

ANNUAL REPORT TO THE CONGRESS

FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM

FY 2006

Working for America



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
January 2007

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) 2006 to Congress. This report is required under title 5, United States Code, section 7201, and contains statistical data on employment in the Federal workforce, including representation of women and minorities. The FEORP report also highlights human capital practices Federal agencies are using to recruit and develop a workforce which draws on the strengths of America's diversity. President Bush and this administration are committed to a high-performing, citizen-centered, results-oriented and diverse workforce in the Federal Government.

The report shows the Federal Government continues to be a leader in providing employment opportunities to minorities in FY 2006. Overall, minorities are better represented in the Federal workforce than in the Civilian Labor Force (CLF). In 2006, the representation of minorities in the Federal workforce was 32.2 percent compared to 27.7 percent in the CLF. However, Hispanics remain underrepresented in the Federal workforce when compared to the CLF and the representation of women is slightly below the CLF. Hispanic representation in the Federal workforce increased to 7.6 percent from 7.4 percent in 2005. Hispanics represent 12.8 percent of the CLF. The percentage of Hispanics in the GS-13-15 grade group increased to 4.8 percent in 2006 from 4.6 percent in 2005. Asian/Pacific Islanders' participation in the Federal workforce increased to 5.2 percent in 2006 from 5.0 percent in 2005. The representation of Black employees increased to 17.6 percent in 2006 from 17.4 percent in 2005. Native American representation in the Federal workforce was unchanged from 2005 at 1.9 percent.

The representation of minorities and women at the higher General Schedule (GS) grades and at senior pay levels increased in FY 2006. The report shows an increase in the number of women in grades GS-13 through the Senior Executive Service level to 130,080 in 2006, compared to 129,015 in 2005. The representation of minorities at the same grade levels rose to 85,610 in 2006, from 83,708 in 2005.

The Office of Personnel Management, in support of the President's Management Agenda, will continue to assist agencies by providing policy guidance and technical support. Agencies are encouraged to remain committed to building a high-performing, citizen-centered, results-oriented and diverse workforce.

Linda M. Springer

Director

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EXECUTIVE SUMMARY

This is the U.S. Office of Personnel Management's (OPM) fiscal year (FY) 2006 Federal Equal Opportunity Recruitment Program (FEORP) report to Congress. This annual report is required under title 5, United States Code, section 7201. The FEORP is an important recruitment program designed to address the under representation of minorities and women in the Federal service. This report compares FY 2005 and FY 2006 Federal employment statistics derived from OPM's Central Personnel Data File (CPDF). This report also includes human capital activities that help agencies recruit, develop, and retain talent for the current and future Federal workforce (FW).

The Relevant Civilian Labor Force (RCLF) is the benchmark used to measure individual Federal Agency's minority representation relative to the Civilian Labor Force (CLF). The RCLF is unique to each agency because it includes civilian labor force employment only for the occupations found within each agency. Unlike the nationwide civilian labor force percentages, which we estimate 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. The FY 2006 FEORP report uses RCLF data derived from the 2000 Census.

Originally, FEORP covered Federal Executive Branch employees in the General Schedule and Related (GSR) pay plans and Federal Wage Systems pay plans, representing almost 92 percent of total permanent, non-postal employees. However, we have been witnessing a steady shift of white-collar employment out of the GSR pay plans and into new white-collar pay plans. In FY 2004, we started to include information about employees who are under non-GSR pay plans to provide a more meaningful picture of minority representation in the Federal Government. The movement of white-collar employees into these new pay plans is expected to continue in the future and to play a more prominent role in Federal employee demographic data.

Major findings in the FY 2006 FEORP Report are:

- The Federal Government continues to be a leader in employing minorities. The representation of minorities in the Federal workforce increased to 543,579 (32.2 percent) in 2006 from 536,667 (31.8 percent) in 2005. The total permanent Federal workforce covered by the FEORP report decreased to 1,686,217 in FY 2006 from 1,686,849 in FY 2005.
- Overall, minority groups are better represented in the Federal workforce than in the CLF with one exception -- Hispanics. Despite a trend of increasing Hispanic representation in the Federal workforce, Hispanics remain underrepresented in the Federal Government compared to the civilian labor force. Hispanics represent 7.6 percent of the Federal workforce compared to 12.8 percent of the CLF.
- The Federal Government is slightly behind the civilian labor force in the employment of women. Women represent 43.9 percent of the Federal workforce compared to 45.4 percent of the civilian labor force.
- The representation of women and minorities in GSR grades 13 through 15 increased. The number of minority group members in this group increased to 83,301 in 2006, from 81,468 in 2005, while the number of women rose to 125,889 in 2006, from 124,827 in 2005.

Within the report there has been a shift of positions from Technical to Clerical primarily related to reclassification of Transportation Security Administration screeners in 2006. Screeners were reclassified from the Technical occupation 0019 (Safety Technician) to occupation 1802 (Compliance Inspection and Support) which is a "split series." Employees at or below grade 5 (or an equivalent salary) were assigned to the Clerical category and higher graded/paid employees were assigned to the Technical category. In 2006, all TSA Screeners were below the Technical threshold and were assigned to the Clerical category.

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FEDERAL WORKFORCE

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TOTAL EMPLOYMENT

Total permanent employment in pay plans covered by the FEORP report decreased by 632 to 1,686,217 as of September 30, 2006, compared to 1,686,849 as of September 30, 2005. Non-General Schedule and Related white-collar pay plans account for 183,754 employees in this report. The representation of minorities in the Federal Workforce (FW) increased by 6,912 to 543,579 (32.2 percent) in 2006 from 536,667 (31.8 percent) in 2005. Employment highlights for 2006 include:

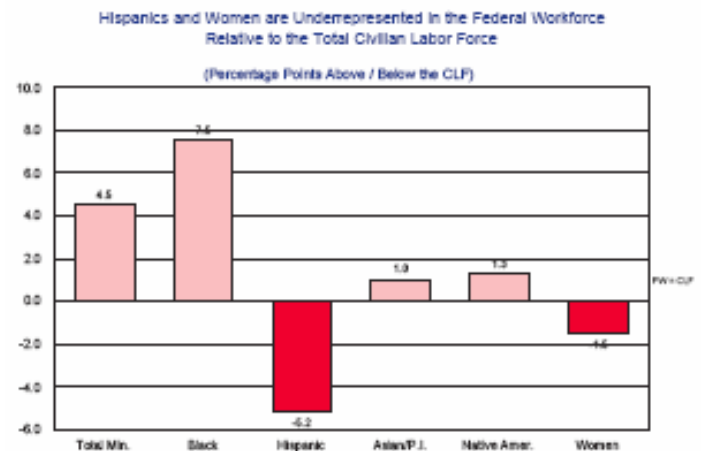
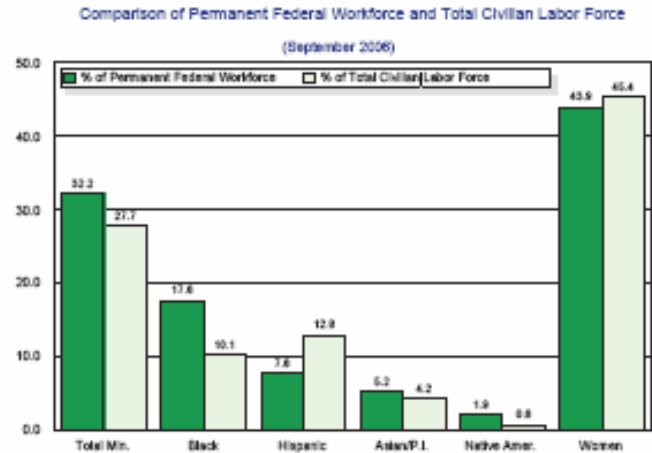
Blacks represented 17.6 percent (296,351) of the FW in 2006 and 17.4 percent (294,300) of the FW in 2005. Black representation in the CLF was 10.1 percent in 2006, the same as in 2005.

Hispanics represented 7.6 percent (127,442) of the FW in 2006, compared to 7.4 percent (125,419) in 2005. The representation of Hispanics in the CLF was 12.8 percent in 2006, compared to 12.6 percent in 2005.

Asian/Pacific Islanders represented 5.2 percent (87,502) of the FW in 2006, compared to 5.0 percent (84,630) in 2005. The representation of Asians/Pacific Islanders in the CLF was 4.2 percent in 2006, compared to 4.1 percent in 2005.

Native Americans represented 1.9 percent (32,284) of the FW in 2006, the same percentage as in 2005 (32,318). Native American representation in the CLF was 0.6 percent in 2006, the same as in 2005.

Women represented 43.9 percent (740,416) of the FW in 2006, the same as in 2005 (740,298). The representation of women in the CLF decreased to 45.4 percent in 2006, compared to 45.6 percent in 2005.



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

Blacks represented 17.6 percent of the permanent Federal workforce (FW) in 2006, compared to 10.1 percent in the Civilian Labor Force (CLF). Within the FW, Black representation in the General Schedule and Related (GSR) pay plans was 13.8 percent, 1.7 percent in the non-GSR pay plans, 2.0 percent in blue-collar (B-C) pay plans, and 0.1 percent at Senior Pay levels.

Hispanics represented 7.6 percent of the permanent FW in 2006, compared to 12.8 percent of the CLF. The Hispanic representation was 5.8 percent in the GSR pay plans, 0.9 percent in the non-GSR pay plans and in the B-C pay plans, and less than 0.05 percent at Senior Pay levels.

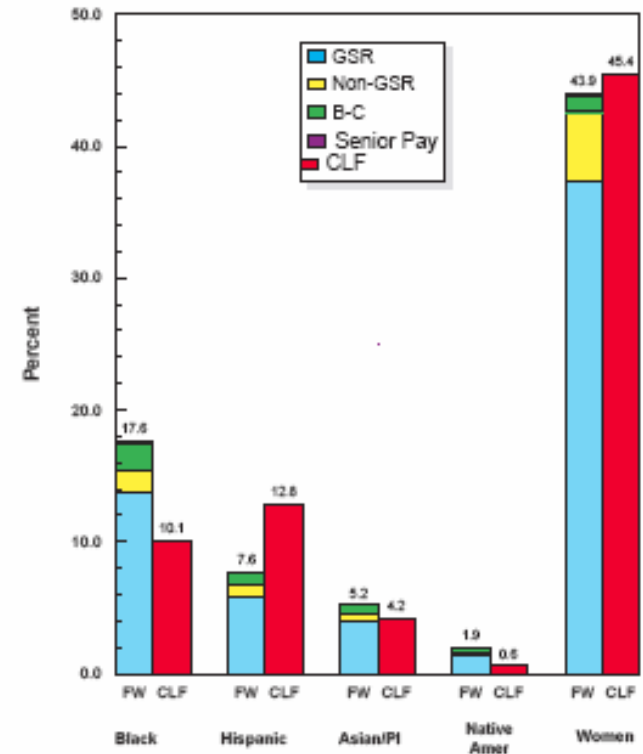
Asian/Pacific Islanders represented 5.2 percent of the FW in 2006, compared to 4.2 percent of the CLF. The Asian/Pacific Islander representation was 3.8 percent in the GSR pay plans, 0.6 percent in the non-GSR pay plans and the B-C pay plans, and less than 0.05 percent at Senior Pay levels.

Native Americans represented 1.9 percent of the FW in 2006, compared to 0.6 percent of the CLF. The Native American representation was 1.5 percent in the GSR pay plans, 0.1 percent in the non-GSR pay plans, 0.3 percent in the B-C pay plans, and less than 0.05 percent at Senior Pay levels.

Women represented 43.9 percent of the FW in 2006, compared to 45.4 percent of the CLF. The representation of women was 37.4 percent in the GSR pay plans, 5.2 percent in the non-GSR pay plans, 1.1 percent in the B-C pay plans, and 0.2 percent at Senior Pay levels.

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

(September 2006)



BLACKS IN THE FEDERAL WORKFORCE

BLACK EMPLOYMENT

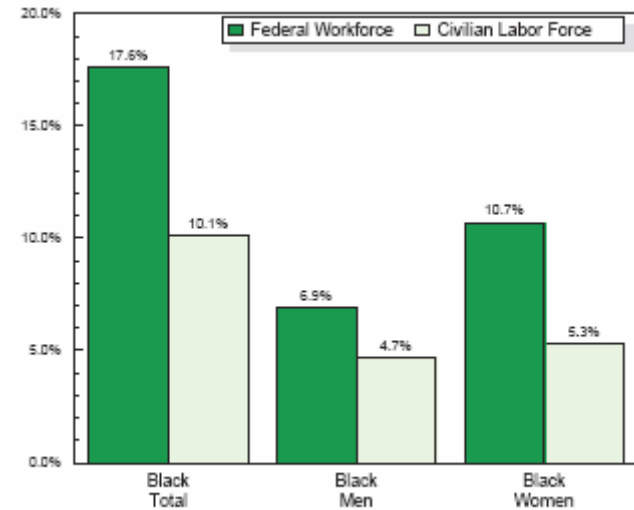
Black employees represented 17.6 percent (296,351) of the permanent Federal Workforce (FW) as of September 30, 2006, compared to 10.1 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2005 were 17.4 and 10.1, respectively.

Black men represented 6.9 percent of the FW and 4.7 percent of the CLF in 2006. In 2005, these percentages were 6.8 and 4.8, respectively.

Black women represented 10.7 percent of the FW in 2006, compared to 5.3 percent of the CLF. In 2005, these percentages were 10.7 and 5.4, respectively.

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

(September 2006)



BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black employment in professional occupations increased by 1,038, to 39,163 in 2006 from 38,125 in 2005. Blacks represented 9.7 percent of all Federal employees in this occupational category in 2006, compared to 9.5 percent in 2005.

Black employment in administrative occupations increased by 3,166 to 103,076 in 2006 from 99,910 in 2005. Blacks represented 17.2 percent of all Federal employees in this occupational category in 2006, compared to 16.8 percent in 2005.

Black employment in technical occupations decreased by 9,342 to 72,966 in 2006 from 82,308 in 2005. Blacks represented 24.1 percent of all Federal employees in this occupational category in 2006, compared to 24.2 in 2005.

Black employment in clerical occupations increased by 6,982 to 37,133 in 2006 from 30,151 in 2005. Blacks represented 27.4 percent of all Federal employees in clerical occupations in 2006, compared to 28.4 percent in 2005.

Black employment in "other" white-collar occupations increased by 47 to 9,514 in 2006 from 9,467 in 2005. Blacks represented 16.0 percent of all Federal employees in "other" occupations in 2006, compared to 16.4 percent in 2005.

Black employment in blue-collar occupations increased by 160 to 34,499 in 2006 from 34,339 in 2005. Blacks represented 18.6 percent of all Federal employees in this occupational category in 2006, compared to 18.5 percent in 2005.

**Blacks as a Percent of All Employees
in each Occupational Category
(September 2006)**

	<u>Black Employment</u>	<u>Percent of FW</u>
Professional	39,163	9.7
Administrative	103,076	17.2
Technical	72,966	24.1
Clerical	37,133	27.4
Other	9,514	16.0
White-Collar	261,852	17.5
Blue-Collar	34,499	18.6
Total	296,351	17.6

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

Blacks represented 26.7 percent (12,226) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2006, including 3,260 Black men and 8,966 Black women. Black employment in this grade group decreased by 685 since 2005.

Blacks represented 26.0 percent (88,785) of all employees in GSR grades 5 through 8 in 2006, including 24,160 Black men and 64,625 Black women. Black employment in this grade group decreased by 1,593 since 2005.

Blacks represented 16.2 percent (89,151) of all employees in GSR grades 9 through 12 in 2006, including 31,112 Black men and 58,039 Black women. Black employment in this grade group increased by 206 since 2005.

Blacks represented 11.6 percent (41,993) of all employees in GSR grades 13 through 15 in 2006, including 17,093 Black men and 24,900 Black women. Black employment in this grade group increased by 836 since 2005.

Blacks represented 15.6 percent (28,636) of all employees in non-GSR pay plans, including 11,424 Black men and 17,212 Black women. Black employment in this grade group increased by 3179 since 2005.

Blacks represented 6.7 percent (1,061) of all employees at the Senior Pay levels in 2006, including 608 Black men and 453 Black women. Black employment at Senior Pay levels decreased by 52 since 2005.

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

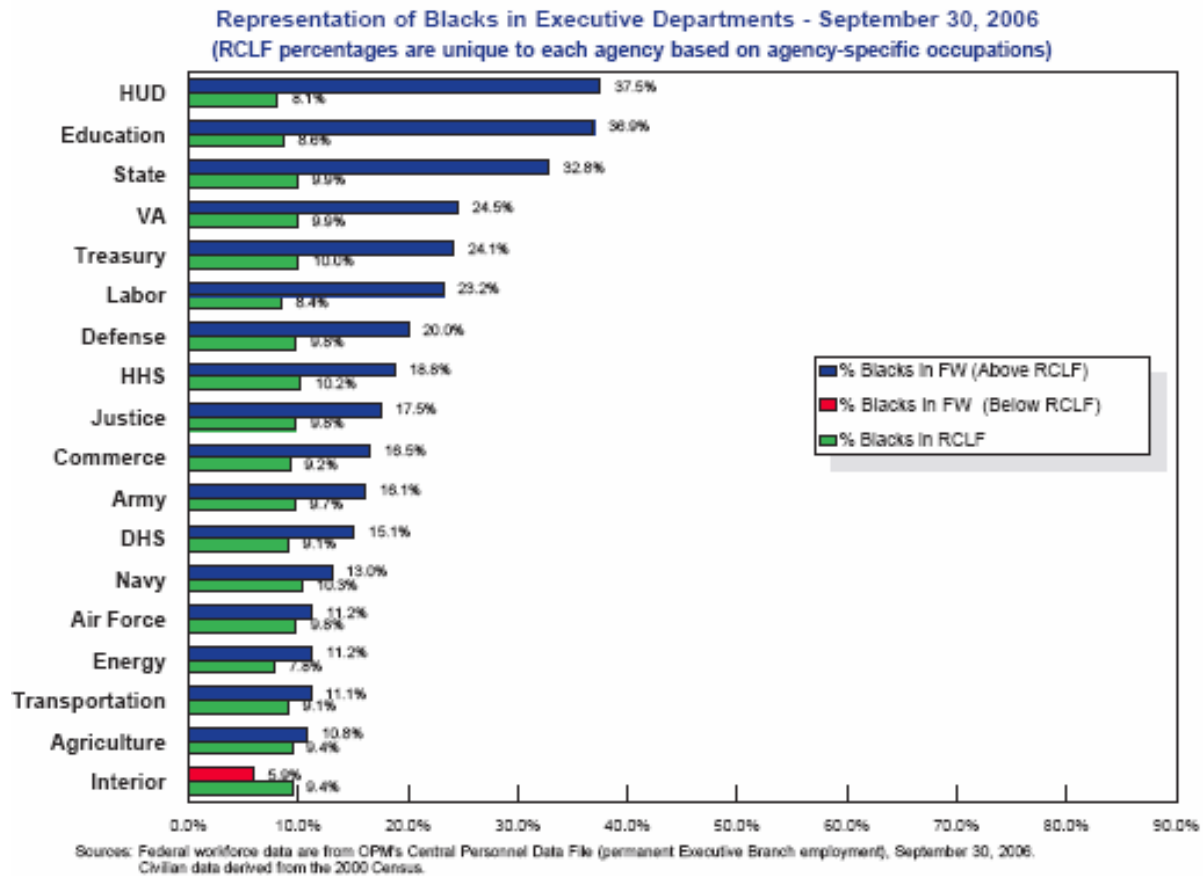
(September 2006)

	Black Employment	Percent of FW
GSR 1-4	12,226	26.7
GSR 5-8	88,785	26.0
GSR 9-12	89,151	16.2
GSR 13-15	41,993	11.6
Non-GSR	28,636	15.6
Senior Pay	1,061	6.7

BLACKS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 17 OF 18 EXECUTIVE DEPARTMENTS

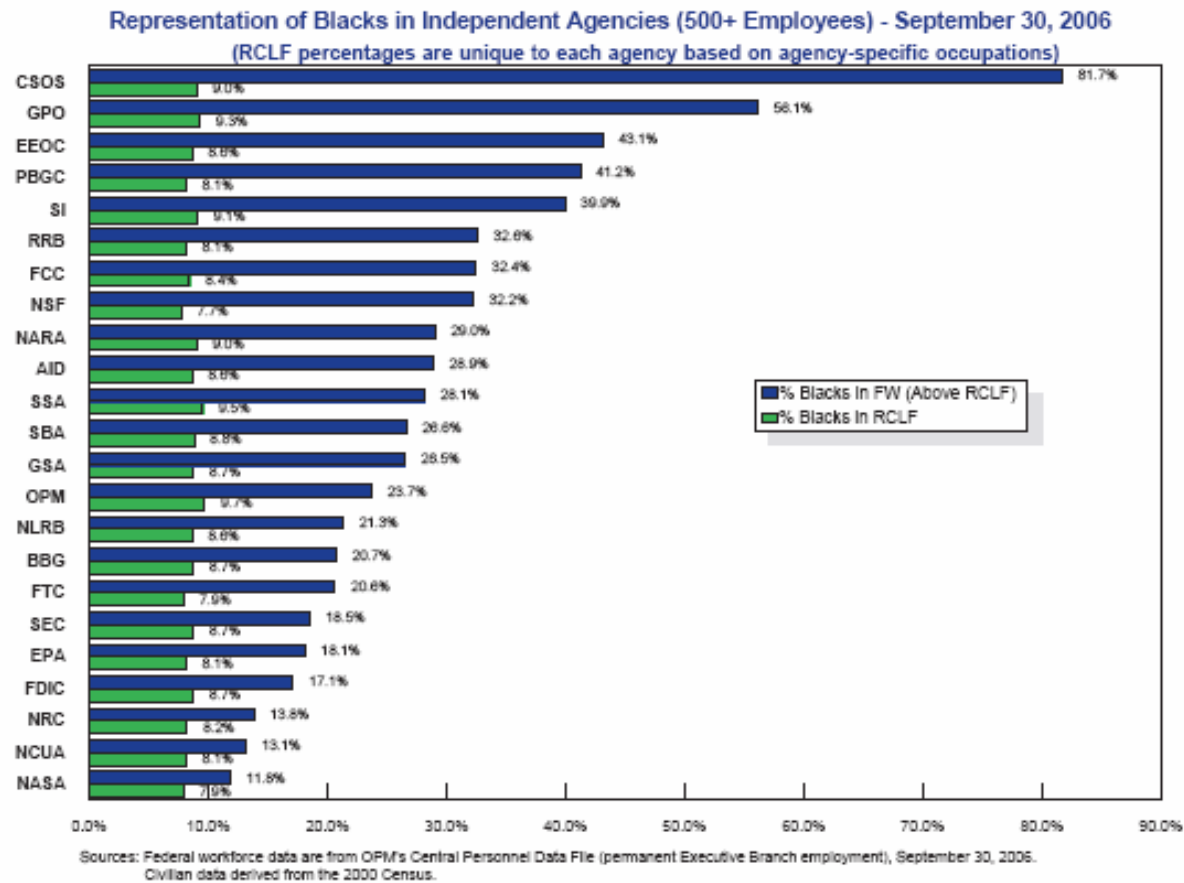
Black representation in the Federal Workforce (FW) was equal to or greater than Black representation in the Relevant Civilian Labor Force (RCLF) in the following 17 Executive Departments: Housing and Urban Development (HUD) (37.5 percent to 8.1 percent); Education (36.9 percent to 8.6 percent); State (32.8 percent to 9.9 percent); Veterans Affairs (VA) (24.5 percent to 9.9 percent); Treasury (24.1 percent to 10.0 percent); Labor (23.2 percent to 8.4 percent); Defense (20.0 percent to 9.8 percent); Health and Human Services (HHS) (18.8 percent to 10.2 percent); Justice (17.5 percent to 9.8 percent); Commerce (16.5 percent to 9.2 percent); Army (16.1 percent to 9.7 percent); Homeland Security (DHS) (15.1 percent to 9.1 percent); Navy (13.0 percent to 10.3 percent); Air Force (11.2 percent to 9.8 percent); Energy (11.2 percent to 7.8 percent); Transportation (11.1 percent to 9.1 percent); and Agriculture (10.8 percent to 9.4 percent).

Black representation in the FW was below Black representation in the RCLF in Interior (5.9 percent to 9.4 percent).



BLACKS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 23 INDEPENDENT AGENCIES

Black representation in the Federal Workforce (FW) was equal to or greater than Black representation in the Relevant Civilian Labor Force (RCLF) in each of the 23 independent agencies with 500 or more employees: Court Services and Offender Supervision Agency (CSOS) (81.7 percent to 9.0 percent); Government Printing Office (GPO) (56.1 percent to 9.3 percent); Equal Employment Opportunity Commission (EEOC) (43.1 percent to 8.6 percent); Pension Benefit Guaranty Corporation (PBGC) (41.2 percent to 8.1 percent); Smithsonian Institution (SI) (39.9 percent to 9.1 percent); Railroad Retirement Board (RRB) (32.6 percent to 8.1 percent); Federal Communications Commission (FCC) (32.4 percent to 8.4 percent); National Science Foundation (NSF) (32.2 percent to 7.7 percent); National Archives and Records Administration (NARA) (29.0 percent to 9.0 percent); Agency for International Development (AID) (28.9 percent to 8.6 percent); Social Security Administration (SSA) (28.1 percent to 9.5 percent); Small Business Administration (SBA) (26.6 percent to 8.8 percent); General Services Administration (GSA) (26.5 percent to 8.7 percent); Office of Personnel Management (OPM) (23.7 percent to 9.7 percent); National Labor Relations Board (NLRB) (21.3 percent to 8.6 percent); Broadcasting Board of Governors (BBG) (20.7 percent to 8.7 percent); Federal Trade Commission (FTC) (20.6 percent to 7.9 percent); Securities and Exchange Commission (SEC) (18.5 percent to 8.7 percent); Environmental Protection Agency (EPA) (18.1 percent to 8.1 percent); Federal Deposit Insurance Corporation (FDIC) (17.1 percent to 8.7 percent); Nuclear Regulatory Commission (NRC) (13.8 percent to 8.2 percent); National Credit Union Association (NCUA) (13.1 percent to 8.1 percent); and the National Aeronautics and Space Administration (NASA) (11.8 percent to 7.9 percent).



HISPANICS IN THE FEDERAL WORKFORCE

HISPANIC EMPLOYMENT

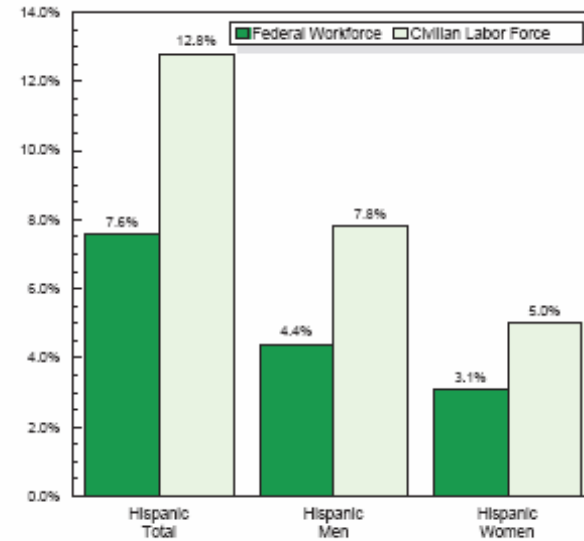
Hispanic employment represented 7.6 percent (127,442) of the permanent Federal Workforce (FW) as of September 30, 2006, compared to 12.8 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2005 were 7.4 and 12.6, respectively.

Hispanic men represented 4.4 percent of the FW compared to 7.8 percent of the CLF in 2006. In 2005, these percentages were 4.3 and 7.7, respectively.

Hispanic women represented 3.1 percent of the FW compared to 5.0 percent of the CLF in 2006. In 2005, these percentages were the same.

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

(September 2006)



HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

Hispanic employment in professional occupations increased by 269 to 19,859 in 2006 from 19,590 in 2005. Hispanics represented 4.9 percent of all Federal employees in this occupational category in 2006, the same percent as in 2005.

Hispanic employment in administrative occupations increased by 1,058 to 43,834 in 2006 from 42,776 in 2005. Hispanics represented 7.3 percent of all Federal employees in this occupational category in 2006, compared to 7.2 percent in 2005.

Hispanic employment in technical occupations decreased by 4,924 to 25,367 in 2006 from 30,291 in 2005. Hispanics represented 8.4 percent of all Federal employees in this occupational category in 2006, compared to 8.9 percent in 2005.

Hispanic employment in clerical occupations increased by 4,460 to 12,741 in 2006 from 8,281 in 2005. Hispanics represented 9.4 percent of all Federal employees in this occupational category in 2006, compared to 7.8 percent in 2005.

Hispanic employment in "other" white-collar occupations increased by 964 to 11,307 in 2006 from 10,343 in 2005. Hispanics represented 19.1 percent of all Federal employees in this occupational category in 2006, compared to 17.9 percent in 2005.

Hispanic employment in blue-collar occupations increased by 196 to 14,334 in 2006 from 14,138 in 2005. Hispanics represented 7.7 percent of all Federal employees in this occupational category in 2006, compared to 7.6 in 2005.

Hispanics as a Percent of All Employees in each Occupational Category

(September 2006)

	Hispanic Employment	Percent of FW
Professional	19,859	4.9
Administrative	43,834	7.3
Technical	25,367	8.4
Clerical	12,741	9.4
Other	11,307	19.1
White-Collar	113,108	7.5
Blue-Collar	14,334	7.7
Total	127,442	7.6

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

Hispanics represented 8.3 percent (3,792) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2006, including 1,397 Hispanic men and 2,395 Hispanic women. Hispanic employment in this grade group decreased by 245 since 2005.

Hispanics represented 9.2 percent (31,384) of all employees in GSR grades 5 through 8 in 2006, including 13,315 Hispanic men and 18,069 Hispanic women. Hispanic employment in this grade group increased by 293 since 2005.

Hispanics represented 8.2 percent (45,379) of all employees in GSR grades 9 through 12 in 2006, including 26,635 Hispanic men and 18,744 Hispanic women. Hispanic employment in this grade group increased by 457 since 2005.

Hispanics represented 4.8 percent (17,316) of all employees in GSR grades 13 through 15 in 2006, including 11,521 Hispanic men and 5,795 Hispanic women. Hispanic employment in this grade group increased by 355 since 2005.

Hispanics represented 8.0 percent (14,652) of all employees in non-GSR pay plans in 2006, including 8,320 Hispanic men and 6,332 Hispanic women. Hispanic employment in this grade group increased by 939 since 2005.

Hispanics represented 3.7 percent (585) of all employees at the Senior Pay levels in 2006, including 407 Hispanic men and 178 Hispanic women. Hispanic employment at Senior Pay levels increased by 28 since 2005.

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

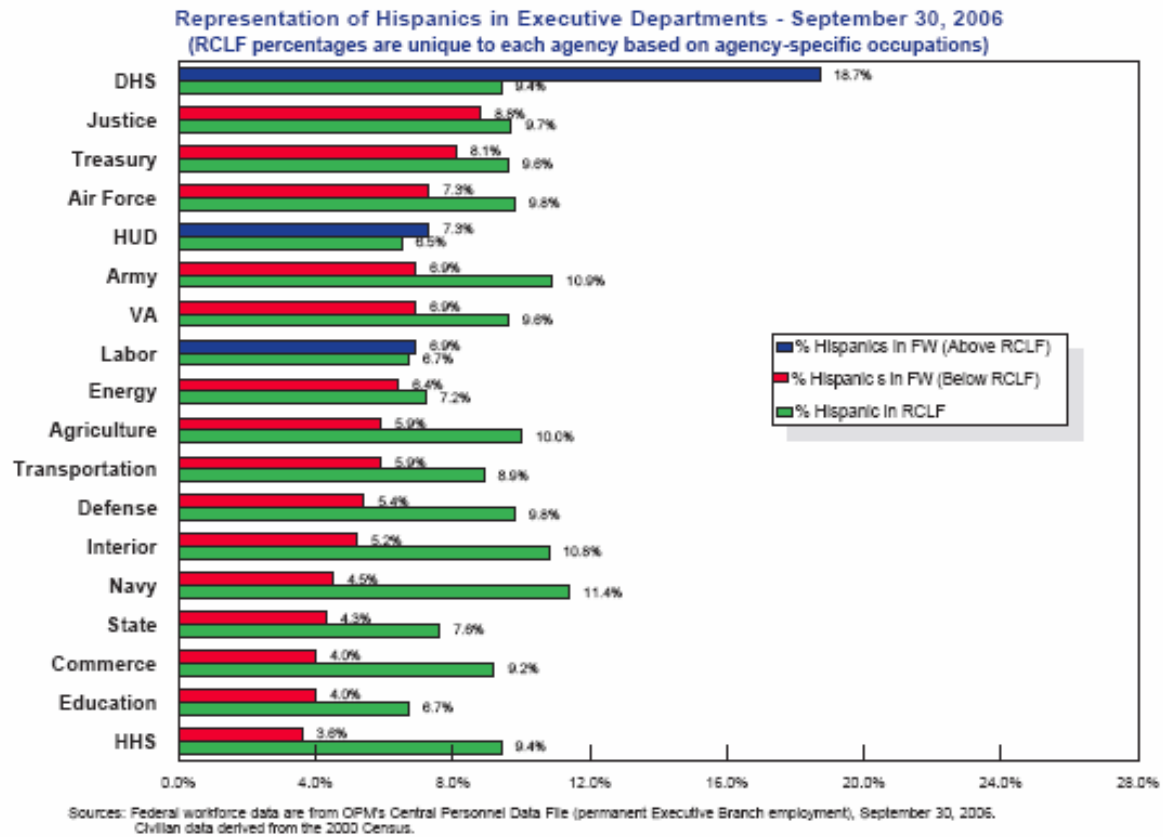
(September 2006)

	<u>Hispanic Employment</u>	<u>Percent of FW</u>
GSR 1-4	3,792	8.3
GSR 5-8	31,384	9.2
GSR 9-12	45,379	8.2
GSR 13-15	17,316	4.8
Non-GSR	14,652	8.0
Senior Pay	585	3.7

HISPANICS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 3 OF 18 EXECUTIVE DEPARTMENTS

Hispanic representation in the Federal Workforce (FW) was equal to or greater than Hispanic representation in the Relevant Civilian Labor Force (RCLF) in the following three Executive Departments: Homeland Security (DHS) (18.7 percent to 9.4 percent); Housing and Urban Development (HUD) (7.3 percent to 6.5 percent); and Labor (6.9 percent to 6.7 percent).

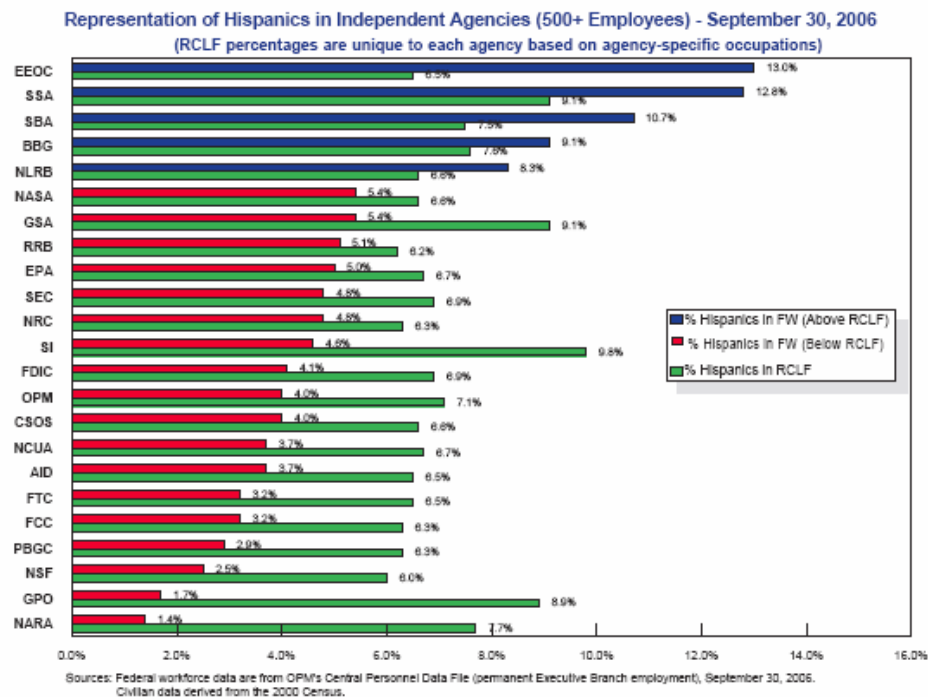
Hispanic representation in the FW was below the Hispanic representation in the RCLF in the following 15 Executive Departments: Justice (8.8 percent to 9.7 percent); Treasury (8.1 percent to 9.6 percent); Air Force (7.3 percent to 9.8 percent); Army (6.9 percent to 10.9 percent); Veterans Affairs (VA) (6.9 percent to 9.6 percent); Energy (6.4 percent to 7.2 percent); Agriculture (5.9 percent to 10.0 percent); Transportation (5.9 percent to 8.9 percent); Defense (5.4 percent to 9.8 percent); Interior (5.2 percent to 10.8 percent); Navy (4.5 percent to 11.4 percent); State (4.3 percent to 7.6 percent); Commerce (4.0 percent to 9.2 percent); Education (4.0 percent to 6.7 percent); and Health and Human Services (HHS) (3.6 percent to 9.4 percent).



HISPANICS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 5 OF 23 INDEPENDENT AGENCIES

Hispanic representation in the Federal Workforce (FW) was equal to or greater than Hispanic representation in the Relevant Civilian Labor Force (RCLF) in the following five independent agencies: Equal Employment Opportunity Commission (EEOC) (13.0 percent to 6.5 percent); Social Security Administration (SSA) (12.8 percent to 9.1 percent); Small Business Administration (SBA) (10.7 percent to 7.5 percent); Broadcasting Board of Governors (BBG) (9.1 percent to 7.6 percent); and the National Labor Relations Board (NLRB) (8.3 percent to 6.6 percent).

Hispanic representation in the FW was less than Hispanic representation in the RCLF in the following 17 independent agencies: National Aeronautics and Space Administration (NASA) (5.4 percent to 6.6 percent) General Services Administration (GSA) (5.4 percent to 9.1 percent); Railroad Retirement Board (RRB) (5.1 percent to 6.2 percent); Environmental Protection Agency (EPA) (5.0 percent to 6.7 percent); Securities and Exchange Commission (SEC) (4.8 percent to 6.9 percent); Nuclear Regulatory Commission (NRC) (4.8 percent to 6.3 percent); Smithsonian Institution (SI) (4.6 percent to 9.8 percent); Federal Deposit Insurance Corporation (FDIC) (4.1 percent to 6.9 percent); Office of Personnel Management (OPM) (4.0 percent to 7.1 percent); Court Services and Offender Supervision Agency (CSOS) (4.0 percent to 6.6 percent); National Credit Union Association (NCUA) (3.7 percent to 6.7 percent); Agency for International Development (AID) (3.7 percent to 6.5 percent); Federal Trade Commission (FTC) (3.2 percent to 6.5 percent); Federal Communications Commission (FCC) (3.2 percent to 6.3 percent); Pension Benefit Guaranty Corporation (PBGC) (2.9 percent to 6.3 percent); National Science Foundation (NSF) (2.5 percent to 6.0 percent); Government Printing Office (GPO) (1.7 percent to 8.9 percent) and the National Archives and Records Administration (NARA) (1.4 percent to 7.7 percent).



ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE

ASIAN/PACIFIC ISLANDER EMPLOYMENT

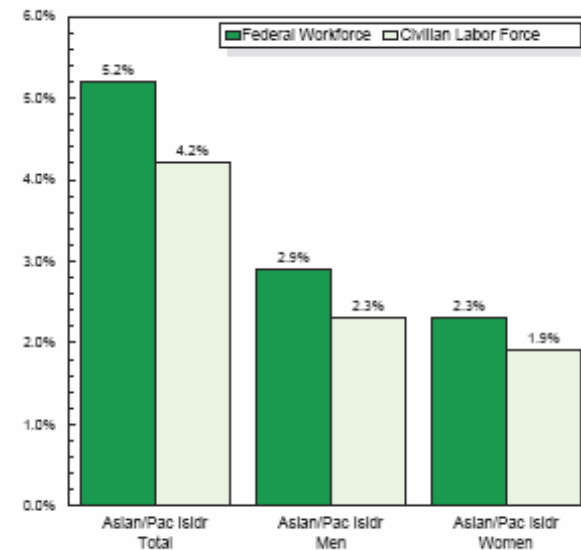
Asian/Pacific Islander employees represented 5.2 percent (87,502) of the permanent Federal Workforce (FW) as of September 30, 2006, compared to 4.2 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2005 were 5.0 and 4.1, respectively.

Asian/Pacific Islander men represented 2.9 percent of the FW compared to 2.3 percent of the CLF in 2006. In 2005, these percentages were 2.8 and 2.2, respectively.

Asian/Pacific Islander women represented 2.3 percent of the FW compared to 1.9 percent of the CLF in 2006. In 2005, these percentages were 2.2 and 1.9, respectively.

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

(September 2006)



ASIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

Asian/Pacific Islander employment in professional occupations increased by 1,742 to 34,299 in 2006 from 32,557 in 2005. Asian/Pacific Islanders represented 8.5 percent of all Federal employees in this occupational category in 2006, compared to 8.1 percent in 2005.

Asian/Pacific Islander employment in administrative occupations increased by 1,010, to 22,656 in 2006 from 21,646 in 2005. Asian/Pacific Islanders represented 3.8 percent of Federal employees in this occupational category in 2006, compared to 3.6 percent in 2005.

Asian/Pacific Islander employment in technical occupations decreased by 1,792, to 12,220 in 2006 from 14,012 in 2005. Asian/Pacific Islanders represented 4.0 percent of all Federal employees in this occupational category in 2006, compared to 4.1 percent in 2005.

Asian/Pacific Islander employment in clerical occupations increased by 1,796 to 6,644 in 2006 from 4,848 in 2005. Asian/Pacific Islanders represented 4.9 percent of all Federal employees in this occupational category in 2006, compared to 4.6 percent in 2005.

Asian/Pacific Islander employment in "other" white-collar occupations increased by 40 to 1,616 in 2006 from 1,576 in 2005. Asian/Pacific Islanders represented 2.7 percent in 2006, the same as in 2005.

Asian/Pacific Islander employment in blue-collar occupations increased by 76 to 10,067 in 2006 from 9,991 in 2005. Asian/Pacific Islanders represented 5.4 percent of all Federal employees in this occupational category in 2006, the same as in 2005.

Asian/Pacific Islanders as a Percent of All Employees in each Occupational Category

(September 2006)

	<u>Asian / Pac Islldr Employment</u>	<u>Percent of FW</u>
Professional	34,299	8.5
Administrative	22,656	3.8
Technical	12,220	4.0
Clerical	6,644	4.9
Other	1,616	2.7
White-Collar	77,435	5.2
Blue-Collar	10,067	5.4
Total	87,502	5.2

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

Asian/Pacific Islanders represented 6.1 percent (2,795) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2006. There were 669 Asian/Pacific Islander men and 2,126 Asian/Pacific Islander women at these grades in 2006. Asian/Pacific Islanders in this grade group increased by 28 since 2005.

Asian/Pacific Islanders represented 4.3 percent (14,540) of all employees in GSR grades 5 through 8 in 2006. There were 5,518 Asian/Pacific Islander men and 9,022 Asian/Pacific Islander women at these grade levels in 2006. Asian/Pacific Islanders in this grade group increased by 7 since 2005.

Asian/Pacific Islanders represented 5.0 percent (27,368) of all employees in GSR grades 9 through 12 in 2006. There were 14,588 Asian/Pacific Islander men and 12,780 Asian/Pacific Islander women at these grades in 2006. Asian/Pacific Islanders in this grade group increased by 402 since 2005.

Asian/Pacific Islanders represented 5.7 percent (20,486) of all employees in GSR grades 13 through 15 in 2006. There were 13,187 Asian/Pacific Islander men and 7,299 Asian/Pacific Islander women at these grades in 2006. Asian/Pacific Islanders in this grade group increased by 636 since 2005.

Asian/Pacific Islanders represented 6.4 percent (11,722) of all employees in non-GSR pay plans in 2006, including 5,341 men and 6,381 women. Asian/Pacific Islanders in this grade group increased by 1,633 since 2005.

Asian/Pacific Islanders represented 3.3 percent (524) of all employees at the Senior Pay levels. There were 383 Asian/Pacific Islander men and 141 Asian/Pacific Islander women at these pay levels in 2006. Asian/Pacific Islanders at Senior Pay levels increased by 90 since 2005.

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

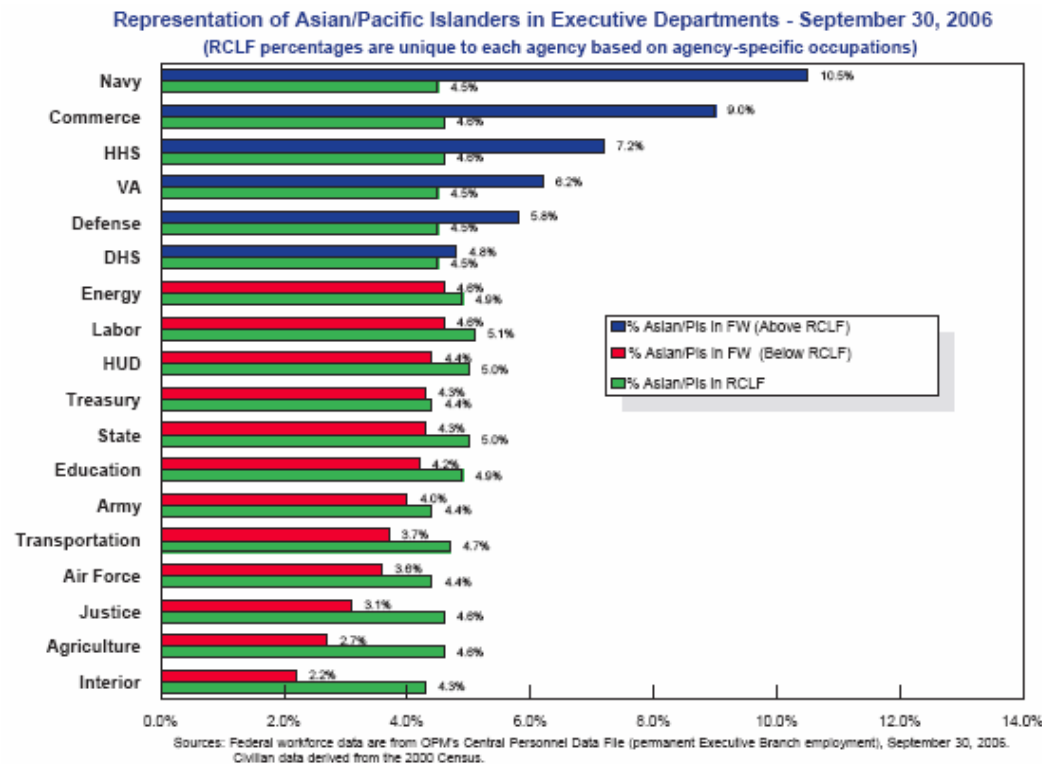
(September 2006)

	<u>Asian/Pac Islldr Employment</u>	<u>Percent of FW</u>
GSR 1-4	2,795	6.1
GSR 5-8	14,540	4.3
GSR 9-12	27,368	5.0
GSR 13-15	20,486	5.7
Non-GSR	11,722	6.4
Senior Pay	524	3.3

ASIAN/PACIFIC ISLANDERS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 6 OF 18 EXECUTIVE DEPARTMENTS

The representation of Asian/Pacific Islander employees in the Federal Workforce (FW) was equal to or greater than their representation in the Relevant Civilian Labor Force (RCLF) in the following six Executive Departments: Navy (10.5 percent to 4.5 percent); Commerce (9.0 percent to 4.6 percent); Health and Human Services (HHS) (7.2 percent to 4.6 percent); Veterans Affairs (VA) (6.2 percent to 4.5 percent); Defense (5.8 percent to 4.5 percent); and Homeland Security (DHS) (4.8 percent to 4.5 percent).

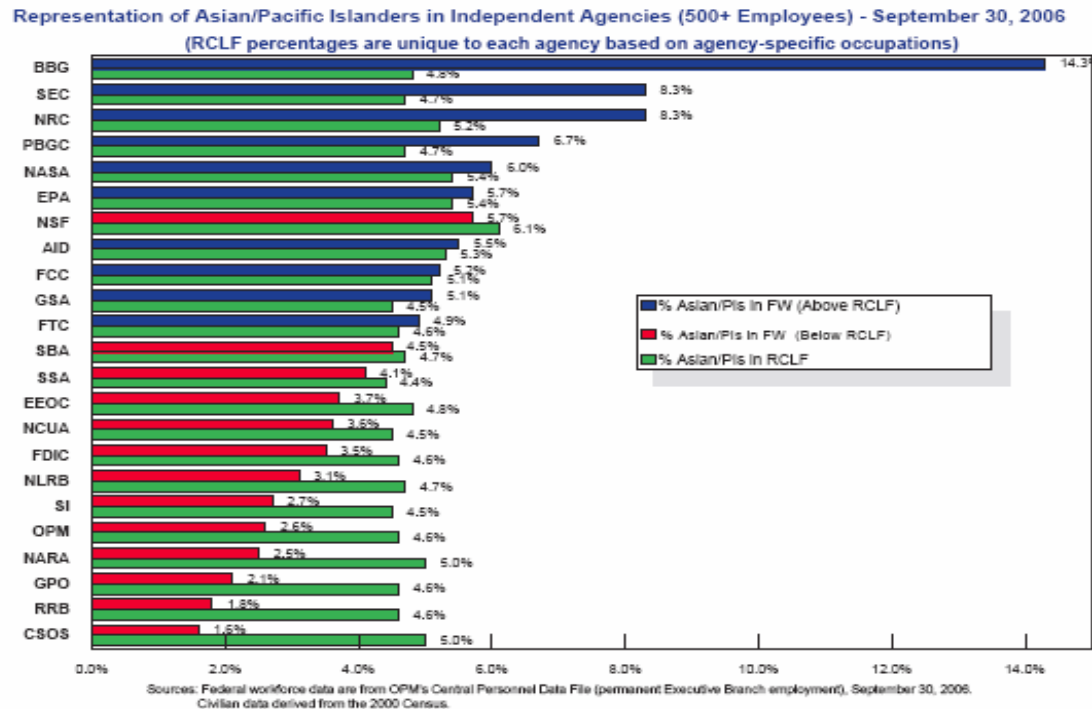
Asian/Pacific Islander representation in the following 12 Executive Departments was less than their RCLF representation: Energy (4.6 percent to 4.9 percent); Labor (4.6 percent to 5.1 percent); Housing and Urban Development (HUD) (4.4 percent to 5.0 percent); Treasury (4.3 percent to 4.4 percent); State (4.3 percent to 5.0 percent); Education (4.2 percent to 4.9 percent); Army (4.0 percent to 4.4 percent); Transportation (3.7 percent to 4.7 percent); Air Force (3.6 percent to 4.4 percent); Justice (3.1 percent to 4.6 percent); Agriculture (2.7 percent to 4.6 percent); and Interior (2.2 percent to 4.3 percent).



ASIAN/PACIFIC ISLANDERS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 10 OF 23 INDEPENDENT AGENCIES

Asian/Pacific Islander representation in the Federal Workforce (FW) was equal to or greater than their Relevant Civilian Labor Force (RCLF) representation in the following ten independent agencies: Broadcasting Board of Governors (BBG) (14.3 percent to 4.8 percent); Securities and Exchange Commission (SEC) (8.3 percent to 4.7 percent); Nuclear Regulatory Commission (NRC) (8.3 percent to 5.2 percent); Pension Benefit Guaranty Corporation (PBGC) (6.7 percent to 4.7 percent); National Aeronautics and Space Administration (NASA) (6.0 percent to 5.4 percent); Environmental Protection Agency (EPA) (5.7 percent to 5.4 percent); Agency for International Development (AID) (5.5 percent to 5.3 percent); Federal Communications Commission (FCC) (5.2 percent to 5.1 percent); General Services Administration (GSA) (5.1 percent to 4.5 percent); and Federal Trade Commission (FTC) (4.9 percent to 4.6 percent).

Asian/Pacific Islander representation in the FW was below their representation in the RCLF in the following 13 independent agencies: National Science Foundation (NSF) (5.7 percent to 6.1 percent); Small Business Administration (SBA) (4.5 percent to 4.7 percent); Social Security Administration (SSA) (4.1 percent to 4.4 percent); Equal Employment Opportunity Commission (EEOC) (3.7 percent to 4.8 percent); National Credit Union Association (NCUA) (3.6 percent to 4.5 percent); Federal Deposit Insurance Corporation (FDIC) (3.5 percent to 4.6 percent); National Labor Relations Board (NLRB) (3.1 percent to 4.7 percent); Smithsonian Institution (SI) (2.7 percent to 4.5 percent); Office of Personnel Management (OPM) (2.6 percent to 4.6 percent); National Archives and Records Administration (NARA) (2.5 percent to 5.0 percent); Government Printing Office (GPO) (2.1 percent to 4.6 percent); Railroad Retirement Board (RRB) (1.8 percent to 4.6 percent); and the Court Services and Offender Supervision Agency (CSOS) (1.6 percent to 5.0 percent).



NATIVE AMERICANS IN THE FEDERAL WORKFORCE

NATIVE AMERICAN EMPLOYMENT

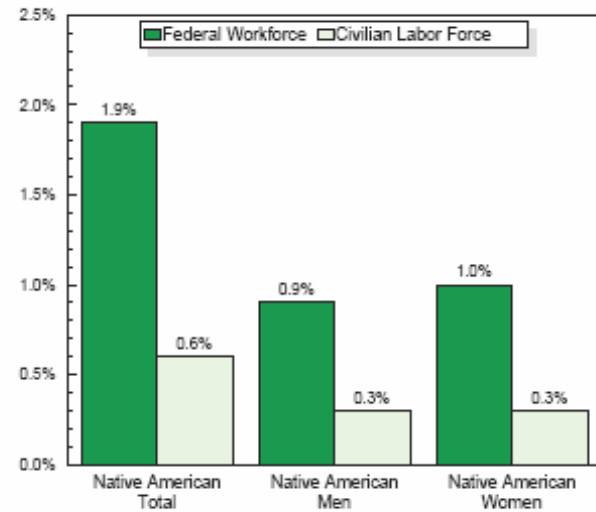
Native American employment represented 1.9 percent (32,284) of the permanent Federal Workforce (FW) as of September 30, 2006, compared to 0.6 percent of the Civilian Labor Force (CLF). The FW and CLF percentages in 2005 were the same.

Native American men represented 0.9 percent of the FW and 0.3 percent of the CLF in 2006. In 2005, these percentages were the same.

Native American women represented 1.0 percent of the FW and 0.3 percent of the CLF in 2006 and in 2005.

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

(September 2006)



NATIVE AMERICAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native American employment in professional occupations increased by 50 to 5,032 in 2006 from 4,982 in 2005. Native Americans represented 1.2 percent of all Federal employees in this occupational category in 2006, the same as in 2005.

Native American employment in administrative occupations increased by 41 to 8,652 in 2006 from 8,611 in 2005. Native Americans represented 1.4 percent of all Federal employees in this occupational category in 2006, the same as in 2005.

Native American employment in technical occupations decreased by 486, to 9,149 in 2006 from 9,635 in 2005. Native Americans represented 3.0 percent of all Federal employees in this occupational category in 2006, compared to 2.8 in 2005.

Native American employment in clerical occupations increased by 379 to 3,757 in 2006 from 3,378 in 2005. Native Americans represented 2.8 percent of all employees in this occupational category in 2006, compared to 3.2 percent in 2005.

Native American employment in "other" white-collar occupations increased by 3 to 1,118 in 2006 from 1,115 in 2005. Native Americans made up 1.9 percent of this occupational category in 2006 and in 2005.

Native American employment in blue-collar occupations decreased by 21 to 4,576 in 2006 from 4,597 in 2005. Native Americans represented 2.5 percent of all Federal employees in 2006 and in 2005.

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

(September 2006)

	<u>Native Amer. Employment</u>	<u>Percent of FW</u>
Professional	5,032	1.2
Administrative	8,652	1.4
Technical	9,149	3.0
Clerical	3,757	2.8
Other	1,118	1.9
White-Collar	27,708	1.8
Blue-Collar	4,576	2.5
Total	32,284	1.9

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

Native Americans represented 5.0 percent (2,272) of all employees in General Schedule and Related (GSR) grades 1 through 4, in 2006. There were 570 Native American men and 1,702 Native American women at these grades in 2006. Native Americans in this grade group decreased by 134 since 2005.

Native Americans represented 3.0 percent (10,247) of all employees in GSR grades 5 through 8 in 2006. There were 2,848 men and 7,399 women at these grades in 2006. Native Americans in this grade group increased by 33 since 2005.

Native Americans represented 1.7 percent (9,498) of all employees in GSR grades 9 through 12 in 2006. There were 4,241 men and 5,257 women at these grades in 2006. Native Americans in this grade group decreased by 131 since 2005.

Native Americans represented 1.0 percent (3,506) of all employees in GSR grades 13 through 15 in 2006. There were 2,083 men and 1,423 women in this grade group in 2006. Native Americans in this grade group increased by 6 since 2005.

Native Americans represented 1.1 percent (2,046) of all employees in non-GSR pay plans in 2006, including 1,117 men and 929 women. Native Americans in this grade group increased by 210 since 2005.

Native Americans represented 0.9 percent (139) of all employees at the Senior Pay levels in 2006. There were 97 Native American men and 42 Native American women at these pay levels in 2006. Native Americans at Senior Pay levels increased by 3 in 2006.

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

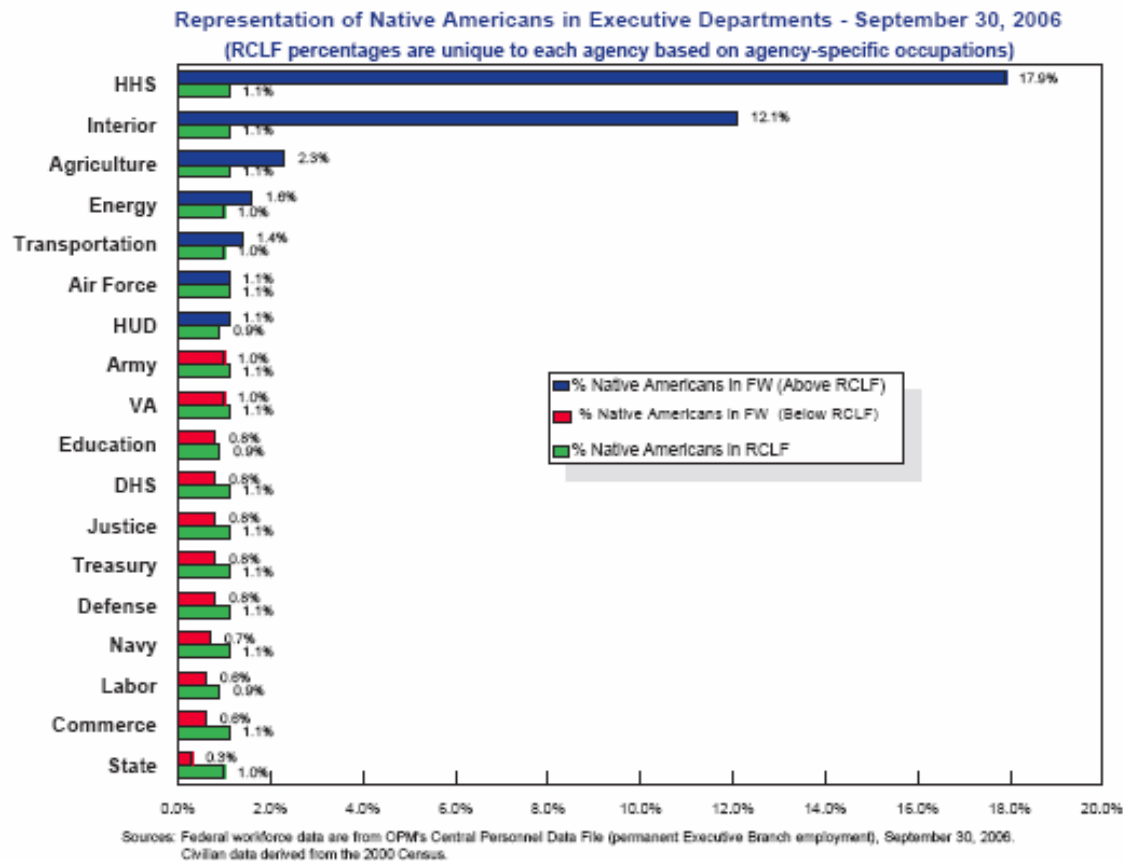
(September 2006)

	<u>Native Amer. Employment</u>	<u>Percent of FW</u>
GSR 1-4	2,272	5.0
GSR 5-8	10,247	3.0
GSR 9-12	9,498	1.7
GSR 13-15	3,506	1.0
Non-GSR	2,046	1.1
Senior Pay	139	0.9

NATIVE AMERICANS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 7 OF 18 EXECUTIVE DEPARTMENTS

The representation of Native Americans in the Federal Workforce (FW) was equal to or greater than their representation in the Relevant Civilian Labor Force (RCLF) in the following seven Executive Departments: Health and Human Services (HHS) (17.9 percent to 1.1 percent); Interior (12.1 percent to 1.1 percent); Agriculture (2.3 percent to 1.1 percent); Energy (1.6 percent to 1.0 percent); Transportation (1.4 percent to 1.0 percent); Air Force (1.1 percent to 1.1 percent); Housing and Urban Development (HUD) (1.1 percent to 0.9 percent).

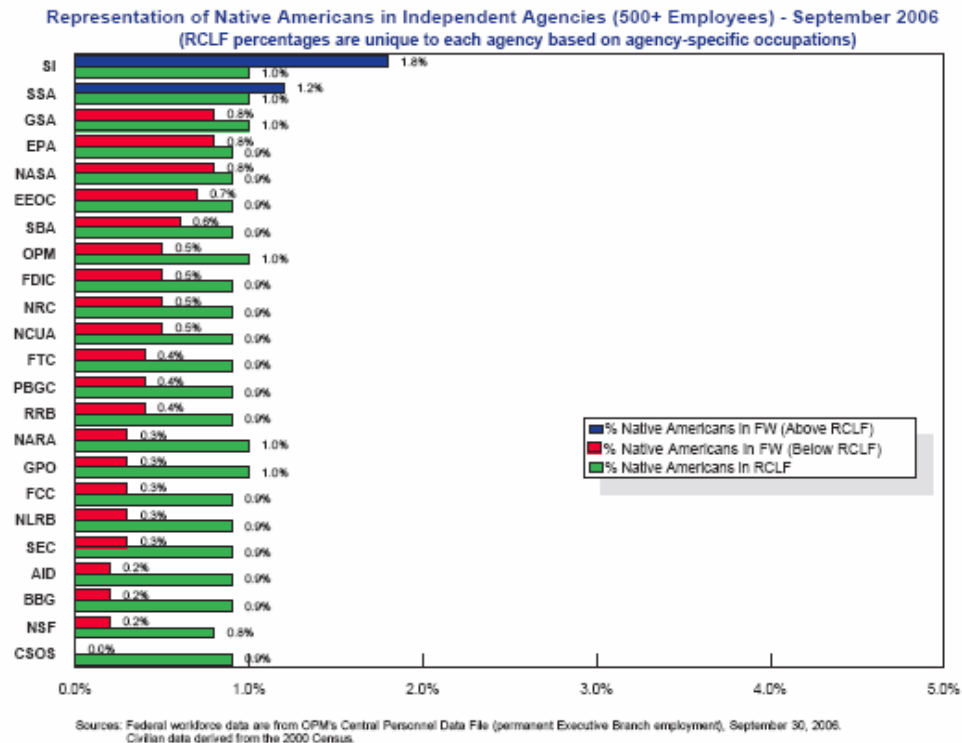
The representation of Native Americans in the FW was below the RCLF representation for the following 11 Executive Departments: Army (1.0 percent to 1.1 percent); Veterans Affairs (VA) (1.0 percent to 1.1 percent); Education (0.8 percent to 0.9 percent); Homeland Security (DHS) (0.8 percent to 1.1 percent); Justice (0.8 percent to 1.1 percent); Treasury (0.8 percent to 1.1 percent); Defense (0.8 percent to 1.1 percent); Navy (0.7 percent to 1.1 percent); Labor (0.6 percent to 0.9 percent); Commerce (0.6 percent to 1.1 percent); and State (0.3 percent to 1.0 percent).



NATIVE AMERICANS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 2 OF 23 INDEPENDENT AGENCIES

Native American representation was equal to or greater than their representation in the Relevant Civilian Labor Force (RCLF) in the following two independent agencies: Smithsonian Institution (SI) (1.8 percent to 1.0 percent) and the Social Security Administration (SSA) (1.2 percent to 1.0 percent).

Native American representation in the Federal Workforce (FW) was below their RCLF representation in the following 21 independent agencies: General Services Administration (GSA) (0.8 percent to 1.0 percent); Environmental Protection Agency (EPA) (0.8 percent to 0.9 percent); National Aeronautics and Space Administration (NASA) (0.8 percent to 0.9 percent); Equal Employment Opportunity Commission (EEOC) (0.7 percent to 0.9 percent); Small Business Administration (SBA) (0.6 percent to 0.9 percent); Office of Personnel Management (OPM) (0.5 percent to 1.0 percent); Federal Deposit Insurance Corporation (FDIC) (0.5 percent to 0.9 percent); Nuclear Regulatory Commission (NRC) (0.5 percent to 0.9 percent); National Credit Union Administration (NCUA) (0.5 percent to 0.9 percent); Federal Trade Commission (FTC) (0.4 percent to 0.9 percent); Pension Benefit Guaranty Corporation (PBGC) (0.4 percent to 0.9 percent); Railroad Retirement Board (RRB) (0.4 percent to 0.9 percent); National Archives and Records Administration (NARA) (0.3 percent to 1.0 percent); Government Printing Office (GPO) (0.3 percent to 1.0 percent); Federal Communications Commission (FCC) (0.3 percent to 0.9 percent); National Labor Relations Board (NLRB) (0.3 percent to 0.9 percent); Securities and Exchange Commission (SEC) (0.3 percent to 0.9 percent); Agency for International Development (AID) (0.2 percent to 0.9 percent); Broadcasting Board of Governors (BBG) (0.2 percent to 0.9 percent); National Science Foundation (NSF) (0.2 Percent to 0.8 percent); and the Court Services and Offender Supervision Agency (CSOS) (0.0 percent to 0.9 percent).



WOMEN IN THE FEDERAL WORKFORCE

WOMEN EMPLOYMENT

Women represented 43.9 percent (740,416) of the permanent Federal Workforce (FW) as of September 30, 2006, compared to 45.4 percent of the Civilian Labor Force (CLF) in 2006. The FW and CLF percentages in 2005 were 43.9 and 45.6 percent, respectively.

Black women represented 10.7 percent of the FW in 2006 and 2005. Black women represented 5.3 percent of the CLF in 2006, compared to 5.4 percent in 2005.

Hispanic women represented 3.1 percent of the FW in 2006 and 5.0 percent of the CLF in 2006 and in 2005.

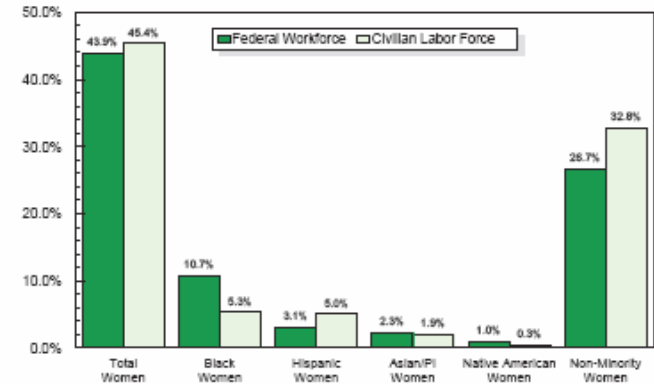
Asian/Pacific Islander women represented 2.3 percent of the FW in 2006, compared to 2.2 percent in 2005. Asian Pacific Islander women represented 1.9 percent of the CLF in 2006 and 2005.

Native American women represented 1.0 percent of the FW in 2006, unchanged from 2005. Native American women represented 0.3 percent of the CLF in 2006 and in 2005.

Non-minority women represented 26.7 percent of the FW in 2006, compared to 26.9 percent in 2005. Non-minority women represented 32.8 percent of the CLF in 2006 compared to 33.1 percent in 2005.

Women lag behind their representation in the Civilian Labor Force

(September 2006)



WOMEN EMPLOYMENT BY OCCUPATIONAL CATEGORY

The number of women in professional occupations increased by 4,300 to 170,587 in 2006 from 166,287 in 2005. Women represented 42.2 percent of all professional Federal employees in 2006, compared to 41.3 percent in 2005.

The number of women in administrative occupations increased by 2,003 to 269,844 in 2006 from 267,841 in 2005. Women represented 45.0 percent of all Federal employees in this occupational category in 2006 and in 2005.

The number of women in technical occupations decreased by 14,835 to 180,912 in 2006 from 195,747 in 2005. Women represented 59.7 percent of all Federal employees in this occupational category in 2006, compared to 57.5 percent in 2005.

The number of women in clerical occupations increased by 8,252 to 92,830 in 2006 from 84,578 in 2005. Women represented 68.5 percent of all Federal employees in this occupational category in 2006, compared to 79.8 percent in 2005.

The number of women in "other" white-collar occupations increased by 69 to 7,348 in 2006 from 7,279 in 2005. Women represented 12.4 percent of all Federal employees in this occupational category in 2006, compared to 12.6 in 2005.

The number of women in blue-collar occupations increased by 329 to 18,895 in 2006 from 18,566 in 2005. The representation of women in this occupational category was 10.2 percent in 2006, compared to 10.0 percent in 2005.

Women as a Percent of All Employees in each Occupational Category

(September 2006)

	<u>Women Employment</u>	<u>Percent of FW</u>
Professional	170,587	42.2
Administrative	269,844	45.0
Technical	180,912	59.7
Clerical	92,830	68.5
Other	7,348	12.4
White-Collar	721,521	48.1
Blue-Collar	18,895	10.2
Total	740,416	43.9

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

Women represented 68.1 percent (31,209) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2006. Women in this grade group decreased by 964 since 2005.

Women represented 64.0 percent (218,849) of all employees in GSR grades 5 through 8. Women in this grade group decreased by 7,222 since 2005.

Women represented 46.2 percent (254,353) of all employees in GSR grades 9 through 12. Women in this grade group decreased by 3,723 since 2005.

Women represented 34.8 percent (125,889) of all employees in GSR grades 13 through 15. Women in this grade group increased by 1,062 since 2005.

Women represented 47.4 percent (87,030) of all employees in non-GSR pay plans. Women in this grade group increased by 10,633 since 2005.

Women represented 26.5 percent (4,191) of all employees at the Senior Pay levels. The number of women at Senior Pay levels increased by 3 since 2005.

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

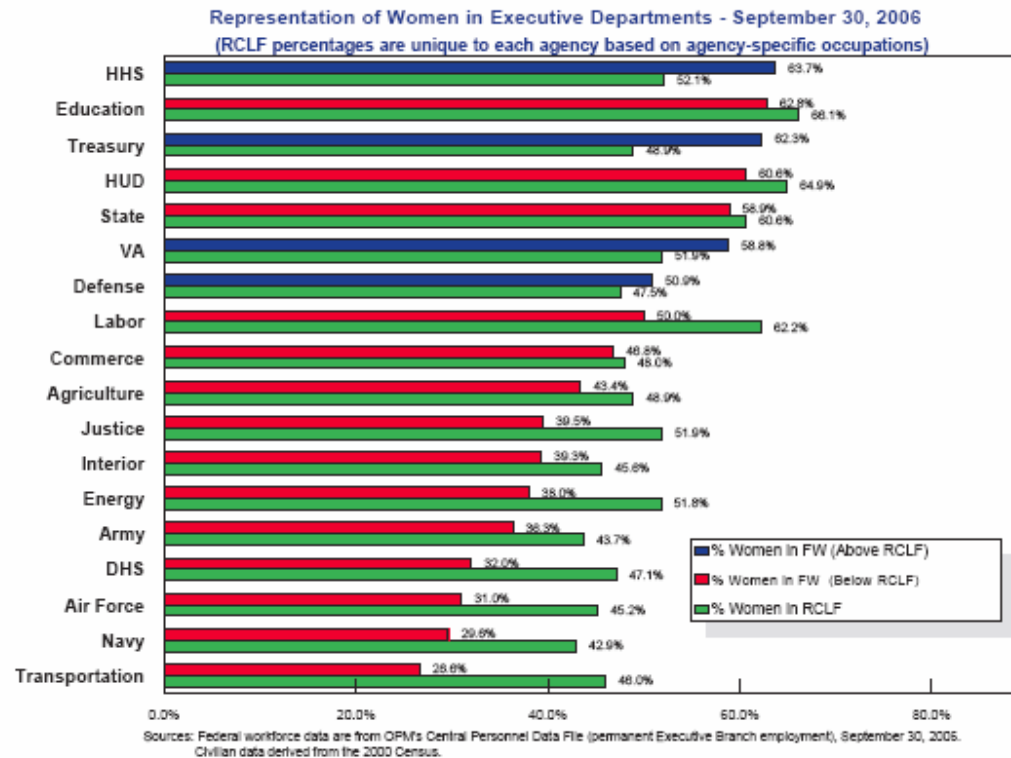
(September 2006)

	<u>Women Employment</u>	<u>Percent of FW</u>
GSR 1-4	31,209	68.1
GSR 5-8	218,849	64.0
GSR 9-12	254,353	46.2
GSR 13-15	125,889	34.8
Non-GSR	87,030	47.4
Senior Pay	4,191	26.5

WOMEN EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 4 OF 18 EXECUTIVE DEPARTMENTS

The representation of women in the Federal Workforce (FW) was equal to or greater than their Relevant Civilian Labor Force (RCLF) representation in the following four Executive Departments: Health and Human Services (HHS) (63.7 percent to 52.1 percent); Treasury (62.3 percent to 48.9 percent); Veterans Affairs (VA) (58.8 percent to 51.9 percent); and Defense (50.9 percent to 47.5 percent).

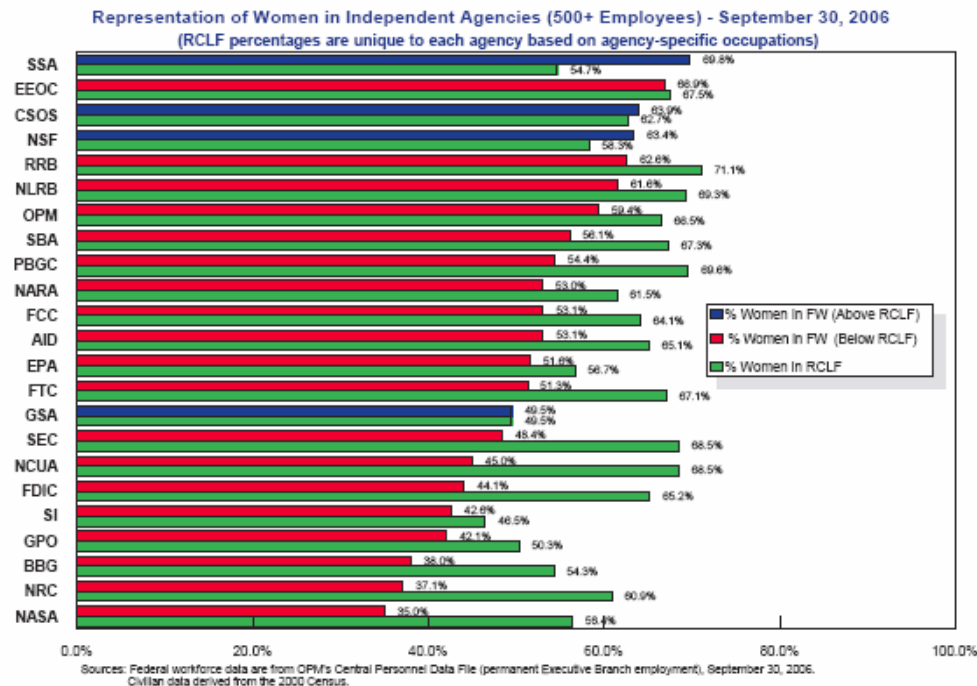
The FW representation of women was less than their RCLF representation in the following 14 Executive Departments: Education (62.8 percent to 66.1 percent); Housing and Urban Development (HUD) (60.6 percent to 64.9 percent); State (58.9 percent to 60.6 percent); Labor (50.0 percent to 62.2 percent); Commerce (46.8 percent to 48.0 percent); Agriculture (43.4 percent to 48.9 percent); Justice (39.5 percent to 51.9 percent); Interior (39.3 percent to 45.6 percent); Energy (38.0 percent to 51.8 percent); Army (36.3 percent to 43.7 percent); Homeland Security (DHS) (32.0 percent to 47.1 percent); Air Force (31.0 percent to 45.2 percent); Navy (29.6 percent to 42.9 percent); and Transportation (26.6 percent to 46.0 percent).



WOMEN EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 4 OF 23 INDEPENDENT AGENCIES

The representation of women in the Federal Workforce (FW) was equal to or greater than their Relevant Civilian Labor Force (RCLF) representation in the following four independent agencies: Social Security Administration (SSA) (69.8 percent to 54.7 percent); Court Services and Offender Supervision Agency (CSOS) (63.9 percent to 62.7 percent); National Science Foundation (NSF) (63.4 percent to 58.3 percent); and the General Services Administration (GSA) (49.5 percent to 49.5 percent);.

The representation of women in the FW was below their representation in the RCLF in the following 19 independent agencies: Equal Employment Opportunity Commission (EEOC) (66.9 percent to 67.5 percent); Railroad Retirement Board (RRB) (62.6 percent to 71.1 percent); National Labor Relations Board (NLRB) (61.6 percent to 69.3 percent); Office of Personnel Management (OPM) (59.4 percent to 66.5 percent); Small Business Administration (SBA) (56.1 percent to 67.3 percent); Pension Benefit Guaranty Corporation (PBGC) (54.4 percent to 69.6 percent); National Archives and Records Administration (NARA) (53.0 percent to 61.5 percent); Federal Communications Commission (FCC) (53.1 percent to 64.1 percent); Agency for International Development (AID) (53.1 percent to 65.1 percent); Environmental Protection Agency (EPA) (51.6 percent to 56.7 percent); Federal Trade Commission (FTC) (51.3 percent to 67.1 percent); Securities and Exchange Commission (SEC) (48.4 percent to 68.5 percent); National Credit Union Association (NCUA) (45.0 percent to 68.5 percent); Federal Deposit Insurance Corporation (FDIC) (44.1 percent to 65.2 percent); Smithsonian Institution (SI) (42.6 percent to 46.5 percent); Government Printing Office (GPO) (42.1 percent to 50.3 percent); Broadcasting Board of Governors (BBG) (38.0 percent to 54.3 percent); Nuclear Regulatory Commission (NRC) (37.1 percent to 60.9 percent); and the National Aeronautics and Space Administration (NASA) (35.0 percent to 56.4 percent).



AGENCY FEORP INITIATIVES: AN OVERVIEW

AGENCY FEORP INITIATIVES

In FY 2006, agencies continued their human resources (HR) initiatives in support of the Federal Equal Opportunity Recruitment Program (FEORP) as well as their overall human resources needs. Significant HR initiatives, described in individual agency submissions, serve as a resource for agencies to use in developing their own programs. The HR initiatives fall into four categories: **workforce planning**, **recruitment and outreach**, **mentoring**, and **career development opportunities**.

Workforce Planning

The **Commerce** Workforce Restructuring Plan analyzes extensive workforce demographic data for the most populous occupations Department-wide to identify the mission-critical occupations (MCO's) necessary for mission accomplishment. The analysis was aligned with emerging missions, revised budgets and Administration priorities. Historical trends in hiring and training were also considered.

Treasury developed a Succession Management Plan (SMP), which provides the means for assessing, developing, and managing identified leadership talent from internal and external sources. Treasury's SMP is designed to provide the bureaus with a systematic way to avert a leadership crisis by addressing leadership development and succession. The SMP presents strategies and actions to identify and develop employees with leadership potential for career positions in the managerial and Senior Executive Service (SES) ranks. In addition, the associated actions in the SMP contain a blueprint for effective succession planning throughout the Department.

The **Environmental Protection Agency (EPA)** workforce planning process follows four primary activities: 1) Demand, 2) Supply, 3) Gap Analysis, and 4) Strategies and Solutions. EPA's Strategic Workforce Planning Model depicts the relationships among the four above activities. In the past, EPA has looked at its workforce using a traditional, occupation-based approach. In the future, EPA's work will be viewed in terms of lines of business, identifying mission critical occupations (MCOs) and competencies.

National Archives and Records Administration (NARA) established the Workforce Strategy and Staffing Services Division in order to assess, design, and implement human capital and workforce planning initiatives and to administer agency-wide recruitment strategies and programs. This new division also incorporated hiring a Recruitment Coordinator to centralize NARA's recruitment efforts in order to communicate with potential employees about career and internship opportunities at NARA.

National Aeronautics and Space Administration (NASA) placed renewed emphasis on the critical element of strategic workforce planning: identifying the categories of employees for which NASA anticipates an increased and/or diminished need, and developing strategies to address those gaps and surpluses. The identification of these categories has been accomplished using two of NASA's workforce planning tools: the Workforce Integrated Management System (WIMS) and Competency Management System (CMS). This information is essential to developing effective strategies to strengthen competencies in areas of increased need and to reduce competencies in areas in which there is, or will be, a diminished need.

The **Office of Personnel Management (OPM)** provides training to managers about practical ways to make a diverse workforce a strength for the entire organization. This included such subjects as the value of understanding differences, identifying an agency's culture and values, and cross-cultural communication.

Recruitment and Outreach

Homeland Security (DHS), Federal Emergency Management Agency partners with the Environmental Protection Agency (EPA) and Howard University to provide employment opportunities to all interested students, especially those students displaced as a result of Hurricane Katrina. This effort led to the development of a summer hire program that promoted career development opportunities to highly qualified high school and college students, as well as exposed them to potential career opportunities at FEMA.

Labor sponsors and hosts interns from the Hispanic Association of Colleges and Universities (HACU), Minority Access, Inc., Washington Internships for Native Students (WINS), and the Workforce Recruitment Program (WRP). For FY 2006, DOL agencies department-wide sponsored and employed 45 interns from HACU, Minority Access, Inc., WINS, and WRP. The Department has worked to strengthen its relationships with the staff of Tribal Colleges and Universities (TCU) and continues to promote DOL opportunities at conferences and job fairs. The Office of the Solicitor (SOL) held a briefing for Federal law student interns working at other Federal agencies and provided information about internships and permanent employment with SOL.

General Services Administration (GSA) award-winning marketing campaign “You Can Do That Here” is for all levels of recruiting and continues to address a highly competitive recruitment market. The campaign includes a recruitment video that showcases and highlights GSA as an “employer of choice.” GSA also provides students with a business card size CD which provides information about the agency and includes the recruitment video, and links to the GSAJobs electronic application system.

Social Security Administration (SSA) participates in job fairs and actively recruits in colleges and universities across the country, including many with diverse enrollment. SSA has developed recruitment materials, including brochures, information packages, posters and signage, which are designed specifically for diverse communities.

The **Office of Personnel Management (OPM)** uses the Presidential Management Fellows (PMF) Program for recruiting and advancing graduate and professional school graduates, including traditionally underrepresented community members.

Mentoring

Court Services and Offender Supervision Agency for the District of Columbia (CSOS) offered three Basic Skills for Community Officers (BSCSO) programs. BSCSO is designed to provide newly-hired Community Supervision Officers (CSO) with the skills and competencies required to reduce criminal activity and recidivism while improving public safety. For a period within the program, employees were mentored by experienced CSO's that provided meaningful and purposeful experiences. During the shadowing experience, employees were required to journal daily, specifically detailing their learning opportunities and experiences. Other components of the BSCSO program include Case Management Follow-Up, a “Basic Skills and Community Supervision Offender Experience Mentor Orientation Refresher” course.

Interior, U.S. Geological Survey Mentoring Program had 82 participants in FY 2006. The program consists of a year-long guided component for new employees (5 years or less in USGS). The program has a web-based application process for matching mentors and new employees and begins with a two-day shadowing assignment followed by monthly mentoring information exchanges. Participants ranged from grades GS-4 through SES level.

National Science Foundation (NSF) developed a comprehensive mentoring program that included training and education of the mentors and protégées, resources, a fully automated web site, mentoring procedures, evaluation criteria, and learning objectives. In May 2006, Computer and Information Science and Engineering (CISE) and the Division of Information Systems (DIS) volunteered to participate in a one-year mentoring pilot. Each organization's pilot was structured differently based on the organization's unique goals and the needs of participants.

Career Development Opportunities

Defense Logistics Agency sponsors a continuing initiative aimed at addressing the "glass ceiling" inhibitors to the progression and advancement of all women into positions of leadership within the DLA workforce. Each year, DLA has sponsored and funded the enrollment of DLA employees in the Defense Logistics Agency/Defense Contract Management Agency Program for Developing Managers (PDM), which reflects a diverse cross-section of the workforce. The PDM focuses on issues affecting the employment of women, and is open to the entire workforce. The PDM is an intensive 4-week residency program designed for high potential middle managers, new senior managers, and technical specialists who have recently, or are about to have, increased management responsibility. The PDM emphasizes quantitative skills and team building, strategic thinking, and critically important behavioral aspects of management that strengthen core competencies and enhance leadership skills as well as sharpen the participant's ability to deal effectively with change. Among those who completed the course were 15 DLA female employees.

Transportation sponsors three Department-wide career development programs: "So You Want to be a Leader" (a pre-supervisory program), "Leaders for Tomorrow" (a mentoring program) and the GS-15 Executive Pipeline (an executive development program), which contribute to the retention and advancement of current DOT employees. These programs provide developmental assignments to improve the skills and talents of the participants, which serve to strengthen the competencies needed at DOT.

National Credit Union Administration (NCUA) has two career development programs. They are the Management Development Program and the Executive Development Program. Each program has an application process and candidates are competitively selected. The NCUA Management Development Program is an 18-month program for non-supervisory employees at grades 12 through 15. Participants receive developmental experiences including formal training, details, special projects and readings aimed at developing supervisory competencies such as managing workforce diversity, conflict management, human resource management, and internal controls. The NCUA Executive Development Program is an 18-month program for supervisory employees at grades 14 through 16. Participants receive developmental experiences aimed at developing executive competencies, such as creative thinking, planning and evaluation, vision, and external awareness. While neither program leads to promotion, they provide participants with experience and help them be more competitive.

The **Office of Personnel Management (OPM)** established clear paths for acquiring the competencies, skills, knowledge, and experience that employees need for their continual learning and career development.

AGENCIES REQUIRED TO SUBMIT REPORTS

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

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

DATA COVERAGE AND DEFINITIONS

On-board Federal employment statistics used in this report are dated September 30, 2006. All data are produced from the Office of Personnel Management's (OPM) Central Personnel Data File (CPDF). The Federal Workforce (FW) referred to in this report is not the entire FW, but rather only permanent employees in those non-postal Federal Executive Branch agencies participating in the CPDF. This report covers workers in 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. Senior Pay level employment includes employees in the Senior Executive Service (SES), Senior Foreign Service, and other employees earning salaries above grade 15 step 10 of the General Schedule, but excludes those employees under the Executive Schedule (pay plan EX). All reference made to the General Schedule pay plan in this report actually refers to General Schedule and Related (GSR) pay plans. Only those agencies with 500 or more permanent employees are displayed in this report.

The **Civilian Labor Force (CLF)** percentages for each minority group presented in this report are derived from the Bureau of Labor Statistics' Annual Current Population Survey (CPS). The CPS data cover non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens.

The **Relevant Civilian Labor Force (RCLF)** is the Civilian Labor Force (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 Federal workforce 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.

Underrepresentation, as defined in 5 CFR, Section 720.202, means a situation in which the number of women or members of a minority group within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage of women or the minority group constitutes within the civilian labor force of the United States.

Occupational categories discussed in this report are white-collar and blue-collar. The white-collar category contains Professional, Administrative, Technical, Clerical or "Other" white-collar occupations. Professional occupations typically 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.

NOTE: IN 2006 TRANSPORTATION SECURITY ADMINISTRATION SCREENERs WERE RECLASSIFIED AND CHANGED FROM PATCO TECHNICAL OCCUPATION 0019 (SAFETY TECHNICIAN) TO OCCUPATION 1802 (COMPLIANCE INSPECTION AND SUPPORT) WHICH IS A "SPLIT SERIES." EMPLOYEES AT OR BELOW GRADE 5 (OR AN EQUIVALENT SALARY) WERE ASSIGNED TO THE PATCO CLERICAL CATEGORY AND HIGHER GRADED/PAID EMPLOYEES WERE ASSIGNED TO THE TECHNICAL CATEGORY. IN 2006, ALL WERE BELOW THE TECHNICAL THRESHOLD AND WERE ASSIGNED TO THE CLERICAL CATEGORY.

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