

## **A MESSAGE FROM THE 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) 2011 to Congress. Prepared in accordance with the requirements of title 5, United States Code, section 7201, this report provides statistical data on employment in the Federal workforce and highlights human capital practices Federal agencies are using to recruit, develop, and retain talent.

### **Findings for FY 2011**

The Federal workforce is 17.8 percent Black, 8.1 percent Hispanic, 5.6 percent Asian/Pacific Islander, 1.7 percent Native American, 0.8 percent non-Hispanic/Multi-racial, and 66.0 percent White. Minorities as a whole constituted 34.1 percent of the Federal workforce. Men comprised 56.4 percent of all Federal permanent employees and women 43.6 percent.

The Report shows the representation of women and minorities in professional and administrative positions has increased. The representation rate of minorities in these positions rose by 3.5 percent (from 357,468 to 370,584). The number of women represented in professional and administrative positions increased by 1.9 percent (from 531,062 to 541,107).

The Federal government still faces challenges with regard to the full employment of Hispanics as they constitute 8.1 percent of the FW while comprising 13.6 of the Civilian Labor Force.

### **OPM Initiatives**

On August 19, 2011, President Barack Obama signed and issued Executive Order 13583, *Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*, in order to promote the Federal workplace as a model of equality, diversity, and inclusion. This effort will focus on creating a diverse FW that looks like America and on encouraging collaboration, flexibility, and fairness to enable all Federal employees to participate to their full potential. On November 17, 2011, OPM issued the Government-Wide Diversity and Inclusion Strategic Plan, which identified three goals for implementation by agencies. Those goals are workforce diversity, workplace inclusion and sustainability. Agency-Specific Diversity and Inclusion Strategic Plans were submitted by the agencies to OPM on March 16, 2012, and initial review reflects that agencies are using thoughtful and innovative practices to create workplaces that work for everyone and foster innovation to succeed in meeting present and future challenges.

On December 31, 2011, OPM renewed the Hispanic Council on Federal Employment (Council) to advise the Director of OPM on the recruitment, hiring, retention, and advancement of Hispanics in the Federal workplace. This body brings together leaders

from the Hispanic community, Human Resources, Equal Employment Opportunity (EEO), and Diversity and Inclusion. The Council has developed and will monitor implementation of concrete strategies to better engage the Hispanic community and create a more inclusive atmosphere to retain and develop Hispanic Federal employees once they are onboard.

In addition, OPM is committed to assisting agencies in implementing Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities. The goal under Executive Order 13548 is to hire 100,000 people with disabilities in all job series and at all grade levels within 5 years in order to enable the Federal Government to tap into this rich source of diverse talent. In FY 2011, agencies submitted their Disability Action Plans to OPM and have begun implementation of those plans. Initial data indicates an increase in the hiring of people with disabilities in FY 2011 of 7.26 percent compared to 6.24 percent FY 2010 and 5.6 percent in FY 2009.

The Federal Government has also had difficulty competing with other sectors in recruiting and hiring students and recent graduates. To address these difficulties, President Obama signed Executive Order 13562, Recruiting and Hiring Students and Recent Graduates, on December 27, 2010. This executive order establishes the Pathways Programs, consisting of three excepted-service programs tailored to recruit, hire, develop, and retain students and recent graduates. Under this program, OPM is conducting outreach to, among others, Historically Black Colleges and Universities, Hispanic Serving Institutions, Tribal Colleges and Universities, and Asian American and Native American Pacific Islander Serving Institutions.

On November 9, 2009, President Obama signed Executive Order 13518, Employment of Veterans in the Federal Government, which established the Veterans Employment Initiative. The Initiative is a strategic, yet very straightforward, approach to helping the men and women who have served our country in the military find employment in the Federal Government. OPM leads the effort to ensure agencies align the talents of these individuals with key positions so the Government is better positioned to meet mission objectives and citizens are better served. Through the creation of the *Governmentwide Veterans Recruitment and Employment Strategic Plan for FY 2010–FY 2012*, OPM is helping agencies to meet the overarching goal to increase the percentage of Veterans hired in the Federal Executive Branch.

These combined efforts are designed to provide agencies with the foundation and support they need to advance the Federal Government's goals - to recruit, hire, retain, and develop the best candidates for Federal service. OPM will continue to work with agencies to ensure they have the tools required to succeed in meeting the challenges of the 21st Century.

John Berry  
Director

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## EXECUTIVE SUMMARY

On August 18, 2011, President Obama signed Executive Order 13583, Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the FW. As a result, OPM in consultation with the Office of Management and Budget (OMB) and the Equal Employment Opportunity Commission (EEOC) developed a Government-Wide Diversity and Inclusion Strategic Plan (Plan) that provides guidance to agencies on implementing the President's Executive Order (the Executive order). The Plan provides a shared direction, encourages commitment, and creates alignment so agencies can approach their workplace diversity and inclusion efforts in a coordinated, collaborative, and integrated manner. Three key goals provide a path for successful agency diversity and inclusion efforts: workforce diversity, workplace inclusion, and sustainability.

### Background

The Executive Order directs executive departments and agencies (agencies) to develop and implement a more comprehensive, integrated, and strategic focus on diversity and inclusion as a key component of their human resources strategies. This approach should include a continuing effort to identify and adopt best practices to promote diversity and inclusion and to identify and remove any barriers to equal employment opportunity, consistent with merit system principles and applicable law. As the Nation's largest employer, the Federal government has an obligation to lead by example. Seeking to attain a diverse, qualified workforce is a cornerstone of the merit-based civil service.

The budget environment, which included repeated short term funding bills, and the increased demand for innovation and efficiency present challenges to projecting and meeting future Federal HR needs. Agencies can address these challenges with a diverse and inclusive workforce built by casting a broad net in the search for top talent, wherever it may be found. A workforce that draws from all corners of America – in filling positions from the Senior Executive Service (SES) to the entry level - will create a culture that fosters creativity and benefits from a greater return on investments in the workforce. Moreover, research has demonstrated that, while organizations may have diversity in their midst, employees may not perceive that their social identities are appreciated and included in the workplace. For this reason, building inclusive workplaces ensures that all employees feel included, connected, and engaged.

Creating a diverse FW that draws from all segments of society requires sustained commitment to ensuring a level playing field upon which applicants and employees may compete for opportunities within government. Sustaining the highest levels of integrity and professionalism through new outreach and recruiting efforts is paramount to achieving the strategic vision set out in this Plan.

Against this backdrop, we present the data for the FY 2011 FEORP Report.

## FEORP Composition of Federal Work Force at a Glance

	Representation of the Federal Workforce	
	FY 2010	FY 2011
<b>Men</b>	56.1	56.4
<b>Women</b>	43.9	43.6
<b>Hispanic or Latino</b>	8.0	8.1
<b>White</b>	66.2	65.9
<b>Black or African American</b>	17.7	17.8
<b>Asian/Pacific Islander</b>	5.6	5.6
<b>American Indian/Alaska Native</b>	1.8	1.7
<b>Non-Hispanic Multi-Racial</b>	.07	.08

### Major findings in the FY 2010 FEORP Report are:

- The number of minorities in the FW increased by 2.4 percent from 647,588 in FY 2010 to 662,991 in FY 2011. The FW is 17.8 percent Black, 8.1 percent Hispanic, 5.6 percent Asian/Pacific Islander (remain the same), 1.7 percent American Indian/Alaska Native, 0.8 percent non-Hispanic/Multi-racial, and 65.9 percent White. Minorities as a whole constituted 34.1 percent of the FW.
- Women comprised 43.6 percent of all Federal permanent employees, and Men comprised 56.4 percent. The overall employment of women in the FW experienced a 0.3 percentage point decline from 2010 to 2011.
- Black or African American employees represented 17.8 percent (345,679) of the permanent FW as of September 30, 2011, compared to 10.1 percent in the CLF. The FW and CLF percentages in FY 2010 were 17.7 and 10, respectively.
- Hispanic employees represented 8.1 percent (157,648) of the permanent FW as of September 30, 2011, compared to 13.6 percent of the CLF. The FW and CLF percentages in FY 2010 were 8.0 and 13.6 percent, respectively.
- Hispanic employment in professional occupations increased by 764 to 24,907 in FY 2011 from 24,143 in FY 2010. Hispanics represented 5.1 percent of all Federal employees in this occupational category in 2011, the same as in 2010.
- Asian/Pacific Islander employees represented 5.6 percent (109,871) of the permanent FW as of September 30, 2011, compared to 4.4 percent in the CLF. The FW and CLF percentages in FY 2010 were 5.6 and 4.3 percent, respectively.
- Native American employment represented 1.7 percent (33,761) of the permanent FW as of September 30, 2011, compared to 0.7 percent of the CLF. The FW and CLF percentages in 2010 were 1.8 and 0.6 percent, respectively.
- Representation of Black or African American men and women increased from 17.7 percent to 17.8 percent, Hispanic men and women increased from 8.0 percent to 8.1 percent, Asian American/Pacific Islander men and women

remained the same, and American Indian/Alaska Native men and women in the FW in 2011 decreased from 1.8 to 1.7 percent.

### **Federal Agencies' FEORP Report Submissions**

In an effort to consolidate reporting requirements that necessitate similar information and provide meaningful guidance to the agencies, the Office of Personnel Management (OPM) asked Federal agencies to submit their Federal Equal Employment Opportunity Recruitment Program (FEORP) Report and include the information necessary for the annual Hispanic Employment Report, as required by Executive Order 13171 of October 12, 2000. Specifically, we requested that FEORP Reports include practices and activities each agency had implemented to improve the recruitment, career development, and retention of Hispanics, as well as women and other minorities.

OPM reviewed agencies' submissions while preparing the FY 2011 FEORP Report. Furthermore, in coordination with EEOC, OPM is reviewing the Agency-Specific Diversity and Inclusion Strategic Plans submitted by the agencies to OPM on March 16, 2012, with the agencies' FY 2011 FEORP Reports to develop a baseline of data, activities and opportunities. A team of Subject Matter Experts will then meet with agencies' Chief Human Capital Officers, EEO Directors, and Diversity and Inclusion Directors, where they exist, to discuss the strengths, opportunities, and potential best practices identified in the Agency-Specific Diversity and Inclusion Strategic Plans and the FEORP Reports.

Agencies are strongly encouraged to continue to collaborate and coordinate all efforts in the implementation and execution of Agency-Specific Diversity and Inclusion Strategic Plans with Human Resources, Equal Employment Opportunity and Diversity and Inclusion offices.

### **New Data Reporting**

In an effort to capture the entire FW, the General Schedule and Related Pay Plans, Non-GSR Pay Plans and Senior Pay Levels are now reported by salaries in the organizational categories/pay plan. General Schedule and related groupings will no longer be reported using GS 1-15. The new tables can be found on Pages 13-16; 24-27; 35-38; 46-49; 57-60; and, 68-71.

## **DATA COVERAGE AND DEFINITIONS**

On-board Federal employment statistics used in this report are as of September 30, 2010. All data are produced from OPM's Central Personnel Data File (CPDF). The FW referred to in this report is not the entire FW, but rather only permanent employees in those non-postal Federal Executive Branch agencies participating in the CPDF. This report covers workers in all pay plans including General Schedule and Related (GSR) pay plans, non-GSR pay plans, blue-collar pay plans, and employees at Senior Pay levels.

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

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

Non-Hispanic Multi-Racial is defined as Non-Hispanic and of more than one race.

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

The **CLF** percentages for each minority group presented in this report are derived from the Bureau of Labor Statistics' (BLS) Current Population Survey (CPS). The CPS data, which is a monthly survey of households that is conducted by the Bureau of the Census for BLS, cover non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens. Regarding multi-racial persons, the BLS designation "Two or More Races, Both Sexes" provides the data source for the multi-racial CLF percent.

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

**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 CLF of the United States.

**Occupational categories** discussed in this report are white collar and blue collar. The white collar category contains Professional, Administrative, Technical, Clerical or "Other" white collar occupations. Professional occupations typically require a baccalaureate or professional degree and, along with Administrative occupations, are the usual sources for selections to senior management and executive positions. Positions in Technical, Clerical, Other, and blue collar occupations usually are limited to lower grades, with limited opportunity for promotion to management levels.

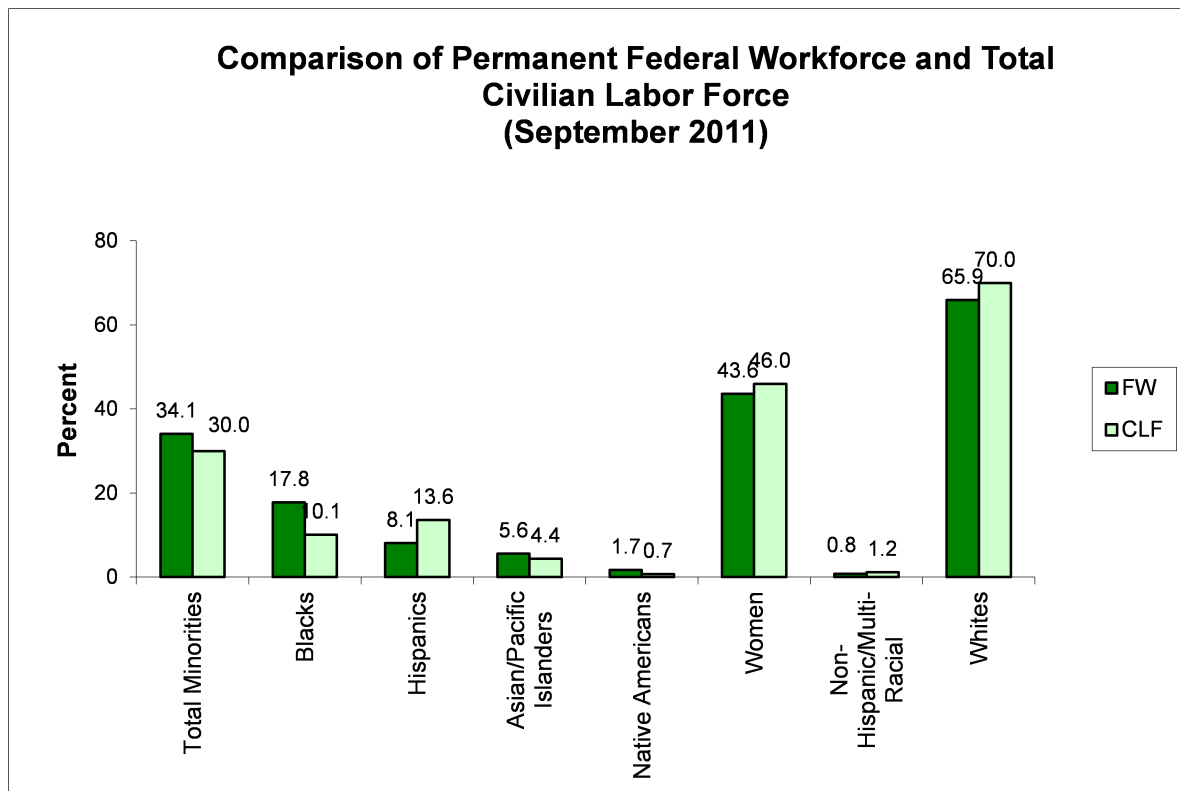
Advancement in these occupations often depends on individual attainment of further education or advanced skills. Employment data in this report are presented by occupational category and grade groups to provide a more informative profile.

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



# **FEDERAL WORKFORCE**

## TOTAL EMPLOYMENT



The number of minorities in the FW increased by 2.4 percent from 647,588 to 662,991 in 2011.

Blacks represented 17.8 percent (345,679) of the FW in 2011 and 17.7 percent (339,876) of in 2010. Black representation in the CLF was 10.1 percent in 2011, compared to 10 percent in 2010.

Hispanics represented 8.1 percent (157,648) of the FW in 2011, compared to 8.0 percent (153,725) in 2010. The representation of Hispanics in the CLF was 13.6 percent in 2011, compared to 13.4 in 2010.

Asian/Pacific Islanders represented 5.6 percent (109,871) of the FW in 2011, and the same in 2010. The representation of Asians/Pacific Islanders in the CLF was 4.4 percent in 2011, compared to 4.3 in 2010.

Native Americans represented 1.7 percent (33,761) of the FW in 2011 and 1.8 percent (34,136) in 2010. Native American representation in the CLF was 0.7 percent in 2011, compared to 0.6 in 2010.

Women represented 43.6 percent (848,257) of the FW in 2011, compared to 46.0 percent (841,968) in 2010. The representation of women in the CLF was 46 percent in 2011, and the same in 2010.

Non-Hispanic Multi-Racial employees represented 0.8 percent (16,032) of the FW in 2011 compared to 0.7 in 2010. The representation of Non-Hispanic Multi-Racial employees in the CLF was 1.2 percent in 2011, compared to 1.3 in 2010.

Whites represented 65.9 percent (1,281,659) of the FW in 2011, compared to 66.2 percent in 2010. The representation of Whites in the CLF was 70 percent in 2011, compared to 70.4 in 2010.

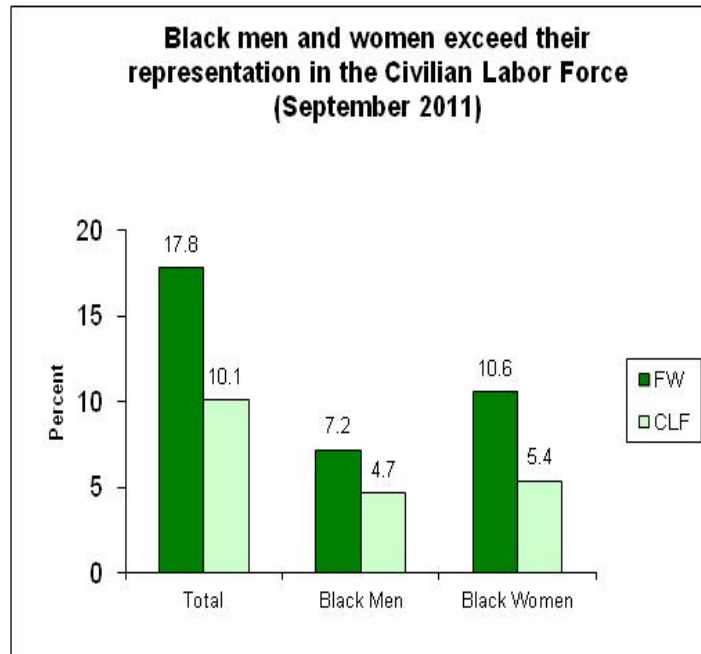
# **BLACKS IN THE FEDERAL WORKFORCE**

## BLACK EMPLOYMENT

Black employees represented 17.8 percent (345,679) of the permanent FW as of September 30, 2011, compared to 10.1 percent in the CLF. The FW and CLF percentages in 2010 were 17.7 and 10, respectively.

Black men represented 7.2 percent of the FW, compared to 4.7 percent of the CLF in 2011. In 2010, these percentages were 7.1 and 4.7, respectively.

Black women represented 10.6 percent of the FW in 2011, compared to 5.4 percent of the CLF. In 2010, these percentages were 10.6 and 5.3, respectively.



## BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black employment in professional occupations increased by 1,602, to 51,336 in 2011, from 49,734 in 2010. Blacks represented 10.6 percent of all Federal employees in this occupational category in 2011, compared to 10.4 percent in 2010.

Black employment in administrative occupations increased by 4,006 to 133,841 in 2011, from 129,835 in 2010. Blacks represented 18.3 percent of all Federal employees in this occupational category in 2011, compared to 18.2 percent in 2010.

Black employment in technical occupations increased by 420 to 80,929 in 2011, from 80,509 in 2010. Blacks represented 24 percent of all Federal employees in this occupational category in 2011, compared to 23.9 percent in 2010.

Black employment in clerical occupations decreased by -269, to 33,794 in 2011, from 34,877 in 2010. Blacks represented 27.3 percent of all Federal employees in clerical occupations, compared to 27.5 percent in 2010.

Black employment in "other" white-collar occupations increased by 249, to 11,107 in 2011 from 10,858 in 2010. Blacks represented 14.4 percent of all Federal employees in "other" occupations in 2011, compared to 14.3 in 2010.

Black employment in white-collar occupations increased by 6,008 to 311,007 in 2011 from 304,999 in 2010. Blacks represented 17.7 percent of all Federal employees in white-collar occupations in 2011, the same as in 2010.

Black employment in blue-collar occupations decreased by 205, to 34,672 in 2011 from 34,877 in 2010. Blacks represented 18.5 percent of all Federal employees in this occupational category in 2011, the same as in 2010.

<b>2011</b>	<b><u>Black Employment</u></b>	<b><u>Percent of FW</u></b>
<b>Professional</b>	<b>51,336</b>	<b>10.6</b>
<b>Administrative</b>	<b>133,841</b>	<b>18.3</b>
<b>Technical</b>	<b>80,929</b>	<b>24</b>
<b>Clerical</b>	<b>33,794</b>	<b>27.3</b>
<b>Other</b>	<b>11,107</b>	<b>14.4</b>
<b>White-Collar (WC)</b>	<b>311,007</b>	<b>17.7</b>
<b>Blue-Collar (BC)</b>	<b>34,672</b>	<b>18.5</b>
<b>Total (WC + BC)</b>	<b>345,679</b>	<b>17.8</b>
<b>Counts and Percentages of Blacks based on All Employees in Each Occupational Category (September 2010)</b>		

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

OCCUPATIONAL CATEGORY / PAY PLAN	2011		2010		2010 TO 2011 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	208	0.1	324	0.1	-116
\$40,001 TO \$60,000	4,136	1.3	4,497	1.5	-361
\$60,001 TO \$80,000	10,595	3.3	9,737	3.2	858
\$80,001 TO \$100,000	9,416	3	8,909	2.9	507
\$100,001 TO \$120,000	6,094	1.9	5,815	1.9	279
\$120,001 TO \$140,000	2,778	0.9	2,618	0.9	160
\$140,001 TO \$160,000	1,369	0.4	1,283	0.4	86
\$160,001 AND GREATER	38	0	32	0	6
UNSPECIFIED	33	0	30	0	3
TOTAL	34,667	10.9	33,245	10.8	1,422
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	4	0.2	1	0	3
\$140,001 TO \$160,000	29	1.1	32	1.2	-3
\$160,001 AND GREATER	132	5	120	4.5	12
UNSPECIFIED	0	0	0	0	0
TOTAL	165	6.3	153	5.8	12
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	3	0	18	0	-15
\$40,001 TO \$60,000	1,566	0.9	1,776	1.1	-210
\$60,001 TO \$80,000	5,354	3.2	5,233	3.1	121
\$80,001 TO \$100,000	4,010	2.4	3,900	2.3	110
\$100,001 TO \$120,000	2,330	1.4	2,344	1.4	-14
\$120,001 TO \$140,000	966	0.6	933	0.6	33
\$140,001 TO \$160,000	957	0.6	926	0.6	31
\$160,001 AND GREATER	1,317	0.8	1,204	0.7	113
UNSPECIFIED	1	0	2	0	-1
TOTAL	16,504	10	16,336	9.8	168
<b>PROFESSIONAL, TOTAL</b>	<b>51,336</b>	<b>10.6</b>	<b>49,734</b>	<b>10.4</b>	<b>1,602</b>
<b>ADMINISTRATIVE</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	715	0.1	1,151	0.2	-436
\$40,001 TO \$60,000	19,690	3.2	20,120	3.4	-430

\$60,001 TO \$80,000	40,078	6.5	37,938	6.4	2,140
\$80,001 TO \$100,000	30,994	5	29,278	4.9	1,716
\$100,001 TO \$120,000	18,330	3	17,153	2.9	1,177
\$120,001 TO \$140,000	6,127	1	5,707	1	420
\$140,001 TO \$160,000	2,341	0.4	2,163	0.4	178
\$160,001 AND GREATER	84	0	95	0	-11
UNSPECIFIED	96	0	99	0	-3
TOTAL	118,455	19.3	113,704	19.1	4,751
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	4	0.1	0	0	4
\$120,001 TO \$140,000	23	0.4	20	0.4	3
\$140,001 TO \$160,000	187	3.6	166	3.3	21
\$160,001 AND GREATER	396	7.7	389	7.8	7
UNSPECIFIED	0	0	1	0	-1
TOTAL	610	11.9	576	11.5	34
OTHER WHITE COLLAR					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	9	0	28	0	-19
\$40,001 TO \$60,000	1,130	1	1,520	1.3	-390
\$60,001 TO \$80,000	3,461	3.1	3,732	3.3	-271
\$80,001 TO \$100,000	3,746	3.4	3,917	3.4	-171
\$100,001 TO \$120,000	3,113	2.8	3,156	2.8	-43
\$120,001 TO \$140,000	1,707	1.5	1,716	1.5	-9
\$140,001 TO \$160,000	1,056	0.9	964	0.8	92
\$160,001 AND GREATER	552	0.5	519	0.5	33
UNSPECIFIED	2	0	3	0	-1
TOTAL	14,776	13.2	15,555	13.6	-779
ADMINISTRATIVE, TOTAL	133,841	18.3	129,835	18.2	4,006
TECHNICAL					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	17,724	6	18,231	6.2	-507
\$40,001 TO \$60,000	48,180	16.3	47,052	15.9	1,128
\$60,001 TO \$80,000	5,977	2	5,925	2	52
\$80,001 TO \$100,000	742	0.3	711	0.2	31
\$100,001 TO \$120,000	100	0	92	0	8
\$120,001 TO \$140,000	9	0	9	0	0
\$140,001 TO \$160,000	2	0	1	0	1
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	88	0	106	0	-18
TOTAL	72,822	24.6	72,127	24.4	695
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0

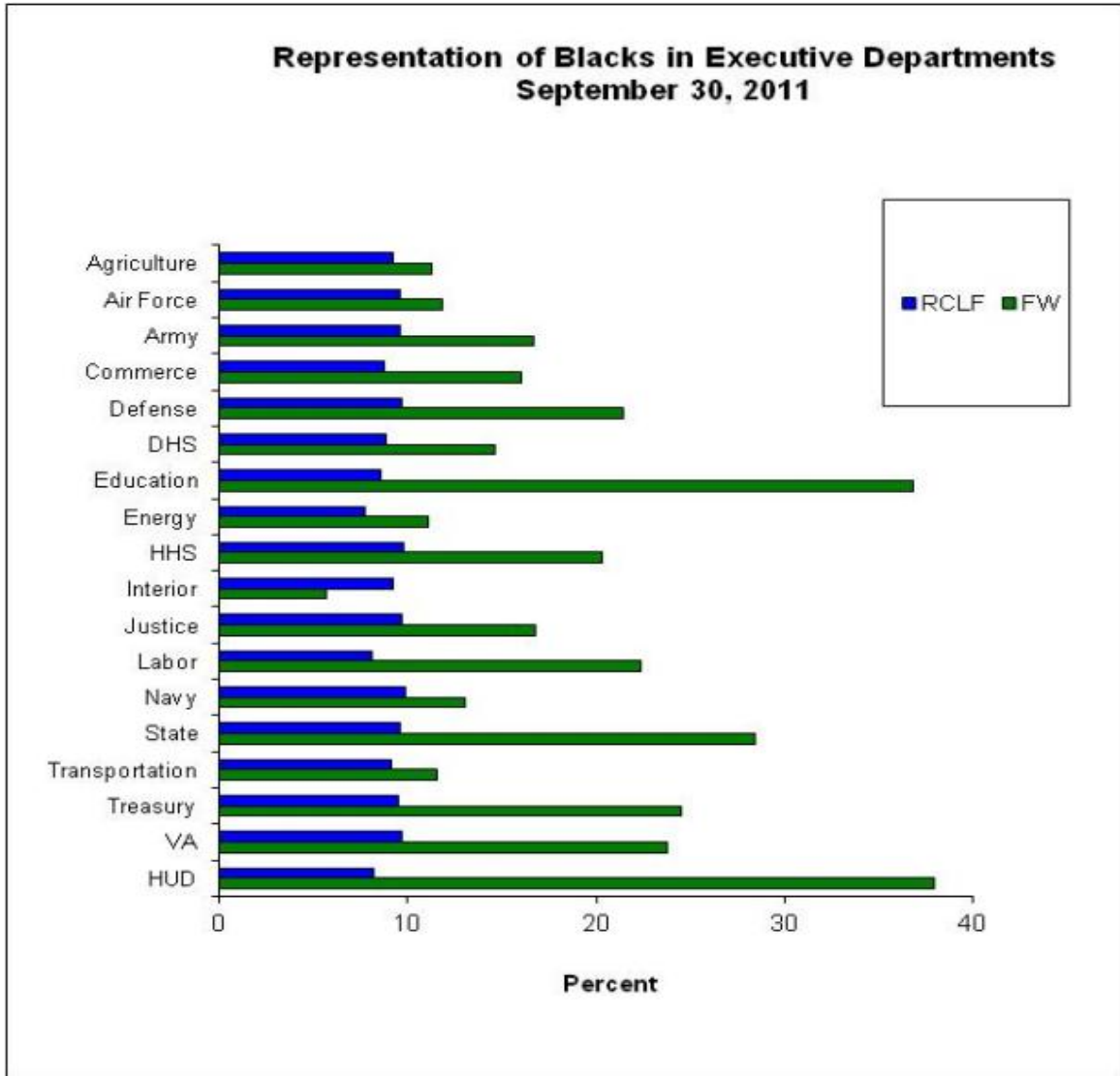


\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
OTHER WHITE COLLAR					
UP TO \$20,000	1	0	11	0	-10
\$20,001 TO \$40,000	2,129	5.2	2,103	5.1	26
\$40,001 TO \$60,000	4,546	11.2	4,801	11.6	-255
\$60,001 TO \$80,000	1,140	2.8	1,201	2.9	-61
\$80,001 TO \$100,000	225	0.6	205	0.5	20
\$100,001 TO \$120,000	54	0.1	51	0.1	3
\$120,001 TO \$140,000	5	0	7	0	-2
\$140,001 TO \$160,000	4	0	3	0	1
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	3	0	0	0	3
TOTAL	8,107	20	8,382	20.3	-275
TECHNICAL, TOTAL	80,929	24	80,509	23.9	420
CLERICAL					
GS, GM, GL					
UP TO \$20,000	0	0	2	0	-2
\$20,001 TO \$40,000	16,126	17.3	16,505	17.4	-379
\$40,001 TO \$60,000	8,710	9.4	8,758	9.2	-48
\$60,001 TO \$80,000	1,138	1.2	1,137	1.2	1
\$80,001 TO \$100,000	18	0	14	0	4
\$100,001 TO \$120,000	1	0	1	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	46	0	61	0.1	-15
TOTAL	26,039	28	26,478	27.9	-439
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
OTHER WHITE COLLAR					
UP TO \$20,000	49	0.2	54	0.2	-5

\$20,001 TO \$40,000	6,867	22.2	6,447	22.1	420
\$40,001 TO \$60,000	602	1.9	809	2.8	-207
\$60,001 TO \$80,000	209	0.7	252	0.9	-43
\$80,001 TO \$100,000	26	0.1	22	0.1	4
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	1	0	1	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	1	0	0	0	1
TOTAL	7,755	25.1	7,585	26	170
CLERICAL, TOTAL	33,794	27.3	34,063	27.5	-269
OTHER					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	2,574	3.5	2,450	3.4	124
\$40,001 TO \$60,000	5,769	7.9	5,690	7.9	79
\$60,001 TO \$80,000	1,654	2.3	1,556	2.2	98
\$80,001 TO \$100,000	143	0.2	127	0.2	16
\$100,001 TO \$120,000	14	0	14	0	0
\$120,001 TO \$140,000	1	0	1	0	0
\$140,001 TO \$160,000	1	0	1	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	18	0	14	0	4
TOTAL	10,174	13.9	9,853	13.7	321
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
OTHER WHITE COLLAR					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	42	1	66	1.5	-24
\$40,001 TO \$60,000	136	3.3	214	4.9	-78
\$60,001 TO \$80,000	481	11.5	458	10.5	23
\$80,001 TO \$100,000	201	4.8	198	4.5	3
\$100,001 TO \$120,000	56	1.3	51	1.2	5
\$120,001 TO \$140,000	10	0.2	13	0.3	-3
\$140,001 TO \$160,000	7	0.2	5	0.1	2
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	933	22.3	1,005	23.1	-72
OTHER, TOTAL	11,107	14.4	10,858	14.3	249

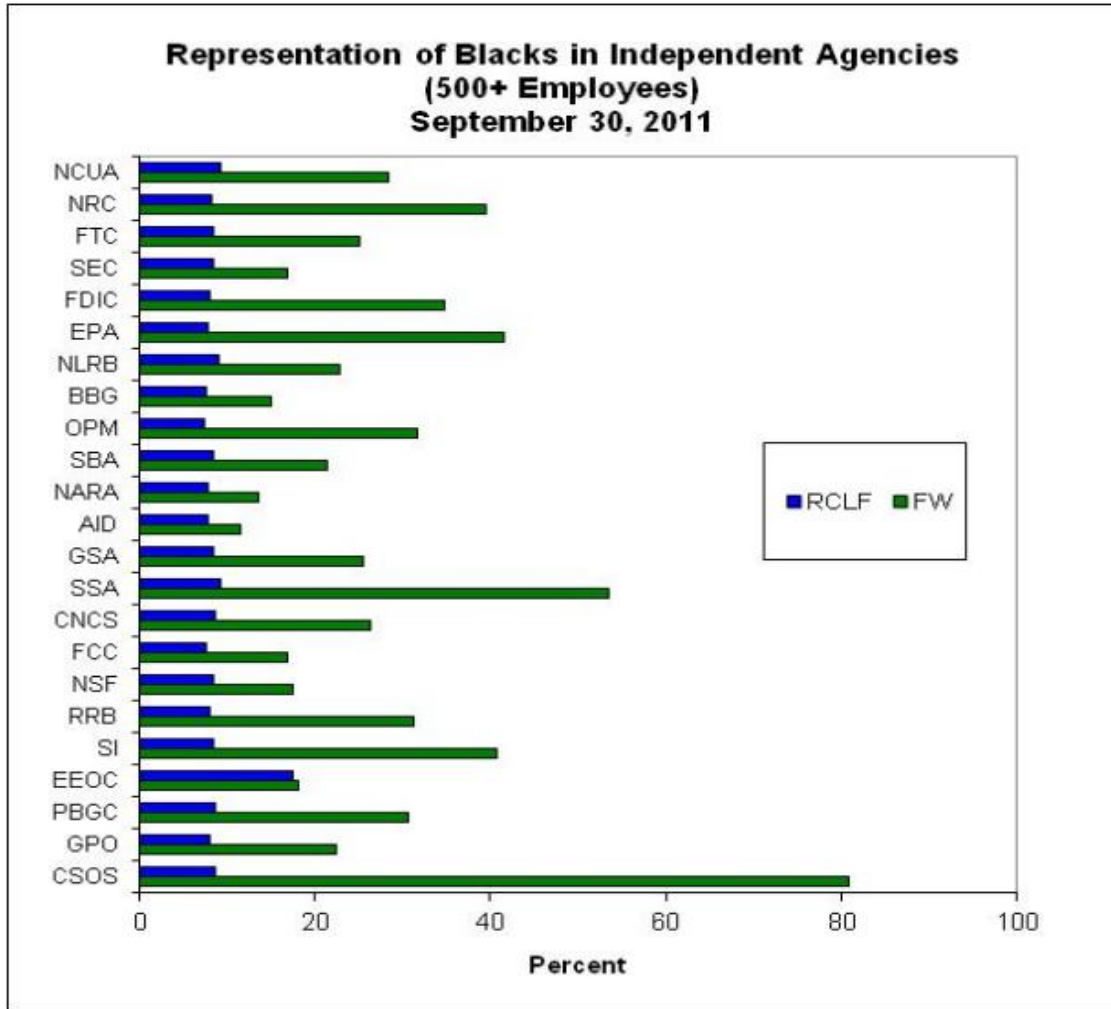
**BLACKS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN  
LABOR FORCE REPRESENTATION IN 17 OF 18 EXECUTIVE  
DEPARTMENTS**

<b>REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2010 and September 30, 2011 (BLACKS)</b>				
<b>EXECUTIVE DEPARTMENTS</b>	<b>2011 GROUP PCT.</b>	<b>2011 RCLF PCT.</b>	<b>2010 GROUP PCT.</b>	<b>2010 RCLF PCT.</b>
DEPARTMENT OF THE AIR FORCE	11.8	9.6	11.8	9.5
DEPARTMENT OF AGRICULTURE	11.3	9.2	11	9.1
DEPARTMENT OF THE ARMY	16.7	9.6	17	9.6
DEPARTMENT OF COMMERCE	16	8.8	16.1	8.9
DEPARTMENT OF DEFENSE	21.4	9.7	20.2	9.3
DEPARTMENT OF JUSTICE	16.8	9.7	16.9	9.6
DEPARTMENT OF LABOR	22.4	8.1	22.3	8.3
DEPARTMENT OF ENERGY	11.1	7.7	11.2	7.7
DEPARTMENT OF EDUCATION	36.8	8.6	36.4	8.7
DEPARTMENT OF HEALTH AND HUMAN SERVICES	20.3	9.8	20.1	9.9
DEPARTMENT OF HOMELAND SECURITY	14.6	8.9	14.3	8.9
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	37.9	8.2	37.8	8.2
DEPARTMENT OF INTERIOR	5.7	9.2	5.6	9.2
DEPARTMENT OF THE NAVY	13.1	9.9	13	9.9
DEPARTMENT OF STATE	28.4	9.6	30.3	9.5
DEPARTMENT OF TRANSPORTATION	11.6	9.1	11.5	9.1
DEPARTMENT OF TREASURY	24.5	9.5	24.2	9.4
DEPARTMENT OF VETERANS AFFAIRS	23.8	9.7	23.8	9.8
GOVERNMENTWIDE	17.8	9.9	17.7	10



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

<b>REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2010 and September 30, 2011 (BLACKS)</b>				
<b>INDEPENDENT AGENCIES</b>	<b>2011 GROUP PCT.</b>	<b>2011 RCLF PCT.</b>	<b>2010 GROUP PCT.</b>	<b>2010 RCLF PCT.</b>
AGENCY FOR INTERNATIONAL DEVELOPMENT	25.7	8.4	26.4	8.3
BROADCASTING BOARD OF GOVERNORS	22.4	8	21.8	7.7
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	30.6	8.6	30.4	8.4
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	80.8	8.6	80.9	9.0
ENVIRONMENTAL PROTECTION AGENCY	18.2	17.6	18.2	7.9
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	40.8	8.5	41.4	8.3
FEDERAL COMMUNICATIONS COMMISSION	31.3	8	31.2	8.1
FEDERAL DEPOSIT INSURANCE CORPORATION	17.6	8.5	17.6	8.5
FEDERAL TRADE COMMISSION	16.9	7.7	18.5	7.8
GENERAL SERVICES ADMINISTRATION	26.3	8.6	26.4	8.4
GOVERNMENT PRINTING OFFICE	53.6	9.2	53.9	9.1
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	11.6	7.8	11.8	7.8
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	25.6	8.5	26.2	8.6
NATIONAL CREDIT UNION ADMINISTRATION	13.6	7.8	12.9	7.8
NATIONAL LABOR RELATIONS BOARD	21.5	8.5	21.8	8.5
NATIONAL SCIENCE FOUNDATION	31.7	7.5	32.2	7.7
NUCLEAR REGULATORY COMMISSION	15.1	7.7	15.1	7.7
OFFICE OF PERSONNEL MANAGEMENT	22.9	9.1	22.9	9.4
PENSION BENEFIT GUARANTY CORPORATION	41.6	7.9	42.1	7.8
RAILROAD RETIREMENT BOARD	34.8	8.1	34.2	8.1
SECURITIES AND EXCHANGE COMMISSION	17	8.4	17.6	8.3
SMALL BUSINESS ADMINISTRATION	25.2	8.5	25.7	8.6
SMITHSONIAN INSTITUTION	39.5	8.2	39.8	8.4
SOCIAL SECURITY ADMINISTRATION	28.4	9.3	28.3	9.3
GOVERNMENTWIDE	17.8	9.9	17.7	10



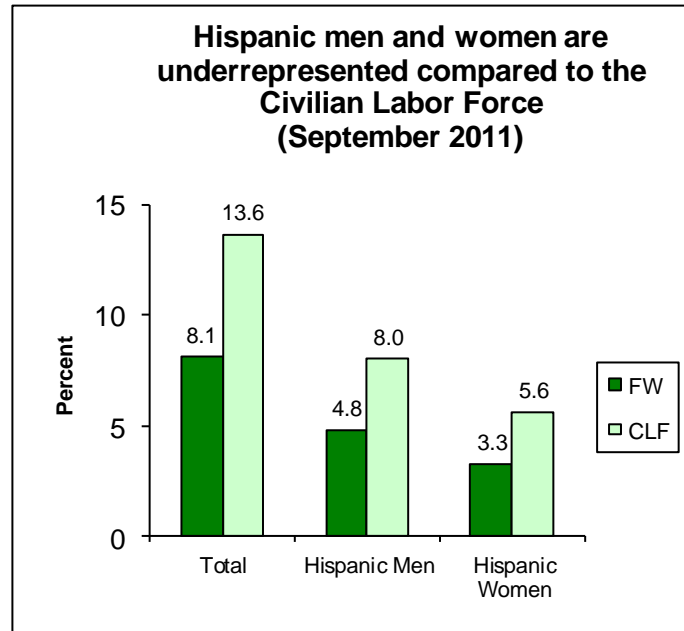
# **HISPANICS IN THE FEDERAL WORKFORCE**

## HISPANIC EMPLOYMENT

Hispanic employment represented 8.1 percent (157,648) of the permanent FW as of September 30, 2011, compared to 13.6 percent of the CLF. The FW and CLF percentages in 2010 were 8.0 and 13.6 percent, respectively.

Hispanic men represented 4.8 percent of the permanent FW in 2011, compared to 8.0 percent of the CLF. In 2010, these percentages were 4.7 and 8.0 respectively.

Hispanic women represented 3.3 percent of the permanent FW in 2011, compared to 5.6 percent of the CLF. In 2010, these percentages were the same.





## HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

Hispanic employment in professional occupations increased by 764 to 24,907 in 2011 from 24,143 in 2010. Hispanics represented 5.1 percent of all Federal employees in this occupational category in 2011, the same as in 2010.

Hispanic employment in administrative occupations increased by 1,828 to 58,656 in 2011 from 56,828 in 2010. Hispanics represented 8 percent of all Federal employees in this occupational category in 2010, same as in 2010.

Hispanic employment in technical occupations increased by 372 to 30,055 in 2011 from 29,683 in 2010. Hispanics represented 8.9 percent of all Federal employees in this occupational category in 2011, compared to 8.8 percent in 2010.

<b>2011</b>	<b>Hispanic Employment</b>	<b>Percent of FW</b>
<b>Professional</b>	<b>24,907</b>	<b>5.1</b>
<b>Administrative</b>	<b>58,656</b>	<b>8</b>
<b>Technical</b>	<b>30,055</b>	<b>8.9</b>
<b>Clerical</b>	<b>13,637</b>	<b>11</b>
<b>Other</b>	<b>16,125</b>	<b>20.8</b>
<b>White-Collar (WC)</b>	<b>143,380</b>	<b>8.2</b>
<b>Blue-Collar (BC)</b>	<b>14,268</b>	<b>7.6</b>
<b>Total (WC + BC)</b>	<b>157,648</b>	<b>8.1</b>
<b>Counts and Percentages of Hispanics based on All Employees in Each Occupational Category (September 2011)</b>		

Hispanic employment in clerical occupations increased by 703 to 13,637 in 2011 from 12,907 in 2010. Hispanics represented 11 percent of all Federal employees in clerical occupations in 2011, compared to 10.4 percent in 2010.

Hispanic employment in "other" white-collar occupations increased by 278 to 16,125 in 2011 from 15,847 in 2010. Hispanics represented 20.8 percent of all Federal employees in "other" occupations in 2011, same as in 2010.

Hispanic employment in white-collar occupations increased by 3,972 to 143,380 in 2011 from 139,408 in 2010. Hispanics represented 8.2 percent of all Federal employees in white-collar occupations in 2011, compared to 8.1 percent in 2010.

Hispanic employment in blue-collar occupations decreased by 49 to 14,268 in 2011 from 14,317 in 2010. Hispanics represented 7.6 percent of all Federal employees in this occupational category in 2011, same as in 2010.

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

OCCUPATIONAL CATEGORY / PAY SYSTEM GROUPS	2011		2010		2010 TO 2011 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	82	0	169	0.1	-87
\$40,001 TO \$60,000	1,952	0.6	2,103	0.7	-151
\$60,001 TO \$80,000	4,962	1.6	4,440	1.4	522
\$80,001 TO \$100,000	4,243	1.3	3,879	1.3	364
\$100,001 TO \$120,000	2,896	0.9	2,702	0.9	194
\$120,001 TO \$140,000	1,156	0.4	1,084	0.4	72
\$140,001 TO \$160,000	705	0.2	672	0.2	33
\$160,001 AND GREATER	24	0	18	0	6
UNSPECIFIED	29	0	14	0	15
<b>TOTAL</b>	<b>16,049</b>	<b>5</b>	<b>15,081</b>	<b>4.9</b>	<b>968</b>
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	2	0.1	1	0	1
\$140,001 TO \$160,000	17	0.6	11	0.4	6
\$160,001 AND GREATER	56	2.1	61	2.3	-5
UNSPECIFIED	0	0	0	0	0
<b>TOTAL</b>	<b>75</b>	<b>2.8</b>	<b>73</b>	<b>2.8</b>	<b>2</b>
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	14	0	31	0	-17
\$40,001 TO \$60,000	697	0.4	849	0.5	-152
\$60,001 TO \$80,000	2,122	1.3	2,234	1.3	-112
\$80,001 TO \$100,000	1,682	1	1,837	1.1	-155
\$100,001 TO \$120,000	1,421	0.9	1,422	0.9	-1
\$120,001 TO \$140,000	791	0.5	681	0.4	110
\$140,001 TO \$160,000	696	0.4	669	0.4	27
\$160,001 AND GREATER	1,359	0.8	1,265	0.8	94
UNSPECIFIED	1	0	1	0	0
<b>TOTAL</b>	<b>8,783</b>	<b>5.3</b>	<b>8,989</b>	<b>5.4</b>	<b>-206</b>
<b>PROFESSIONAL, TOTAL</b>	<b>24,907</b>	<b>5.1</b>	<b>24,143</b>	<b>5.1</b>	<b>764</b>
<b>ADMINISTRATIVE</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	396	0.1	866	0.1	-470
\$40,001 TO \$60,000	9,237	1.5	9,807	1.6	-570

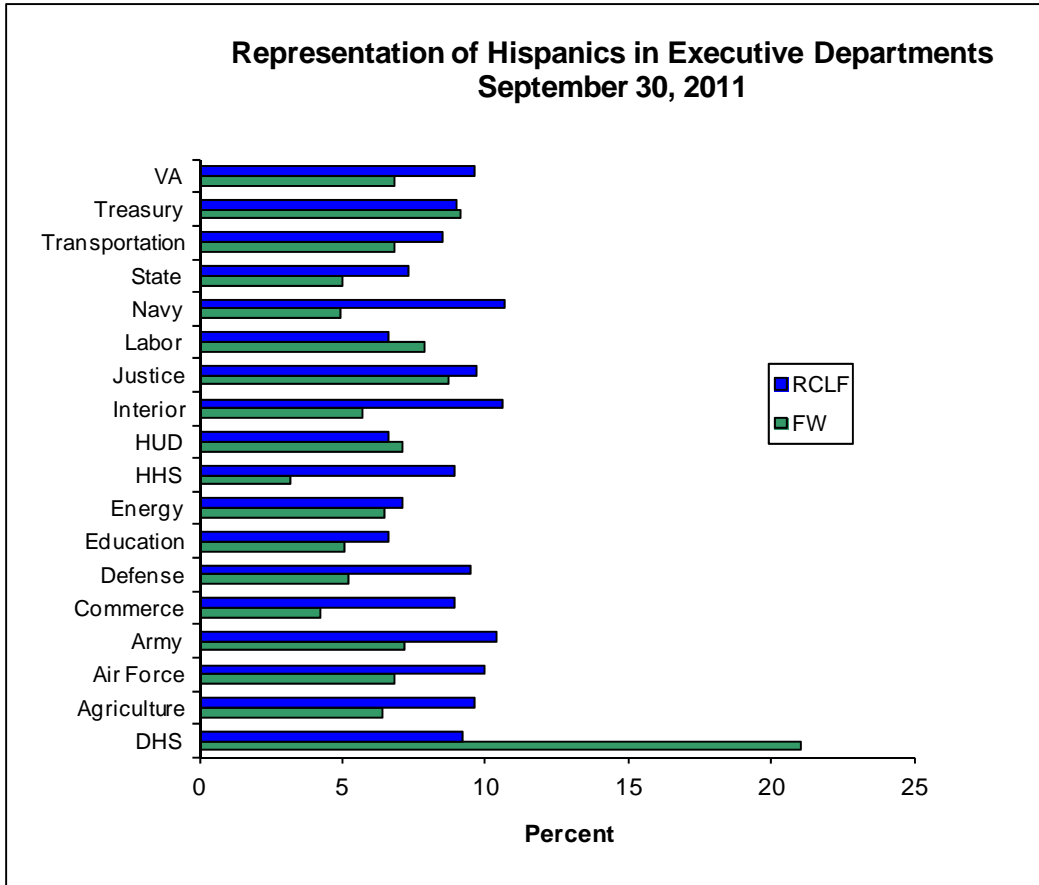
\$60,001 TO \$80,000	19,741	3.2	18,752	3.2	989
\$80,001 TO \$100,000	13,117	2.1	12,037	2	1,080
\$100,001 TO \$120,000	6,072	1	5,677	1	395
\$120,001 TO \$140,000	1,717	0.3	1,546	0.3	171
\$140,001 TO \$160,000	681	0.1	633	0.1	48
\$160,001 AND GREATER	33	0	34	0	-1
UNSPECIFIED	21	0	31	0	-10
TOTAL	51,015	8.3	49,383	8.3	1,632
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	1	0	-1
\$120,001 TO \$140,000	10	0.2	11	0.2	-1
\$140,001 TO \$160,000	67	1.3	52	1	15
\$160,001 AND GREATER	161	3.1	150	3	11
UNSPECIFIED	0	0	0	0	0
TOTAL	238	4.6	214	4.3	24
OTHER WHITE COLLAR					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	7	0	6	0	1
\$40,001 TO \$60,000	687	0.6	792	0.7	-105
\$60,001 TO \$80,000	2,023	1.8	2,002	1.7	21
\$80,001 TO \$100,000	1,792	1.6	1,741	1.5	51
\$100,001 TO \$120,000	1,359	1.2	1,260	1.1	99
\$120,001 TO \$140,000	743	0.7	716	0.6	27
\$140,001 TO \$160,000	482	0.4	427	0.4	55
\$160,001 AND GREATER	307	0.3	286	0.2	21
UNSPECIFIED	3	0	1	0	2
TOTAL	7,403	6.6	7,231	6.3	172
ADMINISTRATIVE, TOTAL	58,656	8	56,828	8	1,828
TECHNICAL					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	5,912	2	6,580	2.2	-668
\$40,001 TO \$60,000	16,671	5.6	15,932	5.4	739
\$60,001 TO \$80,000	2,268	0.8	2,174	0.7	94
\$80,001 TO \$100,000	401	0.1	401	0.1	0
\$100,001 TO \$120,000	89	0	82	0	7
\$120,001 TO \$140,000	6	0	11	0	-5
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	27	0	30	0	-3
TOTAL	25,374	8.6	25,210	8.5	164
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0

\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
OTHER WHITE COLLAR					
UP TO \$20,000	1	0	1	0	0
\$20,001 TO \$40,000	1,586	3.9	1,500	3.6	86
\$40,001 TO \$60,000	2,638	6.5	2,508	6.1	130
\$60,001 TO \$80,000	322	0.8	333	0.8	-11
\$80,001 TO \$100,000	96	0.2	92	0.2	4
\$100,001 TO \$120,000	31	0.1	33	0.1	-2
\$120,001 TO \$140,000	5	0	4	0	1
\$140,001 TO \$160,000	2	0	2	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	4,681	11.5	4,473	10.8	208
TECHNICAL, TOTAL	30,055	8.9	29,683	8.8	372
CLERICAL					
GS, GM, GL					
UP TO \$20,000	1	0	4	0	-3
\$20,001 TO \$40,000	5,520	5.9	5,864	6.2	-344
\$40,001 TO \$60,000	2,238	2.4	2,220	2.3	18
\$60,001 TO \$80,000	167	0.2	169	0.2	-2
\$80,001 TO \$100,000	2	0	3	0	-1
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	14	0	18	0	-4
TOTAL	7,942	8.5	8,278	8.7	-336
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
OTHER WHITE COLLAR					
UP TO \$20,000	34	0.1	33	0.1	1

\$20,001 TO \$40,000	5,419	17.5	4,344	14.9	1075
\$40,001 TO \$60,000	203	0.7	212	0.7	-9
\$60,001 TO \$80,000	37	0.1	37	0.1	0
\$80,001 TO \$100,000	2	0	2	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	1	0	-1
TOTAL	5,695	18.4	4,629	15.9	1066
CLERICAL, TOTAL	13,637	11	12,907	10.4	730
OTHER					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	1,316	1.8	1,495	2.1	-179
\$40,001 TO \$60,000	5,520	7.5	6,627	9.2	-1107
\$60,001 TO \$80,000	6,616	9	5,497	7.7	1119
\$80,001 TO \$100,000	2177	3	1761	2.5	416
\$100,001 TO \$120,000	176	0.2	155	0.2	21
\$120,001 TO \$140,000	26	0	29	0	-3
\$140,001 TO \$160,000	4	0	1	0	3
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	7	0	1	0	6
TOTAL	15,842	21.7	15,566	21.7	276
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	2	11.1	0	0	2
\$160,001 AND GREATER	2	11.1	3	23.1	-1
UNSPECIFIED	0	0	0	0	0
TOTAL	4	22.2	3	23.1	1
OTHER WHITE COLLAR					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	25	0.6	29	0.7	-4
\$40,001 TO \$60,000	37	0.9	57	1.3	-20
\$60,001 TO \$80,000	141	3.4	124	2.8	17
\$80,001 TO \$100,000	54	1.3	49	1.1	5
\$100,001 TO \$120,000	19	0.5	16	0.4	3
\$120,001 TO \$140,000	3	0.1	3	0.1	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	279	6.7	278	6.4	1
OTHER, TOTAL	16,125	20.8	15,847	20.8	278

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

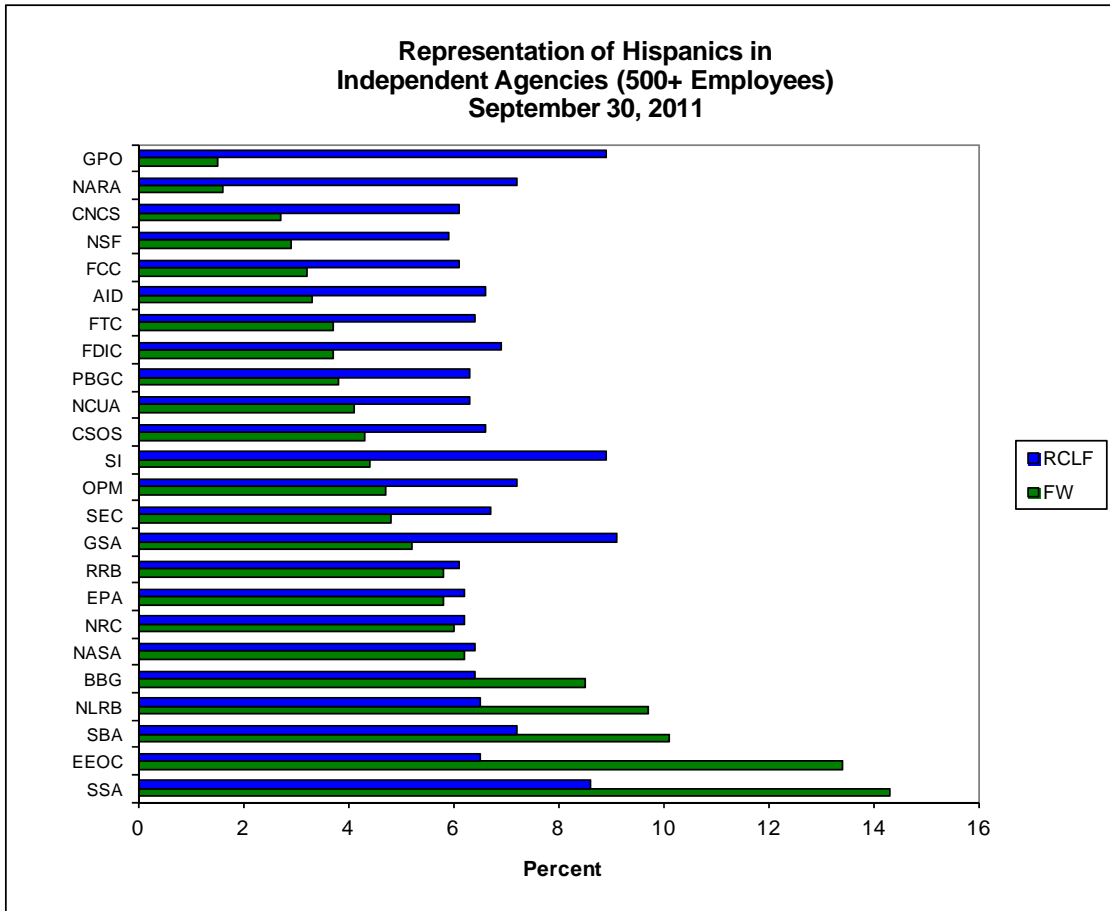
<b>REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2010 and September 30, 2011 (HISPANICS)</b>				
<b>EXECUTIVE DEPARTMENTS</b>	<b>2011 GROUP PCT.</b>	<b>2011 RCLF PCT.</b>	<b>2010 GROUP PCT.</b>	<b>2010 RCLF PCT.</b>
DEPARTMENT OF THE AIR FORCE	6.8	10	6.8	9.7
DEPARTMENT OF AGRICULTURE	6.4	9.6	6.2	9.6
DEPARTMENT OF THE ARMY	7.2	10.4	7.1	10.6
DEPARTMENT OF COMMERCE	4.2	8.9	3.8	9.0
DEPARTMENT OF DEFENSE	5.2	9.5	5.3	9.6
DEPARTMENT OF JUSTICE	8.7	9.7	8.6	9.9
DEPARTMENT OF LABOR	7.9	6.6	7.6	6.6
DEPARTMENT OF ENERGY	6.5	7.1	6.5	7.2
DEPARTMENT OF EDUCATION	5.1	6.6	5.0	6.6
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3.2	8.9	3.3	9.0
DEPARTMENT OF HOMELAND SECURITY	21	9.2	20.8	9.3
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7.1	6.6	6.8	6.5
DEPARTMENT OF INTERIOR	5.7	10.6	5.7	10.5
DEPARTMENT OF THE NAVY	4.9	10.7	4.9	10.7
DEPARTMENT OF STATE	5	7.3	5.4	7.2
DEPARTMENT OF TRANSPORTATION	6.8	8.5	6.6	9.1
DEPARTMENT OF TREASURY	9.1	9	9.0	8.8
DEPARTMENT OF VETERANS AFFAIRS	6.8	9.6	6.9	9.6
GOVERNMENTWIDE	8.1	11.2	8.0	11.4



## HISPANICS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 5 OF 24 INDEPENDENT AGENCIES

<b>REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2009 and September 30, 2010 (HISPANICS)</b>				
<b>INDEPENDENT AGENCIES</b>	<b>2011 GROUP PCT.</b>	<b>2011 RCLF PCT.</b>	<b>2010 GROUP PCT.</b>	<b>2010 RCLF PCT.</b>
AGENCY FOR INTERNATIONAL DEVELOPMENT	3.3	6.6	3.1	6.6
BROADCASTING BOARD OF GOVERNORS	8.5	6.4	8.4	6.4
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	2.7	6.1	2.1	6.1
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	4.3	6.6	4.5	6.7
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	13.4	6.5	13.7	6.3
ENVIRONMENTAL PROTECTION AGENCY	5.8	6.2	5.7	6.5
FEDERAL COMMUNICATIONS COMMISSION	3.2	6.1	3.2	6.1
FEDERAL DEPOSIT INSURANCE CORPORATION	3.7	6.9	3.7	6.8
FEDERAL TRADE COMMISSION	3.7	6.4	3.6	6.4
GENERAL SERVICES ADMINISTRATION	5.2	9.1	5.2	9.0
GOVERNMENT PRINTING OFFICE	1.5	8.9	1.4	8.9
NATIONAL CREDIT UNION ADMINISTRATION	4.1	6.3	4.2	6.3
NATIONAL SCIENCE FOUNDATION	2.9	5.9	2.7	6.0
NATIONAL LABOR RELATIONS BOARD	9.7	6.5	9.0	6.6
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	6.2	6.4	5.9	6.4
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1.6	7.2	1.5	7.3
NUCLEAR REGULATORY COMMISSION	6	6.2	5.9	6.2
OFFICE OF PERSONNEL MANAGEMENT	4.7	7.2	4.7	7.2
PENSION BENEFIT GUARANTY CORPORATION	3.8	6.3	3.4	6.3
RAILROAD RETIREMENT BOARD	5.8	6.1	5.9	6.0
SMALL BUSINESS ADMINISTRATION	10.1	7.2	10.3	7.2
SECURITIES AND EXCHANGE COMMISSION	4.8	6.7	4.6	6.7
SMITHSONIAN INSTITUTION	4.4	8.9	4.4	9.0
SOCIAL SECURITY ADMINISTRATION	14.3	8.6	14.1	8.5
GOVERNMENTWIDE	8.1	11.2	8.0	11.4





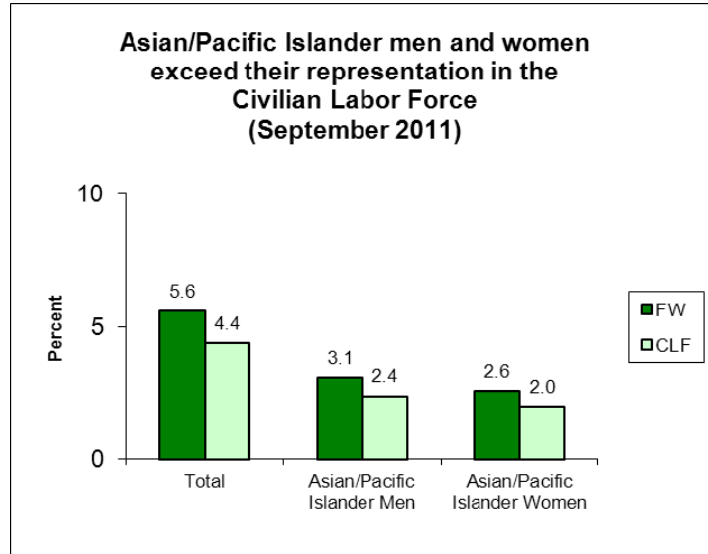
**ASIAN/PACIFIC ISLANDERS IN THE  
FEDERAL WORKFORCE**

## ASIAN/PACIFIC ISLANDER EMPLOYMENT

Asian/Pacific Islander employees represented 5.6 percent (109,871) of the permanent FW as of September 30, 2011, compared to 4.4 percent in the CLF. The FW and CLF percentages in 2010 were 5.6 and 4.3 percent, respectively.

Asian/Pacific Islander men represented 3.1 percent of the FW, compared to 2.4 percent of the CLF in 2011. In 2010, these percentages were 3.0 and 2.3 percent, respectively.

Asian/Pacific Islander women represented 2.6 percent of the FW compared to 2.0 percent of the CLF in 2011. In 2010, these percentages were 2.5



## ASIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

Asian/Pacific Islander employment in professional occupations increased by 1,579 to 44,036 in 2011, from 42,457 in 2010. Asian/Pacific Islanders represented 9.1 percent of all Federal employees in this occupational category in 2011, compared to 8.9 percent in 2010.

Asian/Pacific Islander employment in administrative occupations increased by 1,670 to 32,606 in 2011 from 30,936 in 2010. Asian/Pacific Islanders represented 4.5 percent of Federal employees in this occupational category in 2011, compared to 4.3 percent in 2010.

Asian/Pacific Islander employment in technical occupations increased by 155 to 14,830 in 2011 from 14,675 in 2010. Asian/Pacific Islanders represented 4.4 percent of all Federal employees in this occupational category in 2011, the same as in 2010.

Asian/Pacific Islander employment in clerical occupations increased by 25 to 6,014 in 2011 from 5,989 in 2010. Asian/Pacific Islanders represented 4.9 percent of all Federal employees in this occupational category in 2011, compared to 4.8 in 2010.

Asian/Pacific Islander employment in "other" white-collar occupations decreased by 18 to 2,066 in 2011 from 2,084 in 2010. Asian/Pacific Islanders represented 2.7 percent of all Federal employees in this occupational category in 2011, the same as in 2010.

Asian/Pacific Islander employment in white-collar occupations increased by 3,411 to 99,552 in 2011 from 96,141 in 2010. Asian/Pacific Islanders

<b>2011</b>	<b><u>Asian/Pacific Islander Employment</u></b>	<b><u>Percent of FW</u></b>
<b>Professional</b>	<b>44,036</b>	<b>9.1</b>
<b>Administrative</b>	<b>32,606</b>	<b>4.5</b>
<b>Technical</b>	<b>14,830</b>	<b>4.4</b>
<b>Clerical</b>	<b>6,014</b>	<b>4.9</b>
<b>Other</b>	<b>2,066</b>	<b>2.7</b>
<b>White-Collar (WC)</b>	<b>99,552</b>	<b>5.7</b>
<b>Blue-Collar (BC)</b>	<b>10,319</b>	<b>5.5</b>
<b>Total (WC + BC)</b>	<b>109,871</b>	<b>5.6</b>
<b>Counts and Percentages of Asian/Pacific Islanders based on All Employees in Each Occupational Category (September 2010)</b>		

represented 5.7 percent of all Federal employees in this occupational category in 2011, compared to 5.6 in 2010.

Asian/Pacific Islander employment in blue-collar occupations decreased by 46 to 10,319 in 2011 from 10,365 in 2010. Asian/Pacific Islanders represented 5.5 percent of all Federal employees in this occupational category in 2011, the same as in 2010.

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

OCCUPATIONAL CATEGORY / PAY PLAN	2011		2010		2010 TO 2011 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	53	0	95	0	-42
\$40,001 TO \$60,000	1,661	0.5	1,985	0.6	-324
\$60,001 TO \$80,000	5,816	1.8	5,420	1.8	396
\$80,001 TO \$100,000	7,416	2.3	6,911	2.3	505
\$100,001 TO \$120,000	6,349	2	5,736	1.9	613
\$120,001 TO \$140,000	3,334	1	3,091	1	243
\$140,001 TO \$160,000	1,584	0.5	1,484	0.5	100
\$160,001 AND GREATER	58	0	28	0	30
UNSPECIFIED	24	0	12	0	12
<b>TOTAL</b>	<b>26,295</b>	<b>8.3</b>	<b>24,762</b>	<b>8.1</b>	<b>1,533</b>
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	2	0.1	1	0	1
\$140,001 TO \$160,000	18	0.7	19	0.7	-1
\$160,001 AND GREATER	77	2.9	74	2.8	3
UNSPECIFIED	0	0	0	0	0
<b>TOTAL</b>	<b>97</b>	<b>3.7</b>	<b>94</b>	<b>3.6</b>	<b>3</b>
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	5	0	20	0	-15
\$40,001 TO \$60,000	468	0.3	634	0.4	-166
\$60,001 TO \$80,000	2,589	1.6	2,697	1.6	-108
\$80,001 TO \$100,000	3,885	2.4	3,934	2.4	-49
\$100,001 TO \$120,000	3,580	2.2	3,508	2.1	72
\$120,001 TO \$140,000	1,496	0.9	1,555	0.9	-59
\$140,001 TO \$160,000	1,478	0.9	1,411	0.8	67

\$160,001 AND GREATER	4,141	2.5	3,841	2.3	300
UNSPECIFIED	2	0	1	0	1
TOTAL	17,644	10.7	17,601	10.5	43
<b>PROFESSIONAL, TOTAL</b>	<b>44,036</b>	<b>9.1</b>	<b>42,457</b>	<b>8.9</b>	<b>1,579</b>
<b>ADMINISTRATIVE</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	185	0	298	0.1	-113
\$40,001 TO \$60,000	4,330	0.7	4,709	0.8	-379
\$60,001 TO \$80,000	8,866	1.4	8,477	1.4	389
\$80,001 TO \$100,000	7,639	1.2	6,740	1.1	899
\$100,001 TO \$120,000	4,735	0.8	4,149	0.7	586
\$120,001 TO \$140,000	1,718	0.3	1,500	0.3	218
\$140,001 TO \$160,000	623	0.1	536	0.1	87
\$160,001 AND GREATER	23	0	23	0	0
UNSPECIFIED	12	0	20	0	-8
TOTAL	28,131	4.6	26,452	4.4	1,679
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	8	0.2	10	0.2	-2
\$140,001 TO \$160,000	32	0.6	31	0.6	1
\$160,001 AND GREATER	111	2.2	95	1.9	16
UNSPECIFIED	0	0	0	0	0
TOTAL	151	2.9	136	2.7	15
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	7	0	13	0	-6
\$40,001 TO \$60,000	369	0.3	500	0.4	-131
\$60,001 TO \$80,000	884	0.8	941	0.8	-57
\$80,001 TO \$100,000	1,013	0.9	1,041	0.9	-28
\$100,001 TO \$120,000	899	0.8	827	0.7	72
\$120,001 TO \$140,000	543	0.5	511	0.4	32
\$140,001 TO \$160,000	381	0.3	322	0.3	59
\$160,001 AND GREATER	227	0.2	192	0.2	35
UNSPECIFIED	1	0	1	0	0
TOTAL	4,324	3.9	4,348	3.8	-24
<b>ADMINISTRATIVE, TOTAL</b>	<b>32,606</b>	<b>4.5</b>	<b>30,936</b>	<b>4.3</b>	<b>1,670</b>
<b>TECHNICAL</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	2,910	1	3,217	1.1	-307
\$40,001 TO \$60,000	8,133	2.7	7,754	2.6	379
\$60,001 TO \$80,000	1,335	0.5	1,215	0.4	120
\$80,001 TO \$100,000	332	0.1	293	0.1	39
\$100,001 TO \$120,000	40	0	51	0	-11

\$120,001 TO \$140,000	14	0	8	0	6
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	6	0	11	0	-5
TOTAL	12,770	4.3	12,549	4.3	221
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
OTHER WHITE COLLAR					
UP TO \$20,000	1	0	0	0	1
\$20,001 TO \$40,000	652	1.6	722	1.8	-70
\$40,001 TO \$60,000	1,160	2.9	1,150	2.8	10
\$60,001 TO \$80,000	154	0.4	166	0.4	-12
\$80,001 TO \$100,000	64	0.2	67	0.2	-3
\$100,001 TO \$120,000	24	0.1	17	0	7
\$120,001 TO \$140,000	5	0	4	0	1
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	2,060	5.1	2,126	5.2	-66
TECHNICAL, TOTAL	14,830	4.4	14,675	4.4	155
CLERICAL					
GS, GM, GL					
UP TO \$20,000	0	0	2	0	-2
\$20,001 TO \$40,000	3,263	3.5	3,427	3.6	-164
\$40,001 TO \$60,000	1,274	1.4	1,236	1.3	38
\$60,001 TO \$80,000	85	0.1	93	0.1	-8
\$80,001 TO \$100,000	3	0	2	0	1
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	4	0	8	0	-4
TOTAL	4,629	5	4,768	5	-139
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0

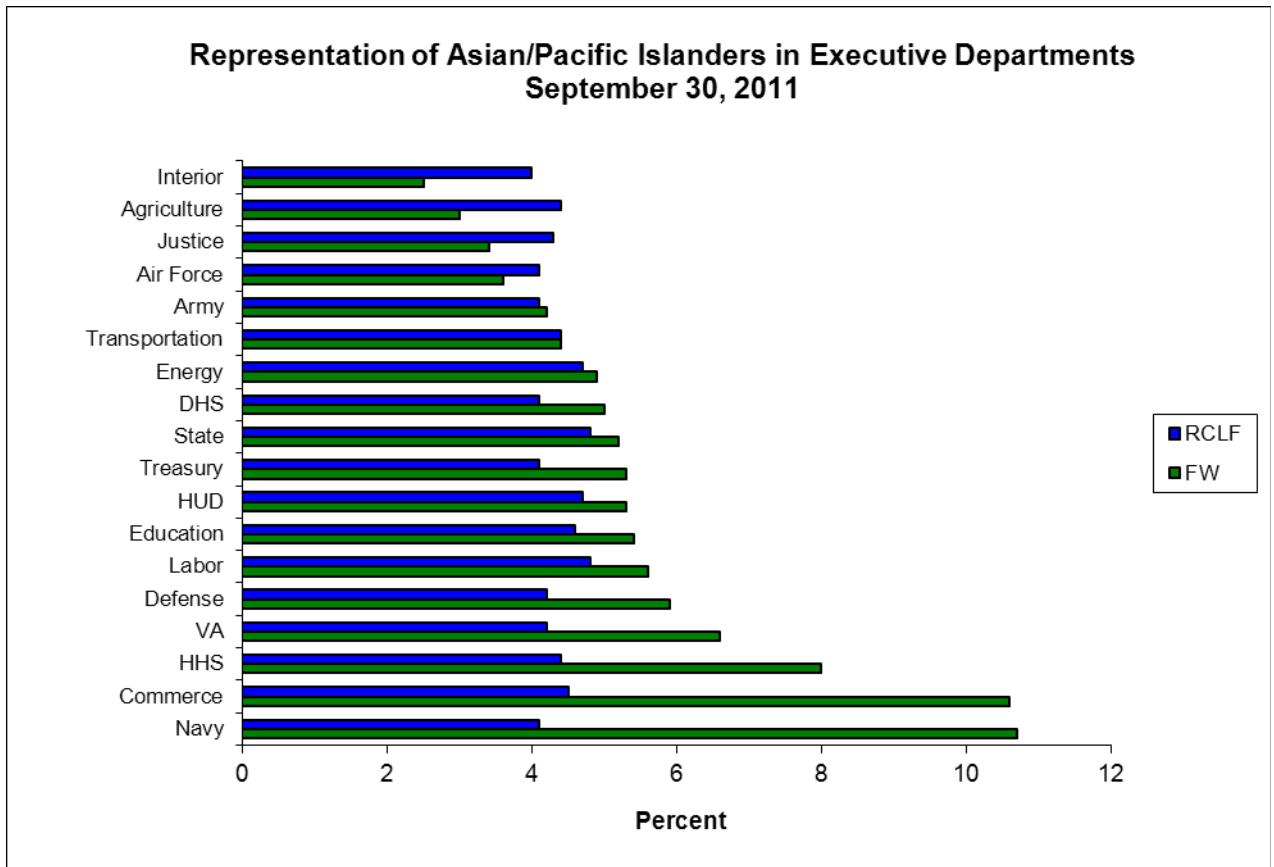
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	3	0	2	0	1
\$20,001 TO \$40,000	1,241	4	1,041	3.6	200
\$40,001 TO \$60,000	116	0.4	152	0.5	-36
\$60,001 TO \$80,000	25	0.1	26	0.1	-1
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	1,385	4.5	1,221	4.2	164
<b>CLERICAL, TOTAL</b>	<b>6,014</b>	<b>4.9</b>	<b>5,989</b>	<b>4.8</b>	<b>25</b>
<b>OTHER</b>					
<b>GS, GM, GL</b>					
UP TO \$20,000	1	0	1	0	0
\$20,001 TO \$40,000	623	0.9	793	1.1	-170
\$40,001 TO \$60,000	1,027	1.4	913	1.3	114
\$60,001 TO \$80,000	254	0.3	221	0.3	33
\$80,001 TO \$100,000	48	0.1	38	0.1	10
\$100,001 TO \$120,000	6	0	5	0	1
\$120,001 TO \$140,000	1	0	0	0	1
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	4	0	-4
TOTAL	1,960	2.7	1,975	2.8	-15
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	13	0.3	19	0.4	-6
\$40,001 TO \$60,000	23	0.6	24	0.6	-1
\$60,001 TO \$80,000	47	1.1	46	1.1	1
\$80,001 TO \$100,000	20	0.5	17	0.4	3
\$100,001 TO \$120,000	2	0	2	0	0
\$120,001 TO \$140,000	0	0	0	0	0



\$140,001 TO \$160,000	1	0	1	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	106	2.5	109	2.5	-3
OTHER, TOTAL	2,066	2.7	2,084	2.7	-18

## ASIAN/PACIFIC ISLANDERS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 12 OF 18 EXECUTIVE DEPARTMENTS

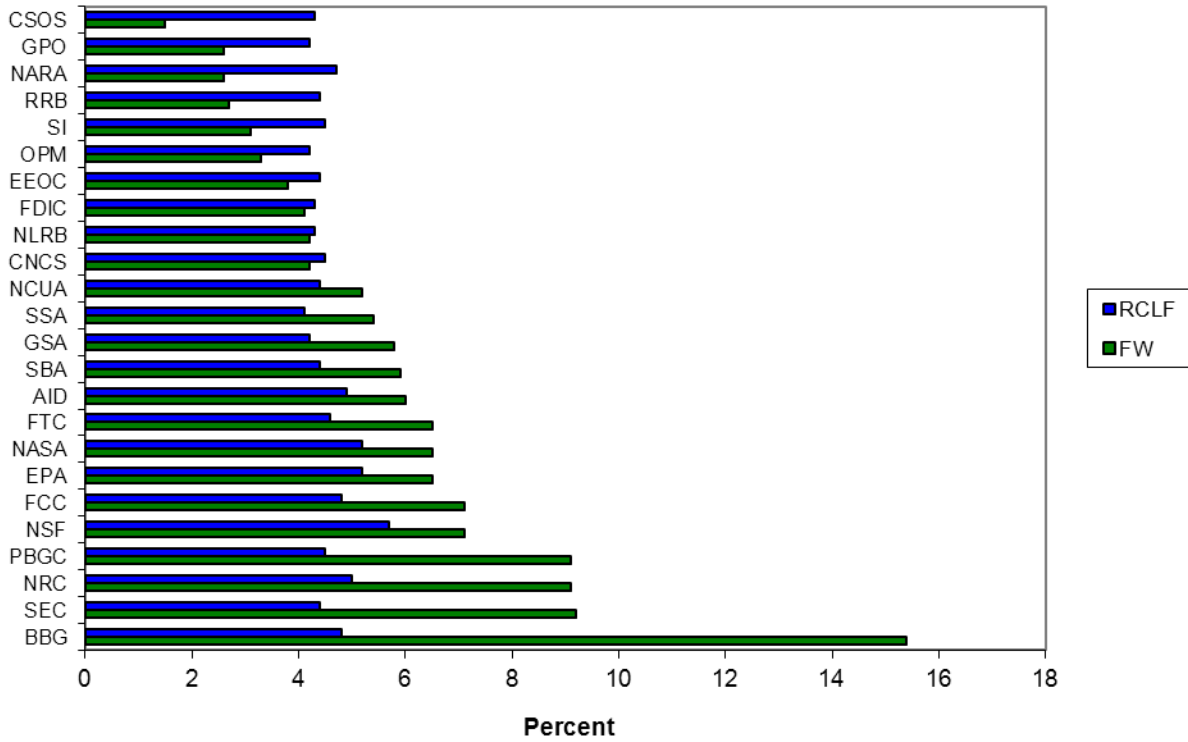
REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2011 and September 30, 2010 (ASIAN-PACIFIC ISLANDERS)				
EXECUTIVE DEPARTMENTS	2011 GROUP PCT.	2011 RCLF PCT.	2010 GROUP PCT.	2010 RCLF PCT.
DEPARTMENT OF THE AIR FORCE	3.6	4.1	3.7	4.1
DEPARTMENT OF AGRICULTURE	3	4.4	2.9	4.4
DEPARTMENT OF THE ARMY	4.2	4.1	4.3	4.1
DEPARTMENT OF COMMERCE	10.6	4.5	10.3	4.4
DEPARTMENT OF DEFENSE	5.9	4.2	5.7	4.3
DEPARTMENT OF JUSTICE	3.4	4.3	3.4	4.3
DEPARTMENT OF LABOR	5.6	4.8	5.4	4.8
DEPARTMENT OF ENERGY	4.9	4.7	4.9	4.8
DEPARTMENT OF EDUCATION	5.4	4.6	5.3	4.6
DEPARTMENT OF HEALTH AND HUMAN SERVICES	8	4.4	7.7	4.4
DEPARTMENT OF HOMELAND SECURITY	5	4.1	4.9	4.1
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	5.3	4.7	5.0	4.6
DEPARTMENT OF INTERIOR	2.5	4	2.4	4.0
DEPARTMENT OF THE NAVY	10.7	4.1	**	**
DEPARTMENT OF STATE	5.2	4.8	5.3	4.7
DEPARTMENT OF TRANSPORTATION	4.4	4.4	4.2	4.3
DEPARTMENT OF TREASURY	5.3	4.1	5.0	4.1
DEPARTMENT OF VETERANS AFFAIRS	6.6	4.2	6.4	4.2
GOVERNMENTWIDE	5.6	4.1	5.6	4.1



**ASIAN/PACIFIC ISLANDERS EQUALED OR EXCEEDED THEIR  
RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 13 OF  
24 INDEPENDENT AGENCIES**

<b>REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2011 and September 30, 2010 (ASIAN/PACIFIC ISLANDERS)</b>				
<b>INDEPENDENT AGENCIES</b>	<b>2011 GROUP PCT.</b>	<b>2011 RCLF PCT.</b>	<b>2010 GROUP PCT.</b>	<b>2010 RCLF PCT.</b>
AGENCY FOR INTERNATIONAL DEVELOPMENT	6.0	4.9	5.2	4.9
BROADCASTING BOARD OF GOVERNORS	15.4	4.8	15.1	4.6
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	4.2	4.5	4.3	4.4
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1.5	4.3	1.5	4.2
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	3.8	4.4	4.0	4.3
ENVIRONMENTAL PROTECTION AGENCY	6.5	5.2	6.1	5.2
FEDERAL COMMUNICATIONS COMMISSION	7.1	4.8	6.3	5.1
FEDERAL DEPOSIT INSURANCE CORPORATION	4.1	4.3	4.2	4.3
FEDERAL TRADE COMMISSION	6.5	4.6	5.9	4.3
GENERAL SERVICES ADMINISTRATION	5.8	4.2	5.6	4.2
GOVERNMENT PRINTING OFFICE	2.6	4.2	2.6	4.2
NATIONAL CREDIT UNION ADMINISTRATION	5.2	4.4	5.1	4.4
NATIONAL SCIENCE FOUNDATION	7.1	5.7	6.8	5.6
NATIONAL LABOR RELATIONS BOARD	4.2	4.3	4.3	4.4
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	6.5	5.2	6.3	5.2
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2.6	4.7	2.3	4.7
NUCLEAR REGULATORY COMMISSION	9.1	5.0	8.9	4.9
OFFICE OF PERSONNEL MANAGEMENT	3.3	4.2	3.1	4.2
PENSION BENEFIT GUARANTY CORPORATION	9.1	4.5	7.5	4.5
RAILROAD RETIREMENT BOARD	2.7	4.4	2.7	4.4
SMALL BUSINESS ADMINISTRATION	5.9	4.4	5.8	4.4
SECURITIES AND EXCHANGE COMMISSION	9.2	4.4	9.0	4.4
SMITHSONIAN INSTITUTION	3.1	4.5	3.0	4.5
SOCIAL SECURITY ADMINISTRATION	5.4	4.1	5.3	4.1
GOVERNMENTWIDE	5.6	4.1	5.6	4.1

**Representation of Asian/Pacific Islanders in Independent Agencies  
(500+ Employees)  
September 30, 2011**



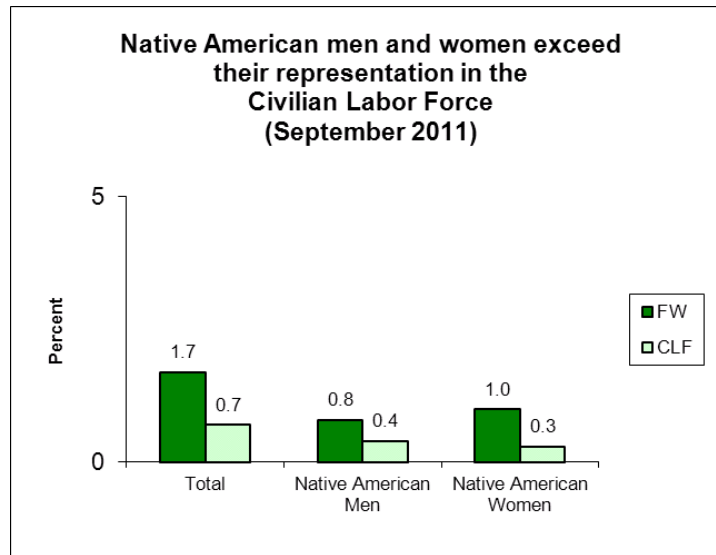
# **NATIVE AMERICANS IN THE FEDERAL WORKFORCE**

## NATIVE AMERICAN EMPLOYMENT

Native American employment represented 1.7 percent (33,761) of the permanent FW as of September 30, 2011, compared to 0.7 percent of the CLF. The FW and CLF percentages in 2010 were 1.8 and 0.6 percent, respectively.

Native American men represented 0.8 percent of the FW and 0.4 percent of the CLF in 2011. The FW and CLF percentages in 2010 were 0.8 and 0.3, respectively.

Native American women represented 1.0 percent of the FW and 0.3 percent of the CLF in 2011. The FW and CLF were 1.0 and 0.2 percent in 2010.



## NATIVE AMERICAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native American employment in professional occupations decreased by 1 to 5,911 in 2011 from 5,912 in 2010. Native Americans represented 1.2 percent of all Federal employees in this occupational category in 2011 the same as in 2010.

Native American employment in administrative occupations decreased by 60 to 9,268 in 2011 from 9,328 in 2010. Native Americans represented 1.3 percent of all Federal employees in this occupational category in 2011, the same as in 2010.

Native American employment in technical occupations decreased by 74 to 9,600 in 2011 from 9,674 in 2010. Native Americans represented 2.8 percent of all Federal employees in this occupational category in 2011, compared to 2.9 in 2010.

Native American employment in clerical occupations decreased by 147 to 3,486 in 2011 from 3,633 in 2010. Native Americans represented 2.8 percent of all employees in this occupational category in 2011, compared to 2.9 percent in 2010.

Native American employment in "other" white-collar occupations increased by 12 to 1,258 in 2011 from 1,246 in 2010. Native Americans represented 1.6 percent of this occupational category in 2011, the same as in 2010.

Native American employment in white-collar occupations decreased by 270 to 29,523 in 2011 from 29,793 in 2010. Native Americans represented 1.7 percent of this occupational category in 2011, the same as in 2010.

Native American employment in blue-collar occupations decreased by 105 to 4,238 in 2011 from 4,343 in 2010. Native Americans represented 2.3 percent of all Federal blue-collar employees in 2011 and 2010.

<b>2011</b>	<b><u>Native American Employment</u></b>	<b><u>Percent of FW</u></b>
<b>Professional</b>	<b>5,911</b>	<b>1.2</b>
<b>Administrative</b>	<b>9,268</b>	<b>1.3</b>
<b>Technical</b>	<b>9,600</b>	<b>2.8</b>
<b>Clerical</b>	<b>3,486</b>	<b>2.8</b>
<b>Other</b>	<b>1,258</b>	<b>1.6</b>
<b>White-Collar (WC)</b>	<b>29,523</b>	<b>1.7</b>
<b>Blue-Collar (BC)</b>	<b>4,238</b>	<b>2.3</b>
<b>Total (WC + BC)</b>	<b>33,761</b>	<b>1.7</b>
<b>Counts and Percentages of Native Americans based on All Employees in Each Occupational Category (September 2011)</b>		

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

OCCUPATIONAL CATEGORY / PAY PLAN	2011		2010		2010 TO 2011 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	38	0	52	0	-14
\$40,001 TO \$60,000	808	0.3	858	0.3	-50
\$60,001 TO \$80,000	1,828	0.6	1,787	0.6	41
\$80,001 TO \$100,000	1,050	0.3	1,053	0.3	-3
\$100,001 TO \$120,000	488	0.2	474	0.2	14
\$120,001 TO \$140,000	211	0.1	203	0.1	8
\$140,001 TO \$160,000	93	0	97	0	-4
\$160,001 AND GREATER	4	0	4	0	0
UNSPECIFIED	4	0	2	0	2
<b>TOTAL</b>	<b>4,524</b>	<b>1.4</b>	<b>4,530</b>	<b>1.5</b>	<b>-6</b>
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	2	0.1	2	0.1	0
\$140,001 TO \$160,000	5	0.2	8	0.3	-3
\$160,001 AND GREATER	13	0.5	12	0.5	1
UNSPECIFIED	0	0	0	0	0
<b>TOTAL</b>	<b>20</b>	<b>0.8</b>	<b>22</b>	<b>0.8</b>	<b>-2</b>
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	4	0	-4
\$40,001 TO \$60,000	105	0.1	115	0.1	-10
\$60,001 TO \$80,000	326	0.2	344	0.2	-18
\$80,001 TO \$100,000	265	0.2	242	0.1	23
\$100,001 TO \$120,000	162	0.1	150	0.1	12
\$120,001 TO \$140,000	80	0	82	0	-2
\$140,001 TO \$160,000	145	0.1	144	0.1	1
\$160,001 AND GREATER	284	0.2	279	0.2	5
UNSPECIFIED	0	0	0	0	0
<b>TOTAL</b>	<b>1,367</b>	<b>0.8</b>	<b>1,360</b>	<b>0.8</b>	<b>7</b>
<b>PROFESSIONAL, TOTAL</b>	<b>5,911</b>	<b>1.2</b>	<b>5,912</b>	<b>1.2</b>	<b>-1</b>
<b>ADMINISTRATIVE</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	72	0	136	0	-64
\$40,001 TO \$60,000	1,662	0.3	1,712	0.3	-50

FY 2011 FEORP

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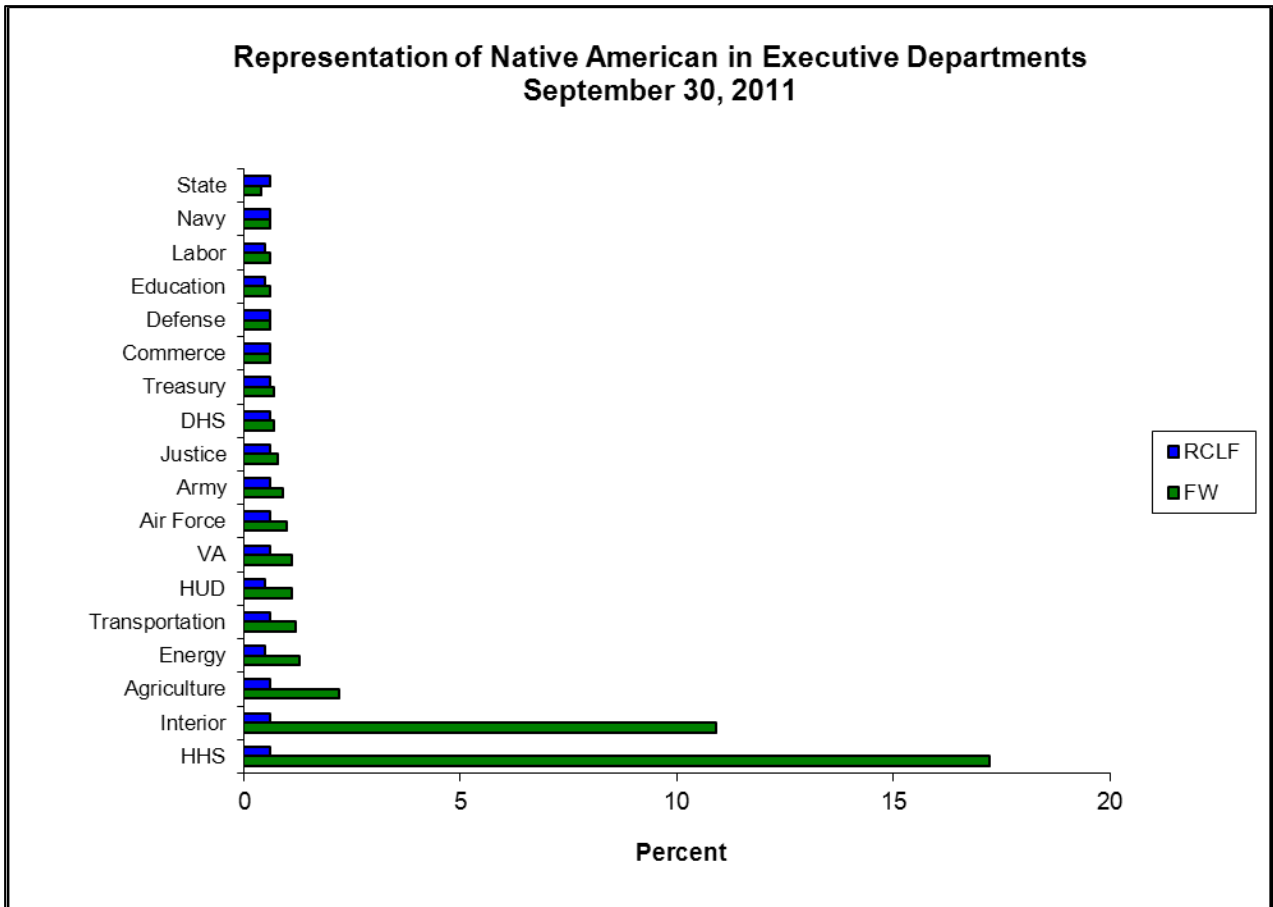
\$60,001 TO \$80,000	2,871	0.5	2,890	0.5	-19
\$80,001 TO \$100,000	2,021	0.3	1,942	0.3	79
\$100,001 TO \$120,000	992	0.2	957	0.2	35
\$120,001 TO \$140,000	368	0.1	358	0.1	10
\$140,001 TO \$160,000	133	0	131	0	2
\$160,001 AND GREATER	10	0	11	0	-1
UNSPECIFIED	14	0	12	0	2
TOTAL	8,143	1.3	8,149	1.4	-6
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	2	0	1	0	1
\$120,001 TO \$140,000	3	0.1	3	0.1	0
\$140,001 TO \$160,000	16	0.3	19	0.4	-3
\$160,001 AND GREATER	46	0.9	47	0.9	-1
UNSPECIFIED	0	0	0	0	0
TOTAL	67	1.3	70	1.4	-3
OTHER WHITE COLLAR					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	1	0	4	0	-3
\$40,001 TO \$60,000	77	0.1	81	0.1	-4
\$60,001 TO \$80,000	196	0.2	211	0.2	-15
\$80,001 TO \$100,000	231	0.2	254	0.2	-23
\$100,001 TO \$120,000	242	0.2	252	0.2	-10
\$120,001 TO \$140,000	149	0.1	152	0.1	-3
\$140,001 TO \$160,000	102	0.1	99	0.1	3
\$160,001 AND GREATER	60	0.1	56	0	4
UNSPECIFIED	0	0	0	0	0
TOTAL	1,058	0.9	1,109	1	-51
ADMINISTRATIVE, TOTAL	9,268	1.3	9,328	1.3	-60
TECHNICAL					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	3,388	1.1	3,569	1.2	-181
\$40,001 TO \$60,000	5,047	1.7	4,930	1.7	117
\$60,001 TO \$80,000	595	0.2	593	0.2	2
\$80,001 TO \$100,000	84	0	75	0	9
\$100,001 TO \$120,000	13	0	14	0	-1
\$120,001 TO \$140,000	4	0	4	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	18	0	25	0	-7
TOTAL	9,149	3.1	9,210	3.1	-61
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0

\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	146	0.4	144	0.3	2
\$40,001 TO \$60,000	210	0.5	218	0.5	-8
\$60,001 TO \$80,000	48	0.1	50	0.1	-2
\$80,001 TO \$100,000	27	0.1	28	0.1	-1
\$100,001 TO \$120,000	17	0	19	0	-2
\$120,001 TO \$140,000	2	0	4	0	-2
\$140,001 TO \$160,000	1	0	0	0	1
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	1	0	-1
TOTAL	451	1.1	464	1.1	-13
<b>TECHNICAL, TOTAL</b>	<b>9,600</b>	<b>2.8</b>	<b>9,674</b>	<b>2.9</b>	<b>-74</b>
<b>CLERICAL</b>					
<b>GS, GM, GL</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	2,253	2.4	2,358	2.5	-105
\$40,001 TO \$60,000	907	1	892	0.9	15
\$60,001 TO \$80,000	26	0	23	0	3
\$80,001 TO \$100,000	1	0	0	0	1
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	13	0	14	0	-1
TOTAL	3,200	3.4	3,287	3.5	-87
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	4	0	3	0	1

\$20,001 TO \$40,000	252	0.8	309	1.1	-57
\$40,001 TO \$60,000	26	0.1	28	0.1	-2
\$60,001 TO \$80,000	4	0	6	0	-2
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	286	0.9	346	1.2	-60
<b>CLERICAL, TOTAL</b>	<b>3,486</b>	<b>2.8</b>	<b>3,633</b>	<b>2.9</b>	<b>-147</b>
<b>OTHER</b>					
<b>GS, GM, GL</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	444	0.6	439	0.6	5
\$40,001 TO \$60,000	646	0.9	651	0.9	-5
\$60,001 TO \$80,000	114	0.2	105	0.1	9
\$80,001 TO \$100,000	23	0	18	0	5
\$100,001 TO \$120,000	4	0	2	0	2
\$120,001 TO \$140,000	1	0	2	0	-1
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	1	0	0	0	1
TOTAL	1,233	1.7	1,217	1.7	16
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	1	5.6	0	0	1
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	1	5.6	0	0	1
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	5	0.1	9	0.2	-4
\$40,001 TO \$60,000	5	0.1	8	0.2	-3
\$60,001 TO \$80,000	9	0.2	9	0.2	0
\$80,001 TO \$100,000	5	0.1	3	0.1	2
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	24	0.6	29	0.7	-5
<b>OTHER, TOTAL</b>	<b>1,258</b>	<b>1.6</b>	<b>1,246</b>	<b>1.6</b>	<b>12</b>

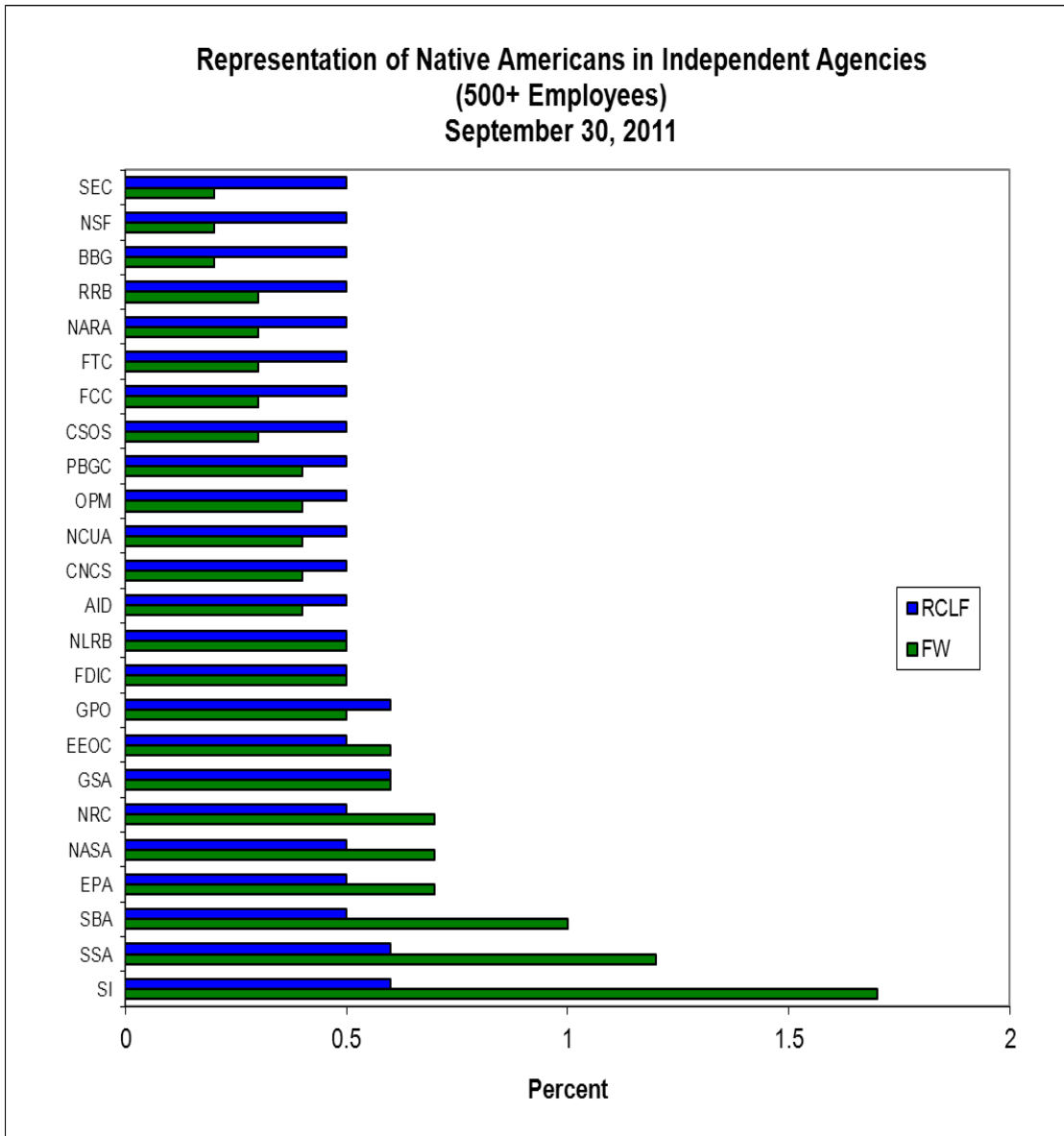
**NATIVE AMERICANS EQUALED OR EXCEEDED THEIR RELEVANT  
CIVILIAN LABOR FORCE REPRESENTATION IN 17 OF 18 EXECUTIVE  
DEPARTMENTS**

<b>REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2011 and September 30, 2010 (NATIVE AMERICANS)</b>				
<b>EXECUTIVE DEPARTMENTS</b>	<b>2011 GROUP PCT.</b>	<b>2011 RCLF PCT.</b>	<b>2010 GROUP PCT.</b>	<b>2010 RCLF PCT.</b>
DEPARTMENT OF THE AIR FORCE	1.0	0.6	1.1	0.6
DEPARTMENT OF AGRICULTURE	2.2	0.6	2.2	0.6
DEPARTMENT OF THE ARMY	0.9	0.6	0.9	0.6
DEPARTMENT OF COMMERCE	0.6	0.6	0.7	0.6
DEPARTMENT OF DEFENSE	0.6	0.6	0.7	0.6
DEPARTMENT OF JUSTICE	0.8	0.6	0.8	0.6
DEPARTMENT OF LABOR	0.6	0.5	0.6	0.5
DEPARTMENT OF ENERGY	1.3	0.5	1.3	0.5
DEPARTMENT OF EDUCATION	0.6	0.5	0.6	0.5
DEPARTMENT OF HEALTH AND HUMAN SERVICES	17.2	0.6	17.7	0.6
DEPARTMENT OF HOMELAND SECURITY	0.7	0.6	0.8	0.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1.1	0.5	1.1	0.5
DEPARTMENT OF INTERIOR	10.9	0.6	11	0.6
DEPARTMENT OF THE NAVY	0.6	0.6	0.6	0.6
DEPARTMENT OF STATE	0.4	0.6	0.3	0.6
DEPARTMENT OF TRANSPORTATION	1.2	0.6	1.3	0.6
DEPARTMENT OF TREASURY	0.7	0.6	0.8	0.6
DEPARTMENT OF VETERANS AFFAIRS	1.1	0.6	1.1	0.6
GOVERNMENTWIDE	1.7	0.6	1.8	0.6



**NATIVE AMERICANS EQUALED OR EXCEEDED THEIR RELEVANT  
CIVILIAN LABOR FORCE REPRESENTATION IN 12 OF 24  
INDEPENDENT AGENCIES**

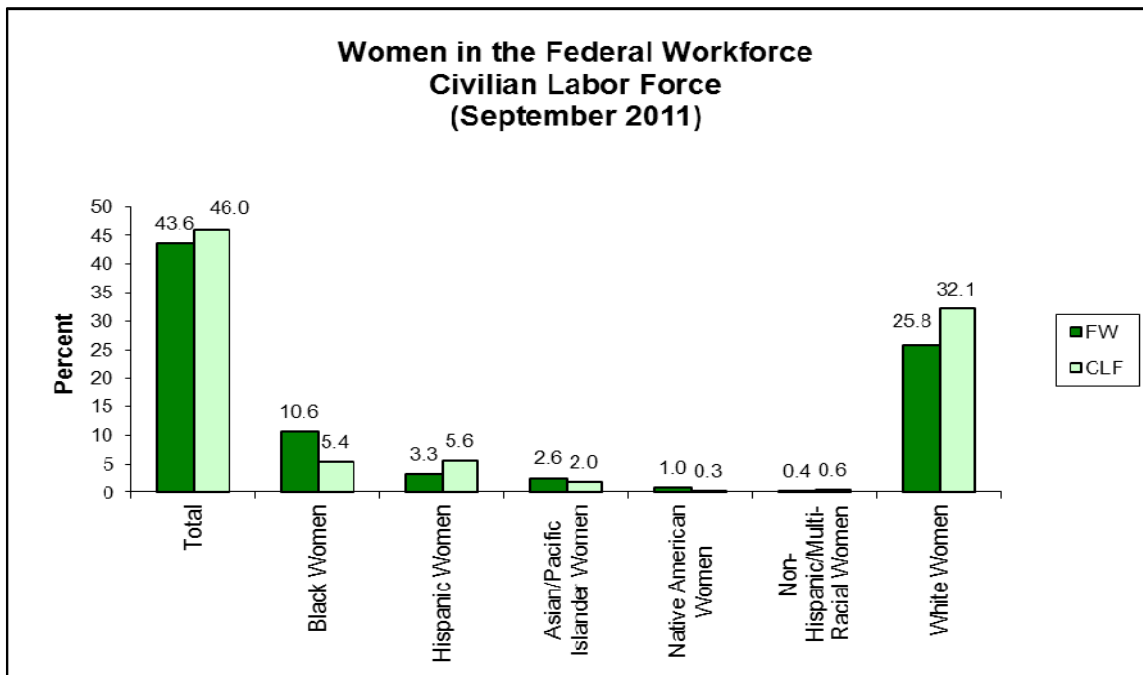
<b>REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2011 and September 30, 2010 (NATIVE AMERICANS)</b>				
<b>INDEPENDENT AGENCIES</b>	<b>2011 GROUP PCT.</b>	<b>2011 RCLF PCT.</b>	<b>2010 GROUP PCT.</b>	<b>2010 RCLF PCT.</b>
AGENCY FOR INTERNATIONAL DEVELOPMENT	0.4	0.5	0.3	0.5
BROADCASTING BOARD OF GOVERNORS	0.2	0.5	0.2	0.5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	0.4	0.5	0.2	0.5
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	0.3	0.5	0.2	0.5
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0.6	0.5	0.7	0.5
ENVIRONMENTAL PROTECTION AGENCY	0.7	0.5	0.7	0.5
FEDERAL COMMUNICATIONS COMMISSION	0.3	0.5	0.3	0.5
FEDERAL DEPOSIT INSURANCE CORPORATION	0.5	0.5	0.5	0.5
FEDERAL TRADE COMMISSION	0.3	0.5	0.4	0.5
GENERAL SERVICES ADMINISTRATION	0.6	0.6	0.6	0.6
GOVERNMENT PRINTING OFFICE	0.5	0.6	0.5	0.6
NATIONAL CREDIT UNION ADMINISTRATION	0.4	0.5	0.4	0.5
NATIONAL SCIENCE FOUNDATION	0.2	0.5	0.3	0.5
NATIONAL LABOR RELATIONS BOARD	0.5	0.5	0.2	0.5
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	0.7	0.5	0.8	0.5
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	0.3	0.5	0.3	0.5
NUCLEAR REGULATORY COMMISSION	0.7	0.5	0.6	0.5
OFFICE OF PERSONNEL MANAGEMENT	0.4	0.5	0.5	0.5
PENSION BENEFIT GUARANTY CORPORATION	0.4	0.5	0.4	0.5
RAILROAD RETIREMENT BOARD	0.3	0.5	0.3	0.5
SMALL BUSINESS ADMINISTRATION	1.0	0.5	0.9	0.5
SECURITIES AND EXCHANGE COMMISSION	0.2	0.5	0.2	0.5
SMITHSONIAN INSTITUTION	1.7	0.6	1.8	0.6
SOCIAL SECURITY ADMINISTRATION	1.2	0.6	1.2	0.6
GOVERNMENTWIDE	1.7	0.6	1.8	0.6



# **WOMEN IN THE FEDERAL WORKFORCE**



## EMPLOYMENT OF WOMEN



Women represented 43.6 percent (848,257) of the permanent FW as of September 30, 2011, compared to 46 percent of the CLF.

In 2010, Women made up 43.92 percentage of the FW compared to 46 percent of the CLF.

Black women represented 10.6 percent of the FW in both 2011 and 2010. Black women represented 5.4 percent of the CLF in 2011, and 5.3 in from 2010.

Hispanic women represented 3.3 percent of the FW in both 2011 and 2012. Their representation in the CLF was 5.6 percent in 2011 and in 2010.

Asian/Pacific Islander women represented 2.6 percent of the FW in 2011 and 2.5 in 2010. Asian/Pacific Islander women represented 2.0 percent of the CLF in both 2011 and 2010.

Native American women represented 1.0 percent of the FW in 2011, unchanged from 2010. Native American women represented 0.3 percent of the CLF in 2011 and 0.2 percent in 2010.

Non-Hispanic Multi-Racial women represented 0.4 percent of the FW in 2011 and 0.3 percent in 2010. Non-Hispanic Multi-Racial women represented 0.6 percent of the CLF in 2011 and 2010.

White women represented 25.8 percent of the FW in 2011, compared to 26.2 percent in 2010. White women represented 32.1 percent of the CLF in 2011, compared to 32.3 percent in 2010.

### WOMEN BY OCCUPATIONAL CATEGORY

The number of women in professional occupations increased by 6,238 to 222,017 in 2011 from 215,779 in 2010. Women represented 45.6 percent of all professional Federal employees in 2011, compared to 45.3 percent in 2010.

The number of women in administrative occupations increased by 3,807 to 319,090 in 2011 from 315,283 in 2010. Women represented 43.6 percent of all Federal employees in this occupational category in 2011, compared to 44.1 percent in 2010.

The number of women in technical occupations decreased by 967 to 195,698 in 2011 from 196,665 in 2010.

Women represented 58.1 percent of all Federal employees in this occupational category in 2011, and 58.5 percent in 2010.

The number of women in clerical occupations decreased by 2,438 to 82,870 in 2011 from 85,3088 in 2010. Women represented 66.8 percent of all Federal employees in this occupational category in 2011, compared to 68.8 percent in 2010.

The number of women in "other" white-collar occupations decreased by 119 to 10,188 in 2011 from 10,307 in 2010. Women represented 13.2 percent of all Federal employees in this occupational category in 2011, compared to 13.5 percent in 2010.

The number of women in white-collar occupations increased by 6,521 to 829,863 in 2011 from 841,968 in 2010. Women represented 47.2 percent of all Federal employees in this occupational category in 2011, compared to 47.7 percent in 2010.

<b>2011</b>	<b>Employment of Women</b>	<b>Percent of FW</b>
<b>Professional</b>	<b>222,017</b>	<b>45.6</b>
<b>Administrative</b>	<b>319,090</b>	<b>43.6</b>
<b>Technical</b>	<b>195,698</b>	<b>58.1</b>
<b>Clerical</b>	<b>82,870</b>	<b>66.8</b>
<b>Other</b>	<b>10,188</b>	<b>13.2</b>
<b>White-Collar (WC)</b>	<b>829,863</b>	<b>47.2</b>
<b>Blue-Collar (BC)</b>	<b>18,394</b>	<b>9.8</b>
<b>Total (WC + BC)</b>	<b>848,257</b>	<b>43.6</b>

**Counts and Percentages of  
Women based on All employees  
in Each Occupational Category  
(September 2011)**

The number of women in blue-collar occupations decreased by 232 to 18,394 in 2011 from 18,626 in 2010. The representation of women in this occupational category was 9.8 percent in 2011, compared to 9.9 percent in 2010.

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

OCCUPATIONAL CATEGORY / PAY PLAN	2011		2010		2010 TO 2011 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	715	0.2	1138	0.4	-423
\$40,001 TO \$60,000	15,957	5	17,656	5.8	-1699
\$60,001 TO \$80,000	43,035	13.5	39,799	13	3236
\$80,001 TO \$100,000	35,410	11.1	33,396	10.9	2014
\$100,001 TO \$120,000	24,292	7.6	23,084	7.5	1208
\$120,001 TO \$140,000	11,416	3.6	10,789	3.5	627
\$140,001 TO \$160,000	6,922	2.2	6,563	2.1	359
\$160,001 AND GREATER	224	0.1	220	0.1	4
UNSPECIFIED	131	0	116	0	15
<b>TOTAL</b>	<b>138,102</b>	<b>43.3</b>	<b>132,761</b>	<b>43.3</b>	<b>5,341</b>
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	19	0.7	13	0.5	6
\$140,001 TO \$160,000	144	5.5	132	5	12
\$160,001 AND GREATER	598	22.7	591	22.3	7
UNSPECIFIED	0	0	0	0	0
<b>TOTAL</b>	<b>761</b>	<b>28.9</b>	<b>736</b>	<b>27.8</b>	<b>25</b>
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	1	0	2	0	-1
\$20,001 TO \$40,000	34	0	100	0.1	-66
\$40,001 TO \$60,000	7,764	4.7	8,718	5.2	-954
\$60,001 TO \$80,000	25,698	15.6	25,686	15.4	12
\$80,001 TO \$100,000	19,831	12	19,464	11.6	367
\$100,001 TO \$120,000	11,635	7	11,250	6.7	385
\$120,001 TO \$140,000	4885	3	4686	2.8	199
\$140,001 TO \$160,000	5058	3.1	4862	2.9	196
\$160,001 AND GREATER	8,238	5	7,503	4.5	735
UNSPECIFIED	10	0	11	0	-1
<b>TOTAL</b>	<b>83,154</b>	<b>50.3</b>	<b>82,282</b>	<b>49.2</b>	<b>872</b>
<b>PROFESSIONAL, TOTAL</b>	<b>222,017</b>	<b>45.6</b>	<b>215,779</b>	<b>45.3</b>	<b>6,238</b>
<b>ADMINISTRATIVE</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	1906	0.3	3,193	0.5	-1287
\$40,001 TO \$60,000	46,367	7.5	48,069	8.1	-1702

\$60,001 TO \$80,000	93,733	15.2	90,491	15.2	3,242
\$80,001 TO \$100,000	73,683	12	71,166	12	2,517
\$100,001 TO \$120,000	42,046	6.8	40,103	6.7	1,943
\$120,001 TO \$140,000	14,844	2.4	14,025	2.4	819
\$140,001 TO \$160,000	6,773	1.1	6,358	1.1	415
\$160,001 AND GREATER	284	0	320	0.1	-36
UNSPECIFIED	207	0	323	0.1	-116
TOTAL	279,843	45.5	274,048	46.1	5,795
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	15	0.3	8	0.2	7
\$120,001 TO \$140,000	75	1.5	74	1.5	1
\$140,001 TO \$160,000	418	8.1	375	7.5	43
\$160,001 AND GREATER	1242	24.2	1201	24	41
UNSPECIFIED	0	0	2	0	-2
TOTAL	1750	34.1	1660	33.2	90
OTHER WHITE COLLAR					
UP TO \$20,000	14	0	13	0	1
\$20,001 TO \$40,000	60	0.1	116	0.1	-56
\$40,001 TO \$60,000	3,158	2.8	3,977	3.5	-819
\$60,001 TO \$80,000	8,112	7.3	8,862	7.7	-750
\$80,001 TO \$100,000	9,245	8.3	9,820	8.6	-575
\$100,001 TO \$120,000	7,781	7	7,833	6.8	-52
\$120,001 TO \$140,000	4,279	3.8	4,417	3.9	-138
\$140,001 TO \$160,000	3,098	2.8	2,961	2.6	137
\$160,001 AND GREATER	1743	1.6	1565	1.4	178
UNSPECIFIED	7	0	11	0	-4
TOTAL	37,497	33.5	39,575	34.5	-2078
ADMINISTRATIVE, TOTAL	319,090	43.6	315,283	44.1	3,807
TECHNICAL					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	43,960	14.8	46,287	15.7	-2327
\$40,001 TO \$60,000	120,457	40.6	118,760	40.3	1,697
\$60,001 TO \$80,000	11,936	4	11,798	4	138
\$80,001 TO \$100,000	1061	0.4	984	0.3	77
\$100,001 TO \$120,000	196	0.1	185	0.1	11
\$120,001 TO \$140,000	36	0	36	0	0
\$140,001 TO \$160,000	7	0	6	0	1
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	205	0.1	274	0.1	-69
TOTAL	177,858	60	178,330	60.4	-472
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0

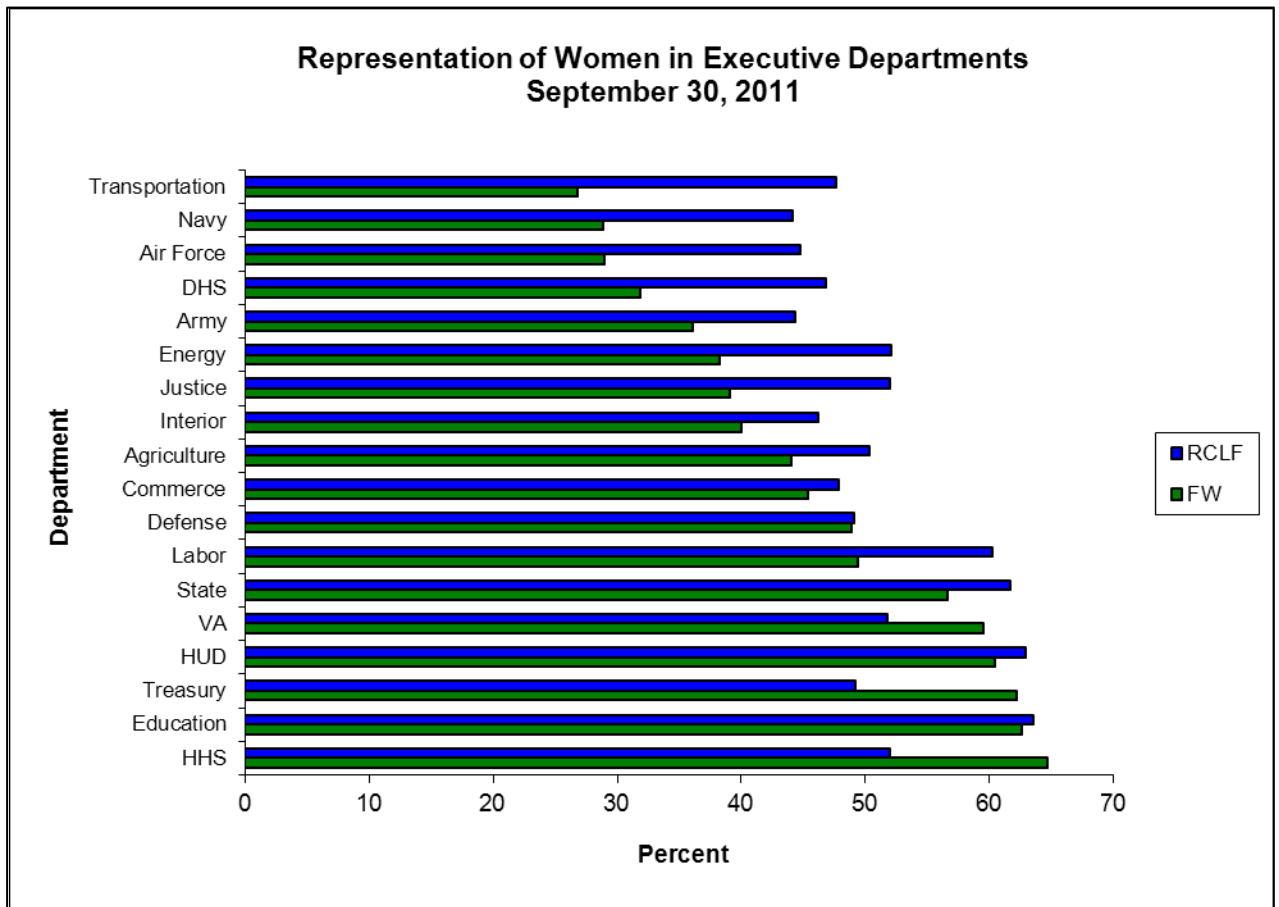
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
OTHER WHITE COLLAR					
UP TO \$20,000	5	0	19	0	-14
\$20,001 TO \$40,000	5,249	12.9	5,249	12.7	0
\$40,001 TO \$60,000	9,667	23.8	10,065	24.4	-398
\$60,001 TO \$80,000	2,515	6.2	2,612	6.3	-97
\$80,001 TO \$100,000	315	0.8	291	0.7	24
\$100,001 TO \$120,000	66	0.2	75	0.2	-9
\$120,001 TO \$140,000	18	0	17	0	1
\$140,001 TO \$160,000	1	0	1	0	0
\$160,001 AND GREATER	2	0	2	0	0
UNSPECIFIED	2	0	4	0	-2
TOTAL	17,840	44	18,335	44.4	-495
TECHNICAL, TOTAL	195,698	58.1	196,665	58.5	-967
CLERICAL					
GS, GM, GL					
UP TO \$20,000	1	0	4	0	-3
\$20,001 TO \$40,000	42,367	45.5	44,305	46.7	-1938
\$40,001 TO \$60,000	22,943	24.6	23,416	24.7	-473
\$60,001 TO \$80,000	2,535	2.7	2,600	2.7	-65
\$80,001 TO \$100,000	44	0	41	0	3
\$100,001 TO \$120,000	1	0	0	0	1
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	97	0.1	150	0.2	-53
TOTAL	67,988	73	70,516	74.3	-2528
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
OTHER WHITE COLLAR					
UP TO \$20,000	133	0.4	141	0.5	-8

\$20,001 TO \$40,000	12,251	39.6	11,679	40.1	572
\$40,001 TO \$60,000	1945	6.3	2321	8	-376
\$60,001 TO \$80,000	505	1.6	606	2.1	-101
\$80,001 TO \$100,000	43	0.1	35	0.1	8
\$100,001 TO \$120,000	2	0	4	0	-2
\$120,001 TO \$140,000	1	0	1	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	2	0	5	0	-3
TOTAL	14,882	48.2	14,792	50.8	90
<b>CLERICAL, TOTAL</b>	<b>82,870</b>	<b>66.8</b>	<b>85,308</b>	<b>68.8</b>	<b>-2,438</b>
<b>OTHER</b>					
<b>GS, GM, GL</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	3,829	5.2	4,149	5.8	-320
\$40,001 TO \$60,000	4,120	5.6	4,098	5.7	22
\$60,001 TO \$80,000	1,286	1.8	1,135	1.6	151
\$80,001 TO \$100,000	242	0.3	203	0.3	39
\$100,001 TO \$120,000	32	0	33	0	-1
\$120,001 TO \$140,000	9	0	7	0	2
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	12	0	8	0	4
TOTAL	9,530	13	9,633	13.4	-103
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	1	5.6	0	0	1
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	1	5.6	0	0	1
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	167	4	208	4.8	-41
\$40,001 TO \$60,000	167	4	155	3.6	12
\$60,001 TO \$80,000	212	5.1	204	4.7	8
\$80,001 TO \$100,000	70	1.7	67	1.5	3
\$100,001 TO \$120,000	27	0.6	29	0.7	-2
\$120,001 TO \$140,000	10	0.2	7	0.2	3
\$140,001 TO \$160,000	4	0.1	3	0.1	1
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	1	0	-1
TOTAL	657	15.7	674	15.5	-17
<b>OTHER, TOTAL</b>	<b>10,188</b>	<b>13.2</b>	<b>10,307</b>	<b>13.5</b>	<b>-119</b>

**WOMEN EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN  
LABOR FORCE REPRESENTATION IN 5 OF 18 EXECUTIVE  
DEPARTMENTS**

<b>REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2011 and September 30, 2010 (WOMEN)</b>				
<b>EXECUTIVE DEPARTMENTS</b>	<b>2011 GROUP PCT.</b>	<b>2011 RCLF PCT.</b>	<b>2010 GROUP PCT.</b>	<b>2010 RCLF PCT.</b>
DEPARTMENT OF THE AIR FORCE	29.0	44.8	29.6	44.8
DEPARTMENT OF AGRICULTURE	44.0	50.3	43.9	50.2
DEPARTMENT OF THE ARMY	36.1	44.3	36.8	44.1
DEPARTMENT OF COMMERCE	45.4	47.9	45.6	47.6
DEPARTMENT OF DEFENSE	48.9	49.1	48.8	47.9
DEPARTMENT OF JUSTICE	39.1	52.0	39.3	51.4
DEPARTMENT OF LABOR	49.4	60.2	49.4	60.9
DEPARTMENT OF ENERGY	38.3	52.1	38.3	52
DEPARTMENT OF EDUCATION	62.6	63.6	62.9	63.9
DEPARTMENT OF HEALTH AND HUMAN SERVICES	64.7	52.0	64.7	52.3
DEPARTMENT OF HOMELAND SECURITY	31.9	46.8	32	46.8
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	60.5	62.9	60.8	63.7
DEPARTMENT OF INTERIOR	40.0	46.2	40.1	45.8
DEPARTMENT OF THE NAVY	28.9	44.1	29.5	43.9
DEPARTMENT OF STATE	56.6	61.7	57.4	61.2
DEPARTMENT OF TRANSPORTATION	26.8	47.7	26.9	46.7
DEPARTMENT OF TREASURY	62.2	49.2	62.4	51.1
DEPARTMENT OF VETERANS AFFAIRS	59.5	51.8	59.6	51.8
GOVERNMENTWIDE	43.6	43.8	43.9	44.2

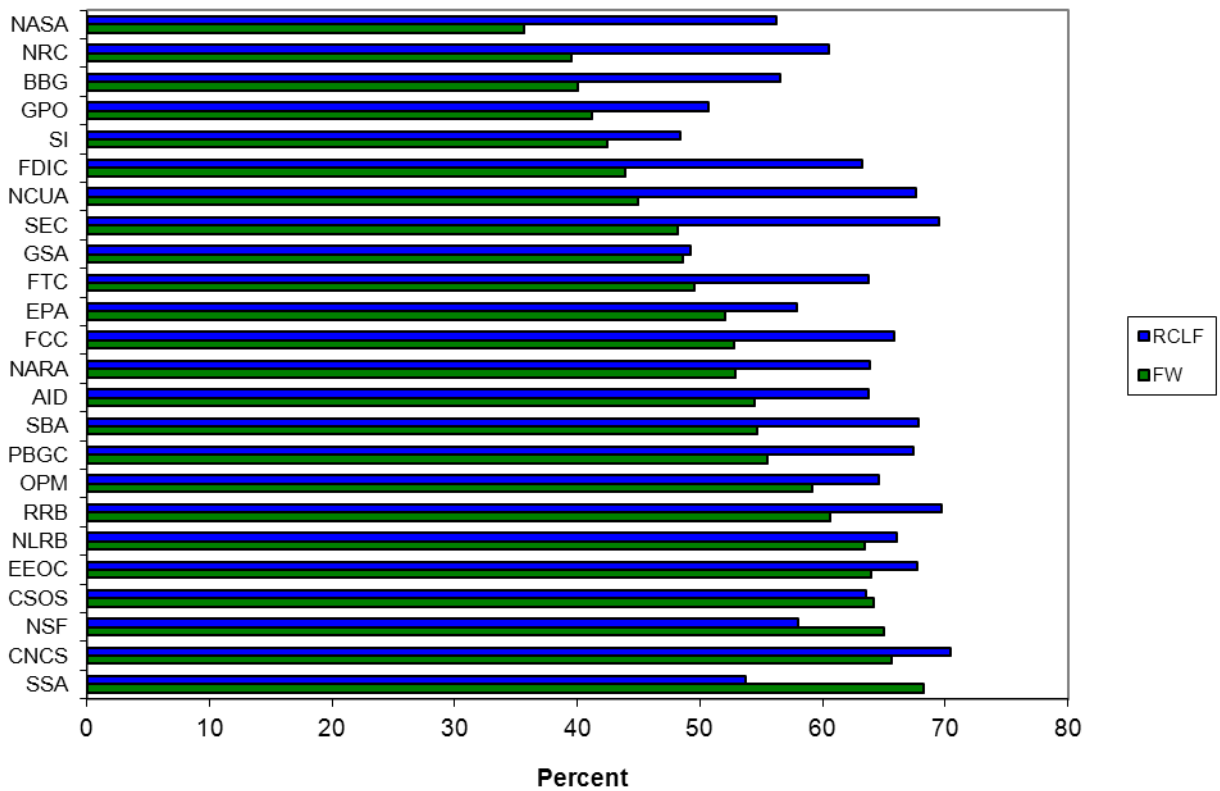




**WOMEN EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN  
LABOR FORCE REPRESENTATION IN 2 OF THE 24 INDEPENDENT  
AGENCIES**

<b>REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE September 30, 2011 and September 30, 2010 (WOMEN)</b>				
<b>INDEPENDENT AGENCIES</b>	<b>2011 GROUP PCT.</b>	<b>2011 RCLF PCT.</b>	<b>2010 GROUP PCT.</b>	<b>2010 RCLF PCT.</b>
AGENCY FOR INTERNATIONAL DEVELOPMENT	54.5	63.8	54.1	64.4
BROADCASTING BOARD OF GOVERNORS	40.0	56.5	39.6	59.8
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	65.6	70.4	64	72.2
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	64.2	63.5	63.8	64.1
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	64.0	67.7	64.8	66
ENVIRONMENTAL PROTECTION AGENCY	52.0	57.9	51.9	56.7
FEDERAL COMMUNICATIONS COMMISSION	52.8	65.8	53.3	65.4
FEDERAL DEPOSIT INSURANCE CORPORATION	43.9	63.2	43.5	63.1
FEDERAL TRADE COMMISSION	49.5	63.7	50.6	64.5
GENERAL SERVICES ADMINISTRATION	48.6	49.2	48.8	49.6
GOVERNMENT PRINTING OFFICE	41.2	50.7	41.2	50.9
NATIONAL CREDIT UNION ADMINISTRATION	44.9	67.6	46.1	67.3
NATIONAL SCIENCE FOUNDATION	65.0	58.0	64.7	58.7
NATIONAL LABOR RELATIONS BOARD	63.4	66.0	63.2	67.8
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	35.6	56.2	35.5	56.6
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	52.9	63.9	53.1	64
NUCLEAR REGULATORY COMMISSION	39.5	60.5	39.6	62.4
OFFICE OF PERSONNEL MANAGEMENT	59.2	64.6	59.9	63.8
PENSION BENEFIT GUARANTY CORPORATION	55.5	67.4	55.5	67.3
RAILROAD RETIREMENT BOARD	60.6	69.7	61.4	68.2
SMALL BUSINESS ADMINISTRATION	54.7	67.8	55.1	67.7
SECURITIES AND EXCHANGE COMMISSION	48.2	69.5	48.2	69.1
SMITHSONIAN INSTITUTION	42.4	48.4	54.1	64.4
SOCIAL SECURITY ADMINISTRATION	68.2	53.7	39.6	59.8
GOVERNMENTWIDE	43.6	43.8	64	72.2

**Representation of Women in Independent Agencies  
(500+ Employees)  
September 30, 2011**



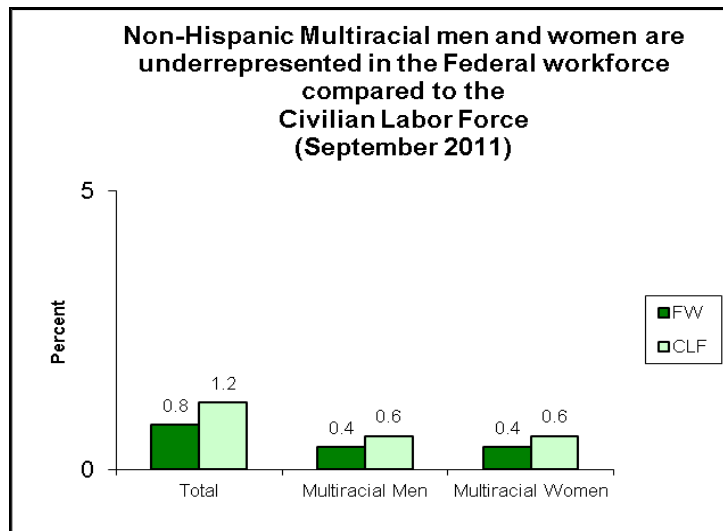
**NON-HISPANIC MULTI-RACIAL  
EMPLOYMENT IN THE FEDERAL  
WORKFORCE**

## EMPLOYMENT NON-HISPANIC MULTI-RACIAL

Non-Hispanic Multi-Racial employees 0.8 percent (16,032) of the permanent FW as of September 30, 2011, compared to 1.2 percent of the CLF in 2011.

Non-Hispanic Multi-Racial men comprised 0.4 percent of the FW, compared to 0.6 percent of the CLF. This was the same as in 2010.

Non-Hispanic Multi-Racial women comprised 0.4 percent of the FW, compared to 0.6 percent of the CLF. This was the same as in 2010.



## NON-HISPANIC MULTI-RACIAL<sup>1</sup> BY OCCUPATIONAL CATEGORY

The number of Non-Hispanic Multi-Racial employees in professional occupations increased by 603 to 3,408 in 2011, compared to 2,805 in 2010. Non-Hispanic Multi-Racial employees represented 0.7 percent of all Federal employees in this occupational category in 2011, compared 0.6 percent in 2010.

The number of Non-Hispanic Multi-Racial employees in administrative occupations increased by 6,615 in 2011. Non-Hispanic Multi-Racial employees represented 0.9 percent of all Federal employees in this occupational category in 2011.

The number of Non-Hispanic Multi-Racial employees in technical occupations increased by 380 to 2,590 in 2011. Non-Hispanic Multi-Racial employees represented 0.8 percent of all Federal employees in this occupational category in 2011.

The number of Non-Hispanic Multi-Racial employees in clerical occupations increased by 280 to 1,261 in 2011. Non-Hispanic Multi-racial employees represented 1 percent of all Federal employees in clerical occupations in 2011.

The number of Non-Hispanic Multi-Racial employees in "other" white-collar occupations increased by 81 to 817 in 2011. Non-Hispanic Multi-racial employees represented 1 percent of all Federal employees in "other" occupations in 2011.

The number of Non-Hispanic Multi-Racial employees in white-collar occupations increased by 2,469 to 14,691 in 2011. Non-Hispanic Multi-Racial employees

2011	<u>Non-Hispanic Multi-racial Employment</u>	<u>% of FW</u>
<b>Professional</b>	<b>3,408</b>	<b>0.7</b>
<b>Administrative</b>	<b>6,615</b>	<b>0.9</b>
<b>Technical</b>	<b>2,590</b>	<b>0.8</b>
<b>Clerical</b>	<b>1,261</b>	<b>1</b>
<b>Other</b>	<b>817</b>	<b>1.1</b>
<b>White-Collar (WC)</b>	<b>14,691</b>	<b>0.8</b>
<b>Blue-Collar (BC)</b>	<b>1,341</b>	<b>0.7</b>
<b>Total (WC + BC)</b>	<b>16,032</b>	<b>0.8</b>
<b>Counts and Percentages of Non-Hispanic Multi-racial based on All Employees in Each Occupational Category (September 2011)</b>		

<sup>1</sup> Although this new category is not a minority group as determined under 5 U.S.C. § 7201, collection and representation of this data is consistent with the new Racial/National Origin structure required by the Office of Management and Budget. OPM guidance to agencies required use of the new codes for all accessions occurring on or after January 1, 2006. However, while agencies were not required to resurvey their workforce, they had the option to do so. As a result, the Federal civilian employees in this category do not reflect total numbers in the FW; they reflect only those who completed the new Standard Form 181, Ethnicity and Race Identification (dated July 2005).

represented 0.8 percent of all Federal employees in white-collar occupations in 2011.

The number of Non-Hispanic Multi-Racial employees in blue-collar occupations increased by 218 to 1,341 in 2011. Non-Hispanic Multi-Racial employees represented 0.7 percent of all Federal employees in this occupational category in 2011.

### **EMPLOYMENT OF NON-HISPANIC MULTI-RACIAL BY GENERAL SCHEDULE AND RELATED (GSR) GRADE GROUPS, NON-GSR PAY PLANS, AND SENIOR PAY LEVELS**

OCCUPATIONAL CATEGORY / PAY PLAN	2011		2010		2010 TO 2011 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	36	0	37	0	-1
\$40,001 TO \$60,000	466	0.1	441	0.1	25
\$60,001 TO \$80,000	894	0.3	639	0.2	255
\$80,001 TO \$100,000	569	0.2	434	0.1	135
\$100,001 TO \$120,000	349	0.1	283	0.1	66
\$120,001 TO \$140,000	130	0	96	0	34
\$140,001 TO \$160,000	67	0	45	0	22
\$160,001 AND GREATER	5	0	3	0	2
UNSPECIFIED	3	0	2	0	1
<b>TOTAL</b>	<b>2,519</b>	<b>0.8</b>	<b>1,980</b>	<b>0.6</b>	<b>539</b>
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	3	0.1	3	0.1	0
\$160,001 AND GREATER	4	0.2	4	0.2	0
UNSPECIFIED	0	0	0	0	0
<b>TOTAL</b>	<b>7</b>	<b>0.3</b>	<b>7</b>	<b>0.3</b>	<b>0</b>
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	1	0	4	0	-3
\$40,001 TO \$60,000	93	0.1	145	0.1	-52
\$60,001 TO \$80,000	283	0.2	249	0.1	34
\$80,001 TO \$100,000	183	0.1	149	0.1	34
\$100,001 TO \$120,000	105	0.1	98	0.1	7
\$120,001 TO \$140,000	54	0	44	0	10
\$140,001 TO \$160,000	65	0	53	0	12
\$160,001 AND GREATER	98	0.1	76	0	22
UNSPECIFIED	0	0	0	0	0

TOTAL	882	0.5	818	0.5	64
PROFESSIONAL, TOTAL	3,408	0.7	2,805	0.6	603
ADMINISTRATIVE					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	73	0	106	0	-33
\$40,001 TO \$60,000	1,282	0.2	1,163	0.2	119
\$60,001 TO \$80,000	2,081	0.3	1,650	0.3	431
\$80,001 TO \$100,000	1,337	0.2	1,026	0.2	311
\$100,001 TO \$120,000	604	0.1	475	0.1	129
\$120,001 TO \$140,000	210	0	185	0	25
\$140,001 TO \$160,000	97	0	70	0	27
\$160,001 AND GREATER	12	0	12	0	0
UNSPECIFIED	3	0	0	0	3
TOTAL	5,699	0.9	4,687	0.8	1,012
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	4	0.1	2	0	2
\$140,001 TO \$160,000	10	0.2	6	0.1	4
\$160,001 AND GREATER	15	0.3	14	0.3	1
UNSPECIFIED	0	0	0	0	0
TOTAL	29	0.6	22	0.4	7
OTHER WHITE COLLAR					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	4	0	7	0	-3
\$40,001 TO \$60,000	138	0.1	134	0.1	4
\$60,001 TO \$80,000	216	0.2	189	0.2	27
\$80,001 TO \$100,000	204	0.2	200	0.2	4
\$100,001 TO \$120,000	184	0.2	144	0.1	40
\$120,001 TO \$140,000	65	0.1	54	0	11
\$140,001 TO \$160,000	47	0	34	0	13
\$160,001 AND GREATER	29	0	18	0	11
UNSPECIFIED	0	0	1	0	-1
TOTAL	887	0.8	781	0.7	106
ADMINISTRATIVE, TOTAL	6,615	0.9	5,490	0.8	1,125
TECHNICAL					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	884	0.3	818	0.3	66
\$40,001 TO \$60,000	1,357	0.5	1,080	0.4	277
\$60,001 TO \$80,000	181	0.1	143	0	38
\$80,001 TO \$100,000	39	0	31	0	8
\$100,001 TO \$120,000	8	0	6	0	2
\$120,001 TO \$140,000	1	0	1	0	0



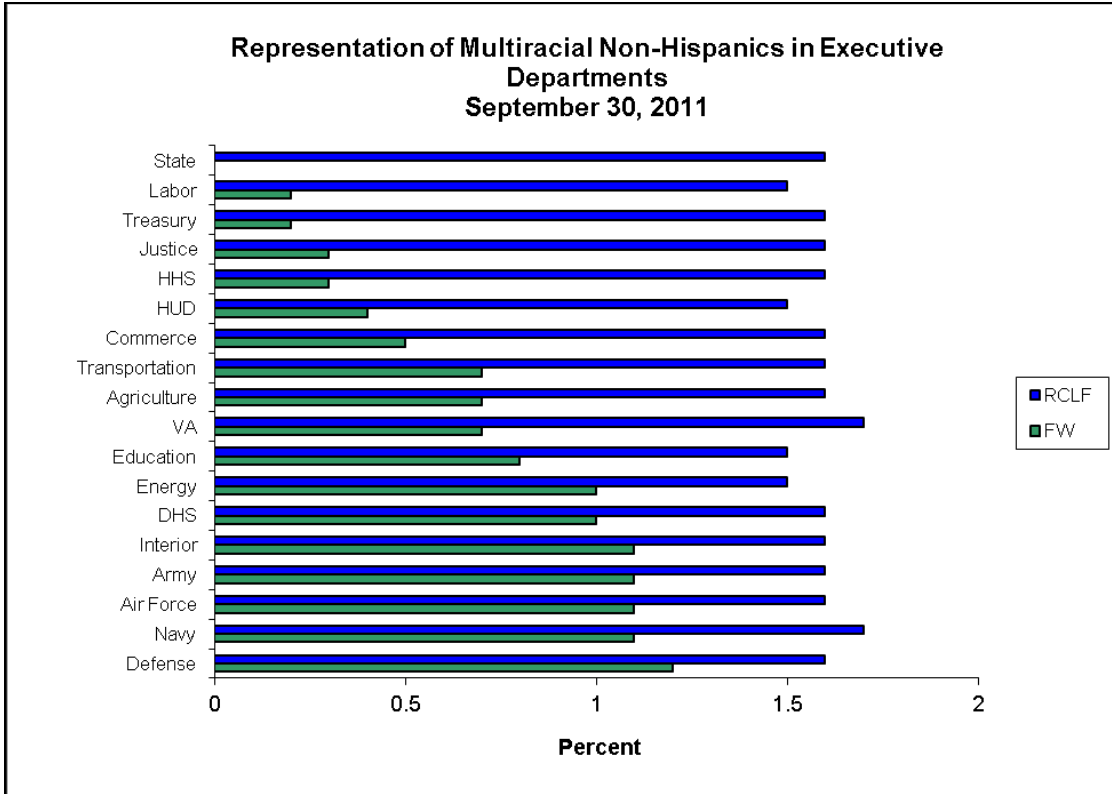
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	1	0	3	0	-2
TOTAL	2,471	0.8	2,082	0.7	389
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
<b>OTHER WHITE COLLAR</b>					
UP TO \$20,000	0	0	1	0	-1
\$20,001 TO \$40,000	17	0	23	0.1	-6
\$40,001 TO \$60,000	59	0.1	69	0.2	-10
\$60,001 TO \$80,000	32	0.1	22	0.1	10
\$80,001 TO \$100,000	8	0	9	0	-1
\$100,001 TO \$120,000	2	0	4	0	-2
\$120,001 TO \$140,000	1	0	0	0	1
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	119	0.3	128	0.3	-9
<b>TECHNICAL, TOTAL</b>	<b>2,590</b>	<b>0.8</b>	<b>2,210</b>	<b>0.7</b>	<b>380</b>
<b>CLERICAL</b>					
<b>GS, GM, GL</b>					
UP TO \$20,000	0	0	2	0	-2
\$20,001 TO \$40,000	695	0.7	647	0.7	48
\$40,001 TO \$60,000	199	0.2	165	0.2	34
\$60,001 TO \$80,000	10	0	9	0	1
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	3	0	2	0	1
TOTAL	907	1	825	0.9	82
<b>SES</b>					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0

\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
OTHER WHITE COLLAR					
UP TO \$20,000	1	0	0	0	1
\$20,001 TO \$40,000	325	1.1	140	0.5	185
\$40,001 TO \$60,000	27	0.1	16	0.1	11
\$60,001 TO \$80,000	1	0	0	0	1
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	354	1.1	156	0.5	198
CLERICAL, TOTAL	1,261	1	981	0.8	280
OTHER					
GS, GM, GL					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	264	0.4	262	0.4	2
\$40,001 TO \$60,000	299	0.4	257	0.4	42
\$60,001 TO \$80,000	124	0.2	103	0.1	21
\$80,001 TO \$100,000	75	0.1	63	0.1	12
\$100,001 TO \$120,000	8	0	10	0	-2
\$120,001 TO \$140,000	3	0	2	0	1
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	773	1.1	697	1	76
SES					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	0	0	0	0	0
OTHER WHITE COLLAR					
UP TO \$20,000	0	0	0	0	0
\$20,001 TO \$40,000	7	0.2	13	0.3	-6
\$40,001 TO \$60,000	19	0.5	11	0.3	8
\$60,001 TO \$80,000	10	0.2	9	0.2	1
\$80,001 TO \$100,000	6	0.1	5	0.1	1

\$100,001 TO \$120,000	2	0	1	0	1
\$120,001 TO \$140,000	0	0	0	0	0
\$140,001 TO \$160,000	0	0	0	0	0
\$160,001 AND GREATER	0	0	0	0	0
UNSPECIFIED	0	0	0	0	0
TOTAL	44	1.1	39	0.9	5
OTHER, TOTAL	817	1.1	736	1	81

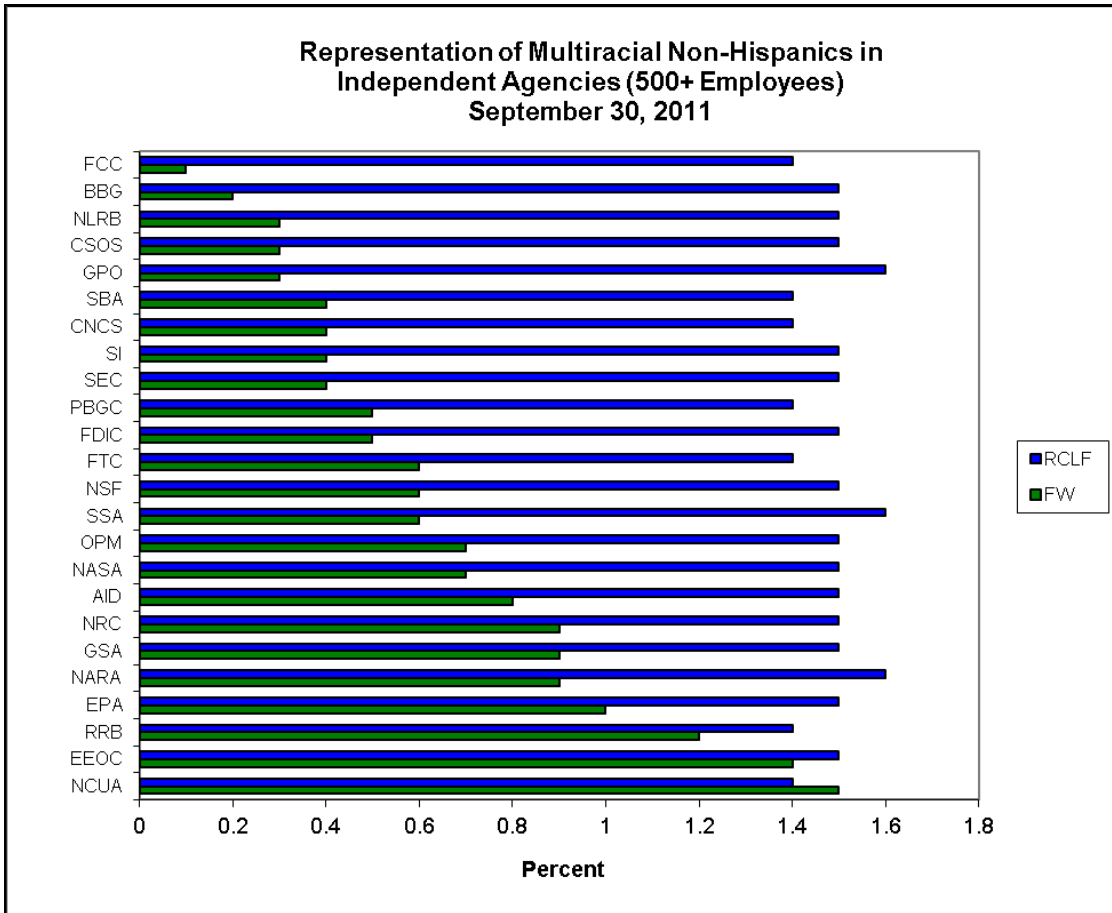
### NON-HISPANIC MULTI-RACIAL RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE SEPTEMBER 30, 2011 (Multi-racial)		
EXECUTIVE DEPARTMENTS	2011 GROUP PCT.	2011 RCLF PCT.
DEPARTMENT OF THE AIR FORCE	1.1	1.6
DEPARTMENT OF AGRICULTURE	0.7	1.6
DEPARTMENT OF THE ARMY	1.1	1.6
DEPARTMENT OF COMMERCE	0.5	1.6
DEPARTMENT OF DEFENSE	1.2	1.6
DEPARTMENT OF JUSTICE	0.3	1.6
DEPARTMENT OF LABOR	0.2	1.5
DEPARTMENT OF ENERGY	1	1.5
DEPARTMENT OF EDUCATION	0.8	1.5
DEPARTMENT OF HEALTH AND HUMAN SERVICES	0.3	1.6
DEPARTMENT OF HOMELAND SECURITY	1	1.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	0.4	1.5
DEPARTMENT OF INTERIOR	1.1	1.6
DEPARTMENT OF THE NAVY	1.1	1.7
DEPARTMENT OF STATE	0	1.6
DEPARTMENT OF TRANSPORTATION	0.7	1.6
DEPARTMENT OF TREASURY	0.2	1.6
DEPARTMENT OF VETERANS AFFAIRS	0.7	1.7
GOVERNMENTWIDE	0.8	1.6



## NON-HISPANIC MULTI-RACIAL RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN INDEPENDENT AGENCIES

<b>REPRESENTATION IN PERMANENT FEDERAL WORKFORCE COMPARED TO REPRESENTATION IN RELEVANT CIVILIAN LABOR FORCE (Multi-Racial)</b>		
<b>INDEPENDENT AGENCIES</b>	<b>2011 GROUP PCT.</b>	<b>2011 RCLF PCT.</b>
AGENCY FOR INTERNATIONAL DEVELOPMENT	0.8	1.5
BROADCASTING BOARD OF GOVERNORS	0.2	1.5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	0.4	1.4
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	0.3	1.5
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1.4	1.5
ENVIRONMENTAL PROTECTION AGENCY	1	1.5
FEDERAL COMMUNICATIONS COMMISSION	0.1	1.4
FEDERAL DEPOSIT INSURANCE CORPORATION	0.5	1.5
FEDERAL TRADE COMMISSION	0.6	1.4
GENERAL SERVICES ADMINISTRATION	0.9	1.5
GOVERNMENT PRINTING OFFICE	0.3	1.6
NATIONAL CREDIT UNION ADMINISTRATION	1.5	1.4
NATIONAL SCIENCE FOUNDATION	0.6	1.5
NATIONAL LABOR RELATIONS BOARD	0.3	1.5
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	0.7	1.5
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	0.9	1.6
NUCLEAR REGULATORY COMMISSION	0.9	1.5
OFFICE OF PERSONNEL MANAGEMENT	0.7	1.5
PENSION BENEFIT GUARANTY CORPORATION	0.5	1.4
RAILROAD RETIREMENT BOARD	1.2	1.4
SMALL BUSINESS ADMINISTRATION	0.4	1.4
SECURITIES AND EXCHANGE COMMISSION	0.4	1.5
SMITHSONIAN INSTITUTION	0.4	1.5
SOCIAL SECURITY ADMINISTRATION	0.6	1.6
GOVERNMENTWIDE	0.8	1.6



# **AGENCY FEORP CURRENT PRACTICES**

## **AGENCY FEORP INITIATIVES**

In FY 2011, agencies reported that they continued their human resources initiatives in support of the Federal Equal Opportunity Recruitment Program (FEORP).

OPM requested agencies to provide diversity and inclusion training conducted for agency managers and supervisors; and, the steps taken to hold managers and senior executives accountable for developing and maintaining a high quality diverse and inclusive workforce. The following practices are highlighted in the area of learning.

### **U.S. Agency for International Development (USAID)**

U.S. Agency for International Development promoted participation of all employees in management, leadership and career development programs. They conducted leadership training at the Federal Executive Institute for all grade levels of which 32% were minorities and 60% were women; provided counseling on “the quality of life” by the newly established Career Development Resources Services for all grade levels; conducted Annual Competency Assessments; and, placed Development Diplomats in Residence at the Santa Fe Institute in New Mexico of which 2.7% were Hispanic.

### **Department of Agriculture**

The agency implemented a comprehensive Diversity Road Map which is intended to result in significant changes in the underrepresentation of women, minorities and people with disabilities. The specific objectives in the road map include leadership accountability and commitment; outreach and partnership; recruitment and hiring; retention and promotion; diversity training and awareness; and, employee development and recognition. The agency also conducted outreach at universities with large Hispanic student bodies by utilizing the Hispanic Association of Colleges and Universities (HACU), the National Internship Program; and, the Washington Internships for Native American Students (WINS). They conducted a Webinar series to educate the Hispanic community, including parents and students, about the application and hiring process. The agency awarded 20 competitive grants by the National Institute of Food and Agriculture (NIFA), totaling approximately \$8.8M to Hispanic-Serving Institutions, spanning six states and Puerto Rico. These institutions have an average Hispanic undergraduate enrollment of 49% and are located in areas with the largest growing Hispanic communities in the country. The agency also incorporated diversity goals in the performance standards of every supervisor/manager with hiring authority; provided monthly reports to OHRM’s Recruitment & Diversity Division on Professional Development, Attrition, Accession, Rewards, Retention and Disciplinary (PAARRD) actions by Race, National Origin, Gender (RNOG) and Disability for all employees to include



Veterans, students, and career interns; and, evaluated SES merit promotion staffing/hiring processes to ensure that agencies focus on attracting diverse candidate pools to achieve representation.

### **Department of Commerce**

The Department of Commerce continued to participate in recruitment and community outreach. To reach a broad spectrum of people they advertised vacancies to minority groups through the U.S. Census Career Facebook/Twitter.

### **Consumer Product Safety Commission**

The Consumer Product Safety Commission continued to analyze workforce trends and emphasize mentoring. They conducted a review of the race/national origin data in the Hispanic Report from the online recruitment intake system which indicated an increase in Hispanic applicants in all job occupations. Additionally, they developed and implemented a flash mentoring program for new employees. Employees were paired with executive level mentors based upon the goals of the mentees.

### **Department of Education**

The Department of Education continued to analyze workforce trends and projections; determined skill gaps and needs; and, devised succession planning strategies. They developed Banner advertisements on Diversity Career websites and hard copy advertisements in the Black Equal Opportunity Employment Journal, the Hispanic Network, and the Women's Journal publications; and, developed training materials for HR managers and supervisors and other hiring officials to increase recruitment of females at all levels.

### **Department of Homeland Security**

The Department of Homeland Security promoted participation in their career development programs, academic programs, and learning training programs by providing online courses/books with soft skills and also conducted training for resume writing.

### **Conclusion**

The President's Executive Order 13583, *Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*, issued on August 18, 2011, and the subsequent review and analysis of the Agency-specific Diversity and Inclusion Strategic Plans will provide a shared direction, encourage commitment, and create alignment throughout the entire FW. These efforts combined with specific outcomes from the Hispanic Council on Federal Employment, the goal of hiring 100,000 people with disabilities, and the focused

recruitment and hiring of students and recent graduates will create an inclusive, sustainable and innovative workplace that works for everyone.