

ANNUAL REPORT TO THE CONGRESS

FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM

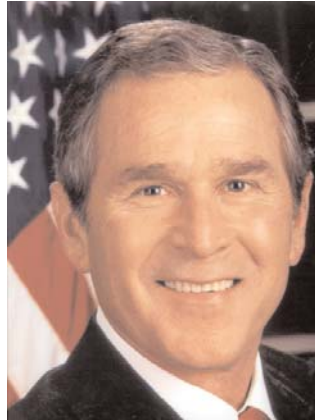
FY 2004

Working for America



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
May 2005

A MESSAGE FROM THE PRESIDENT



"We're such a diverse land, with different cultures all bound together in this great country because of freedom."

**President George W. Bush
September 2004**

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



I am pleased to submit the annual Federal Equal Opportunity Recruitment Program (FEORP) report for fiscal year (FY) 2004 to Congress. President Bush and this administration have expressed a firm commitment to build a workforce that draws on the strengths of America's diversity. This year's report presents statistical data on employment in the Federal workforce and highlights effective human capital management practices agencies are using to recruit and develop a diverse, high-performing workforce. Congress established this reporting requirement to secure a full picture of the Government's progress in addressing underrepresentation of minorities in the Federal workforce. This year we have expanded the population coverage of the report to include Federal employees in non-General Schedule white-collar pay plans.

The report shows the Federal Government continues to be a leader in providing employment opportunities to minorities during FY 2004. Overall, minorities are better represented in the Federal workforce than in the civilian labor force. The total representation of minorities increased to 530,429 (31.5 percent) in 2004 from 509,351 (30.9 percent) in 2003. During the same period, Hispanic representation in the Federal workforce increased to 7.3 percent in 2004, from 7.0 percent in 2003. Among Asian/Pacific Islanders, Federal employment increased to 4.9 percent in 2004 from 4.7 percent in 2003.

The representation of minorities and women at the higher General Schedule (GS) grades and at senior pay levels also increased during this same period. The report shows an increase in the number of women in grades GS-13 through the Senior Executive Service level to 123,717 in 2004 from 118,593 in 2003. The representation of minorities at the same grade levels rose to 79,577 in 2004 from 75,350 in 2003.

We look forward to continued progress in this area and remain committed to supporting agency efforts by providing effective policy guidance and technical support.

A handwritten signature in black ink that reads "Dan G. Blair". The signature is written in a cursive, flowing style.

Dan G. Blair
Acting Director

Table of Contents

Executive Summary.....	9
Federal Workforce	11
Blacks in the Federal Workforce	14
Hispanics in the Federal Workforce	20
Asian/Pacific Islanders in the Federal Workforce.....	26
Native Americans in the Federal Workforce.....	32
Women in the Federal Workforce.....	38
Agency FEORP Initiatives: An Overview.....	44
Workforce Planning	45
Recruitment and Outreach.....	45
Mentoring	47
Career Development Opportunities	48
Agencies Required to Submit Reports	50
Data Coverage and Definitions	51

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EXECUTIVE SUMMARY

This is the U.S. Office of Personnel Management's (OPM) fiscal year (FY) 2004 Federal Equal Opportunity Recruitment Program (FEORP) report to Congress. This annual report is required under title 5, United States Code, section 7201. The FEORP is an important recruitment program designed to eliminate underrepresentation of minorities and women in the Federal service. This report reflects data derived from OPM's Central Personnel Data File (CPDF). Our findings compare data collected in FY 2004 with FY 2003. This report shows trends in the total Federal population as well as activities and programs that help agencies recruit, develop, and retain talent for the current and future Federal workforce. A review of the FY 2003 FEORP report resulted in a slight adjustment to the percentages of the total Civilian Labor Force (CLF) and the permanent Federal Workforce (FW). These changes, however, did not significantly affect the results presented in the FY 2003 FEORP report.

The Relevant Civilian Labor Force (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 CLF which we estimate annually using the Bureau of Labor Statistics (BLS's) Current Population Survey, the RCLF uses race and ethnicity data by occupation which is found only in the decennial censuses. It is important to note the FY 2003 FEORP report used RCLF data derived from the 1990 Census, while the FY 2004 FEORP report uses RCLF data derived from the 2000 Census. Because there has been large growth in minority representation in the RCLF from 1990 to 2000, the benchmark against which Federal agencies minority representation is measured has been raised significantly over what it was in the FY 2003 FEORP report. Although many agencies' minority representation may have increased from 2003 to 2004, such increases were insignificant compared to much larger increases in the RCLF from 1990 to 2000. As a result, more agencies are reflected as underrepresented in this year's report compared to the FY 2003 report.

Traditionally, 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. We are now witnessing a steady shift of white-collar employment out of the GS and into new pay plans. For example, out of an employment increase of 26,562 at the Department of Homeland Security (DHS) in 2004, 24,871 were appointments to non-GSR positions.

For the first time, we are including information about employees who are under non-GSR pay plans to provide a more meaningful picture of minority representation in the Federal Government. These alternative pay systems differ from the wage grade and GSR pay plans. The movement of white-collar employees into such non-traditional pay systems is expected to continue in the near future and to play a more prominent role in Federal employee demographic data. By including non-GSR pay plans and systems, an additional 168,616 employees are now reported as part of the FEORP population.

The following summary highlights major findings in the FY 2004 FEORP Report:

- The Federal Government continues to be a leader in employing minorities. The representation of minorities in the FW increased to 530,429 (31.5 percent) in 2004 from 509,351 (30.9 percent) in 2003. The total permanent FW covered by the FEORP report increased by 37,595 to 1,684,790 in FY 2004 from 1,647,195 in FY 2003.
- Overall, minority groups are better represented in the FW than in the CLF with one exception -- Hispanics. Despite a trend of increasing Hispanic representation, Hispanics remain underrepresented in the Federal Government as compared to the CLF. Hispanics represent 7.3 percent of the FW compared to 12.3 percent of the CLF. The Federal Government also is slightly behind the CLF in the employment of women, 44.0 percent (FW) compared to 45.5 percent (CLF).
- The representation of women and minorities in GS grades 13 through 15 increased. The number of minority group members of this group increased to 77,410 in 2004 from 73,241 in 2003 while the number of women rose to 119,631 in 2004 from 114,693 in 2003.

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FEDERAL WORKFORCE

TOTAL EMPLOYMENT

Total permanent employment in pay plans covered by the FEORP report increased by 37,595 to 1,684,790 as of September 30, 2004, compared to 1,647,195 as of September 30, 2003. By including employees who are under non-General Schedule and Related pay plans, an additional 168,616 employees are covered in this report. The representation of minorities in the Federal Workforce (FW) increased by 21,078 to 530,429 (31.5 percent) in 2004 from 509,351 (30.9 percent) in 2003. The FW continued to exceed the Civilian Labor Force (CLF) in the representation of non-minority men and most minority groups; however, Hispanics remain underrepresented in the FW and the representation of women in the FW also remains slightly below the CLF. Employment highlights for 2004 include:

Blacks represented 17.4 percent (292,752) of the FW in 2004 and 17.3 percent (285,087) in 2003. Black representation in the CLF was 10.1 percent in 2004, compared to 10.0 percent in 2003.

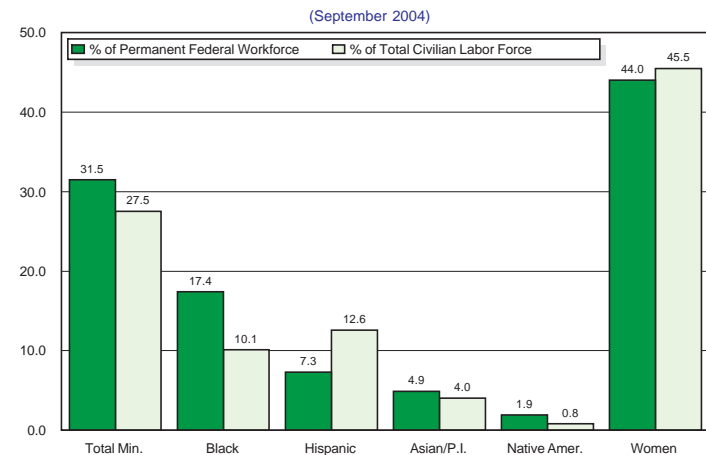
Hispanics represented 7.3 percent (123,207) of the FW in 2004, compared to 7.0 percent (115,590) in 2003. Hispanic representation in the CLF was 12.6 percent in 2004, compared to 12.3 percent in 2003.

Asian/Pacific Islanders represented 4.9 percent (82,219) of the FW in 2004, compared to 4.7 percent (76,671) in 2003. The representation of Asians/Pacific Islanders in the CLF was 4.0 percent in 2004, compared to 3.9 percent in 2003.

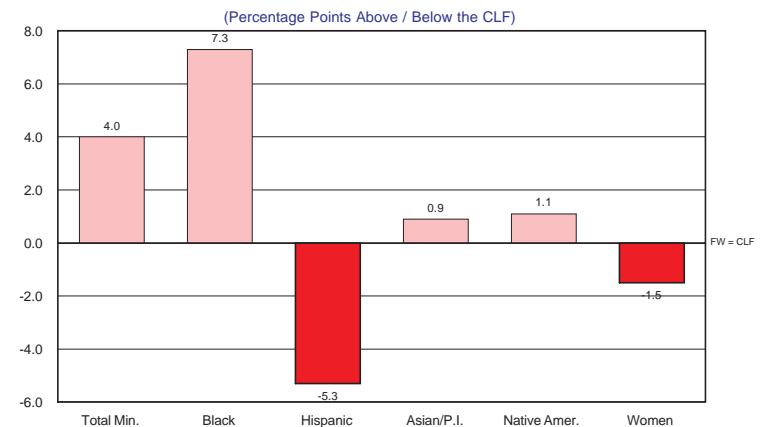
Native Americans represented 1.9 percent (32,251) of the FW in 2004, the same percentage as in 2003. Native American employment increased by 248 since 2003. Native American representation in the CLF was 0.8 percent in 2004, compared to 0.6 percent in 2003.

Women represented 44.0 percent (741,630) of the FW in 2004, compared to 44.3 percent (729,039) in 2003. The representation of women in the CLF was 45.5 percent in 2004, compared to 45.8 percent in 2003.

Comparison of Permanent Federal Workforce and Total Civilian Labor Force



Hispanics and Women are Underrepresented in the Federal Workforce Relative to the Total Civilian Labor Force



FEDERAL WORKFORCE BY RACE AND NATIONAL ORIGIN WITHIN THE GENERAL SCHEDULE AND RELATED (GSR) PAY PLANS, NON-GSR PAY PLANS, BLUE-COLLAR PAY PLANS AND SENIOR PAY LEVELS

Blacks represented 17.4 percent of the permanent Federal workforce (FW) in 2004, compared to 10.1 percent in the Civilian Labor Force (CLF). Within the FW, Black representation in the General Schedule and Related (GSR) pay plans was 13.7 percent, 1.5 percent in the non-GSR pay plans, 2.1 percent in blue-collar (B-C) pay plans, and 0.1 percent at Senior Pay levels.

Hispanics represented 7.3 percent of the permanent FW in 2004, compared to 12.6 percent of the CLF. Among Hispanics, the representation was 5.6 percent in the GSR pay plans, 0.8 percent in the non-GSR pay plans and in the B-C pay plans, and less than 0.05 percent at Senior Pay levels.

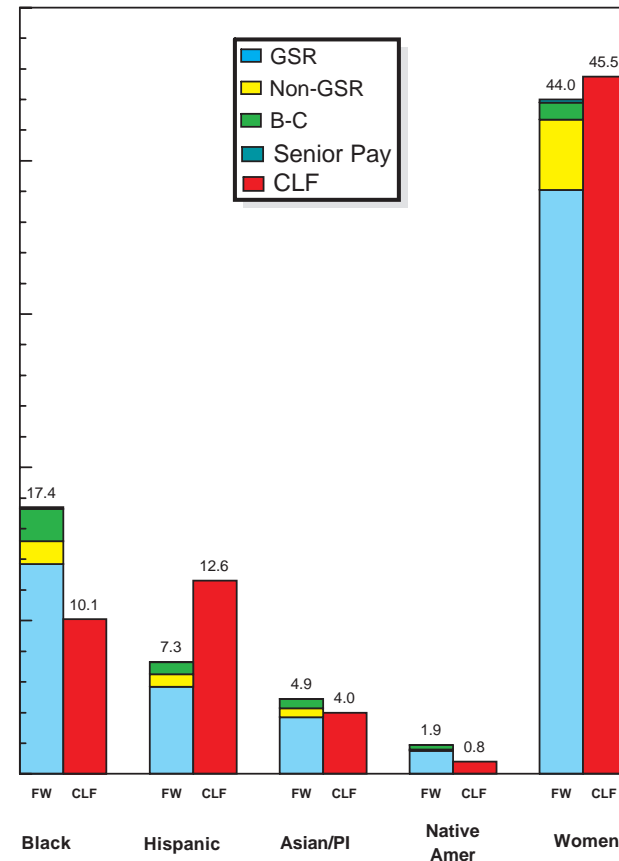
Asian/Pacific Islanders represented 4.9 percent of the FW in 2004, compared to 4.0 percent of the CLF. The Asian/Pacific Islander representation was 3.7 percent in the GSR pay plans, 0.6 percent in the non-GSR pay plans and the B-C pay plans, and less than 0.05 percent at Senior Pay levels.

Native Americans represented 1.9 percent of the FW in 2004, compared to 0.8 percent of the CLF. The Native American representation was 1.5 percent in the GSR pay plans, 0.1 percent in the non-GSR pay plans, 0.3 percent in the B-C pay plans, and less than 0.05 percent at Senior Pay levels.

Women represented 44.0 percent of the FW in 2004, compared to 45.5 percent of the CLF. Among women, representation was distributed as follows: 38.1 percent in the GSR pay plans, 4.6 percent in the non-GSR pay plans, 1.1 percent in the B-C pay plans, and 0.2 percent at Senior Pay levels.

Employment Distribution by Race and National Origin within GSR, Non-GSR, Blue-Collar and Senior Pay Categories

(September 2004)



BLACKS IN THE FEDERAL WORKFORCE

BLACK EMPLOYMENT

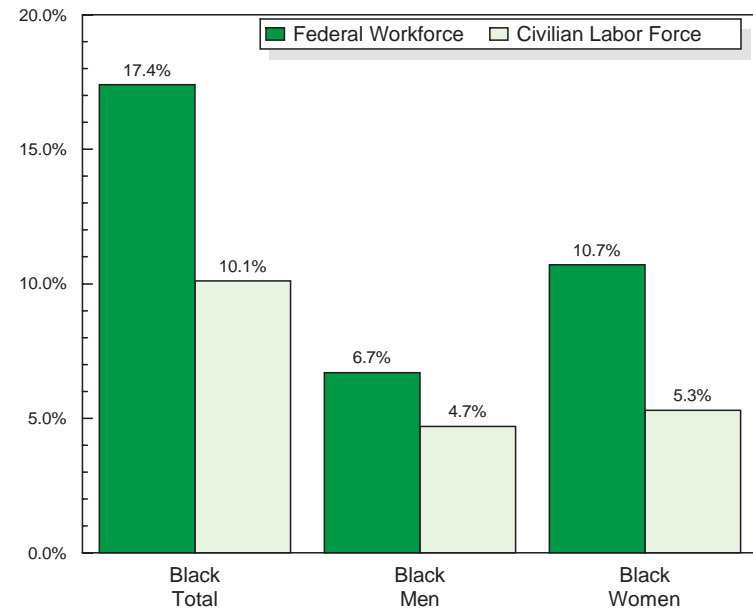
Black employees represented 17.4 percent (292,752) of the permanent Federal Workforce (FW) as of September 30, 2004, compared to 10.1 percent in the Civilian Labor Force (CLF). In comparison, the FW and CLF percentages in 2003 were 17.3 and 10.0, respectively.

Black men represented 6.7 percent of the FW and 4.7 percent of the CLF in 2004. In 2003, these percentages were 6.6 and 4.7, respectively.

Black women represented 10.7 percent of the FW and 5.3 percent of the CLF in 2004 and in 2003.

Black men and women exceed their representation in the Civilian Labor Force

(September 2004)



BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black employment in professional occupations increased by 897, to 37,267 in 2004 from 36,370 in 2003. Blacks represented 9.3 percent of all Federal employees in this occupational category in 2004, compared to 9.2 percent in 2003.

Black employment in administrative occupations increased by 2,761, to 96,378 in 2004 from 93,617 in 2003. Blacks represented 16.5 percent of all Federal employees in this occupational category in 2004, compared to 16.3 percent in 2003.

Black employment in technical occupations increased by 5,649 to 83,379 in 2004 from 77,730 in 2003. Blacks represented 24.0 percent of all Federal employees in this occupational category in 2004 and in 2003.

Black employment in clerical occupations declined by 1,554 to 31,372 in 2004 from 32,926 in 2003. Blacks represented 28.5 percent of all Federal employees in clerical occupations in 2004, compared to 28.3 percent in 2003.

Black employment in "other" white-collar occupations increased by 226 to 9,493 in 2004 from 9,267 in 2003. Blacks represented 16.7 percent of all Federal employees in "other" occupations in 2004, compared to 16.9 percent in 2003.

Black employment in blue-collar occupations declined by 314 to 34,863 in 2004 from 35,177 in 2003. Blacks represented 18.7 percent of all Federal employees in this occupational category in 2004, compared to 19.1 percent in 2003.

Blacks as a Percent of All Employees in each Occupational Category

(September 2004)

	<u>Black Employment</u>	<u>Percent of FW</u>
Professional	37,267	9.3
Administrative	96,378	16.5
Technical	83,379	24.0
Clerical	31,372	28.5
Other	9,493	16.7
White-Collar	257,889	17.2
Blue-Collar	34,863	18.7
Total	292,752	17.4

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

Blacks represented 27.6 percent (13,583) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2004, including 3,559 Black men and 10,024 Black women. Black employment in this grade group declined by 774 since 2003.

Blacks represented 25.8 percent (91,535) of all employees in GSR grades 5 through 8 in 2004, including 23,731 Black men and 67,804 Black women. Black employment in this grade group decreased by 489 since 2003.

Blacks represented 15.7 percent (87,166) of all employees in GSR grades 9 through 12 in 2004, including 29,439 Black men and 57,727 Black women. Black employment in this grade group increased by 949 since 2003.

Blacks represented 10.9 percent (39,010) of all employees in GSR grades 13 through 15 in 2004, including 16,175 Black men and 22,835 Black women. Black employment in this grade group increased by 1,734 since 2003.

Blacks represented 15.1 percent (25,509) of all employees in non-GSR pay plans, including 10,924 Black men and 14,585 Black women. Black employment in this grade group increased by 6,555 since 2003.

Blacks represented 6.9 percent (1,086) of all employees at the Senior Pay levels in 2004, including 631 Black men and 455 Black women. Black employment at Senior Pay levels increased by four since 2003.

Blacks as a Percent of All Employees in General Schedule and Related (GSR) Grade Groups, Non-GSR, and Senior Pay

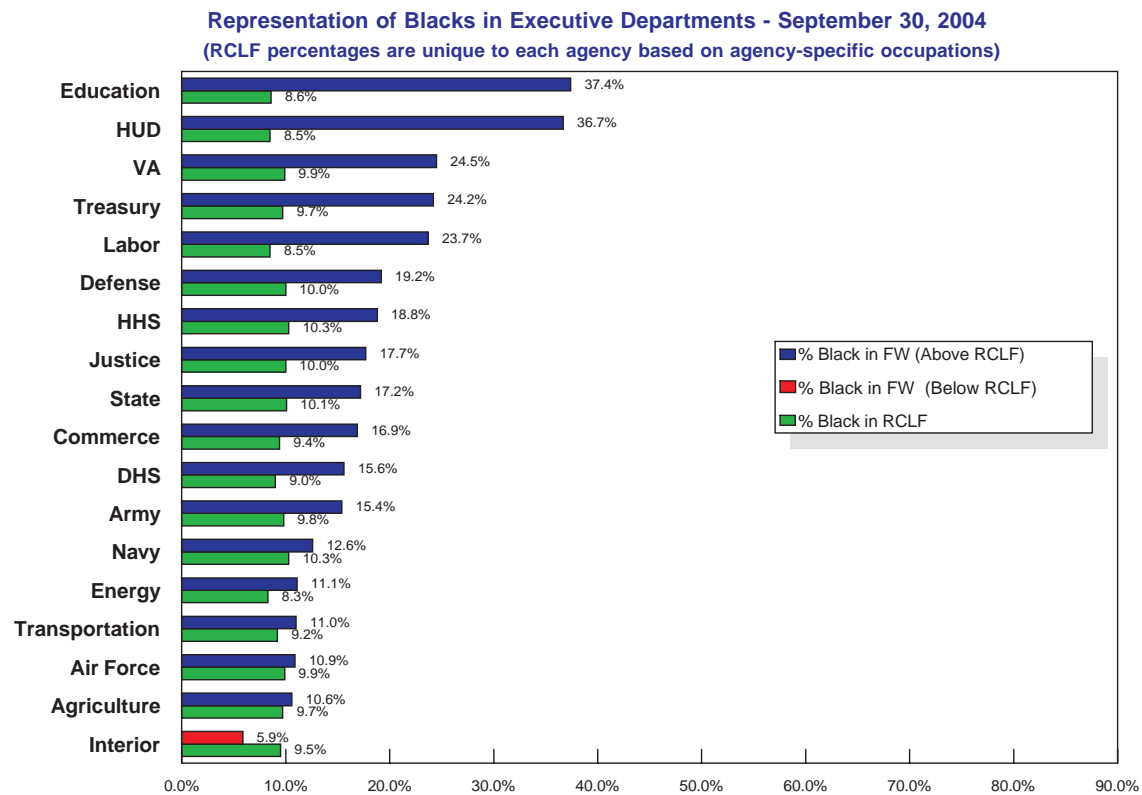
(September 2004)

	Black Employment	Percent of FW
GSR 1-4	13,583	27.6
GSR 5-8	91,535	25.8
GSR 9-12	87,166	15.7
GSR 13-15	39,010	10.9
Non-GSR	25,509	15.1
Senior Pay	1,086	6.9

BLACKS EQUALLED OR EXCEEDED THEIR RCLF 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: Education (37.4 percent to 8.6 percent); Housing and Urban Development (HUD) (36.7 percent to 8.5 percent); Veterans Affairs (VA) (24.5 percent to 9.9 percent); Treasury (24.2 percent to 9.7 percent); Labor (23.7 percent to 8.5 percent); Defense (19.2 percent to 10.0 percent); Health and Human Services (HHS) (18.8 percent to 10.3 percent); Justice (17.7 percent to 10.0 percent); State (17.2 percent to 10.1 percent); Commerce (16.9 percent to 9.4 percent); Homeland Security (DHS) (15.6 percent to 9.0 percent); Army (15.4 percent to 9.8 percent); Navy (12.6 percent to 10.3 percent); Energy (11.1 percent to 8.3 percent); Transportation (11.0 percent to 9.2 percent); Air Force (10.9 percent to 9.9 percent); and Agriculture (10.6 percent to 9.7 percent).

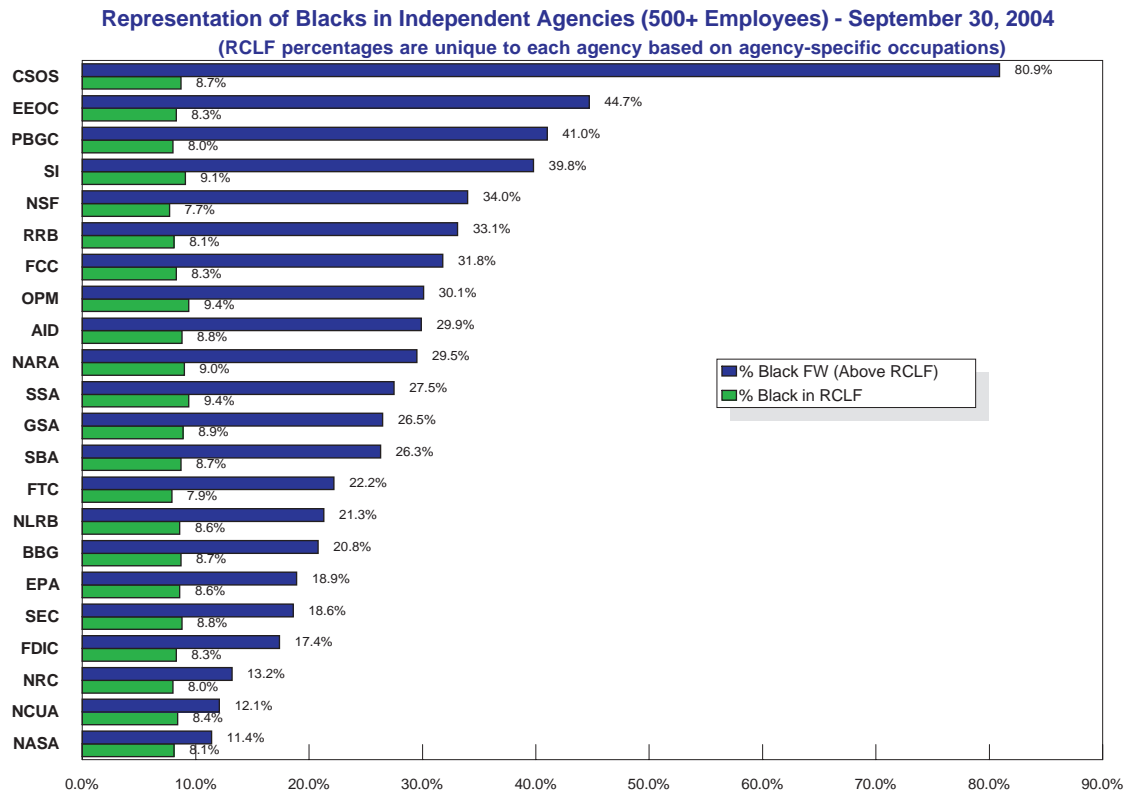
Black representation in the FW was below Black representation in the RCLF in the Department of the Interior (5.9 percent to 9.5 percent).



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004.
Civilian data derived from the 2000 Census.

BLACKS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 22 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 22 independent agencies with 500 or more employees: Court Services and Offender Supervision Agency (CSOS) (80.9 percent to 8.7 percent); Equal Employment Opportunity Commission (EEOC) (44.7 percent to 8.3 percent); Pension Benefit Guaranty Corporation (PBGC) (41.0 percent to 8.0 percent); Smithsonian Institution (SI) (39.8 percent to 9.1 percent); National Science Foundation (NSF) (34.0 percent to 7.7 percent); Railroad Retirement Board (RRB) (33.1 percent to 8.1 percent); Federal Communications Commission (FCC) (31.8 percent to 8.3 percent); Office of Personnel Management (OPM) (30.1 percent to 9.4 percent); Agency for International Development (AID) (29.9 percent to 8.8 percent); National Archives and Records Administration (NARA) (29.5 percent to 9.0 percent); Social Security Administration (SSA) (27.5 percent to 9.4 percent); General Services Administration (GSA) (26.5 percent to 8.9 percent); Small Business Administration (SBA) (26.3 percent to 8.7 percent); Federal Trade Commission (FTC) (22.2 percent to 7.9 percent); National Labor Relations Board (NLRB) (21.3 percent to 8.6 percent); Broadcasting Board of Governors (BBG) (20.8 percent to 8.7 percent); Environmental Protection Agency (EPA) (18.9 percent to 8.6 percent); Securities and Exchange Commission (SEC) (18.6 percent and 8.8 percent); Federal Deposit Insurance Corporation (FDIC) (17.4 percent to 8.3 percent); Nuclear Regulatory Commission (NRC) (13.2 percent to 8.0 percent); National Credit Union Association (NCUA) (12.1 percent to 8.4 percent); and the National Aeronautics and Space Administration (NASA) (11.4 percent to 8.1 percent).



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004. Civilian data derived from the 2000 Census.

HISPANICS IN THE FEDERAL WORKFORCE

HISPANIC EMPLOYMENT

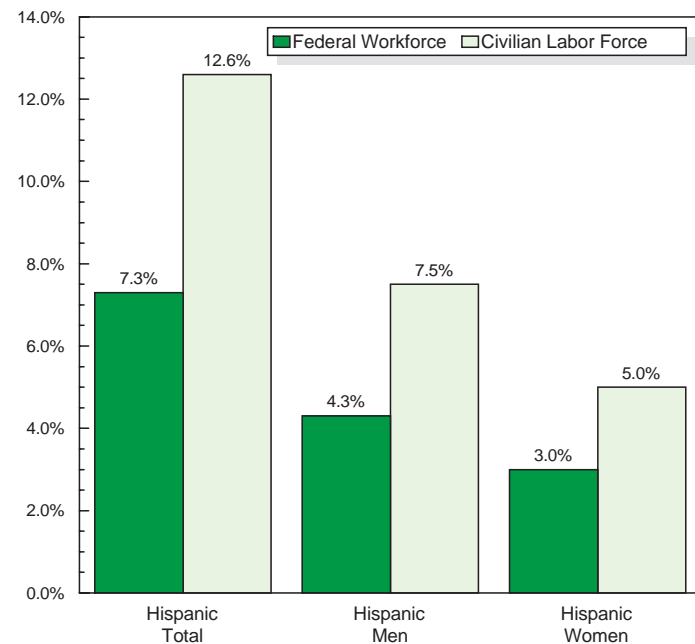
Hispanic employment represented 7.3 percent (123,207) of the permanent Federal Workforce (FW) as of September 30, 2004, compared to 12.6 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2003 were 7.0 and 12.3, respectively.

Hispanic men represented 4.3 percent of the FW compared to 7.5 percent of the CLF in 2004. In 2003, these percentages were 4.1 and 7.4, respectively.

Hispanic women represented 3.0 percent of the FW compared to 5.0 percent of the CLF in 2004. In 2003, these percentages were 2.9 and 4.9, respectively.

Hispanic men and women are underrepresented compared to the Civilian Labor Force

(September 2004)



HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

Hispanic employment in professional occupations increased by 821 to 18,974 in 2004 from 18,153 in 2003. Hispanics represented 4.8 percent of all Federal employees in this occupational category in 2004, compared to 4.6 percent in 2003.

Hispanic employment in administrative occupations increased by 1,651 to 41,196 in 2004 from 39,545 in 2003. Hispanics represented 7.0 percent of all Federal employees in this occupational category in 2004, compared to 6.9 percent in 2003.

Hispanic employment in technical occupations increased by 4,433 to 30,388 in 2004 from 25,955 in 2003. Hispanics represented 8.8 percent of all Federal employees in this occupational category in 2004, compared to 8.0 percent in 2003.

Hispanic employment in clerical occupations declined by 214 to 8,432 in 2004 from 8,646 in 2003. Hispanics represented 7.7 percent of all Federal employees in this occupational category in 2004, compared to 7.4 percent in 2003.

Hispanic employment in "other" white-collar occupations increased by 405 to 10,060 in 2004 from 9,655 in 2003. Hispanics represented 17.7 percent of all Federal employees in this occupational category in 2004 and in 2003.

Hispanic employment in blue-collar occupations increased by 521 to 14,157 in 2004 from 13,636 in 2003. Hispanics represented 7.6 percent of all Federal employees in this occupational category in 2004, compared to 7.4 percent in 2003.

Hispanics as a Percent of All Employees in each Occupational Category

(September 2004)

	<u>Hispanic Employment</u>	<u>Percent of FW</u>
Professional	18,974	4.8
Administrative	41,196	7.0
Technical	30,388	8.8
Clerical	8,432	7.7
Other	10,060	17.7
White-Collar	109,060	7.3
Blue-Collar	14,157	7.6
Total	123,207	7.3

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

Hispanics represented 8.8 percent (4,321) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2004, including 1,675 Hispanic men and 2,646 Hispanic women. Hispanic employment in this grade group increased by 40 since 2003.

Hispanics represented 9.0 percent (31,830) of all employees in GSR grades 5 through 8, in 2004, including 13,187 Hispanic men and 18,643 Hispanic women. Hispanic employment in this grade group decreased by 642 since 2003.

Hispanics represented 7.7 percent (42,634) of all employees in GSR grades 9 through 12 in 2004, including 24,949 Hispanic men and 17,655 Hispanic women. Hispanic employment in this grade group increased by 2,636 since 2003.

Hispanics represented 4.5 percent (16,126) of all employees in GSR grades 13 through 15 in 2004, including 10,867 Hispanic men and 5,259 Hispanic women. Hispanic employment in this grade group increased by 1,118 since 2003.

Hispanics represented 8.1 percent (13,601) of all employees in non-GSR pay plans in 2004, including 8,113 Hispanic men and 5,488 Hispanic women. Hispanic employment in this grade group increased by 3,929 since 2003.

Hispanics represented 3.4 percent (538) of all employees at the Senior Pay levels in 2004, including 380 Hispanic men and 158 Hispanic women. Hispanic employment at Senior Pay levels increased by 15 since 2003.

Hispanics as a Percent of All Employees in General Schedule and Related (GSR) Grade Groups, Non-GSR, and Senior Pay

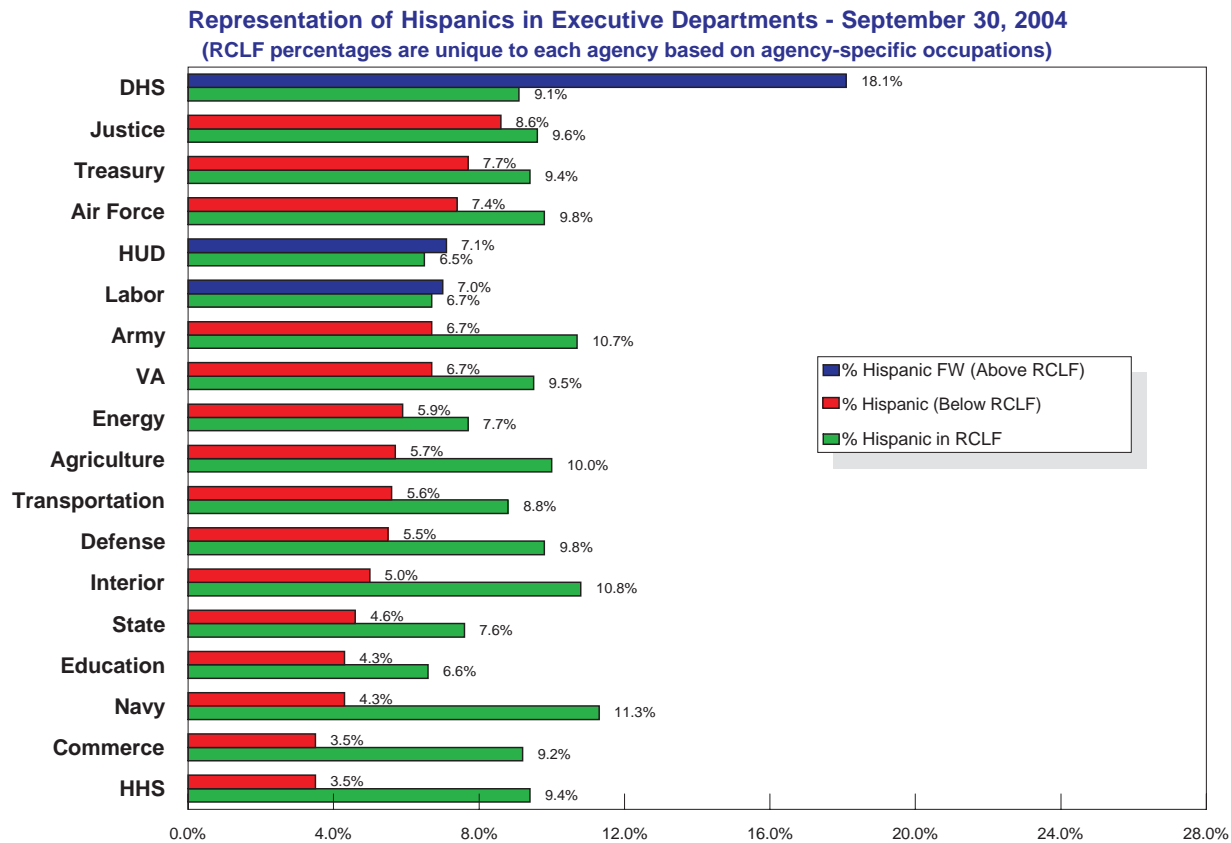
(September 2004)

	<u>Hispanic Employment</u>	<u>Percent of FW</u>
GSR 1-4	4,321	8.8
GSR 5-8	31,830	9.0
GSR 9-12	42,634	7.7
GSR 13-15	16,126	4.5
Non-GSR	13,601	8.1
Senior Pay	538	3.4

HISPANICS EQUALLED OR EXCEEDED THEIR RCLF 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) (18.1 percent to 9.1 percent); Housing and Urban Development (HUD) (7.1 percent to 6.5 percent); and Labor (7.0 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 (8.6 percent to 9.6 percent); Treasury (7.7 percent to 9.4 percent); Air Force (7.4 percent to 9.8 percent); Army (6.7 percent to 10.7 percent); Veterans Affairs (VA) (6.7 percent to 9.5 percent); Energy (5.9 percent to 7.7 percent); Agriculture (5.7 percent to 10.0 percent); Transportation (5.6 percent to 8.8 percent); Defense (5.5 percent to 9.8 percent); Interior (5.0 percent to 10.8 percent); State (4.6 percent to 7.6 percent); Education (4.3 percent to 6.6 percent); Navy (4.3 percent to 11.3 percent); Commerce (3.5 percent to 9.2 percent); and Health and Human Services (HHS) (3.5 percent to 9.4 percent).



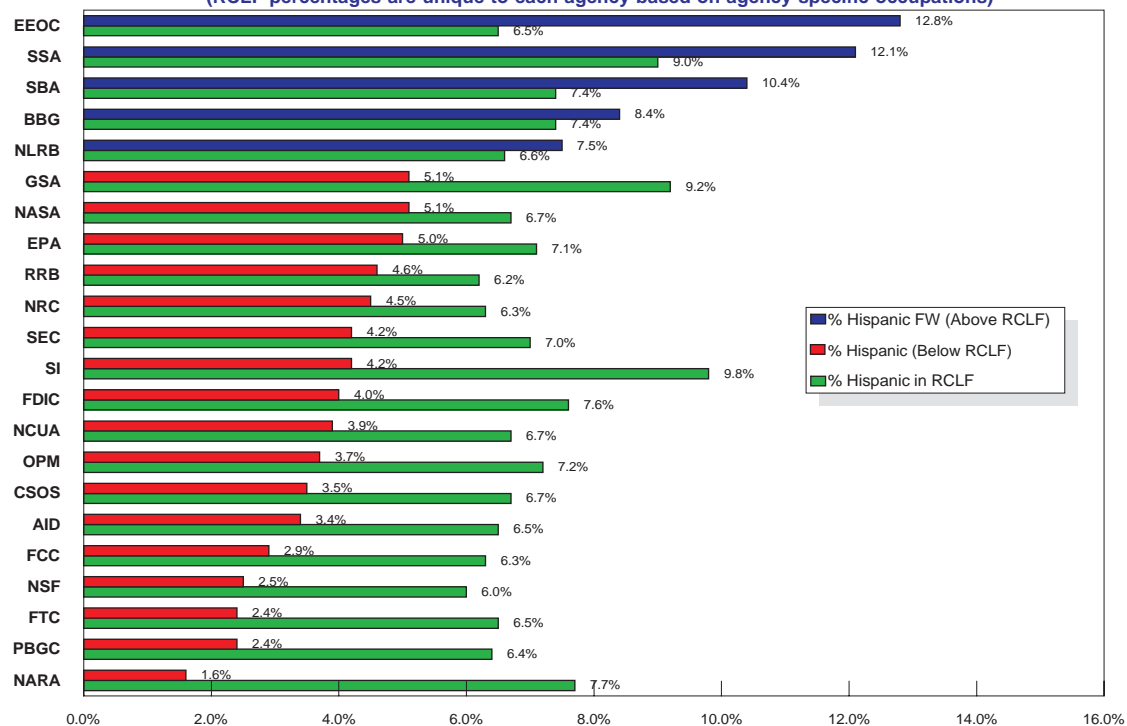
Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004. Civilian data derived from the 2000 Census.

HISPANICS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 5 OF 22 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 five independent agencies: Equal Employment Opportunity Commission (EEOC) (12.8 percent to 6.5 percent); Social Security Administration (SSA) (12.1 percent to 9.0 percent); Small Business Administration (SBA) (10.4 percent to 7.4 percent); Broadcasting Board of Governors (BBG) (8.4 percent to 7.4 percent); and the National Labor Relations Board (NLRB) (7.5 percent to 6.6 percent).

Hispanic representation in the FW was less than Hispanic representation in the RCLF in the following 17 independent agencies: General Services Administration (GSA) (5.1 percent to 9.2 percent); National Aeronautics and Space Administration (NASA) (5.1 percent to 6.7 percent); Environmental Protection Agency (EPA) (5.0 percent to 7.1 percent); Railroad Retirement Board (RRB) (4.6 percent to 6.2 percent); Nuclear Regulatory Commission (NRC) (4.5 percent to 6.3 percent); Securities and Exchange Commission (SEC) (4.2 percent to 7.0 percent); Smithsonian Institution (SI) (4.2 percent to 9.8 percent); Federal Deposit Insurance Corporation (FDIC) (4.0 percent to 7.6 percent); National Credit Union Association (NCUA) (3.9 percent to 6.7 percent); Office of Personnel Management (OPM) (3.7 percent to 7.2 percent); Court Services and Offender Supervision Agency (CSOS) (3.5 percent to 6.7 percent); Agency for International Development (AID) (3.4 percent to 6.5 percent); Federal Communications Commission (FCC) (2.9 percent to 6.3 percent); National Science Foundation (NSF) (2.5 percent to 6.0 percent); Federal Trade Commission (FTC) (2.4 percent to 6.5 percent); Pension Benefit Guaranty Corporation (PBGC) (2.4 percent to 6.4 percent); and the National Archives and Records Administration (NARA) (1.6 percent to 7.7 percent).

Representation of Hispanics in Independent Agencies (500+ Employees) - September 30, 2004
(RCLF percentages are unique to each agency based on agency-specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004. Civilian data derived from the 2000 Census.

ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE

ASIAN/PACIFIC ISLANDER EMPLOYMENT

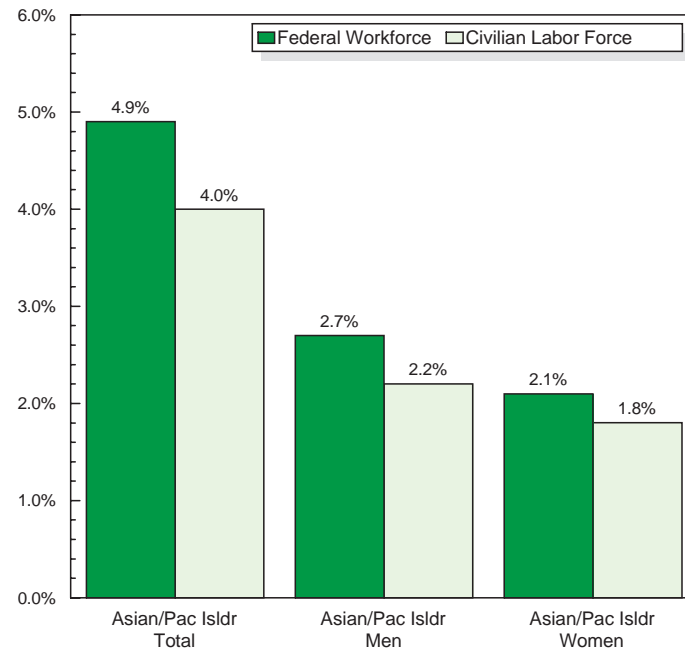
Asian/Pacific Islander employees represented 4.9 percent (82,219) of the permanent Federal Workforce (FW) as of September 30, 2004, compared to 4.0 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2003 were 4.7 and 3.9, respectively.

Asian/Pacific Islander men represented 2.7 percent of the FW compared to 2.2 percent of the CLF in 2004. In 2003, these percentages were 2.6 and 2.1, respectively.

Asian/Pacific Islander women represented 2.1 percent of the FW compared to 1.8 percent of the CLF in 2004. In 2003, these percentages were 2.0 and 1.8, respectively.

Asian/Pacific Islander men and women exceed their representation in the Civilian Labor Force

(September 2004)



ASIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

Asian/Pacific Islander employment in professional occupations increased by 1,386 to 31,450 in 2004 from 30,064 in 2003. Asian/Pacific Islanders represented 7.9 percent of all Federal employees in this occupational category in 2004, compared to 7.6 percent in 2003.

Asian/Pacific Islander employment in administrative occupations increased by 1,411, to 20,427 in 2004 from 19,016 in 2003. Asian/Pacific Islanders represented 3.5 percent of Federal employees in this occupational category in 2004, compared to 3.3 percent in 2003.

Asian/Pacific Islander employment in technical occupations increased by 1,974, to 13,837 in 2004 from 11,863 in 2003. Asian/Pacific Islanders represented 4.0 percent of all Federal employees in this occupational category in 2004, compared to 3.7 percent in 2003.

Asian/Pacific Islander employment in clerical occupations increased by 5 to 5,009 in 2004 from 5,004 in 2003. Asian/Pacific Islanders represented 4.6 percent of all Federal employees in this occupational category in 2004, compared to 4.3 percent in 2003.

Asian/Pacific Islander employment in "other" white-collar occupations increased by 154 to 1,617 in 2004 from 1,463 in 2003. Asian/Pacific Islanders represented 2.8 percent in 2004, compared to 2.7 percent in 2003.

Asian/Pacific Islander employment in blue-collar occupations increased by 618 to 9,879 in 2004 from 9,261 in 2003. Asian/Pacific Islanders represented 5.3 percent of all Federal employees in this occupational category in 2004, compared to 5.0 percent in 2003.

**Asian/Pacific Islanders as a Percent of All Employees
in each Occupational Category
(September 2004)**

	<u>Asian / Pac Islldr Employment</u>	<u>Percent of FW</u>
Professional	31,450	7.9
Administrative	20,427	3.5
Technical	13,837	4.0
Clerical	5,009	4.6
Other	1,617	2.8
White-Collar	72,340	4.8
Blue-Collar	9,879	5.3
Total	82,219	4.9

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

Asian/Pacific Islanders represented 5.9 percent (2,920) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2004. There were 713 Asian/Pacific Islander men and 2,207 Asian/Pacific Islander women at these grades in 2004. Asian/Pacific Islander in this grade group decreased by 67 since 2003.

Asian/Pacific Islanders represented 4.1 percent (14,644) of all employees in GSR grades 5 through 8 in 2004. There were 5,448 Asian/Pacific Islander men and 9,196 Asian/Pacific Islander women at these grade levels in 2004. Asian/Pacific Islanders in this grade group increased by 351 since 2003.

Asian/Pacific Islanders represented 4.7 percent (26,053) of all employees in GSR grades 9 through 12 in 2004. There were 14,000 Asian/Pacific Islander men and 12,053 Asian/Pacific Islander women at these grades in 2004. Asian/Pacific Islanders in this grade group increased by 1,428 since 2003.

Asian/Pacific Islanders represented 5.3 percent (18,834) of all employees in GSR grades 13 through 15 in 2004. There were 12,513 Asian/Pacific Islander men and 6,321 Asian/Pacific Islander women at these grades in 2004. Asian/Pacific Islanders in this grade group increased by 1,249 since 2003.

Asian/Pacific Islanders represented 5.6 percent (9,479) of all employees in non-GSR pay plans in 2004, including 4,136 men and 5,343 women. Asian/Pacific Islanders in this grade group increased by 1,943 since 2003.

Asian/Pacific Islanders represented 2.6 percent (410) of all employees at the Senior Pay levels. There were 302 Asian/Pacific Islander men and 108 Asian/Pacific Islander women at these pay levels in 2004. Asian/Pacific Islanders at Senior Pay levels increased by 26 since 2003.

Asian/Pacific Islanders as a Percent of All Employees in General Schedule and Related (GSR) Grade Groups, Non-GSR and Senior Pay

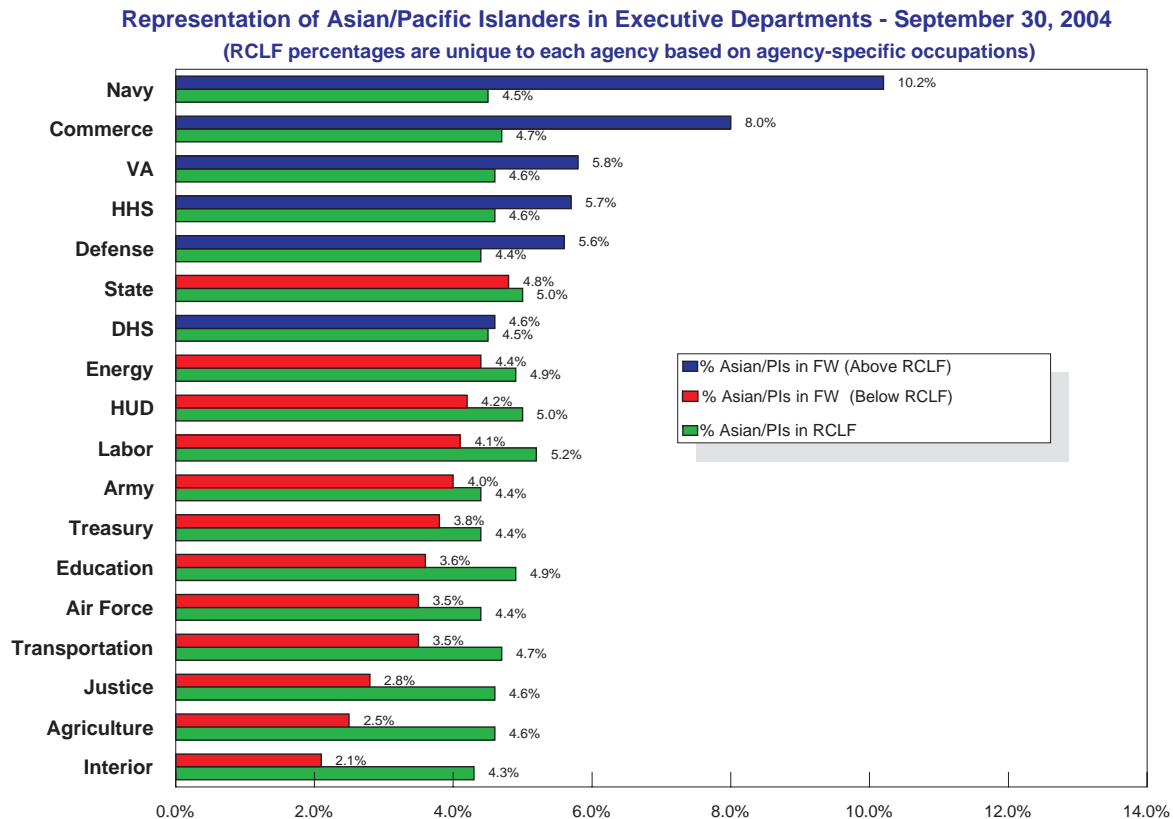
(September 2004)

	Asian/Pac Islldr Employment	Percent of FW
GSR 1-4	2,920	5.9
GSR 5-8	14,644	4.1
GSR 9-12	26,053	4.7
GSR 13-15	18,834	5.3
Non-GSR	9,479	5.6
Senior Pay	410	2.6

ASIAN/PACIFIC ISLANDERS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 6 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 six Executive Departments: Navy (10.2 percent to 4.5 percent); Commerce (8.0 percent to 4.7 percent); Veterans Affairs (VA) (5.8 percent to 4.6 percent); Health and Human Services (HHS) (5.7 percent to 4.6 percent); Defense (5.6 percent to 4.4 percent); and Homeland Security (DHS) (4.6 percent to 4.5 percent).

Asian/Pacific Islander representation in the following 12 Executive Departments was less than their RCLF representation: State (4.8 percent to 5.0 percent); Energy (4.4 percent to 4.9 percent); Housing and Urban Development (HUD) (4.2 percent to 5.0 percent); Labor (4.1 percent to 5.2 percent); Army (4.0 percent to 4.4 percent); Treasury (3.8 percent to 4.4 percent); Education (3.6 percent to 4.9 percent); Air Force (3.5 percent to 4.4 percent); Transportation (3.5 percent to 4.7 percent); Justice (2.8 percent to 4.6 percent); Agriculture (2.5 percent to 4.6 percent); and Interior (2.1 percent to 4.3 percent).

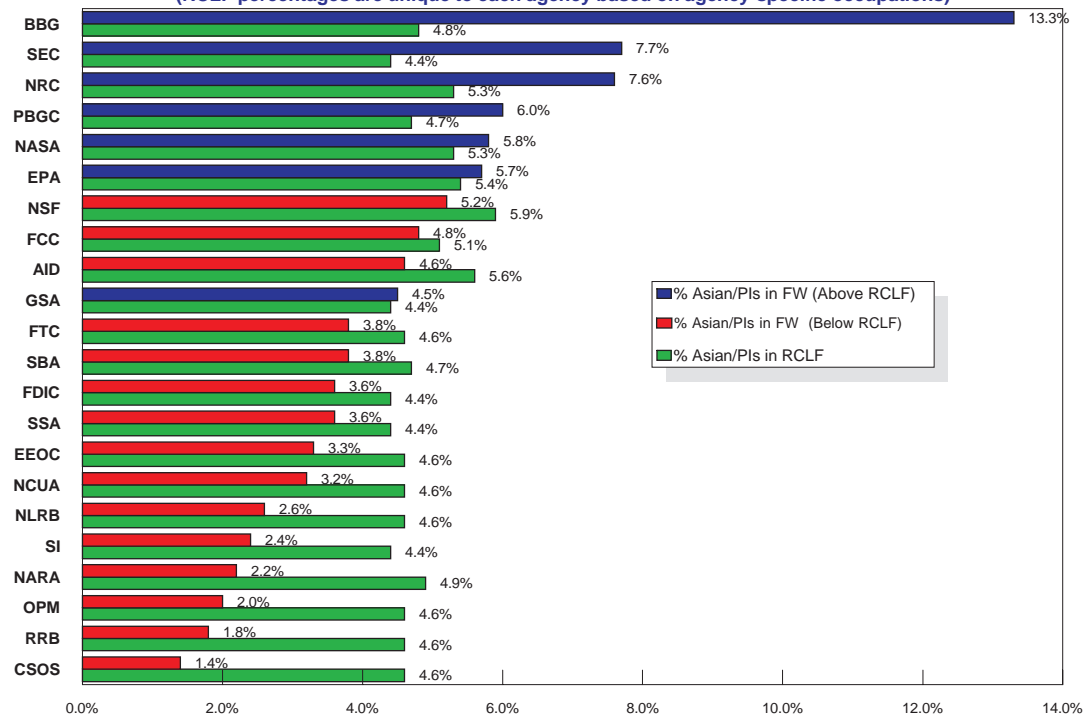


ASIAN/PACIFIC ISLANDERS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 7 OF 22 INDEPENDENT AGENCIES

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 seven independent agencies: Broadcasting Board of Governors (BBG) (13.3 percent to 4.8 percent); Securities and Exchange Commission (SEC) (7.7 percent to 4.4 percent); Nuclear Regulatory Commission (NRC) (7.6 percent to 5.3 percent); Pension Benefit Guaranty Corporation (PBGC) (6 percent to 4.7 percent); National Aeronautics and Space Administration (NASA) (5.8 percent to 5.3 percent); Environmental Protection Agency (EPA) (5.7 percent to 5.4 percent); and General Services Administration (GSA) (4.5 percent to 4.4 percent).

Asian/Pacific Islander representation in the FW was below their representation in the RCLF in the following 15 independent agencies: National Science Foundation (NSF) (5.2 percent to 5.9 percent); Federal Communications Commission (FCC) (4.8 percent to 5.1 percent); Agency for International Development (AID) (4.6 percent to 5.6 percent); Federal Trade Commission (FTC) (3.8 percent to 4.6 percent); Small Business Administration (SBA) (3.8 percent to 4.7 percent); Federal Deposit Insurance Corporation (FDIC) (3.6 percent to 4.4 percent); Social Security Administration (SSA) (3.6 percent to 4.4 percent); Equal Employment Opportunity Commission (EEOC) (3.3 percent to 4.6 percent); National Credit Union Association (NCUA) (3.2 percent to 4.6 percent); National Labor Relations Board (NLRB) (2.6 percent to 4.6 percent); Smithsonian Institution (SI) (2.4 percent to 4.4 percent); National Archives and Records Administration (NARA) (2.2 percent to 4.9 percent); Office of Personnel Management (OPM) (2.0 percent to 4.6 percent); Railroad Retirement Board (RRB) (1.8 percent to 4.6 percent); and the Court Services and Offender Supervision Agency (CSOS) (1.4 percent to 4.6 percent).

Representation of Asian/Pacific Islanders in Independent Agencies (500+ Employees) - September 30, 2004
(RCLF percentages are unique to each agency based on agency-specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004.
Civilian data derived from the 2000 Census.

NATIVE AMERICANS IN THE FEDERAL WORKFORCE

NATIVE AMERICAN EMPLOYMENT

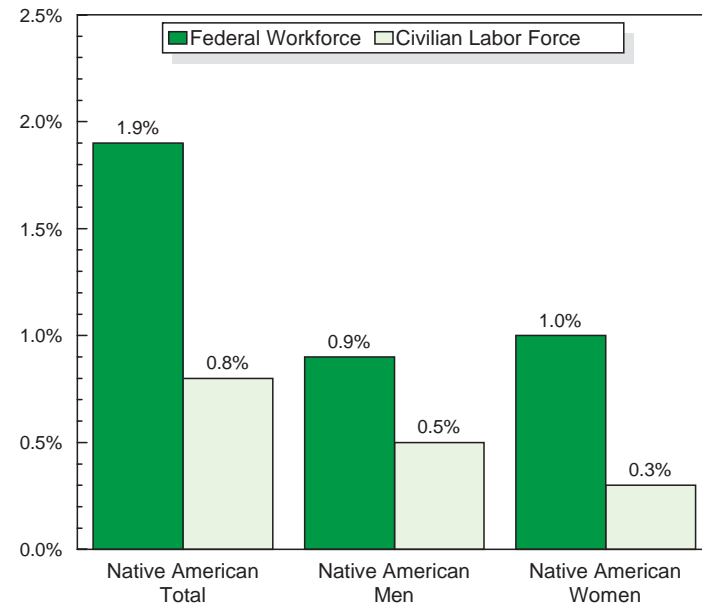
Native American employment represented 1.9 percent (32,251) of the permanent Federal Workforce (FW) as of September 30, 2004, compared to 0.8 percent of the Civilian Labor Force (CLF). The FW and CLF percentages in 2003 were 1.9 and 0.6, respectively.

Native American men represented 0.9 percent of the FW and 0.5 percent of the CLF in 2004. In 2003, these percentages were 0.9 and 0.3, respectively.

Native American women represented 1.0 percent of the FW and 0.3 percent of the CLF in 2003 and in 2004.

Native American men and women exceed their representation in the Civilian Labor Force

(September 2004)



NATIVE AMERICAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native American employment in professional occupations increased by 101 to 4,998 in 2004 from 4,897 in 2003. Native Americans represented 1.3 percent of all Federal employees in this occupational category in 2004, compared to 1.2 percent in 2003.

Native American employment in administrative occupations increased by 28 to 8,496 in 2004 from 8,468 in 2003. Native Americans represented 1.5 percent of all Federal employees in this occupational category in 2004 and in 2003.

Native American employment in technical occupations increased by 260, to 9,626 in 2004 from 9,366 in 2003. The overall percentage of Native Americans in this occupational category declined. Native Americans represented 2.8 percent of all Federal employees in this occupational category in 2004, compared to 2.9 percent in 2003.

Native American employment in clerical occupations declined by 86 to 3,443 in 2004 from 3,529 in 2003. Native Americans represented 3.1 percent of all employees in this occupational category in 2004, compared to 3.0 percent in 2003.

Native American employment in "other" white-collar occupations increased by 54 to 1,068 in 2004 from 1,014 in 2003. Native Americans made up 1.9 percent of this occupational category in 2004 and in 2003.

Native American employment in blue-collar occupations declined by 109 to 4,620 in 2004 from 4,729 in 2003. Native Americans represented 2.5 percent of all Federal employees in 2004, compared to 2.6 percent in 2003.

Native Americans as a Percent of All Employees in each Occupational Category

(September 2004)

	<u>Native Amer. Employment</u>	<u>Percent of FW</u>
Professional	4,998	1.3
Administrative	8,496	1.5
Technical	9,626	2.8
Clerical	3,443	3.1
Other	1,068	1.9
White-Collar	27,631	1.8
Blue-Collar	4,620	2.5
Total	32,251	1.9

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 (2,450) of all employees in General Schedule and Related (GSR) grades 1 through 4, in 2004. There were 590 Native American men and 1,860 Native American women at these grades in 2004. Native Americans in this grade group decreased by 139 since 2003.

Native Americans represented 2.9 percent (10,233) of all employees in GSR grades 5 through 8 in 2004. There were 2,919 men and 7,314 women at these grades in 2004. Native Americans in this grade group increased by 82 since 2003.

Native Americans represented 1.7 percent (9,555) of all employees in GSR grades 9 through 12 in 2004. There were 4,281 men and 5,274 women at these grades in 2004. Native Americans in this grade group increased by 31 since 2003.

Native Americans represented 1.0 percent (3,440) of all employees in GSR grades 13 through 15 in 2004. There were 2,161 men and 1,279 women in this grade group in 2004. Native Americans in this grade group increased by 68 since 2003.

Native Americans represented 1.1 percent (1,820) of all employees in non-GSR pay plans in 2004, including 1,035 men and 785 women. Native Americans in this grade group increased by 302 since 2003.

Native Americans represented 0.8 percent (133) of all employees at the Senior Pay levels in 2004. There were 95 Native American men and 38 Native American women at these pay levels in 2004. Native Americans at Senior Pay levels increased by 13 in 2004.

Native Americans as a Percent of All Employees in General Schedule and Related (GSR) Grade Groups, Non-GSR and Senior Pay

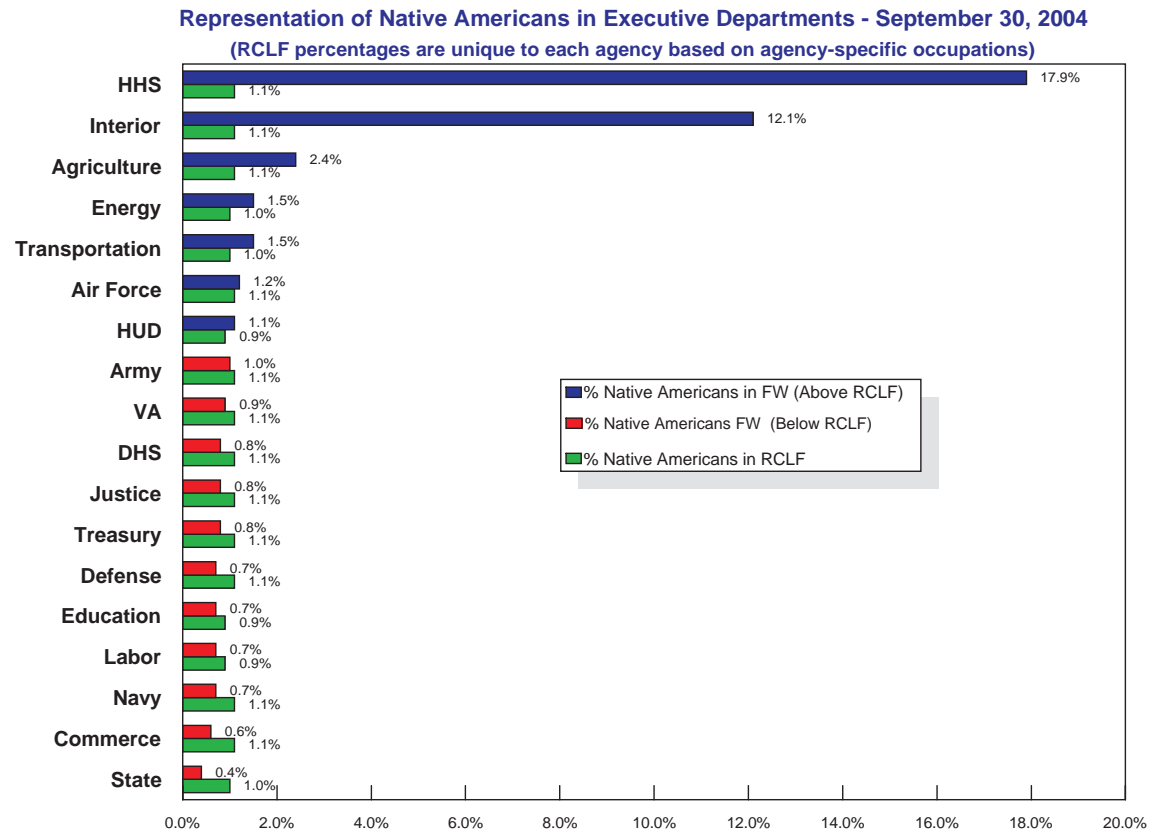
(September 2004)

	Native Amer. Employment	Percent of FW
GSR 1-4	2,450	5.0
GSR 5-8	10,233	2.9
GSR 9-12	9,555	1.7
GSR 13-15	3,440	1.0
Non-GSR	1,820	1.1
Senior Pay	133	0.8

NATIVE AMERICANS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 7 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 seven Executive Departments: Health and Human Services (HHS) (17.9 percent to 1.1 percent); Interior (12.1 percent to 1.1 percent); Agriculture (2.4 percent to 1.1 percent); Energy (1.5 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) (1.1 percent to 0.9 percent).

The representation of Native Americans in the FW was below the RCLF representation for the following 11 Executive Departments: Army (1.0 percent to 1.1 percent); Veterans Affairs (VA) (0.9 percent to 1.1 percent); Homeland Security (DHS) (0.8 percent to 1.1 percent); Justice (0.8 percent to 1.1 percent); Treasury (0.8 percent to 1.1 percent); Defense (0.7 percent to 1.1 percent); Education (0.7 percent to 0.9 percent); Labor (0.7 percent to 0.9 percent); Navy (0.7 percent to 1.1 percent); Commerce (0.6 percent to 1.1 percent); and State (0.4 percent to 1.0 percent).

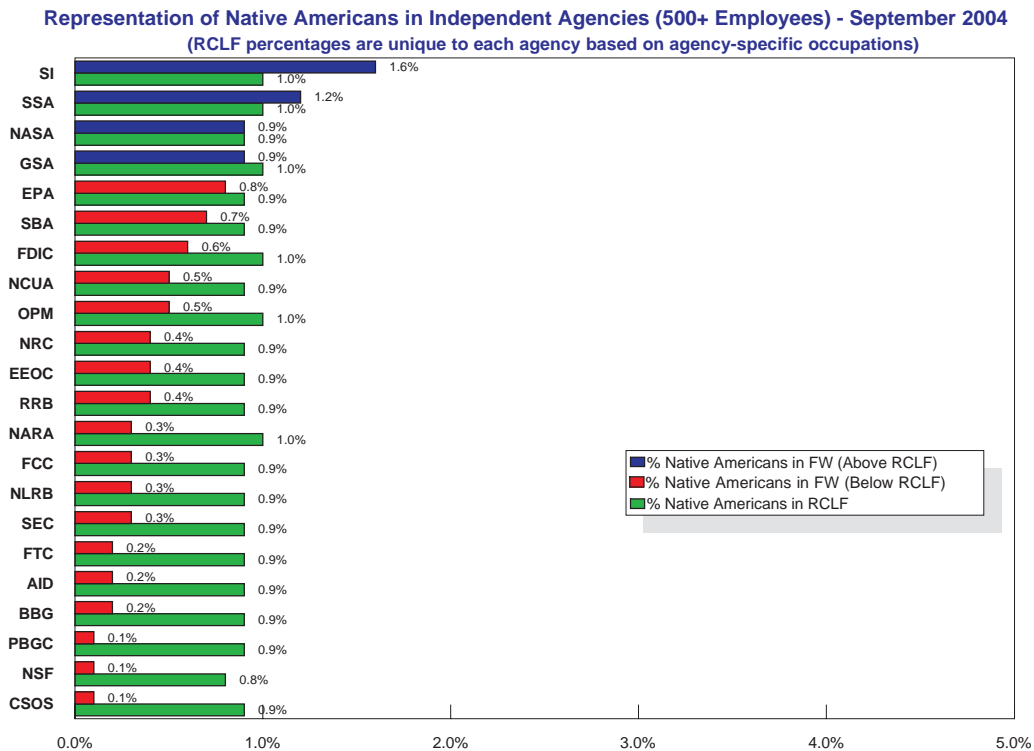


Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004. Civilian data derived from the 2000 Census.

NATIVE AMERICANS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 3 OF 22 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) (1.6 percent to 1.0 percent); Social Security Administration (SSA) (1.2 percent to 1.0 percent); and the National Aeronautics and Space Administration (NASA), (0.9 percent to 0.9 percent).

Native Americans in the Federal Workforce (FW) was below their RCLF representation in the following 19 independent agencies: General Services Administration (GSA) (0.9 percent to 1.0 percent); Environmental Protection Agency (EPA) (0.8 percent to 0.9 percent); Small Business Administration (SBA) (0.7 percent to 0.9 percent); Federal Deposit Insurance Corporation (FDIC) (0.6 percent to 1.0 percent); National Credit Union Administration (NCUA) (0.5 percent to 0.9 percent); Office of Personnel Management (OPM) (0.5 percent to 1.0 percent); Nuclear Regulatory Commission (NRC) (0.4 percent to 0.9 percent); Equal Employment Opportunity Commission (EEOC) (0.4 percent to 0.9 percent); Railroad Retirement Board (RRB) (0.4 percent to 0.9 percent); National Archives and Records Administration (NARA) (0.3 percent to 1.0 percent); Federal Communications Commission (FCC) (0.3 percent to 0.9 percent); National Labor Relations Board (NLRB) (0.3 percent to 0.9 percent); Securities and Exchange Commission (SEC) (0.3 percent to 0.9 percent); Federal Trade Commission (FTC) (0.2 percent to 0.9 percent); Agency for International Development (AID) (0.2 percent to 0.9 percent); Broadcasting Board of Governors (BBG) (0.2 percent to 0.9 percent); Pension Benefit Guaranty Corporation (PBGC) (0.1 percent to 0.9 percent); National Science Foundation (NSF) (0.1 percent to 0.8 percent); and the Court Services and Offender Supervision Agency (CSOS) (0.1 percent to 0.9 percent).



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004. Civilian data derived from the 2000 Census.

WOMEN IN THE FEDERAL WORKFORCE

WOMEN EMPLOYMENT

Women represented 44.0 percent (741,630) of the permanent Federal Workforce (FW) as of September 30, 2004, compared to 45.5 percent of the Civilian Labor Force (CLF) in 2004. The FW and CLF percentages in 2003 were 44.3 and 45.8 percent, respectively.

Black women represented 10.7 percent of the FW in 2004 and 2003. Black women represented 5.3 percent of the CLF in 2004 and in 2003.

Hispanic women represented 3.0 percent of the FW in 2004, compared to 2.9 percent in 2003. Hispanic women represented 5.0 percent of the CLF in 2004, compared to 4.9 percent in 2003.

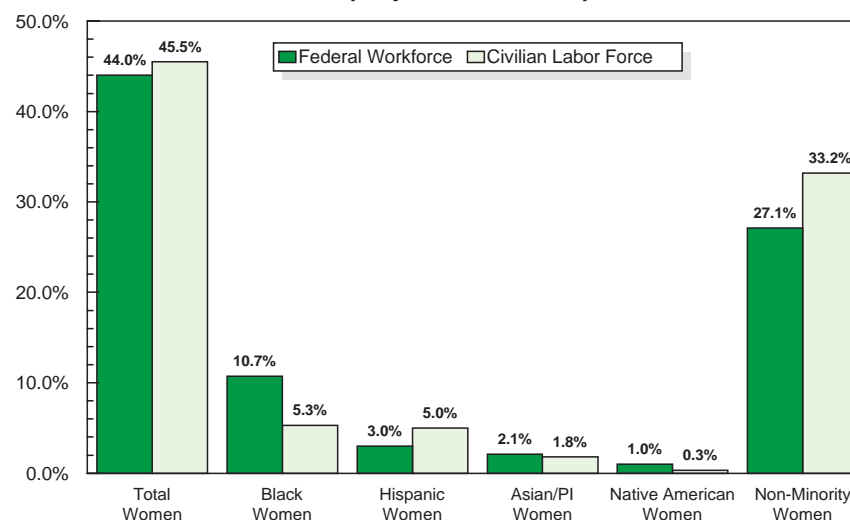
Asian/Pacific Islander women represented 2.1 percent of the FW in 2004, compared to 2.0 percent in 2003. Asian Pacific Islander women represented 1.8 percent of the CLF in 2004 and in 2003.

Native American women represented 1.0 percent of the FW in 2004, unchanged from 2003. Native Americans represented 0.3 percent of the CLF in 2004 and in 2003.

Non-minority women represented 27.1 percent of the FW in 2004, compared to 27.5 percent in 2003. Non-minority women represented 33.2 percent of the CLF in 2004 compared to 33.4 percent in 2003.

Women are slightly underrepresented compared to the Civilian Labor Force

(September 2004)



WOMEN EMPLOYMENT BY OCCUPATIONAL CATEGORY

The number of women in professional occupations increased by 4,413 to 163,813 in 2004 from 159,400 in 2003. Women represented 41.1 percent of all professional Federal employees in 2004, compared to 40.5 percent in 2003.

The number of women in administrative occupations increased by 4,968 to 263,451 in 2004 from 258,483 in 2003. Women represented 45.0 percent of all Federal employees in this occupational category in 2004 and in 2003.

The number of women in technical occupations increased by 8,607 to 199,963 in 2004 from 191,356 in 2003. Women represented 57.6 percent of all Federal employees in this occupational category in 2004, compared to 59.1 percent in 2003.

The number of women in clerical occupations decreased by 5,817 to 88,653 in 2004 from 94,470 in 2003. Women represented 80.7 percent of all Federal employees in this occupational category in 2004, compared to 81.2 percent in 2003.

The number of women in "other" white-collar occupations increased by 175 to 7,309 in 2004 from 7,134 in 2003. Women represented 12.9 percent of all Federal employees in this occupational category in 2004, compared to 13.0 in 2003.

The number of women in blue-collar occupations increased by 245 to 18,441 in 2004 from 18,196 in 2003. The representation of women in this occupational category was 9.9 percent in 2004 and in 2003.

Women as a Percent of All Employees in each Occupational Category

(September 2004)

	<u>Women Employment</u>	<u>Percent of FW</u>
Professional	163,813	41.1
Administrative	263,451	45.0
Technical	199,963	57.6
Clerical	88,653	80.7
Other	7,309	12.9
White-Collar	723,189	48.3
Blue-Collar	18,441	9.9
Total	741,630	44.0

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

Women represented 68.3 percent (33,610) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2004. Women in this grade group decreased by 2,170 since 2003.

Women represented 65.4 percent (231,892) of all employees in GSR grades 5 through 8. Women in this grade group decreased by 3,511 since 2003.

Women represented 46.4 percent (257,172) of all employees in GSR grades 9 through 12. Women in this grade group increased by 1,508 since 2003.

Women represented 33.5 percent (119,631) of all employees in GSR grades 13 through 15. Women in this grade group increased by 4,938 since 2003.

Women represented 45.5 percent (76,798) of all employees in non-GSR pay plans. Women in this grade group increased by 11,395 since 2003.

Women represented 26.0 percent (4,086) of all employees at the Senior Pay levels. The number of women at Senior Pay levels increased by 186 since 2003.

Women as a Percent of All Employees in General Schedule and Related (GSR) Grade Groups, Non-GSR and Senior Pay

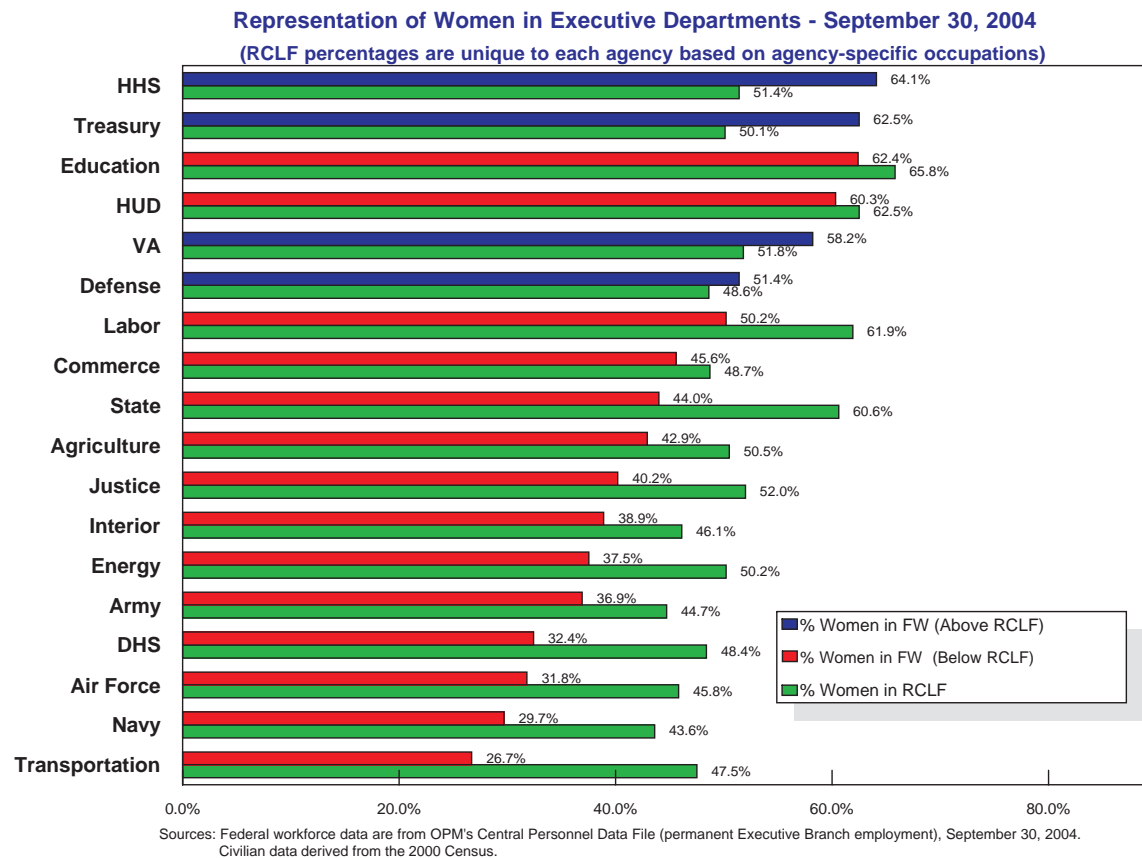
(September 2004)

	<u>Women Employment</u>	<u>Percent of FW</u>
GSR 1-4	33,610	68.3
GSR 5-8	231,892	65.4
GSR 9-12	257,172	46.4
GSR 13-15	119,631	33.5
Non-GSR	76,798	45.5
Senior Pay	4,086	26.0

WOMEN EQUALLED OR EXCEEDED THEIR RCLF 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) (64.1 percent to 51.4 percent); Treasury (62.5 percent to 50.1 percent); Veterans Affairs (VA) (58.2 percent to 51.8 percent); and Defense (51.4 percent to 48.6 percent).

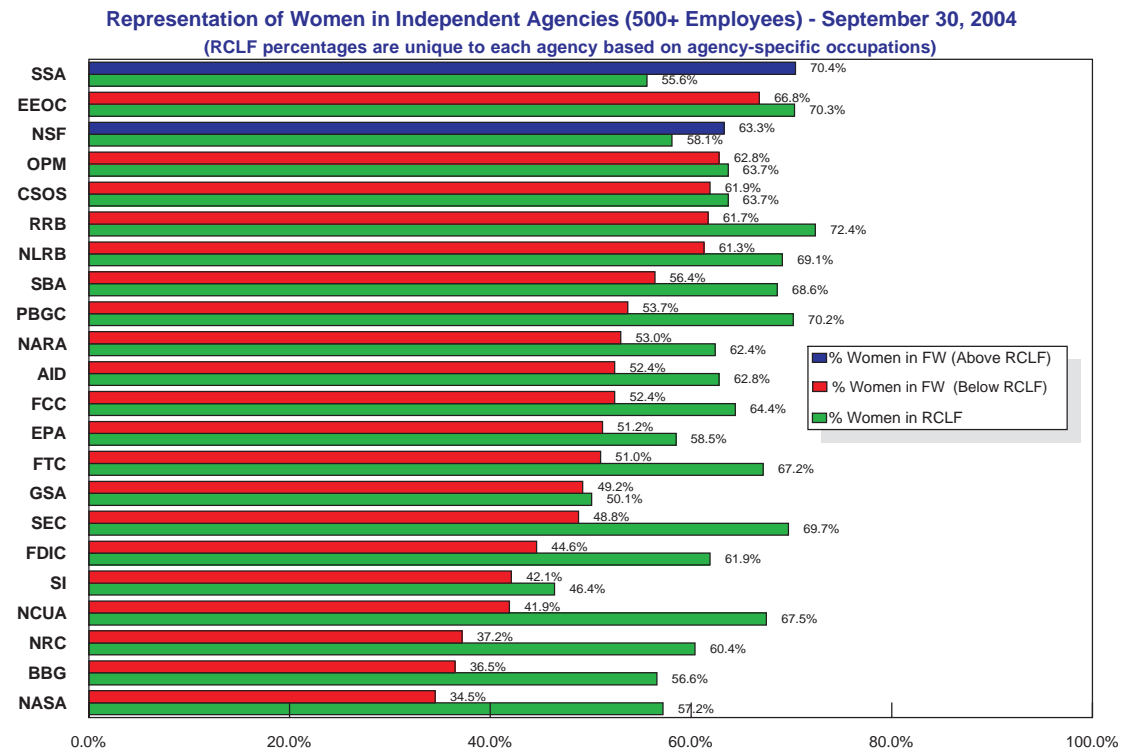
The FW representation of women was less than their RCLF representation in the following 14 Executive Departments: Education (62.4 percent to 65.8 percent); Housing and Urban Development (HUD) (60.3 percent to 62.5 percent); Labor (50.2 percent to 61.9 percent); Commerce (45.6 percent to 48.7 percent); State (44.0 percent to 60.6 percent); Agriculture (42.9 percent to 50.5 percent); Justice (40.2 percent to 52.0 percent); Interior (38.9 percent to 46.1 percent); Energy (37.5 percent to 50.2 percent); Army (36.9 percent to 44.7 percent); Homeland Security (DHS) (32.4 percent to 48.4 percent); Air Force (31.8 percent to 45.8 percent); Navy (29.7 percent to 43.6 percent); and Transportation (26.7 percent to 47.5 percent).



WOMEN EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 2 OF 22 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) (70.4 percent to 55.6 percent) and the National Science Foundation (NSF) (63.3 percent to 58.1 percent).

The representation of women in the FW was below their representation in the RCLF in the following 20 independent agencies: Equal Employment Opportunity Commission (EEOC) (66.8 percent to 70.3 percent); Office of Personnel Management (OPM) (62.8 percent to 63.7 percent); Court Services and Offender Supervision Agency (CSOS) (61.9 percent to 63.7 percent); Railroad Retirement Board (RRB) (61.7 percent to 72.4 percent); National Labor Relations Board (NLRB) (61.3 percent to 69.1 percent); Small Business Administration (SBA) (56.4 percent to 68.6 percent); Pension Benefit Guaranty Corporation (PBGC) (53.7 percent to 70.2 percent); National Archives and Records Administration (NARA) (53.0 percent to 62.4 percent); Agency for International Development (AID) (52.4 percent to 62.8 percent); Federal Communications Commission (FCC) (52.4 percent to 64.4 percent); Environmental Protection Agency (EPA) (51.2 percent to 58.5 percent); Federal Trade Commission (FTC) (51.0 percent to 67.2 percent); General Services Administration (GSA) (49.2 percent to 50.1 percent); Securities and Exchange Commission (SEC) (48.8 percent to 69.7 percent); Federal Deposit Insurance Corporation (FDIC) (44.6 percent to 61.9 percent); Smithsonian Institution (SI) (42.1 percent to 46.4 percent); National Credit Union Association (NCUA) (41.9 percent to 67.5 percent); Nuclear Regulatory Commission (NRC) (37.2 percent to 60.4 percent); Broadcasting Board of Governors (BBG) (36.5 percent to 56.6 percent); and the National Aeronautics and Space Administration (NASA) (34.5 percent to 57.2 percent).



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004.
Civilian data derived from the 2000 Census.

AGENCY FEORP INITIATIVES: AN OVERVIEW

AGENCY FEORP INITIATIVES

In FY 2004, 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. The HR initiatives fall into four categories: **workforce planning, recruitment and outreach, mentoring, and career development opportunities.**

Workforce Planning

The **Department of Energy (DOE)** sponsored the Management Succession Program, a three-year leadership training program which develops employees for future leadership responsibility.

The **Department of Homeland Security's (DHS)** Workforce Planning Council provided information, advice, and recommendations to management for addressing mission critical issues and developing a One-DHS Workforce Plan.

The **Department of Labor (DOL)** supported the Senior Executive Service (SES) Candidate Development Program which provides formal training and developmental assignments to employees with the potential for leadership roles and responsibilities. Women and minorities comprised 66.7 percent of the SES program participants during 2004. The Management Development Program also trains and develops employees in the Executive Core Qualifications (ECQs), and the participation rate for women and minorities was 70 percent.

The **Pension Benefit Guaranty Corporation (PBGC)** enrolled its employees at the GS-14 and GS-15 grade levels into the Leaders Growing Leaders Program, a two-year succession management program.

Recruitment and Outreach

The **Department of Agriculture's (USDA)** most effective tool for attracting Hispanics to Federal service has been the Hispanic Association of Colleges and Universities (HACU) National Internship Program. In FY 2004, USDA sponsored 92 HACU interns. In addition, the Hispanic Serving Institutions (HSIs) Fellows Program provided the opportunity for 15 faculty and staff members from various educational institutions to work and study with USDA for a period of four to six weeks in 2004.

The **Broadcasting Board of Governors/International Broadcasting Bureau (BBG)** supported various intern programs, and used these programs to reach a diverse pool of applicants. The representation of minorities among interns included Asians/Pacific Islander (22 percent), Hispanic (11 percent), and Black (16 percent) participants.

The **Department of Commerce's (Commerce)** Postsecondary Intern Program (PIP) helped to recruit college and university students from the HACU National Internship Program, among other sources, for the Student Career Experience Program (SCEP).

The **Court Services and Offender Supervision Agency (CSOS)** established relationships with American University, Howard University, and the University of the District of Columbia for the purpose of attracting a diverse population.

The **Corporation for National and Community Service (CNCS)** solicited job applicants from a variety of sources, including colleges, universities, and organizations with large minority populations. In FY 2004, 36 percent of the new hires were members of minority groups.

The **Defense Contract Management Agency (DCMA)** established the Keystone Intern Program as its formal training program. The program recruits from a variety of sources, including graduates from the SCEP, institutions with a high percentage of female students, HSIs, and Historically Black Colleges and Universities (HBCUs).

The **Department of Defense (DOD)** established recruitment outreach efforts with over 400 colleges and universities to promote DOD job opportunities and attract potential job applicants, including women and minorities.

The **Department of Education (Education)** recruited applicants through the SCEP, Presidential Management Fellows (PMF), the Student Temporary Employment Program (STEP), and the Federal Career Intern Program. In 2004, 74 out of 130 students were members of minority groups. In addition, ten outstanding undergraduate and graduate students from the Martin Luther King, Jr. Scholars Program worked for Education. The students gained valuable work experience and skills to enhance future employment opportunities.

The **Defense Intelligence Agency (DIA)** hired 570 non-minority and 245 minority applicants at the entry and mid-career levels in FY 2004. In addition, out of the 47 participants in the Summer Intern Program, 32 were men, 15 were women, 27 were non-minority, and 20 were minorities.

The **Department of Energy (DOE)** established the Energy Student Achievement Program, Student Partnership Intern Program, the Technical Intern Program, and the Hispanic Scholarship Fund Intern Program to attract graduates and undergraduates with scientific, engineering, or other technical backgrounds. Energy also supported 10 scholars at HBCUs.

The **Small Business Administration (SBA)** recruited job applicants through contact with various employment programs and professional organizations, including the Asian American Government Executives Network, National Society of Hispanic Professionals, National Association of Hispanic Federal Executives, and the District Director Candidate Development Program.

The **Federal Trade Commission (FTC)** sent recruiters to 13 colleges and universities in FY 2004 and hired 58 students for its summer intern program. Out of the 45 attorneys and economists appointed in FY 2004, 25 were men, 20 were women, 34 were non-minority, and 11 were members of minority groups.

The **Department of Homeland Security (DHS)** used the bilingual/bicultural appointing authority to recruit 11 employees.

The **Department of Health and Human Services (HHS)** developed partnerships with a variety of organizations such as the Society for the Advancement of Chicanos and Native Americans in Science; the Partnership in Education Program, and the Society for Mexican American Engineers and Scientists to attract potential job applicants. In addition, HHS recruited college students through established programs such as the Workforce Recruitment Program for College Students with Disabilities, the Summer Research Program, the American Indian Higher Education Consortium, and the Emerging Leaders Program.

The **Department of Interior (DOI)** sponsored the Nevada TeMoak Tribe Student Initiative which recruited students from the TeMoak Tribe for biological science positions under the Student Temporary Employment Program.

The **Department of Justice (DOJ)** sponsored the Honors Intern Program (HIP), an effective recruitment tool for recruiting 58 students in 2004. Forty-three percent of the students were members of minority groups. DOJ also recruited 32 students through the National Association for Equal Opportunity in Higher Education Critical Skills Honors Internship Program.

The **Department of Labor (DOL)** sponsored the MBA Fellows Program which offers two years of developmental assignments and formal training to persons who desire a career in public service. DOL also recruited students through the SCEP and the STEP.

The **National Aeronautics and Space Administration (NASA)** used the Federal Career Intern Program in FY 2004 to recruit 96 college graduates (33 percent White, 2 percent Native American, 29 percent Hispanic, 13 percent Asian/Pacific Islander, and 23 percent Black).

The **National Labor Relations Board (NLRB)** recruited students for careers with advancement potential to attorney and labor management relations examiner positions through the Legal Internship Program and the SCEP.

The **National Science Foundation (NSF)** expanded its pool of potential applicants by using paid advertisements in publications of professional organizations and societies; recruiting students through the STEP, Quality Education for Minorities, SCEP, and the HACU National Internship Program. NSF also granted public access to its Custom News Service (includes general NSF vacancy announcements and notification about specific types of position vacancies).

The **Nuclear Regulatory Commission (NRC)** recruited attorneys from a variety of schools for its Honor Law Graduate Program.

The **Office of Personnel Management (OPM)** informed the public about job opportunities through job fairs and contacts with representatives from the Job Partnership Training Office, welfare offices, the Urban League, and other community organizations.

The **Department of State (State)** sent recruiters to 73 colleges and universities and hired students for the Foreign Policy and National Security Initiative Program, Diplomat-in-Resident Program, and the Pickering Foreign Affairs Fellows Program.

Mentoring

The **Broadcasting Board of Governors/International Broadcasting Bureau (BBG)** sponsored 13 mentoring opportunities for employees (GS-4 through GS-13).

The **Court Services and Offender Supervision Agency (CSOS)** included 30 employees in its mentoring program.

The **Defense Contract Management Agency (DCMA)** sponsored a formal mentoring program that included men (48.6 percent), women (51.4 percent), minorities (29 percent), and non-minorities (71 percent).

The **Department of Energy's (DOE)** mentoring program involved 25 employees at the GS-13 through GS-15 grade levels.

The **Federal Trade Commission (FTC)** provided computer application, public speaking, writing, and office skills training to local high school students through the Partnership in Education Program.

The **Holocaust Memorial Museum (HMM)** established an ambassador program with ten public high schools in the District of Columbia. This program provided mentoring and training in research, holocaust and museum history, communication skills, and Docent training. The students attended 13 weeks of classes at the Museum and serve as tour guides and volunteers.

The **Department of Labor's (DOL)** Mentoring Program provided mentoring for 114 employees (GS-11 through GS-13) in FY 2004. The Commissioner's Development Program also offered mentoring and formal training to employees (GS-11 and GS-12).

The **Pension Benefit Guaranty Corporation (PBGC)** supported weekly one-on-one mentoring sessions for employees, GS-5 through GS-11, through its Mentoring Program for Non-Supervisory Employees.

The **Department of the Treasury (Treasury)** provided career guidance through its Examiner Mentoring Program.

The **Department of Veterans Affairs (VA)** sponsored summer internships for 87 students.

Career Development Opportunities

The **Department of Agriculture (USDA)** provided opportunities for employees to participate in internal career development programs. In FY 2004, 35 percent of the participants were women, and 63 percent were members of minority groups.

The **Federal Communications Commission (FCC)** recruited students from a variety of colleges and universities, including those with a significant population of women and minorities, for its Engineer-in-Training Program.

The **Department of Defense (DOD)** supported career developmental activities of 3,881 men and 6,280 women at the GS-5 through GS-8 grade level. Among this group of participants were 5,442 Blacks; 1,601 Hispanics; 2,885 Asian/Pacific Islanders, and 233 Native Americans. DOD also provided career development activities for 7,639 men and 6,346 women at the GS-9 through GS-12 grade levels. This group included 6,011 Blacks, 2,406 Hispanics, 5,149 Asian/Pacific Islanders, and 419 Native Americans.

The **Department of Homeland Security (DHS)** sponsored the Leadership Excellence Program which equips managers and supervisors with leadership skills and promotes more efficient organizational performance. Nine women, grades GS-13 through GS-15, are program participants. DHS also supported the Professional Excellence Program, a developmental program for non-supervisory employees (grades GS-9 through GS-12) who have demonstrated potential for leadership positions. Four minorities and eleven women currently participate in this program.

The **Department of Labor (DOL)** provided career development opportunities for 141 employees (64 non-minority and 77 minority), GS-9 through GS-12, through various DOL career development programs. In addition, four employees participated in the Career Enhancement Program (CEP), a developmental program for persons at the GS-5 through GS-9 grade levels. At the higher grade levels, the Management Development Program developed 40 employees in the Executive Core Qualifications.

The **Defense Contract Management Agency's (DCMA)** formal mentoring program offered a structured approach to developing employee talents. In FY 2004, 107 employees participated, including three Asians (2.8 percent); 18 Blacks (16.8 percent); nine Hispanics (8.4 percent); one Indian (0.9 percent); and 75 White (70 percent).

The **Office of Personnel Management (OPM)** restructured vacant positions to the trainee level to allow upward mobility opportunities for internal candidates. The targeted positions included Legal Administrative Specialists, Contact Representatives, Health Benefits Contract Specialists, Program Analysts,

and Investigators.

The **Office of Thrift Supervision (OTS)** used the Emerging Manager's Program to develop employees with high potential for managerial and supervisory positions. Program participants receive developmental assignments, formal training, and mentoring.

The **National Science Foundation (NSF)** sponsored the After Hours Program, a competitive program that offers NSF employees tuition assistance and helps them develop skills for potential higher graded positions. Employees may also compete for intern opportunities and advance to the target grade under the Avenue for Career Enhancement Program.

The **National Aeronautics and Space Administration (NASA)** supported career development activities for 1,094 non-minority and 503 minority employees in 2004.

The **National Archives and Records Administration (NARA)** continued to support the Career Development Program for Archives Technicians. Forty-nine NARA employees enrolled in this program during FY 2004. In addition, NARA created five intern GS-7 positions (Management and Program Analysts) with promotion potential to the GS-11 grade level.

AGENCIES REQUIRED TO SUBMIT REPORTS

Agency for International Development
Agriculture, Department of
Air Force, Department of the
American Battle Monuments Commission
Architectural and Transportation Barriers Compliance Board
Army, Department of the
Broadcasting Board of Governors
Commerce, Department of
Committee for Purchase from People Who Are Blind or Disabled
Commission on Civil Rights
Commission on Fine Arts
Commodity Futures Trading Commission
Consumer Product Safety Commission
Corporation for National and Community Service
Court Services and Offender Supervision Agency
Defense Contract Audit Agency
Defense Education Activity
Defense Finance and Accounting Service
Defense Information Systems Agency
Defense Inspector General
Defense Intelligence Agency
Defense Logistics Agency
Defense Threat Reduction Agency
Defense, Office of the Secretary of Defense
Defense, Uniformed Services University of the Health Sciences
Education, Department of
Energy, Department of
Environmental Protection Agency, U.S.
Equal Employment Opportunity Commission
Export-Import Bank of the U.S.
Farm Credit Administration
Federal Communications Commission
Federal Deposit Insurance Corporation
Federal Emergency Management Agency
Federal Housing Finance Board
Federal Labor Relations Authority

Federal Maritime Commission
Federal Retirement Thrift Investment Board
Federal Trade Commission
General Services Administration
Government Ethics, Office of
Health and Human Services, Department of
Holocaust Memorial Council
Homeland Security, Department of
Housing and Urban Development, Department of
Interior, Department of the
International Trade Commission
Justice, Department of
Labor, Department of
National Aeronautics and Space Administration
National Archives and Records Administration
National Credit Union Administration
National Endowment for the Arts
National Endowment for the Humanities
National Labor Relations Board
National Science Foundation
National Transportation Safety Board
Navy, Department of the
Nuclear Regulatory Commission
Nuclear Waste Technical Review Board
Occupational Safety and Health Review Commission
Office of Personnel Management
Pension Benefit Guaranty Corporation
Securities and Exchange Commission
Selective Service System
Small Business Administration
Social Security Administration
State, Department of
Transportation, Department of
Treasury, Department of the
Veterans Affairs, Department of

DATA COVERAGE AND DEFINITIONS

On-board Federal employment statistics used in this report are as of September 30, 2004. All yearly data reported are based on the fiscal year (October 1-September 30). All data are produced from the 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 General Schedule and Related (GSR) pay plans, Non-GSR pay plans, blue-collar pay plans, and employees at Senior Pay levels. 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). All reference made to the General Schedule pay plan in this report actually refers to General Schedule and Related (GSR) pay plans. Only those agencies with 500 or more permanent employees are displayed in this report.

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. The CPS data cover non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens. Federal data exclude temporary, or term specific workers.

The **Relevant Civilian Labor Force (RCLF)** is the Civilian Labor Force (CLF) data that are directly comparable (or relevant) to the population being considered in the FW. For example, if we were analyzing representation of Black engineers employed in the Federal workforce, we would compare them with Black engineers reported in the CLF. The Black engineers in the CLF represent the RCLF in this example. In this report, the RCLF varies from agency to agency because of the differing occupational mix within each agency.

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 call for 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 OR 100 DUE TO INDEPENDENT ROUNDING.



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