

DOT Workforce Demographic Trends -- Fiscal Years '92 to '05

Permanent Employees

	Hires			Separations			Onboard End of FY		Difference from Previous FY	
	#	% of Total Hires	Hire Rate	#	% of Total Seps	Attrition Rate	#	%	#	%
Minorities										
1992	697	18.2%	5.4%	764	21.4%	6.0%	12805	18.7%		
1993	309	18.4%	2.4%	620	20.3%	4.8%	12969	19.1%	164	1.3%
1994	151	19.7%	1.2%	899	18.2%	6.9%	12424	19.4%	-545	-4.2%
1995	280	15.4%	2.3%	658	19.9%	5.3%	12281	19.6%	-143	-1.2%
1996	367	17.4%	3.0%	611	20.9%	5.0%	12330	19.7%	49	0.4%
1997	404	12.2%	3.3%	568	20.1%	4.6%	12550	19.9%	220	1.8%
1998	408	12.5%	3.3%	579	20.7%	4.6%	12692	19.9%	142	1.1%
1999	327	17.8%	2.6%	551	20.3%	4.3%	12747	20.2%	55	0.4%
2000	357	16.3%	2.8%	583	20.2%	4.6%	12809	20.5%	62	0.5%
2001	840	19.3%	6.6%	579	20.9%	4.5%	13502	20.9%	693	5.4%
2002	12754	32.8%	94.5%	652	21.9%	4.8%	26088	25.8%	12586	93.2%
2003	376	17.3%	1.4%	11707	27.1%	44.9%	12370	21.3%	-13718	-52.6%
2004	323	30.6%	2.6%	624	21.7%	5.0%	12212	21.7%	-158	-1.3%
2005	232	28.2%	1.9%	546	22.0%	4.5%	12025	22.0%	-187	-1.5%
Average	390	18.7%	3.0%	633	20.7%	5.0%	12594	20.2%		

Note: Averages for Hires and Onboard in FY02 exclude TSA and Averages for Separations exclude TSA and Coast Guard in FY03

Note: Hire Rate is the number of hires divided by the beginning onboard strength that year

Note: Attrition Rate is the number of separations divided by the beginning onboard strength that year