



VA WORKFORCE DASHBOARD



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

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](#).



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)

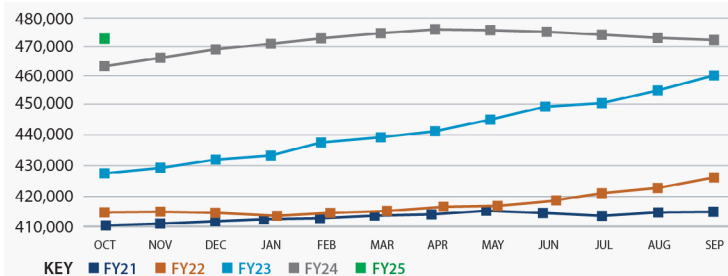
FY25	VA	VHA	VBA	NCA	VACO
Onboards	472,230	415,714	35,014	2,430	16,584
Hires	2,047	1,701	245	42	64
Losses	1,403	1,234	227	24	59
Time to Hire	99 Days	106 Days	48 Days	64 Days	53 Days

VA Cumulative Onboard

(as of 10/31/2024)

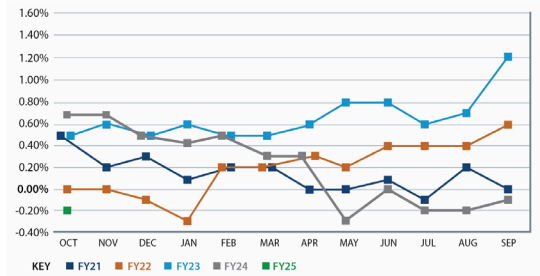


Total VA Onboard
472,230



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. VA is committed to growing a diverse workforce and cultivating an inclusive work environment. To learn more about VA's workforce, please visit [Workforce Analysis - Office of Resolution Management, Diversity, and Inclusion \(ORMDI\) \(VA.gov\)](#). In the tables that follow, in compliance with OPM's guidance for human resources data, VA's demographic data is collected on a voluntary basis and is based on self-identification. However, we recognize that the demographic categories do not reflect the lived experience of all our Employees. As we continue to enhance the dashboard, we will seek to include sexual orientation and gender identity where Employees may choose to share that information with VA.

GENDER

 GENDER	ONBOARD	HIRES
FEMALE	64.3%	61.0%
MALE	35.7%	39.0%


VETERAN STATUS




UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY




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%

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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.

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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

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.

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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.

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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.

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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.

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.