

PART ONE

Employment Demographics

Employment and Trends

(Executive Branch non-Postal)

2004

Agency

Between October 2002 and October 2004, Federal civilian employment increased by 38,302 workers (2.1 percent) to bring the total number of workers to 1,851,349. Of this increase, the following three agencies boasted the largest gains: (1) Department of Veterans Affairs, up by 13,452 workers to 236,180; (2) the Department of State, up by 2,309 workers to 23,997; and (3) the Department of the Army, up by 1,051 (civilian) workers to 226,111.

In contrast, the following three agencies observed the biggest reductions in workforce: (1) the Department of Transportation, lost 45,655 workers, bringing its total down to 57,130; (2) the Department of the Treasury, lost 36,292 workers, bringing its total down to 110,600; and (3) the Department of Justice, lost 27,412 workers, bringing its total down to 102,898. The decrease observed in these departments' employment is largely due to the creation of the Department of Homeland Security in 2003, which drew away a notable portion of their employees.

Workforce Changes

While the white-collar workforce increased by 44,604 between October 2002 and October 2004, the blue-collar workforce declined by 6,300. This shift resulted in the relative percents of the workforce being 88.9 percent white-collar and 11.1 percent blue-collar, or 1,646,054 and 205,295, respectively.

The white-collar workforce is further classified by five standard occupational categories: professional, administrative, technical, clerical, or other. There were significant changes that occurred between October 2002 and October 2004: the number of professional jobs increased by 13,564 (3.1 percent), bringing the total to 443,406; the number of administrative jobs increased by 31,575 (5.2 percent), bringing the total to 617,613; the number of technical jobs increased by 12,417 (3.2 percent), bringing the total to 388,442; the number of clerical jobs was down by 18,690 (7.3 percent), bringing the total to 302,883; and all other jobs in the white-collar workforce were up by 5,738 (9.5 percent) to bring the total to 60,703.

Over the past ten years, however, changes to white-collar occupational categories have been somewhat different. The statistics are as follows: (1) professional jobs have declined by 34,204 and represent 23.9 percent of the white-collar workforce; (2) administrative jobs have increased by 75,882 and represent 33.3 percent of the white-collar workforce; (3) technical jobs have declined by 4,797 representing 21 percent of the workforce; (4) clerical jobs have declined by 137,470 and represent 18.6 percent of the white-collar workforce; and (5) all other jobs have increased by 11,970 and represent 3.2 percent of the white-collar workforce.

Gender

The recent increases in administrative and professional jobs have been constituted by an increase in female representation within these two categories. Between 1994 and 2004, the percentage of women holding administrative or professional positions has risen from 38.7 to 43.4 percent. This is an 7 increase of 66,768 employees. During this same span, the percentage of women holding positions under the General Schedule and Related grades 12-15 has risen from 27.6 percent to 36.9 percent, an increase of 26,659 workers. The number of women in clerical jobs (typically below GS-9) saw a sharp decline of 122,770 workers.

Minority/Non-Minority (or Race and Ethnicity or Diversity)

The number of minorities in the Federal civilian workforce as of October 2004 was 580,983 (31.4 percent). This figure has increased by 14,425 since October 2002 and by 64,969 since October 1994. The Black, Hispanic, and Asian/Pacific Islander minority groups experienced net gains, but the American Indian/Alaska Native group experienced an overall loss of 546 workers. Hispanic employment recently increased by 10,665, bringing the total count to 135,533 in October 2004. Furthermore, minorities have accumulated 10,269 additional employees in General Schedule and Related grades 12-15 and 227 employees at the Senior Pay level.

Employees with Disabilities

Since 1994, the number of employees with disabilities has decreased by 19,812 workers to a total of 125,293. However, this number has increased within the past two years by 1,985 (1.6 percent). Additionally, a decrease of 629 (3.3 percent) has occurred for those workers identified as severely disabled (a designation of the Equal Employment Opportunity Commission).

Veterans

Between October 2002 and October 2004, the number of employees claiming veteran or preferred status increased 4.4 percent, resulting in a total of 452,757. The number of Vietnam veterans in the workforce dropped by 25,120 to 217,649. There was also a decrease in Veterans Readjustment Act (VRA) appointments—1,761 less to 12,948 total. Lastly, Thirty Percent or More Disabled Veterans observed a gain of 6,847 employees, raising the total up from 35,081 to 41,928.

Age

Since October 2002, the average ages of Federal civilian employees have increased slightly, as we note the following changes: women – average age increased from 44.6 to 45.1 years of age; men – average age increased from 46.0 to 46.1; and minorities – average age increased from 44.1 to 44.3.