

U.S. Department of Veteran Affairs

Mission Statement: “To fulfill President Lincoln’s promise ‘To care for him who shall have borne the battle, and for his widow, and his orphan’ by serving and honoring the men and women who are America’s Veterans.” (Source: va.gov)

DEPARTMENTAL FACTS

EMPLOYEES

379,965

TOP 5 EMPLOYEE LOCATIONS



1. **Florida:** 29,784
2. **Texas:** 29,655
3. **California:** 29,625
4. **New York:** 16,523
5. **Pennsylvania:** 15,090



BUDGET INFORMATION

USASpending.gov is an official website of the U.S. government that provides an interactive way to explore federal funding.

For VA profile: usaspending.gov/#/agency/561

For FY 2020 spending by Agency: usaspending.gov/#/explorer/agency

EDUCATIONAL BACKGROUND

Below High School	26,823
High School or Equivalency	44,199
Between HS & Bachelors	87,776
Bachelors	92,076
Masters	67,621
Doctorate	15,495
Other	45,975

EMPLOYEE DEMOGRAPHICS

EMPLOYEES AGES 20 TO 29

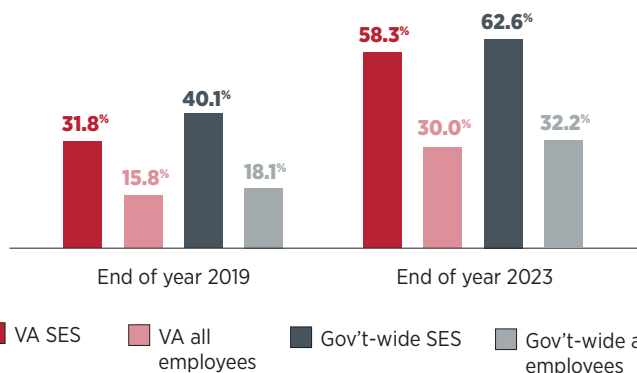
VA	4.6%
Government-wide	6.8%
U.S. Labor Force	19.7%

ATTRITION RATES (FY 2019)

VA	6.7%
Government-wide	6.1%

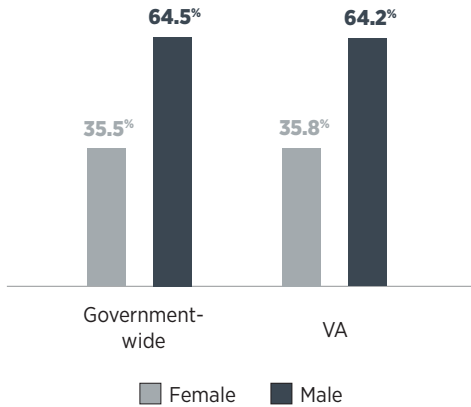
Note: Attrition is defined as the number of voluntary separations from federal civil service in fiscal 2019 as a share of the total employees onboard at the beginning of the fiscal year.

EMPLOYEES ELIGIBLE FOR RETIREMENT

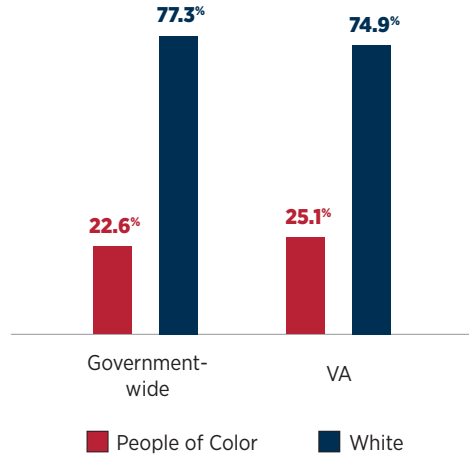


DIVERSITY OF LEADERSHIP

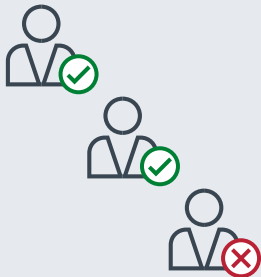
CAREER SENIOR EXECUTIVE SERVICE BY SEX



CAREER SENIOR EXECUTIVE SERVICE BY RACE AND ETHNICITY



KEY LEADERSHIP VACANCIES



Key leadership positions include presidential appointments such as Cabinet secretaries, deputy and assistant secretaries, and other full-time critical leadership positions needing Senate confirmation.

See: Partnership for Public Service and Washington Post Political Appointee Tracker (ourpublicservice.org/political-appointee-tracker/)

SOCIAL MEDIA PRESENCE

TWITTER FOLLOWERS



FACEBOOK FOLLOWERS



INSTAGRAM FOLLOWERS



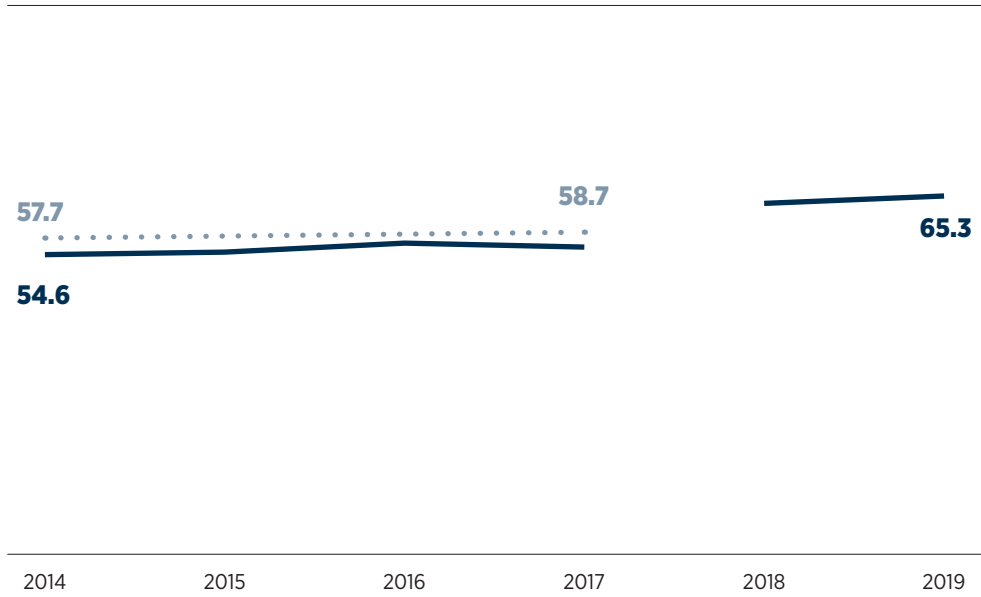
LINKEDIN FOLLOWERS



Numbers are current as of March 3, 2021.

EMPLOYEE PERSPECTIVE

BEST PLACES TO WORK SCORES (OUT OF 100)



6

out of 17 large agencies
(2019 rankings)

VA BPTW Engagement Score

2019 Government-wide BPTW
Engagement Score: **61.7**

VA Innovation Category Score

2019 Government-wide Innovation
Category Score: **64.4**

Employee engagement is defined as employee satisfaction, commitment, and willingness to put in discretionary effort.

See: Best Places to Work in the Federal Government® (bestplacetowork.org)

Note: The Department of Veterans Affairs elected to conduct its own internal survey and not participate in the FEVS starting in 2018. Due to the differences between the surveys, VA's 2018 and 2019 engagement scores should not be compared to previous years.

EMPLOYEE CONFIDENCE IN WHISTLEBLOWER PROTECTIONS



Percentage of respondents who agreed or strongly agreed that "I can disclose a suspected violation of any law, rule or regulation without fear of reprisal."

See: Best Places to Work in the Federal Government®

PERFORMANCE INDICATORS

2021 HIGH RISK AREAS

- Managing Risks and Improving VA Health Care*
- Improving and Modernizing Federal Disability Programs (multiple agencies)*
- VA Acquisition Management*
- National Efforts to Prevent, Respond to, and Recover from Drug Misuse (multiple agencies)

*High risk areas as related to skills gaps caused by insufficient number of staff, inadequate workforce planning, and a lack of training in critical skills.

See: Government Accountability Office 2021 High Risk List (gao.gov/highrisk/overview)

PERFORMANCE INDICATORS

(CONTINUED)

GAO PRIORITY OPEN RECOMMENDATION IMPLEMENTATION RATE*



*Defined as the percentage of GAO’s recommendations from 2014 that the agency has implemented as of November 2018

See: Priority Open Recommendations: Department of Veterans Affairs (gao.gov/assets/gao-19-358sp.pdf)

IT MODERNIZATION



The House Committee on Oversight and Reform issues report cards that grade each agency’s compliance with the Federal Information Technology Acquisition Reform Act.

See: House Committee on Oversight and Reform Biannual Scorecard - December 2020. (oversight.house.gov/sites/democrats.oversight.house.gov/files/FITARA%20Scorecard%2011.pdf)

TOP MANAGEMENT CHALLENGES



See: Fiscal Year 2019 Inspector General’s Report on VA’s Major Management and Performance Challenges, March 2020 (va.gov/oig/pubs/VAOIG-2019-MMC.pdf)

AUTHORIZING LEGISLATION NEEDED

Some programs lack reauthorization and continue to receive funding. Operating on a long-term basis without a reauthorization bill means that agencies lose an opportunity to obtain legislative changes addressing policy and programmatic challenges or to make adjustment to operate more effectively.

See: Expired and Expiring Authorizations of Appropriations for Fiscal Year 2021—Information for Legislation Enacted Through December 23, 2020 (cbo.gov/publication/56959)