

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



# Employment of Veterans in the Federal Executive Branch Fiscal Year 2011

**FEDSHIREVETS**

America's Veteran - Valued ★ Experienced ★ Trained

February 2013

*a New Day for Federal Service*



The Director

## UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

### **Employment of Veterans in the Federal Executive Branch Fiscal Year 2011**

#### **Message from the Director of the U.S. Office of Personnel Management**

On November 9, 2009, President Barack Obama signed Executive Order 13518, *Employment of Veterans in the Federal Government*, establishing the Veterans Employment Initiative. The Initiative outlines the most comprehensive approach to improving employment opportunities for veterans ever undertaken by the Federal Executive Branch. It seizes on three central themes: 1) honor our sacred obligation to our Nation's veterans; 2) utilize the talents of veterans to help the Government meet today's dynamic challenges; and 3) create a program worthy of emulation by the private sector.

In the first full year of the Veterans Employment Initiative, we are extremely pleased to announce that the Executive Branch of Government has hired the highest percentage of veterans in over 20 years.

The Government hired approximately 230,000 new employees in Fiscal Year (FY) 2011 compared to approximately 282,000 new employees in FY 2010 - a reduction of over 50,000 total hires. Of those 230,000 hires, approximately 65,000 were veterans, equaling 28.3 percent of total hires. This is a 4.3 percentage point increase over the FY 2009 baseline of 24.0 percent and approximately 2.7 percentage points higher than the 25.6 percent realized in FY 2010.

In FY 2011, the number of veterans onboard was approximately 567,000 of the 2,079,000 total employees. Veterans represent 27.3 percent of the workforce. In 2009, approximately 512,000 out of the 1,983,000 employees, or 25.8 percent of the workforce, were veterans.

Overall, the leadership of the Council on Veterans Employment on this Initiative is producing positive results and maximizing the return on investment by recruiting and employing our Nation's veterans. We will strive to continue to fulfill the goals outlined in the Executive Order in the years ahead.

A handwritten signature in blue ink that reads "John Berry".

John Berry  
Director

## Employment of Veterans in the Federal Executive Branch Fiscal Year 2011

### INTRODUCTION

*The EMPLOYMENT OF VETERANS IN THE FEDERAL EXECUTIVE BRANCH* document is produced annually by the U.S. Office of Personnel Management (OPM) to provide useful data on the employment of veterans within the Federal Executive Branch. This document covers those organizations identified in Executive Order 13518, which account for approximately 97.8 percent of all Federal employees and 99.1 percent of all veterans employed in the Federal Executive Branch. The appendices provide additional information on the affected agencies and document abbreviations.

The source of Federal employment data is OPM's Enterprise Human Resources Integration – Statistical Data Mart. The information represents Federal employment as of September 30, 2011.

The two primary elements used to identify veterans for Federal employment purposes are veterans' preference and veterans' status. Veterans' preference is defined in section 2108 of title 5, United States Code (U.S.C.), which presents the criteria used in determining whether a person is entitled to statutory hiring preference under 5 U.S.C. 3309 and 3313. Veterans' status indicates whether an individual is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active military force and was released or discharged under honorable conditions).

As part of Fiscal Year 2010 reporting, we added several new tables (Tables 9-11) to capture individuals hired under other special appointing authorities. For example, veterans hired as students and spouses, mothers, widows, and widowers entitled to claim preference as defined in section 2108 of title 5, U.S.C., (Derived Preference) are documented. Military spouses hired under the Noncompetitive Appointment of Certain Military Spouses authority are also included.

Employment of Veterans in the Federal Executive Branch  
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Employment of Veterans in the Federal Executive Branch  
 Fiscal Year 2011  
 Table 1  
 Total On-Board Employees

Category	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
<b>Total Employees</b>	1,808,882	1,884,028	1,983,358	2,061,435	2,079,258
<b>Total Veterans</b>	462,282	480,766	512,240	542,641	567,314
% of All Employees	25.6%	25.5%	25.8%	26.3%	27.3%
<b>Veterans with Preference</b>	413,583	429,595	457,617	484,806	502,887
% of All Employees	22.9%	22.8%	23.1%	23.5%	24.2%
% of All Veterans	89.5%	89.4%	89.3%	89.3%	88.6%
<b>Disabled Veterans</b>	103,130	112,893	128,170	145,062	159,082
% of All Employees	5.7%	6.0%	6.5%	7.0%	7.7%
% of All Veterans	22.3%	23.5%	25.0%	26.7%	28.0%
<b>30% + Disabled Veterans</b>	56,061	64,027	75,743	88,778	100,386
% of All Employees	3.1%	3.4%	3.8%	4.3%	4.8%
% of All Veterans	12.1%	13.3%	14.8%	16.4%	17.7%

Count of all employees in pay status taken at the last pay period or last day of September.

Employment of Veterans in the Federal Executive Branch  
 Fiscal Year 2011  
 Table 1A  
 Total On-Board Employees  
 All Veterans

	FY 2010			FY 2011		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	2,061,435	542,641	26.3%	2,079,258	567,314	27.3%
<b>Executive Order Agencies</b>						
Agriculture	108,291	10,852	10.0%	105,126	10,983	10.4%
Commerce	49,162	5,480	11.1%	47,626	5,138	10.8%
Defense	715,144	299,815	41.9%	725,711	316,975	43.7%
Air Force	149,062	75,767	50.8%	156,400	82,113	52.5%
Army	260,733	115,021	44.1%	257,183	120,356	46.8%
Navy	197,533	77,227	39.1%	199,594	79,825	40.0%
Defense Activities	107,816	31,800	29.5%	112,534	34,681	30.8%
Education	4,536	363	8.0%	4,620	387	8.4%
Energy	16,625	3,237	19.5%	16,381	3,215	19.6%
HHS	83,202	5,176	6.2%	85,642	5,302	6.2%
Homeland Security	188,983	46,671	24.7%	198,242	49,289	24.9%
HUD	10,041	1,287	12.8%	9,758	1,279	13.1%
Interior	79,048	11,554	14.6%	77,225	11,470	14.9%
Justice	116,901	21,944	18.8%	116,273	22,494	19.3%
Labor	16,640	2,961	17.8%	16,298	2,956	18.1%
State	11,890	1,987	16.7%	12,595	2,253	17.9%
Transportation	57,947	16,716	28.8%	57,721	16,730	29.0%
Treasury	109,900	10,733	9.8%	106,403	10,278	9.7%
Veterans Affairs	308,814	83,241	27.0%	316,480	87,841	27.8%
AID	3,376	215	6.4%	3,894	279	7.2%
EPA	18,742	1,408	7.5%	18,777	1,404	7.5%
GSA	12,893	2,530	19.6%	12,739	2,549	20.0%
NASA	18,671	1,874	10.0%	18,632	1,858	10.0%
NSF	1,483	85	5.7%	1,464	85	5.8%
OPM	6,246	1,374	22.0%	6,272	1,420	22.6%
NRC	4,211	793	18.8%	4,111	772	18.8%
SSA	69,963	7,052	10.1%	67,136	6,757	10.1%
SBA	4,019	533	13.3%	4,665	675	14.5%
Total Executive Order Agencies	2,016,728	537,881	26.7%	2,033,791	562,389	27.7%

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011

Table 1B  
Total On-Board Employees  
Veterans with Preference

	FY 2010			FY 2011		
	Total Employees	Total Veterans with Preference	%	Total Employees	Total Veterans with Preference	%
Total Executive Branch Agencies	2,061,435	484,806	23.5%	2,079,258	502,887	24.2%
<b>Executive Order Agencies</b>						
Agriculture	108,291	10,505	9.7%	105,126	10,582	10.1%
Commerce	49,162	5,182	10.5%	47,626	4,846	10.2%
Defense	715,144	268,548	37.6%	725,711	280,439	38.6%
Air Force	149,062	68,013	45.6%	156,400	73,645	47.1%
Army	260,733	103,155	39.6%	257,183	105,045	40.8%
Navy	197,533	69,224	35.0%	199,594	71,693	35.9%
Defense Activities	107,816	28,156	26.1%	112,534	30,056	26.7%
Education	4,536	336	7.4%	4,620	361	7.8%
Energy	16,625	2,931	17.6%	16,381	2,896	17.7%
HHS	83,202	5,149	6.2%	85,642	5,275	6.2%
Homeland Security	188,983	40,186	21.3%	198,242	42,736	21.6%
HUD	10,041	1,260	12.5%	9,758	1,255	12.9%
Interior	79,048	10,774	13.6%	77,225	10,618	13.7%
Justice	116,901	18,336	15.7%	116,273	18,952	16.3%
Labor	16,640	2,833	17.0%	16,298	2,825	17.3%
State	11,890	1,807	15.2%	12,595	2,005	15.9%
Transportation	57,947	15,224	26.3%	57,721	15,230	26.4%
Treasury	109,900	10,411	9.5%	106,403	9,889	9.3%
Veterans Affairs	308,814	72,098	23.3%	316,480	75,685	23.9%
AID	3,376	208	6.2%	3,894	269	6.9%
EPA	18,742	1,320	7.0%	18,777	1,318	7.0%
GSA	12,893	2,377	18.4%	12,739	2,390	18.8%
NASA	18,671	1,689	9.0%	18,632	1,652	8.9%
NSF	1,483	69	4.7%	1,464	72	4.9%
OPM	6,246	1,271	20.3%	6,272	1,308	20.9%
NRC	4,211	659	15.6%	4,111	640	15.6%
SSA	69,963	6,676	9.5%	67,136	6,397	9.5%
SBA	4,019	516	12.8%	4,665	646	13.8%
Total Executive Order Agencies	2,016,728	480,365	23.8%	2,033,791	498,286	24.5%

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 1C  
Total On-Board Employees  
Disabled Veterans

	FY 2010			FY 2011		
	Total Employees	Total Disabled Veterans	%	Total Employees	Total Disabled Veterans	%
Total Executive Branch Agencies	2,061,435	145,062	7.0%	2,079,258	159,082	7.7%
<b>Executive Order Agencies</b>						
Agriculture	108,291	2,341	2.2%	105,126	2,582	2.5%
Commerce	49,162	1,016	2.1%	47,626	959	2.0%
Defense	715,144	84,915	11.9%	725,711	93,388	12.9%
Air Force	149,062	20,089	13.5%	156,400	22,606	14.5%
Army	260,733	37,252	14.3%	257,183	40,067	15.6%
Navy	197,533	18,478	9.4%	199,594	20,552	10.3%
Defense Activities	107,816	9,096	8.4%	112,534	10,163	9.0%
Education	4,536	97	2.1%	4,620	108	2.3%
Energy	16,625	743	4.5%	16,381	780	4.8%
HHS	83,202	1,317	1.6%	85,642	1,467	1.7%
Homeland Security	188,983	8,134	4.3%	198,242	9,344	4.7%
HUD	10,041	429	4.3%	9,758	445	4.6%
Interior	79,048	2,741	3.5%	77,225	2,922	3.8%
Justice	116,901	3,429	2.9%	116,273	3,825	3.3%
Labor	16,640	1,048	6.3%	16,298	1,106	6.8%
State	11,890	494	4.2%	12,595	603	4.8%
Transportation	57,947	3,260	5.6%	57,721	3,505	6.1%
Treasury	109,900	2,896	2.6%	106,403	2,911	2.7%
Veterans Affairs	308,814	26,602	8.6%	316,480	29,164	9.2%
AID	3,376	66	2.0%	3,894	82	2.1%
EPA	18,742	342	1.8%	18,777	349	1.9%
GSA	12,893	655	5.1%	12,739	720	5.7%
NASA	18,671	378	2.0%	18,632	395	2.1%
NSF	1,483	21	1.4%	1,464	24	1.6%
OPM	6,246	458	7.3%	6,272	508	8.1%
NRC	4,211	95	2.3%	4,111	99	2.4%
SSA	69,963	2,362	3.4%	67,136	2,354	3.5%
SBA	4,019	111	2.8%	4,665	167	3.6%
Total Executive Order Agencies	2,016,728	143,950	7.1%	2,033,791	157,807	7.8%



Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 1D  
Total On-Board Employees  
30% or More Disabled Veterans

	FY 2010			FY 2011		
	Total Employees	Total 30% or More Disabled Veterans	%	Total Employees	Total 30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,061,435	88,778	4.3%	2,079,258	100,386	4.8%
<b>Executive Order Agencies</b>						
Agriculture	108,291	1,165	1.1%	105,126	1,371	1.3%
Commerce	49,162	467	0.9%	47,626	468	1.0%
Defense	715,144	54,878	7.7%	725,711	62,292	8.6%
Air Force	149,062	12,548	8.4%	156,400	14,593	9.3%
Army	260,733	24,870	9.5%	257,183	27,509	10.7%
Navy	197,533	11,710	5.9%	199,594	13,540	6.8%
Defense Activities	107,816	5,750	5.3%	112,534	6,650	5.9%
Education	4,536	53	1.2%	4,620	57	1.2%
Energy	16,625	390	2.3%	16,381	429	2.6%
HHS	83,202	708	0.9%	85,642	843	1.0%
Homeland Security	188,983	4,183	2.2%	198,242	5,045	2.5%
HUD	10,041	226	2.3%	9,758	243	2.5%
Interior	79,048	1,328	1.7%	77,225	1,461	1.9%
Justice	116,901	1,587	1.4%	116,273	1,881	1.6%
Labor	16,640	594	3.6%	16,298	651	4.0%
State	11,890	268	2.3%	12,595	337	2.7%
Transportation	57,947	1,498	2.6%	57,721	1,661	2.9%
Treasury	109,900	1,622	1.5%	106,403	1,677	1.6%
Veterans Affairs	308,814	16,698	5.4%	316,480	18,549	5.9%
AID	3,376	47	1.4%	3,894	56	1.4%
EPA	18,742	181	1.0%	18,777	184	1.0%
GSA	12,893	366	2.8%	12,739	425	3.3%
NASA	18,671	212	1.1%	18,632	227	1.2%
NSF	1,483	13	0.9%	1,464	15	1.0%
OPM	6,246	283	4.5%	6,272	330	5.3%
NRC	4,211	44	1.0%	4,111	46	1.1%
SSA	69,963	1,335	1.9%	67,136	1,366	2.0%
SBA	4,019	52	1.3%	4,665	86	1.8%
Total Executive Order Agencies	2,016,728	88,198	4.4%	2,033,791	99,700	4.9%

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2011

Table 2

Total Non-Seasonal Full-Time Permanent Employment On-Board Employees

Category	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
<b>Total Employees</b>	1,572,211	1,627,423	1,713,276	1,786,749	1,812,417
<b>Total Veterans</b>	430,743	446,826	474,811	504,985	529,317
% of All Employees	27.4%	27.5%	27.7%	28.3%	29.2%
<b>Veterans with Preference</b>	386,244	399,702	424,362	451,379	469,538
% of All Employees	24.6%	24.6%	24.8%	25.3%	25.9%
% of All Veterans	89.7%	89.5%	89.4%	89.4%	88.7%
<b>Disabled Veterans</b>	95,498	104,382	117,783	134,162	148,215
% of All Employees	6.1%	6.4%	6.9%	7.5%	8.2%
% of All Veterans	22.2%	23.4%	24.8%	26.6%	28.0%
<b>30% + Disabled Veterans</b>	51,392	58,682	68,993	81,501	93,132
% of All Employees	3.3%	3.6%	4.0%	4.6%	5.1%
% of All Veterans	11.9%	13.1%	14.5%	16.1%	17.6%

Count of all employees in pay status taken at the last pay period or last day of September.  
 Non-Seasonal Full-Time Permanent: This category includes all employees working a 40-hour work week year round with no absolute end date.

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 2A  
Total Non-Seasonal Full-Time Permanent Employment  
Veterans

	FY 2010			FY 2011		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
<b>Total Executive Branch Agencies</b>	1,786,749	504,985	28.3%	1,812,417	529,317	29.2%
<b>Executive Order Agencies</b>						
Agriculture	80,510	9,318	11.6%	79,899	9,364	11.7%
Commerce	33,711	3,682	10.9%	34,501	3,728	10.8%
Defense	643,991	280,751	43.6%	657,754	298,003	45.3%
Air Force	138,825	71,755	51.7%	147,328	78,392	53.2%
Army	234,598	105,720	45.1%	232,633	111,133	47.8%
Navy	189,389	74,973	39.6%	191,975	77,566	40.4%
Defense Activities	81,179	28,303	34.9%	85,818	30,912	36.0%
Education	4,010	356	8.9%	4,066	376	9.2%
Energy	15,757	3,190	20.2%	15,548	3,159	20.3%
HHS	58,946	4,839	8.2%	60,303	4,977	8.3%
Homeland Security	161,273	43,182	26.8%	166,210	45,303	27.3%
HUD	9,397	1,264	13.5%	9,269	1,254	13.5%
Interior	53,460	8,944	16.7%	53,393	8,977	16.8%
Justice	112,688	21,734	19.3%	112,867	22,321	19.8%
Labor	15,387	2,802	18.2%	15,190	2,789	18.4%
State	8,959	1,518	16.9%	9,443	1,760	18.6%
Transportation	56,151	16,225	28.9%	56,092	16,285	29.0%
Treasury	99,868	10,011	10.0%	96,232	9,497	9.9%
Veterans Affairs	268,187	78,205	29.2%	277,461	82,490	29.7%
AID	2,130	168	7.9%	2,226	198	8.9%
EPA	16,601	1,352	8.1%	16,702	1,366	8.2%
GSA	12,554	2,505	20.0%	12,448	2,522	20.3%
NASA	17,190	1,745	10.2%	17,801	1,781	10.0%
NSF	1,200	78	6.5%	1,207	79	6.5%
OPM	4,856	961	19.8%	5,186	1,117	21.5%
NRC	3,867	757	19.6%	3,796	742	19.5%
SSA	66,666	6,862	10.3%	64,539	6,536	10.1%
SBA	2,327	349	15.0%	2,289	356	15.6%
<b>Total Executive Order Agencies</b>	1,749,686	500,798	28.6%	1,774,422	524,980	29.6%

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 2B  
Total Non-Seasonal Full-Time Permanent Employment  
Veterans with Preference

	FY 2010			FY 2011		
	Total Employees	Total Veterans with Preference	%	Total Employees	Total Veterans with Preference	%
Total Executive Branch Agencies	1,786,749	451,379	25.3%	1,812,417	469,538	25.9%
<b>Executive Order Agencies</b>						
Agriculture	80,510	9,017	11.2%	79,899	9,020	11.3%
Commerce	33,711	3,428	10.2%	34,501	3,466	10.0%
Defense	643,991	251,815	39.1%	657,754	264,091	40.2%
Air Force	138,825	64,375	46.4%	147,328	70,275	47.7%
Army	234,598	94,843	40.4%	232,633	97,026	41.7%
Navy	189,389	67,364	35.6%	191,975	69,828	36.4%
Defense Activities	81,179	25,233	31.1%	85,818	26,962	31.4%
Education	4,010	329	8.2%	4,066	351	8.6%
Energy	15,757	2,892	18.4%	15,548	2,846	18.3%
HHS	58,946	4,817	8.2%	60,303	4,955	8.2%
Homeland Security	161,273	37,097	23.0%	166,210	39,143	23.6%
HUD	9,397	1,238	13.2%	9,269	1,231	13.3%
Interior	53,460	8,318	15.6%	53,393	8,282	15.5%
Justice	112,688	18,142	16.1%	112,867	18,792	16.6%
Labor	15,387	2,682	17.4%	15,190	2,665	17.5%
State	8,959	1,374	15.3%	9,443	1,575	16.7%
Transportation	56,151	14,775	26.3%	56,092	14,825	26.4%
Treasury	99,868	9,711	9.7%	96,232	9,138	9.5%
Veterans Affairs	268,187	68,055	25.4%	277,461	71,424	25.7%
AID	2,130	162	7.6%	2,226	190	8.5%
EPA	16,601	1,268	7.6%	16,702	1,282	7.7%
GSA	12,554	2,358	18.8%	12,448	2,367	19.0%
NASA	17,190	1,584	9.2%	17,801	1,595	9.0%
NSF	1,200	64	5.3%	1,207	69	5.7%
OPM	4,856	883	18.2%	5,186	1,026	19.8%
NRC	3,867	632	16.3%	3,796	621	16.4%
SSA	66,666	6,494	9.7%	64,539	6,185	9.6%
SBA	2,327	338	14.5%	2,289	346	15.1%
Total Executive Order Agencies	1,749,686	447,473	25.6%	1,774,422	465,485	26.2%

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 2C  
Total Non-Seasonal Full-Time Permanent Employment  
Disabled Veterans

	FY 2010			FY 2011		
	Total Employees	Total Disabled Veterans	%	Total Employees	Total Disabled Veterans	%
Total Executive Branch Agencies	1,786,749	134,162	7.5%	1,812,417	148,215	8.2%
<b>Executive Order Agencies</b>						
Agriculture	80,510	2,146	2.7%	79,899	2,368	3.0%
Commerce	33,711	677	2.0%	34,501	735	2.1%
Defense	643,991	77,837	12.1%	657,754	86,534	13.2%
Air Force	138,825	18,507	13.3%	147,328	21,278	14.4%
Army	234,598	33,562	14.3%	232,633	36,496	15.7%
Navy	189,389	17,725	9.4%	191,975	19,728	10.3%
Defense Activities	81,179	8,043	9.9%	85,818	9,032	10.5%
Education	4,010	96	2.4%	4,066	107	2.6%
Energy	15,757	732	4.6%	15,548	762	4.9%
HHS	58,946	1,285	2.2%	60,303	1,437	2.4%
Homeland Security	161,273	7,779	4.8%	166,210	8,886	5.3%
HUD	9,397	421	4.5%	9,269	432	4.7%
Interior	53,460	2,131	4.0%	53,393	2,302	4.3%
Justice	112,688	3,383	3.0%	112,867	3,797	3.4%
Labor	15,387	987	6.4%	15,190	1,041	6.9%
State	8,959	459	5.1%	9,443	573	6.1%
Transportation	56,151	3,092	5.5%	56,092	3,343	6.0%
Treasury	99,868	2,696	2.7%	96,232	2,690	2.8%
Veterans Affairs	268,187	25,292	9.4%	277,461	27,701	10.0%
AID	2,130	50	2.3%	2,226	66	3.0%
EPA	16,601	321	1.9%	16,702	337	2.0%
GSA	12,554	651	5.2%	12,448	712	5.7%
NASA	17,190	340	2.0%	17,801	369	2.1%
NSF	1,200	21	1.8%	1,207	23	1.9%
OPM	4,856	315	6.5%	5,186	410	7.9%
NRC	3,867	91	2.4%	3,796	97	2.6%
SSA	66,666	2,293	3.4%	64,539	2,268	3.5%
SBA	2,327	81	3.5%	2,289	97	4.2%
Total Executive Order Agencies	1,749,686	133,176	7.6%	1,774,422	147,087	8.3%

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 2D  
Total Non-Seasonal Full-Time Permanent Employment  
30% or More Disabled Veterans

	FY 2010			FY 2011		
	Total Employees	Total 30% or More Disabled Veterans	%	Total Employees	Total 30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,786,749	81,501	4.6%	1,812,417	93,132	5.1%
<b>Executive Order Agencies</b>						
Agriculture	80,510	1,076	1.3%	79,899	1,261	1.6%
Commerce	33,711	326	1.0%	34,501	375	1.1%
Defense	643,991	49,785	7.7%	657,754	57,405	8.7%
Air Force	138,825	11,303	8.1%	147,328	13,586	9.2%
Army	234,598	22,238	9.5%	232,633	24,976	10.7%
Navy	189,389	11,149	5.9%	191,975	12,890	6.7%
Defense Activities	81,179	5,095	6.3%	85,818	5,953	6.9%
Education	4,010	52	1.3%	4,066	56	1.4%
Energy	15,757	384	2.4%	15,548	415	2.7%
HHS	58,946	689	1.2%	60,303	823	1.4%
Homeland Security	161,273	3,994	2.5%	166,210	4,778	2.9%
HUD	9,397	222	2.4%	9,269	237	2.6%
Interior	53,460	1,021	1.9%	53,393	1,134	2.1%
Justice	112,688	1,561	1.4%	112,867	1,868	1.7%
Labor	15,387	553	3.6%	15,190	607	4.0%
State	8,959	248	2.8%	9,443	322	3.4%
Transportation	56,151	1,399	2.5%	56,092	1,569	2.8%
Treasury	99,868	1,496	1.5%	96,232	1,541	1.6%
Veterans Affairs	268,187	15,839	5.9%	277,461	17,581	6.3%
AID	2,130	35	1.6%	2,226	48	2.2%
EPA	16,601	167	1.0%	16,702	178	1.1%
GSA	12,554	363	2.9%	12,448	420	3.4%
NASA	17,190	191	1.1%	17,801	213	1.2%
NSF	1,200	13	1.1%	1,207	14	1.2%
OPM	4,856	192	4.0%	5,186	269	5.2%
NRC	3,867	41	1.1%	3,796	45	1.2%
SSA	66,666	1,294	1.9%	64,539	1,311	2.0%
SBA	2,327	39	1.7%	2,289	52	2.3%
Total Executive Order Agencies	1,749,686	80,980	4.6%	1,774,422	92,522	5.2%

Employment of Veterans in the Federal Executive Branch  
 Fiscal Year 2011  
 Table 3  
 Total New Hires - Veteran New Hires

Category	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
<b>Total Employees</b>	228,643	288,857	292,611	281,651	229,853
<b>Total Veterans</b>	52,430	65,606	70,169	72,133	65,030
% of All Employees	22.9%	22.7%	24.0%	25.6%	28.3%
<b>Veterans with Preference</b>	45,895	57,930	62,639	64,747	58,550
% of All Employees	20.1%	20.1%	21.4%	23.0%	25.5%
% of All Veterans	87.5%	88.3%	89.3%	89.8%	90.0%
<b>Disabled Veterans</b>	12,930	16,737	20,448	23,140	20,613
% of All Employees	5.7%	5.8%	7.0%	8.2%	9.0%
% of All Veterans	24.7%	25.5%	29.1%	32.1%	31.7%
<b>30% + Disabled Veterans</b>	7,957	10,866	13,505	15,435	13,969
% of All Employees	3.5%	3.8%	4.6%	5.5%	6.1%
% of All Veterans	15.2%	16.6%	19.2%	21.4%	21.5%

New Hires do not include transfers between agencies.

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 3A  
Total New Hires - Veteran New Hires

	FY 2010			FY 2011		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	281,651	72,133	25.6%	229,853	65,030	28.3%
<b>Executive Order Agencies</b>						
Agriculture	25,561	1,532	6.0%	20,511	1,569	7.6%
Commerce	8,715	890	10.2%	8,038	1,003	12.5%
Defense	101,853	42,361	41.6%	79,030	37,225	47.1%
Air Force	23,816	11,413	47.9%	19,451	10,867	55.9%
Army	38,598	17,280	44.8%	29,195	14,207	48.7%
Navy	22,828	9,306	40.8%	17,594	8,448	48.0%
Defense Activities	16,611	4,362	26.3%	12,790	3,703	29.0%
Education	726	47	6.5%	463	45	9.7%
Energy	1,525	266	17.4%	1,125	225	20.0%
HHS	11,102	603	5.4%	9,362	523	5.6%
Homeland Security	15,068	3,446	22.9%	19,933	4,071	20.4%
HUD	1,210	86	7.1%	797	104	13.0%
Interior	20,718	2,419	11.7%	17,635	2,324	13.2%
Justice	10,129	2,209	21.8%	5,632	1,319	23.4%
Labor	1,985	452	22.8%	1,207	330	27.3%
State	1,971	262	13.3%	2,291	378	16.5%
Transportation	4,178	1,258	30.1%	3,160	1,097	34.7%
Treasury	14,541	1,655	11.4%	11,111	955	8.6%
Veterans Affairs	40,227	11,861	29.5%	37,812	11,975	31.7%
AID	748	42	5.6%	787	68	8.6%
EPA	1,576	115	7.3%	1,315	120	9.1%
GSA	1,085	195	18.0%	576	145	25.2%
NASA	857	78	9.1%	579	69	11.9%
NSF	249	17	6.8%	212	9	4.2%
OPM	854	229	26.8%	661	262	39.6%
NRC	365	76	20.8%	192	40	20.8%
SSA	8,650	1,167	13.5%	1,438	402	28.0%
SBA	504	68	13.5%	1,186	186	15.7%
Total Executive Order Agencies	274,397	71,334	26.0%	225,053	64,444	28.6%



Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 3B  
Total New Hires - Veterans with Preference New Hires

	FY 2010			FY 2011		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	281,651	64,747	23.0%	229,853	58,550	25.5%
<b>Executive Order Agencies</b>						
Agriculture	25,561	1,489	5.8%	20,511	1,479	7.2%
Commerce	8,715	861	9.9%	8,038	982	12.2%
Defense	101,853	37,795	37.1%	79,030	33,517	42.4%
Air Force	23,816	10,176	42.7%	19,451	9,690	49.8%
Army	38,598	15,422	40.0%	29,195	12,844	44.0%
Navy	22,828	8,398	36.8%	17,594	7,713	43.8%
Defense Activities	16,611	3,799	22.9%	12,790	3,270	25.6%
Education	726	45	6.2%	463	44	9.5%
Energy	1,525	235	15.4%	1,125	206	18.3%
HHS	11,102	593	5.3%	9,362	519	5.5%
Homeland Security	15,068	3,092	20.5%	19,933	3,727	18.7%
HUD	1,210	82	6.8%	797	103	12.9%
Interior	20,718	2,297	11.1%	17,635	2,192	12.4%
Justice	10,129	2,039	20.1%	5,632	1,267	22.5%
Labor	1,985	437	22.0%	1,207	314	26.0%
State	1,971	250	12.7%	2,291	315	13.7%
Transportation	4,178	1,193	28.6%	3,160	1,047	33.1%
Treasury	14,541	1,624	11.2%	11,111	923	8.3%
Veterans Affairs	40,227	10,086	25.1%	37,812	10,146	26.8%
AID	748	39	5.2%	787	66	8.4%
EPA	1,576	105	6.7%	1,315	114	8.7%
GSA	1,085	185	17.1%	576	140	24.3%
NASA	857	59	6.9%	579	56	9.7%
NSF	249	15	6.0%	212	7	3.3%
OPM	854	216	25.3%	661	245	37.1%
NRC	365	65	17.8%	192	32	16.7%
SSA	8,650	1,119	12.9%	1,438	388	27.0%
SBA	504	64	12.7%	1,186	170	14.3%
Total Executive Order Agencies	274,397	63,985	23.3%	225,053	57,999	25.8%

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 3C  
Total New Hires - Disabled Veteran New Hires

	FY 2010			FY 2011		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	281,651	23,140	8.2%	229,853	20,613	9.0%
<b>Executive Order Agencies</b>						
Agriculture	25,561	432	1.7%	20,511	420	2.0%
Commerce	8,715	177	2.0%	8,038	197	2.5%
Defense	101,853	13,347	13.1%	79,030	11,539	14.6%
Air Force	23,816	3,425	14.4%	19,451	3,090	15.9%
Army	38,598	5,821	15.1%	29,195	4,782	16.4%
Navy	22,828	2,699	11.8%	17,594	2,493	14.2%
Defense Activities	16,611	1,402	8.4%	12,790	1,174	9.2%
Education	726	15	2.1%	463	14	3.0%
Energy	1,525	66	4.3%	1,125	72	6.4%
HHS	11,102	199	1.8%	9,362	171	1.8%
Homeland Security	15,068	770	5.1%	19,933	1,045	5.2%
HUD	1,210	38	3.1%	797	43	5.4%
Interior	20,718	729	3.5%	17,635	691	3.9%
Justice	10,129	496	4.9%	5,632	316	5.6%
Labor	1,985	205	10.3%	1,207	142	11.8%
State	1,971	83	4.2%	2,291	108	4.7%
Transportation	4,178	387	9.3%	3,160	370	11.7%
Treasury	14,541	664	4.6%	11,111	367	3.3%
Veterans Affairs	40,227	4,418	11.0%	37,812	4,407	11.7%
AID	748	16	2.1%	787	16	2.0%
EPA	1,576	37	2.3%	1,315	32	2.4%
GSA	1,085	66	6.1%	576	62	10.8%
NASA	857	27	3.2%	579	29	5.0%
NSF	249	3	1.2%	212	5	2.4%
OPM	854	113	13.2%	661	114	17.2%
NRC	365	14	3.8%	192	4	2.1%
SSA	8,650	552	6.4%	1,438	177	12.3%
SBA	504	24	4.8%	1,186	54	4.6%
Total Executive Order Agencies	274,397	22,878	8.3%	225,053	20,395	9.1%

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 3D  
Total New Hires - 30% or More Disabled Veteran New Hires

	FY 2010			FY 2011		
	Total New Hires	Total 30% or More Disabled Veteran New	%	Total New Hires	Total 30% or More Disabled Veteran New	%
Total Executive Branch Agencies	281,651	15,435	5.5%	229,853	13,969	6.1%
<b>Executive Order Agencies</b>						
Agriculture	25,561	226	0.9%	20,511	249	1.2%
Commerce	8,715	76	0.9%	8,038	104	1.3%
Defense	101,853	9,455	9.3%	79,030	8,257	10.4%
Air Force	23,816	2,492	10.5%	19,451	2,207	11.3%
Army	38,598	4,150	10.8%	29,195	3,412	11.7%
Navy	22,828	1,901	8.3%	17,594	1,820	10.3%
Defense Activities	16,611	912	5.5%	12,790	818	6.4%
Education	726	8	1.1%	463	10	2.2%
Energy	1,525	40	2.6%	1,125	45	4.0%
HHS	11,102	110	1.0%	9,362	120	1.3%
Homeland Security	15,068	475	3.2%	19,933	670	3.4%
HUD	1,210	13	1.1%	797	29	3.6%
Interior	20,718	380	1.8%	17,635	391	2.2%
Justice	10,129	276	2.7%	5,632	190	3.4%
Labor	1,985	126	6.3%	1,207	101	8.4%
State	1,971	43	2.2%	2,291	59	2.6%
Transportation	4,178	217	5.2%	3,160	207	6.6%
Treasury	14,541	402	2.8%	11,111	202	1.8%
Veterans Affairs	40,227	2,884	7.2%	37,812	2,891	7.6%
AID	748	13	1.7%	787	8	1.0%
EPA	1,576	27	1.7%	1,315	18	1.4%
GSA	1,085	42	3.9%	576	42	7.3%
NASA	857	18	2.1%	579	17	2.9%
NSF	249	2	0.8%	212	4	1.9%
OPM	854	82	9.6%	661	83	12.6%
NRC	365	10	2.7%	192	3	1.6%
SSA	8,650	346	4.0%	1,438	122	8.5%
SBA	504	11	2.2%	1,186	27	2.3%
Total Executive Order Agencies	274,397	15,282	5.6%	225,053	13,849	6.2%

Employment of Veterans in the Federal Executive Branch  
 Fiscal Year 2011  
 Table 4  
 Total New Hires -Veteran New Hires  
 Non-Seasonal Full-Time Permanent

Category	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
<b>Total Employees</b>	95,759	133,109	139,125	135,682	105,325
<b>Total Veterans</b>	35,559	46,527	49,989	53,203	47,093
% of All Employees	37.1%	35.0%	35.9%	39.2%	44.7%
<b>Veterans with Preference</b>	31,145	40,980	44,332	47,604	42,285
% of All Employees	32.5%	30.8%	31.9%	35.1%	40.1%
% of All Veterans	87.6%	88.1%	88.7%	89.5%	89.8%
<b>Disabled Veterans</b>	8,397	11,524	13,663	16,353	14,306
% of All Employees	8.8%	8.7%	9.8%	12.1%	13.6%
% of All Veterans	23.6%	24.8%	27.3%	30.7%	30.4%
<b>30% + Disabled Veterans</b>	4,951	7,274	8,740	10,564	9,387
% of All Employees	5.2%	5.5%	6.3%	7.8%	8.9%
% of All Veterans	13.9%	15.6%	17.5%	19.9%	19.9%

New Hires do not include transfers between agencies. Non-Seasonal Full-Time Permanent:  
 This category includes all employees working a 40-hour work week year round with  
 no absolute end date.

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 4A  
Non-Seasonal Full-Time Permanent New Hires  
Total New Hires - Veteran New Hires

	FY 2010			FY 2011		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	135,682	53,203	39.2%	105,325	47,093	44.7%
<b>Executive Order Agencies</b>						
Agriculture	4,113	836	20.3%	3,099	810	26.1%
Commerce	1,468	208	14.2%	1,876	289	15.4%
Defense	63,853	33,081	51.8%	49,092	28,994	59.1%
Air Force	15,229	8,975	58.9%	12,918	8,787	68.0%
Army	23,962	12,801	53.4%	17,888	10,341	57.8%
Navy	16,930	8,144	48.1%	13,414	7,422	55.3%
Defense Activities	7,732	3,161	40.9%	4,872	2,444	50.2%
Education	438	43	9.8%	240	39	16.3%
Energy	919	235	25.6%	665	195	29.3%
HHS	5,399	515	9.5%	4,149	457	11.0%
Homeland Security	7,229	2,565	35.5%	7,761	2,828	36.4%
HUD	595	76	12.8%	425	91	21.4%
Interior	2,553	676	26.5%	2,132	675	31.7%
Justice	8,041	2,123	26.4%	4,437	1,239	27.9%
Labor	1,283	374	29.2%	752	238	31.6%
State	488	135	27.7%	675	204	30.2%
Transportation	2,076	758	36.5%	1,641	711	43.3%
Treasury	4,185	882	21.1%	1,768	363	20.5%
Veterans Affairs	21,575	8,589	39.8%	21,311	8,798	41.3%
AID	154	27	17.5%	173	29	16.8%
EPA	664	86	13.0%	584	88	15.1%
GSA	833	181	21.7%	439	130	29.6%
NASA	428	44	10.3%	393	45	11.5%
NSF	62	10	16.1%	45	4	8.9%
OPM	541	155	28.7%	508	206	40.6%
NRC	203	60	29.6%	93	32	34.4%
SSA	5,744	1,029	17.9%	603	166	27.5%
SBA	88	22	25.0%	99	26	26.3%
Total Executive Order Agencies	132,932	52,710	39.7%	102,960	46,657	45.3%

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 4B  
Non-Seasonal Full-Time Permanent New Hires  
Total New Hires - Veterans with Preference New Hires

	FY 2010			FY 2011		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	135,682	47,604	35.1%	105,325	42,285	40.1%
<b>Executive Order Agencies</b>						
Agriculture	4,113	816	19.8%	3,099	755	24.4%
Commerce	1,468	199	13.6%	1,876	274	14.6%
Defense	63,853	29,319	45.9%	49,092	25,927	52.8%
Air Force	15,229	7,920	52.0%	12,918	7,732	59.9%
Army	23,962	11,312	47.2%	17,888	9,259	51.8%
Navy	16,930	7,342	43.4%	13,414	6,769	50.5%
Defense Activities	7,732	2,745	35.5%	4,872	2,167	44.5%
Education	438	41	9.4%	240	38	15.8%
Energy	919	207	22.5%	665	177	26.6%
HHS	5,399	509	9.4%	4,149	454	10.9%
Homeland Security	7,229	2,329	32.2%	7,761	2,627	33.8%
HUD	595	73	12.3%	425	90	21.2%
Interior	2,553	645	25.3%	2,132	633	29.7%
Justice	8,041	1,959	24.4%	4,437	1,189	26.8%
Labor	1,283	361	28.1%	752	225	29.9%
State	488	130	26.6%	675	177	26.2%
Transportation	2,076	719	34.6%	1,641	673	41.0%
Treasury	4,185	868	20.7%	1,768	351	19.9%
Veterans Affairs	21,575	7,436	34.5%	21,311	7,601	35.7%
AID	154	26	16.9%	173	28	16.2%
EPA	664	79	11.9%	584	82	14.0%
GSA	833	171	20.5%	439	125	28.5%
NASA	428	34	7.9%	393	39	9.9%
NSF	62	8	12.9%	45	4	8.9%
OPM	541	146	27.0%	508	193	38.0%
NRC	203	55	27.1%	93	28	30.1%
SSA	5,744	988	17.2%	603	164	27.2%
SBA	88	21	23.9%	99	25	25.3%
Total Executive Order Agencies	132,932	47,139	35.5%	102,960	41,879	40.7%

Employment of Veterans in the Federal Executive Branch  
 Fiscal Year 2011  
 Table 4C  
 Non-Seasonal Full-Time Permanent New Hires  
 Total New Hires - Disabled Veteran New Hires

	FY 2010			FY 2011		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	135,682	16,353	12.1%	105,325	14,306	13.6%
<b>Executive Order Agencies</b>						
Agriculture	4,113	306	7.4%	3,099	292	9.4%
Commerce	1,468	60	4.1%	1,876	79	4.2%
Defense	63,853	9,283	14.5%	49,092	7,945	16.2%
Air Force	15,229	2,369	15.6%	12,918	2,209	17.1%
Army	23,962	3,742	15.6%	17,888	3,025	16.9%
Navy	16,930	2,198	13.0%	13,414	2,000	14.9%
Defense Activities	7,732	974	12.6%	4,872	711	14.6%
Education	438	14	3.2%	240	12	5.0%
Energy	919	62	6.7%	665	58	8.7%
HHS	5,399	177	3.3%	4,149	148	3.6%
Homeland Security	7,229	641	8.9%	7,761	853	11.0%
HUD	595	35	5.9%	425	35	8.2%
Interior	2,553	265	10.4%	2,132	266	12.5%
Justice	8,041	475	5.9%	4,437	299	6.7%
Labor	1,283	164	12.8%	752	108	14.4%
State	488	51	10.5%	675	79	11.7%
Transportation	2,076	266	12.8%	1,641	254	15.5%
Treasury	4,185	400	9.6%	1,768	135	7.6%
Veterans Affairs	21,575	3,248	15.1%	21,311	3,272	15.4%
AID	154	11	7.1%	173	8	4.6%
EPA	664	27	4.1%	584	26	4.5%
GSA	833	63	7.6%	439	52	11.8%
NASA	428	16	3.7%	393	17	4.3%
NSF	62	3	4.8%	45	2	4.4%
OPM	541	74	13.7%	508	95	18.7%
NRC	203	12	5.9%	93	4	4.3%
SSA	5,744	502	8.7%	603	83	13.8%
SBA	88	8	9.1%	99	13	13.1%
Total Executive Order Agencies	132,932	16,163	12.2%	102,960	14,135	13.7%

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011

Table 4D  
Non-Seasonal Full-Time Permanent New Hires  
Total New Hires - 30% or More Disabled Veteran New Hires

	FY 2010			FY 2011		
	Total New Hires	Total 30% or More Disabled Veteran New	%	Total New Hires	Total 30% or More Disabled Veteran New	%
<b>Total Executive Branch Agencies</b>	135,682	10,564	7.8%	105,325	9,387	8.9%
<b>Executive Order Agencies</b>						
Agriculture	4,113	162	3.9%	3,099	178	5.7%
Commerce	1,468	32	2.2%	1,876	45	2.4%
Defense	63,853	6,242	9.8%	49,092	5,410	11.0%
Air Force	15,229	1,598	10.5%	12,918	1,474	11.4%
Army	23,962	2,536	10.6%	17,888	2,054	11.5%
Navy	16,930	1,504	8.9%	13,414	1,399	10.4%
Defense Activities	7,732	604	7.8%	4,872	483	9.9%
Education	438	7	1.6%	240	8	3.3%
Energy	919	37	4.0%	665	34	5.1%
HHS	5,399	93	1.7%	4,149	101	2.4%
Homeland Security	7,229	386	5.3%	7,761	526	6.8%
HUD	595	13	2.2%	425	24	5.6%
Interior	2,553	138	5.4%	2,132	154	7.2%
Justice	8,041	264	3.3%	4,437	181	4.1%
Labor	1,283	99	7.7%	752	75	10.0%
State	488	28	5.7%	675	46	6.8%
Transportation	2,076	145	7.0%	1,641	149	9.1%
Treasury	4,185	258	6.2%	1,768	77	4.4%
Veterans Affairs	21,575	2,079	9.6%	21,311	2,075	9.7%
AID	154	8	5.2%	173	5	2.9%
EPA	664	20	3.0%	584	14	2.4%
GSA	833	39	4.7%	439	34	7.7%
NASA	428	13	3.0%	393	11	2.8%
NSF	62	2	3.2%	45	1	2.2%
OPM	541	58	10.7%	508	71	14.0%
NRC	203	8	3.9%	93	3	3.2%
SSA	5,744	313	5.4%	603	61	10.1%
SBA	88	3	3.4%	99	7	7.1%
<b>Total Executive Order Agencies</b>	132,932	10,447	7.9%	102,960	9,290	9.0%



Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 5  
Veteran New Hires by Veteran Appointing Authorities

	FY 2010			FY 2011		
	VRA	VEOA	30%	VRA	VEOA	30%
Total Executive Branch Agencies	6,814	19,695	1,945	6,018	18,746	1,903
<b>Executive Order Agencies</b>						
Agriculture	49	133	5	85	117	7
Commerce	6	46	4	11	41	5
Defense	4,647	14,199	1,547	3,928	13,608	1,436
Air Force	428	4,779	584	264	5,452	478
Army	2,203	5,226	671	1,828	4,354	586
Navy	1,825	3,037	180	1,631	2,778	260
Defense Activities	191	1,157	112	205	1,024	112
Education	2	3	0	3	6	1
Energy	8	62	1	9	45	4
HHS	11	48	5	19	43	11
Homeland Security	116	518	33	247	642	75
HUD	2	11	1	3	5	0
Interior	65	154	19	102	122	17
Justice	60	104	7	24	64	6
Labor	38	42	8	41	19	5
State	7	15	4	13	27	3
Transportation	13	4	1	10	14	2
Treasury	25	38	7	21	30	2
Veterans Affairs	1,274	4,139	282	1,378	3,762	309
AID	3	1	2	7	1	1
EPA	7	17	1	3	17	0
GSA	7	49	1	18	30	8
NASA	3	3	0	4	8	0
NSF	2	0	0	1	0	3
OPM	25	45	4	24	53	4
NRC*	0	0	0	0	0	0
SSA	433	3	8	56	6	2
SBA	0	5	0	1	4	0
Total Executive Order Agencies	6,803	19,639	1,940	6,008	18,664	1,901

\*NRC is an excepted service agency.

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 6  
Total Veteran New Hires Under  
Other Appointing Authorities

	FY 2010				FY 2011			
	STEP	SCEP	PMF	Schedule A*	STEP	SCEP	PMF	Schedule A*
Total Executive Branch Agencies	618	335	43	118	585	339	67	319
<b>Executive Order Agencies</b>								
Agriculture	29	17	1	5	32	20	2	12
Commerce	2	3	1	3	5	4	1	2
Defense	235	229	7	21	247	231	18	56
Air Force	94	96	2	0	112	62	6	2
Army	66	29	0	7	69	43	2	10
Navy	43	93	0	14	53	102	2	36
Defense Activities	32	11	5	0	13	24	8	8
Education	0	0	0	0	2	0	0	0
Energy	14	4	0	0	8	3	0	0
HHS	9	2	1	1	6	3	4	11
Homeland Security	15	5	4	0	21	9	5	8
HUD	1	0	7	1	1	0	2	1
Interior	100	15	0	5	98	21	1	6
Justice	13	1	1	0	5	2	0	0
Labor	2	1	0	2	8	2	1	4
State	11	0	8	1	2	4	11	0
Transportation	1	3	0	5	4	1	0	2
Treasury	13	4	0	33	7	2	0	9
Veterans Affairs	122	38	6	31	93	29	12	198
AID	0	0	2	0	1	0	1	0
EPA	13	4	1	0	30	2	2	3
GSA	2	0	0	0	2	0	0	0
NASA	0	5	1	3	0	4	0	0
NSF	0	0	0	0	0	0	0	0
OPM	0	0	0	1	0	0	3	0
NRC	0	0	0	0	0	0	0	0
SSA	12	1	2	5	0	0	1	5
SBA	0	0	0	0	1	0	2	0
Total Executive Order Agencies	594	332	42	117	573	337	66	317

\*This category reflects the total number of veterans hired under the Schedule A appointment authority for people with disabilities.

Employment of Veterans in the Federal Executive Branch  
 Fiscal Year 2011  
 Table 7  
 Disabled Veteran New Hires under  
 Veteran and Other Appointing Authorities

Appointments	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011
30 Percent or More Disabled	1,104	1,331	1,669	1,945	1,903
VRA (no conversions)	1,736	2,113	2,282	2,673	2,405
VEOA	2,236	3,599	4,315	5,068	4,718
Subtotal	5,076	7,043	8,266	9,686	9,026
*All Other Appointments	7,854	9,694	12,182	13,454	11,587
Total Disabled Veteran Hires	12,930	16,737	20,448	23,140	20,613

\*All Other Appointments include those hired under competitive examining and others  
 such as Schedule A, STEP, SCEP, etc.

Employment of Veterans in the Federal Executive Branch  
 Fiscal Year 2011  
 Table 8  
 Employment Distribution  
 by Pay Plan/Grade Grouping

		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse*
SES		0.39%	0.18%	0.06%	0.11%	0.00%
GS, GM, GL	Grade 1-4	3.64%	2.31%	2.78%	5.80%	27.14%
	Grade 5-8	18.00%	19.13%	22.52%	32.79%	51.38%
	Grade 9-12	30.16%	32.64%	37.67%	30.20%	14.74%
	Grade 13-15	19.01%	15.33%	14.09%	12.30%	0.92%
Blue Collar Pay Plans		8.69%	16.02%	13.06%	7.53%	3.83%
Other White Collar Pay Plans		20.11%	14.38%	9.82%	11.27%	1.99%
		100%	100%	100%	100%	100%

This table is revised since General Schedule and Related (GSR) Pay Plans are not longer generated because of the proliferation of pay plans outside of the general schedule.

\*Those appointed under the Noncompetitive Hiring Authority for Certain Military Spouses authorized by Executive Order 13473.

Employment of Veterans in the Federal Executive Branch  
 Fiscal Year 2011  
 Table 9  
 Employment Distribution  
 by Occupational Category

Category	Professional	Administrative	Technical	Clerical	Other White Collar	Blue Collar	Total
All Employees	25.87%	35.81%	17.71%	7.00%	3.92%	8.69%	100%
All Veterans	12.67%	42.60%	16.81%	5.89%	6.00%	16.02%	100%
Disabled Veterans	9.77%	47.94%	17.49%	7.52%	4.21%	13.06%	100%
30% or More Disabled Veterans	9.42%	49.87%	17.75%	7.86%	3.63%	11.47%	100%
Derived Preference	13.96%	36.11%	25.30%	14.71%	2.38%	7.53%	100%
Military Spouse*	6.89%	11.68%	33.57%	43.21%	0.82%	3.83%	100%

Other White Collar: White collar occupations that cannot be related to the above professional, administrative, technical, or clerical categories such as trainees and law enforcement.

\*Those appointed under the Noncompetitive Hiring Authority for Certain Military Spouses authorized by Executive Order 13473.

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 10  
Total New Hires with Derived Preference

	FY 2010			FY 2011		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	281,651	453	0.2%	229,853	438	0.19%
<b>Executive Order Agencies</b>						
Agriculture	25,561	11	0.0%	20,511	45	0.22%
Commerce	8,715	5	0.1%	8,038	7	0.09%
Defense	101,853	109	0.1%	79,030	116	0.15%
Air Force	23,816	24	0.1%	19,451	25	0.13%
Army	38,598	53	0.1%	29,195	56	0.19%
Navy	22,828	15	0.1%	17,594	16	0.09%
Defense Activities	16,611	17	0.1%	12,790	19	0.15%
Education	726	2	0.3%	463	0	0.00%
Energy	1,525	4	0.3%	1,125	4	0.36%
HHS	11,102	11	0.1%	9,362	3	0.03%
Homeland Security	15,068	18	0.1%	19,933	16	0.08%
HUD	1,210	3	0.3%	797	1	0.13%
Interior	20,718	25	0.1%	17,635	27	0.15%
Justice	10,129	15	0.2%	5,632	13	0.23%
Labor	1,985	5	0.3%	1,207	5	0.41%
State	1,971	5	0.3%	2,291	6	0.26%
Transportation	4,178	8	0.2%	3,160	5	0.16%
Treasury	14,541	36	0.3%	11,111	24	0.22%
Veterans Affairs	40,227	166	0.4%	37,812	140	0.37%
AID	748	1	0.1%	787	0	0.00%
EPA	1,576	0	0.0%	1,315	3	0.23%
GSA	1,085	1	0.1%	576	2	0.35%
NASA	857	1	0.1%	579	1	0.17%
NSF	249	0	0.0%	212	0	0.00%
OPM	854	4	0.5%	661	2	0.30%
NRC	365	1	0.3%	192	0	0.00%
SSA	8,650	12	0.1%	1,438	2	0.14%
SBA	504	2	0.4%	1,186	7	0.59%
Total Executive Order Agencies	274,397	445	0.2%	225,053	429	0.19%
Other Agencies	7,254	8	0.1%	4,800	9	0.19%

Derived Preference in this table is defined as spouses, mothers, widows, and widowers entitled to claim preference as defined in section 2108, title 5, United States Code, who may or may not be veterans.

Employment of Veterans in the Federal Executive Branch  
Fiscal Year 2011  
Table 11  
Noncompetitive Appointment of Certain Military Spouses

	FY 2010			FY 2011		
	Federal New Hires	Total Military Spouse Appointments	%	Federal New Hires	Total Military Spouse Appointments	%
Total Executive Branch Agencies	281,651	830	0.3%	229,853	1,492	0.65%
<b>Executive Order Agencies</b>						
Agriculture	25,561	2	0.0%	20,511	6	0.03%
Commerce	8,715	0	0.0%	8,038	0	0.00%
Defense	101,853	785	0.8%	79,030	1,410	1.78%
Air Force	23,816	167	0.7%	19,451	240	1.23%
Army	38,598	497	1.3%	29,195	941	3.22%
Navy	22,828	87	0.4%	17,594	146	0.83%
Defense Activities	16,611	34	0.2%	12,790	83	0.65%
Education	726	0	0.0%	463	0	0.00%
Energy	1,525	0	0.0%	1,125	0	0.00%
HHS	11,102	1	0.0%	9,362	1	0.01%
Homeland Security	15,068	2	0.0%	19,933	19	0.10%
HUD	1,210	0	0.0%	797	0	0.00%
Interior	20,718	7	0.0%	17,635	3	0.02%
Justice	10,129	0	0.0%	5,632	1	0.02%
Labor	1,985	2	0.1%	1,207	0	0.00%
State	1,971	0	0.0%	2,291	0	0.00%
Transportation	4,178	0	0.0%	3,160	0	0.00%
Treasury	14,541	1	0.0%	11,111	2	0.02%
Veterans Affairs	40,227	15	0.0%	37,812	40	0.11%
AID	748	0	0.0%	787	0	0.00%
EPA	1,576	0	0.0%	1,315	0	0.00%
GSA	1,085	1	0.1%	576	0	0.00%
NASA	857	0	0.0%	579	0	0.00%
NSF	249	1	0.4%	212	0	0.00%
OPM	854	2	0.2%	661	3	0.45%
NRC	365	0	0.0%	192	0	0.00%
SSA	8,650	10	0.1%	1,438	1	0.07%
SBA	504	0	0.0%	1,186	0	0.00%
Total Executive Order Agencies	274,397	829	0.3%	225,053	1,486	0.66%

Noncompetitive Appointment of Certain Military Spouses Hiring Authority was effective September 11, 2009, authorized by Executive Order 13473.

## Appendix 1

### Organizations Included

Administrative Conference of the United States  
Advisory Council on Historic Preservation  
African Development Foundation  
American Battle Monuments Commission  
Appalachian Regional Commission  
Architectural and Transportation Barriers Compliance Board  
Arctic Research Commission  
Armed Forces Retirement Home  
Barry Goldwater Scholarship and Excellence In Education Foundation  
Broadcasting Board of Governors  
Chemical Safety and Hazard Investigation Board  
Christopher Columbus Fellowship Foundation  
Commission of Fine Arts  
Commission on Civil Rights  
Committee for Purchase from People Who are Blind or Severely Disabled  
Commodity Futures Trading Commission  
Consumer Product Safety Commission  
Corporation for National and Community Service  
Council of Economic Advisers  
Council on Environmental Quality/Office of Environmental Quality  
Council of the Inspectors General on Integrity and Efficiency  
Court Services and Offender Supervision Agency for the District of Columbia  
Defense Nuclear Facilities Safety Board  
Denali Commission  
Department of Agriculture  
Department of Commerce  
Department of Defense:

- Department of the Air Force
- Department of the Army
- Department of the Navy

Defense Activities  
Department of Education  
Department of Energy  
Department of Health and Human Services  
Department of Homeland Security  
Department of Housing and Urban Development  
Department of Justice



## Appendix 1

### **Organizations Included** *continued*

Department of State (Excluding Foreign Service Personnel)  
Department of the Interior  
Department of the Treasury  
Department of Transportation  
Department of Veterans Affairs  
Dwight D. Eisenhower Memorial Commission  
Election Assistance Commission  
Environmental Protection Agency  
Equal Employment Opportunity Commission  
Export-Import Bank of the United States  
Farm Credit Administration  
Farm Credit System Insurance Corporation  
Federal Communications Commission  
Federal Deposit Insurance Corporation  
Federal Election Commission  
Federal Financial Institutions Examination Council  
Federal Housing Finance Agency  
Federal Labor Relations Authority  
Federal Maritime Commission  
Federal Mediation and Conciliation Service  
Federal Mine Safety and Health Review Commission  
Federal Reserve System-Bureau of Consumer Financial Protection  
Federal Retirement Thrift Investment Board  
Federal Trade Commission  
General Services Administration  
Harry S. Truman Scholarship Foundation  
Institute of Museum and Library Services  
Inter-American Foundation  
International Boundary and Water Commission: United States and Mexico  
International Boundary Commission: United States and Canada  
International Joint Commission: United States and Canada  
James Madison Memorial Fellowship Foundation  
Japan-United States Friendship Commission  
Marine Mammal Commission  
Medicaid and Chip Payment and Access Commission  
Merit Systems Protection Board  
Millennium Challenge Corporation  
Morris K. Udall and Stewart L. Udall Foundation

**Organizations Included** *continued*

National Archives and Records Administration  
National Capital Planning Commission  
National Council on Disability  
National Credit Union Administration  
National Endowment for the Arts  
National Endowment for the Humanities  
National Labor Relations Board  
National Mediation Board  
National Science Foundation  
National Security Council  
National Transportation Safety Board  
Northern Border Regional Commission  
Nuclear Regulatory Commission  
Nuclear Waste Technical Review Board  
Occupational Safety and Health Review Commission  
Office of Administration  
Office of Government Ethics  
Office of Management and Budget  
Office of National Drug Control Policy  
Office of Navajo and Hopi Indian Relocation  
Office of Personnel Management  
Office of Science and Technology Policy  
Office of Special Counsel  
Office of the Federal Coordinator for Alaska Natural Gas Transportation Projects  
Office of the U.S. Trade Representative  
Overseas Private Investment Corporation  
Peace Corps  
Pension Benefit Guaranty Corporation  
Presidio Trust  
Public Interest Declassification Board  
Railroad Retirement Board  
Recovery Act Accountability & Transparency Board  
Ronald Reagan Centennial Commission  
Securities and Exchange Commission  
Selective Service System  
Small Business Administration  
Smithsonian Institution  
Social Security Administration  
Trade and Development Agency

## Appendix 1

### **Organizations Included** *continued*

U.S. Holocaust Memorial Museum

U.S. Interagency Council on Homelessness

U.S. International Trade Commission

United States-China Economic and Security Review Commission

Utah Reclamation Mitigation and Conservation Commission

Valles Caldera Trust

Vietnam Education Foundation

## Appendix 2

### Organizations Excluded

Air Force National Guard – Civilian Component  
Army National Guard – Civilian Component  
Board of Governors of the Federal Reserve  
Central Intelligence Agency  
Commission on Security and Cooperation in Europe  
Defense Intelligence Agency  
Delta Regional Authority  
Department of State (Foreign Service Personnel)  
Executive Residence At the White House  
Federal Finance Housing Board  
Merit Systems Protection Board  
National Geospatial-Intelligence Agency  
National Security Agency  
Non-Appropriated Fund Personnel (e.g., Coast Guard, DoD)  
Office of the Director of National Intelligence  
Office of the Vice President  
Postal Regulatory Commission  
Public Defender Service  
Public Health Service's Commissioned Officer Corps  
Tennessee Valley Authority  
U.S. Postal Service  
White House Commission on National Moment of Remembrance  
White House Office

## Appendix 3

### List of Abbreviations

30%	30% or More Disabled Veteran Appointing Authority
AID	Agency for International Development
EPA	Environmental Protection Agency
GSA	General Services Administration
HHS	Health and Human Services, Department of
HUD	Housing and Urban Development, Department of
NASA	National Aeronautics and Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
OPM	Office of Personnel Management
PMF	Presidential Management Fellows
SBA	Small Business Administration
SCEP	Student Career Experience Program
SSA	Social Security Administration
STEP	Student Temporary Employment Program
VEOA	Veterans Employment Opportunity Act of 1998
VRA	Veterans' Recruitment Appointment



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