



VA WORKFORCE DASHBOARD

ISSUE ONE

MAY 26, 2023

Published Monthly on the Fourth Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

- Veterans Benefits Administration (VBA) averaged 125 on-the-spot job offers at February hiring events
- Memorandum of Understanding reached with National Federation of Federal Employees to reduce the hiring process by a few weeks for some clinicians in Veterans Health Administration (VHA) and Vocational Rehabilitation Counselors in VBA.



Top Risks

- Time to publish policy and make permanent changes to systems to implement human capital and payroll authorities

Employee Voice



A new hire in the extended care and rehab department says that the mission drew her to VA. "My grandpa is a Veteran, so I just wanted to come support them and take care of them. I just have a special place in my heart for them and wanting to give back is my biggest thing, because they've given their whole lives up for us and our freedom, so what can I do to help with their health care? Just trying to be the best positive person I can be for them and a smiling face."

OVERALL VA WORKFORCE OUTCOMES



IN THIS SECTION

We measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

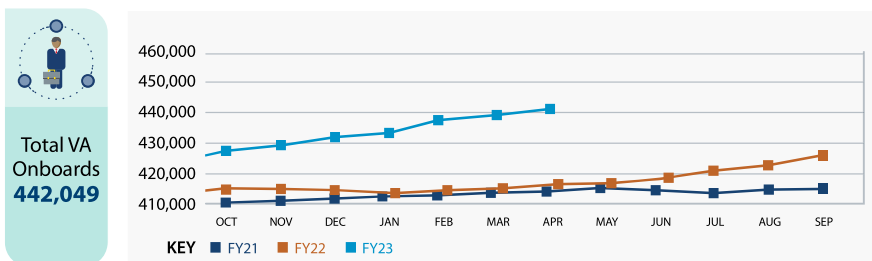
VA FY23 Overall

(as of 04/30/2023)

FY23	VA	VHA	VBA	NCA	VACO
Onboards	442,049	393,456	28,603	2,236	15,595
Hires	37,113	32,921	4,120	328	827
Losses	18,977	17,026	1,356	213	621
Time to Hire	114 Days	116 Days	56 Days	62 Days	85 Days

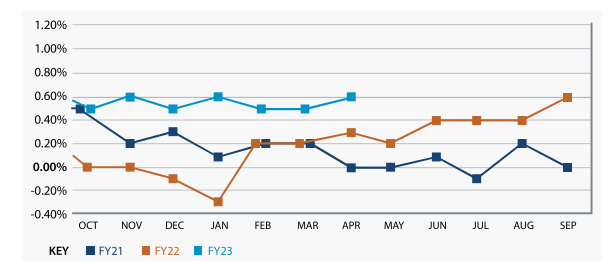
VA Cumulative Onboard

(as of 04/30/2023)



VA Percentage Growth Onboard

(as of 04/30/2023)



VA Hiring FY22 vs. FY23

(10/01/2022-04/30/2023 as compared to 10/01/2021-04/30/2022)

Same Period Last Year (SPLY)



+8% SPLY
Announcements



+49% SPLY
Applications



+10% SPLY
Certificates



+30% SPLY
Selections



+18% SPLY
Entries on Duty



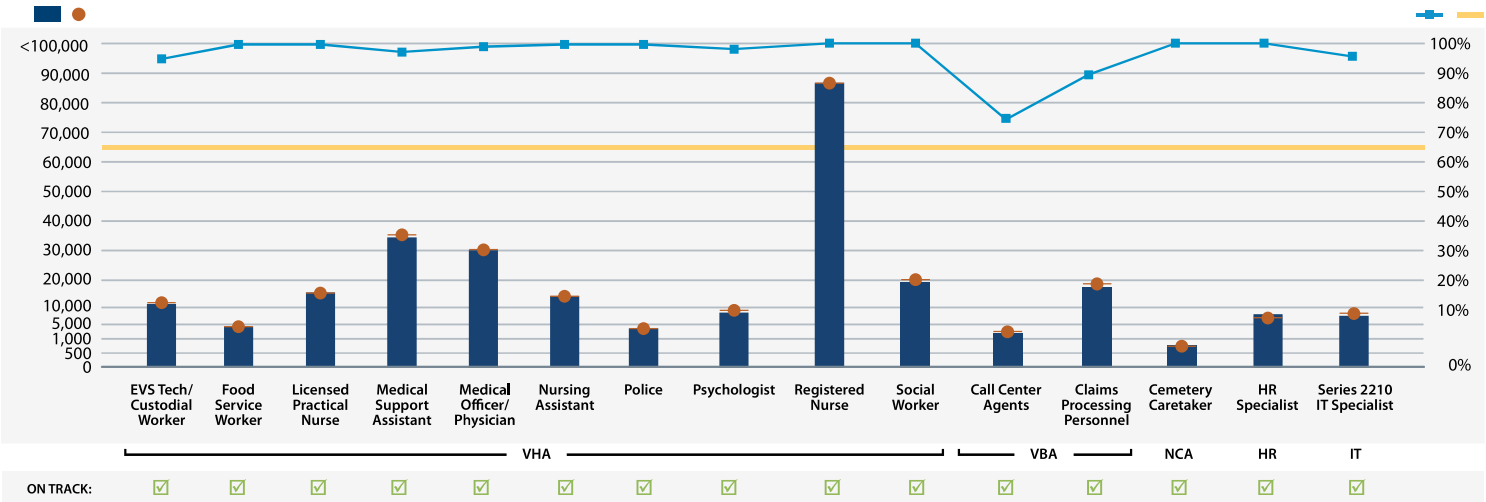
IN THIS SECTION

We measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

Actuals vs. Goal EOY Onboards for Highlighted Occupations ----- (as of 04/30/2023) -----

		Current Onboards	Percent of Goal	EOY Goal for Onboards
VHA	VHA Overall	393,456		
	VHA MCOs Total	139,838	>100%	139,138
	VHA Additional Key Specialties Total	83,673	98%	85,641
VBA	VBA Overall	28,603		
	VBA MCOs Total	19,912	90%	22,214
NCA	NCA Overall	2,236		
	NCA MCOs Total	671	>100%	655
HR	HR MCOs Total*	7,690	>100%	7,000
IT	OIT Overall	8,524		
	Series 2210 IT Specialist Total**	7,567	96%	7,892






MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
*HR positions Enterprise-wide **IT Specialist positions Enterprise-wide



KEY Onboard Goal Onboard Percent Percent Through FY23 (65%)





Highlighted Occupations Time to Hire

(as of 04/30/2023)

		TIME TO HIRE (IN DAYS)
OCCUPATIONS		MEAN
VHA 	VHA EVS TECH/CUSTODIAL WORKER	141
	VHA FOOD SERVICE WORKER	121
	VHA LICENSED PRACTICAL NURSE	134
	VHA MEDICAL SUPPORT ASSISTANT	92
	VHA MEDICAL OFFICER/PHYSICIAN	147
	VHA NURSE ASSISTANT	118
	VHA POLICE	122
	VHA PSYCHOLOGIST	153
	VHA REGISTERED NURSE	125
	VHA SOCIAL WORKER	130
VBA 	VBA CALL CENTER AGENT	69
	VBA CLAIMS PROCESSING PERSONNEL	44
NCA 	NCA CEMETERY CARETAKER	59
HR 	VA OVERALL HR SPECIALIST	64
IT 	VA OVERALL IT SPECIALIST	89

Retention Rates for Highlighted Occupations

(as of 04/30/2023)

		NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
OCCUPATIONS		
VHA 	VHA EVS TECH/CUSTODIAL WORKER	48.3%
	VHA FOOD SERVICE WORKER	45.3%
	VHA LICENSED PRACTICAL NURSE	74.8%
	VHA MEDICAL SUPPORT ASSISTANT	65.9%
	VHA MEDICAL OFFICER/PHYSICIAN	79.9%
	VHA NURSE ASSISTANT	67.8%
	VHA POLICE	73.1%
	VHA PSYCHOLOGIST	78.7%
	VHA REGISTERED NURSE	82.3%
	VHA SOCIAL WORKER	85.7%
NCA 	NCA CEMETERY CARETAKER	59%
HR 	VA OVERALL HR SPECIALIST	69%
IT 	VA OVERALL IT SPECIALIST	72%



IN THIS SECTION

We measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS

(as of 04/30/2023)

	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	TOP 5 REASONS FOR LEAVING
Medical Officers/Physicians	1,614	81%	82%	Personal matters, Relocation, Insufficient pay, Poor working relationship, Change careers
General Administration	551	76%	80%	Opportunity for advancement, Change career, Job stress, Insufficient pay, Unethical Behavior
Psychologists	59	71%	67%	Relocation, Job stress, Personal matters, Lack of autonomy, Part-time/intermittent work not offered
Social Workers	151	82%	80%	Personal matters, Relocation, Desired work schedule not offered, Job stress, Change careers
HR Specialists and HR Assistants	37	72%	78%	Job stress, Change careers, Lack of training/development, Lack of trust/confidence, Too much work
Cemetery Caretakers	8	100%	100%	Change careers, Lack of training/development, Part-time/intermittent work not offered, Poor working relationship, Back to school
Claims Processing Personnel	32	81%	81%	Change careers, Job stress, Personal matter, Opportunity for advancement, Desired alternate work schedule not offered
Contracting Officers	26	68%	73%	Lack of training/development, Opportunity for advancement, Too much work, Change careers, Desired alternate work schedule not offered
IT Specialists	36	81%	86%	Lack of trust/confidence, Insufficient pay, Job stress, Change careers, Lack of career progression
All Occupations	4,376	78%	80%	Personal matters, Relocation, Opportunity for advancement, Change career, Insufficient pay

PACT ACT TITLE IX AUTHORITIES



IN THIS SECTION

We measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

AUTHORITIES	Pre-PACT Act (August 19, 2021–May 17, 2022)	Post-PACT Act (August 19, 2022–May 17, 2023)	CAP
Student Loan Repayment	492	700	N/A
Special Contribution Awards	18,776	27,915	N/A
Retention Incentives	42,311	33,043	N/A
Recruitment Incentives	1,933	5,537	N/A
Critical Pay Positions (Max: 200)	70	Pending OMB Approval	200
College Graduates (Max: 194)	New Authority	30	194
Post-Secondary Students (Max: 43)	New Authority	4	43
Toxic Exposure Fund (TEF) FTEs (Max: 2,382)	New Authority	2,376	2,382
Critical Skills Incentives	New Authority	7,844	N/A

(FTEs: Full-Time Employees)

Page One

Metric/Term

VA FY23 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY23

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include: Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.

This metric identifies the end of year onboard count targets for a specific occupation.

This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.

This metric identifies the number of days in the fiscal year by percent.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration. VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Toxic Exposure Fund (TEF) FTEs

Critical Skills Incentive

Definition

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This term identifies the time period before the PACT Act was signed into law. The term measures the same period as last year (SPLY) when compared to the Post-PACT Act column.

This term identifies the time period after the PACT Act was signed into law. The term measures the identified time period and is compared with the same period as last year in the Pre-PACT Act column.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

This term was created by Section 805 of the PACT Act and provides resources to invest in the delivery of Veterans' health care and benefits associated with exposures to environmental hazards during military service.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.



VA WORKFORCE DASHBOARD

ISSUE TWO

JUNE 23, 2023

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

- Veterans Health Administration (VHA) and Veterans Benefits Administration (VBA) achieve highest growth rates in 20 years
- VHA workforce grows 4.3% through May
- VBA exceeds 29,000 employees onboard



Top Risks

- Limited supply of talent to fill specialty occupations in VHA



Employee Voice

On May 10, 2023, VA established its first ever Military Spouse and Family Employee Resource Group (ERG). The VA Military Spouse and Family ERG is open to all VA employees, contractors, volunteers, and retirees and is organized to help VA attract and retain an agile, skilled, and representative workforce by developing creative, inclusive solutions to the unique challenges facing VA employees who are military spouses or family members. The Military Spouse and Family ERG will advise VA leadership and advocate for policies to enhance the recruitment, retention, and morale of military spouses and family employees.

OVERALL VA WORKFORCE OUTCOMES



IN THIS SECTION

We measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

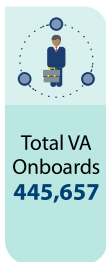
VA FY23 Overall

(as of 05/31/2023)

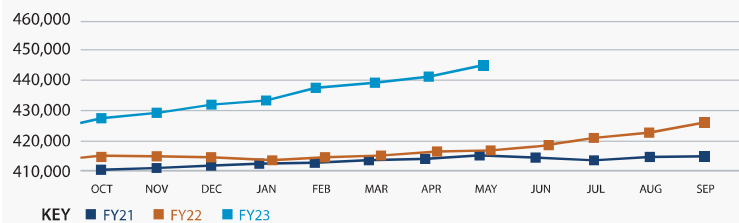
FY23	VA	VHA	VBA	NCA	VACO
Onboards	445,657	396,003	29,440	2,248	15,680
Hires	43,807	38,413	4,982	336	950
Losses	22,029	19,754	1,335	298	696
Time to Hire	114 Days	116 Days	54 Days	62 Days	83 Days

VA Cumulative Onboard

(as of 05/31/2023)

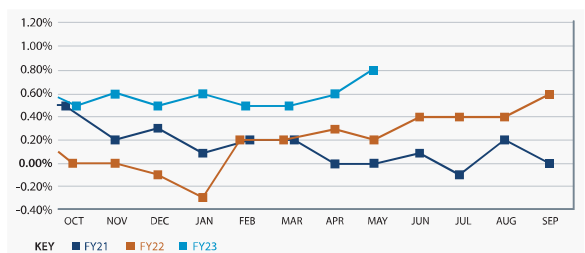


Total VA Onboards
445,657



VA Percentage Growth Onboard

(as of 05/31/2023)



VA Hiring FY22 vs. FY23

(10/01/2022-05/31/2023 as compared to 10/01/2021-05/31/2022)

Same Period Last Year (SPLY)



+9% SPLY
Announcements



+49% SPLY
Applications



+11% SPLY
Certificates



+19% SPLY
Selections



+18% SPLY
Entries on Duty

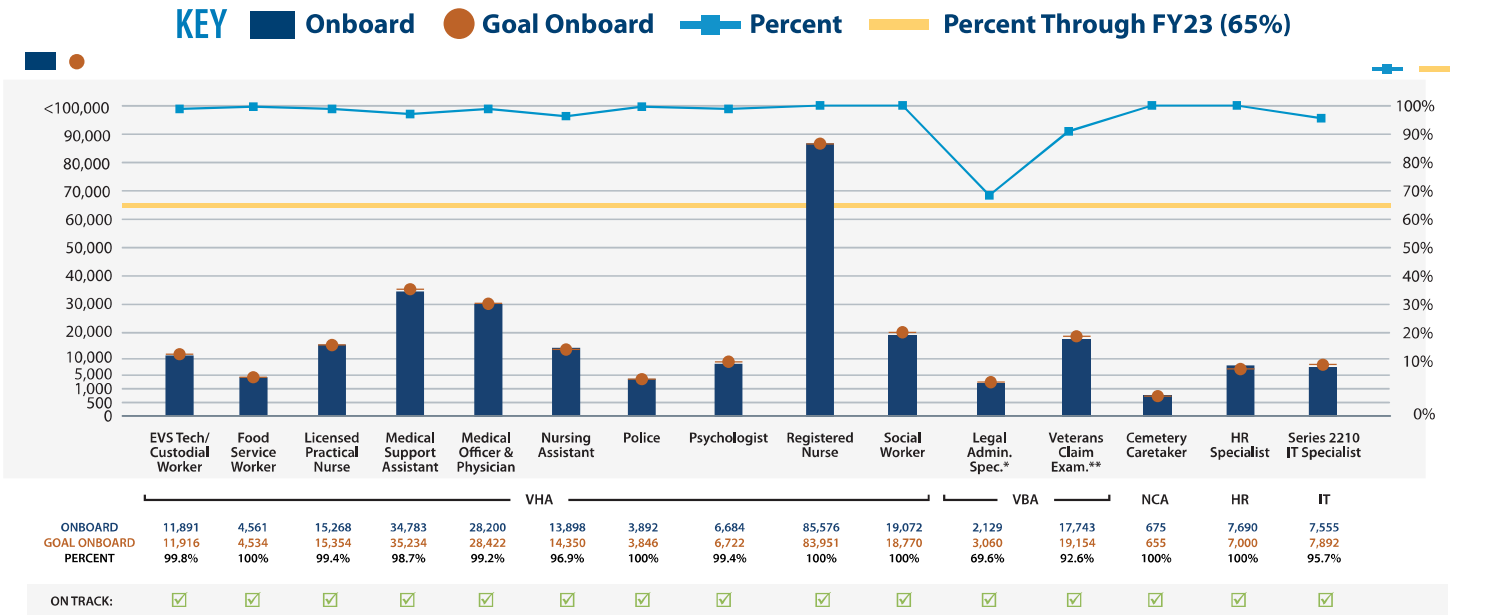
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Actuals vs. Goal EOY Onboards for Highlighted Occupations (as of 05/31/2023)

		Current Onboards	Percent of Goal	EOY Goal for Onboards
VHA	VHA Overall	396,003		
	VHA MCOs Total	139,532	>100%	139,138
	VHA Additional Key Specialties Total	84,293	98.4%	85,641
VBA	VBA Overall	29,440		
	VBA MCOs Total	19,872	93.8%	21,192***
NCA	NCA Overall	2,248		
	NCA MCOs Total	675	>100%	655
HR	HR MCOs Total*	7,690	>100%	7,000
IT	OIT Overall	8,552		
	Series 2210 IT Specialist Total**	7,555	95.7%	7,892






MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
*HR positions Enterprise-wide **IT Specialist positions Enterprise-wide ***The VBA MCO EOY onboard goal has been revised since the prior month to avoid double counting some career fields already included elsewhere, for example in Enterprise HR positions.



*E.g., Call Center Personnel **E.g., Claims Processing Personnel





Highlighted Occupations Time to Hire

(as of 05/31/2023)

	OCCUPATIONS	TIME TO HIRE (IN DAYS)
		MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	135
	VHA FOOD SERVICE WORKER	114
	VHA LICENSED PRACTICAL NURSE	129
	VHA MEDICAL SUPPORT ASSISTANT	90
	VHA MEDICAL OFFICER/PHYSICIAN	141
	VHA NURSE ASSISTANT	112
	VHA POLICE	118
	VHA PSYCHOLOGIST	143
	VHA REGISTERED NURSE	124
	VHA SOCIAL WORKER	124
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	70
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	47
 NCA	NCA CEMETERY CARETAKER	59
 HR	VA OVERALL HR SPECIALIST	60
 IT	VA OVERALL IT SPECIALIST	90

Retention Rates for Highlighted Occupations

(as of 05/31/2023)

	OCCUPATIONS	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	55.4%
	VHA FOOD SERVICE WORKER	53.2%
	VHA LICENSED PRACTICAL NURSE	68.4%
	VHA MEDICAL SUPPORT ASSISTANT	71.3%
	VHA MEDICAL OFFICER/PHYSICIAN	78.1%
	VHA NURSE ASSISTANT	66.3%
	VHA POLICE	73.7%
	VHA PSYCHOLOGIST	82.1%
	VHA REGISTERED NURSE	73.5%
	VHA SOCIAL WORKER	84.0%
 NCA	NCA CEMETERY CARETAKER	59.0%
 HR	VA OVERALL HR SPECIALIST	59.0%
 IT	VA OVERALL IT SPECIALIST	77.0%



IN THIS SECTION

We measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 05/31/2023)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	TOP 5 REASONS FOR LEAVING
Medical Officers/Physicians	1,941	68%	78%	Personal Matters, Relocate, Technology/Policy Barriers, Job Stress, Too Much Work
General Administration	853	74%	80%	Opportunity for Advancement, Change Careers, Job Stress, Personal Matters, Insufficient Pay
Psychologists	97	77%	75%	Relocate, Job Stress, Personal Matters, Too Much Work, Lack of Trust/Confidence
Social Workers	265	80%	81%	Personal Matters, Job Stress, Relocate, Desired Alternative Work Schedule Not Offered, Insufficient Pay
HR Specialists and HR Assistants	55	70%	76%	Lack of Trust/Confidence, Job Stress, Poor Working Relationship, Change Careers, Lack of Training and Development
Cemetery Caretakers	9	100%	100%	Change Careers, Lack of Training and Development, Part-time or Intermittent Work Not Offered, Poor Working Relationship, Back to School
VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	55	78%	80%	Change Careers, Job Stress, Personal Matters, Lack of Training and Development, Lack of Trust/Confidence
Contracting Officers	37	63%	73%	Lack of Training and Development, Opportunity for Advancement, Job Stress, Lack of Career Progression, Lack of Trust/Confidence
IT Specialists	51	80%	86%	Lack of Trust/Confidence, Insufficient Pay, Job Stress, Change Careers, Lack of Career Progression
All Occupations	6,902	77%	80%	Relocation, Personal Matters, Change Careers, Opportunity for Advancement, Insufficient Pay

PACT ACT TITLE IX AUTHORITIES



IN THIS SECTION

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AUTHORITIES	Pre-PACT Act (August 19, 2021–June 15, 2022)	Post-PACT Act (August 19, 2022–June 15, 2023)	CAP
Student Loan Repayment	528	784	N/A
Special Contribution Awards	22,429	29,437	N/A
Retention Incentives	44,424	34,890	N/A
Recruitment Incentives	2,101	5,815	N/A
Critical Pay Positions (Max: 200)	63	Pending OMB Approval	200
College Graduates (Max: 194)	New Authority	30	194
Post-Secondary Students (Max: 43)	New Authority	4	43
Toxic Exposure Fund (TEF) FTEs (Max: 2,382)	New Authority	3,947	2,382
Critical Skills Incentives	New Authority	8,053	N/A

(FTEs=Full-Time Employees)

Page One

Metric/Term

VA FY23 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

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Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY23

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

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Metric/Term

Time to Hire

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Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Toxic Exposure Fund (TEF) FTEs

Critical Skills Incentive

Post-Secondary Student

Toxic Exposure Fund (TEF) FTEs

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

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This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

This term was created by Section 805 of the PACT Act and provides resources to invest in the delivery of Veterans' health care and benefits associated with exposures to environmental hazards during military service.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

The Hiring Authority for Post-Secondary Students allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

Definition goes here.

Pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.



VA WORKFORCE DASHBOARD

ISSUE THREE

JULY 28, 2023

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

VHA's total workforce has grown by 18,739 employees in the first nine months of FY 2023 — and is now up to 398,568 total employees. As of July 1, VHA's workforce has grown 4.9% this year, compared to 0.5% last year, the highest annual growth rate in over 20 years. This puts VHA on track to achieve its 52,000 new hire goal for the fiscal year. VBA's total workforce is now over 30,000 strong, a 17% increase since the start of FY 2023, the largest workforce VBA has ever had and the highest annual growth rate in personnel in the past two decades.



Top Risks

- If time to hire is above the relevant civilian workforce averages, VA risks losing talent to other employers
- Limited supply of candidates and competitive salaries to fill entry-level positions



Employee Voice

VA is using the Presidential Management Fellows (PMF) program to find the best and brightest service motivated recent graduates of top graduate and professional degree programs to hire the next generation of Veteran-focused leaders for VA. "As a Veteran, friend of Veterans, and granddaughter of a Vietnam era Veteran, I have seen firsthand the good

VA can do. We have all benefitted in unique ways based on our needs and service. For this reason, I am honored to have the opportunity to work at VACO and support my community. Connection to the mission is my number one priority and I am grateful to be reminded of the importance of our work every single day," on why VA was the right choice for one PMF.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

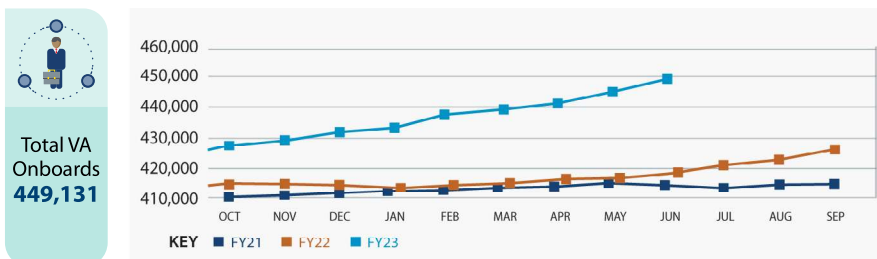
VA FY23 Overall

(as of 06/30/2023)

FY23	VA	VHA	VBA	NCA	VACO
Onboards	449,131	398,568	30,128	2,269	15,997
Hires	50,215	43,784	5,846	352	1,100
Losses	25,092	22,491	1,500	376	783
Time to Hire	110 Days	115 Days	54 Days	63 Days	83 Days

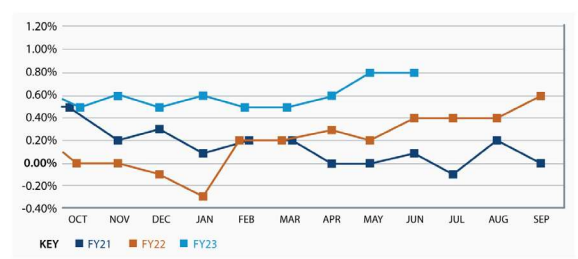
VA Cumulative Onboard

(as of 06/30/2023)



VA Percentage Growth Onboard

(as of 06/30/2023)



VA Hiring FY22 vs. FY23

(10/01/2022-06/30/2023 as compared to 10/01/2021-06/30/2022)

Same Period Last Year (SPLY)



+8% SPLY
Announcements



+32% SPLY
Applications




+11% SPLY
Certificates



+19% SPLY
Selections








+18% SPLY
Entries on Duty

 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.






Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 06/30/2023)

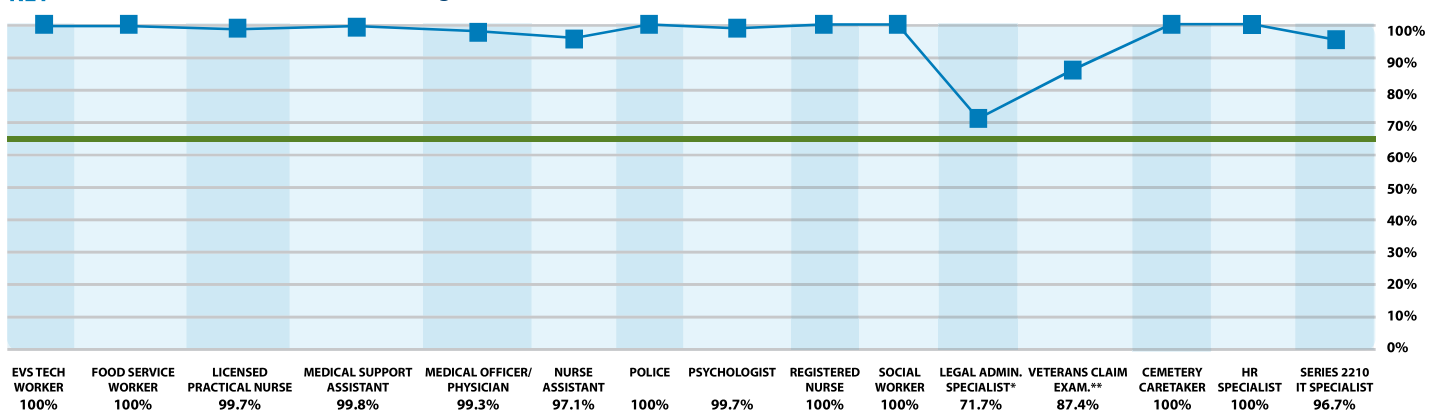
ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	398,568		
	VHA MCOs Total	140,455	>100%	139,138
	VHA Additional Key Specialties Total	84,818	99.0%	85,641
 VBA	VBA Overall	30,128		
	VBA MCOs Total	21,079	85.2%	24,740
 NCA	NCA Overall	2,269		
	NCA MCOs Total	679	>100%	655
 HR	HR MCOs Total*	8,083	>100%	7,000
 IT	OIT Overall	8,577		
	Series 2210 IT Specialist Total**	7,629	96.7%	7,892

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

*HR positions Enterprise-wide **IT Specialist positions Enterprise-wide

ORGANIZATION	OCCUPATION	ONBOARD	GOAL ONBOARD	ON TRACK
 VHA	VHA EVS TECH/CUSTODIAL WORKER	11,920	11,916	✓
	VHA FOOD SERVICE WORKER	4,578	4,534	✓
	VHA LICENSED PRACTICAL NURSE	15,309	15,354	✓
	VHA MEDICAL SUPPORT ASSISTANT	35,155	35,234	✓
	VHA MEDICAL OFFICER/PHYSICIAN	28,237	28,422	✓
	VHA NURSE ASSISTANT	13,934	14,350	✓
	VHA POLICE	3,922	3,846	✓
	VHA PSYCHOLOGIST	6,703	6,722	✓
	VHA REGISTERED NURSE	86,258	83,951	✓
	VHA SOCIAL WORKER	19,257	18,770	✓
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,260	3,153	✓
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	18,418	21,063	✓
 NCA	NCA CEMETERY CARETAKER	679	655	✓
 HR	VA HR SPECIALIST	8,083	7,000	✓
 IT	VA SERIES 2210 IT SPECIALIST	7,629	7,892	✓






KEY ■ Percent ■ Percent Through FY23 (65%)



*E.g., Call Center Personnel **E.g., Claims Processing Personnel






Highlighted Occupations Time to Hire

(as of 06/30/2023)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	134
	VHA FOOD SERVICE WORKER	113
	VHA LICENSED PRACTICAL NURSE	126
	VHA MEDICAL SUPPORT ASSISTANT	90
	VHA MEDICAL OFFICER/PHYSICIAN	140
	VHA NURSE ASSISTANT	111
	VHA POLICE	118
	VHA PSYCHOLOGIST	141
	VHA REGISTERED NURSE	124
	VHA SOCIAL WORKER	124
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	70
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	47
 NCA	NCA CEMETERY CARETAKER	62
 HR	VA OVERALL HR SPECIALIST	61
 IT	VA OVERALL IT SPECIALIST	89

Retention Rates for Highlighted Occupations

(as of 06/30/2023)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	55.4%
	VHA FOOD SERVICE WORKER	53.2%
	VHA LICENSED PRACTICAL NURSE	68.4%
	VHA MEDICAL SUPPORT ASSISTANT	71.3%
	VHA MEDICAL OFFICER/PHYSICIAN	78.1%
	VHA NURSE ASSISTANT	66.3%
	VHA POLICE	73.7%
	VHA PSYCHOLOGIST	82.1%
	VHA REGISTERED NURSE	73.5%
	VHA SOCIAL WORKER	84.0%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	54.0%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	70.0%
 NCA	NCA CEMETERY CARETAKER	59.3%
 HR	VA OVERALL HR SPECIALIST	75.0%
 IT	VA OVERALL IT SPECIALIST	83.0%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 06/30/2023)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	TOP 5 REASONS FOR LEAVING
Medical and Dental	2,911	81%	82%	Personal Matters, Relocation, Insufficient Pay, Poor Working Conditions, Change Careers
General Administration	978	74%	80%	Opportunity for Advancement, Change Careers, Job Stress, Personal Matters, Insufficient Pay
Psychologists	118	80%	77%	Relocate, Job Stress, Personal Matters, Too Much Work, Lack of Trust/Confidence
Social Workers	297	79%	81%	Personal Matters, Job Stress, Relocation, Change Careers, Desired Alternative Work Schedule Not Offered
HR Specialists and HR Assistants	68	73%	79%	Job Stress, Poor Working Relationship, Lack of Trust/Confidence, Change Careers, Lack of Training and Development
Cemetery Caretakers	11	100%	100%	Change Careers, Lack of Training and Development, Part-time or Intermittent Work Not Offered, Personal Health Issues, Poor Working Relationship
Veterans Claim Exam. (e.g., Claims Processing Personnel)	63	79%	83%	Change Careers, Job Stress, Personal Matters, Lack of Training and Development, Personal Health Issues
Contracting Officers	40	64%	73%	Lack of Training and Development, Lack of Career Progression, Opportunity for Advancement, Job Stress, Lack of Trust/Confidence
IT Specialists	51	80%	86%	Lack of Trust/Confidence, Insufficient Pay, Job Stress, Change Careers, Lack of Career Progression
All Occupations	8,326	77%	80%	Relocation, Personal Matters, Change Careers, Opportunity for Advancement, Insufficient Pay

PACT ACT TITLE IX AUTHORITIES

Issue 3—July 28, 2023



In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

AUTHORITIES	PRE-PACT ACT (August 19, 2021–June 30, 2022)	POST-PACT ACT (August 19, 2022–June 30, 2023)	CAP
Student Loan Repayment	638	934	N/A
Special Contribution Awards	31,769	36,177	N/A
Retention Incentives	52,707	41,303	N/A
Recruitment Incentives	2,101	5,815	N/A
Critical Pay Positions (Max: 200)	70	Pending OMB Approval	200
College Graduates (Max: 194)	New Authority	30	194
Post-Secondary Students (Max: 43)	New Authority	4	43
Toxic Exposure Fund (TEF) FTEs (Max: 2,382)	New Authority	1,672	2,382
Critical Skills Incentives	New Authority	8,696	N/A

Page One

Metric/Term

VA FY23 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.
This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).
This metric identifies new hires from outside VA.
This metric identifies individuals who have separated from the respective VA Administration.
This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This acronym stands for VA Central Office.
This metric identifies the total number of VA employees onboard.
This metric identifies the percentage the workforce grown month-over-month.
This metric identifies the number of announcements posted to USA Staffing during the time period.
This metric identifies the number of applications received to postings during the time period.
This metric represents the number of hiring certificates issued during the time period.
This metric identifies the number of selections that were made during the time period.
This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY23

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.
This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.
This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.
The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.
This metric identifies the end of year onboard count targets for a specific occupation.
This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.
This metric identifies the number of days in the fiscal year by percent.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.
VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Toxic Exposure Fund (TEF) FTEs

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.
This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.
This term identifies the time period before the PACT Act was signed into law. The term measures the same period as last year (SPLY) when compared to the Post-PACT Act column.
This term identifies the time period after the PACT Act was signed into law. The term measures the identified time period and is compared with the same period as last year in the Pre-PACT Act column.
This metric identifies the statutory caps on relevant authorities in Title IX.
This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.
This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.
This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.
This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.
This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)
This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.
The PACT Act Toxic Exposures Fund, PL 117 68, Section 805 provides resources to invest in the delivery of Veterans' health care and benefits associated with exposures to environmental hazards during military service.
This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.



VA WORKFORCE DASHBOARD

ISSUE FOUR

AUGUST 25, 2023

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

- For the first time in VA's history, the Veterans Health Administration (VHA) has over 400,000 employees and the Veterans Benefits Administration (VBA) over 30,000.
- Information Technology (IT) hires from an Office of Personnel Management (OPM) coordinated Tech to Hire event, Tech to Gov forums, and other hiring fairs have united numerous technologies and several organizations across all levels. [Patrick Day's story](#) illustrates what events like these can do.
- In partnership with OPM, the Tech to Gov coalition will host a National Tech to Gov Virtual Forum and Job Fair October 24, 2023, from noon to 4:00 p.m. ET (9:00 a.m. to 1:00 p.m. PT).



Top Risks

- If time to hire is above the relevant civilian workforce averages, VA risks losing talent to other employers.
- Limited supply of candidates and competitive salaries to fill entry-level positions.



Employee Voice

Inspired by her mother, a dedicated nursing assistant, Sara West decided to make health care her career. After losing both her parents young to health related illnesses, Sara enrolled at Lewis University's nursing school. During a class lecture, her clinical instructor introduced her to the VA Student Trainee Experience Program (VA-STEP), an opportunity to intern

at VA. "I am grateful for VA-STEP. Without it, I can't envision where I would be now. It gave me a foot in the door and, while my career didn't unfold exactly as I had initially planned, I appreciate the wealth of experiences that led me to my ultimate career goal," she says.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY23 Overall

(as of 07/31/2023)

FY23	VA	VHA	VBA	NCA	VACO
Onboards	451,794	400,740	30,533	2,319	15,869
Hires	55,696	48,585	6,427	407	1,258
Losses	28,249	25,334	1,676	411	855
Time to Hire	109 Days	115 Days	55 Days	63 Days	83 Days

VA Cumulative Onboard

(as of 07/31/2023)

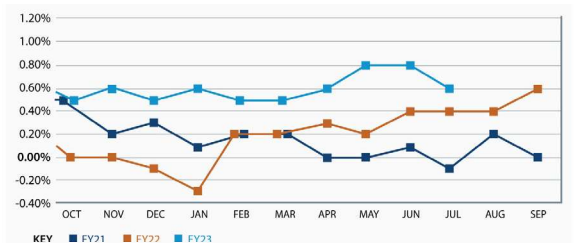


Total VA Onboards
451,794



VA Percentage Growth Onboard

(as of 07/31/2023)



VA Hiring FY22 vs. FY23

(10/01/2022-07/31/2023 as compared to 10/01/2021-07/31/2022)

Same Period Last Year (SPLY)



+7% SPLY
Announcements



+23% SPLY
Applications



+10% SPLY
Certificates



+16% SPLY
Selections



+23% SPLY
Entries on Duty



In this section, we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and IT support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY23 Actuals vs. Goal EOY Onboards for Highlighted Occupations

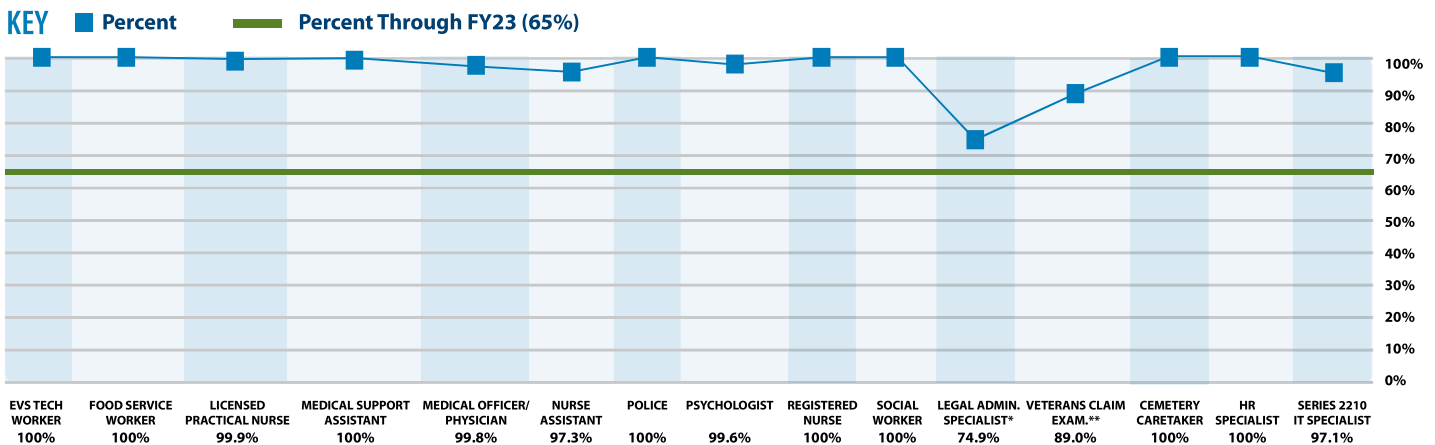
(as of 07/31/2023)

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
VHA	VHA Overall	400,740		
	VHA MCOs Total	141,277	>100%	137,865
	VHA Additional Key Specialties Total	85,127	99.9%	85,234
VBA	VBA Overall	30,533	85.0%	35,917
	VBA MCOs Total	21,524	87.0%	24,740
NCA	NCA Overall	2,319		
	NCA MCOs Total	700	>100%	655
HR	HR MCOs Total*	8,360	>100%	7,000
IT	OIT Overall	7,957	97.0%	8,235
	Series 2210 IT Specialist Total**	7,661	97.1%	7,892

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

*HR positions Enterprise-wide **IT Specialist positions Enterprise-wide






ORGANIZATION	OCCUPATION	ONBOARD	GOAL ONBOARD	ON TRACK
VHA	VHA EVS TECH/CUSTODIAL WORKER	11,952	11,916	✓
	VHA FOOD SERVICE WORKER	4,591	4,534	✓
	VHA LICENSED PRACTICAL NURSE	15,333	15,354	✓
	VHA MEDICAL SUPPORT ASSISTANT	35,339	35,234	✓
	VHA MEDICAL OFFICER/PHYSICIAN	28,365	28,422	✓
	VHA NURSE ASSISTANT	13,965	14,350	✓
	VHA POLICE	3,947	3,846	✓
	VHA PSYCHOLOGIST	6,698	6,722	✓
	VHA REGISTERED NURSE	86,747	83,951	✓
	VHA SOCIAL WORKER	19,467	18,770	✓
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,363	3,153	✓
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	18,742	21,063	✓
NCA	NCA CEMETERY CARETAKER	700	655	✓
HR	VA HR SPECIALIST	8,360	7,000	✓
IT	VA SERIES 2210 IT SPECIALIST	7,661	7,892	✓



*E.g., Call Center Personnel **E.g., Claims Processing Personnel






Highlighted Occupations Time to Hire

(as of 07/31/2023)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	134
	VHA FOOD SERVICE WORKER	113
	VHA LICENSED PRACTICAL NURSE	125
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	138
	VHA NURSE ASSISTANT	110
	VHA POLICE	117
	VHA PSYCHOLOGIST	119
	VHA REGISTERED NURSE	124
	VHA SOCIAL WORKER	123
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	71
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	48
 NCA	NCA CEMETERY CARETAKER	62
 HR	VA OVERALL HR SPECIALIST	63
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	92

Retention Rates for Highlighted Occupations

(as of 07/31/2023)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	55.4%
	VHA FOOD SERVICE WORKER	53.2%
	VHA LICENSED PRACTICAL NURSE	68.4%
	VHA MEDICAL SUPPORT ASSISTANT	71.3%
	VHA MEDICAL OFFICER/PHYSICIAN	78.1%
	VHA NURSE ASSISTANT	66.3%
	VHA POLICE	73.7%
	VHA PSYCHOLOGIST	82.1%
	VHA REGISTERED NURSE	73.5%
	VHA SOCIAL WORKER	84.0%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	54.0%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	70.0%
 NCA	NCA CEMETERY CARETAKER	58.6%
 HR	VA OVERALL HR SPECIALIST	88.0%
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	91.0%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 07/31/2023)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	TOP 5 REASONS FOR LEAVING
Medical and Dental	3,225	81%	82%	Relocation, Personal Matters, Insufficient Pay, Lack of Trust/Confidence, Poor Working Relationship
General Administration	1,064	74%	80%	Opportunity for Advancement, Change Careers, Job Stress, Insufficient Pay, Relocation
Psychologists	154	80%	78%	Relocation, Job Stress, Personal Matters, Too Much Work, Lack of Trust/Confidence
Social Workers	320	79%	81%	Relocation, Personal Matters, Job Stress, Change Careers, Desired Alternative Work Schedule Not Offered
HR Specialists and HR Assistants	74	75%	78%	Poor Working Relationship, Job Stress, Lack of Trust/Confidence, Change Careers, Insufficient Pay
Cemetery Caretakers	11	100%	100%	Change Careers, Lack of Training and Development, Part-time or Intermittent Work Not Offered, Personal Health Issues, Poor Working Relationship
Veterans Claim Exam. (e.g., Claims Processing Personnel)	70	80%	83%	Change Careers, Job Stress, Personal Matters, Relocation, Lack of Training and Development
Contracting Officers	41	63%	71%	Lack of Training and Development, Career Progression, Opportunity for Advancement, Too Much Work, Job Stress
IT Specialists	53	81%	87%	Lack of Trust/Confidence, Insufficient Pay, Job Stress, Change Careers, Lack of Career Progression
All Occupations	9,220	77%	81%	Relocation, Personal Matters, Change Careers, Insufficient Pay, Job Stress

PACT ACT TITLE IX AUTHORITIES



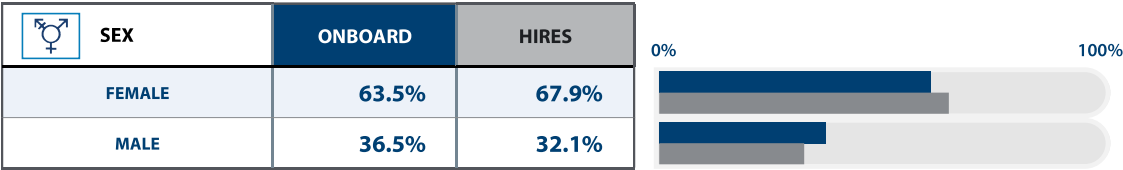
In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

AUTHORITIES	PRE-PACT ACT (August 19, 2021–July 31, 2022)	POST-PACT ACT (August 19, 2022–July 31, 2023)	CAP
Student Loan Repayment	753	1,014	N/A
Special Contribution Awards	38,034	45,147	N/A
Retention Incentives	59,984	47,989	N/A
Recruitment Incentives	3,571	8,131	N/A
Critical Pay Positions	70	159	200
College Graduates	0	40	194
Post-Secondary Students	0	5	43
Toxic Exposure Fund (TEF) FTEs	0	138*	2,382
Critical Skills Incentives	0	8,923	N/A

*The change in FT onboards from 1,672 (Issue 3) to 138 (Current Issue) does not reflect a decrease. Rather, FTEs were moved to the FY 2023 Consolidated Appropriations Act Toxic Exposures Fund (TEF) as startup payroll funding is projected to be exhausted.

In this section, we measure the demographics of VA's workforce.

SEX

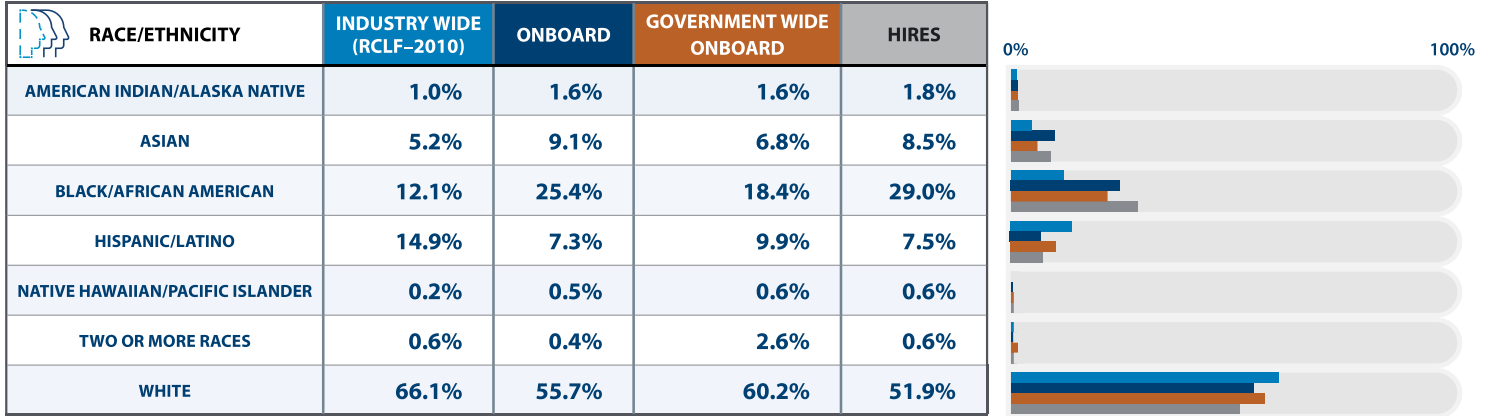


VETERAN STATUS

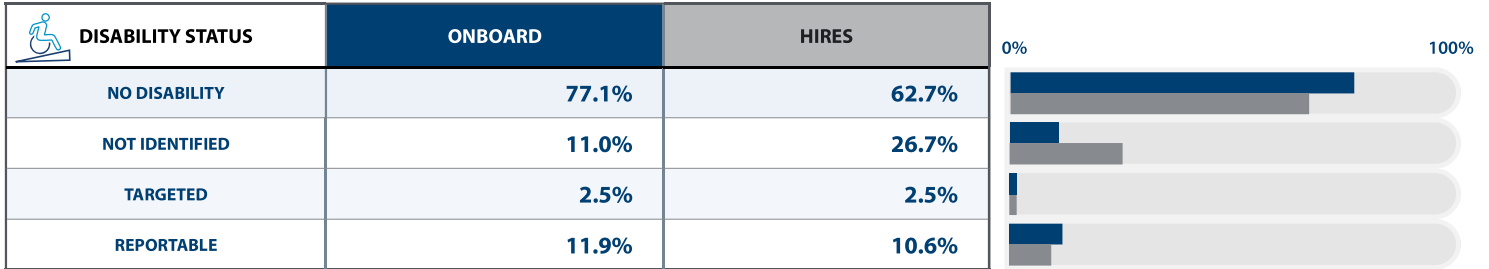
VA WORKFORCE

26%

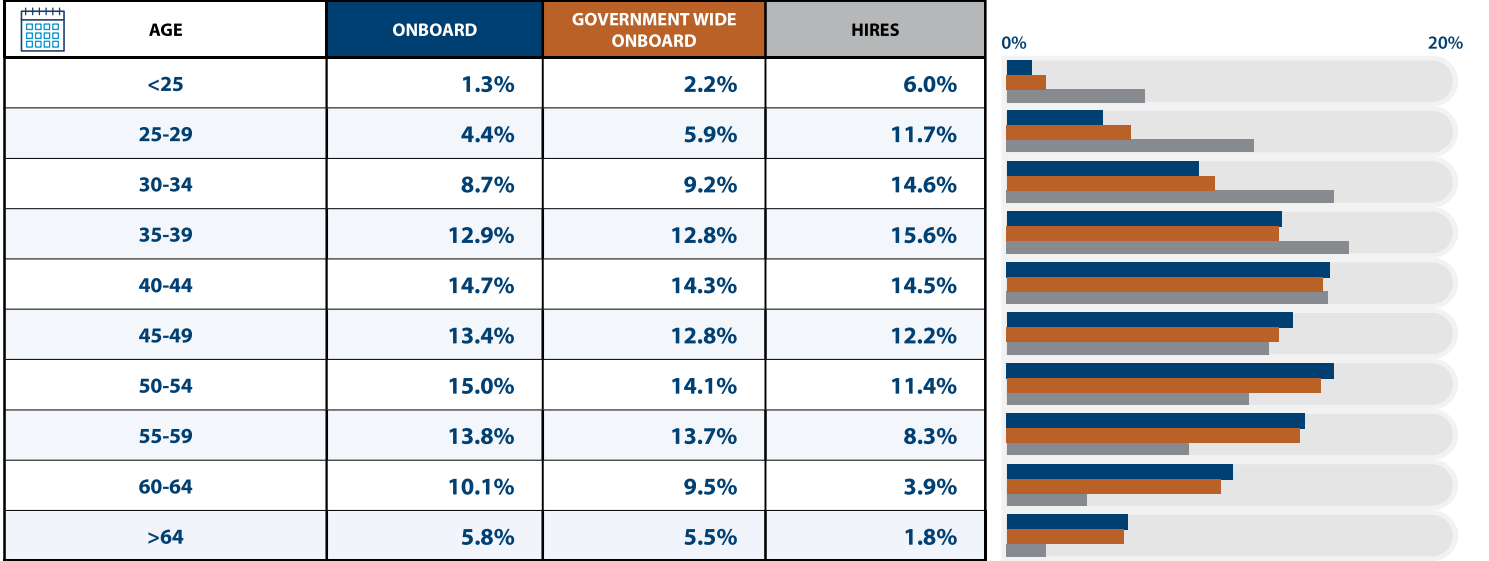
RACE/ETHNICITY



DISABILITY STATUS



AGE



Page One

Metric/Term

VA FY23 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

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This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

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This metric identifies the percentage the workforce grown month-over-month.

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This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY23

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

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This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.

This metric identifies the number of days in the fiscal year by percent.

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Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration. VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Toxic Exposure Fund (TEF) FTEs

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

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This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.



VA WORKFORCE DASHBOARD

ISSUE FIVE

SEPTEMBER 22, 2023

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

- The Veterans Health Administration (VHA) met their FY23 hiring goal of 52,000 hires. VHA exceeded the target one month prior to the end of the fiscal year. [VA reaches annual medical staff hiring goal one month early \(airforcetimes.com\)](https://www.airforcetimes.com).



Top Risks

- VA is implementing its work environment plan for the National Capital Region and Headquarters. Telework arrangements for non-bargaining unit employees will increase to at least five days per pay period at the agency Headquarters worksite. Remote positions are being reviewed. Decreased flexibilities may impact recruitment and retention. Organizational performance and organizational health metrics are being established to track and monitor work environment plan impact.



Employee Voice

- 75% of VA employees completed the [All Employee Survey](#). Overall data reflects decreases in burnout and higher levels of satisfaction.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY23 Overall

(as of 08/31/2023)

FY23	VA	VHA	VBA	NCA	VACO
Onboards	464,720	403,427	31,046	2,316	15,962
Hires	61,963	54,056	7,172	436	1,404
Losses	31,421	28,157	1,908	449	915
Time to Hire	109 Days	114 Days	56 Days	63 Days	87 Days

VA Cumulative Onboard

(as of 08/31/2023)



Total VA Onboards
464,720



VA Percentage Growth Onboard

(as of 08/31/2023)



VA Hiring FY22 vs. FY23

(10/01/2022-07/31/2023 as compared to 10/01/2021-08/31/2022)

Same Period Last Year (SPLY)



+19% SPLY
Announcements



+36% SPLY
Applications




+22% SPLY
Certificates



+30% SPLY
Selections








+36% SPLY
Entries on Duty






 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

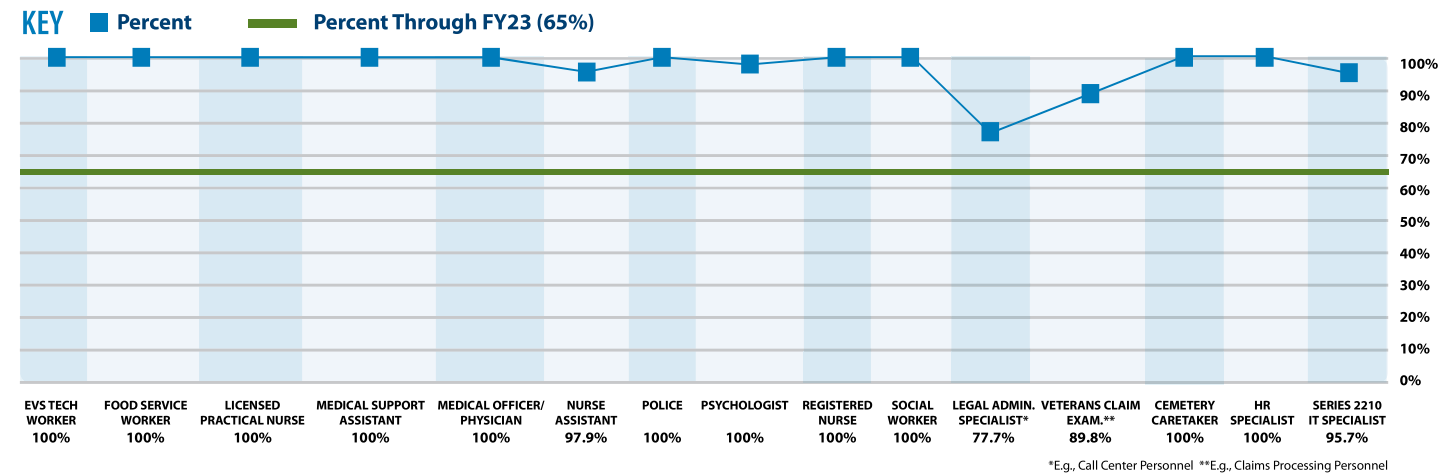
FY23 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 08/31/2023)

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	403,427	>100%	391,224
	VHA MCOs Total	142,437	>100%	137,865
	VHA Additional Key Specialties Total	85,627	>100%	85,234
 VBA	VBA Overall	31,046	86.0%	35,917
	VBA MCOs Total	21,797	88.0%	24,740
 NCA	NCA Overall	2,316		
	NCA MCOs Total	696	>100%	655
 HR	HR MCOs Total*	8,457	>100%	7,000
 IT	OIT Overall	8,085	98.0%	8,235
	Series 2210 IT Specialist Total**	7,554	96.0%	7,892






MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
*HR positions Enterprise-wide **IT Specialist positions Enterprise-wide

ORGANIZATION	OCCUPATION	ONBOARD	GOAL ONBOARD	ON TRACK
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,021	11,916	✓
	VHA FOOD SERVICE WORKER	4,598	4,534	✓
	VHA LICENSED PRACTICAL NURSE	15,382	15,354	✓
	VHA MEDICAL SUPPORT ASSISTANT	35,613	35,234	✓
	VHA MEDICAL OFFICER/PHYSICIAN	28,583	28,422	✓
	VHA NURSE ASSISTANT	14,043	14,350	✓
	VHA POLICE	3,970	3,846	✓
	VHA PSYCHOLOGIST	6,755	6,722	✓
	VHA REGISTERED NURSE	87,438	83,951	✓
	VHA SOCIAL WORKER	19,661	18,770	✓
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,449	3,153	✓
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	18,907	21,063	✓
 NCA	NCA CEMETERY CARETAKER	696	655	✓
 HR	VA HR SPECIALIST	8,457	7,000	✓
 IT	VA SERIES 2210 IT SPECIALIST	7,554	7,892	✓








Highlighted Occupations Time to Hire

(as of 08/31/2023)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	134
	VHA FOOD SERVICE WORKER	113
	VHA LICENSED PRACTICAL NURSE	125
	VHA MEDICAL SUPPORT ASSISTANT	92
	VHA MEDICAL OFFICER/PHYSICIAN	140
	VHA NURSE ASSISTANT	111
	VHA POLICE	117
	VHA PSYCHOLOGIST	111
	VHA REGISTERED NURSE	123
	VHA SOCIAL WORKER	119
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	71
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	49
 NCA	NCA CEMETERY CARETAKER	63
 HR	VA OVERALL HR SPECIALIST	63
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	94

Retention Rates for Highlighted Occupations

(as of 08/31/2023)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	55.3%
	VHA FOOD SERVICE WORKER	53.2%
	VHA LICENSED PRACTICAL NURSE	68.4%
	VHA MEDICAL SUPPORT ASSISTANT	71.3%
	VHA MEDICAL OFFICER/PHYSICIAN	78.1%
	VHA NURSE ASSISTANT	66.3%
	VHA POLICE	73.7%
	VHA PSYCHOLOGIST	82.1%
	VHA REGISTERED NURSE	73.4%
	VHA SOCIAL WORKER	84.0%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	53.0%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	70.0%
 NCA	NCA CEMETERY CARETAKER	58.5%
 HR	VA OVERALL HR SPECIALIST	82.0%
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	80.0%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 08/31/2023)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	TOP 5 REASONS FOR LEAVING
Medical and Dental	3,548	81%	82%	Relocation, Personal Matters, Insufficient Pay, Poor Working Relationship, Lack of Trust/Confidence
General Administration	1,181	74%	80%	Opportunity for Advancement, Change Careers, Job Stress, Personal Matters, Relocation
Psychologists	189	78%	77%	Relocation, Personal Matters, Job Stress, Too Much Work, Insufficient Pay
Social Workers	364	78%	81%	Relocation, Personal Matters, Job Stress, Insufficient Pay, Change Careers
HR Specialists and HR Assistants	80	77%	78%	Poor Working Relationship, Job Stress, Lack of Trust/Confidence, Too Much Work, Change Careers
Cemetery Caretakers	11	100%	100%	Change Careers, Lack of Training and Development, Part-time or Intermittent Work Not Offered, Personal Health Issues, Poor Working Relationship
Veterans Claim Exam. (e.g., Claims Processing Personnel)	80	81%	84%	Change Careers, Job Stress, Personal Matters, Relocation, Lack of Training and Development
Contracting Officers	46	64%	72%	Lack of Training and Development, Too Much Work, Lack of Career Progression, Job Stress, Opportunity for Advancement
IT Specialists	54	81%	87%	Lack of Trust/Confidence, Insufficient Pay, Job Stress, Change Careers, Lack of Career Progression
All Occupations	10,223	77%	80%	Relocation, Personal Matters, Change Careers, Insufficient Pay, Job Stress

PACT ACT TITLE IX AUTHORITIES




In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

AUTHORITIES	PRE-PACT ACT (August 19, 2021–August 31, 2022)	POST-PACT ACT (August 19, 2022–August 31, 2023)	CAP
Student Loan Repayment	753	1,035	N/A
Special Contribution Awards	38,036	48,650	N/A
Retention Incentives	60,015	51,362	N/A
Recruitment Incentives	3,576	8,617	N/A
Critical Pay Positions	57	57	200
College Graduates	0	48	194
Post-Secondary Students	0	5	43
Toxic Exposure Fund (TEF) FTEs	0	144*	2,382
Critical Skills Incentives	0	13,165	N/A

*The change in FT onboards from 1,672 (Issue 3) to 144 (Current Issue) does not reflect a decrease. Rather, FTEs were moved to the FY 2023 Consolidated Appropriations Act Toxic Exposures Fund (TEF) as startup payroll funding is projected to be exhausted.


In this section, we measure the demographics of VA's workforce.

SEX


 SEX	ONBOARD	HIRES
FEMALE	63.6%	68.0%
MALE	36.4%	32.0%

VETERAN STATUS


VA WORKFORCE

 26%


RACE/ETHNICITY

 RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2010)	ONBOARD	GOVERNMENT WIDE ONBOARD	HIRES
AMERICAN INDIAN/ALASKA NATIVE	1.0%	1.6%	1.6%	1.7%
ASIAN	5.2%	9.2%	6.8%	8.5%
BLACK/AFRICAN AMERICAN	12.1%	25.5%	18.4%	28.9%
HISPANIC/LATINO	14.9%	7.3%	9.9%	7.6%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.6%
TWO OR MORE RACES	0.6%	0.4%	2.7%	0.6%
WHITE	66.1%	55.6%	60.0%	52.0%

DISABILITY STATUS

 DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	76.8%	62.6%
NOT IDENTIFIED	11.3%	26.8%
TARGETED	2.5%	2.5%
REPORTABLE	11.9%	10.7%

AGE

 AGE	ONBOARD	GOVERNMENT WIDE ONBOARD	HIRES
<20	0.1%	0.1%	0.5%
20-24	1.2%	2.1%	5.6%
25-29	4.4%	5.9%	11.9%
30-34	8.7%	9.2%	14.8%
35-39	12.9%	12.8%	15.5%
40-44	14.7%	14.4%	14.4%
45-49	13.4%	12.9%	12.1%
50-54	14.9%	14.0%	11.3%
55-59	13.7%	13.6%	8.2%
60-64	10.1%	9.5%	3.9%
65+	5.8%	5.5%	1.8%

Page One

Metric/Term

VA FY23 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

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Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY23

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Metric/Term

Exit Survey

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ISSUE SIX

OCTOBER 27, 2023

Published Monthly on the Last Friday



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Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

FY23 OVERVIEW



FY23 Highlights

Total Strength (excludes intermittent, non-pay, medical residents, and trainees):

- VA Current Onboard: 460,521
- VBA Current Onboard: 31,799
- VHA Current Onboard: 408,062
- NCA Current Onboard: 2,338

Growth:

- VHA total workforce grew by +28,233 net new employees (7.4%) in FY23
- VBA total workforce grew by +6,017 net new employees (14.6%) in FY23
- Highest growth rate in more than 15 years

Hires:

- VHA external hires of 61,239 from October-September 2023
- VBA external hires of 8,216 from October-September 2023



Top Risks

- VA lacks an annual appropriation for FY24 and spending and new initiatives are constrained.



Employee Voice

- Awarded the "Own the Moment" award at the Customer Experience Symposium in September 2023, Bill Barksdale exemplifies VA's commitment to providing excellent care and resources to Veterans in need. Bill is the Assistant Director of the Roanoke Regional Office and encountered a Veteran who had recently experienced homelessness. He personally drove the Vet to two VAMCs for care, assisted with setting up a fiduciary to manage his VA benefits, and coordinated securing both temporary and permanent housing for him at a senior assisted living facility. Bill still follows up with the Veteran he helped, making sure that his transition is going well, and the Vet continues to get the resources he needs. His willingness to go above and beyond serves as a great example of someone who sees their role of assisting Veterans not just as a job but as a duty to fulfill.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY23 Overall

(as of 09/30/2023)

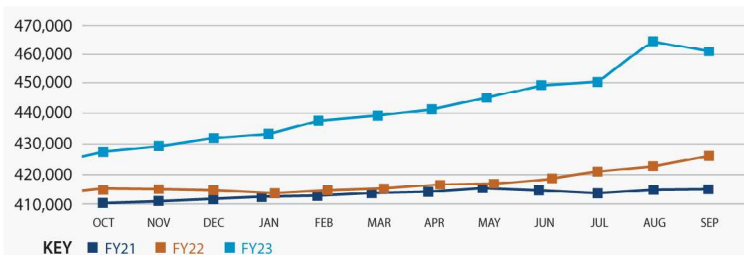
FY23	VA	VHA	VBA	NCA	VACO
Onboards	460,521	408,062	31,799	2,338	16,031
Hires	70,025	61,239	8,216	464	1,572
Losses	34,165	30,629	2,199	483	985
Time to Hire	109 Days	114 Days	56 Days	63 Days	89 Days

VA Cumulative Onboard

(as of 09/30/2023)



Total VA Onboards
460,521



VA Percentage Growth Onboard

(as of 09/30/2023)



VA Hiring FY22 vs. FY23

(10/01/2022-09/30/2023 as compared to 10/01/2021-09/30/2022)

Same Period Last Year (SPLY)



+5% SPLY
Announcements



+23% SPLY
Applications




+10% SPLY
Certificates



+12% SPLY
Selections








+16% SPLY
Entries on Duty






 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

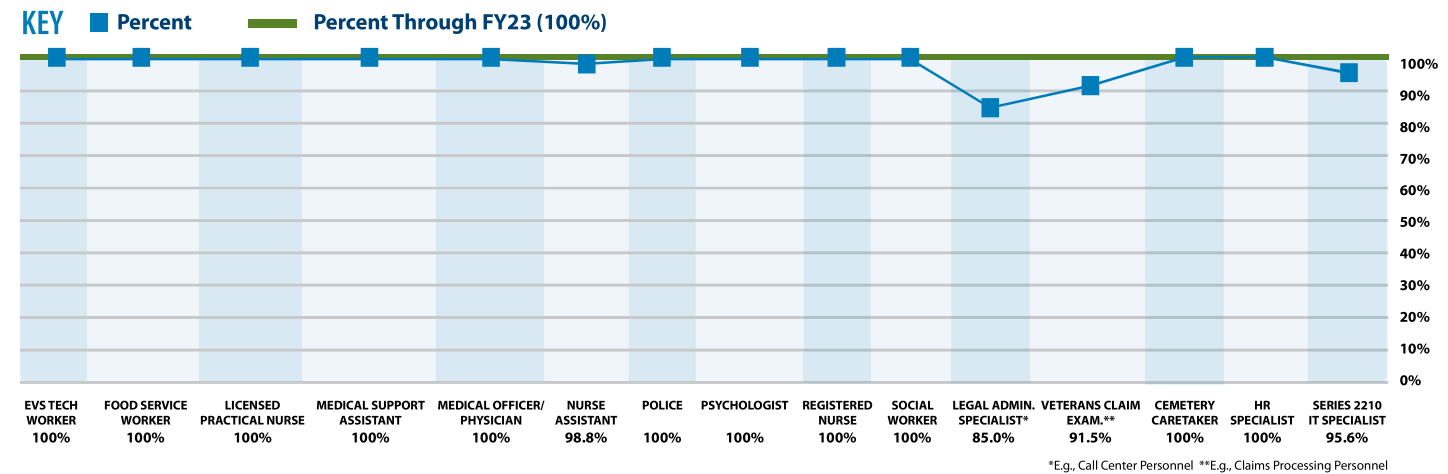
FY23 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 09/30/2023)

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	408,062	>100%	391,224
	VHA MCOs Total	144,412	>100%	137,865
	VHA Additional Key Specialties Total	86,641	>100%	85,234
 VBA	VBA Overall	31,799	88.5%	35,917
	VBA MCOs Total	22,442	90.7%	24,740
 NCA	NCA Overall	N/A		N/A
	NCA MCOs Total	691	>100%	655
 HR	HR MCOs Total*	8,519	>100%	7,000
 IT	OIT Overall	8,542	>100%	8,235
	Series 2210 IT Specialist Total**	7,542	95.6%	7,892






MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
*HR positions Enterprise-wide **IT Specialist positions Enterprise-wide

ORGANIZATION	OCCUPATION	ONBOARD	GOAL ONBOARD	ON TRACK
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,168	11,916	✓
	VHA FOOD SERVICE WORKER	4,567	4,534	✓
	VHA LICENSED PRACTICAL NURSE	15,460	15,354	✓
	VHA MEDICAL SUPPORT ASSISTANT	36,223	35,234	✓
	VHA MEDICAL OFFICER/PHYSICIAN	28,946	28,422	✓
	VHA NURSE ASSISTANT	14,174	14,350	✓
	VHA POLICE	4,049	3,846	✓
	VHA PSYCHOLOGIST	6,920	6,722	✓
	VHA REGISTERED NURSE	88,582	83,951	✓
	VHA SOCIAL WORKER	19,964	18,770	✓
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,680	3,153	✓
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	19,279	21,063	✓
 NCA	NCA CEMETERY CARETAKER	691	655	✓
 HR	VA HR SPECIALIST	8,519	7,000	✓
 IT	VA SERIES 2210 IT SPECIALIST	7,681	8,031	✓








Highlighted Occupations Time to Hire

(as of 09/30/2023)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	133
	VHA FOOD SERVICE WORKER	113
	VHA LICENSED PRACTICAL NURSE	124
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	141
	VHA NURSE ASSISTANT	108
	VHA POLICE	117
	VHA PSYCHOLOGIST	114
	VHA REGISTERED NURSE	122
	VHA SOCIAL WORKER	116
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	70
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	49
 NCA	NCA CEMETERY CARETAKER	63
 HR	VA OVERALL HR SPECIALIST	63
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	95

Retention Rates for Highlighted Occupations

(as of 09/30/2023)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	55.3%
	VHA FOOD SERVICE WORKER	53.2%
	VHA LICENSED PRACTICAL NURSE	68.4%
	VHA MEDICAL SUPPORT ASSISTANT	71.3%
	VHA MEDICAL OFFICER/PHYSICIAN	78.1%
	VHA NURSE ASSISTANT	66.3%
	VHA POLICE	73.7%
	VHA PSYCHOLOGIST	82.1%
	VHA REGISTERED NURSE	73.4%
	VHA SOCIAL WORKER	84.0%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	53.0%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	70.0%
 NCA	NCA CEMETERY CARETAKER	53.6%
 HR	VA OVERALL HR SPECIALIST	82.1%
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	90.0%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 09/30/2023)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	TOP 5 REASONS FOR LEAVING
Medical and Dental	3,850	81%	82%	Relocation, Personal Matters, Insufficient Pay, Poor Working Relationship, Lack of Trust/Confidence
General Administration	1,278	74%	80%	Opportunity for Advancement, Change Careers, Job Stress, Personal Matters, Poor Working Relationship
Psychologists	197	79%	77%	Relocation, Personal Matters, Job Stress, Too Much Work, Insufficient Pay
Social Workers	394	77%	80%	Relocation, Personal Matters, Job Stress, Insufficient Pay, Change Careers
HR Specialists and HR Assistants	87	77%	79%	Job Stress, Poor Working Relationship, Lack of Trust/Confidence, Too Much Work, Change Careers
Cemetery Caretakers	11	100%	100%	Change Careers, Lack of Training and Development, Part-time or Intermittent Work Not Offered, Personal Health Issues, Poor Working Relationship
Veterans Claim Exam. (e.g., Claims Processing Personnel)	84	82%	83%	Change Careers, Job Stress, Personal Matters, Relocation, Personal Health Issues
Contracting Officers	51	64%	71%	Lack of Training and Development, Too Much Work, Job Stress, Lack of Career Progression, Change Careers
IT Specialists	58	83%	88%	Lack of Trust/Confidence, Insufficient Pay, Job Stress, Change Careers, Lack of Career Progression
All Occupations	11,074	77%	80%	Relocation, Personal Matters, Change Careers, Job Stress, Insufficient Pay

PACT ACT TITLE IX AUTHORITIES



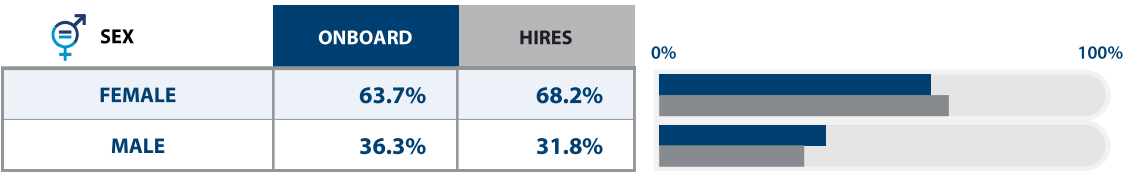
In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

AUTHORITIES	PRE-PACT ACT (August 19, 2021–September 30, 2022)	POST-PACT ACT (August 19, 2022–September 30, 2023)	CAP
Student Loan Repayment	568	1,030	N/A
Special Contribution Awards	38,037	49,517	N/A
Retention Incentives	60,024	54,054	N/A
Recruitment Incentives	3,579	8,730	N/A
Critical Pay Positions	N/A	159	200
College Graduates	N/A	59	194
Post-Secondary Students	N/A	5	43
Toxic Exposure Fund (TEF) FTEs	N/A	148*	2,382
Critical Skills Incentives	N/A	29,060	N/A

*The change in FT onboards from 1,672 (Issue 3) to 148 (Current Issue) does not reflect a decrease. Rather, FTEs were moved to the FY 2023 Consolidated Appropriations Act Toxic Exposures Fund (TEF) as startup payroll funding is projected to be exhausted.

In this section, we measure the demographics of VA's workforce.

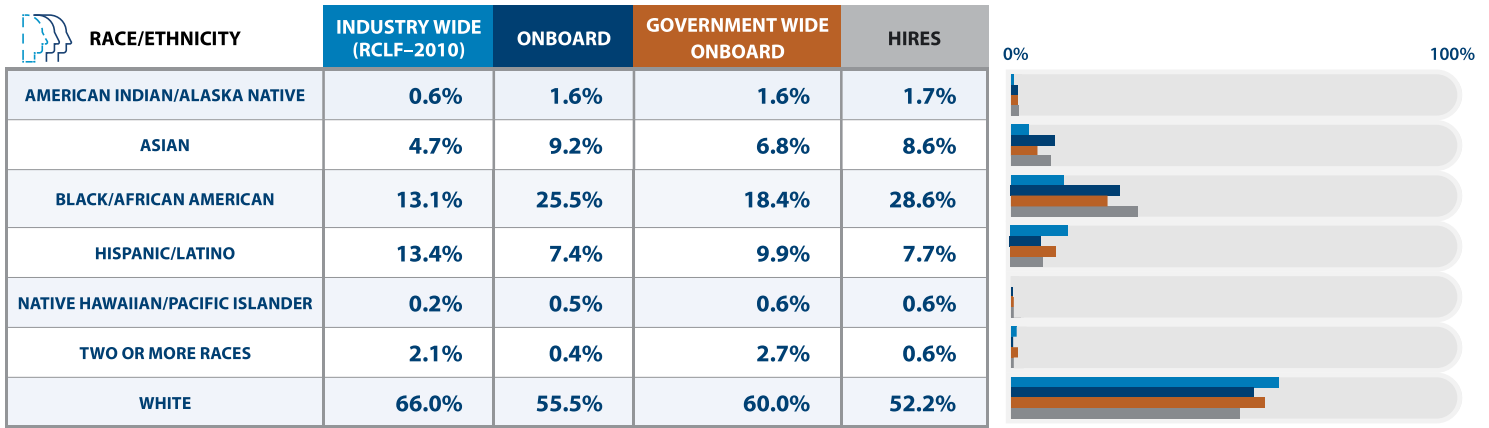
SEX



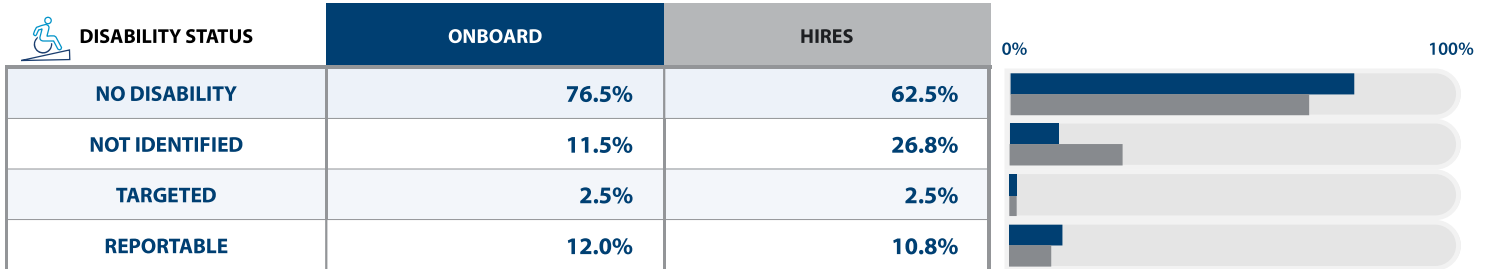
VETERAN STATUS



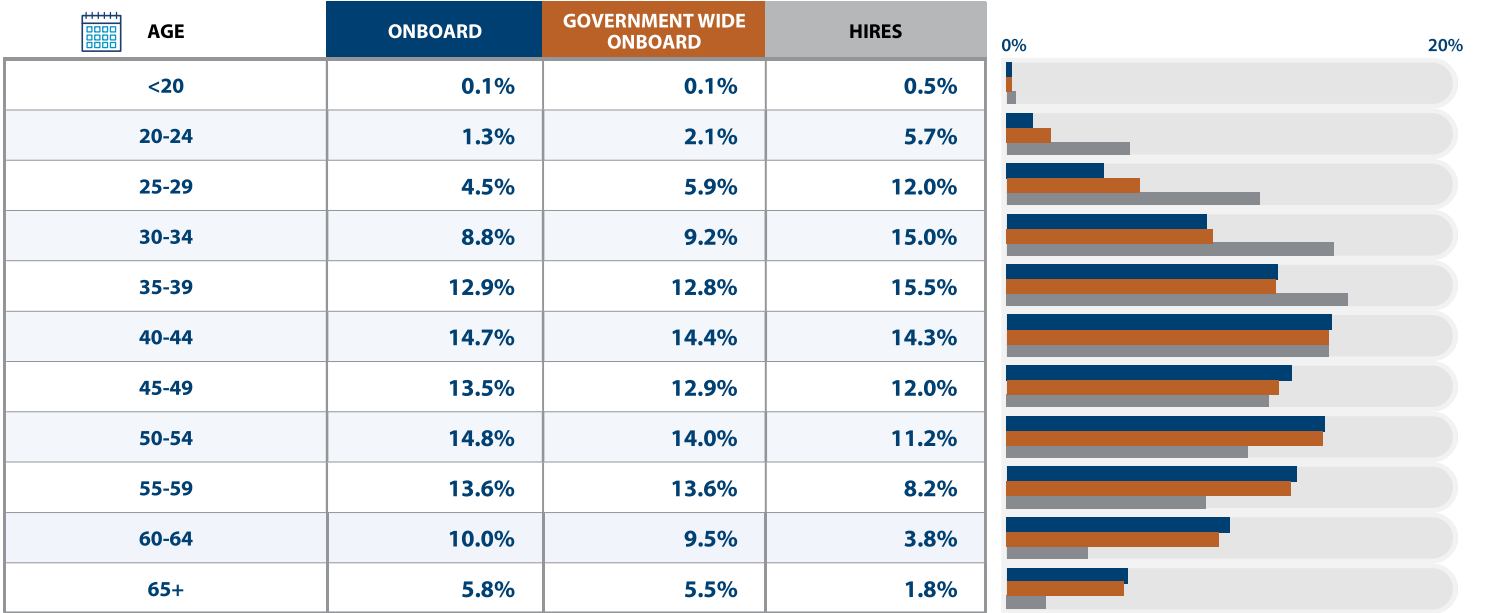
RACE/ETHNICITY



DISABILITY STATUS



AGE



Page One

Metric/Term

VA FY23 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY23

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.

This metric identifies the end of year onboard count targets for a specific occupation.

This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.

This metric identifies the number of days in the fiscal year by percent.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration. VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Toxic Exposure Fund (TEF) FTEs

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This term identifies the time period before the PACT Act was signed into law. The term measures the same period as last year (SPLY) when compared to the Post-PACT Act column.

This term identifies the time period after the PACT Act was signed into law. The term measures the identified time period and is compared with the same period as last year in the Pre-PACT Act column.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

The PACT Act Toxic Exposures Fund, PL 117 68, Section 805and provides resources to invest in the delivery of Veterans' health care and benefits associated with exposures to environmental hazards during military service.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.



VA WORKFORCE DASHBOARD

ISSUE SEVEN

NOVEMBER 22, 2023

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlight

- In October, VA Central Office hosted in-person training by the Office of Personnel Management for supervisors on managing hybrid teams. The training focused on developing strong telework agreements and performance plans, communication and collaboration and creating indicators to measure success. Another session is scheduled for November. Also, VA launched new HR IT capabilities. During Federal Health Benefits Open Season in November, VA employees can make changes online through Employee Benefit Self Service instead of manually completing and submitting forms to an HR specialist. The change saves time in making the election and provides employees with immediate access to benefits information.



Top Risks

- Delays or termination in use of PACT Act Title IX authorities will have a negative impact on recruitment and retention.



Employee Voice

- VA has many professionals dedicated to healing Veterans, and that dedication extends to our Chaplain Service. Kaylla Cooper said becoming Bay Pines first woman chaplain was a lengthy process, but it was worth it. With the support of her chief and the rest of her team, she finds a lot of joy in what she does. As a Chaplain and Army Reserve Captain, Kaylla can't imagine what else she would be doing if it wasn't caring for Veterans.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

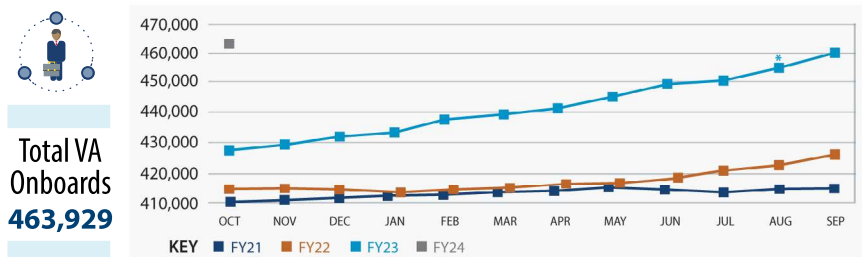
VA FY24

(as of 10/31/2023)

FY24	VA	VHA	VBA	NCA	VACO
Onboards	463,929	410,968	32,231	2,340	16,087
Hires	5,590	4,988	579	27	134
Losses	1,632	1,439	147	22	56
Time to Hire	109 Days	116 Days	46 Days	72 Days	121 Days

VA Cumulative Onboard

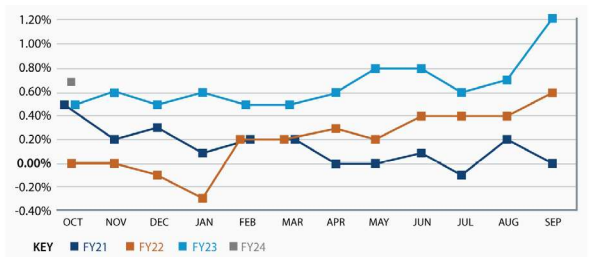
(as of 10/31/2023)



(*A correction has been made to previously reported August 2023 data.)

VA Percentage Growth Onboard

(as of 10/31/2023)



VA Hiring FY23 vs. FY24

(10/01/2022-10/31/2023 as compared to 10/01/2021-10/31/2022)

Same Period Last Year (SPLY)



+3% SPLY
Announcements



+8% SPLY
Applications




-1% SPLY
Certificates



+24% SPLY
Selections








+7% SPLY
Entries on Duty

 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.






FY24 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 10/31/2023)

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	410,968	TBD	TBD*
	VHA MCOs Total	145,572	85.3%	170,648
	VHA Additional Key Specialties Total	87,284	TBD	TBD*
 VBA	VBA Overall	32,231	88.6%	36,384
	VBA MCOs Total	22,733	91.9%	24,740
 NCA	NCA Overall	2,340		N/A
	NCA MCOs Total	698	98.3%	710
 HR	HR MCOs Total**	8,816	90.1%	9,781
 IT	OIT Overall	7,992	97.0%	8,235
	Series 2210 IT Specialist Total***	7,557	95.8%	7,892

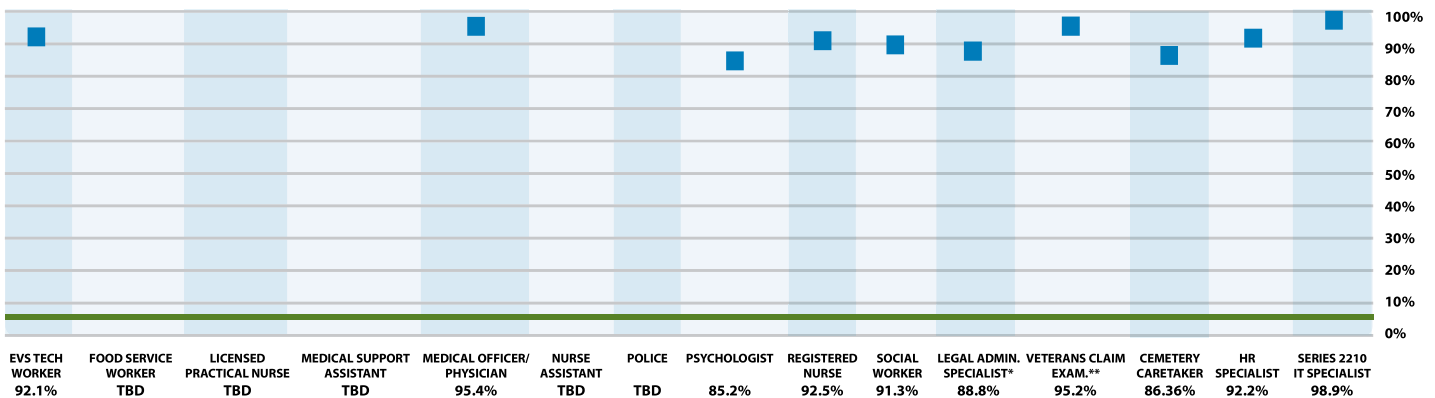
MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

*VA will update these targets when the full FY24 budget is known. **HR positions Enterprise-wide ***IT Specialist positions Enterprise-wide

ORGANIZATION	OCCUPATION	ONBOARD	GOAL ONBOARD	ON TRACK
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,263	13,311	<input checked="" type="checkbox"/>
	VHA FOOD SERVICE WORKER	4,555	TBD*	TBD
	VHA LICENSED PRACTICAL NURSE	15,454	TBD*	TBD
	VHA MEDICAL SUPPORT ASSISTANT	36,672	TBD*	TBD
	VHA MEDICAL OFFICER/PHYSICIAN	29,085	30,500	<input checked="" type="checkbox"/>
	VHA NURSE ASSISTANT	14,251	TBD*	TBD
	VHA POLICE	4,089	TBD*	TBD
	VHA PSYCHOLOGIST	7,053	8,274	<input checked="" type="checkbox"/>
	VHA REGISTERED NURSE	89,268	96,476	<input checked="" type="checkbox"/>
	VHA SOCIAL WORKER	20,166	22,078	<input checked="" type="checkbox"/>
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,744	3,089	<input checked="" type="checkbox"/>
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	19,512	20,489	<input checked="" type="checkbox"/>
 NCA	NCA CEMETERY CARETAKER	698	806	<input checked="" type="checkbox"/>
 HR	VA HR SPECIALIST	8,816	9,561	<input checked="" type="checkbox"/>
 IT	VA SERIES 2210 IT SPECIALIST	7,696	7,782	<input checked="" type="checkbox"/>

*VA will update these targets when the full FY24 budget is known.






KEY ■ Percent ■ Percent Through FY24 (8.3%)



*E.g., Call Center Personnel **E.g., Claims Processing Personnel






Highlighted Occupations Time to Hire

(as of 10/31/2023)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	126
	VHA FOOD SERVICE WORKER	102
	VHA LICENSED PRACTICAL NURSE	120
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	145
	VHA NURSE ASSISTANT	110
	VHA POLICE	134
	VHA PSYCHOLOGIST	157
	VHA REGISTERED NURSE	121
	VHA SOCIAL WORKER	121
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	56
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	39
 NCA	NCA CEMETERY CARETAKER	75
 HR	VA OVERALL HR SPECIALIST	67
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	95

Retention Rates for Highlighted Occupations

(as of 10/31/2023)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	55.3%
	VHA FOOD SERVICE WORKER	53.2%
	VHA LICENSED PRACTICAL NURSE	68.4%
	VHA MEDICAL SUPPORT ASSISTANT	71.3%
	VHA MEDICAL OFFICER/PHYSICIAN	78.1%
	VHA NURSE ASSISTANT	66.3%
	VHA POLICE	73.7%
	VHA PSYCHOLOGIST	82.1%
	VHA REGISTERED NURSE	73.4%
	VHA SOCIAL WORKER	84.0%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	53.0%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	71.0%
 NCA	NCA CEMETERY CARETAKER	53.8%
 HR	VA OVERALL HR SPECIALIST	73.6%
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	80.8%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 10/31/2023)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	TOP 5 REASONS FOR LEAVING
Medical and Dental	282	79%	85%	Personal Matters, Relocation, Insufficient Pay, Poor Working Relationship, Change Careers
General Administration	82	74%	82%	Change Careers, Lack of Trust/Confidence, Job Stress, Insufficient Pay, Opportunity for Advancement,
Psychologists*	—	—	—	—
Social Workers	35	77%	77%	Change Careers, Personal Matters, Lack of Trust/Confidence, Opportunity for Advancement, Poor Working Relationship
HR Specialists and HR Assistants*	—	—	—	—
Cemetery Caretakers*	—	—	—	—
Veterans Claim Exam. (e.g., Claims Processing Personnel)*	—	—	—	—
Contracting Officers*	—	—	—	—
IT Specialists*	—	—	—	—
All Occupations	808	76%	82%	Personal Matters, Change Careers, Relocation, Insufficient Pay, Job Stress

*Data for these occupations is not available (—) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 7—November 22, 2023



In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

AUTHORITIES	PRE-PACT ACT (August 19, 2021–October 31, 2022)	POST-PACT ACT (August 19, 2022–October 31, 2023)	CAP
Student Loan Repayment	728	1,029	N/A
Special Contribution Awards	38,036	49,651	N/A
Retention Incentives	60,041	55,086	N/A
Recruitment Incentives	3,579	8,782	N/A
Critical Pay Positions	N/A	159	200
College Graduates	N/A	64	194
Post-Secondary Students	N/A	5	43
Toxic Exposure Fund (TEF) FTEs-Initial \$500M	N/A	148	2,382
Critical Skills Incentives	N/A	32,396	N/A

In this section, we measure the demographics of VA’s workforce.

SEX

SEX	ONBOARD	HIRES
FEMALE	63.8%	66.9%
MALE	36.2%	33.1%

VETERAN STATUS

VA WORKFORCE
28.6%

NEW UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

RACE/ETHNICITY

RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2010)	ONBOARD	GOVERNMENT WIDE ONBOARD	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.6%	1.6%	1.8%
ASIAN	4.7%	9.2%	6.8%	8.8%
BLACK/AFRICAN AMERICAN	13.1%	25.5%	18.4%	29.9%
HISPANIC/LATINO	13.4%	7.4%	9.9%	7.7%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.6%
TWO OR MORE RACES	2.1%	0.4%	2.7%	0.5%
WHITE	66.0%	55.4%	60.0%	50.7%

DISABILITY STATUS

DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	76.2%	59.8%
NOT IDENTIFIED	11.7%	28.0%
TARGETED	2.6%	2.8%
REPORTABLE	12.1%	12.1%

AGE

AGE	ONBOARD	GOVERNMENT WIDE ONBOARD	HIRES
<20	0.1%	0.1%	0.5%
20-24	1.3%	2.1%	5.2%
25-29	4.5%	5.9%	11.1%
30-34	8.8%	9.2%	15.7%
35-39	12.9%	12.8%	15.6%
40-44	14.7%	14.4%	14.9%
45-49	13.5%	12.9%	11.3%
50-54	14.8%	14.0%	11.2%
55-59	13.6%	13.6%	8.4%
60-64	10.0%	9.5%	3.7%
65+	5.8%	5.5%	2.3%

Page One

Metric/Term

VA FY23 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY23

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.

This metric identifies the end of year onboard count targets for a specific occupation.

This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.

This metric identifies the number of days in the fiscal year by percent.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration. VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Toxic Exposure Fund (TEF) FTEs

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This term identifies the time period before the PACT Act was signed into law. The term measures the same period as last year (SPLY) when compared to the Post-PACT Act column.

This term identifies the time period after the PACT Act was signed into law. The term measures the identified time period and is compared with the same period as last year in the Pre-PACT Act column.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

The PACT Act Toxic Exposures Fund, PL 117 68, Section 805and provides resources to invest in the delivery of Veterans' health care and benefits associated with exposures to environmental hazards during military service.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE EIGHT

DECEMBER 20, 2023

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

- Veterans Health Administration total workforce has grown by +5,797 net new employees (1.4%) in FY24.
- Veterans Benefits Administration total workforce has grown by +702 net new employees (2.2%) in FY24.



Employee Voice

Dr. Christina Flint-Lowe is a home-based primary care nurse practitioner and American Indian/Alaska Native Special Emphasis Program Manager at the Bay Pines VA. She seamlessly blends her service to Veterans with her Native American heritage. As a member of the Poarch Band of Creek Indians, Dr. Flint-Lowe travels to geriatric Veterans' homes, intertwining her cultural connection with her dedicated healthcare service. Balancing advocacy as a nurse practitioner and Special Emphasis Program Manager, she manages expectations while prioritizing the needs of those around her, expressing gratitude for leadership opportunities at the VA.



Top Risk

- Delays or termination in use of PACT Act Title IX authorities will have a negative impact on recruitment and retention.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 11/30/2023)

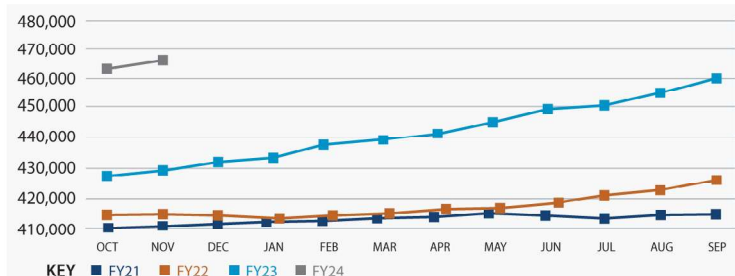
FY24	VA	VHA	VBA	NCA	VACO
Onboards	467,183	413,906	32,501	2,340	16,133
Hires	11,439	10,236	1,047	60	223
Losses	3,805	3,342	345	56	95
Time to Hire	109 Days	115 Days	50 Days	72 Days	118 Days

VA Cumulative Onboard

(as of 11/30/2023)



Total VA Onboards
467,183



VA Percentage Growth Onboard

(as of 11/30/2023)



VA Hiring FY23 vs. FY24

(10/01/2022-11/30/2022 as compared to 10/01/2023-11/30/2023)

Same Period Last Year (SPLY)



+2% SPLY
Announcements



+17% SPLY
Applications




+4% SPLY
Certificates



+33% SPLY
Selections








+5% SPLY
Entries on Duty








In this section, we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY24 Actuals vs. Goal EOY Onboards for Highlighted Occupations

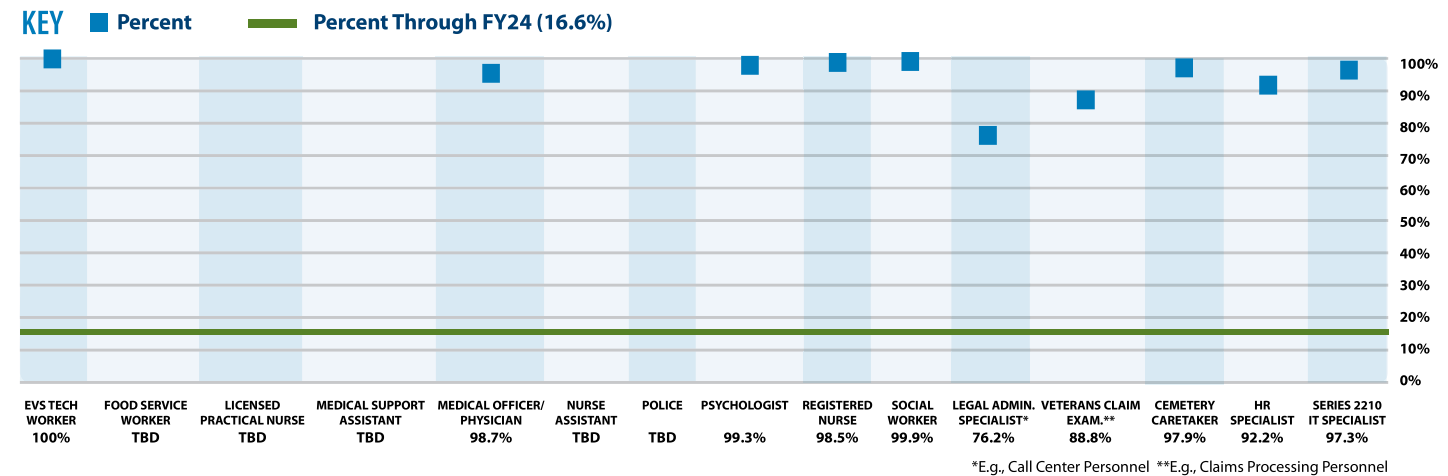
(as of 11/30/2023)

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	413,906	TBD	TBD*
	VHA MCOs Total	146,570	91.2%	160,713
	VHA Additional Key Specialties Total	88,012	TBD	TBD*
 VBA	VBA Overall	32,501	89.3%	36,384
	VBA MCOs Total	23,154	87.0%	26,606
 NCA	NCA Overall	2,340	TBD	TBD*
	NCA MCOs Total	695	97.9%	710
 HR	HR MCOs Total**	8,945	91.5%	9,781
 IT	OIT Overall	7,996	96.7%	8,270
	Series 2210 IT Specialist Total***	7,563	97.3%	7,775

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
*VA will update these targets when the full FY24 budget is known. **HR positions Enterprise-wide ***IT Specialist positions Enterprise-wide






ORGANIZATION	OCCUPATION	ONBOARD	GOAL ONBOARD	ON TRACK
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,479	12,411	<input checked="" type="checkbox"/>
	VHA FOOD SERVICE WORKER	4,549	TBD*	TBD
	VHA LICENSED PRACTICAL NURSE	15,458	TBD*	TBD
	VHA MEDICAL SUPPORT ASSISTANT	37,043	TBD*	TBD
	VHA MEDICAL OFFICER/PHYSICIAN	29,178	29,555	<input checked="" type="checkbox"/>
	VHA NURSE ASSISTANT	14,342	TBD*	TBD
	VHA POLICE	4,141	TBD*	TBD
	VHA PSYCHOLOGIST	7,095	7,146	<input checked="" type="checkbox"/>
	VHA REGISTERED NURSE	89,949	91,238	<input checked="" type="checkbox"/>
	VHA SOCIAL WORKER	20,348	20,363	<input checked="" type="checkbox"/>
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,997	3,931	<input checked="" type="checkbox"/>
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	19,660	22,145	<input checked="" type="checkbox"/>
 NCA	NCA CEMETERY CARETAKER	695	710	<input checked="" type="checkbox"/>
 HR	VA HR SPECIALIST	8,816	9,561	<input checked="" type="checkbox"/>
 IT	VA SERIES 2210 IT SPECIALIST	7,702	7,914	<input checked="" type="checkbox"/>

*VA will update these targets when the full FY24 budget is known.








Highlighted Occupations Time to Hire


(as of 11/30/2023)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	119
	VHA FOOD SERVICE WORKER	106
	VHA LICENSED PRACTICAL NURSE	119
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	141
	VHA NURSE ASSISTANT	104
	VHA POLICE	132
	VHA PSYCHOLOGIST	151
	VHA REGISTERED NURSE	121
	VHA SOCIAL WORKER	120
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	66
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	44
 NCA	NCA CEMETERY CARETAKER	81
 HR	VA OVERALL HR SPECIALIST	67
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	141

Retention Rates for Highlighted Occupations

(as of 11/30/2023)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	55.6%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.4%
	VHA MEDICAL SUPPORT ASSISTANT	68.3%
	VHA MEDICAL OFFICER/PHYSICIAN	77.5%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.6%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	52.0%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	72.0%
 NCA	NCA CEMETERY CARETAKER	53.6%
 HR	VA OVERALL HR SPECIALIST	71.4%
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	86.7%

 **In this section,** we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 11/30/2023)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	537	80%	83%	Personal Matters, Relocation, Poor Working Relationship, Insufficient Pay, Job Stress
General Administration	166	77%	82%	Change Careers, Personal Matters, Health Issues, Lack of Trust/Confidence, Job Stress
Psychologists*	—	—	—	—
Social Workers	64	67%	68%	Personal Matters, Lack of Trust/Confidence, Poor Working Relationship
HR Specialists and HR Assistants*	—	—	—	—
Cemetery Caretakers*	—	—	—	—
Veterans Claim Exam. (e.g., Claims Processing Personnel)*	—	—	—	—
Contracting Officers*	—	—	—	—
IT Specialists*	—	—	—	—
All Occupations	1,562	78%	81%	Personal Matters, Change Careers, Relocation, Job Stress, Insufficient Pay

*Data for these occupations is not available (—) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 8—December 20, 2023




In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

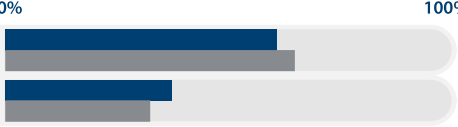
In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY23	FY24	CAP
Student Loan Repayment	1,034	193	N/A
Special Contribution Awards	49,711	3,027	N/A
Retention Incentives	49,169	4,332	N/A
Recruitment Incentives	8,726	1,644	N/A
Critical Pay Positions	159	159	200
College Graduates	66	0	194
Post-Secondary Students	5	0	43
Critical Skills Incentives	27,155	11,032	N/A
Contract Buy Out NEW	4	4	N/A


In this section, we measure the demographics of VA's workforce.

SEX


 SEX	ONBOARD	HIRES
FEMALE	63.9%	66.8%
MALE	36.1%	33.2%




VETERAN STATUS

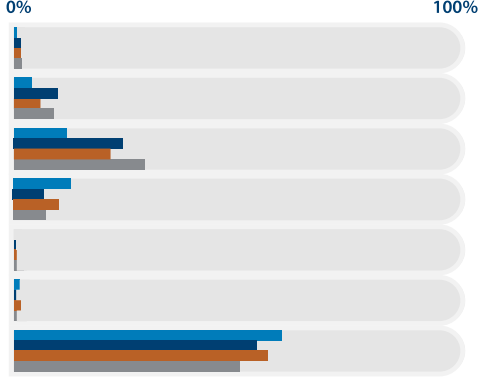
 VA WORKFORCE
25.76%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY


 FY22 FY23
96 114

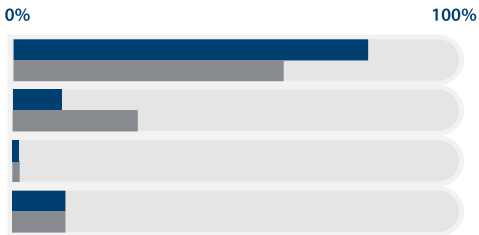
RACE/ETHNICITY

 RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2010)	ONBOARD	GOVERNMENT WIDE ONBOARD	HIRES
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BLACK/AFRICAN AMERICAN	13.1%	25.5%	18.4%	30.0%
HISPANIC/LATINO	13.4%	7.4%	9.9%	7.7%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.4%	2.7%	0.4%
WHITE	66.0%	55.3%	60.0%	50.7%




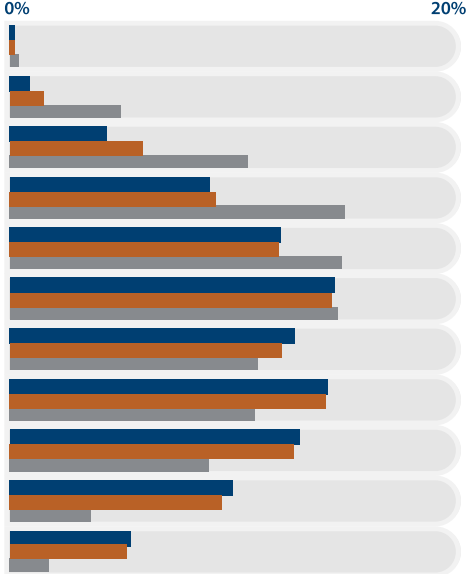
DISABILITY STATUS

 DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	76.0%	60.1%
NOT IDENTIFIED	11.9%	28.2%
TARGETED	2.6%	2.7%
REPORTABLE	12.1%	11.7%



AGE

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<20	0.1%	0.1%	0.5%
20-24	1.3%	2.1%	4.8%
25-29	4.5%	5.9%	10.6%
30-34	8.8%	9.2%	15.5%
35-39	12.9%	12.8%	15.9%
40-44	14.7%	14.4%	15.0%
45-49	13.5%	12.9%	12.0%
50-54	14.8%	14.0%	11.6%
55-59	13.6%	13.6%	8.2%
60-64	10.0%	9.5%	3.9%
65+	5.8%	5.5%	2.1%



Page One

Metric/Term

VA FY24 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

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This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

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Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY24

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.

This metric identifies the end of year onboard count targets for a specific occupation.

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This metric identifies the number of days in the fiscal year by percent.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration. VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

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Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out (NEW)

Critical Skills Incentive

Definition

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A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during fiscal year 2023 and fiscal year 2024 to date. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE NINE

JANUARY 26, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

The Student Veterans of America National Conference (NatCon) took place in Nashville, Tennessee, January 4 – 6, 2024. Recognized as the largest assembly of student Veterans globally, NatCon provides a platform to share ideas and best practices and network with student Veterans, military-connected students, their families, supporters, allies, and a diverse range of participants, including corporate, government, and nonprofit partners. Over 2,000 student Veterans attended NatCon with more than 200 of those attendees visiting the VA's Veteran and Military Spouse Talent Engagement Program booth about employment opportunities where they received information regarding VA positions, federal resume, and the USAJOBS process. Booth materials included QR codes to highlight local and national vacancies and capture contact information for follow ups.



Top Risk

Delays or termination in use of PACT Act Title IX authorities will have a negative impact on recruitment and retention.



Employee Voice

Joe Herndon is a dedicated registered nurse with the VA North Texas Health Care System who has served a combined 52 years in the military and the VA Health Care System. His commitment to service has garnered praises from patients like Army Veteran Arthur Finley, Jr for his invaluable contributions. His supervisor noted that Herndon has been impactful in the organization in overcoming obstacles and preparing caregivers for optimal healthcare delivery. Starting as an Air Force nurse in 1971, Herndon prioritized patient care over metrics, eventually joining VA in Bonham, Texas. Despite opportunities for senior management roles, he remained committed to hands-on care and mentoring. His impact extends beyond his professional life, as he met his wife Beverly, a 37-year Veteran during his 26-year tenure with VA. After 52 years of devoted service, Herndon expresses contentment and has no plans to retire, citing love for his work and its meaningful impact.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 12/31/2023)

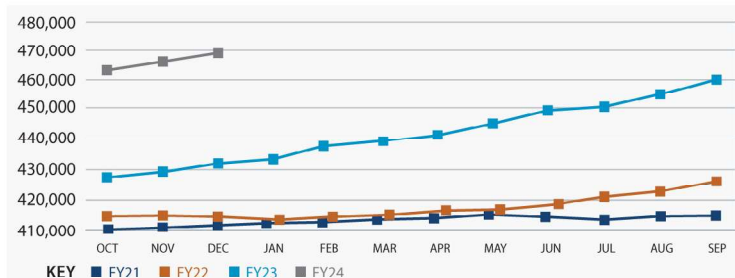
FY24	VA	VHA	VBA	NCA	VACO
Onboards	469,636	416,243	32,632	2,340	16,055
Hires	16,664	15,059	1,379	91	55
Losses	6,312	5,556	546	93	112
Time to Hire	110 Days	115 Days	51 Days	70 Days	117 Days

VA Cumulative Onboard

(as of 12/31/2023)



Total VA Onboards
469,636



VA Percentage Growth Onboard

(as of 12/31/2023)



VA Hiring FY23 vs. FY24

(11/01/2022-12/31/2022 as compared to 11/01/2023-12/31/2023)

Same Period Last Year (SPLY)



-3% SPLY
Announcements



+15% SPLY
Applications




+4% SPLY
Certificates



+40% SPLY
Selections








+1% SPLY
Entries on Duty








In this section, we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY24 Actuals vs. Goal EOY Onboards for Highlighted Occupations

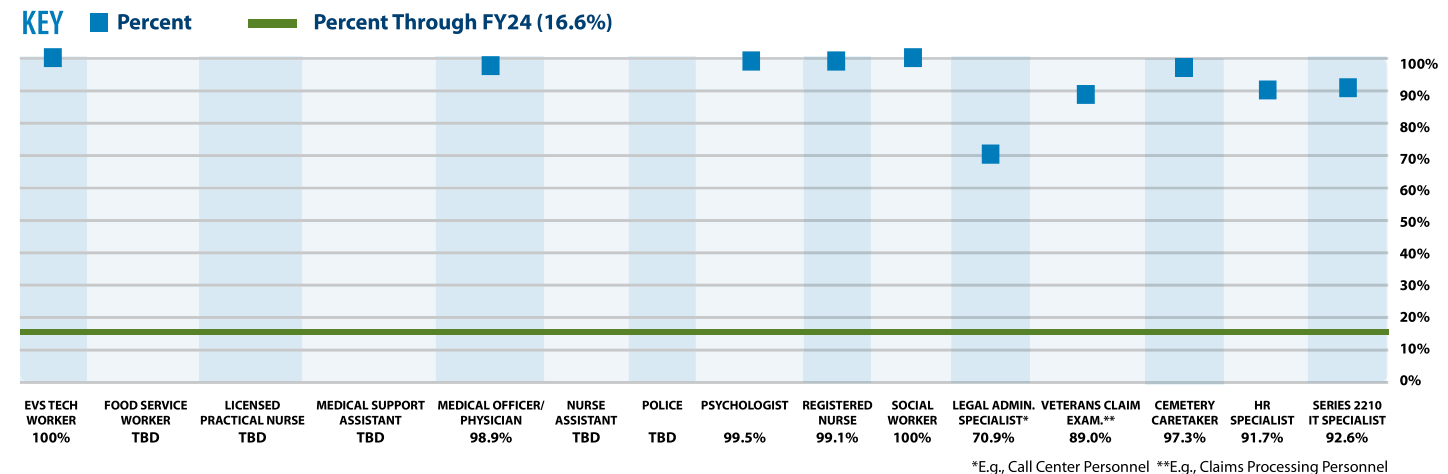
(as of 12/31/2023)

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	416,243	TBD	TBD*
	VHA MCOs Total	147,271	91.6%	160,713
	VHA Additional Key Specialties Total	88,711	TBD	TBD*
 VBA	VBA Overall	32,632	89.7%	36,384
	VBA MCOs Total	23,008	86.5%	26,606
 NCA	NCA Overall	2,340	TBD	TBD*
	NCA MCOs Total	691	97.3%	710
 HR	HR MCOs Total**	8,965	91.7%	9,781
 IT	OIT Overall	7,969	97.8%	8,150
	Series 2210 IT Specialist Total***	7,662	98.5%	7,775

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
*VA will update these targets when the full FY24 budget is known. **HR positions Enterprise-wide ***IT Specialist positions Enterprise-wide






ORGANIZATION	OCCUPATION	ONBOARD	GOAL ONBOARD	ON TRACK
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,645	12,411	<input checked="" type="checkbox"/>
	VHA FOOD SERVICE WORKER	4,589	TBD*	TBD
	VHA LICENSED PRACTICAL NURSE	15,517	TBD*	TBD
	VHA MEDICAL SUPPORT ASSISTANT	37,355	TBD*	TBD
	VHA MEDICAL OFFICER/PHYSICIAN	29,227	29,555	<input checked="" type="checkbox"/>
	VHA NURSE ASSISTANT	14,422	TBD*	TBD
	VHA POLICE	4,183	TBD*	TBD
	VHA PSYCHOLOGIST	7,113	7,146	<input checked="" type="checkbox"/>
	VHA REGISTERED NURSE	90,459	91,238	<input checked="" type="checkbox"/>
	VHA SOCIAL WORKER	20,472	20,363	<input checked="" type="checkbox"/>
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,788	3,931	<input checked="" type="checkbox"/>
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	19,707	22,145	<input checked="" type="checkbox"/>
 NCA	NCA CEMETERY CARETAKER	691	710	<input checked="" type="checkbox"/>
 HR	VA HR SPECIALIST	8,965	9,781	<input checked="" type="checkbox"/>
 IT	VA SERIES 2210 IT SPECIALIST	7,662	8,270	<input checked="" type="checkbox"/>

*VA will update these targets when the full FY24 budget is known.








Highlighted Occupations Time to Hire

(as of 12/31/2023)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	121
	VHA FOOD SERVICE WORKER	112
	VHA LICENSED PRACTICAL NURSE	115
	VHA MEDICAL SUPPORT ASSISTANT	90
	VHA MEDICAL OFFICER/PHYSICIAN	140
	VHA NURSE ASSISTANT	106
	VHA POLICE	131
	VHA PSYCHOLOGIST	154
	VHA REGISTERED NURSE	120
	VHA SOCIAL WORKER	120
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	65
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	45
 NCA	NCA CEMETERY CARETAKER	79
 HR	VA OVERALL HR SPECIALIST	65
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	80

Retention Rates for Highlighted Occupations

(as of 12/31/2023)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	52.5%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.4%
	VHA MEDICAL SUPPORT ASSISTANT	68.2%
	VHA MEDICAL OFFICER/PHYSICIAN	77.5%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.6%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	51.5%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	72.4%
 NCA	NCA CEMETERY CARETAKER	53.8%
 HR	VA OVERALL HR SPECIALIST	84.1%
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	95.3%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 12/31/2023)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	911	77%	84%	Personal Matters, Poor Working Relationship, Relocation, Insufficient Pay, Job Stress
General Administration	327	74%	85%	Change Careers, Personal Matters, Opportunity for Advancement, Health Issues, Poor Working Relationship
Psychologists*	—	—	—	—
Social Workers	109	69%	70%	Lack of Trust, Job Stress, Personal Matters, Poor Working Relationship, Unethical Behavior of Leadership/Organization
HR Specialists and HR Assistants*	—	—	—	—
Cemetery Caretakers*	—	—	—	—
Veterans Claim Exam. (e.g., Claims Processing Personnel)*	—	—	—	—
Contracting Officers*	—	—	—	—
IT Specialists*	—	—	—	—
All Occupations	2,596	75%	82%	Personal Matters, Relocation, Insufficient Pay, Poor Working Relationship, Job Stress

*Data for these occupations is not available (—) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 9—January 26, 2024



In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY23	FY24	CAP
Student Loan Repayment	1,156	210	N/A
Special Contribution Awards	47,923	4,046	N/A
Retention Incentives	57,673	6,076	N/A
Recruitment Incentives	9,289	2,230	N/A
Critical Pay Positions	159	159	200
College Graduates	N/A	67	194
Post-Secondary Students	N/A	5	43
Critical Skills Incentives	27,242	11,654	N/A
Contract Buy Out NEW	4	4	N/A

In this section, we measure the demographics of VA's workforce.

SEX

SEX	ONBOARD	HIRES
FEMALE	63.9%	66.7%
MALE	36.1%	33.3%

VETERAN STATUS

VA WORKFORCE
25.71%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

FY23
116

FY24
34

RACE/ETHNICITY

RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT WIDE ONBOARD	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.6%	1.6%	1.7%
ASIAN	4.7%	9.2%	6.8%	8.5%
BLACK/AFRICAN AMERICAN	13.1%	25.6%	18.4%	30.1%
HISPANIC/LATINO	13.4%	7.5%	9.9%	7.7%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.4%	2.7%	0.5%
WHITE	66.0%	55.3%	60.0%	50.8%

DISABILITY STATUS

DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	75.8%	59.4%
NOT IDENTIFIED	12.1%	28.5%
TARGETED	2.6%	2.8%
REPORTABLE	12.2%	12.1%

AGE

AGE	ONBOARD	GOVERNMENT WIDE ONBOARD	HIRES
<20	0.1%	0.1%	0.5%
20-24	1.3%	2.1%	4.7%
25-29	4.5%	5.9%	10.7%
30-34	8.8%	9.2%	15.1%
35-39	12.9%	12.8%	15.9%
40-44	14.8%	14.4%	14.9%
45-49	13.5%	12.9%	11.8%
50-54	14.7%	14.0%	11.7%
55-59	13.6%	13.6%	8.5%
60-64	10.0%	9.5%	4.0%
65+	5.9%	5.5%	2.1%

Page One

Metric/Term

VA FY24 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY24

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.

This metric identifies the end of year onboard count targets for a specific occupation.

This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.

This metric identifies the number of days in the fiscal year by percent.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration. VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out (NEW)

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This term identifies the time period before the PACT Act was signed into law. The term measures the same period as last year (SPLY) when compared to the Post-PACT Act column.

This term identifies the time period after the PACT Act was signed into law. The term measures the identified time period and is compared with the same period as last year in the Pre-PACT Act column.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during fiscal year 2023 and fiscal year 2024 to date. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE TEN

FEBRUARY 23, 2024

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Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

VA's Human Resources and Administration/Operations, Security and Preparedness (HRA/OSP), Veteran and Military Spouse Talent Engagement Program (VMSTEP), and members from Veterans Benefits Administration participated in the 2nd Federal Interagency Military Spouse Career Expo sponsored by the Department of Agriculture on January 31st. Twenty Federal agencies participated in the expo, providing overviews of their organizations to approximately 400 military spouses who attended the event. Over 160 attendees visited VA's booth to explore VA career opportunities and learn more about VA as the employer of choice for the military spouse community. The event featured a video message from the VA Secretary, demonstrating his commitment to the military spouse community. Attendees were invited to attend VMSTEP's upcoming [VA Federal Application Webinar \(Insider Tips and Techniques\)](#).



Top Risk

Reviewing impact of the National Capital Region telework and remote work policies. Time to hire in FY24 is trending up. Number of applicants for each job opportunity announcement is trending down. HRA/OSP will continue to monitor the data and impact on vacancy rates.



Employee Voice

After 21 years in the Navy, Nigel Thomasford explored post-military options. He learned about the Department of Defense (DoD) SkillBridge program from his career counselor. In his search on the program's website, he selected a cook internship at the Audie Murphy VA Medical Center (VAMC), a perfect match given his culinary background. Connecting with Maria Worley, chief of Nutrition and Food Service for the South Texas VA Health Care System, Thomasford's positive demeanor impressed her. He successfully completed the internship and became a full-time senior cook at the Audie Murphy VAMC, making history as the first DoD SkillBridge graduate hired by VA. Thomasford values his role, emphasizing the pride he takes in contributing to Veterans' well-being.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 01/31/2024)

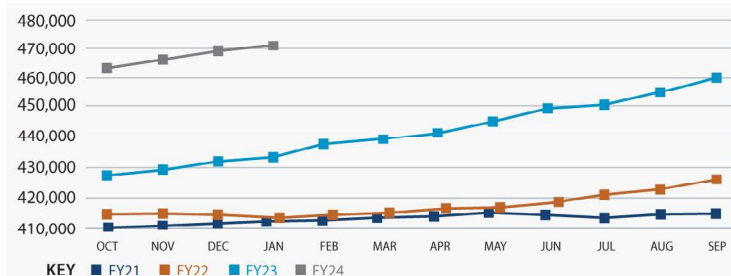
FY24	VA	VHA	VBA	NCA	VACO
Onboards	471,621	417,932	32,959	2,330	16,128
Hires	21,799	19,601	1,942	115	389
Losses	9,445	8,266	782	99	272
Time to Hire	111 Days	116 Days	52 Days	74 Days	116 Days

VA Cumulative Onboard

(as of 01/31/2024)

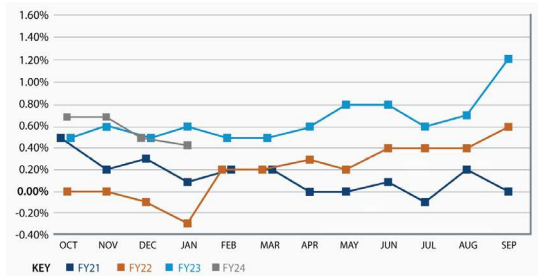


Total VA Onboard
471,621



VA Percentage Growth Onboard

(as of 01/31/2024)



VA Hiring FY23 vs. FY24

(12/01/2023-01/31/2023 as compared to 12/01/2024-01/31/2024)

Same Period Last Year (SPLY)



-7% SPLY
Announcements



+2% SPLY
Applications




-2% SPLY
Certificates



+36% SPLY
Selections








-2% SPLY
Entries on Duty








In this section, we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

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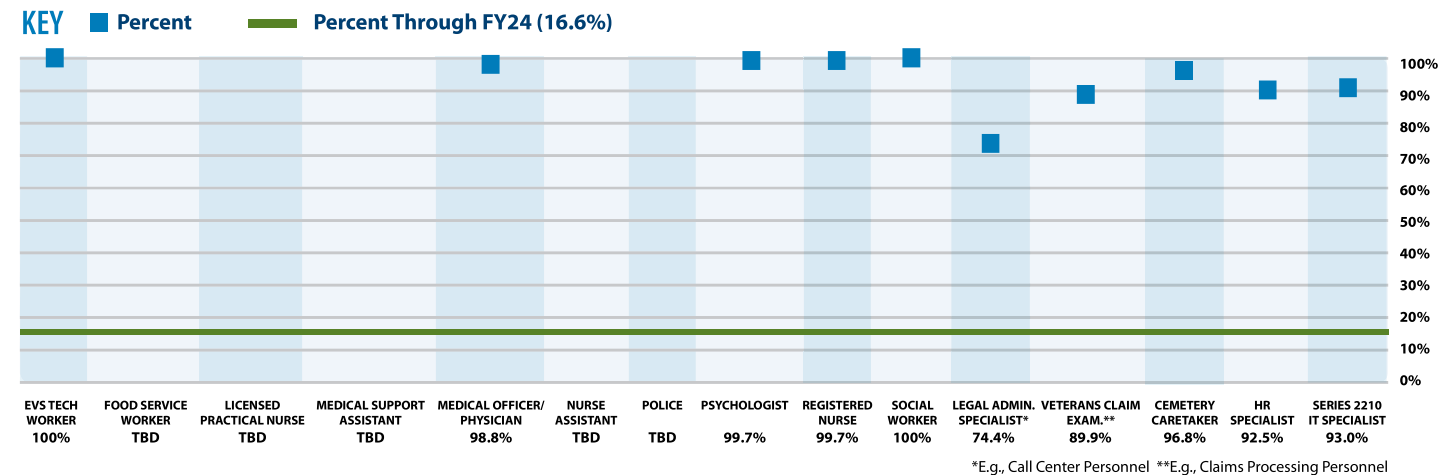
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	VBA MCOs Total	23,381	87.8%	26,615
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	NCA MCOs Total	687	96.8%	710
 HR	HR MCOs Total**	9,049	92.5%	9,781
 IT	OIT Overall	7,995	98.1%	8,150
	Series 2210 IT Specialist Total***	7,554	97.2%	7,775

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*VA will update these targets when the full FY24 budget is known. **HR positions Enterprise-wide ***IT Specialist positions Enterprise-wide






ORGANIZATION	OCCUPATION	ONBOARD	GOAL ONBOARD	ON TRACK
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	VHA LICENSED PRACTICAL NURSE	15,536	TBD*	TBD
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	VHA POLICE	4,229	TBD*	TBD
	VHA PSYCHOLOGIST	7,122	7,146	<input checked="" type="checkbox"/>
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Highlighted Occupations Time to Hire

(as of 01/31/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	122
	VHA FOOD SERVICE WORKER	115
	VHA LICENSED PRACTICAL NURSE	113
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	141
	VHA NURSE ASSISTANT	107
	VHA POLICE	131
	VHA PSYCHOLOGIST	155
	VHA REGISTERED NURSE	123
	VHA SOCIAL WORKER	120
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	62
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	46
 NCA	NCA CEMETERY CARETAKER	80
 HR	VA OVERALL HR SPECIALIST	67
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	144

Retention Rates for Highlighted Occupations

(as of 01/31/2024)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	52.5%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.4%
	VHA MEDICAL SUPPORT ASSISTANT	68.2%
	VHA MEDICAL OFFICER/PHYSICIAN	77.4%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.6%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	52.8%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	72.4%
 NCA	NCA CEMETERY CARETAKER	53.8%
 HR	VA OVERALL HR SPECIALIST	73.7%
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	94.3%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 01/31/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	1,223	77%	85%	Personal Matters, Relocation, Poor Working Relationship, Insufficient Pay, Job Stress
General Administration	439	74%	85%	Change Careers, Personal Matters, Opportunity for Advancement, Lack of Trust, Insufficient Pay
Psychologists	54	78%	80%	Job Stress, Change Careers, Relocation, Lack of Trust, Personal Matters
Social Workers	125	68%	72%	Lack of Trust, Change Careers, Personal Matters, Job Stress, Poor Working Relationship
HR Specialists and HR Assistants	37	70%	75%	Job Stress, Insufficient Pay, Lack of Trust, Opportunity for Advancement, Desired Work Schedule Not Offered
Cemetery Caretakers*	—	—	—	—
Veterans Claim Exam. (e.g., Claims Processing Personnel)*	—	—	—	—
Contracting Officers*	—	—	—	—
IT Specialists*	—	—	—	—
All Occupations	3,425	75%	83%	Personal Matters, Insufficient Pay, Job Stress, Change Careers, Relocation

*Data for these occupations is not available (—) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 10—February 23, 2024



In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY23	FY24	CAP
Student Loan Repayment	1,154	270	N/A
Special Contribution Awards	47,858	4,884	N/A
Retention Incentives	57,930	7,173	N/A
Recruitment Incentives	9,307	2,714	N/A
Critical Pay Positions	159	159	200
College Graduates	N/A	69	194
Post-Secondary Students	N/A	6	43
Critical Skills Incentives	27,953	11,458	N/A
Contract Buy Out	4	5	N/A

In this section, we measure the demographics of VA’s workforce.

SEX

SEX	ONBOARD	HIRES
FEMALE	64.0%	66.7%
MALE	36.0%	33.3%

VETERAN STATUS

VA WORKFORCE
27.81%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

FY23
114

FY24
43

RACE/ETHNICITY

RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT WIDE ONBOARD	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.6%	1.6%	1.7%
ASIAN	4.7%	9.2%	6.8%	8.5%
BLACK/AFRICAN AMERICAN	13.1%	25.6%	18.4%	30.2%
HISPANIC/LATINO	13.4%	7.5%	10.1%	7.7%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.4%	3.0%	0.5%
WHITE	66.0%	55.2%	59.5%	50.7%

DISABILITY STATUS

DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	75.6%	59.3%
NOT IDENTIFIED	12.3%	28.5%
TARGETED	2.6%	2.8%
REPORTABLE	12.2%	12.2%

AGE

AGE	ONBOARD	GOVERNMENT WIDE ONBOARD	HIRES
<20	0.1%	0.2%	0.5%
20-24	1.3%	2.4%	4.7%
25-29	4.5%	6.2%	10.5%
30-34	8.8%	9.3%	14.8%
35-39	12.9%	12.6%	16.0%
40-44	14.8%	14.5%	15.0%
45-49	13.6%	13.0%	12.1%
50-54	14.7%	13.7%	11.7%
55-59	13.6%	13.2%	8.5%
60-64	10.0%	9.5%	4.2%
65+	5.8%	5.6%	2.1%

Page One

Metric/Term

VA FY24 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY24

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.

This metric identifies the end of year onboard count targets for a specific occupation.

This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.

This metric identifies the number of days in the fiscal year by percent.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration. VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This term identifies the time period before the PACT Act was signed into law. The term measures the same period as last year (SPLY) when compared to the Post-PACT Act column.

This term identifies the time period after the PACT Act was signed into law. The term measures the identified time period and is compared with the same period as last year in the Pre-PACT Act column.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during fiscal year 2023 and fiscal year 2024 to date. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE ELEVEN

MARCH 22, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

- VA received good press from Blue Star Families and Hiring our Heroes (two positive articles published) for signing the 4+1 Commitment to improve the outcomes of military spouse employment. As a result, the Department of Health and Human Services asked for VA assistance in following their example and signing their own.
- VA's Veteran and Military Spouse Talent Engagement Program was also able to present on the 4+1 Commitment to the National Association of Counties.
- An implementation plan to the 4+1 commitment was submitted to the Chief of Staff on March 15, 2024.
- VA participated in the House Veterans Affairs Committee hearing on Workforce Legislation on March 21, 2024.



Top Risk

- Continued review of impact of the National Capital Region telework and remote work policies; the Office of Personnel Management will be issuing updated criteria.



Employee Voice

The "Whole New Year, Whole New You" event held at the Eastern Oklahoma VA Health Care System in January aimed to support Veterans and staff in setting and achieving their goals for 2024. Approximately 70 attendees were provided with education, encouragement, and resources on various topics, including Whole Health, Tobacco Cessation, mindfulness, and cancer screenings. Melissa Johnson, a Health Behavior Coordinator, expressed excitement about the event's success and positive feedback, highlighting the connections made. A new year may motivate you to think about intentions for the year ahead, but setting the right goals can feel overwhelming and may lead to feeling "stuck." This was the inspiration behind the event, and there are plans to expand the event to more sites across the VA health care system in 2025.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 02/29/2024)

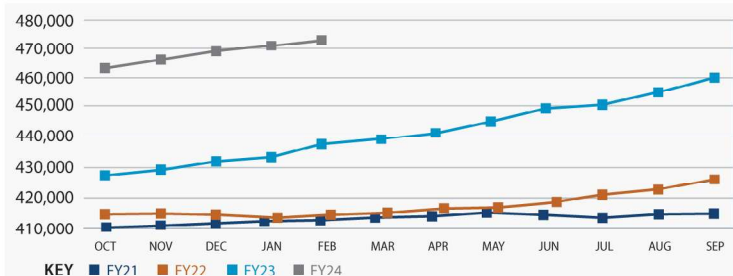
FY24	VA	VHA	VBA	NCA	VACO
Onboards	473,850	419,536	33,474	2,322	16,180
Hires	26,786	23,764	2,732	150	517
Losses	12,204	10,704	1,057	125	376
Time to Hire	111 Days	116 Days	53 Days	74 Days	95 Days

VA Cumulative Onboard

(as of 02/29/2024)

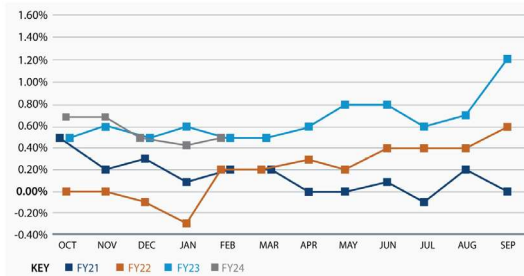


Total VA Onboard
473,850



VA Percentage Growth Onboard

(as of 02/29/2024)



VA Hiring FY23 vs. FY24

(12/01/2022-02/28/2023 as compared to 12/01/2023-02/29/2024)

Same Period Last Year (SPLY)



-12% SPLY
Announcements



-4% SPLY
Applications




-8% SPLY
Certificates



+27% SPLY
Selections








-5% SPLY
Entries on Duty






 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY24 Actuals vs. Goal EOY Onboards for Highlighted Occupations

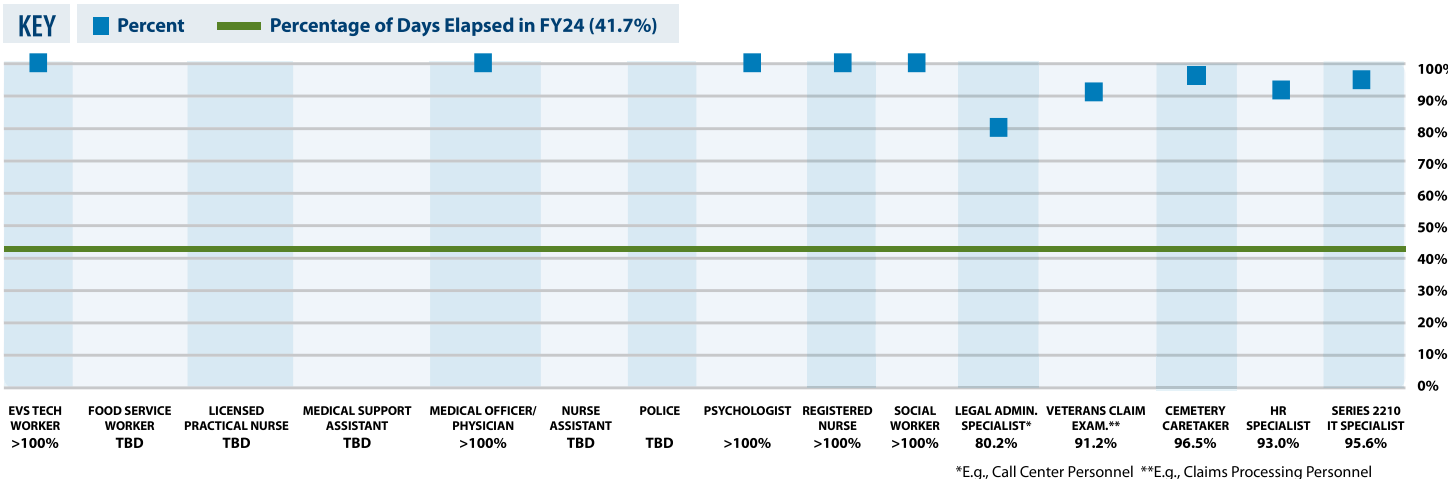
(as of 02/29/2024)

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	419,536	TBD*	TBD*
	VHA MCOs Total	148,467	TBD*	TBD*
	VHA Additional Key Specialties Total	89,557	TBD*	TBD*
 VBA	VBA Overall	33,474	92.0%	36,384
	VBA MCOs Total	23,892	89.8%	26,615
 NCA	NCA Overall	2,322	TBD*	TBD*
	NCA MCOs Total	685	96.5%	710
 HR	HR MCOs Total**	9,100	93.0%	9,781
 IT	OIT Overall	7,945	97.5%	8,150
	Series 2210 IT Specialist Total***	7,435	95.6%	7,775

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
*VA will update these targets when the full FY24 budget is known. **HR positions Enterprise-wide ***IT Specialist positions Enterprise-wide






ORGANIZATION	OCCUPATION	ONBOARD	GOAL ONBOARD	ON TRACK
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,843	12,168	<input checked="" type="checkbox"/>
	VHA FOOD SERVICE WORKER	4,652	TBD*	TBD*
	VHA LICENSED PRACTICAL NURSE	15,528	TBD*	TBD*
	VHA MEDICAL SUPPORT ASSISTANT	37,768	TBD*	TBD*
	VHA MEDICAL OFFICER/PHYSICIAN	29,205	28,946	<input checked="" type="checkbox"/>
	VHA NURSE ASSISTANT	14,522	TBD*	TBD*
	VHA POLICE	4,244	TBD*	TBD*
	VHA PSYCHOLOGIST	7,144	6,920	<input checked="" type="checkbox"/>
	VHA REGISTERED NURSE	91,407	88,582	<input checked="" type="checkbox"/>
	VHA SOCIAL WORKER	20,711	19,964	<input checked="" type="checkbox"/>
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,152	3,931	<input checked="" type="checkbox"/>
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	20,200	22,154	<input checked="" type="checkbox"/>
 NCA	NCA CEMETERY CARETAKER	685	710	<input checked="" type="checkbox"/>
 HR	VA HR SPECIALIST	9,100	9,781	<input checked="" type="checkbox"/>
 IT	VA SERIES 2210 IT SPECIALIST	7,574	7,914	<input checked="" type="checkbox"/>

*VA will update these targets when the full FY24 budget is known.








Highlighted Occupations Time to Hire

(as of 02/29/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	124
	VHA FOOD SERVICE WORKER	118
	VHA LICENSED PRACTICAL NURSE	113
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	142
	VHA NURSE ASSISTANT	108
	VHA POLICE	130
	VHA PSYCHOLOGIST	153
	VHA REGISTERED NURSE	124
	VHA SOCIAL WORKER	120
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	64
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	47
 NCA	NCA CEMETERY CARETAKER	79
 HR	VA OVERALL HR SPECIALIST	68
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	142

Retention Rates for Highlighted Occupations

(as of 02/29/2024)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	52.5%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.4%
	VHA MEDICAL SUPPORT ASSISTANT	68.2%
	VHA MEDICAL OFFICER/PHYSICIAN	77.4%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.6%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	52.4%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	73.1%
 NCA	NCA CEMETERY CARETAKER	53.8%
 HR	VA OVERALL HR SPECIALIST	71.7%
 IT	VA OVERALL SERIES 2210 IT SPECIALIST	73.7%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 02/29/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	1,515	77%	85%	Personal Matters, Relocation, Poor Working Relationship with Supervisor/Co-workers, Insufficient Pay, Change Careers
General Administration	520	74%	83%	Change Careers, Personal/Family Matters, Opportunity for Advancement, Insufficient Pay, Job Stress
Psychologists	67	72%	73%	Job Stress, Change Careers, Relocation, Too Much Work, Poor Working Relationship with Supervisor/Co-workers
Social Workers	154	67%	70%	Change Careers, Personal/Family Matters, Lack of Trust, Job Stress, Poor Working Relationship with Supervisor/Co-workers
HR Specialists and HR Assistants	49	67%	75%	Job Stress, Insufficient Pay, Personal Health Issues, Lack of Trust, Opportunity for Advancement
Cemetery Caretakers*	—	—	—	—
Veterans Claim Exam. (e.g., Claims Processing Personnel)	33	79%	76%	Job Stress, Relocation, Change Careers, Personal/Family Matters, Personal Health Issues
Contracting Officers*	—	—	—	—
IT Specialists	30	63%	93%	Lack of Trust, Relocation, Work Not Meaningful/Enjoyable, Opportunity for Advancement, Insufficient Pay
All Occupations	4,229	75%	82%	Personal /Family Matters, Job Stress, Change Careers, Poor Working Relationship with Supervisor/Co-workers, Relocation

*Data for these occupations is not available (—) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 11—March 29, 2024



In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY23 (10/01/2022-09/30/2023)	FY24 (10/01/2023-02/29/2024)	CAP
Student Loan Repayment	1,155	385	N/A
Special Contribution Awards	48,059	7,536	N/A
Retention Incentives	50,000	7,975	N/A
Recruitment Incentives	8,916	3,769	N/A
Critical Pay Positions	159	159	200
College Graduates	N/A	72	194
Post-Secondary Students	N/A	6	43
Critical Skills Incentives	27,963	12,431	N/A
Contract Buy Out	4	6	N/A

In this section, we measure the demographics of VA's workforce.

SEX

SEX	ONBOARD	HIRES
FEMALE	64.1%	66.5%
MALE	35.9%	33.5%

RACE/ETHNICITY

RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.6%	1.6%	1.7%
ASIAN	4.7%	9.2%	6.8%	8.5%
BLACK/AFRICAN AMERICAN	13.1%	25.7%	18.5%	30.4%
HISPANIC/LATINO	13.4%	7.5%	10.1%	7.7%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.4%	2.9%	0.4%
WHITE	66.0%	55.1%	59.5%	50.5%

DISABILITY STATUS

DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	75.4%	59.2%
NOT IDENTIFIED	12.4%	28.6%
TARGETED	2.6%	2.9%
REPORTABLE	12.2%	12.2%

AGE

AGE	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
<20	0.1%	0.1%	0.5%
20-24	1.3%	2.4%	4.7%
25-29	4.5%	6.2%	10.4%
30-34	8.8%	9.3%	14.7%
35-39	12.9%	12.6%	15.8%
40-44	14.8%	14.5%	15.0%
45-49	13.6%	13.0%	12.1%
50-54	14.7%	13.7%	11.7%
55-59	13.5%	13.2%	8.5%
60-64	10.0%	9.5%	4.3%
65+	5.8%	5.6%	2.2%

VETERAN STATUS

VA WORKFORCE

28.10%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

FY23 FY24

114 56

Page One

Metric/Term

VA FY24 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY24

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.

This metric identifies the end of year onboard count targets for a specific occupation.

This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.

This metric identifies the number of days in the fiscal year by percent.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration. VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

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This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

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Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE TWELVE

APRIL 26, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

- Recipients of Student Loan Repayment Program (SLRP) stated the program has been a primary factor in their continued employment in VA. SLRP approvals increased by 467 from calendar year 2022-23—from 827 to 1,294—a 56.5% increase. VA considers the increase an important measure of program effectiveness, because recipients are required to sign service agreement contracts. Many VA facilities use SLRP as the primary retention tool to attract highly qualified applicants.



Top Risk

- Lack of interest in sharing certificates for pooled hiring actions that results in missed opportunities to reduce time to hire (e.g., data scientists).



Employee Voice

Daniel Mock, a Marine Corps Veteran, faced homelessness, job loss, and relationship breakdowns due to drug addiction. Seeking help from VA, he enrolled in the Domiciliary Care Program, which provides rehabilitation and treatment for economically disadvantaged Veterans. Through therapy, Mock transformed his mindset and embraced his second chance at life. He then accessed VA's Supportive Housing program, which helped him secure permanent housing and focus on his recovery. Utilizing VA programs like Compensated Work Therapy, Mock landed a job at a VA Medical Center and continues to thrive, committed to giving back and helping other Veterans.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 03/31/2024)

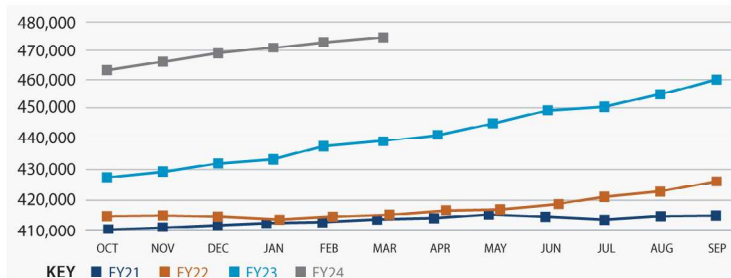
FY24	VA	VHA	VBA	NCA	VACO
Onboards	475,474	420,783	34,031	2,309	16,231
Hires	30,792	27,163	3,528	162	642
Losses	14,588	12,781	1,296	149	471
Time to Hire	111 Days	116 Days	53 Days	74 Days	102 Days

VA Cumulative Onboard

(as of 03/31/2024)

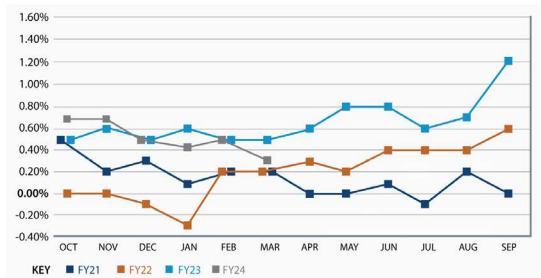


Total VA Onboard
475,474



VA Percentage Growth Onboard

(as of 03/31/2024)



VA Hiring FY23 vs. FY24

(10/01/2022-03/31/2023 as compared to 10/01/2023-03/31/2024)

Same Period Last Year (SPLY)


-22% SPLY
Announcements

-13% SPLY
Applications

-18% SPLY
Certificates






+16% SPLY
Selections

-9% SPLY
Entries on Duty






 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

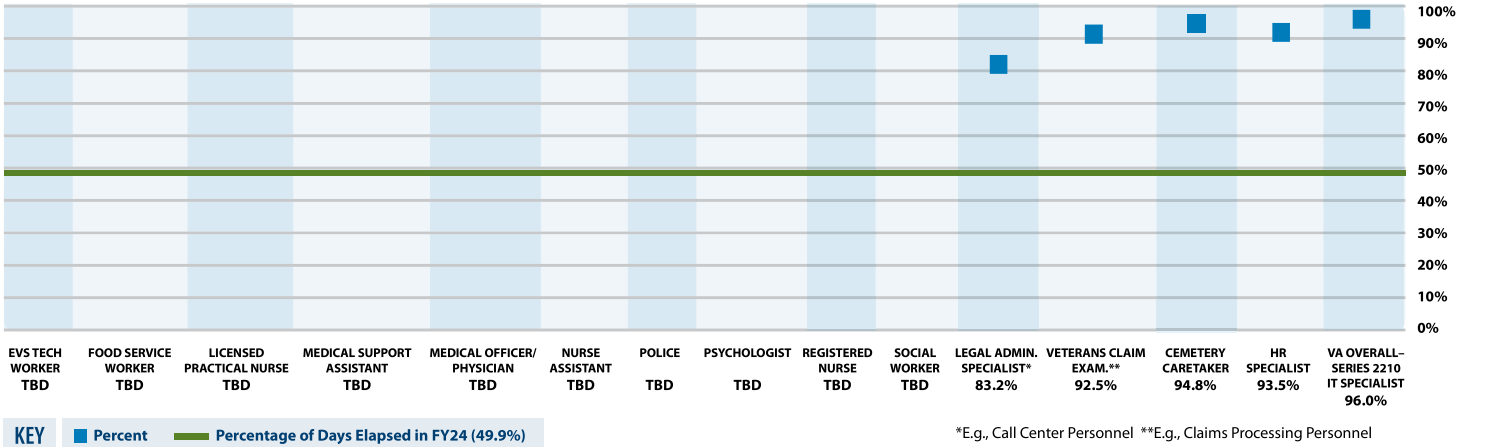
FY24 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 03/31/2024)

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	EOY GOAL FOR ONBOARDS	PERCENT OF GOAL
 VHA	VHA Overall	420,783	TBD	TBD
	VHA MCOs Total	150,147	TBD	TBD
	VHA Additional Key Specialties Total	89,848	TBD	TBD
 VBA	VBA Overall	34,031	36,384	93.5%
	VBA MCOs Total	24,331	26,615	91.4%
 NCA	NCA Overall	2,309	TBD	TBD
	NCA MCOs Total	673	710	94.8%
 HR	HR MCOs Total*	9,145	9,781	93.5%
 IT	OIT Overall	7,963	8,150	97.7%
	OIT Overall—Series 2210 IT Specialist Total	7,462	7,775	96.0%






MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
*HR positions Enterprise-wide

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	EOY GOAL FOR ONBOARDS	ON TRACK
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,862	TBD	TBD
	VHA FOOD SERVICE WORKER	4,667	TBD	TBD
	VHA LICENSED PRACTICAL NURSE	15,566	TBD	TBD
	VHA MEDICAL SUPPORT ASSISTANT	37,945	TBD	TBD
	VHA MEDICAL OFFICER/PHYSICIAN	29,233	TBD	TBD
	VHA NURSE ASSISTANT	14,544	TBD	TBD
	VHA POLICE	4,254	TBD	TBD
	VHA PSYCHOLOGIST	7,157	TBD	TBD
	VHA REGISTERED NURSE	92,954	TBD	TBD
	VHA SOCIAL WORKER	20,803	TBD	TBD
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,269	3,931	✓
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	20,481	22,145	✓
 NCA	NCA CEMETERY CARETAKER	673	710	✓
 HR	VA HR SPECIALIST	9,145	9,781	✓
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	7,601	7,914	✓








Highlighted Occupations Time to Hire

(as of 03/31/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	124
	VHA FOOD SERVICE WORKER	115
	VHA LICENSED PRACTICAL NURSE	114
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	143
	VHA NURSE ASSISTANT	108
	VHA POLICE	132
	VHA PSYCHOLOGIST	151
	VHA REGISTERED NURSE	123
	VHA SOCIAL WORKER	122
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	65
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	47
 NCA	NCA CEMETERY CARETAKER	79
 HR	VA OVERALL—HR SPECIALIST	66
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	142

Retention Rates for Highlighted Occupations

(as of 03/31/2024)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	52.5%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.4%
	VHA MEDICAL SUPPORT ASSISTANT	68.2%
	VHA MEDICAL OFFICER/PHYSICIAN	77.4%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.6%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	51.9%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	73.0%
 NCA	NCA CEMETERY CARETAKER	53.8%
 HR	VA OVERALL—HR SPECIALIST	90.4%
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	89.1%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 03/31/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	1,860	78%	85%	Personal Matters, Relocation, Poor Working Relationship with Supervisor/Co-workers, Change Careers, Insufficient Pay
General Administration	627	73%	82%	Opportunity for Advancement, Change Careers, Personal/Family Matters, Job Stress, Insufficient Pay
Psychologists	78	71%	74%	Job Stress, Change Careers, Relocation, Too Much Work, Lack of Trust in Senior Leaders
Social Workers	192	69%	72%	Personal/Family Matters, Change Careers, Job Stress, Lack of Trust in Senior Leaders, Poor Working Relationship with Supervisor/Co-workers
HR Specialists and HR Assistants	58	63%	73%	Job Stress, Personal Health Issues, Insufficient Pay, Opportunity for Advancement, Lack of Trust in Senior Leaders
Cemetery Caretakers*	—	—	—	—
Veterans Claim Exam. (e.g., Claims Processing Personnel)	43	81%	76%	Job Stress, Relocation, Change Careers, Personal/Family Matters, Personal Health Issues
Contracting Officers*	—	—	—	—
IT Specialists	38	63%	92%	Lack of Trust in Senior Leaders, Relocation, Work Not Meaningful/Enjoyable, Opportunity for Advancement, Insufficient Pay
All Occupations	5,162	75%	81%	Personal /Family Matters, Relocation, Poor Working Relationship with Supervisor/Co-workers, Change Careers, Job Stress

*Data for these occupations is not available (—) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 12—April 26, 2024




In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.


AUTHORITIES	FY23 (10/01/2022-09/30/2023)	FY24 (10/01/2023-03/31/2024)	CAP
Student Loan Repayment	1,153	427	N/A
Special Contribution Awards	48,069	9,625	N/A
Retention Incentives	50,000	9,257	N/A
Recruitment Incentives	8,916	4,196	N/A
Critical Pay Positions	159	159	200
College Graduates	N/A	73	194
Post-Secondary Students	N/A	6	43
Critical Skills Incentives	27,975	12,912	N/A
Contract Buy Out	4	6	N/A

In this section, we measure the demographics of VA's workforce.

SEX


 SEX	ONBOARD	HIRES
FEMALE	64.1%	66.5%
MALE	35.9%	33.5%

VETERAN STATUS



VA WORKFORCE
28.15%


UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY




FY23
114

FY24
66


RACE/ETHNICITY

 RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.6%	1.6%	1.8%
ASIAN	4.7%	9.2%	6.8%	8.4%
BLACK/AFRICAN AMERICAN	13.1%	25.7%	18.5%	30.5%
HISPANIC/LATINO	13.4%	7.5%	10.1%	7.6%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.4%	2.9%	0.4%
WHITE	66.0%	55.1%	59.5%	50.6%

DISABILITY STATUS

 DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	75.2%	59.1%
NOT IDENTIFIED	12.5%	28.6%
TARGETED	2.7%	2.9%
REPORTABLE	12.2%	12.3%

AGE

 AGE	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
<20	0.1%	0.1%	0.5%
20-24	1.3%	2.4%	4.8%
25-29	4.5%	6.2%	10.4%
30-34	8.7%	9.3%	14.5%
35-39	12.9%	12.6%	15.8%
40-44	14.8%	14.5%	14.9%
45-49	13.7%	13.0%	12.3%
50-54	14.7%	13.7%	11.7%
55-59	13.5%	13.2%	8.5%
60-64	10.0%	9.5%	4.3%
65+	5.8%	5.6%	2.2%

Page One

Metric/Term

VA FY24 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY24

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Post-Secondary Student

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Reportable Disability

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VA WORKFORCE DASHBOARD

ISSUE THIRTEEN

MAY 31, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

May is Military Appreciation Month, and May 10 was Military Spouse Appreciation Day. VA participated in the Hiring Our Heroes (HOH) panel on May 22 as part of the Military Spouse Employment Summit. VA discussed the 4+1 commitment and steps we are taking to hire and retain military spouses. HOH brings in their Military Spouse Professional Network, comprised of about 55 spouses that represent different military bases across the world. The use of Military Hiring Authority is reflected on the dashboard. The number of employees appointed to a position using this authority was 77 in the first seven months of FY24 compared to 114 in all of FY23. These resources, SECVA's signature on the 4+1 commitment to support military spouses and their families, and leveraging our PACT Hiring authorities continue to diversify and increase our workforce.



Top Risk

Delays or termination in use of PACT Act Title IX authorities will have a negative impact on recruitment and retention.



Employee Voice

Certified Family Nurse Practitioner Susan Mullinax is a dedicated primary care provider at the West Texas VA Health Care System. She emphasizes empathetic and patient-centered care, understanding that listening and acknowledging patients significantly improve their health outcomes. Mullinax, who received her certification in 2016 from the University of Mary Hardin-Baylor, has been working at the George H. O'Brien, Jr. VA Medical Center's Women's Health Clinic for the past two years. She prioritizes open communication to tailor individualized care plans and refers patients to specialists when needed. Her compassionate approach has been particularly impactful for patients like Navy Veteran Cheryl King, who praises Mullinax for her thorough and heartfelt care.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 04/30/2024)

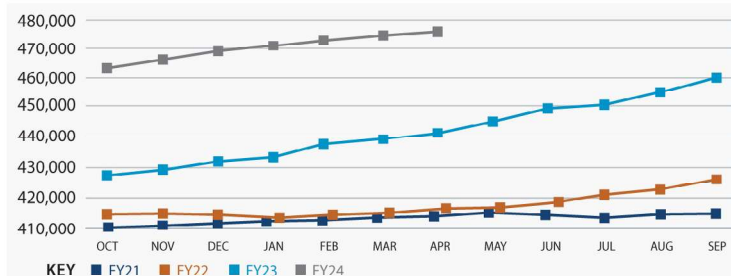
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Hires	34,255	30,031	3,935	207	742
Losses	17,626	15,473	1,613	210	524
Time to Hire	111 Days	117 Days	53 Days	75 Days	108 Days

VA Cumulative Onboard

(as of 04/30/2024)



Total VA Onboard
476,684



VA Percentage Growth Onboard

(as of 04/30/2024)



VA Hiring FY23 vs. FY24

(10/01/2022-04/30/2023 as compared to 10/01/2023-04/30/2024)

Same Period Last Year (SPLY)



-28% SPLY
Announcements



-18% SPLY
Applications




-24% SPLY
Certificates








9% SPLY
Selections



-15% SPLY
Entries on Duty






 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY24 Actuals vs. Goal EOY Onboards for Highlighted Occupations (as of 04/30/2024)

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	EOY GOAL FOR ONBOARDS	PERCENT OF GOAL
 VHA	VHA Overall	421,586	TBD*	TBD*
	VHA MCOs Total	150,500	TBD*	TBD*
	VHA Additional Key Specialties Total	89,922	TBD*	TBD*
 VBA	VBA Overall	34,121	36,384	93.8%
	VBA MCOs Total	24,327	26,615	91.4%
 NCA	NCA Overall	2,323	TBD*	TBD*
	NCA MCOs Total	683	710	96.2%
 HR	HR MCOs Total**	9,150	9,781	93.6%
 IT	OIT Overall	7,948	8,150	97.5%
	OIT Series 2210 IT Specialist Total	7,402	7,775	95.2%






MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

*VA will update these targets when the full FY24 budget is known. **HR positions Enterprise-wide

ORGANIZATION	OCCUPATION	CURRENT ONBOARDS	EOY GOAL FOR ONBOARDS	ON TRACK
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,849	TBD	TBD
	VHA FOOD SERVICE WORKER	4,649	TBD	TBD
	VHA LICENSED PRACTICAL NURSE	15,596	TBD	TBD
	VHA MEDICAL SUPPORT ASSISTANT	38,043	TBD	TBD
	VHA MEDICAL OFFICER/PHYSICIAN	29,240	TBD	TBD
	VHA NURSE ASSISTANT	14,530	TBD	TBD
	VHA POLICE	4,255	TBD	TBD
	VHA PSYCHOLOGIST	7,163	TBD	TBD
	VHA REGISTERED NURSE	93,172	TBD	TBD
	VHA SOCIAL WORKER	20,925	TBD	TBD
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,235	3,931	✓
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	20,510	22,154	✓
 NCA	NCA CEMETERY CARETAKER	683	710	✓
 HR	VA HR SPECIALIST	9,150	9,781	✓
 IT	VA SERIES 2210 IT SPECIALIST	7,541	7,914	✓






Highlighted Occupations Time to Hire


(as of 04/30/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	124
	VHA FOOD SERVICE WORKER	114
	VHA LICENSED PRACTICAL NURSE	114
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	143
	VHA NURSE ASSISTANT	108
	VHA POLICE	133
	VHA PSYCHOLOGIST	151
	VHA REGISTERED NURSE	124
	VHA SOCIAL WORKER	123
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	64
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	47
 NCA	NCA CEMETERY CARETAKER	80
 HR	VA OVERALL—HR SPECIALIST	65
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	142

Retention Rates for Highlighted Occupations

(as of 04/30/2024)


ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	52.5%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.4%
	VHA MEDICAL SUPPORT ASSISTANT	68.2%
	VHA MEDICAL OFFICER/PHYSICIAN	77.4%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.6%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	53.5%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	76.1%
 NCA	NCA CEMETERY CARETAKER	53.8%
 HR	VA OVERALL—HR SPECIALIST	83.8%
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	93.2%

 **In this section,** we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 04/30/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	3,094	79%	85%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Change careers, Insufficient pay
General Administration	1,144	74%	82%	Personal/family matters, Opportunity for advancement, Change careers, Job stress/pressure, Poor working relationship with supervisor/co-worker(s)
Psychologists	152	70%	73%	Job stress/pressure, Change careers, Geographical relocation, Lack of trust/confidence in senior leaders, Too much work
Social Workers	425	77%	78%	Personal/family matters, Change careers, Job stress/pressure, Lack of trust/confidence in senior leaders, Geographical relocation
HR Specialists and HR Assistants	146	64%	75%	Job stress/pressure, Personal health issues, Insufficient pay, Lack of trust/confidence in senior leaders, Personal/family matters
Cemetery Caretakers*	—	75%	83%	Change careers, Geographical relocation, Personal/family matters, Opportunity for advancement, Poor working relationship with supervisor or co-worker(s)
Veterans Claim Exam. (e.g., Claims Processing Personnel)	137	84%	78%	Job stress/pressure, Change careers, Geographical relocation, Personal/family matters, Personal health issues
Contracting Officers*	—	63%	68%	Opportunity for advancement, Lack of trust/confidence in senior leaders, Too much work, Lack of training/development, Unfair performance appraisal process
IT Specialists	47	64%	95%	Opportunity for advancement, Lack of trust/confidence in senior leaders, Geographical relocation, Work was not meaningful/enjoyable, Insufficient pay
All Occupations	8,340	76%	82%	Personal/family matters, Geographical relocation, Change careers, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

*Data for these occupations is not available (—) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

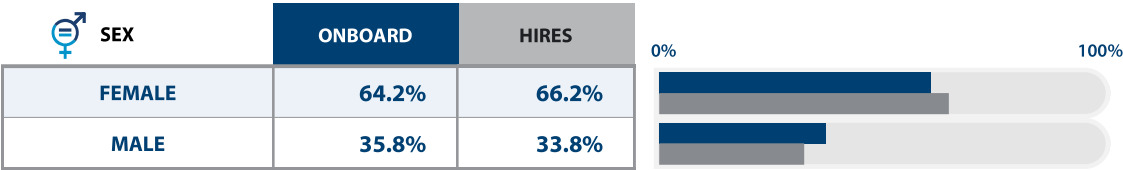
 **In this section,** we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY23 (10/01/2022-09/30/2023)	FY24 (10/01/2023-04/30/2024)	CAP
Student Loan Repayment	1,153	453	N/A
Special Contribution Awards	48,067	11,303	N/A
Retention Incentives	50,000	10,470	N/A
Recruitment Incentives	8,916	4,582	N/A
Critical Pay Positions	159	159	200
College Graduates on Board	59	73	TBD
Post-Secondary Students on Board	5	8	TBD
Critical Skills Incentives	27,982	13,307	N/A
Contract Buy Out	4	6	N/A

In this section, we measure the demographics of VA's workforce.

SEX



VETERAN STATUS

VA WORKFORCE

28.01%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

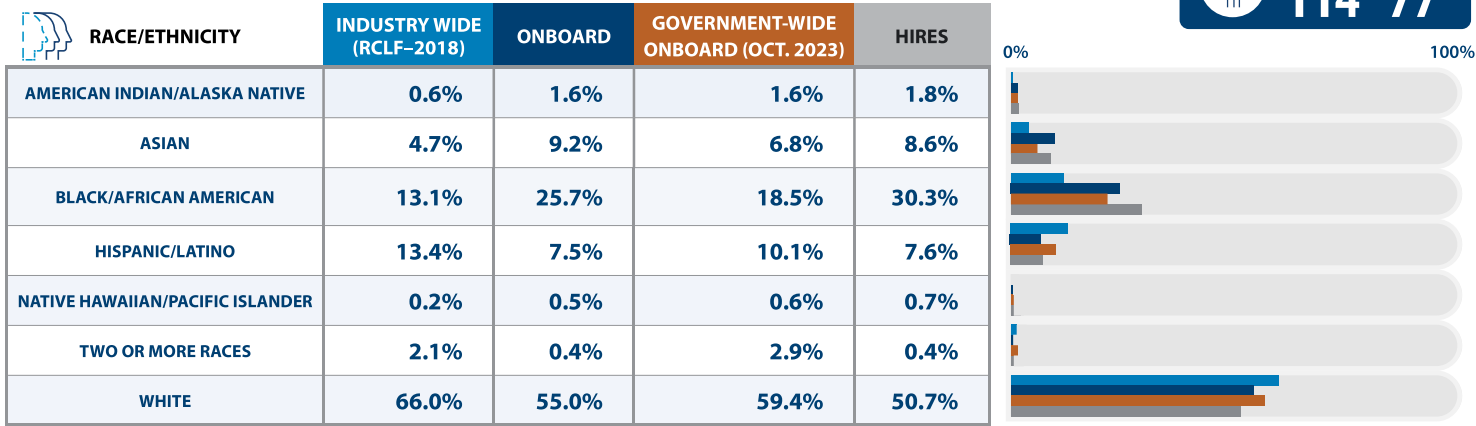
FY23

FY24

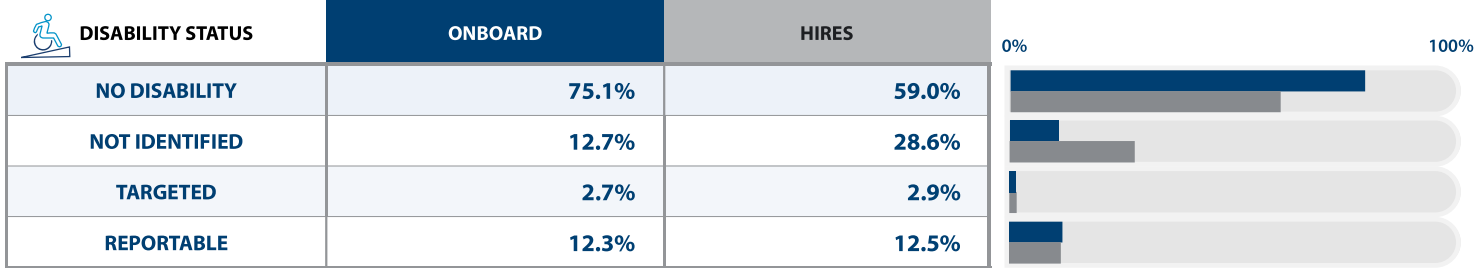
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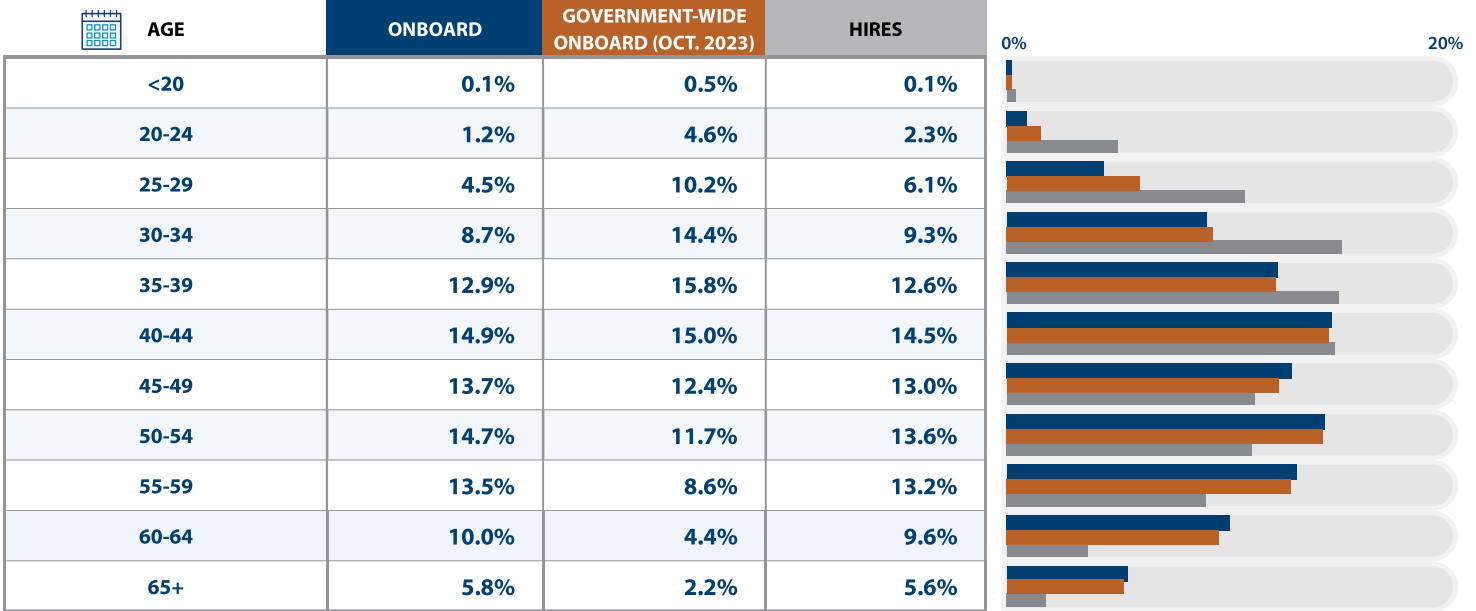
RACE/ETHNICITY



DISABILITY STATUS



AGE



Page One

Metric/Term

VA FY24 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.

Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY24

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.

This metric identifies the end of year onboard count targets for a specific occupation.

This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.

This metric identifies the number of days in the fiscal year by percent.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration. VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This term identifies the time period before the PACT Act was signed into law. The term measures the same period as last year (SPLY) when compared to the Post-PACT Act column.

This term identifies the time period after the PACT Act was signed into law. The term measures the identified time period and is compared with the same period as last year in the Pre-PACT Act column.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during fiscal year 2023 and fiscal year 2024 to date. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE FOURTEEN

JUNE 28, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

VA held a Pride Month observance program on June 26, 2024. The event, themed "Pride Counts at VA," featured VA's LGBTQ+ Veterans and employees and highlighted the resources and services that make VA the best place for Veterans to receive care and benefits as well as the best place for employees to work. Each June, VA celebrates Pride Month, a globally-recognized celebration of diversity, acceptance, and equality.



Top Risk

Delays or termination in use of PACT Act Title IX authorities will have a negative impact on recruitment and retention.



Employee Voice

Chapel Tinius, a VA employee recently crowned Miss Kentucky, is using her passion for running to raise money for Veterans. Tinius is participating in 10K races in Kentucky counties as part of Honor Flight Kentucky, a non-profit that funds Veteran trips to Washington, D.C., war memorials. Inspired by her World War II Veteran grandfathers and service as a guardian on a 2016 Honor Flight, she cherishes the opportunity to support the Veteran community. Tinius has completed races in six counties with an aim to run in all 120 Kentucky counties.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 05/31/2024)

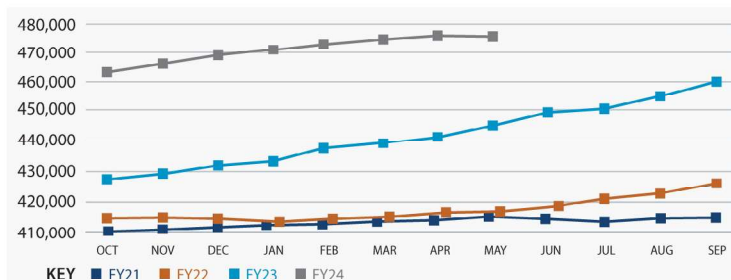
FY24	VA	VHA	VBA	NCA	VACO
Onboards	475,459	420,073	34,377	2,341	16,343
Hires	36,659	31,827	4,398	242	836
Losses	20,538	18,076	1,820	231	594
Time to Hire	111 Days	117 Days	52 Days	73 Days	105 Days

VA Cumulative Onboard

(as of 05/31/2024)

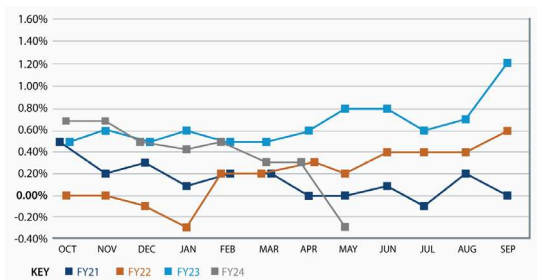


Total VA Onboard
475,459



VA Percentage Growth Onboard

(as of 05/31/2024)



VA Hiring FY23 vs. FY24

(10/01/2022-05/31/2023 as compared to 10/01/2023-05/31/2024)

Same Period Last Year (SPLY)


-33% SPLY
Announcements

-22% SPLY
Applications






-29% SPLY
Certificates

1% SPLY
Selections

-20% SPLY
Entries on Duty






 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY24 Actuals vs. Goal EOY Onboards for Highlighted Occupations (as of 05/31/2024)

ORGANIZATION	OCCUPATION	FY24 ONBOARD BASELINE (as of 09/30/2023)	CURRENT ONBOARDS	FY24 NET ONBOARD CHANGE	MAY NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	408,062	420,073	12,011	-1,513	TBD*	TBD*
	VHA MCOs Total	144,412	150,196	5,784	-304	TBD*	TBD*
	VHA Additional Key Specialties Total	86,641	89,287	2,646	-635	TBD*	TBD*
 VBA	VBA Overall	31,799	34,377	2,578	256	93.6%	36,732
	VBA MCOs Total	22,442	24,561	2,119	234	92.3%	26,615
 NCA	NCA Overall	2,298	2,341	43	18	100.4%	2,331
	NCA MCOs Total	691	683	-8	0	96.2%	710
 HR	HR MCOs Total**	8,519	9,145	626	-5	93.5%	9,781
 IT	OIT Overall	8,542	7,938	-604	-10	97.4%	8,150
	Series 2210 IT Specialist Total***	7,542	7,366	-176	-36	94.7%	7,775






MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

*VA will update these targets when the full FY24 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY24 ONBOARD BASELINE (as of 09/30/2023)	CURRENT ONBOARDS	FY24 NET ONBOARD CHANGE	MAY NET ONBOARD CHANGE
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,168	12,719	551	-130
	VHA FOOD SERVICE WORKER	4,567	4,610	43	-39
	VHA LICENSED PRACTICAL NURSE	15,460	15,511	51	-85
	VHA MEDICAL SUPPORT ASSISTANT	36,223	37,793	1,570	-250
	VHA MEDICAL OFFICER/PHYSICIAN	28,946	29,178	232	-62
	VHA NURSE ASSISTANT	14,174	14,414	240	-116
	VHA POLICE	4,049	4,240	191	-15
	VHA PSYCHOLOGIST	6,920	7,154	234	-9
	VHA REGISTERED NURSE	89,753	92,962	3,209	-210
	VHA SOCIAL WORKER	19,964	20,902	938	-23
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,680	3,197	517	-38
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	19,279	20,763	1,484	253
 NCA	NCA CEMETERY CARETAKER	691	683	-8	0
 HR	VA HR SPECIALIST	8,519	9,145	626	-5
 IT	VA SERIES 2210 IT SPECIALIST	7,681	7,505	-176	-36






Highlighted Occupations Time to Hire

(as of 05/31/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	124
	VHA FOOD SERVICE WORKER	115
	VHA LICENSED PRACTICAL NURSE	115
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	143
	VHA NURSE ASSISTANT	108
	VHA POLICE	133
	VHA PSYCHOLOGIST	153
	VHA REGISTERED NURSE	124
	VHA SOCIAL WORKER	122
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	63
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	47
 NCA	NCA CEMETERY CARETAKER	78
 HR	VA OVERALL—HR SPECIALIST	64
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	151

Retention Rates for Highlighted Occupations

(as of 05/31/2024)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	52.5%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.4%
	VHA MEDICAL SUPPORT ASSISTANT	68.2%
	VHA MEDICAL OFFICER/PHYSICIAN	77.4%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.6%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	55.7%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	76.5%
 NCA	NCA CEMETERY CARETAKER	53.8%
 HR	VA OVERALL—HR SPECIALIST	75.0%
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	93.2%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 05/31/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	3,630	79%	85%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Change careers, Insufficient pay
General Administration	1,297	74%	82%	Personal/family matters, Opportunity for advancement, Change careers, Job stress/pressure, Poor working relationship with supervisor/co-worker(s)
Psychologists	182	68%	76%	Job stress/pressure, Change careers, Geographical relocation, Lack of trust/confidence in senior leaders, Too much work
Social Workers	485	79%	80%	Personal/family matters, Change careers, Job stress/pressure, Poor working relationship with supervisor or co-worker(s), Geographical relocation
HR Specialists and HR Assistants	163	63%	76%	Job stress/pressure, Personal health issues, Insufficient pay, Lack of trust/confidence in senior leaders, Unethical behavior on the part of leadership or the organization
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	144	82%	77%	Job stress/pressure, Change careers, Geographical relocation, Personal/family matters, Personal health issues
Contracting Officers	32	71%	75%	Opportunity for advancement, Too much work, Lack of trust/confidence in senior leaders, I wanted to change careers, Personal/family matters
IT Specialists	48	64%	95%	Opportunity for advancement, Lack of trust/confidence in senior leaders, Geographical relocation, Work was not meaningful/enjoyable, Insufficient pay
All Occupations	9,634	77%	83%	Personal/family matters, Geographical relocation, Change careers, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

*Data for these occupations is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 14—June 28, 2024



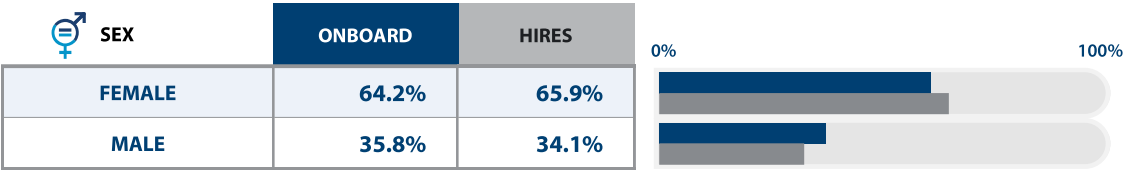
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In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY23 (10/01/2022-09/30/2023)	FY24 (10/01/2023-05/31/2024)	CAP
Student Loan Repayment	1,153	488	N/A
Special Contribution Awards	48,073	13,392	N/A
Retention Incentives	50,000	11,957	N/A
Recruitment Incentives	8,916	4,868	N/A
Critical Pay Positions	159	159	200
College Graduates	51	11	105
Post-Secondary Students	5	3	31
Critical Skills Incentives	27,996	13,458	N/A
Contract Buy Out	4	7	N/A

In this section, we measure the demographics of VA's workforce.

SEX



VETERAN STATUS

VA WORKFORCE

28.0%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

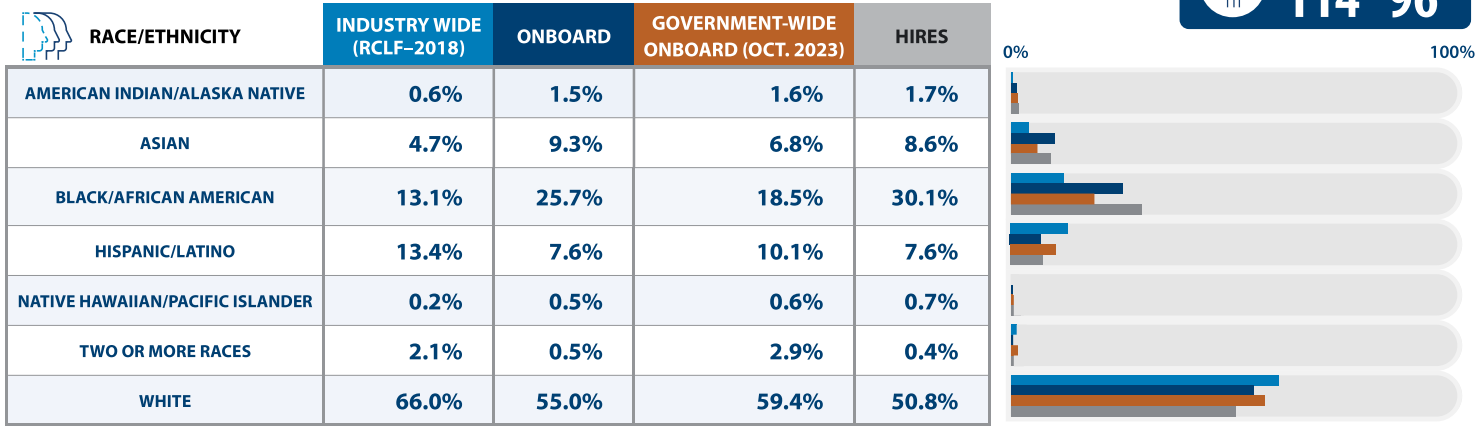
FY23

FY24

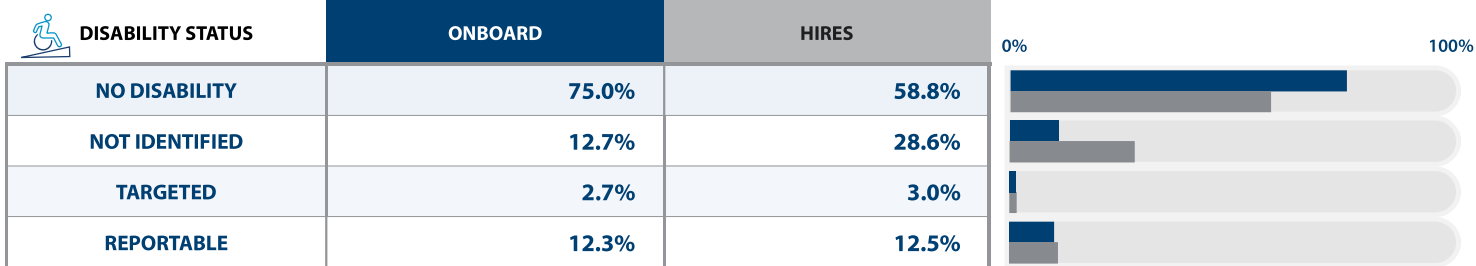
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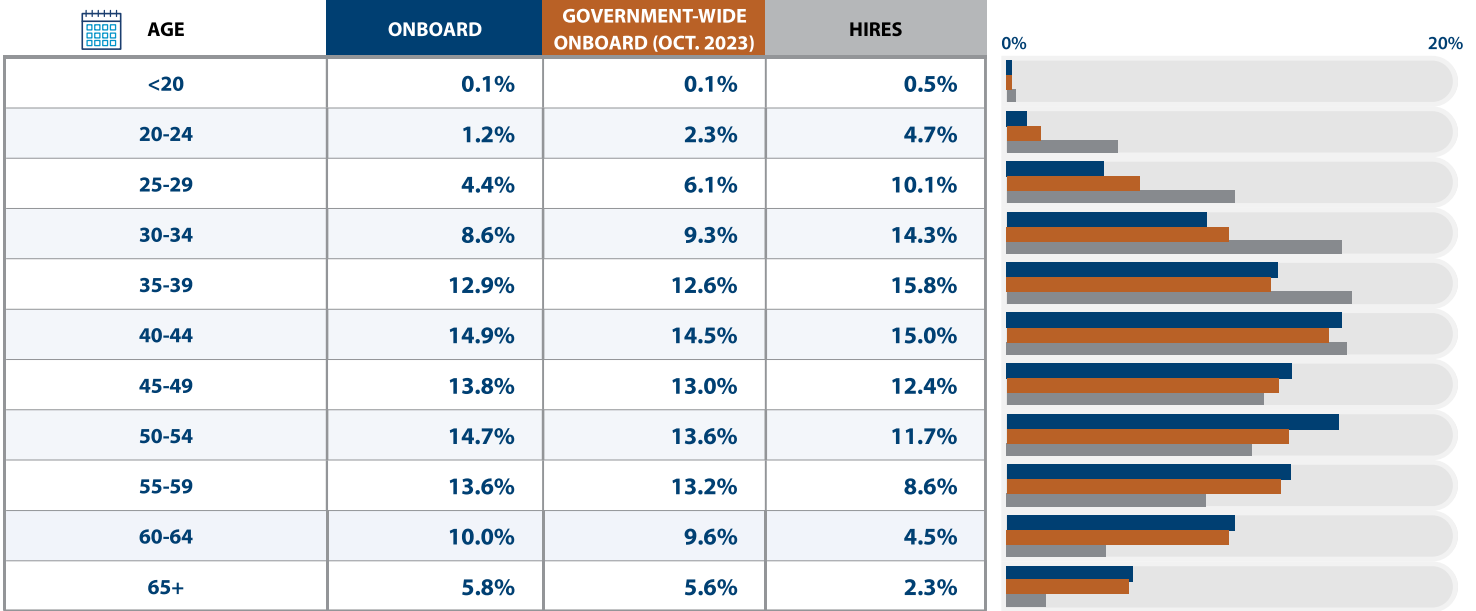
RACE/ETHNICITY



DISABILITY STATUS



AGE



Page One

Metric/Term

VA FY24 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

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This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

On Track

Goal Onboard

Percent (MCO chart)

Percent Through FY24

Fiscal Year Net Onboard Change

Monthly Net Onboard Change

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

The metric identifies whether an occupation is on target to meet end of year onboard goals. The occupation is on track if the blue percentage line is above the yellow line.

This metric identifies the end of year onboard count targets for a specific occupation.

This metric identifies the percentage of onboards for a specific occupation in relation to the end of the fiscal year onboard goals.

This metric identifies the number of days in the fiscal year by percent.

This metric shows the difference in onboard employee counts from the end of the previous fiscal year to the current reporting period month.

This metric shows the difference in onboard employee counts from the previous reporting period month to the current reporting period month.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.

VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

Pre-PACT Act

Post-PACT Act

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This term identifies the time period before the PACT Act was signed into law. The term measures the same period as last year (SPLY) when compared to the Post-PACT Act column.

This term identifies the time period after the PACT Act was signed into law. The term measures the identified time period and is compared with the same period as last year in the Pre-PACT Act column.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

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This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE FIFTEEN

JULY 26, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

The Veterans Benefits Administration (VBA) hired over 70 military spouses in June. Since February, the VBA National Recruitment Team posted job announcements targeting military spouses for Legal Administrative Specialist (LAS) positions and held five virtual and in-person resume writing courses. VBA also hosted in-person hiring events at Fort Cavazos and Fort Moore, where military spouses could be considered for on-the-spot job offers. Over 90 military spouses onboarded with VBA in May and June in LAS roles—remote positions that provide military spouses with VA career growth opportunities.



Top Risk

Delays or termination in using PACT Act Title IX authorities will have a negative impact on recruitment and retention.



Employee Voice

Army Veteran Cornelius Blackshear, a Transition Patient Advocate serving Houston VA for nearly two years now, was honored as the Disabled Veteran of the Year by the Disabled American Veterans (DAV) Department of Texas. Blackshear, who expresses this recognition honors all Veterans whose resilience inspires him, helps post-9/11 Veterans transition to VA health care and facilitates their care transfer. He also engages in community outreach to enroll Veterans in VA health care and inform them about the Promise to Address Comprehensive Toxics (PACT) Act. Blackshear, who collaborates with various organizations to conduct outreach events, is actively involved in Veteran advocacy through the American Legion, DAV, and Veterans of Foreign Wars.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 06/30/2024)

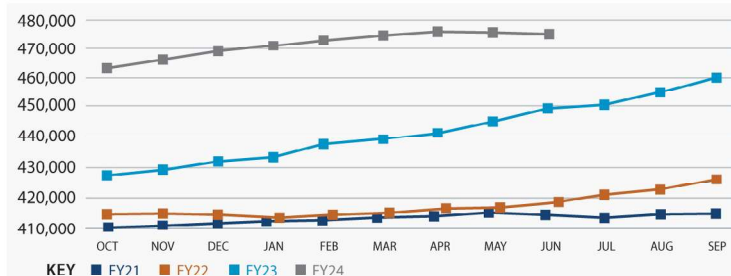
FY24	VA	VHA	VBA	NCA	VACO
Onboards	475,321	419,571	34,635	2,361	16,388
Hires	38,909	33,533	4,827	280	950
Losses	23,644	20,829	1,991	255	662
Time to Hire	110 Days	116 Days	52 Days	73 Days	91 Days

VA Cumulative Onboard

(as of 06/30/2024)

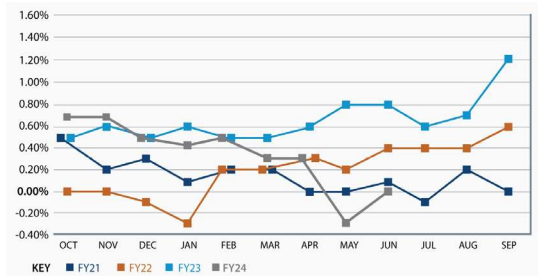


Total VA Onboard
475,321



VA Percentage Growth Onboard

(as of 06/30/2024)



VA Hiring FY23 vs. FY24

(10/01/2022-06/30/2023 as compared to 10/01/2023-06/30/2024)

Same Period Last Year (SPLY)



-37% SPLY
Announcements



-26% SPLY
Applications




-34% SPLY
Certificates








-7% SPLY
Selections



-25% SPLY
Entries on Duty






 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY24 Actuals vs. Goal EOY Onboards for Highlighted Occupations (as of 06/30/2024)

ORGANIZATION	OCCUPATION	FY24 ONBOARD BASELINE (as of 09/30/2023)	CURRENT ONBOARDS	FY24 NET ONBOARD CHANGE	JUNE NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	408,062	419,571	11,509	-502	TBD*	TBD*
	VHA MCOs Total	144,412	150,194	5,782	-2	TBD*	TBD*
	VHA Additional Key Specialties Total	86,641	88,869	2,228	-418	TBD*	TBD*
 VBA	VBA Overall	31,799	34,635	2,836	258	94.3%	36,732
	VBA MCOs Total	22,442	24,730	2,288	169	92.9%	26,615
 NCA	NCA Overall	2298	2,361	63	20	101.3%	2,331
	NCA MCOs Total	691	698	7	15	98.3%	710
 HR	HR MCOs Total**	8,519	9,140	621	-5	93.5%	9,781
 IT	OIT Overall	8,542	7,951	-591	13	97.6%	8,150
	Series 2210 IT Specialist Total***	7,542	7,344	-198	-22	94.5%	7,775






MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

*VA will update these targets when the full FY24 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY24 ONBOARD BASELINE (as of 09/30/2023)	CURRENT ONBOARDS	FY24 NET ONBOARD CHANGE	JUNE NET ONBOARD CHANGE
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,168	12,629	461	-90
	VHA FOOD SERVICE WORKER	4,567	4,568	1	-42
	VHA LICENSED PRACTICAL NURSE	15,460	15,470	10	-41
	VHA MEDICAL SUPPORT ASSISTANT	36,223	37,595	1,372	-198
	VHA MEDICAL OFFICER/PHYSICIAN	28,946	29,169	223	-9
	VHA NURSE ASSISTANT	14,174	14,349	175	-65
	VHA POLICE	4,049	4,258	209	18
	VHA PSYCHOLOGIST	6,920	7,163	243	9
	VHA REGISTERED NURSE	89,753	92,949	3,196	-13
	VHA SOCIAL WORKER	19,964	20,913	949	11
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,680	3,225	545	28
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	19,279	20,914	1,635	151
 NCA	NCA CEMETERY CARETAKER	691	698	7	15
 HR	VA HR SPECIALIST	8,519	9,140	621	-5
 IT	VA SERIES 2210 IT SPECIALIST	7,681	7,483	-198	-22






Highlighted Occupations Time to Hire


(as of 06/30/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	119
	VHA FOOD SERVICE WORKER	113
	VHA LICENSED PRACTICAL NURSE	116
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	141
	VHA NURSE ASSISTANT	108
	VHA POLICE	135
	VHA PSYCHOLOGIST	153
	VHA REGISTERED NURSE	124
	VHA SOCIAL WORKER	123
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	63
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	47
 NCA	NCA CEMETERY CARETAKER	76
 HR	VA OVERALL—HR SPECIALIST	64
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	150

Retention Rates for Highlighted Occupations

(as of 06/30/2024)


ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	52.5%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.4%
	VHA MEDICAL SUPPORT ASSISTANT	68.2%
	VHA MEDICAL OFFICER/PHYSICIAN	77.4%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.6%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	55.5%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	76.8%
 NCA	NCA CEMETERY CARETAKER	53.8%
 HR	VA OVERALL—HR SPECIALIST	77.3%
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	84.6%

 **In this section,** we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 06/30/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	4,240	79%	85%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Change careers, Job stress/pressure
General Administration	1,463	74%	82%	Personal/family matters, Opportunity for advancement, Change careers, Job stress/pressure, Poor working relationship with supervisor/co-worker(s)
Psychologists	214	69%	76%	Job stress/pressure, Change careers, Geographical relocation, Lack of trust/confidence in senior leaders, Personal/family matters
Social Workers	519	79%	80%	Personal/family matters, Change careers, Job stress/pressure, Lack of trust/confidence in senior leaders), Geographical relocation
HR Specialists and HR Assistants	181	67%	79%	Job stress/pressure, Personal health issues, Insufficient pay, Opportunity for advancement, Unethical behavior on the part of leadership or the organization
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	153	80%	74%	Job stress/pressure, Change careers, Geographical relocation, Personal/family matters, Personal health issues
Contracting Officers	33	68%	72%	Opportunity for advancement, Too much work, Lack of trust/confidence in senior leaders, I wanted to change careers, Personal/family matters
IT Specialists	55	64%	93%	Opportunity for advancement, Lack of trust/confidence in senior leaders, Geographical relocation, Work was not meaningful/enjoyable, Change careers
All Occupations	11,104	77%	83%	Personal/family matters, Geographical relocation, Change careers, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

*Data for these occupations is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES


 **In this section,** we measure VA’s success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY23 (10/01/2022-09/30/2023)	FY24 (10/01/2023-06/30/2024)	CAP
Student Loan Repayment	1,153	520	N/A
Special Contribution Awards	48,079	16,571	N/A
Retention Incentives	50,000	13,663	N/A
Recruitment Incentives	8,916	5,261	N/A
Critical Pay Positions	159	159	200
College Graduates	51	62	105
Post-Secondary Students	5	8	31
Critical Skills Incentives	27,999	13,781	N/A
Contract Buy Outs	4	8	N/A

In this section, we measure the demographics of VA's workforce.

SEX

 SEX	ONBOARD	HIRES
FEMALE	64.2%	65.9%
MALE	35.8%	34.1%

VETERAN STATUS

VA WORKFORCE


28.0%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY


FY23 FY24

114 168


RACE/ETHNICITY

 RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.5%	1.6%	1.7%
ASIAN	4.7%	9.3%	6.8%	8.7%
BLACK/AFRICAN AMERICAN	13.1%	25.7%	18.5%	29.8%
HISPANIC/LATINO	13.4%	7.6%	10.1%	7.7%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.5%	2.9%	0.4%
WHITE	66.0%	54.9%	59.4%	51.0%

DISABILITY STATUS

 DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	74.9%	58.8%
NOT IDENTIFIED	12.8%	28.6%
TARGETED	2.7%	2.9%
REPORTABLE	12.3%	12.5%

AGE

 AGE	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
<20	0.1%	0.1%	0.5%
20-24	1.2%	2.3%	4.9%
25-29	4.3%	6.1%	10.3%
30-34	8.6%	9.3%	14.2%
35-39	12.8%	12.6%	15.7%
40-44	14.9%	14.5%	14.9%
45-49	13.8%	13.0%	12.4%
50-54	14.7%	13.6%	11.6%
55-59	13.6%	13.2%	8.6%
60-64	10.1%	9.6%	4.5%
65+	5.9%	5.6%	2.3%

Page One

Metric/Term

VA FY24 Overall

Onboards

Hires

Losses

Time to Hire

VACO

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Percentage Growth Onboard

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Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

Fiscal Year Net Onboard Change

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Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

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Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP

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Post-Secondary Student

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Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

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VA WORKFORCE DASHBOARD

ISSUE SIXTEEN

AUGUST 30, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

During the Veterans Benefits Administration's Office of Human Capital Services (HCS) Training for Excellence Symposium, employees were immersed in a hands-on professional development experience, networking with agency leaders and subject matter experts in human capital delivery. Dr. Aaron M. Lee, VBA Executive Director of HCS, opened the symposium by sharing his vision for HCS's future while also demonstrating that VA's Mission Impossible was made possible by our dedicated employees across HCS. Joshua Jacobs, VA Undersecretary for Benefits, highlighted the importance of human capital services and how HCS helps to hire, develop, and retain top talent across VBA. The Honorable Denis McDonough, Secretary of VA, shared his insights on the future of VA, while also recognizing the incredible work that HCS has done to expand care and benefits to more Veterans than ever before in our Nation's history.



Top Risk

Delays or termination in use of PACT Act Title IX authorities will have a negative impact on recruitment and retention.



Employee Voice

Christopher Johnston, Rachel Han, Ryan Thurlwell, and the VA Mobile App Team, the innovators behind VA: Health and Benefits, have been recognized as 2024 finalists for the Samuel J. Heyman Service to America Award in the Management Excellence category. VA: Health and Benefits is an app that brings VA resources in a centralized place accessible by phone or tablet. It allows Veterans to manage claims and health care appointments, message their providers, access records, locate VA facilities, and more. With over 2.3 million downloads and 990,000 active users as of March 2024, the app improves the Veteran experience and makes it easier for VA employees to provide services.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 07/31/2024)

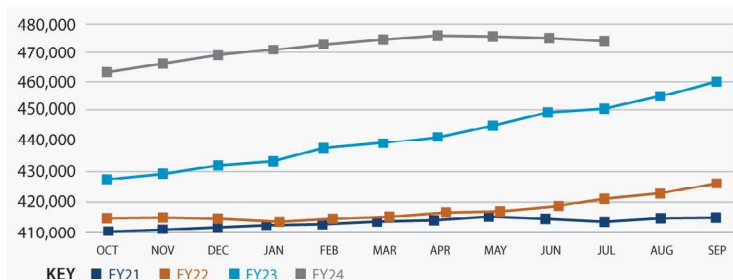
FY24	VA	VHA	VBA	NCA	VACO
Onboards	474,436	418,439	34,813	2,375	16,473
Hires	40,881	34,989	5,211	313	1,080
Losses	26,597	23,461	2,197	296	738
Time to Hire	109 Days	115 Days	52 Days	72 Days	86 Days

VA Cumulative Onboard

(as of 07/31/2024)

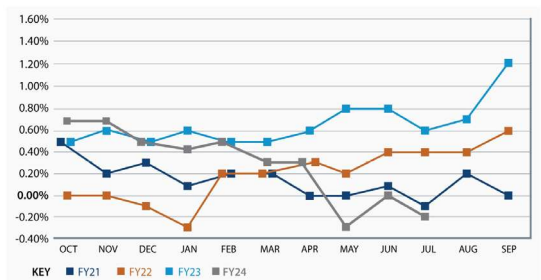


Total VA Onboard
474,436



VA Percentage Growth Onboard

(as of 07/31/2024)



VA Hiring FY23 vs. FY24

(10/01/2022-07/31/2023 as compared to 10/01/2023-07/31/2024)

Same Period Last Year (SPLY)



-38% SPLY
Announcements



-26% SPLY
Applications




-36% SPLY
Certificates








-12% SPLY
Selections



-29% SPLY
Entries on Duty






 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY24 Actuals vs. Goal EOY Onboards for Highlighted Occupations (as of 07/31/2024)

ORGANIZATION	OCCUPATION	FY24 ONBOARD BASELINE (as of 09/30/2023)	CURRENT ONBOARDS	FY24 NET ONBOARD CHANGE	JULY NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	408,062	418,439	10,377	-1,132	TBD*	TBD*
	VHA MCOs Total	144,412	150,017	5,605	-177	TBD*	TBD*
	VHA Additional Key Specialties Total	86,641	88,404	1,763	-465	TBD*	TBD*
 VBA	VBA Overall	31,799	34,813	3,014	178	94.8%	36,732
	VBA MCOs Total	22,442	24,934	2,492	204	93.7%	26,615
 NCA	NCA Overall	2,298	2,375	77	14	101.9%	2,331
	NCA MCOs Total	691	706	15	8	99.4%	710
 HR	HR MCOs Total**	8,519	9,133	614	-7	93.4%	9,781
 IT	OIT Overall	8,542	7,925	-617	-26	97.2%	8,150
	Series 2210 IT Specialist Total***	7,542	7,314	-228	-30	94.1%	7,775






MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

*VA will update these targets when the full FY24 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY24 ONBOARD BASELINE (as of 09/30/2023)	CURRENT ONBOARDS	FY24 NET ONBOARD CHANGE	JULY NET ONBOARD CHANGE
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,168	12,535	367	-94
	VHA FOOD SERVICE WORKER	4,567	4,533	-34	-35
	VHA LICENSED PRACTICAL NURSE	15,460	15,381	-79	-89
	VHA MEDICAL SUPPORT ASSISTANT	36,223	37,455	1,232	-140
	VHA MEDICAL OFFICER/PHYSICIAN	28,946	29,178	232	9
	VHA NURSE ASSISTANT	14,174	14,250	76	-99
	VHA POLICE	4,049	4,250	201	-8
	VHA PSYCHOLOGIST	6,920	7,163	243	0
	VHA REGISTERED NURSE	89,753	92,767	3,014	-182
	VHA SOCIAL WORKER	19,964	20,905	941	-8
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,680	3,208	528	-17
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	19,279	21,125	1,846	211
 NCA	NCA CEMETERY CARETAKER	691	706	15	8
 HR	VA HR SPECIALIST	8,519	9,133	614	-7
 IT	VA SERIES 2210 IT SPECIALIST	7,681	7,453	-228	-30






Highlighted Occupations Time to Hire

(as of 07/31/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE (IN DAYS) MEAN
 VHA	VHA EVS TECH/CUSTODIAL WORKER	123
	VHA FOOD SERVICE WORKER	113
	VHA LICENSED PRACTICAL NURSE	118
	VHA MEDICAL SUPPORT ASSISTANT	92
	VHA MEDICAL OFFICER/PHYSICIAN	139
	VHA NURSE ASSISTANT	110
	VHA POLICE	135
	VHA PSYCHOLOGIST	123
	VHA REGISTERED NURSE	125
	VHA SOCIAL WORKER	123
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	62
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	47
 NCA	NCA CEMETERY CARETAKER	76
 HR	VA OVERALL—HR SPECIALIST	63
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	150

Retention Rates for Highlighted Occupations

(as of 07/31/2024)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	52.5%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.4%
	VHA MEDICAL SUPPORT ASSISTANT	68.2%
	VHA MEDICAL OFFICER/PHYSICIAN	77.4%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.6%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	56.0%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	77.5%
 NCA	NCA CEMETERY CARETAKER	53.8%
 HR	VA OVERALL—HR SPECIALIST	74.6%
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	93.3%



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 07/31/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	4,677	80%	85%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Change careers, Job stress/pressure
General Administration	1,589	73%	81%	Personal/family matters, Opportunity for advancement, Change careers, Job stress/pressure, Lack of trust/confidence in senior leaders
Psychologists	274	55%	73%	Job stress/pressure, Change careers, Geographical relocation, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-worker(s)
Social Workers	571	80%	80%	Personal/family matters, Poor working relationship with supervisor or co-worker(s), Job stress/pressure, Lack of trust/confidence in senior leaders, Geographical relocation
HR Specialists and HR Assistants	192	67%	78%	Job stress/pressure, Personal health issues, Lack of trust/confidence in senior leaders, Opportunity for advancement, Unethical behavior on the part of leadership or the organization
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	170	78%	75%	Job stress/pressure, Change careers, Geographical relocation, Personal/family matters, Personal health issues
Contracting Officers	39	69%	69%	Opportunity for advancement, Too much work, Lack of trust/confidence in senior leaders, Change careers, Geographical relocation
IT Specialists	63	64%	94%	Opportunity for advancement, Lack of trust/confidence in senior leaders, Insufficient Pay, Work was not meaningful/enjoyable, Change careers
All Occupations	10,076	77%	83%	Personal/family matters, Geographical relocation, Change careers, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

*Data for these occupations is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 16—August 30, 2024




In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.


AUTHORITIES	FY23 (10/01/2022-09/30/2023)	FY24 (10/01/2023-07/31/2024)	CAP
Student Loan Repayment	1,153	637	N/A
Special Contribution Awards	48,088	20,164	N/A
Retention Incentives	50,000	13,873	N/A
Recruitment Incentives	8,916	5,326	N/A
Critical Pay Positions	159	159	200
College Graduates	62	11	105
Post-Secondary Students	8	3	31
Critical Skills Incentives	28,002	14,079	N/A
Contract Buy Outs	4	8	N/A

In this section, we measure the demographics of VA's workforce.


SEX

 SEX	ONBOARD	HIRES
FEMALE	64.2%	65.8%
MALE	35.8%	34.2%


VETERAN STATUS

 VA WORKFORCE
27.9%


UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

 FY23 FY24
114 214


RACE/ETHNICITY

 RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.5%	1.5%	1.7%
ASIAN	4.7%	9.3%	6.9%	9.1%
BLACK/AFRICAN AMERICAN	13.1%	25.7%	18.6%	29.1%
HISPANIC/LATINO	13.4%	7.6%	10.2%	7.8%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.5%	3.0%	0.4%
WHITE	66.0%	54.9%	59.3%	51.3%

DISABILITY STATUS

 DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	74.9%	59.1%
NOT IDENTIFIED	12.8%	28.5%
TARGETED	2.7%	2.9%
REPORTABLE	12.3%	12.4%

AGE

 AGE	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
<20	0.0%	0.1%	0.5%
20-24	1.2%	2.3%	5.1%
25-29	4.3%	6.1%	11.3%
30-34	8.5%	9.3%	14.3%
35-39	12.8%	12.6%	15.5%
40-44	15.0%	14.6%	14.7%
45-49	13.9%	13.2%	12.1%
50-54	14.7%	13.6%	11.3%
55-59	13.6%	13.1%	8.5%
60-64	10.1%	9.5%	4.4%
65+	5.9%	5.5%	2.3%

Page One

Metric/Term

VA FY24 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.
This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).
This metric identifies new hires from outside VA.
This metric identifies individuals who have separated from the respective VA Administration.
This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This acronym stands for VA Central Office.
This metric identifies the total number of VA employees onboard.
This metric identifies the percentage the workforce grown month-over-month.
This metric identifies the number of announcements posted to USA Staffing during the time period.
This metric identifies the number of applications received to postings during the time period.
This metric represents the number of hiring certificates issued during the time period.
This metric identifies the number of selections that were made during the time period.
This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

Fiscal Year Net Onboard Change

Monthly Net Onboard Change

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.
This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.
This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.
This metric shows the difference in onboard employee counts from the end of the previous fiscal year to the current reporting period month.
This metric shows the difference in onboard employee counts from the previous reporting period month to the current reporting period month.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.
VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Students

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.
This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.
This metric identifies the statutory caps on relevant authorities in Title IX.
This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.
This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.
This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.
This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.
This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)
This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.
A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during fiscal year 2023 and fiscal year 2024 to date. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.
This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%
An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%
The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.
The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE SEVENTEEN

SEPTEMBER 27, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

The Tech Hiring Training Program organized by the US Digital Service, OMB Office of Performance & Personnel Management, and Office of Personnel Management (OPM) is an initiative designed to enhance capabilities at agencies to attract and retain top-tier technology talent. Three VA employees, Cassandra Noon, Hector Matos Torres and Enimini Ekong participated in the training program as part of an initial cohort with participants from across government. The 4-month, half-day program represents a significant opportunity for our HR specialists, hiring managers, and talent acquisition professionals to gain essential skills and knowledge to hire individuals from the rapidly evolving field of technology. Participants are able to plan and lead hiring actions that result in the best possible technology hires for their agency.



Top Risk

Possibility of lapse in appropriations on October 1, 2024. The House did not pass a 6-month Continuing Resolution by a vote of 202 to 220. VA has begun Contingency Planning in case of a furlough. Related documents have all been updated on the HRA/OSP website.



Employee Voice

The VA El Paso Healthcare System was recently recognized as a top workplace for dental assistants by the Dental Assisting National Board. This award, open to both VA and non-VA facilities, acknowledges the clinic's support for professional development and job satisfaction. The recognition came from a submission by Brenda Barrow, a dental assistant at VA El Paso, who highlighted the clinic's team spirit, work/life balance, and career growth opportunities. Barrow, who began her career through a training program for military spouses, has advanced to a leadership role. Dr. David Cotchery, chief of VA El Paso Dental Service, emphasized the essential role of dental assistants in providing quality care to Veterans, describing the clinic as a compassionate, team-oriented environment.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 08/31/2024)

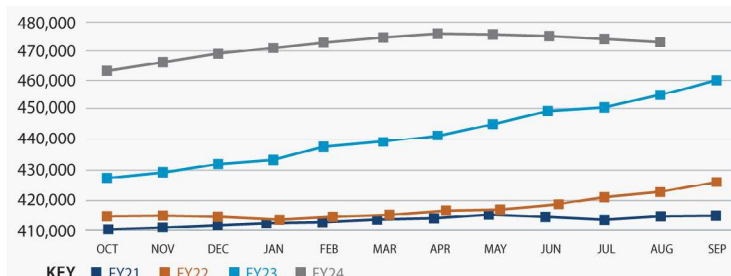
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Onboards	473,673	417,296	35,002	2,397	16,521
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VA Cumulative Onboard

(as of 08/31/2024)

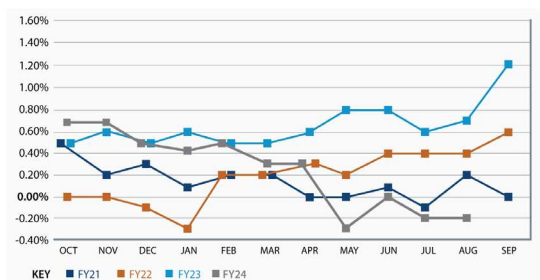


Total VA Onboard
473,673



VA Percentage Growth Onboard

(as of 08/31/2024)



VA Hiring FY23 vs. FY24

(10/01/2022-07/31/2023 as compared to 10/01/2023-08/31/2024)

Same Period Last Year (SPLY)



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	VHA FOOD SERVICE WORKER	4,567	4,501	-66	-32
	VHA LICENSED PRACTICAL NURSE	15,460	15,269	-191	-112
	VHA MEDICAL SUPPORT ASSISTANT	36,223	37,254	1,031	-201
	VHA MEDICAL OFFICER/PHYSICIAN	28,946	29,328	382	150
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	VHA POLICE	4,049	4,239	190	-11
	VHA PSYCHOLOGIST	6,920	7,216	296	53
	VHA REGISTERED NURSE	89,753	92,630	2,877	-137
	VHA SOCIAL WORKER	19,964	20,903	939	-2
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,680	3,170	490	-38
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	19,279	21,119	1,840	-6
 NCA	NCA CEMETERY CARETAKER	691	714	23	8
 HR	VA HR SPECIALIST	8,519	9,130	611	-3
 IT	VA SERIES 2210 IT SPECIALIST	7,681	7,440	-241	-13






Highlighted Occupations Time to Hire


(as of 08/31/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE MEAN (IN DAYS)
 VHA	VHA EVS TECH/CUSTODIAL WORKER	123
	VHA FOOD SERVICE WORKER	114
	VHA LICENSED PRACTICAL NURSE	118
	VHA MEDICAL SUPPORT ASSISTANT	92
	VHA MEDICAL OFFICER/PHYSICIAN	139
	VHA NURSE ASSISTANT	111
	VHA POLICE	134
	VHA PSYCHOLOGIST	114
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 NCA	NCA CEMETERY CARETAKER	74
 HR	VA OVERALL—HR SPECIALIST	63
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	149

Retention Rates for Highlighted Occupations

(as of 08/31/2024)


ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	52.5%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.3%
	VHA MEDICAL SUPPORT ASSISTANT	68.2%
	VHA MEDICAL OFFICER/PHYSICIAN	77.4%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.7%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	56.5%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	77.7%
 NCA	NCA CEMETERY CARETAKER	53.8%
 HR	VA OVERALL—HR SPECIALIST	88.7%
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	89.7%

 **In this section,** we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 08/31/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	5,136	80%	85%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Change careers, Job stress/pressure
General Administration	1,732	73%	81%	Personal/family matters, Opportunity for advancement, Change careers, Job stress/pressure, Lack of trust/confidence in senior leaders
Psychologists	326	72%	77%	Job stress/pressure, Change careers, Geographical relocation, Lack of trust/confidence in senior leaders, Personal Family Matters
Social Workers	637	79%	79%	Personal/family matters, Change Careers, Job stress/pressure, Lack of trust/confidence in senior leaders, Geographical relocation
HR Specialists and HR Assistants	206	67%	79%	Job stress/pressure, Personal health issues, Lack of trust/confidence in senior leaders, Opportunity for advancement, Unethical behavior on the part of leadership or the organization
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	203	77%	74%	Job stress/pressure, Change careers, Geographical relocation, Personal/family matters, Work was Not Meaningful/Enjoyable
Contracting Officers	41	67%	67%	Opportunity for advancement, Too much work, Lack of trust/confidence in senior leaders, Change careers, Geographical relocation
IT Specialists	66	65%	94%	Opportunity for advancement, Lack of trust/confidence in senior leaders, Insufficient Pay, Work was not meaningful/enjoyable, Geographical Relocation
All Occupations	11,099	77%	82%	Personal/family matters, Geographical relocation, Change careers, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

*Data for these occupations is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

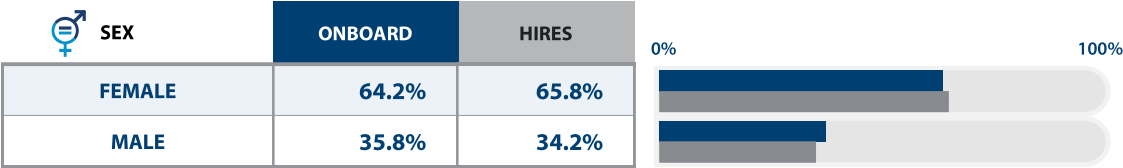
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In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY23 (10/01/2022-09/30/2023)	FY24 (10/01/2023-08/31/2024)	CAP
Student Loan Repayment	1,153	681	N/A
Special Contribution Awards	48,090	23,423	N/A
Retention Incentives	50,000	18,470	N/A
Recruitment Incentives	8,916	5,879	N/A
Critical Pay Positions	159	159	200
College Graduates	51	11	105
Post-Secondary Students	5	3	31
Critical Skills Incentives	28,005	14,234	N/A
Contract Buy Outs	4	10	N/A

In this section, we measure the demographics of VA’s workforce.

SEX



VETERAN STATUS

VA WORKFORCE

27.80%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

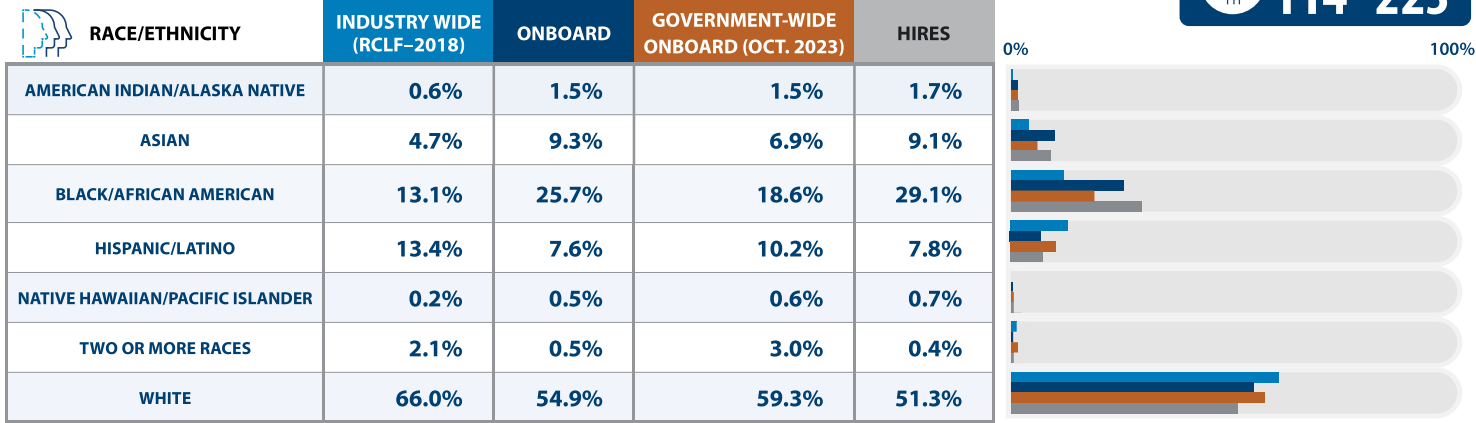
FY23

FY24

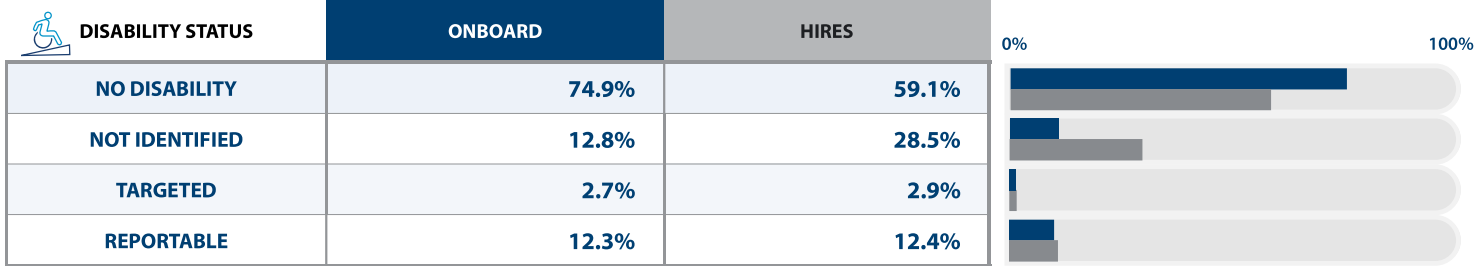
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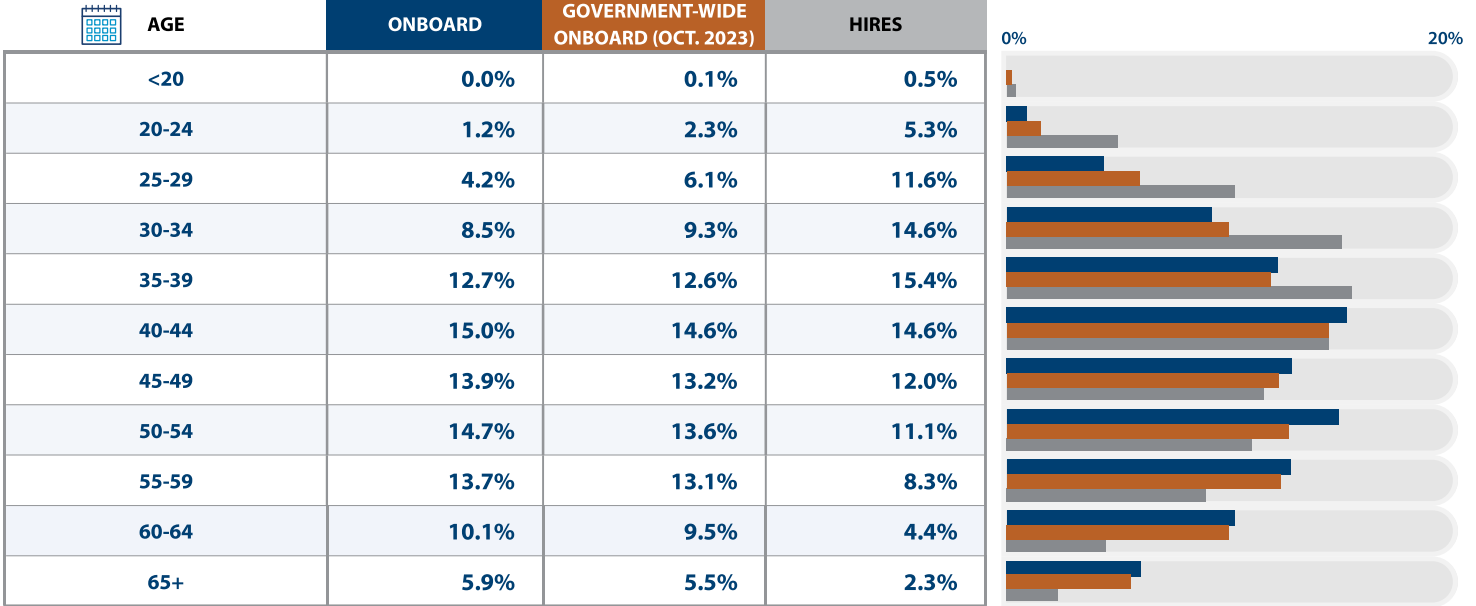
RACE/ETHNICITY



DISABILITY STATUS



AGE



Page One

Metric/Term

VA FY24 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.
This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).
This metric identifies new hires from outside VA.
This metric identifies individuals who have separated from the respective VA Administration.
This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This acronym stands for VA Central Office.
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This metric identifies the percentage the workforce grown month-over-month.
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This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

Fiscal Year Net Onboard Change

Monthly Net Onboard Change

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, EVS Tech/Custodial Worker, Food Service Workers, and Police.
This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.
This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.
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Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.
VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.
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This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.
This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)
This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.
A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during fiscal year 2023 and fiscal year 2024 to date. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.
This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%
An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%
The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.
The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE EIGHTEEN

OCTOBER 25, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

VA Central Office (VACO) staff offices transitioned to a new human resources (HR) provider on October 6, 2024. The Human Resources Service Center (HRSC) aims to ensure the VACO staff office workforce (approximately 19,000 personnel) has the skills to support VA Secretary priorities that enhance care and services for our Nation's Veterans and their families. The HRSC, recognizing employees are VA's most critical asset in achieving organizational high performance, supports VACO staff offices through several components, including compliance, strategy and development, and such business operations as information systems data and reporting. The HRSC will be an innovation hub for all things HR, advancing new technologies and developing new forward-thinking processes. Furthermore, the HRSC ensures oversight and effectiveness of VACO staff office HR personnel performing under limited delegations of authority.



Top Risk

Possibility of lapse in appropriations when Continuing Resolution expires on December 20, 2024. VA maintains updated information in case of a furlough. Related documents are on [VA's website](https://www.va.gov/).



Employee Voice

Skyler Holmes, Pikes Peak National Cemetery Director, overcame such cognitive disabilities as ADHD and dyslexia to serve his country and support Veterans. Despite initial challenges in school and early work as a mechanic, Holmes pursued a career in federal service, eventually being hired under the Schedule A program for people with disabilities. Since then, he's earned numerous certifications and completed the Cemetery Director Development Program, leading him to his current role. Holmes is dedicated to supporting both Veterans and his staff, advocating for increased accessibility to and awareness of reasonable accommodations for employees with disabilities. He emphasizes the importance of national cemeteries, seeks to improve resources for individuals with disabilities entering federal employment, and feels a deep sense of purpose and commitment to the National Cemetery Administration and the Veterans it serves.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY24

(as of 09/30/2024)

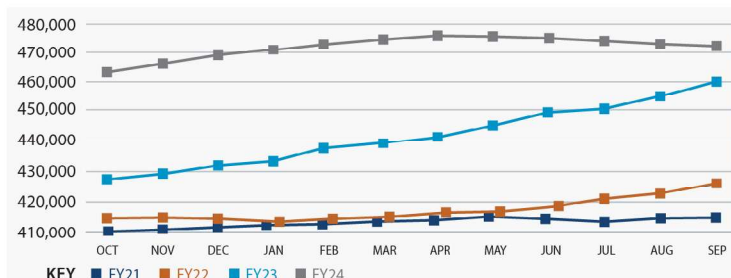
FY24	VA	VHA	VBA	NCA	VACO
Onboards	473,070	416,667	34,984	2,414	16,585
Hires	47,073	40,848	5,761	401	1,306
Losses	34,154	29,018	2,576	356	887
Time to Hire	108 Days	114 Days	52 Days	71 Days	78 Days

VA Cumulative Onboard

(as of 09/30/2024)

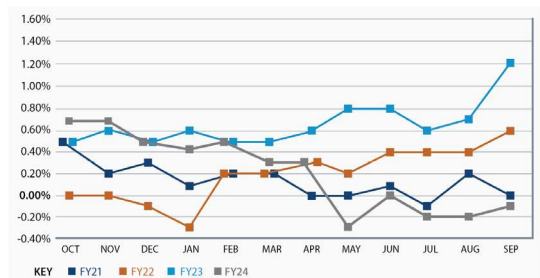


Total VA Onboard
473,070



VA Percentage Growth Onboard

(as of 09/30/2024)



VA Hiring FY23 vs. FY24

(10/01/2022-09/30/2023 as compared to 10/01/2023-09/30/2024)

Same Period Last Year (SPLY)


-40% SPLY
Announcements

-29% SPLY
Applications

-40% SPLY
Certificates






-20% SPLY
Selections

-33% SPLY
Entries on Duty

 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.






FY24 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 09/30/2024)

ORGANIZATION	OCCUPATION	FY24 ONBOARD BASELINE (as of 09/30/2023)	CURRENT ONBOARDS	FY24 NET ONBOARD CHANGE	SEPTEMBER NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
 VHA	VHA Overall	408,062	416,667	8,605	-629	TBD*	TBD*
	VHA MCOs Total	144,412	150,141	5,729	64	TBD*	TBD*
	VHA Additional Key Specialties Total	86,641	87,338	697	-444	TBD*	TBD*
 VBA	VBA Overall	31,799	34,984	3,185	-18	95.2%	36,732
	VBA MCOs Total	22,442	24,827	2,385	-68	93.3%	26,615
 NCA	NCA Overall	2,298	2,414	116	17	100%	2,331
	NCA MCOs Total	691	721	30	7	100%	710
 HR	HR MCOs Total**	8,519	9,116	597	-14	93.2%	9,781
 IT	OIT Overall	8,542	7,902	-640	-10	97.0%	8,150
	Series 2210 IT Specialist Total***	7,542	7,283	-259	-18	93.7%	7,775






MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

*VA will update these targets when the full FY24 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY24 ONBOARD BASELINE (as of 09/30/2023)	CURRENT ONBOARDS	FY24 NET ONBOARD CHANGE	SEPTEMBER NET ONBOARD CHANGE
 VHA	VHA EVS TECH/CUSTODIAL WORKER	12,168	12,294	126	-109
	VHA FOOD SERVICE WORKER	4,567	4,446	-121	-55
	VHA LICENSED PRACTICAL NURSE	15,460	15,169	-291	-100
	VHA MEDICAL SUPPORT ASSISTANT	36,223	37,187	964	-67
	VHA MEDICAL OFFICER/PHYSICIAN	28,946	29,408	462	80
	VHA NURSE ASSISTANT	14,174	14,019	-155	-97
	VHA POLICE	4,049	4,223	174	-16
	VHA PSYCHOLOGIST	6,920	7,268	348	52
	VHA REGISTERED NURSE	89,753	92,546	2,793	-84
	VHA SOCIAL WORKER	19,964	20,919	955	16
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	2,680	3,130	450	-40
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	19,279	21,098	1,819	-21
 NCA	NCA CEMETERY CARETAKER	691	721	30	7
 HR	VA HR SPECIALIST	8,519	9,116	597	-14
 IT	VA SERIES 2210 IT SPECIALIST	7,681	7,422	-259	-18






Highlighted Occupations Time to Hire


(as of 09/30/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE MEAN (IN DAYS)
 VHA	VHA EVS TECH/CUSTODIAL WORKER	123
	VHA FOOD SERVICE WORKER	113
	VHA LICENSED PRACTICAL NURSE	119
	VHA MEDICAL SUPPORT ASSISTANT	91
	VHA MEDICAL OFFICER/PHYSICIAN	138
	VHA NURSE ASSISTANT	111
	VHA POLICE	133
	VHA PSYCHOLOGIST	115
	VHA REGISTERED NURSE	122
	VHA SOCIAL WORKER	115
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	61
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	47
 NCA	NCA CEMETERY CARETAKER	73
 HR	VA OVERALL—HR SPECIALIST	62
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	146

Retention Rates for Highlighted Occupations

(as of 09/30/2024)


ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
 VHA	VHA EVS TECH/CUSTODIAL WORKER	52.5%
	VHA FOOD SERVICE WORKER	54.7%
	VHA LICENSED PRACTICAL NURSE	64.3%
	VHA MEDICAL SUPPORT ASSISTANT	68.2%
	VHA MEDICAL OFFICER/PHYSICIAN	77.4%
	VHA NURSE ASSISTANT	59.1%
	VHA POLICE	67.6%
	VHA PSYCHOLOGIST	80.7%
	VHA REGISTERED NURSE	73.0%
	VHA SOCIAL WORKER	80.1%
 VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	56.8%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	78.5%
 NCA	NCA CEMETERY CARETAKER	63.3%
 HR	VA OVERALL—HR SPECIALIST	85.5%
 IT	VA OVERALL—SERIES 2210 IT SPECIALIST	83.8%

 **In this section,** we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 09/30/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
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General Administration	1,886	73%	80%	Personal/family matters, Opportunity for advancement, Change careers, Job stress/pressure, Lack of trust/confidence in senior leaders
Psychologists	351	72%	77%	Job stress/pressure, Change careers, Geographical relocation, Lack of trust/confidence in senior leaders, Opportunity for advancement
Social Workers	677	80%	79%	Personal/family matters, Change careers, Job stress/pressure, Lack of trust/confidence in senior leaders), Poor working relationship with supervisor or co-worker(s)
HR Specialists and HR Assistants	222	66%	78%	Job stress/pressure, Personal health issues, Lack of trust/confidence in senior leaders, Opportunity for advancement, Unethical behavior on the part of leadership or the organization
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	215	75%	71%	Job stress/pressure, Change careers, Geographical relocation, Personal/family matters, Personal health issues
Contracting Officers	44	68%	68%	Opportunity for advancement, Too much work, Lack of trust/confidence in senior leaders, Change careers, Geographical relocation
IT Specialists	69	66%	93%	Opportunity for advancement, Lack of trust/confidence in senior leaders, Insufficient pay, Work was not meaningful/enjoyable, Geographical relocation
All Occupations	12,056	77%	82%	Personal/family matters, Geographical relocation, Change careers, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

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PACT ACT TITLE IX AUTHORITIES

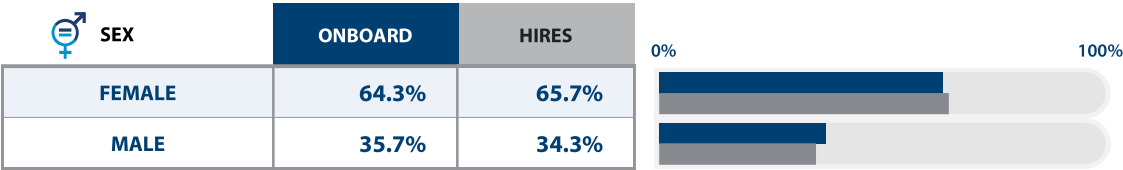
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Post-Secondary Students	5	3	31
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Contract Buy Outs	4	11	N/A

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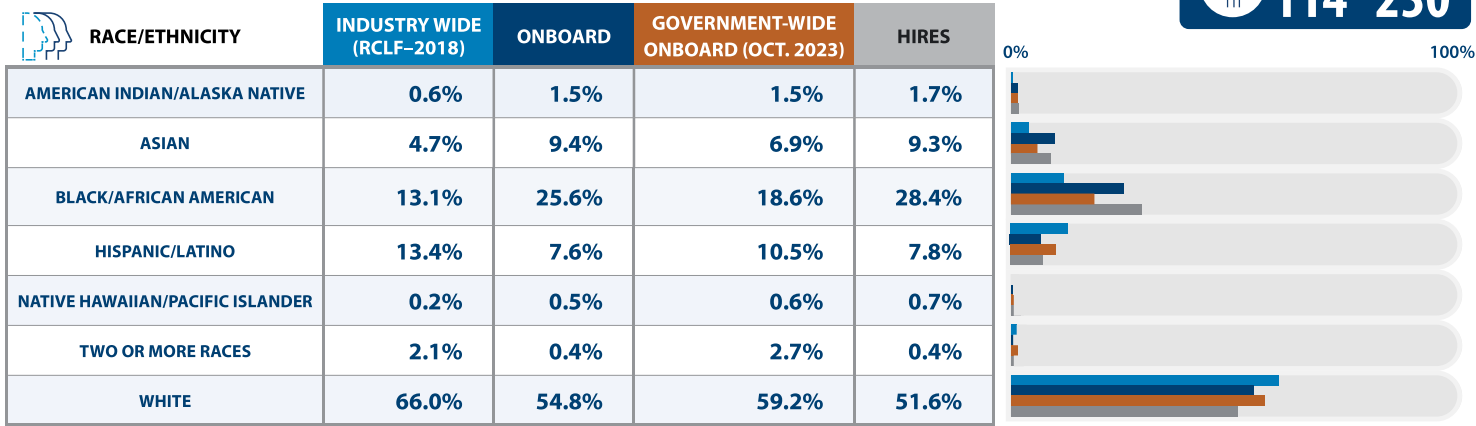
FY23

FY24

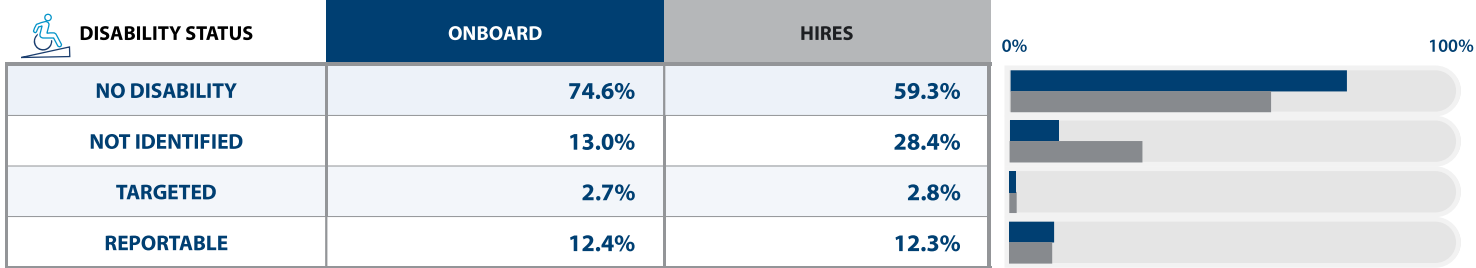
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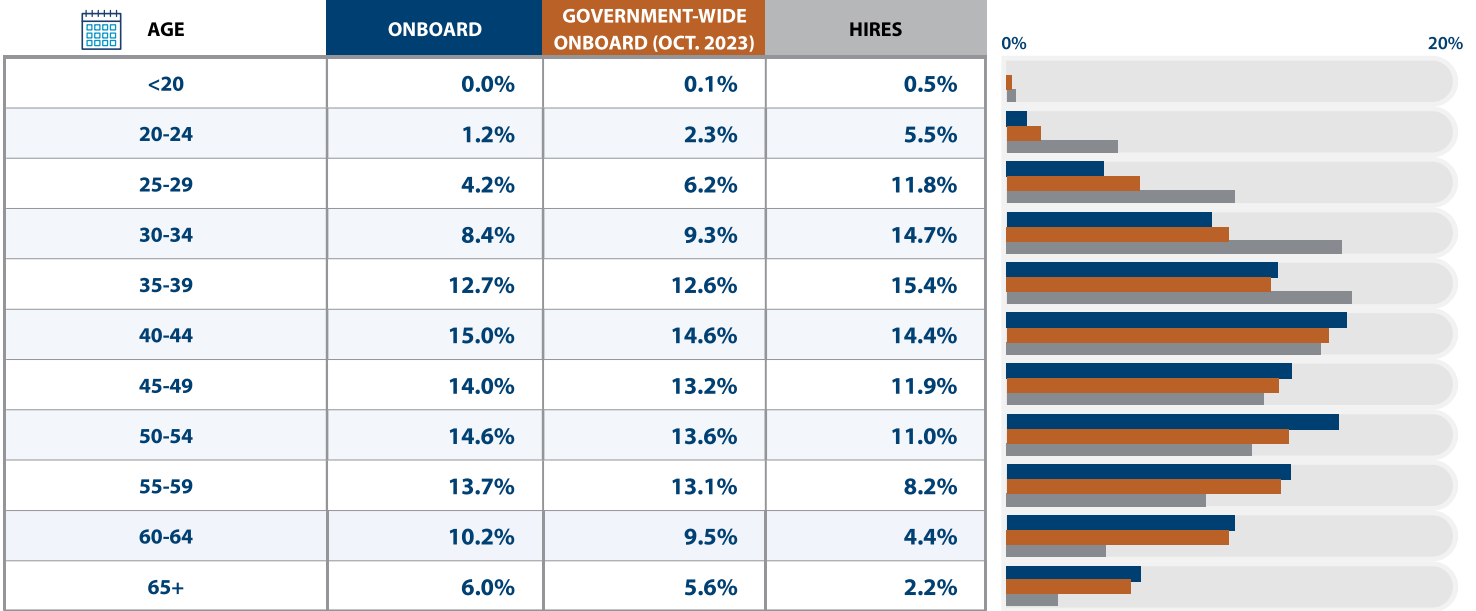
RACE/ETHNICITY



DISABILITY STATUS



AGE



Page One

Metric/Term

VA FY24 Overall

Onboards

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Losses

Time to Hire

VACO

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Percentage Growth Onboard

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Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

Fiscal Year Net Onboard Change

Monthly Net Onboard Change

Definition

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Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

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VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP

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Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

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A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during fiscal year 2023 and fiscal year 2024 to date. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.
This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%
An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%
The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.
The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE NINETEEN

NOVEMBER 29, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

Cassandra Law, VA's Assistant Secretary for Human Resources and Administration/Operations, Security, and Preparedness released an official memorandum on November 13, 2024, providing guidance on successfully implementing Executive Order 14100: Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors. The memorandum outlined a five-step process to help supervisors and managers determine how to retain, reassign, or deem a military spouse employee eligible for a remote or virtual position upon being notified of their active-duty service member spouse's permanent change of station orders. In accordance with the memorandum, the Veteran & Military Spouse Talent Engagement Program is developing a relocation tool kit that will include supportive guidance, checklists, and forms for military spouse employees, supervisors/managers, and human resource professionals, expected to be released by mid December 2024.



Top Risk

Possibility of lapse in appropriations when Continuing Resolution expires on December 20, 2024. VA maintains updated information in case of a furlough. Related documents are on [VA's website](https://www.va.gov/).



Employee Voice

Casilda Valles, a registered nurse at the VA North Texas Hematology-Oncology clinic, identified a need for more convenient clothing for cancer patients with implantable vascular access devices. Inspired by a Veteran who cut his shirt to ease access, Valles designed and sewed "port shirts" with strategically placed zippers to improve comfort and functionality during treatments. Along with her team, Valles raised funds, sewed over 40 shirts, and provided them to Veterans free of charge, showcasing her dedication to enhancing the quality of care and life for her patients. For Valles and this group of dedicated nurses, the port shirts represent a commitment to improving the care these Veterans receive and their overall quality of life during a challenging time. William Bates, a Marine Corps Veteran, was surprised and humbled by the ingenuity and caring shown by the staff.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY25

(as of 10/31/2024)

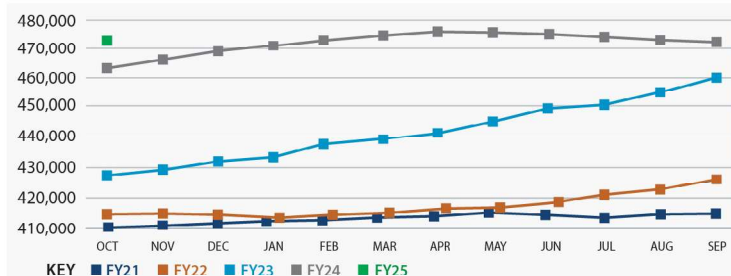
FY25	VA	VHA	VBA	NCA	VACO
Onboards	472,230	415,714	35,014	2,430	16,584
Hires	2,047	1,701	245	42	64
Losses	1,403	1,234	227	24	59
Time to Hire	99 Days	106 Days	48 Days	64 Days	53 Days

VA Cumulative Onboard

(as of 10/31/2024)

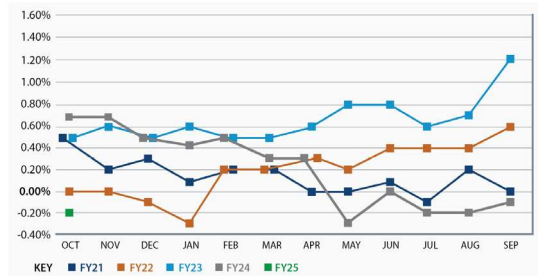


Total VA Onboard
472,230



VA Percentage Growth Onboard

(as of 10/31/2024)



VA Hiring FY24 vs. FY25

(10/01/2023-10/31/2023 as compared to 10/01/2024-10/31/2024)

Same Period Last Year (SPLY)


-43% SPLY
Announcements

-32% SPLY
Applications

-46% SPLY
Certificates

-54% SPLY
Selections

-54% SPLY
Entries on Duty



In this section, we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY25 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 10/31/2024)

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 09/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	OCTOBER NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
VHA	VHA Overall	416,667	415,714	-953	-953	TBD*	TBD*
	VHA MCOs Total	150,141	150,133	-8	-8	TBD*	TBD*
	VHA Additional Key Specialties Total	87,338	86,747	-591	-591	TBD*	TBD*
VBA	VBA Overall	34,984	35,014	30	30	TBD*	TBD*
	VBA MCOs Total	26,522	26,601	79	79	TBD*	TBD*
NCA	NCA Overall	2,414	2,430	16	16	TBD*	TBD*
	NCA MCOs Total	721	735	14	14	TBD*	TBD*
HR	HR MCOs Total**	10,600	10,579	-21	-21	TBD*	TBD*
IT	OIT Overall	7,902	7,839	-63	-63	96.2%	8,150
	Series 2210 IT Specialist Total***	7,283	7,272	-11	-11	97.6%	7,450

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed. *VA will update these targets when the full FY25 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 09/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	OCTOBER NET ONBOARD CHANGE
VHA	VHA EVS TECH/CUSTODIAL WORKER	12,294	12,170	-124	-124
	VHA FOOD SERVICE WORKER	4,446	4,380	-66	-66
	VHA LICENSED PRACTICAL NURSE	15,169	15,057	-112	-112
	VHA MEDICAL SUPPORT ASSISTANT	37,187	37,019	-168	-168
	VHA MEDICAL OFFICER/PHYSICIAN	29,408	29,420	12	12
	VHA NURSE ASSISTANT	14,019	13,933	-86	-86
	VHA POLICE	4,223	4,188	-35	-35
	VHA PSYCHOLOGIST	7,268	7,306	38	38
	VHA REGISTERED NURSE	92,546	92,488	-58	-58
	VHA SOCIAL WORKER	20,919	20,919	0	0
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,130	3,122	-8	-8
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	21,098	20,978	-120	-120
	VBA REHABILITATION COUNSELOR	1,389	1,414	25	25
	VBA VOCATIONAL REHABILITATION	107	110	3	3
NCA	NCA CEMETERY CARETAKER	721	735	14	14
IT	VA SERIES 2210 IT SPECIALIST	7,422	7,411	-11	-11
VA-WIDE	ACCOUNTANT	2,100	2,105	5	5
	ARCHITECTURE	21	20	-1	-1
	CIVIL ENGINEERING	15	14	-1	-1
	CONTRACT SPECIALIST	3,145	3,141	-4	-4
	ENVIRONMENT ENGINEERING	47	48	1	1
	GENERAL ENGINEERING	1,657	1,651	-6	-6
	HR ASSISTANCE	1,484	1,465	-19	-19
	HR SPECIALIST	9,116	9,114	-2	-2
	PERSONNEL SECURITY SPECIALIST	1,076	1,080	4	4
	REALTY	128	132	4	4
	SAFETY ENGINEERING	3	3	0	0

Time to Hire for Highlighted Occupations


(as of 10/31/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE MEAN (IN DAYS)
VHA	VHA EVS TECH/CUSTODIAL WORKER	115
	VHA FOOD SERVICE WORKER	111
	VHA LICENSED PRACTICAL NURSE	106
	VHA MEDICAL SUPPORT ASSISTANT	76
	VHA MEDICAL OFFICER/PHYSICIAN	118
	VHA NURSE ASSISTANT	101
	VHA POLICE	117
	VHA PSYCHOLOGIST	160
	VHA REGISTERED NURSE	114
	VHA SOCIAL WORKER	118
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	39
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	43
	VBA REHABILITATION COUNSELOR	45
	VBA VOCATIONAL REHABILITATION	58
NCA	NCA CEMETERY CARETAKER	71
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	144
VA-WIDE	ACCOUNTANT	41
	ARCHITECTURE	102
	CIVIL ENGINEERING	N/A
	CONTRACT SPECIALIST	50
	ENVIRONMENT ENGINEERING	45
	GENERAL ENGINEERING	120
	HR ASSISTANCE	47
	HR SPECIALIST	37
	PERSONNEL SECURITY SPECIALIST	108
	REALTY	36
	SAFETY ENGINEERING	N/A

Retention Rates for Highlighted Occupations

(as of 10/31/2024)


ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
VHA	VHA EVS TECH/CUSTODIAL WORKER	60.4%
	VHA FOOD SERVICE WORKER	59.4%
	VHA LICENSED PRACTICAL NURSE	74.3%
	VHA MEDICAL SUPPORT ASSISTANT	76.3%
	VHA MEDICAL OFFICER/PHYSICIAN	80.1%
	VHA NURSE ASSISTANT	64.8%
	VHA POLICE	72.6%
	VHA PSYCHOLOGIST	88.7%
	VHA REGISTERED NURSE	82.3%
	VHA SOCIAL WORKER	84.5%
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	57.4%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	79.5%
	VBA REHABILITATION COUNSELOR	77.3%
	VBA VOCATIONAL REHABILITATION	N/A
NCA	NCA CEMETERY CARETAKER	63.3%
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	83.8%
VA-WIDE	ACCOUNTANT	77.1%
	ARCHITECTURE	100%
	CIVIL ENGINEERING	N/A
	CONTRACT SPECIALIST	72.0%
	ENVIRONMENT ENGINEERING	100%
	GENERAL ENGINEERING	80.0%
	HR ASSISTANCE	84.6%
	HR SPECIALIST	86.4%
	PERSONNEL SECURITY SPECIALIST	100%
	REALTY	100%
	SAFETY ENGINEERING	N/A

 **In this section,** we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 10/31/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	364	77%	79%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Lack of trust/confidence in senior leaders, Job stress/pressure
General Administration	145	83%	81%	Opportunity for advancement, Lack of trust/confidence in senior leaders, Geographical relocation, Personal/family matters, Poor working relationship with supervisor or co-worker(s)
Psychologists*	N/A	N/A	N/A	N/A
Social Workers	60	69%	60%	Geographical relocation, Change careers, Insufficient pay, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-workers(s)
HR Specialists and HR Assistants*	N/A	N/A	N/A	N/A
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)*	N/A	N/A	N/A	N/A
Contracting Officers*	N/A	N/A	N/A	N/A
IT Specialists*	N/A	N/A	N/A	N/A
All Occupations	890	75%	77%	Personal/family matters, Geographical relocation, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

*Data for these occupations is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES


 **In this section,** we measure VA’s success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.


AUTHORITIES	FY24 (10/01/2023-09/30/2024)	FY25 (10/01/2024-09/30/2025)	CAP
Student Loan Repayment	775	52	N/A
Special Contribution Awards	29,141	810	N/A
Retention Incentives	19,484	1,269	N/A
Recruitment Incentives	6,069	224	N/A
Critical Pay Positions	159	159	200
College Graduates	11	0	144
Post-Secondary Students	3	0	27
Critical Skills Incentives	14,540	1	N/A
Contract Buy Outs	11	1	N/A

In this section, we measure the demographics of VA's workforce.

SEX


 SEX	ONBOARD	HIRES
FEMALE	64.3%	61.0%
MALE	35.7%	39.0%

VETERAN STATUS



VA WORKFORCE
27.8%


UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY




FY24
230

FY25
11


RACE/ETHNICITY

 RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.6%	1.6%	1.9%
ASIAN	4.7%	9.4%	6.9%	10.1%
BLACK/AFRICAN AMERICAN	13.1%	25.6%	18.6%	26.4%
HISPANIC/LATINO	13.4%	7.7%	10.5%	9.3%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.5%	2.7%	0.9%
WHITE	66.0%	54.8%	59.2%	50.7%

DISABILITY STATUS

 DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	74.5%	57.0%
NOT IDENTIFIED	13.0%	29.5%
TARGETED	2.7%	3.1%
REPORTABLE	12.4%	13.5%

AGE

 AGE	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
<20	0.0%	0.1%	0.5%
20-24	1.1%	2.3%	5.8%
25-29	4.2%	6.2%	10.5%
30-34	8.4%	9.3%	14.3%
35-39	12.7%	12.6%	14.2%
40-44	15.0%	14.6%	14.4%
45-49	14.0%	13.2%	13.0%
50-54	14.6%	13.6%	10.4%
55-59	13.7%	13.1%	9.0%
60-64	10.2%	9.5%	4.9%
65+	6.1%	5.6%	2.8%

Page One

Metric/Term

VA FY25 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.
This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).
This metric identifies new hires from outside VA.
This metric identifies individuals who have separated from the respective VA Administration.
This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This acronym stands for VA Central Office.
This metric identifies the total number of VA employees onboard.
This metric identifies the percentage the workforce grown month-over-month.
This metric identifies the number of announcements posted to USA Staffing during the time period.
This metric identifies the number of applications received to postings during the time period.
This metric represents the number of hiring certificates issued during the time period.
This metric identifies the number of selections that were made during the time period.
This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

Fiscal Year Net Onboard Change

Monthly Net Onboard Change

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, Food Service Workers, and Police.
This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.
This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.
This metric shows the difference in onboard employee counts from the end of the previous fiscal year to the current reporting period month.
This metric shows the difference in onboard employee counts from the previous reporting period month to the current reporting period month.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.
VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.
This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.
This metric identifies the statutory caps on relevant authorities in Title IX.
This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.
This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.
This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.
This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.
This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)
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Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%
An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%
The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.
The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE TWENTY

DECEMBER 27, 2024

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class, diverse, and inclusive workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

The House and Senate passed the National Defense Authorization Act for Fiscal Year 2025. Two sections reflecting continued support for military spouses Sec 582 (Career Accelerator Program) and Sec 1102 (Extending Mil Spouse Hiring Authority). Sec. 582 states that the Secretary of Defense shall carry out a program to provide spouses of members of the armed forces with paid fellowships (including in-person, remote, and hybrid fellowships) with employers in various industries. Sec. 1102 declares the Secretary of Defense is to submit a report on the use of the hiring authority and publish it on the Department of Defense (DOD) website. The report will show how often the DOD exercised exceptions to spouse preference procedures and the grade and locations of such positions.



Top Risk

Possibility of extended Continuing Resolution into 2025. VA maintains updated information in case of a furlough. Related documents are on the [VA's website](https://www.va.gov/).



Employee Voice

Surgeons at the Michael E. DeBakey VA Medical Center in Houston, Dr. Erin Greenleaf and Dr. Natasha Hansraj successfully performed a groundbreaking procedure using the newly FDA-approved Gore EXCLUDER Thoracoabdominal Branch Endoprosthesis (TAMBE). This minimally invasive device treats complex and life-threatening thoracoabdominal aortic aneurysms, dramatically reducing recovery time and risks compared to traditional open surgery. Navy Veteran Pat Towns, 75, underwent the procedure and praised the care he received, calling it life changing. The Houston VA's vascular surgery team, led by Dr. Samir Awad, is at the forefront of bringing cutting-edge technology to improve Veterans' healthcare. The TAMBE procedure represents a significant advancement in treating complex aneurysms, providing safer, more effective options for Veterans.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY25

(as of 11/30/2024)

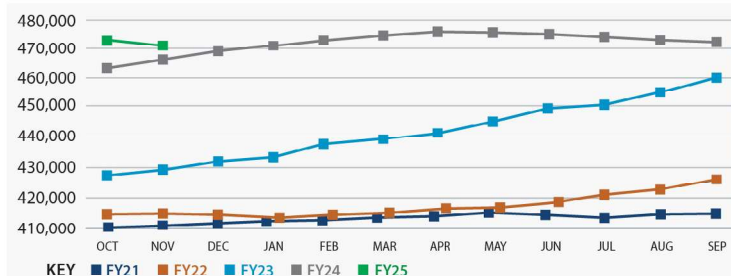
FY25	VA	VHA	VBA	NCA	VACO
Onboards	471,177	414,690	35,031	2,439	16,586
Hires	3,840	3,212	435	59	4,307
Losses	3,764	3,324	400	30	4,720
Time to Hire	99 Days	105 Days	48 Days	67 Days	57 Days

VA Cumulative Onboard

(as of 11/30/2024)

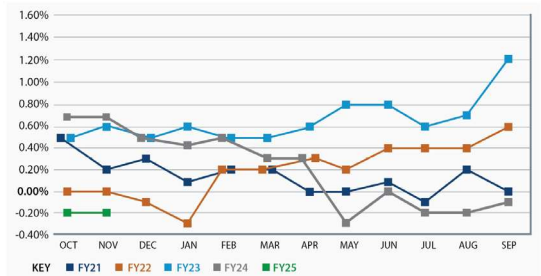


Total VA Onboard
471,177



VA Percentage Growth Onboard

(as of 11/30/2024)



VA Hiring FY24 vs. FY25

(11/01/2023-11/30/2023 as compared to 11/01/2024-11/30/2024)

Same Period Last Year (SPLY)



-43% SPLY
Announcements



-36% SPLY
Applications




-50% SPLY
Certificates



-52% SPLY
Selections



-54% SPLY
Entries on Duty



In this section, we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY25 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 11/30/2024)

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 11/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	NOVEMBER NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
VHA	VHA Overall	416,667	414,690	-1,977	-1,024	TBD*	TBD*
	VHA MCOs Total	150,141	150,011	-130	-122	TBD*	TBD*
	VHA Additional Key Specialties Total	87,338	86,175	-1,163	-572	TBD*	TBD*
VBA	VBA Overall	34,984	35,031	47	17	95.4%	36,732
	VBA MCOs Total	26,522	26,600	78	-1	TBD*	TBD*
NCA	NCA Overall	2,414	2,439	25	9	TBD*	TBD*
	NCA MCOs Total	721	740	19	5	99.1%	747
HR	HR MCOs Total**	10,600	10,557	-43	-22	TBD*	TBD*
IT	OIT Overall	7,902	7,843	-59	4	96.2%	8,150
	Series 2210 IT Specialist Total***	7,283	7,273	-10	1	97.6%	7,450

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed. *VA will update these targets when the full FY25 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 11/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	NOVEMBER NET ONBOARD CHANGE
VHA	VHA EVS TECH/CUSTODIAL WORKER	12,294	12,019	-275	-151
	VHA FOOD SERVICE WORKER	4,446	4,328	-118	-52
	VHA LICENSED PRACTICAL NURSE	15,169	15,013	-156	-44
	VHA MEDICAL SUPPORT ASSISTANT	37,187	36,815	-372	-204
	VHA MEDICAL OFFICER/PHYSICIAN	29,408	29,392	-16	-28
	VHA NURSE ASSISTANT	14,019	13,833	-186	-100
	VHA POLICE	4,223	4,167	-56	-21
	VHA PSYCHOLOGIST	7,268	7,318	50	12
	VHA REGISTERED NURSE	92,546	92,391	-155	-97
	VHA SOCIAL WORKER	20,919	20,910	-9	-9
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,130	3,134	4	12
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	21,098	20,913	-185	-65
	VBA REHABILITATION COUNSELOR	1,389	1,432	43	18
	VBA VOCATIONAL REHABILITATION	107	114	7	4
NCA	NCA CEMETERY CARETAKER	721	740	19	5
IT	VA SERIES 2210 IT SPECIALIST	7,422	7,412	-10	1
VA-WIDE	ACCOUNTANT	2,100	2,127	27	22
	ARCHITECTURE	47	48	1	0
	CIVIL ENGINEERING	15	16	1	2
	CONTRACT SPECIALIST	3,145	3,135	-10	-6
	ENVIRONMENT ENGINEERING	21	19	-2	-1
	GENERAL ENGINEERING	1,657	1,658	1	7
	HR ASSISTANCE	1,484	1,451	-33	-14
	HR SPECIALIST	9,116	9,106	-10	-8
	PERSONNEL SECURITY SPECIALIST	1,076	1,083	7	3
	REALTY	128	133	5	1
	SAFETY ENGINEERING	3	3	0	0

Time to Hire for Highlighted Occupations


(as of 11/30/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE MEAN (IN DAYS)
VHA	VHA EVS TECH/CUSTODIAL WORKER	116
	VHA FOOD SERVICE WORKER	114
	VHA LICENSED PRACTICAL NURSE	117
	VHA MEDICAL SUPPORT ASSISTANT	77
	VHA MEDICAL OFFICER/PHYSICIAN	114
	VHA NURSE ASSISTANT	107
	VHA POLICE	110
	VHA PSYCHOLOGIST	144
	VHA REGISTERED NURSE	113
	VHA SOCIAL WORKER	113
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	39
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	44
	VBA REHABILITATION COUNSELOR	42
	VBA VOCATIONAL REHABILITATION	42
NCA	NCA CEMETERY CARETAKER	73
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	60
VA-WIDE	ACCOUNTANT	75
	ARCHITECTURE	102
	CIVIL ENGINEERING	80
	CONTRACT SPECIALIST	50
	ENVIRONMENT ENGINEERING	45
	GENERAL ENGINEERING	140
	HR ASSISTANCE	41
	HR SPECIALIST	45
	PERSONNEL SECURITY SPECIALIST	100
	REALTY	40
	SAFETY ENGINEERING	N/A

Retention Rates for Highlighted Occupations

(as of 11/30/2024)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
VHA	VHA EVS TECH/CUSTODIAL WORKER	60.4%
	VHA FOOD SERVICE WORKER	59.4%
	VHA LICENSED PRACTICAL NURSE	74.3%
	VHA MEDICAL SUPPORT ASSISTANT	76.3%
	VHA MEDICAL OFFICER/PHYSICIAN	80.1%
	VHA NURSE ASSISTANT	64.8%
	VHA POLICE	72.6%
	VHA PSYCHOLOGIST	88.7%
	VHA REGISTERED NURSE	82.3%
	VHA SOCIAL WORKER	84.5%
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	56.6%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	80.1%
	VBA REHABILITATION COUNSELOR	76.6%
	VBA VOCATIONAL REHABILITATION	N/A
NCA	NCA CEMETERY CARETAKER	63.3%
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	89.7%
VA-WIDE	ACCOUNTANT	78.7%
	ARCHITECTURE	50.0%
	CIVIL ENGINEERING	N/A
	CONTRACT SPECIALIST	80.6%
	ENVIRONMENT ENGINEERING	100%
	GENERAL ENGINEERING	83.3%
	HR ASSISTANCE	90.7%
	HR SPECIALIST	84.5%
	PERSONNEL SECURITY SPECIALIST	100%
	REALTY	100%
	SAFETY ENGINEERING	N/A




In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 11/30/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	731	78%	80%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Insufficient Pay, Job stress/pressure
General Administration	238	80%	81%	Opportunity for advancement, Unethical behavior of leadership/organization, Geographical relocation, Personal/family matters, Poor working relationship with supervisor or co-worker(s)
Psychologists*	N/A	N/A	N/A	N/A
Social Workers	102	72%	62%	Geographical relocation, Job stress/pressure, Personal/Family matters, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-workers(s)
HR Specialists and HR Assistants	33	75%	74%	Opportunity for advancement, Poor working relationship with supervisor or co-worker(s), Lack of trust/confidence in senior leaders, Change career, Job stress/pressure
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	37	74%	74%	Geographical relocation, Job stress/pressure, Personal/Family matters, Too much work, Change career
Contracting Officers*	N/A	N/A	N/A	N/A
IT Specialists*	N/A	N/A	N/A	N/A
All Occupations	1,692	75%	77%	Personal/family matters, Geographical relocation, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

*Data for these occupations is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 20-December 27, 2024



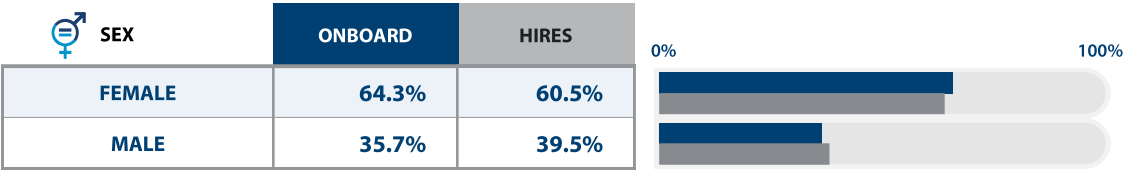
In this section, we measure VA’s success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY24 (10/01/2023-09/30/2024)	FY25 (10/01/2024-09/30/2025)	CAP
Student Loan Repayment	778	74	N/A
Special Contribution Awards	29,200	1,507	N/A
Retention Incentives	19,484	2,090	N/A
Recruitment Incentives	6,069	372	N/A
Critical Pay Positions	159	159	200
College Graduates	11	0	144
Post-Secondary Students	3	0	27
Critical Skills Incentives	14,540	1	N/A
Contract Buy Outs	11	2	N/A

In this section, we measure the demographics of VA's workforce.

SEX



VETERAN STATUS

VA WORKFORCE

27.7%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

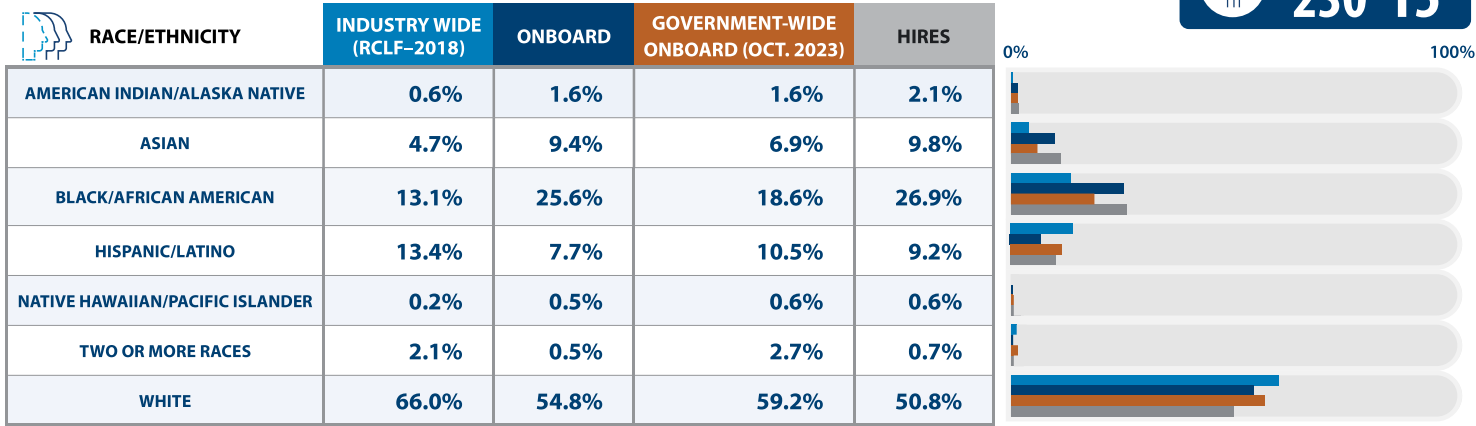
FY24

FY25

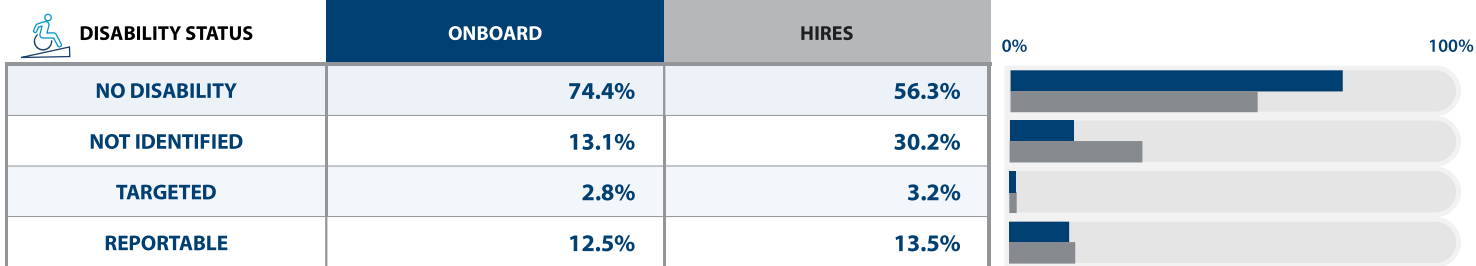
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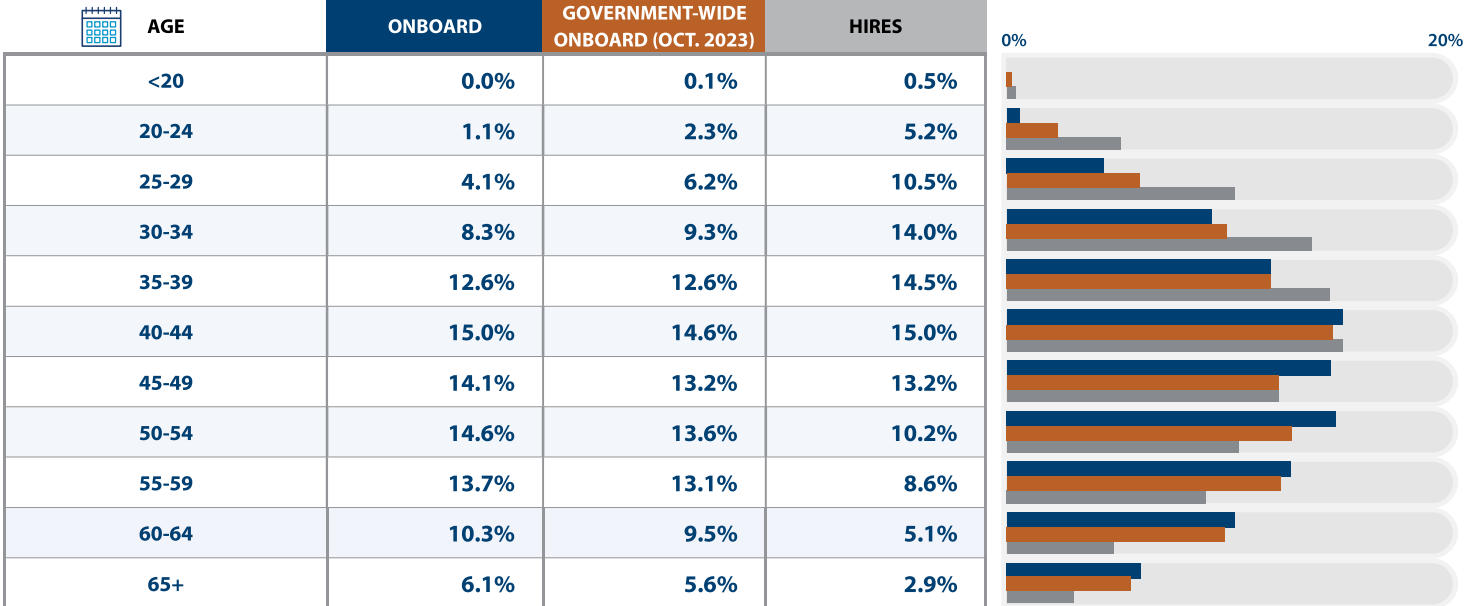
RACE/ETHNICITY



DISABILITY STATUS



AGE



Page One

Metric/Term

VA FY25 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).
This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.
This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.
This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.
This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.
This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

Fiscal Year Net Onboard Change

Monthly Net Onboard Change

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.
This metric shows the difference in onboard employee counts from the end of the previous fiscal year to the current reporting period month.
This metric shows the difference in onboard employee counts from the previous reporting period month to the current reporting period month.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.
VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during the fiscal year. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE TWENTY-ONE

JANUARY 31, 2025

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

The Department of Veterans Affairs (VA) announced several exemptions to the Hiring Freeze policy, issued in an Executive Order (EO) released by President Donald Trump on January 20. While the order stated that "Except as provided below, this freeze applies to all executive departments and agencies regardless of their sources of operational and programmatic funding," it also insisted that "it does not apply to military personnel or to positions related to immigration enforcement, national security or public safety." Acting VA Secretary Todd Hunter delivered a memorandum in response the following day, which included a comprehensive list of more than 320,443 roles across 39 occupational categories that the department would request for hiring exemptions, as they were considered essential to public safety and health and overall department operations. In addition, VA worked with the Office of Personnel Management (OPM) to request exemptions for several Veterans benefits positions and develop updated hiring guidance.



Top Risk

Possibility of lapse in appropriations when Continuing Resolution (CR) expires on March 31, 2025. VA maintains updated information in case of a furlough. Related documents are on the [VA website](https://www.va.gov).



Employee Voice

Biomedical technician, Michael 'Ed' Hogg, developed a recent innovation at the Western North Carolina VA, to improve accessibility for Veterans with mobility challenges. After noticing a Veteran in a wheelchair struggling to reach their food tray in the cafeteria, he realized a need for a solution. Hogg worked with his supervisor, an innovation specialist, and assembled a team to bring his idea to life and design a prototype for an accessible food drawer that met the needs of both Veterans and staff. Almost six months, and several modifications, later he partnered with a local metal shop to create the final product. "I appreciated how leadership supported my idea," Hogg said. "It may seem like a little thing, but if you are having a bad day, it's just one more avoidable frustration." The new drawer has earned positive feedback from both Veterans and cafeteria employees alike and highlights the importance of employee investment programs, such as the Spark-Seed-Spread, which aims to identify and accelerate employee-inspired innovations that improve health care experiences for Veterans, families, caregivers and employees. Read more [here](#).

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY25

(as of 12/31/2024)

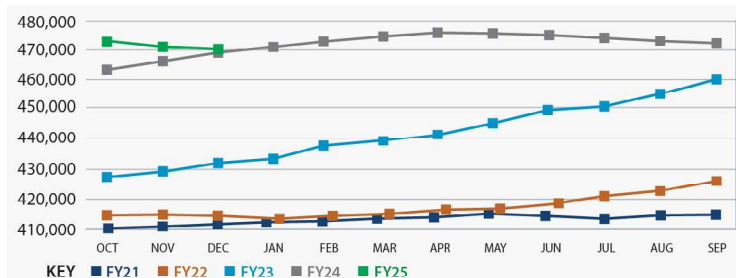
FY25	VA	VHA	VBA	NCA	VACO
Onboards	470,411	414,008	34,958	2,456	16,595
Hires	5,443	4,640	524	105	64
Losses	5,903	5,222	562	71	59
Time to Hire	99 Days	104 Days	49 Days	67 Days	67 Days

VA Cumulative Onboard

(as of 12/31/2024)

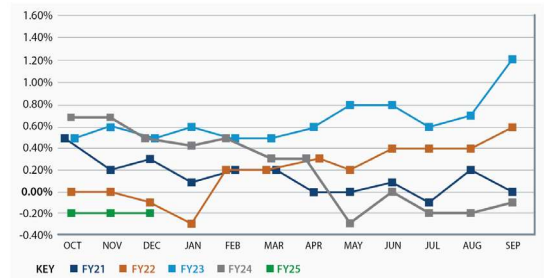


Total VA Onboard
470,411



VA Percentage Growth Onboard

(as of 12/31/2024)



VA Hiring FY24 vs. FY25

(12/01/2023-12/31/2023 as compared to 12/01/2024-12/31/2024)

Same Period Last Year (SPLY)



-41% SPLY
Announcements



-36% SPLY
Applications




-48% SPLY
Certificates



-51% SPLY
Selections



-48% SPLY
Entries on Duty

 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY25 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 12/31/2024)

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 11/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	NOVEMBER NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
VHA	VHA Overall	416,667	414,008	-2,659	-682	TBD*	TBD*
	VHA MCOs Total	150,141	149,904	-237	-107	TBD*	TBD*
	VHA Additional Key Specialties Total	87,338	85,821	-1,517	-354	TBD*	TBD*
VBA	VBA Overall	34,984	34,958	-26	-73	95.2%	36,732
	VBA MCOs Total	26,522	26,531	9	-69	TBD*	TBD*
NCA	NCA Overall	2,414	2,456	42	17	TBD*	TBD*
	NCA MCOs Total	721	741	20	1	99.2%	747
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IT	OIT Overall	7,902	7,833	-69	-10	96.1%	8,150
	Series 2210 IT Specialist Total***	7,283	7,245	-38	-28	97.3%	7,450

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed. *VA will update these targets when the full FY25 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 11/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	NOVEMBER NET ONBOARD CHANGE
VHA	VHA EVS TECH/CUSTODIAL WORKER	12,294	11,939	-355	-80
	VHA FOOD SERVICE WORKER	4,446	4,319	-127	-9
	VHA LICENSED PRACTICAL NURSE	15,169	14,969	-200	-44
	VHA MEDICAL SUPPORT ASSISTANT	37,187	36,670	-517	-145
	VHA MEDICAL OFFICER/PHYSICIAN	29,408	29,345	-63	-47
	VHA NURSE ASSISTANT	14,019	13,771	-248	-62
	VHA POLICE	4,223	4,153	-70	-14
	VHA PSYCHOLOGIST	7,268	7,321	53	3
	VHA REGISTERED NURSE	92,546	92,299	-247	-92
	VHA SOCIAL WORKER	20,919	20,939	20	29
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,130	3,119	-11	-15
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	21,098	20,851	-247	-62
	VBA REHABILITATION COUNSELOR	1,389	1,435	46	3
	VBA VOCATIONAL REHABILITATION	107	118	11	4
NCA	NCA CEMETERY CARETAKER	721	741	20	1
IT	VA SERIES 2210 IT SPECIALIST	7,422	7,384	-38	-28
VA-WIDE	ACCOUNTANT	2,100	2,143	43	16
	ARCHITECTURE	47	46	-1	-2
	CIVIL ENGINEERING	15	16	1	0
	CONTRACT SPECIALIST	3,145	3,128	-17	-7
	ENVIRONMENT ENGINEERING	21	19	-2	0
	GENERAL ENGINEERING	1,657	1,657	0	-1
	HR ASSISTANCE	1,484	1,453	-31	2
	HR SPECIALIST	9,116	9,088	-28	-18
	PERSONNEL SECURITY SPECIALIST	1,076	1,085	9	2
	REALTY	128	135	7	2
	SAFETY ENGINEERING	3	3	0	0

Time to Hire for Highlighted Occupations


(as of 12/31/2024)

ORGANIZATION	OCCUPATION	TIME TO HIRE MEAN (IN DAYS)
VHA	VHA EVS TECH/CUSTODIAL WORKER	116
	VHA FOOD SERVICE WORKER	108
	VHA LICENSED PRACTICAL NURSE	119
	VHA MEDICAL SUPPORT ASSISTANT	79
	VHA MEDICAL OFFICER/PHYSICIAN	112
	VHA NURSE ASSISTANT	106
	VHA POLICE	114
	VHA PSYCHOLOGIST	144
	VHA REGISTERED NURSE	114
	VHA SOCIAL WORKER	112
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	41
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	44
	VBA REHABILITATION COUNSELOR	44
	VBA VOCATIONAL REHABILITATION	42
NCA	NCA CEMETERY CARETAKER	71
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	60
VA-WIDE	ACCOUNTANT	77
	ARCHITECTURE	102
	CIVIL ENGINEERING	80
	CONTRACT SPECIALIST	45
	ENVIRONMENT ENGINEERING	45
	GENERAL ENGINEERING	155
	HR ASSISTANCE	49
	HR SPECIALIST	46
	PERSONNEL SECURITY SPECIALIST	96
	REALTY	48
	SAFETY ENGINEERING	N/A

Retention Rates for Highlighted Occupations

(as of 12/31/2024)


ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
VHA	VHA EVS TECH/CUSTODIAL WORKER	60.4%
	VHA FOOD SERVICE WORKER	59.4%
	VHA LICENSED PRACTICAL NURSE	74.3%
	VHA MEDICAL SUPPORT ASSISTANT	76.3%
	VHA MEDICAL OFFICER/PHYSICIAN	80.0%
	VHA NURSE ASSISTANT	64.8%
	VHA POLICE	72.6%
	VHA PSYCHOLOGIST	88.7%
	VHA REGISTERED NURSE	82.3%
	VHA SOCIAL WORKER	84.5%
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	56.1%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	80.7%
	VBA REHABILITATION COUNSELOR	77.2%
	VBA VOCATIONAL REHABILITATION	N/A
NCA	NCA CEMETERY CARETAKER	63.3%
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	89.7%
VA-WIDE	ACCOUNTANT	100%
	ARCHITECTURE	N/A
	CIVIL ENGINEERING	N/A
	CONTRACT SPECIALIST	77.4%
	ENVIRONMENT ENGINEERING	100%
	GENERAL ENGINEERING	75.0%
	HR ASSISTANCE	91.3%
	HR SPECIALIST	87.9%
	PERSONNEL SECURITY SPECIALIST	75.0%
	REALTY	100%
	SAFETY ENGINEERING	N/A

 **In this section,** we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 12/31/2024)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	1,336	75%	83%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Change careers, Job stress/pressure
General Administration	470	76%	82%	Opportunity for advancement, Lack of trust/confidence in senior leaders, Geographical relocation, Personal/family matters, Poor working relationship with supervisor or co-worker(s)
Psychologists	55	57%	83%	Opportunity for advancement, Lack of autonomy, Geographical relocation, Part-time or intermittent work not offered, Personal/family matters
Social Workers	169	74%	71%	Insufficient pay, Opportunity for advancement, Personal/family matters, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-workers(s)
HR Specialists and HR Assistants	47	77%	82%	Opportunity for advancement, Change careers, Job stress/pressure, Poor working relationship with supervisor or co-worker(s), Lack of trust/confidence in senior leaders
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	48	70%	78%	Geographical relocation, Change careers, Job stress/pressure, Too much work, Personal/family matters
Contracting Officers*	N/A	N/A	N/A	N/A
IT Specialists	39	74%	84%	Geographical relocation, Policy or technology barriers to getting the work done, Desired alternative work schedule not offered, Too much work, Personal/family matters
All Occupations	3,119	74%	81%	Personal/family matters, Geographical relocation, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-worker(s), Job stress/pressure


*Data for these occupations is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES


 **In this section,** we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.


AUTHORITIES	FY24 (10/01/2023-09/30/2024)	FY25 (10/01/2024-09/30/2025)	CAP
Student Loan Repayment	779	86	N/A
Special Contribution Awards	29,233	2,201	N/A
Retention Incentives	19,484	3,148	N/A
Recruitment Incentives	6,069	478	N/A
Critical Pay Positions	159	159	200
College Graduates	11	0	144
Post-Secondary Students	3	0	27
Critical Skills Incentives	14,568	1	N/A
Contract Buy Outs	11	2	N/A

 In this section, we measure the demographics of VA's workforce.


SEX

 SEX	ONBOARD	HIRES
FEMALE	64.3%	59.8%
MALE	35.7%	40.2%


VETERAN STATUS

 VA WORKFORCE
27.7%


UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

 FY24 FY25
230 18


RACE/ETHNICITY

 RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.5%	1.6%	2.0%
ASIAN	4.7%	9.4%	6.9%	9.6%
BLACK/AFRICAN AMERICAN	13.1%	25.6%	18.6%	26.8%
HISPANIC/LATINO	13.4%	7.7%	10.5%	9.7%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.6%
TWO OR MORE RACES	2.1%	0.5%	2.7%	0.7%
WHITE	66.0%	54.7%	59.2%	50.6%

DISABILITY STATUS

 DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	74.4%	56.5%
NOT IDENTIFIED	13.1%	30.4%
TARGETED	2.8%	3.2%
REPORTABLE	12.5%	13.1%

AGE

 AGE	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
<20	0.0%	0.1%	0.5%
20-24	1.1%	2.3%	4.9%
25-29	4.1%	6.2%	10.4%
30-34	8.2%	9.3%	13.8%
35-39	12.6%	12.6%	15.0%
40-44	15.0%	14.6%	14.9%
45-49	14.1%	13.2%	13.2%
50-54	14.6%	13.6%	10.2%
55-59	13.7%	13.1%	8.6%
60-64	10.4%	9.5%	5.3%
65+	6.2%	5.6%	2.9%

Page One

Metric/Term

VA FY25 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.

Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

Fiscal Year Net Onboard Change

Monthly Net Onboard Change

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

This metric shows the difference in onboard employee counts from the end of the previous fiscal year to the current reporting period month.

This metric shows the difference in onboard employee counts from the previous reporting period month to the current reporting period month.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration. VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during the fiscal year. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE TWENTY-TWO

FEBRUARY 28, 2025

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

On February 5, 2025, The Honorable Douglas A. Collins was sworn in as the 12th secretary of Veterans Affairs. Mr. Collins, a native of Gainesville, Georgia earned a degree in political science and criminal justice from the University of North Georgia and went on to complete his master's degree in divinity from New Orleans Baptist Theological Seminary. Throughout the course of his career, he served as a pastor to Chicopee Baptist Church, representative to Georgia's 27th State House District, U.S. Representative to Georgia's Ninth Congressional District, and established his own legal practice. In 2002, he went on to become a U.S. Air Force Reserve chaplain, and completed a 2008-2009 deployment to Iraq, while stationed at Balad Air Base. He and his wife, Lisa, share three children and serve as active members of Lakewood Baptist Church. [Read more here.](#)



Top Risk

Possibility of lapse in appropriations when Continuing Resolution (CR) expires on March 14, 2025. VA maintains updated information in case of a furlough. Related documents are on the VA website. [Read more here.](#)



Employee Voice

Compensated Work Therapy employee, Glendoria Chatman-Scott, was led to the VA North Texas after completion of the McKinney Job Corp's Nursing Assistant Training Program, where she helped homeless Veterans rebuild their lives through meaningful employment. Her deep connection to Veterans' struggles stems from personal experience. "My uncle was in the military during World War II and suffered from shell shock," she says. "I saw what war truly takes away from Veterans and their families. This allowed me to see Veterans differently and really empathize with what they're going through." Through five decades of service, she has witnessed programs evolving and generations of Veterans coming through the door. Two things have remained constant for her: VA's sacred mission to serve Veterans and her commitment to fulfill it. "I have learned through my experiences that Veterans, no matter how much they are suffering, are never a lost cause and there is always hope," she says. "The VA may change, and roles may shift, but at the end of each day, it all comes down to one simple truth—we're here to serve those who served us. Period."

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

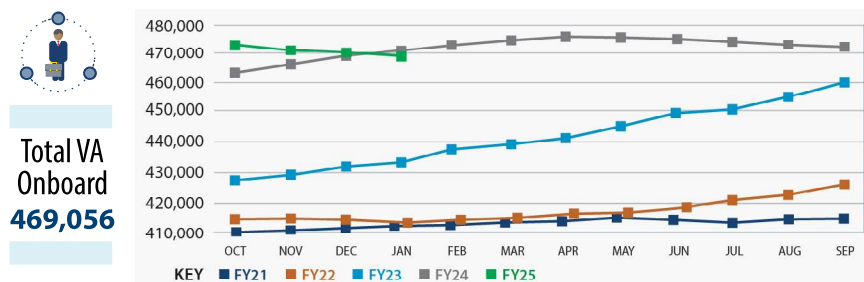
VA FY25

(as of 01/31/2025)

FY25	VA	VHA	VBA	NCA	VACO
Onboards	469,056	412,980	34,737	2,436	16,513
Hires	7,943	6,936	551	127	328
Losses	9,769	8,547	820	115	412
Time to Hire	102 Days	106 Days	50 Days	64 Days	65 Days

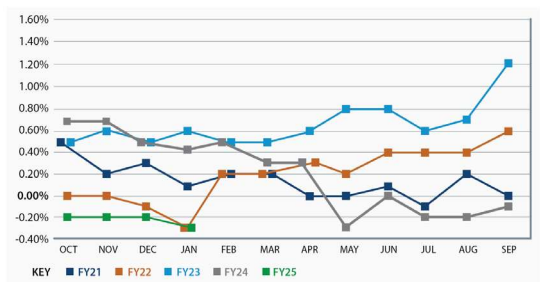
VA Cumulative Onboard

(as of 01/31/2025)



VA Percentage Growth Onboard

(as of 01/31/2025)



VA Hiring FY24 vs. FY25

(01/01/2024-01/31/2024 as compared to 01/01/2025-01/31/2025)

Same Period Last Year (SPLY)



-43% SPLY
Announcements



-35% SPLY
Applications




-51% SPLY
Certificates



-51% SPLY
Selections



-53% SPLY
Entries on Duty

 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY25 Actuals vs. Goal EOY Onboards for Highlighted Occupations (as of 01/31/2025)

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 11/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	JANUARY NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
VHA	VHA Overall	416,667	412,980	-3,687	-1,028	TBD*	TBD*
	VHA MCOs Total	150,141	149,655	-486	-249	TBD*	TBD*
	VHA Additional Key Specialties Total	87,338	85,547	-1,791	-274	TBD*	TBD*
VBA	VBA Overall	34,984	34,737	-247	-221	94.6%	36,732
	VBA MCOs Total	26,522	26,378	-144	-153	TBD*	TBD*
NCA	NCA Overall	2,414	2,436	22	-20	TBD*	TBD*
	NCA MCOs Total	721	735	14	-6	98.4%	747
HR	HR MCOs Total**	10,600	10,518	-82	-23	TBD*	TBD*
IT	OIT Overall	7,902	7,777	-125	-56	95.4%	8,150
	Series 2210 IT Specialist Total***	7,283	7,223	-60	-22	97.0%	7,450

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed. *VA will update these targets when the full FY25 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 11/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	JANUARY NET ONBOARD CHANGE
VHA	VHA EVS TECH/CUSTODIAL WORKER	12,294	11,872	-422	-67
	VHA FOOD SERVICE WORKER	4,446	4,322	-124	3
	VHA LICENSED PRACTICAL NURSE	15,169	14,924	-245	-45
	VHA MEDICAL SUPPORT ASSISTANT	37,187	36,587	-600	-83
	VHA MEDICAL OFFICER/PHYSICIAN	29,408	29,279	-129	-66
	VHA NURSE ASSISTANT	14,019	13,723	-296	-48
	VHA POLICE	4,223	4,119	-104	-34
	VHA PSYCHOLOGIST	7,268	7,317	49	-4
	VHA REGISTERED NURSE	92,546	92,121	-425	-178
	VHA SOCIAL WORKER	20,919	20,938	19	-1
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,130	3,098	-32	-21
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	21,098	20,741	-357	-110
	VBA REHABILITATION COUNSELOR	1,389	1,420	31	-15
	VBA VOCATIONAL REHABILITATION	107	118	11	0
NCA	NCA CEMETERY CARETAKER	721	735	14	-6
IT	VA SERIES 2210 IT SPECIALIST	7,422	7,362	-60	-22
VA-WIDE	ACCOUNTANT	2,100	2,139	39	-4
	ARCHITECTURE	47	45	-2	-1
	CIVIL ENGINEERING	15	16	1	0
	CONTRACT SPECIALIST	3,145	3,140	-5	12
	ENVIRONMENT ENGINEERING	21	20	-1	1
	GENERAL ENGINEERING	1,657	1,656	-1	-1
	HR ASSISTANCE	1,484	1,441	-43	-12
	HR SPECIALIST	9,116	9,077	-39	-11
	PERSONNEL SECURITY SPECIALIST	1,076	1,081	5	-4
	REALTY	128	136	8	1
	SAFETY ENGINEERING	3	3	0	0

Time to Hire for Highlighted Occupations


(as of 01/31/2025)

ORGANIZATION	OCCUPATION	TIME TO HIRE MEAN (IN DAYS)
VHA	VHA EVS TECH/CUSTODIAL WORKER	113
	VHA FOOD SERVICE WORKER	108
	VHA LICENSED PRACTICAL NURSE	124
	VHA MEDICAL SUPPORT ASSISTANT	81
	VHA MEDICAL OFFICER/PHYSICIAN	116
	VHA NURSE ASSISTANT	112
	VHA POLICE	117
	VHA PSYCHOLOGIST	151
	VHA REGISTERED NURSE	119
	VHA SOCIAL WORKER	112
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	41
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	45
	VBA REHABILITATION COUNSELOR	45
	VBA VOCATIONAL REHABILITATION	46
NCA	NCA CEMETERY CARETAKER	75
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	64
VA-WIDE	ACCOUNTANT	80
	ARCHITECTURE	102
	CIVIL ENGINEERING	80
	CONTRACT SPECIALIST	44
	ENVIRONMENT ENGINEERING	47
	GENERAL ENGINEERING	146
	HR ASSISTANCE	47
	HR SPECIALIST	46
	PERSONNEL SECURITY SPECIALIST	95
	REALTY	58
	SAFETY ENGINEERING	N/A

Retention Rates for Highlighted Occupations

(as of 01/31/2025)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
VHA	VHA EVS TECH/CUSTODIAL WORKER	60.4%
	VHA FOOD SERVICE WORKER	59.4%
	VHA LICENSED PRACTICAL NURSE	74.3%
	VHA MEDICAL SUPPORT ASSISTANT	76.3%
	VHA MEDICAL OFFICER/PHYSICIAN	80.0%
	VHA NURSE ASSISTANT	64.8%
	VHA POLICE	72.6%
	VHA PSYCHOLOGIST	88.7%
	VHA REGISTERED NURSE	82.3%
	VHA SOCIAL WORKER	84.5%
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	56.1%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	80.7%
	VBA REHABILITATION COUNSELOR	77.0%
	VBA VOCATIONAL REHABILITATION	N/A
NCA	NCA CEMETERY CARETAKER	63.3%
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	95.3%
VA-WIDE	ACCOUNTANT	75.0%
	ARCHITECTURE	N/A
	CIVIL ENGINEERING	N/A
	CONTRACT SPECIALIST	80.0%
	ENVIRONMENT ENGINEERING	N/A
	GENERAL ENGINEERING	85.0%
	HR ASSISTANCE	85.7%
	HR SPECIALIST	87.4%
	PERSONNEL SECURITY SPECIALIST	75.0%
	REALTY	N/A
	SAFETY ENGINEERING	N/A


 **In this section,** we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 01/31/2025)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	1,871	76%	83%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Change careers, Job stress/pressure
General Administration	638	76%	82%	Opportunity for advancement, Lack of trust/confidence in senior leaders, Geographical relocation, Personal/family matters, Change careers
Psychologists	90	63%	77%	Opportunity for advancement, Lack of autonomy, Geographical relocation, Part-time or intermittent work not offered, Personal/family matters
Social Workers	253	75%	74%	Job stress/pressure, Opportunity for advancement, Personal/family matters, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-workers(s)
HR Specialists and HR Assistants	60	73%	82%	Opportunity for advancement, Change careers, Job stress/pressure, Poor working relationship with supervisor or co-worker(s), Lack of trust/confidence in senior leaders
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	58	76%	76%	Geographical relocation, Change careers, Job stress/pressure, Personal health issues, Personal/family matters
Contracting Officers*	N/A	N/A	N/A	N/A
IT Specialists	51	76%	88%	Geographical relocation, Part-time or intermittent work not offered, Lack of trust/confidence in senior leaders, Too much work, Personal/family matters
All Occupations	4,312	74%	81%	Personal/family matters, Geographical relocation, Change careers, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

*Data for these occupations is not available (N/A) because sample size is <30 responses.


PACT ACT TITLE IX AUTHORITIES

Issue 22-February 28, 2025


 **In this section,** we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.


AUTHORITIES	FY24 (10/01/2023-09/30/2024)	FY25 (10/01/2024-09/30/2025)	CAP
Student Loan Repayment	780	122	N/A
Special Contribution Awards	29,273	3,401	N/A
Retention Incentives	19,484	4,124	N/A
Recruitment Incentives	6,069	686	N/A
Critical Pay Positions	159	159	200
College Graduates	11	0	144
Post-Secondary Students	3	0	27
Critical Skills Incentives	14,572	1	N/A
Contract Buy Outs	11	2	N/A

 In this section, we measure the demographics of VA's workforce.


SEX

 SEX	ONBOARD	HIRES
FEMALE	64.3%	61.0%
MALE	35.7%	39.0%


VETERAN STATUS

 VA WORKFORCE
27.6%


UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

 FY24 FY25
230 23


RACE/ETHNICITY

 RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.5%	1.5%	1.9%
ASIAN	4.7%	9.4%	6.9%	9.8%
BLACK/AFRICAN AMERICAN	13.1%	25.6%	18.6%	26.4%
HISPANIC/LATINO	13.4%	7.8%	10.5%	9.7%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.5%	2.7%	0.7%
WHITE	65.9%	54.7%	59.2%	50.7%

DISABILITY STATUS

 DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	74.2%	56.8%
NOT IDENTIFIED	13.2%	30.3%
TARGETED	2.8%	3.2%
REPORTABLE	12.6%	12.9%

AGE

 AGE	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
<20	0.0%	0.1%	0.5%
20-24	1.1%	2.3%	5.0%
25-29	4.1%	6.2%	10.4%
30-34	8.2%	9.3%	13.6%
35-39	12.6%	12.6%	15.0%
40-44	15.1%	14.6%	14.8%
45-49	14.2%	13.2%	13.2%
50-54	14.6%	13.6%	10.6%
55-59	13.8%	13.1%	8.7%
60-64	10.3%	9.5%	5.0%
65+	6.1%	5.6%	2.9%

Page One

Metric/Term

VA FY25 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.
This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).
This metric identifies new hires from outside VA.
This metric identifies individuals who have separated from the respective VA Administration.
This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This acronym stands for VA Central Office.
This metric identifies the total number of VA employees onboard.
This metric identifies the percentage the workforce grown month-over-month.
This metric identifies the number of announcements posted to USA Staffing during the time period.
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Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

Fiscal Year Net Onboard Change

Monthly Net Onboard Change

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, Food Service Workers, and Police.
This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.
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Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.
VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

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Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%
An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%
The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.
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VA WORKFORCE DASHBOARD

ISSUE TWENTY-THREE

MARCH 28, 2025

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

This Women's History Month, we salute and honor the service, sacrifice, and resilience of women Veterans. One way we can do that is by actively enhancing their experiences today and in the future by "Owning the Experience." This means prioritizing their needs at every stage of their VA journey, from transitioning to civilian life and enrolling in VA health care to seeking VA benefits and services. VA is committed to transforming our resources, services, and culture to meet the unique health care needs of women Veterans. Our recent [Veterans Experience CX Video](#) demonstrates how VA employees can own the experience for every Veteran by embodying the I CARE values and WECARE behaviors in every interaction.



Employee Voice

Through the Home-Based Primary Care program, a dedicated team of healthcare professionals make regular visits to Veterans' homes to deliver comprehensive medical services. "For many of our Veterans, traveling to a clinic is simply not an option. By bringing care to them, we ensure they receive the attention they need while maintaining their dignity and independence," says Ricardo Torrez, a registered nurse with the program. Army Veteran Roger Stinson, a 73-year-old Vietnam War Veteran from Midland, Texas, is one of the many beneficiaries of the program. After suffering a serious fall, Stinson found it difficult to leave his home for regular medical appointments. Now a nurse visits him routinely to monitor his blood glucose, help manage his medications and provide ongoing rehabilitation support. [Click here to learn more](#) about VA's in-home and community based services.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with emphasis on growing the workforce to enable VA to expand benefits and care to more Veterans.

VA FY25

(as of 02/28/2025)

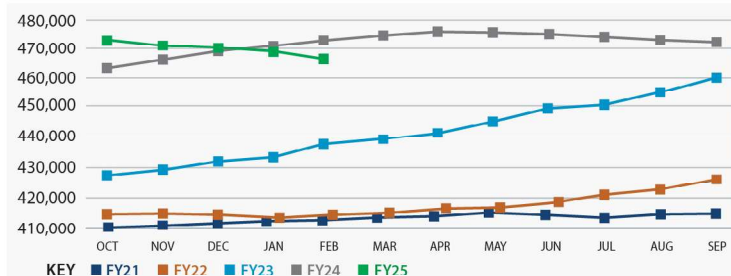
FY25	VA	VHA	VBA	NCA	VACO
Onboards	466,829	411,251	34,570	2,423	16,194
Hires	8,750	7,709	612	130	286
Losses	12,798	11,060	1,048	134	743
Time to Hire	104 Days	107 Days	50 Days	65 Days	64 Days

VA Cumulative Onboard

(as of 02/28/2025)

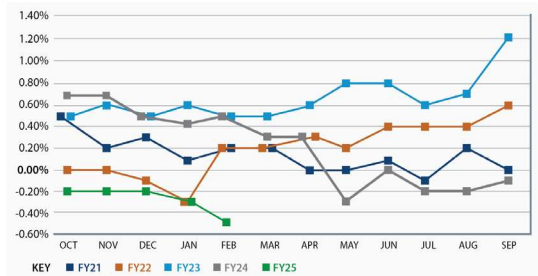


Total VA Onboard
466,829



VA Percentage Growth Onboard

(as of 02/28/2025)



VA Hiring FY24 vs. FY25

(02/01/2024-02/28/2024 as compared to 02/01/2025-02/28/2025)

Same Period Last Year (SPLY)



-42% SPLY
Announcements



-42% SPLY
Applications




-51% SPLY
Certificates



-53% SPLY
Selections



-58% SPLY
Entries on Duty

 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY25 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 02/28/2025)

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 11/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	FEBRUARY NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
VHA	VHA Overall	416,667	411,251	-5,416	-1,729	TBD*	TBD*
	VHA MCOs Total	150,141	149,269	-872	-386	TBD*	TBD*
	VHA Additional Key Specialties Total	87,338	85,115	-2,223	-432	TBD*	TBD*
VBA	VBA Overall	34,984	34,570	-414	-167	94.1%	36,732
	VBA MCOs Total	26,522	26,241	-281	-137	TBD*	TBD*
NCA	NCA Overall	2,414	2,423	9	-13	TBD*	TBD*
	NCA MCOs Total	721	733	12	-2	98.1%	747
HR	HR MCOs Total**	10,600	10,421	-179	-97	TBD*	TBD*
IT	OIT Overall	7,902	7,725	-177	-52	94.8%	8,150
	Series 2210 IT Specialist Total***	7,283	7,190	-93	-33	96.5%	7,450

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed. *VA will update these targets when the full FY25 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 11/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	FEBRUARY NET ONBOARD CHANGE
VHA	VHA EVS TECH/CUSTODIAL WORKER	12,294	11,705	-589	-167
	VHA FOOD SERVICE WORKER	4,446	4,262	-184	-60
	VHA LICENSED PRACTICAL NURSE	15,169	14,877	-292	-47
	VHA MEDICAL SUPPORT ASSISTANT	37,187	36,478	-709	-109
	VHA MEDICAL OFFICER/PHYSICIAN	29,408	29,185	-223	-94
	VHA NURSE ASSISTANT	14,019	13,710	-309	-13
	VHA POLICE	4,223	4,083	-140	-36
	VHA PSYCHOLOGIST	7,268	7,299	31	-18
	VHA REGISTERED NURSE	92,546	91,898	-648	-223
	VHA SOCIAL WORKER	20,919	20,887	-32	-51
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,130	3,070	-60	-28
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	21,098	20,654	-444	-87
	VBA REHABILITATION COUNSELOR	1,389	1,408	19	-12
	VBA VOCATIONAL REHABILITATION	107	118	11	0
NCA	NCA CEMETERY CARETAKER	721	733	12	-2
IT	VA SERIES 2210 IT SPECIALIST	7,422	7,329	-93	-33
VA-WIDE	ACCOUNTANT	2,100	2,129	29	-10
	ARCHITECTURE	47	45	-2	0
	CIVIL ENGINEERING	15	16	1	0
	CONTRACT SPECIALIST	3,145	3,118	-27	-22
	ENVIRONMENT ENGINEERING	21	20	-1	0
	GENERAL ENGINEERING	1,657	1,641	-16	-15
	HR ASSISTANCE	1,484	1,401	-83	-40
	HR SPECIALIST	9,116	9,020	-96	-57
	PERSONNEL SECURITY SPECIALIST	1,076	1,072	-4	-9
	REALTY	128	137	9	1
	SAFETY ENGINEERING	3	3	0	0

Time to Hire for Highlighted Occupations

(as of 02/28/2025)

ORGANIZATION	OCCUPATION	TIME TO HIRE MEAN (IN DAYS)
VHA	VHA EVS TECH/CUSTODIAL WORKER	114
	VHA FOOD SERVICE WORKER	109
	VHA LICENSED PRACTICAL NURSE	125
	VHA MEDICAL SUPPORT ASSISTANT	83
	VHA MEDICAL OFFICER/PHYSICIAN	117
	VHA NURSE ASSISTANT	113
	VHA POLICE	117
	VHA PSYCHOLOGIST	153
	VHA REGISTERED NURSE	120
	VHA SOCIAL WORKER	115
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	41
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	45
	VBA REHABILITATION COUNSELOR	45
	VBA VOCATIONAL REHABILITATION	46
NCA	NCA CEMETERY CARETAKER	75
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	68
VA-WIDE	ACCOUNTANT	80
	ARCHITECTURE	102
	CIVIL ENGINEERING	80
	CONTRACT SPECIALIST	44
	ENVIRONMENT ENGINEERING	47
	GENERAL ENGINEERING	146
	HR ASSISTANCE	47
	HR SPECIALIST	46
	PERSONNEL SECURITY SPECIALIST	95
	REALTY	58
	SAFETY ENGINEERING	N/A

Retention Rates for Highlighted Occupations

(as of 02/28/2025)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
VHA	VHA EVS TECH/CUSTODIAL WORKER	60.4%
	VHA FOOD SERVICE WORKER	59.4%
	VHA LICENSED PRACTICAL NURSE	74.3%
	VHA MEDICAL SUPPORT ASSISTANT	76.3%
	VHA MEDICAL OFFICER/PHYSICIAN	80.0%
	VHA NURSE ASSISTANT	64.8%
	VHA POLICE	72.6%
	VHA PSYCHOLOGIST	88.7%
	VHA REGISTERED NURSE	82.3%
	VHA SOCIAL WORKER	84.5%
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	55.8%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	80.9%
	VBA REHABILITATION COUNSELOR	78.0%
	VBA VOCATIONAL REHABILITATION	N/A
NCA	NCA CEMETERY CARETAKER	63.3%
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	89.4%
VA-WIDE	ACCOUNTANT	91.7%
	ARCHITECTURE	100%
	CIVIL ENGINEERING	N/A
	CONTRACT SPECIALIST	83.0%
	ENVIRONMENT ENGINEERING	N/A
	GENERAL ENGINEERING	92.9%
	HR ASSISTANCE	84.8%
	HR SPECIALIST	92.1%
	PERSONNEL SECURITY SPECIALIST	100%
	REALTY	N/A
	SAFETY ENGINEERING	N/A



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 02/28/2025)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	2,370	76%	82%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Change careers, Job stress/pressure
General Administration	876	75%	81%	Opportunity for advancement, Change careers, Geographical relocation, Personal/family matters, Poor working relationship with supervisor or co-worker(s)
Psychologists	111	62%	71%	Lack of trust/confidence in senior leaders, Policy or technology barriers to getting the work done, Geographical relocation, Part-time or intermittent work not offered, Personal/family matters
Social Workers	320	75%	73%	Geographical relocation, Job stress/pressure, Personal/family matters, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-workers(s)
HR Specialists and HR Assistants	114	73%	83%	Opportunity for advancement, Change careers, Job stress/pressure, Poor working relationship with supervisor or co-worker(s), Lack of trust/confidence in senior leaders
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	82	77%	75%	Unfair performance appraisal process, Change careers, Job stress/pressure, Personal health issues, Personal/family matters
Contracting Officers*	N/A	N/A	N/A	N/A
IT Specialists	113	69%	80%	Geographical relocation, Lack of trust/confidence in senior leaders, Desired alternative work schedule not offered, Job stress, Personal/family matters
All Occupations	5,668	74%	80%	Personal/family matters, Geographical relocation, Change careers, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

*Data for these occupations is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES


Issue 23-March 28, 2025




In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.


AUTHORITIES	FY24 (10/01/2023-09/30/2024)	FY25 (10/01/2024-09/30/2025)	CAP
Student Loan Repayment	780	167	N/A
Special Contribution Awards	29,307	4,417	N/A
Retention Incentives	19,484	5,020	N/A
Recruitment Incentives	6,069	778	N/A
Critical Pay Positions	159	159	200
College Graduates	11	0	144
Post-Secondary Students	3	0	27
Critical Skills Incentives	14,575	1	N/A
Contract Buy Outs	11	2	N/A

 In this section, we measure the demographics of VA's workforce.


SEX

 SEX	ONBOARD	HIRES
FEMALE	64.4%	60.6%
MALE	35.6%	39.1%


VETERAN STATUS

 VA WORKFORCE
27.6%


UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

 FY24 FY25
230 23


RACE/ETHNICITY

 RACE/ETHNICITY	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT-WIDE ONBOARD (SEP. 2024)	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.5%	1.5%	1.9%
ASIAN	4.7%	9.5%	7.0%	9.6%
BLACK/AFRICAN AMERICAN	13.1%	25.5%	18.5%	26.8%
HISPANIC/LATINO	13.4%	7.8%	10.9%	9.6%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.5%	2.5%	0.7%
WHITE	65.9%	54.7%	59.0%	50.7%

DISABILITY STATUS

 DISABILITY STATUS	ONBOARD	HIRES
NO DISABILITY	74.2%	56.7%
NOT IDENTIFIED	13.2%	30.1%
TARGETED	2.8%	3.3%
REPORTABLE	12.6%	13.3%

AGE

 AGE	ONBOARD	GOVERNMENT-WIDE ONBOARD (SEP. 2024)	HIRES
<20	0.0%	0.1%	0.4%
20-24	1.0%	2.6%	4.7%
25-29	4.0%	6.3%	10.4%
30-34	8.1%	9.3%	13.5%
35-39	12.6%	12.4%	14.9%
40-44	15.1%	14.6%	15.0%
45-49	14.2%	13.4%	13.4%
50-54	14.6%	13.3%	10.7%
55-59	13.9%	12.8%	8.8%
60-64	10.3%	9.6%	5.0%
65+	6.1%	5.7%	2.9%

Page One

Metric/Term

VA FY25 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

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The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.
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VA WORKFORCE DASHBOARD

ISSUE TWENTY-FOUR

APRIL 25, 2025

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

The Office of Personnel Management and Office of Management and Budget issued guidance in which agencies were asked to review personnel data as they develop reduction in force and reorganization plans. The Office of the Chief Human Capital Officer requested that all VA employees review and verify their Employee Service Card in VA's Talent Experience Platform and contact their HR servicing office if corrections are needed. Key pieces of information that employees were asked to verify are tenure, Veterans preference, service computation date, performance evaluation and benefits information. Employees were requested to complete review by May 12.



Employee Voice

Eastern Oklahoma VA Health Care System Director Dr. Kimberly Denning, affectionately called "Dr. D," launched "Walk It Out and Talk It Out" to have conversations with employees. Every Thursday in Muskogee and every Friday in Tulsa, employees engage directly with the facility's top leader. In warmer months, staff can join her for a walk and a chat outside. If it's cold or the weather's bad, the conversation moves inside, and employees can join online. "Employees set the topics," Denning says. "They need to feel listened to and have a way to connect with leadership."

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with an emphasis on streamlining the workforce, reducing bureaucracy and overhead, and refocusing on our core mission.

VA FY25

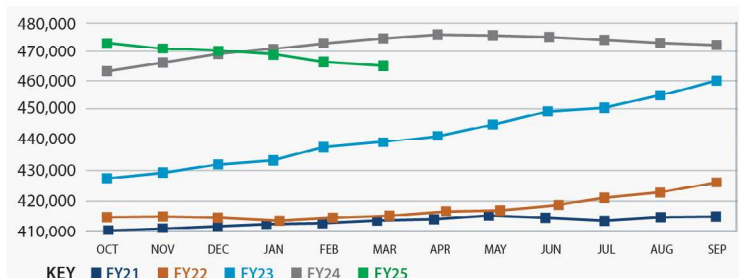
(as of 03/31/2025)

FY25	VA	VHA	VBA	NCA	VACO
Onboards	465,024	409,571	34,156	2,405	16,375
Hires	9,955	8,870	614	130	380
Losses	17,447	15,076	1,464	161	586
Time to Hire	105 Days	108 Days	50 Days	65 Days	64 Days

VA Cumulative Onboard

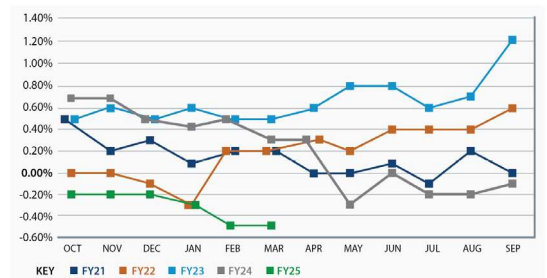
(as of 03/31/2025)

Total VA Onboard
465,024



VA Percentage Growth Onboard

(as of 03/31/2025)




VA Hiring FY24 vs. FY25

(03/01/2024-03/31/2024 as compared to 03/01/2025-03/31/2025)

Same Period Last Year (SPLY)



 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY25 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 03/31/2025)

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 09/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	MARCH NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
VHA	VHA Overall	416,667	409,571	-7,096	-1,680	TBD*	TBD*
	VHA MCOs Total	150,141	148,866	-1,275	-403	TBD*	TBD*
	VHA Additional Key Specialties Total	87,338	84,584	-2,754	-531	TBD*	TBD*
VBA	VBA Overall	34,984	34,156	-828	-414	93.0%	36,732
	VBA MCOs Total	26,522	25,907	-615	-334	TBD*	TBD*
NCA	NCA Overall	2,414	2,405	-9	-18	TBD*	TBD*
	NCA MCOs Total	721	724	3	-9	96.9%	747
HR	HR MCOs Total**	10,600	10,449	-151	28	TBD*	TBD*
IT	OIT Overall	7,902	7,739	-163	14	95.0%	8,150
	Series 2210 IT Specialist Total***	7,283	7,190	-93	0	96.5%	7,450

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed. *VA will update these targets when the full FY25 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 09/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	MARCH NET ONBOARD CHANGE
VHA	VHA EVS TECH/CUSTODIAL WORKER	12,294	11,565	-729	-140
	VHA FOOD SERVICE WORKER	4,446	4,209	-237	-53
	VHA LICENSED PRACTICAL NURSE	15,169	14,808	-361	-69
	VHA MEDICAL SUPPORT ASSISTANT	37,187	36,305	-882	-173
	VHA MEDICAL OFFICER/PHYSICIAN	29,408	29,103	-305	-82
	VHA NURSE ASSISTANT	14,019	13,628	-391	-82
	VHA POLICE	4,223	4,069	-154	-14
	VHA PSYCHOLOGIST	7,268	7,270	2	-29
	VHA REGISTERED NURSE	92,546	91,672	-874	-226
	VHA SOCIAL WORKER	20,919	20,821	-98	-66
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,130	3,035	-95	-35
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	21,098	20,395	-703	-259
	VBA REHABILITATION COUNSELOR	1,389	1,378	-11	-30
	VBA VOCATIONAL REHABILITATION	107	115	8	-3
NCA	NCA CEMETERY CARETAKER	721	724	3	-9
IT	VA SERIES 2210 IT SPECIALIST	7,422	7,329	-93	0
VA-WIDE	ACCOUNTANT	2,100	2,125	25	-4
	ARCHITECTURE	47	46	-1	1
	CIVIL ENGINEERING	15	16	1	0
	CONTRACT SPECIALIST	3,145	3,130	-15	12
	ENVIRONMENT ENGINEERING	21	20	-1	0
	GENERAL ENGINEERING	1,657	1,627	-30	-14
	HR ASSISTANCE	1,484	1,423	-61	22
	HR SPECIALIST	9,116	9,026	-90	6
	PERSONNEL SECURITY SPECIALIST	1,076	1,068	-8	-4
	REALTY	128	136	8	-1
	SAFETY ENGINEERING	3	3	0	0

Time to Hire for Highlighted Occupations

(as of 03/31/2025)

ORGANIZATION	OCCUPATION	TIME TO HIRE MEAN (IN DAYS)
VHA	VHA EVS TECH/CUSTODIAL WORKER	116
	VHA FOOD SERVICE WORKER	112
	VHA LICENSED PRACTICAL NURSE	124
	VHA MEDICAL SUPPORT ASSISTANT	84
	VHA MEDICAL OFFICER/PHYSICIAN	117
	VHA NURSE ASSISTANT	115
	VHA POLICE	118
	VHA PSYCHOLOGIST	151
	VHA REGISTERED NURSE	118
	VHA SOCIAL WORKER	115
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	41
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	45
	VBA REHABILITATION COUNSELOR	45
	VBA VOCATIONAL REHABILITATION	46
NCA	NCA CEMETERY CARETAKER	75
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	64
VA-WIDE	ACCOUNTANT	80
	ARCHITECTURE	102
	CIVIL ENGINEERING	80
	CONTRACT SPECIALIST	44
	ENVIRONMENT ENGINEERING	47
	GENERAL ENGINEERING	N/A
	HR ASSISTANCE	47
	HR SPECIALIST	46
	PERSONNEL SECURITY SPECIALIST	95
	REALTY	58
	SAFETY ENGINEERING	N/A

Retention Rates for Highlighted Occupations

(as of 03/31/2025)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
VHA	VHA EVS TECH/CUSTODIAL WORKER	60.4%
	VHA FOOD SERVICE WORKER	59.4%
	VHA LICENSED PRACTICAL NURSE	74.3%
	VHA MEDICAL SUPPORT ASSISTANT	76.3%
	VHA MEDICAL OFFICER/PHYSICIAN	80.0%
	VHA NURSE ASSISTANT	64.8%
	VHA POLICE	72.6%
	VHA PSYCHOLOGIST	88.7%
	VHA REGISTERED NURSE	82.3%
	VHA SOCIAL WORKER	84.5%
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	55.8%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	80.9%
	VBA REHABILITATION COUNSELOR	78.0%
	VBA VOCATIONAL REHABILITATION	N/A
NCA	NCA CEMETERY CARETAKER	63.3%
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	90.2%
VA-WIDE	ACCOUNTANT	100%
	ARCHITECTURE	100%
	CIVIL ENGINEERING	N/A
	CONTRACT SPECIALIST	84.4%
	ENVIRONMENT ENGINEERING	N/A
	GENERAL ENGINEERING	76.2%
	HR ASSISTANCE	89.2%
	HR SPECIALIST	89.6%
	PERSONNEL SECURITY SPECIALIST	100%
	REALTY	100%
	SAFETY ENGINEERING	N/A



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 03/31/2025)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	3,094	77%	81%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Change careers, Job stress/pressure
General Administration	1,108	76%	80%	Opportunity for advancement, Change careers, Geographical relocation, Personal/family matters, Job stress/pressure
Psychologists	138	61%	66%	Lack of trust/confidence in senior leaders, Policy or technology barriers to getting the work done, Part-time or intermittent work not offered, Lack of autonomy, Personal/family matters
Social Workers	422	74%	72%	Geographical relocation, Job stress/pressure, Personal/family matters, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-workers(s)
HR Specialists and HR Assistants	143	71%	83%	Opportunity for advancement, Desired alternative work schedule not offered, Job stress/pressure, Poor working relationship with supervisor or co-worker(s), Lack of trust/confidence in senior leaders
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	109	77%	77%	Unfair performance appraisal process, Change careers, Job stress/pressure, Personal health issues, Personal/family matters
Contracting Officers*	N/A	N/A	N/A	N/A
IT Specialists	130	67%	79%	Geographical relocation, Lack of trust/confidence in senior leaders, Desired alternative work schedule not offered, Job stress, Personal/family matters
All Occupations	7,176	74%	79%	Personal/family matters, Geographical relocation, Change careers, Poor working relationship with supervisor or co-worker(s), Job stress/pressure

*Data for these occupations is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES


Issue 24-April 25, 2025




In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY24 (10/01/2023-09/30/2024)	FY25 (10/01/2024-09/30/2025)	CAP
Student Loan Repayment	779	219	N/A
Special Contribution Awards	29,312	5,336	N/A
Retention Incentives	19,484	5,903	N/A
Recruitment Incentives	6,069	848	N/A
Critical Pay Positions	159	159	200
College Graduates	11	0	144
Post-Secondary Students	3	0	27
Critical Skills Incentives	14,584	1	N/A
Contract Buy Outs	11	2	N/A

 In this section, we measure the demographics of VA's workforce.

SEX


 SEX

	ONBOARD	HIRES
FEMALE	64.4%	60.3%
MALE	35.6%	39.5%


0%

100%


VETERAN STATUS

 VA WORKFORCE
27.6%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY

 FY24 FY25
230 23

RACE/ETHNICITY


 RACE/ETHNICITY

	INDUSTRY WIDE (RCLF-2018)	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
AMERICAN INDIAN/ALASKA NATIVE	0.6%	1.5%	1.5%	1.9%
ASIAN	4.7%	9.5%	7.0%	9.6%
BLACK/AFRICAN AMERICAN	13.1%	25.5%	18.5%	26.6%
HISPANIC/LATINO	13.4%	7.8%	10.9%	9.8%
NATIVE HAWAIIAN/PACIFIC ISLANDER	0.2%	0.5%	0.6%	0.7%
TWO OR MORE RACES	2.1%	0.5%	2.5%	0.7%
WHITE	65.9%	54.6%	59.0%	50.8%

0%

100%

DISABILITY STATUS


 DISABILITY STATUS

	ONBOARD	HIRES
NO DISABILITY	74.0%	57.5%
NOT IDENTIFIED	13.2%	29.3%
TARGETED	2.9%	3.2%
REPORTABLE	12.8%	13.2%

0%

100%

AGE

 AGE

	ONBOARD	GOVERNMENT-WIDE ONBOARD (OCT. 2023)	HIRES
<20	0.0%	0.1%	0.4%
20-24	1.0%	2.6%	4.5%
25-29	4.0%	6.3%	10.0%
30-34	8.1%	9.3%	13.2%
35-39	12.5%	12.4%	14.9%
40-44	15.1%	14.6%	15.1%
45-49	14.3%	13.4%	13.5%
50-54	14.6%	13.3%	11.0%
55-59	13.9%	12.8%	8.9%
60-64	10.3%	9.6%	5.3%
65+	6.2%	5.7%	3.1%

0%

20%

Page One

Metric/Term

VA FY25 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.

This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).

This metric identifies new hires from outside VA.

This metric identifies individuals who have separated from the respective VA Administration.

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This acronym stands for VA Central Office.

This metric identifies the total number of VA employees onboard.

This metric identifies the percentage the workforce grown month-over-month.

This metric identifies the number of announcements posted to USA Staffing during the time period.

This metric identifies the number of applications received to postings during the time period.

This metric represents the number of hiring certificates issued during the time period.

This metric identifies the number of selections that were made during the time period.

This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

Fiscal Year Net Onboard Change

Monthly Net Onboard Change

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.

This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, Food Service Workers, and Police.

This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.

This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.

This metric shows the difference in onboard employee counts from the end of the previous fiscal year to the current reporting period month.

This metric shows the difference in onboard employee counts from the previous reporting period month to the current reporting period month.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.

This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.

VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.

This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.

This metric identifies the statutory caps on relevant authorities in Title IX.

This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.

This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.

This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.

This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.

This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.

A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during the fiscal year. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.

This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.

Page Five

Targeted Disability

Reportable Disability

Relevant Civilian Labor Force

Utilization of Military Spouse Hiring Authority

These are the most severe disabilities including blindness, deafness, partial and full paralysis, missing extremities, dwarfism, epilepsy, intellectual disabilities, and psychiatric disabilities. Goal = 2%

An individual with a disability: A person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. Goal = 12%

The Relevant Civilian Labor Force (RCLF) consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA specific occupations. When the organization has a presence in Puerto Rico, the population of Puerto Rico is included.

The number of employees appointed to a position during the designated fiscal year using the non-competitive hiring authority for military spouses. VA has an annual reporting requirement to the Office of Personnel Management under the National Defense Authorization Act.



VA WORKFORCE DASHBOARD

ISSUE TWENTY-FIVE

MAY 30, 2025

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

VA has established commissions to find candidates to lead the Veterans Health and Veterans Benefits Administrations. The commissions will help VA find candidates for its Under Secretary for Health and Under Secretary for Benefits positions and are a prerequisite to the president's nomination of a candidate, subject to Senate confirmation, for each role. The search comes at a crucial time for the department, as it's implementing a number of reforms to improve VA services for Veterans, families, caregivers and survivors.

Read more [here](#).



Employee Voice

The 2025 Secretary Of Veterans Affairs' Awards For Excellence In Nursing And For The Advancement Of Nursing Programs awards have been announced. The VA Secretary's Awards in Nursing Excellence program, established in 1984, annually honors one Medical Center Director, Nurse Executive, Registered Nurse in a staff nurse role and one in a non-staff nurse role. The recipients' contributions to the care of patients in any VA health care setting are patient-driven and demonstrate such excellence as to merit recognition from peers.

Click [here](#) to read about the 2025 recipients and their remarkable services to Veterans.

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with an emphasis on streamlining the workforce, reducing bureaucracy and overhead, and refocusing on our core mission.

VA FY25

(as of 04/30/2025)

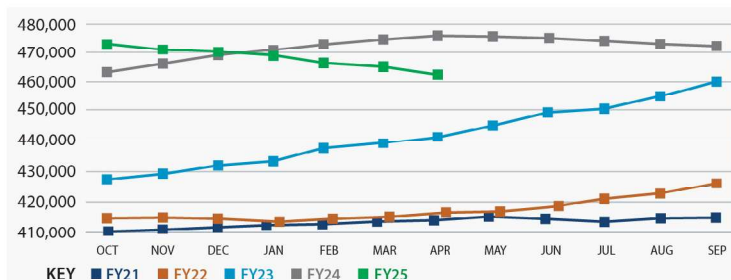
FY25	VA	VHA	VBA	NCA	VACO
Onboards	462,346	407,383	33,853	2,371	16,284
Hires	11,235	10,113	538	130	302
Losses	21,215	18,405	1,691	196	669
Time to Hire	106 Days	108 Days	50 Days	65 Days	64 Days

VA Cumulative Onboard

(as of 04/30/2025)

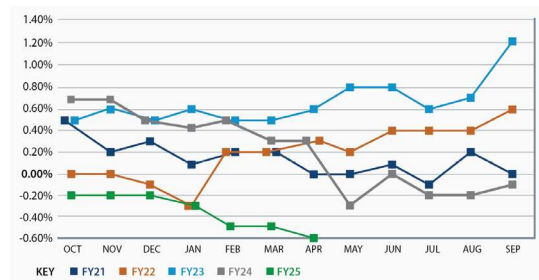


Total VA Onboard
462,346



VA Percentage Growth Onboard

(as of 04/30/2025)



VA Hiring FY24 vs. FY25

(04/01/2024-04/30/2024 as compared to 04/01/2025-04/30/2025)

Same Period Last Year (SPLY)



-36.4% SPLY
Announcements



-45.3% SPLY
Applications




-45.9% SPLY
Certificates



-50.7% SPLY
Selections



-58.1% SPLY
Entries on Duty

 **In this section,** we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY25 Actuals vs. Goal EOY Onboards for Highlighted Occupations

(as of 04/30/2025)

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 09/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	APRIL NET ONBOARD CHANGE	PERCENT OF GOAL	EOY GOAL FOR ONBOARDS
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	VHA MCOs Total	150,141	148,153	-1,988	-713	TBD*	TBD*
	VHA Additional Key Specialties Total	87,338	84,131	-3,207	-453	TBD*	TBD*
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	VBA MCOs Total	26,522	25,623	-899	-284	TBD*	TBD*
NCA	NCA Overall	2,414	2,371	-43	-34	TBD*	TBD*
	NCA MCOs Total	721	708	-13	-16	94.8%	747
HR	HR MCOs Total**	10,600	10,412	-188	-37	TBD*	TBD*
IT	OIT Overall	7,902	7,694	-208	-45	94.4%	8,150
	Series 2210 IT Specialist Total***	7,283	7,148	-135	-42	96.0%	7,450

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed. *VA will update these targets when the full FY25 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

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	VHA LICENSED PRACTICAL NURSE	15,169	14,740	-429	-68
	VHA MEDICAL SUPPORT ASSISTANT	37,187	36,141	-1,046	-164
	VHA MEDICAL OFFICER/PHYSICIAN	29,408	28,945	-463	-158
	VHA NURSE ASSISTANT	14,019	13,546	-473	-82
	VHA POLICE	4,223	4,024	-199	-45
	VHA PSYCHOLOGIST	7,268	7,233	-35	-37
	VHA REGISTERED NURSE	92,546	91,287	-1,259	-385
	VHA SOCIAL WORKER	20,919	20,688	-231	-133
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,130	2,995	-135	-40
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	21,098	20,193	-905	-202
	VBA REHABILITATION COUNSELOR	1,389	1,357	-32	-21
	VBA VOCATIONAL REHABILITATION	107	113	6	-2
NCA	NCA CEMETERY CARETAKER	721	708	-13	-16
IT	VA SERIES 2210 IT SPECIALIST	7,422	7,287	-135	-42
VA-WIDE	ACCOUNTANT	2,100	2,113	13	-12
	ARCHITECTURE	47	46	-1	0
	CIVIL ENGINEERING	15	16	1	0
	CONTRACT SPECIALIST	3,145	3,112	-33	-18
	ENVIRONMENT ENGINEERING	21	20	-1	0
	GENERAL ENGINEERING	1,657	1,622	-35	-5
	HR ASSISTANCE	1,484	1,415	-69	-8
	HR SPECIALIST	9,116	8,997	-119	-29
	PERSONNEL SECURITY SPECIALIST	1,076	1,060	-16	-8
	REALTY	128	136	8	0
	SAFETY ENGINEERING	3	3	0	0

Time to Hire for Highlighted Occupations

(as of 04/30/2025)

ORGANIZATION	OCCUPATION	TIME TO HIRE MEAN (IN DAYS)
VHA	VHA EVS TECH/CUSTODIAL WORKER	113
	VHA FOOD SERVICE WORKER	114
	VHA LICENSED PRACTICAL NURSE	125
	VHA MEDICAL SUPPORT ASSISTANT	85
	VHA MEDICAL OFFICER/PHYSICIAN	116
	VHA NURSE ASSISTANT	115
	VHA POLICE	121
	VHA PSYCHOLOGIST	149
	VHA REGISTERED NURSE	117
	VHA SOCIAL WORKER	117
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	41
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	45
	VBA REHABILITATION COUNSELOR	45
	VBA VOCATIONAL REHABILITATION	46
NCA	NCA CEMETERY CARETAKER	75
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	64
VA-WIDE	ACCOUNTANT	80
	ARCHITECTURE	102
	CIVIL ENGINEERING	80
	CONTRACT SPECIALIST	44
	ENVIRONMENT ENGINEERING	47
	GENERAL ENGINEERING	N/A
	HR ASSISTANCE	47
	HR SPECIALIST	46
	PERSONNEL SECURITY SPECIALIST	92
	REALTY	58
	SAFETY ENGINEERING	N/A

Retention Rates for Highlighted Occupations

(as of 04/30/2025)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
VHA	VHA EVS TECH/CUSTODIAL WORKER	60.4%
	VHA FOOD SERVICE WORKER	59.4%
	VHA LICENSED PRACTICAL NURSE	74.3%
	VHA MEDICAL SUPPORT ASSISTANT	76.3%
	VHA MEDICAL OFFICER/PHYSICIAN	80.0%
	VHA NURSE ASSISTANT	64.8%
	VHA POLICE	72.6%
	VHA PSYCHOLOGIST	88.7%
	VHA REGISTERED NURSE	82.3%
	VHA SOCIAL WORKER	84.5%
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	57.0%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	81.0%
	VBA REHABILITATION COUNSELOR	78.0%
	VBA VOCATIONAL REHABILITATION	N/A
NCA	NCA CEMETERY CARETAKER	63.3%
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	88.1%
VA-WIDE	ACCOUNTANT	80.0%
	ARCHITECTURE	N/A
	CIVIL ENGINEERING	N/A
	CONTRACT SPECIALIST	88.9%
	ENVIRONMENT ENGINEERING	N/A
	GENERAL ENGINEERING	83.9%
	HR ASSISTANCE	88.1%
	HR SPECIALIST	90.8%
	PERSONNEL SECURITY SPECIALIST	80.0%
	REALTY	100%
	SAFETY ENGINEERING	N/A



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 04/30/2025)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	3,923	78%	80%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Desired work schedule not offered, Job stress/pressure
General Administration	1,316	76%	79%	Opportunity for advancement, Change careers, Geographical relocation, Personal/family matters, Job stress/pressure
Psychologists	188	63%	64%	Lack of trust/confidence in senior leaders, Policy or technology barriers to getting the work done, Part-time or intermittent work not offered, Desired work schedule not offered, Personal/family matters
Social Workers	542	77%	71%	Geographical relocation, Job stress/pressure, Personal/family matters, Lack of trust/confidence in senior leaders, Poor working relationship with supervisor or co-workers(s)
HR Specialists and HR Assistants	155	72%	81%	Opportunity for advancement, Desired alternative work schedule not offered, Job stress/pressure, Personal/family matters, Lack of trust/confidence in senior leaders
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	142	81%	80%	Desired work schedule not offered, Change careers, Job stress/pressure, Geographical relocation, Personal/family matters
Contracting Officers*	N/A	N/A	N/A	N/A
IT Specialists	140	69%	79%	Geographical relocation, Lack of trust/confidence in senior leaders, Desired alternative work schedule not offered, Job stress, Poor working relationship with supervisor or co-worker(s)
All Occupations	8,810	75%	78%	Personal/family matters, Geographical relocation, Change careers, Lack of trust/confidence in senior leaders, Job stress/pressure

*Data for these occupations is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 25-May 30, 2025



In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY24 (10/01/2023-09/30/2024)	FY25 (10/01/2024-09/30/2025)	CAP
Student Loan Repayment	779	240	N/A
Special Contribution Awards	29,320	6,164	N/A
Retention Incentives	19,484	6,742	N/A
Recruitment Incentives	6,069	925	N/A
Critical Pay Positions	159	159	200
College Graduates	11	0	144
Post-Secondary Students	3	0	27
Critical Skills Incentives	14,585	1	N/A
Contract Buy Outs	11	2	N/A

Page One

Metric/Term

VA FY25 Overall

Onboards

Hires

Losses

Time to Hire

VACO

Cumulative Onboard

Percentage Growth Onboard

Announcements

Applications

Certificates

Selections

Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.
This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).
This metric identifies new hires from outside VA.
This metric identifies individuals who have separated from the respective VA Administration.
This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This acronym stands for VA Central Office.
This metric identifies the total number of VA employees onboard.
This metric identifies the percentage the workforce grown month-over-month.
This metric identifies the number of announcements posted to USA Staffing during the time period.
This metric identifies the number of applications received to postings during the time period.
This metric represents the number of hiring certificates issued during the time period.
This metric identifies the number of selections that were made during the time period.
This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Percent of Goal

EOY Goal for Onboards

Fiscal Year Net Onboard Change

Monthly Net Onboard Change

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, Food Service Workers, and Police.
This metric identifies the percentage the Administration is towards its onboard goals for its respective MCOs. It is the percentage of the Current Onboards divided by the EOY Goal for Onboards. For HR specialists and IT specialists, this metric shows VA-wide progress toward the end of year goal.
This metric identifies an Administration's MCOs onboard goal to be satisfied by the end of the fiscal year.
This metric shows the difference in onboard employee counts from the end of the previous fiscal year to the current reporting period month.
This metric shows the difference in onboard employee counts from the previous reporting period month to the current reporting period month.

Page Three

Metric/Term

Time to Hire

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation date and the actual start date of a new hire.
This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.
VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP

Student Loan Repayment

Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.
This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.
This metric identifies the statutory caps on relevant authorities in Title IX.
This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.
This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.
This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.
This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.
This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)
This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.
A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during the fiscal year. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.
This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.



VA WORKFORCE DASHBOARD

ISSUE TWENTY-SIX

JUNE 27, 2025

Published Monthly on the Last Friday



In this VA Workforce Dashboard, we are demonstrating our commitment to transparency by sharing with all stakeholders—internal to VA and externally—key performance metrics and data we are using to assess our success in hiring and retaining a world-class workforce to deliver care, benefits, and services for Veterans, their families, caregivers, and survivors.

Whether you are a Veteran or a civilian, apply to work with a team of committed professionals dedicated to helping our Nation's Veterans.

Take the first step and join VA today. For more information, visit [VA.gov/jobs/](https://www.va.gov/jobs/).

MONTHLY OVERVIEW



Monthly Highlights

VA processed more than 2 million claims in FY25 faster than in any previous fiscal year. At this pace, VA will surpass the previous record number of completed disability claims by more than 14% this year. VA has already awarded more than \$120 billion in compensation and pension benefits to Veterans and survivors in FY 2025.

Read more [here](#).



Employee Voice

Like many Veterans, nurse practitioner and Veteran TaTonja Jones joined the Navy to see the world. Working at VA gave Jones a way to combine her passion for service with her experience as a Veteran. Her career in health care took an unexpected turn after her son was born. She developed severe joint pain and swelling and was misdiagnosed with rheumatoid arthritis. When a job in rheumatology opened in the Rheumatology Clinic at the G. V. (Sonny) Montgomery VA Medical Center, she saw it as more than a new opportunity. "This place isn't just a job for me, it's a mission," she says. "I see the faces of people who've worn the same uniform, who've faced the same challenges, and I know I'm right where I'm meant to be." To her fellow women Veterans, Jones' message is clear: "We're already resilient. That's part of who we are. Just keep being you and bring that strength wherever you go."

OVERALL VA WORKFORCE OUTCOMES



In this section, we measure the overall current state of VA's workforce with an emphasis on streamlining the workforce, reducing bureaucracy and overhead, and refocusing on our core mission.

VA FY25

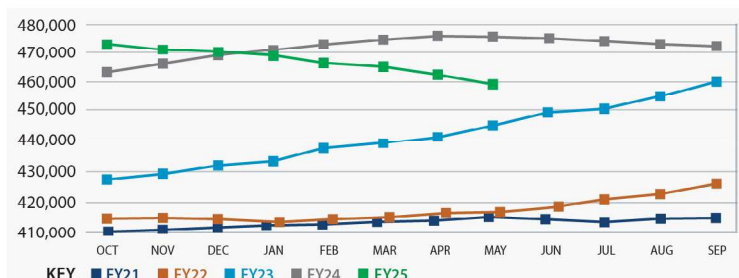
(as of 05/31/2025)

FY25	VA	VHA	VBA	NCA	VACO
Onboards	459,885	405,360	33,582	2,342	16,215
Hires	12,658	11,492	538	130	306
Losses	25,074	21,802	1,962	225	753
Time to Tentative Job Offer	47 Days	48 Days	19 Days	34 Days	34 Days

VA Cumulative Onboard

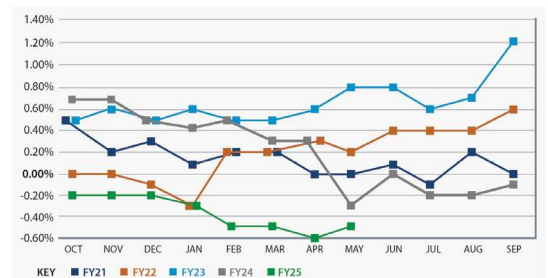
(as of 05/31/2025)

Total VA Onboard
459,885



VA Percentage Growth Onboard

(as of 05/31/2025)



VA Hiring FY24 vs. FY25

(05/01/2024-05/31/2024 as compared to 05/01/2025-05/31/2025)

Same Period Last Year (SPLY)

-33.8% SPLY
Announcements

-45.8% SPLY
Applications

-43.3% SPLY
Certificates

-49.5% SPLY
Selections

-56.6% SPLY
Entries on Duty



In this section, we measure success in hiring and retaining highlighted occupations, both those with direct Veteran serving roles as well as critical Human Resource (HR) and Information Technology (IT) support. For these occupations, we show progress toward our end of year (EOY) onboard goal, our time to hire, and retention.

FY25 Actuals vs. Goal EOY Onboards for Highlighted Occupations (as of 05/31/2025)

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 09/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	MAY NET ONBOARD CHANGE
VHA	VHA Overall	416,667	405,360	-11,307	-2,023
	VHA MCOs Total	150,141	147,382	-2,759	-771
	VHA Additional Key Specialties Total	87,338	83,813	-3,525	-318
VBA	VBA Overall	34,984	33,582	-1,402	-271
	VBA MCOs Total	26,522	25,393	-1,129	-230
NCA	NCA Overall	2,414	2,342	-72	-29
	NCA MCOs Total	721	694	-27	-14
HR	HR MCOs Total**	10,600	10,371	-229	-41
IT	OIT Overall	7,902	7,676	-226	-18
	Series 2210 IT Specialist Total***	7,283	7,131	-152	-17

MCO: Occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed. *VA will update these targets when the full FY25 budget is known. **HR positions Enterprise-wide. ***OIT IT Specialist Positions.

ORGANIZATION	OCCUPATION	FY25 ONBOARD BASELINE (as of 09/30/2024)	CURRENT ONBOARDS	FY25 NET ONBOARD CHANGE	MAY NET ONBOARD CHANGE
VHA	VHA EVS TECH/CUSTODIAL WORKER	12,294	11,426	-868	-77
	VHA FOOD SERVICE WORKER	4,446	4,159	-287	-18
	VHA LICENSED PRACTICAL NURSE	15,169	14,662	-507	-78
	VHA MEDICAL SUPPORT ASSISTANT	37,187	36,040	-1,147	-101
	VHA MEDICAL OFFICER/PHYSICIAN	29,408	28,804	-604	-141
	VHA NURSE ASSISTANT	14,019	13,496	-523	-50
	VHA POLICE	4,223	4,030	-193	6
	VHA PSYCHOLOGIST	7,268	7,191	-77	-42
	VHA REGISTERED NURSE	92,546	90,826	-1,720	-461
	VHA SOCIAL WORKER	20,919	20,561	-358	-127
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	3,130	2,966	-164	-29
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	21,098	20,017	-1,081	-176
	VBA REHABILITATION COUNSELOR	1,389	1,337	-52	-20
	VBA VOCATIONAL REHABILITATION	107	111	4	-2
NCA	NCA CEMETERY CARETAKER	721	694	-27	-14
IT	VA SERIES 2210 IT SPECIALIST	7,422	7,270	-152	-17
VA-WIDE	ACCOUNTANT	2,100	2,106	6	-7
	ARCHITECTURE	47	46	-1	0
	CIVIL ENGINEERING	15	16	1	0
	CONTRACT SPECIALIST	3,145	3,102	-43	-10
	ENVIRONMENT ENGINEERING	21	20	-1	0
	GENERAL ENGINEERING	1,657	1,625	-32	3
	HR ASSISTANCE	1,484	1,410	-74	-5
	HR SPECIALIST	9,116	8,961	-155	-36
	PERSONNEL SECURITY SPECIALIST	1,076	1,056	-20	-4
	REALTY	128	136	8	0
	SAFETY ENGINEERING	3	3	0	0

Time to Tentative Job Offer Response for Highlighted Occupations

(as of 05/31/2025)

ORGANIZATION	OCCUPATION	TIME TO TENTATIVE JOB OFFER RESPONSE (IN DAYS)
VHA	VHA EVS TECH/CUSTODIAL WORKER	51
	VHA FOOD SERVICE WORKER	56
	VHA LICENSED PRACTICAL NURSE	55
	VHA MEDICAL SUPPORT ASSISTANT	44
	VHA MEDICAL OFFICER/PHYSICIAN	29
	VHA NURSE ASSISTANT	42
	VHA POLICE	60
	VHA PSYCHOLOGIST	56
	VHA REGISTERED NURSE	45
	VHA SOCIAL WORKER	51
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	16
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	10
	VBA REHABILITATION COUNSELOR	28
	VBA VOCATIONAL REHABILITATION	52
NCA	NCA CEMETERY CARETAKER	32
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	57
VA-WIDE	ACCOUNTANT	50
	ARCHITECTURE	55
	CIVIL ENGINEERING	50
	CONTRACT SPECIALIST	19
	ENVIRONMENT ENGINEERING	14
	GENERAL ENGINEERING	81
	HR ASSISTANCE	22
	HR SPECIALIST	26
	PERSONNEL SECURITY SPECIALIST	62
	REALTY	19
	SAFETY ENGINEERING	N/A

Retention Rates for Highlighted Occupations

(as of 05/31/2025)

ORGANIZATION	OCCUPATION	NEW HIRE RETENTION FOR FIRST 2 YEARS ONBOARDS
VHA	VHA EVS TECH/CUSTODIAL WORKER	60.4%
	VHA FOOD SERVICE WORKER	59.4%
	VHA LICENSED PRACTICAL NURSE	74.2%
	VHA MEDICAL SUPPORT ASSISTANT	76.3%
	VHA MEDICAL OFFICER/PHYSICIAN	80.0%
	VHA NURSE ASSISTANT	64.8%
	VHA POLICE	72.6%
	VHA PSYCHOLOGIST	88.7%
	VHA REGISTERED NURSE	82.3%
	VHA SOCIAL WORKER	84.5%
VBA	VBA LEGAL ADMIN. SPEC. (e.g., CALL CENTER PERSONNEL)	57.0%
	VBA VETERANS CLAIM EXAM. (e.g., CLAIMS PROCESSING PERSONNEL)	81.0%
	VBA REHABILITATION COUNSELOR	77.0%
	VBA VOCATIONAL REHABILITATION	N/A
NCA	NCA CEMETERY CARETAKER	63.3%
IT	VA OVERALL—SERIES 2210 IT SPECIALIST	86.0%
VA-WIDE	ACCOUNTANT	88.9%
	ARCHITECTURE	N/A
	CIVIL ENGINEERING	N/A
	CONTRACT SPECIALIST	75.8%
	ENVIRONMENT ENGINEERING	100%
	GENERAL ENGINEERING	89.2%
	HR ASSISTANCE	77.3%
	HR SPECIALIST	87.4%
	PERSONNEL SECURITY SPECIALIST	100%
	REALTY	N/A
	SAFETY ENGINEERING	N/A



In this section, we measure factors influencing employees to leave VA across several key occupations. The exit survey is voluntary and is administered to employees departing VA (not including those who may be transferring from one job to another within VA).

JOB FAMILY/OCCUPATIONS (as of 05/31/25)	PARTICIPANTS	WOULD WORK AGAIN FOR VA	WOULD RECOMMEND VA	REASONS FOR LEAVING
Medical and Dental	4,794	78%	79%	Personal/family matters, Geographical relocation, Poor working relationship with supervisor or co-worker(s), Desired work schedule not offered, Job stress/pressure
General Administration	1,630	74%	77%	Opportunity for advancement, Change careers, Geographical relocation, Personal/family matters, Job stress/pressure
Psychologists	250	63%	59%	Lack of trust/confidence in senior leaders, Policy or technology barriers to getting the work done, Geographical relocation, Desired work schedule not offered, Personal/family matters
Social Workers	680	78%	69%	Geographical relocation, Job stress/pressure, Personal/family matters, Lack of trust/confidence in senior leaders, Desired work schedule not offered
HR Specialists and HR Assistants	251	75%	78%	Opportunity for advancement, Desired alternative work schedule not offered, Job stress/pressure, Personal/family matters, Lack of trust/confidence in senior leaders
Cemetery Caretakers*	N/A	N/A	N/A	N/A
Veterans Claim Exam. (e.g., Claims Processing Personnel)	185	79%	79%	Personal health issues, Change careers, Job stress/pressure, Geographical relocation, Personal/family matters
Contracting Officers	52	67%	79%	Unethical behavior on the part of leadership or the organization, Desired work schedule not offered, Job stress/pressure, Personal/family matters, Return to school
IT Specialists	212	66%	74%	Geographical relocation, Lack of trust/confidence in senior leaders, Desired alternative work schedule not offered, Job stress, Opportunity for advancement
All Occupations	10,905	75%	77%	Personal/family matters, Geographical relocation, Change careers, Lack of trust/confidence in senior leaders, Job stress/pressure

*Data for this occupation is not available (N/A) because sample size is <30 responses.

PACT ACT TITLE IX AUTHORITIES

Issue 26-June 27, 2025



In this section, we measure VA's success in implementing important authorities given to VA through the PACT Act. While these authorities were provided in the PACT Act, applying the authorities impacts the overall workforce, which is why we have included this section in the VA Workforce Dashboard. The data below represents the number of personnel actions arising from the implementation of each of these important authorities.

In this section, we also report on contract buy-outs. A contract buy-out is the authority to buy out service contracts for certain non-VA health care professionals in exchange for employment at a rural or highly rural VA medical facility.

AUTHORITIES	FY24 (10/01/2023-09/30/2024)	FY25 (10/01/2024-09/30/2025)	CAP
Student Loan Repayment	779	285	N/A
Special Contribution Awards	29,324	7,046	N/A
Retention Incentives	19,484	7,485	N/A
Recruitment Incentives	6,069	1,020	N/A
Critical Pay Positions	159	159	200
College Graduates	11	0	144
Post-Secondary Students	3	0	27
Critical Skills Incentives	14,585	1	N/A
Contract Buy Outs	11	2	N/A

Page One

Metric/Term

VA FY25 Overall

Onboards

Hires
Losses
Time to Tentative Job Offer

VACO
Cumulative Onboard
Percentage Growth Onboard
Announcements
Applications
Certificates
Selections
Entries on Duty

Definition

This chart tracks VA overall workforce outcomes. These numbers exclude about 10,000 intermittent, non-pay, and medical resident and trainee employees.
Due to minor differences in data pulls and updates, component totals do not sum to VA total.
This metric identifies the number of employees onboard during the time period identified. Onboards for each organization reflect a number of specific considerations with respect to funding source. For example, the IT overall onboards reflects all funding sources (not just IT appropriated funds).
This metric identifies new hires from outside VA.
This metric identifies individuals who have separated from the respective VA Administration.
This metric identifies the number of days between the hiring need validation and the response of the candidate to the tentative job offer. The time to hire model was updated by OPM based on the May 29th memo and was updated on VA Workforce Dashboard Issue 26 to reflect the new measure.
This acronym stands for VA Central Office.
This metric identifies the total number of VA employees onboard.
This metric identifies the percentage the workforce grown month-over-month.
This metric identifies the number of announcements posted to USA Staffing during the time period.
This metric identifies the number of applications received to postings during the time period.
This metric represents the number of hiring certificates issued during the time period.
This metric identifies the number of selections that were made during the time period.
This metric identifies the number of VA employees with an EOD (Entry on Duty) date within the time frame.

Page Two

Metric/Term

Mission Critical Occupation (MCO)

VHA Additional Key Specialties

Fiscal Year Net Onboard Change
Monthly Net Onboard Change

Definition

This term identifies occupations agencies consider core to carrying out their missions. Such occupations usually reflect the primary mission of the organization without which mission-critical work cannot be completed.
This metric identifies VHA occupations not included as MCOs. VHA Additional Key Specialties include Licensed Practical Nurses, Nursing Assistants, Medical Support Assistants, Food Service Workers, and Police.
This metric shows the difference in onboard employee counts from the end of the previous fiscal year to the current reporting period month.
This metric shows the difference in onboard employee counts from the previous reporting period month to the current reporting period month.

Page Three

Metric/Term

Time to Tentative Job Offer

New Hire Retention for First 2 Years Onboards

Definition

This metric identifies the number of days between the hiring need validation and the response of the candidate to the tentative job offer. The time to hire model was updated by OPM based on the May 29th memo and was updated on VA Workforce Dashboard Issue 26 to reflect the new measure.
This metric identifies the percent of new hires to the VA after 2 years. Retention rates are calculated separately by each Administration.
VA is continuing to build out retention rates across a broader section of occupations.

Page Four

Metric/Term

Exit Survey

PACT Act Title IX Authorities

CAP
Student Loan Repayment
Special Contribution Awards

Retention Incentives

Critical Pay Positions

College Graduates

Post-Secondary Student

Contract Buy Out

Critical Skills Incentive

Definition

This metric identifies that Exit Surveys are provided to employees who voluntarily separate from VA. Voluntary separations include voluntary retirements, resignations, and termination of temporary, term, and time-limited appointments. This does not include conduct or performance-based actions or employees transferring to another administration, office, or facility and staying within VA.
This term refers to the Authorities in the PACT Act specific to improvement of the VA's workforce. The relevant workforce sections are found in Title IX, sections 901 to 909.
This metric identifies the statutory caps on relevant authorities in Title IX.
This metric identifies that federally insured student loans may be repaid as a recruitment or retention incentive for candidates or current employees.
This metric identifies the monetary awards for any special contribution, act, service or achievement that benefits VA or the Federal Government in accordance with the guidelines in VA Handbook 5017.
This metric identifies the compensation flexibilities to help the recruitment and retention of the federal workforce. These numbers only reflect new retention incentives allocated in the designated time period, and do not include continuing retention incentives.
This metric identifies the positions with a high level of expertise in a field deemed as critical to the agency's mission may be granted authority to fix the rate of basic pay at a higher rate upon request by agency head to OPM.
This metric identifies the College Graduate Hiring Authority which allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)
This metric identifies the Hiring Authority for Post-Secondary Students which allows agencies to hire certain post-secondary students into positions at specified grades in the competitive service. The intended effect of the authority is to provide additional flexibility in hiring eligible and qualified individuals.
A contract buy-out is the authority to buy out service contracts for certain health care professionals in exchange for employment at a rural or highly rural VA medical facility. The metric includes the number of contract buy-outs executed during the fiscal year. An executed contract buy-out includes a fully signed memorandum of agreement and service agreement.
This metric identifies the pay given to employees with skills directly related to their high demand or at shortage positions that serve a mission-related need of the Department, as determined by the Secretary of VA.