00%	0.22%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Referred Applicants	#	1,767	505	1,228	34	16	0	0	0	2	3	1	0	6	0	0	0	4
	%	100.00%	28.58%	69.50%	1.92%	0.91%	0.00%	0.00%	0.00%	0.11%	0.17%	0.06%	0.00%	0.34%	0.00%	0.00%	0.00%	0.23%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	517	469	21	27	5	0	0	0	1	0	0	1	1	0	2	0	0
	%	100.00%	90.72%	04.06%	05.22%	00.97%	00.00%	00.00%	00.00%	00.19%	00.00%	00.00%	00.19%	00.19%	00.00%	00.39%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	625																
Voluntarily Identified Applicants	#	8,570	4,221	4,151	198	76	0	2	4	1	6	12	1	6	0	43	0	1
	%	100.00%	49.25%	48.44%	2.31%	0.89%	0.00%	0.02%	0.05%	0.01%	0.07%	0.14%	0.01%	0.07%	0.00%	0.50%	0.00%	0.01%
Qualified External Applicants	#	6,146	2,868	3,166	112	31	0	2	1	1	5	11	1	4	0	5	0	1
	%	100.00%	46.66%	51.51%	1.82%	0.50%	0.00%	0.03%	0.02%	0.02%	0.08%	0.18%	0.02%	0.07%	0.00%	0.08%	0.00%	0.02%
Referred Applicants	#	3,508	1,699	1,724	85	30	0	2	1	1	5	11	0	4	0	5	0	1
	%	100.00%	48.43%	49.14%	2.42%	0.86%	0.00%	0.06%	0.03%	0.03%	0.14%	0.31%	0.00%	0.11%	0.00%	0.14%	0.00%	0.03%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	396	329	44	23	4	1	0	1	0	0	0	1	0	0	1	0	0
	%	100.00%	90.72%	04.06%	05.22%	00.97%	00.00%	00.00%	00.00%	00.19%	00.00%	00.00%	00.19%	00.19%	00.00%	00.39%	00.00%	00.00%
0185 Social Work	#	16,514	13,954	1,015	1,545	304	4	16	15	12	13	24	25	15	3	168	2	7
	%	100.00%	84.50%	06.15%	09.36%	01.84%	00.02%	00.10%	00.09%	00.07%	00.08%	00.15%	00.15%	00.09%	00.02%	01.02%	00.01%	00.04%
GS-A/8	#	1	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	00.00%	00.00%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%
GS-A/9	#	873	633	145	95	27	1	6	1	0	0	0	0	0	1	18	0	0
	%	100.00%	72.51%	16.61%	10.88%	03.09%	00.11%	00.69%	00.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.11%	02.06%	00.00%	00.00%
GS-A/11	#	6,694	5,503	498	693	153	3	7	10	7	6	11	12	5	2	84	2	4
	%	100.00%	82.21%	07.44%	10.35%	02.29%	00.04%	00.10%	00.15%	00.10%	00.09%	00.16%	00.18%	00.07%	00.03%	01.25%	00.03%	00.06%
GS-A/12	#	7,656	6,658	340	658	103	0	2	4	4	7	11	12	6	0	54	0	3

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	86.96%	04.44%	08.59%	01.35%	00.00%	00.03%	00.05%	00.05%	00.09%	00.14%	00.16%	00.08%	00.00%	00.71%	00.00%	00.04%
GS-A/13	#	1,043	936	23	84	18	0	1	0	1	0	2	1	3	0	10	0	0
	%	100.00%	89.74%	02.21%	08.05%	01.73%	00.00%	00.10%	00.00%	00.10%	00.00%	00.19%	00.10%	00.29%	00.00%	00.96%	00.00%	00.00%
GS-A/14	#	232	209	9	14	2	0	0	0	0	0	0	0	1	0	1	0	0
	%	100.00%	90.09%	03.88%	06.03%	00.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.43%	00.00%	00.43%	00.00%	00.00%
GS-A/15	#	14	14	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%
AD-N/0	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	1,469																
Relevant Applicant Pool	%	100.00%	84.50%	06.15%	09.36%	01.84%	00.02%	00.10%	00.09%	00.07%	00.08%	00.15%	00.15%	00.09%	00.02%	01.02%	00.01%	00.04%
Internal Applications	#	11,544	2,116	8,884	544	325	16	55	33	12	15	12	12	15	0	155	0	0
	%	100.00%	18.33%	76.96%	4.71%	2.82%	0.14%	0.48%	0.29%	0.10%	0.13%	0.10%	0.10%	0.13%	0.00%	1.34%	0.00%	0.00%
Qualified Internal Applicants	#	6,756	948	5,482	326	194	1	35	22	7	6	8	2	3	0	110	0	0
	%	100.00%	14.03%	81.14%	4.83%	2.87%	0.01%	0.52%	0.33%	0.10%	0.09%	0.12%	0.03%	0.04%	0.00%	1.63%	0.00%	0.00%
Referred Applicants	#	5,975	839	4,869	267	155	1	28	18	7	6	8	2	3	0	82	0	0
	%	100.00%	14.04%	81.49%	4.47%	2.59%	0.02%	0.47%	0.30%	0.12%	0.10%	0.13%	0.03%	0.05%	0.00%	1.37%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	1,688	1,433	88	167	27	1	3	2	0	0	2	1	0	0	17	1	0
	%	100.00%	84.89%	05.21%	09.89%	01.60%	00.06%	00.18%	00.12%	00.00%	00.00%	00.12%	00.06%	00.00%	00.00%	01.01%	00.06%	00.00%
New Hires																		
Vacancy Announcements	#	1,587																
Voluntarily Identified Applicants	#	25,498	7,284	17,114	1,100	581	45	92	41	21	32	47	11	24	0	264	0	4
	%	100.00%	28.57%	67.12%	4.31%	2.28%	0.18%	0.36%	0.16%	0.08%	0.13%	0.18%	0.04%	0.09%	0.00%	1.04%	0.00%	0.02%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Qualified External Applicants	#	17,008	4,679	11,548	781	400	26	75	27	15	28	25	9	16	0	178	0	1
	%	100.00%	27.51%	67.90%	4.59%	2.35%	0.15%	0.44%	0.16%	0.09%	0.16%	0.15%	0.05%	0.09%	0.00%	1.05%	0.00%	0.01%
Referred Applicants	#	14,204	3,845	9,684	675	359	25	62	25	13	25	21	9	13	0	166	0	0
	%	100.00%	27.07%	68.18%	4.75%	2.53%	0.18%	0.44%	0.18%	0.09%	0.18%	0.15%	0.06%	0.09%	0.00%	1.17%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,051	1,585	351	115	32	1	6	8	0	1	1	0	0	0	13	0	2
	%	100.00%	84.89%	05.21%	09.89%	01.60%	00.06%	00.18%	00.12%	00.00%	00.00%	00.12%	00.06%	00.00%	00.00%	01.01%	00.06%	00.00%
0201 Human Resources Management	#	5,350	3,894	388	1,068	199	0	4	15	6	3	16	19	10	4	112	2	8
	%	100.00%	72.79%	07.25%	19.96%	03.72%	00.00%	00.07%	00.28%	00.11%	00.06%	00.30%	00.36%	00.19%	00.07%	02.09%	00.04%	00.15%
GS-A/0	#	2	2	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-A/5	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	275	192	25	58	14	0	0	1	0	0	1	0	0	0	9	1	2
	%	100.00%	69.82%	09.09%	21.09%	05.09%	00.00%	00.00%	00.36%	00.00%	00.00%	00.36%	00.00%	00.00%	00.00%	03.27%	00.36%	00.73%
GS-A/9	#	654	436	62	156	31	0	1	3	0	0	4	0	3	3	16	1	0
	%	100.00%	66.67%	09.48%	23.85%	04.74%	00.00%	00.15%	00.46%	00.00%	00.00%	00.61%	00.00%	00.46%	00.46%	02.45%	00.15%	00.00%
GS-A/11	#	767	545	70	152	37	0	1	1	2	1	1	3	1	0	26	0	1
	%	100.00%	71.06%	09.13%	19.82%	04.82%	00.00%	00.13%	00.13%	00.26%	00.13%	00.13%	00.39%	00.13%	00.00%	03.39%	00.00%	00.13%
GS-A/12	#	2,283	1,657	152	474	80	0	1	9	2	1	5	11	4	1	42	0	4
	%	100.00%	72.58%	06.66%	20.76%	03.50%	00.00%	00.04%	00.39%	00.09%	00.04%	00.22%	00.48%	00.18%	00.04%	01.84%	00.00%	00.18%
GS-A/13	#	990	756	56	178	35	0	1	1	2	1	5	3	2	0	19	0	1
	%	100.00%	76.36%	05.66%	17.98%	03.54%	00.00%	00.10%	00.10%	00.20%	00.10%	00.51%	00.30%	00.20%	00.00%	01.92%	00.00%	00.10%
GS-A/14	#	317	252	20	45	2	0	0	0	0	0	0	2	0	0	0	0	0
	%	100.00%	79.50%	06.31%	14.20%	00.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.63%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/15	#	51	44	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	86.27%	05.88%	07.84%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
ES-E/0	#	5	5	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%
VC-U/11	#	3	3	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%
VC-U/15	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/17	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	907																
Relevant Applicant Pool	%	100.00%	72.79%	07.25%	19.96%	03.72%	00.00%	00.07%	00.28%	00.11%	00.06%	00.30%	00.36%	00.19%	00.07%	02.09%	00.04%	00.15%
Internal Applications	#	85,932	13,338	63,642	8,952	4,311	108	467	429	78	49	398	109	211	15	2,405	0	42
	%	100.00%	15.52%	74.06%	10.42%	5.02%	0.13%	0.54%	0.50%	0.09%	0.06%	0.46%	0.13%	0.25%	0.02%	2.80%	0.00%	0.05%
Qualified Internal Applicants	#	31,315	3,512	24,137	3,666	1,758	34	165	184	35	19	169	61	55	9	1,019	0	8
	%	100.00%	11.22%	77.08%	11.71%	5.61%	0.11%	0.53%	0.59%	0.11%	0.06%	0.54%	0.19%	0.18%	0.03%	3.25%	0.00%	0.03%
Referred Applicants	#	27,626	2,954	21,400	3,272	1,557	27	145	163	35	18	160	54	47	9	891	0	8
	%	100.00%	10.69%	77.46%	11.84%	5.64%	0.10%	0.52%	0.59%	0.13%	0.07%	0.58%	0.20%	0.17%	0.03%	3.23%	0.00%	0.03%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,481	1,786	172	523	106	0	3	7	5	1	12	6	4	3	60	2	3
	%	100.00%	71.99%	06.93%	21.08%	04.27%	00.00%	00.12%	00.28%	00.20%	00.04%	00.48%	00.24%	00.16%	00.12%	02.42%	00.08%	00.12%
New Hires																		
Vacancy Announcements	#	76																
Voluntarily Identified Applicants	#	18,689	5,239	11,817	1,633	777	35	85	63	18	9	58	22	35	3	441	0	8
	%	100.00%	28.03%	63.23%	8.74%	4.16%	0.19%	0.45%	0.34%	0.10%	0.05%	0.31%	0.12%	0.19%	0.02%	2.36%	0.00%	0.04%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Qualified External Applicants	#	12,520	3,461	7,946	1,113	501	27	47	45	9	8	44	16	29	3	266	0	7
	%	100.00%	27.64%	63.47%	8.89%	4.00%	0.22%	0.38%	0.36%	0.07%	0.06%	0.35%	0.13%	0.23%	0.02%	2.12%	0.00%	0.06%
Referred Applicants	#	8,897	2,384	5,691	822	369	22	35	34	7	5	34	10	23	3	190	0	6
	%	100.00%	26.80%	63.97%	9.24%	4.15%	0.25%	0.39%	0.38%	0.08%	0.06%	0.38%	0.11%	0.26%	0.03%	2.14%	0.00%	0.07%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	439	307	77	55	6	0	0	1	0	0	0	1	0	0	4	0	0
	%	100.00%	71.99%	06.93%	21.08%	04.27%	00.00%	00.12%	00.28%	00.20%	00.04%	00.48%	00.24%	00.16%	00.12%	02.42%	00.08%	00.12%
0602 Medical Officer	#	27,083	24,651	1,421	1,011	108	0	0	10	4	6	12	33	12	0	27	1	3
	%	100.00%	91.02%	05.25%	03.73%	00.40%	00.00%	00.00%	00.04%	00.01%	00.02%	00.04%	00.12%	00.04%	00.00%	00.10%	00.00%	00.01%
GS-A/15	#	8	6	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VM-J/15	#	18,878	17,102	980	796	85	0	0	7	3	6	10	27	10	0	18	1	3
	%	100.00%	90.59%	05.19%	04.22%	00.45%	00.00%	00.00%	00.04%	00.02%	00.03%	00.05%	00.14%	00.05%	00.00%	00.10%	00.01%	00.02%
AD-L/15	#	8,193	7,540	440	213	23	0	0	3	1	0	2	6	2	0	9	0	0
	%	100.00%	92.03%	05.37%	02.60%	00.28%	00.00%	00.00%	00.04%	00.01%	00.00%	00.02%	00.07%	00.02%	00.00%	00.11%	00.00%	00.00%
SR-X/15	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	179																
Relevant Applicant Pool	%	100.00%	91.02%	05.25%	03.73%	00.40%	00.00%	00.00%	00.04%	00.01%	00.02%	00.04%	00.12%	00.04%	00.00%	00.10%	00.00%	00.01%
Internal Applications	#	778	291	469	18	6	1	0	2	0	0	0	0	0	0	3	0	0
	%	100.00%	37.40%	60.28%	2.31%	0.77%	0.13%	0.00%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.39%	0.00%	0.00%
Qualified Internal Applicants	#	508	171	327	10	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.66%	64.37%	1.97%	0.20%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	466	152	305	9	1	1	0	0	0	0	0	0	0	0	0	0	0

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	32.62%	65.45%	1.93%	0.21%	0.21%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	22	19	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.36%	04.55%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	1,297																
Voluntarily Identified Applicants	#	14,819	9,228	5,140	451	270	1	43	67	1	1	5	21	6	0	124	0	1
	%	100.00%	62.27%	34.69%	3.04%	1.82%	0.01%	0.29%	0.45%	0.01%	0.01%	0.03%	0.14%	0.04%	0.00%	0.84%	0.00%	0.01%
Qualified External Applicants	#	12,755	7,932	4,463	360	193	1	4	63	0	1	4	21	4	0	95	0	0
	%	100.00%	62.19%	34.99%	2.82%	1.51%	0.01%	0.03%	0.49%	0.00%	0.01%	0.03%	0.16%	0.03%	0.00%	0.74%	0.00%	0.00%
Referred Applicants	#	6,690	3,703	2,860	127	53	1	2	5	0	1	4	2	3	0	35	0	0
	%	100.00%	55.35%	42.75%	1.90%	0.79%	0.01%	0.03%	0.07%	0.00%	0.01%	0.06%	0.03%	0.04%	0.00%	0.52%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,714	2,215	439	60	8	0	0	3	1	0	2	0	2	0	0	0	0
	%	100.00%	86.36%	04.55%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0610 Nurse	#	77,612	69,145	3,647	4,820	503	3	17	52	22	10	46	32	65	0	229	4	23
	%	100.00%	89.09%	04.70%	06.21%	00.65%	00.00%	00.02%	00.07%	00.03%	00.01%	00.06%	00.04%	00.08%	00.00%	00.30%	00.01%	00.03%
VN-K/1	#	11,512	9,868	931	713	87	1	3	9	3	0	5	4	17	0	41	0	4
	%	100.00%	85.72%	08.09%	06.19%	00.76%	00.01%	00.03%	00.08%	00.03%	00.00%	00.04%	00.03%	00.15%	00.00%	00.36%	00.00%	00.03%
VN-K/2	#	40,453	36,216	1,760	2,477	248	1	10	24	14	7	23	17	24	0	117	1	10
	%	100.00%	89.53%	04.35%	06.12%	00.61%	00.00%	00.02%	00.06%	00.03%	00.02%	00.06%	00.04%	00.06%	00.00%	00.29%	00.00%	00.02%
VN-K/3	#	19,461	17,505	646	1,310	136	1	2	15	4	2	15	10	20	0	56	2	9
	%	100.00%	89.95%	03.32%	06.73%	00.70%	00.01%	00.01%	00.08%	00.02%	00.01%	00.08%	00.05%	00.10%	00.00%	00.29%	00.01%	00.05%
VN-K/4	#	1,127	1,022	29	76	8	0	0	2	1	0	1	0	1	0	2	1	0
	%	100.00%	90.68%	02.57%	06.74%	00.71%	00.00%	00.00%	00.18%	00.09%	00.00%	00.09%	00.00%	00.09%	00.00%	00.18%	00.09%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
VN-K/5	#	295	264	11	20	4	0	0	0	0	0	0	0	2	0	2	0	0
	%	100.00%	89.49%	03.73%	06.78%	01.36%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.68%	00.00%	00.68%	00.00%	00.00%
AD-M/0	#	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/1	#	1,148	994	95	59	6	0	1	0	0	0	0	0	0	0	5	0	0
	%	100.00%	86.59%	08.28%	05.14%	00.52%	00.00%	00.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.44%	00.00%	00.00%
AD-M/2	#	2,869	2,604	140	125	11	0	1	2	0	1	2	1	1	0	3	0	0
	%	100.00%	90.76%	04.88%	04.36%	00.38%	00.00%	00.03%	00.07%	00.00%	00.03%	00.07%	00.03%	00.03%	00.00%	00.10%	00.00%	00.00%
AD-M/3	#	734	662	33	39	3	0	0	0	0	0	0	0	0	0	3	0	0
	%	100.00%	90.19%	04.50%	05.31%	00.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.41%	00.00%	00.00%
AD-M/4	#	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.43%	14.29%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	1,787																
Relevant Applicant Pool	%	100.00%	89.09%	04.70%	06.21%	00.65%	00.00%	00.02%	00.07%	00.03%	00.01%	00.06%	00.04%	00.08%	00.00%	00.30%	00.01%	00.03%
Internal Applications	#	20,644	6,682	13,441	521	184	0	21	41	0	1	9	4	11	0	96	0	1
	%	100.00%	32.37%	65.11%	2.52%	0.89%	0.00%	0.10%	0.20%	0.00%	0.00%	0.04%	0.02%	0.05%	0.00%	0.47%	0.00%	0.00%
Qualified Internal Applicants	#	12,858	3,468	9,049	341	121	0	13	31	0	0	4	3	4	0	65	0	1
	%	100.00%	26.97%	70.38%	2.65%	0.94%	0.00%	0.10%	0.24%	0.00%	0.00%	0.03%	0.02%	0.03%	0.00%	0.51%	0.00%	0.01%
Referred Applicants	#	12,267	3,298	8,646	323	118	0	12	30	0	0	4	3	4	0	64	0	1
	%	100.00%	26.89%	70.48%	2.63%	0.96%	0.00%	0.10%	0.24%	0.00%	0.00%	0.03%	0.02%	0.03%	0.00%	0.52%	0.00%	0.01%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,143	4,598	183	362	46	0	2	5	1	4	8	1	2	0	23	0	0
	%	100.00%	89.40%	03.56%	07.04%	00.89%	00.00%	00.04%	00.10%	00.02%	00.08%	00.16%	00.02%	00.04%	00.00%	00.45%	00.00%	00.00%
New Hires																		

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Vacancy Announcements	#	6,834																
Voluntarily Identified Applicants	#	154,731	79,592	70,871	4,268	1,668	3	177	188	12	32	69	33	237	1	860	0	56
	%	100.00%	51.44%	45.80%	2.76%	1.08%	0.00%	0.11%	0.12%	0.01%	0.02%	0.04%	0.02%	0.15%	0.00%	0.56%	0.00%	0.04%
Qualified External Applicants	#	138,980	70,580	64,512	3,888	1,509	3	167	167	6	26	56	33	226	0	770	0	55
	%	100.00%	50.78%	46.42%	2.80%	1.09%	0.00%	0.12%	0.12%	0.00%	0.02%	0.04%	0.02%	0.16%	0.00%	0.55%	0.00%	0.04%
Referred Applicants	#	85,470	38,538	44,334	2,598	939	3	94	116	5	6	34	12	120	0	536	0	13
	%	100.00%	45.09%	51.87%	3.04%	1.10%	0.00%	0.11%	0.14%	0.01%	0.01%	0.04%	0.01%	0.14%	0.00%	0.63%	0.00%	0.02%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	7,019	5,657	1,063	299	41	3	2	8	0	1	3	2	4	0	18	0	0
	%	100.00%	89.40%	03.56%	07.04%	00.89%	00.00%	00.04%	00.10%	00.02%	00.08%	00.16%	00.02%	00.04%	00.00%	00.45%	00.00%	00.00%
0901 General Legal and Kindred Administration	#	2,040	1,229	293	518	95	0	5	4	6	4	6	9	5	0	48	0	8
	%	100.00%	60.25%	14.36%	25.39%	04.66%	00.00%	00.25%	00.20%	00.29%	00.20%	00.29%	00.44%	00.25%	00.00%	02.35%	00.00%	00.39%
GS-A/0	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/5	#	120	78	27	15	4	0	0	0	0	1	0	0	0	0	3	0	0
	%	100.00%	65.00%	22.50%	12.50%	03.33%	00.00%	00.00%	00.00%	00.00%	00.83%	00.00%	00.00%	00.00%	00.00%	02.50%	00.00%	00.00%
GS-A/7	#	355	214	81	60	18	0	3	1	1	1	0	0	1	0	10	0	1
	%	100.00%	60.28%	22.82%	16.90%	05.07%	00.00%	00.85%	00.28%	00.28%	00.28%	00.00%	00.00%	00.28%	00.00%	02.82%	00.00%	00.28%
GS-A/9	#	1,039	599	145	295	57	0	2	2	5	2	3	6	3	0	29	0	5
	%	100.00%	57.65%	13.96%	28.39%	05.49%	00.00%	00.19%	00.19%	00.48%	00.19%	00.29%	00.58%	00.29%	00.00%	02.79%	00.00%	00.48%
GS-A/10	#	278	172	25	81	11	0	0	1	0	0	2	1	1	0	5	0	1
	%	100.00%	61.87%	08.99%	29.14%	03.96%	00.00%	00.00%	00.36%	00.00%	00.00%	00.72%	00.36%	00.36%	00.00%	01.80%	00.00%	00.36%
GS-A/11	#	135	82	9	44	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	60.74%	06.67%	32.59%	00.74%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.74%
GS-A/12	#	99	73	6	20	4	0	0	0	0	0	1	2	0	0	1	0	0
	%	100.00%	73.74%	06.06%	20.20%	04.04%	00.00%	00.00%	00.00%	00.00%	00.00%	01.01%	02.02%	00.00%	00.00%	01.01%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
GS-A/13	#	10	7	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	70.00%	00.00%	30.00%	00.00%	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-A/14	#	2	2	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-A/15	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	44																
Relevant Applicant Pool	%	100.00%	60.25%	14.36%	25.39%	04.66%	00.00%	00.25%	00.20%	00.29%	00.20%	00.29%	00.44%	00.25%	00.00%	02.35%	00.00%	00.39%
Internal Applications	#	914	120	711	83	52	4	4	7	1	1	9	0	1	0	17	0	8
	%	100.00%	13.13%	77.79%	9.08%	5.69%	0.44%	0.44%	0.77%	0.11%	0.11%	0.98%	0.00%	0.11%	0.00%	1.86%	0.00%	0.88%
Qualified Internal Applicants	#	297	29	241	27	14	0	3	1	0	0	1	0	1	0	8	0	0
	%	100.00%	9.76%	81.14%	9.09%	4.71%	0.00%	1.01%	0.34%	0.00%	0.00%	0.34%	0.00%	0.34%	0.00%	2.69%	0.00%	0.00%
Referred Applicants	#	292	29	236	27	14	0	3	1	0	0	1	0	1	0	8	0	0
	%	100.00%	9.93%	80.82%	9.25%	4.79%	0.00%	1.03%	0.34%	0.00%	0.00%	0.34%	0.00%	0.34%	0.00%	2.74%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	623	358	144	121	26	0	3	0	3	1	0	3	1	0	13	0	2
	%	100.00%	57.46%	23.11%	19.42%	04.17%	00.00%	00.48%	00.00%	00.48%	00.16%	00.00%	00.48%	00.16%	00.00%	02.09%	00.00%	00.32%
New Hires																		
Vacancy Announcements	#	14																
Voluntarily Identified Applicants	#	1,185	279	819	87	52	0	6	13	0	0	2	0	2	0	24	0	5
	%	100.00%	23.54%	69.11%	7.34%	4.39%	0.00%	0.51%	1.10%	0.00%	0.00%	0.17%	0.00%	0.17%	0.00%	2.03%	0.00%	0.42%
Qualified External Applicants	#	718	179	480	59	33	0	3	9	0	0	2	0	2	0	12	0	5
	%	100.00%	24.93%	66.85%	8.22%	4.60%	0.00%	0.42%	1.25%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	1.67%	0.00%	0.70%
Referred Applicants	#	718	179	480	59	33	0	3	9	0	0	2	0	2	0	12	0	5

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	24.93%	66.85%	8.22%	4.60%	0.00%	0.42%	1.25%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	1.67%	0.00%	0.70%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	313	205	69	39	10	0	1	0	0	1	0	0	1	0	7	0	0
	%	100.00%	57.46%	23.11%	19.42%	04.17%	00.00%	00.48%	00.00%	00.48%	00.16%	00.00%	00.48%	00.16%	00.00%	02.09%	00.00%	00.32%
0996 Veterans Claims Examining	#	13,519	9,054	1,326	3,139	585	4	50	29	10	12	36	49	26	3	354	2	10
	%	100.00%	66.97%	09.81%	23.22%	04.33%	00.03%	00.37%	00.21%	00.07%	00.09%	00.27%	00.36%	00.19%	00.02%	02.62%	00.01%	00.07%
GS-A/5	#	56	44	1	11	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100.00%	78.57%	01.79%	19.64%	05.36%	00.00%	00.00%	01.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.57%	00.00%	00.00%
GS-A/6	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	467	305	87	75	18	0	2	3	0	1	1	1	1	0	9	0	0
	%	100.00%	65.31%	18.63%	16.06%	03.85%	00.00%	00.43%	00.64%	00.00%	00.21%	00.21%	00.21%	00.21%	00.00%	01.93%	00.00%	00.00%
GS-A/9	#	2,113	1,301	319	493	113	3	16	6	3	1	3	5	1	0	74	0	1
	%	100.00%	61.57%	15.10%	23.33%	05.35%	00.14%	00.76%	00.28%	00.14%	00.05%	00.14%	00.24%	00.05%	00.00%	03.50%	00.00%	00.05%
GS-A/10	#	3,320	1,773	487	1,060	215	1	23	13	1	3	16	9	9	2	134	0	4
	%	100.00%	53.40%	14.67%	31.93%	06.48%	00.03%	00.69%	00.39%	00.03%	00.09%	00.48%	00.27%	00.27%	00.06%	04.04%	00.00%	00.12%
GS-A/11	#	2,406	1,678	173	555	82	0	8	1	2	1	4	10	3	1	51	0	1
	%	100.00%	69.74%	07.19%	23.07%	03.41%	00.00%	00.33%	00.04%	00.08%	00.04%	00.17%	00.42%	00.12%	00.04%	02.12%	00.00%	00.04%
GS-A/12	#	3,944	2,929	225	790	137	0	1	5	2	4	12	20	11	0	76	2	4
	%	100.00%	74.26%	05.70%	20.03%	03.47%	00.00%	00.03%	00.13%	00.05%	00.10%	00.30%	00.51%	00.28%	00.00%	01.93%	00.05%	00.10%
GS-A/13	#	965	804	29	132	14	0	0	0	2	1	0	4	1	0	6	0	0
	%	100.00%	83.32%	03.01%	13.68%	01.45%	00.00%	00.00%	00.00%	00.21%	00.10%	00.00%	00.41%	00.10%	00.00%	00.62%	00.00%	00.00%
GS-A/14	#	193	173	4	16	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	89.64%	02.07%	08.29%	01.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.04%	00.00%	00.00%
GS-A/15	#	53	46	1	6	1	0	0	0	0	1	0	0	0	0	0	0	0
	%	100.00%	86.79%	01.89%	11.32%	01.89%	00.00%	00.00%	00.00%	00.00%	01.89%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Internal Competitive Promotions																		
Vacancy Announcements	#	198																
Relevant Applicant Pool	%	100.00%	66.97%	09.81%	23.22%	04.33%	00.03%	00.37%	00.21%	00.07%	00.09%	00.27%	00.36%	00.19%	00.02%	02.62%	00.01%	00.07%
Internal Applications	#	6,146	893	4,525	728	404	4	70	29	8	3	30	14	19	0	215	0	12
	%	100.00%	14.53%	73.63%	11.85%	6.57%	0.07%	1.14%	0.47%	0.13%	0.05%	0.49%	0.23%	0.31%	0.00%	3.50%	0.00%	0.20%
Qualified Internal Applicants	#	2,584	210	2,089	285	162	1	31	9	2	2	8	6	9	0	90	0	4
	%	100.00%	8.13%	80.84%	11.03%	6.27%	0.04%	1.20%	0.35%	0.08%	0.08%	0.31%	0.23%	0.35%	0.00%	3.48%	0.00%	0.15%
Referred Applicants	#	2,516	207	2,029	280	159	1	31	9	2	2	8	6	9	0	87	0	4
	%	100.00%	8.23%	80.64%	11.13%	6.32%	0.04%	1.23%	0.36%	0.08%	0.08%	0.32%	0.24%	0.36%	0.00%	3.46%	0.00%	0.16%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	4,151	2,260	729	1,162	270	3	45	14	4	6	16	6	6	0	169	0	1
	%	100.00%	54.44%	17.56%	27.99%	06.50%	00.07%	01.08%	00.34%	00.10%	00.14%	00.39%	00.14%	00.14%	00.00%	04.07%	00.00%	00.02%
New Hires																		
Vacancy Announcements	#	18																
Voluntarily Identified Applicants	#	3,211	881	2,018	312	179	1	32	18	1	3	19	1	6	0	96	0	2
	%	100.00%	27.44%	62.85%	9.72%	5.57%	0.03%	1.00%	0.56%	0.03%	0.09%	0.59%	0.03%	0.19%	0.00%	2.99%	0.00%	0.06%
Qualified External Applicants	#	1,944	476	1,273	195	102	0	17	11	0	2	7	1	3	0	60	0	1
	%	100.00%	24.49%	65.48%	10.03%	5.25%	0.00%	0.87%	0.57%	0.00%	0.10%	0.36%	0.05%	0.15%	0.00%	3.09%	0.00%	0.05%
Referred Applicants	#	1,791	430	1,168	193	101	0	17	10	0	2	7	1	3	0	60	0	1
	%	100.00%	24.01%	65.21%	10.78%	5.64%	0.00%	0.95%	0.56%	0.00%	0.11%	0.39%	0.06%	0.17%	0.00%	3.35%	0.00%	0.06%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	508	321	110	77	20	0	5	3	0	0	0	0	4	0	8	0	0
	%	100.00%	54.44%	17.56%	27.99%	06.50%	00.07%	01.08%	00.34%	00.10%	00.14%	00.39%	00.14%	00.14%	00.00%	04.07%	00.00%	00.02%
1102 Contracting	#	2,735	1,951	280	504	127	1	12	10	3	6	9	11	6	3	64	0	2

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	71.33%	10.24%	18.43%	04.64%	00.04%	00.44%	00.37%	00.11%	00.22%	00.33%	00.40%	00.22%	00.11%	02.34%	00.00%	00.07%
GS-A/5	#	26	20	2	4	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	76.92%	07.69%	15.38%	03.85%	00.00%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	193	111	50	32	7	0	2	1	1	0	0	0	0	0	3	0	0
	%	100.00%	57.51%	25.91%	16.58%	03.63%	00.00%	01.04%	00.52%	00.52%	00.00%	00.00%	00.00%	00.00%	00.00%	01.55%	00.00%	00.00%
GS-A/9	#	293	175	41	77	27	0	5	0	0	2	4	1	0	1	14	0	0
	%	100.00%	59.73%	13.99%	26.28%	09.22%	00.00%	01.71%	00.00%	00.00%	00.68%	01.37%	00.34%	00.00%	00.34%	04.78%	00.00%	00.00%
GS-A/11	#	438	284	38	116	45	0	3	2	0	0	2	2	2	1	31	0	2
	%	100.00%	64.84%	08.68%	26.48%	10.27%	00.00%	00.68%	00.46%	00.00%	00.00%	00.46%	00.46%	00.46%	00.23%	07.08%	00.00%	00.46%
GS-A/12	#	966	711	81	174	36	1	1	6	2	3	3	6	2	1	11	0	0
	%	100.00%	73.60%	08.39%	18.01%	03.73%	00.10%	00.10%	00.62%	00.21%	00.31%	00.31%	00.62%	00.21%	00.10%	01.14%	00.00%	00.00%
GS-A/13	#	521	408	46	67	9	0	0	1	0	1	0	1	1	0	5	0	0
	%	100.00%	78.31%	08.83%	12.86%	01.73%	00.00%	00.00%	00.19%	00.00%	00.19%	00.00%	00.19%	00.19%	00.00%	00.96%	00.00%	00.00%
GS-A/14	#	227	183	18	26	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	80.62%	07.93%	11.45%	00.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.44%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/15	#	62	54	2	6	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	87.10%	03.23%	09.68%	01.61%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.61%	00.00%	00.00%	00.00%	00.00%
ES-E/0	#	9	5	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	55.56%	22.22%	22.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	136																
Relevant Applicant Pool	%	100.00%	71.33%	10.24%	18.43%	04.64%	00.04%	00.44%	00.37%	00.11%	00.22%	00.33%	00.40%	00.22%	00.11%	02.34%	00.00%	00.07%
Internal Applications	#	8,498	1,912	5,501	1,085	608	18	81	64	23	4	92	10	22	0	284	1	9
	%	100.00%	22.50%	64.73%	12.77%	7.15%	0.21%	0.95%	0.75%	0.27%	0.05%	1.08%	0.12%	0.26%	0.00%	3.34%	0.01%	0.11%
Qualified Internal Applicants	#	2,486	359	1,798	329	159	4	16	20	11	2	23	2	2	0	73	0	6
	%	100.00%	14.44%	72.33%	13.23%	6.40%	0.16%	0.64%	0.80%	0.44%	0.08%	0.93%	0.08%	0.08%	0.00%	2.94%	0.00%	0.24%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Referred Applicants	#	2,478	358	1,791	329	159	4	16	20	11	2	23	2	2	0	73	0	6
	%	100.00%	14.45%	72.28%	13.28%	6.42%	0.16%	0.65%	0.81%	0.44%	0.08%	0.93%	0.08%	0.08%	0.00%	2.95%	0.00%	0.24%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	503	326	54	123	34	0	5	0	0	2	1	0	1	0	25	0	0
	%	100.00%	64.81%	10.74%	24.45%	06.76%	00.00%	00.99%	00.00%	00.00%	00.40%	00.20%	00.00%	00.20%	00.00%	04.97%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	115																
Voluntarily Identified Applicants	#	12,356	3,653	7,669	1,034	545	18	75	46	25	8	48	19	34	0	264	0	8
	%	100.00%	29.56%	62.07%	8.37%	4.41%	0.15%	0.61%	0.37%	0.20%	0.06%	0.39%	0.15%	0.28%	0.00%	2.14%	0.00%	0.06%
Qualified External Applicants	#	3,857	934	2,570	353	164	10	24	11	5	5	13	1	8	0	84	0	3
	%	100.00%	24.22%	66.63%	9.15%	4.25%	0.26%	0.62%	0.29%	0.13%	0.13%	0.34%	0.03%	0.21%	0.00%	2.18%	0.00%	0.08%
Referred Applicants	#	3,093	686	2,119	288	129	9	20	7	4	5	8	1	6	0	67	0	2
	%	100.00%	22.18%	68.51%	9.31%	4.17%	0.29%	0.65%	0.23%	0.13%	0.16%	0.26%	0.03%	0.19%	0.00%	2.17%	0.00%	0.06%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	356	208	107	41	11	1	1	5	1	0	0	0	0	0	3	0	0
	%	100.00%	64.81%	10.74%	24.45%	06.76%	00.00%	00.99%	00.00%	00.00%	00.40%	00.20%	00.00%	00.20%	00.00%	04.97%	00.00%	00.00%
2210 Information Technology Management	#	7,357	5,403	730	1,224	191	1	5	12	10	6	9	24	23	5	90	2	4
	%	100.00%	73.44%	09.92%	16.64%	02.60%	00.01%	00.07%	00.16%	00.14%	00.08%	00.12%	00.33%	00.31%	00.07%	01.22%	00.03%	00.05%
GS-A/0	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	44	24	12	8	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	54.55%	27.27%	18.18%	02.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.27%	00.00%	00.00%
GS-A/9	#	221	148	41	32	6	0	0	0	0	0	0	0	0	0	6	0	0
	%	100.00%	66.97%	18.55%	14.48%	02.71%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.71%	00.00%	00.00%
GS-A/11	#	1,900	1,303	163	434	77	1	3	4	2	0	2	4	9	2	45	2	3

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	68.58%	08.58%	22.84%	04.05%	00.05%	00.16%	00.21%	00.11%	00.00%	00.11%	00.21%	00.47%	00.11%	02.37%	00.11%	00.16%
GS-A/12	#	1,351	957	114	280	44	0	0	1	1	2	2	7	7	3	21	0	0
	%	100.00%	70.84%	08.44%	20.73%	03.26%	00.00%	00.00%	00.07%	00.07%	00.15%	00.15%	00.52%	00.52%	00.22%	01.55%	00.00%	00.00%
GS-A/13	#	2,560	1,970	265	325	50	0	1	7	4	3	4	10	5	0	15	0	1
	%	100.00%	76.95%	10.35%	12.70%	01.95%	00.00%	00.04%	00.27%	00.16%	00.12%	00.16%	00.39%	00.20%	00.00%	00.59%	00.00%	00.04%
GS-A/14	#	1,048	814	115	119	12	0	1	0	3	1	1	2	2	0	2	0	0
	%	100.00%	77.67%	10.97%	11.35%	01.15%	00.00%	00.10%	00.00%	00.29%	00.10%	00.10%	00.19%	00.19%	00.00%	00.19%	00.00%	00.00%
GS-A/15	#	202	159	19	24	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	78.71%	09.41%	11.88%	00.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.50%	00.00%	00.00%	00.00%	00.00%	00.00%
ES-E/0	#	26	24	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.31%	03.85%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	112																
Relevant Applicant Pool	%	100.00%	73.44%	09.92%	16.64%	02.60%	00.01%	00.07%	00.16%	00.14%	00.08%	00.12%	00.33%	00.31%	00.07%	01.22%	00.03%	00.05%
Internal Applications	#	5,782	1,146	3,899	737	428	7	78	80	1	2	36	9	15	0	195	1	4
	%	100.00%	19.82%	67.43%	12.75%	7.40%	0.12%	1.35%	1.38%	0.02%	0.03%	0.62%	0.16%	0.26%	0.00%	3.37%	0.02%	0.07%
Qualified Internal Applicants	#	1,895	242	1,419	234	150	0	24	24	0	0	14	4	4	0	77	0	3
	%	100.00%	12.77%	74.88%	12.35%	7.92%	0.00%	1.27%	1.27%	0.00%	0.00%	0.74%	0.21%	0.21%	0.00%	4.06%	0.00%	0.16%
Referred Applicants	#	1,808	225	1,365	218	141	0	21	22	0	0	14	4	4	0	73	0	3
	%	100.00%	12.44%	75.50%	12.06%	7.80%	0.00%	1.16%	1.22%	0.00%	0.00%	0.77%	0.22%	0.22%	0.00%	4.04%	0.00%	0.17%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	511	344	70	97	19	0	1	1	0	1	1	0	2	1	12	0	0
	%	100.00%	67.32%	13.70%	18.98%	03.72%	00.00%	00.20%	00.20%	00.00%	00.20%	00.20%	00.00%	00.39%	00.20%	02.35%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	287																

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Voluntarily Identified Applicants	#	69,154	20,608	42,401	6,145	3,122	81	533	408	48	80	268	93	159	6	1,399	4	43
	%	100.00%	29.80%	61.31%	8.89%	4.51%	0.12%	0.77%	0.59%	0.07%	0.12%	0.39%	0.13%	0.23%	0.01%	2.02%	0.01%	0.06%
Qualified External Applicants	#	42,958	12,559	26,743	3,656	1,856	27	322	234	24	66	166	57	92	4	828	0	36
	%	100.00%	29.24%	62.25%	8.51%	4.32%	0.06%	0.75%	0.54%	0.06%	0.15%	0.39%	0.13%	0.21%	0.01%	1.93%	0.00%	0.08%
Referred Applicants	#	27,238	7,785	17,026	2,427	1,302	16	224	173	11	57	122	41	67	4	553	0	34
	%	100.00%	28.58%	62.51%	8.91%	4.78%	0.06%	0.82%	0.64%	0.04%	0.21%	0.45%	0.15%	0.25%	0.01%	2.03%	0.00%	0.12%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	361	248	87	26	2	0	0	1	0	1	0	0	0	0	0	0	0
	%	100.00%	67.32%	13.70%	18.98%	03.72%	00.00%	00.20%	00.20%	00.00%	00.20%	00.20%	00.00%	00.39%	00.20%	02.35%	00.00%	00.00%
4754 Cemetery Caretaking	#	582	385	74	123	34	2	3	1	1	0	0	4	1	1	21	0	0
	%	100.00%	66.15%	12.71%	21.13%	05.84%	00.34%	00.52%	00.17%	00.17%	00.00%	00.00%	00.69%	00.17%	00.17%	03.61%	00.00%	00.00%
WG-1/4	#	9	6	1	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	66.67%	11.11%	22.22%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	11.11%	00.00%	00.00%
WG-1/5	#	141	92	23	26	6	0	1	0	0	0	0	1	0	0	4	0	0
	%	100.00%	65.25%	16.31%	18.44%	04.26%	00.00%	00.71%	00.00%	00.00%	00.00%	00.00%	00.71%	00.00%	00.00%	02.84%	00.00%	00.00%
WG-1/6	#	317	207	41	69	23	2	2	1	1	0	0	2	1	0	14	0	0
	%	100.00%	65.30%	12.93%	21.77%	07.26%	00.63%	00.63%	00.32%	00.32%	00.00%	00.00%	00.63%	00.32%	00.00%	04.42%	00.00%	00.00%
WL-2/6	#	4	2	0	2	2	0	0	0	0	0	0	1	0	1	0	0	0
	%	100.00%	50.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%	00.00%	25.00%	00.00%	00.00%	00.00%
WL-2/7	#	6	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	16.67%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/8	#	27	15	1	11	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	55.56%	03.70%	40.74%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	00.00%	00.00%
WL-2/9	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	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%	00.00%
WL-2/10	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/5	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/6	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/7	#	6	6	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%
WS-3/8	#	46	38	4	4	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	82.61%	08.70%	08.70%	02.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.17%	00.00%	00.00%
WS-3/9	#	10	6	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	00.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/10	#	9	5	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	55.56%	11.11%	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	93																
Relevant Applicant Pool	%	100.00%	66.15%	12.71%	21.13%	05.84%	00.34%	00.52%	00.17%	00.17%	00.00%	00.00%	00.69%	00.17%	00.17%	03.61%	00.00%	00.00%
Internal Applications	#	1,507	657	654	196	138	6	34	11	0	0	2	3	5	1	73	0	3
	%	100.00%	43.60%	43.40%	13.01%	9.16%	0.40%	2.26%	0.73%	0.00%	0.00%	0.13%	0.20%	0.33%	0.07%	4.84%	0.00%	0.20%
Qualified Internal Applicants	#	577	160	300	117	90	1	24	10	0	0	1	1	1	0	51	0	1
	%	100.00%	27.73%	51.99%	20.28%	15.60%	0.17%	4.16%	1.73%	0.00%	0.00%	0.17%	0.17%	0.17%	0.00%	8.84%	0.00%	0.17%
Referred Applicants	#	565	156	296	113	86	1	22	9	0	0	1	1	1	0	50	0	1
	%	100.00%	27.61%	52.39%	20.00%	15.22%	0.18%	3.89%	1.59%	0.00%	0.00%	0.18%	0.18%	0.18%	0.00%	8.85%	0.00%	0.18%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	136	81	28	27	11	1	1	0	0	0	0	2	0	0	7	0	0
	%	100.00%	59.56%	20.59%	19.85%	08.09%	00.74%	00.74%	00.00%	00.00%	00.00%	00.00%	01.47%	00.00%	00.00%	05.15%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
New Hires																		
Vacancy Announcements	#	51																
Voluntarily Identified Applicants	#	947	488	369	90	66	3	18	5	0	0	3	1	1	0	35	0	0
	%	100.00%	51.53%	38.97%	9.50%	6.97%	0.32%	1.90%	0.53%	0.00%	0.00%	0.32%	0.11%	0.11%	0.00%	3.70%	0.00%	0.00%
Qualified External Applicants	#	600	292	243	65	47	2	16	5	0	0	2	0	0	0	22	0	0
	%	100.00%	48.67%	40.50%	10.83%	7.83%	0.33%	2.67%	0.83%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	3.67%	0.00%	0.00%
Referred Applicants	#	574	280	231	63	46	2	16	4	0	0	2	0	0	0	22	0	0
	%	100.00%	48.78%	40.24%	10.98%	8.01%	0.35%	2.79%	0.70%	0.00%	0.00%	0.35%	0.00%	0.00%	0.00%	3.83%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	145	109	19	17	4	2	1	0	0	0	0	0	0	0	1	0	0
	%	100.00%	59.56%	20.59%	19.85%	08.09%	00.74%	00.74%	00.00%	00.00%	00.00%	00.00%	01.47%	00.00%	00.00%	05.15%	00.00%	00.00%

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and manila residents. Applicant Flow Data retrieved from OPM's USA Staffing on November 14, 2021.
This list of mission critical occupations was developed by the Department's Office of the Chief Human Capital Officer.
Row category totals may not match from Table A and Table B due to missing gender data.
*** These data are not available.

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
0180 Psychology	#	1,831	432	1,399	23	70	334	1,053	29	80	30	145	0	6	8	12	8	33
	%	100.01%	23.60%	76.41%	01.26%	03.82%	18.24%	57.51%	01.58%	04.37%	01.64%	07.92%	00.00%	00.33%	00.44%	00.66%	00.44%	01.80%
0180 RCLF		100.00%	32.67%	67.33%	01.73%	03.88%	28.55%	57.27%	01.52%	03.41%	00.70%	02.10%	00.02%	00.02%	00.12%	00.45%	00.03%	00.20%
GS-A/11	#	86	30	56	0	2	24	50	3	1	3	2	0	1	0	0	0	0
	#	100.01%	34.89%	65.12%	00.00%	02.33%	27.91%	58.14%	03.49%	01.16%	03.49%	02.33%	00.00%	01.16%	00.00%	00.00%	00.00%	00.00%
GS-A/12	#	208	44	164	2	14	35	111	5	15	1	20	0	0	1	1	0	3
	#	100.00%	21.15%	78.85%	00.96%	06.73%	16.83%	53.37%	02.40%	07.21%	00.48%	09.62%	00.00%	00.00%	00.48%	00.48%	00.00%	01.44%
GS-A/13	#	263	63	200	2	7	50	167	6	8	2	16	0	0	2	1	1	1
	#	99.99%	23.95%	76.04%	00.76%	02.66%	19.01%	63.50%	02.28%	03.04%	00.76%	06.08%	00.00%	00.00%	00.76%	00.38%	00.38%	00.38%
GS-A/14	#	16	6	10	0	0	6	9	0	0	0	1	0	0	0	0	0	0
	#	100.00%	37.50%	62.50%	00.00%	00.00%	37.50%	56.25%	00.00%	00.00%	00.00%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/15	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	66.67%	33.33%	00.00%	00.00%	66.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-N/0	#	1,251	285	966	19	47	215	713	15	56	24	106	0	5	5	10	7	29
	#	100.01%	22.79%	77.22%	01.52%	03.76%	17.19%	56.99%	01.20%	04.48%	01.92%	08.47%	00.00%	00.40%	00.40%	00.80%	00.56%	02.32%
SR-X/99	#	4	2	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	17																
Relevant Applicant Pool	%	100.01%	23.60%	76.41%	01.26%	03.82%	18.24%	57.51%	01.58%	04.37%	01.64%	07.92%	00.00%	00.33%	00.44%	00.66%	00.44%	01.80%
Internal Applications	#	72	18	54	3	8	9	38	1	3	5	4	0	0	0	1	0	0
	%	100.00%	25.00%	75.00%	4.17%	11.11%	12.50%	52.78%	1.39%	4.17%	6.94%	5.56%	0.00%	0.00%	0.00%	1.39%	0.00%	0.00%
Qualified Internal Applicants	#	60	15	45	3	4	9	34	1	3	2	4	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	5.00%	6.67%	15.00%	56.67%	1.67%	5.00%	3.33%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Referred Applicants	#	57	14	43	3	4	8	32	1	3	2	4	0	0	0	0	0	0
	%	100.00%	24.56%	75.44%	5.26%	7.02%	14.04%	56.14%	1.75%	5.26%	3.51%	7.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	139	25	114	1	4	21	95	1	10	2	5	0	0	0	0	0	0
	%	100.00%	17.99%	82.02%	00.72%	02.88%	15.11%	68.35%	00.72%	07.19%	01.44%	03.60%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	15																
Voluntarily Identified Applicants	#	4,174	1,165	3,009	113	722	830	1,756	133	327	67	137	22	0	0	0	0	67
	%	100.00%	27.91%	72.09%	2.71%	17.30%	19.89%	42.07%	3.19%	7.83%	1.61%	3.28%	0.53%	0.00%	0.00%	0.00%	0.00%	1.61%
Qualified External Applicants	#	2,564	719	1,845	22	338	586	1,268	44	103	67	113	0	0	0	0	0	23
	%	100.00%	28.04%	71.96%	0.86%	13.18%	22.85%	49.45%	1.72%	4.02%	2.61%	4.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.90%
Referred Applicants	#	298	103	195	0	8	80	146	0	15	23	25	0	0	0	0	0	1
	%	100.00%	34.56%	65.44%	0.00%	2.68%	26.85%	48.99%	0.00%	5.03%	7.72%	8.39%	0.00%	0.00%	0.00%	0.00%	0.00%	0.34%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,303	308	995	19	47	225	731	25	58	23	106	0	6	6	10	10	37
	%	100.00%	23.65%	76.37%	01.46%	03.61%	17.27%	56.10%	01.92%	04.45%	01.77%	08.14%	00.00%	00.46%	00.46%	00.77%	00.77%	02.84%
0185 Social Work	#	1,219	288	931	28	77	186	559	50	223	13	47	1	4	4	12	6	9
	%	100.01%	23.63%	76.38%	02.30%	06.32%	15.26%	45.86%	04.10%	18.29%	01.07%	03.86%	00.08%	00.33%	00.33%	00.98%	00.49%	00.74%
0185 RCLF		100.02%	20.49%	79.53%	02.33%	08.67%	12.03%	49.91%	04.96%	17.26%	00.80%	02.09%	00.03%	00.08%	00.18%	00.96%	00.16%	00.56%
GS-A/9	#	171	43	128	5	10	25	71	12	35	1	6	0	0	0	6	0	0
	#	100.00%	25.14%	74.86%	02.92%	05.85%	14.62%	41.52%	07.02%	20.47%	00.58%	03.51%	00.00%	00.00%	00.00%	03.51%	00.00%	00.00%
GS-A/11	#	224	50	174	6	17	27	99	13	41	3	13	0	1	1	1	0	2

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
	#	100.00%	22.32%	77.68%	02.68%	07.59%	12.05%	44.20%	05.80%	18.30%	01.34%	05.80%	00.00%	00.45%	00.45%	00.45%	00.00%	00.89%
GS-A/12	#	69	12	57	0	4	10	44	2	5	0	4	0	0	0	0	0	0
	#	100.01%	17.39%	82.62%	00.00%	05.80%	14.49%	63.77%	02.90%	07.25%	00.00%	05.80%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	5	0	5	0	0	0	4	0	1	0	0	0	0	0	0	0	0
	#	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	80.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/14	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	00.00%	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%
GS-A/15	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	00.00%	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%
AD-N/0	#	748	183	565	17	46	124	339	23	141	9	24	1	3	3	5	6	7
	#	99.99%	24.45%	75.54%	02.27%	06.15%	16.58%	45.32%	03.07%	18.85%	01.20%	03.21%	00.13%	00.40%	00.40%	00.67%	00.80%	00.94%
Internal Competitive Promotions																		
Vacancy Announcements	#	30																
Relevant Applicant Pool	%	100.01%	23.63%	76.38%	02.30%	06.32%	15.26%	45.86%	04.10%	18.29%	01.07%	03.86%	00.08%	00.33%	00.33%	00.98%	00.49%	00.74%
Internal Applications	#	86	16	70	2	6	7	37	6	23	0	2	0	0	1	2	0	0
	%	100.00%	18.60%	81.40%	2.33%	6.98%	8.14%	43.02%	6.98%	26.74%	0.00%	2.33%	0.00%	0.00%	1.16%	2.33%	0.00%	0.00%
Qualified Internal Applicants	#	65	12	53	1	5	7	28	4	16	0	2	0	0	0	2	0	0
	%	100.00%	18.46%	81.54%	1.54%	7.69%	10.77%	43.08%	6.15%	24.62%	0.00%	3.08%	0.00%	0.00%	0.00%	3.08%	0.00%	0.00%
Referred Applicants	#	65	12	53	1	5	7	28	4	16	0	2	0	0	0	2	0	0
	%	100.00%	18.46%	81.54%	1.54%	7.69%	10.77%	43.08%	6.15%	24.62%	0.00%	3.08%	0.00%	0.00%	0.00%	3.08%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	53	4	49	1	1	2	33	0	13	1	2	0	0	0	0	0	0
	%	100.00%	07.55%	92.45%	01.89%	01.89%	03.77%	62.26%	00.00%	24.53%	01.89%	03.77%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
New Hires																		
Vacancy Announcements	#	47																
Voluntarily Identified Applicants	#	448	105	343	29	78	45	131	26	112	4	12	0	0	1	7	0	3
	%	100.00%	23.44%	76.56%	6.47%	17.41%	10.04%	29.24%	5.80%	25.00%	0.89%	2.68%	0.00%	0.00%	0.22%	1.56%	0.00%	0.67%
Qualified External Applicants	#	348	79	269	22	65	39	111	16	76	2	8	0	0	0	6	0	3
	%	100.00%	22.70%	77.30%	6.32%	18.68%	11.21%	31.90%	4.60%	21.84%	0.57%	2.30%	0.00%	0.00%	0.00%	1.72%	0.00%	0.86%
Referred Applicants	#	343	77	266	21	65	39	111	15	73	2	8	0	0	0	6	0	3
	%	100.00%	22.45%	77.55%	6.12%	18.95%	11.37%	32.36%	4.37%	21.28%	0.58%	2.33%	0.00%	0.00%	0.00%	1.75%	0.00%	0.87%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,407	293	1,114	28	83	196	671	42	278	11	44	1	5	3	17	12	16
	%	100.00%	20.82%	79.19%	01.99%	05.90%	13.93%	47.69%	02.99%	19.76%	00.78%	03.13%	00.07%	00.36%	00.21%	01.21%	00.85%	01.14%
0201 Human Resources Management	#	71	28	43	3	3	20	26	5	12	0	1	0	0	0	1	0	0
	%	100.01%	39.44%	60.57%	04.23%	04.23%	28.17%	36.62%	07.04%	16.90%	00.00%	01.41%	00.00%	00.00%	00.00%	01.41%	00.00%	00.00%
0201 RCLF		99.99%	40.58%	59.41%	04.76%	06.40%	29.64%	42.57%	03.36%	06.91%	02.31%	02.70%	00.04%	00.09%	00.26%	00.45%	00.21%	00.29%
GS-A/7	#	7	1	6	1	1	0	2	0	2	0	1	0	0	0	0	0	0
	#	100.01%	14.29%	85.72%	14.29%	14.29%	00.00%	28.57%	00.00%	28.57%	00.00%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	16	8	8	0	1	6	5	2	1	0	0	0	0	0	1	0	0
	#	100.00%	50.00%	50.00%	00.00%	06.25%	37.50%	31.25%	12.50%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	06.25%	00.00%	00.00%
GS-A/11	#	13	7	6	0	0	5	5	2	1	0	0	0	0	0	0	0	0
	#	99.99%	53.84%	46.15%	00.00%	00.00%	38.46%	38.46%	15.38%	07.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/12	#	19	7	12	2	1	4	7	1	4	0	0	0	0	0	0	0	0
	#	99.99%	36.84%	63.15%	10.53%	05.26%	21.05%	36.84%	05.26%	21.05%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	10	4	6	0	0	4	3	0	3	0	0	0	0	0	0	0	0

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
	#	100.00%	40.00%	60.00%	00.00%	00.00%	40.00%	30.00%	00.00%	30.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/14	#	6	1	5	0	0	1	4	0	1	0	0	0	0	0	0	0	0
	#	100.01%	16.67%	83.34%	00.00%	00.00%	16.67%	66.67%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	31																
Relevant Applicant Pool	%	100.01%	39.44%	60.57%	04.23%	04.23%	28.17%	36.62%	07.04%	16.90%	00.00%	01.41%	00.00%	00.00%	00.00%	01.41%	00.00%	00.00%
Internal Applications	#	801	276	525	70	89	143	146	42	245	11	22	2	0	3	10	5	13
	%	100.00%	34.46%	65.54%	8.74%	11.11%	17.85%	18.23%	5.24%	30.59%	1.37%	2.75%	0.25%	0.00%	0.37%	1.25%	0.62%	1.62%
Qualified Internal Applicants	#	320	108	212	34	54	57	51	12	94	3	5	2	0	0	3	0	5
	%	100.00%	33.75%	66.25%	10.63%	16.88%	17.81%	15.94%	3.75%	29.38%	0.94%	1.56%	0.63%	0.00%	0.00%	0.94%	0.00%	1.56%
Referred Applicants	#	319	108	211	34	54	57	51	12	93	3	5	2	0	0	3	0	5
	%	100.00%	33.86%	66.14%	10.66%	16.93%	17.87%	15.99%	3.76%	29.15%	0.94%	1.57%	0.63%	0.00%	0.00%	0.94%	0.00%	1.57%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	26	15	11	0	1	13	4	2	5	0	0	0	0	0	1	0	0
	%	100.00%	57.69%	42.31%	00.00%	03.85%	50.00%	15.38%	07.69%	19.23%	00.00%	00.00%	00.00%	00.00%	00.00%	03.85%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified Applicants	#	158	51	107	9	12	19	36	17	46	6	2	0	4	0	3	0	4
	%	100.00%	32.28%	67.72%	5.70%	7.59%	12.03%	22.78%	10.76%	29.11%	3.80%	1.27%	0.00%	2.53%	0.00%	1.90%	0.00%	2.53%
Qualified External Applicants	#	58	23	35	5	5	10	9	6	16	2	1	0	0	0	1	0	3
	%	100.00%	39.66%	60.34%	8.62%	8.62%	17.24%	15.52%	10.34%	27.59%	3.45%	1.72%	0.00%	0.00%	0.00%	1.72%	0.00%	5.17%
Referred Applicants	#	58	23	35	5	5	10	9	6	16	2	1	0	0	0	1	0	3

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
	%	100.00%	39.66%	60.34%	8.62%	8.62%	17.24%	15.52%	10.34%	27.59%	3.45%	1.72%	0.00%	0.00%	0.00%	1.72%	0.00%	5.17%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	52	13	39	1	1	7	14	4	21	0	1	0	0	0	2	1	0
	%	100.00%	24.99%	74.99%	01.92%	01.92%	13.46%	26.92%	07.69%	40.38%	00.00%	01.92%	00.00%	00.00%	00.00%	03.85%	01.92%	00.00%
0602 Medical Officer	#	1,385	841	544	35	18	482	292	24	34	285	185	1	4	7	7	7	4
	%	100.01%	60.73%	39.28%	02.53%	01.30%	34.80%	21.08%	01.73%	02.45%	20.58%	13.36%	00.07%	00.29%	00.51%	00.51%	00.51%	00.29%
0602 RCLF		99.98%	67.55%	32.43%	03.92%	01.92%	48.84%	20.13%	02.67%	02.33%	11.46%	07.62%	00.02%	00.02%	00.21%	00.13%	00.43%	00.28%
VM-J/15	#	167	102	65	6	2	49	31	4	5	39	22	1	1	2	2	1	2
	#	100.00%	61.08%	38.92%	03.59%	01.20%	29.34%	18.56%	02.40%	02.99%	23.35%	13.17%	00.60%	00.60%	01.20%	01.20%	00.60%	01.20%
AD-L/0	#	8	1	7	0	0	1	3	0	1	0	3	0	0	0	0	0	0
	#	100.00%	12.50%	87.50%	00.00%	00.00%	12.50%	37.50%	00.00%	12.50%	00.00%	37.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-L/15	#	1,172	718	454	29	15	415	245	19	26	244	158	0	3	5	5	6	2
	#	100.00%	61.26%	38.74%	02.47%	01.28%	35.41%	20.90%	01.62%	02.22%	20.82%	13.48%	00.00%	00.26%	00.43%	00.43%	00.51%	00.17%
SR-X/15	#	38	20	18	0	1	17	13	1	2	2	2	0	0	0	0	0	0
	#	99.99%	52.63%	47.36%	00.00%	02.63%	44.74%	34.21%	02.63%	05.26%	05.26%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	12																
Relevant Applicant Pool	%	100.01%	60.73%	39.28%	02.53%	01.30%	34.80%	21.08%	01.73%	02.45%	20.58%	13.36%	00.07%	00.29%	00.51%	00.51%	00.51%	00.29%
Internal Applications	#	44	30	14	0	4	19	7	4	0	7	3	0	0	0	0	0	0
	%	100.00%	68.18%	31.82%	0.00%	9.09%	43.18%	15.91%	9.09%	0.00%	15.91%	6.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified Internal Applicants	#	33	22	11	0	3	17	6	2	0	3	2	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	0.00%	9.09%	51.52%	18.18%	6.06%	0.00%	9.09%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	33	22	11	0	3	17	6	2	0	3	2	0	0	0	0	0	0

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
	%	100.00%	66.67%	33.33%	0.00%	9.09%	51.52%	18.18%	6.06%	0.00%	9.09%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	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%
New Hires																		
Vacancy Announcements	#	46																
Voluntarily Identified Applicants	#	15,649	7,752	7,897	1,046	762	3,997	2,924	841	1,442	1,689	2,655	0	38	179	38	0	38
	%	100.00%	49.54%	50.46%	6.68%	4.87%	25.54%	18.68%	5.37%	9.21%	10.79%	16.97%	0.00%	0.24%	1.14%	0.24%	0.00%	0.24%
Qualified External Applicants	#	13,733	6,750	6,983	775	594	3,456	2,670	837	1,261	1,542	2,344	0	38	140	38	0	38
	%	100.00%	49.15%	50.85%	5.64%	4.33%	25.17%	19.44%	6.09%	9.18%	11.23%	17.07%	0.00%	0.28%	1.02%	0.28%	0.00%	0.28%
Referred Applicants	#	2,924	1,600	1,324	127	96	820	609	114	229	513	352	0	38	26	0	0	0
	%	100.00%	54.72%	45.28%	4.34%	3.28%	28.04%	20.83%	3.90%	7.83%	17.54%	12.04%	0.00%	1.30%	0.89%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	450	272	178	11	6	153	97	13	15	79	51	0	4	4	2	12	3
	%	100.00%	60.45%	39.55%	02.44%	01.33%	34.00%	21.56%	02.89%	03.33%	17.56%	11.33%	00.00%	00.89%	00.89%	00.44%	02.67%	00.67%
0610 Nurse	#	3,736	674	3,062	87	201	313	1,530	85	706	153	495	6	28	19	51	11	51
	%	100.02%	18.05%	81.97%	02.33%	05.38%	08.38%	40.95%	02.28%	18.90%	04.10%	13.25%	00.16%	00.75%	00.51%	01.37%	00.29%	01.37%
0610 RCLF		100.00%	09.01%	90.99%	00.64%	03.99%	06.25%	69.84%	00.89%	08.98%	01.10%	07.05%	00.01%	00.07%	00.07%	00.64%	00.05%	00.42%
VN-K/1	#	228	53	175	3	9	27	95	8	38	13	27	0	1	1	3	1	2
	#	100.02%	23.25%	76.77%	01.32%	03.95%	11.84%	41.67%	03.51%	16.67%	05.70%	11.84%	00.00%	00.44%	00.44%	01.32%	00.44%	00.88%
VN-K/2	#	292	45	247	5	20	24	113	3	55	13	49	0	2	0	5	0	3
	#	100.00%	15.41%	84.59%	01.71%	06.85%	08.22%	38.70%	01.03%	18.84%	04.45%	16.78%	00.00%	00.68%	00.00%	01.71%	00.00%	01.03%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
VN-K/3	#	74	10	64	0	2	7	41	0	15	3	6	0	0	0	0	0	0
	#	100.00%	13.51%	86.49%	00.00%	02.70%	09.46%	55.41%	00.00%	20.27%	04.05%	08.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/4	#	4	0	4	0	0	0	2	0	1	0	1	0	0	0	0	0	0
	#	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	50.00%	00.00%	25.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/5	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	00.00%	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%
AD-M/0	#	573	100	473	10	11	47	285	16	96	27	55	0	3	0	9	0	14
	#	99.99%	17.45%	82.54%	01.75%	01.92%	08.20%	49.74%	02.79%	16.75%	04.71%	09.60%	00.00%	00.52%	00.00%	01.57%	00.00%	02.44%
AD-M/1	#	1,033	228	805	38	68	95	356	27	179	53	161	2	8	11	19	2	14
	#	99.99%	22.06%	77.93%	03.68%	06.58%	09.20%	34.46%	02.61%	17.33%	05.13%	15.59%	00.19%	00.77%	01.06%	01.84%	00.19%	01.36%
AD-M/2	#	1,219	195	1,024	26	86	87	470	24	252	40	175	4	13	6	13	8	15
	#	100.01%	16.00%	84.01%	02.13%	07.05%	07.14%	38.56%	01.97%	20.67%	03.28%	14.36%	00.33%	01.07%	00.49%	01.07%	00.66%	01.23%
AD-M/3	#	301	41	260	4	5	25	159	7	69	4	21	0	1	1	2	0	3
	#	100.00%	13.63%	86.37%	01.33%	01.66%	08.31%	52.82%	02.33%	22.92%	01.33%	06.98%	00.00%	00.33%	00.33%	00.66%	00.00%	01.00%
AD-M/4	#	6	1	5	1	0	0	4	0	1	0	0	0	0	0	0	0	0
	#	100.01%	16.67%	83.34%	16.67%	00.00%	00.00%	66.67%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/99	#	5	1	4	0	0	1	4	0	0	0	0	0	0	0	0	0	0
	#	100.00%	20.00%	80.00%	00.00%	00.00%	20.00%	80.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	73																
Relevant Applicant Pool	%	100.02%	18.05%	81.97%	02.33%	05.38%	08.38%	40.95%	02.28%	18.90%	04.10%	13.25%	00.16%	00.75%	00.51%	01.37%	00.29%	01.37%
Internal Applications	#	703	128	575	17	70	60	224	26	191	24	80	0	2	0	4	1	4
	%	100.00%	18.21%	81.79%	2.42%	9.96%	8.53%	31.86%	3.70%	27.17%	3.41%	11.38%	0.00%	0.28%	0.00%	0.57%	0.14%	0.57%
	#	396	67	329	8	36	40	138	7	121	12	27	0	1	0	2	0	4

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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 Internal Applicants	%	100.00%	16.92%	83.08%	2.02%	9.09%	10.10%	34.85%	1.77%	30.56%	3.03%	6.82%	0.00%	0.25%	0.00%	0.51%	0.00%	1.01%
Referred Applicants	#	363	60	303	7	32	37	128	6	110	10	26	0	1	0	2	0	4
	%	100.00%	16.53%	83.47%	1.93%	8.82%	10.19%	35.26%	1.65%	30.30%	2.75%	7.16%	0.00%	0.28%	0.00%	0.55%	0.00%	1.10%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	60	7	53	0	4	3	30	2	13	1	4	1	2	0	0	0	0
	%	100.00%	11.67%	88.34%	00.00%	06.67%	05.00%	50.00%	03.33%	21.67%	01.67%	06.67%	01.67%	03.33%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	533																
Voluntarily Identified Applicants	#	66,302	8,465	57,837	1,090	4,965	4,651	27,528	1,209	16,657	1,326	7,494	24	180	97	549	68	464
	%	100.00%	12.77%	87.23%	1.64%	7.49%	7.01%	41.52%	1.82%	25.12%	2.00%	11.30%	0.04%	0.27%	0.15%	0.83%	0.10%	0.70%
Qualified External Applicants	#	60,292	7,716	52,576	1,011	4,314	4,143	24,601	1,112	15,641	1,262	7,004	24	158	97	497	67	361
	%	100.00%	12.80%	87.20%	1.68%	7.16%	6.87%	40.80%	1.84%	25.94%	2.09%	11.62%	0.04%	0.26%	0.16%	0.82%	0.11%	0.60%
Referred Applicants	#	12,501	1,841	10,660	186	842	894	4,443	286	3,676	387	1,430	4	17	57	115	27	137
	%	100.00%	14.73%	85.27%	1.49%	6.74%	7.15%	35.54%	2.29%	29.41%	3.10%	11.44%	0.03%	0.14%	0.46%	0.92%	0.22%	1.10%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	3,429	620	2,809	61	151	332	1,550	73	582	123	391	2	19	12	29	17	87
	%	100.00%	18.09%	81.91%	01.78%	04.40%	09.68%	45.20%	02.13%	16.97%	03.59%	11.40%	00.06%	00.55%	00.35%	00.85%	00.50%	02.54%
0901 General Legal and Kindred Administration	#	7	5	2	1	0	3	0	1	2	0	0	0	0	0	0	0	0
	%	100.01%	71.44%	28.57%	14.29%	00.00%	42.86%	00.00%	14.29%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0901 RCLF		99.99%	26.26%	73.73%	02.26%	07.77%	19.01%	54.65%	02.68%	07.48%	01.90%	02.43%	00.01%	00.09%	00.30%	00.87%	00.10%	00.44%
GS-A/7	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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-A/9	#	5	4	1	1	0	2	0	1	1	0	0	0	0	0	0	0	0
	#	100.00%	80.00%	20.00%	20.00%	00.00%	40.00%	00.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	%	100.01%	71.44%	28.57%	14.29%	00.00%	42.86%	00.00%	14.29%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Applications	#	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 Internal Applicants	#	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%
Referred Applicants	#	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%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5	4	1	0	0	3	0	1	1	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	00.00%	00.00%	60.00%	00.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	0																
Voluntarily Identified Applicants	#	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 External Applicants	#	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%
Referred Applicants	#	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%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	3	1	2	0	0	1	0	0	2	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	00.00%	00.00%	33.33%	00.00%	00.00%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 Veterans Claims Examining	#	69	41	28	2	0	24	14	10	13	3	0	0	0	2	1	0	0
	%	100.00%	59.42%	40.58%	02.90%	00.00%	34.78%	20.29%	14.49%	18.84%	04.35%	00.00%	00.00%	00.00%	02.90%	01.45%	00.00%	00.00%
0996 RCLF		100.01%	38.20%	61.81%	02.98%	05.68%	29.92%	41.18%	03.39%	11.69%	01.58%	02.46%	00.03%	00.08%	00.18%	00.42%	00.12%	00.30%
GS-A/7	#	5	2	3	1	0	1	3	0	0	0	0	0	0	0	0	0	0
	#	100.00%	40.00%	60.00%	20.00%	00.00%	20.00%	60.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	40	23	17	1	0	13	8	7	8	0	0	0	0	2	1	0	0
	#	100.00%	57.50%	42.50%	02.50%	00.00%	32.50%	20.00%	17.50%	20.00%	00.00%	00.00%	00.00%	00.00%	05.00%	02.50%	00.00%	00.00%
GS-A/10	#	17	10	7	0	0	6	2	3	5	1	0	0	0	0	0	0	0
	#	99.99%	58.82%	41.17%	00.00%	00.00%	35.29%	11.76%	17.65%	29.41%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/11	#	4	4	0	0	0	2	0	0	0	2	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	00.00%	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%
GS-A/12	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	15																
Relevant Applicant Pool	%	100.00%	59.42%	40.58%	02.90%	00.00%	34.78%	20.29%	14.49%	18.84%	04.35%	00.00%	00.00%	00.00%	02.90%	01.45%	00.00%	00.00%
Internal Applications	#	191	109	82	18	10	52	26	22	33	11	7	1	0	2	2	3	4
	%	100.00%	57.07%	42.93%	9.42%	5.24%	27.23%	13.61%	11.52%	17.28%	5.76%	3.66%	0.52%	0.00%	1.05%	1.05%	1.57%	2.09%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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 Internal Applicants	#	85	47	38	9	2	24	12	7	17	4	5	1	0	0	0	2	2
	%	100.00%	55.29%	44.71%	10.59%	2.35%	28.24%	14.12%	8.24%	20.00%	4.71%	5.88%	1.18%	0.00%	0.00%	0.00%	2.35%	2.35%
Referred Applicants	#	85	47	38	9	2	24	12	7	17	4	5	1	0	0	0	2	2
	%	100.00%	55.29%	44.71%	10.59%	2.35%	28.24%	14.12%	8.24%	20.00%	4.71%	5.88%	1.18%	0.00%	0.00%	0.00%	2.35%	2.35%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	158	73	85	3	0	46	58	15	17	6	1	0	0	3	9	0	0
	%	100.00%	46.20%	53.80%	01.90%	00.00%	29.11%	36.71%	09.49%	10.76%	03.80%	00.63%	00.00%	00.00%	01.90%	05.70%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified Applicants	#	247	84	163	7	7	48	87	14	26	2	2	1	0	11	39	1	2
	%	100.00%	34.01%	65.99%	2.83%	2.83%	19.43%	35.22%	5.67%	10.53%	0.81%	0.81%	0.40%	0.00%	4.45%	15.79%	0.40%	0.81%
Qualified External Applicants	#	169	50	119	3	4	27	65	7	16	2	2	1	0	9	30	1	2
	%	100.00%	29.59%	70.41%	1.78%	2.37%	15.98%	38.46%	4.14%	9.47%	1.18%	1.18%	0.59%	0.00%	5.33%	17.75%	0.59%	1.18%
Referred Applicants	#	111	37	74	3	1	21	40	4	12	0	1	1	0	7	20	1	0
	%	100.00%	33.33%	66.67%	2.70%	0.90%	18.92%	36.04%	3.60%	10.81%	0.00%	0.90%	0.90%	0.00%	6.31%	18.02%	0.90%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	46	19	27	1	0	8	16	4	3	0	0	1	0	4	6	1	2
	%	100.00%	41.30%	58.69%	02.17%	00.00%	17.39%	34.78%	08.70%	06.52%	00.00%	00.00%	02.17%	00.00%	08.70%	13.04%	02.17%	04.35%
1102 Contracting	#	22	14	8	1	0	10	4	2	4	0	0	1	0	0	0	0	0
	%	100.00%	63.64%	36.36%	04.55%	00.00%	45.45%	18.18%	09.09%	18.18%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%
1102 RCLF		100.00%	46.36%	53.64%	03.79%	04.11%	37.28%	41.12%	03.03%	05.38%	01.78%	02.20%	00.02%	00.11%	00.33%	00.46%	00.13%	00.26%
GS-A/7	#	2	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
	#	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	3	2	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0
	#	99.99%	66.66%	33.33%	00.00%	00.00%	33.33%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/11	#	8	5	3	0	0	3	1	1	2	0	0	1	0	0	0	0	0
	#	100.00%	62.50%	37.50%	00.00%	00.00%	37.50%	12.50%	12.50%	25.00%	00.00%	00.00%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/12	#	4	3	1	0	0	3	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	75.00%	25.00%	00.00%	00.00%	75.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	5	4	1	1	0	3	1	0	0	0	0	0	0	0	0	0	0
	#	100.00%	80.00%	20.00%	20.00%	00.00%	60.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	7																
Relevant Applicant Pool	%	100.00%	63.64%	36.36%	04.55%	00.00%	45.45%	18.18%	09.09%	18.18%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Applications	#	168	97	71	21	8	46	21	24	37	5	4	1	1	0	0	0	0
	%	100.00%	57.74%	42.26%	12.50%	4.76%	27.38%	12.50%	14.29%	22.02%	2.98%	2.38%	0.60%	0.60%	0.00%	0.00%	0.00%	0.00%
Qualified Internal Applicants	#	40	25	15	4	3	14	5	5	5	2	1	0	1	0	0	0	0
	%	100.00%	62.50%	37.50%	10.00%	7.50%	35.00%	12.50%	12.50%	12.50%	5.00%	2.50%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	39	24	15	4	3	13	5	5	5	2	1	0	1	0	0	0	0
	%	100.00%	61.54%	38.46%	10.26%	7.69%	33.33%	12.82%	12.82%	12.82%	5.13%	2.56%	0.00%	2.56%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	6	5	1	0	0	5	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	16.67%	00.00%	00.00%	83.33%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Vacancy Announcements	#	4																
Voluntarily Identified Applicants	#	330	180	150	27	22	93	75	40	44	11	6	2	0	4	1	3	2
	%	100.00%	54.55%	45.45%	8.18%	6.67%	28.18%	22.73%	12.12%	13.33%	3.33%	1.82%	0.61%	0.00%	1.21%	0.30%	0.91%	0.61%
Qualified External Applicants	#	90	47	43	9	6	22	21	11	13	2	2	1	0	1	0	1	1
	%	100.00%	52.22%	47.78%	10.00%	6.67%	24.44%	23.33%	12.22%	14.44%	2.22%	2.22%	1.11%	0.00%	1.11%	0.00%	1.11%	1.11%
Referred Applicants	#	44	22	22	3	1	13	12	4	7	2	1	0	0	0	0	0	1
	%	100.00%	50.00%	50.00%	6.82%	2.27%	29.55%	27.27%	9.09%	15.91%	4.55%	2.27%	0.00%	0.00%	0.00%	0.00%	0.00%	2.27%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	10	7	3	2	0	1	2	2	1	2	0	0	0	0	0	0	0
	%	100.00%	70.00%	30.00%	20.00%	00.00%	10.00%	20.00%	20.00%	10.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
2210 Information Technology Management	#	443	384	59	25	4	219	30	97	23	27	1	3	0	9	0	4	1
	%	100.00%	86.68%	13.32%	05.64%	00.90%	49.44%	06.77%	21.90%	05.19%	06.09%	00.23%	00.68%	00.00%	02.03%	00.00%	00.90%	00.23%
2210 RCLF		100.00%	70.62%	29.38%	05.78%	02.30%	50.58%	20.17%	06.69%	04.41%	06.52%	01.99%	00.12%	00.05%	00.51%	00.28%	00.42%	00.18%
GS-A/7	#	106	93	13	6	1	59	5	19	7	6	0	1	0	2	0	0	0
	#	99.99%	87.73%	12.26%	05.66%	00.94%	55.66%	04.72%	17.92%	06.60%	05.66%	00.00%	00.94%	00.00%	01.89%	00.00%	00.00%	00.00%
GS-A/9	#	74	68	6	4	1	36	3	14	2	9	0	2	0	2	0	1	0
	#	99.99%	91.89%	08.10%	05.41%	01.35%	48.65%	04.05%	18.92%	02.70%	12.16%	00.00%	02.70%	00.00%	02.70%	00.00%	01.35%	00.00%
GS-A/11	#	175	157	18	13	1	84	10	45	6	10	0	0	0	4	0	1	1
	#	99.99%	89.71%	10.28%	07.43%	00.57%	48.00%	05.71%	25.71%	03.43%	05.71%	00.00%	00.00%	00.00%	02.29%	00.00%	00.57%	00.57%
GS-A/12	#	19	17	2	1	0	12	1	4	1	0	0	0	0	0	0	0	0
	#	99.99%	89.47%	10.52%	05.26%	00.00%	63.16%	05.26%	21.05%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	41	28	13	0	1	15	7	10	5	1	0	0	0	1	0	1	0
	#	100.01%	68.30%	31.71%	00.00%	02.44%	36.59%	17.07%	24.39%	12.20%	02.44%	00.00%	00.00%	00.00%	02.44%	00.00%	02.44%	00.00%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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-A/14	#	22	17	5	1	0	10	3	4	1	1	1	0	0	0	0	1	0
	#	100.02%	77.28%	22.74%	04.55%	00.00%	45.45%	13.64%	18.18%	04.55%	04.55%	04.55%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%
GS-A/15	#	6	4	2	0	0	3	1	1	1	0	0	0	0	0	0	0	0
	#	100.01%	66.67%	33.34%	00.00%	00.00%	50.00%	16.67%	16.67%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	1																
Relevant Applicant Pool	%	100.00%	86.68%	13.32%	05.64%	00.90%	49.44%	06.77%	21.90%	05.19%	06.09%	00.23%	00.68%	00.00%	02.03%	00.00%	00.90%	00.23%
Internal Applications	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified Internal Applicants	#	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%
Referred Applicants	#	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%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	9	7	2	0	0	5	2	2	0	0	0	0	0	0	0	0	0
	%	100.00%	77.78%	22.22%	00.00%	00.00%	55.56%	22.22%	22.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	38																
Voluntarily Identified Applicants	#	19,104	13,814	5,290	2,251	666	5,409	1,458	4,154	2,577	1,509	411	76	42	174	19	241	117
	%	100.00%	72.31%	27.69%	11.78%	3.49%	28.31%	7.63%	21.74%	13.49%	7.90%	2.15%	0.40%	0.22%	0.91%	0.10%	1.26%	0.61%
Qualified External Applicants	#	16,150	11,745	4,405	1,894	541	4,655	1,241	3,497	2,134	1,265	334	68	36	150	19	216	100
	%	100.00%	72.72%	27.28%	11.73%	3.35%	28.82%	7.68%	21.65%	13.21%	7.83%	2.07%	0.42%	0.22%	0.93%	0.12%	1.34%	0.62%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Referred Applicants	#	1,784	1,415	369	216	41	630	88	400	199	121	31	6	0	16	3	26	7
	%	100.00%	79.32%	20.68%	12.11%	2.30%	35.31%	4.93%	22.42%	11.15%	6.78%	1.74%	0.34%	0.00%	0.90%	0.17%	1.46%	0.39%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	285	242	43	13	2	142	19	62	15	13	5	1	0	7	1	4	1
	%	100.00%	84.90%	15.08%	04.56%	00.70%	49.82%	06.67%	21.75%	05.26%	04.56%	01.75%	00.35%	00.00%	02.46%	00.35%	01.40%	00.35%
4754 Cemetery Caretaking	#	54	52	2	13	0	32	2	4	0	1	0	0	0	1	0	1	0
	%	99.99%	96.29%	03.70%	24.07%	00.00%	59.26%	03.70%	07.41%	00.00%	01.85%	00.00%	00.00%	00.00%	01.85%	00.00%	01.85%	00.00%
4754 RCLF		99.98%	93.55%	06.43%	38.27%	01.25%	44.19%	04.39%	08.27%	00.50%	01.19%	00.12%	00.16%	00.02%	00.97%	00.12%	00.50%	00.03%
WG-1/4	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/5	#	36	35	1	9	0	21	1	3	0	0	0	0	0	1	0	1	0
	#	100.00%	97.22%	02.78%	25.00%	00.00%	58.33%	02.78%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%	00.00%	02.78%	00.00%
WG-1/6	#	17	16	1	3	0	11	1	1	0	1	0	0	0	0	0	0	0
	#	100.00%	94.12%	05.88%	17.65%	00.00%	64.71%	05.88%	05.88%	00.00%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	13																
Relevant Applicant Pool	%	99.99%	96.29%	03.70%	24.07%	00.00%	59.26%	03.70%	07.41%	00.00%	01.85%	00.00%	00.00%	00.00%	01.85%	00.00%	01.85%	00.00%
Internal Applications	#	161	151	10	78	5	48	4	12	0	6	1	2	0	1	0	4	0
	%	100.00%	93.79%	6.21%	48.45%	3.11%	29.81%	2.48%	7.45%	0.00%	3.73%	0.62%	1.24%	0.00%	0.62%	0.00%	2.48%	0.00%
Qualified Internal Applicants	#	60	60	0	29	0	22	0	3	0	5	0	0	0	0	0	1	0
	%	100.00%	100.00%	0.00%	48.33%	0.00%	36.67%	0.00%	5.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	1.67%	0.00%
Referred Applicants	#	60	60	0	29	0	22	0	3	0	5	0	0	0	0	0	1	0
	%	100.00%	100.00%	0.00%	48.33%	0.00%	36.67%	0.00%	5.00%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	1.67%	0.00%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		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
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	4	4	0	1	0	2	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	25.00%	00.00%	50.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	33																
Voluntarily Identified Applicants	#	282	261	21	52	2	161	15	35	4	6	0	0	0	6	0	1	0
	%	100.00%	92.55%	7.45%	18.44%	0.71%	57.09%	5.32%	12.41%	1.42%	2.13%	0.00%	0.00%	0.00%	2.13%	0.00%	0.35%	0.00%
Qualified External Applicants	#	195	188	7	36	0	120	7	23	0	3	0	0	0	5	0	1	0
	%	100.00%	96.41%	3.59%	18.46%	0.00%	61.54%	3.59%	11.79%	0.00%	1.54%	0.00%	0.00%	0.00%	2.56%	0.00%	0.51%	0.00%
Referred Applicants	#	180	176	4	32	0	113	4	22	0	3	0	0	0	5	0	1	0
	%	100.00%	97.78%	2.22%	17.78%	0.00%	62.78%	2.22%	12.22%	0.00%	1.67%	0.00%	0.00%	0.00%	2.78%	0.00%	0.56%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	98	92	6	21	3	58	3	7	0	1	0	2	0	2	0	1	0
	%	100.00%	93.87%	06.12%	21.43%	03.06%	59.18%	03.06%	07.14%	00.00%	01.02%	00.00%	02.04%	00.00%	02.04%	00.00%	01.02%	00.00%

Data shown include full-time, part-time and intermittent temporary employees in a pay status and exclude medical and manila residents.
This list of mission critical occupations was developed by the Department's Office of the Chief Human Capital Officer.
RCLF comparisons are based on 2010 Census National data.
Row category totals may not match from Table A and Table B due to missing gender data.
*** These data are not available.

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Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				**12.00%**	**2.00%**												
0180 Psychology	#	1,831	1,540	209	82	17	0	1	4	1	0	3	0	4	0	4	0	0
	%	100.00%	84.11%	11.41%	04.48%	00.93%	00.00%	00.05%	00.22%	00.05%	00.00%	00.16%	00.00%	00.22%	00.00%	00.22%	00.00%	00.00%
GS-A/11	#	86	71	13	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	82.56%	15.12%	02.33%	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%
GS-A/12	#	208	174	24	10	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	83.65%	11.54%	04.81%	00.96%	00.00%	00.00%	00.48%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.48%	00.00%	00.00%
GS-A/13	#	263	245	7	11	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	93.16%	02.66%	04.18%	00.76%	00.00%	00.00%	00.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.38%	00.00%	00.00%
GS-A/14	#	16	16	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-A/15	#	3	3	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%
AD-N/0	#	1,251	1,027	165	59	13	0	1	2	1	0	3	0	4	0	2	0	0
	%	100.00%	82.09%	13.19%	04.72%	01.04%	00.00%	00.08%	00.16%	00.08%	00.00%	00.24%	00.00%	00.32%	00.00%	00.16%	00.00%	00.00%
SR-X/99	#	4	4	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	17																
Relevant Applicant Pool	%	100.00%	84.11%	11.41%	04.48%	00.93%	00.00%	00.05%	00.22%	00.05%	00.00%	00.16%	00.00%	00.22%	00.00%	00.22%	00.00%	00.00%
Internal Applications	#	72	33	39	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	45.83%	54.17%	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 Internal Applicants	#	60	26	34	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	43.33%	56.67%	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%
Referred Applicants	#	57	26	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	45.61%	54.39%	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%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	139	116	13	10	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	83.45%	09.35%	07.19%	00.72%	00.00%	00.00%	00.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	15																
Voluntarily Identified Applicants	#	4,174	2,098	2,008	68	22	0	0	0	0	0	0	0	0	0	22	0	0
	%	100.00%	50.26%	48.11%	1.63%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%
Qualified External Applicants	#	2,564	1,111	1,429	24	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	43.33%	55.73%	0.94%	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%
Referred Applicants	#	298	143	153	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	47.99%	51.34%	0.67%	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%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,303	1,074	171	58	15	0	1	2	1	0	4	0	4	0	3	0	0
	%	100.00%	83.45%	09.35%	07.19%	00.72%	00.00%	00.00%	00.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0185 Social Work	#	1,219	969	152	98	23	1	3	2	2	0	1	1	2	0	11	0	0
	%	100.00%	79.49%	12.47%	08.04%	01.89%	00.08%	00.25%	00.16%	00.16%	00.00%	00.08%	00.08%	00.16%	00.00%	00.90%	00.00%	00.00%
GS-A/9	#	171	138	20	13	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	80.70%	11.70%	07.60%	01.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.17%	00.00%	00.00%
GS-A/11	#	224	199	11	14	5	0	0	0	1	0	1	1	0	0	2	0	0
	%	100.00%	88.84%	04.91%	06.25%	02.23%	00.00%	00.00%	00.00%	00.45%	00.00%	00.45%	00.45%	00.00%	00.00%	00.89%	00.00%	00.00%
GS-A/12	#	69	61	3	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.41%	04.35%	07.25%	00.00%	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-A/13	#	5	5	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-A/14	#	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/15	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-N/0	#	748	565	117	66	16	1	3	2	1	0	0	0	2	0	7	0	0
	%	100.00%	75.53%	15.64%	08.82%	02.14%	00.13%	00.40%	00.27%	00.13%	00.00%	00.00%	00.00%	00.27%	00.00%	00.94%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	30																
Relevant Applicant Pool	%	100.00%	79.49%	12.47%	08.04%	01.89%	00.08%	00.25%	00.16%	00.16%	00.00%	00.08%	00.08%	00.16%	00.00%	00.90%	00.00%	00.00%
Internal Applications	#	115	21	92	2	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	18.26%	80.00%	1.74%	1.74%	0.00%	0.00%	0.87%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.87%	0.00%	0.00%
Qualified Internal Applicants	#	85	14	69	2	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	16.47%	81.18%	2.35%	2.35%	0.00%	0.00%	1.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.18%	0.00%	0.00%
Referred Applicants	#	85	14	69	2	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	16.47%	81.18%	2.35%	2.35%	0.00%	0.00%	1.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.18%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	53	44	7	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	83.02%	13.21%	03.77%	01.89%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.89%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	47																
Voluntarily Identified Applicants	#	610	171	413	26	7	0	1	2	1	0	2	0	0	0	1	0	0
	%	100.00%	28.03%	67.70%	4.26%	1.15%	0.00%	0.16%	0.33%	0.16%	0.00%	0.33%	0.00%	0.00%	0.00%	0.16%	0.00%	0.00%
Qualified External Applicants	#	457	125	313	19	4	0	1	0	1	0	1	0	0	0	1	0	0
	%	100.00%	27.35%	68.49%	4.16%	0.88%	0.00%	0.22%	0.00%	0.22%	0.00%	0.22%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%
Referred Applicants	#	450	121	310	19	4	0	1	0	1	0	1	0	0	0	1	0	0
	%	100.00%	26.89%	68.89%	4.22%	0.89%	0.00%	0.22%	0.00%	0.22%	0.00%	0.22%	0.00%	0.00%	0.00%	0.22%	0.00%	0.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,407	1,069	222	116	30	1	3	6	1	1	0	0	2	0	16	0	0
	%	100.00%	83.02%	13.21%	03.77%	01.89%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.89%	00.00%	00.00%
0201 Human Resources Management	#	71	37	11	23	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	52.11%	15.49%	32.39%	02.82%	00.00%	00.00%	01.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.41%	00.00%	00.00%
GS-A/7	#	7	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.43%	14.29%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	16	3	3	10	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	18.75%	18.75%	62.50%	06.25%	00.00%	00.00%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/11	#	13	9	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	69.23%	07.69%	23.08%	00.00%	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-A/12	#	19	11	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	57.89%	21.05%	21.05%	00.00%	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-A/13	#	10	5	2	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	50.00%	20.00%	30.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	10.00%	00.00%	00.00%
GS-A/14	#	6	4	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	31																
Relevant Applicant Pool	%	100.00%	52.11%	15.49%	32.39%	02.82%	00.00%	00.00%	01.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.41%	00.00%	00.00%
Internal Applications	#	801	96	592	113	51	5	1	4	0	1	5	1	0	0	34	0	0
	%	100.00%	11.99%	73.91%	14.11%	6.37%	0.62%	0.12%	0.50%	0.00%	0.12%	0.62%	0.12%	0.00%	0.00%	4.24%	0.00%	0.00%
Qualified Internal Applicants	#	320	17	245	58	25	5	0	0	0	0	0	1	0	0	19	0	0
	%	100.00%	5.31%	76.56%	18.13%	7.81%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.31%	0.00%	0.00%	5.94%	0.00%	0.00%
Referred Applicants	#	319	17	244	58	25	5	0	0	0	0	0	1	0	0	19	0	0

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	5.33%	76.49%	18.18%	7.84%	1.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.31%	0.00%	0.00%	5.96%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	26	15	4	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	57.69%	15.38%	26.92%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified Applicants	#	158	51	94	13	8	0	0	2	0	0	0	2	0	0	4	0	0
	%	100.00%	32.28%	59.49%	8.23%	5.06%	0.00%	0.00%	1.27%	0.00%	0.00%	0.00%	1.27%	0.00%	0.00%	2.53%	0.00%	0.00%
Qualified External Applicants	#	58	17	32	9	6	0	0	2	0	0	0	2	0	0	2	0	0
	%	100.00%	29.31%	55.17%	15.52%	10.34%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%	3.45%	0.00%	0.00%
Referred Applicants	#	58	17	32	9	6	0	0	2	0	0	0	2	0	0	2	0	0
	%	100.00%	29.31%	55.17%	15.52%	10.34%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%	3.45%	0.00%	0.00%	3.45%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	52	31	9	12	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100.00%	57.69%	15.38%	26.92%	00.00%	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	#	1,385	1,263	99	23	3	0	0	1	0	0	0	1	1	0	0	0	0
	%	100.00%	91.19%	07.15%	01.66%	00.22%	00.00%	00.00%	00.07%	00.00%	00.00%	00.00%	00.07%	00.07%	00.00%	00.00%	00.00%	00.00%
VM-J/15	#	167	148	17	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.62%	10.18%	01.20%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-L/0	#	8	8	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%
AD-L/15	#	1,172	1,071	80	21	3	0	0	1	0	0	0	1	1	0	0	0	0
	%	100.00%	91.38%	06.83%	01.79%	00.26%	00.00%	00.00%	00.09%	00.00%	00.00%	00.00%	00.09%	00.09%	00.00%	00.00%	00.00%	00.00%
SR-X/15	#	38	36	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.74%	05.26%	00.00%	00.00%	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 B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Internal Competitive Promotions																		
Vacancy Announcements	#	12																
Relevant Applicant Pool	%	100.00%	91.19%	07.15%	01.66%	00.22%	00.00%	00.00%	00.07%	00.00%	00.00%	00.00%	00.07%	00.07%	00.00%	00.00%	00.00%	00.00%
Internal Applications	#	44	12	32	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	27.27%	72.73%	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 Internal Applicants	#	33	8	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	24.24%	75.76%	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%
Referred Applicants	#	33	8	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	24.24%	75.76%	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%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	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%
New Hires																		
Vacancy Announcements	#	46																
Voluntarily Identified Applicants	#	15,649	10,886	4,273	490	334	0	1	116	0	0	0	38	0	0	179	0	0
	%	100.00%	69.56%	27.31%	3.13%	2.13%	0.00%	0.01%	0.74%	0.00%	0.00%	0.00%	0.24%	0.00%	0.00%	1.14%	0.00%	0.00%
Qualified External Applicants	#	13,733	9,615	3,655	463	307	0	0	116	0	0	0	38	0	0	153	0	0
	%	100.00%	70.01%	26.61%	3.37%	2.24%	0.00%	0.00%	0.84%	0.00%	0.00%	0.00%	0.28%	0.00%	0.00%	1.11%	0.00%	0.00%
Referred Applicants	#	2,924	1,832	1,049	43	41	0	0	2	0	0	0	0	0	0	39	0	0
	%	100.00%	62.65%	35.88%	1.47%	1.40%	0.00%	0.00%	0.07%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.33%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	450	359	84	7	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%
0610 Nurse	#	3,736	3,146	452	138	18	0	1	6	0	1	1	0	2	0	6	0	1

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	84.21%	12.10%	03.69%	00.48%	00.00%	00.03%	00.16%	00.00%	00.03%	00.03%	00.00%	00.05%	00.00%	00.16%	00.00%	00.03%
VN-K/1	#	228	196	23	9	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	85.96%	10.09%	03.95%	00.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.44%
VN-K/2	#	292	256	30	6	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	87.67%	10.27%	02.05%	00.34%	00.00%	00.00%	00.34%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/3	#	74	67	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.54%	05.41%	04.05%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/4	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/5	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/0	#	573	476	76	21	4	0	0	2	0	0	0	0	0	0	2	0	0
	%	100.00%	83.07%	13.26%	03.66%	00.70%	00.00%	00.00%	00.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.35%	00.00%	00.00%
AD-M/1	#	1,033	854	137	42	7	0	1	2	0	0	0	0	0	0	4	0	0
	%	100.00%	82.67%	13.26%	04.07%	00.68%	00.00%	00.10%	00.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.39%	00.00%	00.00%
AD-M/2	#	1,219	1,035	142	42	4	0	0	1	0	1	1	0	1	0	0	0	0
	%	100.00%	84.91%	11.65%	03.45%	00.33%	00.00%	00.00%	00.08%	00.00%	00.08%	00.08%	00.00%	00.08%	00.00%	00.00%	00.00%	00.00%
AD-M/3	#	301	247	39	15	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	82.06%	12.96%	04.98%	00.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.33%	00.00%	00.00%	00.00%	00.00%
AD-M/4	#	6	6	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%
SR-X/99	#	5	5	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	73																
Relevant Applicant Pool	%	100.00%	84.21%	12.10%	03.69%	00.48%	00.00%	00.03%	00.16%	00.00%	00.03%	00.03%	00.00%	00.05%	00.00%	00.16%	00.00%	00.03%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Internal Applications	#	703	243	448	12	4	0	1	0	1	0	0	0	1	0	1	0	0
	%	100.00%	34.57%	63.73%	1.71%	0.57%	0.00%	0.14%	0.00%	0.14%	0.00%	0.00%	0.00%	0.14%	0.00%	0.14%	0.00%	0.00%
Qualified Internal Applicants	#	396	87	305	4	2	0	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	21.97%	77.02%	1.01%	0.51%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	363	76	283	4	2	0	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	20.94%	77.96%	1.10%	0.55%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	60	60	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%
New Hires																		
Vacancy Announcements	#	533																
Voluntarily Identified Applicants	#	66,302	39,550	25,397	1,355	587	1	62	45	0	20	22	20	107	0	267	0	43
	%	100.00%	59.65%	38.31%	2.04%	0.89%	0.00%	0.09%	0.07%	0.00%	0.03%	0.03%	0.03%	0.16%	0.00%	0.40%	0.00%	0.06%
Qualified External Applicants	#	60,292	35,670	23,372	1,250	556	1	62	45	0	20	22	20	104	0	239	0	43
	%	100.00%	59.16%	38.76%	2.07%	0.92%	0.00%	0.10%	0.07%	0.00%	0.03%	0.04%	0.03%	0.17%	0.00%	0.40%	0.00%	0.07%
Referred Applicants	#	12,501	6,413	5,914	174	54	1	2	5	0	0	2	0	4	0	37	0	3
	%	100.00%	51.30%	47.31%	1.39%	0.43%	0.01%	0.02%	0.04%	0.00%	0.00%	0.02%	0.00%	0.03%	0.00%	0.30%	0.00%	0.02%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	3,429	2,807	507	115	22	0	1	8	0	2	1	0	2	0	8	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%
0901 General Legal and Kindred Administration	#	7	3	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	42.86%	14.29%	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%
GS-A/7	#	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	5	2	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	40.00%	00.00%	60.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	%	100.00%	42.86%	14.29%	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%
Internal Applications	#	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 Internal Applicants	#	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%
Referred Applicants	#	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%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	40.00%	20.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	0																
Voluntarily Identified Applicants	#	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 External Applicants	#	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%
Referred Applicants	#	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%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	40.00%	20.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0996 Veterans Claims Examining	#	69	29	10	30	10	0	3	1	0	0	1	0	0	0	5	0	0
	%	100.00%	42.03%	14.49%	43.48%	14.49%	00.00%	04.35%	01.45%	00.00%	00.00%	01.45%	00.00%	00.00%	00.00%	07.25%	00.00%	00.00%
GS-A/7	#	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	40	15	6	19	7	0	1	1	0	0	1	0	0	0	4	0	0
	%	100.00%	37.50%	15.00%	47.50%	17.50%	00.00%	02.50%	02.50%	00.00%	00.00%	02.50%	00.00%	00.00%	00.00%	10.00%	00.00%	00.00%
GS-A/10	#	17	8	2	7	2	0	1	0	0	0	0	0	0	0	1	0	0
	%	100.00%	47.06%	11.76%	41.18%	11.76%	00.00%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.88%	00.00%	00.00%
GS-A/11	#	4	1	1	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	25.00%	50.00%	25.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/12	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	15																
Relevant Applicant Pool	%	100.00%	42.03%	14.49%	43.48%	14.49%	00.00%	04.35%	01.45%	00.00%	00.00%	01.45%	00.00%	00.00%	00.00%	07.25%	00.00%	00.00%
Internal Applications	#	191	17	154	20	12	0	6	1	0	0	0	0	0	0	5	0	0
	%	100.00%	8.90%	80.63%	10.47%	6.28%	0.00%	3.14%	0.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.62%	0.00%	0.00%
Qualified Internal Applicants	#	85	2	78	5	3	0	2	0	0	0	0	0	0	0	1	0	0
	%	100.00%	2.35%	91.76%	5.88%	3.53%	0.00%	2.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.18%	0.00%	0.00%
Referred Applicants	#	85	2	78	5	3	0	2	0	0	0	0	0	0	0	1	0	0
	%	100.00%	2.35%	91.76%	5.88%	3.53%	0.00%	2.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.18%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Internal Selections	#	158	105	17	36	12	0	3	2	0	0	2	0	0	0	5	0	0
	%	100.00%	66.46%	10.76%	22.78%	07.59%	00.00%	01.90%	01.27%	00.00%	00.00%	01.27%	00.00%	00.00%	00.00%	03.16%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified Applicants	#	247	120	114	13	9	0	1	1	0	0	1	0	1	0	5	0	0
	%	100.00%	48.58%	46.15%	5.26%	3.64%	0.00%	0.40%	0.40%	0.00%	0.00%	0.40%	0.00%	0.40%	0.00%	2.02%	0.00%	0.00%
Qualified External Applicants	#	169	78	84	7	4	0	0	1	0	0	1	0	1	0	1	0	0
	%	100.00%	46.15%	49.70%	4.14%	2.37%	0.00%	0.00%	0.59%	0.00%	0.00%	0.59%	0.00%	0.59%	0.00%	0.59%	0.00%	0.00%
Referred Applicants	#	111	50	55	6	3	0	0	1	0	0	1	0	0	0	1	0	0
	%	100.00%	45.05%	49.55%	5.41%	2.70%	0.00%	0.00%	0.90%	0.00%	0.00%	0.90%	0.00%	0.00%	0.00%	0.90%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	46	37	6	3	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	66.46%	10.76%	22.78%	07.59%	00.00%	01.90%	01.27%	00.00%	00.00%	01.27%	00.00%	00.00%	00.00%	03.16%	00.00%	00.00%
1102 Contracting	#	22	7	6	9	2	0	0	1	0	0	0	0	0	1	0	0	0
	%	100.00%	31.82%	27.27%	40.91%	09.09%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%
GS-A/7	#	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	50.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	3	3	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-A/11	#	8	2	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	62.50%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/12	#	4	1	0	3	1	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	25.00%	00.00%	75.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%	00.00%	00.00%	00.00%
GS-A/13	#	5	1	0	4	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	20.00%	00.00%	80.00%	20.00%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Vacancy Announcements	#	7																
Relevant Applicant Pool	%	100.00%	31.82%	27.27%	40.91%	09.09%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%
Internal Applications	#	168	40	111	17	11	0	3	1	1	0	0	0	1	0	5	0	0
	%	100.00%	23.81%	66.07%	10.12%	6.55%	0.00%	1.79%	0.60%	0.60%	0.00%	0.00%	0.00%	0.60%	0.00%	2.98%	0.00%	0.00%
Qualified Internal Applicants	#	40	6	31	3	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	15.00%	77.50%	7.50%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%
Referred Applicants	#	39	6	30	3	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	15.38%	76.92%	7.69%	5.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.13%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	6	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	16.67%	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%
New Hires																		
Vacancy Announcements	#	4																
Voluntarily Identified Applicants	#	330	109	195	26	10	1	1	0	2	0	2	0	0	0	4	0	0
	%	100.00%	33.03%	59.09%	7.88%	3.03%	0.30%	0.30%	0.00%	0.61%	0.00%	0.61%	0.00%	0.00%	0.00%	1.21%	0.00%	0.00%
Qualified External Applicants	#	90	24	59	7	2	0	0	0	0	0	1	0	0	0	1	0	0
	%	100.00%	26.67%	65.56%	7.78%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	1.11%	0.00%	0.00%	0.00%	1.11%	0.00%	0.00%
Referred Applicants	#	44	14	25	5	2	0	0	0	0	0	1	0	0	0	1	0	0
	%	100.00%	31.82%	56.82%	11.36%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	2.27%	0.00%	0.00%	0.00%	2.27%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	10	0	7	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	16.67%	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%
2210 Information Technology Management	#	443	246	109	88	16	0	3	2	0	1	0	1	0	0	9	0	0
	%	100.00%	55.53%	24.60%	19.86%	03.61%	00.00%	00.68%	00.45%	00.00%	00.23%	00.00%	00.23%	00.00%	00.00%	02.03%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
GS-A/7	#	106	56	34	16	4	0	1	1	0	0	0	0	0	0	2	0	0
	%	100.00%	52.83%	32.08%	15.09%	03.77%	00.00%	00.94%	00.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.89%	00.00%	00.00%
GS-A/9	#	74	43	18	13	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	58.11%	24.32%	17.57%	02.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.70%	00.00%	00.00%
GS-A/11	#	175	93	43	39	6	0	1	0	0	0	0	1	0	0	4	0	0
	%	100.00%	53.14%	24.57%	22.29%	03.43%	00.00%	00.57%	00.00%	00.00%	00.00%	00.00%	00.57%	00.00%	00.00%	02.29%	00.00%	00.00%
GS-A/12	#	19	14	2	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	73.68%	10.53%	15.79%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.26%	00.00%	00.00%
GS-A/13	#	41	26	8	7	3	0	1	1	0	1	0	0	0	0	0	0	0
	%	100.00%	63.41%	19.51%	17.07%	07.32%	00.00%	02.44%	02.44%	00.00%	02.44%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/14	#	22	13	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	59.09%	09.09%	31.82%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/15	#	6	1	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	16.67%	33.33%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	1																
Relevant Applicant Pool	%	100.00%	55.53%	24.60%	19.86%	03.61%	00.00%	00.68%	00.45%	00.00%	00.23%	00.00%	00.23%	00.00%	00.00%	02.03%	00.00%	00.00%
Internal Applications	#	2	0	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	0.00%	50.00%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified Internal Applicants	#	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%
Referred Applicants	#	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%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	9	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	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%
New Hires																		
Vacancy Announcements	#	38																
Voluntarily Identified Applicants	#	19,104	7,585	9,482	2,037	1,100	31	149	113	27	21	77	23	50	6	581	0	22
	%	100.00%	39.70%	49.63%	10.66%	5.76%	0.16%	0.78%	0.59%	0.14%	0.11%	0.40%	0.12%	0.26%	0.03%	3.04%	0.00%	0.12%
Qualified External Applicants	#	16,150	6,228	8,137	1,785	975	21	128	98	27	17	67	22	41	4	532	0	18
	%	100.00%	38.56%	50.38%	11.05%	6.04%	0.13%	0.79%	0.61%	0.17%	0.11%	0.41%	0.14%	0.25%	0.02%	3.29%	0.00%	0.11%
Referred Applicants	#	1,784	571	1,004	209	120	9	10	19	3	0	4	7	4	0	63	0	1
	%	100.00%	32.01%	56.28%	11.72%	6.73%	0.50%	0.56%	1.07%	0.17%	0.00%	0.22%	0.39%	0.22%	0.00%	3.53%	0.00%	0.06%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	285	153	85	47	9	1	1	0	0	0	0	1	0	0	6	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%
4754 Cemetery Caretaking	#	54	35	7	12	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	64.81%	12.96%	22.22%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	00.00%	00.00%
WG-1/4	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/5	#	36	22	7	7	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	61.11%	19.44%	19.44%	02.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%	00.00%	00.00%
WG-1/6	#	17	12	0	5	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	70.59%	00.00%	29.41%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.88%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	13																
Relevant Applicant Pool	%	100.00%	64.81%	12.96%	22.22%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	00.00%	00.00%
Internal Applications	#	161	74	71	16	11	0	2	1	0	0	1	0	0	0	7	0	0
	%	100.00%	45.96%	44.10%	9.94%	6.83%	0.00%	1.24%	0.62%	0.00%	0.00%	0.62%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2021

All VA Mission Critical Occupations		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Qualified Internal Applicants	#	60	11	39	10	9	0	2	1	0	0	1	0	0	0	5	0	0
	%	100.00%	18.33%	65.00%	16.67%	15.00%	0.00%	3.33%	1.67%	0.00%	0.00%	1.67%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%
Referred Applicants	#	60	11	39	10	9	0	2	1	0	0	1	0	0	0	5	0	0
	%	100.00%	18.33%	65.00%	16.67%	15.00%	0.00%	3.33%	1.67%	0.00%	0.00%	1.67%	0.00%	0.00%	0.00%	8.33%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	33																
Voluntarily Identified Applicants	#	282	135	116	31	19	1	4	0	0	0	1	0	0	0	13	0	0
	%	100.00%	47.87%	41.13%	10.99%	6.74%	0.35%	1.42%	0.00%	0.00%	0.00%	0.35%	0.00%	0.00%	0.00%	4.61%	0.00%	0.00%
Qualified External Applicants	#	195	89	79	27	17	0	4	0	0	0	1	0	0	0	12	0	0
	%	100.00%	45.64%	40.51%	13.85%	8.72%	0.00%	2.05%	0.00%	0.00%	0.00%	0.51%	0.00%	0.00%	0.00%	6.15%	0.00%	0.00%
Referred Applicants	#	180	79	74	27	17	0	4	0	0	0	1	0	0	0	12	0	0
	%	100.00%	43.89%	41.11%	15.00%	9.44%	0.00%	2.22%	0.00%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	98	64	16	18	5	0	1	0	0	0	0	0	3	0	1	0	0
	%	100.00%	75.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown include full-time, part-time and intermittent temporary employees in a pay status and exclude medical and manila residents.
This list of mission critical occupations was developed by the Department's Office of the Chief Human Capital Officer.
Row category totals may not match from Table A and Table B due to missing gender data.
*** These data are not available.

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Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		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
Upward Mobility Benchmark	%	99.98%	33.45%	66.53%	02.39%	03.72%	21.59%	39.02%	04.08%	13.31%	04.60%	08.80%	00.13%	00.27%	00.48%	01.03%	00.18%	00.38%
Total Senior Grades	#	88,694	37,495	51,199	2,112	2,433	26,268	32,994	3,165	8,072	5,249	6,743	101	142	452	601	148	214
	%	100.00%	42.28%	57.72%	02.38%	02.74%	29.62%	37.20%	03.57%	09.10%	05.92%	07.60%	00.11%	00.16%	00.51%	00.68%	00.17%	00.24%
SES or Equivalent	#	436	285	151	10	2	218	107	40	28	12	8	0	3	4	2	1	1
	%	99.99%	65.36%	34.63%	02.29%	00.46%	50.00%	24.54%	09.17%	06.42%	02.75%	01.83%	00.00%	00.69%	00.92%	00.46%	00.23%	00.23%
Internal Competitive Promotions																		
Vacancy Announcements	#	1																
Relevant Applicant Pool	%	99.99%	58.97%	41.02%	03.13%	02.28%	39.42%	23.08%	02.90%	03.38%	12.42%	11.35%	00.16%	00.12%	00.71%	00.60%	00.23%	00.21%
Internal Applications	#	39	31	8	7	0	20	6	2	1	1	1	0	0	1	0	0	0
	%	100.00%	79.49%	20.51%	17.95%	0.00%	51.28%	15.38%	5.13%	2.56%	2.56%	2.56%	0.00%	0.00%	2.56%	0.00%	0.00%	0.00%
Qualified Internal Applicants	#	7	5	2	2	0	2	2	0	0	0	0	0	0	1	0	0	0
	%	100.00%	71.43%	28.57%	28.57%	0.00%	28.57%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%
Referred Applicants	#	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	48	32	16	0	1	22	9	6	4	1	1	0	1	3	0	0	0
	%	99.98%	66.66%	33.32%	00.00%	02.08%	45.83%	18.75%	12.50%	08.33%	02.08%	02.08%	00.00%	02.08%	06.25%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	5																

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		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 Applicants	#	178	108	70	12	9	42	29	38	28	9	4	0	0	4	0	3	0
	%	100.00%	60.67%	39.33%	6.74%	5.06%	23.60%	16.29%	21.35%	15.73%	5.06%	2.25%	0.00%	0.00%	2.25%	0.00%	1.69%	0.00%
Qualified External Applicants	#	114	68	46	8	5	31	20	19	19	6	2	0	0	3	0	1	0
	%	100.00%	59.65%	40.35%	7.02%	4.39%	27.19%	17.54%	16.67%	16.67%	5.26%	1.75%	0.00%	0.00%	2.63%	0.00%	0.88%	0.00%
Referred Applicants	#	15	8	7	2	1	3	3	2	3	1	0	0	0	0	0	0	0
	%	100.00%	53.33%	46.67%	13.33%	6.67%	20.00%	20.00%	13.33%	20.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	26	17	9	1	0	13	6	2	3	1	0	0	0	0	0	0	0
	%	100.01%	65.39%	34.62%	03.85%	00.00%	50.00%	23.08%	07.69%	11.54%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Career Developmental Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	#	31,407	18,525	12,882	982	715	12,387	7,249	912	1,062	3,900	3,563	49	39	222	188	73	66

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		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-15 or Equivalent	%	100.00%	58.99%	41.01%	03.13%	02.28%	39.44%	23.08%	02.90%	03.38%	12.42%	11.34%	00.16%	00.12%	00.71%	00.60%	00.23%	00.21%
Internal Competitive Promotions																		
Vacancy Announcements	#	198																
Relevant Applicant Pool	%	100.00%	45.71%	54.29%	02.25%	02.27%	34.11%	37.13%	05.50%	11.09%	03.05%	02.98%	00.11%	00.12%	00.51%	00.53%	00.18%	00.17%
Internal Applications	#	4,369	2,927	1,442	370	134	1,451	576	765	556	243	126	4	3	56	24	38	23
	%	100.00%	66.99%	33.01%	8.47%	3.07%	33.21%	13.18%	17.51%	12.73%	5.56%	2.88%	0.09%	0.07%	1.28%	0.55%	0.87%	0.53%
Qualified Internal Applicants	#	2,484	1,709	775	211	73	888	325	408	269	145	83	1	0	34	15	22	10
	%	100.00%	68.80%	31.20%	8.49%	2.94%	35.75%	13.08%	16.43%	10.83%	5.84%	3.34%	0.04%	0.00%	1.37%	0.60%	0.89%	0.40%
Referred Applicants	#	2,479	1,706	773	211	73	885	325	408	267	145	83	1	0	34	15	22	10
	%	100.00%	68.82%	31.18%	8.51%	2.94%	35.70%	13.11%	16.46%	10.77%	5.85%	3.35%	0.04%	0.00%	1.37%	0.61%	0.89%	0.40%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	565	287	278	20	11	211	188	42	60	12	16	1	0	1	3	0	0
	%	100.00%	50.80%	49.20%	03.54%	01.95%	37.35%	33.27%	07.43%	10.62%	02.12%	02.83%	00.18%	00.00%	00.18%	00.53%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	67																
Voluntarily Identified Applicants	#	6,097	4,564	1,533	512	142	2,180	561	998	602	716	186	8	4	93	16	57	22
	%	100.00%	74.86%	25.14%	8.40%	2.33%	35.76%	9.20%	16.37%	9.87%	11.74%	3.05%	0.13%	0.07%	1.53%	0.26%	0.93%	0.36%
Qualified External Applicants	#	3,733	2,808	925	283	72	1,358	339	614	370	455	118	4	3	58	9	36	14
	%	100.00%	75.22%	24.78%	7.58%	1.93%	36.38%	9.08%	16.45%	9.91%	12.19%	3.16%	0.11%	0.08%	1.55%	0.24%	0.96%	0.38%

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		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
Referred Applicants	#	2,356	1,807	549	186	40	888	208	377	211	290	77	1	2	42	4	23	7
	%	100.00%	76.70%	23.30%	7.89%	1.70%	37.69%	8.83%	16.00%	8.96%	12.31%	3.27%	0.04%	0.08%	1.78%	0.17%	0.98%	0.30%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,886	1,738	1,148	70	56	1,137	636	87	80	361	316	6	5	11	10	66	45
	%	100.01%	60.23%	39.78%	02.43%	01.94%	39.40%	22.04%	03.01%	02.77%	12.51%	10.95%	00.21%	00.17%	00.38%	00.35%	02.29%	01.56%
Career Developmental Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
GS-14 or Equivalent	#	9,280	4,241	5,039	209	211	3,165	3,446	510	1,029	283	277	10	11	47	49	17	16
	%	100.00%	45.71%	54.29%	02.25%	02.27%	34.11%	37.13%	05.50%	11.09%	03.05%	02.98%	00.11%	00.12%	00.51%	00.53%	00.18%	00.17%
Internal Competitive Promotions																		
Vacancy Announcements	#	1,012																

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Relevant Applicant Pool	%	100.01%	30.40%	69.61%	01.92%	03.16%	22.09%	46.63%	03.58%	12.51%	02.22%	06.08%	00.09%	00.19%	00.38%	00.76%	00.12%	00.28%
Internal Applications	#	24,202	12,416	11,786	1,793	1,183	6,254	4,474	3,016	4,914	927	762	36	23	191	185	199	245
	%	100.00%	51.30%	48.70%	7.41%	4.89%	25.84%	18.49%	12.46%	20.30%	3.83%	3.15%	0.15%	0.10%	0.79%	0.76%	0.82%	1.01%
Qualified Internal Applicants	#	13,263	6,722	6,541	983	653	3,537	2,623	1,524	2,612	477	429	14	12	103	100	84	112
	%	100.00%	50.68%	49.32%	7.41%	4.92%	26.67%	19.78%	11.49%	19.69%	3.60%	3.23%	0.11%	0.09%	0.78%	0.75%	0.63%	0.84%
Referred Applicants	#	12,554	6,368	6,186	933	623	3,366	2,482	1,422	2,473	458	394	12	12	96	95	81	107
	%	100.00%	50.72%	49.28%	7.43%	4.96%	26.81%	19.77%	11.33%	19.70%	3.65%	3.14%	0.10%	0.10%	0.76%	0.76%	0.65%	0.85%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	1,816	763	1,053	38	46	572	698	93	231	45	61	4	4	7	9	4	4
	%	100.01%	42.02%	57.99%	02.09%	02.53%	31.50%	38.44%	05.12%	12.72%	02.48%	03.36%	00.22%	00.22%	00.39%	00.50%	00.22%	00.22%
New Hires																		
Vacancy Announcements	#	327																
Voluntarily Identified Applicants	#	20,055	14,005	6,050	1,688	586	6,553	2,093	3,206	2,325	2,152	828	26	17	189	95	191	106
	%	100.00%	69.83%	30.17%	8.42%	2.92%	32.68%	10.44%	15.99%	11.59%	10.73%	4.13%	0.13%	0.08%	0.94%	0.47%	0.95%	0.53%
Qualified External Applicants	#	11,320	7,791	3,529	888	309	3,704	1,315	1,725	1,293	1,249	475	10	7	93	64	122	66
	%	100.00%	68.83%	31.17%	7.84%	2.73%	32.72%	11.62%	15.24%	11.42%	11.03%	4.20%	0.09%	0.06%	0.82%	0.57%	1.08%	0.58%
Referred Applicants	#	7,272	5,201	2,071	586	187	2,589	822	1,085	682	812	302	5	3	51	44	73	31
	%	100.00%	71.52%	28.48%	8.06%	2.57%	35.60%	11.30%	14.92%	9.38%	11.17%	4.15%	0.07%	0.04%	0.70%	0.61%	1.00%	0.43%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		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
External Selections	#	318	172	146	7	6	113	76	24	46	20	14	1	0	4	0	3	4
	%	100.00%	54.08%	45.92%	02.20%	01.89%	35.53%	23.90%	07.55%	14.47%	06.29%	04.40%	00.31%	00.00%	01.26%	00.00%	00.94%	01.26%
Career Developmental Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
GS-13 or Equivalent	#	47,606	14,470	33,136	912	1,505	10,517	22,199	1,706	5,954	1,057	2,896	42	89	179	362	57	131
	%	100.01%	30.40%	69.61%	01.92%	03.16%	22.09%	46.63%	03.58%	12.51%	02.22%	06.08%	00.09%	00.19%	00.38%	00.76%	00.12%	00.28%
Internal Competitive Promotions																		
Vacancy Announcements	#	2,602																
Relevant Applicant Pool	%	100.01%	39.59%	60.42%	02.81%	03.64%	26.34%	38.86%	06.56%	12.45%	02.89%	04.07%	00.19%	00.20%	00.58%	00.89%	00.22%	00.31%
Internal Applications	#	50,383	24,318	26,065	3,755	2,985	11,493	10,526	6,502	10,238	1,667	1,423	79	78	380	346	442	469
	%	100.00%	48.27%	51.73%	7.45%	5.92%	22.81%	20.89%	12.91%	20.32%	3.31%	2.82%	0.16%	0.15%	0.75%	0.69%	0.88%	0.93%
	#	24,166	11,491	12,675	1,690	1,383	5,786	5,643	2,865	4,592	744	667	37	34	191	170	178	186

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		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 Internal Applicants	%	100.00%	47.55%	52.45%	6.99%	5.72%	23.94%	23.35%	11.86%	19.00%	3.08%	2.76%	0.15%	0.14%	0.79%	0.70%	0.74%	0.77%
Referred Applicants	#	22,657	10,787	11,870	1,570	1,307	5,429	5,249	2,686	4,303	716	638	34	32	180	161	172	180
	%	100.00%	47.61%	52.39%	6.93%	5.77%	23.96%	23.17%	11.86%	18.99%	3.16%	2.82%	0.15%	0.14%	0.79%	0.71%	0.76%	0.79%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,400	1,754	3,646	113	202	1,214	2,338	270	757	123	294	8	11	21	32	5	12
	%	99.99%	32.48%	67.51%	02.09%	03.74%	22.48%	43.30%	05.00%	14.02%	02.28%	05.44%	00.15%	00.20%	00.39%	00.59%	00.09%	00.22%
New Hires																		
Vacancy Announcements	#	1,246																
Voluntarily Identified Applicants	#	38,650	22,845	15,805	2,992	2,172	10,929	6,675	5,275	4,720	2,991	1,777	66	79	299	98	293	284
	%	100.00%	59.11%	40.89%	7.74%	5.62%	28.28%	17.27%	13.65%	12.21%	7.74%	4.60%	0.17%	0.20%	0.77%	0.25%	0.76%	0.73%
Qualified External Applicants	#	22,102	12,230	9,872	1,514	1,248	6,055	4,600	2,650	2,592	1,686	1,176	19	43	152	70	154	143
	%	100.00%	55.33%	44.67%	6.85%	5.65%	27.40%	20.81%	11.99%	11.73%	7.63%	5.32%	0.09%	0.19%	0.69%	0.32%	0.70%	0.65%
Referred Applicants	#	13,144	8,402	4,742	1,102	509	4,098	2,205	1,802	1,277	1,153	602	11	34	118	44	118	71
	%	100.00%	63.92%	36.08%	8.38%	3.87%	31.18%	16.78%	13.71%	9.72%	8.77%	4.58%	0.08%	0.26%	0.90%	0.33%	0.90%	0.54%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,179	676	1,503	33	39	463	980	84	292	60	139	6	2	10	9	20	42
	%	99.99%	31.02%	68.97%	01.51%	01.79%	21.25%	44.97%	03.85%	13.40%	02.75%	06.38%	00.28%	00.09%	00.46%	00.41%	00.92%	01.93%
Career Developmental Program																		

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		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
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and manila residents. Applicant Flow Data retrieved from OPM's USA Staffing on November 14, 2021.
The Relevant Applicant Pool for SES or Equivalent are those that are in a grade 15. The Relevant Applicant Pool for Grade 15 or Equivalent are those that are in a grade 14. The Relevant Applicant Pool for Grade 14 or Equivalent are those that are in a grade 13. The Relevant Applicant Pool for Grade 13 or Equivalent are those that are in a grade 12.
The Upward Mobility benchmark focuses on the occupations within an agency that have career advancement potential to the executive level. It is calculated using Table 6 (Mission Critical Occupations).
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.
*** These data are not available.

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				12.00%	2.00%												
Total Senior Grades	#	88,694	78,515	4,182	5,997	742	4	14	58	51	41	61	125	79	1	278	8	22
	%	100.00%	88.52%	04.72%	06.76%	00.84%	00.00%	00.02%	00.07%	00.06%	00.05%	00.07%	00.14%	00.09%	00.00%	00.31%	00.01%	00.02%
SES or Equivalent	#	436	374	24	38	3	0	0	0	0	1	0	1	0	0	1	0	0
	%	100.00%	85.78%	05.50%	08.72%	00.69%	00.00%	00.00%	00.00%	00.00%	00.23%	00.00%	00.23%	00.00%	00.00%	00.23%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	1																
Relevant Applicant Pool	#	31,372	28,463	1,619	1,290	144	0	1	15	8	8	13	41	19	0	35	1	3
Internal Applications	#	39	14	21	4	3	0	0	1	0	0	0	1	0	0	1	0	0
	%	100.00%	35.90%	53.85%	10.26%	7.69%	0.00%	0.00%	2.56%	0.00%	0.00%	0.00%	2.56%	0.00%	0.00%	2.56%	0.00%	0.00%
Qualified Internal Applicants	#	7	2	4	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	28.57%	57.14%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%
Referred Applicants	#	1	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	48	39	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	81.25%	06.25%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	5																
Voluntarily Identified Applicants	#	178	36	128	14	7	0	0	2	2	0	0	0	1	0	2	0	0
	%	100.00%	20.22%	71.91%	7.87%	3.93%	0.00%	0.00%	1.12%	1.12%	0.00%	0.00%	0.00%	0.56%	0.00%	1.12%	0.00%	0.00%
Qualified External Applicants	#	114	23	81	10	5	0	0	1	1	0	0	0	1	0	2	0	0
	%	100.00%	20.18%	71.05%	8.77%	4.39%	0.00%	0.00%	0.88%	0.88%	0.00%	0.00%	0.00%	0.88%	0.00%	1.75%	0.00%	0.00%
Referred Applicants	#	15	4	10	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	26.67%	66.67%	6.67%	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%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	26	17	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	65.38%	34.62%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Career Developmental Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
GS-15 or Equivalent	#	31,407	28,490	1,621	1,296	144	0	1	15	8	8	13	41	19	0	35	1	3
	%	100.00%	90.71%	05.16%	04.13%	00.46%	00.00%	00.00%	00.05%	00.03%	00.03%	00.04%	00.13%	00.06%	00.00%	00.11%	00.00%	00.01%
Internal Competitive Promotions																		
Vacancy Announcements	#	198																
Relevant Applicant Pool	#	9,280	7,992	482	806	95	0	3	3	7	10	6	20	7	0	34	3	2
Internal Applications	#	4,369	716	3,295	358	184	3	37	38	5	3	12	16	4	1	60	0	5
	%	100.00%	16.39%	75.42%	8.19%	4.21%	0.07%	0.85%	0.87%	0.11%	0.07%	0.27%	0.37%	0.09%	0.02%	1.37%	0.00%	0.11%
Qualified Internal Applicants	#	2,484	310	1,989	185	88	0	18	20	4	1	6	7	1	0	26	0	5
	%	100.00%	12.48%	80.07%	7.45%	3.54%	0.00%	0.72%	0.81%	0.16%	0.04%	0.24%	0.28%	0.04%	0.00%	1.05%	0.00%	0.20%
Referred Applicants	#	2,479	308	1,986	185	88	0	18	20	4	1	6	7	1	0	26	0	5
	%	100.00%	12.42%	80.11%	7.46%	3.55%	0.00%	0.73%	0.81%	0.16%	0.04%	0.24%	0.28%	0.04%	0.00%	1.05%	0.00%	0.20%
	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Interviewed Applicants	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	565	488	24	53	4	0	0	0	1	0	0	1	0	0	2	0	0
	%	100.00%	86.37%	04.25%	09.38%	00.71%	00.00%	00.00%	00.00%	00.18%	00.00%	00.00%	00.18%	00.00%	00.00%	00.35%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	67																
Voluntarily Identified Applicants	#	6,097	1,445	4,132	520	220	0	50	50	7	2	19	11	10	0	68	0	3
	%	100.00%	23.70%	67.77%	8.53%	3.61%	0.00%	0.82%	0.82%	0.11%	0.03%	0.31%	0.18%	0.16%	0.00%	1.12%	0.00%	0.05%
Qualified External Applicants	#	3,733	823	2,617	293	109	0	33	17	5	0	8	4	3	0	37	0	2
	%	100.00%	22.05%	70.10%	7.85%	2.92%	0.00%	0.88%	0.46%	0.13%	0.00%	0.21%	0.11%	0.08%	0.00%	0.99%	0.00%	0.05%
Referred Applicants	#	2,356	478	1,702	176	68	0	23	9	2	0	4	2	2	0	25	0	1
	%	100.00%	20.29%	72.24%	7.47%	2.89%	0.00%	0.98%	0.38%	0.08%	0.00%	0.17%	0.08%	0.08%	0.00%	1.06%	0.00%	0.04%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,886	2,355	465	66	8	0	0	3	1	0	2	0	2	0	0	0	0
	%	100.00%	81.60%	16.11%	02.29%	00.28%	00.00%	00.00%	00.10%	00.03%	00.00%	00.07%	00.00%	00.07%	00.00%	00.00%	00.00%	00.00%
Career Developmental Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
GS-14 or Equivalent	#	9,280	7,992	482	806	95	0	3	3	7	10	6	20	7	0	34	3	2
	%	100.00%	86.12%	05.19%	08.69%	01.02%	00.00%	00.03%	00.03%	00.08%	00.11%	00.06%	00.22%	00.08%	00.00%	00.37%	00.03%	00.02%

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Internal Competitive Promotions																		
Vacancy Announcements	#	1,012																
Relevant Applicant Pool	#	47,606	41,686	2,057	3,863	500	4	10	40	36	22	42	63	53	1	208	4	17
Internal Applications	#	24,202	3,471	18,470	2,261	1,137	11	261	148	37	8	123	54	29	1	455	0	10
	%	100.00%	14.34%	76.32%	9.34%	4.70%	0.05%	1.08%	0.61%	0.15%	0.03%	0.51%	0.22%	0.12%	0.00%	1.88%	0.00%	0.04%
Qualified Internal Applicants	#	13,263	1,489	10,580	1,194	571	4	120	64	22	6	68	24	14	1	241	0	7
	%	100.00%	11.23%	79.77%	9.00%	4.31%	0.03%	0.90%	0.48%	0.17%	0.05%	0.51%	0.18%	0.11%	0.01%	1.82%	0.00%	0.05%
Referred Applicants	#	12,554	1,361	10,055	1,138	544	3	114	58	22	6	67	24	14	1	229	0	6
	%	100.00%	10.84%	80.09%	9.06%	4.33%	0.02%	0.91%	0.46%	0.18%	0.05%	0.53%	0.19%	0.11%	0.01%	1.82%	0.00%	0.05%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	1,816	1,588	56	172	21	0	0	0	0	4	2	3	1	0	11	0	0
	%	100.00%	87.44%	03.08%	09.47%	01.16%	00.00%	00.00%	00.00%	00.00%	00.22%	00.11%	00.17%	00.06%	00.00%	00.61%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	327																
Voluntarily Identified Applicants	#	20,055	5,124	13,253	1,678	763	11	141	151	11	8	109	28	47	1	254	0	2
	%	100.00%	25.55%	66.08%	8.37%	3.80%	0.05%	0.70%	0.75%	0.05%	0.04%	0.54%	0.14%	0.23%	0.00%	1.27%	0.00%	0.01%
Qualified External Applicants	#	11,320	2,774	7,650	896	380	5	72	75	6	3	62	10	23	1	122	0	1
	%	100.00%	24.51%	67.58%	7.92%	3.36%	0.04%	0.64%	0.66%	0.05%	0.03%	0.55%	0.09%	0.20%	0.01%	1.08%	0.00%	0.01%
Referred Applicants	#	7,272	1,677	5,009	586	252	1	48	55	4	2	49	6	15	0	71	0	1
	%	100.00%	23.06%	68.88%	8.06%	3.47%	0.01%	0.66%	0.76%	0.06%	0.03%	0.67%	0.08%	0.21%	0.00%	0.98%	0.00%	0.01%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	318	222	80	16	3	0	0	0	0	0	0	0	0	0	3	0	0
	%	100.00%	69.81%	25.16%	05.03%	00.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.94%	00.00%	00.00%
Career Developmental Program																		

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
GS-13 or Equivalent	#	47,606	41,686	2,057	3,863	500	4	10	40	36	22	42	63	53	1	208	4	17
	%	100.00%	87.56%	04.32%	08.11%	01.05%	00.01%	00.02%	00.08%	00.08%	00.05%	00.09%	00.13%	00.11%	00.00%	00.44%	00.01%	00.04%
Internal Competitive Promotions																		
Vacancy Announcements	#	2,602																
Relevant Applicant Pool	#	37,276	30,487	2,091	4,698	804	1	22	52	47	41	67	95	60	9	385	5	20
Internal Applications	#	50,383	8,774	36,706	4,903	2,622	28	581	277	62	34	206	92	105	5	1,194	1	37
	%	100.00%	17.41%	72.85%	9.73%	5.20%	0.06%	1.15%	0.55%	0.12%	0.07%	0.41%	0.18%	0.21%	0.01%	2.37%	0.00%	0.07%
Qualified Internal Applicants	#	24,166	3,445	18,390	2,331	1,273	8	299	130	29	21	100	43	44	2	582	1	14
	%	100.00%	14.26%	76.10%	9.65%	5.27%	0.03%	1.24%	0.54%	0.12%	0.09%	0.41%	0.18%	0.18%	0.01%	2.41%	0.00%	0.06%
Referred Applicants	#	22,657	3,223	17,238	2,196	1,187	8	280	116	28	19	96	40	43	2	540	1	14
	%	100.00%	14.23%	76.08%	9.69%	5.24%	0.04%	1.24%	0.51%	0.12%	0.08%	0.42%	0.18%	0.19%	0.01%	2.38%	0.00%	0.06%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,400	4,574	250	576	86	0	4	6	4	1	8	7	7	0	48	1	0
	%	100.00%	84.70%	04.63%	10.67%	01.59%	00.00%	00.07%	00.11%	00.07%	00.02%	00.15%	00.13%	00.13%	00.00%	00.89%	00.02%	00.00%
New Hires																		
Vacancy Announcements	#	1,246																

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Senior Grade Levels		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Voluntarily Identified Applicants	#	38,650	13,098	22,957	2,595	1,221	6	246	160	37	11	145	24	54	1	525	2	10
	%	100.00%	33.89%	59.40%	6.71%	3.16%	0.02%	0.64%	0.41%	0.10%	0.03%	0.38%	0.06%	0.14%	0.00%	1.36%	0.01%	0.03%
Qualified External Applicants	#	22,102	7,398	13,379	1,325	592	1	118	89	16	4	97	16	26	1	216	0	8
	%	100.00%	33.47%	60.53%	5.99%	2.68%	0.00%	0.53%	0.40%	0.07%	0.02%	0.44%	0.07%	0.12%	0.00%	0.98%	0.00%	0.04%
Referred Applicants	#	13,144	3,982	8,227	935	444	0	91	68	6	4	78	9	19	1	166	0	2
	%	100.00%	30.30%	62.59%	7.11%	3.38%	0.00%	0.69%	0.52%	0.05%	0.03%	0.59%	0.07%	0.14%	0.01%	1.26%	0.00%	0.02%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,179	1,686	350	143	28	1	1	9	0	1	0	0	1	1	14	0	0
	%	100.00%	77.37%	16.06%	06.56%	01.28%	00.05%	00.05%	00.41%	00.00%	00.05%	00.00%	00.00%	00.05%	00.05%	00.64%	00.00%	00.00%
Career Developmental Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and manila residents. Applicant Flow Data retrieved from OPM's USA Staffing on November 14, 2021.
The Relevant Applicant Pool for SES or Equivalent are those that are in a grade 15. The Relevant Applicant Pool for Grade 15 or Equivalent are those that are in a grade 14. The Relevant Applicant Pool for Grade 14 or Equivalent are those that are in a grade 13. The Relevant Applicant Pool for Grade 13 or Equivalent are those that are in a grade 12.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.
*** These data are not available.

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
Upward Mobility To Management Positions	%	99.98%	33.45%	66.53%	02.39%	03.72%	21.59%	39.02%	04.08%	13.31%	04.60%	08.80%	00.13%	00.27%	00.48%	01.03%	00.18%	00.38%
Total Management	#	41,869	19,908	21,961	1,401	1,286	13,104	13,598	3,665	5,098	1,336	1,512	74	80	248	287	80	100
	%	100.01%	47.55%	52.46%	03.35%	03.07%	31.30%	32.48%	08.75%	12.18%	03.19%	03.61%	00.18%	00.19%	00.59%	00.69%	00.19%	00.24%
Executives	#	7,455	4,520	2,935	265	143	3,202	1,898	298	368	680	468	7	11	58	39	10	8
	%	100.00%	60.62%	39.38%	03.55%	01.92%	42.95%	25.46%	04.00%	04.94%	09.12%	06.28%	00.09%	00.15%	00.78%	00.52%	00.13%	00.11%
GS-A/0	#	4	1	3	0	0	1	0	0	3	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	00.00%	25.00%	00.00%	00.00%	75.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/15	#	1,660	947	713	49	20	733	495	119	145	29	42	1	1	12	7	4	3
	%	99.99%	57.05%	42.94%	02.95%	01.20%	44.16%	29.82%	07.17%	08.73%	01.75%	02.53%	00.06%	00.06%	00.72%	00.42%	00.24%	00.18%
GM-B/15	#	4	4	0	0	0	4	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%
ES-E/0	#	381	246	135	11	2	187	94	35	27	7	7	0	3	5	1	1	1
	%	100.00%	64.57%	35.43%	02.89%	00.52%	49.08%	24.67%	09.19%	07.09%	01.84%	01.84%	00.00%	00.79%	01.31%	00.26%	00.26%	00.26%
ES-E/0	#	23	13	10	0	0	10	6	3	2	0	0	0	1	0	1	0	0
	%	100.01%	56.52%	43.49%	00.00%	00.00%	43.48%	26.09%	13.04%	08.70%	00.00%	00.00%	00.00%	04.35%	00.00%	04.35%	00.00%	00.00%
WS-3/15	#	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%
WS-3/16	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VM-J/15	#	4,363	2,783	1,580	180	96	1,869	947	116	137	570	368	5	6	38	23	5	3
	%	100.00%	63.78%	36.22%	04.13%	02.20%	42.84%	21.71%	02.66%	03.14%	13.06%	08.43%	00.11%	00.14%	00.87%	00.53%	00.11%	00.07%
VN-K/15	#	262	33	229	3	15	24	165	3	38	1	7	0	0	2	3	0	1
	%	100.01%	12.60%	87.41%	01.15%	05.73%	09.16%	62.98%	01.15%	14.50%	00.38%	02.67%	00.00%	00.00%	00.76%	01.15%	00.00%	00.38%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
AD-L/15	#	588	383	205	15	7	291	148	9	6	68	40	0	0	0	4	0	0
	%	99.99%	65.13%	34.86%	02.55%	01.19%	49.49%	25.17%	01.53%	01.02%	11.56%	06.80%	00.00%	00.00%	00.00%	00.68%	00.00%	00.00%
VP-P/15	#	68	42	26	0	1	38	23	0	0	4	2	0	0	0	0	0	0
	%	99.99%	61.76%	38.23%	00.00%	01.47%	55.88%	33.82%	00.00%	00.00%	05.88%	02.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-Q/15	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	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%
SR-X/15	#	4	1	3	0	0	1	2	0	0	0	1	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	00.00%	25.00%	50.00%	00.00%	00.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/99	#	4	1	3	0	0	1	2	0	1	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	00.00%	25.00%	50.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
EX-W/0	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	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%
VC-U/15	#	29	18	11	1	0	12	5	3	5	0	1	1	0	1	0	0	0
	%	100.00%	62.07%	37.93%	03.45%	00.00%	41.38%	17.24%	10.34%	17.24%	00.00%	03.45%	03.45%	00.00%	03.45%	00.00%	00.00%	00.00%
VC-U/16	#	30	23	7	5	1	15	3	3	3	0	0	0	0	0	0	0	0
	%	100.00%	76.67%	23.33%	16.67%	03.33%	50.00%	10.00%	10.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/17	#	8	6	2	0	1	3	0	3	1	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	12.50%	37.50%	00.00%	37.50%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/18	#	3	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	99.99%	66.66%	33.33%	33.33%	00.00%	00.00%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/19	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	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%
VC-U/20	#	11	9	2	0	0	6	2	2	0	1	0	0	0	0	0	0	0
	%	100.00%	81.82%	18.18%	00.00%	00.00%	54.55%	18.18%	18.18%	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
Vacancy Announcements	#																	
Relevant Applicant Pool	%	100.01%	39.36%	60.65%	02.51%	03.21%	28.59%	39.96%	05.39%	12.81%	02.04%	03.58%	00.10%	00.15%	00.57%	00.74%	00.16%	00.20%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	427	239	188	17	7	171	125	40	43	10	11	0	0	1	2	0	0
	%	100.00%	55.97%	44.03%	03.98%	01.64%	40.05%	29.27%	09.37%	10.07%	02.34%	02.58%	00.00%	00.00%	00.23%	00.47%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	283	187	96	14	4	114	54	16	17	35	16	0	1	2	1	6	3

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
	%	99.99%	66.08%	33.91%	04.95%	01.41%	40.28%	19.08%	05.65%	06.01%	12.37%	05.65%	00.00%	00.35%	00.71%	00.35%	02.12%	01.06%
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Managers	#	16,307	6,417	9,890	409	523	4,662	6,517	879	2,089	332	583	16	25	93	121	26	32
	%	100.01%	39.36%	60.65%	02.51%	03.21%	28.59%	39.96%	05.39%	12.81%	02.04%	03.58%	00.10%	00.15%	00.57%	00.74%	00.16%	00.20%
GS-A/13	#	7,101	3,387	3,714	221	232	2,408	2,392	521	806	159	208	8	7	53	50	17	19
	%	100.01%	47.70%	52.31%	03.11%	03.27%	33.91%	33.69%	07.34%	11.35%	02.24%	02.93%	00.11%	00.10%	00.75%	00.70%	00.24%	00.27%
GS-A/14	#	4,217	2,129	2,088	115	99	1,620	1,499	240	365	111	87	7	6	29	27	7	5
	%	100.02%	50.50%	49.52%	02.73%	02.35%	38.42%	35.55%	05.69%	08.66%	02.63%	02.06%	00.17%	00.14%	00.69%	00.64%	00.17%	00.12%
GM-B/13	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	00.00%	00.00%	66.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/13	#	24	24	0	2	0	18	0	3	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	08.33%	00.00%	75.00%	00.00%	12.50%	00.00%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/14	#	21	21	0	3	0	15	0	2	0	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	14.29%	00.00%	71.43%	00.00%	09.52%	00.00%	00.00%	00.00%	00.00%	00.00%	04.76%	00.00%	00.00%	00.00%
VN-K/13	#	3,805	647	3,158	59	154	435	1,974	90	731	53	247	1	10	9	37	0	5
	%	100.00%	17.01%	82.99%	01.55%	04.05%	11.43%	51.88%	02.37%	19.21%	01.39%	06.49%	00.03%	00.26%	00.24%	00.97%	00.00%	00.13%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
VN-K/14	#	1,002	145	857	6	34	115	600	18	177	5	36	0	2	0	5	1	3
	%	100.00%	14.48%	85.52%	00.60%	03.39%	11.48%	59.88%	01.80%	17.66%	00.50%	03.59%	00.00%	00.20%	00.00%	00.50%	00.10%	00.30%
AD-M/13	#	19	1	18	0	0	1	13	0	2	0	3	0	0	0	0	0	0
	%	100.00%	05.26%	94.74%	00.00%	00.00%	05.26%	68.42%	00.00%	10.53%	00.00%	15.79%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/14	#	5	0	5	0	1	0	3	0	1	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	20.00%	00.00%	60.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/13	#	7	5	2	1	0	4	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.43%	28.57%	14.29%	00.00%	57.14%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/14	#	34	20	14	0	0	17	12	0	1	2	1	0	0	1	0	0	0
	%	99.99%	58.82%	41.17%	00.00%	00.00%	50.00%	35.29%	00.00%	02.94%	05.88%	02.94%	00.00%	00.00%	02.94%	00.00%	00.00%	00.00%
AD-Q/13	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/13	#	33	18	15	1	2	14	9	2	2	0	0	0	0	0	2	1	0
	%	99.99%	54.54%	45.45%	03.03%	06.06%	42.42%	27.27%	06.06%	06.06%	00.00%	00.00%	00.00%	00.00%	00.00%	06.06%	03.03%	00.00%
VC-U/14	#	35	17	18	1	1	12	12	3	4	1	1	0	0	0	0	0	0
	%	100.02%	48.58%	51.44%	02.86%	02.86%	34.29%	34.29%	08.57%	11.43%	02.86%	02.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#																	
Relevant Applicant Pool	%	100.00%	49.55%	50.45%	04.02%	03.42%	28.94%	28.62%	13.74%	14.59%	01.79%	02.55%	00.28%	00.24%	00.54%	00.70%	00.24%	00.33%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,838	1,322	1,516	71	95	924	1,003	220	326	73	69	7	2	19	17	8	4
	%	100.00%	46.58	53.42	02.50	03.35	32.56	35.34	07.75	11.49	02.57	02.43	00.25	00.07	00.67	00.60	00.28	00.14
New Hires																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	320	180	140	11	5	117	81	27	37	10	12	4	0	5	1	6	4
	%	100.00%	56.26%	43.74%	03.44%	01.56%	36.56%	25.31%	08.44%	11.56%	03.13%	03.75%	01.25%	00.00%	01.56%	00.31%	01.88%	01.25%
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Supervisors	#	18,107	8,971	9,136	727	620	5,240	5,183	2,488	2,641	324	461	51	44	97	127	44	60
	%	100.00%	49.55%	50.45%	04.02%	03.42%	28.94%	28.62%	13.74%	14.59%	01.79%	02.55%	00.28%	00.24%	00.54%	00.70%	00.24%	00.33%
GS-A/5	#	25	13	12	2	3	3	4	5	4	3	0	0	0	0	1	0	0
	%	100.00%	52.00%	48.00%	08.00%	12.00%	12.00%	16.00%	20.00%	16.00%	12.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%	00.00%
GS-A/6	#	74	34	40	4	2	19	21	11	14	0	2	0	1	0	0	0	0
	%	100.00%	45.95%	54.05%	05.41%	02.70%	25.68%	28.38%	14.86%	18.92%	00.00%	02.70%	00.00%	01.35%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	570	239	331	25	24	109	148	89	142	10	7	0	3	3	2	3	5
	%	100.00%	41.93%	58.07%	04.39%	04.21%	19.12%	25.96%	15.61%	24.91%	01.75%	01.23%	00.00%	00.53%	00.53%	00.35%	00.53%	00.88%
GS-A/8	#	1,956	702	1,254	71	114	373	565	213	497	26	41	3	12	10	16	6	9
	%	100.01%	35.89%	64.12%	03.63%	05.83%	19.07%	28.89%	10.89%	25.41%	01.33%	02.10%	00.15%	00.61%	00.51%	00.82%	00.31%	00.46%
GS-A/9	#	1,346	703	643	64	47	402	336	184	209	32	25	6	4	10	16	5	6
	%	100.01%	52.23%	47.78%	04.75%	03.49%	29.87%	24.96%	13.67%	15.53%	02.38%	01.86%	00.45%	00.30%	00.74%	01.19%	00.37%	00.45%
GS-A/10	#	481	211	270	26	16	137	191	33	52	10	7	2	1	1	2	2	1
	%	100.03%	43.88%	56.15%	05.41%	03.33%	28.48%	39.71%	06.86%	10.81%	02.08%	01.46%	00.42%	00.21%	00.21%	00.42%	00.42%	00.21%
GS-A/11	#	2,361	1,135	1,226	82	90	718	713	268	327	37	54	11	5	14	26	5	11
	%	100.00%	48.07%	51.93%	03.47%	03.81%	30.41%	30.20%	11.35%	13.85%	01.57%	02.29%	00.47%	00.21%	00.59%	01.10%	00.21%	00.47%
GS-A/12	#	5,104	2,228	2,876	172	184	1,473	1,841	437	657	104	130	5	11	22	39	15	14
	%	100.00%	43.65%	56.35%	03.37%	03.61%	28.86%	36.07%	08.56%	12.87%	02.04%	02.55%	00.10%	00.22%	00.43%	00.76%	00.29%	00.27%
WG-1/2	#	3	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	99.99%	66.66%	33.33%	33.33%	00.00%	00.00%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/8	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	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%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
WG-1/10	#	3	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	33.33%	00.00%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/1	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/2	#	437	375	62	31	0	144	28	187	29	4	3	4	0	5	2	0	0
	%	100.01%	85.81%	14.20%	07.09%	00.00%	32.95%	06.41%	42.79%	06.64%	00.92%	00.69%	00.92%	00.00%	01.14%	00.46%	00.00%	00.00%
WL-2/3	#	85	66	19	0	0	27	8	36	11	3	0	0	0	0	0	0	0
	%	99.99%	77.64%	22.35%	00.00%	00.00%	31.76%	09.41%	42.35%	12.94%	03.53%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/4	#	66	40	26	4	0	20	18	16	7	0	1	0	0	0	0	0	0
	%	100.00%	60.60%	39.40%	06.06%	00.00%	30.30%	27.27%	24.24%	10.61%	00.00%	01.52%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/5	#	39	34	5	4	0	13	2	16	3	0	0	0	0	1	0	0	0
	%	100.00%	87.18%	12.82%	10.26%	00.00%	33.33%	05.13%	41.03%	07.69%	00.00%	00.00%	00.00%	00.00%	02.56%	00.00%	00.00%	00.00%
WL-2/6	#	78	73	5	4	0	32	3	33	2	2	0	0	0	2	0	0	0
	%	100.00%	93.59%	06.41%	05.13%	00.00%	41.03%	03.85%	42.31%	02.56%	02.56%	00.00%	00.00%	00.00%	02.56%	00.00%	00.00%	00.00%
WL-2/7	#	20	20	0	1	0	12	0	7	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	05.00%	00.00%	60.00%	00.00%	35.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/8	#	63	63	0	4	0	45	0	10	0	3	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	06.35%	00.00%	71.43%	00.00%	15.87%	00.00%	04.76%	00.00%	00.00%	00.00%	01.59%	00.00%	00.00%	00.00%
WL-2/9	#	44	43	1	5	0	33	1	4	0	1	0	0	0	0	0	0	0
	%	99.99%	97.72%	02.27%	11.36%	00.00%	75.00%	02.27%	09.09%	00.00%	02.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/10	#	170	170	0	5	0	131	0	26	0	2	0	3	0	3	0	0	0
	%	99.99%	99.99%	00.00%	02.94%	00.00%	77.06%	00.00%	15.29%	00.00%	01.18%	00.00%	01.76%	00.00%	01.76%	00.00%	00.00%	00.00%
WL-2/11	#	29	29	0	4	0	20	0	5	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	13.79%	00.00%	68.97%	00.00%	17.24%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/1	#	27	24	3	2	0	12	1	10	2	0	0	0	0	0	0	0	0

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
	%	100.00%	88.89%	11.11%	07.41%	00.00%	44.44%	03.70%	37.04%	07.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/2	#	854	713	141	43	7	261	45	395	84	2	2	3	1	8	1	1	1
	%	100.01%	83.49%	16.52%	05.04%	00.82%	30.56%	05.27%	46.25%	09.84%	00.23%	00.23%	00.35%	00.12%	00.94%	00.12%	00.12%	00.12%
WS-3/3	#	396	258	138	26	5	111	58	112	68	3	3	2	1	2	2	2	1
	%	100.02%	65.17%	34.85%	06.57%	01.26%	28.03%	14.65%	28.28%	17.17%	00.76%	00.76%	00.51%	00.25%	00.51%	00.51%	00.51%	00.25%
WS-3/4	#	165	123	42	16	2	45	13	60	26	2	0	0	0	0	1	0	0
	%	100.00%	74.54%	25.46%	09.70%	01.21%	27.27%	07.88%	36.36%	15.76%	01.21%	00.00%	00.00%	00.00%	00.00%	00.61%	00.00%	00.00%
WS-3/5	#	138	114	24	4	0	40	5	65	16	1	0	0	0	4	1	0	2
	%	99.99%	82.61%	17.38%	02.90%	00.00%	28.99%	03.62%	47.10%	11.59%	00.72%	00.00%	00.00%	00.00%	02.90%	00.72%	00.00%	01.45%
WS-3/6	#	141	113	28	7	1	50	14	51	13	2	0	2	0	0	0	1	0
	%	100.00%	80.14%	19.86%	04.96%	00.71%	35.46%	09.93%	36.17%	09.22%	01.42%	00.00%	01.42%	00.00%	00.00%	00.00%	00.71%	00.00%
WS-3/7	#	65	55	10	7	2	27	4	20	4	0	0	1	0	0	0	0	0
	%	100.00%	84.62%	15.38%	10.77%	03.08%	41.54%	06.15%	30.77%	06.15%	00.00%	00.00%	01.54%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/8	#	154	137	17	9	1	100	6	23	9	1	0	1	0	3	0	0	1
	%	100.01%	88.97%	11.04%	05.84%	00.65%	64.94%	03.90%	14.94%	05.84%	00.65%	00.00%	00.65%	00.00%	01.95%	00.00%	00.00%	00.65%
WS-3/9	#	189	185	4	17	0	139	3	27	1	0	0	0	0	2	0	0	0
	%	100.00%	97.88%	02.12%	08.99%	00.00%	73.54%	01.59%	14.29%	00.53%	00.00%	00.00%	00.00%	00.00%	01.06%	00.00%	00.00%	00.00%
WS-3/10	#	380	375	5	23	1	282	4	54	0	10	0	0	0	4	0	2	0
	%	99.99%	98.68%	01.31%	06.05%	00.26%	74.21%	01.05%	14.21%	00.00%	02.63%	00.00%	00.00%	00.00%	01.05%	00.00%	00.53%	00.00%
WS-3/11	#	69	68	1	5	0	51	0	8	1	3	0	0	0	0	0	1	0
	%	100.00%	98.55%	01.45%	07.25%	00.00%	73.91%	00.00%	11.59%	01.45%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%	01.45%	00.00%
WS-3/12	#	26	26	0	2	0	20	0	4	0	0	0	0	0	0	0	0	0
	%	99.99%	99.99%	00.00%	07.69%	00.00%	76.92%	00.00%	15.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-5/2	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
NL-6/3	#	5	0	5	0	0	0	2	0	2	0	0	0	0	0	1	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	40.00%	00.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	20.00%	00.00%	00.00%
NL-6/4	#	9	1	8	0	1	1	4	0	2	0	1	0	0	0	0	0	0
	%	99.99%	11.11%	88.88%	00.00%	11.11%	11.11%	44.44%	00.00%	22.22%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/5	#	10	7	3	1	0	4	1	2	2	0	0	0	0	0	0	0	0
	%	100.00%	70.00%	30.00%	10.00%	00.00%	40.00%	10.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/6	#	3	2	1	0	0	1	0	1	1	0	0	0	0	0	0	0	0
	%	99.99%	66.66%	33.33%	00.00%	00.00%	33.33%	00.00%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/7	#	3	1	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0
	%	99.99%	33.33%	66.66%	33.33%	33.33%	00.00%	00.00%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/1	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/2	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/3	#	3	0	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/4	#	24	9	15	5	8	0	3	3	3	1	1	0	0	0	0	0	0
	%	100.00%	37.50%	62.50%	20.83%	33.33%	00.00%	12.50%	12.50%	12.50%	04.17%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/5	#	8	1	7	1	4	0	1	0	2	0	0	0	0	0	0	0	0
	%	100.00%	12.50%	87.50%	12.50%	50.00%	00.00%	12.50%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/6	#	16	4	12	2	0	0	6	1	5	1	1	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	12.50%	00.00%	00.00%	37.50%	06.25%	31.25%	06.25%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/7	#	5	1	4	0	1	0	1	0	2	1	0	0	0	0	0	0	0
	%	100.00%	20.00%	80.00%	00.00%	20.00%	00.00%	20.00%	00.00%	40.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/2	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
	%	100.00%	00.00%	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%
VN-K/3	#	24	16	8	1	0	12	8	1	0	2	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	04.17%	00.00%	50.00%	33.33%	04.17%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/4	#	13	5	8	0	0	4	7	1	1	0	0	0	0	0	0	0	0
	%	100.00%	38.46%	61.54%	00.00%	00.00%	30.77%	53.85%	07.69%	07.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/5	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/8	#	115	27	88	2	5	19	59	3	16	2	6	0	0	0	1	1	1
	%	100.00%	23.48%	76.52%	01.74%	04.35%	16.52%	51.30%	02.61%	13.91%	01.74%	05.22%	00.00%	00.00%	00.00%	00.87%	00.87%	00.87%
VN-K/11	#	1,901	390	1,511	28	77	267	898	40	352	47	161	7	4	1	12	0	7
	%	100.00%	20.51%	79.49%	01.47%	04.05%	14.05%	47.24%	02.10%	18.52%	02.47%	08.47%	00.37%	00.21%	00.05%	00.63%	00.00%	00.37%
AD-M/3	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	00.00%	00.00%	33.33%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/8	#	4	2	2	0	0	2	1	0	1	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	25.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/11	#	19	3	16	0	0	1	10	1	5	1	1	0	0	0	0	0	0
	%	99.99%	15.78%	84.21%	00.00%	00.00%	05.26%	52.63%	05.26%	26.32%	05.26%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/12	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-Q/12	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/3	#	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/4	#	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
VC-U/5	#	26	5	21	0	4	4	11	1	3	0	3	0	0	0	0	0	0
	%	100.00%	19.23%	80.77%	00.00%	15.38%	15.38%	42.31%	03.85%	11.54%	00.00%	11.54%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/6	#	14	5	9	1	0	2	5	1	4	1	0	0	0	0	0	0	0
	%	99.99%	35.71%	64.28%	07.14%	00.00%	14.29%	35.71%	07.14%	28.57%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/7	#	9	0	9	0	0	0	6	0	2	0	0	0	1	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	66.67%	00.00%	22.22%	00.00%	00.00%	00.00%	11.11%	00.00%	00.00%	00.00%	00.00%
VC-U/8	#	31	6	25	0	1	3	17	1	6	1	0	1	0	0	1	0	0
	%	100.02%	19.37%	80.65%	00.00%	03.23%	09.68%	54.84%	03.23%	19.35%	03.23%	00.00%	03.23%	00.00%	00.00%	03.23%	00.00%	00.00%
VC-U/9	#	30	6	24	1	2	2	13	1	4	2	3	0	0	0	1	0	1
	%	99.99%	20.00%	79.99%	03.33%	06.67%	06.67%	43.33%	03.33%	13.33%	06.67%	10.00%	00.00%	00.00%	00.00%	03.33%	00.00%	03.33%
VC-U/10	#	47	13	34	1	5	8	19	4	7	0	1	0	0	0	2	0	0
	%	100.01%	27.66%	72.35%	02.13%	10.64%	17.02%	40.43%	08.51%	14.89%	00.00%	02.13%	00.00%	00.00%	00.00%	04.26%	00.00%	00.00%
VC-U/11	#	120	44	76	6	7	24	43	11	24	2	2	0	0	1	0	0	0
	%	100.00%	36.67%	63.33%	05.00%	05.83%	20.00%	35.83%	09.17%	20.00%	01.67%	01.67%	00.00%	00.00%	00.83%	00.00%	00.00%	00.00%
VC-U/12	#	41	19	22	5	1	9	11	4	8	1	2	0	0	0	0	0	0
	%	100.01%	46.35%	53.66%	12.20%	02.44%	21.95%	26.83%	09.76%	19.51%	02.44%	04.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AL-C/3	#	54	23	31	1	1	21	21	1	6	0	3	0	0	0	0	0	0
	%	100.00%	42.59%	57.41%	01.85%	01.85%	38.89%	38.89%	01.85%	11.11%	00.00%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#																	
Relevant Applicant Pool	%	100.01%	37.12%	62.89%	03.07%	04.07%	21.32%	34.31%	08.58%	17.16%	03.17%	05.60%	00.18%	00.30%	00.57%	00.99%	00.23%	00.46%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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 Internal Applicants	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,173	2,531	2,642	208	165	1,557	1,587	629	712	75	118	14	17	36	27	12	16
	%	100.00%	48.93	51.07	04.02	03.19	30.10	30.68	12.16	13.76	01.45	02.28	00.27	00.33	00.70	00.52	00.23	00.31
New Hires																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,090	427	663	20	26	268	393	95	156	22	33	2	9	4	14	16	32
	%	100.02%	39.18%	60.84%	01.83%	02.39%	24.59%	36.06%	08.72%	14.31%	02.02%	03.03%	00.18%	00.83%	00.37%	01.28%	01.47%	02.94%
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		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
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and manila residents.
The Executives include grades 15, 16, 17, 18, 19, 0 (SES) and 99 (Executive Pay Act). Managers include grades 13 and 14. Supervisors include grades 1 to 12. These categories also include a supervisory level greater than 0.
The Upward Mobility benchmark focuses on the occupations within an agency that have career advancement potential to the executive level. It is calculated using Table 6 (Mission Critical Occupations).
The relevant applicant pool consists of employees that make up the applicant pool. For example, the relevant applicant pool for executives is managers.
Totals for this table may not match totals from other MD-715 tables due to missing occupation codes coming from HR Smart.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.
*** These data are not available.

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
501 Goal	%				**12.00%**	**2.00%**												
Total Management	#	41,869	35,129	1,963	4,777	785	0	27	31	39	34	46	93	62	16	415	5	17
	%	100.01%	83.90%	04.69%	11.41%	01.87%	00.00%	00.06%	00.07%	00.09%	00.08%	00.11%	00.22%	00.15%	00.04%	00.99%	00.01%	00.04%
Executives	#	7,455	6,726	282	447	61	0	1	5	5	6	4	16	10	0	14	0	0
	%	100.00%	90.22%	03.78%	06.00%	00.82%	00.00%	00.01%	00.07%	00.07%	00.08%	00.05%	00.21%	00.13%	00.00%	00.19%	00.00%	00.00%
GS-A/0	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	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-A/15	#	1,660	1,438	79	143	20	0	1	2	4	2	0	5	2	0	4	0	0
	%	100.00%	86.63%	04.76%	08.61%	01.20%	00.00%	00.06%	00.12%	00.24%	00.12%	00.00%	00.30%	00.12%	00.00%	00.24%	00.00%	00.00%
GM-B/15	#	4	4	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%
ES-E/0	#	381	331	18	32	3	0	0	0	0	1	0	1	0	0	1	0	0
	%	100.00%	86.88%	04.72%	08.40%	00.79%	00.00%	00.00%	00.00%	00.00%	00.26%	00.00%	00.26%	00.00%	00.00%	00.26%	00.00%	00.00%
ES-E/0	#	23	20	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.96%	13.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/15	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/16	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VM-J/15	#	4,363	3,992	150	221	30	0	0	3	1	3	4	9	4	0	6	0	0
	%	100.00%	91.50%	03.44%	05.07%	00.69%	00.00%	00.00%	00.07%	00.02%	00.07%	00.09%	00.21%	00.09%	00.00%	00.14%	00.00%	00.00%
VN-K/15	#	262	235	8	19	4	0	0	0	0	0	0	0	2	0	2	0	0
	%	100.00%	89.69%	03.05%	07.25%	01.53%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.76%	00.00%	00.76%	00.00%	00.00%
AD-L/15	#	588	548	15	25	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	93.20%	02.55%	04.25%	00.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.17%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/15	#	68	66	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	97.06%	00.00%	02.94%	01.47%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.47%	00.00%	00.00%	00.00%	00.00%
AD-Q/15	#	2	2	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%
SR-X/15	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/99	#	4	4	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%
EX-W/0	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/15	#	29	23	5	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	79.31%	17.24%	03.45%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.45%	00.00%	00.00%
VC-U/16	#	30	26	2	2	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	86.67%	06.67%	06.67%	03.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.33%	00.00%	00.00%	00.00%	00.00%
VC-U/17	#	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	00.00%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/18	#	3	3	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%
VC-U/19	#	2	2	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%
VC-U/20	#	11	10	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.91%	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#																	
Relevant Applicant Pool	%	100.00%	86.47%	03.98%	09.55%	01.25%	00.00%	00.02%	00.05%	00.10%	00.09%	00.08%	00.24%	00.13%	00.00%	00.50%	00.00%	00.04%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	427	361	20	46	3	0	0	0	1	0	0	1	0	0	1	0	0
	%	100.00	84.54	04.68	10.77	00.70	00.00	00.00	00.00	00.23	00.00	00.00	00.23	00.00	00.00	00.23	00.00	00.00
New Hires																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	283	225	49	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	79.51%	17.31%	03.18%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Managers	#	16,307	14,101	649	1,557	204	0	4	8	17	14	13	39	22	0	81	0	6
	%	100.00%	86.47%	03.98%	09.55%	01.25%	00.00%	00.02%	00.05%	00.10%	00.09%	00.08%	00.24%	00.13%	00.00%	00.50%	00.00%	00.04%
GS-A/13	#	7,101	5,908	331	862	135	0	3	5	13	7	8	25	12	0	59	0	3
	%	100.00%	83.20%	04.66%	12.14%	01.90%	00.00%	00.04%	00.07%	00.18%	00.10%	00.11%	00.35%	00.17%	00.00%	00.83%	00.00%	00.04%
GS-A/14	#	4,217	3,636	205	376	38	0	0	1	3	5	2	11	3	0	13	0	0
	%	100.00%	86.22%	04.86%	08.92%	00.90%	00.00%	00.00%	00.02%	00.07%	00.12%	00.05%	00.26%	00.07%	00.00%	00.31%	00.00%	00.00%
GM-B/13	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/13	#	24	21	1	2	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	87.50%	04.17%	08.33%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.17%
WS-3/14	#	21	17	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.95%	04.76%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/13	#	3,805	3,486	80	239	24	0	1	1	0	2	2	3	5	0	8	0	2
	%	100.00%	91.62%	02.10%	06.28%	00.63%	00.00%	00.03%	00.03%	00.00%	00.05%	00.05%	00.08%	00.13%	00.00%	00.21%	00.00%	00.05%
VN-K/14	#	1,002	912	26	64	5	0	0	1	1	0	1	0	1	0	1	0	0
	%	100.00%	91.02%	02.59%	06.39%	00.50%	00.00%	00.00%	00.10%	00.10%	00.00%	00.10%	00.00%	00.10%	00.00%	00.10%	00.00%	00.00%
AD-M/13	#	19	17	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.47%	10.53%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/14	#	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/13	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/14	#	34	32	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.12%	02.94%	02.94%	00.00%	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 B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
AD-Q/13	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	100.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00
VC-U/13	#	33	29	0	4	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00	87.88	00.00	12.12	03.03	00.00	00.00	00.00	00.00	00.00	00.00	00.00	03.03	00.00	00.00	00.00	00.00
VC-U/14	#	35	30	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00	85.71	02.86	11.43	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00	00.00
Internal Competitive Promotions																		
Vacancy Announcements	#																	
Relevant Applicant Pool	%	100.00%	78.99%	05.70%	15.31%	02.87%	00.00%	00.12%	00.10%	00.09%	00.08%	00.16%	00.21%	00.17%	00.09%	01.77%	00.03%	00.06%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,838	2,344	130	364	53	0	3	1	4	3	3	8	3	0	27	0	1
	%	100.00%	82.59%	04.58%	12.83%	01.87%	00.00%	00.11%	00.04%	00.14%	00.11%	00.11%	00.28%	00.11%	00.00%	00.95%	00.00%	00.04%
New Hires																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	320	234	60	26	6	0	0	0	0	0	0	0	0	0	6	0	0
	%	100.00%	73.13%	18.75%	08.13%	01.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.88%	00.00%	00.00%
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Supervisors	#	18,107	14,302	1,032	2,773	520	0	22	18	17	14	29	38	30	16	320	5	11
	%	100.00%	78.99%	05.70%	15.31%	02.87%	00.00%	00.12%	00.10%	00.09%	00.08%	00.16%	00.21%	00.17%	00.09%	01.77%	00.03%	00.06%
GS-A/5	#	25	10	5	10	1	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	40.00%	20.00%	40.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%	00.00%	00.00%
GS-A/6	#	74	57	5	12	4	0	0	0	0	0	0	0	2	0	2	0	0
	%	100.00%	77.03%	06.76%	16.22%	05.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.70%	00.00%	02.70%	00.00%	00.00%
GS-A/7	#	570	419	46	105	20	0	2	0	1	0	1	2	0	1	13	0	0
	%	100.00%	73.51%	08.07%	18.42%	03.51%	00.00%	00.35%	00.00%	00.18%	00.00%	00.18%	00.35%	00.00%	00.18%	02.28%	00.00%	00.00%
GS-A/8	#	1,956	1,611	86	259	41	0	4	1	0	1	4	7	4	1	19	0	0
	%	100.00%	82.36%	04.40%	13.24%	02.10%	00.00%	00.20%	00.05%	00.00%	00.05%	00.20%	00.36%	00.20%	00.05%	00.97%	00.00%	00.00%
GS-A/9	#	1,346	1,078	66	202	29	0	2	2	2	0	2	2	0	1	17	0	1
	%	100.00%	80.09%	04.90%	15.01%	02.15%	00.00%	00.15%	00.15%	00.15%	00.00%	00.15%	00.15%	00.00%	00.07%	01.26%	00.00%	00.07%
GS-A/10	#	481	426	17	38	3	0	0	0	0	1	0	1	0	0	1	0	0

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	88.57%	03.53%	07.90%	00.62%	00.00%	00.00%	00.00%	00.00%	00.21%	00.00%	00.21%	00.00%	00.00%	00.21%	00.00%	00.00%
GS-A/11	#	2,361	1,840	126	395	85	0	3	3	1	3	5	5	5	1	56	2	1
	%	100.00%	77.93%	05.34%	16.73%	03.60%	00.00%	00.13%	00.13%	00.04%	00.13%	00.21%	00.21%	00.21%	00.04%	02.37%	00.08%	00.04%
GS-A/12	#	5,104	4,102	293	709	118	0	3	2	10	8	12	12	7	2	58	1	3
	%	100.00%	80.37%	05.74%	13.89%	02.31%	00.00%	00.06%	00.04%	00.20%	00.16%	00.24%	00.24%	00.14%	00.04%	01.14%	00.02%	00.06%
WG-1/2	#	3	3	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%
WG-1/8	#	2	2	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%
WG-1/10	#	3	3	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%
WL-2/1	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/2	#	437	247	51	139	37	0	1	2	0	0	3	2	2	2	24	1	0
	%	100.00%	56.52%	11.67%	31.81%	08.47%	00.00%	00.23%	00.46%	00.00%	00.00%	00.69%	00.46%	00.46%	00.46%	05.49%	00.23%	00.00%
WL-2/3	#	85	54	5	26	8	0	0	0	0	0	0	1	1	0	6	0	0
	%	100.00%	63.53%	05.88%	30.59%	09.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.18%	01.18%	00.00%	07.06%	00.00%	00.00%
WL-2/4	#	66	49	5	12	5	0	0	0	0	0	0	0	1	0	4	0	0
	%	100.00%	74.24%	07.58%	18.18%	07.58%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.52%	00.00%	06.06%	00.00%	00.00%
WL-2/5	#	39	26	4	9	3	0	0	0	0	1	0	0	0	0	2	0	0
	%	100.00%	66.67%	10.26%	23.08%	07.69%	00.00%	00.00%	00.00%	00.00%	02.56%	00.00%	00.00%	00.00%	00.00%	05.13%	00.00%	00.00%
WL-2/6	#	78	47	8	23	10	0	0	1	0	0	0	2	0	2	4	0	1
	%	100.00%	60.26%	10.26%	29.49%	12.82%	00.00%	00.00%	01.28%	00.00%	00.00%	00.00%	02.56%	00.00%	02.56%	05.13%	00.00%	01.28%
WL-2/7	#	20	15	2	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	75.00%	10.00%	15.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	05.00%	00.00%	00.00%
WL-2/8	#	63	39	2	22	4	0	0	0	0	0	0	0	0	0	4	0	0
	%	100.00%	61.90%	03.17%	34.92%	06.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.35%	00.00%	00.00%

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
WL-2/9	#	44	28	8	8	2	0	1	0	0	0	0	0	0	0	1	0	0
	%	100.00%	63.64%	18.18%	18.18%	04.55%	00.00%	02.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.27%	00.00%	00.00%
WL-2/10	#	170	123	13	34	5	0	0	1	0	0	0	1	0	0	3	0	0
	%	100.00%	72.35%	07.65%	20.00%	02.94%	00.00%	00.00%	00.59%	00.00%	00.00%	00.00%	00.59%	00.00%	00.00%	01.76%	00.00%	00.00%
WL-2/11	#	29	22	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.86%	13.79%	10.34%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/1	#	27	13	2	12	7	0	0	0	0	0	0	0	1	0	4	0	2
	%	100.00%	48.15%	07.41%	44.44%	25.93%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	00.00%	14.81%	00.00%	07.41%
WS-3/2	#	854	510	65	279	78	0	4	3	1	0	0	1	3	3	61	0	2
	%	100.00%	59.72%	07.61%	32.67%	09.13%	00.00%	00.47%	00.35%	00.12%	00.00%	00.00%	00.12%	00.35%	00.35%	07.14%	00.00%	00.23%
WS-3/3	#	396	280	33	83	11	0	0	1	0	0	0	0	1	1	8	0	0
	%	100.00%	70.71%	08.33%	20.96%	02.78%	00.00%	00.00%	00.25%	00.00%	00.00%	00.00%	00.00%	00.25%	00.25%	02.02%	00.00%	00.00%
WS-3/4	#	165	111	19	35	9	0	1	0	0	0	1	1	0	0	6	0	0
	%	100.00%	67.27%	11.52%	21.21%	05.45%	00.00%	00.61%	00.00%	00.00%	00.00%	00.61%	00.61%	00.00%	00.00%	03.64%	00.00%	00.00%
WS-3/5	#	138	107	4	27	7	0	1	1	0	0	0	0	0	0	5	0	0
	%	100.00%	77.54%	02.90%	19.57%	05.07%	00.00%	00.72%	00.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.62%	00.00%	00.00%
WS-3/6	#	141	106	10	25	3	0	0	0	0	0	0	1	0	1	1	0	0
	%	100.00%	75.18%	07.09%	17.73%	02.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.71%	00.00%	00.71%	00.71%	00.00%	00.00%
WS-3/7	#	65	57	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.69%	00.00%	12.31%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/8	#	154	121	10	23	3	0	0	0	1	0	0	0	1	0	1	0	0
	%	100.00%	78.57%	06.49%	14.94%	01.95%	00.00%	00.00%	00.00%	00.65%	00.00%	00.00%	00.00%	00.65%	00.00%	00.65%	00.00%	00.00%
WS-3/9	#	189	155	6	28	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	82.01%	03.17%	14.81%	01.06%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.06%	00.00%	00.00%
WS-3/10	#	380	285	20	75	7	0	0	1	0	0	0	0	0	0	6	0	0
	%	100.00%	75.00%	05.26%	19.74%	01.84%	00.00%	00.00%	00.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.58%	00.00%	00.00%
WS-3/11	#	69	51	7	11	1	0	0	0	0	0	0	0	0	0	1	0	0

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	73.91%	10.14%	15.94%	01.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.45%	00.00%	00.00%
WS-3/12	#	26	19	1	6	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	73.08%	03.85%	23.08%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.85%	00.00%	00.00%
NA-5/2	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/3	#	5	5	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%
NL-6/4	#	9	9	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%
NL-6/5	#	10	8	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/6	#	3	3	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%
NL-6/7	#	3	3	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%
NS-7/1	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/2	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/3	#	3	3	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%
NS-7/4	#	24	24	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%
NS-7/5	#	8	6	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	12.50%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/6	#	16	15	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.75%	00.00%	06.25%	00.00%	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 B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
NS-7/7	#	5	5	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%
VN-K/2	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/3	#	24	20	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	08.33%	08.33%	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%
VN-K/4	#	13	10	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	76.92%	15.38%	07.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/5	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/8	#	115	105	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.30%	04.35%	04.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/11	#	1,901	1,710	73	118	12	0	0	0	1	0	1	0	1	0	8	0	1
	%	100.00%	89.95%	03.84%	06.21%	00.63%	00.00%	00.00%	00.00%	00.05%	00.00%	00.05%	00.00%	00.05%	00.00%	00.42%	00.00%	00.05%
AD-M/3	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/8	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/11	#	19	18	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.74%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/12	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-Q/12	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/3	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/4	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
	%	100.00%	00.00%	00.00%	100.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/5	#	26	18	5	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	69.23%	19.23%	11.54%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/6	#	14	13	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.86%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/7	#	9	8	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	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%	00.00%
VC-U/8	#	31	27	2	2	1	0	0	0	0	0	0	0	0	0	0	1	0
	%	100.00%	87.10%	06.45%	06.45%	03.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.23%	00.00%
VC-U/9	#	30	28	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.33%	00.00%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/10	#	47	43	1	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	91.49%	02.13%	06.38%	02.13%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.13%	00.00%	00.00%
VC-U/11	#	120	108	8	4	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	90.00%	06.67%	03.33%	00.83%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.83%	00.00%	00.00%	00.00%	00.00%
VC-U/12	#	41	37	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.24%	04.88%	04.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AL-C/3	#	54	47	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.04%	03.70%	09.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#																	
Relevant Applicant Pool	%	100.00%	80.89%	06.92%	12.19%	02.39%	00.02%	00.10%	00.20%	00.10%	00.06%	00.14%	00.18%	00.16%	00.06%	01.30%	00.02%	00.05%
Internal Applications	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified Internal Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Management Positions		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,173	4,057	305	811	177	0	8	9	4	4	9	8	12	4	118	0	1
	%	100.00	78.43	05.90	15.68	03.42	00.00	00.15	00.17	00.08	00.08	00.17	00.15	00.23	00.08	02.28	00.00	00.02
New Hires																		
Vacancy Announcements	#																	
Voluntarily Identified Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Qualified External Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Referred Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,090	812	179	99	16	0	3	1	0	0	1	0	0	0	11	0	0
	%	100.00%	74.50%	16.42%	09.08%	01.47%	00.00%	00.28%	00.09%	00.00%	00.00%	00.09%	00.00%	00.00%	00.00%	01.01%	00.00%	00.00%
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and manila residents.
The Executives include grades 15, 16, 17, 18, 19, 0 (SES) and 99 (Executive Pay Act). Managers include grades 13 and 14. Supervisors include grades 1 to 12. These categories also include a supervisory level greater than 0.
The relevant applicant pool consists of employees that make up the applicant pool. For example, the relevant applicant pool for executives is managers.
Totals for this table may not match totals from other MD-715 tables due to missing occupation codes coming from HR Smart.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.
*** These data are not available.

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Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Recognition and Awards		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
Permanent Workforce	#	399,391	152,605	246,786	12,363	15,819	89,316	136,247	34,338	66,440	12,665	21,531	735	1,161	2,270	3,841	918	1,747
	%	100.00%	38.21%	61.79%	03.10%	03.96%	22.36%	34.11%	08.60%	16.64%	03.17%	05.39%	00.18%	00.29%	00.57%	00.96%	00.23%	00.44%
Time Off Awards																		
Time-off Awards: 1-10 hours	#	43,142	20,121	23,021	1,489	1,273	12,358	12,532	4,563	7,040	1,112	1,425	106	112	402	512	91	127
	%	100.00%	46.64%	53.36%	03.45%	02.95%	28.64%	29.05%	10.58%	16.32%	02.58%	03.30%	00.25%	00.26%	00.93%	01.19%	00.21%	00.29%
Total Hours	#	312,117	148,057	164,060	11,148	9,618	91,173	89,720	32,970	49,144	8,220	9,996	791	807	3,071	3,857	684	918
Average Hours	#	7.23	7.36	7.13	7.49	7.56	7.38	7.16	7.23	6.98	7.39	7.01	7.46	7.21	7.64	7.53	7.52	7.23
Time-off Awards: 11-20 hours	#	4,870	2,102	2,768	118	141	1,392	1,474	444	781	108	307	14	13	20	40	6	12
	%	100.01%	43.16%	56.85%	02.42%	02.90%	28.58%	30.27%	09.12%	16.04%	02.22%	06.30%	00.29%	00.27%	00.41%	00.82%	00.12%	00.25%
Total Hours	#	74,553	31,295	43,258	1,715	2,218	20,764	23,064	6,651	12,283	1,583	4,703	193	186	309	620	80	184
Average Hours	#	15.31	14.89	15.63	14.53	15.73	14.92	15.65	14.98	15.73	14.66	15.32	13.79	14.31	15.45	15.50	13.33	15.33
Time-off Awards: 21-30 hours	#	2,319	1,051	1,268	68	58	738	800	187	333	44	56	0	4	10	12	4	5
	%	99.99%	45.31%	54.68%	02.93%	02.50%	31.82%	34.50%	08.06%	14.36%	01.90%	02.41%	00.00%	00.17%	00.43%	00.52%	00.17%	00.22%
Total Hours	#	56,199	25,446	30,753	1,639	1,420	17,895	19,365	4,521	8,087	1,055	1,360	0	101	240	300	96	120
Average Hours	#	24.23	24.21	24.25	24.10	24.48	24.25	24.21	24.18	24.29	23.98	24.29	0.00	25.25	24.00	25.00	24.00	24.00
Time-off Awards: 31-40 hours	#	2,548	1,110	1,438	58	69	820	1,063	144	236	59	40	7	3	20	19	2	8
	%	100.00%	43.56%	56.44%	02.28%	02.71%	32.18%	41.72%	05.65%	09.26%	02.32%	01.57%	00.27%	00.12%	00.78%	00.75%	00.08%	00.31%
Total Hours	#	93,016	41,997	51,019	2,244	2,472	30,983	37,475	5,494	8,480	2,224	1,480	240	104	740	720	72	288
Average Hours	#	36.51	37.84	35.48	38.69	35.83	37.78	35.25	38.15	35.93	37.69	37.00	34.29	34.67	37.00	37.89	36.00	36.00
Time-off Awards: 41 or more hours	#	3	2	1	0	0	2	0	0	1	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	33.33%	00.00%	00.00%	66.67%	00.00%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Hours	#	162	114	48	0	0	114	0	0	48	0	0	0	0	0	0	0	0
Average Hours	#	54.00	57.00	48.00	0.00	0.00	57.00	0.00	0.00	48.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards																		
Cash Awards: $500 and Under	#	99,972	37,503	62,469	2,679	3,298	22,427	35,742	9,280	17,549	2,273	4,497	160	245	497	820	187	318
	%	100.00%	37.51%	62.49%	02.68%	03.30%	22.43%	35.75%	09.28%	17.55%	02.27%	04.50%	00.16%	00.25%	00.50%	00.82%	00.19%	00.32%

Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Recognition and Awards		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races/Undisclosed	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Total Amount	$	33,620,695	12,432,650	21,188,045	941,259	1,149,403	7,297,557	12,069,832	3,149,721	5,929,709	769,673	1,567,061	49,400	85,408	160,689	281,785	64,350	104,848
Average Amount	$	336.30	331.51	339.18	351.35	348.52	325.39	337.69	339.41	337.89	338.62	348.47	308.75	348.60	323.32	343.64	344.12	329.71
Cash Awards: $501-$999	#	112,772	40,661	72,111	3,829	5,102	24,252	42,521	8,909	17,474	2,687	5,267	215	384	606	1,024	163	339
	%	100.00%	36.06%	63.94%	03.40%	04.52%	21.51%	37.71%	07.90%	15.49%	02.38%	04.67%	00.19%	00.34%	00.54%	00.91%	00.14%	00.30%
Total Amount	$	83,552,359	30,198,211	53,354,148	2,868,134	3,808,991	18,000,000	31,319,929	6,591,108	13,010,467	2,000,925	3,911,241	157,533	285,654	457,337	762,827	123,173	255,039
Average Amount	$	740.90	742.68	739.89	749.06	746.57	742.21	736.58	739.83	744.56	744.67	742.59	732.71	743.89	754.68	744.95	755.66	752.33
Cash Awards: $1000-$1999	#	111,737	41,112	70,625	3,801	5,364	25,158	41,806	8,287	16,492	2,937	5,407	188	256	558	987	183	313
	%	100.00%	36.80%	63.20%	03.40%	04.80%	22.52%	37.41%	07.42%	14.76%	02.63%	04.84%	00.17%	00.23%	00.50%	00.88%	00.16%	00.28%
Total Amount	$	134,622,384	49,523,324	85,099,059	4,563,351	6,540,177	30,446,809	50,462,843	9,767,410	19,580,525	3,613,699	6,651,759	225,641	307,632	687,366	1,187,984	219,049	368,140
Average Amount	$	1,204.81	1,204.60	1,204.94	1,200.57	1,219.27	1,210.22	1,207.07	1,178.64	1,187.27	1,230.40	1,230.21	1,200.22	1,201.69	1,231.84	1,203.63	1,196.99	1,176.17
Cash Awards: $2000-$2999	#	20,525	7,406	13,119	912	1,301	4,494	7,723	1,238	2,624	594	1,199	30	50	106	174	32	48
	%	100.00%	36.09%	63.91%	04.44%	06.34%	21.90%	37.63%	06.03%	12.78%	02.89%	05.84%	00.15%	00.24%	00.52%	00.85%	00.16%	00.23%
Total Amount	$	45,423,886	16,378,998	29,044,888	1,956,988	2,750,498	10,034,235	17,266,454	2,707,516	5,830,271	1,309,194	2,609,819	64,880	108,249	237,674	374,039	68,511	105,559
Average Amount	$	2,213.10	2,211.58	2,213.96	2,145.82	2,114.14	2,232.81	2,235.72	2,187.01	2,221.90	2,204.03	2,176.66	2,162.68	2,164.97	2,242.21	2,149.65	2,140.97	2,199.14
Cash Awards: $3000-$3999	#	9,344	3,539	5,805	432	491	2,172	3,240	500	1,358	371	592	13	30	38	61	13	33
	%	99.98%	37.87%	62.11%	04.62%	05.25%	23.24%	34.67%	05.35%	14.53%	03.97%	06.34%	00.14%	00.32%	00.41%	00.65%	00.14%	00.35%
Total Amount	$	29,572,545	11,337,954	18,234,590	1,337,196	1,507,269	6,982,764	10,184,189	1,613,673	4,271,320	1,201,282	1,885,724	41,553	91,082	120,058	192,203	41,427	102,803
Average Amount	$	3,164.87	3,203.72	3,141.19	3,095.36	3,069.80	3,214.90	3,143.27	3,227.35	3,145.30	3,237.96	3,185.34	3,196.38	3,036.05	3,159.43	3,150.86	3,186.69	3,115.26
Cash Awards: $4000-$4999	#	2,232	905	1,327	92	96	571	763	148	343	75	103	1	0	10	12	8	10
	%	99.99%	40.54%	59.45%	04.12%	04.30%	25.58%	34.18%	06.63%	15.37%	03.36%	04.61%	00.04%	00.00%	00.45%	00.54%	00.36%	00.45%
Total Amount	$	9,128,656	3,702,792	5,425,864	379,248	396,465	2,332,271	3,118,368	605,967	1,398,392	306,098	423,496	4,000	0	41,000	48,250	34,208	40,893
Average Amount	$	4,089.90	4,091.48	4,088.82	4,122.26	4,129.84	4,084.54	4,086.98	4,094.37	4,076.94	4,081.31	4,111.61	4,000.00	0.00	4,100.00	4,020.83	4,276.00	4,089.30
	#	5,762	2,273	3,489	266	361	1,399	1,852	395	891	162	277	6	14	38	79	7	15

Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Recognition and Awards		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
Cash Awards: $5000 or more	%	100.00%	39.45%	60.55%	04.62%	06.27%	24.28%	32.14%	06.86%	15.46%	02.81%	04.81%	00.10%	00.24%	00.66%	01.37%	00.12%	00.26%
Total Amount	$	37,454,258	15,421,435	22,032,823	1,542,914	2,038,588	10,063,469	12,084,667	2,494,047	5,558,002	1,009,789	1,644,997	37,500	91,031	237,765	519,363	35,950	96,176
Average Amount	$	6,500.22	6,784.62	6,314.94	5,800.43	5,647.06	7,193.33	6,525.20	6,314.04	6,237.94	6,233.27	5,938.62	6,250.00	6,502.21	6,256.97	6,574.22	5,135.71	6,411.73
Other Awards																		
Quality Step Increases (QSI)	#	1,388	587	801	35	44	401	499	96	168	45	73	0	5	6	12	4	0
	%	99.99%	42.29%	57.70%	02.52%	03.17%	28.89%	35.95%	06.92%	12.10%	03.24%	05.26%	00.00%	00.36%	00.43%	00.86%	00.29%	00.00%
Total Benefit	$	3,249,808	1,344,720	1,905,088	74,498	113,864	959,683	1,199,135	184,435	350,366	104,480	208,240	0	13,360	12,880	20,123	8,744	0
Average Benefit	$	2,341.36	2,290.83	2,378.39	2,128.51	2,587.82	2,393.22	2,403.08	1,921.20	2,085.51	2,321.78	2,852.60	0.00	2,672.00	2,146.67	1,676.92	2,186.00	0.00
Performance Based Pay Increase	#	712	345	367	33	54	234	194	52	68	19	40	0	4	3	6	4	1
	%	99.99%	48.45%	51.54%	04.63%	07.58%	32.87%	27.25%	07.30%	09.55%	02.67%	05.62%	00.00%	00.56%	00.42%	00.84%	00.56%	00.14%
Total Benefit	$	2,235,576	1,176,714	1,058,862	39,896	40,230	946,050	664,613	134,867	174,337	47,370	136,967	0	11,752	8,531	25,835	0	5,128
Average Benefit	$	3,139.85	3,410.77	2,885.18	1,208.97	745.00	4,042.95	3,425.84	2,593.60	2,563.78	2,493.16	3,424.18	0.00	2,938.00	2,843.67	4,305.83	0.00	5,128.00

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Time off awards include NOA codes 846 and 847. Cash Awards include NOA codes 840, 841, 842, 843, 844, 845, 848, 849, 871, 879. Quality Step Increases include NOA code 892. Performance based pay increase include NOA codes 890, 891 and 896.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.
*** These data are not available.

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Table B9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Recognition and Awards		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Permanent Workforce	#	399,391	324,342	26,697	48,352	9,316	77	395	752	401	242	529	732	621	230	5,077	63	197
	%	100.00%	81.21%	06.68%	12.11%	02.33%	00.02%	00.10%	00.19%	00.10%	00.06%	00.13%	00.18%	00.16%	00.06%	01.27%	00.02%	00.05%
Time Off Awards																		
Time-off Awards: 1-10 hours	#	43,142	31,567	3,288	8,287	1,524	7	96	99	59	44	97	158	69	19	836	11	29
	%	100.00%	73.17%	07.62%	19.21%	03.53%	00.02%	00.22%	00.23%	00.14%	00.10%	00.22%	00.37%	00.16%	00.04%	01.94%	00.03%	00.07%
Total Hours	#	312,117	226,740	24,322	61,055	11,116	44	710	716	412	333	724	1,144	528	116	6,093	72	224
Average Hours	#	7.23	7.18	7.40	7.37	7.29	6.29	7.40	7.23	6.98	7.57	7.46	7.24	7.65	6.11	7.29	6.55	7.72
Time-off Awards: 11-20 hours	#	4,870	3,935	287	648	108	1	5	10	5	2	7	12	8	0	50	2	6
	%	100.00%	80.80%	05.89%	13.31%	02.22%	00.02%	00.10%	00.21%	00.10%	00.04%	00.14%	00.25%	00.16%	00.00%	01.03%	00.04%	00.12%
Total Hours	#	74,553	60,443	4,353	9,757	1,593	16	74	144	76	34	104	175	116	0	720	32	102
Average Hours	#	15.31	15.36	15.17	15.06	14.75	16.00	14.80	14.40	15.20	17.00	14.86	14.58	14.50	0.00	14.40	16.00	17.00
Time-off Awards: 21-30 hours	#	2,319	1,733	177	409	51	0	0	1	0	1	9	3	5	0	31	0	1
	%	100.00%	74.73%	07.63%	17.64%	02.20%	00.00%	00.00%	00.04%	00.00%	00.04%	00.39%	00.13%	00.22%	00.00%	01.34%	00.00%	00.04%
Total Hours	#	56,199	41,970	4,314	9,915	1,233	0	0	24	0	24	222	72	120	0	747	0	24
Average Hours	#	24.23	24.22	24.37	24.24	24.18	0.00	0.00	24.00	0.00	24.00	24.67	24.00	24.00	0.00	24.10	0.00	24.00
Time-off Awards: 31-40 hours	#	2,548	1,983	174	391	51	1	5	2	7	1	2	11	5	0	16	0	1
	%	100.00%	77.83%	06.83%	15.35%	02.00%	00.04%	00.20%	00.08%	00.27%	00.04%	00.08%	00.43%	00.20%	00.00%	00.63%	00.00%	00.04%
Total Hours	#	93,016	72,131	6,476	14,409	1,860	36	196	64	260	40	68	408	184	0	572	0	32
Average Hours	#	36.51	36.37	37.22	36.85	36.47	36.00	39.20	32.00	37.14	40.00	34.00	37.09	36.80	0.00	35.75	0.00	32.00
Time-off Awards: 41 or more hours	#	3	1	0	2	1	0	0	0	0	1	0	0	0	0	0	0	0
	%	100.00%	33.33%	00.00%	66.67%	33.33%	00.00%	00.00%	00.00%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Hours	#	162	48	0	114	48	0	0	0	0	48	0	0	0	0	0	0	0
Average Hours	#	54.00	48.00	0.00	57.00	48.00	0.00	0.00	0.00	0.00	48.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards																		

Table B9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Recognition and Awards		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Cash Awards: $500 and Under	#	99,972	81,431	5,136	13,405	2,653	14	96	196	98	69	173	190	205	80	1,467	16	49
	%	100.00%	81.45%	05.14%	13.41%	02.65%	00.01%	00.10%	00.20%	00.10%	00.07%	00.17%	00.19%	00.21%	00.08%	01.47%	00.02%	00.05%
Total Amount	$	33,620,695	27,510,679	1,690,302	4,419,713	889,271	5,136	31,737	67,274	31,833	23,304	58,323	59,126	65,481	30,191	496,336	5,560	14,970
Average Amount	$	336.30	337.84	329.11	329.71	335.19	366.84	330.60	343.23	324.82	337.74	337.13	311.19	319.42	377.39	338.33	347.50	305.50
Cash Awards: $501-$999	#	112,772	92,710	5,280	14,782	2,653	13	105	195	107	60	132	213	164	56	1,529	18	61
	%	100.00%	82.21%	04.68%	13.11%	02.35%	00.01%	00.09%	00.17%	00.09%	00.05%	00.12%	00.19%	00.15%	00.05%	01.36%	00.02%	00.05%
Total Amount	$	83,552,359	68,669,668	3,906,960	10,975,732	1,950,901	9,654	72,777	140,935	79,531	45,811	97,128	160,033	120,509	41,001	1,124,090	13,091	46,339
Average Amount	$	740.90	740.69	739.95	742.51	735.36	742.62	693.12	722.74	743.28	763.52	735.82	751.33	734.81	732.16	735.18	727.27	759.66
Cash Awards: $1000-$1999	#	111,737	93,978	4,945	12,814	2,233	8	60	155	102	78	146	202	162	36	1,218	21	45
	%	100.00%	84.11%	04.43%	11.47%	02.00%	00.01%	00.05%	00.14%	00.09%	00.07%	00.13%	00.18%	00.14%	00.03%	01.09%	00.02%	00.04%
Total Amount	$	134,622,384	113,475,023	5,915,237	15,232,124	2,619,644	10,669	68,410	175,137	121,142	97,310	168,606	243,418	194,863	41,290	1,420,027	25,819	52,954
Average Amount	$	1,204.81	1,207.46	1,196.21	1,188.71	1,173.15	1,333.63	1,140.16	1,129.92	1,187.66	1,247.56	1,154.84	1,205.04	1,202.86	1,146.93	1,165.87	1,229.45	1,176.75
Cash Awards: $2000-$2999	#	20,525	17,816	797	1,912	289	0	13	22	17	9	12	26	31	3	152	0	4
	%	100.00%	86.80%	03.88%	09.32%	01.41%	00.00%	00.06%	00.11%	00.08%	00.04%	00.06%	00.13%	00.15%	00.01%	00.74%	00.00%	00.02%
Total Amount	$	45,423,886	39,462,019	1,755,474	4,206,392	630,371	0	26,640	49,272	37,113	19,483	26,344	59,390	66,359	6,000	329,807	0	9,962
Average Amount	$	2,213.10	2,214.98	2,202.60	2,200.00	2,181.21	0.00	2,049.22	2,239.65	2,183.11	2,164.80	2,195.34	2,284.23	2,140.63	2,000.00	2,169.79	0.00	2,490.41
Cash Awards: $3000-$3999	#	9,344	8,288	379	677	98	1	2	5	7	6	6	10	14	2	44	0	1
	%	100.00%	88.70%	04.06%	07.25%	01.05%	00.01%	00.02%	00.05%	00.07%	00.06%	00.06%	00.11%	00.15%	00.02%	00.47%	00.00%	00.01%
Total Amount	$	29,572,545	26,228,962	1,208,371	2,135,212	308,947	3,500	6,200	16,500	22,500	18,950	19,000	31,500	43,244	6,500	138,053	0	3,000
Average Amount	$	3,164.87	3,164.69	3,188.31	3,153.93	3,152.52	3,500.00	3,100.00	3,300.00	3,214.29	3,158.33	3,166.67	3,150.00	3,088.86	3,250.00	3,137.57	0.00	3,000.00
	#	2,232	2,001	77	154	30	0	2	3	1	0	2	1	4	1	12	1	3

Table B9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2021

All VA Recognition and Awards		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
			No Disability (05)	Not Identified (01)	Disability (02-03, 06-99)	Persons With Targeted Disability	Developmental Disability (02)	Traumatic Brain Injury (03)	Deaf or Serious Difficulty Hearing (19)	Blind or Serious Difficulty Seeing (20)	Missing Extremities (31)	Significant Mobility Impairment (40)	Partial or Complete Paralysis (60)	Epilepsy or Other Seizure Disorders (82)	Intellectual Disability (90)	Significant Psychiatric Disorder (91)	Dwarfism (92)	Significant Disfigurement (93)
Cash Awards: $4000-$4999	%	100.00%	89.65%	03.45%	06.90%	01.34%	00.00%	00.09%	00.13%	00.04%	00.00%	00.09%	00.04%	00.18%	00.04%	00.54%	00.04%	00.13%
Total Amount	$	9,128,656	8,176,522	314,793	637,341	123,190	0	8,000	12,250	4,000	0	8,000	4,000	17,196	4,250	48,994	4,500	12,000
Average Amount	$	4,089.90	4,086.22	4,088.22	4,138.58	4,106.35	0.00	4,000.00	4,083.33	4,000.00	0.00	4,000.00	4,000.00	4,299.10	4,250.00	4,082.83	4,500.00	4,000.00
Cash Awards: $5000 or more	#	5,762	5,054	212	496	84	0	2	2	2	6	8	10	2	0	46	0	6
	%	100.00%	87.71%	03.68%	08.61%	01.46%	00.00%	00.03%	00.03%	00.03%	00.10%	00.14%	00.17%	00.03%	00.00%	00.80%	00.00%	00.10%
Total Amount	$	37,454,258	32,872,473	1,498,190	3,083,594	506,397	0	10,000	10,000	10,000	42,287	52,500	69,312	10,000	0	271,298	0	31,000
Average Amount	$	6,500.22	6,504.25	7,066.94	6,216.92	6,028.54	0.00	5,000.00	5,000.00	5,000.00	7,047.83	6,562.50	6,931.20	5,000.00	0.00	5,897.78	0.00	5,166.67
Other Awards																		
Quality Step Increases (QSI)	#	1,388	1,123	79	186	26	0	0	1	0	1	3	3	2	0	15	0	1
	%	100.00%	80.91%	05.69%	13.40%	01.87%	00.00%	00.00%	00.07%	00.00%	00.07%	00.22%	00.22%	00.14%	00.00%	01.08%	00.00%	00.07%
Total Benefit	$	3,249,808	2,670,798	179,811	399,199	48,214	0	0	1,840	0	0	4,777	3,099	5,357	0	30,913	0	2,228
Average Benefit	$	2,341.36	2,378.27	2,276.09	2,146.23	1,854.38	0.00	0.00	1,840.00	0.00	0.00	1,592.33	1,033.00	2,678.50	0.00	2,060.87	0.00	2,228.00
Performance Based Pay Increase	#	712	643	24	45	3	0	0	0	0	1	0	1	0	0	1	0	0
	%	100.00%	90.31%	03.37%	06.32%	00.42%	00.00%	00.00%	00.00%	00.00%	00.14%	00.00%	00.14%	00.00%	00.00%	00.14%	00.00%	00.00%
Total Benefit	$	2,235,576	1,992,721	107,185	135,670	9,954	0	0	0	0	5,762	0	2,000	0	0	2,192	0	0
Average Benefit	$	3,139.85	3,099.10	4,466.04	3,014.89	3,318.00	0.00	0.00	0.00	0.00	5,762.00	0.00	2,000.00	0.00	0.00	2,192.00	0.00	0.00

Data shown include full-time, part-time and intermittent permanent employees in a pay status and exclude medical and Manila residents.
Time off awards include NOA codes 846 and 847. Cash Awards include NOA codes 840, 841, 842, 843, 844, 845, 848, 849, 871 and 879. Quality Step Increases include NOA code 892. Performance based pay increase include NOA codes 890, 891 and 896.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.
*** These data are not available.