

DEPARTMENT OF VETERANS AFFAIRS
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

75. Where do you work?	N	%
Headquarters	997	30.4
Field	2,286	69.6
Total	3,283	100

*76. What is your supervisory status?	N	%
Non-Supervisor	1,491	45.4
Team Leader	373	11.4
Supervisor	773	23.5
Manager	484	14.7
Executive	162	4.9
Total	3,283	100

*77. Are you:	N	%
Male	1,609	49.0
Female	1,674	51.0
Total	3,283	100

*78. Are you Hispanic or Latino?	N	%
Yes	189	5.8
No	3,094	94.2
Total	3,283	100

*79. Please select the racial category or categories with which you most closely identify (mark as many as apply.)	N	%
American Indian or Alaska Native	48	1.5
Asian	101	3.2
Black or African American	650	20.3
Native Hawaiian or Other Pacific Islander	24	0.7
White	2,276	71.0
Two or more races	106	3.3
Total	3,205	100

* AES prescribed items.

Percentages for demographic items are not weighted.

DEPARTMENT OF VETERANS AFFAIRS
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

80. What is your age group?	N	%
25 and under	23	0.7
26-29	102	3.1
30-39	419	12.8
40-49	969	29.5
50-59	1,377	41.9
60 or older	393	12.0
Total	3,283	100

81. What is your pay category/grade?	N	%
Federal Wage System	164	5.0
GS 1-6	243	7.4
GS 7-12	1,280	39.0
GS 13-15	1,286	39.2
SES	128	3.9
Senior Leader (SL) or Scientific or Professional (ST)	35	1.1
Other	147	4.5
Total	3,283	100

82. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	42	1.3
1 to 3 years	337	10.3
4 to 5 years	230	7.0
6 to 10 years	512	15.6
11 to 14 years	297	9.0
15 to 20 years	554	16.9
More than 20 years	1,311	39.9
Total	3,283	100

* AES prescribed items.

Percentages for demographic items are not weighted.

DEPARTMENT OF VETERANS AFFAIRS
2008 FEDERAL HUMAN CAPITAL SURVEY RESULTS
(Survey Administration Period 8/1/08 to 9/26/08)

83.	How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
	Less than 1 year	85	2.6
	1 to 3 years	514	15.7
	4 to 5 years	301	9.2
	6 to 10 years	686	20.9
	11 to 20 years	777	23.7
	More than 20 years	920	28.0
	Total	3,283	100
84.	Are you considering leaving your organization within the next year, and if so, why?	N	%
	No	2,331	71.0
	Yes, to retire	235	7.2
	Yes, to take another job within the Federal Government	528	16.1
	Yes, to take another job outside the Federal Government	66	2.0
	Yes, other	123	3.7
	Total	3,283	100
85.	I am planning to retire:	N	%
	Within one year	145	4.4
	Between one and three years	388	11.8
	Between three and five years	419	12.8
	Five or more years	2,331	71.0
	Total	3,283	100

* AES prescribed items.

Percentages for demographic items are not weighted.