

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



**Employment of Veterans
in the
Federal Executive Branch
Fiscal Year 2009**

**AMERICA'S
VETERAN**
Valued * Experienced * Trained

September 2010

a New Day for Federal Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Message from John Berry, Director, Office of Personnel Management

Enclosed is the U.S. Office of Personnel Management's (OPM) Report on the Employment of Veterans in the Federal Executive Branch for Fiscal Year (FY) 2009. This report provides a snapshot of Federal agencies and their hiring of veterans, including disabled veterans. The report shows that, while the Federal Government continues to make progress in the hiring of veterans, there is still room for improvement.

Executive Order 13518, issued by President Barack Obama, did two main things: first, it established the Veterans Employment Initiative (VEI); second, it sent a clear message to all Federal agencies, that they need to aggressively dismantle barriers to entry and success for veterans and transitioning service members who want to pursue careers in the Federal civil service.

OPM is aggressively implementing the VEI, in partnership with the White House, the Departments of Defense, Labor, Veterans Affairs, and Homeland Security, and other Federal agencies. In January 2010, we released the Federal Government's first strategic plan focused primarily on increasing the hiring of veterans - *The Governmentwide Veterans Recruitment and Employment Strategic Plan for FY 2010-FY 2012* located at www.fedshirevets.gov.

To support the President's vision of increasing employment opportunities for veterans, I am asking all Federal agencies to analyze their employment and other data, and to identify actions that will result in further improvements in veterans' recruitment, employment, development, and retention.

We, at OPM, continue to seek ways to ensure the Federal Government can benefit from the skills and experience of veterans. At the same time, we are upholding the principle that these men and women, who have borne the challenges and hardships of military service, are entitled to an opportunity to continue to serve their country as civilian employees of the Federal Government.


John Berry
Director

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

INTRODUCTION

THE EMPLOYMENT OF VETERANS IN THE FEDERAL EXECUTIVE BRANCH is produced by the U.S. Office of Personnel Management (OPM) to provide a convenient reference on the employment of veterans within the Federal Executive Branch. The report concentrates on those agencies identified in Executive Order 13518 of November 2009 as they account for approximately 97.8% of all Federal employees and 99.0% of all veterans employed in the Federal Executive Branch.

The source of Federal employment data used in this Fiscal Year 2009 report is taken from OPM's Central Personnel Data File as of September 30, 2009.

This report does not include data for the:

White House Office, Office of the Vice President, Central Intelligence Agency, National Geospatial-Intelligence Agency, National Security Agency, Defense Intelligence Agency, Board of Governors of the Federal Reserve, United States Postal Service, Postal Regulatory Commission, Tennessee Valley Authority, Department of Agriculture Extension Service, Army and Air Force National Guard technicians, Department of Defense non-appropriated funds, and non-citizen employees in foreign countries. Full-time permanent employment numbers do not include full-time seasonal employees.

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Veterans in the Federal Workforce Versus the Civilian Labor Force

	FY 2008		FY 2009	
	Federal Workforce	Civilian Workforce	Federal Workforce	Civilian Workforce
Total Veterans	25.5%	8.3%	25.8%	8.0%
Disabled Veterans	6.0%	0.8%	6.5%	0.9%
30% or More Disabled Veterans	3.4%	0.3%	3.8%	0.4%

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 1

Employment in the Federal Workforce

Total On-Board Employees

Category	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Total Employees	1,813,166	1,803,055	1,811,459	1,886,720	1,986,005
Total Veterans	456,254	457,965	462,744	481,223	512,671
% of All Employees	25.2%	25.4%	25.5%	25.5%	25.8%
Veterans with Preference	410,083	410,434	414,010	430,015	458,010
% of All Employees	22.6%	22.8%	22.9%	22.8%	23.1%
% of All Veterans	89.9%	89.6%	89.5%	89.4%	89.3%
Disabled Veterans	92,642	97,828	103,180	112,946	128,222
% of All Employees	5.1%	5.4%	5.7%	6.0%	6.5%
% of All Veterans	20.3%	21.4%	22.3%	23.5%	25.0%
30% + Disabled Veterans	46,727	51,389	56,077	64,046	75,762
% of All Employees	2.6%	2.9%	3.1%	3.4%	3.8%
% of All Veterans	10.2%	11.2%	12.1%	13.3%	14.8%

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 1 A

Employment in the Federal Workforce Total On-Board Employees

All Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,866,720	481,223	25.5	1,986,005	512,671	25.8
Executive Order Agencies						
Agriculture	104,837	10,835	10.3	106,298	10,600	10.0
Commerce	42,661	4,749	11.1	49,414	5,486	11.1
Defense	635,460	257,933	40.6	675,272	277,998	41.2
Air Force	131,146	65,184	49.7	138,333	69,071	49.9
Army	226,723	96,596	42.6	245,586	106,296	43.3
Navy	180,017	68,910	38.3	189,013	73,065	38.7
Defense Activities	97,574	27,243	27.9	102,340	29,566	28.9
Education	4,335	351	8.1	4,218	336	8.0
Energy	15,448	3,036	19.7	15,826	3,081	19.5
HHS	75,655	4,789	6.3	79,427	4,973	6.3
Homeland Security	176,627	43,481	24.6	186,066	45,933	24.7
HUD	9,781	1,322	13.5	9,563	1,271	13.3
Interior	73,891	11,186	15.1	76,647	11,446	14.9
Justice	108,340	19,700	18.2	112,482	20,602	18.3
Labor	15,373	2,685	17.5	15,981	2,801	17.5
State	11,385	1,803	15.8	11,469	1,875	16.3
Transportation	55,388	16,287	29.4	57,587	16,717	29.0
Treasury	105,541	10,149	9.6	108,895	10,550	9.7
Veterans Affairs	278,926	73,623	26.4	297,234	79,068	26.6
AID	2,550	169	6.6	2,813	184	6.5
EPA	18,247	1,359	7.4	18,448	1,369	7.4
GSA	11,958	2,401	20.1	12,490	2,469	19.8
NASA	18,562	1,973	10.6	18,522	1,898	10.2
NSF	1,410	79	5.6	1,482	83	5.6
NRC	4,080	697	17.1	4,151	717	17.3
OPM	5,855	1,291	22.0	5,832	1,250	21.4
SSA	63,990	6,131	9.6	67,632	6,620	9.8
SBA	4,829	655	13.6	3,927	529	13.5
Total Executive Order Agencies	1,845,130	476,684	25.8	1,941,676	507,856	26.2

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 1 B

Employment in the Federal Workforce Total On-Board Employees Veterans with Preference

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,886,720	430,015	22.8	1,986,005	458,010	23.1
Executive Order Agencies						
Agriculture	104,837	10,835	10.3	106,298	10,266	9.7
Commerce	42,661	4,749	11.1	49,414	5,164	10.5
Defense	635,460	231,166	36.4	675,272	248,955	36.9
Air Force	131,146	58,558	44.7	138,333	62,043	44.9
Army	226,723	86,634	38.2	245,586	95,261	38.8
Navy	180,017	61,801	34.3	189,013	65,458	34.6
Defense Activities	97,574	24,173	24.8	102,340	26,193	25.6
Education	4,335	327	7.5	4,218	309	7.3
Energy	15,448	2,751	17.8	15,826	2,795	17.7
HHS	75,655	4,784	6.3	79,427	4,954	6.2
Homeland Security	176,627	37,192	21.1	186,066	39,448	21.2
HUD	9,781	1,299	13.3	9,563	1,249	13.1
Interior	73,891	10,483	14.2	76,647	10,692	13.9
Justice	108,340	16,210	15.0	112,482	17,082	15.2
Labor	15,373	2,581	16.8	15,981	2,680	16.8
State	11,386	1,622	14.2	11,469	1,688	14.7
Transportation	55,388	14,828	26.8	57,587	15,235	26.5
Treasury	105,541	9,837	9.3	108,895	10,234	9.4
Veterans Affairs	278,926	63,917	22.9	297,234	68,651	23.1
AID	2,550	161	6.3	2,813	178	6.3
EPA	18,247	1,280	7.0	18,448	1,288	7.0
GSA	11,958	2,263	18.9	12,490	2,323	18.6
NASA	18,562	1,812	9.8	18,522	1,734	9.4
NSF	1,410	63	4.5	1,482	67	4.5
NRC	4,080	611	15.0	4,151	630	15.2
OPM	5,855	1,186	20.3	5,832	1,153	19.8
SSA	63,990	5,805	9.1	67,632	6,259	9.3
SBA	4,829	644	13.3	3,927	515	13.1
Total Executive Order Agencies	1,845,130	426,406	23.1	1,941,676	453,549	23.4

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 1 C

Employment in the Federal Workforce Total On-Board Employees

Disabled Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,886,720	112,946	6.0	1,986,005	128,222	6.5
Executive Order Agencies						
Agriculture	104,837	1,988	1.9	106,298	2,041	1.9
Commerce	42,661	772	1.8	49,414	949	1.9
Defense	635,460	64,626	10.2	675,272	73,925	10.9
Air Force	131,146	15,827	12.1	138,333	17,380	12.6
Army	226,723	27,765	12.2	245,586	32,457	13.2
Navy	180,017	14,194	7.9	189,013	16,183	8.6
Defense Activities	97,574	6,840	7.0	102,340	7,905	7.7
Education	4,335	91	2.1	4,218	82	1.9
Energy	15,448	596	3.9	15,826	681	4.3
HHS	75,655	1,059	1.4	79,427	1,162	1.5
Homeland Security	176,627	6,883	3.9	186,066	7,584	4.1
HUD	9,781	390	4.0	9,563	398	4.2
Interior	73,891	2,266	3.1	76,647	2,503	3.3
Justice	108,340	2,700	2.5	112,482	3,006	2.7
Labor	15,373	852	5.5	15,981	935	5.9
State	11,386	381	3.3	11,469	418	3.6
Transportation	55,388	2,732	4.9	57,587	3,021	5.2
Treasury	105,541	2,204	2.1	108,895	2,576	2.4
Veterans Affairs	278,926	21,096	7.6	297,234	24,047	8.1
AID	2,550	36	1.4	2,813	42	1.5
EPA	18,247	297	1.6	18,448	315	1.7
GSA	11,958	519	4.3	12,490	590	4.7
NASA	18,562	351	1.9	18,522	355	1.9
NSF	1,410	19	1.3	1,482	24	1.6
NRC	4,080	83	2.0	4,151	86	2.1
OPM	5,855	356	6.1	5,832	378	6.5
SSA	63,990	1,720	2.7	67,632	2,026	3.0
SBA	4,829	114	2.4	3,927	107	2.7
Total Executive Order Agencies	1,845,130	112,131	6.1	1,941,676	127,251	6.6

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 1 D

Employment in the Federal Workforce Total On-Board Employees 30% or More Disabled Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,886,720	64,046	3.4	1,986,005	75,762	3.8
Executive Order Agencies						
Agriculture	104,837	923	0.9	106,298	987	0.9
Commerce	42,661	348	0.8	49,414	428	0.9
Defense	635,460	38,501	6.1	675,272	45,991	6.8
Air Force	131,146	9,110	6.9	138,333	10,401	7.5
Army	226,723	17,172	7.6	245,586	20,914	8.5
Navy	180,017	8,176	4.5	189,013	9,816	5.2
Defense Activities	97,574	4,043	4.1	102,340	4,860	4.7
Education	4,335	47	1.1	4,218	47	1.1
Energy	15,448	290	1.9	15,826	349	2.2
HHS	75,655	537	0.7	79,427	613	0.8
Homeland Security	176,627	3,317	1.9	186,066	3,757	2.0
HUD	9,781	212	2.2	9,563	211	2.2
Interior	73,891	1,047	1.4	76,647	1,204	1.6
Justice	108,340	1,115	1.0	112,482	1,308	1.2
Labor	15,373	455	3.0	15,981	517	3.2
State	11,386	197	1.7	11,469	220	1.9
Transportation	55,388	1,144	2.1	57,587	1,336	2.3
Treasury	105,541	1,085	1.0	108,895	1,359	1.2
Veterans Affairs	278,926	12,647	4.5	297,234	14,849	5.0
AID	2,550	22	0.9	2,813	28	1.0
EPA	18,247	143	0.8	18,448	155	0.8
GSA	11,958	257	2.1	12,490	315	2.5
NASA	18,562	176	0.9	18,522	190	1.0
NSF	1,410	10	0.7	1,482	13	0.9
NRC	4,080	30	0.7	4,151	34	0.8
OPM	5,855	204	3.5	5,832	218	3.7
SSA	63,990	895	1.4	67,632	1,100	1.6
SBA	4,829	52	1.1	3,927	52	1.3
Total Executive Order Agencies	1,845,130	63,654	3.4	1,941,676	75,281	3.9

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 2

Employment in the Federal Workforce

Total Full Time Permanent (FTP) Employment

Category	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Total FTP Employees	1,569,658	1,565,164	1,574,609	1,629,909	1,715,698
Total Veterans	425,379	426,802	431,197	447,273	475,231
% of All Employees	27.1%	27.3%	27.4%	27.4%	27.7%
Veterans with Preference	383,742	383,499	386,666	400,117	424,748
% of All Employees	24.4%	24.5%	24.6%	24.5%	24.8%
% of All Veterans	90.2%	89.9%	89.7%	89.5%	89.4%
Disabled Veterans	85,814	90,470	95,548	104,435	117,834
% of All Employees	5.5%	5.8%	6.1%	6.4%	6.9%
% of All Veterans	20.2%	21.2%	22.2%	23.4%	24.8%
30% + Disabled Vets	42,715	46,953	51,408	58,701	69,011
% of All Employees	2.7%	3.0%	3.3%	3.6%	4.0%
% of All Veterans	10.0%	11.0%	11.9%	13.1%	14.5%
% of All Disabled Vets	49.8%	51.9%	53.8%	56.2%	58.6%

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 2A

Employment in the Federal Workforce Total Full Time Permanent (FTP) Employment

All Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,629,909	447,273	27.4	1,715,698	475,231	27.7
Executive Order Agencies						
Agriculture	78,369	9,333	11.9	78,962	9,175	11.6
Commerce	32,924	3,684	11.2	33,642	3,700	11.0
Defense	570,023	241,358	42.3	605,590	259,513	42.9
Air Force	122,986	62,064	50.5	128,527	65,352	50.8
Army	202,512	88,314	43.6	219,528	96,841	44.1
Navy	172,392	66,843	38.8	180,913	70,942	39.2
Defense Activities	72,133	24,137	33.5	76,622	26,378	34.4
Education	3,825	344	9.0	3,769	330	8.8
Energy	14,803	2,995	20.2	15,134	3,037	20.1
HHS	53,325	4,465	8.4	56,124	4,625	8.2
Homeland Security	147,533	39,561	26.8	157,573	42,192	26.8
HUD	9,445	1,316	13.9	9,147	1,255	13.7
Interior	51,828	8,894	17.2	52,796	8,969	17.0
Justice	104,282	19,482	18.7	108,349	20,390	18.8
Labor	14,322	2,539	17.7	14,762	2,632	17.8
State	8,428	1,338	15.9	8,622	1,426	16.5
Transportation	53,549	15,813	29.5	55,433	16,146	29.1
Treasury	93,961	9,280	9.9	98,361	9,758	9.9
Veterans Affairs	236,761	68,986	29.1	255,012	73,531	28.8
AID	1,865	143	7.7	1,972	157	8.0
EPA	16,221	1,305	8.0	16,456	1,322	8.0
GSA	11,742	2,393	20.4	12,234	2,454	20.1
NASA	16,923	1,783	10.5	16,970	1,753	10.3
NSF	1,148	77	6.7	1,180	80	6.8
NRC	3,704	658	17.8	3,818	690	18.1
OPM	4,400	857	19.5	4,414	827	18.7
SSA	61,486	6,012	9.8	64,696	6,465	10.0
SBA	2,260	368	16.3	2,299	356	15.5
Total Executive Order Agencies	1,593,127	442,984	27.8	1,677,315	470,783	28.1

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 2B

Employment in the Federal Workforce Total Full Time Permanent (FTP) Employment

Veterans with Preference

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,629,909	400,117	24.5	1,715,698	424,748	24.8
Executive Order Agencies						
Agriculture	78,369	9,065	11.6	78,962	8,888	11.3
Commerce	32,924	3,422	10.4	33,642	3,436	10.2
Defense	570,023	216,713	38.0	605,590	232,763	38.4
Air Force	122,986	55,782	45.4	128,527	58,690	45.7
Army	202,512	79,230	39.1	219,528	86,794	39.5
Navy	172,392	60,147	34.9	180,913	63,741	35.2
Defense Activities	72,133	21,554	29.9	76,622	23,538	30.7
Education	3,825	321	8.4	3,769	304	8.1
Energy	14,803	2,725	18.4	15,134	2,760	18.2
HHS	53,325	4,460	8.4	56,124	4,609	8.2
Homeland Security	147,533	33,758	22.9	157,573	36,172	23.0
HUD	9,445	1,293	13.7	9,147	1,233	13.5
Interior	51,828	8,334	16.1	52,796	8,373	15.9
Justice	104,282	16,006	15.3	108,349	16,884	15.6
Labor	14,322	2,444	17.1	14,762	2,522	17.1
State	8,428	1,185	14.1	8,622	1,277	14.8
Transportation	53,549	14,399	26.9	55,433	14,705	26.5
Treasury	93,961	8,985	9.6	98,361	9,455	9.6
Veterans Affairs	236,761	60,244	25.4	255,012	64,024	25.1
AID	1,865	137	7.3	1,972	151	7.7
EPA	16,221	1,233	7.6	16,456	1,245	7.6
GSA	11,742	2,256	19.2	12,234	2,314	18.9
NASA	16,923	1,654	9.8	16,970	1,612	9.5
NSF	1,148	63	5.5	1,180	66	5.6
NRC	3,704	575	15.5	3,818	606	15.9
OPM	4,400	787	17.9	4,414	757	17.1
SSA	61,486	5,690	9.3	64,696	6,111	9.4
SBA	2,260	359	15.9	2,299	346	15.1
Total Executive Order Agencies	1,593,127	396,108	24.9	1,677,315	420,613	25.1

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 2C

Employment in the Federal Workforce Full Time Permanent (FTP) Employment

Disabled Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,629,909	104,435	6.4	1,715,698	117,834	6.9
Executive Order Agencies						
Agriculture	78,369	1,821	2.3	78,962	1,891	2.4
Commerce	32,924	601	1.8	33,642	631	1.9
Defense	570,023	59,049	10.4	605,590	67,388	11.1
Air Force	122,986	14,736	12.0	128,527	16,020	12.5
Army	202,512	24,751	12.2	219,528	28,761	13.1
Navy	172,392	13,626	7.9	180,913	15,614	8.6
Defense Activities	72,133	5,936	8.2	76,622	6,993	9.1
Education	3,825	90	2.4	3,769	81	2.1
Energy	14,803	589	4.0	15,134	671	4.4
HHS	53,325	1,027	1.9	56,124	1,127	2.0
Homeland Security	147,533	6,531	4.4	157,573	7,241	4.6
HUD	9,445	389	4.1	9,147	391	4.3
Interior	51,828	1,829	3.5	52,796	1,976	3.7
Justice	104,282	2,672	2.6	108,349	2,965	2.7
Labor	14,322	788	5.5	14,762	866	5.9
State	8,428	354	4.2	8,622	394	4.6
Transportation	53,549	2,609	4.9	55,433	2,861	5.2
Treasury	93,961	1,995	2.1	98,361	2,371	2.4
Veterans Affairs	236,761	20,111	8.5	255,012	22,444	8.8
AID	1,865	31	1.7	1,972	37	1.9
EPA	16,221	280	1.7	16,456	298	1.8
GSA	11,742	517	4.4	12,234	586	4.8
NASA	16,923	285	1.7	16,970	308	1.8
NSF	1,148	19	1.7	1,180	23	1.9
NRC	3,704	80	2.2	3,818	84	2.2
OPM	4,400	231	5.3	4,414	239	5.4
SSA	61,486	1,678	2.7	64,696	1,980	3.1
SBA	2,260	87	3.8	2,299	87	3.8
Total Executive Order Agencies	1,593,127	103,663	6.5	1,677,315	116,940	7.0

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 2D

Employment in the Federal Workforce Full Time Permanent (FTP) Employment

30% More Disabled Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,629,909	58,701	3.6	1,715,698	69,011	4.0
Executive Order Agencies						
Agriculture	78,369	854	1.1	78,962	920	1.2
Commerce	32,924	273	0.8	33,642	291	0.9
Defense	570,023	34,717	6.1	605,590	41,449	6.8
Air Force	122,986	8,285	6.7	128,527	9,355	7.3
Army	202,512	15,146	7.5	219,528	18,366	8.4
Navy	172,392	7,781	4.5	180,913	9,423	5.2
Defense Activities	72,133	3,505	4.9	76,622	4,305	5.6
Education	3,825	46	1.2	3,769	46	1.2
Energy	14,803	286	1.9	15,134	346	2.3
HHS	53,325	522	1.0	56,124	592	1.1
Homeland Security	147,533	3,141	2.1	157,573	3,589	2.3
HUD	9,445	212	2.2	9,147	208	2.3
Interior	51,828	845	1.6	52,796	940	1.8
Justice	104,282	1,098	1.1	108,349	1,284	1.2
Labor	14,322	418	2.9	14,762	480	3.3
State	8,428	184	2.2	8,622	207	2.4
Transportation	53,549	1,077	2.0	55,433	1,245	2.2
Treasury	93,961	988	1.1	98,361	1,247	1.3
Veterans Affairs	236,761	12,044	5.1	255,012	13,778	5.4
AID	1,865	20	1.1	1,972	25	1.3
EPA	16,221	135	0.8	16,456	146	0.9
GSA	11,742	255	2.2	12,234	312	2.6
NASA	16,923	144	0.9	16,970	164	1.0
NSF	1,148	10	0.9	1,180	13	1.1
NRC	3,704	28	0.8	3,818	33	0.9
OPM	4,400	124	2.8	4,414	134	3.0
SSA	61,486	870	1.4	64,696	1,077	1.7
SBA	2,260	42	1.9	2,299	43	1.9
Total Executive Order Agencies	1,593,127	58,333	3.7	1,677,315	68,569	4.1

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 3

Veteran New Hires - Total New Hires

Category	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Federal New Hires	224,947	227,012	228,919	289,184	292,853
Veteran New Hires	48,259	50,108	52,456	65,631	70,182
% of All Federal New Hires	21.5%	22.1%	22.9%	22.7%	24.0%
Veterans with Preference	38,765	42,599	45,919	57,953	62,650
% of All Federal New Hires	17.2%	18.8%	20.1%	20.0%	21.4%
% of All Veteran New Hires	80.3%	85.0%	87.5%	88.3%	89.3%
Disabled Veteran Hires	11,252	12,115	12,934	16,744	20,451
% of All Federal New Hires	5.0%	5.3%	5.7%	5.8%	7.0%
% of All Veteran New Hires	23.3%	24.2%	24.7%	25.5%	29.1%
30% + Disabled Veteran Hires	6,882	7,344	7,958	10,870	13,507
% of All Federal New Hires	3.1%	3.2%	3.5%	3.8%	4.6%
% of All Veteran New Hires	14.3%	14.7%	15.2%	16.6%	19.2%
% of All Disabled Vet New Hires	61.2%	60.6%	61.5%	64.9%	66.0%

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 3A
Veteran New Hires - Total New Hires

All Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	289,184	65,631	22.7	292,853	70,182	24.0
Executive Order Agencies						
Agriculture	21,839	1,113	5.1	23,141	1,147	5.0
Commerce	6,807	652	9.6	10,885	1,328	12.2
Defense	92,647	34,918	37.7	101,079	39,358	38.9
Air Force	16,481	6,904	41.9	22,089	8,954	40.5
Army	38,154	15,417	40.4	41,563	17,727	42.7
Navy	21,335	9,123	42.8	21,504	8,690	40.4
Defense Activities	16,677	3,474	20.8	15,923	3,987	25.0
Education	488	32	6.6	394	25	6.3
Energy	1,530	295	19.3	1,851	341	18.4
HHS	9,349	434	4.6	10,157	528	5.2
Homeland Security	30,461	6,481	21.3	22,006	4,964	22.6
HUD	870	100	11.5	905	65	7.2
Interior	18,570	2,026	10.9	19,815	2,298	11.6
Justice	8,666	1,379	15.9	9,469	1,740	18.4
Labor	1,391	282	20.3	1,996	373	18.7
State	2,288	276	12.1	1,974	219	11.1
Transportation	4,738	1,430	30.2	5,124	1,301	25.4
Treasury	17,550	1,257	7.2	17,972	1,709	9.5
Veterans Affairs	52,746	12,980	24.6	44,917	12,353	27.5
AID	271	15	5.5	541	27	5.0
EPA	1,457	102	7.0	1,526	104	6.8
GSA	678	82	12.1	1,219	243	19.9
NASA	992	92	9.3	764	57	7.5
NSF	196	7	3.6	267	6	2.2
NRC	699	106	15.2	372	73	19.6
OPM	637	183	28.7	627	171	27.3
SSA	7,563	784	10.4	8,526	1,048	12.3
SBA	1,282	135	10.5	895	77	8.6
Total Executive Order Agencies	283,715	65,161	23.0	286,422	69,555	24.3

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 3B

Veteran New Hires - Total New Hires

Veterans with Preference

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	289,184	57,953	20.0	292,853	62,650	21.4
Executive Order Agencies						
Agriculture	21,839	1,062	4.9	23,141	1,104	4.8
Commerce	6,807	622	9.1	10,885	1,276	11.7
Defense	92,647	31,003	33.5	101,079	34,904	34.5
Air Force	16,481	6,096	37.0	22,089	7,990	36.2
Army	38,154	13,786	36.1	41,563	15,756	37.9
Navy	21,335	8,073	37.8	21,504	7,712	35.9
Defense Activities	16,677	3,048	18.3	15,923	3,446	21.6
Education	488	32	6.6	394	21	5.3
Energy	1,530	253	16.5	1,851	305	16.5
HHS	9,349	428	4.6	10,157	520	5.1
Homeland Security	30,461	5,652	18.6	22,006	4,412	20.0
HUD	870	97	11.1	905	64	7.1
Interior	18,570	1,893	10.2	19,815	2,162	10.9
Justice	8,666	1,301	15.0	9,469	1,597	16.9
Labor	1,391	259	18.6	1,996	347	17.4
State	2,288	238	10.4	1,974	182	9.2
Transportation	4,738	1,353	28.6	5,124	1,224	23.9
Treasury	17,550	1,220	7.0	17,972	1,659	9.2
Veterans Affairs	52,746	10,734	20.4	44,917	10,597	23.6
AID	271	14	5.2	541	27	5.0
EPA	1,457	92	6.3	1,526	98	6.4
GSA	678	71	10.5	1,219	220	18.0
NASA	992	77	7.8	764	48	6.3
NSF	196	6	3.1	267	5	1.9
NRC	699	92	13.2	372	69	18.5
OPM	637	163	25.6	627	159	25.4
SSA	7,563	736	9.7	8,526	996	11.7
SBA	1,282	130	10.1	895	75	8.4
Total Executive Order Agencies	283,715	57,528	20.3	286,422	62,071	21.7

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 3C

Veteran New Hires - Total New Hires

Disabled Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	289,184	16,744	5.8	292,853	20,451	7.0
Executive Order Agencies						
Agriculture	21,839	211	1.0	23,141	264	1.1
Commerce	6,807	118	1.7	10,885	261	2.4
Defense	92,647	9,194	9.9	101,079	11,372	11.3
Air Force	16,481	1,544	9.4	22,089	2,355	10.7
Army	38,154	4,479	11.7	41,563	5,605	13.5
Navy	21,335	2,215	10.4	21,504	2,180	10.1
Defense Activities	16,677	956	5.7	15,923	1,232	7.7
Education	488	11	2.3	394	10	2.5
Energy	1,530	73	4.8	1,851	85	4.6
HHS	9,349	117	1.3	10,157	149	1.5
Homeland Security	30,461	865	2.8	22,006	879	4.0
HUD	870	45	5.2	905	31	3.4
Interior	18,570	488	2.6	19,815	612	3.1
Justice	8,666	226	2.6	9,469	359	3.8
Labor	1,391	109	7.8	1,996	157	7.9
State	2,288	63	2.8	1,974	48	2.4
Transportation	4,738	335	7.1	5,124	366	7.1
Treasury	17,550	440	2.5	17,972	580	3.2
Veterans Affairs	52,746	3,759	7.1	44,917	4,353	9.7
AID	271	4	1.5	541	3	0.6
EPA	1,457	41	2.8	1,526	35	2.3
GSA	678	24	3.5	1,219	79	6.5
NASA	992	22	2.2	764	20	2.6
NSF	196	3	1.5	267	4	1.5
NRC	699	16	2.3	372	10	2.7
OPM	637	72	11.3	627	72	11.5
SSA	7,563	342	4.5	8,526	475	5.6
SBA	1,282	22	1.7	895	13	1.5
Total Executive Order Agencies	283,715	16,600	5.9	286,422	20,237	7.1

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 3D

Veteran New Hires - Total New Hires

30% or More Disabled Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	289,184	10,870	3.8	292,853	13,507	4.6
Executive Order Agencies						
Agriculture	21,839	114	0.5	23,141	151	0.7
Commerce	6,807	63	0.9	10,885	118	1.1
Defense	92,647	6,380	6.9	101,079	7,981	7.9
Air Force	16,481	1,087	6.6	22,089	1,668	7.6
Army	38,154	3,164	8.3	41,563	3,957	9.5
Navy	21,335	1,486	7.0	21,504	1,508	7.0
Defense Activities	16,677	643	3.9	15,923	848	5.3
Education	488	6	1.2	394	6	1.5
Energy	1,530	35	2.3	1,851	46	2.5
HHS	9,349	65	0.7	10,157	87	0.9
Homeland Security	30,461	447	1.5	22,006	479	2.2
HUD	870	20	2.3	905	16	1.8
Interior	18,570	252	1.4	19,815	318	1.6
Justice	8,666	121	1.4	9,469	202	2.1
Labor	1,391	69	5.0	1,996	88	4.4
State	2,288	39	1.7	1,974	29	1.5
Transportation	4,738	170	3.6	5,124	219	4.3
Treasury	17,550	235	1.3	17,972	305	1.7
Veterans Affairs	52,746	2,423	4.6	44,917	2,886	6.4
AID	271	3	1.1	541	3	0.6
EPA	1,457	24	1.6	1,526	20	1.3
GSA	678	13	1.9	1,219	54	4.4
NASA	992	12	1.2	764	14	1.8
NSF	196	3	1.5	267	3	1.1
NRC	699	7	1.0	372	8	2.2
OPM	637	49	7.7	627	42	6.7
SSA	7,563	222	2.9	8,526	313	3.7
SBA	1,282	11	0.9	895	7	0.8
Total Executive Order Agencies	283,715	10,783	3.8	286,422	13,395	4.7

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 4

Veteran New Hires

Total Full Time Permanent New Hires

Category	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Federal New Hires	84,612	88,226	95,956	133,325	139,208
Veteran New Hires	31,024	33,201	35,585	46,551	49,997
% of All Federal Employees Hired	36.7	37.6	37.1	34.9	35.9
Veterans with Preference	24,532	27,924	31,169	41,002	44,339
% of All Employees	29.0	31.7	32.5	30.8	31.9
% of All Veterans	79.1	84.1	87.6	88.1	88.7
Disabled Veteran New Hires	6,719	7,561	8,401	11,531	13,664
% of All Federal Employees Hired	7.9	8.6	8.8	8.6	9.8
% of All Veterans Hired	21.7	22.8	23.6	24.8	27.3
30%+ Disabled Veteran Hires	3,871	4,359	4,952	7,278	8,740
% of All Federal Employees Hired	4.6	4.9	5.2	5.5	6.3
% of All Veterans Hired	12.5	13.1	13.9	15.6	17.5
% of All Disabled Vets Hired	57.6	57.7	58.9	63.1	63.9

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 4A

Veteran New Hires Total Full Time Permanent New Hires

All Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	133,325	46,551	34.9	139,208	49,997	35.9
Executive Order Agencies						
Agriculture	3,367	503	14.9	3,344	586	17.5
Commerce	2,714	293	10.8	2,120	244	11.5
Defense	50,454	25,707	51.0	58,613	29,421	50.2
Air Force	7,721	4,864	63.0	11,475	6,446	56.2
Army	20,421	10,431	51.1	24,699	12,496	50.6
Navy	15,540	7,936	51.1	15,706	7,607	48.4
Defense Activities	6,772	2,476	36.6	6,733	2,872	42.7
Education	232	28	12.1	162	25	15.4
Energy	1,192	279	23.4	1,296	313	24.2
HHS	4,218	356	8.4	4,917	440	8.9
Homeland Security	16,020	4,308	26.9	14,207	4,026	28.3
HUD	578	98	17.0	379	47	12.4
Interior	2,353	547	23.2	2,727	682	25.0
Justice	6,086	1,272	20.9	7,208	1,658	23.0
Labor	892	226	25.3	1,219	292	24.0
State	680	124	18.2	410	100	24.4
Transportation	2,726	1,084	39.8	2,368	782	33.0
Treasury	3,429	527	15.4	5,630	981	17.4
Veterans Affairs	27,324	9,714	35.6	22,888	8,543	37.3
AID	88	8	9.1	128	15	11.7
EPA	622	66	10.6	687	83	12.1
GSA	544	80	14.7	990	230	23.2
NASA	439	36	8.2	426	27	6.3
NSF	56	6	10.7	47	4	8.5
NRC	507	93	18.3	252	68	27.0
OPM	271	63	23.2	234	50	21.4
SSA	5,493	718	13.1	6,047	927	15.3
SBA	139	24	17.3	134	21	15.7
Total Executive Order Agencies	130,424	46,160	35.4	136,433	49,565	36.3

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 4B

Veteran New Hires Total Full Time Permanent New Hires Veterans with Preference

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	133,325	41,002	30.8	139,208	44,339	31.9
Executive Order Agencies						
Agriculture	3,367	476	14.1	3,344	564	16.9
Commerce	2,714	282	10.4	2,120	234	11.0
Defense	50,454	22,596	44.8	58,613	25,834	44.1
Air Force	7,721	4,259	55.2	11,475	5,693	49.6
Army	20,421	9,161	44.9	24,699	10,916	44.2
Navy	15,540	7,016	45.1	15,706	6,733	42.9
Defense Activities	6,772	2,160	31.9	6,733	2,492	37.0
Education	232	28	12.1	162	21	13.0
Energy	1,192	242	20.3	1,296	279	21.5
HHS	4,218	350	8.3	4,917	434	8.8
Homeland Security	16,020	3,851	24.0	14,207	3,632	25.6
HUD	578	95	16.4	379	46	12.1
Interior	2,353	506	21.5	2,727	637	23.4
Justice	6,086	1,200	19.7	7,208	1,520	21.1
Labor	892	208	23.3	1,219	271	22.2
State	680	100	14.7	410	90	22.0
Transportation	2,726	1,028	37.7	2,368	728	30.7
Treasury	3,429	504	14.7	5,630	950	16.9
Veterans Affairs	27,324	8,182	29.9	22,888	7,364	32.2
AID	88	8	9.1	128	15	11.7
EPA	622	61	9.8	687	77	11.2
GSA	544	70	12.9	990	213	21.5
NASA	439	29	6.6	426	23	5.4
NSF	56	5	8.9	47	4	8.5
NRC	507	81	16.0	252	64	25.4
OPM	271	53	19.6	234	43	18.4
SSA	5,493	673	12.3	6,047	881	14.6
SBA	139	21	15.1	134	19	14.2
Total Executive Order Agencies	130,424	40,649	31.2	136,433	43,943	32.2

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 4C

Veteran New Hires Total Full Time Permanent New Hires Disabled Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	133,325	11,531	8.6	139,208	13,664	9.8
Executive Order Agencies						
Agriculture	3,367	149	4.4	3,344	198	5.9
Commerce	2,714	51	1.9	2,120	58	2.7
Defense	50,454	5,827	11.5	58,613	7,326	12.5
Air Force	7,721	866	11.2	11,475	1,415	12.3
Army	20,421	2,516	12.3	24,699	3,243	13.1
Navy	15,540	1,817	11.7	15,706	1,802	11.5
Defense Activities	6,772	628	9.3	6,733	866	12.9
Education	232	10	4.3	162	10	6.2
Energy	1,192	70	5.9	1,296	77	5.9
HHS	4,218	100	2.4	4,917	134	2.7
Homeland Security	16,020	723	4.5	14,207	781	5.5
HUD	578	45	7.8	379	21	5.5
Interior	2,353	169	7.2	2,727	232	8.5
Justice	6,086	218	3.6	7,208	339	4.7
Labor	892	77	8.6	1,219	130	10.7
State	680	36	5.3	410	35	8.5
Transportation	2,726	271	9.9	2,368	254	10.7
Treasury	3,429	224	6.5	5,630	391	6.9
Veterans Affairs	27,324	3,008	11.0	22,888	2,927	12.8
AID	88	4	4.5	128	2	1.6
EPA	622	23	3.7	687	27	3.9
GSA	544	24	4.4	990	75	7.6
NASA	439	5	1.1	426	11	2.6
NSF	56	3	5.4	47	3	6.4
NRC	507	16	3.2	252	8	3.2
OPM	271	24	8.9	234	17	7.3
SSA	5,493	313	5.7	6,047	438	7.2
SBA	139	12	8.6	134	6	4.5
Total Executive Order Agencies	130,424	11,402	8.7	136,433	13,500	9.9

Employment of Veterans in the Federal Executive Branch Fiscal Year 2009

Table 4D

Veteran New Hires Total Full Time Permanent New Hires 30% or More Disabled Veterans

	FY 2008			FY 2009		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	133,325	7,278	5.5	139,208	8,740	6.3
Executive Order Agencies						
Agriculture	3,367	89	2.6	3,344	121	3.6
Commerce	2,714	29	1.1	2,120	28	1.3
Defense	50,454	3,848	7.6	58,613	4,886	8.3
Air Force	7,721	547	7.1	11,475	918	8.0
Army	20,421	1,714	8.4	24,699	2,178	8.8
Navy	15,540	1,186	7.6	15,706	1,222	7.8
Defense Activities	6,772	401	5.9	6,733	568	8.4
Education	232	5	2.2	162	6	3.7
Energy	1,192	33	2.8	1,296	45	3.5
HHS	4,218	54	1.3	4,917	75	1.5
Homeland Security	16,020	375	2.3	14,207	422	3.0
HUD	578	20	3.5	379	11	2.9
Interior	2,353	98	4.2	2,727	124	4.5
Justice	6,086	116	1.9	7,208	192	2.7
Labor	892	49	5.5	1,219	75	6.2
State	680	23	3.4	410	21	5.1
Transportation	2,726	135	5.0	2,368	153	6.5
Treasury	3,429	130	3.8	5,630	215	3.8
Veterans Affairs	27,324	1,932	7.1	22,888	1,879	8.2
AID	88	3	3.4	128	2	1.6
EPA	622	13	2.1	687	16	2.3
GSA	544	13	2.4	990	52	5.3
NASA	439	3	0.7	426	8	1.9
NSF	56	3	5.4	47	3	6.4
OPM	271	17	6.3	234	10	4.3
NRC	507	7	1.4	252	6	2.4
SSA	5,493	201	3.7	6,047	298	4.9
SBA	139	7	5.0	134	4	3.0
Total Executive Order Agencies	130,424	7,203	5.5	136,433	8,652	6.3

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Table 5
Total Hires by
Veteran Appointing Authorities

Executive Order Agencies	VRA	VEOA	30% Disabled
Federal Workforce	6,659	20,214	1,729
Agriculture	45	131	6
Commerce	5	63	6
Defense	4536	13707	1385
Air Force	328	3,533	463
Army	2,182	5,500	679
Navy	1,756	3,494	118
Defense Activities	270	1,180	125
Education	1	4	0
Energy	11	96	1
HHS	8	68	9
Homeland Security	190	691	22
HUD	5	4	1
Interior	69	164	11
Justice	51	107	4
Labor	29	59	1
State	5	14	1
Transportation	3	2	4
Treasury	13	38	7
Veteran Affairs	1,303	4,827	259
AID	1	1	0
EPA	8	20	2
GSA	6	123	0
NASA	1	2	1
NSF	0	3	0
OPM	1	2	3
NRC	0	0	0
SSA	348	4	2
SBA	0	3	0
Total Executive Order Agencies	6,639	20,133	1,725

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Table 6

Disabled Veteran New Hires under Veteran Appointing Authorities

Veteran Category	FY2004	FY2005	FY2006	FY2007	FY2008	FY2009
30 Percent or More Disabled	1,043	1,252	1,265	1,068	1,331	1,671
VRA (no conversions)	1,141	1,591	1,708	1,736	2,113	2,282
VEOA	1,322	1,806	1,929	2,236	3,600	4,316
Subtotal	3,506	4,649	4,902	5,040	7,044	8,269
All Other Appointments	5,525	6,603	7,213	7,894	9,700	12,182
Total Disabled Veteran Hires	9,031	11,252	12,115	12,934	16,744	20,451

Table 7

Veterans Employment by Grade Distribution

Category	Blue Collar	GSR 01-04	GSR 05-08	GSR 09-12	GSR 13-15	Senior. Pay	Other White Collar
Federal Civilian Workforce	9.1%	4.0%	18.7%	26.3%	16.9%	1.4%	23.5%
Veterans	17.5%	2.2%	18.0%	25.0%	10.4%	0.6%	26.4%
Disabled Veterans	14.5%	2.7%	21.6%	28.2%	8.4%	0.3%	24.2%
GSR: General Schedule & Related Pay Plans							

Table 8

Veteran Employment Distribution By Occupational Category

Category	Total Veterans	Non Disabled	Disabled	30% > Disabled
Professional	12.8%	13.7%	10.0%	9.7%
Administrative	40.6%	39.0%	45.5%	47.2%
Technical	17.1%	16.7%	18.1%	18.7%
Clerical	6.1%	5.5%	7.9%	8.6%
Other White-Collar	5.9%	6.6%	4.0%	3.3%
Blue-Collar	17.5%	18.5%	14.5%	12.5%

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List of Agency and Department Abbreviations Used in this Report

Agriculture, USDA	Agriculture, Department of
Commerce, DOC	Commerce, Department of
Defense, DOD	Defense, Department of
Education, ED	Education, Department of
Energy, DOE	Energy, Department of
HHS	Health and Human Services, Department of
Homeland Security, DHS	Homeland Security, Department of
HUD	Housing and Urban Development, Department of
Interior, DOI	Interior, Department of
Justice, DOJ	Justice, Department of
Labor, DOL	Labor, Department of
State, DOS	State, Department of
Transportation, DOT	Transportation, Department of
Treasury, TREAS	Treasury, Department of
Veterans Affairs, VA	Veterans Affairs, Department of
AID	Agency for International Development
EPA	Environmental Protection Agency
GSA	General Services Administration
NASA	National Aeronautics and Space Administration
NSF	National Science Foundation
NRC	Nuclear Regulatory Commission
OPM	Office of Personnel Management
SSA	Social Security Administration
SBA	Small Business Administration



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