

# PART ONE

## Employment Demographics

# **Employment and Trends**

## **(Executive Branch non-Postal)**

### **2006**

#### **Agency**

Between October 2004 and October 2006, Federal civilian employment decreased by 3,616 workers (0.2 percent) to bring the total number of workers to 1,852,825. Despite minimal government-wide change, the following three agencies boasted the largest raw gains: (1) Department of the Army, up by 12,434 (civilian) workers to 239,002; (2) the Department of the Air Force, up by 8,895 (civilian) workers to 158,927; and (3) the Department of Homeland Security, up by 5,691 workers to 168,635.

In contrast, the following three agencies observed the biggest reductions in workforce: (1) the Department of State lost 13,832 workers, bringing its total down to 10,208; (2) the Department of the Agriculture lost 6,596 workers, bringing its total down to 105,488; and (3) the Department of Interior lost 4,474 workers, bringing its total down to 73,126. The decrease observed in these departments' employment is largely due to the creation of the Department of Homeland Security in 2003, which drew away a notable portion of their employees.

#### **Workforce Changes**

The white-collar workforce decreased by 2,279 between October 2004 and October 2006, the blue-collar workforce followed suit, declining 1,312. This minimal shift caused no change in the relative percents of the workforce; it remains 88.9 percent white-collar and 11.1 percent blue-collar, 1,647,385 and 205,233, respectively.

The white-collar workforce is further classified by five standard occupational categories: professional, administrative, technical, clerical, or other. There were significant changes that occurred between October 2004 and October 2006: the number of professional jobs increased by 2,272 (0.5 percent), bringing the total to 446,291; the number of administrative jobs increased by 21,172 (3.4 percent), bringing the total to 640,170; the number of technical jobs decreased by 47,869 (12.3 percent), bringing the total to 341,675; the number of clerical jobs was up by 20,078 (14.7 percent), bringing the total to 156,336; and all other jobs in the white-collar workforce were up by 2,068 (3.4 percent) to bring the total to 62,913.

Over the past ten years, however, changes to white-collar occupational categories have been somewhat different. The statistics are as follows: (1) professional jobs have declined by 13,371 and represent 24.1 percent of the white-collar workforce; (2) administrative jobs have increased by 110,627 and represent 34.6 percent of the white-collar workforce; (3) technical jobs have declined by 24,569 representing 18.4 percent of the workforce; (4) clerical jobs have declined by 68,563 and represent 8.44 percent of the white-collar workforce; and (5) all other jobs have increased by 16,412 and represent 3.4 percent of the white-collar workforce.

## **Gender**

The female representation within administrative and professional jobs has shifted notable between October 1996 and October 2006. The percentage of women holding administrative or professional positions has risen from 47.2 to 58.5 percent. This is associated with an increase of 84,584 employees. During this same span, the percentage of women holding positions under the General Schedule and Related grades 12-15 has risen from 35.8 percent, an increase of 59,770 workers. The number of women in clerical jobs (typically below GS-9) saw a sharp decline of 78,903 workers, bringing the total down to 107,712 from 186,615.

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

The number of minorities in the Federal civilian workforce as of October 2006 was 596,951 (32.2 percent). This figure has increased by 13,875 since October 2004 and by 44,727 since October 1996. The Black, Hispanic, and Asian/Pacific Islander minority groups experienced net gains, but the American Indian/Alaska Native group experienced an overall loss of 546 workers. Hispanic employment recently increased by 10,665, bringing the total count to 135,533 in October 2004. Furthermore, minorities have accumulated 10,269 additional employees in General Schedule and Related grades 12-15 and 227 employees at the Senior Pay level.

## **Employees with Disabilities**

Since 1996, the number of employees with disabilities has decreased by 11,935 workers to a total of 110,075. This number has also decreased within the past two years by 1,926 (1.7 percent).

## **Veterans**

Between October 2004 and October 2006, the number of employees claiming veteran or preferred status increased 4.4 percent, resulting in a total of 452,757. The number of Vietnam veterans in the workforce dropped by 31,566 to 186,588, a decrease of 14.4% in just two years. There was also a decrease in Veterans Readjustment Act (VRA) appointments—1,761 less to 12,948 total. Lastly, Thirty Percent or More Disabled Veterans observed a gain of 6,847 employees, raising the total up from 35,081 to 41,928.

## **Age**

Since October 2004, the average ages of Federal civilian employees have increased slightly, as we note the following changes: women – average age increased from 45.5 to 46.0 years of age; men – average age increased from 46.5 to 46.7; and minorities – average age increased from 44.8 to 45.2.