U.S. Department of Veterans Affairs
Human Resources and Administration
Operations, Security and Preparedness
Office of Resolution Management, Diversity & Inclusion

Management Directive 715

FY 2022

Office of Resolution Management, Diversity and Inclusion
Office of Human Resources and Administration/Operations, Security and Preparedness

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	412,694	19,316	435,275[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 3,265 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	Victor LaGroon	Chief Diversity Officer		SES-00	202-461-4845	Victor.Lagroon@va.gov
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)	Tynnetta Lee	Departmental Federal Women’s Employment Program Manager		GS-00	202-489-6972	Tynetta.Lee@va.gov
Disability Program Manager (SEPM)	Roberto Rojo	Departmental People with Disabilities		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
		Program Manager				
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	M. Katherine Manderson	Director, Alternative Dispute Resolution		GS-00	202-503-7500	Mary.Manderson@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	Director, Office of Employment Discrimination Complaint Adjudication		SES-00	202-461-4050	Mary.Popiden@va.gov

EEO Program Staff	Name	Title	Occupational Series (xxxx)	Pay Plan and Grade (xx-xx)	Phone Number (xxx-xxx-xxxx)	Email Address
Other EEO Staff	Tynnetta Lee	Departmental Black/African American Program Manager		GS-00	202-489-6972	Tynnetta.Lee@va.gov
Other EEO Staff	Yvonne Rannels	Departmental Asian American/Native Hawaiian and Pacific Islander Program Manager		GS-00	202-461-4007	Yvonne.Rannels@va.gov
Other EEO Staff	Tynnetta Lee	Departmental American Indian Alaska Native Program Manager		GS-00	202-489-6972	Tynetta.Lee@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
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	
Strategic Plan	Yes	
Anti-Harassment Policy and Procedures	Yes	
Reasonable Accommodation Procedures	Yes	
Personal Assistance Services Procedures	Yes	Combined with the Reasonable Accommodation Procedures
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	

Did the agency submit the following optional documents?	Please respond Yes or No	Comments
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 National Cemetery Administration (NCA) honors Veterans and their eligible family members with final resting places in national shrines and with lasting tributes that commemorate their service and sacrifice to our Nation. NCA provides dignified burial services for Veterans and

eligible family members by maintaining more than 155 national cemeteries as national shrines in perpetuity. NCA also provides memorial benefits through the delivery of headstones, markers, and medallions worldwide. In addition, NCA's Veterans Legacy Memorial program allows for digital memorialization through the establishment of Veterans' webpages 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 issued an effective and up-to-date equal employment opportunity (EEO) policy statement that clearly communicated the Agency's commitment to EEO for all applicants and employees. 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 Management Directive (MD) 715, the EEO policy statement expresses VA's commitment to EEO, maintaining a workplace free of unlawful discrimination, harassment and retaliation and 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 statement 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 bystander intervention, alternative dispute resolution (ADR), reasonable and religious accommodations, limited English proficiency, language usage in the workplace and so much more.

Around the time of signature, the policy statement was 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, read and understand VA's 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 utilized various forums and methods to share their commitment to ensuring VA is a diverse and high-functioning organization. Town hall meetings, employee forums, videos and the VA Insider were used to address various topics including cultural observance months, social issues and equity and diversity initiatives. These continuous communications and open forums fostered employee engagement and recognized current social issues important to employees at all levels.

To keep the workforce informed and supported regarding harassment prevention, VA continues to release its "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 continues to be favorable. Additionally, VA continues to provide mandatory annual harassment prevention & accountability training via TMS 2.0. Lastly, VA's Harassment Prevention Program (HPP) Office conducted virtual monthly Harassment Prevention Awareness training, Senior Executive Service (SES) HPP briefings, Harassment Prevention Coordinator training, Bystander Intervention training and Sexual Harassment training for managers, supervisors and employees.

VA released a new handbook for reasonable accommodation (RA) procedures and personal assistance services (PAS). These procedures continue to be provided to all employees. The procedures can be found on VA's public facing website. Additionally, VA continued to conduct regular training sessions. During these training sessions and other information sessions, VA continued 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.

VHA provided strategic training on EEO topics focused on laws, policies and best practices to achieve EEO goals to Senior Executives, managers, supervisors, EEO professionals, stakeholders and employees.

VA continues to recognize employees, supervisors, managers and units demonstrating superior accomplishment in EEO. The Secretary's Annual Diversity and Inclusion (D&I) 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 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.

VHA launched a widespread Inclusivity Campaign. The purpose of this initiative was to model inclusive behaviors throughout VHA. Because everyone has the right to be respected and appreciated as valued members of the team, VHA wanted employees to create specific inclusive habits (fair, open, cooperative, supportive and empowering). The desired outcome of this campaign is to improve communication, build trust, encourage teamwork and sustain an inclusive environment that fosters a culture of dignity and respect.

VA continues to conduct an annual all-employee survey (AES). The response rate in fiscal year (FY) 2022 was 71%, an increase of 2% from the previous year 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. It is highly encouraged for Administrations and Staff Offices to create action plans based on their employees' feedback.

Element B – Integration of EEO into the Agency's Strategic Mission
VA's Office of Resolution Management, Diversity and Inclusion (ORMDI) controls all aspects of the EEO program except for issuing final agency decisions (FADs). 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. Due to attrition, ensuring sufficient staff to timely issue FADs continued to be a priority.

Additionally, there continued to be staffing shortages to administer the Departmental special emphasis programs.

During FY 2022, ORMDI's top priorities included the creation and fostering of a complete inclusive environment that is free from all discrimination or harassment, including lesbian, gay, bisexual, transgender, queer, or another related identity (LGBTQ+) status, including sexual orientation and gender identity. This was inclusive of ensuring that all employees and Veterans were made to feel safe and empowered to be their authentic selves in VA without fear of discrimination, retribution or disadvantage, and to be treated with the dignity and respect they deserve. In FY 2022, VA held its second annual "Virtual" Pride Month celebration consisting of over 40 virtual training events. The highlight of this celebration was the attendance and participation of the Secretary, who kicked off the event with opening remarks.

VA has made the use of pronouns optional in employee display names across active directories.

Pride VA Employee Resource Group and the VA LGBTQ+ Workgroup met with VHA's National Center for Organizational Development (NCOD) concerning the ambiguity in the wording of the LGBTQ+ questions on the AES. After several discussions, NCOD agreed to revise the questions to fully capture those gender identities that were previously omitted. Additionally, Pride VA developed 1-hour trainings for all VA employees and supervisors on LGBTQ+ topics.

VA continues to mandate the biennial EEO, Diversity, Equity and Inclusion Training for executives, managers and supervisors. When an employee becomes a manager or supervisor, this course is automatically assigned in TMS 2.0. This training provides participants 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 and PAS and conflict management.

Additionally, VA continued 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 provide participants with resources that could be used after the training.

NCA filled its first full-time diversity and inclusion position. This position focuses on all Inclusion, Diversity, Equity, and Access (I*DEA) related programs and initiatives for NCA.

Additionally, VBA's Office of Human Capital Services hired a full-time Diversity and Inclusion Specialist with responsibility of reinforcing diversity in the workplace and training hiring managers on how to recruit, hire, develop and retain a diverse workforce.

Element C – Management and Program Accountability
During FY 2022, ORMDI conducted seven virtual and three onsite Technical Assistance Reviews (TARs) 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 conducts interviews with senior leaders, EEO officials, human resources (HR) officials, special emphasis program managers (SEPMs), union officials, etc. Following a TAR, a report is issued which includes recommendations for consideration. The facility officials are requested to follow-up with an action plan for implementing the recommendations.

VHA has a similar program in place called EEO Program Assessments. During FY 2022, VHA was able to conduct one onsite assessment. The process included: validation of data obtained through quarterly self-reports; meetings and interviews with leadership, stakeholders and customers; analysis of complaint trends; provision of detailed reports outlining corrective actions and identified strong practices; and assistance with action plan development and goal fulfillment. Additionally, a detailed review of the facility's RA process and record system is conducted to ensure required personnel and provisions are in place to comply with disability laws and regulations.

On a quarterly basis, VHA monitors the status of the EEO programs at all their facilities around the country via an electronic survey. The survey provides a comprehensive view of field EEO programs, incorporates VHA specifics into MD-715 elements, assists EEO managers with achievement of goals, fulfills requirements for reviews of EEO programs at all VHA levels, is used to develop performance measures in senior executive performance plans and was cited as an industry best practice by the Equal Employment Opportunity Commission (EEOC). During FY 2022, the survey and dashboard was revised to include current EEOC measures and VHA processes and practices.

VA issued VA Handbook 5979, a standalone policy on HPP procedures. This Handbook establishes policy for consistent processing of allegations of harassment and sexual harassment within VA. It provides guidance, instructions and mandatory procedures for VA organizations and key stakeholders at every level of the organization. This policy can be found on VA's public facing website and training is provided on a regular basis.

Additionally, the VA's HPP Office conducted Harassment Prevention Program Compliance Reviews (HPPCRs). The HPPCRs are designed to identify strengths, deficiencies and trends in a facility's HPP. HPPCRs also provide technical assistance and recommendations to enhance facility's HPP effectiveness, where needed. The HPPCRs focus on each Administration and Staff Office within VA to ensure the Agency is meeting its goal of a harassment-free work environment. The compliance review focus areas are leadership and accountability, program compliance, harassment prevention efforts, training and communication.

Furthermore, the VA's Sexual Harassment and Assault Prevention/ Survivor Care Support (SHAPSCS) Sub-Council was established under the Evidence Based Policy Council to ensure that enterprise policy decisions are consistent with the Secretary's strategic goals and are developed as intended to improve the lives of Veterans, caregivers and their families. SHAPSCS is charged with organizing and supporting required activities related to sexual harassment and sexual assault prevention, survivor care and support efforts.

VA elevated VHA's White Ribbon VA End Harassment Campaign. White Ribbon VA's pledge is the Department's national call to action that unifies VA employees and Veterans to make a commitment to eliminate sexual harassment, sexual assault and domestic violence across the VA by promoting a positive change in culture so that the actions outlined in the pledge become the organizational norm. All VA medical center (VAMC) facilities now have White Ribbon VA Champions. To date, it is estimated that more than 300,000 VA employees, Veterans, interagency and community partners have taken the VHA's White Ribbon VA Pledge.

With regards to the RA program and related tracking, VA launched its first Department-wide Reasonable Accommodation Management System (RAMS) in July 2022. The RAMS provides the transparency needed to report out on critical metrics.

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 improvements were made for collecting applicant data on Department-wide career development programs, there are some programs missing data and other 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 does not exist within USA Staffing. VA informed Office of Personnel Management (OPM) of this requirement.

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.

The OCHCO Human Capital Services Center (HCSC), EEO, all three Administrations, and the Office of Information and Technology collaborated and participated in the 2022 Federal Asian Pacific American Council (FAPAC) Virtual Student Career Fair. Representatives shared information about VA careers, available positions, and internship programs.

The OCHCO HCSC, EEO, VBA and VHA collaborated and participated in the annual Historically Black Colleges and Universities Week where representatives shared information about VA benefits and services at a Veterans Roundtable event and were also available to share information on VA careers, available positions and internship programs.

Following a finding of discrimination, VA explores whether to take disciplinary actions or not. During FY 2022, there were 12 responsible management officials (RMO) who received disciplinary action and six who received counseling. There are still approximately 67 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 FY, ORMDI's Office of Policy and Compliance (OPC) provided an analysis of the findings of discrimination. This comprehensive report provides a breakdown of every finding of discrimination during the previous FY 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 consistently provides management/supervisory officials with regular EEO updates. Updates are provided 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 Deputy Assistant Secretary 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 a 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 and is distributed to over 10,000 internal subscribers to provide VA employees, including management and supervisory officials, with regular EEO updates. Additionally, leadership development courses were marketed to internal affinity groups and in the newsletter.

VA has biweekly I*DEA meetings with various leaders and employees from across the Department.

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 EEO. 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 SEPMs 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 52 days before the agency issues acceptance letters/dismissal decisions. The bases of alleged discrimination most often raised, in FY 2022, were: reprisal, disability, race, sex and age. The claims most often raised consist of harassment/hostile work environment, RA, time and attendance, promotion/non-selection and evaluation/performance appraisal.

Additionally, as part of maintaining an efficient complaint process, ORMDI's OPC National Advisors provide training and guidance to counselors, investigators and case managers (CMs) to ensure they are up to date on the latest EEO laws and regulations. The National Advisors also perform annual quality assurance (QA) 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 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 2022, OEDCA was able to reduce their overall inventory by 13% and reduce APT from 199 days in FY 2021 to 72.6 days in FY 2022. Additionally, OEDCA's reversal rate on appeal is 0.3%.

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. Management must participate in ADR once it has been offered.

Element F – Responsiveness and Legal Compliance
VA continued to comply with EEO statutes and EEOC regulations, policy guidance and written instructions to include EEOC orders and settlement agreements. ORMDI's OPC ensures leadership was kept apprised of issues that could have affected the agency's ability to timely comply with FADs and EEOC appellate decisions. This was 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 were held to review overdue cases and obstacles to achieving full compliance.

Part E.3 - Executive Summary: Workforce Analyses

By the end of FY 2022, VA had grown from 423,227 employees (permanent and temporary) in FY 2021 to 432,010. *These numbers differ from numbers reported in Part B due to the unknown appointment types.* This gave VA a growth rate of 2.08% which is more than the previous growth rate between FY 2020 and FY 2021. Majority of VA's workforce (62.71%) are classified as female.

When compared to the Relevant Civilian Labor Force (RCLF), 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. Hispanic females had a growth rate (4.83%) higher than the overall growth rate (2.08%). However, Hispanic, White and Two or More Races males experienced declines in their overall representation. Additionally, as compared to their representation in the RCLF, VA had less than expected hiring rates for Hispanic males and females and White males in the total workforce. The history of less than expected representation and less than expected hires for Hispanics in VA is partially what prompted the barrier analysis on this segment of the population.

Amongst permanent SES employees, to include title 38 SES Equivalents, there is less than expected representation for all groups except for White, Black, and American Indian males and Native Hawaiian or Other Pacific Islander and Two or More Races females when compared to the permanent workforce. Overall, the representation rate for women in the SES cadre increased from 34.63% to 36.72%. Additionally, looking at the different management categories (executives, managers and supervisors), VA had less than expected representation for females in the supervisor category, in the managers category except for White females and in the executive category except for Asian females. In the managers category, VA had less than expected representation for all race/ethnicities except for White

males and females. Lastly, for females in all race/ethnicities except for White and Asian females, as the management level increases (from supervisor to manager to executive), their representation decreases. In the same manner for Black, Native Hawaiian or Other Pacific Islander and Two or More Races males, as their representation in the management levels increases, 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 exceeded the goal for PWTD and is below the goal for PWD in the permanent workforce. However, when VA's permanent workforce was broken into higher graded positions (GS-11 and SES) and lower graded positions (below GS-11), there was less than expected representation of PWD and PWTD in the higher graded positions. The representation of PWD and PWTD in the higher graded positions increased in FY 2022.

Part E.4 - Executive Summary: Accomplishments

VA completed the barrier analysis on the less than favorable representation rates for Hispanic males and females. Additionally, VA communicated the results and recommendations to VA leadership.

VA completed barrier analysis on the lack of diversity in the SES cadre and presented findings and recommendations to VA leadership.

VA partnered with a Federally Funded Research and Development Center (FFRDC) to conduct a barrier analysis on the less than favorable representation of PWD and PWTD in higher graded positions.

VA developed performance standards for all managers and supervisors that ensure continuing affirmative application and vigorous enforcement of equal opportunity policy. This performance standard is required to be incorporated in all managers and supervisors' performance plans.

VA implemented an electronic self-reporting tool for employees to verify and update their race/ethnicity and disability status on an on-going basis.

VA issued the RA/PAS Handbook and conducted training for leadership, decision making officials (DMOs), employees and union officials regarding the changes. The handbook with procedures is posted on the ORMDI internet site and the RA/PAS SharePoint site.

VA's ORDMI gained congressional approval to lift the full-time employee (FTE) cap and funding to hire additional counselors to help timely, thoroughly and fairly process EEO complaints.

VA's ORMDI implemented its new EEO complaints management system EEO EcoSystem (E2). Additionally, RAMS launched July 2022.

ORMDI continued to reduce the percentage of reversed dismissal decisions on appeal. ORMDI's OPC National Advisors conducted an FY 2022 QA Audit, covering all ORMDI district offices. Furthermore, each district was briefed on issues and areas requiring attention and recommendations for improvements. The OPC National Advisors offered and conducted individual and group trainings to address skill deficiencies identified through the QA Audit.

VA's OEDCA hired four staff attorneys to backfill vacancies due to attrition.

NCA launched a Special Emphasis Recruiting Team and Diversity Hiring Team which developed recruitment and hiring solutions for underrepresented groups.

Additionally, to improve employment and advancement opportunities for minorities, women and PWDs, the VBA's Liaison Office established a Special Emphasis Program (SEP) workgroup.

VHA continued to expand resources to strategically recruit and retain a diverse, highly skilled workforce including a comprehensive recruiter's resource website which houses all recruitment guidance, tools and marketing plans for VHA recruiters. VHA recruiters continually conduct strategic outreach to minority health organizations, societies and training programs to connect VA with the growing population of racially diverse medical school enrollees. During FY 2022, national outreach included the National Hispanic Medical Association which assisted VA's goal to increase overall Hispanic representation, and diversify high paying, mission critical, physician and specialized clinical positions.

Additionally, the Specialty Education Loan Repayment Program was utilized as an incentive to expand the applicant pool for hard to fill VHA medical occupations. Educational opportunities, tools for career navigation and leadership development programs are also marketed to employees throughout VHA.

Lastly, VA distributed SES vacancy announcements to the National SEPMs and internal resource and affinity groups promoting vacancies in the senior levels of the Department.

Part E.5 - Executive Summary: Planned Activities

During FY 2023, VA plans to:

- Hire an Associate Director, additional attorneys and support staff in the OEDCA;
- Establish a firewall between the HPP Manager and the EEO Director;
- Establish a firewall between the RA Program Manager and the EEO Director;
- Continue to recommend and communicate ways to eliminate the identified barriers from the Hispanic Barrier Analysis;
- Track progress towards eliminating the identified barriers from the SES Barrier Analysis;
- Conduct a barrier analysis on the less than expected representation of PWD and PWTD in higher graded positions; and
- Decrease APT for issuance of FADs, reduce the percentage of aged inventory, continue strategic docket management strategies and continue strategic initiatives to engage staff in the OEDCA.

During FY 2023, VHA plans to:

- Conduct six EEO Program Assessments at VAMCs;
- Provide training to EEO professionals on navigating employee satisfaction and exit surveys for strategic barrier analysis;
- Research root causes of resignations, disciplinary action and removal practices, including examining exit surveys to ensure fair and equitable processes; and
- Conduct training to address the much higher than expected rates of removal for Black males and Black females in VHA.

VBA plans to hire a Special Emphasis Recruitment Coordinator. The incumbent will plan, administer and evaluate a variety of HR programs and special emphasis recruitment initiatives.

During FY 2023, NCA plans to:

- Connect district field recruiters with special emphasis groups across the country to widen candidate pools;
- Leverage field staff, such as Minority Veteran Program Coordinators and Central Office staff to attend hiring fairs for targeted demographics to increase NCA visibility and inform candidates about Administration's facts and position requirements;
- Increase hiring scope by conducting special emphasis recruitment trainings for managers

- Attend job fairs with intention on discussing posted vacancies and clarifying the position descriptions and requirements for potential applicants;
- Establish and maintain contacts with organizations that assist PWD and PWTD in securing and maintaining employment;
- Encourage the use of the Workforce Recruitment Program (WRP) which helps federal employers find resumes of PWDs to hire for internships and permanent jobs; and
- Provide an additional option for victims to report sexual assault/sexual harassment allegations via MyVA411, in addition to the already established District harassment prevention point of contacts.

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EEOC FORM
U.S. Equal Employment Opportunity Commission

FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

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: 2023.04.13 11:01:59 -04'00'

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 — Date 4/18/23

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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 6, 2022. It was emailed to all employees by the Secretary on December 20, 2022 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	
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 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	
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 Employee Orientation. Training on this topic is given in-person and virtually on an as needed basis. Also, this information is included in the EEO Policy Statement posted on VA's website. Furthermore, each employee must certify annually 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 Employee Orientation. Also, this information is included in the EEO Policy Statement posted on VA's website. Furthermore, each employee must certify annually 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	RA/PAS training is provided biannually. RA/PAS training is also provided during TARs and upon request throughout the agency.
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 and an overview of VA Handbook 5979 training. Additionally, virtual HPP training is offered monthly. Furthermore, VA continues to send out the "Monthly Harassment Prevention Bulletin" which includes varied content on industry best practices, trending topics, impactful story spotlights, facts/statistics and more.
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 various VA Directives, 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 D&I 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 ADR Excellence Award recognizes exemplary contributions by VA employees or programs that have created environments where employees can effectively address conflict and resolve disputes.
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)]	No	
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.	Yes	The EEO Director reports directly to the Deputy Secretary.
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, Sec. I)] If "yes", please provide the date of the briefing in the comments column.	Yes	September 1, 2022
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	
B.2.b	Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)]	Yes	
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	
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.]	NA	In accordance with 38 U.S.C. § 319, OEDCA, who is responsible for FADs, reports directly to the Secretary.
B.2.e	Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502]	Yes	
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 Strategic Plan references EEO principles such as inclusion, diversity, equity and accessibility.
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	
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.
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 accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column.	Yes	
B.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	During FY 2022, ORMDI conducted seven virtual and three onsite TARs at field offices to assess facility's EEO and D&I Programs.

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 SEPs. Additional staffing is needed to effectively administer the PWD program. Also, VA needs to hire staff to administer the Hispanic Employment Program (HEP). Currently, a senior leader holds the position of Acting HEP Manager.
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)]	Yes	
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 employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110?	Yes	
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	During FY 2022, ORMDI conducted seven virtual and three onsite TARs at field offices to assess facility's EEO and D&I Programs (Jan. 2022, Feb. 2022, Mar. 2022, Apr. 2022, May 2022, Jun. 2022, Aug. 2022, Aug. 2022).
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	During FY 2022, ORMDI conducted seven virtual and three onsite TARs at field offices to assess facility's EEO and D&I Programs (Jan. 2022, Feb. 2022, Mar. 2022, Apr. 2022, May 2022, Jun. 2022, Aug. 2022, Aug. 2022).
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	
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 unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1]	Yes	
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]	No	

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.	Yes	
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	VA's RA/PAS Handbook 5975.1 was vetted and approved by the EEOC prior to its publishing in April 2022.
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	The agency has Reasonable Accommodation Coordinators (RACs) assigned to all VA facilities. Their role is to provide guidance and assistance to DMOs, employees and applicants regarding the RA/PAS process.
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	
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	No	The agency launched its first Department wide RAMS in July 2022. Since RAMS wasn't in place until fourth quarter, VA is unable to determine if requests for the FY were processed timely.

	timely-processed requests, excluding ongoing interpretative services, in the comment's column.		
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.	Yes	https://www.va.gov/ORMDI/Reasonable_Accommodations1.asp#PAS
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?	Yes	
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]	Yes	
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)]	Yes	
C.3.b.3	Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)]	Yes	
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]	Yes	
C.3.b.5	Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)]	Yes	
C.3.b.6	Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]	Yes	

C.3.b.7	Support the EEO program in identifying and removing barriers to equal opportunity? [see MD-715, II(C)]	Yes	
C.3.b.8	Support the anti-harassment program in investigating and correcting harassing conduct? [see Enforcement Guidance, V.C.2]	Yes	
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)]	Yes	
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)]	Yes	
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	
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 applicant and selection data for all Department-wide career development program/opportunities.
C.4.d	Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment	Yes	

	surveys, and grievance data), upon request? [see MD-715, II(C)]		
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 12 RMOs who received disciplinary action and six who received counseling. On the other hand, there are still approximately 67 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 when there are new developments related to EEO. 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)]	Yes	
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)]	Yes	
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 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 52 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	

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, OEDCA has been unable to timely issue FADs.
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 for correction. Additionally, contractors are required to explain timeliness issues immediately. For delayed cases, they may be issued an Order to Produce notification which requires an explanation of the delay and how they plan to immediately address the issues. They may be barred from receiving additional work should their issues with timeliness or sufficiency persist.
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 ORMDI, OEDCA and OGC are based in separate offices in the VA and are headed by different Senior Executives. The OGC's only involvement in the EEO process is to defend the Agency when EEO complaints go to litigation and to conduct legal sufficiency reviews of settlement agreement to ensure that they are legally binding. This review does not involve review of the settlement terms themselves.
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 ORMDI has dedicated subject matter experts at the national and district level for reviews. If there is a question regarding legal sufficiency, the ORMDI can consult with the OGC for assistance.

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	
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	
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. 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 HRSmart 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 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)]	Yes	
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]	Yes	
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. A manpower dashboard was created to shuffle resources to ensure 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 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	

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.1.a	The EEO Director reports directly to the Deputy Secretary (agency head designee).

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)
NA	NA	NA	NA	NA

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
NA	NA	NA

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)
NA	NA	NA	NA	NA

Report of Accomplishments

Fiscal Year	Accomplishments

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – B.4.a.3 E.1.h	There is insufficient staffing to timely issue and comply with FADs.

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	Process and comply with FADs timely.	02/28/2019	09/30/2023	
10/01/2019	Gain Congressional approval to hire additional counselors.	01/15/2020	09/30/2023	03/08/2022

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Office of Employment Discrimination Complaint Adjudication	Mary Lynne Popiden	Yes
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)
05/30/2022	Hire four staff attorneys to backfill OEDCA vacancies due to attrition.	Yes		07/30/2022
09/30/2023	Hire Associate Director, additional attorney and support staff.	Yes		
03/31/2022	Gain Congressional approval to hire additional counselors.	Yes		03/08/2022

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 remained 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 four 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

Fiscal Year	Accomplishments
	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 (USPS) 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 USPS 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, by 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,

Fiscal Year	Accomplishments
	because much of it was older inventory, APT continued to be above regulatory time limits.
2022	In FY 2022, OEDCA focused on addressing its most serious programmatic risk, a Default Judgement against the Department issued by the OFO for issuing untimely FADs. Building on the smart and effective docket management strategies put in place the previous fiscal year, engaging staff in a variety of ways, and developing more efficient Standard Operating Procedures, OEDCA had no EEOC sanctions for issuing untimely FADs in FY 2022. Additionally, these measures, along with continuing our IAA with an outside agency to draft FADs and hiring four new attorneys, resulted in an ending inventory of 315, a 13% decrease, the lowest on record. This is particularly impressive given that in FY 2022, OEDCA received 1,882 new cases, issued 1,903 decisions, 70 remands, 64 findings of discrimination and reduced APT from 199 days in FY 2021 down to 72.6 days. Along with the focus on docket management, OEDCA strives to consistently produce high quality legal work by encouraging participation in EEO training, maintaining an internal legal reference library of model FADs and a mentorship program. Of the 1,903 appealable decisions issued by OEDCA in FY 2022, only two were reversed by OFO on appeal. In FY 2022, VA gained Congressional approval to lift the FTE cap and funding to hire additional counselors.

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – B.4.a.8	There is insufficient staffing to effectively administer the SEPs.

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	12/29/2023	

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)
09/30/2022	Fill Federal Women's Program Manager position.	Yes	12/29/2023	04/28/2022
12/29/2023	Fill the Hispanic Employment Program Manager position.	Yes		
12/29/2023	Hire additional staff to help with the disabilities program.	Yes		

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. OPM'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.
2022	The Federal Women's Program Manager was designated on April 28, 2022.

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

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

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

Statement of Model Program Essential Element Deficiency

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

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)
09/30/2022	Establish firewall between the HPP Manager and the EEO Director.	09/30/2023		
02/12/2020	Establish firewall between the RA Program Manager and the EEO Director.	04/03/2020	09/30/2023	

Responsible Official(s)

Title	Name	Performance Standards Address the Plan? (Yes or No)
Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion	Harvey Johnson	No
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)
02/28/2020	Identify the firewall needed between the RA Program Manager and the EEO Director.	Yes	09/30/2023	
03/31/2020	Implement the firewalls.	Yes	09/30/2023	
09/30/2023	Identify the firewall needed between the HPP Manager and the EEO Director.	Yes		
09/30/2023	Implement the firewalls.	Yes		

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.

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.2.b.5 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	07/05/2022
09/30/2022	Analyze the processing of all accommodation requests.	09/29/2023		

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	Dr. Daniel 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
07/31/2019	Deploy the system.	No	07/05/2022	07/05/2022
09/29/2023	Report on processing time.	Yes		

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.
2022	VA completed development of the system and trained all RA Coordinators on usage of the system.

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.2.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	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
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	04/18/2022

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.
2022	The procedures for processing requests for PAS is included in the RA handbook and was posted on the ORMDI internet site and the RA/PAS SharePoint site.

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.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	10/22/2022
10/01/2018	Require all rating officials to evaluate all managers and supervisors on the EEO element.	09/30/2020	06/30/2022	10/22/2022

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)
10/01/2019	Update HR guidance mandating the EEO critical element enterprise wide.	Yes	10/01/2021	10/22/2022
10/01/2019	Place EEO critical element into manager and supervisor performance plans enterprise-wide.	Yes	10/01/2021	10/22/2022
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	10/22/2022

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

Fiscal Year	Accomplishments
	through the internal approval process for inclusion in manager and supervisor FY 2022 performance plans.
2022	In FY 2022, all managers and supervisors had an element in their performance appraisals that evaluated their commitment to agency EEO policies and principles and their participation in the EEO program. Therefore, rating officials will evaluate them on such.

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

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

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

Statement of Model Program Essential Element Deficiency

Type of Program Deficiency	Brief Description of Program Deficiency
Part G – C.4.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
Executive Director for Human Capital Services Center, Chief Learning Officer	LaJuan Bryan-Beveridge	No

Title	Name	Performance Standards Address the Plan? (Yes or No)
Director, Workforce Analysis	Ryan Pugh	Yes
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	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

Fiscal Year	Accomplishments
	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 HRSmart.

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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	09/30/2022

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 HRSmart.	Yes		12/31/2021
12/31/2021	Implement the self-reporting tool enterprise wide.	Yes		09/30/2022

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.
2022	Self-reporting tool was implemented in ESS. The tool allows employees to update their disability and their race/ethnicity.

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	Target Date (mm/dd/yyyy)	Modified Date (mm/dd/yyyy)	Date Completed (mm/dd/yyyy)
10/01/2018	Issue updated RA procedures to include PAS.	09/30/2021	09/30/2022	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 and Inclusion	Harvey Johnson	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)
09/30/2021	Have procedures signed and posted online.	Yes	09/30/2022	04/18/2022

Report of Accomplishments

Fiscal Year	Accomplishments
2021	Obtained approval for the new RA/PAS procedures from EEOC.
2022	The RA handbook was released and is posted on the ORMDI internet site and the RA/PAS SharePoint site.

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	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	09/30/2021	09/30/2022	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	Sufficient Funding & Staffing? (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2022	Conduct a QA symposium with each District Office to assess progress implementing FY 2022 QA Audit recommendations.	Yes		09/30/2022
09/30/2022	Fully integrate U.S. Postal Service into use of E2 system for EEO internal complaints and conflict of interest complaints.	Yes		09/30/2022

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.

Fiscal Year	Accomplishments
	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.
2022	In conjunction with the OPC Manager, Administrative Officer and the Senior Policy Officer, the National Advisors (NAs) conducted QA Audit Symposiums. The symposiums provided each district office an opportunity to present the status and extent of actions taken to implement the audit recommendations. During the meetings, the NAs summarized the audit findings for each district office and solicited the actions taken to implement the Audit recommendations. Additionally, OPC asked each district office to identify barriers regarding implementation of any recommendations and to advise what assistance OPC can provide. After working closely with Microsoft developers and project managers, the new E2 complaints management database system went live and incorporated all of the OPC functionality required to provide the USPS access to enter data and upload documents in accordance with the IAA for internal complaints and conflict of interest cases. The system was tested and proven to be secure from all employees without a need to know about these types of complaints. Similarly, the USPS employee responsible for updating E2 for internal complaints and conflict of interest cases, has received a government furnished laptop and personal identity verification card to facilitate access to the system.

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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 (3.02%) and females (4.07%) when compared to the RCLF (6.79% and 6.56%, 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. In FY 2022, the Workgroup conducted eight site visits. Due to various reasons, two of the site visits were not conducted. 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, Hispanic Employment Program Manager, etc.

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
		Additionally, the Workgroup conducted an interview with the Department of Treasury, a Cabinet level agency identified as having greater than expected 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)
Yes	Yes

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Practice: Lack of outreach events specifically geared towards affected groups.
Policy: Lack of required training for hiring managers prior to entering the hiring process regarding the do's and don'ts of recruitment/selection.
Practice: Lack of availability and use of applicant flow data in field facilities.
Practice: Lack of barrier analyses conducted in field facilities.
Practice: Lack of focus on all HEP managers duties and responsibilities in field facilities.

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	12/31/2021
Recommend and communicate ways to eliminate identified barriers.	09/30/2022	02/28/2023	Yes		
Track progress towards eliminating identified barriers	09/30/2022	09/30/2023	Yes		

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)
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	12/31/2021

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	VA's Barrier Analysis Working Group will devise a plan to eliminate the identified barrier.	Yes	06/30/2022	06/30/2022
09/30/2022	VA's Barrier Analysis Working Group Chair will present findings to VA leadership.	Yes		09/30/2022
12/31/2022	VA's Barrier Analysis Working Group will finalize the report detailing the barrier analysis conducted to include findings and recommendations.	Yes		
01/31/2023	VA's Barrier Analysis Working Group will prioritize list of recommendations to participating facilities.	Yes		
02/28/2023	VA's Barrier Analysis Working Group will present the final report and prioritized recommendations to participating facilities.	Yes		
09/30/2023	VA will track implementation of recommendations subsequent MD-715 reports.	Yes		

Report of Accomplishments

Fiscal Year	Accomplishments
2018	VA participated in the League of United Latin American Citizens (LULAC) Federal Training Institute Partnership. Training included workshops that focused on leadership development, management skills and competencies that are linked to the 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.

Fiscal Year	Accomplishments
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/es/). 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.
2022	VA completed the barrier analysis on the less than favorable representation rates for Hispanic males and females. Additionally, VA began communicating the results of the barrier analysis to VA leadership. Additionally, in May 2022 VHA created a recruitment brochure and flyer in Spanish. Furthermore, VHA's national outreach included the National Hispanic Medical Association; assisting VA's goal to increase overall Hispanic representation, and diversify high paying, mission critical, physician and specialized clinical positions. VHA created a Spanish language recruitment brochure and flyer and all Nursing postings were linked to DiversityNursing.com. As part of diversity outreach, there was continued implementation of VA's Memorandum of Understanding with the LULAC. For the 2022 LULAC FTI Young Professionals and Collegiate Symposium, VA designed a Compendium and Toolkit. The Compendium included at-a-glance information sheets with content material on the following: agency's mission, key facts such as number of employees, major components,

Fiscal Year	Accomplishments
	geographical locations, etc.; populous job occupations (mission critical and non-mission critical); and hyperlink for the agency's webpage on careers. The Toolkit included information items on applying for Federal employment which consisted of the following: action verbs for writing resumes; job competencies; job interviewing techniques; and networking techniques for job seekers. VA attended the LULAC 2022 Emerge Conference, a leadership conference that brings together college students and young professional Latinos from across the country to expose them to policy briefings on health, education, and immigration. The conference also featured a segment on public service careers and for this event, reviewed resumes and provided feedback on the following categories: Resume Appearance; Contact Information; Education Section; Experience Section; Skills Section; and Writing Quality Resume. Also conducted mock interviews, and the following topics were discussed as part of feedback: Professional Appearance; Professional Conduct; Communication Skills; Relevant Experience; Questioning Skills; and Application/Resume.

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 (37.63%), Hispanic males and females (2.97% and 0.74%, respectively), White and Black females (24.26% and 8.66%, respectively), Asian males and females (2.23% and 2.72%, respectively), Native Hawaiian or Other Pacific Islander males (0.00%), American Indian or Alaska Native females (0.25%) and Two or More Races males (0.00%) 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	Yes
Two or More Races Females	No

Barrier Analysis Process

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Workforce Data Tables	Yes	In partnership with an FFRDC, VA analyzed the differences in the diversity of the current workforce as of March 2, 2022. Additionally, VA analyzed the disparities in the four stages of the hiring process (applied, qualified, referred, and selected) from the beginning of FY 2019 to February 11, 2022. Finally, VA analyzed the differences in retention from January 1, 2016, to December 31, 2021. All data was analyzed by race/ethnicity, gender, pay grade, disabilities status, location, etc.
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	Yes	VA conducted 24 focus groups (a total of 101 participants) of employees in the leadership pipeline (GS-13 to GS-15) to uncover barriers, burdens, and inequities experienced in the leadership development pipeline.
Interviews	Yes	VA conducted 46 interviews with SES employees to uncover barriers, burdens, and inequities experienced in the leadership development process, as well as to identify key markers of their success.

Sources of Data	Source Reviewed? (Yes or No)	Identify Information Collected
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)	No	
Other (Please Describe)	Yes	VA conducted a survey for employees in the leadership pipeline. The purpose of the survey was to identify potential barriers that employees in this group face as they progress to the senior levels of VA. The survey had a 15% response rate. Additionally, VA reviewed several policies and procedures to identify guidance that may be contributing to barriers to SES advancement.

Status of Barrier Analysis Process

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

Statement of Identified Barrier(s)

Description of Policy, Procedure, or Practice
Practice: Communication of work-life balance programs available to support employees as they progress in their careers towards SES.
Practice: Lack of clarity in SES career path.
Practice: Lack of clarity in education requirements.
Practice: Lack of effective use of recruitment and retention incentives.
Practice: Lack of transparency around advancement opportunities and approval to participate.
Practice: Lack of mentorship programs available for GS-13 employees and below.
Policy: Lack of strategic outreach.
Practice: Limited protected time for professional development.

Description of Policy, Procedure, or Practice
Practice: Bias against employees based on protected classes.

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	09/30/2022	09/30/2022
Recommend and communicate ways to eliminate identified barriers.	09/30/2022	12/30/2022	Yes		09/30/2022
Track progress towards eliminating identified barriers.	09/30/2022	09/30/2023	Yes		

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
Assistant Secretary for Human Resources and Administration/Operations, Security and Preparedness	Gina M. Grosso	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)
06/30/2020	VA will conduct a thorough investigation of relevant policies, procedures, and practices to determine the causes of the identified disparities.	No	06/30/2022	09/30/2022
09/30/2022	ORMDI will present findings to VA leadership.	Yes		09/30/2022
12/30/2022	VA's Barrier Analysis Working Group will prioritize the recommendations by level of impact.	Yes		
09/30/2023	VA will track implementation of recommendations in subsequent MD-715 reports.	Yes		

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.
2022	VA completed the SES barrier analysis and presented findings and recommendations to VA leadership.

Fiscal Year	Accomplishments
	VA marketed leadership development courses to internal affinity groups and in the monthly Diversity@Work newsletter. Additionally, VA shares SES vacancy announcements with FAPAC and Asian American Government Executives Network affinity organizations.

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 9.51% in FY 2022, 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 1.54% in FY 2022, 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, 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 ☒

VA plans to hire additional personnel to assist with the implementation of its disability program.

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	19	0	378	Roberto Rojo, National Disability Employment Program Manager roberto.rojo@va.gov
Answering questions from the public about hiring authorities that take disability into account	19	0	378	Roberto Rojo, National Disability Employment Program Manager roberto.rojo@va.gov
Processing reasonable accommodation requests from applicants and employees	162	0	0	Dr. Andreé M. Sutton, Chief of Reasonable Accommodation, Office of Resolution Management, Andree.Sutton@va.gov
Section 508 Compliance *(monitors compliance only; authors/creators are responsible for making documents/systems 508 complaint)*	24	0	0	Pat Sheehan, Director, VA Section 508 Office, Office of Information and Technology,

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
				Pat.Sheehan@va.gov
Architectural Barriers Act Compliance	19	0	84	Roberto Rojo, National Disability Program Manager roberto.rojo@va.gov
Special Emphasis Program for PWD and PWTD	19	0	343	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 2022, the National Disability Program Manager leveraged training as well as guidance materials from the DOL Office of Disability Employment Policy.

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 ☒

VA plans to hire additional personnel to assist with the implementation of its disability program.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and 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 leverages various programs and resources to identify job applicants with disabilities. This includes but is not limited to the Vocational Rehabilitation and Employment (VR&E) and the Veterans and Military Spouse Talent Program (VMSTEP) who educate, promote, and conduct outreach to assist Veterans with understanding and navigating the Federal hiring process. Specifically, VR&E also provides job-related training to assist disabled Veterans with building skills necessary to obtain employment. VMSTEP 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. In addition, the National Selective Placement Program (SPP) manager, Administration level SPP managers and SPP Coordinators (SPPC) provide services to 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 hiring managers in coordination with VA HR offices use several hiring authorities which include schedule A, 30% or more disabled Veterans, and Veterans Recruitment Appointment authorities to attract and employ PWD based on the following criteria.

Specifically, 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 recruitment process.

In addition, VA hiring managers use the 30% or more disabled Veterans 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/PWTD candidates non-competitively which means by law, VA HR offices may use streamlined hiring procedures to appoint them at a faster rate than usual.

To further attract PWD/PWTD candidates, all VA Job Opportunity Announcement templates in the USA Staffing System includes a statement encouraging individuals with disabilities to apply.

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 the individual meets the specialized experience and qualification requirements for the position.
2. VA HR Specialists must review supporting documentation of the PWD to determine if the PWD/PWTD 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. In the interim, OCHCO developed a comprehensive job aide and provided corresponding training sessions to facilitate a clear understanding of Schedule A and other disability authorities to include emphasis on timely conversion. In addition, the OCHCO policy offices also frequently publish and disseminate a wide range of plain language guidance (e.g. Job Aids, Bulletins, Fact Sheets, etc.) on various hiring flexibilities and maintains a wealth of information on the OCHCO HR Library website.

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.

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 2022, triggers exist for PWD (8.89%).

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 PWD in Psychology, Social Work, Medical Officer, Nurse, General Legal and Kindred Administration, Contracting, Information Technology Management, and Cemetery Caretaking. Triggers exist for all MCO's for PWTD.

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 ☐

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 and PWTD in all the MCOs.

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	223			4.28%		

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Fellowship Programs	995	28		3.57%		
Mentoring Programs						
Coaching Programs						
Training Programs						
Detail Programs						
Other Career Development Programs	63	7				

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 ($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, 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 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 SES (0.00%) fell below the benchmark of the relevant applicant pool. The percentage of PWD among the internal selections for GS-15 (8.30%), GS-14 (9.75%), GS-13 (10.78%) fell below the benchmark of the qualified applicants.

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 qualified internal applicants for SES (0.00%) fell below the benchmark of the relevant applicant pool.

The percentage of PWTD among the internal selections for GS-15 (1.59%), GS-14 (1.47%), GS-13 (1.72%) fell below the benchmark of the qualified applicants.

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 (2.61%), GS-14 (8.81%) and GS-13 (6.78%) 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 (0.36%), GS-14 (1.69%) and GS-13 (0.96%) 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 ☐

In comparison to the qualified applicant pool, triggers exist for PWD among the selectees for promotions to executive (8.19%), manager (11.98%) and supervisors (16.24%) positions.

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 ☐

In comparison to the qualified applicant pool, triggers exist for PWTD among the selectees for promotions to executive (0.99%), manager (1.93%) and supervisor (3.10%) positions.

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 ☐

In comparison to the qualified applicant pool, triggers exist for PWD among the new hires to executive (2.78%), manager (7.58%) and supervisor (10.06%) positions.

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 ☐

In comparison to the qualified applicant pool, triggers exist for PWTD among the new hires to executive (0.69%), manager (0.91%) and supervisor (1.53%) positions.

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 (11.44%) who voluntarily separated from VA, as compared to the rate of persons without disabilities (9.38%) and for PWD (1.06%) who involuntarily separated from VA, as compared to the rate of persons without disabilities (0.52%).

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 (11.83%) who voluntarily separated from VA, as compared to the rate of persons without targeted disabilities (9.67%) and for PWTD (1.53%) who involuntarily separated from VA, as compared to the rate of persons without targeted disabilities (0.60%).

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 health issues, lack of trust/confidence in senior leaders and unethical behavior on the part of leadership or the organization.

The top three most important reasons PWTD voluntarily left VA was due to personal health issues, opportunity for advancement, lack of trust/confidence in senior leaders, and unethical behavior on the part of leadership or the organization.

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.

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 is advocating and evaluating the enterprise creation of an Accessibility Office which will handle All VA Department-wide accessibility concerns.

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.)

RAMS was just launched in July 2022. Currently, there is not enough data in the system to make the Agency wide determination.

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.

Determining effectiveness will require additional staffing at the Department Level. Additional metrics regarding timelines will be trackable through the newly launched RAM system once there is significant data input to make an assessment.

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.

VA provided PAS services to a wide variety of employees ranging from providers to support personnel. We are unable to provide a firm number at this time but will have the capability eventually with the launch of the RAMS.

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 2022 there were 9 cases where there was a finding of discrimination involving a PWD filing a harassment claim based on disability. In each 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 (to include compensatory damages).
- Restoration of leave.
- Posting a notice of the violation
- 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 2022, there were 9 cases where there was a finding of discrimination involving a PWD filing a harassment claim based on disability. In each 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 (to include compensatory damages).
- Restoration of leave.
- 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 (9.51%) Grade level cluster, as compared to the goal of 12%. The less than expected participation rate of PWTD in the GS-11 to SES (1.54%) 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 and PWTD.
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 (9.51%) Grade level cluster, as compared to the goal of 12%. The less than expected participation rate of PWTD in the GS-11 to SES (1.54%) 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 HRSmart.	Yes	12/31/2021	12/23/2021
03/31/2021	Implement the self-reporting tool.	Yes	12/31/2021	12/23/2021
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.
2022	VA partnered with an FFRDC to conduct a barrier analysis on the less than favorable representation of PWD and PWTD in higher graded positions.

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

NA

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

The ability for employees to self-report their disability status on a regular basis is critical to ensuring the accuracy of the data.

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.

Implementing the self-reporting tool was not enough to correct the trigger. VA plans to conduct a barrier analysis to identify the root cause(s) of the less than favorable representation of PWD and PWTD in higher graded positions.

Workforce Data Tables

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Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2022

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)	%	100.00%	51.79%	48.21%	06.82%	06.16%	35.65%	31.82%	05.70%	06.61%	02.19%	02.18%	00.08%	00.08%	00.31%	00.31%	01.05%	01.05%
RCLF (2018)	%	100.00%	49.51%	50.49%	06.79%	06.56%	33.64%	33.05%	05.54%	06.96%	02.18%	02.45%	00.08%	00.08%	00.29%	00.32%	01.00%	01.06%
TOTAL WORKFORCE																		
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%
FY 2022	#	432,010	161,068	270,942	13,039	17,572	94,046	149,082	35,620	72,585	14,454	24,973	824	1,351	2,419	4,281	666	1,098
	%	100.00%	37.29%	62.71%	03.02%	04.07%	21.77%	34.51%	08.25%	16.80%	03.35%	05.78%	00.19%	00.31%	00.56%	00.99%	00.15%	00.25%
Difference	#	8,783	164	8,619	-1	810	131	4,229	-301	2,778	654	1,397	54	115	28	236	-401	-946
Ratio Change	%	0.01%	-0.72%	0.73%	-0.06%	0.11%	-0.42%	0.28%	-0.24%	0.31%	0.09%	0.21%	0.01%	0.02%	0.00%	0.03%	-0.10%	-0.23%
Net Change	%	2.08%	0.10%	3.29%	-0.01%	4.83%	0.14%	2.92%	-0.84%	3.98%	4.74%	5.93%	7.01%	9.30%	1.17%	5.83%	-37.58%	-46.28%
EMPLOYEE GAINS																		
New Hires	#	67,687	22,345	45,342	1,577	2,667	12,433	23,803	4,969	12,421	2,139	4,187	137	281	382	808	708	1,175
	%	100.01%	33.01%	67.00%	02.33%	03.94%	18.37%	35.17%	07.34%	18.35%	03.16%	06.19%	00.20%	00.42%	00.56%	01.19%	01.05%	01.74%
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	#	3,109	1,612	1,497	130	77	729	658	630	650	83	59	6	10	26	23	8	20
	%	100.00%	51.85%	48.15%	04.18%	02.48%	23.45%	21.16%	20.26%	20.91%	02.67%	01.90%	00.19%	00.32%	00.84%	00.74%	00.26%	00.64%
Resignation	#	26,158	9,240	16,918	705	996	5,344	9,142	2,156	4,940	762	1,341	52	102	156	271	65	126
	%	100.02%	35.33%	64.69%	02.70%	03.81%	20.43%	34.95%	08.24%	18.89%	02.91%	05.13%	00.20%	00.39%	00.60%	01.04%	00.25%	00.48%
Retirement	#	13,229	5,533	7,696	400	412	3,384	4,955	1,382	1,705	266	501	13	9	67	94	21	20
	%	100.01%	41.83%	58.18%	03.02%	03.11%	25.58%	37.46%	10.45%	12.89%	02.01%	03.79%	00.10%	00.07%	00.51%	00.71%	00.16%	00.15%
Other Separations	#	8,560	3,240	5,320	274	272	1,914	3,009	728	1,382	241	510	11	30	51	78	21	39
	%	100.01%	37.86%	62.15%	03.20%	03.18%	22.36%	35.15%	08.50%	16.14%	02.82%	05.96%	00.13%	00.35%	00.60%	00.91%	00.25%	00.46%
Total Separations	#	51,056	19,625	31,431	1,509	1,757	11,371	17,764	4,896	8,677	1,352	2,411	82	151	300	466	115	205
	%	100.01%	38.45%	61.56%	02.96%	03.44%	22.27%	34.79%	09.59%	17.00%	02.65%	04.72%	00.16%	00.30%	00.59%	00.91%	00.23%	00.40%

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2022

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
PERMANENT WORKFORCE																		
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%
FY 2022	#	412,694	154,395	258,299	12,542	16,808	90,208	141,684	34,444	70,257	13,442	23,123	793	1,282	2,326	4,107	640	1,038
	%	100.00%	37.42%	62.58%	03.04%	04.07%	21.86%	34.33%	08.35%	17.02%	03.26%	05.60%	00.19%	00.31%	00.56%	01.00%	00.16%	00.25%
Difference	#	13,303	1,790	11,513	179	989	892	5,437	106	3,817	777	1,592	58	121	56	266	-278	-709
Ratio Change	%	0.00%	-0.79%	0.79%	-0.06%	0.11%	-0.50%	0.22%	-0.25%	0.38%	0.09%	0.21%	0.01%	0.02%	-0.01%	0.04%	-0.07%	-0.19%
Net Change	%	3.33%	1.17%	4.67%	1.45%	6.25%	1.00%	3.99%	0.31%	5.75%	6.14%	7.39%	7.89%	10.42%	2.47%	6.93%	-0.28%	-0.58%
EMPLOYEE GAINS																		
New Hires	#	55,994	18,725	37,269	1,296	2,162	10,410	19,237	4,329	10,851	1,662	3,083	119	238	312	694	597	1,004
	%	100.01%	33.44%	66.57%	02.31%	03.86%	18.59%	34.36%	07.73%	19.38%	02.97%	05.51%	00.21%	00.43%	00.56%	01.24%	01.07%	01.79%
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	#	2,580	1,265	1,315	102	66	543	583	539	575	53	45	4	9	18	19	6	18
	%	100.01%	49.03%	50.98%	03.95%	02.56%	21.05%	22.60%	20.89%	22.29%	02.05%	01.74%	00.16%	00.35%	00.70%	00.74%	00.23%	00.70%
Resignation	#	23,054	8,260	14,794	625	855	4,807	8,052	1,954	4,390	632	1,063	49	88	138	242	55	104
	%	100.00%	35.83%	64.17%	02.71%	03.71%	20.85%	34.93%	08.48%	19.04%	02.74%	04.61%	00.21%	00.38%	00.60%	01.05%	00.24%	00.45%
Retirement	#	13,079	5,461	7,618	399	410	3,338	4,892	1,365	1,696	258	498	13	9	67	93	21	20
	%	99.99%	41.75%	58.24%	03.05%	03.13%	25.52%	37.40%	10.44%	12.97%	01.97%	03.81%	00.10%	00.07%	00.51%	00.71%	00.16%	00.15%
Other Separations	#	3,962	1,969	1,993	164	122	1,130	965	521	732	99	96	10	15	35	40	10	23
	%	100.00%	49.69%	50.31%	04.14%	03.08%	28.52%	24.36%	13.15%	18.48%	02.50%	02.42%	00.25%	00.38%	00.88%	01.01%	00.25%	00.58%
Total Separations	#	42,675	16,955	25,720	1,290	1,453	9,818	14,492	4,379	7,393	1,042	1,702	76	121	258	394	92	165
	%	99.99%	39.73%	60.26%	03.02%	03.40%	23.01%	33.96%	10.26%	17.32%	02.44%	03.99%	00.18%	00.28%	00.60%	00.92%	00.22%	00.39%
TEMPORARY WORKFORCE																		
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%

Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity and Sex - SEP - FY2022

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
FY 2022	#	19,316	6,673	12,643	497	764	3,838	7,398	1,176	2,328	1,012	1,850	31	69	93	174	26	60
	%	100.00%	34.54%	65.46%	02.57%	03.96%	19.87%	38.30%	06.09%	12.05%	05.24%	09.58%	00.16%	00.36%	00.48%	00.90%	00.13%	00.31%
Difference	#	-4,520	-1,626	-2,894	-180	-179	-761	-1,208	-407	-1,039	-123	-195	-4	-6	-28	-30	-123	-237
Ratio Change	%	-0.02%	-0.28%	0.26%	-0.27%	0.00%	0.58%	2.19%	-0.55%	-2.08%	0.48%	1.00%	0.01%	0.05%	-0.03%	0.04%	-0.50%	-0.94%
Net Change	%	-8.96%	-9.59%	-8.63%	-6.59%	-8.98%	-6.55%	-4.04%	-5.71%	-0.86%	-0.84%	-9.54%	-1.43%	-8.00%	-3.14%	-4.71%	-2.55%	-9.80%
EMPLOYEE GAINS																		
New Hires	#	11,693	3,620	8,073	281	505	2,023	4,566	640	1,570	477	1,104	18	43	70	114	111	171
	%	99.99%	30.95%	69.04%	02.40%	04.32%	17.30%	39.05%	05.47%	13.43%	04.08%	09.44%	00.15%	00.37%	00.60%	00.97%	00.95%	01.46%
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	#	529	347	182	28	11	186	75	91	75	30	14	2	1	8	4	2	2
	%	100.01%	65.59%	34.42%	05.29%	02.08%	35.16%	14.18%	17.20%	14.18%	05.67%	02.65%	00.38%	00.19%	01.51%	00.76%	00.38%	00.38%
Resignation	#	3,104	980	2,124	80	141	537	1,090	202	550	130	278	3	14	18	29	10	22
	%	100.01%	31.58%	68.43%	02.58%	04.54%	17.30%	35.12%	06.51%	17.72%	04.19%	08.96%	00.10%	00.45%	00.58%	00.93%	00.32%	00.71%
Retirement	#	150	72	78	1	2	46	63	17	9	8	3	0	0	0	1	0	0
	%	100.00%	48.00%	52.00%	00.67%	01.33%	30.67%	42.00%	11.33%	06.00%	05.33%	02.00%	00.00%	00.00%	00.00%	00.67%	00.00%	00.00%
Other Separations	#	4,598	1,271	3,327	110	150	784	2,044	207	650	142	414	1	15	16	38	11	16
	%	100.00%	27.64%	72.36%	02.39%	03.26%	17.05%	44.45%	04.50%	14.14%	03.09%	09.00%	00.02%	00.33%	00.35%	00.83%	00.24%	00.35%
Total Separations	#	8,381	2,670	5,711	219	304	1,553	3,272	517	1,284	310	709	6	30	42	72	23	40
	%	100.00%	31.85%	68.15%	02.61%	03.63%	18.53%	39.04%	00.00%	15.32%	03.70%	08.46%	00.07%	00.36%	00.50%	00.86%	00.27%	00.48%

Data shown includes full-time, part-time, and intermittent employees in a pay status and excluding medical and Manila residents.
The CLF data is based on the 2010 National Census Data and excludes Puerto Rico, and other US territories (i.e., Guam, ...)
RCLF comparisons are based on 2010 National Census National data.
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 vs 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.

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Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2022

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 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%
FY 2022	#	432,010	343,264	38,576	50,170	9,982	111	538	893	412	243	576	686	641	235	5,393	63	191
	%	100.00%	79.46%	08.93%	11.61%	02.31%	00.03%	00.12%	00.21%	00.10%	00.06%	00.13%	00.16%	00.15%	00.05%	01.25%	00.01%	00.04%
501 Goal	%				**12.00%**	**2.00%**												
Difference	#	8,782	-26	9,141	-333	146	24	104	83	-8	-4	16	-67	-7	-10	29	-2	-12
Ratio Change	%	00.00%	-01.65%	01.98%	-00.32%	-00.01%	00.01%	00.02%	00.02%	00.00%	00.00%	00.00%	-00.02%	00.00%	-00.01%	-00.02%	-00.01%	-00.01%
Net Change	%	02.08%	-00.01%	31.05%	-00.66%	01.48%	27.59%	23.96%	10.25%	-01.90%	-01.62%	02.86%	-08.90%	-01.08%	-04.08%	00.54%	-03.08%	-05.91%
EMPLOYEE GAINS																		
New Hires	#	67,687	45,728	16,030	5,929	1,366	42	186	170	38	22	73	13	60	13	740	0	9
	%	100.00%	67.56%	23.68%	08.76%	02.02%	00.06%	00.27%	00.25%	00.06%	00.03%	00.11%	00.02%	00.09%	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	#	3,109	2,055	467	587	167	5	12	11	3	1	3	2	10	1	117	0	2
	%	100.00%	66.10%	15.02%	18.88%	05.37%	00.16%	00.39%	00.35%	00.10%	00.03%	00.10%	00.06%	00.32%	00.03%	03.76%	00.00%	00.06%
Resignation	#	26,158	19,889	3,282	2,987	693	8	55	55	14	11	31	25	37	7	441	0	9
	%	100.00%	76.03%	12.55%	11.42%	02.65%	00.03%	00.21%	00.21%	00.05%	00.04%	00.12%	00.10%	00.14%	00.03%	01.69%	00.00%	00.03%
Retirement	#	13,229	10,683	438	2,108	340	0	3	25	32	10	18	43	25	20	154	2	8
	%	100.00%	80.75%	03.31%	15.93%	02.57%	00.00%	00.02%	00.19%	00.24%	00.08%	00.14%	00.33%	00.19%	00.15%	01.16%	00.02%	00.06%
Other Separations	#	8,560	6,451	1,074	1,035	227	5	18	20	4	4	12	8	10	5	139	0	2
	%	100.00%	75.36%	12.55%	12.09%	02.65%	00.06%	00.21%	00.23%	00.05%	00.05%	00.14%	00.09%	00.12%	00.06%	01.62%	00.00%	00.02%
Total Separations	#	51,056	39,078	5,261	6,717	1,427	18	88	111	53	26	64	78	82	33	851	2	21
	%	100.00%	76.54%	10.30%	13.16%	02.79%	00.04%	00.17%	00.22%	00.10%	00.05%	00.13%	00.15%	00.16%	00.06%	01.67%	00.00%	00.04%
PERMANENT WORKFORCE																		
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%
FY 2022	#	412,694	328,449	35,877	48,368	9,539	98	502	844	394	236	549	675	626	222	5,145	61	187
	%	100.00%	79.59%	08.69%	11.72%	02.31%	00.02%	00.12%	00.20%	00.10%	00.06%	00.13%	00.16%	00.15%	00.05%	01.25%	00.01%	00.05%
Difference	#	13,303	4,107	9,180	16	223	21	107	92	-7	-6	20	-57	5	-8	68	-2	-10
Ratio Change	%	00.00%	-01.62%	02.01%	-00.39%	-00.02%	00.00%	00.02%	00.01%	00.00%	00.00%	00.00%	-00.02%	-00.01%	-00.01%	-00.02%	-00.01%	00.00%
Net Change	%	03.33%	01.27%	34.39%	00.03%	02.39%	27.27%	27.09%	12.23%	-01.75%	-02.48%	03.78%	-07.79%	00.81%	-03.48%	01.34%	-03.17%	-05.08%

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2022

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	#	55,994	37,375	13,640	4,979	1,139	32	153	144	31	16	57	12	56	10	621	0	7
	%	100.00%	66.75%	24.36%	08.89%	02.03%	00.06%	00.27%	00.26%	00.06%	00.03%	00.10%	00.02%	00.10%	00.02%	01.11%	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	#	2,580	1,719	348	513	146	4	8	7	3	1	3	1	9	1	107	0	2
	%	100.00%	66.63%	13.49%	19.88%	05.66%	00.16%	00.31%	00.27%	00.12%	00.04%	00.12%	00.04%	00.35%	00.04%	04.15%	00.00%	00.08%
Resignation	#	23,054	17,493	2,843	2,718	635	7	51	51	12	10	28	23	30	6	408	0	9
	%	100.00%	75.88%	12.33%	11.79%	02.75%	00.03%	00.22%	00.22%	00.05%	00.04%	00.12%	00.10%	00.13%	00.03%	01.77%	00.00%	00.04%
Retirement	#	13,079	10,570	427	2,082	336	0	3	25	31	10	18	43	25	19	152	2	8
	%	100.00%	80.82%	03.26%	15.92%	02.57%	00.00%	00.02%	00.19%	00.24%	00.08%	00.14%	00.33%	00.19%	00.15%	01.16%	00.02%	00.06%
Other Separations	#	3,962	2,745	483	734	157	2	9	11	3	3	8	7	6	5	101	0	2
	%	100.00%	69.28%	12.19%	18.53%	03.96%	00.05%	00.23%	00.28%	00.08%	00.08%	00.20%	00.18%	00.15%	00.13%	02.55%	00.00%	00.05%
Total Separations	#	42,675	32,527	4,101	6,047	1,274	13	71	94	49	24	57	74	70	31	768	2	21
	%	100.00%	76.22%	09.61%	14.17%	02.99%	00.03%	00.17%	00.22%	00.11%	00.06%	00.13%	00.17%	00.16%	00.07%	01.80%	00.00%	00.05%
TEMPORARY WORKFORCE																		
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%
FY 2022	#	19,316	14,815	2,699	1,802	443	13	36	49	18	7	27	11	15	13	248	2	4
	%	100.00%	76.70%	13.97%	09.33%	02.29%	00.07%	00.19%	00.25%	00.09%	00.04%	00.14%	00.06%	00.08%	00.07%	01.28%	00.01%	00.02%
Difference	#	-4,521	-4,133	-39	-349	-77	3	-3	-9	-1	2	-4	-10	-12	-2	-39	0	-2
Ratio Change	%	00.00%	-02.79%	02.48%	00.31%	00.11%	00.03%	00.03%	00.01%	00.01%	00.02%	00.01%	-00.03%	-00.03%	00.01%	00.08%	00.00%	-00.01%
Net Change	%	-18.97%	-21.81%	-01.42%	-16.23%	-14.81%	30.00%	-07.69%	-15.52%	-05.26%	40.00%	-12.90%	-47.62%	-44.44%	-13.33%	-13.59%	00.00%	-33.33%
EMPLOYEE GAINS																		
New Hires	#	11,693	8,353	2,390	950	227	10	33	26	7	6	16	1	4	3	119	0	2
	%	100.00%	71.44%	20.44%	08.12%	01.94%	00.09%	00.28%	00.22%	00.06%	00.05%	00.14%	00.01%	00.03%	00.03%	01.02%	00.00%	00.02%
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	#	529	336	119	74	21	1	4	4	0	0	0	1	1	0	10	0	0
	%	100.00%	63.52%	22.50%	13.99%	03.97%	00.19%	00.76%	00.76%	00.00%	00.00%	00.00%	00.19%	00.19%	00.00%	01.89%	00.00%	00.00%

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate) - SEP - FY2022

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)
Resignation	#	3,104	2,396	439	269	58	1	4	4	2	1	3	2	7	1	33	0	0
	%	100.00%	77.19%	14.14%	08.67%	01.87%	00.03%	00.13%	00.13%	00.06%	00.03%	00.10%	00.06%	00.23%	00.03%	01.06%	00.00%	00.00%
Retirement	#	150	113	11	26	4	0	0	0	1	0	0	0	0	1	2	0	0
	%	100.00%	75.33%	07.33%	17.33%	02.67%	00.00%	00.00%	00.00%	00.67%	00.00%	00.00%	00.00%	00.00%	00.67%	01.33%	00.00%	00.00%
Other Separations	#	4,598	3,706	591	301	70	3	9	9	1	1	4	1	4	0	38	0	0
	%	100.00%	80.60%	12.85%	06.55%	01.52%	00.07%	00.20%	00.20%	00.02%	00.02%	00.09%	00.02%	00.09%	00.00%	00.83%	00.00%	00.00%
Total Separations	#	8,381	6,551	1,160	670	153	5	17	17	4	2	7	4	12	2	83	0	0
	%	100.00%	78.16%	13.84%	07.99%	01.83%	00.06%	00.20%	00.20%	00.05%	00.02%	00.08%	00.05%	00.14%	00.02%	00.99%	00.00%	00.00%
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																		
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%
FY 2022	#	2,580	356	214	2,010	823	9	14	64	35	11	42	35	25	52	521	8	7
	%	100.00%	13.80%	08.29%	77.91%	31.90%	00.35%	00.54%	02.48%	01.36%	00.43%	01.63%	01.36%	00.97%	02.02%	20.19%	00.31%	00.27%
Difference	#	-21	27	15	-63	-79	2	4	3	-1	-1	-1	-9	3	1	-78	-1	-1
Ratio Change	%	00.00%	01.15%	00.64%	-01.79%	-02.78%	00.08%	00.16%	00.13%	-00.02%	-00.03%	-00.02%	-00.33%	00.12%	00.06%	-02.84%	-00.04%	-00.04%
Net Change	%	-00.81%	08.21%	07.54%	-03.04%	-08.76%	28.57%	40.00%	04.92%	-02.78%	-08.33%	-02.33%	-20.45%	13.64%	01.96%	-13.02%	-11.11%	-12.50%
EMPLOYEE GAINS																		
New Hires	#	231	34	25	172	47	4	1	7	1	1	1	0	2	4	26	0	0
	%	100.00%	14.72%	10.82%	74.46%	20.35%	01.73%	00.43%	03.03%	00.43%	00.43%	00.43%	00.00%	00.87%	01.73%	11.26%	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 includes full-time, part-time, and intermittent employees in a pay status and excluding 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 vs 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.

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Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2022

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 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%
FY 2022	#	432,010	381,840	343,264	38,576	50,170	9,982	111	538	893	412	243	576	686	641	235	5,393	63	191
	%	100.00%	88.39%	79.46%	08.93%	11.61%	02.31%	00.03%	00.12%	00.21%	00.10%	00.06%	00.13%	00.16%	00.15%	00.05%	01.25%	00.01%	00.04%
501 Goal	%					**12.00%**	**2.00%**												
Difference	#	8,782	9,115	-26	9,141	-333	146	24	104	83	-8	-4	16	-67	-7	-10	29	-2	-12
Ratio Change	%	00.00%	00.32%	-01.65%	01.98%	-00.32%	-00.01%	00.01%	00.02%	00.02%	00.00%	00.00%	00.00%	-00.02%	00.00%	-00.01%	-00.02%	-00.01%	-00.01%
Net Change	%	02.08%	02.45%	-00.01%	31.05%	-00.66%	01.48%	27.59%	23.96%	10.25%	-01.90%	-01.62%	02.86%	-08.90%	-01.08%	-04.08%	00.54%	-03.08%	-05.91%
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	67,687	61,758	45,728	16,030	5,929	1,366	42	186	170	38	22	73	13	60	13	740	0	9
	%	15.67%	16.17%	13.32%	41.55%	11.82%	13.68%	37.84%	34.57%	19.04%	09.22%	09.05%	12.67%	01.90%	09.36%	05.53%	13.72%	00.00%	04.71%
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	#	3,109	2,522	2,055	467	587	167	5	12	11	3	1	3	2	10	1	117	0	2
	%	00.72%	00.66%	00.60%	01.21%	01.17%	01.67%	04.50%	02.23%	01.23%	00.73%	00.41%	00.52%	00.29%	01.56%	00.43%	02.17%	00.00%	01.05%
Resignation	#	26,158	23,171	19,889	3,282	2,987	693	8	55	55	14	11	31	25	37	7	441	0	9
	%	06.05%	06.07%	05.79%	08.51%	05.95%	06.94%	07.21%	10.22%	06.16%	03.40%	04.53%	05.38%	03.64%	05.77%	02.98%	08.18%	00.00%	04.71%
Retirement	#	13,229	11,121	10,683	438	2,108	340	0	3	25	32	10	18	43	25	20	154	2	8
	%	03.06%	02.91%	03.11%	01.14%	04.20%	03.41%	00.00%	00.56%	02.80%	07.77%	04.12%	03.13%	06.27%	03.90%	08.51%	02.86%	03.17%	04.19%
Other Separations	#	8,560	7,525	6,451	1,074	1,035	227	5	18	20	4	4	12	8	10	5	139	0	2
	%	01.98%	01.97%	01.88%	02.78%	02.06%	02.27%	04.50%	03.35%	02.24%	00.97%	01.65%	02.08%	01.17%	01.56%	02.13%	02.58%	00.00%	01.05%
Total Separations	#	51,056	44,339	39,078	5,261	6,717	1,427	18	88	111	53	26	64	78	82	33	851	2	21
	%	11.82%	11.61%	11.38%	13.64%	13.39%	14.30%	16.22%	16.36%	12.43%	12.86%	10.70%	11.11%	11.37%	12.79%	14.04%	15.78%	03.17%	10.99%
PERMANENT WORKFORCE																			
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%
FY 2022	#	412,694	364,326	328,449	35,877	48,368	9,539	98	502	844	394	236	549	675	626	222	5,145	61	187
	%	100.00%	88.28%	79.59%	08.69%	11.72%	02.31%	00.02%	00.12%	00.20%	00.10%	00.06%	00.13%	00.16%	00.15%	00.05%	01.25%	00.01%	00.05%
Difference	#	13,303	13,287	4,107	9,180	16	223	21	107	92	-7	-6	20	-57	5	-8	68	-2	-10
Ratio Change	%	00.00%	00.39%	-01.62%	02.01%	-00.39%	-00.02%	00.00%	00.02%	00.01%	00.00%	00.00%	00.00%	-00.02%	-00.01%	-00.01%	-00.02%	-00.01%	00.00%
Net Change	%	03.33%	03.79%	01.27%	34.39%	00.03%	02.39%	27.27%	27.09%	12.23%	-01.75%	-02.48%	03.78%	-07.79%	00.81%	-03.48%	01.34%	-03.17%	-05.08%

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2022

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 GAINS (Inclusion Rate)																			
New Hires	#	55,994	51,015	37,375	13,640	4,979	1,139	32	153	144	31	16	57	12	56	10	621	0	7
	%	13.57%	14.00%	11.38%	38.02%	10.29%	11.94%	32.65%	30.48%	17.06%	07.87%	06.78%	10.38%	01.78%	08.95%	04.50%	12.07%	00.00%	03.74%
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	#	2,580	2,067	1,719	348	513	146	4	8	7	3	1	3	1	9	1	107	0	2
	%	00.63%	00.57%	00.52%	00.97%	01.06%	01.53%	04.08%	01.59%	00.83%	00.76%	00.42%	00.55%	00.15%	01.44%	00.45%	02.08%	00.00%	01.07%
Resignation	#	23,054	20,336	17,493	2,843	2,718	635	7	51	51	12	10	28	23	30	6	408	0	9
	%	05.59%	05.58%	05.33%	07.92%	05.62%	06.66%	07.14%	10.16%	06.04%	03.05%	04.24%	05.10%	03.41%	04.79%	02.70%	07.93%	00.00%	04.81%
Retirement	#	13,079	10,997	10,570	427	2,082	336	0	3	25	31	10	18	43	25	19	152	2	8
	%	03.17%	03.02%	03.22%	01.19%	04.30%	03.52%	00.00%	00.60%	02.96%	07.87%	04.24%	03.28%	06.37%	03.99%	08.56%	02.95%	03.28%	04.28%
Other Separations	#	3,962	3,228	2,745	483	734	157	2	9	11	3	3	8	7	6	5	101	0	2
	%	00.96%	00.89%	00.84%	01.35%	01.52%	01.65%	02.04%	01.79%	01.30%	00.76%	01.27%	01.46%	01.04%	00.96%	02.25%	01.96%	00.00%	01.07%
Total Separations	#	42,675	36,628	32,527	4,101	6,047	1,274	13	71	94	49	24	57	74	70	31	768	2	21
	%	10.34%	10.05%	09.90%	11.43%	12.50%	13.36%	13.27%	14.14%	11.14%	12.44%	10.17%	10.38%	10.96%	11.18%	13.96%	14.93%	03.28%	11.23%
TEMPORARY WORKFORCE																			
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%
FY 2022	#	19,316	17,514	14,815	2,699	1,802	443	13	36	49	18	7	27	11	15	13	248	2	4
	%	100.00%	90.67%	76.70%	13.97%	09.33%	02.29%	00.07%	00.19%	00.25%	00.09%	00.04%	00.14%	00.06%	00.08%	00.07%	01.28%	00.01%	00.02%
Difference	#	-4,521	-4,172	-4,133	-39	-349	-77	3	-3	-9	-1	2	-4	-10	-12	-2	-39	0	-2
Ratio Change	%	00.00%	-00.31%	-02.79%	02.48%	00.31%	00.11%	00.03%	00.03%	00.01%	00.01%	00.02%	00.01%	-00.03%	-00.03%	00.01%	00.08%	00.00%	-00.01%
Net Change	%	-18.97%	-19.24%	-21.81%	-01.42%	-16.23%	-14.81%	30.00%	-07.69%	-15.52%	-05.26%	40.00%	-12.90%	-47.62%	-44.44%	-13.33%	-13.59%	00.00%	-33.33%
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	11,693	10,743	8,353	2,390	950	227	10	33	26	7	6	16	1	4	3	119	0	2
	%	02.83%	02.95%	02.54%	06.66%	01.96%	02.38%	10.20%	06.57%	03.08%	01.78%	02.54%	02.91%	00.15%	00.64%	01.35%	02.31%	00.00%	01.07%
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	#	529	455	336	119	74	21	1	4	4	0	0	0	1	1	0	10	0	0
	%	02.74%	02.60%	02.27%	04.41%	04.11%	04.74%	07.69%	11.11%	08.16%	00.00%	00.00%	00.00%	09.09%	06.67%	00.00%	04.03%	00.00%	00.00%
Resignation	#	3,104	2,835	2,396	439	269	58	1	4	4	2	1	3	2	7	1	33	0	0
	%	16.07%	00.00%	16.17%	16.27%	14.93%	13.09%	07.69%	11.11%	08.16%	11.11%	14.29%	11.11%	18.18%	46.67%	07.69%	13.31%	00.00%	00.00%

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate) - SEP - FY2022

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)
Retirement	#	150	124	113	11	26	4	0	0	0	1	0	0	0	0	1	2	0	0
	%	00.78%	00.71%	00.76%	00.41%	01.44%	00.90%	00.00%	00.00%	00.00%	05.56%	00.00%	00.00%	00.00%	00.00%	07.69%	00.81%	00.00%	00.00%
Other Separations	#	4,598	4,297	3,706	591	301	70	3	9	9	1	1	4	1	4	0	38	0	0
	%	23.80%	24.53%	25.02%	21.90%	16.70%	15.80%	23.08%	25.00%	18.37%	05.56%	14.29%	14.81%	09.09%	26.67%	00.00%	15.32%	00.00%	00.00%
Total Separations	#	8,381	7,711	6,551	1,160	670	153	5	17	17	4	2	7	4	12	2	83	0	0
	%	43.39%	44.03%	44.22%	42.98%	37.18%	34.54%	38.46%	47.22%	34.69%	22.22%	28.57%	25.93%	36.36%	80.00%	15.38%	33.47%	00.00%	00.00%
SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE																			
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%
FY 2022	#	2,580	570	356	214	2,010	823	9	14	64	35	11	42	35	25	52	521	8	7
	%	100.00%	22.09%	13.80%	08.29%	77.91%	31.90%	00.35%	00.54%	02.48%	01.36%	00.43%	01.63%	01.36%	00.97%	02.02%	20.19%	00.31%	00.27%
Difference	#	-21	42	27	15	-63	-79	2	4	3	-1	-1	-1	-9	3	1	-78	-1	-1
Ratio Change	%	00.00%	01.79%	01.15%	00.64%	-01.79%	-02.78%	00.08%	00.16%	00.13%	-00.02%	-00.03%	-00.02%	-00.33%	00.12%	00.06%	-02.84%	-00.04%	-00.04%
Net Change	%	-00.81%	07.95%	08.21%	07.54%	-03.04%	-08.76%	28.57%	40.00%	04.92%	-02.78%	-08.33%	-02.33%	-20.45%	13.64%	01.96%	-13.02%	-11.11%	-12.50%
EMPLOYEE GAINS (Inclusion Rate)																			
New Hires	#	231	59	34	25	172	47	4	1	7	1	1	1	0	2	4	26	0	0
	%	08.95%	10.35%	09.55%	11.68%	08.56%	05.71%	44.44%	07.14%	10.94%	02.86%	09.09%	02.38%	00.00%	08.00%	07.69%	04.99%	00.00%	00.00%
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 includes full-time, part-time, and intermittent employees in a pay status and excluding 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 vs 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.

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Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity and Sex (Participation Rate) - SEP - FY2022

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)	%	100.00%	51.79%	48.21%	06.82%	06.16%	35.65%	31.82%	05.70%	06.61%	02.19%	02.18%	00.08%	00.08%	00.31%	00.31%	01.05%	01.05%
RCLF (2018)	%	100.00%	50.39%	49.61%	06.55%	06.77%	32.99%	33.75%	06.95%	05.52%	02.45%	02.19%	00.08%	00.08%	00.32%	00.29%	01.06%	01.00%
Permanent Workforce	#	412,694	154,395	258,299	12,542	16,808	90,208	141,684	34,444	70,257	13,442	23,123	793	1,282	2,326	4,107	640	1,038
	%	100.00%	37.42%	62.58%	03.04%	04.07%	21.86%	34.33%	08.35%	17.02%	03.26%	05.60%	00.19%	00.31%	00.56%	01.00%	00.16%	00.25%
VHA	#	371,098	131,675	239,423	10,796	15,679	76,332	132,447	29,231	63,226	12,297	22,334	679	1,179	1,872	3,661	468	897
	%	100.01%	35.48%	64.53%	02.91%	04.23%	20.57%	35.69%	07.88%	17.04%	03.31%	06.02%	00.18%	00.32%	00.50%	00.99%	00.13%	00.24%
VBA	#	25,506	12,211	13,295	904	766	7,216	6,378	3,178	5,162	502	456	70	69	279	379	62	85
	%	99.99%	47.86%	52.13%	03.54%	03.00%	28.29%	25.01%	12.46%	20.24%	01.97%	01.79%	00.27%	00.27%	01.09%	01.49%	00.24%	00.33%
NCA	#	2,035	1,564	471	145	42	1,101	265	224	133	31	14	12	5	38	8	13	4
	%	100.01%	76.86%	23.15%	07.13%	02.06%	54.10%	13.02%	11.01%	06.54%	01.52%	00.69%	00.59%	00.25%	01.87%	00.39%	00.64%	00.20%
STAFF OFFICES	#	14,055	8,945	5,110	697	321	5,559	2,594	1,811	1,736	612	319	32	29	137	59	97	52
	%	100.00%	63.64%	36.36%	04.96%	02.28%	39.55%	18.46%	12.89%	12.35%	04.35%	02.27%	00.23%	00.21%	00.97%	00.42%	00.69%	00.37%

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

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

RCLF comparisons are based on 2010 Census 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 - FY2022

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	#	412,694	328,449	35,877	48,368	9,539	98	502	844	394	236	549	675	626	222	5,145	61	187
	%	100.00%	79.59%	08.69%	11.72%	02.31%	00.02%	00.12%	00.20%	00.10%	00.06%	00.13%	00.16%	00.15%	00.05%	01.25%	00.01%	00.05%
VHA	#	371,098	300,005	31,140	39,953	8,018	89	387	746	332	193	448	533	547	206	4,323	55	159
	%	100.00%	80.84%	08.39%	10.77%	02.16%	00.02%	00.10%	00.20%	00.09%	00.05%	00.12%	00.14%	00.15%	00.06%	01.16%	00.01%	00.04%
VBA	#	25,506	16,878	2,884	5,744	1,059	6	83	68	35	30	72	94	48	4	593	4	22
	%	100.00%	66.17%	11.31%	22.52%	04.15%	00.02%	00.33%	00.27%	00.14%	00.12%	00.28%	00.37%	00.19%	00.02%	02.32%	00.02%	00.09%
NCA	#	2,035	1,406	255	374	82	2	7	4	2	4	5	7	3	2	45	0	1
	%	100.00%	69.09%	12.53%	18.38%	04.03%	00.10%	00.34%	00.20%	00.10%	00.20%	00.25%	00.34%	00.15%	00.10%	02.21%	00.00%	00.05%
STAFF OFFICES	#	14,055	10,160	1,598	2,297	380	1	25	26	25	9	24	41	28	10	184	2	5
	%	100.00%	72.29%	11.37%	16.34%	02.70%	00.01%	00.18%	00.18%	00.18%	00.06%	00.17%	00.29%	00.20%	00.07%	01.31%	00.01%	00.04%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding 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 - FY2022

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	#	368,199	133,747	234,452	10,824	15,267	77,938	129,275	29,429	62,205	12,417	22,120	669	1,150	1,934	3,568	536	867
	%	100.00%	36.33%	63.68%	02.94%	04.15%	21.17%	35.11%	07.99%	16.89%	03.37%	06.01%	00.18%	00.31%	00.53%	00.97%	00.15%	00.24%
1. Management																		
Executives	#	7,886	4,649	3,237	268	158	3,279	2,075	312	418	714	534	8	9	60	36	8	7
	%	100.00%	58.95%	41.04%	03.40%	02.00%	41.58%	26.31%	03.96%	05.30%	09.05%	06.77%	00.10%	00.11%	00.76%	00.46%	00.10%	00.09%
Managers	#	17,699	6,998	10,701	432	564	5,035	6,955	1,016	2,327	379	660	20	32	92	127	24	36
	%	100.00%	39.54%	60.47%	02.44%	03.19%	28.45%	39.30%	05.74%	13.15%	02.14%	03.73%	00.11%	00.18%	00.52%	00.72%	00.14%	00.20%
Supervisors	#	18,871	9,241	9,630	754	700	5,303	5,380	2,607	2,827	360	479	55	55	120	145	42	44
	%	100.00%	48.97%	51.03%	04.00%	03.71%	28.10%	28.51%	13.81%	14.98%	01.91%	02.54%	00.29%	00.29%	00.64%	00.77%	00.22%	00.23%
Total Management	#	44,456	20,888	23,568	1,454	1,422	13,617	14,410	3,935	5,572	1,453	1,673	83	96	272	308	74	87
	%	100.00%	46.99%	53.01%	03.27%	03.20%	30.63%	32.41%	08.85%	12.53%	03.27%	03.76%	00.19%	00.22%	00.61%	00.69%	00.17%	00.20%
2. Professionals	#	168,467	54,711	113,756	3,673	6,297	35,902	69,211	6,210	20,850	7,758	15,051	232	438	716	1,553	220	356
	%	100.00%	32.49%	67.52%	02.18%	03.74%	21.31%	41.08%	03.69%	12.38%	04.61%	08.93%	00.14%	00.26%	00.43%	00.92%	00.13%	00.21%
3. Technicians	#	40,110	11,270	28,840	1,265	2,208	6,004	16,141	2,426	7,496	1,270	2,253	71	136	169	509	65	97
	%	100.00%	28.10%	71.90%	03.15%	05.50%	14.97%	40.24%	06.05%	18.69%	03.17%	05.62%	00.18%	00.34%	00.42%	01.27%	00.16%	00.24%
4. Sales Workers	#	509	127	382	16	45	63	197	36	101	7	24	1	2	4	11	0	2
	%	100.00%	24.96%	75.04%	03.14%	08.84%	12.38%	38.70%	07.07%	19.84%	01.38%	04.72%	00.20%	00.39%	00.79%	02.16%	00.00%	00.39%
5. Administrative Support Workers	#	60,047	16,796	43,251	1,776	3,342	7,715	20,073	6,037	17,023	791	1,503	109	317	281	749	87	244
	%	100.00%	27.97%	72.04%	02.96%	05.57%	12.85%	33.43%	10.05%	28.35%	01.32%	02.50%	00.18%	00.53%	00.47%	01.25%	00.14%	00.41%
6. Craft Workers	#	6,563	6,369	194	552	9	4,376	138	1,065	33	210	8	40	1	112	5	14	0
	%	100.00%	97.05%	02.96%	08.41%	00.14%	66.68%	02.10%	16.23%	00.50%	03.20%	00.12%	00.61%	00.02%	01.71%	00.08%	00.21%	00.00%
7. Operatives	#	3,701	3,197	504	276	33	1,571	218	1,211	217	62	18	19	1	50	16	8	1
	%	100.00%	86.39%	13.62%	07.46%	00.89%	42.45%	05.89%	32.72%	05.86%	01.68%	00.49%	00.51%	00.03%	01.35%	00.43%	00.22%	00.03%
8. Laborers and Helpers	#	961	912	49	90	3	563	30	212	11	12	1	6	1	24	3	5	0
	%	100.00%	94.90%	05.08%	09.37%	00.31%	58.58%	03.12%	22.06%	01.14%	01.25%	00.10%	00.62%	00.10%	02.50%	00.31%	00.52%	00.00%
9. Service Workers	#	43,385	19,477	23,908	1,722	1,908	8,127	8,857	8,297	10,902	854	1,589	108	158	306	414	63	80
	%	100.00%	44.90%	55.09%	03.97%	04.40%	18.73%	20.41%	19.12%	25.13%	01.97%	03.66%	00.25%	00.36%	00.71%	00.95%	00.15%	00.18%

Data includes full-time, part-time, and intermittent permanent employees in pay status and excluding medical and Manila residents. For purposes of this report, Title 38 nurses are coded to GS equivalent grades. 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 HRSmart. 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 - FY2022

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	#	7,886	7,073	355	458	72	0	3	8	4	6	3	18	11	0	19	0	0
	%	100.00%	89.69%	04.50%	05.81%	00.91%	00.00%	00.04%	00.10%	00.05%	00.08%	00.04%	00.23%	00.14%	00.00%	00.24%	00.00%	00.00%
Managers	#	17,699	15,099	844	1,756	256	0	12	18	21	17	16	39	20	1	105	2	5
	%	100.00%	85.31%	04.77%	09.92%	01.45%	00.00%	00.07%	00.10%	00.12%	00.10%	00.09%	00.22%	00.11%	00.01%	00.59%	00.01%	00.03%
Supervisors	#	18,871	14,475	1,392	3,004	588	1	33	32	14	15	22	36	30	19	368	4	14
	%	100.00%	76.70%	07.38%	15.92%	03.12%	00.01%	00.17%	00.17%	00.07%	00.08%	00.12%	00.19%	00.16%	00.10%	01.95%	00.02%	00.07%
Total Management	#	44,456	36,647	2,591	5,218	916	1	48	58	39	38	41	93	61	20	492	6	19
	%	100.00%	82.43%	05.83%	11.74%	02.06%	00.00%	00.11%	00.13%	00.09%	00.09%	00.09%	00.21%	00.14%	00.04%	01.11%	00.01%	00.04%
2. Professionals	#	168,467	143,455	12,393	12,619	1,972	15	87	180	121	49	154	170	161	20	948	17	50
	%	100.00%	85.15%	07.36%	07.49%	01.17%	00.01%	00.05%	00.11%	00.07%	00.03%	00.09%	00.10%	00.10%	00.01%	00.56%	00.01%	00.03%
3. Technicians	#	40,110	33,142	3,126	3,842	714	4	28	51	27	20	38	39	80	6	398	2	21
	%	100.00%	82.63%	07.79%	09.58%	01.78%	00.01%	00.07%	00.13%	00.07%	00.05%	00.09%	00.10%	00.20%	00.01%	00.99%	00.00%	00.05%
4. Sales Workers	#	509	388	61	60	10	0	0	3	1	0	0	1	1	0	4	0	0
	%	100.00%	76.23%	11.98%	11.79%	01.96%	00.00%	00.00%	00.59%	00.20%	00.00%	00.00%	00.20%	00.20%	00.00%	00.79%	00.00%	00.00%
5. Administrative Support Workers	#	60,047	43,472	6,606	9,969	2,096		100	214	88	44	151	165	132	50	1,085	17	33
	%	100.00%	72.40%	11.00%	16.60%	03.49%	00.03%	00.17%	00.36%	00.15%	00.07%	00.25%	00.27%	00.22%	00.08%	01.81%	00.03%	00.05%
6. Craft Workers	#	6,563	4,576	787	1,200	282	2	17	39	3	8	7	21	8	1	169	1	6
	%	100.00%	69.72%	11.99%	18.28%	04.30%	00.03%	00.26%	00.59%	00.05%	00.12%	00.11%	00.32%	00.12%	00.02%	02.58%	00.02%	00.09%
7. Operatives	#	3,701	2,411	461	829	249	1	11	26	2	0	4	9	12	17	161	1	5
	%	100.00%	65.14%	12.46%	22.40%	06.73%	00.03%	00.30%	00.70%	00.05%	00.00%	00.11%	00.24%	00.32%	00.46%	04.35%	00.03%	00.14%
8. Laborers and Helpers	#	961	599	152	210	69	3	4	2	1	1	4	2	2	4	46	0	0
	%	100.00%	62.33%	15.82%	21.85%	07.18%	00.31%	00.42%	00.21%	00.10%	00.10%	00.42%	00.21%	00.21%	00.42%	04.79%	00.00%	00.00%
9. Service Workers	#	43,385	32,343	5,289	5,753	1,521	38	76	173	63	25	48	61	83	83	837	8	26
	%	100.00%	74.55%	12.19%	13.26%	03.51%	00.09%	00.18%	00.40%	00.15%	00.06%	00.11%	00.14%	00.19%	00.19%	01.93%	00.02%	00.06%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and manila residents.
For purposes of this report, Title 38 nurses are coded to GS equivalent grades. Please see Data Definitions.
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 HRSmart.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.

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Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
Permanent Workforce	#	412,694	154,395	258,299	12,542	16,808	90,208	141,684	34,444	70,257	13,442	23,123	793	1,282	2,326	4,107	640	1,038
	%	100.00%	37.42%	62.58%	03.04%	04.07%	21.86%	34.33%	08.35%	17.02%	03.26%	05.60%	00.19%	00.31%	00.56%	01.00%	00.16%	00.25%
GS-01	#	179	61	118	4	7	50	87	3	7	2	15	1	2	0	0	1	0
	%	100.00%	34.08%	65.92%	02.23%	03.91%	27.93%	48.60%	01.68%	03.91%	01.12%	08.38%	00.56%	01.12%	00.00%	00.00%	00.56%	00.00%
GS-02	#	348	160	188	4	6	110	140	33	28	11	11	1	0	1	2	0	1
	%	100.00%	45.98%	54.02%	01.15%	01.72%	31.61%	40.23%	09.48%	08.05%	03.16%	03.16%	00.29%	00.00%	00.29%	00.57%	00.00%	00.29%
GS-03	#	3,283	1,307	1,976	84	72	872	1,364	242	321	77	165	6	16	24	30	2	8
	%	100.00%	39.81%	60.19%	02.56%	02.19%	26.56%	41.55%	07.37%	09.78%	02.35%	05.03%	00.18%	00.49%	00.73%	00.91%	00.06%	00.24%
GS-04	#	3,699	1,334	2,365	160	206	583	1,105	490	886	67	108	8	18	23	39	3	3
	%	100.00%	36.07%	63.93%	04.33%	05.57%	15.76%	29.87%	13.25%	23.95%	01.81%	02.92%	00.22%	00.49%	00.62%	01.05%	00.08%	00.08%
GS-05	#	26,012	7,340	18,672	785	1,340	2,932	6,621	2,890	9,016	540	1,221	47	104	110	304	36	66
	%	99.99%	28.22%	71.77%	03.02%	05.15%	11.27%	25.45%	11.11%	34.66%	02.08%	04.69%	00.18%	00.40%	00.42%	01.17%	00.14%	00.25%
GS-06	#	56,884	12,966	43,918	1,396	3,419	6,064	21,120	4,126	15,886	977	2,207	97	304	229	767	77	215
	%	100.00%	22.79%	77.21%	02.45%	06.01%	10.66%	37.13%	07.25%	27.93%	01.72%	03.88%	00.17%	00.53%	00.40%	01.35%	00.14%	00.38%
GS-07	#	25,637	9,395	16,242	1,031	1,274	4,987	8,147	2,601	5,546	505	774	63	111	153	297	55	93
	%	100.00%	36.65%	63.35%	04.02%	04.97%	19.45%	31.78%	10.15%	21.63%	01.97%	03.02%	00.25%	00.43%	00.60%	01.16%	00.21%	00.36%
GS-08	#	22,354	6,299	16,055	626	1,107	3,580	9,225	1,127	3,764	801	1,524	39	85	95	285	31	65
	%	99.99%	28.17%	71.82%	02.80%	04.95%	16.02%	41.27%	05.04%	16.84%	03.58%	06.82%	00.17%	00.38%	00.42%	01.27%	00.14%	00.29%
GS-09	#	23,978	9,718	14,260	888	1,077	5,363	7,797	2,566	4,105	586	804	59	72	188	317	68	88
	%	99.99%	40.52%	59.47%	03.70%	04.49%	22.37%	32.52%	10.70%	17.12%	02.44%	03.35%	00.25%	00.30%	00.78%	01.32%	00.28%	00.37%
GS-10	#	5,950	3,069	2,881	281	185	1,660	1,552	804	900	216	147	23	16	63	64	22	17
	%	100.01%	51.58%	48.43%	04.72%	03.11%	27.90%	26.08%	13.51%	15.13%	03.63%	02.47%	00.39%	00.27%	01.06%	01.08%	00.37%	00.29%
GS-11	#	79,665	23,686	55,979	2,013	3,442	14,397	31,748	4,321	12,566	2,373	6,867	134	271	353	891	95	194
	%	99.99%	29.73%	70.26%	02.53%	04.32%	18.07%	39.85%	05.42%	15.77%	02.98%	08.62%	00.17%	00.34%	00.44%	01.12%	00.12%	00.24%
GS-12	#	39,687	15,606	24,081	1,137	1,485	10,260	15,267	2,639	5,125	1,199	1,691	81	80	222	338	68	95
	%	99.98%	39.31%	60.67%	02.86%	03.74%	25.85%	38.47%	06.65%	12.91%	03.02%	04.26%	00.20%	00.20%	00.56%	00.85%	00.17%	00.24%

Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
Permanent Workforce	#	412,694	154,395	258,299	12,542	16,808	90,208	141,684	34,444	70,257	13,442	23,123	793	1,282	2,326	4,107	640	1,038
	%	100.00%	37.42%	62.58%	03.04%	04.07%	21.86%	34.33%	08.35%	17.02%	03.26%	05.60%	00.19%	00.31%	00.56%	01.00%	00.16%	00.25%
GS-13	#	50,952	15,549	35,403	976	1,624	11,221	23,503	1,884	6,435	1,176	3,228	51	103	186	387	55	123
	%	100.02%	30.53%	69.49%	01.92%	03.19%	22.02%	46.13%	03.70%	12.63%	02.31%	06.34%	00.10%	00.20%	00.37%	00.76%	00.11%	00.24%
GS-14	#	9,999	4,481	5,518	235	225	3,322	3,737	541	1,140	297	326	11	15	54	54	21	21
	%	99.99%	44.81%	55.18%	02.35%	02.25%	33.22%	37.37%	05.41%	11.40%	02.97%	03.26%	00.11%	00.15%	00.54%	00.54%	00.21%	00.21%
GS-15	#	32,009	18,668	13,341	976	735	12,424	7,498	914	1,115	4,037	3,730	49	48	227	187	41	28
	%	99.99%	58.32%	41.67%	03.05%	02.30%	38.81%	23.42%	02.86%	03.48%	12.61%	11.65%	00.15%	00.15%	00.71%	00.58%	00.13%	00.09%
All Other GS Grades	#	72	31	41	2	2	19	23	5	11	4	4	0	0	1	1	0	0
	%	100.01%	43.06%	56.95%	02.78%	02.78%	26.39%	31.94%	06.94%	15.28%	05.56%	05.56%	00.00%	00.00%	01.39%	01.39%	00.00%	00.00%
Total GS Employees	#	380,708	129,670	251,038	10,598	16,206	77,844	138,934	25,186	66,851	12,868	22,822	670	1,245	1,929	3,963	575	1,017
	%	100.01%	34.07%	65.94%	02.78%	04.26%	20.45%	36.49%	06.62%	17.56%	03.38%	05.99%	00.18%	00.33%	00.51%	01.04%	00.15%	00.27%
SES	#	404	252	152	12	3	187	98	39	35	9	11	0	2	5	1	0	2
	%	100.01%	62.38%	37.63%	02.97%	00.74%	46.29%	24.26%	09.65%	08.66%	02.23%	02.72%	00.00%	00.50%	01.24%	00.25%	00.00%	00.50%
Other Senior Pay	#	40	29	11	1	0	21	9	4	2	3	0	0	0	0	0	0	0
	%	100.00%	72.50%	27.50%	02.50%	00.00%	52.50%	22.50%	10.00%	05.00%	07.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Senior Pay	#	444	281	163	13	3	208	107	43	37	12	11	0	2	5	1	0	2
	%	100.01%	63.29%	36.72%	02.93%	00.68%	46.85%	24.10%	09.68%	08.33%	02.70%	02.48%	00.00%	00.45%	01.13%	00.23%	00.00%	00.45%

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

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

Percentages are based on row totals.

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 - FY2022

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	#	179	143	24	12	4	0	0	1	0	0	0	0	0	1	2	0	0
	%	100.00%	79.89%	13.41%	06.70%	02.23%	00.00%	00.00%	00.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.56%	01.12%	00.00%	00.00%
GS-02	#	348	275	32	41	10	0	1	2	0	0	0	1	0	2	3	1	0
	%	100.00%	79.02%	09.20%	11.78%	02.87%	00.00%	00.29%	00.57%	00.00%	00.00%	00.00%	00.29%	00.00%	00.57%	00.86%	00.29%	00.00%
GS-03	#	3,283	2,563	371	349	95	4	6	5	5	1	9	3	10	11	37	0	4
	%	100.00%	78.07%	11.30%	10.63%	02.89%	00.12%	00.18%	00.15%	00.15%	00.03%	00.27%	00.09%	00.30%	00.34%	01.13%	00.00%	00.12%
GS-04	#	3,699	2,423	573	703	212	5	11	31	15	2	12	9	14	12	96	2	3
	%	100.00%	65.50%	15.49%	19.01%	05.73%	00.14%	00.30%	00.84%	00.41%	00.05%	00.32%	00.24%	00.38%	00.32%	02.60%	00.05%	00.08%
GS-05	#	26,012	19,966	3,125	2,921	663	6	30	65	35	6	35	37	57	15	358	8	11
	%	100.00%	76.76%	12.01%	11.23%	02.55%	00.02%	00.12%	00.25%	00.13%	00.02%	00.13%	00.14%	00.22%	00.06%	01.38%	00.03%	00.04%
GS-06	#	56,884	44,247	5,671	6,966	1,240	9	65	133	52	32	79	97	112	20	612	7	22
	%	100.00%	77.78%	09.97%	12.25%	02.18%	00.02%	00.11%	00.23%	00.09%	00.06%	00.14%	00.17%	00.20%	00.04%	01.08%	00.01%	00.04%
GS-07	#	25,637	19,441	2,378	3,818	728	6	43	43	18	24	53	49	33	13	428	4	14
	%	100.00%	75.83%	09.28%	14.89%	02.84%	00.02%	00.17%	00.17%	00.07%	00.09%	00.21%	00.19%	00.13%	00.05%	01.67%	00.02%	00.05%
GS-08	#	22,354	18,295	2,231	1,828	267	2	13	23	12	3	15	23	34	1	131	1	9
	%	100.00%	81.84%	09.98%	08.18%	01.19%	00.01%	00.06%	00.10%	00.05%	00.01%	00.07%	00.10%	00.15%	00.00%	00.59%	00.00%	00.04%
GS-09	#	23,978	17,673	2,248	4,057	920	3	62	40	32	16	48	49	43	11	586	8	22
	%	100.00%	73.71%	09.38%	16.92%	03.84%	00.01%	00.26%	00.17%	00.13%	00.07%	00.20%	00.20%	00.18%	00.05%	02.44%	00.03%	00.09%
GS-10	#	5,950	3,864	747	1,339	271	3	28	13	4	7	17	13	11	2	168	0	5
	%	100.00%	64.94%	12.55%	22.50%	04.55%	00.05%	00.47%	00.22%	00.07%	00.12%	00.29%	00.22%	00.18%	00.03%	02.82%	00.00%	00.08%
GS-11	#	79,665	65,452	6,065	8,148	1,370	13	75	116	67	37	100	89	80	17	738	10	28
	%	100.00%	82.16%	07.61%	10.23%	01.72%	00.02%	00.09%	00.15%	00.08%	00.05%	00.13%	00.11%	00.10%	00.02%	00.93%	00.01%	00.04%
GS-12	#	39,687	31,865	2,788	5,034	920	2	41	64	50	40	67	95	72	11	456	4	18
	%	100.00%	80.29%	07.02%	12.68%	02.32%	00.01%	00.10%	00.16%	00.13%	00.10%	00.17%	00.24%	00.18%	00.03%	01.15%	00.01%	00.05%
GS-13	#	50,952	44,005	2,696	4,251	599	5	23	58	36	25	45	65	53	4	263	5	17
	%	100.00%	86.37%	05.29%	08.34%	01.18%	00.01%	00.05%	00.11%	00.07%	00.05%	00.09%	00.13%	00.10%	00.01%	00.52%	00.01%	00.03%
GS-14	#	9,999	8,523	567	909	130	1	3	12	11	9	9	20	9	1	49	3	3
	%	100.00%	85.24%	05.67%	09.09%	01.30%	00.01%	00.03%	00.12%	00.11%	00.09%	00.09%	00.20%	00.09%	00.01%	00.49%	00.03%	00.03%
GS-15	#	32,009	28,667	2,094	1,248	148	0	3	14	8	8	13	40	19	0	39	1	3
	%	100.00%	89.56%	06.54%	03.90%	00.46%	00.00%	00.01%	00.04%	00.02%	00.02%	00.04%	00.12%	00.06%	00.00%	00.12%	00.00%	00.01%
All Other GS Grades	#	72	63	4	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	05.56%	06.94%	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 B4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2022

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%**												
Total GS Employees	#	380,708	307,465	31,614	41,629	7,577	59	404	620	345	210	502	590	547	121	3,966	54	159
	%	100.00%	80.76%	08.30%	10.93%	01.99%	00.02%	00.11%	00.16%	00.09%	00.06%	00.13%	00.15%	00.14%	00.03%	01.04%	00.01%	00.04%
SES	#	404	344	29	31	5	0	0	0	0	1	0	2	1	0	1	0	0
	%	100.00%	85.15%	07.18%	07.67%	01.24%	00.00%	00.00%	00.00%	00.00%	00.25%	00.00%	00.50%	00.25%	00.00%	00.25%	00.00%	00.00%
Other Senior Pay	#	40	34	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.00%	02.50%	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%
Total Senior Pay	#	444	378	30	36	5	0	0	0	0	1	0	2	1	0	1	0	0
	%	100.00%	85.14%	06.76%	08.11%	01.13%	00.00%	00.00%	00.00%	00.00%	00.23%	00.00%	00.45%	00.23%	00.00%	00.23%	00.00%	00.00%
GS-1 to GS-10	#	168,324	128,890	17,400	22,034	4,410	38	259	356	173	91	268	281	314	88	2,421	31	90
	%	100.00%	76.57%	10.34%	13.09%	02.62%	00.02%	00.15%	00.21%	00.10%	00.05%	00.16%	00.17%	00.19%	00.05%	01.44%	00.02%	00.05%
GS-11 to SES	#	212,828	178,953	14,244	19,631	3,172	21	145	264	172	120	234	311	234	33	1,546	23	69
	%	100.00%	84.08%	06.69%	09.22%	01.49%	00.01%	00.07%	00.12%	00.08%	00.06%	00.11%	00.15%	00.11%	00.02%	00.73%	00.01%	00.03%

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

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

Percentages are based on row totals.

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 - FY2022

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	#	19,316	6,673	12,643	497	764	3,838	7,398	1,176	2,328	1,012	1,850	31	69	93	174	26	60
	%	100.00%	34.54%	65.46%	02.57%	03.96%	19.87%	38.30%	06.09%	12.05%	05.24%	09.58%	00.16%	00.36%	00.48%	00.90%	00.13%	00.31%
GS-01	#	19	9	10	1	0	6	8	0	1	2	1	0	0	0	0	0	0
	%	100.00%	47.37%	52.63%	05.26%	00.00%	31.58%	42.11%	00.00%	05.26%	10.53%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-02	#	31	12	19	0	2	5	14	5	2	1	0	0	0	1	1	0	0
	%	100.01%	38.72%	61.29%	00.00%	06.45%	16.13%	45.16%	16.13%	06.45%	03.23%	00.00%	00.00%	00.00%	03.23%	03.23%	00.00%	00.00%
GS-03	#	531	198	333	24	32	83	124	59	125	22	36	1	4	7	11	2	1
	%	100.00%	37.29%	62.71%	04.52%	06.03%	15.63%	23.35%	11.11%	23.54%	04.14%	06.78%	00.19%	00.75%	01.32%	02.07%	00.38%	00.19%
GS-04	#	385	131	254	17	13	49	116	51	93	12	23	0	0	2	8	0	1
	%	100.02%	34.04%	65.98%	04.42%	03.38%	12.73%	30.13%	13.25%	24.16%	03.12%	05.97%	00.00%	00.00%	00.52%	02.08%	00.00%	00.26%
GS-05	#	1,185	358	827	43	75	149	267	118	352	40	101	2	13	2	13	4	6
	%	100.01%	30.22%	69.79%	03.63%	06.33%	12.57%	22.53%	09.96%	29.70%	03.38%	08.52%	00.17%	01.10%	00.17%	01.10%	00.34%	00.51%
GS-06	#	774	235	539	19	42	122	246	59	189	26	48	3	2	5	7	1	5
	%	100.00%	30.36%	69.64%	02.45%	05.43%	15.76%	31.78%	07.62%	24.42%	03.36%	06.20%	00.39%	00.26%	00.65%	00.90%	00.13%	00.65%
GS-07	#	774	308	466	25	29	177	280	62	99	36	48	1	2	7	6	0	2
	%	100.01%	39.79%	60.22%	03.23%	03.75%	22.87%	36.18%	08.01%	12.79%	04.65%	06.20%	00.13%	00.26%	00.90%	00.78%	00.00%	00.26%
GS-08	#	994	253	741	36	62	108	326	36	146	65	174	2	6	5	22	1	5
	%	100.00%	25.45%	74.55%	03.62%	06.24%	10.87%	32.80%	03.62%	14.69%	06.54%	17.51%	00.20%	00.60%	00.50%	02.21%	00.10%	00.50%
GS-09	#	1,287	417	870	30	51	244	536	87	174	42	87	3	3	6	14	5	5
	%	100.00%	32.40%	67.60%	02.33%	03.96%	18.96%	41.65%	06.76%	13.52%	03.26%	06.76%	00.23%	00.23%	00.47%	01.09%	00.39%	00.39%
GS-10	#	34	19	15	1	0	13	7	4	8	1	0	0	0	0	0	0	0
	%	100.00%	55.88%	44.12%	02.94%	00.00%	38.24%	20.59%	11.76%	23.53%	02.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-11	#	2,450	603	1,847	49	129	355	1,024	102	356	78	291	3	12	12	28	4	7
	%	100.00%	24.60%	75.40%	02.00%	05.27%	14.49%	41.80%	04.16%	14.53%	03.18%	11.88%	00.12%	00.49%	00.49%	01.14%	00.16%	00.29%
GS-12	#	1,583	506	1,077	22	41	347	729	59	105	74	182	3	1	1	11	0	8
	%	99.99%	31.96%	68.03%	01.39%	02.59%	21.92%	46.05%	03.73%	06.63%	04.67%	11.50%	00.19%	00.06%	00.06%	00.69%	00.00%	00.51%

Table A4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	19,316	6,673	12,643	497	764	3,838	7,398	1,176	2,328	1,012	1,850	31	69	93	174	26	60
	%	100.00%	34.54%	65.46%	02.57%	03.96%	19.87%	38.30%	06.09%	12.05%	05.24%	09.58%	00.16%	00.36%	00.48%	00.90%	00.13%	00.31%
GS-13	#	1,669	602	1,067	29	38	413	753	47	95	99	161	0	4	10	10	4	6
	%	100.02%	36.08%	63.94%	01.74%	02.28%	24.75%	45.12%	02.82%	05.69%	05.93%	09.65%	00.00%	00.24%	00.60%	00.60%	00.24%	00.36%
GS-14	#	341	187	154	4	3	125	119	13	10	40	20	0	0	3	2	2	0
	%	100.01%	54.84%	45.17%	01.17%	00.88%	36.66%	34.90%	03.81%	02.93%	11.73%	05.87%	00.00%	00.00%	00.88%	00.59%	00.59%	00.00%
GS-15	#	1,460	877	583	36	19	516	320	26	30	295	205	1	2	3	6	0	1
	%	100.01%	60.08%	39.93%	02.47%	01.30%	35.34%	21.92%	01.78%	02.05%	20.21%	14.04%	00.07%	00.14%	00.21%	00.41%	00.00%	00.07%
All Other GS Grades	#	4,718	1,144	3,574	79	208	759	2,418	122	432	160	452	7	19	15	34	2	11
	%	100.00%	24.25%	75.75%	01.67%	04.41%	16.09%	51.25%	02.59%	09.16%	03.39%	09.58%	00.15%	00.40%	00.32%	00.72%	00.04%	00.23%
Total GS Employees	#	18,235	5,859	12,376	415	744	3,471	7,287	850	2,217	993	1,829	26	68	79	173	25	58
	%	100.00%	32.13%	67.87%	02.28%	04.08%	19.03%	39.96%	04.66%	12.16%	05.45%	10.03%	00.14%	00.37%	00.43%	00.95%	00.14%	00.32%
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	#	86	40	46	0	1	35	36	0	3	5	6	0	0	0	0	0	0
	%	100.00%	46.51%	53.49%	00.00%	01.16%	40.70%	41.86%	00.00%	03.49%	05.81%	06.98%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Senior Pay	#	86	40	46	0	1	35	36	0	3	5	6	0	0	0	0	0	0
	%	100.00%	46.51%	53.49%	00.00%	01.16%	40.70%	41.86%	00.00%	03.49%	05.81%	06.98%	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 excluding medical and Manila residents.

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

Percentages are based on row totals.

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 - FY2022

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	#	19	14	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	73.68%	21.05%	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%
GS-02	#	31	19	6	6	4	0	1	0	0	0	0	0	0	2	1	0	0
	%	100.00%	61.29%	19.35%	19.35%	12.90%	00.00%	03.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.45%	03.23%	00.00%	00.00%
GS-03	#	531	376	108	47	16	0	0	2	0	0	2	1	0	0	11	0	0
	%	100.00%	70.81%	20.34%	08.85%	03.01%	00.00%	00.00%	00.38%	00.00%	00.00%	00.38%	00.19%	00.00%	00.00%	02.07%	00.00%	00.00%
GS-04	#	385	292	54	39	5	1	0	1	0	0	1	0	0	1	1	0	0
	%	100.00%	75.84%	14.03%	10.13%	01.30%	00.26%	00.00%	00.26%	00.00%	00.00%	00.26%	00.00%	00.00%	00.26%	00.26%	00.00%	00.00%
GS-05	#	1,185	859	172	154	37	0	2	0	1	0	2	0	2	1	28	1	0
	%	100.00%	72.49%	14.51%	13.00%	03.12%	00.00%	00.17%	00.00%	00.08%	00.00%	00.17%	00.00%	00.17%	00.08%	02.36%	00.08%	00.00%
GS-06	#	774	541	96	137	43	1	4	4	3	0	3	1	5	3	19	0	0
	%	100.00%	69.90%	12.40%	17.70%	05.56%	00.13%	00.52%	00.52%	00.39%	00.00%	00.39%	00.13%	00.65%	00.39%	02.45%	00.00%	00.00%
GS-07	#	774	500	134	140	41	0	7	5	0	0	2	0	1	0	26	0	0
	%	100.00%	64.60%	17.31%	18.09%	05.30%	00.00%	00.90%	00.65%	00.00%	00.00%	00.26%	00.00%	00.13%	00.00%	03.36%	00.00%	00.00%
GS-08	#	994	777	158	59	9	0	1	1	1	0	0	1	0	0	4	0	1
	%	100.00%	78.17%	15.90%	05.94%	00.91%	00.00%	00.10%	00.10%	00.10%	00.00%	00.00%	00.10%	00.00%	00.00%	00.40%	00.00%	00.10%
GS-09	#	1,287	902	185	200	54	1	6	3	2	0	2	2	1	2	35	0	0
	%	100.00%	70.09%	14.37%	15.54%	04.20%	00.08%	00.47%	00.23%	00.16%	00.00%	00.16%	00.16%	00.08%	00.16%	02.72%	00.00%	00.00%
GS-10	#	34	19	7	8	4	0	0	1	0	0	0	0	0	0	3	0	0
	%	100.00%	55.88%	20.59%	23.53%	11.76%	00.00%	00.00%	02.94%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	08.82%	00.00%	00.00%
GS-11	#	2,450	1,949	283	218	42	0	3	4	2	1	4	1	1	1	24	0	1
	%	100.00%	79.55%	11.55%	08.90%	01.71%	00.00%	00.12%	00.16%	00.08%	00.04%	00.16%	00.04%	00.04%	00.04%	00.98%	00.00%	00.04%
GS-12	#	1,583	1,328	129	126	27	1	0	7	1	1	3	2	1	0	11	0	0
	%	100.00%	83.89%	08.15%	07.96%	01.71%	00.06%	00.00%	00.44%	00.06%	00.06%	00.19%	00.13%	00.06%	00.00%	00.69%	00.00%	00.00%
GS-13	#	1,669	1,423	147	99	18	1	0	0	1	0	3	1	2	1	8	0	1
	%	100.00%	85.26%	08.81%	05.93%	01.08%	00.06%	00.00%	00.00%	00.06%	00.00%	00.18%	00.06%	00.12%	00.06%	00.48%	00.00%	00.06%
GS-14	#	341	288	21	32	7	0	1	0	1	1	0	1	0	0	3	0	0
	%	100.00%	84.46%	06.16%	09.38%	02.05%	00.00%	00.29%	00.00%	00.29%	00.29%	00.00%	00.29%	00.00%	00.00%	00.88%	00.00%	00.00%
GS-15	#	1,460	1,301	124	35	5	0	1	2	0	1	0	1	0	0	0	0	0
	%	100.00%	89.11%	08.49%	02.40%	00.34%	00.00%	00.07%	00.14%	00.00%	00.07%	00.00%	00.07%	00.00%	00.00%	00.00%	00.00%	00.00%
All Other GS Grades	#	4,718	3,628	863	227	43	4	5	10	2	2	3	0	1	1	15	0	0
	%	100.00%	76.90%	18.29%	04.81%	00.91%	00.08%	00.11%	00.21%	00.04%	00.04%	00.06%	00.00%	00.02%	00.02%	00.32%	00.00%	00.00%

Table B4: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2022

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%**												
Total GS Employees	#	18,235	14,216	2,491	1,528	355	9	31	40	14	6	25	11	14	12	189	1	3
	%	100.00%	77.96%	13.66%	08.38%	01.95%	00.05%	00.17%	00.22%	00.08%	00.03%	00.14%	00.06%	00.08%	00.07%	01.04%	00.01%	00.02%
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	#	86	81	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.19%	05.81%	00.00%	00.00%	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	#	86	81	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.19%	05.81%	00.00%	00.00%	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	#	6,014	4,299	924	791	213	3	21	17	7	0	12	5	9	9	128	1	1
	%	100.00%	71.48%	15.36%	13.15%	03.54%	00.05%	00.35%	00.28%	00.12%	00.00%	00.20%	00.08%	00.15%	00.15%	02.13%	00.02%	00.02%
GS-11 to SES	#	12,307	9,998	1,572	737	142	6	10	23	7	6	13	6	5	3	61	0	2
	%	100.00%	81.24%	12.77%	05.99%	01.15%	00.05%	00.08%	00.19%	00.06%	00.05%	00.11%	00.05%	00.04%	00.02%	00.50%	00.00%	00.02%

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

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

Percentages are based on row totals.

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 - FY2022

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	#	489	145	344	18	51	49	127	60	122	16	33	1	4	0	5	1	2
	%	99.99%	29.64%	70.35%	03.68%	10.43%	10.02%	25.97%	12.27%	24.95%	03.27%	06.75%	00.20%	00.82%	00.00%	01.02%	00.20%	00.41%
NA-03	#	125	39	86	8	15	22	37	7	23	2	10	0	0	0	1	0	0
	%	100.00%	31.20%	68.80%	06.40%	12.00%	17.60%	29.60%	05.60%	18.40%	01.60%	08.00%	00.00%	00.00%	00.00%	00.80%	00.00%	00.00%
NA-04	#	206	87	119	18	22	23	42	42	46	3	6	0	0	1	2	0	1
	%	100.02%	42.25%	57.77%	08.74%	10.68%	11.17%	20.39%	20.39%	22.33%	01.46%	02.91%	00.00%	00.00%	00.49%	00.97%	00.00%	00.49%
NA-05	#	47	20	27	1	2	13	12	5	11	1	2	0	0	0	0	0	0
	%	100.01%	42.56%	57.45%	02.13%	04.26%	27.66%	25.53%	10.64%	23.40%	02.13%	04.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-06	#	14	5	9	2	2	2	5	1	2	0	0	0	0	0	0	0	0
	%	100.01%	35.72%	64.29%	14.29%	14.29%	14.29%	35.71%	07.14%	14.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-07	#	4	1	3	0	0	0	3	1	0	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	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%
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%
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%

Table A4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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-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	#	888	297	591	47	92	109	229	116	204	22	51	1	4	1	8	1	3
	%	99.98%	33.43%	66.55%	05.29%	10.36%	12.27%	25.79%	13.06%	22.97%	02.48%	05.74%	00.11%	00.45%	00.11%	00.90%	00.11%	00.34%

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

Percentages are based on row totals.

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 - FY2022

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	#	489	362	70	57	13	3	0	2	0	0	0	0	1	5	2	0	0
	%	100.00%	74.03%	14.31%	11.66%	02.66%	00.61%	00.00%	00.41%	00.00%	00.00%	00.00%	00.00%	00.20%	01.02%	00.41%	00.00%	00.00%
NA-03	#	125	95	14	16	2	0	0	0	1	0	0	0	1	0	0	0	0
	%	100.00%	76.00%	11.20%	12.80%	01.60%	00.00%	00.00%	00.00%	00.80%	00.00%	00.00%	00.00%	00.80%	00.00%	00.00%	00.00%	00.00%
NA-04	#	206	161	23	22	4	0	0	1	1	0	0	1	1	0	0	0	0
	%	100.00%	78.16%	11.17%	10.68%	01.94%	00.00%	00.00%	00.49%	00.49%	00.00%	00.00%	00.49%	00.49%	00.00%	00.00%	00.00%	00.00%
NA-05	#	47	41	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.23%	10.64%	02.13%	00.00%	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	#	14	10	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.43%	00.00%	28.57%	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-07	#	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%
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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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%

Table B4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2022

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)
Total NA Employees	#	888	675	112	101	19	3	0	3	2	0	0	1	3	5	2	0	0
	%	100.00%	76.01%	12.61%	11.37%	02.14%	00.34%	00.00%	00.34%	00.23%	00.00%	00.00%	00.11%	00.34%	00.56%	00.23%	00.00%	00.00%

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

Percentages are based on row totals. 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 - FY2022

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	#	59	17	42	2	6	8	16	5	19	0	1	1	0	1	0	0	0
	%	99.98%	28.80%	71.18%	03.39%	10.17%	13.56%	27.12%	08.47%	32.20%	00.00%	01.69%	01.69%	00.00%	01.69%	00.00%	00.00%	00.00%
NA-03	#	8	3	5	2	1	1	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	37.50%	62.50%	25.00%	12.50%	12.50%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-04	#	11	6	5	0	0	3	4	2	1	1	0	0	0	0	0	0	0
	%	99.99%	54.54%	45.45%	00.00%	00.00%	27.27%	36.36%	18.18%	09.09%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-05	#	8	4	4	0	0	1	2	2	0	1	2	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	12.50%	25.00%	25.00%	00.00%	12.50%	25.00%	00.00%	00.00%	00.00%	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%
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%

Table A4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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-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	#	87	31	56	4	7	13	26	10	20	2	3	1	0	1	0	0	0
	%	100.01%	35.63%	64.38%	04.60%	08.05%	14.94%	29.89%	11.49%	22.99%	02.30%	03.45%	01.15%	00.00%	01.15%	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 excluding 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 - FY2022

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
NA 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)
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	#	59	37	21	1	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	62.71%	35.59%	01.69%	01.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.69%	00.00%	00.00%	00.00%	00.00%
NA-03	#	8	3	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	37.50%	25.00%	37.50%	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%
NA-04	#	11	5	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	45.45%	45.45%	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%
NA-05	#	8	4	4	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%
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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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%

Table B4: PARTICIPATION RATE FOR NA WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2022

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)
Total NA Employees	#	87	50	32	5	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	57.47%	36.78%	05.75%	01.15%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.15%	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 excluding 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 - FY2022

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-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	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-03	#	11	3	8	2	2	0	2	0	3	1	0	0	0	0	1	0	0
	%	99.99%	27.27%	72.72%	18.18%	18.18%	00.00%	18.18%	00.00%	27.27%	09.09%	00.00%	00.00%	00.00%	00.00%	09.09%	00.00%	00.00%
NL-04	#	16	2	14	0	6	1	3	1	5	0	0	0	0	0	0	0	0
	%	100.00%	12.50%	87.50%	00.00%	37.50%	06.25%	18.75%	06.25%	31.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-05	#	28	11	17	1	3	4	8	4	5	1	1	0	0	1	0	0	0
	%	100.00%	39.29%	60.71%	03.57%	10.71%	14.29%	28.57%	14.29%	17.86%	03.57%	03.57%	00.00%	00.00%	03.57%	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%
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%

Table A4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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-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	#	63	19	44	4	13	6	13	6	16	2	1	0	0	1	1	0	0
	%	99.99%	30.15%	69.84%	06.35%	20.63%	09.52%	20.63%	09.52%	25.40%	03.17%	01.59%	00.00%	00.00%	01.59%	01.59%	00.00%	00.00%

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

Percentages are based on row totals.

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 - FY2022

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
NL 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)
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	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%
NL-03	#	11	9	0	2	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	81.82%	00.00%	18.18%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%
NL-04	#	16	14	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	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%	00.00%
NL-05	#	28	25	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.29%	10.71%	00.00%	00.00%	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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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%

Table B4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2022

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)
Total NL Employees	#	63	55	5	3	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	87.30%	07.94%	04.76%	01.59%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.59%	00.00%	00.00%	00.00%	00.00%

Data shown includes NL grades for full-time, part-time, and intermittent employees in a pay status excluding medical and Manila residents. Percentages are based on row totals. Row category totals may not match 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 - FY2022

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-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	#	3	1	2	0	0	0	1	1	1	0	0	0	0	0	0	0	0
	%	99.99%	33.33%	66.66%	00.00%	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%
NL-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%
NL-05	#	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-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%

Table A4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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-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	0	0	1	1	2	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	00.00%	00.00%	25.00%	25.00%	50.00%	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 excluding 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 - FY2022

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	#	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%
NL-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%
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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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%

Table B4: PARTICIPATION RATE FOR NL WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2022

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)
Total NL Employees	#	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%

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

Percentages are based on row totals. 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 - FY2022

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	#	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	#	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	#	26	8	18	4	6	0	4	3	5	1	3	0	0	0	0	0	0
	%	100.00%	30.77%	69.23%	15.38%	23.08%	00.00%	15.38%	11.54%	19.23%	03.85%	11.54%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-05	#	6	1	5	1	2	0	0	0	2	0	1	0	0	0	0	0	0
	%	100.00%	16.67%	83.33%	16.67%	33.33%	00.00%	00.00%	00.00%	33.33%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-06	#	19	6	13	2	1	1	5	2	6	1	1	0	0	0	0	0	0
	%	100.00%	31.58%	68.42%	10.53%	05.26%	05.26%	26.32%	10.53%	31.58%	05.26%	05.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-07	#	5	2	3	0	0	0	3	0	0	1	0	0	0	1	0	0	0
	%	100.00%	40.00%	60.00%	00.00%	00.00%	00.00%	60.00%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	20.00%	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%

Table A4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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-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	#	60	17	43	7	10	1	12	5	16	3	5	0	0	1	0	0	0
	%	100.01%	28.34%	71.67%	11.67%	16.67%	01.67%	20.00%	08.33%	26.67%	05.00%	08.33%	00.00%	00.00%	01.67%	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 excluding 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 - FY2022

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	#	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	#	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	#	26	23	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.46%	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%	00.00%
NS-05	#	6	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	33.33%	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%
NS-06	#	19	18	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.74%	00.00%	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%
NS-07	#	5	4	1	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%
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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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%

Table B4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2022

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)
Total NS Employees	#	60	52	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.67%	10.00%	03.33%	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%

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

Percentages are based on row totals. 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 - FY2022

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	#	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	#	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-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%

Table A4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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-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	#	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 includes NS grades for full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

Percentages are based on row totals.

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 - FY2022

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
NS 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)
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	#	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-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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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%

Table B4: PARTICIPATION RATE FOR NS WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2022

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)
Total NS Employees	#	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 includes NS grades for full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.

Percentages are based on row totals. 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 - FY2022

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	#	198	44	154	6	18	15	64	20	52	3	13	0	2	0	5	0	0
	%	100.01%	22.23%	77.78%	03.03%	09.09%	07.58%	32.32%	10.10%	26.26%	01.52%	06.57%	00.00%	01.01%	00.00%	02.53%	00.00%	00.00%
VC-03	#	35	17	18	2	2	8	11	5	4	2	1	0	0	0	0	0	0
	%	100.00%	48.57%	51.43%	05.71%	05.71%	22.86%	31.43%	14.29%	11.43%	05.71%	02.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-04	#	107	47	60	8	7	23	27	15	22	1	1	0	1	0	2	0	0
	%	99.99%	43.93%	56.06%	07.48%	06.54%	21.50%	25.23%	14.02%	20.56%	00.93%	00.93%	00.00%	00.93%	00.00%	01.87%	00.00%	00.00%
VC-05	#	71	22	49	2	7	7	26	9	12	3	3	0	0	0	1	1	0
	%	100.02%	31.00%	69.02%	02.82%	09.86%	09.86%	36.62%	12.68%	16.90%	04.23%	04.23%	00.00%	00.00%	00.00%	01.41%	01.41%	00.00%
VC-06	#	29	6	23	1	4	2	11	3	7	0	1	0	0	0	0	0	0
	%	100.00%	20.69%	79.31%	03.45%	13.79%	06.90%	37.93%	10.34%	24.14%	00.00%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-07	#	13	4	9	0	0	2	6	1	2	0	0	0	1	1	0	0	0
	%	99.98%	30.76%	69.22%	00.00%	00.00%	15.38%	46.15%	07.69%	15.38%	00.00%	00.00%	00.00%	07.69%	07.69%	00.00%	00.00%	00.00%
VC-08	#	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0	0
	%	99.99%	33.33%	66.66%	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%	00.00%
VC-09	#	27	6	21	0	0	3	15	2	5	1	1	0	0	0	0	0	0
	%	100.00%	22.22%	77.78%	00.00%	00.00%	11.11%	55.56%	07.41%	18.52%	03.70%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-10	#	77	18	59	0	2	12	39	5	10	1	4	0	0	0	3	0	1
	%	100.00%	23.37%	76.63%	00.00%	02.60%	15.58%	50.65%	06.49%	12.99%	01.30%	05.19%	00.00%	00.00%	00.00%	03.90%	00.00%	01.30%
VC-11	#	152	54	98	8	14	30	56	13	24	3	3	0	0	0	1	0	0
	%	99.99%	35.52%	64.47%	05.26%	09.21%	19.74%	36.84%	08.55%	15.79%	01.97%	01.97%	00.00%	00.00%	00.00%	00.66%	00.00%	00.00%
VC-12	#	53	28	25	4	1	19	12	3	9	1	2	1	0	0	0	0	1
	%	100.01%	52.84%	47.17%	07.55%	01.89%	35.85%	22.64%	05.66%	16.98%	01.89%	03.77%	01.89%	00.00%	00.00%	00.00%	00.00%	01.89%
VC-13	#	44	21	23	1	2	14	14	5	5	0	0	0	0	0	2	1	0
	%	100.00%	47.72%	52.28%	02.27%	04.55%	31.82%	31.82%	11.36%	11.36%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	02.27%	00.00%

Table A4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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-14	#	36	18	18	2	2	13	12	2	3	1	1	0	0	0	0	0	0
	%	100.01%	50.01%	50.00%	05.56%	05.56%	36.11%	33.33%	05.56%	08.33%	02.78%	02.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-15	#	40	19	21	1	0	13	12	3	7	0	1	1	0	1	0	0	1
	%	100.00%	47.50%	52.50%	02.50%	00.00%	32.50%	30.00%	07.50%	17.50%	00.00%	02.50%	02.50%	00.00%	02.50%	00.00%	00.00%	02.50%
All Other VC Grades	#	59	41	18	7	2	24	13	9	3	1	0	0	0	0	0	0	0
	%	99.98%	69.48%	30.50%	11.86%	03.39%	40.68%	22.03%	15.25%	05.08%	01.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total VC Employees	#	944	346	598	42	62	186	319	95	165	17	31	2	4	2	14	2	3
	%	99.98%	36.64%	63.34%	04.45%	06.57%	19.70%	33.79%	10.06%	17.48%	01.80%	03.28%	00.21%	00.42%	00.21%	01.48%	00.21%	00.32%

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

Percentages are based on row totals.

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 - FY2022

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	#	198	155	29	14	4	0	0	2	1	0	0	1	0	0	0	0	0
	%	100.00%	78.28%	14.65%	07.07%	02.02%	00.00%	00.00%	01.01%	00.51%	00.00%	00.00%	00.51%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-03	#	35	21	9	5	1	0	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	60.00%	25.71%	14.29%	02.86%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.86%	00.00%	00.00%	00.00%
VC-04	#	107	78	14	15	3	1	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	72.90%	13.08%	14.02%	02.80%	00.93%	00.00%	00.93%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.93%	00.00%	00.00%
VC-05	#	71	61	8	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.92%	11.27%	02.82%	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%
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	#	13	13	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	#	3	1	1	1	1	0	0	0	0	0	0	0	0	0	0	1	0
	%	100.00%	33.33%	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%	33.33%	00.00%
VC-09	#	27	25	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.59%	03.70%	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-10	#	77	70	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.91%	07.79%	01.30%	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%
VC-11	#	152	130	17	5	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	85.53%	11.18%	03.29%	00.66%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.66%	00.00%	00.00%	00.00%	00.00%
VC-12	#	53	45	5	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	84.91%	09.43%	05.66%	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%
VC-13	#	44	39	1	4	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	88.64%	02.27%	09.09%	02.27%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.27%	00.00%	00.00%	00.00%	00.00%
VC-14	#	36	32	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	02.78%	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%
VC-15	#	40	33	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	82.50%	17.50%	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%
All Other VC Grades	#	59	53	2	4	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	89.83%	03.39%	06.78%	01.69%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.69%	00.00%	00.00%	00.00%	00.00%

Table B4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2022

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)
Total VC Employees	#	944	784	102	58	13	1	0	3	1	0	0	1	3	1	2	1	0
	%	100.00%	83.05%	10.81%	06.14%	01.38%	00.11%	00.00%	00.32%	00.11%	00.00%	00.00%	00.11%	00.32%	00.11%	00.21%	00.11%	00.00%

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

Percentages are based on row totals. 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 - FY2022

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	#	31	9	22	1	1	3	6	4	12	1	3	0	0	0	0	0	0
	%	100.01%	29.04%	70.97%	03.23%	03.23%	09.68%	19.35%	12.90%	38.71%	03.23%	09.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-03	#	4	0	4	0	1	0	0	0	2	0	1	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	25.00%	00.00%	00.00%	00.00%	50.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-04	#	9	4	5	0	2	0	1	4	0	0	1	0	0	0	1	0	0
	%	99.99%	44.44%	55.55%	00.00%	22.22%	00.00%	11.11%	44.44%	00.00%	00.00%	11.11%	00.00%	00.00%	00.00%	11.11%	00.00%	00.00%
VC-05	#	8	3	5	0	1	2	2	1	1	0	1	0	0	0	0	0	0
	%	100.00%	37.50%	62.50%	00.00%	12.50%	25.00%	25.00%	12.50%	12.50%	00.00%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	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	#	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-09	#	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%
VC-10	#	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%
VC-11	#	3	0	3	0	1	0	0	0	2	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	33.33%	00.00%	00.00%	00.00%	66.67%	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%

Table A4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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-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	#	64	21	43	1	6	7	13	10	17	2	6	0	0	1	1	0	0
	%	100.01%	32.82%	67.19%	01.56%	09.38%	10.94%	20.31%	15.63%	26.56%	03.13%	09.38%	00.00%	00.00%	01.56%	01.56%	00.00%	00.00%

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

Percentages are based on row totals.

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 - FY2022

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	#	31	22	6	3	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	70.97%	19.35%	09.68%	03.23%	03.23%	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	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%
VC-04	#	9	5	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	55.56%	33.33%	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-05	#	8	6	2	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%
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	#	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-09	#	3	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-10	#	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%
VC-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-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	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%

Table B4: PARTICIPATION RATE FOR VC WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2022

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)
Total VC Employees	#	64	44	15	5	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	68.75%	23.44%	07.81%	01.56%	01.56%	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 excluding 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 - FY2022

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	
WG GRADES		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
WG-01	#	146	114	32	3	0	45	16	60	14	4	0	1	0	1	2	0	0
	%	99.99%	78.07%	21.92%	02.05%	00.00%	30.82%	10.96%	41.10%	09.59%	02.74%	00.00%	00.68%	00.00%	00.68%	01.37%	00.00%	00.00%
WG-02	#	10,940	7,993	2,947	538	236	2,877	896	4,250	1,641	139	82	30	15	130	69	29	8
	%	100.01%	73.07%	26.94%	04.92%	02.16%	26.30%	08.19%	38.85%	15.00%	01.27%	00.75%	00.27%	00.14%	01.19%	00.63%	00.27%	00.07%
WG-03	#	2,171	1,315	856	115	73	447	269	684	449	36	47	3	4	26	13	4	1
	%	100.00%	60.58%	39.42%	05.30%	03.36%	20.59%	12.39%	31.51%	20.68%	01.66%	02.16%	00.14%	00.18%	01.20%	00.60%	00.18%	00.05%
WG-04	#	1,394	784	610	65	35	345	236	318	297	30	36	9	2	15	4	2	0
	%	100.00%	56.24%	43.76%	04.66%	02.51%	24.75%	16.93%	22.81%	21.31%	02.15%	02.58%	00.65%	00.14%	01.08%	00.29%	00.14%	00.00%
WG-05	#	858	750	108	71	9	419	70	231	25	15	2	4	0	8	2	2	0
	%	99.99%	87.41%	12.58%	08.28%	01.05%	48.83%	08.16%	26.92%	02.91%	01.75%	00.23%	00.47%	00.00%	00.93%	00.23%	00.23%	00.00%
WG-06	#	2,563	2,201	362	172	18	1,141	179	792	136	41	12	13	2	38	14	4	1
	%	100.01%	85.88%	14.13%	06.71%	00.70%	44.52%	06.98%	30.90%	05.31%	01.60%	00.47%	00.51%	00.08%	01.48%	00.55%	00.16%	00.04%
WG-07	#	734	688	46	71	3	321	15	268	27	11	0	2	0	14	1	1	0
	%	100.00%	93.73%	06.27%	09.67%	00.41%	43.73%	02.04%	36.51%	03.68%	01.50%	00.00%	00.27%	00.00%	01.91%	00.14%	00.14%	00.00%
WG-08	#	864	809	55	86	4	480	28	203	20	16	2	7	0	14	1	3	0
	%	100.00%	93.64%	06.36%	09.95%	00.46%	55.56%	03.24%	23.50%	02.31%	01.85%	00.23%	00.81%	00.00%	01.62%	00.12%	00.35%	00.00%
WG-09	#	1,804	1,765	39	146	1	1,226	29	316	6	39	1	12	1	24	1	2	0
	%	100.02%	97.84%	02.18%	08.09%	00.06%	67.96%	01.61%	17.52%	00.33%	02.16%	00.06%	00.67%	00.06%	01.33%	00.06%	00.11%	00.00%
WG-10	#	3,201	3,159	42	271	1	2,235	29	454	8	108	2	21	0	63	2	7	0
	%	100.00%	98.69%	01.31%	08.47%	00.03%	69.82%	00.91%	14.18%	00.25%	03.37%	00.06%	00.66%	00.00%	01.97%	00.06%	00.22%	00.00%
WG-11	#	590	581	9	40	0	409	6	99	3	21	0	2	0	10	0	0	0
	%	100.00%	98.47%	01.53%	06.78%	00.00%	69.32%	01.02%	16.78%	00.51%	03.56%	00.00%	00.34%	00.00%	01.69%	00.00%	00.00%	00.00%
WG-12	#	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%
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%

Table A4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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-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	#	25,272	20,166	5,106	1,578	380	9,951	1,773	7,676	2,626	460	184	104	24	343	109	54	10
	%	99.99%	79.79%	20.20%	06.24%	01.50%	39.38%	07.02%	30.37%	10.39%	01.82%	00.73%	00.41%	00.09%	01.36%	00.43%	00.21%	00.04%

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

Percentages are based on row totals.

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 - FY2022

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	#	146	54	45	47	18	2	0	0	0	0	0	1	0	6	8	0	1
	%	100.00%	36.99%	30.82%	32.19%	12.33%	01.37%	00.00%	00.00%	00.00%	00.00%	00.00%	00.68%	00.00%	04.11%	05.48%	00.00%	00.68%
WG-02	#	10,940	6,342	1,898	2,700	906	22	48	121	25	10	24	25	34	53	532	2	10
	%	100.00%	57.97%	17.35%	24.68%	08.28%	00.20%	00.44%	01.11%	00.23%	00.09%	00.22%	00.23%	00.31%	00.48%	04.86%	00.02%	00.09%
WG-03	#	2,171	1,454	241	476	164	5	2	18	11	3	4	11	8	18	82	1	1
	%	100.00%	66.97%	11.10%	21.93%	07.55%	00.23%	00.09%	00.83%	00.51%	00.14%	00.18%	00.51%	00.37%	00.83%	03.78%	00.05%	00.05%
WG-04	#	1,394	994	149	251	73	2	3	10	3	2	1	5	2	1	44	0	0
	%	100.00%	71.31%	10.69%	18.01%	05.24%	00.14%	00.22%	00.72%	00.22%	00.14%	00.07%	00.36%	00.14%	00.07%	03.16%	00.00%	00.00%
WG-05	#	858	559	124	175	51	0	1	5	0	0	0	2	3	2	37	0	1
	%	100.00%	65.15%	14.45%	20.40%	05.94%	00.00%	00.12%	00.58%	00.00%	00.00%	00.00%	00.23%	00.35%	00.23%	04.31%	00.00%	00.12%
WG-06	#	2,563	1,701	331	531	152	1	10	7	2	1	5	6	6	3	108	1	2
	%	100.00%	66.37%	12.91%	20.72%	05.93%	00.04%	00.39%	00.27%	00.08%	00.04%	00.20%	00.23%	00.23%	00.12%	04.21%	00.04%	00.08%
WG-07	#	734	509	71	154	48	1	4	8	0	0	0	1	1	1	30	0	2
	%	100.00%	69.35%	09.67%	20.98%	06.54%	00.14%	00.54%	01.09%	00.00%	00.00%	00.00%	00.14%	00.14%	00.14%	04.09%	00.00%	00.27%
WG-08	#	864	593	97	174	46	1	2	2	2	2	4	4	0	0	29	0	0
	%	100.00%	68.63%	11.23%	20.14%	05.32%	00.12%	00.23%	00.23%	00.23%	00.23%	00.46%	00.46%	00.00%	00.00%	03.36%	00.00%	00.00%
WG-09	#	1,804	1,207	238	359	87	0	8	10	2	2	2	5	5	0	51	0	2
	%	100.00%	66.91%	13.19%	19.90%	04.82%	00.00%	00.44%	00.55%	00.11%	00.11%	00.11%	00.28%	00.28%	00.00%	02.83%	00.00%	00.11%
WG-10	#	3,201	2,287	376	538	113	0	7	16	0	3	2	8	2	1	72	0	2
	%	100.00%	71.45%	11.75%	16.81%	03.53%	00.00%	00.22%	00.50%	00.00%	00.09%	00.06%	00.25%	00.06%	00.03%	02.25%	00.00%	00.06%
WG-11	#	590	436	48	106	22	0	2	5	0	1	1	2	0	0	9	1	1
	%	100.00%	73.90%	08.14%	17.97%	03.73%	00.00%	00.34%	00.85%	00.00%	00.17%	00.17%	00.34%	00.00%	00.00%	01.53%	00.17%	00.17%
WG-12	#	7	5	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	71.43%	00.00%	28.57%	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%
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%

Table B4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2022

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)
Total WG Employees	#	25,272	16,141	3,618	5,513	1,680	34	87	202	45	24	43	70	61	85	1,002	5	22
	%	100.00%	63.87%	14.32%	21.81%	06.65%	00.13%	00.34%	00.80%	00.18%	00.09%	00.17%	00.28%	00.24%	00.34%	03.96%	00.02%	00.09%

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

Percentages are based on row totals. 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 - FY2022

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	#	26	19	7	0	0	4	0	15	6	0	1	0	0	0	0	0	0
	%	100.00%	73.07%	26.93%	00.00%	00.00%	15.38%	00.00%	57.69%	23.08%	00.00%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-02	#	345	268	77	28	4	73	18	158	47	3	5	2	1	3	0	1	2
	%	100.01%	77.69%	22.32%	08.12%	01.16%	21.16%	05.22%	45.80%	13.62%	00.87%	01.45%	00.58%	00.29%	00.87%	00.00%	00.29%	00.58%
WG-03	#	50	42	8	1	0	14	6	27	2	0	0	0	0	0	0	0	0
	%	100.00%	84.00%	16.00%	02.00%	00.00%	28.00%	12.00%	54.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-04	#	25	23	2	2	0	11	1	10	1	0	0	0	0	0	0	0	0
	%	100.00%	92.00%	08.00%	08.00%	00.00%	44.00%	04.00%	40.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-05	#	86	82	4	11	0	49	3	15	1	3	0	0	0	4	0	0	0
	%	100.00%	95.35%	04.65%	12.79%	00.00%	56.98%	03.49%	17.44%	01.16%	03.49%	00.00%	00.00%	00.00%	04.65%	00.00%	00.00%	00.00%
WG-06	#	84	74	10	5	1	37	4	27	5	3	0	1	0	1	0	0	0
	%	99.99%	88.09%	11.90%	05.95%	01.19%	44.05%	04.76%	32.14%	05.95%	03.57%	00.00%	01.19%	00.00%	01.19%	00.00%	00.00%	00.00%
WG-07	#	14	12	2	1	0	6	0	4	2	0	0	0	0	1	0	0	0
	%	100.00%	85.71%	14.29%	07.14%	00.00%	42.86%	00.00%	28.57%	14.29%	00.00%	00.00%	00.00%	00.00%	07.14%	00.00%	00.00%	00.00%
WG-08	#	17	17	0	1	0	9	0	6	0	0	0	1	0	0	0	0	0
	%	99.99%	99.99%	00.00%	05.88%	00.00%	52.94%	00.00%	35.29%	00.00%	00.00%	00.00%	05.88%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-09	#	70	69	1	16	0	38	0	15	1	0	0	0	0	0	0	0	0
	%	100.01%	98.58%	01.43%	22.86%	00.00%	54.29%	00.00%	21.43%	01.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-10	#	57	56	1	4	0	38	1	14	0	0	0	0	0	0	0	0	0
	%	100.00%	98.25%	01.75%	07.02%	00.00%	66.67%	01.75%	24.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-11	#	4	4	0	1	0	2	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	25.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%	00.00%	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%

Table A4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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-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	#	778	666	112	70	5	281	33	291	65	9	6	4	1	10	0	1	2
	%	100.00%	85.61%	14.39%	09.00%	00.64%	36.12%	04.24%	37.40%	08.35%	01.16%	00.77%	00.51%	00.13%	01.29%	00.00%	00.13%	00.26%

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

Percentages are based on row totals.

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 - FY2022

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	#	26	9	11	6	4	2	1	0	0	0	0	0	0	0	0	0	1
	%	100.00%	34.62%	42.31%	23.08%	15.38%	07.69%	03.85%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.85%
WG-02	#	345	170	53	122	30	1	3	6	1	0	0	0	0	0	18	1	0
	%	100.00%	49.28%	15.36%	35.36%	08.70%	00.29%	00.87%	01.74%	00.29%	00.00%	00.00%	00.00%	00.00%	00.00%	05.22%	00.29%	00.00%
WG-03	#	50	23	6	21	11	0	0	0	1	0	0	0	0	1	9	0	0
	%	100.00%	46.00%	12.00%	42.00%	22.00%	00.00%	00.00%	00.00%	02.00%	00.00%	00.00%	00.00%	00.00%	02.00%	18.00%	00.00%	00.00%
WG-04	#	25	6	6	13	4	0	0	0	0	0	1	0	0	0	3	0	0
	%	100.00%	24.00%	24.00%	52.00%	16.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%	00.00%	00.00%	12.00%	00.00%	00.00%
WG-05	#	86	39	30	17	7	0	0	1	0	0	0	0	0	0	6	0	0
	%	100.00%	45.35%	34.88%	19.77%	08.14%	00.00%	00.00%	01.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.98%	00.00%	00.00%
WG-06	#	84	40	17	27	10	0	1	0	0	0	0	0	0	0	9	0	0
	%	100.00%	47.62%	20.24%	32.14%	11.90%	00.00%	01.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	10.71%	00.00%	00.00%
WG-07	#	14	6	3	5	3	0	0	0	0	0	0	0	0	0	3	0	0
	%	100.00%	42.86%	21.43%	35.71%	21.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	21.43%	00.00%	00.00%
WG-08	#	17	10	1	6	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	58.82%	05.88%	35.29%	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%
WG-09	#	70	46	10	14	6	0	0	1	1	0	0	0	0	0	4	0	0
	%	100.00%	65.71%	14.29%	20.00%	08.57%	00.00%	00.00%	01.43%	01.43%	00.00%	00.00%	00.00%	00.00%	00.00%	05.71%	00.00%	00.00%
WG-10	#	57	31	9	17	3	0	0	0	0	1	0	0	0	0	2	0	0
	%	100.00%	54.39%	15.79%	29.82%	05.26%	00.00%	00.00%	00.00%	00.00%	01.75%	00.00%	00.00%	00.00%	00.00%	03.51%	00.00%	00.00%
WG-11	#	4	1	1	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	25.00%	25.00%	50.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%	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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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%

Table B4: PARTICIPATION RATE FOR WG WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2022

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)
Total WG Employees	#	778	381	147	250	80	3	5	8	3	1	1	0	0	1	56	1	1
	%	100.00%	48.97%	18.89%	32.13%	10.28%	00.39%	00.64%	01.03%	00.39%	00.13%	00.13%	00.00%	00.00%	00.13%	07.20%	00.13%	00.13%

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

Percentages are based on row totals. 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 - FY2022

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-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	#	607	506	101	38	11	203	38	246	50	8	1	3	0	7	1	1	0
	%	99.98%	83.35%	16.63%	06.26%	01.81%	33.44%	06.26%	40.53%	08.24%	01.32%	00.16%	00.49%	00.00%	01.15%	00.16%	00.16%	00.00%
WL-03	#	88	76	12	1	1	28	6	44	5	3	0	0	0	0	0	0	0
	%	100.01%	86.37%	13.64%	01.14%	01.14%	31.82%	06.82%	50.00%	05.68%	03.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-04	#	126	61	65	4	3	29	35	26	23	0	2	1	0	1	2	0	0
	%	99.99%	48.40%	51.59%	03.17%	02.38%	23.02%	27.78%	20.63%	18.25%	00.00%	01.59%	00.79%	00.00%	00.79%	01.59%	00.00%	00.00%
WL-05	#	54	49	5	7	0	17	2	24	3	0	0	0	0	1	0	0	0
	%	99.99%	90.73%	09.26%	12.96%	00.00%	31.48%	03.70%	44.44%	05.56%	00.00%	00.00%	00.00%	00.00%	01.85%	00.00%	00.00%	00.00%
WL-06	#	105	95	10	4	0	48	4	37	5	4	1	1	0	1	0	0	0
	%	99.99%	90.47%	09.52%	03.81%	00.00%	45.71%	03.81%	35.24%	04.76%	03.81%	00.95%	00.95%	00.00%	00.95%	00.00%	00.00%	00.00%
WL-07	#	28	27	1	1	0	15	1	11	0	0	0	0	0	0	0	0	0
	%	100.00%	96.43%	03.57%	03.57%	00.00%	53.57%	03.57%	39.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-08	#	82	79	3	8	0	53	1	10	2	4	0	0	0	3	0	1	0
	%	100.01%	96.35%	03.66%	09.76%	00.00%	64.63%	01.22%	12.20%	02.44%	04.88%	00.00%	00.00%	00.00%	03.66%	00.00%	01.22%	00.00%
WL-09	#	62	60	2	6	1	41	1	10	0	2	0	1	0	0	0	0	0
	%	100.00%	96.78%	03.22%	09.68%	01.61%	66.13%	01.61%	16.13%	00.00%	03.23%	00.00%	01.61%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-10	#	233	233	0	7	0	180	0	35	0	4	0	2	0	5	0	0	0
	%	100.00%	100.00%	00.00%	03.00%	00.00%	77.25%	00.00%	15.02%	00.00%	01.72%	00.00%	00.86%	00.00%	02.15%	00.00%	00.00%	00.00%
WL-11	#	45	45	0	3	0	29	0	11	0	0	0	0	0	1	0	1	0
	%	99.99%	99.99%	00.00%	06.67%	00.00%	64.44%	00.00%	24.44%	00.00%	00.00%	00.00%	00.00%	00.00%	02.22%	00.00%	02.22%	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%

Table A4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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-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	#	1,430	1,231	199	79	16	643	88	454	88	25	4	8	0	19	3	3	0
	%	100.00%	86.09%	13.91%	05.52%	01.12%	44.97%	06.15%	31.75%	06.15%	01.75%	00.28%	00.56%	00.00%	01.33%	00.21%	00.21%	00.00%

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

Percentages are based on row totals.

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 - FY2022

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
WL 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)
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	#	607	334	78	195	53	0	4	3	0	0	2	4	2	2	34	1	1
	%	100.00%	55.02%	12.85%	32.13%	08.73%	00.00%	00.66%	00.49%	00.00%	00.00%	00.33%	00.66%	00.33%	00.33%	05.60%	00.16%	00.16%
WL-03	#	88	50	10	28	7	0	0	0	0	0	0	1	0	0	6	0	0
	%	100.00%	56.82%	11.36%	31.82%	07.95%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.14%	00.00%	00.00%	06.82%	00.00%	00.00%
WL-04	#	126	91	13	22	6	0	0	0	0	0	0	0	0	0	6	0	0
	%	100.00%	72.22%	10.32%	17.46%	04.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.76%	00.00%	00.00%
WL-05	#	54	43	3	8	2	0	0	0	0	1	0	0	0	0	1	0	0
	%	100.00%	79.63%	05.56%	14.81%	03.70%	00.00%	00.00%	00.00%	00.00%	01.85%	00.00%	00.00%	00.00%	00.00%	01.85%	00.00%	00.00%
WL-06	#	105	62	15	28	10	0	0	1	0	0	0	1	0	2	6	0	0
	%	100.00%	59.05%	14.29%	26.67%	09.52%	00.00%	00.00%	00.95%	00.00%	00.00%	00.00%	00.95%	00.00%	01.90%	05.71%	00.00%	00.00%
WL-07	#	28	24	1	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	85.71%	03.57%	10.71%	03.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.57%	00.00%	00.00%
WL-08	#	82	55	6	21	4	0	0	0	0	0	0	0	0	0	4	0	0
	%	100.00%	67.07%	07.32%	25.61%	04.88%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.88%	00.00%	00.00%
WL-09	#	62	39	9	14	4	0	1	0	1	0	0	0	0	0	2	0	0
	%	100.00%	62.90%	14.52%	22.58%	06.45%	00.00%	01.61%	00.00%	01.61%	00.00%	00.00%	00.00%	00.00%	00.00%	03.23%	00.00%	00.00%
WL-10	#	233	171	16	46	8	0	1	1	0	0	0	1	0	1	4	0	0
	%	100.00%	73.39%	06.87%	19.74%	03.43%	00.00%	00.43%	00.43%	00.00%	00.00%	00.00%	00.43%	00.00%	00.43%	01.72%	00.00%	00.00%
WL-11	#	45	35	5	5	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	77.78%	11.11%	11.11%	02.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.22%	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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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%

Table B4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2022

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)
Total WL Employees	#	1,430	904	156	370	96	0	6	5	1	1	2	7	2	5	65	1	1
	%	100.00%	63.22%	10.91%	25.87%	06.71%	00.00%	00.42%	00.35%	00.07%	00.07%	00.14%	00.49%	00.14%	00.35%	04.55%	00.07%	00.07%

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

Percentages are based on row totals. 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 - FY2022

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	#	10	7	3	0	1	2	0	4	2	0	0	0	0	1	0	0	0
	%	100.00%	70.00%	30.00%	00.00%	10.00%	20.00%	00.00%	40.00%	20.00%	00.00%	00.00%	00.00%	00.00%	10.00%	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	#	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-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%
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	#	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%
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%

Table A4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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-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	#	12	9	3	1	1	2	0	5	2	0	0	0	0	1	0	0	0
	%	100.00%	75.00%	25.00%	08.33%	08.33%	16.67%	00.00%	41.67%	16.67%	00.00%	00.00%	00.00%	00.00%	08.33%	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 excluding 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 - FY2022

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
WL 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)
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	#	10	5	1	4	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	50.00%	10.00%	40.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	10.00%	00.00%	00.00%	00.00%	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	#	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-06	#	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%
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	#	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-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
	%	00.00%	00.00%	00.00%	00.00%	00.00%	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%

Table B4: PARTICIPATION RATE FOR WL WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2022

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)
Total WL Employees	#	12	6	1	5	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	50.00%	08.33%	41.67%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	08.33%	00.00%	00.00%	00.00%	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 excluding 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 - FY2022

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	#	5	4	1	1	1	2	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	20.00%	20.00%	40.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-02	#	892	731	161	45	5	263	58	408	88	1	4	3	1	10	4	1	1
	%	99.99%	81.94%	18.05%	05.04%	00.56%	29.48%	06.50%	45.74%	09.87%	00.11%	00.45%	00.34%	00.11%	01.12%	00.45%	00.11%	00.11%
WS-03	#	421	278	143	28	6	118	53	124	79	4	3	2	1	2	1	0	0
	%	100.01%	66.04%	33.97%	06.65%	01.43%	28.03%	12.59%	29.45%	18.76%	00.95%	00.71%	00.48%	00.24%	00.48%	00.24%	00.00%	00.00%
WS-04	#	150	113	37	15	2	40	10	56	24	2	0	0	0	0	1	0	0
	%	100.00%	75.33%	24.67%	10.00%	01.33%	26.67%	06.67%	37.33%	16.00%	01.33%	00.00%	00.00%	00.00%	00.00%	00.67%	00.00%	00.00%
WS-05	#	147	124	23	6	0	48	5	65	16	2	0	0	0	3	1	0	1
	%	99.99%	84.35%	15.64%	04.08%	00.00%	32.65%	03.40%	44.22%	10.88%	01.36%	00.00%	00.00%	00.00%	02.04%	00.68%	00.00%	00.68%
WS-06	#	187	145	42	8	2	71	20	60	18	3	0	2	0	1	1	0	1
	%	100.00%	77.54%	22.46%	04.28%	01.07%	37.97%	10.70%	32.09%	09.63%	01.60%	00.00%	01.07%	00.00%	00.53%	00.53%	00.00%	00.53%
WS-07	#	56	47	9	7	2	24	3	15	4	0	0	1	0	0	0	0	0
	%	100.01%	83.94%	16.07%	12.50%	03.57%	42.86%	05.36%	26.79%	07.14%	00.00%	00.00%	01.79%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-08	#	168	150	18	10	2	97	7	33	9	5	0	0	0	4	0	1	0
	%	100.01%	89.29%	10.72%	05.95%	01.19%	57.74%	04.17%	19.64%	05.36%	02.98%	00.00%	00.00%	00.00%	02.38%	00.00%	00.60%	00.00%
WS-09	#	196	192	4	18	0	141	3	29	1	2	0	0	0	1	0	1	0
	%	100.00%	97.96%	02.04%	09.18%	00.00%	71.94%	01.53%	14.80%	00.51%	01.02%	00.00%	00.00%	00.00%	00.51%	00.00%	00.51%	00.00%
WS-10	#	381	376	5	26	1	287	4	50	0	9	0	0	0	2	0	2	0
	%	99.98%	98.67%	01.31%	06.82%	00.26%	75.33%	01.05%	13.12%	00.00%	02.36%	00.00%	00.00%	00.00%	00.52%	00.00%	00.52%	00.00%
WS-11	#	73	72	1	4	0	55	0	9	1	4	0	0	0	0	0	0	0
	%	100.00%	98.63%	01.37%	05.48%	00.00%	75.34%	00.00%	12.33%	01.37%	05.48%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-12	#	25	25	0	1	0	20	0	4	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	04.00%	00.00%	80.00%	00.00%	16.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-13	#	25	25	0	0	0	21	0	3	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	84.00%	00.00%	12.00%	00.00%	04.00%	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) - Permanent Workforce - SEP - FY2022

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-14	#	22	22	0	3	0	16	0	2	0	0	0	0	0	1	0	0	0
	%	100.01%	100.01%	00.00%	13.64%	00.00%	72.73%	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%
WS-15	#	5	5	0	0	0	5	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%
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	#	2,754	2,310	444	172	21	1,209	163	859	240	33	7	8	2	24	8	5	3
	%	99.99%	83.88%	16.11%	06.25%	00.76%	43.90%	05.92%	31.19%	08.71%	01.20%	00.25%	00.29%	00.07%	00.87%	00.29%	00.18%	00.11%

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

Percentages are based on row totals.

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 - FY2022

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
WS 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)
WS-01	#	5	2	2	1	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	40.00%	40.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%
WS-02	#	892	514	82	296	84	1	3	4	0	0	1	1	4	3	63	0	4
	%	100.00%	57.62%	09.19%	33.18%	09.42%	00.11%	00.34%	00.45%	00.00%	00.00%	00.11%	00.11%	00.45%	00.34%	07.06%	00.00%	00.45%
WS-03	#	421	292	44	85	15	0	0	1	0	0	0	0	1	1	12	0	0
	%	100.00%	69.36%	10.45%	20.19%	03.56%	00.00%	00.00%	00.24%	00.00%	00.00%	00.00%	00.00%	00.24%	00.24%	02.85%	00.00%	00.00%
WS-04	#	150	100	15	35	8	0	1	0	0	0	1	0	0	0	6	0	0
	%	100.00%	66.67%	10.00%	23.33%	05.33%	00.00%	00.67%	00.00%	00.00%	00.00%	00.67%	00.00%	00.00%	00.00%	04.00%	00.00%	00.00%
WS-05	#	147	108	8	31	10	0	1	2	0	0	0	1	0	0	6	0	0
	%	100.00%	73.47%	05.44%	21.09%	06.80%	00.00%	00.68%	01.36%	00.00%	00.00%	00.00%	00.68%	00.00%	00.00%	04.08%	00.00%	00.00%
WS-06	#	187	133	18	36	6	0	0	0	0	0	0	2	0	1	3	0	0
	%	100.00%	71.12%	09.63%	19.25%	03.21%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.07%	00.00%	00.53%	01.60%	00.00%	00.00%
WS-07	#	56	48	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	01.79%	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%
WS-08	#	168	126	13	29	6	0	0	1	0	0	0	0	1	0	4	0	0
	%	100.00%	75.00%	07.74%	17.26%	03.57%	00.00%	00.00%	00.60%	00.00%	00.00%	00.00%	00.00%	00.60%	00.00%	02.38%	00.00%	00.00%
WS-09	#	196	158	9	29	4	0	0	0	0	0	0	0	0	0	4	0	0
	%	100.00%	80.61%	04.59%	14.80%	02.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.04%	00.00%	00.00%
WS-10	#	381	279	25	77	9	0	0	1	0	0	0	0	1	0	7	0	0
	%	100.00%	73.23%	06.56%	20.21%	02.36%	00.00%	00.00%	00.26%	00.00%	00.00%	00.00%	00.00%	00.26%	00.00%	01.84%	00.00%	00.00%
WS-11	#	73	58	6	9	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	79.45%	08.22%	12.33%	02.74%	00.00%	00.00%	01.37%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.37%	00.00%	00.00%
WS-12	#	25	18	1	6	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	72.00%	04.00%	24.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%	00.00%
WS-13	#	25	20	3	2	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	80.00%	12.00%	08.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%
WS-14	#	22	16	1	5	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	72.73%	04.55%	22.73%	04.55%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-15	#	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%
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%

Table B4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Disability (Across) - Permanent Workforce - SEP - FY2022

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)
Total WS Employees	#	2,754	1,878	228	648	148	1	5	11	0	0	2	4	8	5	107	0	5
	%	100.00%	68.19%	08.28%	23.53%	05.37%	00.04%	00.18%	00.40%	00.00%	00.00%	00.07%	00.15%	00.29%	00.18%	03.89%	00.00%	00.18%

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

Percentages are based on row totals. 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 - FY2022

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-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%
WS-02	#	12	12	0	0	0	5	0	6	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	41.67%	00.00%	50.00%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-03	#	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%
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	#	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-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	#	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%
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	#	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-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%

Table A4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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-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	#	20	19	1	0	0	9	0	9	1	1	0	0	0	0	0	0	0
	%	100.00%	95.00%	05.00%	00.00%	00.00%	45.00%	00.00%	45.00%	05.00%	05.00%	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 excluding 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 - FY2022

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
WS 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)
WS-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%
WS-02	#	12	4	2	6	4	0	0	0	1	0	0	0	0	0	3	0	0
	%	100.00%	33.33%	16.67%	50.00%	33.33%	00.00%	00.00%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%	00.00%	00.00%
WS-03	#	2	1	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	00.00%	50.00%	50.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	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	#	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%
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	#	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%
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	#	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-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%

Table B4: PARTICIPATION RATE FOR WS WAGE GRADE PLANS - Distribution by Disability (Across) - Temporary Workforce - SEP - FY2022

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)
Total WS Employees	#	20	7	4	9	5	0	0	1	1	0	0	0	0	0	3	0	0
	%	100.00%	35.00%	20.00%	45.00%	25.00%	00.00%	00.00%	05.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	15.00%	00.00%	00.00%

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

Percentages are based on row totals. 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 - FY2022

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	#	412,694	154,395	258,299	12,542	16,808	90,208	141,684	34,444	70,257	13,442	23,123	793	1,282	2,326	4,107	640	1,038
	%	100.00%	37.42%	62.58%	03.04%	04.07%	21.86%	34.33%	08.35%	17.02%	03.26%	05.60%	00.19%	00.31%	00.56%	01.00%	00.16%	00.25%
Up to $20,000	#	19	11	8	1	1	5	4	2	3	2	0	0	0	1	0	0	0
	%	100.00%	57.90%	42.10%	05.26%	05.26%	26.32%	21.05%	10.53%	15.79%	10.53%	00.00%	00.00%	00.00%	05.26%	00.00%	00.00%	00.00%
$20,001-$30,000	#	50	24	26	2	3	6	8	13	15	2	0	0	0	1	0	0	0
	%	100.00%	48.00%	52.00%	04.00%	06.00%	12.00%	16.00%	26.00%	30.00%	04.00%	00.00%	00.00%	00.00%	02.00%	00.00%	00.00%	00.00%
$30,001-$40,000	#	21,611	10,409	11,202	937	937	4,427	4,608	4,513	4,923	265	405	45	69	179	223	43	37
	%	100.00%	48.17%	51.83%	04.34%	04.34%	20.48%	21.32%	20.88%	22.78%	01.23%	01.87%	00.21%	00.32%	00.83%	01.03%	00.20%	00.17%
$40,001-$50,000	#	64,578	20,600	43,978	2,011	3,347	9,158	19,869	8,076	17,815	821	1,691	126	278	322	780	86	198
	%	100.01%	31.90%	68.11%	03.11%	05.18%	14.18%	30.77%	12.51%	27.59%	01.27%	02.62%	00.20%	00.43%	00.50%	01.21%	00.13%	00.31%
$50,001-$60,000	#	47,937	17,773	30,164	1,810	2,337	9,207	14,644	5,338	10,738	889	1,521	120	212	328	534	81	178
	%	100.00%	37.08%	62.92%	03.78%	04.88%	19.21%	30.55%	11.14%	22.40%	01.85%	03.17%	00.25%	00.44%	00.68%	01.11%	00.17%	00.37%
$60,001-$70,000	#	40,205	17,320	22,885	1,600	1,679	9,830	12,059	4,416	7,171	953	1,262	103	126	314	470	104	118
	%	100.00%	43.08%	56.92%	03.98%	04.18%	24.45%	29.99%	10.98%	17.84%	02.37%	03.14%	00.26%	00.31%	00.78%	01.17%	00.26%	00.29%
$70,001-$80,000	#	36,587	14,589	21,998	1,336	1,595	8,807	13,053	3,158	5,572	920	1,229	87	109	212	348	69	92
	%	100.00%	39.87%	60.13%	03.65%	04.36%	24.07%	35.68%	08.63%	15.23%	02.51%	03.36%	00.24%	00.30%	00.58%	00.95%	00.19%	00.25%
$80,001-$90,000	#	36,722	12,776	23,946	1,053	1,454	8,263	15,234	2,277	5,285	864	1,423	64	94	199	363	56	93
	%	99.99%	34.78%	65.21%	02.87%	03.96%	22.50%	41.48%	06.20%	14.39%	02.35%	03.88%	00.17%	00.26%	00.54%	00.99%	00.15%	00.25%
$90,001-$100,000	#	33,172	10,429	22,743	785	1,351	6,830	14,204	1,702	4,851	889	1,886	50	78	132	299	41	74
	%	100.00%	31.44%	68.56%	02.37%	04.07%	20.59%	42.82%	05.13%	14.62%	02.68%	05.69%	00.15%	00.24%	00.40%	00.90%	00.12%	00.22%
$100,001-$110,000	#	27,704	8,609	19,095	640	1,145	5,619	11,537	1,294	3,941	846	2,051	49	74	124	283	37	64
	%	99.99%	31.07%	68.92%	02.31%	04.13%	20.28%	41.64%	04.67%	14.23%	03.05%	07.40%	00.18%	00.27%	00.45%	01.02%	00.13%	00.23%
$110,001-$120,000	#	21,032	6,872	14,160	529	770	4,528	8,277	944	2,917	736	1,904	23	49	80	192	32	51
	%	99.99%	32.68%	67.31%	02.52%	03.66%	21.53%	39.35%	04.49%	13.87%	03.50%	09.05%	00.11%	00.23%	00.38%	00.91%	00.15%	00.24%
$120,001-$130,000	#	15,814	5,124	10,690	290	461	3,417	6,209	659	2,061	652	1,735	34	49	58	135	14	40
	%	99.99%	32.40%	67.59%	01.83%	02.92%	21.61%	39.26%	04.17%	13.03%	04.12%	10.97%	00.21%	00.31%	00.37%	00.85%	00.09%	00.25%

Table A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

All VA SALARY RANGE		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	#	412,694	154,395	258,299	12,542	16,808	90,208	141,684	34,444	70,257	13,442	23,123	793	1,282	2,326	4,107	640	1,038
	%	100.00%	37.42%	62.58%	03.04%	04.07%	21.86%	34.33%	08.35%	17.02%	03.26%	05.60%	00.19%	00.31%	00.56%	01.00%	00.16%	00.25%
$130,001-$140,000	#	12,280	4,060	8,220	234	378	2,736	4,960	475	1,474	520	1,252	16	28	63	100	16	28
	%	100.00%	33.06%	66.94%	01.91%	03.08%	22.28%	40.39%	03.87%	12.00%	04.23%	10.20%	00.13%	00.23%	00.51%	00.81%	00.13%	00.23%
$140,001-$150,000	#	9,732	3,075	6,657	168	287	2,176	4,121	294	1,096	378	1,039	13	22	34	77	12	15
	%	99.99%	31.59%	68.40%	01.73%	02.95%	22.36%	42.34%	03.02%	11.26%	03.88%	10.68%	00.13%	00.23%	00.35%	00.79%	00.12%	00.15%
$150,001-$160,000	#	6,809	2,179	4,630	96	176	1,495	2,831	231	664	321	875	6	17	27	56	3	11
	%	99.99%	32.00%	67.99%	01.41%	02.58%	21.96%	41.58%	03.39%	09.75%	04.71%	12.85%	00.09%	00.25%	00.40%	00.82%	00.04%	00.16%
$160,001-$170,000	#	3,792	1,310	2,482	50	67	917	1,520	118	361	203	480	2	14	15	32	5	8
	%	99.99%	34.54%	65.45%	01.32%	01.77%	24.18%	40.08%	03.11%	09.52%	05.35%	12.66%	00.05%	00.37%	00.40%	00.84%	00.13%	00.21%
$170,001-$180,000	#	2,848	1,088	1,760	37	58	792	1,009	94	250	146	419	3	4	12	19	4	1
	%	100.02%	38.21%	61.81%	01.30%	02.04%	27.81%	35.43%	03.30%	08.78%	05.13%	14.71%	00.11%	00.14%	00.42%	00.67%	00.14%	00.04%
$180,001 and Greater	#	31,802	18,147	13,655	963	762	11,995	7,537	840	1,120	4,035	3,951	52	59	225	196	37	30
	%	100.01%	57.07%	42.94%	03.03%	02.40%	37.72%	23.70%	02.64%	03.52%	12.69%	12.42%	00.16%	00.19%	00.71%	00.62%	00.12%	00.09%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding 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 B5: SALARY - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	19	17	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.47%	00.00%	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%
$20,001-$30,000	#	50	31	12	7	2	0	0	0	0	0	0	0	1	0	1	0	0
	%	100.00%	62.00%	24.00%	14.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.00%	00.00%	02.00%	00.00%	00.00%
$30,001-$40,000	#	21,611	13,685	4,127	3,799	1,158	43	83	146	37	8	36	30	69	59	633	2	12
	%	100.00%	63.32%	19.10%	17.58%	05.36%	00.20%	00.38%	00.68%	00.17%	00.04%	00.17%	00.14%	00.32%	00.27%	02.93%	00.01%	00.06%
$40,001-$50,000	#	64,578	47,601	7,463	9,514	2,170	20	105	216	88	46	118	113	121	80	1,217	17	29
	%	100.00%	73.71%	11.56%	14.73%	03.36%	00.03%	00.16%	00.33%	00.14%	00.07%	00.18%	00.17%	00.19%	00.12%	01.88%	00.03%	00.04%
$50,001-$60,000	#	47,937	36,394	4,344	7,199	1,470	8	87	106	53	33	69	110	101	24	832	9	38
	%	100.00%	75.92%	09.06%	15.02%	03.07%	00.02%	00.18%	00.22%	00.11%	00.07%	00.14%	00.23%	00.21%	00.05%	01.74%	00.02%	00.08%
$60,001-$70,000	#	40,205	30,015	3,835	6,355	1,329	10	84	93	35	26	83	85	59	25	796	10	23
	%	100.00%	74.65%	09.54%	15.81%	03.31%	00.02%	00.21%	00.23%	00.09%	00.06%	00.21%	00.21%	00.15%	00.06%	01.98%	00.02%	00.06%
$70,001-$80,000	#	36,587	28,290	3,383	4,914	912	7	54	71	35	21	63	50	58	11	520	6	16
	%	100.00%	77.32%	09.25%	13.43%	02.49%	00.02%	00.15%	00.19%	00.10%	00.06%	00.17%	00.14%	00.16%	00.03%	01.42%	00.02%	00.04%
$80,001-$90,000	#	36,722	29,398	2,943	4,381	744	2	31	57	32	17	48	67	51	10	410	5	14
	%	100.00%	80.06%	08.01%	11.93%	02.03%	00.01%	00.08%	00.16%	00.09%	00.05%	00.13%	00.18%	00.14%	00.03%	01.12%	00.01%	00.04%
$90,001-$100,000	#	33,172	27,528	2,317	3,327	521	1	21	35	31	23	35	49	48	6	257	2	13
	%	100.00%	82.99%	06.98%	10.03%	01.57%	00.00%	00.06%	00.11%	00.09%	00.07%	00.11%	00.15%	00.14%	00.02%	00.77%	00.01%	00.04%
$100,001-$110,000	#	27,704	23,492	1,633	2,579	387	2	14	29	21	17	37	46	27	3	175	2	14
	%	100.00%	84.80%	05.89%	09.31%	01.40%	00.01%	00.05%	00.10%	00.08%	00.06%	00.13%	00.17%	00.10%	00.01%	00.63%	00.01%	00.05%
$110,001-$120,000	#	21,032	18,003	1,234	1,795	278	2	5	30	30	11	18	33	29	2	110	1	7
	%	100.00%	85.60%	05.87%	08.53%	01.32%	00.01%	00.02%	00.14%	00.14%	00.05%	00.09%	00.16%	00.14%	00.01%	00.52%	00.00%	00.03%
$120,001-$130,000	#	15,814	13,841	838	1,135	159	1	6	20	10	9	9	14	17	2	66	1	4
	%	100.00%	87.52%	05.30%	07.18%	01.01%	00.01%	00.04%	00.13%	00.06%	00.06%	00.06%	00.09%	00.11%	00.01%	00.42%	00.01%	00.03%
$130,001-$140,000	#	12,280	10,822	647	811	106	1	4	11	4	8	4	14	9	0	44	1	6
	%	100.00%	88.13%	05.27%	06.60%	00.86%	00.01%	00.03%	00.09%	00.03%	00.07%	00.03%	00.11%	00.07%	00.00%	00.36%	00.01%	00.05%
$140,001-$150,000	#	9,732	8,719	434	579	66	0	4	4	4	6	5	11	7	0	19	1	5
	%	100.00%	89.59%	04.46%	05.95%	00.68%	00.00%	00.04%	00.04%	00.04%	00.06%	00.05%	00.11%	00.07%	00.00%	00.20%	00.01%	00.05%
$150,001-$160,000	#	6,809	6,094	284	431	49	0	2	10	3	0	5	8	6	0	14	1	0
	%	100.00%	89.50%	04.17%	06.33%	00.72%	00.00%	00.03%	00.15%	00.04%	00.00%	00.07%	00.12%	00.09%	00.00%	00.21%	00.01%	00.00%
$160,001-$170,000	#	3,792	3,422	155	215	36	0	1	2	2	2	4	7	2	0	16	0	0
	%	100.00%	90.24%	04.09%	05.67%	00.95%	00.00%	00.03%	00.05%	00.05%	00.05%	00.11%	00.18%	00.05%	00.00%	00.42%	00.00%	00.00%

Table B5: SALARY - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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%**												
$170,001-$180,000	#	2,848	2,581	118	149	21	0	0	1	3	1	2	4	3	0	3	2	2
	%	100.00%	90.63%	04.14%	05.23%	00.74%	00.00%	00.00%	00.04%	00.11%	00.04%	00.07%	00.14%	00.11%	00.00%	00.11%	00.07%	00.07%
$180,001 and Greater	#	31,802	28,516	2,110	1,176	131	1	1	13	6	8	13	34	18	0	32	1	4
	%	100.00%	89.67%	06.63%	03.70%	00.41%	00.00%	00.00%	00.04%	00.02%	00.03%	00.04%	00.11%	00.06%	00.00%	00.10%	00.00%	00.01%

Data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding 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 A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	19,316	6,673	12,643	497	764	3,838	7,398	1,176	2,328	1,012	1,850	31	69	93	174	26	60
	%	100.00%	34.54%	65.46%	02.57%	03.96%	19.87%	38.30%	06.09%	12.05%	05.24%	09.58%	00.16%	00.36%	00.48%	00.90%	00.13%	00.31%
Up to $20,000	#	165	32	133	3	15	16	100	8	9	5	7	0	2	0	0	0	0
	%	100.00%	19.40%	80.60%	01.82%	09.09%	09.70%	60.61%	04.85%	05.45%	03.03%	04.24%	00.00%	01.21%	00.00%	00.00%	00.00%	00.00%
$20,001-$30,000	#	1,383	313	1,070	35	81	213	743	40	157	18	64	1	6	5	13	1	6
	%	99.98%	22.62%	77.36%	02.53%	05.86%	15.40%	53.72%	02.89%	11.35%	01.30%	04.63%	00.07%	00.43%	00.36%	00.94%	00.07%	00.43%
$30,001-$40,000	#	2,676	1,015	1,661	110	138	415	791	381	535	79	145	5	10	21	35	4	7
	%	100.00%	37.93%	62.07%	04.11%	05.16%	15.51%	29.56%	14.24%	19.99%	02.95%	05.42%	00.19%	00.37%	00.78%	01.31%	00.15%	00.26%
$40,001-$50,000	#	2,913	1,007	1,906	86	113	557	1,060	234	435	104	247	8	14	15	27	3	10
	%	99.98%	34.55%	65.43%	02.95%	03.88%	19.12%	36.39%	08.03%	14.93%	03.57%	08.48%	00.27%	00.48%	00.51%	00.93%	00.10%	00.34%
$50,001-$60,000	#	2,106	732	1,374	69	90	429	823	131	259	83	164	4	9	13	23	3	6
	%	100.00%	34.76%	65.24%	03.28%	04.27%	20.37%	39.08%	06.22%	12.30%	03.94%	07.79%	00.19%	00.43%	00.62%	01.09%	00.14%	00.28%
$60,001-$70,000	#	1,535	542	993	51	87	319	559	98	205	56	122	2	2	12	15	4	3
	%	100.01%	35.30%	64.71%	03.32%	05.67%	20.78%	36.42%	06.38%	13.36%	03.65%	07.95%	00.13%	00.13%	00.78%	00.98%	00.26%	00.20%
$70,001-$80,000	#	1,360	412	948	24	60	254	585	78	173	46	106	2	2	4	12	4	10
	%	99.99%	30.29%	69.70%	01.76%	04.41%	18.68%	43.01%	05.74%	12.72%	03.38%	07.79%	00.15%	00.15%	00.29%	00.88%	00.29%	00.74%
$80,001-$90,000	#	1,183	326	857	22	41	204	525	43	143	51	122	2	5	4	13	0	8
	%	100.00%	27.55%	72.45%	01.86%	03.47%	17.24%	44.38%	03.63%	12.09%	04.31%	10.31%	00.17%	00.42%	00.34%	01.10%	00.00%	00.68%
$90,001-$100,000	#	1,051	299	752	17	42	180	442	39	114	55	138	3	6	4	7	1	3
	%	100.03%	28.46%	71.57%	01.62%	04.00%	17.13%	42.06%	03.71%	10.85%	05.23%	13.13%	00.29%	00.57%	00.38%	00.67%	00.10%	00.29%
$100,001-$110,000	#	929	256	673	13	26	180	410	23	85	34	141	1	1	2	8	3	2
	%	100.02%	27.57%	72.45%	01.40%	02.80%	19.38%	44.13%	02.48%	09.15%	03.66%	15.18%	00.11%	00.11%	00.22%	00.86%	00.32%	00.22%
$110,001-$120,000	#	854	270	584	12	16	175	357	25	76	52	123	1	4	3	5	2	3
	%	100.00%	31.62%	68.38%	01.41%	01.87%	20.49%	41.80%	02.93%	08.90%	06.09%	14.40%	00.12%	00.47%	00.35%	00.59%	00.23%	00.35%
$120,001-$130,000	#	624	196	428	8	16	117	265	22	46	48	92	0	2	1	6	0	1
	%	99.99%	31.41%	68.58%	01.28%	02.56%	18.75%	42.47%	03.53%	07.37%	07.69%	14.74%	00.00%	00.32%	00.16%	00.96%	00.00%	00.16%

Table A5: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	19,316	6,673	12,643	497	764	3,838	7,398	1,176	2,328	1,012	1,850	31	69	93	174	26	60
	%	100.00%	34.54%	65.46%	02.57%	03.96%	19.87%	38.30%	06.09%	12.05%	05.24%	09.58%	00.16%	00.36%	00.48%	00.90%	00.13%	00.31%
$130,001-$140,000	#	486	180	306	4	9	122	186	13	24	37	85	0	1	4	1	0	0
	%	99.99%	37.02%	62.97%	00.82%	01.85%	25.10%	38.27%	02.67%	04.94%	07.61%	17.49%	00.00%	00.21%	00.82%	00.21%	00.00%	00.00%
$140,001-$150,000	#	279	108	171	5	6	66	106	8	18	27	39	0	0	1	2	1	0
	%	100.01%	38.72%	61.29%	01.79%	02.15%	23.66%	37.99%	02.87%	06.45%	09.68%	13.98%	00.00%	00.00%	00.36%	00.72%	00.36%	00.00%
$150,001-$160,000	#	191	87	104	3	3	52	63	7	8	23	27	1	1	1	1	0	1
	%	99.98%	45.54%	54.44%	01.57%	01.57%	27.23%	32.98%	03.66%	04.19%	12.04%	14.14%	00.52%	00.52%	00.52%	00.52%	00.00%	00.52%
$160,001-$170,000	#	108	44	64	0	0	29	41	0	5	15	16	0	2	0	0	0	0
	%	99.99%	40.74%	59.25%	00.00%	00.00%	26.85%	37.96%	00.00%	04.63%	13.89%	14.81%	00.00%	01.85%	00.00%	00.00%	00.00%	00.00%
$170,001-$180,000	#	128	68	60	1	1	52	40	1	4	14	15	0	0	0	0	0	0
	%	100.01%	53.13%	46.88%	00.78%	00.78%	40.63%	31.25%	00.78%	03.13%	10.94%	11.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
$180,001 and Greater	#	1,345	786	559	34	20	458	302	25	32	265	197	1	2	3	6	0	0
	%	100.00%	58.43%	41.57%	02.53%	01.49%	34.05%	22.45%	01.86%	02.38%	19.70%	14.65%	00.07%	00.15%	00.22%	00.45%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding 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 B5: SALARY - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	165	124	35	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.15%	21.21%	03.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
$20,001-$30,000	#	1,383	988	308	87	15	1	1	2	2	1	0	0	0	0	8	0	0
	%	100.00%	71.44%	22.27%	06.29%	01.08%	00.07%	00.07%	00.14%	00.14%	00.07%	00.00%	00.00%	00.00%	00.00%	00.58%	00.00%	00.00%
$30,001-$40,000	#	2,676	1,820	513	343	90	6	7	12	1	1	6	0	2	3	51	0	1
	%	100.00%	68.01%	19.17%	12.82%	03.36%	00.22%	00.26%	00.45%	00.04%	00.04%	00.22%	00.00%	00.07%	00.11%	01.91%	00.00%	00.04%
$40,001-$50,000	#	2,913	2,113	441	359	108	1	8	9	5	0	6	1	7	6	64	1	0
	%	100.00%	72.54%	15.14%	12.32%	03.71%	00.03%	00.27%	00.31%	00.17%	00.00%	00.21%	00.03%	00.24%	00.21%	02.20%	00.03%	00.00%
$50,001-$60,000	#	2,106	1,507	341	258	72	2	9	7	4	1	3	0	0	0	45	1	0
	%	100.00%	71.56%	16.19%	12.25%	03.42%	00.09%	00.43%	00.33%	00.19%	00.05%	00.14%	00.00%	00.00%	00.00%	02.14%	00.05%	00.00%
$60,001-$70,000	#	1,535	1,105	222	208	60	0	6	6	1	0	1	4	2	1	38	0	1
	%	100.00%	71.99%	14.46%	13.55%	03.91%	00.00%	00.39%	00.39%	00.07%	00.00%	00.07%	00.26%	00.13%	00.07%	02.48%	00.00%	00.07%
$70,001-$80,000	#	1,360	1,035	176	149	25	1	3	2	2	0	3	0	0	1	13	0	0
	%	100.00%	76.10%	12.94%	10.96%	01.84%	00.07%	00.22%	00.15%	00.15%	00.00%	00.22%	00.00%	00.00%	00.07%	00.96%	00.00%	00.00%
$80,001-$90,000	#	1,183	927	148	108	22	0	0	3	1	0	5	2	0	0	10	0	1
	%	100.00%	78.36%	12.51%	09.13%	01.86%	00.00%	00.00%	00.25%	00.08%	00.00%	00.42%	00.17%	00.00%	00.00%	00.85%	00.00%	00.08%
$90,001-$100,000	#	1,051	872	105	74	16	1	0	3	0	2	2	0	1	1	6	0	0
	%	100.00%	82.97%	09.99%	07.04%	01.52%	00.10%	00.00%	00.29%	00.00%	00.19%	00.19%	00.00%	00.10%	00.10%	00.57%	00.00%	00.00%
$100,001-$110,000	#	929	785	89	55	10	0	0	1	0	0	1	0	2	0	6	0	0
	%	100.00%	84.50%	09.58%	05.92%	01.08%	00.00%	00.00%	00.11%	00.00%	00.00%	00.11%	00.00%	00.22%	00.00%	00.65%	00.00%	00.00%
$110,001-$120,000	#	854	743	70	41	11	1	1	1	1	0	0	1	1	1	4	0	0
	%	100.00%	87.00%	08.20%	04.80%	01.29%	00.12%	00.12%	00.12%	00.12%	00.00%	00.00%	00.12%	00.12%	00.12%	00.47%	00.00%	00.00%
$120,001-$130,000	#	624	549	47	28	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	87.98%	07.53%	04.49%	00.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.16%	00.00%	00.00%
$130,001-$140,000	#	486	419	42	25	5	0	0	1	1	1	0	0	0	0	2	0	0
	%	100.00%	86.21%	08.64%	05.14%	01.03%	00.00%	00.00%	00.21%	00.21%	00.21%	00.00%	00.00%	00.00%	00.00%	00.41%	00.00%	00.00%
$140,001-$150,000	#	279	245	15	19	3	0	0	0	0	0	0	2	0	0	0	0	1
	%	100.00%	87.81%	05.38%	06.81%	01.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.72%	00.00%	00.00%	00.00%	00.00%	00.36%
$150,001-$160,000	#	191	173	11	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.58%	05.76%	03.66%	00.00%	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	#	108	98	7	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.74%	06.48%	02.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table B5: SALARY - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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%**												
$170,001-$180,000	#	128	118	4	6	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.19%	03.13%	04.69%	00.78%	00.00%	00.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
$180,001 and Greater	#	1,345	1,194	125	26	4	0	0	2	0	1	0	1	0	0	0	0	0
	%	100.00%	88.77%	09.29%	01.93%	00.30%	00.00%	00.00%	00.15%	00.00%	00.07%	00.00%	00.07%	00.00%	00.00%	00.00%	00.00%	00.00%

Data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding 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 - FY2022

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	#	6,032	1,951	4,081	91	196	1,676	3,254	84	318	72	248	6	15	14	40	8	10
	%	100.00%	32.34%	67.66%	01.51%	03.25%	27.79%	53.95%	01.39%	05.27%	01.19%	04.11%	00.10%	00.25%	00.23%	00.66%	00.13%	00.17%
0180 RCLF (2018)		100.00%	27.84%	72.16%	1.60%	5.58%	24.03%	59.01%	1.00%	3.97%	0.73%	2.06%	0.01%	0.01%	0.04%	0.08%	0.43%	1.45%
GS-A/11	#	53	12	41	2	5	8	28	1	5	0	3	0	0	0	0	1	0
	#	99.99%	22.64%	77.35%	03.77%	09.43%	15.09%	52.83%	01.89%	09.43%	00.00%	05.66%	00.00%	00.00%	00.00%	00.00%	01.89%	00.00%
GS-A/12	#	222	63	159	6	13	48	110	6	13	2	17	0	1	1	2	0	3
	#	100.00%	28.37%	71.63%	02.70%	05.86%	21.62%	49.55%	02.70%	05.86%	00.90%	07.66%	00.00%	00.45%	00.45%	00.90%	00.00%	01.35%
GS-A/13	#	4,580	1,440	3,140	66	147	1,230	2,523	64	230	62	195	6	9	9	29	3	7
	#	100.01%	31.45%	68.56%	01.44%	03.21%	26.86%	55.09%	01.40%	05.02%	01.35%	04.26%	00.13%	00.20%	00.20%	00.63%	00.07%	00.15%
GS-A/14	#	958	333	625	14	25	292	503	11	59	8	27	0	4	4	7	4	0
	#	100.02%	34.77%	65.25%	01.46%	02.61%	30.48%	52.51%	01.15%	06.16%	00.84%	02.82%	00.00%	00.42%	00.42%	00.73%	00.42%	00.00%
GS-A/15	#	212	101	111	3	6	96	86	2	11	0	5	0	1	0	2	0	0
	#	100.00%	47.64%	52.36%	01.42%	02.83%	45.28%	40.57%	00.94%	05.19%	00.00%	02.36%	00.00%	00.47%	00.00%	00.94%	00.00%	00.00%
GM-B/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%
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	#	5	1	4	0	0	1	3	0	0	0	1	0	0	0	0	0	0
	#	100.00%	20.00%	80.00%	00.00%	00.00%	20.00%	60.00%	00.00%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	554																
Relevant Applicant Pool	%	100.00%	32.34%	67.66%	01.51%	03.25%	27.79%	53.95%	01.39%	05.27%	01.19%	04.11%	00.10%	00.25%	00.23%	00.66%	00.13%	00.17%
Internal Applications	#	11,364	2,577	8,787	379	937	1,603	5,175	358	1,902	145	534	8	32	79	116	5	91
	%	100.00%	22.68%	77.32%	3.34%	8.25%	14.11%	45.54%	3.15%	16.74%	1.28%	4.70%	0.07%	0.28%	0.70%	1.02%	0.04%	0.80%
Qualified Internal Applicants	#	7,615	1,824	5,791	247	542	1,198	3,740	198	1,060	125	302	8	30	47	97	1	20
	%	100.00%	23.95%	76.05%	3.24%	7.12%	15.73%	49.11%	2.60%	13.92%	1.64%	3.97%	0.11%	0.39%	0.62%	1.27%	0.01%	0.26%
Referred Applicants	#	6,598	1,647	4,951	200	408	1,086	3,305	192	887	113	228	8	18	47	85	1	20
	%	100.00%	24.96%	75.04%	3.03%	6.18%	16.46%	50.09%	2.91%	13.44%	1.71%	3.46%	0.12%	0.27%	0.71%	1.29%	0.02%	0.30%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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 Selections	#	609	178	431	12	18	143	355	12	29	7	23	0	1	2	5	2	0
	%	100.00%	29.23%	70.77%	01.97%	02.96%	23.48%	58.29%	01.97%	04.76%	01.15%	03.78%	00.00%	00.16%	00.33%	00.82%	00.33%	00.00%
New Hires																		
Vacancy Announcements	#	750																
Voluntarily Identified Applicants	#	9,521	2,819	6,702	406	953	1,829	3,818	403	1,336	108	410	11	33	30	41	32	111
	%	100.00%	29.61%	70.39%	4.26%	10.01%	19.21%	40.10%	4.23%	14.03%	1.13%	4.31%	0.12%	0.35%	0.32%	0.43%	0.34%	1.17%
Qualified External Applicants	#	6,623	2,056	4,567	211	628	1,508	2,859	190	760	95	246	9	9	30	27	13	38
	%	100.00%	31.04%	68.96%	3.19%	9.48%	22.77%	43.17%	2.87%	11.48%	1.43%	3.71%	0.14%	0.14%	0.45%	0.41%	0.20%	0.57%
Referred Applicants	#	5,845	1,880	3,965	181	527	1,403	2,508	161	608	88	249	9	9	30	26	8	38
	%	100.00%	32.16%	67.84%	3.10%	9.02%	24.00%	42.91%	2.75%	10.40%	1.51%	4.26%	0.15%	0.15%	0.51%	0.44%	0.14%	0.65%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	418	117	301	4	21	99	218	5	36	5	14	0	0	1	1	3	11
	%	100.00%	28.00%	72.00%	00.96%	05.02%	23.68%	52.15%	01.20%	08.61%	01.20%	03.35%	00.00%	00.00%	00.24%	00.24%	00.72%	02.63%
0185 Social Work	#	17,540	3,881	13,659	280	834	2,767	9,063	607	3,035	151	444	20	45	49	185	7	53
	%	99.99%	22.13%	77.86%	01.60%	04.75%	15.78%	51.67%	03.46%	17.30%	00.86%	02.53%	00.11%	00.26%	00.28%	01.05%	00.04%	00.30%
0185 RCLF (2018)		100.00%	23.31%	76.69%	3.10%	9.84%	13.63%	47.25%	5.03%	15.15%	0.72%	1.99%	0.04%	0.10%	0.21%	0.67%	0.58%	1.68%
GS-A/9	#	1,033	286	747	25	58	184	421	49	200	17	46	3	6	7	12	1	4
	#	100.00%	27.69%	72.31%	02.42%	05.61%	17.81%	40.76%	04.74%	19.36%	01.65%	04.45%	00.29%	00.58%	00.68%	01.16%	00.10%	00.39%
GS-A/11	#	6,706	1,495	5,211	111	319	1,048	3,444	260	1,197	50	124	6	23	18	83	2	21
	#	100.02%	22.31%	77.71%	01.66%	04.76%	15.63%	51.36%	03.88%	17.85%	00.75%	01.85%	00.09%	00.34%	00.27%	01.24%	00.03%	00.31%
GS-A/12	#	8,321	1,764	6,557	123	402	1,272	4,389	257	1,411	76	241	9	15	23	78	4	21
	#	100.02%	21.21%	78.81%	01.48%	04.83%	15.29%	52.75%	03.09%	16.96%	00.91%	02.90%	00.11%	00.18%	00.28%	00.94%	00.05%	00.25%
GS-A/13	#	1,173	261	912	15	47	206	636	33	183	4	30	2	1	1	9	0	6
	#	100.01%	22.25%	77.76%	01.28%	04.01%	17.56%	54.22%	02.81%	15.60%	00.34%	02.56%	00.17%	00.09%	00.09%	00.77%	00.00%	00.51%
GS-A/14	#	288	66	222	5	8	50	164	7	43	4	3	0	0	0	3	0	1
	#	100.00%	22.92%	77.08%	01.74%	02.78%	17.36%	56.94%	02.43%	14.93%	01.39%	01.04%	00.00%	00.00%	00.00%	01.04%	00.00%	00.35%
GS-A/15	#	16	8	8	1	0	7	7	0	1	0	0	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	06.25%	00.00%	43.75%	43.75%	00.00%	06.25%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-N/0	#	3	1	2	0	0	0	2	1	0	0	0	0	0	0	0	0	0
	#	100.00%	33.33%	66.67%	00.00%	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%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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 Competitive Promotions																		
Vacancy Announcements	#	1,967																
Relevant Applicant Pool	%	99.99%	22.13%	77.86%	01.60%	04.75%	15.78%	51.67%	03.46%	17.30%	00.86%	02.53%	00.11%	00.26%	00.28%	01.05%	00.04%	00.30%
Internal Applications	#	15,924	3,190	12,734	664	1,586	1,488	6,304	781	4,040	215	422	3	31	25	214	14	137
	%	100.00%	20.03%	79.97%	4.17%	9.96%	9.34%	39.59%	4.90%	25.37%	1.35%	2.65%	0.02%	0.19%	0.16%	1.34%	0.09%	0.86%
Qualified Internal Applicants	#	10,063	1,904	8,159	396	904	991	4,458	377	2,281	119	243	2	23	17	152	2	98
	%	100.00%	18.92%	81.08%	3.94%	8.98%	9.85%	44.30%	3.75%	22.67%	1.18%	2.41%	0.02%	0.23%	0.17%	1.51%	0.02%	0.97%
Referred Applicants	#	9,553	1,814	7,739	391	881	946	4,250	350	2,142	110	202	2	22	13	147	2	95
	%	100.00%	18.99%	81.01%	4.09%	9.22%	9.90%	44.49%	3.66%	22.42%	1.15%	2.11%	0.02%	0.23%	0.14%	1.54%	0.02%	0.99%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,053	443	1,610	46	98	299	1,111	67	319	22	51	1	4	6	23	2	4
	%	100.00%	21.57%	78.41%	02.24%	04.77%	14.56%	54.12%	03.26%	15.54%	01.07%	02.48%	00.05%	00.19%	00.29%	01.12%	00.10%	00.19%
New Hires																		
Vacancy Announcements	#	2,402																
Voluntarily Identified Applicants	#	29,185	6,361	22,824	1,222	2,696	2,923	9,519	1,663	8,803	443	1,178	13	85	55	318	42	225
	%	100.00%	21.80%	78.20%	4.19%	9.24%	10.02%	32.62%	5.70%	30.16%	1.52%	4.04%	0.04%	0.29%	0.19%	1.09%	0.14%	0.77%
Qualified External Applicants	#	19,919	4,286	15,633	812	1,804	2,125	7,091	967	5,789	329	520	9	47	35	233	9	149
	%	100.00%	21.52%	78.48%	4.08%	9.06%	10.67%	35.60%	4.85%	29.06%	1.65%	2.61%	0.05%	0.24%	0.18%	1.17%	0.05%	0.75%
Referred Applicants	#	17,947	3,869	14,078	771	1,676	1,877	6,413	869	5,132	311	477	9	42	25	213	7	125
	%	100.00%	21.56%	78.44%	4.30%	9.34%	10.46%	35.73%	4.84%	28.60%	1.73%	2.66%	0.05%	0.23%	0.14%	1.19%	0.04%	0.70%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,322	415	1,907	28	98	282	1,115	72	518	12	76	2	12	6	33	13	55
	%	100.00%	17.88%	82.13%	01.21%	04.22%	12.14%	48.02%	03.10%	22.31%	00.52%	03.27%	00.09%	00.52%	00.26%	01.42%	00.56%	02.37%
0201 Human Resources Management	#	6,025	1,967	4,058	173	326	1,161	2,032	522	1,439	71	136	10	27	25	72	5	26
	%	100.00%	32.64%	67.36%	02.87%	05.41%	19.27%	33.73%	08.66%	23.88%	01.18%	02.26%	00.17%	00.45%	00.41%	01.20%	00.08%	00.43%
0201 RCLF (2018)		100.00%	38.84%	61.16%	4.67%	6.72%	27.97%	43.24%	3.36%	7.09%	1.92%	2.42%	0.03%	0.09%	0.15%	0.32%	0.74%	1.27%
GS-A/5	#	15	4	11	0	1	3	2	1	8	0	0	0	0	0	0	0	0
	#	100.00%	26.67%	73.33%	00.00%	06.67%	20.00%	13.33%	06.67%	53.33%	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 - FY2022

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/7	#	293	79	214	8	10	45	108	22	82	3	8	1	0	0	3	0	3
	#	99.99%	26.96%	73.03%	02.73%	03.41%	15.36%	36.86%	07.51%	27.99%	01.02%	02.73%	00.34%	00.00%	00.00%	01.02%	00.00%	01.02%
GS-A/9	#	770	230	540	21	43	116	248	81	212	6	19	1	5	5	10	0	3
	#	100.00%	29.87%	70.13%	02.73%	05.58%	15.06%	32.21%	10.52%	27.53%	00.78%	02.47%	00.13%	00.65%	00.65%	01.30%	00.00%	00.39%
GS-A/11	#	674	213	461	24	29	106	213	70	184	8	18	1	4	3	12	1	1
	#	100.01%	31.62%	68.39%	03.56%	04.30%	15.73%	31.60%	10.39%	27.30%	01.19%	02.67%	00.15%	00.59%	00.45%	01.78%	00.15%	00.15%
GS-A/12	#	2,624	834	1,790	83	164	470	902	227	604	36	62	7	12	7	35	4	11
	#	100.00%	31.78%	68.22%	03.16%	06.25%	17.91%	34.38%	08.65%	23.02%	01.37%	02.36%	00.27%	00.46%	00.27%	01.33%	00.15%	00.42%
GS-A/13	#	1,202	432	770	29	66	290	417	90	243	15	23	0	6	8	9	0	6
	#	100.01%	35.95%	64.06%	02.41%	05.49%	24.13%	34.69%	07.49%	20.22%	01.25%	01.91%	00.00%	00.50%	00.67%	00.75%	00.00%	00.50%
GS-A/14	#	372	144	228	7	11	110	122	24	85	2	6	0	0	1	3	0	1
	#	100.01%	38.71%	61.30%	01.88%	02.96%	29.57%	32.80%	06.45%	22.85%	00.54%	01.61%	00.00%	00.00%	00.27%	00.81%	00.00%	00.27%
GS-A/15	#	58	26	32	1	1	20	16	4	15	1	0	0	0	0	0	0	0
	#	99.99%	44.82%	55.17%	01.72%	01.72%	34.48%	27.59%	06.90%	25.86%	01.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
ES-E/0	#	10	3	7	0	1	0	2	2	4	0	0	0	0	1	0	0	0
	#	100.00%	30.00%	70.00%	00.00%	10.00%	00.00%	20.00%	20.00%	40.00%	00.00%	00.00%	00.00%	00.00%	10.00%	00.00%	00.00%	00.00%
VC-U/12	#	4	1	3	0	0	1	1	0	1	0	0	0	0	0	0	0	1
	#	100.00%	25.00%	75.00%	00.00%	00.00%	25.00%	25.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%
VC-U/13	#	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%
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	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	721																
Relevant Applicant Pool	%	100.00%	32.64%	67.36%	02.87%	05.41%	19.27%	33.73%	08.66%	23.88%	01.18%	02.26%	00.17%	00.45%	00.41%	01.20%	00.08%	00.43%
Internal Applications	#	99,524	27,433	72,091	4,721	9,105	11,269	22,261	9,142	35,441	1,526	2,466	90	299	329	1,243	356	1,276
	%	100.00%	27.56%	72.44%	4.74%	9.15%	11.32%	22.37%	9.19%	35.61%	1.53%	2.48%	0.09%	0.30%	0.33%	1.25%	0.36%	1.28%
Qualified Internal Applicants	#	41,544	11,805	29,739	1,997	3,700	5,012	9,257	3,878	14,562	634	967	32	125	121	624	131	504
	%	100.00%	28.42%	71.58%	4.81%	8.91%	12.06%	22.28%	9.33%	35.05%	1.53%	2.33%	0.08%	0.30%	0.29%	1.50%	0.32%	1.21%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	25,178	7,447	17,731	1,261	2,064	3,147	5,673	2,490	8,550	383	592	19	65	73	445	74	342
	%	100.00%	29.58%	70.42%	5.01%	8.20%	12.50%	22.53%	9.89%	33.96%	1.52%	2.35%	0.08%	0.26%	0.29%	1.77%	0.29%	1.36%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,748	871	1,877	84	140	509	1,003	228	587	23	88	4	15	19	32	4	12
	%	100.00%	31.71%	68.30%	03.06%	05.09%	18.52%	36.50%	08.30%	21.36%	00.84%	03.20%	00.15%	00.55%	00.69%	01.16%	00.15%	00.44%
New Hires																		
Vacancy Announcements	#	53																
Voluntarily Identified Applicants	#	29,776	7,780	21,996	1,342	2,878	2,908	6,217	2,746	11,172	559	846	27	131	80	356	118	396
	%	100.00%	26.13%	73.87%	4.51%	9.67%	9.77%	20.88%	9.22%	37.52%	1.88%	2.84%	0.09%	0.44%	0.27%	1.20%	0.40%	1.33%
Qualified External Applicants	#	21,907	5,703	16,204	1,017	2,160	2,069	4,644	2,013	8,149	434	631	25	85	65	258	80	277
	%	100.00%	26.03%	73.97%	4.64%	9.86%	9.44%	21.20%	9.19%	37.20%	1.98%	2.88%	0.11%	0.39%	0.30%	1.18%	0.37%	1.26%
Referred Applicants	#	13,344	3,521	9,823	659	1,259	1,298	2,881	1,225	4,929	238	389	18	46	35	160	48	159
	%	100.00%	26.39%	73.61%	4.94%	9.43%	9.73%	21.59%	9.18%	36.94%	1.78%	2.92%	0.13%	0.34%	0.26%	1.20%	0.36%	1.19%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	611	186	425	16	31	97	175	47	172	8	6	3	7	6	8	9	26
	%	100.00%	30.44%	69.56%	02.62%	05.07%	15.88%	28.64%	07.69%	28.15%	01.31%	00.98%	00.49%	01.15%	00.98%	01.31%	01.47%	04.26%
0602 Medical Officer	#	27,516	16,216	11,300	865	636	10,534	6,127	718	804	3,827	3,498	40	47	199	164	33	24
	%	100.00%	58.93%	41.07%	03.14%	02.31%	38.28%	22.27%	02.61%	02.92%	13.91%	12.71%	00.15%	00.17%	00.72%	00.60%	00.12%	00.09%
0602 RCLF (2018)		100.00%	63.73%	36.27%	3.77%	2.33%	45.61%	22.48%	2.30%	2.52%	10.56%	7.87%	0.04%	0.01%	0.08%	0.05%	1.37%	1.01%
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	#	19,241	11,271	7,970	681	517	6,948	4,030	564	666	2,866	2,576	33	36	152	125	27	20
	#	100.00%	58.58%	41.42%	03.54%	02.69%	36.11%	20.94%	02.93%	03.46%	14.90%	13.39%	00.17%	00.19%	00.79%	00.65%	00.14%	00.10%
AD-L/15	#	8,266	4,939	3,327	184	119	3,581	2,094	154	138	960	922	7	11	47	39	6	4
	#	99.98%	59.74%	40.24%	02.23%	01.44%	43.32%	25.33%	01.86%	01.67%	11.61%	11.15%	00.08%	00.13%	00.57%	00.47%	00.07%	00.05%
EX-W/3	#	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 A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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 Competitive Promotions																		
Vacancy Announcements	#	197																
Relevant Applicant Pool	%	100.00%	58.93%	41.07%	03.14%	02.31%	38.28%	22.27%	02.61%	02.92%	13.91%	12.71%	00.15%	00.17%	00.72%	00.60%	00.12%	00.09%
Internal Applications	#	981	504	477	64	46	244	181	34	69	158	179	1	1	0	1	3	0
	%	100.00%	51.38%	48.62%	6.52%	4.69%	24.87%	18.45%	3.47%	7.03%	16.11%	18.25%	0.10%	0.10%	0.00%	0.10%	0.31%	0.00%
Qualified Internal Applicants	#	668	334	334	43	26	153	141	21	48	113	118	1	0	0	1	3	0
	%	100.00%	50.00%	50.00%	6.44%	3.89%	22.90%	21.11%	3.14%	7.19%	16.92%	17.66%	0.15%	0.00%	0.00%	0.15%	0.45%	0.00%
Referred Applicants	#	659	329	330	43	25	151	140	21	48	110	116	1	0	0	1	3	0
	%	100.00%	49.92%	50.08%	6.53%	3.79%	22.91%	21.24%	3.19%	7.28%	16.69%	17.60%	0.15%	0.00%	0.00%	0.15%	0.46%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	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%
New Hires																		
Vacancy Announcements	#	1,519																
Voluntarily Identified Applicants	#	6,557	3,856	2,701	420	272	1,934	1,252	370	438	1,097	694	6	5	15	36	14	4
	%	100.00%	58.81%	41.19%	6.41%	4.15%	29.50%	19.09%	5.64%	6.68%	16.73%	10.58%	0.09%	0.08%	0.23%	0.55%	0.21%	0.06%
Qualified External Applicants	#	5,728	3,318	2,410	359	223	1,704	1,152	314	391	911	602	6	4	10	35	14	3
	%	100.00%	57.93%	42.07%	6.27%	3.89%	29.75%	20.11%	5.48%	6.83%	15.90%	10.51%	0.10%	0.07%	0.17%	0.61%	0.24%	0.05%
Referred Applicants	#	4,866	2,807	2,059	317	194	1,448	1,009	261	308	759	511	5	4	6	30	11	3
	%	100.00%	57.69%	42.31%	6.51%	3.99%	29.76%	20.74%	5.36%	6.33%	15.60%	10.50%	0.10%	0.08%	0.12%	0.62%	0.23%	0.06%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,822	1,623	1,199	62	46	1,075	643	77	108	363	358	4	4	13	11	29	29
	%	100.00%	57.51%	42.50%	02.20%	01.63%	38.09%	22.79%	02.73%	03.83%	12.86%	12.69%	00.14%	00.14%	00.46%	00.39%	01.03%	01.03%
0610 Nurse	#	80,516	15,364	65,152	1,303	3,502	9,582	38,176	1,801	13,144	2,354	8,955	79	269	202	927	43	179
	%	99.98%	19.08%	80.90%	01.62%	04.35%	11.90%	47.41%	02.24%	16.32%	02.92%	11.12%	00.10%	00.33%	00.25%	01.15%	00.05%	00.22%
0610 RCLF (2018)		100.00%	10.58%	89.42%	1.02%	5.68%	6.91%	65.63%	1.09%	9.71%	1.28%	6.45%	0.01%	0.08%	0.03%	0.35%	0.24%	1.51%
VN-K/1	#	11,770	2,824	8,946	218	567	1,682	5,085	359	1,948	493	1,133	17	43	39	144	16	26
	#	100.00%	23.99%	76.01%	01.85%	04.82%	14.29%	43.20%	03.05%	16.55%	04.19%	09.63%	00.14%	00.37%	00.33%	01.22%	00.14%	00.22%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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/2	#	41,881	8,672	33,209	810	2,014	5,194	18,009	1,004	6,756	1,481	5,667	47	170	114	506	22	87
	#	100.00%	20.70%	79.30%	01.93%	04.81%	12.40%	43.00%	02.40%	16.13%	03.54%	13.53%	00.11%	00.41%	00.27%	01.21%	00.05%	00.21%
VN-K/3	#	20,639	3,012	17,627	226	741	2,111	11,367	335	3,601	286	1,615	10	45	40	206	4	52
	#	100.01%	14.60%	85.41%	01.10%	03.59%	10.23%	55.08%	01.62%	17.45%	01.39%	07.82%	00.05%	00.22%	00.19%	01.00%	00.02%	00.25%
VN-K/4	#	1,195	170	1,025	8	31	128	712	21	215	12	53	0	1	1	9	0	4
	#	99.98%	14.22%	85.76%	00.67%	02.59%	10.71%	59.58%	01.76%	17.99%	01.00%	04.44%	00.00%	00.08%	00.08%	00.75%	00.00%	00.33%
VN-K/5	#	333	40	293	2	18	30	218	4	46	2	9	0	0	2	1	0	1
	#	100.00%	12.01%	87.99%	00.60%	05.41%	09.01%	65.47%	01.20%	13.81%	00.60%	02.70%	00.00%	00.00%	00.60%	00.30%	00.00%	00.30%
AD-M/0	#	4	2	2	0	0	1	1	1	0	0	1	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	00.00%	00.00%	25.00%	25.00%	25.00%	00.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/1	#	1,076	197	879	10	30	130	558	31	167	25	109	1	1	0	11	0	3
	#	99.99%	18.30%	81.69%	00.93%	02.79%	12.08%	51.86%	02.88%	15.52%	02.32%	10.13%	00.09%	00.09%	00.00%	01.02%	00.00%	00.28%
AD-M/2	#	2,846	368	2,478	24	81	246	1,683	43	347	47	311	3	6	5	44	0	6
	#	100.01%	12.93%	87.08%	00.84%	02.85%	08.64%	59.14%	01.51%	12.19%	01.65%	10.93%	00.11%	00.21%	00.18%	01.55%	00.00%	00.21%
AD-M/3	#	766	78	688	5	19	59	539	3	64	8	57	1	3	1	6	1	0
	#	99.99%	10.17%	89.82%	00.65%	02.48%	07.70%	70.37%	00.39%	08.36%	01.04%	07.44%	00.13%	00.39%	00.13%	00.78%	00.13%	00.00%
AD-M/4	#	6	1	5	0	1	1	4	0	0	0	0	0	0	0	0	0	0
	#	100.01%	16.67%	83.34%	00.00%	16.67%	16.67%	66.67%	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	#	1,490																
Relevant Applicant Pool	%	99.98%	19.08%	80.90%	01.62%	04.35%	11.90%	47.41%	02.24%	16.32%	02.92%	11.12%	00.10%	00.33%	00.25%	01.15%	00.05%	00.22%
Internal Applications	#	27,719	4,179	23,540	1,260	3,206	1,772	11,171	597	6,295	478	2,282	8	49	35	332	29	205
	%	100.00%	15.08%	84.92%	4.55%	11.57%	6.39%	40.30%	2.15%	22.71%	1.72%	8.23%	0.03%	0.18%	0.13%	1.20%	0.10%	0.74%
Qualified Internal Applicants	#	17,288	2,487	14,801	648	1,759	1,172	7,222	332	4,050	283	1,418	6	31	20	199	26	122
	%	100.00%	14.39%	85.61%	3.75%	10.17%	6.78%	41.77%	1.92%	23.43%	1.64%	8.20%	0.03%	0.18%	0.12%	1.15%	0.15%	0.71%
Referred Applicants	#	14,695	2,227	12,468	607	1,550	1,046	6,103	291	3,363	235	1,160	6	21	17	167	25	104
	%	100.00%	15.15%	84.85%	4.13%	10.55%	7.12%	41.53%	1.98%	22.89%	1.60%	7.89%	0.04%	0.14%	0.12%	1.14%	0.17%	0.71%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,408	1,077	4,331	87	276	690	2,594	121	841	151	524	9	19	13	63	6	14
	%	100.00%	19.92%	80.08%	01.61%	05.10%	12.76%	47.97%	02.24%	15.55%	02.79%	09.69%	00.17%	00.35%	00.24%	01.16%	00.11%	00.26%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	6,805																
Voluntarily Identified Applicants	#	77,911	13,251	64,660	1,955	6,569	6,830	31,779	2,230	17,378	1,897	7,474	21	137	250	863	68	460
	%	100.00%	17.01%	82.99%	2.51%	8.43%	8.77%	40.79%	2.86%	22.30%	2.43%	9.59%	0.03%	0.18%	0.32%	1.11%	0.09%	0.59%
Qualified External Applicants	#	69,435	11,755	57,680	1,670	5,578	6,222	28,762	1,914	15,290	1,642	6,782	20	132	221	755	66	381
	%	100.00%	16.93%	83.07%	2.41%	8.03%	8.96%	41.42%	2.76%	22.02%	2.36%	9.77%	0.03%	0.19%	0.32%	1.09%	0.10%	0.55%
Referred Applicants	#	62,298	10,635	51,663	1,513	5,055	5,648	26,035	1,727	13,436	1,460	5,971	19	122	205	691	63	353
	%	100.00%	17.07%	82.93%	2.43%	8.11%	9.07%	41.79%	2.77%	21.57%	2.34%	9.58%	0.03%	0.20%	0.33%	1.11%	0.10%	0.57%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	9,749	1,707	8,042	96	347	1,052	4,778	224	1,563	265	1,026	8	28	17	122	45	178
	%	100.00%	17.50%	82.49%	00.98%	03.56%	10.79%	49.01%	02.30%	16.03%	02.72%	10.52%	00.08%	00.29%	00.17%	01.25%	00.46%	01.83%
0901 General Legal and Kindred Administration	#	1,912	842	1,070	87	79	358	384	356	551	22	21	6	9	10	18	3	8
	%	99.99%	44.03%	55.96%	04.55%	04.13%	18.72%	20.08%	18.62%	28.82%	01.15%	01.10%	00.31%	00.47%	00.52%	00.94%	00.16%	00.42%
0901 RCLF (2018)		100.00%	19.96%	80.04%	2.75%	10.74%	13.38%	58.32%	1.97%	6.61%	1.17%	2.25%	0.03%	0.10%	0.11%	0.40%	0.55%	1.61%
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	#	123	44	79	8	12	21	30	15	32	0	2	0	1	0	2	0	0
	#	100.01%	35.77%	64.24%	06.50%	09.76%	17.07%	24.39%	12.20%	26.02%	00.00%	01.63%	00.00%	00.81%	00.00%	01.63%	00.00%	00.00%
GS-A/7	#	335	95	240	12	16	32	75	45	133	4	8	2	4	0	3	0	1
	#	100.00%	28.35%	71.65%	03.58%	04.78%	09.55%	22.39%	13.43%	39.70%	01.19%	02.39%	00.60%	01.19%	00.00%	00.90%	00.00%	00.30%
GS-A/9	#	945	420	525	39	37	176	185	185	282	10	7	1	3	6	8	3	3
	#	100.02%	44.45%	55.57%	04.13%	03.92%	18.62%	19.58%	19.58%	29.84%	01.06%	00.74%	00.11%	00.32%	00.63%	00.85%	00.32%	00.32%
GS-A/10	#	267	157	110	16	7	57	47	72	48	7	3	3	0	2	3	0	2
	#	99.99%	58.80%	41.19%	05.99%	02.62%	21.35%	17.60%	26.97%	17.98%	02.62%	01.12%	01.12%	00.00%	00.75%	01.12%	00.00%	00.75%
GS-A/11	#	130	71	59	6	2	36	23	26	32	1	0	0	0	2	2	0	0
	#	100.01%	54.62%	45.39%	04.62%	01.54%	27.69%	17.69%	20.00%	24.62%	00.77%	00.00%	00.00%	00.00%	01.54%	01.54%	00.00%	00.00%
GS-A/12	#	95	46	49	6	5	28	18	12	22	0	1	0	1	0	0	0	2
	#	100.00%	48.42%	51.58%	06.32%	05.26%	29.47%	18.95%	12.63%	23.16%	00.00%	01.05%	00.00%	01.05%	00.00%	00.00%	00.00%	02.11%
GS-A/13	#	9	5	4	0	0	5	3	0	1	0	0	0	0	0	0	0	0
	#	100.00%	55.56%	44.44%	00.00%	00.00%	55.56%	33.33%	00.00%	11.11%	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 - FY2022

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	#	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%
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	#	48																
Relevant Applicant Pool	%	99.99%	44.03%	55.96%	04.55%	04.13%	18.72%	20.08%	18.62%	28.82%	01.15%	01.10%	00.31%	00.47%	00.52%	00.94%	00.16%	00.42%
Internal Applications	#	876	346	530	67	107	114	110	140	265	13	17	5	6	5	12	2	13
	%	100.00%	39.50%	60.50%	7.65%	12.21%	13.01%	12.56%	15.98%	30.25%	1.48%	1.94%	0.57%	0.68%	0.57%	1.37%	0.23%	1.48%
Qualified Internal Applicants	#	386	174	212	36	37	56	55	69	104	4	4	4	1	5	6	0	5
	%	100.00%	45.08%	54.92%	9.33%	9.59%	14.51%	14.25%	17.88%	26.94%	1.04%	1.04%	1.04%	0.26%	1.30%	1.55%	0.00%	1.30%
Referred Applicants	#	356	161	195	32	38	52	48	64	94	4	4	4	1	5	5	0	5
	%	100.00%	45.22%	54.78%	8.99%	10.67%	14.61%	13.48%	17.98%	26.40%	1.12%	1.12%	1.12%	0.28%	1.40%	1.40%	0.00%	1.40%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	399	165	234	17	18	73	90	66	110	4	5	2	2	2	6	1	3
	%	100.00%	41.35%	58.64%	04.26%	04.51%	18.30%	22.56%	16.54%	27.57%	01.00%	01.25%	00.50%	00.50%	00.50%	01.50%	00.25%	00.75%
New Hires																		
Vacancy Announcements	#	3																
Voluntarily Identified Applicants	#	268	70	198	12	38	24	44	16	86	8	18	6	2	2	2	2	8
	%	100.00%	26.12%	73.88%	4.48%	14.18%	8.96%	16.42%	5.97%	32.09%	2.99%	6.72%	2.24%	0.75%	0.75%	0.75%	0.75%	2.99%
Qualified External Applicants	#	166	40	126	12	26	16	32	8	56	0	6	2	2	0	2	2	2
	%	100.00%	24.10%	75.90%	7.23%	15.66%	9.64%	19.28%	4.82%	33.73%	0.00%	3.61%	1.20%	1.20%	0.00%	1.20%	1.20%	1.20%
Referred Applicants	#	120	30	90	8	16	12	22	8	46	0	4	2	2	0	0	0	0
	%	100.00%	25.00%	75.00%	6.67%	13.33%	10.00%	18.33%	6.67%	38.33%	0.00%	3.33%	1.67%	1.67%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	400	138	262	13	19	59	89	53	126	6	11	0	5	3	5	4	7
	%	100.00%	34.50%	65.50%	03.25%	04.75%	14.75%	22.25%	13.25%	31.50%	01.50%	02.75%	00.00%	01.25%	00.75%	01.25%	01.00%	01.75%
0996 Veterans Claims Examining	#	15,156	7,463	7,693	575	424	4,450	3,791	1,804	2,834	357	266	42	45	191	280	44	53
	%	100.01%	49.24%	50.77%	03.79%	02.80%	29.36%	25.01%	11.90%	18.70%	02.36%	01.76%	00.28%	00.30%	01.26%	01.85%	00.29%	00.35%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
0996 RCLF (2018)		100.00%	41.22%	58.78%	4.19%	5.86%	30.44%	37.31%	4.18%	12.00%	1.49%	2.01%	0.06%	0.09%	0.13%	0.22%	0.74%	1.30%
GS-A/5	#	57	19	38	2	0	10	24	1	7	0	1	0	0	6	6	0	0
	#	100.00%	33.33%	66.67%	03.51%	00.00%	17.54%	42.11%	01.75%	12.28%	00.00%	01.75%	00.00%	00.00%	10.53%	10.53%	00.00%	00.00%
GS-A/7	#	1,521	586	935	49	50	314	435	167	367	29	41	4	6	16	29	7	7
	#	100.00%	38.52%	61.48%	03.22%	03.29%	20.64%	28.60%	10.98%	24.13%	01.91%	02.70%	00.26%	00.39%	01.05%	01.91%	00.46%	00.46%
GS-A/9	#	1,675	621	1,054	22	36	392	519	146	390	18	15	2	5	36	79	5	10
	#	100.01%	37.07%	62.94%	01.31%	02.15%	23.40%	30.99%	08.72%	23.28%	01.07%	00.90%	00.12%	00.30%	02.15%	04.72%	00.30%	00.60%
GS-A/10	#	3,461	1,982	1,479	172	89	1,025	611	587	673	120	39	15	12	49	43	14	12
	#	100.01%	57.27%	42.74%	04.97%	02.57%	29.62%	17.65%	16.96%	19.45%	03.47%	01.13%	00.43%	00.35%	01.42%	01.24%	00.40%	00.35%
GS-A/11	#	3,026	1,583	1,443	128	91	943	701	387	520	84	62	7	11	28	48	6	10
	#	100.01%	52.32%	47.69%	04.23%	03.01%	31.16%	23.17%	12.79%	17.18%	02.78%	02.05%	00.23%	00.36%	00.93%	01.59%	00.20%	00.33%
GS-A/12	#	4,160	2,017	2,143	153	123	1,308	1,157	406	690	87	95	12	10	41	57	10	11
	#	100.00%	48.49%	51.51%	03.68%	02.96%	31.44%	27.81%	09.76%	16.59%	02.09%	02.28%	00.29%	00.24%	00.99%	01.37%	00.24%	00.26%
GS-A/13	#	1,026	537	489	44	32	374	270	92	157	14	11	1	1	11	15	1	3
	#	100.00%	52.34%	47.66%	04.29%	03.12%	36.45%	26.32%	08.97%	15.30%	01.36%	01.07%	00.10%	00.10%	01.07%	01.46%	00.10%	00.29%
GS-A/14	#	183	92	91	3	3	62	62	17	21	5	2	0	0	4	3	1	0
	#	100.01%	50.28%	49.73%	01.64%	01.64%	33.88%	33.88%	09.29%	11.48%	02.73%	01.09%	00.00%	00.00%	02.19%	01.64%	00.55%	00.00%
GS-A/15	#	47	26	21	2	0	22	12	1	9	0	0	1	0	0	0	0	0
	#	100.01%	55.33%	44.68%	04.26%	00.00%	46.81%	25.53%	02.13%	19.15%	00.00%	00.00%	02.13%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	93																
Relevant Applicant Pool	%	100.01%	49.24%	50.77%	03.79%	02.80%	29.36%	25.01%	11.90%	18.70%	02.36%	01.76%	00.28%	00.30%	01.26%	01.85%	00.29%	00.35%
Internal Applications	#	9,868	4,031	5,837	674	788	1,640	1,679	1,243	2,856	236	184	27	29	100	141	111	160
	%	100.00%	40.85%	59.15%	6.83%	7.99%	16.62%	17.01%	12.60%	28.94%	2.39%	1.86%	0.27%	0.29%	1.01%	1.43%	1.12%	1.62%
Qualified Internal Applicants	#	2,745	1,426	1,319	276	177	651	523	350	492	76	36	12	12	27	46	34	33
	%	100.00%	51.95%	48.05%	10.05%	6.45%	23.72%	19.05%	12.75%	17.92%	2.77%	1.31%	0.44%	0.44%	0.98%	1.68%	1.24%	1.20%
Referred Applicants	#	2,586	1,337	1,249	240	150	639	500	317	474	71	34	10	12	26	46	34	33
	%	100.00%	51.70%	48.30%	9.28%	5.80%	24.71%	19.33%	12.26%	18.33%	2.75%	1.31%	0.39%	0.46%	1.01%	1.78%	1.31%	1.28%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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 Selections	#	3,519	1,852	1,667	168	96	1,082	792	446	634	97	58	11	14	36	61	12	12
	%	100.00%	52.62%	47.38%	04.77%	02.73%	30.75%	22.51%	12.67%	18.02%	02.76%	01.65%	00.31%	00.40%	01.02%	01.73%	00.34%	00.34%
New Hires																		
Vacancy Announcements	#	12																
Voluntarily Identified Applicants	#	3,225	957	2,268	108	113	397	810	313	950	16	16	5	3	100	330	18	46
	%	100.00%	29.67%	70.33%	3.35%	3.50%	12.31%	25.12%	9.71%	29.46%	0.50%	0.50%	0.16%	0.09%	3.10%	10.23%	0.56%	1.43%
Qualified External Applicants	#	2,153	596	1,557	73	73	246	568	175	580	13	15	0	3	81	288	8	30
	%	100.00%	27.68%	72.32%	3.39%	3.39%	11.43%	26.38%	8.13%	26.94%	0.60%	0.70%	0.00%	0.14%	3.76%	13.38%	0.37%	1.39%
Referred Applicants	#	1,314	388	926	57	48	141	347	142	426	4	10	0	0	43	79	1	16
	%	100.00%	29.53%	70.47%	4.34%	3.65%	10.73%	26.41%	10.81%	32.42%	0.30%	0.76%	0.00%	0.00%	3.27%	6.01%	0.08%	1.22%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,904	758	1,146	51	74	404	526	209	436	42	55	5	10	22	16	25	29
	%	100.00%	39.82%	60.20%	02.68%	03.89%	21.22%	27.63%	10.98%	22.90%	02.21%	02.89%	00.26%	00.53%	01.16%	00.84%	01.31%	01.52%
1102 Contracting	#	2,832	1,481	1,351	95	77	945	720	341	454	68	57	13	9	12	19	7	15
	%	99.99%	52.29%	47.70%	03.35%	02.72%	33.37%	25.42%	12.04%	16.03%	02.40%	02.01%	00.46%	00.32%	00.42%	00.67%	00.25%	00.53%
1102 RCLF (2018)		100.00%	47.26%	52.74%	4.27%	4.72%	36.80%	39.04%	3.32%	5.20%	1.97%	2.46%	0.05%	0.07%	0.17%	0.26%	0.68%	0.99%
GS-A/5	#	15	3	12	0	0	2	7	1	5	0	0	0	0	0	0	0	0
	#	100.00%	20.00%	80.00%	00.00%	00.00%	13.33%	46.67%	06.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/7	#	154	73	81	5	8	49	35	13	25	5	5	0	1	0	3	1	4
	#	100.01%	47.41%	52.60%	03.25%	05.19%	31.82%	22.73%	08.44%	16.23%	03.25%	03.25%	00.00%	00.65%	00.00%	01.95%	00.65%	02.60%
GS-A/9	#	343	182	161	14	8	105	75	47	63	10	10	3	0	2	4	1	1
	#	100.00%	53.05%	46.95%	04.08%	02.33%	30.61%	21.87%	13.70%	18.37%	02.92%	02.92%	00.87%	00.00%	00.58%	01.17%	00.29%	00.29%
GS-A/11	#	446	244	202	14	17	147	95	67	73	10	10	3	1	2	1	1	5
	#	99.98%	54.70%	45.28%	03.14%	03.81%	32.96%	21.30%	15.02%	16.37%	02.24%	02.24%	00.67%	00.22%	00.45%	00.22%	00.22%	01.12%
GS-A/12	#	1,011	517	494	36	25	317	280	129	153	24	22	4	4	4	7	3	3
	#	100.02%	51.15%	48.87%	03.56%	02.47%	31.36%	27.70%	12.76%	15.13%	02.37%	02.18%	00.40%	00.40%	00.40%	00.69%	00.30%	00.30%
GS-A/13	#	559	308	251	17	12	213	137	59	87	14	9	1	2	3	3	1	1
	#	100.00%	55.09%	44.91%	03.04%	02.15%	38.10%	24.51%	10.55%	15.56%	02.50%	01.61%	00.18%	00.36%	00.54%	00.54%	00.18%	00.18%
GS-A/14	#	237	116	121	6	6	86	72	17	40	4	1	2	0	1	1	0	1
	#	99.99%	48.94%	51.05%	02.53%	02.53%	36.29%	30.38%	07.17%	16.88%	01.69%	00.42%	00.84%	00.00%	00.42%	00.42%	00.00%	00.42%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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/15	#	58	31	27	3	1	21	18	6	8	1	0	0	0	0	0	0	0
	#	99.98%	53.44%	46.54%	05.17%	01.72%	36.21%	31.03%	10.34%	13.79%	01.72%	00.00%	00.00%	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	#	115																
Relevant Applicant Pool	%	99.99%	52.29%	47.70%	03.35%	02.72%	33.37%	25.42%	12.04%	16.03%	02.40%	02.01%	00.46%	00.32%	00.42%	00.67%	00.25%	00.53%
Internal Applications	#	9,172	4,454	4,718	858	729	1,933	1,680	1,164	1,798	321	293	27	30	71	83	80	105
	%	100.00%	48.56%	51.44%	9.35%	7.95%	21.08%	18.32%	12.69%	19.60%	3.50%	3.19%	0.29%	0.33%	0.77%	0.90%	0.87%	1.14%
Qualified Internal Applicants	#	2,353	1,172	1,181	201	145	567	465	265	454	80	66	6	4	24	13	29	34
	%	100.00%	49.81%	50.19%	8.54%	6.16%	24.10%	19.76%	11.26%	19.29%	3.40%	2.80%	0.25%	0.17%	1.02%	0.55%	1.23%	1.44%
Referred Applicants	#	1,801	924	877	140	85	458	355	223	368	69	41	5	0	8	9	21	19
	%	100.00%	51.30%	48.70%	7.77%	4.72%	25.43%	19.71%	12.38%	20.43%	3.83%	2.28%	0.28%	0.00%	0.44%	0.50%	1.17%	1.05%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	608	326	282	23	18	213	148	67	95	17	19	3	2	3	0	0	0
	%	100.00%	53.61%	46.39%	03.78%	02.96%	35.03%	24.34%	11.02%	15.63%	02.80%	03.13%	00.49%	00.33%	00.49%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	99																
Voluntarily Identified Applicants	#	14,611	6,764	7,847	1,156	1,100	2,929	2,452	1,926	3,546	560	490	32	57	76	64	85	138
	%	100.00%	46.29%	53.71%	7.91%	7.53%	20.05%	16.78%	13.18%	24.27%	3.83%	3.35%	0.22%	0.39%	0.52%	0.44%	0.58%	0.94%
Qualified External Applicants	#	7,177	3,430	3,747	570	512	1,494	1,215	972	1,656	285	240	17	24	39	30	53	70
	%	100.00%	47.79%	52.21%	7.94%	7.13%	20.82%	16.93%	13.54%	23.07%	3.97%	3.34%	0.24%	0.33%	0.54%	0.42%	0.74%	0.98%
Referred Applicants	#	3,226	1,728	1,498	232	204	851	524	474	610	128	117	9	9	16	7	18	27
	%	100.00%	53.56%	46.44%	7.19%	6.32%	26.38%	16.24%	14.69%	18.91%	3.97%	3.63%	0.28%	0.28%	0.50%	0.22%	0.56%	0.84%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	445	241	204	11	21	145	100	57	53	5	9	7	1	2	5	14	15
	%	100.00%	54.15%	45.83%	02.47%	04.72%	32.58%	22.47%	12.81%	11.91%	01.12%	02.02%	01.57%	00.22%	00.45%	01.12%	03.15%	03.37%
2210 Information Technology Management	#	7,464	5,837	1,627	477	118	3,651	906	1,059	415	449	145	20	5	96	16	85	22
	%	100.00%	78.21%	21.79%	06.39%	01.58%	48.91%	12.14%	14.19%	05.56%	06.02%	01.94%	00.27%	00.07%	01.29%	00.21%	01.14%	00.29%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
2210 RCLF (2018)		100.00%	70.73%	29.27%	4.47%	1.67%	54.09%	21.73%	3.60%	2.53%	7.05%	2.58%	0.06%	0.03%	0.13%	0.06%	1.35%	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	#	91	74	17	11	1	32	4	16	9	4	0	1	0	1	0	9	3
	#	100.01%	81.32%	18.69%	12.09%	01.10%	35.16%	04.40%	17.58%	09.89%	04.40%	00.00%	01.10%	00.00%	01.10%	00.00%	09.89%	03.30%
GS-A/9	#	200	157	43	10	5	81	12	33	21	13	2	1	0	4	1	15	2
	#	100.00%	78.50%	21.50%	05.00%	02.50%	40.50%	06.00%	16.50%	10.50%	06.50%	01.00%	00.50%	00.00%	02.00%	00.50%	07.50%	01.00%
GS-A/11	#	1,932	1,639	293	138	23	920	140	417	99	94	19	9	1	36	7	25	4
	#	99.99%	84.83%	15.16%	07.14%	01.19%	47.62%	07.25%	21.58%	05.12%	04.87%	00.98%	00.47%	00.05%	01.86%	00.36%	01.29%	00.21%
GS-A/12	#	1,365	1,074	291	95	23	655	162	215	87	83	14	1	1	17	2	8	2
	#	100.01%	78.69%	21.32%	06.96%	01.68%	47.99%	11.87%	15.75%	06.37%	06.08%	01.03%	00.07%	00.07%	01.25%	00.15%	00.59%	00.15%
GS-A/13	#	2,573	1,932	641	150	45	1,264	361	279	139	185	82	5	3	27	5	22	6
	#	100.00%	75.09%	24.91%	05.83%	01.75%	49.13%	14.03%	10.84%	05.40%	07.19%	03.19%	00.19%	00.12%	01.05%	00.19%	00.86%	00.23%
GS-A/14	#	1,062	793	269	68	17	568	180	79	47	62	19	3	0	7	1	6	5
	#	99.99%	74.66%	25.33%	06.40%	01.60%	53.48%	16.95%	07.44%	04.43%	05.84%	01.79%	00.28%	00.00%	00.66%	00.09%	00.56%	00.47%
GS-A/15	#	214	150	64	5	3	116	44	18	10	8	7	0	0	3	0	0	0
	#	100.00%	70.10%	29.90%	02.34%	01.40%	54.21%	20.56%	08.41%	04.67%	03.74%	03.27%	00.00%	00.00%	01.40%	00.00%	00.00%	00.00%
ES-E/0	#	22	15	7	0	1	13	3	1	2	0	1	0	0	1	0	0	0
	#	100.02%	68.19%	31.83%	00.00%	04.55%	59.09%	13.64%	04.55%	09.09%	00.00%	04.55%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	62																
Relevant Applicant Pool	%	100.00%	78.21%	21.79%	06.39%	01.58%	48.91%	12.14%	14.19%	05.56%	06.02%	01.94%	00.27%	00.07%	01.29%	00.21%	01.14%	00.29%
Internal Applications	#	2,852	2,464	388	389	55	1,138	153	647	132	205	35	8	4	35	5	42	4
	%	100.00%	86.40%	13.60%	13.64%	1.93%	39.90%	5.36%	22.69%	4.63%	7.19%	1.23%	0.28%	0.14%	1.23%	0.18%	1.47%	0.14%
Qualified Internal Applicants	#	1,399	1,229	170	206	26	626	68	270	59	84	11	2	4	17	0	24	2
	%	100.00%	87.85%	12.15%	14.72%	1.86%	44.75%	4.86%	19.30%	4.22%	6.00%	0.79%	0.14%	0.29%	1.22%	0.00%	1.72%	0.14%
Referred Applicants	#	816	712	104	130	13	366	45	143	37	43	4	1	4	13	0	16	1
	%	100.00%	87.25%	12.75%	15.93%	1.59%	44.85%	5.51%	17.52%	4.53%	5.27%	0.49%	0.12%	0.49%	1.59%	0.00%	1.96%	0.12%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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 Selections	#	525	429	96	31	7	265	54	96	26	27	9	1	0	8	0	1	0
	%	100.00%	81.71%	18.28%	05.90%	01.33%	50.48%	10.29%	18.29%	04.95%	05.14%	01.71%	00.19%	00.00%	01.52%	00.00%	00.19%	00.00%
New Hires																		
Vacancy Announcements	#	201																
Voluntarily Identified Applicants	#	46,045	36,549	9,496	5,316	979	16,274	3,006	9,762	4,075	4,149	1,010	92	82	459	156	497	188
	%	100.00%	79.38%	20.62%	11.55%	2.13%	35.34%	6.53%	21.20%	8.85%	9.01%	2.19%	0.20%	0.18%	1.00%	0.34%	1.08%	0.41%
Qualified External Applicants	#	25,773	20,537	5,236	3,023	556	9,372	1,709	5,313	2,198	2,240	532	44	38	263	96	282	107
	%	100.00%	79.68%	20.32%	11.73%	2.16%	36.36%	6.63%	20.61%	8.53%	8.69%	2.06%	0.17%	0.15%	1.02%	0.37%	1.09%	0.42%
Referred Applicants	#	13,913	11,305	2,608	1,645	265	5,565	934	2,593	980	1,206	307	16	15	138	55	142	52
	%	100.00%	81.25%	18.75%	11.82%	1.90%	40.00%	6.71%	18.64%	7.04%	8.67%	2.21%	0.12%	0.11%	0.99%	0.40%	1.02%	0.37%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	550	421	129	29	7	190	46	91	38	28	16	3	1	6	2	74	19
	%	100.00%	76.55%	23.44%	05.27%	01.27%	34.55%	08.36%	16.55%	06.91%	05.09%	02.91%	00.55%	00.18%	01.09%	00.36%	13.45%	03.45%
4754 Cemetery Caretaking	#	569	552	17	61	2	387	12	77	0	9	1	3	1	13	1	2	0
	%	100.00%	97.00%	03.00%	10.72%	00.35%	68.01%	02.11%	13.53%	00.00%	01.58%	00.18%	00.53%	00.18%	02.28%	00.18%	00.35%	00.00%
4754 RCLF (2018)		100.00%	92.74%	7.26%	18.91%	0.88%	59.63%	5.38%	10.40%	0.64%	1.01%	0.11%	0.19%	0.01%	0.91%	0.07%	1.70%	0.18%
WG-1/4	#	21	20	1	2	0	14	1	2	0	0	0	0	0	2	0	0	0
	#	99.99%	95.23%	04.76%	09.52%	00.00%	66.67%	04.76%	09.52%	00.00%	00.00%	00.00%	00.00%	00.00%	09.52%	00.00%	00.00%	00.00%
WG-1/5	#	110	105	5	13	0	75	5	13	0	0	0	2	0	1	0	1	0
	#	100.01%	95.46%	04.55%	11.82%	00.00%	68.18%	04.55%	11.82%	00.00%	00.00%	00.00%	01.82%	00.00%	00.91%	00.00%	00.91%	00.00%
WG-1/6	#	319	310	9	33	1	212	5	49	0	6	1	1	1	9	1	0	0
	#	99.98%	97.17%	02.81%	10.34%	00.31%	66.46%	01.57%	15.36%	00.00%	01.88%	00.31%	00.31%	00.31%	02.82%	00.31%	00.00%	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	4	0	1	0	0	0	0	0	0	0	0	0
	#	100.01%	100.01%	00.00%	16.67%	00.00%	66.67%	00.00%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/8	#	31	31	0	3	0	22	0	2	0	2	0	0	0	1	0	1	0
	#	100.01%	100.01%	00.00%	09.68%	00.00%	70.97%	00.00%	06.45%	00.00%	06.45%	00.00%	00.00%	00.00%	03.23%	00.00%	03.23%	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 - FY2022

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	#	5	5	0	2	0	3	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	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%
WS-3/8	#	46	45	1	3	1	38	0	3	0	1	0	0	0	0	0	0	0
	#	99.99%	97.82%	02.17%	06.52%	02.17%	82.61%	00.00%	06.52%	00.00%	02.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/9	#	11	10	1	1	0	8	1	1	0	0	0	0	0	0	0	0	0
	#	100.00%	90.91%	09.09%	09.09%	00.00%	72.73%	09.09%	09.09%	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	#	94																
Relevant Applicant Pool	%	100.00%	97.00%	03.00%	10.72%	00.35%	68.01%	02.11%	13.53%	00.00%	01.58%	00.18%	00.53%	00.18%	02.28%	00.18%	00.35%	00.00%
Internal Applications	#	662	618	44	132	9	393	22	56	10	13	1	4	0	16	2	4	0
	%	100.00%	93.35%	6.65%	19.94%	1.36%	59.37%	3.32%	8.46%	1.51%	1.96%	0.15%	0.60%	0.00%	2.42%	0.30%	0.60%	0.00%
Qualified Internal Applicants	#	400	388	12	77	3	260	6	29	2	7	0	0	0	12	1	3	0
	%	100.00%	97.00%	3.00%	19.25%	0.75%	65.00%	1.50%	7.25%	0.50%	1.75%	0.00%	0.00%	0.00%	3.00%	0.25%	0.75%	0.00%
Referred Applicants	#	399	387	12	77	3	259	6	29	2	7	0	0	0	12	1	3	0
	%	100.00%	96.99%	3.01%	19.30%	0.75%	64.91%	1.50%	7.27%	0.50%	1.75%	0.00%	0.00%	0.00%	3.01%	0.25%	0.75%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	122	117	5	18	3	84	2	7	0	5	0	0	0	2	0	1	0
	%	100.00%	95.90%	04.10%	14.75%	02.46%	68.85%	01.64%	05.74%	00.00%	04.10%	00.00%	00.00%	00.00%	01.64%	00.00%	00.82%	00.00%
New Hires																		
Vacancy Announcements	#	75																
Voluntarily Identified Applicants	#	841	780	61	117	8	477	36	114	11	17	4	14	0	32	1	9	1
	%	100.00%	92.75%	7.25%	13.91%	0.95%	56.72%	4.28%	13.56%	1.31%	2.02%	0.48%	1.66%	0.00%	3.80%	0.12%	1.07%	0.12%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	544	519	25	72	4	327	16	72	3	10	1	8	0	23	0	7	1
	%	100.00%	95.40%	4.60%	13.24%	0.74%	60.11%	2.94%	13.24%	0.55%	1.84%	0.18%	1.47%	0.00%	4.23%	0.00%	1.29%	0.18%
Referred Applicants	#	534	509	25	72	4	318	16	72	3	9	1	8	0	23	0	7	1
	%	100.00%	95.32%	4.68%	13.48%	0.75%	59.55%	3.00%	13.48%	0.56%	1.69%	0.19%	1.50%	0.00%	4.31%	0.00%	1.31%	0.19%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	197	193	4	25	0	129	2	25	0	3	1	3	0	6	1	2	0
	%	100.00%	97.97%	02.04%	12.69%	00.00%	65.48%	01.02%	12.69%	00.00%	01.52%	00.51%	01.52%	00.00%	03.05%	00.51%	01.02%	00.00%

Workforce data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents. Applicant Flow Data retrieved from OPM's USA Staffing on October 5, 2022; includes permanent announcement type only and excludes unknowns.

This list of mission critical occupations was developed by the Department's Office of the Chief Human Capital Officer.

RCLF comparisons are based on Census Bureau's 2014 – 2018 American Community Survey National EEO Tabulation data and excludes Puerto Rico, and other US territories (i.e., Guam, ...).

Row category totals may not match from Table A and Table B due to missing gender data.

*** This data is not available.

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	6,032	5,323	354	355	44	2	0	5	5	4	2	6	11	0	7	0	2
	%	100.00%	88.25%	05.87%	05.89%	00.73%	00.03%	00.00%	00.08%	00.08%	00.07%	00.03%	00.10%	00.18%	00.00%	00.12%	00.00%	00.03%
GS-A/11	#	53	43	9	1	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	81.13%	16.98%	01.89%	01.89%	01.89%	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	#	222	185	28	9	2	0	0	0	0	0	0	1	1	0	0	0	0
	%	100.00%	83.33%	12.61%	04.05%	00.90%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.45%	00.45%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	4,580	4,013	275	292	30	1	0	4	4	2	2	4	8	0	4	0	1
	%	100.00%	87.62%	06.00%	06.38%	00.66%	00.02%	00.00%	00.09%	00.09%	00.04%	00.04%	00.09%	00.17%	00.00%	00.09%	00.00%	00.02%
GS-A/14	#	958	885	33	40	6	0	0	0	0	1	0	1	2	0	1	0	1
	%	100.00%	92.38%	03.44%	04.18%	00.63%	00.00%	00.00%	00.00%	00.00%	00.10%	00.00%	00.10%	00.21%	00.00%	00.10%	00.00%	00.10%
GS-A/15	#	212	191	8	13	5	0	0	1	1	1	0	0	0	0	2	0	0
	%	100.00%	90.09%	03.77%	06.13%	02.36%	00.00%	00.00%	00.47%	00.47%	00.47%	00.00%	00.00%	00.00%	00.00%	00.94%	00.00%	00.00%
GM-B/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%
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	#	5	4	1	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	554																
Relevant Applicant Pool	%	100.00%	88.25%	05.87%	05.89%	00.73%	00.03%	00.00%	00.08%	00.08%	00.07%	00.03%	00.10%	00.18%	00.00%	00.12%	00.00%	00.03%
Internal Applications	#	4,268	3,275	429	564	269	0	52	70	7	1	23	0	58	0	58	0	0
	%	100.00%	76.73%	10.05%	13.21%	6.30%	0.00%	1.22%	1.64%	0.16%	0.02%	0.54%	0.00%	1.36%	0.00%	1.36%	0.00%	0.00%
Qualified Internal Applicants	#	2,715	2,128	265	322	150	0	6	28	3	1	10	0	58	0	44	0	0
	%	100.00%	78.38%	9.76%	11.86%	5.52%	0.00%	0.22%	1.03%	0.11%	0.04%	0.37%	0.00%	2.14%	0.00%	1.62%	0.00%	0.00%
Referred Applicants	#	2,245	1,739	205	301	141	0	6	28	0	1	10	0	58	0	38	0	0
	%	100.00%	77.46%	9.13%	13.41%	6.28%	0.00%	0.27%	1.25%	0.00%	0.04%	0.45%	0.00%	2.58%	0.00%	1.69%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	609	532	42	35	6	0	0	1	0	0	0	1	3	0	0	0	1
	%	100.00%	87.36%	06.90%	05.75%	00.99%	00.00%	00.00%	00.16%	00.00%	00.00%	00.00%	00.16%	00.49%	00.00%	00.00%	00.00%	00.16%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	750																
Voluntarily Identified Applicants	#	5,475	4,461	407	607	354	0	31	109	8	0	28	7	23	0	148	0	0
	%	100.00%	81.48%	7.43%	11.09%	6.47%	0.00%	0.57%	1.99%	0.15%	0.00%	0.51%	0.13%	0.42%	0.00%	2.70%	0.00%	0.00%
Qualified External Applicants	#	3,587	2,910	293	384	204	0	11	57	8	0	25	7	16	0	80	0	0
	%	100.00%	81.13%	8.17%	10.71%	5.69%	0.00%	0.31%	1.59%	0.22%	0.00%	0.70%	0.20%	0.45%	0.00%	2.23%	0.00%	0.00%
Referred Applicants	#	3,223	2,597	275	351	195	0	11	49	8	0	25	7	15	0	80	0	0
	%	100.00%	80.58%	8.53%	10.89%	6.05%	0.00%	0.34%	1.52%	0.25%	0.00%	0.78%	0.22%	0.47%	0.00%	2.48%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	418	316	81	21	4	0	0	1	0	0	1	1	1	0	0	0	0
	%	100.00%	87.36%	06.90%	05.75%	00.99%	00.00%	00.00%	00.16%	00.00%	00.00%	00.00%	00.16%	00.49%	00.00%	00.00%	00.00%	00.16%
0185 Social Work	#	17,540	14,519	1,413	1,608	336	4	21	22	8	13	26	24	18	3	188	2	7
	%	100.00%	82.78%	08.06%	09.17%	01.92%	00.02%	00.12%	00.13%	00.05%	00.07%	00.15%	00.14%	00.10%	00.02%	01.07%	00.01%	00.04%
GS-A/9	#	1,033	701	213	119	34	0	6	1	1	0	2	0	0	1	23	0	0
	%	100.00%	67.86%	20.62%	11.52%	03.29%	00.00%	00.58%	00.10%	00.10%	00.00%	00.19%	00.00%	00.00%	00.10%	02.23%	00.00%	00.00%
GS-A/11	#	6,706	5,340	680	686	168	4	11	12	4	6	12	10	9	2	93	2	3
	%	100.00%	79.63%	10.14%	10.23%	02.51%	00.06%	00.16%	00.18%	00.06%	00.09%	00.18%	00.15%	00.13%	00.03%	01.39%	00.03%	00.04%
GS-A/12	#	8,321	7,158	474	689	113	0	3	9	2	6	11	13	6	0	59	0	4
	%	100.00%	86.02%	05.70%	08.28%	01.36%	00.00%	00.04%	00.11%	00.02%	00.07%	00.13%	00.16%	00.07%	00.00%	00.71%	00.00%	00.05%
GS-A/13	#	1,173	1,040	35	98	20	0	1	0	1	1	1	1	3	0	12	0	0
	%	100.00%	88.66%	02.98%	08.35%	01.71%	00.00%	00.09%	00.00%	00.09%	00.09%	00.09%	00.09%	00.26%	00.00%	01.02%	00.00%	00.00%
GS-A/14	#	288	262	11	15	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	90.97%	03.82%	05.21%	00.35%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.35%	00.00%	00.00%
GS-A/15	#	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%
AD-N/0	#	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	1,967																
Relevant Applicant Pool	%	100.00%	82.78%	08.06%	09.17%	01.92%	00.02%	00.12%	00.13%	00.05%	00.07%	00.15%	00.14%	00.10%	00.02%	01.07%	00.01%	00.04%
Internal Applications	#	6,447	4,719	587	1,141	626	14	98	74	16	25	52	2	11	0	332	0	2
	%	100.00%	73.20%	9.11%	17.70%	9.71%	0.22%	1.52%	1.15%	0.25%	0.39%	0.81%	0.03%	0.17%	0.00%	5.15%	0.00%	0.03%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	3,511	2,484	326	701	386	4	64	45	6	16	31	2	5	0	212	0	1
	%	100.00%	70.75%	9.29%	19.97%	10.99%	0.11%	1.82%	1.28%	0.17%	0.46%	0.88%	0.06%	0.14%	0.00%	6.04%	0.00%	0.03%
Referred Applicants	#	3,349	2,381	312	656	358	4	60	44	6	15	27	2	5	0	194	0	1
	%	100.00%	71.10%	9.32%	19.59%	10.69%	0.12%	1.79%	1.31%	0.18%	0.45%	0.81%	0.06%	0.15%	0.00%	5.79%	0.00%	0.03%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,053	1,715	170	168	30	1	2	3	0	1	1	2	1	0	18	0	1
	%	100.00%	83.54%	08.28%	08.18%	01.46%	00.05%	00.10%	00.15%	00.00%	00.05%	00.05%	00.10%	00.05%	00.00%	00.88%	00.00%	00.05%
New Hires																		
Vacancy Announcements	#	2,402																
Voluntarily Identified Applicants	#	16,840	13,092	1,177	2,571	1,490	57	264	270	43	31	72	8	28	2	713	1	1
	%	100.00%	77.74%	6.99%	15.27%	8.85%	0.34%	1.57%	1.60%	0.26%	0.18%	0.43%	0.05%	0.17%	0.01%	4.23%	0.01%	0.01%
Qualified External Applicants	#	10,930	8,353	843	1,734	1,016	31	172	180	28	22	55	2	18	0	508	0	0
	%	100.00%	76.42%	7.71%	15.86%	9.30%	0.28%	1.57%	1.65%	0.26%	0.20%	0.50%	0.02%	0.16%	0.00%	4.65%	0.00%	0.00%
Referred Applicants	#	9,775	7,455	770	1,550	906	28	155	154	24	19	46	2	18	0	460	0	0
	%	100.00%	76.27%	7.88%	15.86%	9.27%	0.29%	1.59%	1.58%	0.25%	0.19%	0.47%	0.02%	0.18%	0.00%	4.71%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,322	1,633	493	196	57	0	6	11	1	2	3	0	4	0	30	0	0
	%	100.00%	83.54%	08.28%	08.18%	01.46%	00.05%	00.10%	00.15%	00.00%	00.05%	00.05%	00.10%	00.05%	00.00%	00.88%	00.00%	00.05%
0201 Human Resources Management	#	6,025	4,149	554	1,322	264	1	14	17	9	5	17	20	15	6	150	3	7
	%	100.00%	68.86%	09.20%	21.94%	04.38%	00.02%	00.23%	00.28%	00.15%	00.08%	00.28%	00.33%	00.25%	00.10%	02.49%	00.05%	00.12%
GS-A/5	#	15	13	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.67%	00.00%	13.33%	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/7	#	293	187	41	65	11	0	1	0	0	1	0	1	0	1	7	0	0
	%	100.00%	63.82%	13.99%	22.18%	03.75%	00.00%	00.34%	00.00%	00.00%	00.34%	00.00%	00.34%	00.00%	00.34%	02.39%	00.00%	00.00%
GS-A/9	#	770	474	100	196	48	1	3	2	3	1	4	1	3	0	26	2	2
	%	100.00%	61.56%	12.99%	25.45%	06.23%	00.13%	00.39%	00.26%	00.39%	00.13%	00.52%	00.13%	00.39%	00.00%	03.38%	00.26%	00.26%
GS-A/11	#	674	443	68	163	36	0	2	2	0	0	3	0	3	3	22	1	0
	%	100.00%	65.73%	10.09%	24.18%	05.34%	00.00%	00.30%	00.30%	00.00%	00.00%	00.45%	00.00%	00.45%	00.45%	03.26%	00.15%	00.00%
GS-A/12	#	2,624	1,803	237	584	107	0	4	10	3	1	5	11	6	1	62	0	4
	%	100.00%	68.71%	09.03%	22.26%	04.08%	00.00%	00.15%	00.38%	00.11%	00.04%	00.19%	00.42%	00.23%	00.04%	02.36%	00.00%	00.15%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	1,202	874	76	252	48	0	3	2	1	2	5	5	1	0	28	0	1
	%	100.00%	72.71%	06.32%	20.97%	03.99%	00.00%	00.25%	00.17%	00.08%	00.17%	00.42%	00.42%	00.08%	00.00%	02.33%	00.00%	00.08%
GS-A/14	#	372	290	28	54	13	0	0	1	2	0	0	2	2	1	5	0	0
	%	100.00%	77.96%	07.53%	14.52%	03.49%	00.00%	00.00%	00.27%	00.54%	00.00%	00.00%	00.54%	00.54%	00.27%	01.34%	00.00%	00.00%
GS-A/15	#	58	48	4	6	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	82.76%	06.90%	10.34%	01.72%	00.00%	01.72%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
ES-E/0	#	10	10	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/12	#	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-U/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/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	#	721																
Relevant Applicant Pool	%	100.00%	68.86%	09.20%	21.94%	04.38%	00.02%	00.23%	00.28%	00.15%	00.08%	00.28%	00.33%	00.25%	00.10%	02.49%	00.05%	00.12%
Internal Applications	#	33,535	20,724	3,147	9,664	5,142	118	645	297	109	114	479	154	222	8	2,954	8	34
	%	100.00%	61.80%	9.38%	28.82%	15.33%	0.35%	1.92%	0.89%	0.33%	0.34%	1.43%	0.46%	0.66%	0.02%	8.81%	0.02%	0.10%
Qualified Internal Applicants	#	12,802	7,152	1,237	4,413	2,202	36	210	147	46	48	194	71	131	4	1,297	0	18
	%	100.00%	55.87%	9.66%	34.47%	17.20%	0.28%	1.64%	1.15%	0.36%	0.37%	1.52%	0.55%	1.02%	0.03%	10.13%	0.00%	0.14%
Referred Applicants	#	7,304	3,683	775	2,846	1,385	20	120	101	29	38	136	44	72	0	814	0	11
	%	100.00%	50.42%	10.61%	38.96%	18.96%	0.27%	1.64%	1.38%	0.40%	0.52%	1.86%	0.60%	0.99%	0.00%	11.14%	0.00%	0.15%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,748	1,953	229	566	123	1	5	6	5	3	10	6	6	3	71	3	4
	%	100.00%	71.07%	08.33%	20.60%	04.48%	00.04%	00.18%	00.22%	00.18%	00.11%	00.36%	00.22%	00.22%	00.11%	02.58%	00.11%	00.15%
New Hires																		
Vacancy Announcements	#	53																
Voluntarily Identified Applicants	#	12,267	8,869	962	2,436	1,117	48	129	60	24	20	73	33	78	0	639	0	13
	%	100.00%	72.30%	7.84%	19.86%	9.11%	0.39%	1.05%	0.49%	0.20%	0.16%	0.60%	0.27%	0.64%	0.00%	5.21%	0.00%	0.11%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	8,965	6,433	708	1,824	853	28	108	53	21	17	60	25	64	0	472	0	5
	%	100.00%	71.76%	7.90%	20.35%	9.51%	0.31%	1.20%	0.59%	0.23%	0.19%	0.67%	0.28%	0.71%	0.00%	5.26%	0.00%	0.06%
Referred Applicants	#	5,506	3,908	443	1,155	577	21	74	36	15	17	41	17	47	0	305	0	4
	%	100.00%	70.98%	8.05%	20.98%	10.48%	0.38%	1.34%	0.65%	0.27%	0.31%	0.74%	0.31%	0.85%	0.00%	5.54%	0.00%	0.07%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	611	366	148	97	14	0	2	1	1	0	2	1	0	0	7	0	0
	%	100.00%	71.07%	08.33%	20.60%	04.48%	00.04%	00.18%	00.22%	00.18%	00.11%	00.36%	00.22%	00.22%	00.11%	02.58%	00.11%	00.15%
0602 Medical Officer	#	27,516	24,700	1,860	956	106	0	0	9	5	6	12	31	13	0	26	1	3
	%	100.00%	89.77%	06.76%	03.47%	00.39%	00.00%	00.00%	00.03%	00.02%	00.02%	00.04%	00.11%	00.05%	00.00%	00.09%	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	#	19,241	17,177	1,302	762	85	0	0	7	4	5	10	26	11	0	18	1	3
	%	100.00%	89.27%	06.77%	03.96%	00.44%	00.00%	00.00%	00.04%	00.02%	00.03%	00.05%	00.14%	00.06%	00.00%	00.09%	00.01%	00.02%
AD-L/15	#	8,266	7,517	558	191	21	0	0	2	1	1	2	5	2	0	8	0	0
	%	100.00%	90.94%	06.75%	02.31%	00.25%	00.00%	00.00%	00.02%	00.01%	00.01%	00.02%	00.06%	00.02%	00.00%	00.10%	00.00%	00.00%
EX-W/3	#	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	197																
Relevant Applicant Pool	%	100.00%	89.77%	06.76%	03.47%	00.39%	00.00%	00.00%	00.03%	00.02%	00.02%	00.04%	00.11%	00.05%	00.00%	00.09%	00.00%	00.01%
Internal Applications	#	544	490	22	32	14	3	4	3	0	1	0	1	0	0	2	0	0
	%	100.00%	90.07%	4.04%	5.88%	2.57%	0.55%	0.74%	0.55%	0.00%	0.18%	0.00%	0.18%	0.00%	0.00%	0.37%	0.00%	0.00%
Qualified Internal Applicants	#	342	311	13	18	8	3	1	1	0	1	0	1	0	0	1	0	0
	%	100.00%	90.94%	3.80%	5.26%	2.34%	0.88%	0.29%	0.29%	0.00%	0.29%	0.00%	0.29%	0.00%	0.00%	0.29%	0.00%	0.00%
Referred Applicants	#	335	304	13	18	8	3	1	1	0	1	0	1	0	0	1	0	0
	%	100.00%	90.75%	3.88%	5.37%	2.39%	0.90%	0.30%	0.30%	0.00%	0.30%	0.00%	0.30%	0.00%	0.00%	0.30%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	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%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	1,519																
Voluntarily Identified Applicants	#	4,289	3,905	162	222	129	6	14	5	1	7	28	0	2	0	66	0	0
	%	100.00%	91.05%	3.78%	5.18%	3.01%	0.14%	0.33%	0.12%	0.02%	0.16%	0.65%	0.00%	0.05%	0.00%	1.54%	0.00%	0.00%
Qualified External Applicants	#	3,711	3,372	154	185	104	5	9	5	1	6	23	0	2	0	53	0	0
	%	100.00%	90.86%	4.15%	4.99%	2.80%	0.13%	0.24%	0.13%	0.03%	0.16%	0.62%	0.00%	0.05%	0.00%	1.43%	0.00%	0.00%
Referred Applicants	#	3,106	2,810	136	160	92	5	4	5	1	6	21	0	2	0	48	0	0
	%	100.00%	90.47%	4.38%	5.15%	2.96%	0.16%	0.13%	0.16%	0.03%	0.19%	0.68%	0.00%	0.06%	0.00%	1.55%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,822	2,135	619	68	8	0	0	1	1	0	3	2	1	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%
0610 Nurse	#	80,516	70,319	5,346	4,851	521	3	22	68	26	12	44	29	59	0	233	4	21
	%	100.00%	87.34%	06.64%	06.02%	00.65%	00.00%	00.03%	00.08%	00.03%	00.01%	00.05%	00.04%	00.07%	00.00%	00.29%	00.00%	00.03%
VN-K/1	#	11,770	9,688	1,411	671	72	1	4	6	4	0	4	4	15	0	31	0	3
	%	100.00%	82.31%	11.99%	05.70%	00.61%	00.01%	00.03%	00.05%	00.03%	00.00%	00.03%	00.03%	00.13%	00.00%	00.26%	00.00%	00.03%
VN-K/2	#	41,881	36,747	2,633	2,501	262	1	11	34	15	8	21	14	23	0	124	1	10
	%	100.00%	87.74%	06.29%	05.97%	00.63%	00.00%	00.03%	00.08%	00.04%	00.02%	00.05%	00.03%	00.05%	00.00%	00.30%	00.00%	00.02%
VN-K/3	#	20,639	18,402	871	1,366	150	1	3	18	5	3	15	10	19	0	66	2	8
	%	100.00%	89.16%	04.22%	06.62%	00.73%	00.00%	00.01%	00.09%	00.02%	00.01%	00.07%	00.05%	00.09%	00.00%	00.32%	00.01%	00.04%
VN-K/4	#	1,195	1,069	38	88	13	0	0	4	2	0	2	0	0	0	4	1	0
	%	100.00%	89.46%	03.18%	07.36%	01.09%	00.00%	00.00%	00.33%	00.17%	00.00%	00.17%	00.00%	00.00%	00.00%	00.33%	00.08%	00.00%
VN-K/5	#	333	302	11	20	4	0	0	0	0	0	0	0	2	0	2	0	0
	%	100.00%	90.69%	03.30%	06.01%	01.20%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.60%	00.00%	00.60%	00.00%	00.00%
AD-M/0	#	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%
AD-M/1	#	1,076	888	140	48	5	0	2	1	0	0	0	0	0	0	2	0	0
	%	100.00%	82.53%	13.01%	04.46%	00.46%	00.00%	00.19%	00.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.19%	00.00%	00.00%
AD-M/2	#	2,846	2,528	198	120	13	0	2	5	0	1	2	1	0	0	2	0	0
	%	100.00%	88.83%	06.96%	04.22%	00.46%	00.00%	00.07%	00.18%	00.00%	00.04%	00.07%	00.04%	00.00%	00.00%	00.07%	00.00%	00.00%
AD-M/3	#	766	688	42	36	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	89.82%	05.48%	04.70%	00.26%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.26%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
AD-M/4	#	6	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	33.33%	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	1,490																
Relevant Applicant Pool	%	100.00%	87.34%	06.64%	06.02%	00.65%	00.00%	00.03%	00.08%	00.03%	00.01%	00.05%	00.04%	00.07%	00.00%	00.29%	00.00%	00.03%
Internal Applications	#	11,988	10,639	561	788	304	0	21	51	2	9	7	1	35	0	174	1	3
	%	100.00%	88.75%	4.68%	6.57%	2.54%	0.00%	0.18%	0.43%	0.02%	0.08%	0.06%	0.01%	0.29%	0.00%	1.45%	0.01%	0.03%
Qualified Internal Applicants	#	6,682	5,908	305	469	188	0	14	35	0	4	4	1	19	0	109	0	2
	%	100.00%	88.42%	4.56%	7.02%	2.81%	0.00%	0.21%	0.52%	0.00%	0.06%	0.06%	0.01%	0.28%	0.00%	1.63%	0.00%	0.03%
Referred Applicants	#	5,685	5,031	260	394	161	0	10	30	0	1	4	1	18	0	96	0	1
	%	100.00%	88.50%	4.57%	6.93%	2.83%	0.00%	0.18%	0.53%	0.00%	0.02%	0.07%	0.02%	0.32%	0.00%	1.69%	0.00%	0.02%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,408	4,775	285	348	39	0	1	6	3	0	2	2	1	0	24	0	0
	%	100.00%	88.30%	05.27%	06.43%	00.72%	00.00%	00.02%	00.11%	00.06%	00.00%	00.04%	00.04%	00.02%	00.00%	00.44%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	6,805																
Voluntarily Identified Applicants	#	45,084	39,783	2,278	3,023	1,160	2	118	122	12	44	59	15	80	0	695	0	13
	%	100.00%	88.24%	5.05%	6.71%	2.57%	0.00%	0.26%	0.27%	0.03%	0.10%	0.13%	0.03%	0.18%	0.00%	1.54%	0.00%	0.03%
Qualified External Applicants	#	39,519	34,837	1,980	2,702	1,039	2	109	102	9	36	47	9	72	0	641	0	12
	%	100.00%	88.15%	5.01%	6.84%	2.63%	0.01%	0.28%	0.26%	0.02%	0.09%	0.12%	0.02%	0.18%	0.00%	1.62%	0.00%	0.03%
Referred Applicants	#	35,129	30,976	1,739	2,414	922	2	102	90	9	33	41	9	62	0	563	0	11
	%	100.00%	88.18%	4.95%	6.87%	2.62%	0.01%	0.29%	0.26%	0.03%	0.09%	0.12%	0.03%	0.18%	0.00%	1.60%	0.00%	0.03%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	9,749	7,153	2,117	479	51	0	13	11	3	0	0	0	1	0	21	0	2
	%	100.00%	88.30%	05.27%	06.43%	00.72%	00.00%	00.02%	00.11%	00.06%	00.00%	00.04%	00.04%	00.02%	00.00%	00.44%	00.00%	00.00%
0901 General Legal and Kindred Administration	#	1,912	1,163	272	477	88	0	4	3	4	2	5	9	6	0	47	0	8
	%	100.00%	60.83%	14.23%	24.95%	04.60%	00.00%	00.21%	00.16%	00.21%	00.10%	00.26%	00.47%	00.31%	00.00%	02.46%	00.00%	00.42%
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	#	123	68	30	25	6	0	1	0	0	0	1	1	0	0	3	0	0
	%	100.00%	55.28%	24.39%	20.33%	04.88%	00.00%	00.81%	00.00%	00.00%	00.00%	00.81%	00.81%	00.00%	00.00%	02.44%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	335	227	55	53	13	0	0	1	0	1	0	0	2	0	9	0	0
	%	100.00%	67.76%	16.42%	15.82%	03.88%	00.00%	00.00%	00.30%	00.00%	00.30%	00.00%	00.00%	00.60%	00.00%	02.69%	00.00%	00.00%
GS-A/9	#	945	554	137	254	51	0	3	1	3	1	3	4	3	0	27	0	6
	%	100.00%	58.62%	14.50%	26.88%	05.40%	00.00%	00.32%	00.11%	00.32%	00.11%	00.32%	00.42%	00.32%	00.00%	02.86%	00.00%	00.63%
GS-A/10	#	267	158	34	75	11	0	0	1	1	0	1	1	1	0	5	0	1
	%	100.00%	59.18%	12.73%	28.09%	04.12%	00.00%	00.00%	00.37%	00.37%	00.00%	00.37%	00.37%	00.37%	00.00%	01.87%	00.00%	00.37%
GS-A/11	#	130	78	9	43	4	0	0	0	0	0	0	1	0	0	2	0	1
	%	100.00%	60.00%	06.92%	33.08%	03.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.77%	00.00%	00.00%	01.54%	00.00%	00.77%
GS-A/12	#	95	64	7	24	3	0	0	0	0	0	0	2	0	0	1	0	0
	%	100.00%	67.37%	07.37%	25.26%	03.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.11%	00.00%	00.00%	01.05%	00.00%	00.00%
GS-A/13	#	9	6	0	3	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%
GS-A/14	#	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%
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	#	48																
Relevant Applicant Pool	%	100.00%	60.83%	14.23%	24.95%	04.60%	00.00%	00.21%	00.16%	00.21%	00.10%	00.26%	00.47%	00.31%	00.00%	02.46%	00.00%	00.42%
Internal Applications	#	355	189	51	115	67	7	12	7	0	0	6	1	5	0	28	0	1
	%	100.00%	53.24%	14.37%	32.39%	18.87%	1.97%	3.38%	1.97%	0.00%	0.00%	1.69%	0.28%	1.41%	0.00%	7.89%	0.00%	0.28%
Qualified Internal Applicants	#	151	66	18	67	33	4	1	4	0	0	4	1	4	0	14	0	1
	%	100.00%	43.71%	11.92%	44.37%	21.85%	2.65%	0.66%	2.65%	0.00%	0.00%	2.65%	0.66%	2.65%	0.00%	9.27%	0.00%	0.66%
Referred Applicants	#	141	62	17	62	30	4	1	4	0	0	4	1	4	0	11	0	1
	%	100.00%	43.97%	12.06%	43.97%	21.28%	2.84%	0.71%	2.84%	0.00%	0.00%	2.84%	0.71%	2.84%	0.00%	7.80%	0.00%	0.71%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	399	253	74	72	21	0	1	0	1	1	0	1	1	0	15	0	1
	%	100.00%	63.41%	18.55%	18.05%	05.26%	00.00%	00.25%	00.00%	00.25%	00.25%	00.00%	00.25%	00.25%	00.00%	03.76%	00.00%	00.25%
New Hires																		
Vacancy Announcements	#	3																
Voluntarily Identified Applicants	#	132	92	12	28	14	0	8	2	0	0	0	0	0	0	4	0	0
	%	100.00%	69.70%	9.09%	21.21%	10.61%	0.00%	6.06%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.03%	0.00%	0.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	78	52	6	20	8	0	2	2	0	0	0	0	0	0	4	0	0
	%	100.00%	66.67%	7.69%	25.64%	10.26%	0.00%	2.56%	2.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.13%	0.00%	0.00%
Referred Applicants	#	58	40	4	14	6	0	0	2	0	0	0	0	0	0	4	0	0
	%	100.00%	68.97%	6.90%	24.14%	10.34%	0.00%	0.00%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.90%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	400	238	92	70	12	0	2	0	0	0	1	1	1	0	7	0	0
	%	100.00%	63.41%	18.55%	18.05%	05.26%	00.00%	00.25%	00.00%	00.25%	00.25%	00.00%	00.25%	00.25%	00.00%	03.76%	00.00%	00.25%
0996 Veterans Claims Examining	#	15,156	9,852	1,837	3,467	669	5	66	28	13	15	40	47	25	3	417	2	8
	%	100.00%	65.00%	12.12%	22.88%	04.41%	00.03%	00.44%	00.18%	00.09%	00.10%	00.26%	00.31%	00.16%	00.02%	02.75%	00.01%	00.05%
GS-A/5	#	57	53	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.98%	03.51%	03.51%	00.00%	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	#	1,521	895	343	283	60	1	6	2	2	2	3	1	2	0	41	0	0
	%	100.00%	58.84%	22.55%	18.61%	03.94%	00.07%	00.39%	00.13%	00.13%	00.13%	00.20%	00.07%	00.13%	00.00%	02.70%	00.00%	00.00%
GS-A/9	#	1,675	1,150	222	303	72	1	10	6	1	1	1	3	3	0	46	0	0
	%	100.00%	68.66%	13.25%	18.09%	04.30%	00.06%	00.60%	00.36%	00.06%	00.06%	00.06%	00.18%	00.18%	00.00%	02.75%	00.00%	00.00%
GS-A/10	#	3,461	1,790	587	1,084	234	3	27	10	3	5	15	10	7	2	149	0	3
	%	100.00%	51.72%	16.96%	31.32%	06.76%	00.09%	00.78%	00.29%	00.09%	00.14%	00.43%	00.29%	00.20%	00.06%	04.31%	00.00%	00.09%
GS-A/11	#	3,026	1,940	319	767	128	0	11	5	1	1	9	9	5	1	83	0	3
	%	100.00%	64.11%	10.54%	25.35%	04.23%	00.00%	00.36%	00.17%	00.03%	00.03%	00.30%	00.30%	00.17%	00.03%	02.74%	00.00%	00.10%
GS-A/12	#	4,160	2,996	316	848	154	0	12	5	4	4	12	20	8	0	85	2	2
	%	100.00%	72.02%	07.60%	20.38%	03.70%	00.00%	00.29%	00.12%	00.10%	00.10%	00.29%	00.48%	00.19%	00.00%	02.04%	00.05%	00.05%
GS-A/13	#	1,026	826	44	156	18	0	0	0	2	1	0	4	0	0	11	0	0
	%	100.00%	80.51%	04.29%	15.20%	01.75%	00.00%	00.00%	00.00%	00.19%	00.10%	00.00%	00.39%	00.00%	00.00%	01.07%	00.00%	00.00%
GS-A/14	#	183	162	3	18	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	88.52%	01.64%	09.84%	01.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.09%	00.00%	00.00%
GS-A/15	#	47	40	1	6	1	0	0	0	0	1	0	0	0	0	0	0	0
	%	100.00%	85.11%	02.13%	12.77%	02.13%	00.00%	00.00%	00.00%	00.00%	02.13%	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%	65.00%	12.12%	22.88%	04.41%	00.03%	00.44%	00.18%	00.09%	00.10%	00.26%	00.31%	00.16%	00.02%	02.75%	00.01%	00.05%
Internal Applications	#	3,137	1,746	348	1,043	643	22	132	27	8	11	47	14	42	0	339	0	1
	%	100.00%	55.66%	11.09%	33.25%	20.50%	0.70%	4.21%	0.86%	0.26%	0.35%	1.50%	0.45%	1.34%	0.00%	10.81%	0.00%	0.03%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	644	269	76	299	189	3	46	13	3	6	12	2	30	0	74	0	0
	%	100.00%	41.77%	11.80%	46.43%	29.35%	0.47%	7.14%	2.02%	0.47%	0.93%	1.86%	0.31%	4.66%	0.00%	11.49%	0.00%	0.00%
Referred Applicants	#	606	259	71	276	175	3	41	11	3	6	12	0	25	0	74	0	0
	%	100.00%	42.74%	11.72%	45.54%	28.88%	0.50%	6.77%	1.82%	0.50%	0.99%	1.98%	0.00%	4.13%	0.00%	12.21%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	3,519	1,911	637	971	214	2	34	12	3	2	7	4	5	0	143	0	2
	%	100.00%	54.31%	18.10%	27.59%	06.08%	00.06%	00.97%	00.34%	00.09%	00.06%	00.20%	00.11%	00.14%	00.00%	04.06%	00.00%	00.06%
New Hires																		
Vacancy Announcements	#	12																
Voluntarily Identified Applicants	#	1,766	1,402	117	247	132	2	17	14	0	3	16	1	3	0	71	0	5
	%	100.00%	79.39%	6.63%	13.99%	7.47%	0.11%	0.96%	0.79%	0.00%	0.17%	0.91%	0.06%	0.17%	0.00%	4.02%	0.00%	0.28%
Qualified External Applicants	#	1,176	946	74	156	84	0	7	9	0	1	6	0	3	0	53	0	5
	%	100.00%	80.44%	6.29%	13.27%	7.14%	0.00%	0.60%	0.77%	0.00%	0.09%	0.51%	0.00%	0.26%	0.00%	4.51%	0.00%	0.43%
Referred Applicants	#	602	428	61	113	64	0	7	1	0	1	4	0	3	0	43	0	5
	%	100.00%	71.10%	10.13%	18.77%	10.63%	0.00%	1.16%	0.17%	0.00%	0.17%	0.66%	0.00%	0.50%	0.00%	7.14%	0.00%	0.83%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,904	1,029	544	331	71	1	10	3	1	1	3	0	1	0	51	0	0
	%	100.00%	54.31%	18.10%	27.59%	06.08%	00.06%	00.97%	00.34%	00.09%	00.06%	00.20%	00.11%	00.14%	00.00%	04.06%	00.00%	00.06%
1102 Contracting	#	2,832	1,959	368	505	125	2	17	8	3	6	10	7	7	5	59	0	1
	%	100.00%	69.17%	12.99%	17.83%	04.41%	00.07%	00.60%	00.28%	00.11%	00.21%	00.35%	00.25%	00.25%	00.18%	02.08%	00.00%	00.04%
GS-A/5	#	15	8	3	4	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	53.33%	20.00%	26.67%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.67%	00.00%	00.00%
GS-A/7	#	154	99	33	22	6	1	2	0	0	0	0	0	0	0	3	0	0
	%	100.00%	64.29%	21.43%	14.29%	03.90%	00.65%	01.30%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.95%	00.00%	00.00%
GS-A/9	#	343	193	78	72	19	0	6	0	0	1	2	0	0	1	9	0	0
	%	100.00%	56.27%	22.74%	20.99%	05.54%	00.00%	01.75%	00.00%	00.00%	00.29%	00.58%	00.00%	00.00%	00.29%	02.62%	00.00%	00.00%
GS-A/11	#	446	278	55	113	39	0	6	2	0	1	6	2	0	0	22	0	0
	%	100.00%	62.33%	12.33%	25.34%	08.74%	00.00%	01.35%	00.45%	00.00%	00.22%	01.35%	00.45%	00.00%	00.00%	04.93%	00.00%	00.00%
GS-A/12	#	1,011	716	112	183	46	1	2	6	3	3	2	3	5	3	17	0	1
	%	100.00%	70.82%	11.08%	18.10%	04.55%	00.10%	00.20%	00.59%	00.30%	00.30%	00.20%	00.30%	00.49%	00.30%	01.68%	00.00%	00.10%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	559	420	65	74	11	0	1	0	0	1	0	1	1	1	6	0	0
	%	100.00%	75.13%	11.63%	13.24%	01.97%	00.00%	00.18%	00.00%	00.00%	00.18%	00.00%	00.18%	00.18%	00.18%	01.07%	00.00%	00.00%
GS-A/14	#	237	191	17	29	2	0	0	0	0	0	0	1	0	0	1	0	0
	%	100.00%	80.59%	07.17%	12.24%	00.84%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.42%	00.00%	00.00%	00.42%	00.00%	00.00%
GS-A/15	#	58	49	3	6	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	84.48%	05.17%	10.34%	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%
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	#	115																
Relevant Applicant Pool	%	100.00%	69.17%	12.99%	17.83%	04.41%	00.07%	00.60%	00.28%	00.11%	00.21%	00.35%	00.25%	00.25%	00.18%	02.08%	00.00%	00.04%
Internal Applications	#	3,926	2,375	468	1,083	657	28	114	43	13	10	70	16	22	1	335	2	3
	%	100.00%	60.49%	11.92%	27.59%	16.73%	0.71%	2.90%	1.10%	0.33%	0.25%	1.78%	0.41%	0.56%	0.03%	8.53%	0.05%	0.08%
Qualified Internal Applicants	#	860	448	118	294	167	11	34	11	5	4	10	2	7	1	81	0	1
	%	100.00%	52.09%	13.72%	34.19%	19.42%	1.28%	3.95%	1.28%	0.58%	0.47%	1.16%	0.23%	0.81%	0.12%	9.42%	0.00%	0.12%
Referred Applicants	#	654	337	86	231	128	10	22	8	1	5	8	1	5	1	66	0	1
	%	100.00%	51.53%	13.15%	35.32%	19.57%	1.53%	3.36%	1.22%	0.15%	0.76%	1.22%	0.15%	0.76%	0.15%	10.09%	0.00%	0.15%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	608	390	109	109	31	0	6	1	2	1	3	0	0	2	16	0	0
	%	100.00%	64.14%	17.93%	17.93%	05.10%	00.00%	00.99%	00.16%	00.33%	00.16%	00.49%	00.00%	00.00%	00.33%	02.63%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	99																
Voluntarily Identified Applicants	#	6,591	4,590	678	1,323	675	31	75	61	24	12	52	12	44	0	356	0	8
	%	100.00%	69.64%	10.29%	20.07%	10.24%	0.47%	1.14%	0.93%	0.36%	0.18%	0.79%	0.18%	0.67%	0.00%	5.40%	0.00%	0.12%
Qualified External Applicants	#	3,183	2,132	377	674	351	18	47	27	10	7	23	4	26	0	185	0	4
	%	100.00%	66.98%	11.84%	21.17%	11.03%	0.57%	1.48%	0.85%	0.31%	0.22%	0.72%	0.13%	0.82%	0.00%	5.81%	0.00%	0.13%
Referred Applicants	#	1,235	737	162	336	174	7	32	14	2	2	10	0	10	0	95	0	2
	%	100.00%	59.68%	13.12%	27.21%	14.09%	0.57%	2.59%	1.13%	0.16%	0.16%	0.81%	0.00%	0.81%	0.00%	7.69%	0.00%	0.16%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	445	248	144	53	8	0	3	2	0	0	0	0	0	0	3	0	0
	%	100.00%	64.14%	17.93%	17.93%	05.10%	00.00%	00.99%	00.16%	00.33%	00.16%	00.49%	00.00%	00.00%	00.33%	02.63%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
2210 Information Technology Management	#	7,464	5,410	825	1,229	198	1	10	14	10	6	10	23	20	5	95	1	3
	%	100.00%	72.48%	11.05%	16.47%	02.65%	00.01%	00.13%	00.19%	00.13%	00.08%	00.13%	00.31%	00.27%	00.07%	01.27%	00.01%	00.04%
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	#	91	60	18	13	3	0	1	0	0	0	1	0	0	0	1	0	0
	%	100.00%	65.93%	19.78%	14.29%	03.30%	00.00%	01.10%	00.00%	00.00%	00.00%	01.10%	00.00%	00.00%	00.00%	01.10%	00.00%	00.00%
GS-A/9	#	200	133	39	28	5	0	2	1	0	0	0	0	0	0	2	0	0
	%	100.00%	66.50%	19.50%	14.00%	02.50%	00.00%	01.00%	00.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.00%	00.00%	00.00%
GS-A/11	#	1,932	1,304	216	412	72	1	3	4	3	0	2	3	4	2	47	1	2
	%	100.00%	67.49%	11.18%	21.33%	03.73%	00.05%	00.16%	00.21%	00.16%	00.00%	00.10%	00.16%	00.21%	00.10%	02.43%	00.05%	00.10%
GS-A/12	#	1,365	968	119	278	46	0	2	0	0	2	2	7	9	2	22	0	0
	%	100.00%	70.92%	08.72%	20.37%	03.37%	00.00%	00.15%	00.00%	00.00%	00.15%	00.15%	00.51%	00.66%	00.15%	01.61%	00.00%	00.00%
GS-A/13	#	2,573	1,946	287	340	56	0	1	8	4	3	4	10	5	1	19	0	1
	%	100.00%	75.63%	11.15%	13.21%	02.18%	00.00%	00.04%	00.31%	00.16%	00.12%	00.16%	00.39%	00.19%	00.04%	00.74%	00.00%	00.04%
GS-A/14	#	1,062	814	121	127	13	0	1	0	3	1	1	2	2	0	3	0	0
	%	100.00%	76.65%	11.39%	11.96%	01.22%	00.00%	00.09%	00.00%	00.28%	00.09%	00.09%	00.19%	00.19%	00.00%	00.28%	00.00%	00.00%
GS-A/15	#	214	160	24	30	3	0	0	1	0	0	0	1	0	0	1	0	0
	%	100.00%	74.77%	11.21%	14.02%	01.40%	00.00%	00.00%	00.47%	00.00%	00.00%	00.00%	00.47%	00.00%	00.00%	00.47%	00.00%	00.00%
ES-E/0	#	22	21	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	95.45%	04.55%	00.00%	00.00%	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	#	68																
Relevant Applicant Pool	%	100.00%	72.48%	11.05%	16.47%	02.65%	00.01%	00.13%	00.19%	00.13%	00.08%	00.13%	00.31%	00.27%	00.07%	01.27%	00.01%	00.04%
Internal Applications	#	1,074	633	93	348	188	1	47	18	2	3	11	4	10	0	89	0	3
	%	100.00%	58.94%	8.66%	32.40%	17.50%	0.09%	4.38%	1.68%	0.19%	0.28%	1.02%	0.37%	0.93%	0.00%	8.29%	0.00%	0.28%
Qualified Internal Applicants	#	452	224	52	176	97	0	27	4	2	1	5	1	9	0	45	0	3
	%	100.00%	49.56%	11.50%	38.94%	21.46%	0.00%	5.97%	0.88%	0.44%	0.22%	1.11%	0.22%	1.99%	0.00%	9.96%	0.00%	0.66%
Referred Applicants	#	243	114	23	106	60	0	18	3	1	1	5	1	6	0	24	0	1
	%	100.00%	46.91%	9.47%	43.62%	24.69%	0.00%	7.41%	1.23%	0.41%	0.41%	2.06%	0.41%	2.47%	0.00%	9.88%	0.00%	0.41%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	525	341	84	100	20	0	1	0	0	0	0	0	1	1	17	0	0
	%	100.00%	64.95%	16.00%	19.05%	03.81%	00.00%	00.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.19%	00.19%	03.24%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	201																
Voluntarily Identified Applicants	#	19,503	13,685	1,262	4,556	2,366	93	408	284	38	38	243	95	151	2	999	2	13
	%	100.00%	70.17%	6.47%	23.36%	12.13%	0.48%	2.09%	1.46%	0.19%	0.19%	1.25%	0.49%	0.77%	0.01%	5.12%	0.01%	0.07%
Qualified External Applicants	#	10,214	6,841	698	2,675	1,386	42	230	165	21	25	156	69	80	2	585	1	10
	%	100.00%	66.98%	6.83%	26.19%	13.57%	0.41%	2.25%	1.62%	0.21%	0.24%	1.53%	0.68%	0.78%	0.02%	5.73%	0.01%	0.10%
Referred Applicants	#	4,806	3,094	289	1,423	700	17	125	84	10	19	97	44	35	0	264	1	4
	%	100.00%	64.38%	6.01%	29.61%	14.57%	0.35%	2.60%	1.75%	0.21%	0.40%	2.02%	0.92%	0.73%	0.00%	5.49%	0.02%	0.08%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	550	374	113	63	12	0	4	2	0	1	0	0	0	0	5	0	0
	%	100.00%	64.95%	16.00%	19.05%	03.81%	00.00%	00.19%	00.00%	00.00%	00.00%	00.00%	00.00%	00.19%	00.19%	03.24%	00.00%	00.00%
4754 Cemetery Caretaking	#	569	365	102	102	30	1	3	1	1	1	0	2	1	1	19	0	0
	%	100.00%	64.15%	17.93%	17.93%	05.27%	00.18%	00.53%	00.18%	00.18%	00.18%	00.00%	00.35%	00.18%	00.18%	03.34%	00.00%	00.00%
WG-1/4	#	21	14	4	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	66.67%	19.05%	14.29%	04.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.76%	00.00%	00.00%
WG-1/5	#	110	68	30	12	2	0	0	0	0	0	0	1	0	0	1	0	0
	%	100.00%	61.82%	27.27%	10.91%	01.82%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.91%	00.00%	00.00%	00.91%	00.00%	00.00%
WG-1/6	#	319	201	56	62	23	1	3	1	1	1	0	0	1	0	15	0	0
	%	100.00%	63.01%	17.55%	19.44%	07.21%	00.31%	00.94%	00.31%	00.31%	00.31%	00.00%	00.00%	00.31%	00.00%	04.70%	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	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	00.00%	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	#	31	17	4	10	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	54.84%	12.90%	32.26%	03.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.23%	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
	%	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%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
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	#	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%
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	#	11	7	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	63.64%	00.00%	36.36%	00.00%	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	4	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	44.44%	22.22%	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	#	94																
Relevant Applicant Pool	%	100.00%	64.15%	17.93%	17.93%	05.27%	00.18%	00.53%	00.18%	00.18%	00.18%	00.00%	00.35%	00.18%	00.18%	03.34%	00.00%	00.00%
Internal Applications	#	369	241	20	108	83	6	14	9	0	0	3	0	0	0	51	0	0
	%	100.00%	65.31%	5.42%	29.27%	22.49%	1.63%	3.79%	2.44%	0.00%	0.00%	0.81%	0.00%	0.00%	0.00%	13.82%	0.00%	0.00%
Qualified Internal Applicants	#	192	108	10	74	58	5	9	5	0	0	3	0	0	0	36	0	0
	%	100.00%	56.25%	5.21%	38.54%	30.21%	2.60%	4.69%	2.60%	0.00%	0.00%	1.56%	0.00%	0.00%	0.00%	18.75%	0.00%	0.00%
Referred Applicants	#	191	107	10	74	58	5	9	5	0	0	3	0	0	0	36	0	0
	%	100.00%	56.02%	5.24%	38.74%	30.37%	2.62%	4.71%	2.62%	0.00%	0.00%	1.57%	0.00%	0.00%	0.00%	18.85%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	122	82	25	15	5	0	2	0	0	0	0	0	0	0	3	0	0
	%	100.00%	67.21%	20.49%	12.30%	04.10%	00.00%	01.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.46%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	75																
Voluntarily Identified Applicants	#	566	450	35	81	54	6	7	11	0	0	1	1	3	0	24	0	1
	%	100.00%	79.51%	6.18%	14.31%	9.54%	1.06%	1.24%	1.94%	0.00%	0.00%	0.18%	0.18%	0.53%	0.00%	4.24%	0.00%	0.18%
Qualified External Applicants	#	345	267	23	55	39	5	4	7	0	0	1	1	1	0	19	0	1
	%	100.00%	77.39%	6.67%	15.94%	11.30%	1.45%	1.16%	2.03%	0.00%	0.00%	0.29%	0.29%	0.29%	0.00%	5.51%	0.00%	0.29%
Referred Applicants	#	340	263	23	54	39	5	4	7	0	0	1	1	1	0	19	0	1
	%	100.00%	77.35%	6.76%	15.88%	11.47%	1.47%	1.18%	2.06%	0.00%	0.00%	0.29%	0.29%	0.29%	0.00%	5.59%	0.00%	0.29%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
Mission Critical Occupations			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)
External Selections	#	197	107	64	26	12	0	4	0	0	1	0	0	0	0	7	0	0
	%	100.00%	67.21%	20.49%	12.30%	04.10%	00.00%	01.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.46%	00.00%	00.00%

Workforce data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents. Applicant Flow Data retrieved from OPM's USA Staffing on October 5, 2022; includes permanent announcement type only and excludes unknowns.

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.

*** This data is not available.

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Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	1,757	406	1,351	23	73	300	1,045	39	88	36	124	1	3	7	12	0	6
	%	100.00%	23.11%	76.89%	01.31%	04.15%	17.07%	59.48%	02.22%	05.01%	02.05%	07.06%	00.06%	00.17%	00.40%	00.68%	00.00%	00.34%
0180 RCLF (2018)		100.00%	27.84%	72.16%	1.60%	5.58%	24.03%	59.01%	1.00%	3.97%	0.73%	2.06%	0.01%	0.01%	0.04%	0.08%	0.43%	1.45%
GS-A/11	#	111	29	82	2	2	21	67	2	6	3	6	0	1	1	0	0	0
	#	100.00%	26.12%	73.88%	01.80%	01.80%	18.92%	60.36%	01.80%	05.41%	02.70%	05.41%	00.00%	00.90%	00.90%	00.00%	00.00%	00.00%
GS-A/12	#	203	50	153	1	10	42	100	4	16	2	21	0	0	1	3	0	3
	#	100.00%	24.63%	75.37%	00.49%	04.93%	20.69%	49.26%	01.97%	07.88%	00.99%	10.34%	00.00%	00.00%	00.49%	01.48%	00.00%	01.48%
GS-A/13	#	217	53	164	3	7	39	136	7	6	2	14	0	0	2	0	0	1
	#	99.99%	24.42%	75.57%	01.38%	03.23%	17.97%	62.67%	03.23%	02.76%	00.92%	06.45%	00.00%	00.00%	00.92%	00.00%	00.00%	00.46%
GS-A/14	#	13	5	8	0	0	5	7	0	0	0	1	0	0	0	0	0	0
	#	100.00%	38.46%	61.54%	00.00%	00.00%	38.46%	53.85%	00.00%	00.00%	00.00%	07.69%	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	#	1,206	265	941	17	54	189	732	26	60	29	82	1	2	3	9	0	2
	#	100.02%	21.97%	78.05%	01.41%	04.48%	15.67%	60.70%	02.16%	04.98%	02.40%	06.80%	00.08%	00.17%	00.25%	00.75%	00.00%	00.17%
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	#	12																
Relevant Applicant Pool	%	100.00%	23.11%	76.89%	01.31%	04.15%	17.07%	59.48%	02.22%	05.01%	02.05%	07.06%	00.06%	00.17%	00.40%	00.68%	00.00%	00.34%
Internal Applications	#	52	14	38	5	8	8	12	0	14	0	4	0	0	0	0	1	0
	%	100.00%	26.92%	73.08%	9.62%	15.38%	15.38%	23.08%	0.00%	26.92%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	1.92%	0.00%
Qualified Internal Applicants	#	30	7	23	4	8	3	7	0	8	0	0	0	0	0	0	0	0
	%	100.00%	23.33%	76.67%	13.33%	26.67%	10.00%	23.33%	0.00%	26.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	30	7	23	4	8	3	7	0	8	0	0	0	0	0	0	0	0
	%	100.00%	23.33%	76.67%	13.33%	26.67%	10.00%	23.33%	0.00%	26.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	102	30	72	1	4	21	61	4	2	4	4	0	1	0	0	0	0
	%	100.00%	29.41%	70.58%	00.98%	03.92%	20.59%	59.80%	03.92%	01.96%	03.92%	03.92%	00.00%	00.98%	00.00%	00.00%	00.00%	00.00%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	7																
Voluntarily Identified Applicants	#	52	14	38	6	7	8	16	0	10	0	5	0	0	0	0	0	0
	%	100.00%	26.92%	73.08%	11.54%	13.46%	15.38%	30.77%	0.00%	19.23%	0.00%	9.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified External Applicants	#	43	14	29	6	3	8	13	0	8	0	5	0	0	0	0	0	0
	%	100.00%	32.56%	67.44%	13.95%	6.98%	18.60%	30.23%	0.00%	18.60%	0.00%	11.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	43	14	29	6	3	8	13	0	8	0	5	0	0	0	0	0	0
	%	100.00%	32.56%	67.44%	13.95%	6.98%	18.60%	30.23%	0.00%	18.60%	0.00%	11.63%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,106	245	861	16	53	171	658	26	66	29	68	1	2	2	11	0	3
	%	100.00%	22.15%	77.84%	01.45%	04.79%	15.46%	59.49%	02.35%	05.97%	02.62%	06.15%	00.09%	00.18%	00.18%	00.99%	00.00%	00.27%
0185 Social Work	#	1,058	227	831	30	63	151	519	36	185	6	40	0	6	3	12	1	6
	%	99.99%	21.45%	78.54%	02.84%	05.95%	14.27%	49.05%	03.40%	17.49%	00.57%	03.78%	00.00%	00.57%	00.28%	01.13%	00.09%	00.57%
0185 RCLF (2018)		100.00%	23.31%	76.69%	3.10%	9.84%	13.63%	47.25%	5.03%	15.15%	0.72%	1.99%	0.04%	0.10%	0.21%	0.67%	0.58%	1.68%
GS-A/9	#	135	24	111	2	8	15	63	6	31	1	6	0	0	0	3	0	0
	#	99.99%	17.77%	82.22%	01.48%	05.93%	11.11%	46.67%	04.44%	22.96%	00.74%	04.44%	00.00%	00.00%	00.00%	02.22%	00.00%	00.00%
GS-A/11	#	143	29	114	2	9	19	63	7	33	1	6	0	1	0	1	0	1
	#	100.02%	20.29%	79.73%	01.40%	06.29%	13.29%	44.06%	04.90%	23.08%	00.70%	04.20%	00.00%	00.70%	00.00%	00.70%	00.00%	00.70%
GS-A/12	#	75	14	61	1	4	11	43	2	9	0	3	0	0	0	0	0	2
	#	100.00%	18.67%	81.33%	01.33%	05.33%	14.67%	57.33%	02.67%	12.00%	00.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.67%
GS-A/13	#	5	0	5	0	0	0	4	0	0	0	0	0	1	0	0	0	0
	#	100.00%	00.00%	100.00%	00.00%	00.00%	00.00%	80.00%	00.00%	00.00%	00.00%	00.00%	00.00%	20.00%	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	#	699	160	539	25	42	106	345	21	112	4	25	0	4	3	8	1	3
	#	99.99%	22.88%	77.11%	03.58%	06.01%	15.16%	49.36%	03.00%	16.02%	00.57%	03.58%	00.00%	00.57%	00.43%	01.14%	00.14%	00.43%
Internal Competitive Promotions																		
Vacancy Announcements	#	38																
Relevant Applicant Pool	%	99.99%	21.45%	78.54%	02.84%	05.95%	14.27%	49.05%	03.40%	17.49%	00.57%	03.78%	00.00%	00.57%	00.28%	01.13%	00.09%	00.57%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	230	52	178	10	19	23	82	16	63	3	10	0	0	0	3	0	1
	%	100.00%	22.61%	77.39%	4.35%	8.26%	10.00%	35.65%	6.96%	27.39%	1.30%	4.35%	0.00%	0.00%	0.00%	1.30%	0.00%	0.43%
Qualified Internal Applicants	#	127	33	94	7	5	16	51	7	29	3	5	0	0	0	3	0	1
	%	100.00%	25.98%	74.02%	5.51%	3.94%	12.60%	40.16%	5.51%	22.83%	2.36%	3.94%	0.00%	0.00%	0.00%	2.36%	0.00%	0.79%
Referred Applicants	#	127	33	94	7	5	16	51	7	29	3	5	0	0	0	3	0	1
	%	100.00%	25.98%	74.02%	5.51%	3.94%	12.60%	40.16%	5.51%	22.83%	2.36%	3.94%	0.00%	0.00%	0.00%	2.36%	0.00%	0.79%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	50	13	37	1	2	11	21	1	9	0	2	0	0	0	2	0	1
	%	100.00%	26.00%	74.00%	02.00%	04.00%	22.00%	42.00%	02.00%	18.00%	00.00%	04.00%	00.00%	00.00%	00.00%	04.00%	00.00%	02.00%
New Hires																		
Vacancy Announcements	#	65																
Voluntarily Identified Applicants	#	753	130	623	16	95	66	236	39	250	7	31	0	1	0	2	2	8
	%	100.00%	17.26%	82.74%	2.12%	12.62%	8.76%	31.34%	5.18%	33.20%	0.93%	4.12%	0.00%	0.13%	0.00%	0.27%	0.27%	1.06%
Qualified External Applicants	#	513	91	422	10	71	57	164	21	176	3	7	0	0	0	2	0	2
	%	100.00%	17.74%	82.26%	1.95%	13.84%	11.11%	31.97%	4.09%	34.31%	0.58%	1.36%	0.00%	0.00%	0.00%	0.39%	0.00%	0.39%
Referred Applicants	#	500	89	411	10	71	56	158	20	171	3	7	0	0	0	2	0	2
	%	100.00%	17.80%	82.20%	2.00%	14.20%	11.20%	31.60%	4.00%	34.20%	0.60%	1.40%	0.00%	0.00%	0.00%	0.40%	0.00%	0.40%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,174	279	895	32	66	190	557	34	203	8	40	2	5	4	14	9	10
	%	100.00%	23.77%	76.23%	02.73%	05.62%	16.18%	47.44%	02.90%	17.29%	00.68%	03.41%	00.17%	00.43%	00.34%	01.19%	00.77%	00.85%
0201 Human Resources Management	#	93	45	48	5	2	26	24	12	22	1	0	0	0	1	0	0	0
	%	100.02%	48.40%	51.62%	05.38%	02.15%	27.96%	25.81%	12.90%	23.66%	01.08%	00.00%	00.00%	00.00%	01.08%	00.00%	00.00%	00.00%
0201 RCLF (2018)		100.00%	38.84%	61.16%	4.67%	6.72%	27.97%	43.24%	3.36%	7.09%	1.92%	2.42%	0.03%	0.09%	0.15%	0.32%	0.74%	1.27%
GS-A/7	#	13	7	6	0	0	5	3	1	3	0	0	0	0	1	0	0	0
	#	100.00%	53.84%	46.16%	00.00%	00.00%	38.46%	23.08%	07.69%	23.08%	00.00%	00.00%	00.00%	00.00%	07.69%	00.00%	00.00%	00.00%
GS-A/9	#	25	11	14	1	1	7	8	3	5	0	0	0	0	0	0	0	0
	#	100.00%	44.00%	56.00%	04.00%	04.00%	28.00%	32.00%	12.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/11	#	12	6	6	0	1	4	4	2	1	0	0	0	0	0	0	0	0
	#	99.99%	50.00%	49.99%	00.00%	08.33%	33.33%	33.33%	16.67%	08.33%	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 - FY2022

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/12	#	22	11	11	3	0	5	3	3	8	0	0	0	0	0	0	0	0
	#	100.01%	50.01%	50.00%	13.64%	00.00%	22.73%	13.64%	13.64%	36.36%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	14	8	6	1	0	3	3	3	3	1	0	0	0	0	0	0	0
	#	100.00%	57.14%	42.86%	07.14%	00.00%	21.43%	21.43%	21.43%	21.43%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/14	#	7	2	5	0	0	2	3	0	2	0	0	0	0	0	0	0	0
	#	100.00%	28.57%	71.43%	00.00%	00.00%	28.57%	42.86%	00.00%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	24																
Relevant Applicant Pool	%	100.02%	48.40%	51.62%	05.38%	02.15%	27.96%	25.81%	12.90%	23.66%	01.08%	00.00%	00.00%	00.00%	01.08%	00.00%	00.00%	00.00%
Internal Applications	#	272	106	166	26	29	54	46	23	82	1	2	0	3	0	4	2	0
	%	100.00%	38.97%	61.03%	9.56%	10.66%	19.85%	16.91%	8.46%	30.15%	0.37%	0.74%	0.00%	1.10%	0.00%	1.47%	0.74%	0.00%
Qualified Internal Applicants	#	139	55	84	15	15	30	28	9	37	1	2	0	0	0	2	0	0
	%	100.00%	39.57%	60.43%	10.79%	10.79%	21.58%	20.14%	6.47%	26.62%	0.72%	1.44%	0.00%	0.00%	0.00%	1.44%	0.00%	0.00%
Referred Applicants	#	139	55	84	15	15	30	28	9	37	1	2	0	0	0	2	0	0
	%	100.00%	39.57%	60.43%	10.79%	10.79%	21.58%	20.14%	6.47%	26.62%	0.72%	1.44%	0.00%	0.00%	0.00%	1.44%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	24	13	11	0	1	11	7	2	2	0	0	0	0	0	1	0	0
	%	100.00%	54.16%	45.84%	00.00%	04.17%	45.83%	29.17%	08.33%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	04.17%	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	#	63	29	34	4	3	13	10	9	19	0	1	2	0	1	0	0	1
	%	100.00%	46.03%	53.97%	06.35%	04.76%	20.63%	15.87%	14.29%	30.16%	00.00%	01.59%	03.17%	00.00%	01.59%	00.00%	00.00%	01.59%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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 Medical Officer	#	1,264	756	508	31	18	439	264	25	29	257	189	1	2	3	6	0	0
	%	99.99%	59.81%	40.18%	02.45%	01.42%	34.73%	20.89%	01.98%	02.29%	20.33%	14.95%	00.08%	00.16%	00.24%	00.47%	00.00%	00.00%
0602 RCLF (2018)		100.00%	63.73%	36.27%	3.77%	2.33%	45.61%	22.48%	2.30%	2.52%	10.56%	7.87%	0.04%	0.01%	0.08%	0.05%	1.37%	1.01%
VM-J/15	#	176	103	73	7	1	48	36	4	6	42	27	1	1	1	2	0	0
	#	100.00%	58.52%	41.48%	03.98%	00.57%	27.27%	20.45%	02.27%	03.41%	23.86%	15.34%	00.57%	00.57%	00.57%	01.14%	00.00%	00.00%
AD-L/0	#	2	1	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-L/15	#	1,037	624	413	24	16	365	214	21	22	212	156	0	1	2	4	0	0
	#	100.00%	60.17%	39.83%	02.31%	01.54%	35.20%	20.64%	02.03%	02.12%	20.44%	15.04%	00.00%	00.10%	00.19%	00.39%	00.00%	00.00%
SR-X/15	#	49	28	21	0	1	25	14	0	1	3	5	0	0	0	0	0	0
	#	99.99%	57.14%	42.85%	00.00%	02.04%	51.02%	28.57%	00.00%	02.04%	06.12%	10.20%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	19																
Relevant Applicant Pool	%	99.99%	59.81%	40.18%	02.45%	01.42%	34.73%	20.89%	01.98%	02.29%	20.33%	14.95%	00.08%	00.16%	00.24%	00.47%	00.00%	00.00%
Internal Applications	#	87	52	35	4	5	29	22	5	5	13	2	1	0	0	0	0	1
	%	100.00%	59.77%	40.23%	4.60%	5.75%	33.33%	25.29%	5.75%	5.75%	14.94%	2.30%	1.15%	0.00%	0.00%	0.00%	0.00%	1.15%
Qualified Internal Applicants	#	52	35	17	2	0	19	13	0	1	13	2	1	0	0	0	0	1
	%	100.00%	67.31%	32.69%	3.85%	0.00%	36.54%	25.00%	0.00%	1.92%	25.00%	3.85%	1.92%	0.00%	0.00%	0.00%	0.00%	1.92%
Referred Applicants	#	52	35	17	2	0	19	13	0	1	13	2	1	0	0	0	0	1
	%	100.00%	67.31%	32.69%	3.85%	0.00%	36.54%	25.00%	0.00%	1.92%	25.00%	3.85%	1.92%	0.00%	0.00%	0.00%	0.00%	1.92%
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	#	23																
Voluntarily Identified Applicants	#	715	273	442	23	36	111	208	54	124	77	69	4	0	4	4	0	1
	%	100.00%	38.18%	61.82%	3.22%	5.03%	15.52%	29.09%	7.55%	17.34%	10.77%	9.65%	0.56%	0.00%	0.56%	0.56%	0.00%	0.14%
Qualified External Applicants	#	274	130	144	15	13	57	84	22	29	36	13	0	0	0	4	0	1
	%	100.00%	47.45%	52.55%	5.47%	4.74%	20.80%	30.66%	8.03%	10.58%	13.14%	4.74%	0.00%	0.00%	0.00%	1.46%	0.00%	0.36%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	278	133	145	17	13	60	86	22	29	34	12	0	0	0	4	0	1
	%	100.00%	47.84%	52.16%	6.12%	4.68%	21.58%	30.94%	7.91%	10.43%	12.23%	4.32%	0.00%	0.00%	0.00%	1.44%	0.00%	0.36%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	360	198	162	7	10	113	80	9	7	62	60	0	2	0	1	7	2
	%	100.00%	54.99%	45.01%	01.94%	02.78%	31.39%	22.22%	02.50%	01.94%	17.22%	16.67%	00.00%	00.56%	00.00%	00.28%	01.94%	00.56%
0610 Nurse	#	2,762	510	2,252	68	173	235	1,089	71	474	116	452	5	17	10	40	5	7
	%	99.99%	18.46%	81.53%	02.46%	06.26%	08.51%	39.43%	02.57%	17.16%	04.20%	16.36%	00.18%	00.62%	00.36%	01.45%	00.18%	00.25%
0610 RCLF (2018)		100.00%	10.58%	89.42%	1.02%	5.68%	6.91%	65.63%	1.09%	9.71%	1.28%	6.45%	0.01%	0.08%	0.03%	0.35%	0.24%	1.51%
VN-K/1	#	128	31	97	2	4	18	41	6	23	4	26	0	0	0	3	1	0
	#	100.00%	24.22%	75.78%	01.56%	03.13%	14.06%	32.03%	04.69%	17.97%	03.13%	20.31%	00.00%	00.00%	00.00%	02.34%	00.78%	00.00%
VN-K/2	#	184	23	161	2	14	14	75	1	38	6	29	0	1	0	3	0	1
	#	99.99%	12.50%	87.49%	01.09%	07.61%	07.61%	40.76%	00.54%	20.65%	03.26%	15.76%	00.00%	00.54%	00.00%	01.63%	00.00%	00.54%
VN-K/3	#	56	9	47	1	0	5	29	0	11	3	6	0	1	0	0	0	0
	#	100.01%	16.08%	83.93%	01.79%	00.00%	08.93%	51.79%	00.00%	19.64%	05.36%	10.71%	00.00%	01.79%	00.00%	00.00%	00.00%	00.00%
VN-K/4	#	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%
VN-K/5	#	4	0	4	0	0	0	4	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	#	514	104	410	11	29	54	224	20	85	17	67	1	0	1	3	0	2
	#	100.00%	20.23%	79.77%	02.14%	05.64%	10.51%	43.58%	03.89%	16.54%	03.31%	13.04%	00.19%	00.00%	00.19%	00.58%	00.00%	00.39%
AD-M/1	#	735	168	567	30	50	63	242	14	106	55	144	2	6	4	16	0	3
	#	99.99%	22.84%	77.15%	04.08%	06.80%	08.57%	32.93%	01.90%	14.42%	07.48%	19.59%	00.27%	00.82%	00.54%	02.18%	00.00%	00.41%
AD-M/2	#	899	143	756	18	68	62	334	26	171	27	160	2	8	5	14	3	1
	#	99.99%	15.90%	84.09%	02.00%	07.56%	06.90%	37.15%	02.89%	19.02%	03.00%	17.80%	00.22%	00.89%	00.56%	01.56%	00.33%	00.11%
AD-M/3	#	231	30	201	4	8	17	132	4	39	4	20	0	1	0	1	1	0
	#	99.98%	12.98%	87.00%	01.73%	03.46%	07.36%	57.14%	01.73%	16.88%	01.73%	08.66%	00.00%	00.43%	00.00%	00.43%	00.43%	00.00%
AD-M/4	#	3	0	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0
	#	100.00%	00.00%	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%
AD-M/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%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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
SR-X/99	#	6	2	4	0	0	2	4	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	49																
Relevant Applicant Pool	%	99.99%	18.46%	81.53%	02.46%	06.26%	08.51%	39.43%	02.57%	17.16%	04.20%	16.36%	00.18%	00.62%	00.36%	01.45%	00.18%	00.25%
Internal Applications	#	603	86	517	12	47	44	268	19	141	11	46	0	0	0	11	0	4
	%	100.00%	14.26%	85.74%	1.99%	7.79%	7.30%	44.44%	3.15%	23.38%	1.82%	7.63%	0.00%	0.00%	0.00%	1.82%	0.00%	0.66%
Qualified Internal Applicants	#	238	41	197	4	20	27	103	3	49	7	17	0	0	0	8	0	0
	%	100.00%	17.23%	82.77%	1.68%	8.40%	11.34%	43.28%	1.26%	20.59%	2.94%	7.14%	0.00%	0.00%	0.00%	3.36%	0.00%	0.00%
Referred Applicants	#	186	31	155	3	17	21	79	3	41	4	10	0	0	0	8	0	0
	%	100.00%	16.67%	83.33%	1.61%	9.14%	11.29%	42.47%	1.61%	22.04%	2.15%	5.38%	0.00%	0.00%	0.00%	4.30%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	52	8	44	1	2	7	25	0	7	0	10	0	0	0	0	0	0
	%	100.00%	15.38%	84.62%	01.92%	03.85%	13.46%	48.08%	00.00%	13.46%	00.00%	19.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	194																
Voluntarily Identified Applicants	#	2,179	314	1,865	47	166	149	852	59	543	53	259	1	2	2	21	3	22
	%	100.00%	14.41%	85.59%	2.16%	7.62%	6.84%	39.10%	2.71%	24.92%	2.43%	11.89%	0.05%	0.09%	0.09%	0.96%	0.14%	1.01%
Qualified External Applicants	#	1,999	292	1,707	44	151	137	772	55	504	50	236	1	2	2	20	3	22
	%	100.00%	14.61%	85.39%	2.20%	7.55%	6.85%	38.62%	2.75%	25.21%	2.50%	11.81%	0.05%	0.10%	0.10%	1.00%	0.15%	1.10%
Referred Applicants	#	1,790	260	1,530	39	137	124	641	46	490	45	220	1	2	2	20	3	20
	%	100.00%	14.53%	85.47%	2.18%	7.65%	6.93%	35.81%	2.57%	27.37%	2.51%	12.29%	0.06%	0.11%	0.11%	1.12%	0.17%	1.12%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,726	342	1,384	33	78	163	671	40	256	89	325	1	5	2	15	14	34
	%	100.00%	19.82%	80.19%	01.91%	04.52%	09.44%	38.88%	02.32%	14.83%	05.16%	18.83%	00.06%	00.29%	00.12%	00.87%	00.81%	01.97%
0901 General Legal and Kindred Administration	#	5	3	2	0	0	0	1	3	1	0	0	0	0	0	0	0	0
	%	100.00%	60.00%	40.00%	00.00%	00.00%	00.00%	20.00%	60.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
0901 RCLF (2018)		100.00%	19.96%	80.04%	2.75%	10.74%	13.38%	58.32%	1.97%	6.61%	1.17%	2.25%	0.03%	0.10%	0.11%	0.40%	0.55%	1.61%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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/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%
GS-A/7	#	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%
GS-A/9	#	3	2	1	0	0	0	0	2	1	0	0	0	0	0	0	0	0
	#	100.00%	66.67%	33.33%	00.00%	00.00%	00.00%	00.00%	66.67%	33.33%	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%	60.00%	40.00%	00.00%	00.00%	00.00%	20.00%	60.00%	20.00%	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	#	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%
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	#	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%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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
0996 Veterans Claims Examining	#	61	37	24	3	1	27	14	6	7	0	1	0	0	1	1	0	0
	%	100.01%	60.66%	39.35%	04.92%	01.64%	44.26%	22.95%	09.84%	11.48%	00.00%	01.64%	00.00%	00.00%	01.64%	01.64%	00.00%	00.00%
0996 RCLF (2018)		100.00%	41.22%	58.78%	4.19%	5.86%	30.44%	37.31%	4.18%	12.00%	1.49%	2.01%	0.06%	0.09%	0.13%	0.22%	0.74%	1.30%
GS-A/7	#	18	12	6	3	0	7	5	2	0	0	1	0	0	0	0	0	0
	#	100.01%	66.67%	33.34%	16.67%	00.00%	38.89%	27.78%	11.11%	00.00%	00.00%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	11	3	8	0	1	2	4	0	2	0	0	0	0	1	1	0	0
	#	99.99%	27.27%	72.72%	00.00%	09.09%	18.18%	36.36%	00.00%	18.18%	00.00%	00.00%	00.00%	00.00%	09.09%	09.09%	00.00%	00.00%
GS-A/10	#	18	9	9	0	0	6	4	3	5	0	0	0	0	0	0	0	0
	#	100.00%	50.00%	50.00%	00.00%	00.00%	33.33%	22.22%	16.67%	27.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/11	#	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%
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	#	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	1																
Relevant Applicant Pool	%	100.01%	60.66%	39.35%	04.92%	01.64%	44.26%	22.95%	09.84%	11.48%	00.00%	01.64%	00.00%	00.00%	01.64%	01.64%	00.00%	00.00%
Internal Applications	#	9	4	5	0	1	3	2	1	2	0	0	0	0	0	0	0	0
	%	100.00%	44.44%	55.56%	0.00%	11.11%	33.33%	22.22%	11.11%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified Internal Applicants	#	7	3	4	0	1	2	1	1	2	0	0	0	0	0	0	0	0
	%	100.00%	42.86%	57.14%	0.00%	14.29%	28.57%	14.29%	14.29%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	7	3	4	0	1	2	1	1	2	0	0	0	0	0	0	0	0
	%	100.00%	42.86%	57.14%	0.00%	14.29%	28.57%	14.29%	14.29%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	29	16	13	0	0	8	5	6	8	1	0	0	0	1	0	0	0
	%	100.00%	55.18%	44.83%	00.00%	00.00%	27.59%	17.24%	20.69%	27.59%	03.45%	00.00%	00.00%	00.00%	03.45%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	2																

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	66	33	33	9	4	11	12	10	12	3	2	0	0	0	3	0	0
	%	100.00%	50.00%	50.00%	13.64%	6.06%	16.67%	18.18%	15.15%	18.18%	4.55%	3.03%	0.00%	0.00%	0.00%	4.55%	0.00%	0.00%
Qualified External Applicants	#	14	6	8	2	1	1	2	3	3	0	0	0	0	0	2	0	0
	%	100.00%	42.86%	57.14%	14.29%	7.14%	7.14%	14.29%	21.43%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%
Referred Applicants	#	14	6	8	2	1	1	2	3	3	0	0	0	0	0	2	0	0
	%	100.00%	42.86%	57.14%	14.29%	7.14%	7.14%	14.29%	21.43%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	22	16	6	1	1	9	3	3	0	0	2	0	0	1	0	2	0
	%	100.00%	72.74%	27.28%	04.55%	04.55%	40.91%	13.64%	13.64%	00.00%	00.00%	09.09%	00.00%	00.00%	04.55%	00.00%	09.09%	00.00%
1102 Contracting	#	11	7	4	0	0	5	1	1	3	1	0	0	0	0	0	0	0
	%	99.99%	63.63%	36.36%	00.00%	00.00%	45.45%	09.09%	09.09%	27.27%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
1102 RCLF (2018)		100.00%	47.26%	52.74%	4.27%	4.72%	36.80%	39.04%	3.32%	5.20%	1.97%	2.46%	0.05%	0.07%	0.17%	0.26%	0.68%	0.99%
GS-A/9	#	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/11	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
	#	99.99%	33.33%	66.66%	00.00%	00.00%	33.33%	33.33%	00.00%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/12	#	4	3	1	0	0	1	0	1	1	1	0	0	0	0	0	0	0
	#	100.00%	75.00%	25.00%	00.00%	00.00%	25.00%	00.00%	25.00%	25.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	1																
Relevant Applicant Pool	%	99.99%	63.63%	36.36%	00.00%	00.00%	45.45%	09.09%	09.09%	27.27%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Applications	#	27	12	15	0	2	8	8	4	3	0	1	0	0	0	0	0	1
	%	100.00%	44.44%	55.56%	0.00%	7.41%	29.63%	29.63%	14.81%	11.11%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%
Qualified Internal Applicants	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	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 - FY2022

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	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%
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified Applicants	#	84	38	46	6	1	16	17	16	26	0	2	0	0	0	0	0	0
	%	100.00%	45.24%	54.76%	7.14%	1.19%	19.05%	20.24%	19.05%	30.95%	0.00%	2.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified External Applicants	#	19	8	11	2	0	2	3	4	8	0	0	0	0	0	0	0	0
	%	100.00%	42.11%	57.89%	10.53%	0.00%	10.53%	15.79%	21.05%	42.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	19	8	11	2	0	2	3	4	8	0	0	0	0	0	0	0	0
	%	100.00%	42.11%	57.89%	10.53%	0.00%	10.53%	15.79%	21.05%	42.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	34	21	13	1	0	11	8	5	4	2	0	0	0	1	0	1	1
	%	100.00%	61.76%	38.23%	02.94%	00.00%	32.35%	23.53%	14.71%	11.76%	05.88%	00.00%	00.00%	00.00%	02.94%	00.00%	02.94%	02.94%
2210 Information Technology Management	#	52	47	5	5	1	23	3	13	1	1	0	0	0	2	0	3	0
	%	100.00%	90.39%	09.61%	09.62%	01.92%	44.23%	05.77%	25.00%	01.92%	01.92%	00.00%	00.00%	00.00%	03.85%	00.00%	05.77%	00.00%
2210 RCLF (2018)		100.00%	70.73%	29.27%	4.47%	1.67%	54.09%	21.73%	3.60%	2.53%	7.05%	2.58%	0.06%	0.03%	0.13%	0.06%	1.35%	0.66%
GS-A/7	#	5	3	2	0	1	2	1	0	0	1	0	0	0	0	0	0	0
	#	100.00%	60.00%	40.00%	00.00%	20.00%	40.00%	20.00%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	6	5	1	0	0	2	0	2	1	0	0	0	0	0	0	1	0
	#	100.00%	83.33%	16.67%	00.00%	00.00%	33.33%	00.00%	33.33%	16.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	16.67%	00.00%
GS-A/11	#	15	14	1	1	0	7	1	5	0	0	0	0	0	1	0	0	0
	#	100.01%	93.34%	06.67%	06.67%	00.00%	46.67%	06.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	06.67%	00.00%	00.00%	00.00%
GS-A/12	#	7	7	0	2	0	3	0	2	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	00.00%	28.57%	00.00%	42.86%	00.00%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	14	13	1	0	0	6	1	4	0	0	0	0	0	1	0	2	0
	#	100.00%	92.86%	07.14%	00.00%	00.00%	42.86%	07.14%	28.57%	00.00%	00.00%	00.00%	00.00%	00.00%	07.14%	00.00%	14.29%	00.00%
GS-A/14	#	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%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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/15	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	#	100.00%	100.00%	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%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	%	100.00%	90.39%	09.61%	09.62%	01.92%	44.23%	05.77%	25.00%	01.92%	01.92%	00.00%	00.00%	00.00%	03.85%	00.00%	05.77%	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	#	6	6	0	0	0	4	0	2	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%
New Hires																		
Vacancy Announcements	#	1																
Voluntarily Identified Applicants	#	20	20	0	1	0	10	0	4	0	4	0	0	0	1	0	0	0
	%	100.00%	100.00%	0.00%	5.00%	0.00%	50.00%	0.00%	20.00%	0.00%	20.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%
Qualified External Applicants	#	9	9	0	1	0	5	0	1	0	2	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	11.11%	0.00%	55.56%	0.00%	11.11%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	9	9	0	1	0	5	0	1	0	2	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	11.11%	0.00%	55.56%	0.00%	11.11%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	41	36	5	5	2	15	3	6	0	4	0	0	0	0	0	6	0
	%	100.00%	87.81%	12.20%	12.20%	04.88%	36.59%	07.32%	14.63%	00.00%	09.76%	00.00%	00.00%	00.00%	00.00%	00.00%	14.63%	00.00%
4754 Cemetery Caretaking	#	75	70	5	11	0	47	3	6	2	2	0	0	0	4	0	0	0
	%	100.01%	93.34%	06.67%	14.67%	00.00%	62.67%	04.00%	08.00%	02.67%	02.67%	00.00%	00.00%	00.00%	05.33%	00.00%	00.00%	00.00%
4754 RCLF (2018)		100.00%	92.74%	7.26%	18.91%	0.88%	59.63%	5.38%	10.40%	0.64%	1.01%	0.11%	0.19%	0.01%	0.91%	0.07%	1.70%	0.18%

Table A6: MISSION CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Temporary Workforce - SEP - FY2022

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
WG-1/4	#	4	3	1	1	0	1	1	1	0	0	0	0	0	0	0	0	0
	#	100.00%	75.00%	25.00%	25.00%	00.00%	25.00%	25.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/5	#	57	54	3	8	0	36	2	5	1	2	0	0	0	3	0	0	0
	#	100.00%	94.74%	05.26%	14.04%	00.00%	63.16%	03.51%	08.77%	01.75%	03.51%	00.00%	00.00%	00.00%	05.26%	00.00%	00.00%	00.00%
WG-1/6	#	14	13	1	2	0	10	0	0	1	0	0	0	0	1	0	0	0
	#	100.00%	92.86%	07.14%	14.29%	00.00%	71.43%	00.00%	00.00%	07.14%	00.00%	00.00%	00.00%	00.00%	07.14%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	35																
Relevant Applicant Pool	%	100.01%	93.34%	06.67%	14.67%	00.00%	62.67%	04.00%	08.00%	02.67%	02.67%	00.00%	00.00%	00.00%	05.33%	00.00%	00.00%	00.00%
Internal Applications	#	122	116	6	32	2	64	2	16	2	2	0	1	0	1	0	0	0
	%	100.00%	95.08%	4.92%	26.23%	1.64%	52.46%	1.64%	13.11%	1.64%	1.64%	0.00%	0.82%	0.00%	0.82%	0.00%	0.00%	0.00%
Qualified Internal Applicants	#	63	61	2	10	0	41	2	7	0	2	0	0	0	1	0	0	0
	%	100.00%	96.83%	3.17%	15.87%	0.00%	65.08%	3.17%	11.11%	0.00%	3.17%	0.00%	0.00%	0.00%	1.59%	0.00%	0.00%	0.00%
Referred Applicants	#	63	61	2	10	0	41	2	7	0	2	0	0	0	1	0	0	0
	%	100.00%	96.83%	3.17%	15.87%	0.00%	65.08%	3.17%	11.11%	0.00%	3.17%	0.00%	0.00%	0.00%	1.59%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2	2	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	60																
Voluntarily Identified Applicants	#	335	304	31	129	15	133	11	28	4	3	1	1	0	6	0	4	0
	%	100.00%	90.75%	9.25%	38.51%	4.48%	39.70%	3.28%	8.36%	1.19%	0.90%	0.30%	0.30%	0.00%	1.79%	0.00%	1.19%	0.00%
Qualified External Applicants	#	201	189	12	74	4	92	7	17	0	2	1	0	0	1	0	3	0
	%	100.00%	94.03%	5.97%	36.82%	1.99%	45.77%	3.48%	8.46%	0.00%	1.00%	0.50%	0.00%	0.00%	0.50%	0.00%	1.49%	0.00%
Referred Applicants	#	181	169	12	56	4	91	7	16	0	2	1	0	0	1	0	3	0
	%	100.00%	93.37%	6.63%	30.94%	2.21%	50.28%	3.87%	8.84%	0.00%	1.10%	0.55%	0.00%	0.00%	0.55%	0.00%	1.66%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	117	111	6	18	0	69	4	13	2	4	0	2	0	5	0	0	0
	%	100.00%	94.86%	05.13%	15.38%	00.00%	58.97%	03.42%	11.11%	01.71%	03.42%	00.00%	01.71%	00.00%	04.27%	00.00%	00.00%	00.00%

Workforce data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents. Applicant Flow Data retrieved from OPM's USA Staffing on October 5, 2022; includes all announcement types except permanent and excludes unknowns.

This list of mission critical occupations was developed by the Department's Office of the Chief Human Capital Officer.

RCLF comparisons are based on Census Bureau's 2014 – 2018 American Community Survey National EEO Tabulation data and excludes Puerto Rico, and other US territories (i.e., Guam, ...).

Row category totals may not match from Table A and Table B due to missing gender data.

*** This data is not available.

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	1,757	1,349	318	90	11	2	0	3	1	0	3	0	0	0	2	0	0
	%	100.00%	76.78%	18.10%	05.12%	00.63%	00.11%	00.00%	00.17%	00.06%	00.00%	00.17%	00.00%	00.00%	00.00%	00.11%	00.00%	00.00%
GS-A/11	#	111	84	21	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.68%	18.92%	05.41%	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%
GS-A/12	#	203	163	30	10	2	1	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	80.30%	14.78%	04.93%	00.99%	00.49%	00.00%	00.00%	00.00%	00.00%	00.49%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/13	#	217	191	17	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.02%	07.83%	04.15%	00.00%	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	#	13	13	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	#	1,206	891	250	65	9	1	0	3	1	0	2	0	0	0	2	0	0
	%	100.00%	73.88%	20.73%	05.39%	00.75%	00.08%	00.00%	00.25%	00.08%	00.00%	00.17%	00.00%	00.00%	00.00%	00.17%	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	#	12																
Relevant Applicant Pool	%	100.00%	76.78%	18.10%	05.12%	00.63%	00.11%	00.00%	00.17%	00.06%	00.00%	00.17%	00.00%	00.00%	00.00%	00.11%	00.00%	00.00%
Internal Applications	#	28	24	2	2	2	0	0	0	0	0	2	0	0	0	0	0	0
	%	100.00%	85.71%	7.14%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified Internal Applicants	#	19	16	2	1	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	84.21%	10.53%	5.26%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Referred Applicants	#	19	16	2	1	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	84.21%	10.53%	5.26%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	102	80	19	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	78.43%	18.63%	02.94%	00.98%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.98%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	7																

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	29	26	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.66%	0.00%	10.34%	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	#	23	20	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.96%	0.00%	13.04%	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	#	23	20	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.96%	0.00%	13.04%	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	#	1,106	807	242	57	9	2	0	2	1	0	2	0	0	0	2	0	0
	%	100.00%	78.43%	18.63%	02.94%	00.98%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.98%	00.00%	00.00%
0185 Social Work	#	1,058	783	193	82	19	2	2	1	1	1	0	1	1	0	10	0	0
	%	100.00%	74.01%	18.24%	07.75%	01.80%	00.19%	00.19%	00.09%	00.09%	00.09%	00.00%	00.09%	00.09%	00.00%	00.95%	00.00%	00.00%
GS-A/9	#	135	97	24	14	3	0	1	0	0	0	0	0	0	0	2	0	0
	%	100.00%	71.85%	17.78%	10.37%	02.22%	00.00%	00.74%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.48%	00.00%	00.00%
GS-A/11	#	143	125	9	9	2	0	0	0	1	0	0	0	0	0	1	0	0
	%	100.00%	87.41%	06.29%	06.29%	01.40%	00.00%	00.00%	00.00%	00.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.70%	00.00%	00.00%
GS-A/12	#	75	62	6	7	1	0	0	0	0	0	0	1	0	0	0	0	0
	%	100.00%	82.67%	08.00%	09.33%	01.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.33%	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/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	#	699	493	154	52	13	2	1	1	0	1	0	0	1	0	7	0	0
	%	100.00%	70.53%	22.03%	07.44%	01.86%	00.29%	00.14%	00.14%	00.00%	00.14%	00.00%	00.00%	00.14%	00.00%	01.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	38																
Relevant Applicant Pool	%	100.00%	74.01%	18.24%	07.75%	01.80%	00.19%	00.19%	00.09%	00.09%	00.09%	00.00%	00.09%	00.09%	00.00%	00.95%	00.00%	00.00%
Internal Applications	#	94	67	11	16	11	0	2	1	0	1	0	0	0	0	7	0	0
	%	100.00%	71.28%	11.70%	17.02%	11.70%	0.00%	2.13%	1.06%	0.00%	1.06%	0.00%	0.00%	0.00%	0.00%	7.45%	0.00%	0.00%
Qualified Internal Applicants	#	41	21	10	10	9	0	2	1	0	0	0	0	0	0	6	0	0
	%	100.00%	51.22%	24.39%	24.39%	21.95%	0.00%	4.88%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.63%	0.00%	0.00%
Referred Applicants	#	41	21	10	10	9	0	2	1	0	0	0	0	0	0	6	0	0
	%	100.00%	51.22%	24.39%	24.39%	21.95%	0.00%	4.88%	2.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.63%	0.00%	0.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	50	41	5	4	2	0	0	0	0	0	0	1	0	0	1	0	0
	%	100.00%	82.00%	10.00%	08.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.00%	00.00%	00.00%	02.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	65																
Voluntarily Identified Applicants	#	466	373	20	73	41	0	12	6	2	0	1	0	0	0	20	0	0
	%	100.00%	80.04%	4.29%	15.67%	8.80%	0.00%	2.58%	1.29%	0.43%	0.00%	0.21%	0.00%	0.00%	0.00%	4.29%	0.00%	0.00%
Qualified External Applicants	#	291	229	14	48	27	0	5	6	0	0	1	0	0	0	15	0	0
	%	100.00%	78.69%	4.81%	16.49%	9.28%	0.00%	1.72%	2.06%	0.00%	0.00%	0.34%	0.00%	0.00%	0.00%	5.15%	0.00%	0.00%
Referred Applicants	#	284	223	13	48	27	0	5	6	0	0	1	0	0	0	15	0	0
	%	100.00%	78.52%	4.58%	16.90%	9.51%	0.00%	1.76%	2.11%	0.00%	0.00%	0.35%	0.00%	0.00%	0.00%	5.28%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,174	838	253	83	22	1	4	2	0	1	0	0	0	0	14	0	0
	%	100.00%	82.00%	10.00%	08.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.00%	00.00%	00.00%	02.00%	00.00%	00.00%
0201 Human Resources Management	#	93	28	15	50	14	1	0	3	0	0	0	0	0	0	10	0	0
	%	100.00%	30.11%	16.13%	53.76%	15.05%	01.08%	00.00%	03.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	10.75%	00.00%	00.00%
GS-A/7	#	13	4	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	30.77%	15.38%	53.85%	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%
GS-A/9	#	25	4	5	16	6	1	0	1	0	0	0	0	0	0	4	0	0
	%	100.00%	16.00%	20.00%	64.00%	24.00%	04.00%	00.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	16.00%	00.00%	00.00%
GS-A/11	#	12	1	2	9	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100.00%	08.33%	16.67%	75.00%	25.00%	00.00%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	16.67%	00.00%	00.00%
GS-A/12	#	22	12	2	8	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	54.55%	09.09%	36.36%	09.09%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%
GS-A/13	#	14	3	4	7	3	0	0	0	0	0	0	0	0	0	3	0	0
	%	100.00%	21.43%	28.57%	50.00%	21.43%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	21.43%	00.00%	00.00%
GS-A/14	#	7	4	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	57.14%	00.00%	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 Competitive Promotions																		
Vacancy Announcements	#	24																
Relevant Applicant Pool	%	100.00%	30.11%	16.13%	53.76%	15.05%	01.08%	00.00%	03.23%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	10.75%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	93	60	8	25	16	2	2	1	0	0	2	0	0	0	9	0	0
	%	100.00%	64.52%	8.60%	26.88%	17.20%	2.15%	2.15%	1.08%	0.00%	0.00%	2.15%	0.00%	0.00%	0.00%	9.68%	0.00%	0.00%
Qualified Internal Applicants	#	32	18	4	10	5	0	0	1	0	0	2	0	0	0	2	0	0
	%	100.00%	56.25%	12.50%	31.25%	15.63%	0.00%	0.00%	3.13%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%
Referred Applicants	#	32	18	4	10	5	0	0	1	0	0	2	0	0	0	2	0	0
	%	100.00%	56.25%	12.50%	31.25%	15.63%	0.00%	0.00%	3.13%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	24	11	1	12	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100.00%	45.83%	04.17%	50.00%	12.50%	00.00%	00.00%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	08.33%	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	#	63	22	18	23	7	2	0	1	0	0	0	0	0	0	4	0	0
	%	100.00%	45.83%	04.17%	50.00%	12.50%	00.00%	00.00%	04.17%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	08.33%	00.00%	00.00%
0602 Medical Officer	#	1,264	1,126	116	22	4	0	0	2	0	1	0	1	0	0	0	0	0
	%	100.00%	89.08%	09.18%	01.74%	00.32%	00.00%	00.00%	00.16%	00.00%	00.08%	00.00%	00.08%	00.00%	00.00%	00.00%	00.00%	00.00%
VM-J/15	#	176	157	15	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.20%	08.52%	02.27%	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%
AD-L/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%
AD-L/15	#	1,037	921	98	18	4	0	0	2	0	1	0	1	0	0	0	0	0
	%	100.00%	88.81%	09.45%	01.74%	00.39%	00.00%	00.00%	00.19%	00.00%	00.10%	00.00%	00.10%	00.00%	00.00%	00.00%	00.00%	00.00%
SR-X/15	#	49	46	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	93.88%	06.12%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	19																
Relevant Applicant Pool	%	100.00%	89.08%	09.18%	01.74%	00.32%	00.00%	00.00%	00.16%	00.00%	00.08%	00.00%	00.08%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Applications	#	30	25	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	13.33%	3.33%	3.33%	3.33%	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	#	24	20	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	16.67%	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	#	24	20	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	16.67%	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%
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	#	23																
Voluntarily Identified Applicants	#	388	326	24	38	22	0	6	8	0	0	0	0	0	0	8	0	0
	%	100.00%	84.02%	6.19%	9.79%	5.67%	0.00%	1.55%	2.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.06%	0.00%	0.00%
Qualified External Applicants	#	151	110	21	20	14	0	2	8	0	0	0	0	0	0	4	0	0
	%	100.00%	72.85%	13.91%	13.25%	9.27%	0.00%	1.32%	5.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.65%	0.00%	0.00%
Referred Applicants	#	151	109	22	20	14	0	2	8	0	0	0	0	0	0	4	0	0
	%	100.00%	72.19%	14.57%	13.25%	9.27%	0.00%	1.32%	5.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.65%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	360	283	68	9	2	0	0	1	0	1	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	#	2,762	2,224	410	128	10	0	1	3	0	0	1	0	1	0	3	0	1
	%	100.00%	80.52%	14.84%	04.63%	00.36%	00.00%	00.04%	00.11%	00.00%	00.00%	00.04%	00.00%	00.04%	00.00%	00.11%	00.00%	00.04%
VN-K/1	#	128	108	12	8	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	84.38%	09.38%	06.25%	00.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.78%
VN-K/2	#	184	168	11	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.30%	05.98%	02.72%	00.00%	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	#	56	49	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	87.50%	05.36%	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%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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/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%
VN-K/5	#	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%
AD-M/0	#	514	392	100	22	4	0	1	1	0	0	1	0	0	0	1	0	0
	%	100.00%	76.26%	19.46%	04.28%	00.78%	00.00%	00.19%	00.19%	00.00%	00.00%	00.19%	00.00%	00.00%	00.00%	00.19%	00.00%	00.00%
AD-M/1	#	735	569	133	33	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	77.41%	18.10%	04.49%	00.27%	00.00%	00.00%	00.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.14%	00.00%	00.00%
AD-M/2	#	899	743	114	42	3	0	0	1	0	0	0	0	1	0	1	0	0
	%	100.00%	82.65%	12.68%	04.67%	00.33%	00.00%	00.00%	00.11%	00.00%	00.00%	00.00%	00.00%	00.11%	00.00%	00.11%	00.00%	00.00%
AD-M/3	#	231	181	36	14	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	78.35%	15.58%	06.06%	00.00%	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/4	#	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-M/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%
SR-X/99	#	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	49																
Relevant Applicant Pool	%	100.00%	80.52%	14.84%	04.63%	00.36%	00.00%	00.04%	00.11%	00.00%	00.00%	00.04%	00.00%	00.04%	00.00%	00.11%	00.00%	00.04%
Internal Applications	#	263	221	17	25	5	0	0	0	0	1	0	0	1	0	3	0	0
	%	100.00%	84.03%	6.46%	9.51%	1.90%	0.00%	0.00%	0.00%	0.00%	0.38%	0.00%	0.00%	0.38%	0.00%	1.14%	0.00%	0.00%
Qualified Internal Applicants	#	103	85	8	10	2	0	0	0	0	1	0	0	0	0	1	0	0
	%	100.00%	82.52%	7.77%	9.71%	1.94%	0.00%	0.00%	0.00%	0.00%	0.97%	0.00%	0.00%	0.00%	0.00%	0.97%	0.00%	0.00%
Referred Applicants	#	75	60	6	9	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	80.00%	8.00%	12.00%	1.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.33%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	52	47	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.38%	09.62%	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%
New Hires																		
Vacancy Announcements	#	194																

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	1,272	1,156	48	68	31	0	2	3	2	1	0	0	2	0	20	0	1
	%	100.00%	90.88%	3.77%	5.35%	2.44%	0.00%	0.16%	0.24%	0.16%	0.08%	0.00%	0.00%	0.16%	0.00%	1.57%	0.00%	0.08%
Qualified External Applicants	#	1,135	1,033	41	61	29	0	2	2	2	1	0	0	1	0	20	0	1
	%	100.00%	91.01%	3.61%	5.37%	2.56%	0.00%	0.18%	0.18%	0.18%	0.09%	0.00%	0.00%	0.09%	0.00%	1.76%	0.00%	0.09%
Referred Applicants	#	989	900	38	51	24	0	2	0	2	1	0	0	0	0	18	0	1
	%	100.00%	91.00%	3.84%	5.16%	2.43%	0.00%	0.20%	0.00%	0.20%	0.10%	0.00%	0.00%	0.00%	0.00%	1.82%	0.00%	0.10%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,726	1,272	373	81	11	0	0	3	0	1	1	0	1	0	5	0	0
	%	100.00%	90.38%	09.62%	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%
0901 General Legal and Kindred Administration	#	5	1	0	4	2	0	0	0	0	0	1	0	0	0	1	0	0
	%	100.00%	20.00%	00.00%	80.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	20.00%	00.00%	00.00%
GS-A/5	#	1	0	0	1	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	00.00%	00.00%	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%
GS-A/7	#	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/9	#	3	1	0	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	33.33%	00.00%	66.67%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	33.33%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	%	100.00%	20.00%	00.00%	80.00%	40.00%	00.00%	00.00%	00.00%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	20.00%	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	#	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%
New Hires																		
Vacancy Announcements	#	0																

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	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	#	2	0	0	2	2	0	0	0	0	0	1	0	0	0	1	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%
0996 Veterans Claims Examining	#	61	26	14	21	4	0	0	1	0	0	0	0	0	0	3	0	0
	%	100.00%	42.62%	22.95%	34.43%	06.56%	00.00%	00.00%	01.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.92%	00.00%	00.00%
GS-A/7	#	18	4	8	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	22.22%	44.44%	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%
GS-A/9	#	11	7	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	63.64%	18.18%	18.18%	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%
GS-A/10	#	18	10	2	6	3	0	0	1	0	0	0	0	0	0	2	0	0
	%	100.00%	55.56%	11.11%	33.33%	16.67%	00.00%	00.00%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	11.11%	00.00%	00.00%
GS-A/11	#	8	3	1	4	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	37.50%	12.50%	50.00%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	12.50%	00.00%	00.00%
GS-A/12	#	4	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	25.00%	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	#	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	1																
Relevant Applicant Pool	%	100.00%	42.62%	22.95%	34.43%	06.56%	00.00%	00.00%	01.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.92%	00.00%	00.00%
Internal Applications	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	0.00%	33.33%	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	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%	0.00%	0.00%
Referred Applicants	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%	0.00%	0.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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	#	29	7	4	18	4	0	1	1	0	0	0	0	0	0	2	0	0
	%	100.00%	24.14%	13.79%	62.07%	13.79%	00.00%	03.45%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.90%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified Applicants	#	40	30	5	5	4	0	3	0	0	0	0	0	0	0	1	0	0
	%	100.00%	75.00%	12.50%	12.50%	10.00%	0.00%	7.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	0.00%	0.00%
Qualified External Applicants	#	11	9	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	81.82%	18.18%	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	#	11	9	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	81.82%	18.18%	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	#	22	5	7	10	3	0	2	0	0	0	0	0	0	0	1	0	0
	%	100.00%	24.14%	13.79%	62.07%	13.79%	00.00%	03.45%	03.45%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	06.90%	00.00%	00.00%
1102 Contracting	#	11	3	4	4	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	27.27%	36.36%	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%
GS-A/9	#	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/11	#	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%
GS-A/12	#	4	1	2	1	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	25.00%	50.00%	25.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	25.00%	00.00%	00.00%
GS-A/13	#	3	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	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%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	1																
Relevant Applicant Pool	%	100.00%	27.27%	36.36%	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%
Internal Applications	#	13	9	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	69.23%	7.69%	23.08%	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	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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	1	0	0	0	0	0	0	0	0	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	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%
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified Applicants	#	35	27	2	6	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	77.14%	5.71%	17.14%	5.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.71%	0.00%	0.00%
Qualified External Applicants	#	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	14.29%	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	#	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	14.29%	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	#	34	11	16	7	4	0	2	0	0	0	1	0	1	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%
2210 Information Technology Management	#	52	14	18	20	5	0	1	0	0	0	0	0	0	0	4	0	0
	%	100.00%	26.92%	34.62%	38.46%	09.62%	00.00%	01.92%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	07.69%	00.00%	00.00%
GS-A/7	#	5	1	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	20.00%	60.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/9	#	6	1	3	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	16.67%	50.00%	33.33%	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%
GS-A/11	#	15	4	3	8	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	26.67%	20.00%	53.33%	13.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	13.33%	00.00%	00.00%
GS-A/12	#	7	3	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	42.86%	28.57%	28.57%	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%
GS-A/13	#	14	5	5	4	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	35.71%	35.71%	28.57%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	07.14%	00.00%	00.00%
GS-A/14	#	3	0	1	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	33.33%	66.67%	33.33%	00.00%	33.33%	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 - FY2022

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/15	#	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	%	100.00%	26.92%	34.62%	38.46%	09.62%	00.00%	01.92%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	07.69%	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	#	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%
New Hires																		
Vacancy Announcements	#	1																
Voluntarily Identified Applicants	#	10	8	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	0.00%	20.00%	10.00%	10.00%	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	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	0.00%	25.00%	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	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	75.00%	0.00%	25.00%	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	#	41	14	16	11	3	0	0	0	0	0	0	0	0	0	3	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%
4754 Cemetery Caretaking	#	75	31	33	11	4	0	1	0	0	0	0	0	0	0	3	0	0
	%	100.00%	41.33%	44.00%	14.67%	05.33%	00.00%	01.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%	00.00%
WG-1/4	#	4	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	25.00%	75.00%	00.00%	00.00%	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	#	57	25	26	6	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	43.86%	45.61%	10.53%	01.75%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.75%	00.00%	00.00%

Table B6: MISSION CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate) - Temporary Workforce - SEP - FY2022

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)
WG-1/6	#	14	5	4	5	3	0	1	0	0	0	0	0	0	0	2	0	0
	%	100.00%	35.71%	28.57%	35.71%	21.43%	00.00%	07.14%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	14.29%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	35																
Relevant Applicant Pool	%	100.00%	41.33%	44.00%	14.67%	05.33%	00.00%	01.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%	00.00%
Internal Applications	#	77	49	7	21	13	0	3	2	0	0	0	0	0	0	7	0	1
	%	100.00%	63.64%	9.09%	27.27%	16.88%	0.00%	3.90%	2.60%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%	1.30%
Qualified Internal Applicants	#	33	16	5	12	6	0	2	0	0	0	0	0	0	0	4	0	0
	%	100.00%	48.48%	15.15%	36.36%	18.18%	0.00%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.12%	0.00%	0.00%
Referred Applicants	#	33	16	5	12	6	0	2	0	0	0	0	0	0	0	4	0	0
	%	100.00%	48.48%	15.15%	36.36%	18.18%	0.00%	6.06%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.12%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	50.00%	50.00%	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%
New Hires																		
Vacancy Announcements	#	60																
Voluntarily Identified Applicants	#	247	203	16	28	18	1	4	0	0	0	0	0	0	0	13	0	0
	%	100.00%	82.19%	6.48%	11.34%	7.29%	0.40%	1.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%
Qualified External Applicants	#	139	109	7	23	15	1	4	0	0	0	0	0	0	0	10	0	0
	%	100.00%	78.42%	5.04%	16.55%	10.79%	0.72%	2.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.19%	0.00%	0.00%
Referred Applicants	#	129	102	6	21	13	0	3	0	0	0	0	0	0	0	10	0	0
	%	100.00%	79.07%	4.65%	16.28%	10.08%	0.00%	2.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.75%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	117	59	42	16	5	0	2	0	0	0	0	0	0	0	3	0	0
	%	100.00%	00.00%	50.00%	50.00%	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%

Workforce data shown includes full-time, part-time, and intermittent temporary employees in a pay status and excluding medical and Manila residents.
Applicant Flow Data retrieved from OPM's USA Staffing on October 5, 2022; includes all announcement types except permanent and excludes unknowns.
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.
*** This data is not available.

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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	%	100.00%	33.19%	66.81%	02.37%	03.79%	21.21%	38.94%	04.14%	13.52%	04.71%	09.02%	00.14%	00.28%	00.47%	01.04%	00.15%	00.22%
Total Senior Grades	#	93,404	38,979	54,425	2,200	2,587	27,175	34,845	3,382	8,727	5,522	7,295	111	168	472	629	117	174
	%	100.01%	41.74%	58.27%	02.36%	02.77%	29.09%	37.31%	03.62%	09.34%	05.91%	07.81%	00.12%	00.18%	00.51%	00.67%	00.13%	00.19%
SES or Equivalent	#	444	281	163	13	3	208	107	43	37	12	11	0	2	5	1	0	2
	%	100.01%	63.29%	36.72%	02.93%	00.68%	46.85%	24.10%	09.68%	08.33%	02.70%	02.48%	00.00%	00.45%	01.13%	00.23%	00.00%	00.45%
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	%	99.99%	58.32%	41.67%	03.05%	02.30%	38.81%	23.42%	02.86%	03.48%	12.61%	11.65%	00.15%	00.15%	00.71%	00.58%	00.13%	00.09%
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	#	52	21	31	3	0	14	19	4	7	0	4	0	0	0	0	0	1
	%	99.99%	40.38%	59.61%	05.77%	00.00%	26.92%	36.54%	07.69%	13.46%	00.00%	07.69%	00.00%	00.00%	00.00%	00.00%	00.00%	01.92%
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified Applicants	#	32	24	8	2	0	18	6	3	1	0	0	1	0	0	0	0	1
	%	100.00%	75.00%	25.00%	6.25%	0.00%	56.25%	18.75%	9.38%	3.13%	0.00%	0.00%	3.13%	0.00%	0.00%	0.00%	0.00%	3.13%
Qualified External Applicants	#	11	8	3	2	0	5	3	1	0	0	0	0	0	0	0	0	0
	%	100.00%	72.73%	27.27%	18.18%	0.00%	45.45%	27.27%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	11	8	3	2	0	5	3	1	0	0	0	0	0	0	0	0	0
	%	100.00%	72.73%	27.27%	18.18%	0.00%	45.45%	27.27%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	16	13	3	1	1	9	1	1	1	2	0	0	0	0	0	0	0
	%	100.00%	81.25%	18.75%	06.25%	06.25%	56.25%	06.25%	06.25%	06.25%	12.50%	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	#	32,044	18,695	13,349	977	735	12,443	7,505	918	1,116	4,040	3,730	49	48	227	187	41	28
	%	99.99%	58.34%	41.65%	03.05%	02.29%	38.83%	23.42%	02.86%	03.48%	12.61%	11.64%	00.15%	00.15%	00.71%	00.58%	00.13%	00.09%
Internal Competitive Promotions																		
Vacancy Announcements	#	206																
Relevant Applicant Pool	%	99.99%	44.81%	55.18%	02.35%	02.25%	33.22%	37.37%	05.41%	11.40%	02.97%	03.26%	00.11%	00.15%	00.54%	00.54%	00.21%	00.21%
Internal Applications	#	3,673	2,072	1,601	263	168	1,037	734	524	558	166	95	5	5	48	17	29	24
	%	100.00%	56.41%	43.59%	7.16%	4.57%	28.23%	19.98%	14.27%	15.19%	4.52%	2.59%	0.14%	0.14%	1.31%	0.46%	0.79%	0.65%
Qualified Internal Applicants	#	1,972	1,117	855	139	77	586	430	250	283	102	42	2	3	29	8	9	12
	%	100.00%	56.64%	43.36%	7.05%	3.90%	29.72%	21.81%	12.68%	14.35%	5.17%	2.13%	0.10%	0.15%	1.47%	0.41%	0.46%	0.61%

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	1,857	1,040	817	131	72	553	413	229	270	91	39	1	3	29	8	6	12
	%	100.00%	56.00%	44.00%	7.05%	3.88%	29.78%	22.24%	12.33%	14.54%	4.90%	2.10%	0.05%	0.16%	1.56%	0.43%	0.32%	0.65%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	566	203	363	10	22	155	270	27	54	9	15	0	0	2	2	0	0
	%	100.00%	35.87%	64.13%	01.77%	03.89%	27.39%	47.70%	04.77%	09.54%	01.59%	02.65%	00.00%	00.00%	00.35%	00.35%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	67																
Voluntarily Identified Applicants	#	3,014	2,007	1,007	216	89	1,054	496	377	321	299	85	4	1	35	8	22	7
	%	100.00%	66.59%	33.41%	7.17%	2.95%	34.97%	16.46%	12.51%	10.65%	9.92%	2.82%	0.13%	0.03%	1.16%	0.27%	0.73%	0.23%
Qualified External Applicants	#	1,822	1,190	632	118	51	627	335	219	192	183	46	3	0	25	3	15	5
	%	100.00%	65.31%	34.69%	6.48%	2.80%	34.41%	18.39%	12.02%	10.54%	10.04%	2.52%	0.16%	0.00%	1.37%	0.16%	0.82%	0.27%
Referred Applicants	#	1,438	951	487	97	41	502	256	180	152	130	33	3	0	24	2	15	3
	%	100.00%	66.13%	33.87%	6.75%	2.85%	34.91%	17.80%	12.52%	10.57%	9.04%	2.29%	0.21%	0.00%	1.67%	0.14%	1.04%	0.21%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	3,065	1,759	1,306	73	52	1,167	700	84	123	384	385	5	4	15	12	31	30
	%	100.00%	57.39%	42.61%	02.38%	01.70%	38.08%	22.84%	02.74%	04.01%	12.53%	12.56%	00.16%	00.13%	00.49%	00.39%	01.01%	00.98%
Career Developmental Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
GS-14 or Equivalent	#	9,999	4,481	5,518	235	225	3,322	3,737	541	1,140	297	326	11	15	54	54	21	21
	%	99.99%	44.81%	55.18%	02.35%	02.25%	33.22%	37.37%	05.41%	11.40%	02.97%	03.26%	00.11%	00.15%	00.54%	00.54%	00.21%	00.21%
Internal Competitive Promotions																		
Vacancy Announcements	#	1,012																
Relevant Applicant Pool	%	100.02%	30.53%	69.49%	01.92%	03.19%	22.02%	46.13%	03.70%	12.63%	02.31%	06.34%	00.10%	00.20%	00.37%	00.76%	00.11%	00.24%
Internal Applications	#	19,226	9,200	10,026	1,337	1,115	4,686	4,451	2,182	3,572	618	613	42	25	147	122	188	128
	%	100.00%	47.85%	52.15%	6.95%	5.80%	24.37%	23.15%	11.35%	18.58%	3.21%	3.19%	0.22%	0.13%	0.76%	0.63%	0.98%	0.67%
Qualified Internal Applicants	#	9,368	4,445	4,923	633	538	2,412	2,419	946	1,546	283	293	18	12	68	59	85	56
	%	100.00%	47.45%	52.55%	6.76%	5.74%	25.75%	25.82%	10.10%	16.50%	3.02%	3.13%	0.19%	0.13%	0.73%	0.63%	0.91%	0.60%
Referred Applicants	#	8,873	4,198	4,675	589	508	2,289	2,317	892	1,448	266	282	14	10	66	54	82	56
	%	100.00%	47.31%	52.69%	6.64%	5.73%	25.80%	26.11%	10.05%	16.32%	3.00%	3.18%	0.16%	0.11%	0.74%	0.61%	0.92%	0.63%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,041	740	1,301	48	45	536	876	93	270	45	85	2	6	14	15	2	4
	%	99.99%	36.26%	63.73%	02.35%	02.20%	26.26%	42.92%	04.56%	13.23%	02.20%	04.16%	00.10%	00.29%	00.69%	00.73%	00.10%	00.20%
New Hires																		
Vacancy Announcements	#	327																
Voluntarily Identified Applicants	#	14,381	10,094	4,287	1,317	497	5,043	1,692	2,171	1,502	1,302	478	30	8	108	50	123	60
	%	100.00%	70.19%	29.81%	9.16%	3.46%	35.07%	11.77%	15.10%	10.44%	9.05%	3.32%	0.21%	0.06%	0.75%	0.35%	0.86%	0.42%
Qualified External Applicants	#	8,228	5,654	2,574	727	278	2,899	1,101	1,157	882	724	258	17	2	53	27	77	26
	%	100.00%	68.72%	31.28%	8.84%	3.38%	35.23%	13.38%	14.06%	10.72%	8.80%	3.14%	0.21%	0.02%	0.64%	0.33%	0.94%	0.32%

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	6,317	4,405	1,912	562	200	2,365	863	829	622	539	187	13	2	44	20	53	18
	%	100.00%	69.73%	30.27%	8.90%	3.17%	37.44%	13.66%	13.12%	9.85%	8.53%	2.96%	0.21%	0.03%	0.70%	0.32%	0.84%	0.28%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	295	144	151	15	8	90	90	19	36	14	9	0	1	1	2	5	5
	%	99.99%	48.81%	51.18%	05.08%	02.71%	30.51%	30.51%	06.44%	12.20%	04.75%	03.05%	00.00%	00.34%	00.34%	00.68%	01.69%	01.69%
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	#	50,952	15,549	35,403	976	1,624	11,221	23,503	1,884	6,435	1,176	3,228	51	103	186	387	55	123
	%	100.02%	30.53%	69.49%	01.92%	03.19%	22.02%	46.13%	03.70%	12.63%	02.31%	06.34%	00.10%	00.20%	00.37%	00.76%	00.11%	00.24%
Internal Competitive Promotions																		
Vacancy Announcements	#	2,602																
Relevant Applicant Pool	%	99.98%	39.31%	60.67%	02.86%	03.74%	25.85%	38.47%	06.65%	12.91%	03.02%	04.26%	00.20%	00.20%	00.56%	00.85%	00.17%	00.24%
Internal Applications	#	58,062	23,548	34,514	3,881	3,655	10,841	15,592	5,893	11,784	1,983	2,356	95	122	418	507	437	498
	%	100.00%	40.56%	59.44%	6.68%	6.29%	18.67%	26.85%	10.15%	20.30%	3.42%	4.06%	0.16%	0.21%	0.72%	0.87%	0.75%	0.86%
Qualified Internal Applicants	#	28,907	11,461	17,446	1,883	1,739	5,526	8,617	2,643	5,315	948	1,243	46	64	209	252	206	216
	%	100.00%	39.65%	60.35%	6.51%	6.02%	19.12%	29.81%	9.14%	18.39%	3.28%	4.30%	0.16%	0.22%	0.72%	0.87%	0.71%	0.75%

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	24,279	9,518	14,761	1,543	1,446	4,626	7,369	2,165	4,422	814	1,089	37	52	169	208	164	175
	%	100.00%	39.20%	60.80%	6.36%	5.96%	19.05%	30.35%	8.92%	18.21%	3.35%	4.49%	0.15%	0.21%	0.70%	0.86%	0.68%	0.72%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	6,287	2,069	4,218	141	241	1,449	2,676	298	849	135	353	12	17	28	61	6	21
	%	99.99%	32.92%	67.07%	02.24%	03.83%	23.05%	42.56%	04.74%	13.50%	02.15%	05.61%	00.19%	00.27%	00.45%	00.97%	00.10%	00.33%
New Hires																		
Vacancy Announcements	#	1,246																
Voluntarily Identified Applicants	#	31,970	18,183	13,787	2,727	1,681	8,219	5,605	4,556	4,660	2,147	1,435	53	73	238	147	243	186
	%	100.00%	56.88%	43.12%	8.53%	5.26%	25.71%	17.53%	14.25%	14.58%	6.72%	4.49%	0.17%	0.23%	0.74%	0.46%	0.76%	0.58%
Qualified External Applicants	#	18,330	9,969	8,361	1,496	1,013	4,755	3,726	2,295	2,540	1,132	846	20	43	133	103	138	90
	%	100.00%	54.39%	45.61%	8.16%	5.53%	25.94%	20.33%	12.52%	13.86%	6.18%	4.62%	0.11%	0.23%	0.73%	0.56%	0.75%	0.49%
Referred Applicants	#	11,961	6,689	5,272	982	652	3,353	2,586	1,430	1,333	742	555	13	26	84	74	85	46
	%	100.00%	55.92%	44.08%	8.21%	5.45%	28.03%	21.62%	11.96%	11.14%	6.20%	4.64%	0.11%	0.22%	0.70%	0.62%	0.71%	0.38%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,698	785	1,913	34	62	551	1,236	102	363	54	184	1	3	9	19	34	46
	%	99.98%	29.09%	70.89%	01.26%	02.30%	20.42%	45.81%	03.78%	13.45%	02.00%	06.82%	00.04%	00.11%	00.33%	00.70%	01.26%	01.70%
Career Developmental Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table A7: SENIOR GRADE LEVELS by Race, Ethnicity and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Workforce data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents. Applicant Flow Data retrieved from OPM's USA Staffing on October 5, 2022; includes permanent announcement type only and excludes unknowns.

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.

*** This data is not available.

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Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	93,404	81,573	5,387	6,444	882	6	29	84	55	43	67	127	82	5	352	9	23
	%	100.00%	87.33%	05.77%	06.90%	00.94%	00.01%	00.03%	00.09%	00.06%	00.05%	00.07%	00.14%	00.09%	00.01%	00.38%	00.01%	00.02%
SES or Equivalent	#	444	378	30	36	5	0	0	0	0	1	0	2	1	0	1	0	0
	%	100.00%	85.14%	06.76%	08.11%	01.13%	00.00%	00.00%	00.00%	00.00%	00.23%	00.00%	00.45%	00.23%	00.00%	00.23%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	0																
Relevant Applicant Pool	#	100.00%	89.56%	6.54%	3.90%	0.46%	0.00%	0.01%	0.04%	0.02%	0.02%	0.04%	0.12%	0.06%	0.00%	0.12%	0.00%	0.01%
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	#	52	43	6	3	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	82.69%	11.54%	05.77%	01.92%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.92%	00.00%	00.00%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	2																
Voluntarily Identified Applicants	#	14	10	1	3	1	0	0	0	0	0	1	0	0	0	0	0	0
	%	100.00%	71.43%	7.14%	21.43%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Qualified External Applicants	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	0.00%	33.33%	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	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	66.67%	0.00%	33.33%	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	#	16	13	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	81.25%	18.75%	00.00%	00.00%	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	#																	

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
GS-15 or Equivalent	#	32,044	28,696	2,095	1,253	148	0	3	14	8	8	13	40	19	0	39	1	3
	%	100.00%	89.55%	06.54%	03.91%	00.46%	00.00%	00.01%	00.04%	00.02%	00.02%	00.04%	00.12%	00.06%	00.00%	00.12%	00.00%	00.01%
Internal Competitive Promotions																		
Vacancy Announcements	#	206																
Relevant Applicant Pool	#	100.00%	85.24%	5.67%	9.09%	1.30%	0.01%	0.03%	0.12%	0.11%	0.09%	0.09%	0.20%	0.09%	0.01%	0.49%	0.03%	0.03%
Internal Applications	#	1,004	588	123	293	164	2	51	26	7	3	13	1	7	0	51	0	3
	%	100.00%	58.57%	12.25%	29.18%	16.33%	0.20%	5.08%	2.59%	0.70%	0.30%	1.29%	0.10%	0.70%	0.00%	5.08%	0.00%	0.30%
Qualified Internal Applicants	#	459	275	53	131	63	0	17	11	2	1	8	0	3	0	19	0	2
	%	100.00%	59.91%	11.55%	28.54%	13.73%	0.00%	3.70%	2.40%	0.44%	0.22%	1.74%	0.00%	0.65%	0.00%	4.14%	0.00%	0.44%
Referred Applicants	#	413	248	49	116	58	0	16	11	2	1	8	0	1	0	18	0	1
	%	100.00%	60.05%	11.86%	28.09%	14.04%	0.00%	3.87%	2.66%	0.48%	0.24%	1.94%	0.00%	0.24%	0.00%	4.36%	0.00%	0.24%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	566	497	22	47	9	0	0	1	2	0	0	1	1	0	4	0	0
	%	100.00%	87.81%	03.89%	08.30%	01.59%	00.00%	00.00%	00.18%	00.35%	00.00%	00.00%	00.18%	00.18%	00.00%	00.71%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	71																
Voluntarily Identified Applicants	#	1,144	830	68	246	101	1	11	16	1	0	8	11	7	0	45	0	1
	%	100.00%	72.55%	5.94%	21.50%	8.83%	0.09%	0.96%	1.40%	0.09%	0.00%	0.70%	0.96%	0.61%	0.00%	3.93%	0.00%	0.09%
Qualified External Applicants	#	599	419	44	136	50	0	4	6	0	0	3	4	2	0	30	0	1
	%	100.00%	69.95%	7.35%	22.70%	8.35%	0.00%	0.67%	1.00%	0.00%	0.00%	0.50%	0.67%	0.33%	0.00%	5.01%	0.00%	0.17%
Referred Applicants	#	478	331	36	111	45	0	4	6	0	0	2	1	2	0	29	0	1
	%	100.00%	69.25%	7.53%	23.22%	9.41%	0.00%	0.84%	1.26%	0.00%	0.00%	0.42%	0.21%	0.42%	0.00%	6.07%	0.00%	0.21%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
External Selections	#	3,065	2,319	666	80	11	0	1	2	1	0	3	2	1	0	1	0	0
	%	100.00%	75.66%	21.73%	02.61%	00.36%	00.00%	00.03%	00.07%	00.03%	00.00%	00.10%	00.07%	00.03%	00.00%	00.03%	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	#	9,999	8,523	567	909	130	1	3	12	11	9	9	20	9	1	49	3	3
	%	100.00%	85.24%	05.67%	09.09%	01.30%	00.01%	00.03%	00.12%	00.11%	00.09%	00.09%	00.20%	00.09%	00.01%	00.49%	00.03%	00.03%
Internal Competitive Promotions																		
Vacancy Announcements	#	856																
Relevant Applicant Pool	#	100.00%	86.37%	5.29%	8.34%	1.18%	0.01%	0.05%	0.11%	0.07%	0.05%	0.09%	0.13%	0.10%	0.01%	0.52%	0.01%	0.03%
Internal Applications	#	5,636	3,369	563	1,704	939	22	238	83	32	30	78	20	45	0	386	1	4
	%	100.00%	59.78%	9.99%	30.23%	16.66%	0.39%	4.22%	1.47%	0.57%	0.53%	1.38%	0.35%	0.80%	0.00%	6.85%	0.02%	0.07%
Qualified Internal Applicants	#	2,353	1,345	231	777	438	2	114	51	11	6	34	13	31	0	176	0	0
	%	100.00%	57.16%	9.82%	33.02%	18.61%	0.08%	4.84%	2.17%	0.47%	0.25%	1.44%	0.55%	1.32%	0.00%	7.48%	0.00%	0.00%
Referred Applicants	#	2,216	1,271	218	727	408	1	106	47	9	5	32	12	32	0	164	0	0
	%	100.00%	57.36%	9.84%	32.81%	18.41%	0.05%	4.78%	2.12%	0.41%	0.23%	1.44%	0.54%	1.44%	0.00%	7.40%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	2,041	1,734	108	199	30	0	0	1	2	0	7	2	4	0	13	0	1
	%	100.00%	84.96%	05.29%	09.75%	01.47%	00.00%	00.00%	00.05%	00.10%	00.00%	00.34%	00.10%	00.20%	00.00%	00.64%	00.00%	00.05%
New Hires																		
Vacancy Announcements	#	290																
Voluntarily Identified Applicants	#	5,659	4,087	308	1,264	587	21	69	87	22	17	83	38	28	0	219	2	1
	%	100.00%	72.22%	5.44%	22.34%	10.37%	0.37%	1.22%	1.54%	0.39%	0.30%	1.47%	0.67%	0.49%	0.00%	3.87%	0.04%	0.02%
Qualified External Applicants	#	2,843	1,978	147	718	323	2	40	51	11	14	47	27	15	0	114	1	1
	%	100.00%	69.57%	5.17%	25.26%	11.36%	0.07%	1.41%	1.79%	0.39%	0.49%	1.65%	0.95%	0.53%	0.00%	4.01%	0.04%	0.04%

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
Referred Applicants	#	2,086	1,417	116	553	249	2	27	38	8	12	46	24	12	0	78	1	1
	%	100.00%	67.93%	5.56%	26.51%	11.94%	0.10%	1.29%	1.82%	0.38%	0.58%	2.21%	1.15%	0.58%	0.00%	3.74%	0.05%	0.05%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	295	206	63	26	5	0	0	1	1	0	0	0	0	0	3	0	0
	%	100.00%	69.83%	21.36%	08.81%	01.69%	00.00%	00.00%	00.34%	00.34%	00.00%	00.00%	00.00%	00.00%	00.00%	01.02%	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-13 or Equivalent	#	50,952	44,005	2,696	4,251	599	5	23	58	36	25	45	65	53	4	263	5	17
	%	100.00%	86.37%	05.29%	08.34%	01.18%	00.01%	00.05%	00.11%	00.07%	00.05%	00.09%	00.13%	00.10%	00.01%	00.52%	00.01%	00.03%
Internal Competitive Promotions																		
Vacancy Announcements	#	2,769																
Relevant Applicant Pool	#	100.00%	80.29%	7.02%	12.68%	2.32%	0.01%	0.10%	0.16%	0.13%	0.10%	0.17%	0.24%	0.18%	0.03%	1.15%	0.01%	0.05%
Internal Applications	#	19,686	12,573	1,806	5,307	3,001	76	642	294	116	76	200	103	105	4	1,344	5	36
	%	100.00%	63.87%	9.17%	26.96%	15.24%	0.39%	3.26%	1.49%	0.59%	0.39%	1.02%	0.52%	0.53%	0.02%	6.83%	0.03%	0.18%
Qualified Internal Applicants	#	8,943	5,633	776	2,534	1,428	19	332	154	57	31	93	60	59	3	606	1	13
	%	100.00%	62.99%	8.68%	28.34%	15.97%	0.21%	3.71%	1.72%	0.64%	0.35%	1.04%	0.67%	0.66%	0.03%	6.78%	0.01%	0.15%
Referred Applicants	#	7,441	4,750	613	2,078	1,172	14	273	136	45	27	76	51	49	3	491	1	6
	%	100.00%	63.84%	8.24%	27.93%	15.75%	0.19%	3.67%	1.83%	0.60%	0.36%	1.02%	0.69%	0.66%	0.04%	6.60%	0.01%	0.08%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	6,287	5,243	366	678	108	0	9	5	4	4	4	6	10	2	61	1	2
	%	100.00%	83.39%	05.82%	10.78%	01.72%	00.00%	00.14%	00.08%	00.06%	00.06%	00.06%	00.10%	00.16%	00.03%	00.97%	00.02%	00.03%
New Hires																		
Vacancy Announcements	#	1,437																

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	14,800	11,309	950	2,541	1,311	39	205	188	28	27	102	40	89	0	584	1	8
	%	100.00%	76.41%	6.42%	17.17%	8.86%	0.26%	1.39%	1.27%	0.19%	0.18%	0.69%	0.27%	0.60%	0.00%	3.95%	0.01%	0.05%
Qualified External Applicants	#	8,089	6,130	537	1,422	719	20	106	103	20	14	64	29	50	0	306	1	6
	%	100.00%	75.78%	6.64%	17.58%	8.89%	0.25%	1.31%	1.27%	0.25%	0.17%	0.79%	0.36%	0.62%	0.00%	3.78%	0.01%	0.07%
Referred Applicants	#	5,044	3,789	328	927	471	7	69	69	13	9	44	25	32	0	200	0	3
	%	100.00%	75.12%	6.50%	18.38%	9.34%	0.14%	1.37%	1.37%	0.26%	0.18%	0.87%	0.50%	0.63%	0.00%	3.97%	0.00%	0.06%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	2,698	1,962	553	183	26	0	6	5	1	1	2	0	0	0	10	0	1
	%	100.00%	72.72%	20.50%	06.78%	00.96%	00.00%	00.22%	00.19%	00.04%	00.04%	00.07%	00.00%	00.00%	00.00%	00.37%	00.00%	00.04%
Career Developmental Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Workforce data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents. Applicant Flow Data retrieved from OPM's USA Staffing on October 5, 2022; includes permanent announcement type only and excludes unknowns.

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.

*** This data is not available.

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Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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	%	100.00%	33.19%	66.81%	02.37%	03.79%	21.21%	38.94%	04.14%	13.52%	04.71%	09.02%	00.14%	00.28%	00.47%	01.04%	00.15%	00.22%
Total Management	#	44,456	20,888	23,568	1,454	1,422	13,617	14,410	3,935	5,572	1,453	1,673	83	96	272	308	74	87
	%	100.00%	46.99%	53.01%	03.27%	03.20%	30.63%	32.41%	08.85%	12.53%	03.27%	03.76%	00.19%	00.22%	00.61%	00.69%	00.17%	00.20%
Executives	#	7,886	4,649	3,237	268	158	3,279	2,075	312	418	714	534	8	9	60	36	8	7
	%	99.99%	58.95%	41.04%	03.40%	02.00%	41.58%	26.31%	03.96%	05.30%	09.05%	06.77%	00.10%	00.11%	00.76%	00.46%	00.10%	00.09%
GS-A/0	#	5	2	3	0	0	2	0	0	3	0	0	0	0	0	0	0	0
	%	100.00%	40.00%	60.00%	00.00%	00.00%	40.00%	00.00%	00.00%	60.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/15	#	1,758	982	776	41	25	773	538	120	164	30	40	1	1	12	7	5	1
	%	100.01%	55.86%	44.15%	02.33%	01.42%	43.97%	30.60%	06.83%	09.33%	01.71%	02.28%	00.06%	00.06%	00.68%	00.40%	00.28%	00.06%
GM-B/15	#	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%
ES-E/0	#	417	254	163	13	3	187	104	41	39	7	12	0	3	6	0	0	2
	%	100.00%	60.91%	39.09%	03.12%	00.72%	44.84%	24.94%	09.83%	09.35%	01.68%	02.88%	00.00%	00.72%	01.44%	00.00%	00.00%	00.48%
ES-E/0	#	2	1	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%
WS-3/15	#	5	5	0	0	0	5	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-3/16	#	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	#	4,626	2,875	1,751	189	103	1,919	1,040	126	151	594	424	6	5	38	25	3	3
	%	99.99%	62.14%	37.85%	04.09%	02.23%	41.48%	22.48%	02.72%	03.26%	12.84%	09.17%	00.13%	00.11%	00.82%	00.54%	00.06%	00.06%
VN-K/15	#	296	34	262	2	18	26	190	3	43	1	9	0	0	2	1	0	1
	%	100.01%	11.49%	88.52%	00.68%	06.08%	08.78%	64.19%	01.01%	14.53%	00.34%	03.04%	00.00%	00.00%	00.68%	00.34%	00.00%	00.34%
AD-L/15	#	611	397	214	15	6	294	156	11	7	76	43	0	0	1	2	0	0
	%	100.00%	64.97%	35.03%	02.45%	00.98%	48.12%	25.53%	01.80%	01.15%	12.44%	07.04%	00.00%	00.00%	00.16%	00.33%	00.00%	00.00%
VP-P/15	#	71	39	32	0	1	34	27	0	0	5	4	0	0	0	0	0	0
	%	100.00%	54.93%	45.07%	00.00%	01.41%	47.89%	38.03%	00.00%	00.00%	07.04%	05.63%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-Q/15	#	2	0	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0
	%	100.00%	00.00%	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%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
SR-X/99	#	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%
VC-U/15	#	33	16	17	1	0	10	9	3	7	0	1	1	0	1	0	0	0
	%	99.99%	48.48%	51.51%	03.03%	00.00%	30.30%	27.27%	09.09%	21.21%	00.00%	03.03%	03.03%	00.00%	03.03%	00.00%	00.00%	00.00%
VC-U/16	#	27	20	7	6	1	12	3	2	3	0	0	0	0	0	0	0	0
	%	99.99%	74.07%	25.92%	22.22%	03.70%	44.44%	11.11%	07.41%	11.11%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/17	#	5	4	1	0	1	3	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	00.00%	20.00%	60.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/18	#	6	5	1	1	0	1	1	3	0	0	0	0	0	0	0	0	0
	%	100.01%	83.34%	16.67%	16.67%	00.00%	16.67%	16.67%	50.00%	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	#	12	9	3	0	0	6	3	2	0	1	0	0	0	0	0	0	0
	%	100.00%	75.00%	25.00%	00.00%	00.00%	50.00%	25.00%	16.67%	00.00%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	763																
Relevant Applicant Pool	%	100.01%	39.54%	60.47%	02.44%	03.19%	28.45%	39.30%	05.74%	13.15%	02.14%	03.73%	00.11%	00.18%	00.52%	00.72%	00.14%	00.20%
Internal Applications	#	8,567	3,279	5,288	491	615	1,635	2,581	660	1,466	397	485	8	9	53	76	35	56
	%	100.00%	38.27%	61.73%	5.73%	7.18%	19.08%	30.13%	7.70%	17.11%	4.63%	5.66%	0.09%	0.11%	0.62%	0.89%	0.41%	0.65%
Qualified Internal Applicants	#	5,496	1,981	3,515	271	341	1,038	1,825	348	960	273	298	5	7	31	52	15	32
	%	100.00%	36.04%	63.96%	4.93%	6.20%	18.89%	33.21%	6.33%	17.47%	4.97%	5.42%	0.09%	0.13%	0.56%	0.95%	0.27%	0.58%
Referred Applicants	#	5,077	1,857	3,220	258	313	980	1,692	320	866	254	267	4	6	30	47	11	29
	%	100.00%	36.58%	63.42%	5.08%	6.17%	19.30%	33.33%	6.30%	17.06%	5.00%	5.26%	0.08%	0.12%	0.59%	0.93%	0.22%	0.57%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	403	175	228	6	10	136	172	24	35	7	9	0	0	2	2	0	0
	%	100.01%	43.44%	56.57%	01.49%	02.48%	33.75%	42.68%	05.96%	08.68%	01.74%	02.23%	00.00%	00.00%	00.50%	00.50%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	1,500																

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
Voluntarily Identified Applicants	#	12,800	5,061	7,739	580	749	2,876	4,021	698	1,840	758	942	10	17	106	103	33	67
	%	100.00%	39.54%	60.46%	4.53%	5.85%	22.47%	31.41%	5.45%	14.38%	5.92%	7.36%	0.08%	0.13%	0.83%	0.80%	0.26%	0.52%
Qualified External Applicants	#	10,564	3,744	6,820	429	631	2,073	3,554	525	1,612	611	861	8	16	71	95	27	51
	%	100.00%	35.44%	64.56%	4.06%	5.97%	19.62%	33.64%	4.97%	15.26%	5.78%	8.15%	0.08%	0.15%	0.67%	0.90%	0.26%	0.48%
Referred Applicants	#	9,637	3,247	6,390	385	594	1,798	3,326	461	1,526	501	786	7	16	68	92	27	50
	%	100.00%	33.69%	66.31%	4.00%	6.16%	18.66%	34.51%	4.78%	15.83%	5.20%	8.16%	0.07%	0.17%	0.71%	0.95%	0.28%	0.52%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	288	186	102	13	3	119	60	14	12	34	24	1	0	3	1	2	2
	%	99.99%	64.58%	35.41%	04.51%	01.04%	41.32%	20.83%	04.86%	04.17%	11.81%	08.33%	00.35%	00.00%	01.04%	00.35%	00.69%	00.69%
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Managers	#	17,699	6,998	10,701	432	564	5,035	6,955	1,016	2,327	379	660	20	32	92	127	24	36
	%	100.01%	39.54%	60.47%	02.44%	03.19%	28.45%	39.30%	05.74%	13.15%	02.14%	03.73%	00.11%	00.18%	00.52%	00.72%	00.14%	00.20%
GS-A/13	#	7,910	3,767	4,143	233	254	2,662	2,657	621	922	179	227	10	10	50	54	12	19
	%	100.00%	47.62%	52.38%	02.95%	03.21%	33.65%	33.59%	07.85%	11.66%	02.26%	02.87%	00.13%	00.13%	00.63%	00.68%	00.15%	00.24%
GS-A/14	#	4,603	2,274	2,329	129	111	1,704	1,629	271	438	120	110	8	10	32	25	10	6
	%	100.01%	49.41%	50.60%	02.80%	02.41%	37.02%	35.39%	05.89%	09.52%	02.61%	02.39%	00.17%	00.22%	00.70%	00.54%	00.22%	00.13%
GM-B/13	#	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%
WS-3/13	#	25	25	0	0	0	21	0	3	0	1	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	00.00%	00.00%	84.00%	00.00%	12.00%	00.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/14	#	22	22	0	3	0	16	0	2	0	0	0	0	0	1	0	0	0
	%	100.01%	100.01%	00.00%	13.64%	00.00%	72.73%	00.00%	09.09%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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/13	#	3,943	669	3,274	54	166	448	2,009	95	767	62	275	2	11	8	38	0	8
	%	99.98%	16.96%	83.02%	01.37%	04.21%	11.36%	50.95%	02.41%	19.45%	01.57%	06.97%	00.05%	00.28%	00.20%	00.96%	00.00%	00.20%
VN-K/14	#	1,047	172	875	8	29	131	605	20	187	12	42	0	1	0	8	1	3
	%	100.00%	16.43%	83.57%	00.76%	02.77%	12.51%	57.78%	01.91%	17.86%	01.15%	04.01%	00.00%	00.10%	00.00%	00.76%	00.10%	00.29%
AD-M/13	#	17	2	15	0	0	1	7	0	5	1	3	0	0	0	0	0	0
	%	100.00%	11.76%	88.24%	00.00%	00.00%	05.88%	41.18%	00.00%	29.41%	05.88%	17.65%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/14	#	5	0	5	0	1	0	4	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	00.00%	20.00%	00.00%	80.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/13	#	12	7	5	0	0	6	4	0	1	1	0	0	0	0	0	0	0
	%	99.99%	58.33%	41.66%	00.00%	00.00%	50.00%	33.33%	00.00%	08.33%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/14	#	44	27	17	2	0	22	14	0	1	2	2	0	0	1	0	0	0
	%	100.01%	61.37%	38.64%	04.55%	00.00%	50.00%	31.82%	00.00%	02.27%	04.55%	04.55%	00.00%	00.00%	02.27%	00.00%	00.00%	00.00%
VC-U/13	#	36	16	20	1	2	11	13	3	3	0	0	0	0	0	2	1	0
	%	100.01%	44.45%	55.56%	02.78%	05.56%	30.56%	36.11%	08.33%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	05.56%	02.78%	00.00%
VC-U/14	#	33	16	17	2	1	12	12	1	3	1	1	0	0	0	0	0	0
	%	99.99%	48.48%	51.51%	06.06%	03.03%	36.36%	36.36%	03.03%	09.09%	03.03%	03.03%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	1,807																
Relevant Applicant Pool	%	100.00%	48.97%	51.03%	04.00%	03.71%	28.10%	28.51%	13.81%	14.98%	01.91%	02.54%	00.29%	00.29%	00.64%	00.77%	00.22%	00.23%
Internal Applications	#	21,786	10,466	11,320	1,539	1,211	5,199	5,444	2,604	3,655	678	633	51	35	184	191	211	151
	%	100.00%	48.04%	51.96%	7.06%	5.56%	23.86%	24.99%	11.95%	16.78%	3.11%	2.91%	0.23%	0.16%	0.84%	0.88%	0.97%	0.69%
Qualified Internal Applicants	#	11,998	5,634	6,364	820	618	2,971	3,335	1,256	1,869	343	334	28	21	101	106	115	81
	%	100.00%	46.96%	53.04%	6.83%	5.15%	24.76%	27.80%	10.47%	15.58%	2.86%	2.78%	0.23%	0.18%	0.84%	0.88%	0.96%	0.68%
Referred Applicants	#	11,402	5,356	6,046	776	581	2,856	3,184	1,173	1,761	323	320	25	19	96	102	107	79
	%	100.00%	46.97%	53.03%	6.81%	5.10%	25.05%	27.92%	10.29%	15.44%	2.83%	2.81%	0.22%	0.17%	0.84%	0.89%	0.94%	0.69%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	3,154	1,387	1,767	104	94	971	1,163	217	395	64	79	6	7	21	21	4	8
	%	100.00%	43.99%	56.01%	03.30%	02.98%	30.79%	36.87%	06.88%	12.52%	02.03%	02.50%	00.19%	00.22%	00.67%	00.67%	00.13%	00.25%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
New Hires																		
Vacancy Announcements	#	625																
Voluntarily Identified Applicants	#	12,052	7,018	5,034	944	629	3,637	2,270	1,379	1,504	830	500	30	12	119	54	79	65
	%	100.00%	58.23%	41.77%	7.83%	5.22%	30.18%	18.84%	11.44%	12.48%	6.89%	4.15%	0.25%	0.10%	0.99%	0.45%	0.66%	0.54%
Qualified External Applicants	#	7,548	4,206	3,342	557	397	2,276	1,616	786	924	456	333	18	7	71	32	42	33
	%	100.00%	55.72%	44.28%	7.38%	5.26%	30.15%	21.41%	10.41%	12.24%	6.04%	4.41%	0.24%	0.09%	0.94%	0.42%	0.56%	0.44%
Referred Applicants	#	6,133	3,390	2,743	463	324	1,842	1,354	631	720	351	284	15	7	56	27	32	27
	%	100.00%	55.27%	44.73%	7.55%	5.28%	30.03%	22.08%	10.29%	11.74%	5.72%	4.63%	0.24%	0.11%	0.91%	0.44%	0.52%	0.44%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	330	191	139	7	14	131	64	30	35	13	15	1	1	3	3	6	7
	%	100.00%	57.88%	42.12%	02.12%	04.24%	39.70%	19.39%	09.09%	10.61%	03.94%	04.55%	00.30%	00.30%	00.91%	00.91%	01.82%	02.12%
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Supervisors	#	18,871	9,241	9,630	754	700	5,303	5,380	2,607	2,827	360	479	55	55	120	145	42	44
	%	100.00%	48.97%	51.03%	04.00%	03.71%	28.10%	28.51%	13.81%	14.98%	01.91%	02.54%	00.29%	00.29%	00.64%	00.77%	00.22%	00.23%
GS-A/4	#	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%
GS-A/5	#	10	3	7	1	0	0	2	2	5	0	0	0	0	0	0	0	0
	%	100.00%	30.00%	70.00%	10.00%	00.00%	00.00%	20.00%	20.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
GS-A/6	#	59	23	36	2	3	10	13	8	19	3	0	0	1	0	0	0	0
	%	99.98%	38.98%	61.00%	03.39%	05.08%	16.95%	22.03%	13.56%	32.20%	05.08%	00.00%	00.00%	01.69%	00.00%	00.00%	00.00%	00.00%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
GS-A/7	#	540	217	323	20	27	106	151	76	126	8	10	2	3	5	4	0	2
	%	99.99%	40.18%	59.81%	03.70%	05.00%	19.63%	27.96%	14.07%	23.33%	01.48%	01.85%	00.37%	00.56%	00.93%	00.74%	00.00%	00.37%
GS-A/8	#	2,050	627	1,423	68	123	299	620	199	577	39	54	5	15	12	25	5	9
	%	100.00%	30.59%	69.41%	03.32%	06.00%	14.59%	30.24%	09.71%	28.15%	01.90%	02.63%	00.24%	00.73%	00.59%	01.22%	00.24%	00.44%
GS-A/9	#	1,456	822	634	75	46	479	326	207	221	36	20	6	7	17	12	2	2
	%	100.00%	56.46%	43.54%	05.15%	03.16%	32.90%	22.39%	14.22%	15.18%	02.47%	01.37%	00.41%	00.48%	01.17%	00.82%	00.14%	00.14%
GS-A/10	#	556	245	311	31	19	150	221	47	58	7	8	3	1	3	3	4	1
	%	100.01%	44.07%	55.94%	05.58%	03.42%	26.98%	39.75%	08.45%	10.43%	01.26%	01.44%	00.54%	00.18%	00.54%	00.54%	00.72%	00.18%
GS-A/11	#	2,367	1,124	1,243	75	102	691	711	288	340	39	53	8	7	14	21	9	9
	%	100.01%	47.49%	52.52%	03.17%	04.31%	29.19%	30.04%	12.17%	14.36%	01.65%	02.24%	00.34%	00.30%	00.59%	00.89%	00.38%	00.38%
GS-A/12	#	5,246	2,265	2,981	179	209	1,446	1,870	478	697	113	135	12	12	23	48	14	10
	%	99.99%	43.17%	56.82%	03.41%	03.98%	27.56%	35.65%	09.11%	13.29%	02.15%	02.57%	00.23%	00.23%	00.44%	00.91%	00.27%	00.19%
WG-1/2	#	8	5	3	1	0	0	1	4	1	0	1	0	0	0	0	0	0
	%	100.00%	62.50%	37.50%	12.50%	00.00%	00.00%	12.50%	50.00%	12.50%	00.00%	12.50%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WG-1/3	#	2	0	2	0	0	0	0	0	2	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%
WG-1/6	#	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%
WG-1/10	#	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%
WG-1/11	#	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%
WL-2/2	#	502	416	86	32	9	166	35	203	40	5	1	3	0	6	1	1	0
	%	100.01%	82.88%	17.13%	06.37%	01.79%	33.07%	06.97%	40.44%	07.97%	01.00%	00.20%	00.60%	00.00%	01.20%	00.20%	00.20%	00.00%
WL-2/3	#	68	58	10	0	1	22	5	33	4	3	0	0	0	0	0	0	0
	%	99.99%	85.29%	14.70%	00.00%	01.47%	32.35%	07.35%	48.53%	05.88%	04.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/4	#	84	42	42	3	2	18	22	21	16	0	1	0	0	0	1	0	0
	%	100.00%	50.00%	50.00%	03.57%	02.38%	21.43%	26.19%	25.00%	19.05%	00.00%	01.19%	00.00%	00.00%	00.00%	01.19%	00.00%	00.00%
WL-2/5	#	40	36	4	4	0	12	2	19	2	0	0	0	0	1	0	0	0
	%	100.00%	90.00%	10.00%	10.00%	00.00%	30.00%	05.00%	47.50%	05.00%	00.00%	00.00%	00.00%	00.00%	02.50%	00.00%	00.00%	00.00%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
WL-2/6	#	75	67	8	3	0	37	3	22	4	3	1	1	0	1	0	0	0
	%	99.98%	89.32%	10.66%	04.00%	00.00%	49.33%	04.00%	29.33%	05.33%	04.00%	01.33%	01.33%	00.00%	01.33%	00.00%	00.00%	00.00%
WL-2/7	#	19	18	1	1	0	11	1	6	0	0	0	0	0	0	0	0	0
	%	99.99%	94.73%	05.26%	05.26%	00.00%	57.89%	05.26%	31.58%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/8	#	66	64	2	4	0	43	1	10	1	4	0	0	0	3	0	0	0
	%	100.01%	96.97%	03.04%	06.06%	00.00%	65.15%	01.52%	15.15%	01.52%	06.06%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%
WL-2/9	#	48	47	1	6	1	34	0	6	0	1	0	0	0	0	0	0	0
	%	99.99%	97.91%	02.08%	12.50%	02.08%	70.83%	00.00%	12.50%	00.00%	02.08%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WL-2/10	#	187	187	0	7	0	141	0	30	0	4	0	2	0	3	0	0	0
	%	99.99%	99.99%	00.00%	03.74%	00.00%	75.40%	00.00%	16.04%	00.00%	02.14%	00.00%	01.07%	00.00%	01.60%	00.00%	00.00%	00.00%
WL-2/11	#	35	35	0	3	0	23	0	8	0	0	0	0	0	1	0	0	0
	%	100.00%	100.00%	00.00%	08.57%	00.00%	65.71%	00.00%	22.86%	00.00%	00.00%	00.00%	00.00%	00.00%	02.86%	00.00%	00.00%	00.00%
WS-3/1	#	5	4	1	1	1	2	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	20.00%	20.00%	20.00%	40.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/2	#	892	731	161	45	5	263	58	408	88	1	4	3	1	10	4	1	1
	%	99.99%	81.94%	18.05%	05.04%	00.56%	29.48%	06.50%	45.74%	09.87%	00.11%	00.45%	00.34%	00.11%	01.12%	00.45%	00.11%	00.11%
WS-3/3	#	421	278	143	28	6	118	53	124	79	4	3	2	1	2	1	0	0
	%	100.01%	66.04%	33.97%	06.65%	01.43%	28.03%	12.59%	29.45%	18.76%	00.95%	00.71%	00.48%	00.24%	00.48%	00.24%	00.00%	00.00%
WS-3/4	#	150	113	37	15	2	40	10	56	24	2	0	0	0	0	1	0	0
	%	100.00%	75.33%	24.67%	10.00%	01.33%	26.67%	06.67%	37.33%	16.00%	01.33%	00.00%	00.00%	00.00%	00.00%	00.67%	00.00%	00.00%
WS-3/5	#	147	124	23	6	0	48	5	65	16	2	0	0	0	3	1	0	1
	%	99.99%	84.35%	15.64%	04.08%	00.00%	32.65%	03.40%	44.22%	10.88%	01.36%	00.00%	00.00%	00.00%	02.04%	00.68%	00.00%	00.68%
WS-3/6	#	187	145	42	8	2	71	20	60	18	3	0	2	0	1	1	0	1
	%	100.00%	77.54%	22.46%	04.28%	01.07%	37.97%	10.70%	32.09%	09.63%	01.60%	00.00%	01.07%	00.00%	00.53%	00.53%	00.00%	00.53%
WS-3/7	#	56	47	9	7	2	24	3	15	4	0	0	1	0	0	0	0	0
	%	100.01%	83.94%	16.07%	12.50%	03.57%	42.86%	05.36%	26.79%	07.14%	00.00%	00.00%	01.79%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/8	#	168	150	18	10	2	97	7	33	9	5	0	0	0	4	0	1	0
	%	100.01%	89.29%	10.72%	05.95%	01.19%	57.74%	04.17%	19.64%	05.36%	02.98%	00.00%	00.00%	00.00%	02.38%	00.00%	00.60%	00.00%
WS-3/9	#	196	192	4	18	0	141	3	29	1	2	0	0	0	1	0	1	0
	%	100.00%	97.96%	02.04%	09.18%	00.00%	71.94%	01.53%	14.80%	00.51%	01.02%	00.00%	00.00%	00.00%	00.51%	00.00%	00.51%	00.00%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
WS-3/10	#	381	376	5	26	1	287	4	50	0	9	0	0	0	2	0	2	0
	%	99.98%	98.67%	01.31%	06.82%	00.26%	75.33%	01.05%	13.12%	00.00%	02.36%	00.00%	00.00%	00.00%	00.52%	00.00%	00.52%	00.00%
WS-3/11	#	73	72	1	4	0	55	0	9	1	4	0	0	0	0	0	0	0
	%	100.00%	98.63%	01.37%	05.48%	00.00%	75.34%	00.00%	12.33%	01.37%	05.48%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
WS-3/12	#	25	25	0	1	0	20	0	4	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	00.00%	04.00%	00.00%	80.00%	00.00%	16.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NA-5/3	#	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%
NA-5/5	#	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%
NL-6/2	#	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-6/3	#	6	1	5	1	1	0	0	0	3	0	0	0	0	0	1	0	0
	%	100.01%	16.67%	83.34%	16.67%	16.67%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	00.00%	00.00%	00.00%	16.67%	00.00%	00.00%
NL-6/4	#	9	1	8	0	4	1	2	0	2	0	0	0	0	0	0	0	0
	%	99.99%	11.11%	88.88%	00.00%	44.44%	11.11%	22.22%	00.00%	22.22%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NL-6/5	#	11	6	5	1	1	3	3	1	1	0	0	0	0	1	0	0	0
	%	99.99%	54.54%	45.45%	09.09%	09.09%	27.27%	27.27%	09.09%	09.09%	00.00%	00.00%	00.00%	00.00%	09.09%	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-7/3	#	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	8	16	4	6	0	3	3	5	1	2	0	0	0	0	0	0
	%	100.00%	33.34%	66.66%	16.67%	25.00%	00.00%	12.50%	12.50%	20.83%	04.17%	08.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/5	#	6	1	5	1	2	0	0	0	2	0	1	0	0	0	0	0	0
	%	100.00%	16.67%	83.33%	16.67%	33.33%	00.00%	00.00%	00.00%	33.33%	00.00%	16.67%	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 - FY2022

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
NS-7/6	#	18	6	12	2	1	1	4	2	6	1	1	0	0	0	0	0	0
	%	100.01%	33.34%	66.67%	11.11%	05.56%	05.56%	22.22%	11.11%	33.33%	05.56%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
NS-7/7	#	4	2	2	0	0	0	2	0	0	1	0	0	0	1	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	00.00%	50.00%	00.00%	00.00%	25.00%	00.00%	00.00%	00.00%	25.00%	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
	%	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	#	20	11	9	0	1	10	7	0	0	1	1	0	0	0	0	0	0
	%	100.00%	55.00%	45.00%	00.00%	05.00%	50.00%	35.00%	00.00%	00.00%	05.00%	05.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/4	#	22	11	11	0	1	9	9	2	1	0	0	0	0	0	0	0	0
	%	100.01%	50.00%	50.01%	00.00%	04.55%	40.91%	40.91%	09.09%	04.55%	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	#	153	37	116	4	4	29	80	4	23	0	8	0	0	0	1	0	0
	%	99.98%	24.17%	75.81%	02.61%	02.61%	18.95%	52.29%	02.61%	15.03%	00.00%	05.23%	00.00%	00.00%	00.00%	00.65%	00.00%	00.00%
VN-K/11	#	2,012	438	1,574	42	86	283	943	50	363	52	153	4	6	6	16	1	7
	%	100.01%	21.78%	78.23%	02.09%	04.27%	14.07%	46.87%	02.49%	18.04%	02.58%	07.60%	00.20%	00.30%	00.30%	00.80%	00.05%	00.35%
AD-M/3	#	3	1	2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
	%	99.99%	33.33%	66.66%	00.00%	00.00%	33.33%	33.33%	00.00%	33.33%	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	0	0	1	0	0	0	0	0	0
	%	100.00%	50.00%	50.00%	00.00%	00.00%	50.00%	25.00%	00.00%	00.00%	00.00%	25.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
AD-M/11	#	17	4	13	0	0	3	10	0	1	1	2	0	0	0	0	0	0
	%	99.99%	23.53%	76.46%	00.00%	00.00%	17.65%	58.82%	00.00%	05.88%	05.88%	11.76%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/12	#	2	0	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	00.00%	100.00%	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%	00.00%
EX-W/3	#	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/4	#	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0	0
	%	99.99%	33.33%	66.66%	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%	00.00%
VC-U/5	#	31	6	25	1	3	2	16	2	4	0	2	0	0	0	0	1	0
	%	100.00%	19.36%	80.64%	03.23%	09.68%	06.45%	51.61%	06.45%	12.90%	00.00%	06.45%	00.00%	00.00%	00.00%	00.00%	03.23%	00.00%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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/6	#	13	1	12	1	0	0	8	0	4	0	0	0	0	0	0	0	0
	%	100.00%	07.69%	92.31%	07.69%	00.00%	00.00%	61.54%	00.00%	30.77%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/7	#	5	1	4	0	0	1	2	0	1	0	0	0	1	0	0	0	0
	%	100.00%	20.00%	80.00%	00.00%	00.00%	20.00%	40.00%	00.00%	20.00%	00.00%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%
VC-U/8	#	3	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0	0
	%	99.99%	33.33%	66.66%	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%	00.00%
VC-U/9	#	15	3	12	0	0	2	9	0	2	1	1	0	0	0	0	0	0
	%	100.00%	20.00%	80.00%	00.00%	00.00%	13.33%	60.00%	00.00%	13.33%	06.67%	06.67%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/10	#	57	14	43	0	2	10	26	3	8	1	3	0	0	0	3	0	1
	%	99.98%	24.55%	75.43%	00.00%	03.51%	17.54%	45.61%	05.26%	14.04%	01.75%	05.26%	00.00%	00.00%	00.00%	05.26%	00.00%	01.75%
VC-U/11	#	147	51	96	7	14	28	54	13	24	3	3	0	0	0	1	0	0
	%	99.99%	34.69%	65.30%	04.76%	09.52%	19.05%	36.73%	08.84%	16.33%	02.04%	02.04%	00.00%	00.00%	00.00%	00.68%	00.00%	00.00%
VC-U/12	#	39	20	19	4	1	12	9	2	7	1	2	1	0	0	0	0	0
	%	100.00%	51.28%	48.72%	10.26%	02.56%	30.77%	23.08%	05.13%	17.95%	02.56%	05.13%	02.56%	00.00%	00.00%	00.00%	00.00%	00.00%
AL-C/3	#	108	48	60	1	4	45	40	2	10	0	6	0	0	0	0	0	0
	%	100.01%	44.45%	55.56%	00.93%	03.70%	41.67%	37.04%	01.85%	09.26%	00.00%	05.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Internal Competitive Promotions																		
Vacancy Announcements	#	3,110																
Relevant Applicant Pool	%	100.00%	36.25%	63.75%	03.01%	04.18%	20.80%	34.56%	08.29%	17.57%	03.25%	05.83%	00.19%	00.32%	00.56%	01.03%	00.15%	00.26%
Internal Applications	#	35,040	16,248	18,792	2,754	2,291	6,936	7,201	4,975	7,866	942	806	95	89	290	272	256	267
	%	100.00%	46.37%	53.63%	7.86%	6.54%	19.79%	20.55%	14.20%	22.45%	2.69%	2.30%	0.27%	0.25%	0.83%	0.78%	0.73%	0.76%
Qualified Internal Applicants	#	17,230	8,405	8,825	1,399	1,057	3,756	3,745	2,458	3,354	436	390	68	38	148	128	140	113
	%	100.00%	48.78%	51.22%	8.12%	6.13%	21.80%	21.74%	14.27%	19.47%	2.53%	2.26%	0.39%	0.22%	0.86%	0.74%	0.81%	0.66%
Referred Applicants	#	16,550	8,092	8,458	1,339	1,017	3,632	3,582	2,348	3,228	428	368	67	36	139	120	139	107
	%	100.00%	48.89%	51.11%	8.09%	6.15%	21.95%	21.64%	14.19%	19.50%	2.59%	2.22%	0.40%	0.22%	0.84%	0.73%	0.84%	0.65%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,838	2,730	3,108	207	210	1,590	1,759	767	907	102	137	19	21	33	55	12	19
	%	100.04%	46.79%	53.25%	03.55%	03.60%	27.24%	30.13%	13.14%	15.54%	01.75%	02.35%	00.33%	00.36%	00.57%	00.94%	00.21%	00.33%

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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
New Hires																		
Vacancy Announcements	#	1,262																
Voluntarily Identified Applicants	#	16,083	5,563	10,520	898	1,229	2,518	4,358	1,653	3,975	312	669	37	25	96	155	49	109
	%	100.00%	34.59%	65.41%	5.58%	7.64%	15.66%	27.10%	10.28%	24.72%	1.94%	4.16%	0.23%	0.16%	0.60%	0.96%	0.30%	0.68%
Qualified External Applicants	#	8,948	3,290	5,658	512	584	1,552	2,543	929	1,975	191	410	27	13	59	82	20	51
	%	100.00%	36.77%	63.23%	5.72%	6.53%	17.34%	28.42%	10.38%	22.07%	2.13%	4.58%	0.30%	0.15%	0.66%	0.92%	0.22%	0.57%
Referred Applicants	#	7,585	2,714	4,871	413	446	1,342	2,277	722	1,648	152	378	17	10	51	68	17	44
	%	100.00%	35.78%	64.22%	5.44%	5.88%	17.69%	30.02%	9.52%	21.73%	2.00%	4.98%	0.22%	0.13%	0.67%	0.90%	0.22%	0.58%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,372	589	783	38	44	346	459	136	197	29	49	5	1	16	15	19	18
	%	99.98%	42.92%	57.06%	02.77%	03.21%	25.22%	33.45%	09.91%	14.36%	02.11%	03.57%	00.36%	00.07%	01.17%	01.09%	01.38%	01.31%
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Workforce data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.
Applicant Flow Data retrieved from OPM's USA Staffing on October 5, 2022; includes permanent announcement type only and excludes unknowns.
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 HRSmart.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.
*** This data is not available.

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Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	44,456	36,647	2,591	5,218	916	1	48	58	39	38	41	93	61	20	492	6	19
	%	100.00%	82.43%	05.83%	11.74%	02.06%	00.00%	00.11%	00.13%	00.09%	00.09%	00.09%	00.21%	00.14%	00.04%	01.11%	00.01%	00.04%
Executives	#	7,886	7,073	355	458	72	0	3	8	4	6	3	18	11	0	19	0	0
	%	100.00%	89.69%	04.50%	05.81%	00.91%	00.00%	00.04%	00.10%	00.05%	00.08%	00.04%	00.23%	00.14%	00.00%	00.24%	00.00%	00.00%
GS-A/0	#	5	4	1	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%
GS-A/15	#	1,758	1,508	88	162	26	0	2	2	3	2	0	7	2	0	8	0	0
	%	100.00%	85.78%	05.01%	09.22%	01.48%	00.00%	00.11%	00.11%	00.17%	00.11%	00.00%	00.40%	00.11%	00.00%	00.46%	00.00%	00.00%
GM-B/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%
ES-E/0	#	417	357	28	32	5	0	0	0	0	1	0	2	1	0	1	0	0
	%	100.00%	85.61%	06.71%	07.67%	01.20%	00.00%	00.00%	00.00%	00.00%	00.24%	00.00%	00.48%	00.24%	00.00%	00.24%	00.00%	00.00%
ES-E/0	#	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-3/15	#	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%
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	#	4,626	4,203	204	219	34	0	1	5	1	3	3	9	4	0	8	0	0
	%	100.00%	90.86%	04.41%	04.73%	00.73%	00.00%	00.02%	00.11%	00.02%	00.06%	00.06%	00.19%	00.09%	00.00%	00.17%	00.00%	00.00%
VN-K/15	#	296	269	8	19	4	0	0	0	0	0	0	0	2	0	2	0	0
	%	100.00%	90.88%	02.70%	06.42%	01.35%	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-L/15	#	611	576	15	20	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	94.27%	02.45%	03.27%	00.16%	00.00%	00.00%	00.16%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VP-P/15	#	71	68	1	2	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	95.77%	01.41%	02.82%	01.41%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.41%	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/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%

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
VC-U/15	#	33	26	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	78.79%	21.21%	00.00%	00.00%	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/16	#	27	23	2	2	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	85.19%	07.41%	07.41%	03.70%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.70%	00.00%	00.00%	00.00%	00.00%
VC-U/17	#	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-U/18	#	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%
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	#	12	11	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.67%	00.00%	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	763																
Relevant Applicant Pool	%	100.00%	85.31%	04.77%	09.92%	01.45%	00.00%	00.07%	00.10%	00.12%	00.10%	00.09%	00.22%	00.11%	00.01%	00.59%	00.01%	00.03%
Internal Applications	#	3,098	2,434	206	458	223	5	59	29	7	4	18	1	15	0	82	0	3
	%	100.00%	78.57%	6.65%	14.78%	7.20%	0.16%	1.90%	0.94%	0.23%	0.13%	0.58%	0.03%	0.48%	0.00%	2.65%	0.00%	0.10%
Qualified Internal Applicants	#	1,837	1,478	112	247	113	3	22	14	2	2	13	0	9	0	46	0	2
	%	100.00%	80.46%	6.10%	13.45%	6.15%	0.16%	1.20%	0.76%	0.11%	0.11%	0.71%	0.00%	0.49%	0.00%	2.50%	0.00%	0.11%
Referred Applicants	#	1,698	1,371	105	222	105	3	21	13	2	2	13	0	7	0	43	0	1
	%	100.00%	80.74%	6.18%	13.07%	6.18%	0.18%	1.24%	0.77%	0.12%	0.12%	0.77%	0.00%	0.41%	0.00%	2.53%	0.00%	0.06%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	403	349	21	33	4	0	0	0	0	0	0	1	1	0	2	0	0
	%	100.00%	86.60%	05.21%	08.19%	00.99%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.25%	00.25%	00.00%	00.50%	00.00%	00.00%
New Hires																		
Vacancy Announcements	#	1,500																
Voluntarily Identified Applicants	#	6,429	5,471	306	652	246	3	18	32	1	11	22	10	21	0	126	0	2
	%	100.00%	85.10%	4.76%	10.14%	3.83%	0.05%	0.28%	0.50%	0.02%	0.17%	0.34%	0.16%	0.33%	0.00%	1.96%	0.00%	0.03%
Qualified External Applicants	#	5,221	4,437	264	520	181	2	12	20	1	8	10	6	15	0	105	0	2
	%	100.00%	84.98%	5.06%	9.96%	3.47%	0.04%	0.23%	0.38%	0.02%	0.15%	0.19%	0.11%	0.29%	0.00%	2.01%	0.00%	0.04%
Referred Applicants	#	4,786	4,067	242	477	167	2	9	19	1	8	9	3	14	0	100	0	2
	%	100.00%	84.98%	5.06%	9.97%	3.49%	0.04%	0.19%	0.40%	0.02%	0.17%	0.19%	0.06%	0.29%	0.00%	2.09%	0.00%	0.04%

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	288	210	70	8	2	0	1	1	0	0	0	0	0	0	0	0	0
	%	100.00%	72.92%	24.31%	02.78%	00.69%	00.00%	00.35%	00.35%	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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Managers	#	17,699	15,099	844	1,756	256	0	12	18	21	17	16	39	20	1	105	2	5
	%	100.00%	85.31%	04.77%	09.92%	01.45%	00.00%	00.07%	00.10%	00.12%	00.10%	00.09%	00.22%	00.11%	00.01%	00.59%	00.01%	00.03%
GS-A/13	#	7,910	6,458	450	1,002	170	0	8	8	14	9	11	27	10	1	77	1	4
	%	100.00%	81.64%	05.69%	12.67%	02.15%	00.00%	00.10%	00.10%	00.18%	00.11%	00.14%	00.34%	00.13%	00.01%	00.97%	00.01%	00.05%
GS-A/14	#	4,603	3,938	238	427	51	0	1	6	4	5	3	10	4	0	18	0	0
	%	100.00%	85.55%	05.17%	09.28%	01.11%	00.00%	00.02%	00.13%	00.09%	00.11%	00.07%	00.22%	00.09%	00.00%	00.39%	00.00%	00.00%
GM-B/13	#	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%
WS-3/13	#	25	20	3	2	1	0	0	0	0	0	0	0	0	0	0	0	1
	%	100.00%	80.00%	12.00%	08.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%
WS-3/14	#	22	16	1	5	1	0	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	72.73%	04.55%	22.73%	04.55%	00.00%	00.00%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VN-K/13	#	3,943	3,593	113	237	26	0	3	2	1	3	1	2	5	0	8	1	0
	%	100.00%	91.12%	02.87%	06.01%	00.66%	00.00%	00.08%	00.05%	00.03%	00.08%	00.03%	00.05%	00.13%	00.00%	00.20%	00.03%	00.00%
VN-K/14	#	1,047	941	33	73	6	0	0	1	2	0	1	0	0	0	2	0	0
	%	100.00%	89.88%	03.15%	06.97%	00.57%	00.00%	00.00%	00.10%	00.19%	00.00%	00.10%	00.00%	00.00%	00.00%	00.19%	00.00%	00.00%
AD-M/13	#	17	15	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.24%	11.76%	00.00%	00.00%	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	2	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	40.00%	40.00%	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%

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
VP-P/13	#	12	12	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	#	44	42	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	95.45%	02.27%	02.27%	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%
VC-U/13	#	36	31	1	4	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	86.11%	02.78%	11.11%	02.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.78%	00.00%	00.00%	00.00%	00.00%
VC-U/14	#	33	30	0	3	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	#	1,807																
Relevant Applicant Pool	%	100.00%	76.70%	07.38%	15.92%	03.12%	00.01%	00.17%	00.17%	00.07%	00.08%	00.12%	00.19%	00.16%	00.10%	01.95%	00.02%	00.07%
Internal Applications	#	7,141	4,462	681	1,998	1,113	14	264	112	34	55	102	28	51	0	442	0	11
	%	100.00%	62.48%	9.54%	27.98%	15.59%	0.20%	3.70%	1.57%	0.48%	0.77%	1.43%	0.39%	0.71%	0.00%	6.19%	0.00%	0.15%
Qualified Internal Applicants	#	3,403	2,059	300	1,044	598	2	145	73	20	20	55	18	37	0	226	0	2
	%	100.00%	60.51%	8.82%	30.68%	17.57%	0.06%	4.26%	2.15%	0.59%	0.59%	1.62%	0.53%	1.09%	0.00%	6.64%	0.00%	0.06%
Referred Applicants	#	3,191	1,937	278	976	556	2	130	71	20	20	48	17	35	0	212	0	1
	%	100.00%	60.70%	8.71%	30.59%	17.42%	0.06%	4.07%	2.23%	0.63%	0.63%	1.50%	0.53%	1.10%	0.00%	6.64%	0.00%	0.03%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	3,154	2,573	203	378	61	0	5	2	2	2	5	4	8	1	30	1	1
	%	100.00%	81.58%	06.44%	11.98%	01.93%	00.00%	00.16%	00.06%	00.06%	00.06%	00.16%	00.13%	00.25%	00.03%	00.95%	00.03%	00.03%
New Hires																		
Vacancy Announcements	#	625																
Voluntarily Identified Applicants	#	5,128	3,944	290	894	458	8	52	73	9	20	53	28	15	0	197	1	2
	%	100.00%	76.91%	5.66%	17.43%	8.93%	0.16%	1.01%	1.42%	0.18%	0.39%	1.03%	0.55%	0.29%	0.00%	3.84%	0.02%	0.04%
Qualified External Applicants	#	2,900	2,197	162	541	291	2	35	47	8	11	37	21	9	0	118	1	2
	%	100.00%	75.76%	5.59%	18.66%	10.03%	0.07%	1.21%	1.62%	0.28%	0.38%	1.28%	0.72%	0.31%	0.00%	4.07%	0.03%	0.07%
Referred Applicants	#	2,257	1,669	134	454	246	2	31	33	7	7	33	21	7	0	103	1	1
	%	100.00%	73.95%	5.94%	20.12%	10.90%	0.09%	1.37%	1.46%	0.31%	0.31%	1.46%	0.93%	0.31%	0.00%	4.56%	0.04%	0.04%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	330	235	70	25	3	0	0	1	2	0	0	0	0	0	0	0	0
	%	100.00%	71.21%	21.21%	07.58%	00.91%	00.00%	00.00%	00.30%	00.61%	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 - FY2022

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)
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Supervisors	#	18,871	14,475	1,392	3,004	588	1	33	32	14	15	22	36	30	19	368	4	14
	%	100.00%	76.70%	07.38%	15.92%	03.12%	00.01%	00.17%	00.17%	00.07%	00.08%	00.12%	00.19%	00.16%	00.10%	01.95%	00.02%	00.07%
GS-A/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%
GS-A/5	#	10	6	1	3	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	60.00%	10.00%	30.00%	10.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	10.00%	00.00%	00.00%	00.00%	00.00%
GS-A/6	#	59	42	8	9	4	0	0	0	0	0	0	0	2	0	2	0	0
	%	100.00%	71.19%	13.56%	15.25%	06.78%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	03.39%	00.00%	03.39%	00.00%	00.00%
GS-A/7	#	540	407	52	81	17	0	3	0	1	0	0	0	0	1	12	0	0
	%	100.00%	75.37%	09.63%	15.00%	03.15%	00.00%	00.56%	00.00%	00.19%	00.00%	00.00%	00.00%	00.00%	00.19%	02.22%	00.00%	00.00%
GS-A/8	#	2,050	1,630	135	285	46	0	2	3	0	1	3	5	4	1	26	0	1
	%	100.00%	79.51%	06.59%	13.90%	02.24%	00.00%	00.10%	00.15%	00.00%	00.05%	00.15%	00.24%	00.20%	00.05%	01.27%	00.00%	00.05%
GS-A/9	#	1,456	1,114	90	252	44	0	4	2	2	0	3	1	1	3	27	0	1
	%	100.00%	76.51%	06.18%	17.31%	03.02%	00.00%	00.27%	00.14%	00.14%	00.00%	00.21%	00.07%	00.07%	00.21%	01.85%	00.00%	00.07%
GS-A/10	#	556	475	33	48	3	0	0	0	0	1	0	1	0	0	1	0	0
	%	100.00%	85.43%	05.94%	08.63%	00.54%	00.00%	00.00%	00.00%	00.00%	00.18%	00.00%	00.18%	00.00%	00.00%	00.18%	00.00%	00.00%
GS-A/11	#	2,367	1,771	178	418	80	0	6	6	0	3	3	4	5	1	49	2	1
	%	100.00%	74.82%	07.52%	17.66%	03.38%	00.00%	00.25%	00.25%	00.00%	00.13%	00.13%	00.17%	00.21%	00.04%	02.07%	00.08%	00.04%
GS-A/12	#	5,246	4,110	341	795	147	0	7	6	9	9	9	14	5	3	81	0	4
	%	100.00%	78.35%	06.50%	15.15%	02.80%	00.00%	00.13%	00.11%	00.17%	00.17%	00.17%	00.27%	00.10%	00.06%	01.54%	00.00%	00.08%
WG-1/2	#	8	6	2	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%
WG-1/3	#	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%

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
WG-1/6	#	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-1/10	#	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-1/11	#	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%
WL-2/2	#	502	273	66	163	47	0	4	3	0	0	2	4	2	2	28	1	1
	%	100.00%	54.38%	13.15%	32.47%	09.36%	00.00%	00.80%	00.60%	00.00%	00.00%	00.40%	00.80%	00.40%	00.40%	05.58%	00.20%	00.20%
WL-2/3	#	68	38	8	22	7	0	0	0	0	0	0	1	0	0	6	0	0
	%	100.00%	55.88%	11.76%	32.35%	10.29%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.47%	00.00%	00.00%	08.82%	00.00%	00.00%
WL-2/4	#	84	62	9	13	2	0	0	0	0	0	0	0	0	0	2	0	0
	%	100.00%	73.81%	10.71%	15.48%	02.38%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.38%	00.00%	00.00%
WL-2/5	#	40	30	3	7	2	0	0	0	0	1	0	0	0	0	1	0	0
	%	100.00%	75.00%	07.50%	17.50%	05.00%	00.00%	00.00%	00.00%	00.00%	02.50%	00.00%	00.00%	00.00%	00.00%	02.50%	00.00%	00.00%
WL-2/6	#	75	42	12	21	8	0	0	1	0	0	0	1	0	2	4	0	0
	%	100.00%	56.00%	16.00%	28.00%	10.67%	00.00%	00.00%	01.33%	00.00%	00.00%	00.00%	01.33%	00.00%	02.67%	05.33%	00.00%	00.00%
WL-2/7	#	19	16	1	2	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	84.21%	05.26%	10.53%	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%
WL-2/8	#	66	45	5	16	3	0	0	0	0	0	0	0	0	0	3	0	0
	%	100.00%	68.18%	07.58%	24.24%	04.55%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.55%	00.00%	00.00%
WL-2/9	#	48	27	9	12	4	0	1	0	1	0	0	0	0	0	2	0	0
	%	100.00%	56.25%	18.75%	25.00%	08.33%	00.00%	02.08%	00.00%	02.08%	00.00%	00.00%	00.00%	00.00%	00.00%	04.17%	00.00%	00.00%
WL-2/10	#	187	132	13	42	8	0	1	1	0	0	0	1	0	1	4	0	0
	%	100.00%	70.59%	06.95%	22.46%	04.28%	00.00%	00.53%	00.53%	00.00%	00.00%	00.00%	00.53%	00.00%	00.53%	02.14%	00.00%	00.00%
WL-2/11	#	35	28	4	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	80.00%	11.43%	08.57%	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%
WS-3/1	#	5	2	2	1	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	40.00%	40.00%	20.00%	20.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	20.00%	00.00%	00.00%	00.00%	00.00%
WS-3/2	#	892	514	82	296	84	1	3	4	0	0	1	1	4	3	63	0	4
	%	100.00%	57.62%	09.19%	33.18%	09.42%	00.11%	00.34%	00.45%	00.00%	00.00%	00.11%	00.11%	00.45%	00.34%	07.06%	00.00%	00.45%
WS-3/3	#	421	292	44	85	15	0	0	1	0	0	0	0	1	1	12	0	0
	%	100.00%	69.36%	10.45%	20.19%	03.56%	00.00%	00.00%	00.24%	00.00%	00.00%	00.00%	00.00%	00.24%	00.24%	02.85%	00.00%	00.00%

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
WS-3/4	#	150	100	15	35	8	0	1	0	0	0	1	0	0	0	6	0	0
	%	100.00%	66.67%	10.00%	23.33%	05.33%	00.00%	00.67%	00.00%	00.00%	00.00%	00.67%	00.00%	00.00%	00.00%	04.00%	00.00%	00.00%
WS-3/5	#	147	108	8	31	10	0	1	2	0	0	0	1	0	0	6	0	0
	%	100.00%	73.47%	05.44%	21.09%	06.80%	00.00%	00.68%	01.36%	00.00%	00.00%	00.00%	00.68%	00.00%	00.00%	04.08%	00.00%	00.00%
WS-3/6	#	187	133	18	36	6	0	0	0	0	0	0	2	0	1	3	0	0
	%	100.00%	71.12%	09.63%	19.25%	03.21%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.07%	00.00%	00.53%	01.60%	00.00%	00.00%
WS-3/7	#	56	48	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.71%	01.79%	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%
WS-3/8	#	168	126	13	29	6	0	0	1	0	0	0	0	1	0	4	0	0
	%	100.00%	75.00%	07.74%	17.26%	03.57%	00.00%	00.00%	00.60%	00.00%	00.00%	00.00%	00.00%	00.60%	00.00%	02.38%	00.00%	00.00%
WS-3/9	#	196	158	9	29	4	0	0	0	0	0	0	0	0	0	4	0	0
	%	100.00%	80.61%	04.59%	14.80%	02.04%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.04%	00.00%	00.00%
WS-3/10	#	381	279	25	77	9	0	0	1	0	0	0	0	1	0	7	0	0
	%	100.00%	73.23%	06.56%	20.21%	02.36%	00.00%	00.00%	00.26%	00.00%	00.00%	00.00%	00.00%	00.26%	00.00%	01.84%	00.00%	00.00%
WS-3/11	#	73	58	6	9	2	0	0	1	0	0	0	0	0	0	1	0	0
	%	100.00%	79.45%	08.22%	12.33%	02.74%	00.00%	00.00%	01.37%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.37%	00.00%	00.00%
WS-3/12	#	25	18	1	6	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	72.00%	04.00%	24.00%	04.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	04.00%	00.00%	00.00%
NA-5/3	#	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%
NA-5/5	#	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%
NL-6/2	#	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%
NL-6/3	#	6	5	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	83.33%	00.00%	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%
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	#	11	9	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	81.82%	18.18%	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%	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%

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
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-7/3	#	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	22	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	91.67%	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%	00.00%
NS-7/5	#	6	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.00%	33.33%	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%
NS-7/6	#	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-7/7	#	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%
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	#	20	17	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	85.00%	05.00%	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%
VN-K/4	#	22	16	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	72.73%	22.73%	04.55%	00.00%	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	#	153	123	18	12	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	80.39%	11.76%	07.84%	00.65%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.65%	00.00%	00.00%
VN-K/11	#	2,012	1,759	125	128	14	0	0	0	1	0	0	0	1	0	10	0	2
	%	100.00%	87.43%	06.21%	06.36%	00.70%	00.00%	00.00%	00.00%	00.05%	00.00%	00.00%	00.00%	00.05%	00.00%	00.50%	00.00%	00.10%
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	#	17	14	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	82.35%	11.76%	05.88%	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%

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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)
VP-P/12	#	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%
EX-W/3	#	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/4	#	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	33.33%	33.33%	33.33%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
VC-U/5	#	31	24	5	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	77.42%	16.13%	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%
VC-U/6	#	13	12	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	92.31%	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%	00.00%
VC-U/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%
VC-U/8	#	3	1	1	1	1	0	0	0	0	0	0	0	0	0	0	1	0
	%	100.00%	33.33%	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%	33.33%	00.00%
VC-U/9	#	15	13	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	86.67%	06.67%	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	#	57	51	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	89.47%	08.77%	01.75%	00.00%	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	#	147	125	17	5	1	0	0	0	0	0	0	0	1	0	0	0	0
	%	100.00%	85.03%	11.56%	03.40%	00.68%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.68%	00.00%	00.00%	00.00%	00.00%
VC-U/12	#	39	33	3	3	1	0	0	0	0	0	0	0	0	0	1	0	0
	%	100.00%	84.62%	07.69%	07.69%	02.56%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	02.56%	00.00%	00.00%
AL-C/3	#	108	96	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	88.89%	05.56%	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%
Internal Competitive Promotions																		
Vacancy Announcements	#	3,110																
Relevant Applicant Pool	%	100.00%	79.24%	09.04%	11.72%	02.34%	00.03%	00.12%	00.21%	00.10%	00.05%	00.14%	00.16%	00.15%	00.05%	01.26%	00.01%	00.05%
Internal Applications	#	13,630	8,997	1,209	3,424	2,023	41	367	169	46	20	124	45	78	2	1,099	7	25
	%	100.00%	66.01%	8.87%	25.12%	14.84%	0.30%	2.69%	1.24%	0.34%	0.15%	0.91%	0.33%	0.57%	0.01%	8.06%	0.05%	0.18%
Qualified Internal Applicants	#	5,912	3,580	595	1,737	1,028	13	193	89	25	9	50	20	46	0	570	1	12
	%	100.00%	60.55%	10.06%	29.38%	17.39%	0.22%	3.26%	1.51%	0.42%	0.15%	0.85%	0.34%	0.78%	0.00%	9.64%	0.02%	0.20%
Referred Applicants	#	5,633	3,391	557	1,685	1,005	12	187	85	25	9	49	20	46	0	560	1	11
	%	100.00%	60.20%	9.89%	29.91%	17.84%	0.21%	3.32%	1.51%	0.44%	0.16%	0.87%	0.36%	0.82%	0.00%	9.94%	0.02%	0.20%

Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

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	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Internal Selections	#	5,838	4,475	415	948	181	1	14	9	6	0	2	9	7	2	127	0	4
	%	100.00%	76.65%	07.11%	16.24%	03.10%	00.02%	00.24%	00.15%	00.10%	00.00%	00.03%	00.15%	00.12%	00.03%	02.18%	00.00%	00.07%
New Hires																		
Vacancy Announcements	#	1,262																
Voluntarily Identified Applicants	#	8,568	6,948	555	1,065	527	12	68	38	9	10	32	6	24	2	323	1	2
	%	100.00%	81.09%	6.48%	12.43%	6.15%	0.14%	0.79%	0.44%	0.11%	0.12%	0.37%	0.07%	0.28%	0.02%	3.77%	0.01%	0.02%
Qualified External Applicants	#	4,295	3,479	256	560	273	3	34	26	4	5	16	0	9	0	176	0	0
	%	100.00%	81.00%	5.96%	13.04%	6.36%	0.07%	0.79%	0.61%	0.09%	0.12%	0.37%	0.00%	0.21%	0.00%	4.10%	0.00%	0.00%
Referred Applicants	#	3,521	2,819	226	476	231	1	29	18	4	4	14	0	8	0	153	0	0
	%	100.00%	80.06%	6.42%	13.52%	6.56%	0.03%	0.82%	0.51%	0.11%	0.11%	0.40%	0.00%	0.23%	0.00%	4.35%	0.00%	0.00%
Interviewed Applicants	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
External Selections	#	1,372	879	355	138	21	0	2	4	1	0	1	0	1	1	9	0	2
	%	100.00%	64.07%	25.87%	10.06%	01.53%	00.00%	00.15%	00.29%	00.07%	00.00%	00.07%	00.00%	00.07%	00.07%	00.66%	00.00%	00.15%
Career Development Program																		
Slots for Career Development Program	#																	
Eligible for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Applicants for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Selections for Career Development Program	#	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
	%	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

Workforce data shown includes full-time, part-time, and intermittent permanent employees in a pay status and excluding medical and Manila residents.
Applicant Flow Data retrieved from OPM's USA Staffing on October 5, 2022; includes permanent announcement type only and excludes unknowns.
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 HRSmart.
Percentages are based on row totals.
Row category totals may not match from Table A and Table B due to missing gender data.
*** This data is not available.

Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

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	
Recognition and Awards		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Permanent Workforce	#	412,694	154,395	258,299	12,542	16,808	90,208	141,684	34,444	70,257	13,442	23,123	793	1,282	2,326	4,107	640	1,038
	%	100.00%	37.42%	62.58%	03.04%	04.07%	21.86%	34.33%	08.35%	17.02%	03.26%	05.60%	00.19%	00.31%	00.56%	01.00%	00.16%	00.25%
Time Off Awards																		
Time-off Awards: 1-10 hours	#	440,165	168,175	271,990	15,377	19,630	98,244	150,324	36,782	71,640	13,744	23,665	815	1,300	2,503	4,125	710	1,306
	%	100.02%	38.21%	61.81%	03.49%	04.46%	22.32%	34.15%	08.36%	16.28%	03.12%	05.38%	00.19%	00.30%	00.57%	00.94%	00.16%	00.30%
Total Hours	#	1,809,000	692,409	1,116,591	62,703	79,590	407,848	622,668	149,684	291,140	55,655	95,772	3,335	5,242	10,313	16,821	2,871	5,358
Average Hours	#	4.11	4.12	4.11	4.08	4.05	4.15	4.14	4.07	4.06	4.05	4.05	4.09	4.03	4.12	4.08	4.04	4.10
Time-off Awards: 11-20 hours	#	3,906	1,613	2,293	91	116	1,089	1,393	279	500	115	219	8	14	27	35	4	16
	%	99.99%	41.28%	58.71%	02.33%	02.97%	27.88%	35.66%	07.14%	12.80%	02.94%	05.61%	00.20%	00.36%	00.69%	00.90%	00.10%	00.41%
Total Hours	#	60,443	24,615	35,828	1,365	1,822	16,748	21,947	4,194	7,728	1,745	3,337	113	196	394	546	56	252
Average Hours	#	15.47	15.26	15.62	15.00	15.71	15.38	15.76	15.03	15.46	15.17	15.24	14.13	14.00	14.59	15.60	14.00	15.75
Time-off Awards: 21-30 hours	#	2,395	1,128	1,267	83	72	779	777	200	331	51	61	4	5	9	11	2	10
	%	100.02%	47.11%	52.91%	03.47%	03.01%	32.53%	32.44%	08.35%	13.82%	02.13%	02.55%	00.17%	00.21%	00.38%	00.46%	00.08%	00.42%
Total Hours	#	58,089	27,319	30,770	2,009	1,752	18,882	18,845	4,832	8,070	1,236	1,480	96	122	216	261	48	240
Average Hours	#	24.25	24.22	24.29	24.20	24.33	24.24	24.25	24.16	24.38	24.24	24.26	24.00	24.40	24.00	23.73	24.00	24.00
Time-off Awards: 31-40 hours	#	3,624	1,780	1,844	121	104	1,294	1,251	236	372	92	77	6	14	27	18	4	8
	%	100.01%	49.13%	50.88%	03.34%	02.87%	35.71%	34.52%	06.51%	10.26%	02.54%	02.12%	00.17%	00.39%	00.75%	00.50%	00.11%	00.22%
Total Hours	#	139,369	69,214	70,155	4,772	3,995	50,227	47,541	9,173	14,132	3,602	2,927	228	544	1,052	696	160	320
Average Hours	#	38.46	38.88	38.05	39.44	38.41	38.82	38.00	38.87	37.99	39.15	38.01	38.00	38.86	38.96	38.67	40.00	40.00
Time-off Awards: 41 or more hours	#	55	21	34	1	0	9	18	10	14	1	2	0	0	0	0	0	0
	%	100.00%	38.18%	61.82%	01.82%	00.00%	16.36%	32.73%	18.18%	25.45%	01.82%	03.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%
Total Hours	#	3,009	1,008	2,001	48	0	432	864	480	1,041	48	96	0	0	0	0	0	0
Average Hours	#	54.71	48.00	58.85	48.00	0.00	48.00	48.00	48.00	74.36	48.00	48.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards																		
Cash Awards: $500 and Under	#	87,006	32,878	54,128	2,300	2,974	19,846	30,980	7,801	14,910	2,151	3,958	147	262	491	768	142	276
	%	100.00%	37.78%	62.22%	02.64%	03.42%	22.81%	35.61%	08.97%	17.14%	02.47%	04.55%	00.17%	00.30%	00.56%	00.88%	00.16%	00.32%
Total Amount	$	30,124,604	11,294,543	18,830,061	796,967	1,074,466	6,726,531	10,641,714	2,756,038	5,236,825	753,005	1,420,404	53,481	91,173	164,037	268,205	44,485	97,273
Average Amount	$	346.24	343.53	347.88	346.51	361.29	338.94	343.50	353.29	351.23	350.07	358.87	363.81	347.99	334.09	349.22	313.27	352.44
Cash Awards: $501-$999	#	90,626	31,800	58,826	2,793	3,696	19,055	34,971	6,778	13,686	2,475	5,071	150	286	420	879	129	237
	%	100.01%	35.09%	64.92%	03.08%	04.08%	21.03%	38.59%	07.48%	15.10%	02.73%	05.60%	00.17%	00.32%	00.46%	00.97%	00.14%	00.26%
Total Amount	$	68,013,545	23,871,472	44,142,073	2,110,850	2,780,413	14,379,908	26,420,035	5,015,047	10,156,352	1,850,444	3,759,605	111,132	207,860	308,972	644,607	95,119	173,203
Average Amount	$	750.49	750.68	750.38	755.76	752.28	754.65	755.48	739.90	742.10	747.65	741.39	740.88	726.78	735.65	733.34	737.35	730.81

Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate) - Permanent Workforce - SEP - FY2022

All VA		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
Recognition and Awards							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	#	412,694	154,395	258,299	12,542	16,808	90,208	141,684	34,444	70,257	13,442	23,123	793	1,282	2,326	4,107	640	1,038
	%	100.00%	37.42%	62.58%	03.04%	04.07%	21.86%	34.33%	08.35%	17.02%	03.26%	05.60%	00.19%	00.31%	00.56%	01.00%	00.16%	00.25%
Cash Awards: $1000-$1999	#	118,543	42,248	76,295	3,752	5,438	25,617	44,204	8,766	19,115	3,151	5,810	200	284	588	1,147	174	297
	%	100.01%	35.65%	64.36%	03.17%	04.59%	21.61%	37.29%	07.39%	16.12%	02.66%	04.90%	00.17%	00.24%	00.50%	00.97%	00.15%	00.25%
Total Amount	$	146,015,835	51,804,823	94,211,012	4,652,609	6,744,251	31,639,607	54,835,271	10,594,577	23,642,353	3,738,732	6,906,209	247,118	338,666	719,509	1,377,996	212,671	366,265
Average Amount	$	1,231.75	1,226.21	1,234.83	1,240.03	1,240.21	1,235.10	1,240.50	1,208.60	1,236.85	1,186.52	1,188.68	1,235.59	1,192.49	1,223.65	1,201.39	1,222.25	1,233.22
Cash Awards: $2000-$2999	#	25,717	9,553	16,164	622	778	6,112	9,494	2,080	4,759	540	895	31	50	131	150	37	38
	%	100.01%	37.15%	62.86%	02.42%	03.03%	23.77%	36.92%	08.09%	18.51%	02.10%	03.48%	00.12%	00.19%	00.51%	00.58%	00.14%	00.15%
Total Amount	$	58,059,439	21,527,288	36,532,151	1,399,451	1,762,534	13,703,489	21,304,384	4,754,560	10,870,231	1,227,690	2,055,638	66,515	115,162	292,868	333,665	82,714	90,535
Average Amount	$	2,257.63	2,253.46	2,260.09	2,249.92	2,265.47	2,242.06	2,243.98	2,285.85	2,284.14	2,273.50	2,296.80	2,145.65	2,303.25	2,235.63	2,224.43	2,235.51	2,382.50
Cash Awards: $3000-$3999	#	9,586	3,607	5,979	277	273	2,258	3,500	773	1,734	233	381	13	14	43	64	10	13
	%	100.01%	37.63%	62.38%	02.89%	02.85%	23.56%	36.51%	08.06%	18.09%	02.43%	03.97%	00.14%	00.15%	00.45%	00.67%	00.10%	00.14%
Total Amount	$	31,601,637	11,819,679	19,781,958	903,994	897,499	7,391,645	11,552,576	2,544,966	5,765,540	761,890	1,262,037	43,022	47,146	141,062	213,578	33,100	43,583
Average Amount	$	3,296.64	3,276.87	3,308.57	3,263.52	3,287.54	3,273.54	3,300.74	3,292.32	3,324.99	3,269.91	3,312.43	3,309.42	3,367.57	3,280.50	3,337.16	3,310.00	3,352.57
Cash Awards: $4000-$4999	#	1,471	560	911	25	60	397	605	89	165	41	70	1	1	5	10	2	0
	%	100.02%	38.08%	61.94%	01.70%	04.08%	26.99%	41.13%	06.05%	11.22%	02.79%	04.76%	00.07%	00.07%	00.34%	00.68%	00.14%	00.00%
Total Amount	$	6,329,779	2,398,252	3,931,527	108,357	259,927	1,702,653	2,615,454	376,449	707,196	176,648	300,749	4,000	4,500	20,895	43,701	9,250	0
Average Amount	$	4,303.05	4,282.59	4,315.62	4,334.29	4,332.12	4,288.80	4,323.06	4,229.77	4,286.03	4,308.49	4,296.41	4,000.00	4,500.00	4,178.94	4,370.14	4,625.00	0.00
Cash Awards: $5000 or more	#	3,851	1,583	2,268	95	99	1,094	1,322	255	641	118	160	2	9	18	30	1	7
	%	100.00%	41.11%	58.89%	02.47%	02.57%	28.41%	34.33%	06.62%	16.65%	03.06%	04.15%	00.05%	00.23%	00.47%	00.78%	00.03%	00.18%
Total Amount	$	26,845,298	11,791,364	15,053,934	697,675	714,813	8,280,747	8,939,729	1,788,969	3,905,748	836,639	1,166,725	12,500	75,362	162,316	195,231	12,518	56,325
Average Amount	$	6,970.99	7,448.75	6,637.54	7,343.95	7,220.33	7,569.24	6,762.28	7,015.56	6,093.21	7,090.16	7,292.03	6,250.00	8,373.56	9,017.56	6,507.71	12,518.00	8,046.43
Other Awards																		
Quality Step Increases (QSI)	#	1,343	573	770	36	34	413	494	85	167	28	59	2	2	9	12	0	2
	%	99.98%	42.66%	57.32%	02.68%	02.53%	30.75%	36.78%	06.33%	12.43%	02.08%	04.39%	00.15%	00.15%	00.67%	00.89%	00.00%	00.15%
Total Benefit	$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit	$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Performance Based Pay Increase	#	586	288	298	11	17	206	186	45	62	21	25	0	3	4	4	1	1
	%	99.99%	49.14%	50.85%	01.88%	02.90%	35.15%	31.74%	07.68%	10.58%	03.58%	04.27%	00.00%	00.51%	00.68%	00.68%	00.17%	00.17%
Total Benefit	$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit	$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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

*** This data is not available.

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Table B9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
Recognition and Awards			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	#	412,694	328,449	35,877	48,368	9,539	98	502	844	394	236	549	675	626	222	5,145	61	187
	%	100.00%	79.59%	08.69%	11.72%	02.31%	00.02%	00.12%	00.20%	00.10%	00.06%	00.13%	00.16%	00.15%	00.05%	01.25%	00.01%	00.05%
Time Off Awards																		
Time-off Awards: 1-10 hours	#	440,165	357,086	30,078	53,001	10,231	80	458	825	455	265	593	786	692	259	5,540	72	206
	%	100.00%	81.13%	06.83%	12.04%	02.32%	00.02%	00.10%	00.19%	00.10%	00.06%	00.13%	00.18%	00.16%	00.06%	01.26%	00.02%	00.05%
Total Hours	#	1,809,000	1,466,254	124,257	218,489	42,275	332	1,907	3,402	1,898	1,085	2,437	3,251	2,892	1,040	22,894	297	840
Average Hours	#	4.11	4.11	4.13	4.12	4.13	4.15	4.16	4.12	4.17	4.09	4.11	4.14	4.18	4.02	4.13	4.13	4.08
Time-off Awards: 11-20 hours	#	3,906	3,110	319	477	80	0	8	10	4	2	4	6	9	1	35	0	1
	%	100.00%	79.62%	08.17%	12.21%	02.05%	00.00%	00.20%	00.26%	00.10%	00.05%	00.10%	00.15%	00.23%	00.03%	00.90%	00.00%	00.03%
Total Hours	#	60,443	48,163	4,950	7,330	1,213	0	106	147	64	32	64	98	144	16	522	0	20
Average Hours	#	15.47	15.49	15.52	15.37	15.16	0.00	13.25	14.70	16.00	16.00	16.00	16.33	16.00	16.00	14.91	0.00	20.00
Time-off Awards: 21-30 hours	#	2,395	1,818	182	395	57	0	3	6	2	2	4	6	2	2	30	0	0
	%	100.00%	75.91%	07.60%	16.49%	02.38%	00.00%	00.13%	00.25%	00.08%	00.08%	00.17%	00.25%	00.08%	00.08%	01.25%	00.00%	00.00%
Total Hours	#	58,089	44,128	4,392	9,569	1,378	0	73	144	48	48	93	144	48	48	732	0	0
Average Hours	#	24.25	24.27	24.13	24.23	24.18	0.00	24.33	24.00	24.00	24.00	23.25	24.00	24.00	24.00	24.40	0.00	0.00
Time-off Awards: 31-40 hours	#	3,624	2,760	323	541	60	0	2	3	4	2	4	9	5	0	30	0	1
	%	100.00%	76.16%	08.91%	14.93%	01.66%	00.00%	00.06%	00.08%	00.11%	00.06%	00.11%	00.25%	00.14%	00.00%	00.83%	00.00%	00.03%
Total Hours	#	139,369	105,987	12,500	20,882	2,288	0	80	120	160	80	148	352	200	0	1,108	0	40
Average Hours	#	38.46	38.40	38.70	38.60	38.13	0.00	40.00	40.00	40.00	40.00	37.00	39.11	40.00	0.00	36.93	0.00	40.00
Time-off Awards: 41 or more hours	#	55	38	7	10	2	0	0	0	0	0	0	1	0	0	1	0	0
	%	100.00%	69.09%	12.73%	18.18%	03.64%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	01.82%	00.00%	00.00%	01.82%	00.00%	00.00%
Total Hours	#	3,009	2,193	336	480	96	0	0	0	0	0	0	48	0	0	48	0	0
Average Hours	#	54.71	57.71	48.00	48.00	48.00	0.00	0.00	0.00	0.00	0.00	0.00	48.00	0.00	0.00	48.00	0.00	0.00
Cash Awards																		
Cash Awards: $500 and Under	#	87,006	70,024	5,916	11,066	2,149	22	101	180	101	45	103	141	161	52	1,167	20	56
	%	100.00%	80.48%	06.80%	12.72%	02.47%	00.03%	00.12%	00.21%	00.12%	00.05%	00.12%	00.16%	00.19%	00.06%	01.34%	00.02%	00.06%
Total Amount	$	30,124,604	24,414,675	2,018,680	3,691,248	716,516	7,078	33,757	61,892	35,700	15,497	34,999	45,601	52,583	17,855	386,365	6,729	18,461
Average Amount	$	346.24	348.66	341.22	333.57	333.42	321.70	334.22	343.84	353.47	344.37	339.80	323.41	326.60	343.36	331.08	336.47	329.67
Cash Awards: $501-$999	#	90,626	74,602	5,227	10,797	2,121	11	74	154	93	54	118	144	152	43	1,213	22	43
	%	100.00%	82.32%	05.77%	11.91%	02.34%	00.01%	00.08%	00.17%	00.10%	00.06%	00.13%	00.16%	00.17%	00.05%	01.34%	00.02%	00.05%
Total Amount	$	68,013,545	56,017,157	3,907,109	8,089,279	1,572,759	7,510	55,051	112,881	69,153	40,910	89,108	106,454	112,807	31,567	897,107	16,583	33,627
Average Amount	$	750.49	750.88	747.49	749.22	741.52	682.73	743.94	732.99	743.58	757.60	755.15	739.26	742.15	734.12	739.58	753.78	782.01

Table B9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate) - Permanent Workforce - SEP - FY2022

All VA		TOTAL	Total by Disability Status			Detail for Targeted Disabilities												
Recognition and Awards			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	#	412,694	328,449	35,877	48,368	9,539	98	502	844	394	236	549	675	626	222	5,145	61	187
	%	100.00%	79.59%	08.69%	11.72%	02.31%	00.02%	00.12%	00.20%	00.10%	00.06%	00.13%	00.16%	00.15%	00.05%	01.25%	00.01%	00.05%
Cash Awards: $1000-$1999	#	118,543	98,615	6,258	13,670	2,358	13	96	184	117	75	138	198	165	40	1,273	13	46
	%	100.00%	83.19%	05.28%	11.53%	01.99%	00.01%	00.08%	00.16%	00.10%	00.06%	00.12%	00.17%	00.14%	00.03%	01.07%	00.01%	00.04%
Total Amount	$	146,015,835	121,602,924	7,599,325	16,813,586	2,868,057	13,880	114,012	215,907	144,251	94,567	168,463	241,072	206,330	47,510	1,549,135	16,159	56,772
Average Amount	$	1,231.75	1,233.11	1,214.34	1,229.96	1,216.31	1,067.69	1,187.62	1,173.40	1,232.91	1,260.90	1,220.75	1,217.53	1,250.48	1,187.76	1,216.92	1,243.00	1,234.17
Cash Awards: $2000-$2999	#	25,717	21,565	1,337	2,815	510	6	17	36	21	30	37	32	38	10	270	1	12
	%	100.00%	83.86%	05.20%	10.95%	01.98%	00.02%	00.07%	00.14%	00.08%	00.12%	00.14%	00.12%	00.15%	00.04%	01.05%	00.00%	00.05%
Total Amount	$	58,059,439	48,793,556	2,960,649	6,305,233	1,136,310	12,576	36,254	79,040	47,505	66,260	84,536	70,825	84,428	23,700	601,337	2,000	27,849
Average Amount	$	2,257.63	2,262.63	2,214.40	2,239.87	2,228.06	2,096.06	2,132.59	2,195.55	2,262.14	2,208.68	2,284.75	2,213.28	2,221.78	2,370.00	2,227.17	2,000.00	2,320.75
Cash Awards: $3000-$3999	#	9,586	8,162	453	971	168	1	6	15	5	4	8	20	14	9	80	1	5
	%	100.00%	85.15%	04.73%	10.13%	01.75%	00.01%	00.06%	00.16%	00.05%	00.04%	00.08%	00.21%	00.15%	00.09%	00.83%	00.01%	00.05%
Total Amount	$	31,601,637	26,929,273	1,489,712	3,182,652	551,261	3,000	19,500	47,317	15,000	13,250	26,900	65,026	47,505	28,850	263,508	3,909	17,497
Average Amount	$	3,296.64	3,299.35	3,288.55	3,277.71	3,281.31	3,000.00	3,250.00	3,154.46	3,000.00	3,312.50	3,362.50	3,251.29	3,393.19	3,205.56	3,293.85	3,909.00	3,499.36
Cash Awards: $4000-$4999	#	1,471	1,306	57	108	12	0	1	0	2	0	1	2	0	0	6	0	0
	%	100.00%	88.78%	03.87%	07.34%	00.82%	00.00%	00.07%	00.00%	00.14%	00.00%	00.07%	00.14%	00.00%	00.00%	00.41%	00.00%	00.00%
Total Amount	$	6,329,779	5,621,685	250,175	457,920	50,350	0	4,000	0	8,000	0	4,100	8,500	0	0	25,750	0	0
Average Amount	$	4,303.05	4,304.51	4,389.03	4,240.00	4,195.87	0.00	4,000.00	0.00	4,000.00	0.00	4,100.45	4,250.00	0.00	0.00	4,291.67	0.00	0.00
Cash Awards: $5000 or more	#	3,851	3,388	164	299	47	0	0	0	5	1	3	2	2	2	30	0	2
	%	100.00%	87.98%	04.26%	07.76%	01.22%	00.00%	00.00%	00.00%	00.13%	00.03%	00.08%	00.05%	00.05%	00.05%	00.78%	00.00%	00.05%
Total Amount	$	26,845,298	23,555,157	1,194,864	2,095,277	319,506	0	0	0	27,500	19,865	20,000	21,527	11,000	10,000	193,114	0	16,500
Average Amount	$	6,970.99	6,952.53	7,285.76	7,007.62	6,798.00	0.00	0.00	0.00	5,500.00	19,865.00	6,666.67	10,763.50	5,500.00	5,000.00	6,437.13	0.00	8,250.00
Other Awards																		
Quality Step Increases (QSI)	#	1,343	1,087	81	175	23	0	0	1	1	2	0	4	2	0	13	0	0
	%	100.00%	80.94%	06.03%	13.03%	01.71%	00.00%	00.00%	00.07%	00.07%	00.15%	00.00%	00.30%	00.15%	00.00%	00.97%	00.00%	00.00%
Total Benefit	$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit	$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Performance Based Pay Increase	#	586	513	25	48	3	0	0	0	0	0	0	1	1	0	1	0	0
	%	100.00%	87.54%	04.27%	08.19%	00.51%	00.00%	00.00%	00.00%	00.00%	00.00%	00.00%	00.17%	00.17%	00.00%	00.17%	00.00%	00.00%
Total Benefit	$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***
Average Benefit	$	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***

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

*** This data is not available.