



**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
NATIONAL VETERANS AFFAIRS COUNCIL #53
Affiliated with the AFL - CIO
Mid-Term Bargaining Committee**

Oscar L. Williams Jr., Chair 2 nd Exec. V-President 29 Lake Street Danville, IL 61832-6101	Bill Wetmore, Member 3 rd Exec. V-President 2319 Alava Court Waldorf, MD 20603	Willie Haywood, Member 6 th Dist. Rep., NVAC 17705 Garden Blvd. Cleveland, OH 44128	Jeff Sladek, Member 13 th Dist. Rep., NVAC VAMC 3601 S., 6 th Ave. Tucson, AZ 85723	Terrence Watts, Member 5 th Dist. Rep., NVAC VAMC Orlando Orlando, FL 32803
--	--	---	--	---

March 30, 2015

Kimberley D. Moseley, Deputy Assistant Secretary
Office of Labor Management Relations (LMR)
Department of Veterans Affairs
810 Vermont Avenue, NW
Washington, DC 20420

Subject: VHA EES VACAA Performance Based Needs Assessment Survey

Dear Ms. Moseley:

National VA Council #53 is approving the VHA EES VACAA Performance Based Needs Assessment Survey, as cited above for AFGE represented bargaining unit employees in within the Department. This EES VACAA Survey should begin within 90 days. Please provide the NVAC with the results once completed.

If you have any questions please call me at (217) 554-4866.

Sincerely,

Oscar L. Williams, Jr.
Chairperson, Mid-Term Bargaining Committee
2nd Executive Vice President
National VA Council #53

cc: Alma L. Lee, President National VA Council #53
NVAC Executive Committee

AFGE: Good Government We Are Ready

Williams, Oscar L Jr.

From: Stephen, Donald
Sent: Wednesday, March 25, 2015 11:10 AM
To: Williams, Oscar L Jr.
Cc: Jones, Anitra; Woodard, Timothy; Levesque, Ashley; Jacquez, Mindy; Bessire, Rodney P.; Powell, Fawn M.; Stephen, Donald
Subject: FW: Veterans Health Administration Employee Education System (EES) will be implementing a VACAA Performance Based Needs Assessment Survey
Attachments: 362015_25310PM_Survey.docx; Review Request.docx

Our office, on behalf of Veterans Health Administration Employee Education System (EES) is providing notification that EES will be implementing a VACAA Performance Based Needs Assessment Survey. Responses to the survey are completely confidential, and participant identities will remain completely anonymous. Participation is 100 percent voluntary. The purpose of this survey is to establish a baseline level of individual behavior and environmental support factors that may inhibit successful performance of Group Practice Managers (GPM), Clinical Leads (CL), and Operations Access Leads (OAL), and/or ACCESS Management duties and to assist in the development of training for the VACAA training initiative. This performance based needs assessment survey is designed to identify knowledge and skills gaps and these other factors that may inhibit successful individual performance. This form of assessment gathers data directly from front-line personnel responsible for performing these duties and produces more robust, evidence-based data that can be further analyzed and actioned. Additionally, conducting this form of needs assessment by region will not only provide system-wide results, but will also provide regional specific data that can be further analyzed and actioned by regional leadership.

For additional information please contact: Rodney P. Bessire, Project Analysis Specialist at (801) 924-6818, Fawn Powell, Project Analysis Specialist at (801) 924-6830 or myself at 202-641-4123 or Donald/Stephen@va.gov.

Donald Stephen
Labor Relations Specialist
VACO LMR 202-461-4123
Blackberry 202-731-9942

RECEIVED

MAR 26 2015

AFGE National VA Council #53
Mid-Term Bargaining Committee