



DEPARTMENT OF VETERANS AFFAIRS  
Washington DC 20420

NOV 02 2007

Mr. Daniel Fusco  
Manager  
Recruiting, Examining and Assessment Group  
Center for Talent and Capacity Policy  
Strategic Human Resources Policy  
Office of Personnel Management  
1900 E Street N.W., Room 6547  
Washington, DC 20415-9800

Dear Mr. Fusco:

I am pleased to submit the Department of Veterans Affairs (VA) Annual Federal Equal Opportunity Recruitment Program (FEORP) Plan Certification for Fiscal Year (FY) 2008 and Accomplishment Report for FY 2007.

VA is particularly proud of improved levels of representation of minorities and women in General Schedule and related grades 13-15. In FY 2007, VA advanced the FEORP initiative's goal of eliminating underrepresentation of minorities and women in the Federal service. Significant gains were made in all General Schedule and related grade levels. In FY 2007, there were 170,423 women and minorities employed within the Department—an increase of 8,222 women and minorities employees. (In FY 2006, there were 162,201 women and minorities employed within the Department.) The Department will continue to offer a variety of career development programs to all employees to ensure a diverse, challenging, and rewarding work environment.

Should you require additional information, please have a member of your staff contact Scot Evans, Management Analyst, Office of Diversity Management and Equal Employment Opportunity, at (202) 461-4006. Mr. Evans may also be reached via e-mail at: [scot.evans2@va.gov](mailto:scot.evans2@va.gov).

Sincerely yours,

A handwritten signature in black ink, appearing to read "Paul J. Hutter".

Paul J. Hutter  
Executive in Charge of the  
Office of Human Resources and Administration

Enclosure

ANNUAL FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM (FEORP)  
PLAN CERTIFICATION – FISCAL YEAR 2008

Please type or print clearly and return this sheet with an original signature to:

Daniel Fusco, Manager  
Recruiting, Examining and Assessment Group  
Center for Talent and Capacity Policy  
Strategic Human Resources Policy  
Office of Personnel Management  
1900 E Street N.W., Room 6547  
Washington, DC 20415-9800

A. Name and Address of Agency

Department of Veterans Affairs  
810 Vermont Avenue, N.W.  
Washington, DC 20420

B. Name and Title of Designated FEORP Official (include address, if different from above, and telephone and fax numbers)

Ms. Susan C. McHugh, Deputy Assistant Secretary for Diversity Management and Equal Employment Opportunity  
Telephone: (202) 501-1970  
Fax: (202) 501-2145

C. Name and Title of Contact Person (include address, if different from above, and telephone and fax numbers)

Mr. Scot Evans, Management Analyst  
Office of Diversity Management and Equal Employment Opportunity  
Telephone: (202) 461-4006  
Fax: (202) 501-2145

**CERTIFICATION:**

I certify that the above named agency: (1) has a current FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM (FEORP) plan and the program is being implemented as required by Public Law 95-454, and subsequent regulations and guidance issued by the US Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a FEORP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan; and (4) that such plans are available upon request from field offices or installations.

SIGNATURE \_\_\_\_\_



DATE 11/2/07

**FEORP: PARTICIPANTS IN FORMAL GOVERNMENT-WIDE CAREER DEVELOPMENT PROGRAMS  
FY 2007**

RNO AND GENDER	GS 1-4		GS 5-8		GS 9-12	
	#	%	#	%	#	%
<b>Overall Total</b>	<b>90</b>	<b>100%</b>	<b>120</b>	<b>100%</b>	<b>308</b>	<b>100%</b>
Total Men	27	30%	34	28.33%	83	26.94%
Total Women	63	70%	86	71.66%	225	73.05%
<b>Total Blacks</b>	<b>57</b>	<b>63.33%</b>	<b>41</b>	<b>34.16%</b>	<b>87</b>	<b>28.24%</b>
Black Men	25	27.77%	12	10.00%	32	10.38%
Black Women	32	35.55%	29	24.16%	55	17.85%
<b>Total Hispanics</b>	<b>7</b>	<b>7.77%</b>	<b>13</b>	<b>10.83%</b>	<b>12</b>	<b>3.89%</b>
Hispanic Men	4	4.44%	2	1.66%	2	0.64%
Hispanic Women	3	3.33%	11	9.16%	10	3.24%
<b>Total Asian/Pacific Islanders</b>	<b>15</b>	<b>16.66%</b>	<b>4</b>	<b>3.33%</b>	<b>13</b>	<b>4.22%</b>
Asian/Pacific Islander Men	9	10%	1	0.83%	4	1.29%
Asian/Pacific Islander Women	6	6.66%	3	2.50%	9	2.92%
<b>Total Native Americans</b>	<b>0</b>	<b>%</b>	<b>0</b>	<b>%</b>	<b>1</b>	<b>0.32%</b>
Native American Men	0	%	0	%	0	%
Native American Women	0	%	0	%	1	0.32%

**FEORP: PARTICIPANTS IN FORMAL GOVERNMENT-WIDE CAREER DEVELOPMENT PROGRAMS (Cont'd)**  
**FY 2007**

RNO AND GENDER	GS 13-15		SENIOR PAY	
	#	%	#	%
<b>Overall Total</b>	<b>257</b>	<b>100.0</b>	<b>6</b>	<b>100</b>
Total Men	86	33.46%	2	33.33%
Total Women	171	66.53%	4	66.66%
<b>Total Blacks</b>	<b>52</b>	<b>20.23%</b>	<b>1</b>	<b>16.66%</b>
Black Men	22	8.56%	0	%
Black Women	30	11.67%	1	16.66%
<b>Total Hispanics</b>	<b>7</b>	<b>2.72%</b>	<b>1</b>	<b>16.66%</b>
Hispanic Men	2	0.77%	0	%
Hispanic Women	5	1.94%	1	16.66%
<b>Total Asian/Pacific Islanders</b>	<b>5</b>	<b>1.94%</b>	<b>0</b>	<b>%</b>
Asian/Pacific Islander Men	3	1.16%	0	%
Asian/Pacific Islander Women	2	0.77%	0	%
<b>Total Native Americans</b>	<b>3</b>	<b>1.16%</b>	<b>0</b>	<b>%</b>
Native American Men	1	0.38%	0	%
Native American Women	2	0.77%	0	%

**FEORP: PARTICIPANTS IN FORMAL VA CAREER DEVELOPMENT PROGRAMS  
FY 2007**

RNO AND GENDER	GS 1-4		GS 5-8		GS 9-12	
	#	%	#	%	#	%
<b>Overall Total</b>	<b>1432</b>	<b>100%</b>	<b>2412</b>	<b>100%</b>	<b>2287</b>	<b>100%</b>
Total Men	443	30.93%	729	30.22%	687	30.03%
Total Women	989	69.06%	1683	69.77%	1600	69.96%
<b>Total Blacks</b>	<b>258</b>	<b>18.01%</b>	<b>659</b>	<b>27.32%</b>	<b>369</b>	<b>16.13%</b>
Black Men	101	7.05%	205	8.49%	95	4.15%
Black Women	157	10.96%	454	18.82%	274	11.98%
<b>Total Hispanics</b>	<b>49</b>	<b>3.42%</b>	<b>187</b>	<b>7.75%</b>	<b>138</b>	<b>6.03%</b>
Hispanic Men	16	1.11%	70	2.90%	43	1.88%
Hispanic Women	33	2.30%	117	4.85%	95	4.15%
<b>Total Asian/Pacific Islanders</b>	<b>31</b>	<b>2.16%</b>	<b>63</b>	<b>2.61%</b>	<b>57</b>	<b>2.49%</b>
Asian/Pacific Islander Men	7	0.48%	14	0.58%	32	1.39%
Asian/Pacific Islander Women	24	1.67%	49	2.03%	25	1.09%
<b>Total Native Americans</b>	<b>10</b>	<b>0.69%</b>	<b>33</b>	<b>1.36%</b>	<b>17</b>	<b>0.74%</b>
Native American Men	4	0.27%	10	0.41%	10	0.43%
Native American Women	6	0.41%	23	0.95%	7	0.30%

**FEORP: PARTICIPANTS IN FORMAL VA CAREER DEVELOPMENT PROGRAMS (Cont'd)**  
**FY 2007**

RNO AND GENDER	GS 13-15		SENIOR PAY	
	#	%	#	%
<b>Overall Total</b>	<b>905</b>	<b>100.0</b>	<b>58</b>	<b>100.0</b>
Total Men	471	52.04%	19	32.75%
Total Women	434	47.95%	39	67.24%
<b>Total Blacks</b>	<b>116</b>	<b>12.81%</b>	<b>13</b>	<b>22.41%</b>
Black Men	43	4.75%	3	5.17%
Black Women	73	8.06%	10	17.24%
<b>Total Hispanics</b>	<b>42</b>	<b>4.64%</b>	<b>12</b>	<b>20.68%</b>
Hispanic Men	21	2.32%	1	1.72%
Hispanic Women	21	2.32%	11	18.96%
<b>Total Asian/Pacific Islanders</b>	<b>40</b>	<b>4.41%</b>	<b>8</b>	<b>13.79%</b>
Asian/Pacific Islander Men	30	3.31%	3	5.17%
Asian/Pacific Islander Women	10	1.10%	5	8.62%
<b>Total Native Americans</b>	<b>4</b>	<b>0.44%</b>	<b>2</b>	<b>3.44%</b>
Native American Men	2	0.22%	2	3.44%
Native American Women	2	0.22%	0	%

## FEORP: FY 2007 ACCOMPLISHMENT REPORT

This report describes Department of Veterans Affairs (VA) activities supporting the FEORP initiative in eliminating underrepresentation of minorities and women in the Federal service. VA once again showed its full commitment to bringing the best and the brightest into public service at all levels, and to ensuring that VA's workforce reflects the diversity of our Nation.

VA's notable accomplishments for FY 2007 include the following:

- The number of women and minorities in full-and part-time permanent positions increased by 8,222 (74.44 percent of the total growth), from 162,201 in fiscal year 2006 to 170,203 in fiscal year 2007.
- The representation of women (GS/GM pay-plans) in full and part-time permanent positions increased by 4,491, from 85,547 (61.95 percent) in FY 2006 to 90,038 (62.06 percent) in FY 2007. In addition, they gained 6.92 percent of the SES positions.
- VA employed 94 student interns this summer which includes:
  - 71 interns from the Hispanic Association of Colleges and Universities (HACU)
  - 5 from the National Association for Equal Opportunity in Higher Education (NAFEO)
  - 1 Asian American and Pacific Islanders  
(sponsored by the International Leadership Foundation AAPI/ILF)
  - 1 from The Washington Center for internships and Academic Seminars(TWC)
  - 4 from the American University's Washington Internships for Native Students (WINS)
  - 6 from the Minority Access Inc. (MAI)
  - 6 from the Workforce Recruitment Program for College Students with Disabilities
- Representatives from VA Central Office, Veterans Health Administration, Veterans Benefits Administration, and National Cemetery Administration attended various national job fairs and special emphasis conferences such as Federal Asian Pacific American Council (FAPAC), Blacks In Government (BIG), NAFEO, League of United Latin American Citizens (LULAC), Federal Employed Women (FEW), Society of American Indian Government Employees (SAIGE), Perspectives on Employment of People with Disabilities (Perspectives), and OPM Recruitment Job Fairs to recruit a diverse, well qualified women and minorities.
- VA is a Government leader in providing online data tools that provide an analysis of workforce change allowing managers and supervisors to track changes on a monthly basis. VA has prepared a training video on how to use these tools for on-demand viewing on the VA Knowledge Network.