



Health Care Financing Administration  
**Disabled Veterans Affirmative Action Plan**  
Annual Report FY 2000

The Health Care Financing Administration (HCFA) continues to promote the employment and career development of persons with disabilities, including veterans with disabilities. In FY 2000 HCFA hired 374 employees from other government agencies or from outside the Federal government. Of these new hires, individuals with disabilities comprised 7.5%; individuals with targeted disabilities comprised 2.7%.

The following items reflect specific actions taken during Fiscal Year 2000 to achieve the Agency goal of creating and maintaining a diverse workforce:

- Circulated applications of veterans and veterans with disabilities throughout the agency to facilitate their recruitment and placement;
- Hired a total of twenty veterans during FY 2000;
- Hired one veteran under the Veterans Readjustment Authority (VRA);
- Maintained liaison with local veterans organizations;
- Participated in national job fairs sponsored by the President's Committee for the Employment of People with Disabilities;
- Developed the HCFA Plan to Implement Special Initiatives for Persons with Disabilities designed to increase the representation of individuals with targeted disabilities, including veterans;
- Maintained contact with OPM, HHS, and other agency coordinators to facilitate referral of individuals with disabilities, including veterans.

HCFA will continue to review the agency accomplishments in its annual affirmative employment plans for the hiring and promoting of individuals with disabilities, including veterans with disabilities, and make recommendations to meet the objectives outlined therein.