



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 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](#).



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.

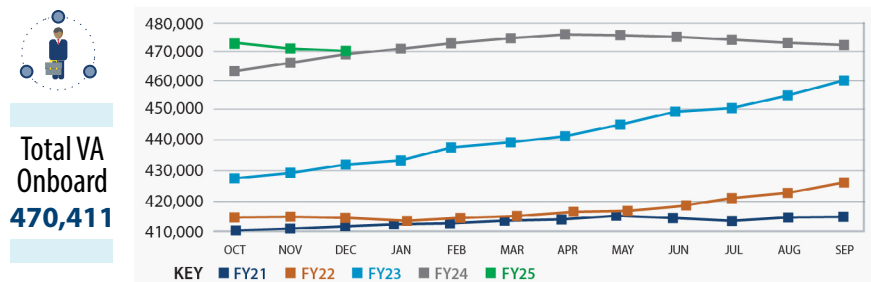
VA FY25

(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

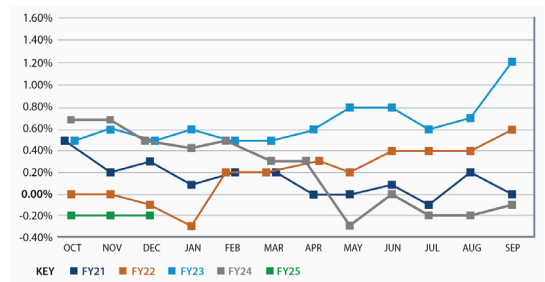
VA Cumulative Onboard

(as of 12/31/2024)



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
HR	HR MCOs Total**	10,600	10,541	-59	-16	TBD*	TBD*
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.

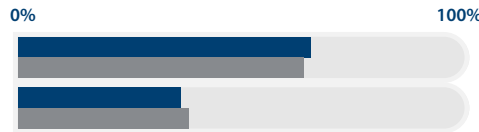
AUTHORITIES	FY24 (10/01/2023-09/30/2024)	FY25 (10/01/2024-09/30/2025)	CAP
Student Loan Repayment	779	86	N/A
Special Contribution Awards	29,233	2,201	N/A
Retention Incentives	19,484	3,148	N/A
Recruitment Incentives	6,069	478	N/A
Critical Pay Positions	159	159	200
College Graduates	11	0	144
Post-Secondary 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.

GENDER

 GENDER	ONBOARD	HIRES
FEMALE	64.3%	59.8%
MALE	35.7%	40.2%




VETERAN STATUS

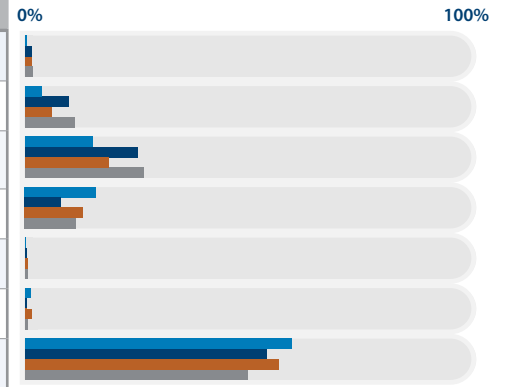
 VA WORKFORCE
27.7%

UTILIZATION OF MILITARY SPOUSE HIRING AUTHORITY


 FY24 FY25
230 18

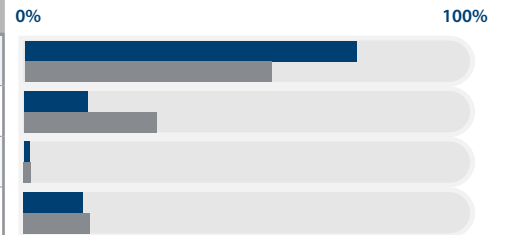
RACE/ETHNICITY

 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%




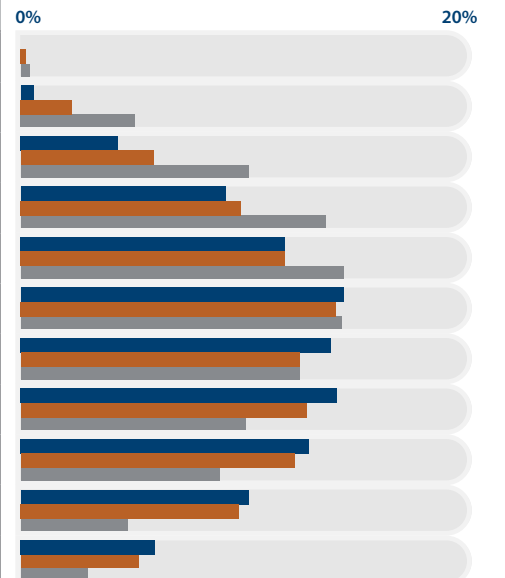
DISABILITY STATUS

 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%



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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.

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.

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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.