DEPARTMENT OF VETERANS AFFAIRS
ASSISTANT SECRETARY FOR HUMAN RESOURCES AND ADMINISTRATION
WASHINGTON DC 20420

NOV 23 2010

Ms. Carmen Andújar
Manager
Recruitment Policy and Outreach
Recruitment Diversity
Employee Services
ATTN: FY 2010 FEORP REPORT
U.S. Office of Personnel Management
1900 E Street NW, Room 6547
Washington, DC 20415-9800

Dear Ms. Andújar:

I am pleased to submit the Department of Veterans Affairs (VA) Annual Federal Equal Opportunity Recruitment Program (FEORP) for Fiscal Year (FY) 2010 Accomplishment Report, the FY 2011 Agency Plan with Plan Certification, and the FY 2010 Hispanic Employment Program (HEP) Report.

Each year, in accordance with 5 U.S.C. 7201 and 5 CFR Part 720, Subpart B, the Office of Personnel Management (OPM) requests each Federal agency to submit a FEORP Report and Plan Certification that the agency has developed for the following FY. This year, the call memorandum from OPM dated July 22, 2010, requested the FEORP Report, Agency Plan for FY 2011, and FY 2011 Plan Certification.

In accordance with Executive Order 13171, OPM requested that each agency submit a HEP Report with FEORP. You will find VA's FY 2010 HEP Report enclosed.

If you have any questions, please have a member of your staff contact Nanese Loza, EEO Manager, Office of Diversity and Inclusion, at (202) 461-4049 or via e-mail at nanese.loza@va.gov.

Sincerely,

John U. Sepúlveda

Enclosures

cc: Mekaela Bratcher

ANNUAL FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM (FEORP) PLAN CERTIFICATION – FISCAL YEAR 2011

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

Ms. Carmen Andújar, Manager
Recruitment Policy and Outreach
Recruitment Diversity
Employee Services
ATTN: FY 2010 FEORP REPORT
U.S. Office Personnel Management
1900 E Street, NW, Room 6547
Washington, DC 20415-9800

A. Name and Address of Agency:

Department of Veterans Affairs
810 Vermont Avenue, NW
Washington, DC 20420

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

Ms. Georgia Coffey
Deputy Assistant Secretary for Diversity and Inclusion
Email: Georgia.Coffey@va.gov
Telephone: (202) 461-4131
Fax: (202) 501-2145

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

Ms. Nanese Loza
EEO Manager
Office of Diversity and Inclusion
Email: Nanese.Loza@va.gov
Telephone: (202) 461-4049
Fax: (202) 501-2145

CERTIFICATION:

I certify the above 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 U.S. Office of Personnel Management; (2) that all field offices or installations with fewer than 500 employees are covered by a FEORP plan; (3) that all field offices or installations with 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** 11/23/10

The U. S. Department of Veterans Affairs
Tenth Annual Report to the President on Hispanic Employment in the Federal Government

Executive Summary

In fulfillment of the Department of Veterans Affairs' (VA's) vision "to provide Veterans the world-class benefits and services they have earned—and to do so by adhering to the highest standards of compassion, commitment, excellence, professionalism, integrity, accountability, and stewardship," VA continued its efforts to build a diverse and high-performing workforce that reflects our Nation and the Veterans we serve. VA is committed to providing equal employment opportunities for all, including Hispanic Americans. This is demonstrated by the fiscal year 2010 accomplishments listed below in the areas of recruitment, career development, and accountability.

VA Workforce Demographics

VA employs both U.S. and non-U.S. citizens (approximately 0.6% of VA total workforce). For the purposes of this report, the analysis contained within the remainder of this paragraph focuses only on the portion of VA's workforce which is composed of U.S. citizens. As of September 30, 2010, VA employed 305,470 individuals (permanent and temporary hires). VHA employs 271,647 people, which is approximately 89% of the VA workforce. VBA has 20,427 employees, NCA has 1,702 employees, and VACO has 11,694 employees.

At the end of FY 2009, VA's total employee population included 17,861 (6.60 percent) Hispanic permanent employees, 8,373 males and 9,488 females. At the end of FY 2010, VA's total population included 19,530 (6.86 percent) Hispanic permanent employees, 9,118 males and 10,412 females. The Hispanic permanent employee population grew at a rate of 9.34 percent. The growth rate for the Hispanic male (permanent hire) was 8.9 percent and the growth rate for the Hispanic female (permanent hire) was 9.74 percent. The total VA permanent workforce grew at 5.16 percent (270,617 in FY 2009 to 284,569 in FY 2010). Including temporary hires, the Hispanic population grew at a rate of 8.24 percent (8.06 percent for males, 8.40 percent for females) while the total VA workforce grew at a 4.0 percent rate, 293,725 in FY 2009 to 305,470 in FY 2010 (4.59 percent for males and 3.60 percent for females).

VA Central Office (VACO)

As of FY 2010, VACO Staff Office total Hispanic workforce was 725, including 472 males and 253 females. During FY 2010, 40 Hispanics were hired 29 (4 percent) males and 11(1.5 percent) females.

Veterans Health Administration (VHA)

VHA has 153 medical centers (VAMCs) and manages the largest integrated health care system in the United States. In FY 2009, VHA's total employee population included 15,839 (6.63 percent) Hispanic permanent employees. In FY 2010, VHA's total population included 17,232 (6.91 percent) Hispanic permanent employees. The Hispanic population grew at a rate of 8.8 percent while the total VHA workforce grew at a 4.4 percent rate.

Veterans Benefits Administration (VBA)
There was a steady increase in the number of Hispanics in VBA's workforce during FY 2010. VBA had 1,133 Hispanic employees, as compared to 989 Hispanic employees in FY 2009. This increase reflects a net gain of 124 Hispanic employees to VBA's workforce. Additionally, there is a greater representation of Hispanics in areas where there is a larger concentration of Hispanics. For example, the Albuquerque, New Mexico, VA Regional Office had 95 employees in FY 2010, and 36 (38 percent) Hispanic employees. At the San Juan, Puerto Rico, VA Regional Office, 89 percent of the workforce is Hispanic.

National Cemetery Administration (NCA)
As of FY 2010, NCA had a total workforce of 1,702 employees. Hispanic males represent 134 (7.87 percent), and Hispanic American females represent 29 (1.70 percent).

Recruitment
VA continues to promote strategic recruitment outreach in an effort to maintain a competent, committed, and diverse workforce. In FY 2010, VA participated in outreach and recruitment events that targeted minorities and women; leveraged diversity-focused internship programs to reach, identify and sponsor student interns; and marketed career opportunities to broad audiences. VA utilized several recruitment marketing tools and participated in numerous recruitment events nationwide.

VA-wide

- As an ADVANCE initiative (formerly the Human Capital Investment Plan), VA established a $500K centralized fund to further advance the goals of the headquarters' National Diversity Internship program. VA achieved a record high for the number of interns (164) sponsored during the summer session. Seventy-seven of those interns were identified through the Hispanic Association of Colleges and University's (HACU's) internationally recognized award winning Hispanic National Internship Program (HNIP), which provides opportunities for students to gain professional work experience at VA that will enable them to make more educated career choices and supplement their academic study with practical work experience. Ten of the 77 were funded by the centralized fund.
- VA continues to nurture an established relationship with the Latinos for Hire organization, which featured VA as a Best Employer.
- VA will hire a full-time headquarters Special Emphasis Program Manager to focus on the Hispanic Employment Program.
- An Equal Employment Opportunity (EEO), Diversity, and Inclusion Critical Performance Element for All VA Senior Executive Service (SES) Members, Managers, and Supervisors was established and implemented in their performance FY 2010 plans.
- All SES and Title 38 SES-equivalents, approximately 421, received an 8-hour mandatory, face-to-face "EEO, Diversity and Inclusion, and Conflict Management Training."

VACO

- During the reporting period, 40 Hispanics were hired 29 males and 11 females.
- VACO sponsored nine Hispanic summer interns from HACU in FY 2010.

VHA

- Healthcare Retention and Recruitment Office (HRRO) recruited at several Hispanic events during FY 2010, including: Society of Hispanic Professional Engineers, Washington, DC, October 29 -November 1, 2009; Hispanic Association of Colleges and Universities -Orlando, FL October 31 -November 2, 2009; National Society for Hispanic Professionals, Houston, TX, February 17, 2010; Latinos for Hire, Dallas, TX, March 24, 2010; Latinos for Hire, Los Angeles, CA, April 21, 2010; National Society for Hispanic Professionals, San Diego, CA, May 13, 2010; League of United Latin American Citizens, Albuquerque, NM, July 12 -17,2010; National Association of Hispanic Nurses, Washington, DC, July 22 -24,2010; Hispanic Association of Colleges and Universities, San Diego, CA, September 18 -20, 2010 and Mexican American Engineers and Scientists, Anaheim, CA, September 29 -October 2, 2010.
- The Office of Research & Development participated in the Presidential Management Fellows Hiring Fair and the Summer Intern program. Also, a senior program manager spoke with groups of Hispanic researchers at the National Academy of Neuropsychology and at the International Neuropsychological Society regarding the research needs of Hispanic Veterans and the opportunities to do research in VA. A senior program manager met with researchers in Puerto Rico about opportunities with the VA and the special needs of Hispanic Veterans.

NCA

- In FY 2010, NCA outreach components worked together to reach Hispanic Americans and members of other minority groups by attending the following recruitment and outreach events geared toward the recruitment of Hispanic Americans: National Image Conference, San Diego, CA; League of United Latin American Citizens (LULAC) National Women's Conference, San Juan, PR; LULAC National Convention, Albuquerque, NM; National Organization for Mexican American Rights (NOMAR), and Miami, FL.

VBA

- VBA, including its 57 regional offices, implemented outreach and recruitment strategies, participated in internship programs, established partnerships with organizations in the Hispanic community, and facilitated special activities to increase the pool of qualified Hispanic applicants for various positions. For example, the Waco VA Regional Office annually participates in the National Multicultural Job Exposition at Texas State University and in job fairs hosted at Baylor University, in an effort to recruit qualified Hispanic applicants to fill numerous vacancies.

Marketing/Advertising

VACO

- As part of the Office of Human Resources Management Human Capital Investment Plan, the Recruitment Marketing and Outreach team led a transit marketing recruitment campaign (i.e., VA recruitment ads in train stations, commuter trains, and buses throughout DC, Maryland, and Virginia) that identified VA as an "Employer of Choice." The marketing efforts targeted mission critical jobseekers including women and minorities in the following fields: Human Resources Management, Information and Technology, Contracting, Veterans Claims Examining, and Physicians/Nurses.

VHA

- VHA's first television commercial included a Spanish version with paid placements on Telemundo and Univision television networks. Copies are available on VA Careers Recruitment Web site and Facebook page. Printed and online material was updated that included Spanish language as well as a special edition of the VHA Vehicle wrap that was installed for the Puerto Rico VAMC that included Spanish for "Apply Today." Integrated into the overall media plan, VHA specifically targets Hispanic communities.

Internship and Student Employment Programs

VHA

- During FY 2010, in an effort to reach a large number of professionally trained Hispanic students, VHA's Healthcare Retention and Recruitment Office (HRRO) partnered with HACU. VHA's intern commitment with HACU during FY 2010 totaled $480,000. The total number of interns who participated was 48. Of this number, three interns worked in VHA's Central Office, Washington, DC, and 45 in VHA Veterans Affairs Medical Center (VAMC) field facilities.
- Student Education and Employment Program (SEEP). In FY 2010, HRRO sent $2,027,506 of funding to VAMCs for SEEP students. FY 2010 there were 227 HRRO-funded SEEP students and 13 ($212,574 in funding) of those students attended schools identified by the Department of Education as those with high Hispanic enrollment.

NCA

- NCA sponsored 24 non-traditional student interns in the National Internship Program for the spring, summer and fall sessions, including nine African Americans, eight Hispanics, two Asian Americans, one Native American, and four Caucasians. Students were placed in field locations as well as the Central Office. The agency leadership met with the students to discuss their goals for their tenure with NCA and held a closeout meeting to determine what could be done in the future to enhance the program. NCA has a goal to expand this program in the next fiscal year.

VBA

- In FY 2010, VBA sponsored six Hispanic summer interns from the HACU.

Career Development

VA continues to promote and encourage participation in employee training, career development, and career management programs to assist its current workforce, at all grade levels, in completing their educational goals and acquiring the necessary skills to be competitively marketable for promotional, advancement opportunities.

VACO

- During FY 2010, three Hispanics, one male and two females were selected into the Senior Executive Service Career Development Program (SESCDP) and two Hispanic females were selected into the Leadership VA (LVA) program.
- The VACO Leadership Development Mentoring Program (LDMP) is a career development tool. The participants are from diverse backgrounds and are trained and developed into high-performing employees with a broader perspective of VA. The program fosters mentoring as a key aspect of VA's continuous learning culture and develops a leadership cadre that is competent and dedicated. Participants gain skills in leadership, conflict resolution, communications, problem solving, and diversity. Upon successful completion, all participants will understand and be able to discuss the eight core competencies of the High Performance Development Model (HPDM): organizational stewardship, systems thinking, creative thinking, flexibility/adaptability, customer service, interpersonal effectiveness, personal mastery, and technical skills. They will also be able to develop and maintain processes and procedures that drive innovation and define performance goals. This program is open to all VA employees, including Hispanics.
- There were 1,936 promotions within the Staff Offices; 82 Hispanic males and 55 Hispanic females were selected for advancement.

VHA

- Progression planning and leadership development in VHA is an integrated process for identifying, assessing, and developing high-potential leaders at all levels of the organization. The Veterans Integrated Service Networks (VISNs) and Facility Leadership, Effectiveness, Accountability, Development (LEAD) Program extends the Executive Career Field Candidate Development Program (ECFCDP) concept down through the organization to ensure that VHA has a diverse cadre of leaders prepared to assume roles of greater responsibility, from entry-level positions to the top of the mid-management ranks. Utilization of this concept promotes a three-tiered continuum of progression planning and leadership development at the local, VISN, and national levels.
- VHA's VISN LEAD Programs target title 5 and title 38 employees at High Performing Development Model (HPDM) levels 2 and 3 (title 5 is typically grade levels 9 through 13). Facility LEAD Programs target title 5 and title 38 Employees at HPDM levels 1 and 2 (title 5 is typically grade levels entry through 9). Determination of eligible grade levels is at the discretion of management based on alignment with their strategic needs. In FY 2010, there were 1392 Facility (1.48 percent Hispanic males, 12.28 percent Hispanic

females) and 628 VISN participants (2.21 percent Hispanic males 16.08 percent Hispanic females).

- Executive Career Field Candidate Development Program (ECFCDP). The ECFCDP, established in 2002, provides developmental opportunities for high potential employees, preparing them to apply for executive vacancies. ECFCDP is a 2-year program with personal development planning and mentoring and preceptor components as well as a wide variety of educational and experiential learning opportunities. Candidates attend an assessment center where learning goals are tailored to meet the identified needs of the individual. There were 39 VHA employees actively enrolled in the FY 2010 ECFCDP class, 2.44 percent Hispanic females and no Hispanic males.

Additional VHA Career Development Programs:

- **Technical Career Field (TCF) Internship Program**. The TCF Internship Program was created to develop employees in fields where full-time training in VHA procedures and regulations is required, such as the Prosthetics Representative, Human Resource Specialist, Business Analyst, etc. TCF 2-year internships are centrally funded. Recruitment is focused on local colleges and universities. Each intern is placed at a VHA facility and trained by an experienced preceptor in the target position. Preceptors receive training, interns convene for an annual conference with their peers, and the program is evaluated at the national level. The program is designed to adjust with changing workforce needs. There were 144 VHA employees actively enrolled in the FY 2010 TCF Program, 3.90 percent Hispanic males and 1.95 percent Hispanic females.
- **Graduate Healthcare Administration Training Program (GHATP).** GHATP is one of the longest standing training programs in the VHA, it consists of three development programs designed to prepare today's promising candidates to become tomorrow's VHA leaders: Administrative Residents/Fellows Program, the Health System Management Trainee Program, and the Army-Baylor University Graduate Program. There were 73 VHA employees actively enrolled in the FY 2010 GHATP, 1.45 percent Hispanic females and no Hispanic males.
- **Office of Academic Affiliations (OAA).** For over 50 years, VHA has been at the forefront of education and training of health care professionals. Clinical education is one of VHA's four primary missions. It contributes to VHA's recruitment and retention of the highest quality staff at its health care facilities and creates a patient care environment characterized by an academic atmosphere of inquiry. Each year, over 100,000 students and trainees come to VA Medical Centers to receive some, or all of their clinical training. VA has affiliation agreements with 107 allopathic and 15 osteopathic medical schools for physician education, and in 40 other health professions represented by affiliations agreements with more than 1,200 colleges and universities. Students elect clinical rotations at VA as a formal component of their academic programs. Many already have a health profession degree and contribute substantially to VA's ability to deliver cost-effective and high-quality patient care during their advanced clinical training at VA. In FY 2009, 114,685 student/intern residents (25,700 paid and 88,985 without compensation [WOC]) received all, or part of their clinical training in VA health care facilities in affiliation with over 1,200 institutions of higher education. Forty-four of these colleges

and universities affiliated with VHA facilities were designated as historically Hispanic Serving Institutions (HSIs) by the Department of Education. These affiliations resulted in 1,506 paid and 3,878 WOC students from these HSIs receiving part of their required clinical education in a VA facility in FY 2009. The total Education and Training Budget for FY 2009 was $1,383,347,000, comprised of $621,743,000 in direct costs and $761,604,000 in indirect costs. The average direct cost stipend for paid trainees was estimated at $38,401; there are no direct cost stipends for WOC trainees. The average indirect cost for paid and WOC trainees was estimated at $6,640. The total dollar support for students at HSIs for FY 2009 was $43,918,742 or approximately 3 percent of the entire Education and Training Budget.

- **Leadership VA (LVA).** LVA is designed to identify leaders in VA and to provide an enrichment of their career development through an intense leadership training experience. The program's general goals are to identify unusually fine leadership talent in VA, expand the participants' leadership skills to provide them with the opportunity to come acquainted with VA's top leaders, and to develop keener insight into the internal and external forces which affect VA, provide for an exchange of information and viewpoints which will broaden personal and professional perspectives, and lay a foundation for a network of VA leaders who share a deep commitment to VA and public service. The FY 2010 LVA program had 77 total participants, including one VHA Hispanic employee
- **Employee Incentive Scholarship Program (EISP).** EISP authorizes VA to award scholarships to employees pursing degrees or training in health care disciplines for which recruitment and retention of qualified personnel is difficult. EISP awards cover tuition and related expenses such as registration, fees, and books. The academic curricula covered under this initiative include education and training programs in fields leading to appointments or retention in title 38 or hybrid title 38 positions listed in 38 U.S.C. § 7401. EISP currently provides educational funding to 113 VA employees attending 43 HSIs. During FY 2010, EISP funded 113 participants, totaling $1,127,874 in educational costs.
- **Education Debt Reduction Program (EDRP).** This program helps recently appointed employees in shortage category title 38 and hybrid title 38 health care disciplines to reduce the principal and interest on government and commercial loans obtained to fund their health care education. In FY 2010 there were 274 active EDRP participants who attended HACU affiliated schools as compared to 123 in FY 2009.
- **VA Learning Opportunity Residency (VALOR) Program.** The VALOR Program is a VA-sponsored honors program for junior-year and senior-year students in nursing, pharmacy and medical technology programs. The VALOR program provides learning opportunities which include classroom experiences, competency-based clinical practice with qualified preceptors, and participation in focused clinical conferences aligned with area of study. In FY 2010, an average of 40 percent of the senior nurse VALORs were hired as newly licensed registered nurses. Several facilities have hiring rates reaching 100 percent. 350 nursing VALOR positions were approved at 126 facilities. Pharmacy was added to the VALOR program in FY 2007. 46 positions were approved at 40 sites. An average of 38 percent of the pharmacy VALOR participants were hired as residents in FY 2010. Medical technologists participated in VALOR during 2009. The data on hires are not available since the first medical technology student doesn't graduate until

December 2010. During FY 2010, there were ten employees of the VALOR program who attended HACU affiliated schools.

NCA

- One of the career development opportunities NCA has instituted is the Cemetery Director's Intern Program. This program is open to both internal and external candidates and has proven to be a successful tool for women and minorities advancing into leadership positions. The program provides the opportunity for the interns to gain both technical and managerial skills to progress throughout their career. Two Hispanic have successfully completed the Intern Program and are now serving as a Cemetery Director and as an Assistant Director.

VBA

- Information pertaining to leadership and career development programs is disseminated to all employees, including Hispanic employees. Employees are further encouraged to apply for these programs designed to enhance their skills and knowledge and prepare them for career advancement. Of the 35 candidates enrolled in the Leadership Enhancement and Development (LEAD) Program in FY 2010, one was a Hispanic female. In FY 2010, the grade levels having the greatest representation of Hispanics were GS-11 with 206 employees and GS-12 with 190 employees.

Accountability

VA's mission is to deliver world-class service to Veterans and their families by applying sound business principles that result in effective management of people, communications, technology, and governance. VA continues to undertake numerous activities to recruit, train, and retain Hispanics. VA senior executives and managers are involved in all phases of recruitment outreach, training, and retention of a qualified, diverse, and inclusive workforce. This accountability is linked to the performance plans of senior executives in field facilities as well as at the headquarter level. Human resource reviews are conducted in compliance with Federal mandates, Executive orders, directives, and internal VA policies to assist VA in identifying any barriers to becoming a more diverse and inclusive workforce.

VACO

- As a vehicle to increase awareness and cultural sensitivity within VACO, the Office of Human Resources Management, under the auspices of the Special Emphasis Program, managed an active Hispanic Heritage Program dedicated toward educating VA managers and employees of its diverse culture. Workshops, professional development seminars, and observance events were conducted in an effort to educate the VA population on Hispanic culture and its valuable contribution to the workplace.

VHA

- VHA VISNs have enhanced management accountability to ensure progress in the employment, retention, and development of Hispanics in the workforce. VISN's Diversity Advisory Boards (DABs) were established to be a catalyst to enhance awareness, understanding, professional development, and management of diversity

as an essential part of corporate business structure. EEO/Diversity performance measures are integrated as a critical element in the performance plans of all managers and supervisors. VISN and facility EEO personnel are involved in drafting strategic, workforce, and succession plans.

- VISN leadership officials, managers, and supervisors received periodic diversity-related training. Performance plans for senior leaders, managers, and supervisors included responsibilities in human capital. Hispanic Employment Program (HEP) managers served on diversity advisory councils to increase representation and improve recruitment, retention and promotion of VHA Hispanic American employees. These councils are an integral part of management and are appointed by the VAMC directors at VHA facilities. HEP managers were provided an opportunity to network with other Federal and non-Federal agencies regarding best practices in recruitment, retention, and career develop opportunities for Hispanic employees.

NCA

- Members of the NCA leadership have participated in the mandated diversity and inclusion training. NCA continues to conduct supervisory training, which includes a 4-hour block of instruction on diversity management, to help develop core supervisory skills to better manage a diverse workforce. In FY 2010, two supervisory sessions were held training 39 supervisors. In addition, training was conducted for the first-line supervisors, those with supervisory wage grade responsibilities. This training program is called the Foreman's Basic Boot-Camp. Individuals were provided a 4-hour block of instruction on diversity management. Thirteen leaders were trained in FY 2010.
- Senior executives and managers actively participate in recruitment and outreach events. In FY 2010, NCA participated in over 60 outreach or recruitment events. Managers or supervisors served as booth representatives at more than 33 recruitment events. The Acting Under Secretary for Memorial Affairs participated in four events during FY 2010.

VBA

- VBA senior executives attended the mandatory 8-hour EEO, Diversity, and Conflict Management Training Conference sponsored by the Department. There was 100 percent compliance. All senior executives, including the Acting Under Secretary for Benefits, attended this training conference. Managers and supervisors grades 15 and below were required to complete the same training online via the Learning Management System.

- VBA includes EEO as a performance standard in senior executive appraisals.

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- VBA includes EEO as a performance standard in senior executive appraisals.

Hispanic Employment Report for Fiscal Year 2010 – Supplemental Barrier Analysis

Barrier Analysis for the fiscal year (FY) 2010 Equal Employment Opportunity Commission's Management Directive 715 is currently in progress and is not expected to be completed in time to meet OPM's November 5·2010 deadline. VA does not expect the statistics and the barrier analysis results for FY 2010 to change significantly from the FY 2009 statistics. At this time, we are recommending that OPM utilize the same information contained in VA's FY 2009 MD 715 submission, which is attached. A copy of the barrier analysis that pertains specifically to Hispanics is provided in the following paragraphs.

VA continues to have less than expected representation of White females, Hispanic females, and Hispanic males. This trigger was identified by analyzing the MD 715 workforce tables in VA's on-line workforce analysis system (VSSC). The VA FY 2009 MD 715 Table A1 displays less than expected representation of Hispanic females, and Hispanic males in the overall VA workforce in comparison with the Civilian Labor Force (CLF) and the Relevant Civilian Labor Force (RCLF). Hispanic females comprise 3.47 percent of the VA workforce compared with 4.52 percent in the CLF and 4.34 percent in the RCLF. Hispanic males represent 3.03 percent of the VA workforce compared to 6.17 percent in the CLF and 3.18 percent in the RCLF. The FY 2009 MD 716 Table 6 reveals low participation rates of Hispanic females in most major occupational groups. Hispanic women are underrepresented in Social Work, Nursing Assistant, Health Aid and Technician, Medical Support Assistant, Veterans Claims Examining, Supply Clerical and Technician, Laundry Working, Cook, and Food Service Worker. Hispanic men have low participation rates in Administrative Officer, Hospital Housekeeping Management, Laboring, Custodial Worker, Carpenter, Maintenance Mechanic, Cemetery Caretaking, Gardening, Air Conditioning Equipment Mechanic, Materials Handler, Cook, and Food Service Worker occupations. Assuming the current rate of growth, VA will reach RCLF parity for Hispanic women in four years, and Hispanic men in less than one year. These estimates are based on 2000 Census representation, not the higher levels expected in the 2010 Census.

Over the last five years, the representation of Hispanic men has decreased 0.26 percent and Hispanic women 0.02 percent. Hispanics in the leadership pipeline (GS 12-14) decreased .05 percent from FY 2008 to FY 2009. Also in FY 2009 2.21 percent of Hispanic employees were veterans, a decrease of .05 percent from FY 2008. In September 2009, Hispanics were 3.61 percent (15) of SES positions (defined here as permanent and temporary appointments in full-time and part-time positions), up slightly from 2.95 percent (12) at the start of the FY and up just over one half percent at 2.96 percent (10) in FY 2006

The 10 major occupations for FY 2009, by descending order of workforce population, are provided below. We expect the occupation listed below to continue to be the major top ten occupations for FY 2010.

Series	Title	Total Workforce in Occupation
0610	Nurse	49,081 (645 Hispanic men; 2,201 Hispanic female)
0602	Medical Officer	16,294 (629 Hispanic men; 349 Hispanic female)
0620	Practical Nurse	12,207 (234 Hispanic men; 575 Hispanic female)
0996	Veterans Claims Examiner	9,525 (256 Hispanic men; 270 Hispanic female)
0621	Nursing Assistant	9,289 (232 Hispanic men; 361 Hispanic female)
0301	Miscellaneous Administration & Program	6,204 (183 Hispanic men; 209 Hispanic female)
0660	Pharmacist	6,028 (85 Hispanic men; 201 Hispanic female)
2210	Information Technology Management	5,915 (300 Hispanic men; 82 Hispanic female)
0644	Medical Technologist	4,229 (87 Hispanic men; 236 Hispanic female)
0343	Management & Program Analysis	3,571 (76 Hispanic men; 112 Hispanic female)