

A MESSAGE FROM THE DIRECTOR OF THE U.S. OFFICE OF PERSONNEL MANAGEMENT


In accordance with the requirements of title 5, United States Code, section 7201, I am pleased to submit the annual Federal Equal Opportunity Recruitment Program (FEORP) report for fiscal year (FY) 2007 to Congress. This report contains statistical data on employment in the Federal workforce, including the participation of women and minorities. The FEORP report also highlights human capital practices Federal agencies are using to recruit, develop, and retain a diverse, high-quality, citizen-centered, and results-oriented workforce.

Once again, this year's report shows the Federal Government is committed to building a high-performing workforce drawn from the strengths of America's diversity. Overall, minorities are represented in the Federal workforce (FW) in numbers that exceed the Civilian Labor Force (CLF). In 2007, the representation of minorities in the FW was 32.8 percent compared to 28.2 percent in the CLF.

Total employment in FEORP covered pay plans increased by 9,792 to 1,696,009 as of September 30, 2007, compared to 1,686,217 as of September 30, 2006. The number of employees who are under non-General Schedule and Related white-collar pay plans increased by 90,963 to 274,717 in 2007, from 183,754 in 2006.

The FEORP report notes overall gains made by minorities and women in professional and administrative positions. Representation of minorities in these positions rose by 11,704 to 288,275 in 2007, from 276,571 in 2006. The number of women in professional and administrative positions increased by 9,298 to 449,729 in 2007, from 440,431 in 2006. The report shows the number of women in senior pay positions increased by 1,322 to 5,513 (28.2 percent) in 2007, from 4,191 (26.5 percent) in 2006. Minority employees in this category rose by 932 to 3,241 (16.6 percent) in 2007, from 2,309 (14.6 percent) in 2006.

The U.S. Office of Personnel Management (OPM) will continue leading and educating agencies on effective human capital practices, hiring programs and flexibilities to ensure the Federal Government has an effective civilian workforce.



Linda M. Springer
Director

TABLE OF CONTENTS

EXECUTIVE SUMMARY.....	3
FEDERAL WORKFORCE.....	4
BLACKS IN THE FEDERAL WORKFORCE.....	7
HISPANICS IN THE FEDERAL WORKFORCE.....	15
ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE.....	23
NATIVE AMERICANS IN THE FEDERAL WORKFORCE.....	31
WOMEN IN THE FEDERAL WORKFORCE.....	39
AGENCY FEORP INITIATIVES: AN OVERVIEW.....	47
DATA COVERAGE AND DEFINITIONS.....	53

EXECUTIVE SUMMARY

The Fiscal Year (FY) 2007 Federal Equal Opportunity Recruitment Program (FEORP) report to Congress is prepared in accordance with title 5, United States Code, section 7201. This report compares FY 2006 and FY 2007 Federal employment statistics derived from the U.S. Office of Personnel Management (OPM) Central Personnel Data File (CPDF). In addition, this report includes human capital activities agencies reported as effective in attracting, recruiting and retaining a workforce drawn from the strengths of America's diversity. The human capital initiatives fall into four categories: workforce planning, recruitment and outreach, mentoring, and career development opportunities.

Originally, the FEORP covered Federal Executive Branch employees in the General Schedule and Related (GSR) pay plans and Federal Wage Systems pay plans, representing almost 92 percent of total permanent, non-postal employees. However, in recent years the Federal Government has experienced a steady shift of white-collar employment out of the GSR pay plans and into new white-collar pay plans. The number of employees in non-GSR pay plans rose to 274,717 in 2007, from 183,754 in 2006. This represents a 49.5 percent increase.

Major findings in the FY 2007 FEORP Report are:

- The total permanent Federal workforce (FW) covered by the FEORP report increased by 9,792 to 1,696,009 in FY 2007 from 1,686,217 in FY 2006.
- The Federal Government continues to be a leader in employing minorities. The number of minorities in the Federal workforce increased by 2.4 percent (to 556,556 in 2007 from 543,579 in 2006). The proportion of minorities in the total workforce rose to 32.8 in 2007 from 32.2 percent in 2006.
- Overall, minority groups are better represented in the FW than in the Civilian Labor Force (CLF) with one exception -- Hispanics. Despite a trend of increasing Hispanic representation in the FW, Hispanics remain underrepresented compared to the CLF. Hispanics represent 7.8 percent of the Federal workforce compared to 13.3 percent of the CLF.
- The Federal Government is slightly behind the CLF in the employment of women. Women represent 43.9 percent of the FW compared to 45.7 percent of the CLF in 2007.
- The number of women and minorities in GSR grades 13 through 15 declined 4.2 percent and 2.9 percent, respectively. However, total employment in GSR grades 13 through 15 also decreased – from 362,109 in FY 2006 to 333,268 in FY 2007.
- The representation of minorities and women at Senior Pay levels increased. The proportion of minorities at Senior Pay levels increased to 16.6 percent in 2007, from 14.6 percent in 2006. The number of women in the professional jobs category at Senior Pay levels increased by 47.5 percent (from 2,523 in 2006 to 3,721 in 2007). Minority group employees in the professional jobs category at Senior Pay levels increased by 65.9 percent (from 1,329 in 2006 to 2,205 in 2007).

FEDERAL WORKFORCE

TOTAL EMPLOYMENT

Total permanent employment in pay plans covered by the FEORP report increased by 9,792 to 1,696,009 as of September 30, 2007, compared to 1,686,217 as of September 30, 2006. Non-General Schedule and Related white-collar pay plans account for 274,717 employees in this report. The representation of minorities in the Federal Workforce (FW) increased 2.4 percent to 556,556 in 2007 from 543,579 in 2006.

Employment highlights for 2007 include:

Blacks represented 17.8 percent (301,176) of the FW in 2007 and 17.6 percent (296,351) of the FW in 2006. Black representation in the Civilian Labor Force (CLF) was 10.1 percent in 2007, the same as in 2006.

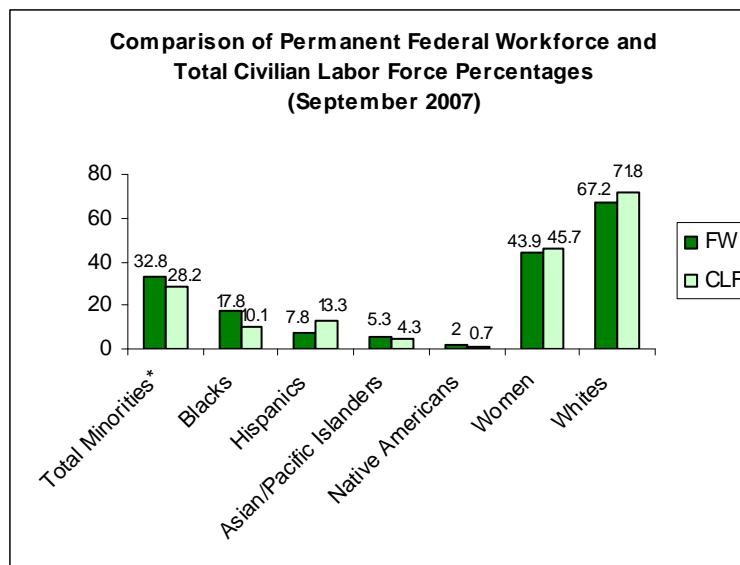
Hispanics represented 7.8 percent (131,640) of the FW in 2007, compared to 7.6 percent (127,442) in 2006. The representation of Hispanics in the CLF was 13.3 percent in 2007, compared to 12.8 percent in 2006.

Asian/Pacific Islanders represented 5.3 percent (90,587) of the FW in 2007, compared to 5.2 percent (87,502) in 2006. The representation of Asians/Pacific Islanders in the CLF was 4.3 percent in 2007, compared to 4.2 percent in 2006.

Native Americans represented 2.0 percent (33,153) of the FW in 2007, compared to 1.9 percent in 2006 (32,284). Native American representation in the CLF was 0.7 percent in 2007, compared to 0.6 percent in 2006.

Women represented 43.9 percent (745,214) of the FW in 2007, the same percentage as in 2006 (740,416). The representation of women in the CLF was 45.7 percent in 2007, compared to 45.4 percent in 2006.

Whites represented 67.2 percent (1,139,453) of the FW in 2007, compared to 67.8 percent in 2006 (1,142,638). The representation of Whites in the CLF was 71.8 percent in 2007, compared to 72.3 percent in 2006.



*Detail percentages may not add to total due to rounding.

EMPLOYMENT TOTALS BY RACE AND NATIONAL ORIGIN FOR MAJOR PAY DESIGNATIONS AS A PERCENT OF THE TOTAL FEDERAL WORKFORCE¹

Blacks represented 17.8 percent (301,176) of the permanent (1,696,009) Federal workforce (FW) in 2007, compared to 10.1 percent in the Civilian Labor Force (CLF). Blacks in General Schedule and Related (GSR) pay plans (223,101) were 13.2 percent of the FW. For other positions within the FW, the number of Blacks were 42,533 (2.51) in non-GSR pay plans, 34,355 (2.03 percent) in blue-collar jobs; and 1,187 (0.07 percent) at Senior Pay levels.

Hispanics represented 7.8 percent (131,640) of the permanent (1,696,009) FW in 2007, compared to 13.3 percent in the CLF. Hispanics in GSR pay plans (96,225) were 5.7 percent of the FW. There were 20,377 Hispanics in non-GSR pay plans, which was 1.2 percent of the FW; 14,265 for blue-collar, which was 0.8 percent; and 773 for Senior Pay levels, which was 0.05 percent of the FW.

Asian/Pacific Islanders represented 5.3 percent (90,587) of the permanent (1,696,009) FW in 2007, compared to 4.3 percent in the CLF. Asian/Pacific Islanders in GSR pay plans (62,373) were 3.7 percent of the FW. There were 16,972 Asian/Pacific Islanders in non-GSR pay plans, which was 1.0 percent of the FW; 10,137 in blue-collar positions, which was 0.6 percent; and 1,105 at Senior Pay levels, which was 0.07 percent of the FW.

Native Americans represented 2.0 percent (33,153) of the permanent (1,696,009) FW in 2007, compared to 0.7 percent in the CLF. Native Americans in GSR pay plans (25,482) were 1.5 percent of the FW. There were 2,986 Native Americans in non-GSR pay plans or 0.18 percent of the FW; 4,509 of them were blue-collar, which was 0.27 percent; and 176 at Senior Pay levels, which was 0.01 percent of the FW.

Women represented 43.9 percent (745,214) of the permanent (1,696,009) FW in 2007, compared to 45.7 percent in the CLF. Women in GSR pay plans (596,991) were 35.2 percent of the FW. There were 124,082 women in non-GSR pay plans, which was 7.3 percent of the FW; 18,628 blue-collar, which was 1.1 percent; and 5,513 at Senior Pay levels, which was 0.33 percent of the FW.

¹ Detail percentages may not add to total due to rounding.
FY 2007 FEORP

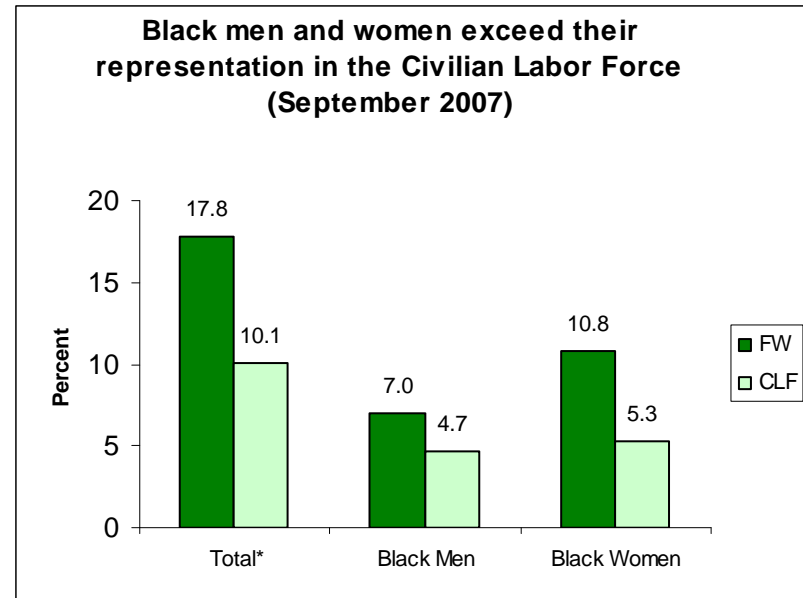
BLACKS IN THE FEDERAL WORKFORCE

BLACK EMPLOYMENT

Black employees represented 17.8 percent (301,176) of the permanent Federal Workforce (FW) as of September 30, 2007, compared to 10.1 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2006 were 17.6 and 10.1, respectively.

Black men represented 7.0 percent of the FW and 4.7 percent of the CLF in 2007. In 2006, these percentages were 6.9 and 4.7, respectively.

Black women represented 10.8 percent of the FW in 2007, compared to 5.3 percent of the CLF. In 2006, these percentages were 10.7 and 5.3, respectively.



*Detail percentages may not add to total due to rounding.

BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black employment in professional occupations increased by 1,338, to 40,501 in 2007 from 39,163 in 2006. Blacks represented 9.9 percent of all Federal employees in this occupational category in 2007, compared to 9.7 percent in 2006.

Black employment in administrative occupations increased by 4,274 to 107,350 in 2007 from 103,076 in 2006. Blacks represented 17.6 percent of all Federal employees in this occupational category in 2007, compared to 17.2 percent in 2006.

Black employment in technical occupations decreased by 43 to 72,923 in 2007 from 72,966 in 2006. Blacks represented 24.2 percent of all Federal employees in this occupational category in 2007, compared to 24.1 percent in 2006.

Black employment in clerical occupations decreased by 699 to 36,434 in 2007 from 37,133 in 2006. Blacks represented 27.8 percent of all Federal employees in clerical occupations in 2007, compared to 27.4 percent in 2006.

Black employment in "other" white-collar occupations increased by 99 to 9,613 in 2007 from 9,514 in 2006. Blacks represented 15.6 percent of all Federal employees in "other" occupations in 2007, compared to 16.0 percent in 2006.

Black employment in white-collar occupations increased by 4,969 to 266,821 in 2007 from 261,852 in 2006. Blacks represented 17.6 percent of all Federal employees in white-collar occupations in 2007 compared to 17.5 percent in 2006.

Black employment in blue-collar occupations decreased by 144 to 34,355 in 2007 from 34,499 in 2006. Blacks represented 18.7 percent of all Federal employees in this occupational category in 2007, compared to 18.6 percent in 2006.

Counts and Percentages of Blacks based on All Employees in Each Occupational Category

(September 2007)

	<u>Black Employment</u>	<u>Percent of FW</u>
Professional	40,501	9.9
Administrative	107,350	17.6
Technical	72,923	24.2
Clerical	36,434	27.8
Other	9,613	15.6
White-Collar (WC)	266,821	17.6
Blue-Collar (BC)	34,355	18.7
Total (WC + BC)	301,176	17.8

BLACK EMPLOYMENT BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS AND SENIOR PAY LEVELS

Blacks represented 26.8 percent (11,912) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2007, including 3,235 Black men and 8,677 Black women. Black employment in this grade group decreased by 314 since 2006.

Blacks represented 26.0 percent (85,417) of all employees in GSR grades 5 through 8 in 2007, including 23,754 Black men and 61,663 Black women. Black employment in this grade group decreased by 3,368 since 2006.

Blacks represented 16.6 percent (85,157) of all employees in GSR grades 9 through 12 in 2007, including 29,171 Black men and 55,986 Black women. Black employment in this grade group decreased by 3,994 since 2006.

Blacks represented 12.2 percent (40,615) of all employees in GSR grades 13 through 15 in 2007, including 15,974 Black men and 24,641 Black women. Black employment in this grade group decreased by 1,378 since 2006.

Blacks represented 15.5 percent (42,533) of all employees in non-GSR pay plans, including 17,184 Black men and 25,349 Black women. Black employment in this grade group increased by 13,897 since 2006.

Blacks represented 6.1 percent (1,187) of all employees at the Senior Pay levels in 2007, including 679 Black men and 508 Black women. Black employment at Senior Pay levels increased by 126 since 2006.

Counts and Percentages of Blacks based on All Employees in General Schedule and Related (GSR) Grade Groups, Non-GSR, and Senior Pay

(September 2007)

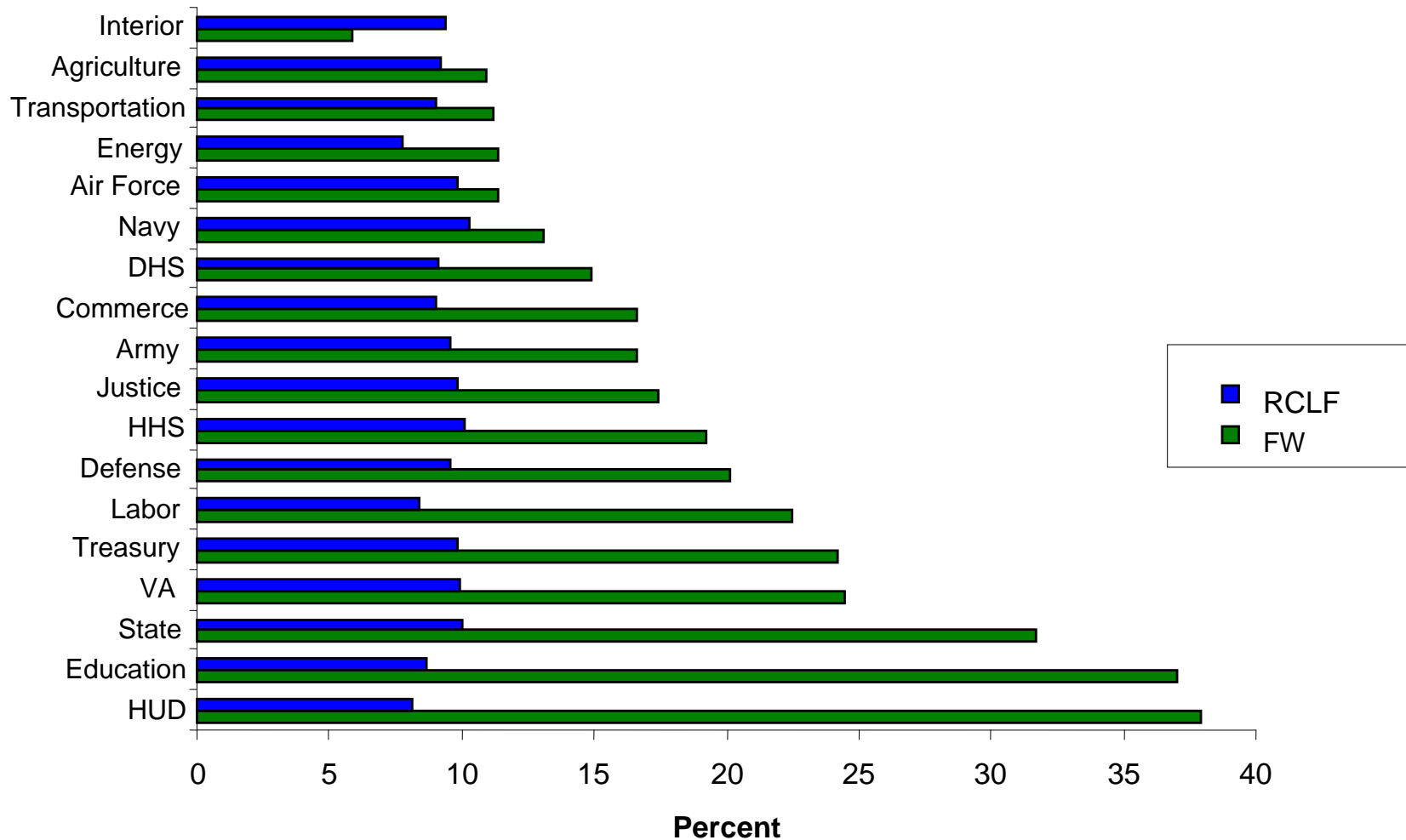
	<u>Black Employment</u>	<u>Percent of FW</u>
GSR 1-4	11,912	26.8
GSR 5-8	85,417	26.0
GSR 9-12	85,157	16.6
GSR 13-15	40,615	12.2
Non-GSR	42,533	15.5
Senior Pay	1,187	6.1

BLACKS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 17 OF 18 EXECUTIVE DEPARTMENTS

Black representation in the Federal Workforce (FW) was equal to or greater than Black representation in the Relevant Civilian Labor Force (RCLF) in the following 17 Executive Departments: Housing and Urban Development (HUD) (37.9 percent to 8.1 percent); Education (37.0 percent to 8.7 percent); State (31.7 percent to 10.0 percent); Veterans Affairs (VA) (24.5 percent to 9.9 percent); Treasury (24.2 percent to 9.8 percent); Labor (22.5 percent to 8.4 percent); Defense (20.1 percent to 9.6 percent); Health and Human Services (HHS) (19.2 percent to 10.1 percent); Justice (17.4 percent to 9.8 percent); Army (16.6 percent to 9.6 percent); Commerce (16.6 percent to 9.0 percent); Homeland Security (DHS) (14.9 percent to 9.1 percent); Navy (13.1 percent to 10.3 percent); Air Force (11.4 percent to 9.8 percent); Energy (11.4 percent to 7.8 percent); Transportation (11.2 percent to 9 percent); and Agriculture (10.9 percent to 9.2 percent).

Black representation in the FW was below Black representation in the RCLF in Interior (5.9 percent to 9.4 percent).

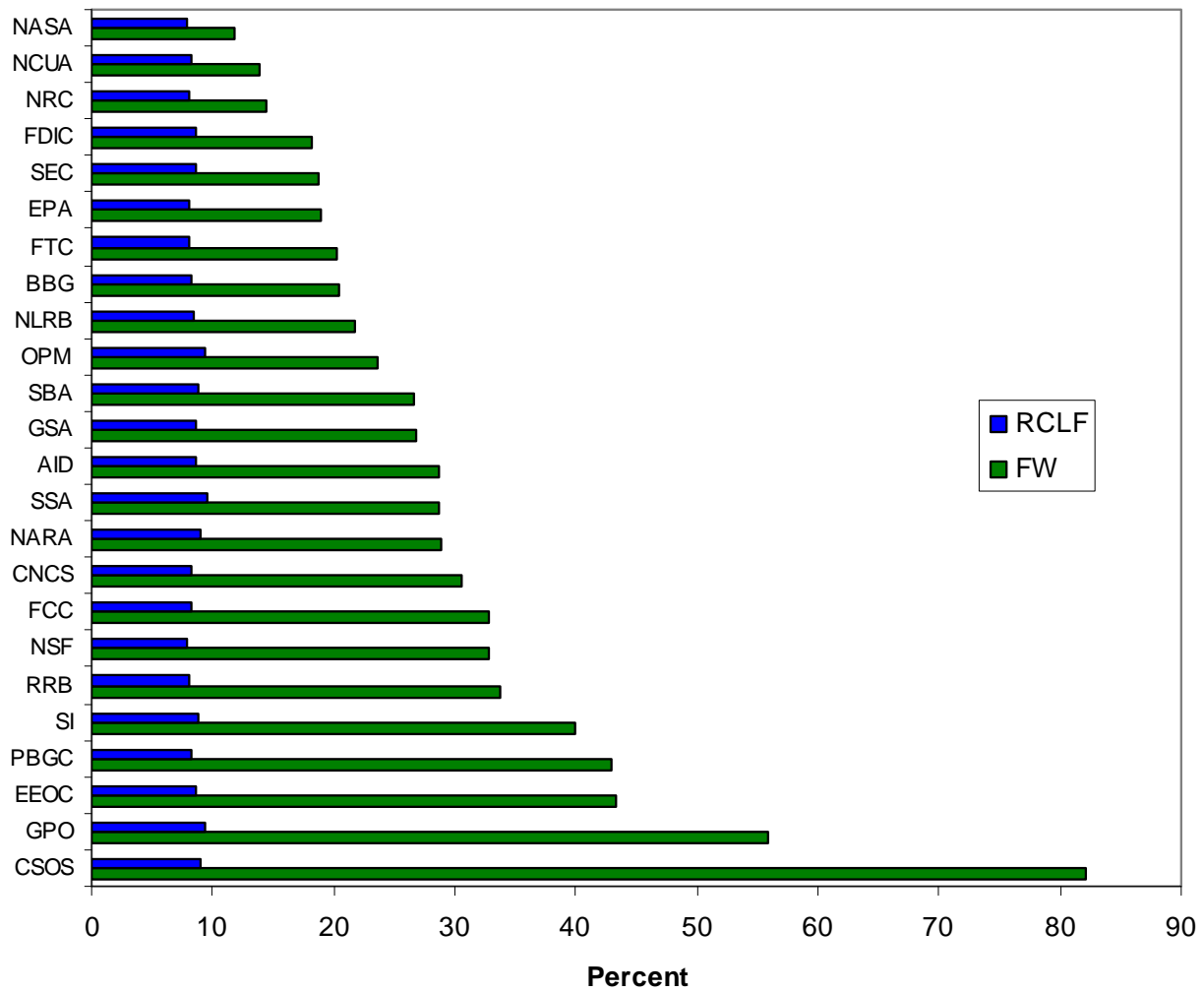
Representation of Blacks in Executive Departments September 30, 2007



BLACKS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN ALL 24 INDEPENDENT AGENCIES

Black representation in the Federal Workforce (FW) was equal to or greater than Black representation in the Relevant Civilian Labor Force (RCLF) in each of the 24 independent agencies with 500 or more employees: Court Services and Offender Supervision Agency (CSOS) (82.1 percent to 9.0 percent); Government Printing Office (GPO) (55.8 percent to 9.4 percent); Equal Employment Opportunity Commission (EEOC) (43.3 percent to 8.6 percent); Pension Benefit Guaranty Corporation (PBGC) (43.0 percent to 8.2 percent); Smithsonian Institution (SI) (40.0 percent to 8.9 percent); Railroad Retirement Board (RRB) (33.7 percent to 8.1 percent); National Science Foundation (NSF) (32.9 percent to 7.8 percent); Federal Communications Commission (FCC) (32.8 percent to 8.3 percent); Corporation for National and Community Service (CNCS) (30.5 percent to 8.2 percent); National Archives and Records Administration (NARA) (28.9 percent to 9.0 percent); Social Security Administration (SSA) (28.6 percent to 9.6 percent); Agency for International Development (AID) (28.6 percent to 8.7 percent); General Services Administration (GSA) (26.8 percent to 8.6 percent); Small Business Administration (SBA) (26.6 percent to 8.9 percent); Office of Personnel Management (OPM) (23.6 percent to 9.4 percent); National Labor Relations Board (NLRB) (21.7 percent to 8.4 percent); Broadcasting Board of Governors (BBG) (20.4 percent to 8.2 percent); Federal Trade Commission (FTC) (20.2 percent to 8.0 percent); Environmental Protection Agency (EPA) (18.9 percent to 8.0 percent); Securities and Exchange Commission (SEC) (18.7 percent to 8.7 percent); Federal Deposit Insurance Corporation (FDIC) (18.1 percent to 8.6 percent); Nuclear Regulatory Commission (NRC) (14.4 percent to 8.0 percent); National Credit Union Association (NCUA) (13.8 percent to 8.2 percent); and the National Aeronautics and Space Administration (NASA) (11.8 percent to 7.9 percent).

Representation of Blacks in Independent Agencies (500+ Employees) September 30, 2007



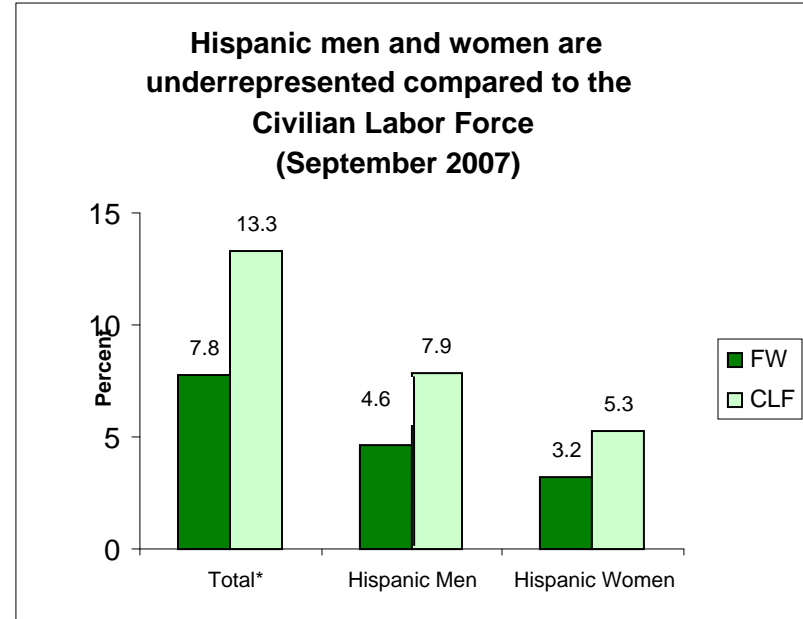
HISPANICS IN THE FEDERAL WORKFORCE

HISPANIC EMPLOYMENT

Hispanic employment represented 7.8 percent (131,640) of the permanent Federal Workforce (FW) as of September 30, 2007, compared to 13.3 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2006 were 7.6 and 12.8, respectively.

Hispanic men represented 4.6 percent of the FW compared to 7.9 percent of the CLF in 2007. In 2006, these percentages were 4.4 and 7.8, respectively.

Hispanic women represented 3.2 percent of the FW compared to 5.3 percent of the CLF in 2007. In 2006, these percentages were 3.1 and 5.0, respectively.



*Detail percentages may not add to total due to rounding.

HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

Hispanic employment in professional occupations increased by 403 to 20,262 in 2007 from 19,859 in 2006. Hispanics represented 5.0 percent of all Federal employees in this occupational category in 2007, compared to 4.9 in 2006.

Hispanic employment in administrative occupations increased by 2,190 to 46,024 in 2007 from 43,834 in 2006. Hispanics represented 7.5 percent of all Federal employees in this occupational category in 2007, compared to 7.3 percent in 2006.

Hispanic employment in technical occupations increased by 87 to 25,454 in 2007 from 25,367 in 2006. Hispanics represented 8.4 percent of all Federal employees in this occupational category in 2007, the same as in 2006.

Hispanic employment in clerical occupations increased by 41 to 12,782 in 2007 from 12,741 in 2006. Hispanics represented 9.8 percent of all Federal employees in this occupational category in 2007, compared to 9.4 percent in 2006.

Hispanic employment in "other" white-collar occupations increased by 1,546 to 12,853 in 2007 from 11,307 in 2006. Hispanics represented 20.8 percent of all Federal employees in this occupational category in 2007, compared to 19.1 percent in 2006.

Hispanic employment in white-collar occupations increased by 4,267 to 117,375 in 2007 from 113,108 in 2006. Hispanics represented 7.8 percent of all Federal employees in this occupational category in 2007, compared to 7.5 percent in 2006.

Hispanic employment in blue-collar occupations decreased by 69 to 14,265 in 2007 from 14,334 in 2006. Hispanics represented 7.8 percent of all Federal employees in this occupational category in 2007, compared to 7.7 in 2006.

Counts and Percentages of Hispanics based on All Employees in Each Occupational Category

(September 2007)

	<u>Hispanic Employment</u>	<u>Percent of FW</u>
Professional	20,262	5.0
Administrative	46,024	7.5
Technical	25,454	8.4
Clerical	12,782	9.8
Other	12,853	20.8
White-Collar (WC)	117,375	7.8
Blue-Collar (BC)	14,265	7.8
Total (WC + BC)	131,640	7.8

HISPANIC EMPLOYMENT BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS AND SENIOR PAY LEVELS

Hispanics represented 8.4 percent (3,737) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2007, including 1,356 Hispanic men and 2,381 Hispanic women. Hispanic employment in this grade group decreased by 55 since 2006.

Hispanics represented 9.7 percent (31,860) of all employees in GSR grades 5 through 8 in 2007, including 14,477 Hispanic men and 17,383 Hispanic women. Hispanic employment in this grade group increased by 476 since 2006.

Hispanics represented 8.6 percent (43,813) of all employees in GSR grades 9 through 12 in 2007, including 25,829 Hispanic men and 17,984 Hispanic women. Hispanic employment in this grade group decreased by 1,566 since 2006.

Hispanics represented 5.0 percent (16,815) of all employees in GSR grades 13 through 15 in 2007, including 10,968 Hispanic men and 5,847 Hispanic women. Hispanic employment in this grade group decreased by 501 since 2006.

Hispanics represented 7.4 percent (20,377) of all employees in non-GSR pay plans in 2007, including 11,426 Hispanic men and 8,951 Hispanic women. Hispanic employment in this grade group increased by 5,725 since 2006.

Hispanics represented 4.0 percent (773) of all employees at the Senior Pay levels in 2007, including 533 Hispanic men and 240 Hispanic women. Hispanic employment at Senior Pay levels increased by 188 since 2006.

Counts and Percentages of Hispanics based on All Employees in General Schedule and Related (GSR) Grade Groups, Non-GSR, and Senior Pay

(September 2007)

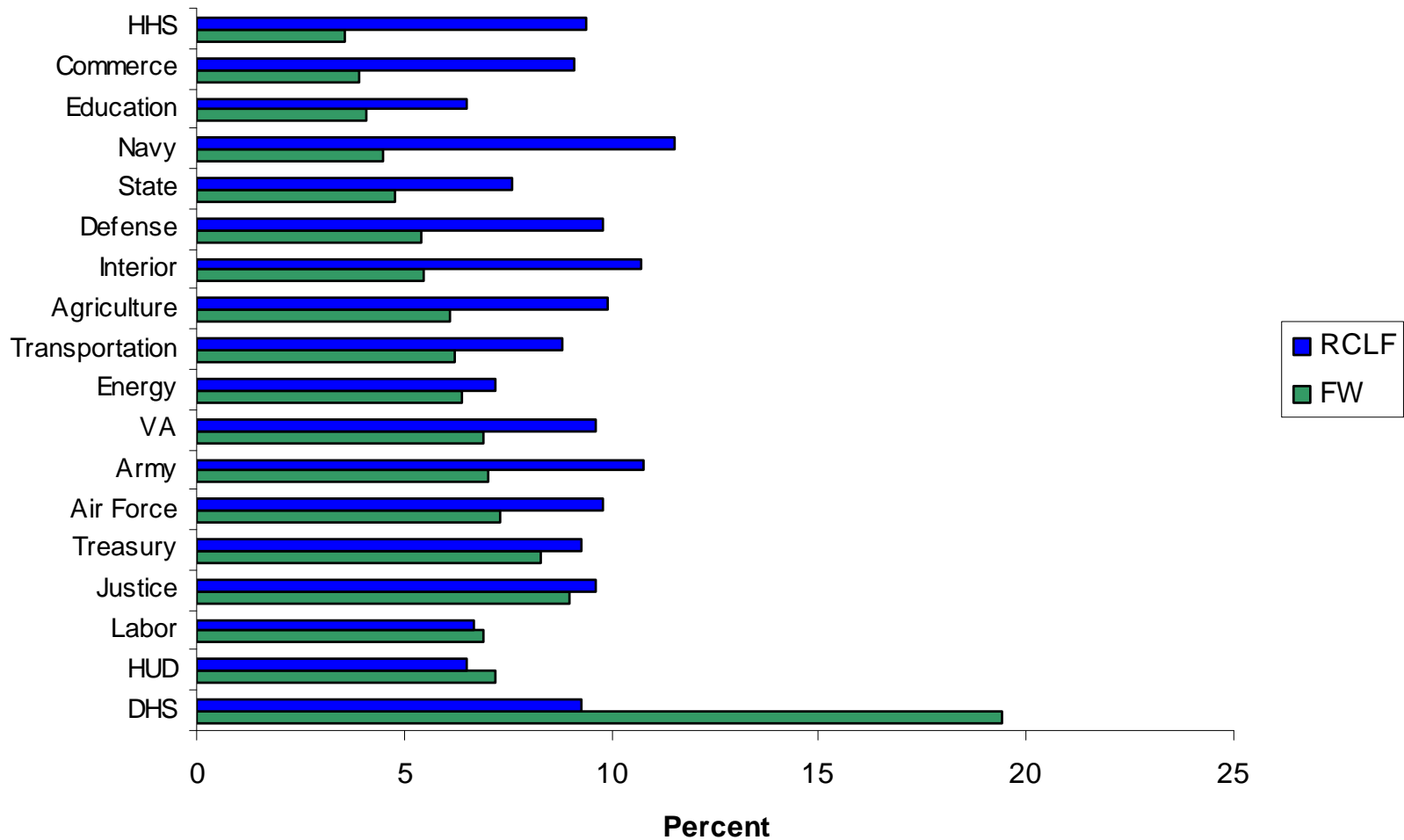
	<u>Hispanic Employment</u>	<u>Percent of FW</u>
GSR 1-4	3,737	8.4
GSR 5-8	31,860	9.7
GSR 9-12	43,813	8.6
GSR 13-15	16,815	5.0
Non-GSR	20,377	7.4
Senior Pay	773	4.0

HISPANICS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 3 OF 18 EXECUTIVE DEPARTMENTS

Hispanic representation in the Federal Workforce (FW) was equal to or greater than Hispanic representation in the Relevant Civilian Labor Force (RCLF) in the following three Executive Departments: Homeland Security (DHS) (19.4 percent to 9.3 percent); Housing and Urban Development (HUD) (7.2 percent to 6.5 percent); and Labor (6.9 percent to 6.7 percent).

Hispanic representation in the FW was below the Hispanic representation in the RCLF in the following 15 Executive Departments: Justice (9.0 percent to 9.6 percent); Treasury (8.3 percent to 9.3 percent); Air Force (7.3 percent to 9.8 percent); Army (7.0 percent to 10.8 percent); Veterans Affairs (VA) (6.9 percent to 9.6 percent); Energy (6.4 percent to 7.2 percent); Transportation (6.2 percent to 8.8 percent); Agriculture (6.1 percent to 9.9 percent); Interior (5.5 percent to 10.7 percent); Defense (5.4 percent to 9.8 percent); State (4.8 percent to 7.6 percent); Navy (4.5 percent to 11.5 percent); Education (4.1 percent to 6.5 percent); Commerce (3.9 percent to 9.1 percent); and Health and Human Services (HHS) (3.6 percent to 9.4 percent).

Representation of Hispanics in Executive Departments September 30, 2007

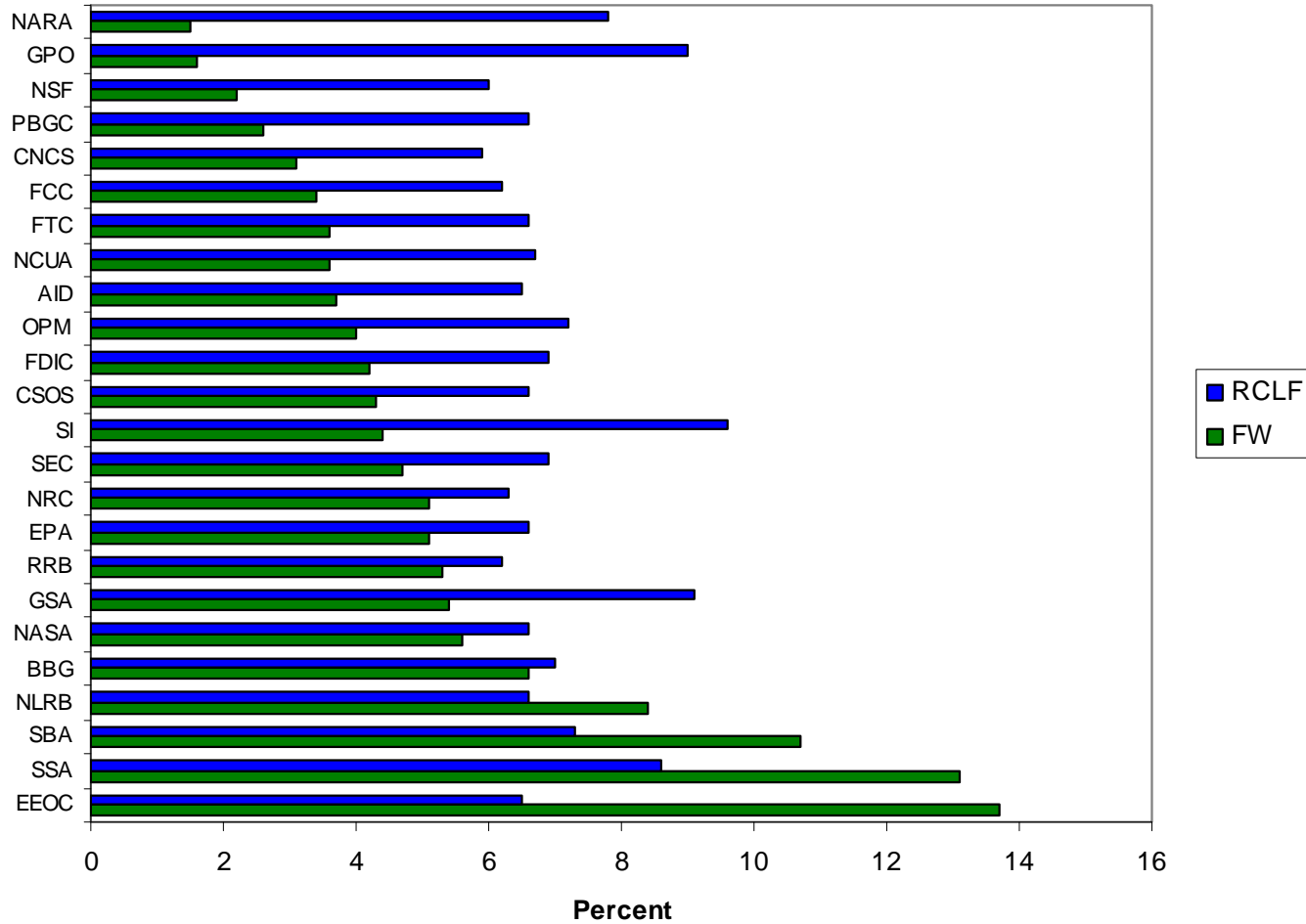


HISPANICS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 4 OF 24 INDEPENDENT AGENCIES

Hispanic representation in the Federal Workforce (FW) was equal to or greater than Hispanic representation in the Relevant Civilian Labor Force (RCLF) in the following four independent agencies: Equal Employment Opportunity Commission (EEOC) (13.7 percent to 6.5 percent); Social Security Administration (SSA) (13.1 percent to 8.6 percent); Small Business Administration (SBA) (10.7 percent to 7.3 percent); and the National Labor Relations Board (NLRB) (8.4 percent to 6.6 percent).

Hispanic representation in the FW was less than Hispanic representation in the RCLF in the following 20 independent agencies: Broadcasting Board of Governors (BBG) (6.6 percent to 7 percent); National Aeronautics and Space Administration (NASA) (5.6 percent to 6.6 percent); General Services Administration (GSA) (5.4 percent to 9.1 percent); Railroad Retirement Board (RRB) (5.3 percent to 6.2 percent); Environmental Protection Agency (EPA) (5.1 percent to 6.6 percent); Nuclear Regulatory Commission (NRC) (5.1 percent to 6.3 percent); Securities and Exchange Commission (SEC) (4.7 percent to 6.9 percent); Smithsonian Institution (SI) (4.4 percent to 9.6 percent); Court Services and Offender Supervision Agency (CSOS) (4.3 percent to 6.6 percent); Federal Deposit Insurance Corporation (FDIC) (4.2 percent to 6.9 percent); Office of Personnel Management (OPM) (4.0 percent to 7.2 percent); Agency for International Development (AID) (3.7 percent to 6.5 percent); National Credit Union Association (NCUA) (3.6 percent to 6.7 percent); Federal Trade Commission (FTC) (3.6 percent to 6.6 percent); Federal Communications Commission (FCC) (3.4 percent to 6.2 percent); Corporation for National and Community Service (CNCS) (3.1 percent to 5.9 percent); Pension Benefit Guaranty Corporation (PBGC) (2.6 percent to 6.6 percent); National Science Foundation (NSF) (2.2 percent to 6.0 percent); Government Printing Office (GPO) (1.6 percent to 9.0 percent); and the National Archives and Records Administration (NARA) (1.5 percent to 7.8 percent).

**Representation of Hispanics in
Independent Agencies (500+ Employees)
September 30, 2007**



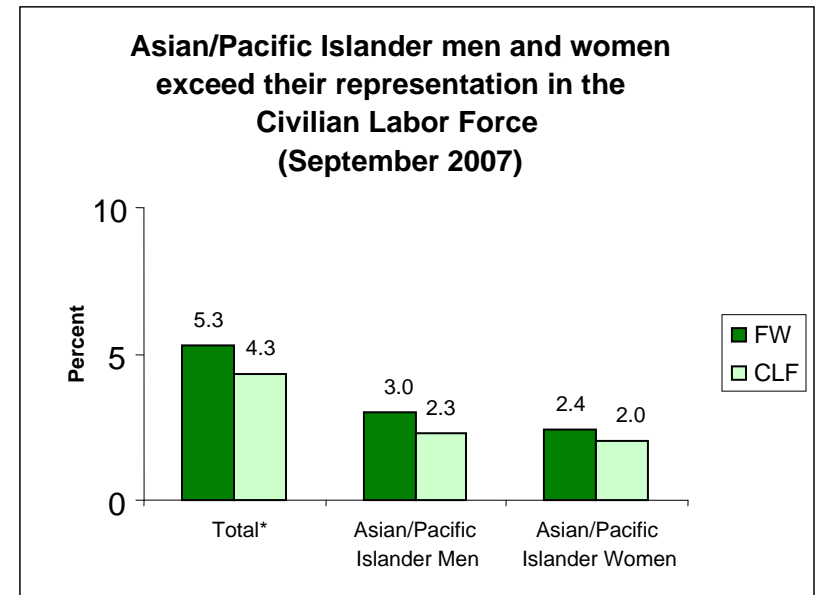
ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE

ASIAN/PACIFIC ISLANDER EMPLOYMENT

Asian/Pacific Islander employees represented 5.3 percent (90,587) of the permanent Federal Workforce (FW) as of September 30, 2007, compared to 4.3 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2006 were 5.2 and 4.2, respectively.

Asian/Pacific Islander men represented 3.0 percent of the FW compared to 2.3 percent of the CLF in 2007. In 2006, these percentages were 2.9 and 2.3, respectively.

Asian/Pacific Islander women represented 2.4 percent of the FW compared to 2.0 percent of the CLF in 2007. In 2006, these percentages were 2.3 and 1.9, respectively.



*Detail percentages may not add to total due to rounding.

ASIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

Asian/Pacific Islander employment in professional occupations increased by 1,032 to 35,331 in 2007 from 34,299 in 2006. Asian/Pacific Islanders represented 8.7 percent of all Federal employees in this occupational category in 2007, compared to 8.5 percent in 2006.

Asian/Pacific Islander employment in administrative occupations increased by 1,718 to 24,374 in 2007 from 22,656 in 2006. Asian/Pacific Islanders represented 4.0 percent of Federal employees in this occupational category in 2007, compared to 3.8 percent in 2006.

Asian/Pacific Islander employment in technical occupations increased by 356 to 12,576 in 2007 from 12,220 in 2006. Asian/Pacific Islanders represented 4.2 percent of all Federal employees in this occupational category in 2007, compared to 4.0 percent in 2006.

Asian/Pacific Islander employment in clerical occupations decreased by 163 to 6,481 in 2007 from 6,644 in 2006. Asian/Pacific Islanders represented 4.9 percent of all Federal employees in this occupational category in 2007, compared to 4.9 percent in 2006.

Asian/Pacific Islander employment in "other" white-collar occupations increased by 72 to 1,688 in 2007 from 1,616 in 2006. Asian/Pacific Islanders represented 2.7 percent of all Federal employees in this occupational category in 2007, the same as in 2006.

Asian/Pacific Islander employment in white-collar occupations increased by 3,015 to 80,450 in 2007 from 77,435 in 2006. Asian/Pacific Islanders represented 5.3 percent of all Federal employees in this occupational category in 2007, compared to 5.2 percent in 2006.

Asian/Pacific Islander employment in blue-collar occupations increased by 70 to 10,137 in 2007 from 10,067 in 2006. Asian/Pacific Islanders represented 5.5 percent of all Federal employees in this occupational category in 2007, compared to 5.4 percent in 2006.

Counts and Percentages of Asian/Pacific Islanders based on All Employees in Each Occupational Category

(September 2007)

	<u>Asian/Pacific Islander Employment</u>	<u>Percent of FW</u>
Professional	35,331	8.7
Administrative	24,374	4.0
Technical	12,576	4.2
Clerical	6,481	4.9
Other	1,688	2.7
White-Collar (WC)	80,450	5.3
Blue-Collar (BC)	10,137	5.5
Total (WC + BC)	90,587	5.3

ASIAN/PACIFIC ISLANDER EMPLOYMENT BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS AND SENIOR PAY LEVELS

Asian/Pacific Islanders represented 6.4 percent (2,857) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2007. There were 726 Asian/Pacific Islander men and 2,131 Asian/Pacific Islander women at these grades in 2007. Asian/Pacific Islanders in this grade group increased by 62 since 2006.

Asian/Pacific Islanders represented 4.2 percent (13,940) of all employees in GSR grades 5 through 8 in 2007. There were 5,426 Asian/Pacific Islander men and 8,514 Asian/Pacific Islander women at these grade levels in 2007. Asian/Pacific Islanders in this grade group decreased by 600 since 2006.

Asian/Pacific Islanders represented 5.0 percent (25,573) of all employees in GSR grades 9 through 12 in 2007. There were 13,460 Asian/Pacific Islander men and 12,113 Asian/Pacific Islander women at these grades in 2007. Asian/Pacific Islanders in this grade group decreased by 1,795 since 2006.

Asian/Pacific Islanders represented 6.0 percent (20,003) of all employees in GSR grades 13 through 15 in 2007. There were 12,548 Asian/Pacific Islander men and 7,455 Asian/Pacific Islander women at these grades in 2007. Asian/Pacific Islanders in this grade group decreased by 483 since 2006.

Asian/Pacific Islanders represented 6.2 percent (16,972) of all employees in non-GSR pay plans in 2007, including 8,286 men and 8,686 women. Asian/Pacific Islanders in this grade group increased by 5,250 since 2006.

Asian/Pacific Islanders represented 5.7 percent (1,105) of all employees at the Senior Pay levels. There were 717 Asian/Pacific Islander men and 388 Asian/Pacific Islander women at these pay levels in 2007. Asian/Pacific Islanders at Senior Pay levels increased by 581 since 2006.

Counts and Percentages of Asian/Pacific Islanders based on All Employees in General Schedule and Related (GSR) Grade Groups, Non-GSR, and Senior Pay

(September 2007)

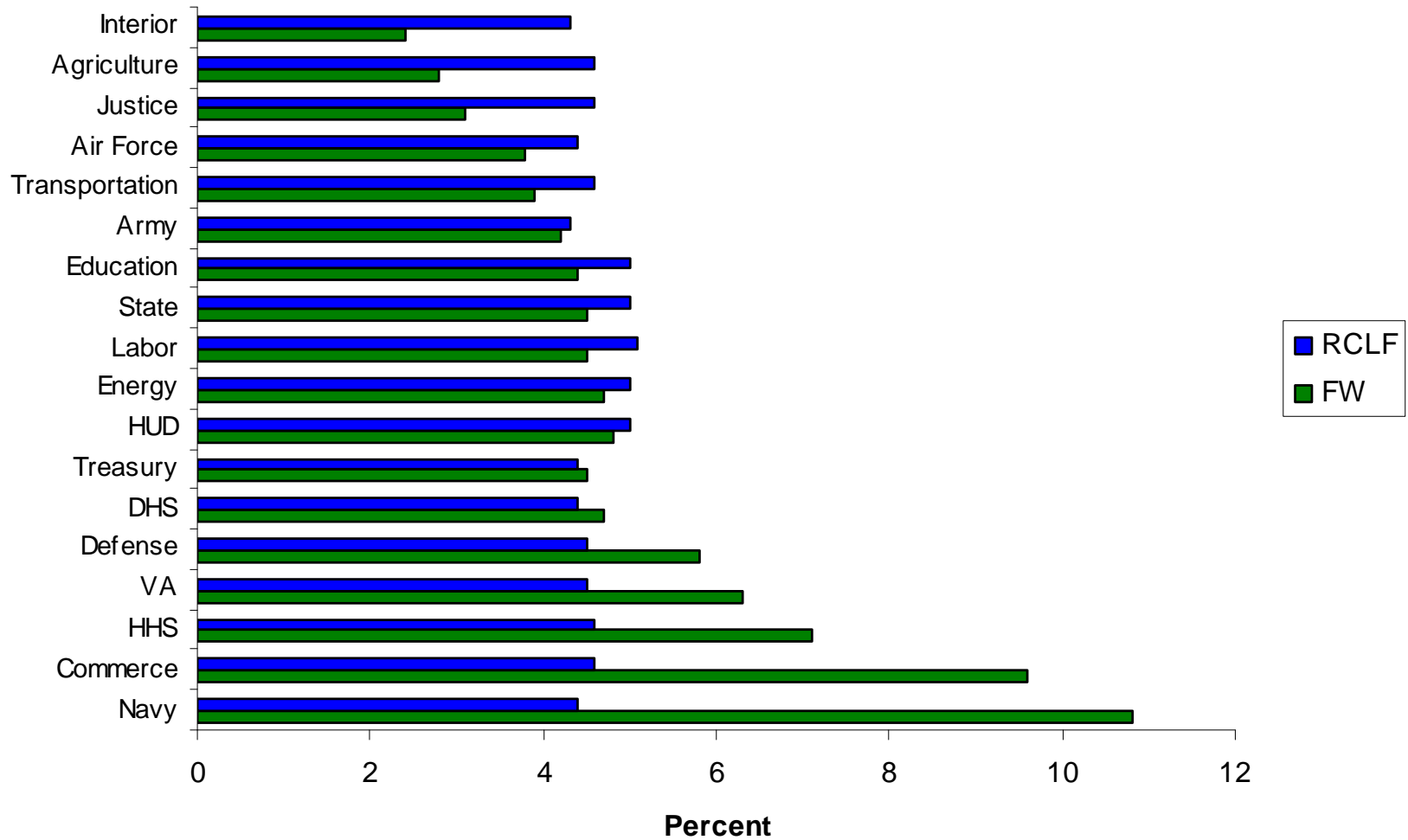
	<u>Asian/Pacific Islander Employment</u>	<u>Percent of FW</u>
GSR 1-4	2,857	6.4
GSR 5-8	13,940	4.2
GSR 9-12	25,573	5.0
GSR 13-15	20,003	6.0
Non-GSR	16,972	6.2
Senior Pay	1,105	5.7

ASIAN/PACIFIC ISLANDERS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 7 OF 18 EXECUTIVE DEPARTMENTS

The representation of Asian/Pacific Islander employees in the Federal Workforce (FW) was equal to or greater than their representation in the Relevant Civilian Labor Force (RCLF) in the following seven Executive Departments: Navy (10.8 percent to 4.4 percent); Commerce (9.6 percent to 4.6 percent); Health and Human Services (HHS) (7.1 percent to 4.6 percent); Veterans Affairs (VA) (6.3 percent to 4.5 percent); Defense (5.8 percent to 4.5 percent); Homeland Security (DHS) (4.7 percent to 4.4 percent); and Treasury (4.5 percent to 4.4 percent).

Asian/Pacific Islander representation in the following 11 Executive Departments was less than their RCLF representation: Housing and Urban Development (HUD) (4.8 percent to 5.0 percent); Energy (4.7 percent to 5.0 percent); Labor (4.5 percent to 5.1 percent); State (4.5 percent to 5.0 percent); Education (4.4 percent to 5.0 percent); Army (4.2 percent to 4.3 percent); Transportation (3.9 percent to 4.6 percent); Air Force (3.8 percent to 4.4 percent); Justice (3.1 percent to 4.6 percent); Agriculture (2.8 percent to 4.6 percent); and Interior (2.4 percent to 4.3 percent).

Representation of Asian/Pacific Islanders in Executive Departments September 30, 2007

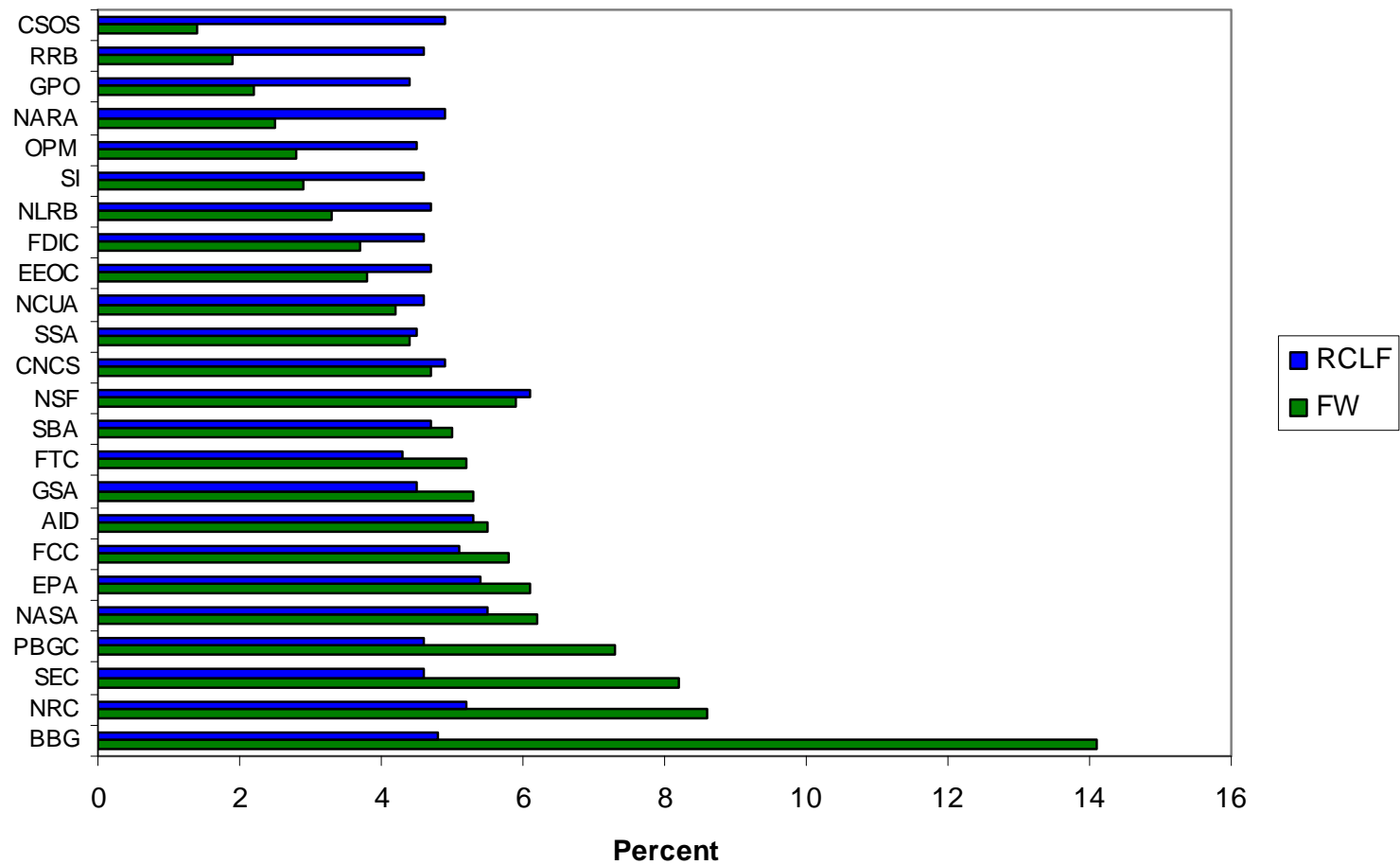


ASIAN/PACIFIC ISLANDERS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 11 OF 24 INDEPENDENT AGENCIES

Asian/Pacific Islander representation in the Federal Workforce (FW) was equal to or greater than their Relevant Civilian Labor Force (RCLF) representation in the following 11 independent agencies: Broadcasting Board of Governors (BBG) (14.1 percent to 4.8 percent); Nuclear Regulatory Commission (NRC) (8.6 percent to 5.2 percent); Securities and Exchange Commission (SEC) (8.2 percent to 4.6 percent); Pension Benefit Guaranty Corporation (PBGC) (7.3 percent to 4.6 percent); National Aeronautics and Space Administration (NASA) (6.2 percent to 5.5 percent); Environmental Protection Agency (EPA) (6.1 percent to 5.4 percent); Federal Communications Commission (FCC) (5.8 percent to 5.1 percent); Agency for International Development (AID) (5.5 percent to 5.3 percent); General Services Administration (GSA) (5.3 percent to 4.5 percent); Federal Trade Commission (FTC) (5.2 percent to 4.3 percent); and Small Business Administration (SBA) (5.0 percent to 4.7 percent).

Asian/Pacific Islander representation in the FW was below their representation in the RCLF in the following 13 independent agencies: National Science Foundation (NSF) (5.9 percent to 6.1 percent); Corporation for National and Community Service (CNCS) (4.7 percent to 4.9 percent); Social Security Administration (SSA) (4.4 percent to 4.5 percent); National Credit Union Association (NCUA) (4.2 percent to 4.6 percent); Equal Employment Opportunity Commission (EEOC) (3.8 percent to 4.7 percent); Federal Deposit Insurance Corporation (FDIC) (3.7 percent to 4.6 percent); National Labor Relations Board (NLRB) (3.3 percent to 4.7 percent); Smithsonian Institution (SI) (2.9 percent to 4.6 percent); Office of Personnel Management (OPM) (2.8 percent to 4.5 percent); National Archives and Records Administration (NARA) (2.5 percent to 4.9 percent); Government Printing Office (GPO) (2.2 percent to 4.4 percent); Railroad Retirement Board (RRB) (1.9 percent to 4.6 percent); and the Court Services and Offender Supervision Agency (CSOS) (1.4 percent to 4.9 percent).

Representation of Asian/Pacific Islanders in Independent Agencies (500+ Employees) September 30, 2007



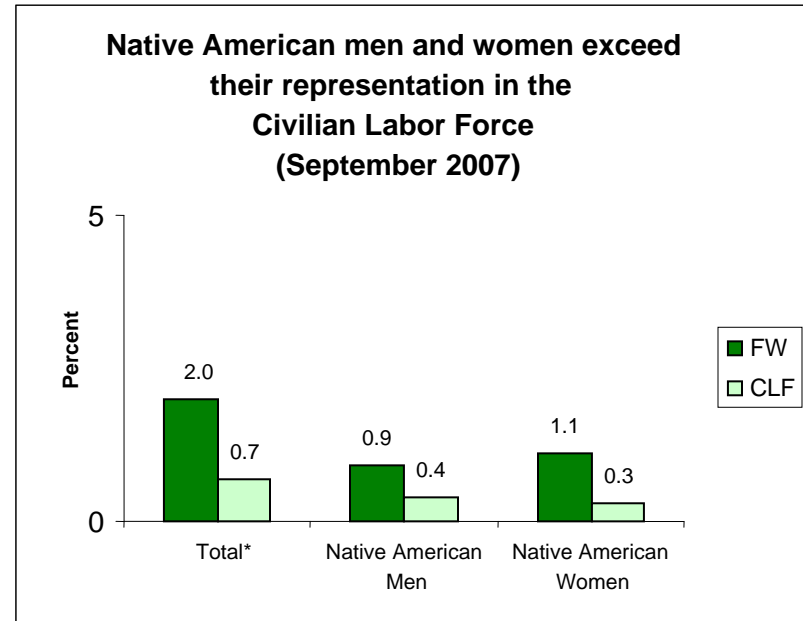
NATIVE AMERICANS IN THE FEDERAL WORKFORCE

NATIVE AMERICAN EMPLOYMENT

Native American employment represented 2.0 percent (33,153) of the permanent Federal Workforce (FW) as of September 30, 2007, compared to 0.7 percent of the Civilian Labor Force (CLF). The FW and CLF percentages in 2006 were 1.9 and 0.6, respectively.

Native American men represented 0.9 percent of the FW and 0.4 percent of the CLF in 2007. The FW and CLF percentages in 2006 were 0.9 and 0.3, respectively.

Native American women represented 1.1 percent of the FW and 0.3 percent of the CLF in 2007; in 2006 the percentages were 1.0 and 0.3, respectively.



*Detail percentages may not add to total due to rounding.

NATIVE AMERICAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native American employment in professional occupations increased by 327 to 5,359 in 2007 from 5,032 in 2006. Native Americans represented 1.3 percent of all Federal employees in this occupational category in 2007, compared to 1.2 in 2006.

Native American employment in administrative occupations increased by 422 to 9,074 in 2007 from 8,652 in 2006. Native Americans represented 1.5 percent of all Federal employees in this occupational category in 2007, compared to 1.4 in 2006.

Native American employment in technical occupations increased by 122, to 9,271 in 2007 from 9,149 in 2006. Native Americans represented 3.1 percent of all Federal employees in this occupational category in 2007, compared to 3.0 in 2006.

Native American employment in clerical occupations increased by 26 to 3,783 in 2007 from 3,757 in 2006. Native Americans represented 2.9 percent of all employees in this occupational category in 2007, compared to 2.8 percent in 2006.

Native American employment in "other" white-collar occupations increased by 39 to 1,157 in 2007 from 1,118 in 2006. Native Americans made up 1.9 percent of this occupational category in 2007 and in 2006.

Native American employment in white-collar occupations increased by 936 to 28,644 in 2007 from 27,708 in 2006. Native Americans made up 1.9 percent of this occupational category in 2007, compared to 1.8 percent in 2006.

Native American employment in blue-collar occupations decreased by 67 to 4,509 in 2007 from 4,576 in 2006. Native Americans represented 2.5 percent of all Federal blue-collar employees in 2007 and in 2006.

Counts and Percentages of Native Americans based on All Employees in Each Occupational Category

(September 2007)

	<u>Native American Employment</u>	<u>Percent of FW</u>
Professional	5,359	1.3
Administrative	9,074	1.5
Technical	9,271	3.1
Clerical	3,783	2.9
Other	1,157	1.9
White-Collar (WC)	28,644	1.9
Blue-Collar (BC)	4,509	2.5
Total (WC + BC)	33,153	2.0

NATIVE AMERICAN EMPLOYMENT BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS AND SENIOR PAY LEVELS

Native Americans represented 5.0 percent (2,212) of all employees in General Schedule and Related (GSR) grades 1 through 4, in 2007. There were 567 Native American men and 1,645 Native American women at these grades in 2007. Native Americans in this grade group decreased by 60 since 2006.

Native Americans represented 3.1 percent (10,290) of all employees in GSR grades 5 through 8 in 2007. There were 2,862 men and 7,428 women at these grades in 2007. Native Americans in this grade group increased by 43 since 2006.

Native Americans represented 1.9 percent (9,488) of all employees in GSR grades 9 through 12 in 2007. There were 4,193 men and 5,295 women at these grades in 2007. Native Americans in this grade group decreased by 10 since 2006.

Native Americans represented 1.0 percent (3,492) of all employees in GSR grades 13 through 15 in 2007. There were 2,066 men and 1,426 women in this grade group in 2007. Native Americans in this grade group decreased by 14 since 2006.

Native Americans represented 1.1 percent (2,986) of all employees in non-GSR pay plans in 2007, including 1,610 men and 1,376 women. Native Americans in this grade group increased by 940 since 2006.

Native Americans represented 0.9 percent (176) of all employees at the Senior Pay levels in 2007. There were 116 Native American men and 60 Native American women at these pay levels in 2007. Native Americans at Senior Pay levels increased by 37 in 2006.

Counts and Percentages of Native Americans based on All Employees in General Schedule and Related (GSR) Grade Groups, Non-GSR, and Senior Pay

(September 2007)

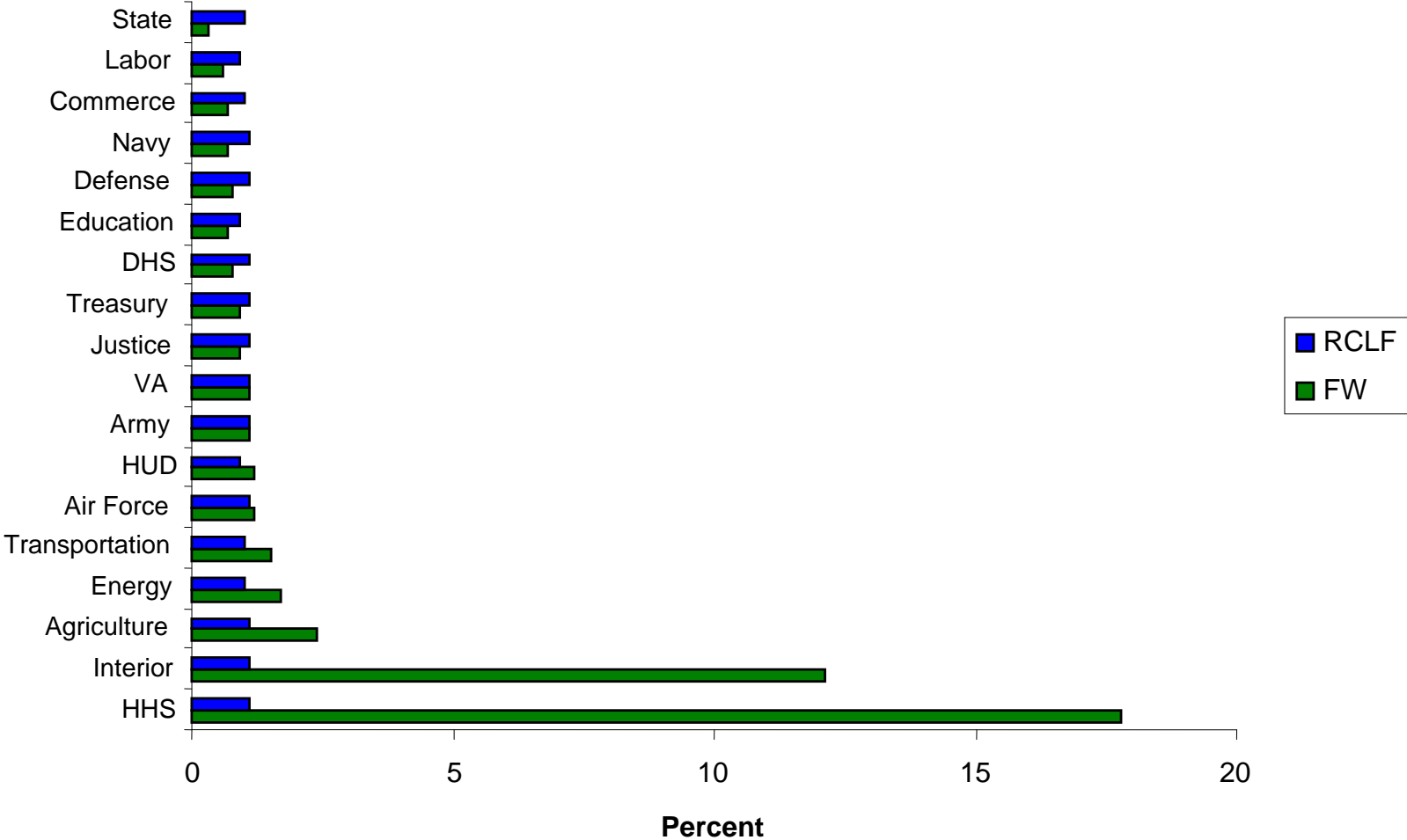
	<u>Native American Employment</u>	<u>Percent of FW</u>
GSR 1-4	2,212	5.0
GSR 5-8	10,290	3.1
GSR 9-12	9,488	1.9
GSR 13-15	3,492	1.0
Non-GSR	2,986	1.1
Senior Pay	176	0.9

NATIVE AMERICANS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 9 OF 18 EXECUTIVE DEPARTMENTS

The representation of Native Americans in the Federal Workforce (FW) was equal to or greater than their representation in the Relevant Civilian Labor Force (RCLF) in the following nine Executive Departments: Health and Human Services (HHS) (17.8 percent to 1.1 percent); Interior (12.1 percent to 1.1 percent); Agriculture (2.4 percent to 1.1 percent); Energy (1.7 percent to 1.0 percent); Transportation (1.5 percent to 1.0 percent); Air Force (1.2 percent to 1.1 percent); Housing and Urban Development (HUD) (1.2 percent to 0.9 percent); Army (1.1 percent to 1.1 percent); and Veterans Affairs (VA) (1.1 percent to 1.1 percent).

The representation of Native Americans in the FW was below the RCLF representation for the following nine Executive Departments: Justice (0.9 percent to 1.1 percent); Treasury (0.9 percent to 1.1 percent); Homeland Security (DHS) (0.8 percent to 1.1 percent); Education (0.7 percent to 0.9 percent); Defense (0.8 percent to 1.1 percent); Navy (0.7 percent to 1.1 percent); Commerce (0.7 percent to 1.0 percent); Labor (0.6 percent to 0.9 percent); and State (0.3 percent to 1.0 percent).

Representation of Native Americans in Executive Departments September 30, 2007

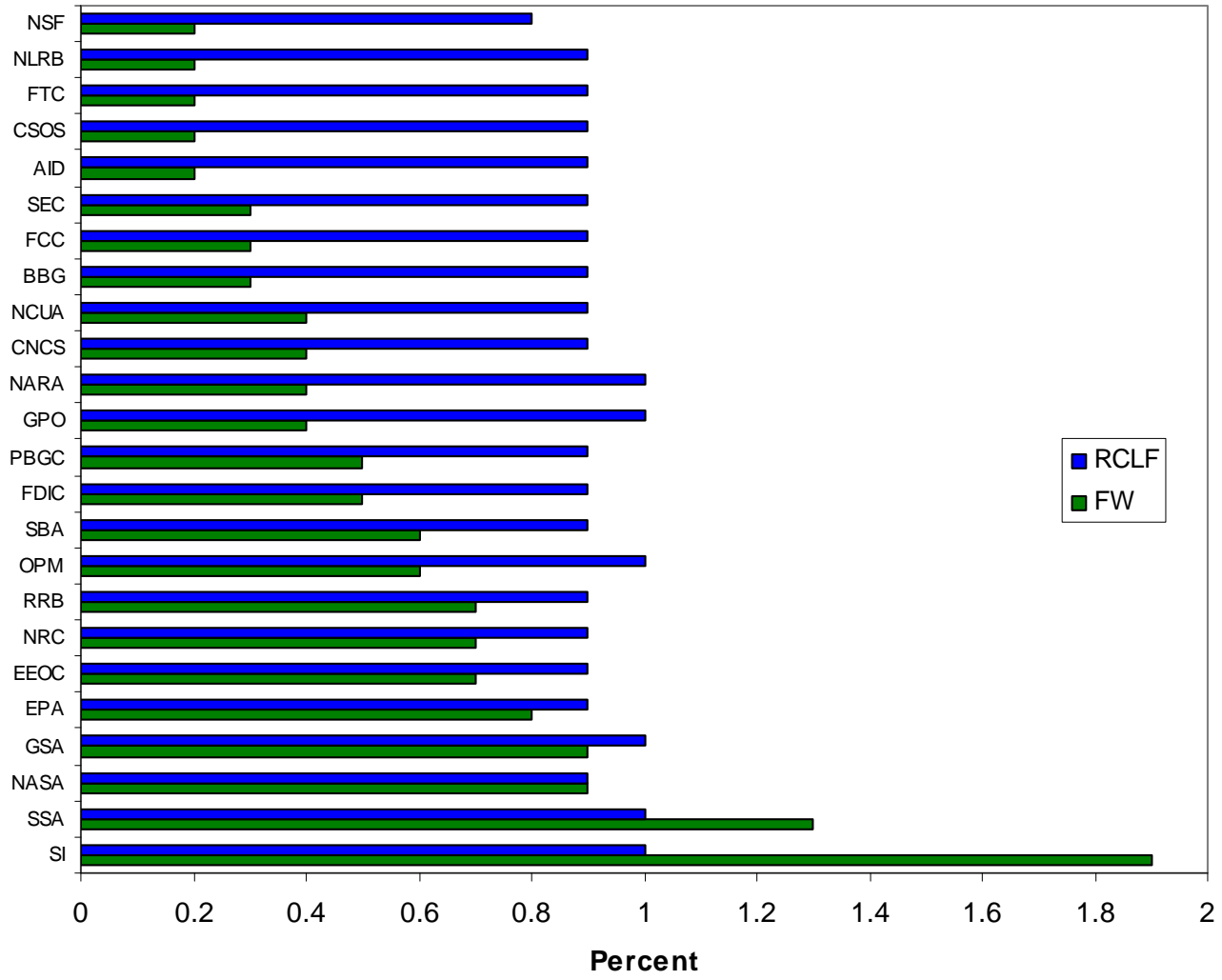


NATIVE AMERICANS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 3 OF 24 INDEPENDENT AGENCIES

Native American representation was equal to or greater than their representation in the Relevant Civilian Labor Force (RCLF) in the following three independent agencies: Smithsonian Institution (SI) (1.9 percent to 1.0 percent); Social Security Administration (SSA) (1.3 percent to 1 percent); and National Aeronautics and Space Administration (NASA) (0.9 percent to 0.9 percent).

Native American representation in the Federal Workforce (FW) was below their RCLF representation in the following 21 independent agencies: General Services Administration (GSA) (0.9 percent to 1.0 percent); Environmental Protection Agency (EPA) (0.8 percent to 0.9 percent); Equal Employment Opportunity Commission (EEOC) (0.7 percent to 0.9 percent); Nuclear Regulatory Commission (NRC) (0.7 percent to 0.9 percent); Railroad Retirement Board (RRB) (0.7 percent to 0.9 percent); Office of Personnel Management (OPM) (0.6 percent to 1.0 percent); Small Business Administration (SBA) (0.6 percent to 0.9 percent); Federal Deposit Insurance Corporation (FDIC) (0.5 percent to 0.9 percent); Pension Benefit Guaranty Corporation (PBGC) (0.5 percent to 0.9 percent); Government Printing Office (GPO) (0.4 percent to 1.0 percent); National Archives and Records Administration (NARA) (0.4 percent to 1.0 percent); Corporation for National and Community Service (CNCS) (0.4 percent to 0.9 percent); National Credit Union Administration (NCUA) (0.4 percent to 0.9 percent); Broadcasting Board of Governors (BBG) (0.3 percent to 0.9 percent); Federal Communications Commission (FCC) (0.3 percent to 0.9 percent); Securities and Exchange Commission (SEC) (0.3 percent to 0.9 percent); Agency for International Development (AID) (0.2 percent to 0.9 percent); Court Services and Offender Supervision Agency (CSOS) (0.2 percent to 0.9 percent); Federal Trade Commission (FTC) (0.2 percent to 0.9 percent); National Labor Relations Board (NLRB) (0.2 percent to 0.9 percent); and the National Science Foundation (NSF) (0.2 percent to 0.8 percent).

**Representation of Native Americans in Independent Agencies
(500+ Employees)
September 30, 2007**



WOMEN IN THE FEDERAL WORKFORCE

EMPLOYMENT OF WOMEN

Women represented 43.9 percent (745,214) of the permanent Federal Workforce (FW) as of September 30, 2007, compared to 45.7 percent of the Civilian Labor Force (CLF) in 2007. The FW and CLF percentages in 2006 were 43.9 and 45.4 percent, respectively.

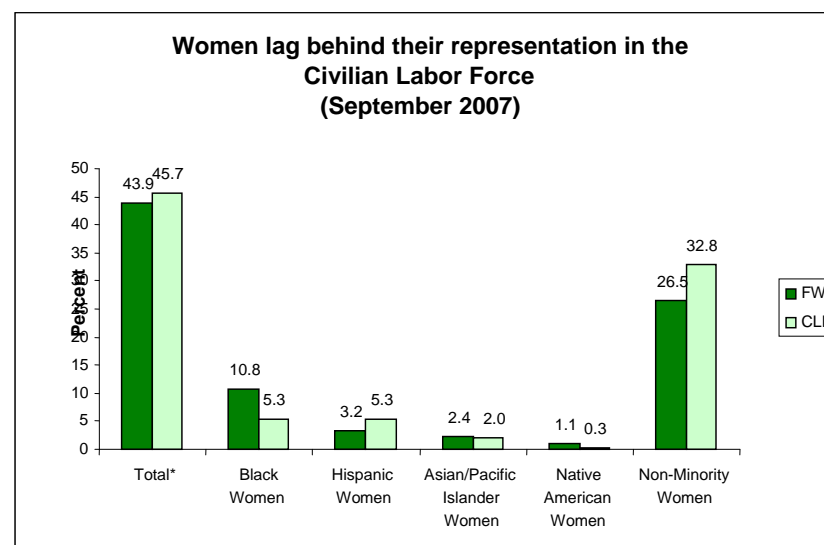
Black women represented 10.8 percent of the FW in 2007 and 10.7 in 2006. Black women represented 5.3 percent of the CLF in 2007 and in 2006.

Hispanic women represented 3.2 percent of the FW in 2007 and 5.3 percent of the CLF in 2007. The FW and CLF percentages in 2006 were 3.1 and 5.0 percent, respectively.

Asian/Pacific Islander women represented 2.4 percent of the FW in 2007, compared to 2.3 percent in 2006. Asian/Pacific Islander women represented 2.0 percent of the CLF in 2007 and 1.9 percent in 2006.

Native American women represented 1.1 percent of the FW in 2007, compared to 1.0 percent in 2006. Native American women represented 0.3 percent of the CLF in 2007 and in 2006.

Non-minority women represented 26.5 percent of the FW in 2007, compared to 26.7 percent in 2006. Non-minority women represented 32.8 percent of the CLF in 2007, the same as in 2006.



*Detail percentages may not add to total due to rounding.

EMPLOYMENT OF WOMEN BY OCCUPATIONAL CATEGORY

The number of women in professional occupations increased by 4,443 to 175,030 in 2007 from 170,587 in 2006. Women represented 42.9 percent of all professional Federal employees in 2007, compared to 42.2 percent in 2006.

The number of women in administrative occupations increased by 4,855 to 274,699 in 2007 from 269,844 in 2006. Women represented 45.0 percent of all Federal employees in this occupational category in 2007 and in 2006.

The number of women in technical occupations decreased by 949 to 179,963 in 2007 from 180,912 in 2006. Women represented 59.6 percent of all Federal employees in this occupational category in 2007, compared to 59.7 percent in 2006.

The number of women in clerical occupations decreased by 3,491 to 89,339 in 2007 from 92,830 in 2006. Women represented 68.2 percent of all Federal employees in this occupational category in 2007, compared to 68.5 percent in 2006.

The number of women in "other" white-collar occupations increased by 207 to 7,555 in 2007 from 7,348 in 2006. Women represented 12.2 percent of all Federal employees in this occupational category in 2007, compared to 12.4 percent in 2006.

The number of women in white-collar occupations increased by 5,065 to 726,586 in 2007 from 721,521 in 2006. Women represented 48.0 percent of all Federal employees in this occupational category in 2007, compared to 48.1 percent in 2006.

The number of women in blue-collar occupations decreased by 267 to 18,628 in 2007 from 18,895 in 2006. The representation of women in this occupational category was 10.2 percent in 2007, the same as in 2006.

Counts and Percentages of Women based on All Employees in Each Occupational Category

(September 2007)

	<u>Employment of Women</u>	<u>Percent of FW</u>
Professional	175,030	42.9
Administrative	274,699	45.0
Technical	179,963	59.6
Clerical	89,339	68.2
Other	7,555	12.2
White-Collar (WC)	726,586	48.0
Blue-Collar (BC)	18,628	10.2
Total (WC + BC)	745,214	43.9

EMPLOYMENT OF WOMEN BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS AND SENIOR PAY LEVELS

Women represented 68.0 percent (30,210) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2007. Women in this grade group decreased by 999 since 2006.

Women represented 63.0 percent (206,952) of all employees in GSR grades 5 through 8. Women in this grade group decreased by 11,897 since 2006.

Women represented 46.7 percent (239,224) of all employees in GSR grades 9 through 12. Women in this grade group decreased by 15,129 since 2006.

Women represented 36.2 percent (120,605) of all employees in GSR grades 13 through 15. Women in this grade group decreased by 5,284 since 2006.

Women represented 45.2 percent (124,082) of all employees in non-GSR pay plans. Women in this grade group increased by 37,052 since 2006.

Women represented 28.2 percent (5,513) of all employees at the Senior Pay levels. The number of women at Senior Pay levels increased by 1,322 since 2006.

Counts and Percentages of Women based on All Employees in General Schedule and Related (GSR) Grade Groups, Non-GSR, and Senior Pay

(September 2007)

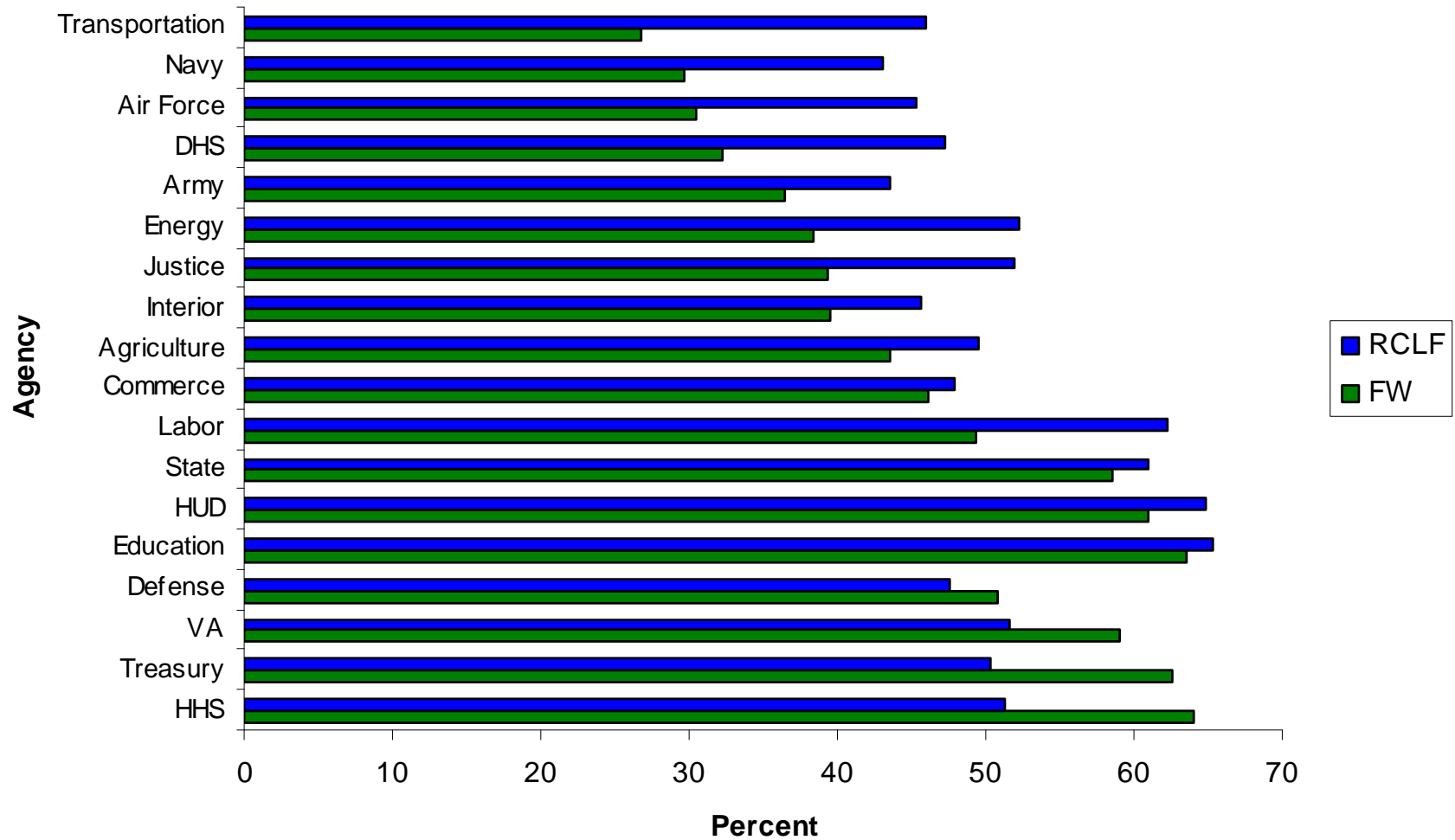
	<u>Employment of Women</u>	<u>Percent of FW</u>
GSR 1-4	30,210	68.0
GSR 5-8	206,952	63.0
GSR 9-12	239,224	46.7
GSR 13-15	120,605	36.2
Non-GSR	124,082	45.2
Senior Pay	5,513	28.2

WOMEN EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 4 OF 18 EXECUTIVE DEPARTMENTS

The representation of women in the Federal Workforce (FW) was equal to or greater than their Relevant Civilian Labor Force (RCLF) representation in the following four Executive Departments: Health and Human Services (HHS) (64.0 percent to 51.3 percent); Treasury (62.6 percent to 50.3 percent); Veterans Affairs (VA) (59 percent to 51.6 percent); and Defense (50.8 percent to 47.6 percent).

The FW representation of women was less than their RCLF representation in the following 14 Executive Departments: Education (63.5 percent to 65.3 percent); Housing and Urban Development (HUD) (60.9 percent to 64.8 percent); State (58.6 percent to 60.9 percent); Labor (49.4 percent to 62.2 percent); Commerce (46.1 percent to 47.9 percent); Agriculture (43.6 percent to 49.5 percent); Interior (39.5 percent to 45.7 percent); Justice (39.4 percent to 51.9 percent); Energy (38.4 percent to 52.2 percent); Army (36.4 percent to 43.5 percent); Homeland Security (DHS) (32.2 percent to 47.2 percent); Air Force (30.5 percent to 45.3 percent); Navy (29.6 percent to 43.1 percent); and Transportation (26.7 percent to 45.9 percent).

Representation of Women in Executive Departments September 30, 2007

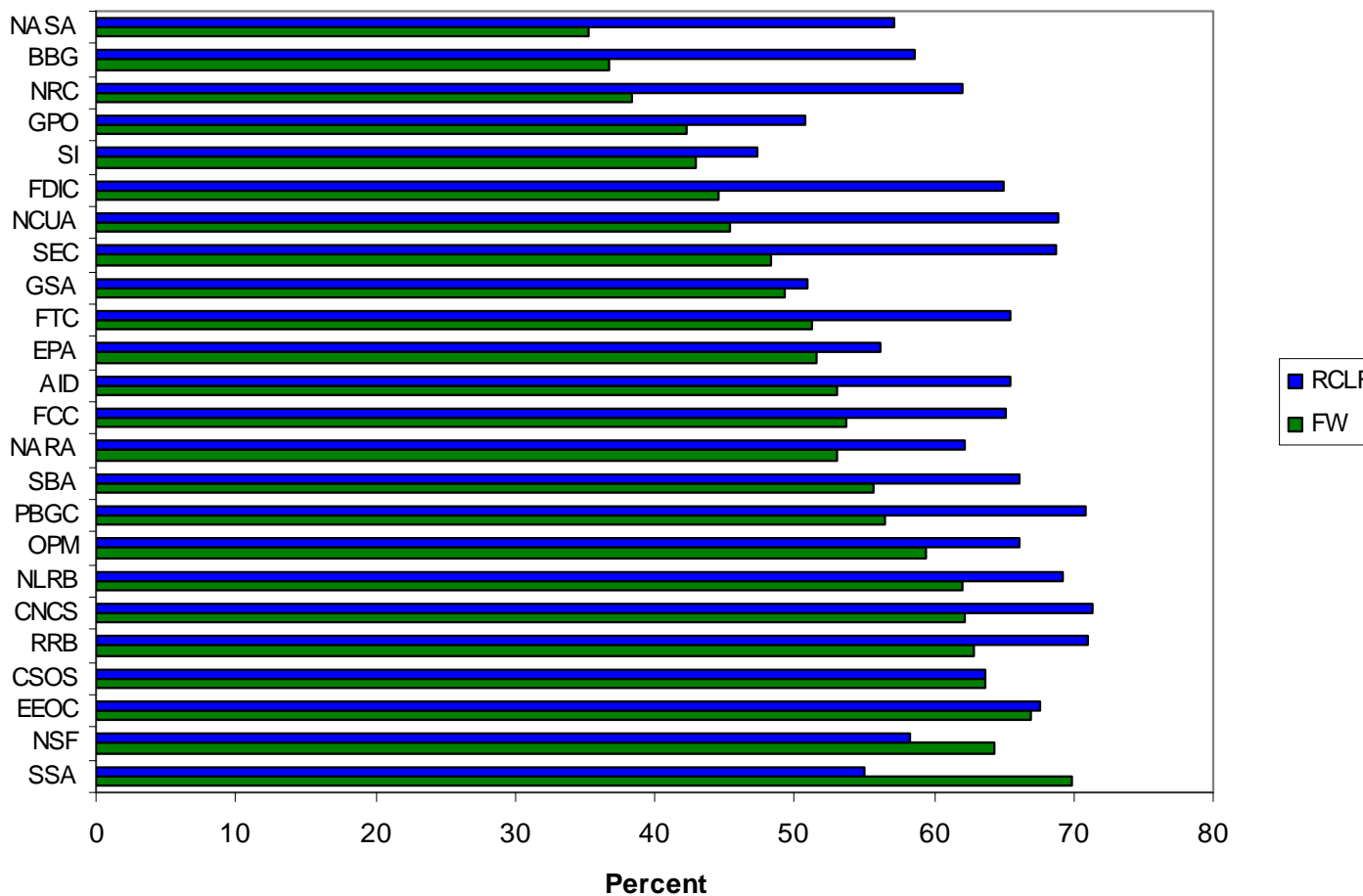


WOMEN EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 2 OF 24 INDEPENDENT AGENCIES

The representation of women in the Federal Workforce (FW) was equal to or greater than their Relevant Civilian Labor Force (RCLF) representation in the following two independent agencies: Social Security Administration (SSA) (69.8 percent to 55.1 percent); and the National Science Foundation (NSF) (64.4 percent to 58.3 percent).

The representation of women in the FW was below their representation in the RCLF in the following 22 independent agencies: Equal Employment Opportunity Commission (EEOC) (67.0 percent to 67.6 percent); Court Services and Offender Supervision Agency (CSOS) (63.6 percent to 63.7 percent); Railroad Retirement Board (RRB) (62.8 percent to 71.1 percent); Corporation for National and Community Service (CNCS) (62.2 percent to 71.4 percent); National Labor Relations Board (NLRB) (62.1 percent to 69.3 percent); Office of Personnel Management (OPM) (59.4 percent to 66.1 percent); Pension Benefit Guaranty Corporation (PBGC) (56.5 percent to 70.9 percent); Small Business Administration (SBA) (55.7 percent to 66.1 percent); National Archives and Records Administration (NARA) (53.0 percent to 62.2 percent); Federal Communications Commission (FCC) (53.7 percent to 65.2 percent); Agency for International Development (AID) (53.1 percent to 65.5 percent); Environmental Protection Agency (EPA) (51.6 percent to 56.1 percent); Federal Trade Commission (FTC) (51.2 percent to 65.4 percent); General Services Administration (GSA) (49.3 percent to 50.9 percent); Securities and Exchange Commission (SEC) (48.4 percent to 68.7 percent); National Credit Union Association (NCUA) (45.4 percent to 68.9 percent); Federal Deposit Insurance Corporation (FDIC) (44.5 percent to 64.9 percent); Smithsonian Institution (SI) (43.0 percent to 47.4 percent); Government Printing Office (GPO) (42.3 percent to 50.7 percent); Nuclear Regulatory Commission (NRC) (38.3 percent to 62.1 percent); Broadcasting Board of Governors (BBG) (36.8 percent to 58.6 percent); and the National Aeronautics and Space Administration (NASA) (35.3 percent to 57.2 percent).

**Representation of Women in Independent Agencies
(500+ Employees)
September 30, 2007**



AGENCY FEORP INITIATIVES: AN OVERVIEW

AGENCY FEORP INITIATIVES

In FY 2007, agencies continued their human resources (HR) initiatives in support of the Federal Equal Opportunity Recruitment Program (FEORP) as well as their overall human resources needs. Significant HR initiatives, described in individual agency submissions, serve as a resource for agencies to use in developing their own programs. Initiatives fall into four categories: workforce planning, recruitment and outreach, mentoring, and career development opportunities.

Workforce Planning

The **Department of Agriculture (USDA)** analyzed its organizational structure and restructured and streamlined it to meet changing business needs. The agency identified 20 mission-critical occupations which have remained stable with only one (Human Resources Specialists) showing a gap of three percent or higher. USDA briefed its Human Resources Leadership Council on efforts to categorize positions into Career Patterns Dimensions to enhance their recruitment efforts.

The **Department of Commerce (DOC)** bureaus have developed human capital management strategic plans to recruit, develop and retain a diverse and highly qualified workforce. The Department developed competency models for mission-critical occupations to use for training and development. The National Institute of Standards and Technology's succession planning strategy includes targeting leadership competencies for gap-analysis and closure in managerial positions.

The **Department of Homeland Security (DHS)** developed and issued a Workforce Planning Guide in support of the Department's and component's workforce planning requirements to its Human Capital Officers. This Guide is the first step to linking the critical issues and strategies associated with attracting, developing and retaining people and knowledge drawn from diverse sources in conjunction with business strategies.

The **Equal Employment Opportunity Commission (EEOC)** completed a competency assessment begun in FY 2006 to identify those competencies possessed by high-performers in the mission-critical occupations of investigator, attorney, and mediator. EEOC asked high-performing employees and managers serving in these positions to complete survey questionnaires to identify which competencies they believed were most important, were most likely to be rewarded and those they believed would require additional training. In conjunction with the survey, high-performing employees and managers participated in focus groups to further explore the competencies necessary to perform these jobs at a high level. EEOC is using these results to focus on skill gaps and agency training needs.

The **Department of Labor (DOL)** devised succession planning strategies including the SES Candidate Development Program, the MBA Fellows Program, and the Management Development Program. These programs are integrated components of the agency's Strategic Human Capital Management Program, and serve to create a feeder resource for future leadership positions. The Government Accountability Office (GAO) favorably cited Labor in the GAO Succession Planning and Management Report #05-585 as one of four pioneering agencies that "link their succession efforts to their strategic goals."

Department of Defense (DoD), National Geospatial-Intelligence Agency published its strategic human capital plan, "Workforce Excellence at NGA", in March 2007. It outlines goals to achieve a mission-ready workforce, create a leadership corps that is engaged in and responsible for the

continual development of the workforce, and institutionalizes an Employee Value Proposition that reflects a work environment committed to individual growth and mission performance.

Recruitment and Outreach

The **Department of Homeland Security (DHS)** established a corporate brand for the Department and its components, and tailored marketing language to attract talented candidates. As a result, the Department now has a Job Posting Template, DHS Component Language, and Career Patterns Targeted Language that can be adapted to meet agency-specific needs. DHS distributed these new tools to all its Human Capital and Recruitment Officers.

The **Department of the Treasury (Treasury)** utilized available hiring flexibilities such as the Federal Career Intern Program, student intern programs, seasonal hires, re-employed annuitants, recruitment bonuses, relocation reimbursement, and use of pay banding to compete with the private sector. One very successful program is Treasury's Hispanic Serving Institutions National Internship Program (HSINIP) which was developed in coordination with the Hispanic Association of Colleges and Universities (HACU). In FY 2007, Treasury placed 65 interns under this program.

The **Department of Justice (DOJ), Drug Enforcement Administration** expanded the applicant pool in the recruitment of Special Agents, participated in career/job fairs, and visited minority and women colleges and universities as well as advertised via radio and publications. The agency also expanded the applicant pool in the recruitment of Forensic Chemists; Forensic Laboratory Recruiters conducted recruitment at various minority serving entities. In 2007, 52 Special Agents were hired, including Hispanics, Asians, Blacks, and women. Twelve forensic chemists were hired, including minorities and women.

The **Nuclear Regulatory Commission (NRC)** Minority Serving Institutions Program (MSIP) conducted six on-campus lab research and development programs, which served 27 students and 12 faculty members from approximately 14 Historically Black Colleges and Universities (HBCU). The MSIP provided direct institutional subsidies to approximately 28 HBCU's. The MSIP also coordinated efforts and co-hosted with the Department of Commerce a capacity building workshop for HBCU's, Tribal Colleges and Universities (TCU), and Hispanic Serving Institutions (HSI) in September 2007. The NRC collaborated with more than 50 participants from the Federal and private sectors. The workshop informed participants of assistance available to MSI's and their students and faculty including partnerships, internships, scholarships, fellowships, and other types of aid (stipends, travel, and housing and tuition assistance).

The **U.S. Office of Personnel Management** expanded its "*What Did You Do At Your Job Today?*" ad campaign designed to raise public awareness about career opportunities in the Federal Government.

The **Social Security Administration (SSA)** used student educational employment programs and internships to improve the pipeline of candidates for entry-level positions. SSA used the Student Temporary Employment Program (STEP) and the Student Career Experience Program (SCEP) to broaden the pipeline. Of the SCEP students converted to permanent employment, many were minorities and women. SSA also used the Federal Career Intern Program (FCIP) to hire 1,455 employees, as well as the Presidential Management Fellows Program.

The **Department of State (State)** offered the first Foreign Service written exam since April 2006. It was also the first offering of the newly revised written examination, which will be given up to four times during the year rather than annually. The total number taking the examination was 2,254. The Department of State also utilized the Charles B. Rangel International Affairs Program which seeks to attract outstanding young people who have an interest in pursuing Foreign Service careers. In FY 2007 there were 31 fellows in the program and 15 participants in its Summer Enrichment Program. Among these 46 participants, were African Americans, including some who came from HBCU's. Howard University also works closely with this program.

Mentoring

The **Corporation for National and Community Service (CNCS)** graduated its first class from its formal Career Development Program, the "Leadership Institute." This program identifies high potential employees from senior leadership, middle management and support staff and provides a year-long training program that incorporates rotations and special projects. Additionally, this program establishes year-long mentoring partnerships with the developmental candidates and Corporation managers and executives. The mentors benefit from additional training as well.

The **Department of Defense (DoD)**, Washington Headquarters Service (WHS) administers the Office of the Secretary of Defense adopted school program. Through the Program in Education (PIE) partnership, DoD partnered with the John Tyler Elementary School in the District of Columbia to provide WHS and serviced components the opportunity to serve as volunteers and/or mentors to these students. This rewarding and enriching partnership not only enhances community outreach relations, but also provides a vehicle for employees to share public service experiences and knowledge with future civil service candidates.

Three components from the **Department of Homeland Security (DHS)**, including the Office of the Inspector General, have established informal and/or formal mentoring programs for their employees. In FY 2007, a total of 113 employees participated in a mentoring program, including 57.5 percent women and 30.1 percent minorities. The highest number of participants was found in the GS 5-8, or equivalent pay band, with a total of 69 participants of which 60.9 percent were women and 30.4 percent were minorities.

The **Court Services and Offender Supervision Agency (CSOS) for the District of Columbia** provided a Basic Skills for Community Officers program to newly hired Community Supervision Officers. This program is designed to provide newly-hired officers with the skills and competencies required to reduce criminal activity and recidivism while improving public safety. For a period within the program, CSOS mentored the new hires with experienced officers providing meaningful and real work experiences. During the shadowing experience, employees were required to journal daily, specifically detailing their learning opportunities and experiences. A total of 25 employees participated in the program including females and males. Within that total were Blacks, Caucasians, and Hispanics.

The **Farm Credit Administration (FCA)** developed an on-line training module for new employees. The new Employee Orientation Program will enable new employees to quickly learn the basics about the agency, the Farm Credit System, their roles and responsibilities as Federal employees, and benefits. New employees can now receive this meaningful information and much more the day they join the agency.

The **Federal Maritime Commission (FMC)** Equal Employment and Human Resources Directors provided oversight of the mentoring programs for participants of the Commission's Emerging Leaders Program and Senior Executive Service Candidate Development Program.

Career Development Opportunities

The **Department of Defense (DoD)** Leadership and Management Program (DLAMP) is DoD's premier leadership program to develop senior-level civilians. As a major component of the Department's succession management strategy, DLAMP is designed to ensure that the next generation of civilian leaders has critical transformational leadership skills in support of strategic initiatives. To date, 509 participants have successfully completed all program requirements and a total of 165 DLAMP participants have been selected for SES or equivalent positions. The DLAMP population is 35 percent women and 19 percent minorities. Representation of DLAMP participants who have achieved SES or equivalent positions: 35 percent women and 12 percent minorities. For comparison, the current SES population is 20 percent women and 7 percent minorities.

The **Department of Homeland Security (DHS)** implemented a learning management system named DHScovery for Headquarters (HQ) staff. The goal is to provide all Homeland Security employees with full access to available training, performance support, competency management and related services. A total of 1,499 employees participated in agency career development programs during the reporting period, of those 33.6 percent were women and 32.1 percent were minorities. The highest number of participants was found in the GS 13-15, or equivalent pay band, with a total of 773 participants of which 29.4 percent were women and 32 percent were minorities.

The **Department of the Interior (DOI)**, Bureau of Reclamation utilized several developmental programs to assist employees in the advancement of their careers. Some of the programs included: the Executive Assistant Certificate Program and the Foundations in Leadership Program that are two-week certificate programs for administrative professionals; the Continuing Education Program for employees who wish to enroll in college courses; the Apprenticeship Program for employees who want to develop skills in craftwork; and the Rotation Engineer Program for entry level engineers.

The **Equal Employment Opportunity Commission (EEOC)** initiated an intercultural awareness and communication program titled "Can We Talk?" The purpose of the program is to enhance cultural competencies for all agency staff. The sessions are designed to provide all employees with the knowledge, skills and tools to be able to identify, constructively confront and modify divisive or inappropriate behavior related to race/color, ethnicity/national origin, gender, disability, religion, age and other cultural characteristics that often impact on employees' ability to work together. A core group of trainers will facilitate the program in agency offices with support from an outside vendor to promote and encourage positive communication among staff with diverse backgrounds. Topics include cultural insight and hidden bias.

The **National Archives and Records Administration (NARA)** worked with the Office of Regional Records Services on a three year management intern program designed to create a formal management development program for Records Center Programs, retain high performing employees and develop new and different competencies in Records Center Program managers. There are a total of 6 interns in the program, with each intern entering the program as a Management and Program Analyst (GS-7). Upon completion of the program the interns will be placed in an Assistant Records Center Director position (GS-11) within one of the regional records centers. Each year's interns will participate in the program as cohorts – accomplishing developmental experiences as an intact group and creating a network for the next generation of leaders in Records Center Programs. Four interns graduated in FY 2007, and all were placed in GS-11 positions.

The **U.S. Office of Personnel Management (OPM)** established the Professional Assignments for Career Enrichment (PACE) Program, a new agency-wide professional development program for OPM permanent employees at the GS-5 through GS-14 levels. Employees may apply for developmental opportunities (e.g., rotational/detail assignments, special projects, mentoring or shadowing opportunities) intended to provide practical experience and exposure to work in various OPM occupational disciplines. The PACE program enables employees to broaden skills and competencies, and at the same time supports Agency workforce planning efforts by contributing to the goal of a diverse and flexible workforce. Interest in the program generated nearly 300 applications.

The **Veterans Administration (VA)** developed online data tools that provide an analysis of workforce change. The agency has prepared a training video on how to use these tools for on-demand viewing on their Knowledge Network.

DATA COVERAGE AND DEFINITIONS

On-board Federal employment statistics used in this report are dated September 30, 2007. All data are produced from the U.S. Office of Personnel Management's (OPM) Central Personnel Data File (CPDF). The Federal Workforce (FW) referred to in this report is not the entire FW, but rather only permanent employees in those non-postal Federal Executive Branch agencies participating in the CPDF. This report covers workers in all pay plans including General Schedule and Related (GSR) pay plans, Non-GSR pay plans, blue-collar pay plans, and employees at Senior Pay levels. In the 2006 survey, there were 865 employee records coded multiracial; these records were excluded from the 2006 report. When prorated to the several minority groups, the impact of exclusion was minimal. Effective with this year's FEORP report, employee records coded as NOT Hispanic/Latino and multiracial are included in minority group totals.

All references made to the General Schedule pay plan in this report are to General Schedule and Related (GSR) pay plans.

Only those agencies with 500 or more permanent employees are displayed in this report.

Senior Pay level employment includes employees in the Senior Executive Service (SES), Senior Foreign Service, and other employees earning salaries above grade 15, step 10 of the General Schedule, but excludes those employees under the Executive Schedule (pay plan EX).

The **Civilian Labor Force (CLF)** percentages for each minority group presented in this report are derived from the Bureau of Labor Statistics' Annual Current Population Survey (CPS). The CPS data cover non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens.

The **Relevant Civilian Labor Force (RCLF)** is the Civilian Labor Force (CLF) data that are directly comparable (or relevant) to the occupational population being considered in the FW. For example, we would compare Black engineers employed in the Federal workforce with Black engineers reported in the RCLF. In this report, the RCLF varies from agency to agency because of the differing occupational mix within each agency. The RCLF is the benchmark used to measure individual Federal agencies' minority representation relative to the CLF. The RCLF is unique to each agency because it includes civilian labor force employment only for the occupations found within each agency. Unlike the nationwide CLF percentages, which OPM estimates annually using the Bureau of Labor Statistics' Current Population Survey, the RCLF percentages use decennial Census data, the only source of occupation data by race and national origin. The FY 2007 FEORP report uses RCLF data derived from the 2000 Census.

Underrepresentation, as defined in 5 CFR, section 720.202, means a situation in which the number of women or members of a minority group within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage of women or the minority group constitutes within the civilian labor force of the United States.

Occupational categories discussed in this report are white-collar and blue-collar. The white-collar category contains Professional, Administrative, Technical, Clerical or "Other" white-collar occupations. Professional occupations typically require a baccalaureate or professional degree and, along with Administrative occupations, are the usual sources for selections to senior management and executive positions. Positions in Technical, Clerical, Other, and blue-collar occupations usually are limited to lower grades with limited opportunity for promotion to management levels. Advancement in these occupations often depends on individual attainment of further education or advanced skills. Employment data in this report are presented by occupational category and grade groups to provide a more informative profile.

NOTE: STATISTICS IN THIS REPORT MAY VARY FROM OTHER FEORP RELEASES BECAUSE OF DIFFERENCES IN COVERAGE (E.G., AGENCY, WORK SCHEDULE, TENURE, AND DATES). ALSO, PERCENTAGES SHOWN IN THIS REPORT MAY NOT ADD TO TOTALS OF 100 DUE TO INDEPENDENT ROUNDING.