

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

November 2009

AMERICA'S
VETERAN
Valued * Experienced * Trained

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Message from Director Berry

Enclosed is the Office of Personnel Management's Report on Employment of Veterans in the Federal Executive Branch for FY 2008.

The report shows that government continues to be a leader in employing veterans, but there is much room for improvement, especially for non-defense/national security agencies.

I believe strongly that we must do more to honor those who serve America in our Armed Forces and keep their skills, their drive, and their dedication to service in the Federal family. That is why OPM, in conjunction with the White House and the Departments of Defense, Labor, Veterans Affairs, and Homeland Security, is launching a major government-wide veterans hiring initiative.

Our initiative, launching during Veterans Day week, is unprecedented in its scope. Launched by the President through an Executive Order, it will be co-chaired by Secretary of Labor Solis and Secretary of Veterans Affairs Shinseki and feature the direct participation of senior appointed officials from all Cabinet agencies, and senior officials of non-Cabinet agencies.

I will serve as vice-chair of the initiative and promote it aggressively, both to agencies and to veterans and transitioning service members. It will also feature advertising aimed at both of these groups, a new web 2.0 Internet site, and tools to help match potential veteran applicants with the jobs that are best suited to them.

I look forward to keeping you updated about this exciting initiative.

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

INTRODUCTION

THE EMPLOYMENT OF VETERANS IN THE FEDERAL EXECUTIVE BRANCH is produced by the Office of Personnel Management (OPM) to provide a convenient reference on the employment of veterans in the Executive Branch. The report has been redesigned in an easy-to-use format suitable for a variety of audiences. The report concentrates on Chief Financial Officer (CFO) Act agencies as they account for approximately 97.8% of all Federal employees and 99% of all veterans employed in the Federal Executive Branch.

The source of Federal employment data used in this FY 2008 report is from OPM's Central Personnel Data File as of September 30, 2008.

This report does not include data for the:

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

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Veterans in the Federal Workforce Versus the Civilian Labor Force

	FY 2007		FY 2008	
	Federal Workforce	Civilian Workforce	Federal Workforce	Civilian Workforce
All Veterans	25.5%	8.3%	25.5%	8.3%
Disabled Veterans	5.7%	0.8%	6.0%	0.8%
30% or More Disabled Veterans	3.1%	0.3%	3.4%	0.3%

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 1

Employment in the Federal Workforce

Total On-Board Employees

Category	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Total Employees	1,810,852	1,813,166	1,803,055	1,811,459	1,886,720
Total Veterans	453,725	456,254	457,965	462,744	481,223
% of All Employees	25.1%	25.2%	25.4%	25.5%	25.5%
Veterans with Preference	411,627	410,083	410,434	414,010	431,015
% of All Employees	22.7%	22.6%	22.8%	22.9%	22.8%
% of All Veterans	90.7%	89.9%	89.6%	89.5%	89.4%
Disabled Veterans	87,390	92,642	97,828	103,180	112,946
% of All Employees	4.8%	5.1%	5.4%	5.7%	6.0%
% of All Veterans	19.3%	20.3%	21.4%	22.3%	23.5%
30% + Disabled Veterans	42,010	46,727	51,389	56,077	64,046
% of All Employees	2.3%	2.6%	2.9%	3.1%	3.4%
% of All Veterans	9.3%	10.2%	11.2%	12.1%	13.3%

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 1 A

Employment in the Federal Workforce Total On-Board Employees

All Veterans

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,811,459	462,744	25.5	1,866,720	481,223	25.5
CFO Act Agencies						
Agriculture	104,126	11,314	10.9	104,837	10,835	10.3
Commerce	41,218	4,723	11.5	42,661	4,749	11.1
Defense	613,845	247,664	40.3	635,460	257,933	40.6
Air Force	132,306	65,523	49.5	131,146	65,184	49.7
Army	212,591	89,904	42.3	226,723	96,596	42.6
Navy	173,212	65,667	37.9	180,017	68,910	38.3
Defense Activities	95,736	26,570	27.8	97,574	27,243	27.9
Education	4,346	351	8.1	4,335	351	8.1
Energy	14,945	2,985	20.0	15,448	3,036	19.7
HHS	73,632	5,148	7.0	75,655	4,789	6.3
Homeland Security	164,613	41,224	25.0	176,627	43,481	24.6
HUD	9,589	1,319	13.8	9,781	1,322	13.5
Interior	72,465	11,352	15.7	73,891	11,186	15.1
Justice	106,411	19,478	18.3	108,340	19,700	18.2
Labor	15,417	2,672	17.3	15,373	2,685	17.5
State	10,731	1,672	15.6	11,385	1,803	15.8
Transportation	54,119	16,129	29.8	55,388	16,287	29.4
Treasury	102,787	9,991	9.7	105,541	10,149	9.6
Veterans Affairs	254,033	67,597	26.6	278,926	73,623	26.4
AID	2,428	149	6.1	2,550	169	6.6
EPA	18,092	1,353	7.5	18,247	1,359	7.4
GSA	11,996	2,480	20.7	11,958	2,401	20.1
NASA	18,461	2,047	11.1	18,562	1,973	10.6
NSF	1,382	79	5.7	1,410	79	5.6
NRC	3,750	639	17.0	4,080	697	17.1
OPM	5,775	1,278	22.1	5,855	1,291	22.0
SSA	62,407	6,011	9.6	63,990	6,131	9.6
SBA	4,497	613	13.6	4,829	655	13.6
Total CFO Act Agencies	1,771,065	458,268	25.9	1,845,130	476,684	25.8

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 1 B

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

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,811,459	414,010	22.9	1,886,720	430,015	22.8
CFO Act Agencies						
Agriculture	104,126	11,022	10.6	104,837	10,835	10.3
Commerce	41,218	4,436	10.8	42,661	4,749	11.1
Defense	613,845	222,193	36.2	635,460	231,166	36.4
Air Force	132,306	58,915	44.5	131,146	58,558	44.7
Army	212,591	80,597	37.9	226,723	86,634	38.2
Navy	173,212	58,975	34.0	180,017	61,801	34.3
Defense Activities	95,736	23,706	24.8	97,574	24,173	24.8
Education	4,346	322	7.4	4,335	327	7.5
Energy	14,945	2,727	18.2	15,448	2,751	17.8
HHS	73,632	4,765	6.5	75,655	4,784	6.3
Homeland Security	164,613	35,132	21.3	176,627	37,192	21.1
HUD	9,589	1,295	13.5	9,781	1,299	13.3
Interior	72,465	10,702	14.8	73,891	10,483	14.2
Justice	106,411	15,915	15.0	108,340	16,210	15.0
Labor	15,417	2,571	16.7	15,373	2,581	16.8
State	10,731	1,512	14.1	11,386	1,622	14.2
Transportation	54,119	14,686	27.1	55,388	14,828	26.8
Treasury	102,787	9,693	9.4	105,541	9,837	9.3
Veterans Affairs	254,033	59,086	23.3	278,926	63,917	22.9
AID	2,428	143	5.9	2,550	161	6.3
EPA	18,092	1,278	7.1	18,247	1,280	7.0
GSA	11,996	2,337	19.5	11,958	2,263	18.9
NASA	18,461	1,890	10.2	18,562	1,812	9.8
NSF	1,382	64	4.6	1,410	63	4.5
NRC	3,750	564	15.0	4,080	611	15.0
OPM	5,775	1,185	20.5	5,855	1,186	20.3
SSA	62,407	5,700	9.1	63,990	5,805	9.1
SBA	4,497	606	13.5	4,829	644	13.3
Total CFO Act Agencies	1,771,065	409,824	23.1	1,845,130	426,406	23.1

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 1 C

Employment in the Federal Workforce Total On-Board Employees

Disabled Veterans

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,811,459	103,180	5.7	1,886,720	112,946	6.0
CFO Act Agencies						
Agriculture	104,126	1,990	1.9	104,837	1,988	1.9
Commerce	41,218	716	1.7	42,661	772	1.8
Defense	613,845	59,137	9.6	635,460	64,626	10.2
Air Force	132,306	15,612	11.8	131,146	15,827	12.1
Army	212,591	24,552	11.5	226,723	27,765	12.2
Navy	173,212	12,653	7.3	180,017	14,194	7.9
Defense Activities	95,736	6,320	6.6	97,574	6,840	7.0
Education	4,346	88	2.0	4,335	91	2.1
Energy	14,945	550	3.7	15,448	596	3.9
HHS	73,632	987	1.3	75,655	1,059	1.4
Homeland Security	164,613	6,336	3.8	176,627	6,883	3.9
HUD	9,589	347	3.6	9,781	390	4.0
Interior	72,465	2,162	3.0	73,891	2,266	3.1
Justice	106,411	2,559	2.4	108,340	2,700	2.5
Labor	15,417	808	5.2	15,373	852	5.5
State	10,731	343	3.2	11,386	381	3.3
Transportation	54,119	2,520	4.7	55,388	2,732	4.9
Treasury	102,787	1,936	1.9	105,541	2,204	2.1
Veterans Affairs	254,033	18,709	7.4	278,926	21,096	7.6
AID	2,428	29	1.2	2,550	36	1.4
EPA	18,092	272	1.5	18,247	297	1.6
GSA	11,996	523	4.4	11,958	519	4.3
NASA	18,461	341	1.8	18,562	351	1.9
NSF	1,382	18	1.3	1,410	19	1.3
NRC	3,750	67	1.8	4,080	83	2.0
OPM	5,775	345	6.0	5,855	356	6.1
SSA	62,407	1,540	2.5	63,990	1,720	2.7
SBA	4,497	100	2.2	4,829	114	2.4
Total CFO Act Agencies	1,771,065	102,423	5.8	1,845,130	112,131	6.1

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 1 D

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

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,811,459	56,077	3.1	1,886,720	64,046	3.4
CFO Act Agencies						
Agriculture	104,126	888	0.9	104,837	923	0.9
Commerce	41,218	302	0.7	42,661	348	0.8
Defense	613,845	33,678	5.5	635,460	38,501	6.1
Air Force	132,306	8,693	6.6	131,146	9,110	6.9
Army	212,591	14,507	6.8	226,723	17,172	7.6
Navy	173,212	6,905	4.0	180,017	8,176	4.5
Defense Activities	95,736	3,573	3.7	97,574	4,043	4.1
Education	4,346	49	1.1	4,335	47	1.1
Energy	14,945	246	1.6	15,448	290	1.9
HHS	73,632	484	0.7	75,655	537	0.7
Homeland Security	164,613	2,993	1.8	176,627	3,317	1.9
HUD	9,589	188	2.0	9,781	212	2.2
Interior	72,465	958	1.3	73,891	1,047	1.4
Justice	106,411	1,020	1.0	108,340	1,115	1.0
Labor	15,417	411	2.7	15,373	455	3.0
State	10,731	168	1.6	11,386	197	1.7
Transportation	54,119	1,008	1.9	55,388	1,144	2.1
Treasury	102,787	917	0.9	105,541	1,085	1.0
Veterans Affairs	254,033	10,864	4.3	278,926	12,647	4.5
AID	2,428	16	0.7	2,550	22	0.9
EPA	18,092	120	0.7	18,247	143	0.8
GSA	11,996	249	2.1	11,958	257	2.1
NASA	18,461	163	0.9	18,562	176	0.9
NSF	1,382	8	0.6	1,410	10	0.7
NRC	3,750	22	0.6	4,080	30	0.7
OPM	5,775	186	3.2	5,855	204	3.5
SSA	62,407	758	1.2	63,990	895	1.4
SBA	4,497	40	0.9	4,829	52	1.1
Total CFO Act Agencies	1,771,065	55,736	3.1	1,845,130	63,654	3.4

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 2

Employment in the Federal Workforce

Total Full Time Permanent (FTP) Employment

Category	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Total FTP Employees	1,562,690	1,569,650	1,565,159	1,574,604	1,629,909
Total Veterans	422,204	425,379	426,802	431,197	447,273
% of All Employees	27.0%	27.1%	27.3%	27.4%	27.4%
Veterans with Preference	384,461	383,742	383,499	386,666	400,117
% of All Employees	24.6%	24.4%	24.5%	24.6%	24.5%
% of All Veterans	91.1%	90.2%	89.9%	89.7%	89.5%
Disabled Veterans	81,031	85,814	90,470	95,548	104,435
% of All Employees	5.2%	5.5%	5.8%	6.1%	6.4%
% of All Veterans	19.2%	20.2%	21.2%	22.2%	23.3%
30% + Disabled Vets	38,390	42,715	46,953	51,408	58,701
% of All Employees	2.5%	2.7%	3.0%	3.3%	3.6%
% of All Veterans	9.1%	10.0%	11.0%	11.9%	13.1%
% of All Disabled Vets	47.4%	49.8%	51.9%	53.8%	56.2%

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 2A

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

All Veterans

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,574,604	431,197	27.4	1,629,909	447,273	27.4
CFO Act Agencies						
Agriculture	78,993	9,688	12.3	78,369	9,333	11.9
Commerce	32,177	3,699	11.5	32,924	3,684	11.2
Defense	555,338	232,891	41.9	570,023	241,358	42.3
Air Force	125,642	62,834	50.0	122,986	62,064	50.5
Army	192,871	82,812	42.9	202,512	88,314	43.6
Navy	166,714	63,828	38.3	172,392	66,843	38.8
Defense Activities	70,111	23,417	33.4	72,133	24,137	33.5
Education	3,789	340	9.0	3,825	344	9.0
Energy	14,286	2,941	20.6	14,803	2,995	20.2
HHS	52,842	4,677	8.9	53,325	4,465	8.4
Homeland Security	134,850	37,310	27.7	147,533	39,561	26.8
HUD	9,237	1,315	14.2	9,445	1,316	13.9
Interior	51,953	9,137	17.6	51,828	8,894	17.2
Justice	102,716	19,308	18.8	104,282	19,482	18.7
Labor	14,406	2,528	17.5	14,322	2,539	17.7
State	8,009	1,220	15.2	8,428	1,338	15.9
Transportation	52,530	15,777	30.0	53,549	15,813	29.5
Treasury	94,603	9,464	10.0	93,961	9,280	9.9
Veterans Affairs	215,336	63,107	29.3	236,761	68,986	29.1
AID	1,787	124	6.9	1,865	143	7.7
EPA	16,206	1,321	8.2	16,221	1,305	8.0
GSA	11,738	2,468	21.0	11,742	2,393	20.4
NASA	16,892	1,847	10.9	16,923	1,783	10.5
NSF	1,102	72	6.5	1,148	77	6.7
NRC	3,409	608	17.8	3,704	658	17.8
OPM	4,422	886	20.0	4,400	857	19.5
SSA	60,022	5,874	9.8	61,486	6,012	9.8
SBA	2,184	359	16.4	2,260	368	16.3
Total CFO Act Agencies	1,538,827	426,961	27.7	1,593,127	442,984	27.8

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 2B

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

Veterans with Preference

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,574,604	386,666	24.6	1,629,909	400,117	24.5
CFO Act Agencies						
Agriculture	78,993	9,442	12.0	78,369	9,065	11.6
Commerce	32,177	3,441	10.7	32,924	3,422	10.4
Defense	555,338	209,495	37.7	570,023	216,713	38.0
Air Force	125,642	56,558	45.0	122,986	55,782	45.4
Army	192,871	74,367	38.6	202,512	79,230	39.1
Navy	166,714	57,531	34.5	172,392	60,147	34.9
Defense Activities	70,111	21,039	30.0	72,133	21,554	29.9
Education	3,789	313	8.3	3,825	321	8.4
Energy	14,286	2,699	18.9	14,803	2,725	18.4
HHS	52,842	4,432	8.4	53,325	4,460	8.4
Homeland Security	134,850	31,770	23.6	147,533	33,758	22.9
HUD	9,237	1,291	14.0	9,445	1,293	13.7
Interior	51,953	8,625	16.6	51,828	8,334	16.1
Justice	102,716	15,760	15.3	104,282	16,006	15.3
Labor	14,406	2,436	16.9	14,322	2,444	17.1
State	8,009	1,084	13.5	8,428	1,185	14.1
Transportation	52,530	14,376	27.4	53,549	14,399	26.9
Treasury	94,603	9,187	9.7	93,961	8,985	9.6
Veterans Affairs	215,336	55,568	25.8	236,761	60,244	25.4
AID	1,787	122	6.8	1,865	137	7.3
EPA	16,206	1,250	7.7	16,221	1,233	7.6
GSA	11,738	2,328	19.8	11,742	2,256	19.2
NASA	16,892	1,728	10.2	16,923	1,654	9.8
NSF	1,102	60	5.4	1,148	63	5.5
NRC	3,409	534	15.7	3,704	575	15.5
OPM	4,422	822	18.6	4,400	787	17.9
SSA	60,022	5,569	9.3	61,486	5,690	9.3
SBA	2,184	354	16.2	2,260	359	15.9
Total CFO Act Agencies	1,538,827	382,686	24.9	1,593,127	396,108	24.9

**Employment of Veterans in the Federal Executive Branch
Fiscal Year 2008
Table 2C**

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

Disabled Veterans

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,574,604	95,548	6.1	1,629,909	104,435	6.4
CFO Act Agencies						
Agriculture	78,993	1,794	2.3	78,369	1,821	2.3
Commerce	32,177	568	1.8	32,924	601	1.8
Defense	555,338	54,209	9.8	570,023	59,049	10.4
Air Force	125,642	14,638	11.7	122,986	14,736	12.0
Army	192,871	21,997	11.4	202,512	24,751	12.2
Navy	166,714	12,194	7.3	172,392	13,626	7.9
Defense Activities	70,111	5,380	7.7	72,133	5,936	8.2
Education	3,789	85	2.2	3,825	90	2.4
Energy	14,286	547	3.8	14,803	589	4.0
HHS	52,842	956	1.8	53,325	1,027	1.9
Homeland Security	134,850	5,980	4.4	147,533	6,531	4.4
HUD	9,237	345	3.7	9,445	389	4.1
Interior	51,953	1,753	3.4	51,828	1,829	3.5
Justice	102,716	2,535	2.5	104,282	2,672	2.6
Labor	14,406	751	5.2	14,322	788	5.5
State	8,009	313	3.9	8,428	354	4.2
Transportation	52,530	2,425	4.6	53,549	2,609	4.9
Treasury	94,603	1,837	1.9	93,961	1,995	2.1
Veterans Affairs	215,336	17,766	8.3	236,761	20,111	8.5
AID	1,787	25	1.4	1,865	31	1.7
EPA	16,206	263	1.6	16,221	280	1.7
GSA	11,738	522	4.4	11,742	517	4.4
NASA	16,892	271	1.6	16,923	285	1.7
NSF	1,102	17	1.5	1,148	19	1.7
NRC	3,409	64	1.9	3,704	80	2.2
OPM	4,422	235	5.3	4,400	231	5.3
SSA	60,022	1,494	2.5	61,486	1,678	2.7
SBA	2,184	78	3.6	2,260	87	3.8
Total CFO Act Agencies	1,538,827	94,833	6.2	1,593,127	103,663	6.5

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 2D

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

30% More Disabled Veterans

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	1,574,604	51,408	3.3	1,629,909	58,701	3.6
CFO Act Agencies						
Agriculture	78,993	811	1.0	78,369	854	1.1
Commerce	32,177	240	0.7	32,924	273	0.8
Defense	555,338	30,408	5.5	570,023	34,717	6.1
Air Force	125,642	7,965	6.3	122,986	8,285	6.7
Army	192,871	12,837	6.7	202,512	15,146	7.5
Navy	166,714	6,596	4.0	172,392	7,781	4.5
Defense Activities	70,111	3,010	4.3	72,133	3,505	4.9
Education	3,789	46	1.2	3,825	46	1.2
Energy	14,286	246	1.7	14,803	286	1.9
HHS	52,842	467	0.9	53,325	522	1.0
Homeland Security	134,850	2,816	2.1	147,533	3,141	2.1
HUD	9,237	187	2.0	9,445	212	2.2
Interior	51,953	773	1.5	51,828	845	1.6
Justice	102,716	1,006	1.0	104,282	1,098	1.1
Labor	14,406	383	2.7	14,322	418	2.9
State	8,009	151	1.9	8,428	184	2.2
Transportation	52,530	956	1.8	53,549	1,077	2.0
Treasury	94,603	868	0.9	93,961	988	1.1
Veterans Affairs	215,336	10,309	4.8	236,761	12,044	5.1
AID	1,787	16	0.9	1,865	20	1.1
EPA	16,206	117	0.7	16,221	135	0.8
GSA	11,738	248	2.1	11,742	255	2.2
NASA	16,892	126	0.7	16,923	144	0.9
NSF	1,102	8	0.7	1,148	10	0.9
NRC	3,409	20	0.6	3,704	28	0.8
OPM	4,422	121	2.7	4,400	124	2.8
SSA	60,022	731	1.2	61,486	870	1.4
SBA	2,184	33	1.5	2,260	42	1.9
Total CFO Act Agencies	1,538,827	51,087	3.3	1,593,127	58,333	3.7

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 3

Veteran New Hires - Total New Hires

Category	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Federal New Hires	226,676	224,889	227,012	228,889	289,184
Veteran New Hires	43,262	48,257	50,108	52,452	65,631
% of All Federal New Hires	19.1%	21.5%	22.1%	22.9%	22.7%
Veterans with Preference	34,803	38,765	42,599	45,919	57,953
% of All Employees	15.3%	17.2%	18.8%	20.1%	20.0%
% of All Veterans	80.4%	80.3%	85.0%	87.5%	88.3%
Disabled Veteran Hires	9,031	11,252	12,115	12,934	16,744
% of All Federal New Hires	4.0%	5.0%	5.3%	5.7%	5.8%
% of All Veteran New Hires	20.9%	23.3%	24.2%	24.7%	25.5%
30% + Disabled Veteran Hires	5,339	6,882	7,344	7,958	10,870
% of All Federal New Hires	2.4%	3.1%	3.2%	3.5%	3.8%
% of All Veterans New Hires	12.3%	14.3%	14.7%	15.2%	16.6%
% of All Disabled Vet New Hires	59.1%	61.2%	60.6%	61.5%	64.9%

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 3A

Veteran New Hires - Total New Hires

All Veterans

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	228,889	52,452	22.9	289,184	65,631	22.7
CFO Act Agencies						
Agriculture	19,083	1,086	5.7	21,839	1,113	5.1
Commerce	5,129	521	10.2	6,807	652	9.6
Defense	68,115	26,214	38.5	92,647	34,918	37.7
Air Force	13,101	6,269	47.9	16,481	6,904	41.9
Army	25,217	10,679	42.3	38,154	15,417	40.4
Navy	15,647	6,538	41.8	21,335	9,123	42.8
Defense Activities	14,150	2,728	19.3	16,677	3,474	20.8
Education	463	30	6.5	488	32	6.6
Energy	1,080	201	18.6	1,530	295	19.3
HHS	7,249	398	5.5	9,349	434	4.6
Homeland Security	24,563	5,595	22.8	30,461	6,481	21.3
HUD	527	47	8.9	870	100	11.5
Interior	15,996	1,813	11.3	18,570	2,026	10.9
Justice	7,195	1,385	19.2	8,666	1,379	15.9
Labor	1,465	263	18.0	1,391	282	20.3
State	2,186	229	10.5	2,288	276	12.1
Transportation	3,934	1,451	36.9	4,738	1,430	30.2
Treasury	16,158	967	6.0	17,550	1,257	7.2
Veterans Affairs	40,915	10,628	26.0	52,746	12,980	24.6
AID	173	9	5.2	271	15	5.5
EPA	1,182	70	5.9	1,457	102	7.0
GSA	705	126	17.9	678	82	12.1
NASA	899	114	12.7	992	92	9.3
NSF	200	9	4.5	196	7	3.6
NRC	600	81	13.5	699	106	15.2
OPM	884	254	28.7	637	183	28.7
SSA	5,125	533	10.4	7,563	784	10.4
SBA	840	97	11.5	1,282	135	10.5
Total CFO Act Agencies	224,666	52,121	23.2	283,715	65,161	23.0

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 3B

Veteran New Hires - Total New Hires

Veterans with Preference

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	228,889	45,919	20.1	289,184	57,953	20.0
CFO Act Agencies						
Agriculture	19,083	1,043	5.5	21,839	1,062	4.9
Commerce	5,129	490	9.6	6,807	622	9.1
Defense	68,115	23,201	34.1	92,647	31,003	33.5
Air Force	13,101	5,630	43.0	16,481	6,096	37.0
Army	25,217	9,514	37.7	38,154	13,786	36.1
Navy	15,647	5,744	36.7	21,335	8,073	37.8
Defense Activities	14,150	2,313	16.3	16,677	3,048	18.3
Education	463	23	5.0	488	32	6.6
Energy	1,080	166	15.4	1,530	253	16.5
HHS	7,249	370	5.1	9,349	428	4.6
Homeland Security	24,563	4,779	19.5	30,461	5,652	18.6
HUD	527	43	8.2	870	97	11.1
Interior	15,996	1,683	10.5	18,570	1,893	10.2
Justice	7,195	1,256	17.5	8,666	1,301	15.0
Labor	1,465	237	16.2	1,391	259	18.6
State	2,186	200	9.1	2,288	238	10.4
Transportation	3,934	1,355	34.4	4,738	1,353	28.6
Treasury	16,158	940	5.8	17,550	1,220	7.0
Veterans Affairs	40,915	8,634	21.1	52,746	10,734	20.4
AID	173	9	5.2	271	14	5.2
EPA	1,182	62	5.2	1,457	92	6.3
GSA	705	108	15.3	678	71	10.5
NASA	899	91	10.1	992	77	7.8
NSF	200	7	3.5	196	6	3.1
NRC	600	71	11.8	699	92	13.2
OPM	884	237	26.8	637	163	25.6
SSA	5,125	500	9.8	7,563	736	9.7
SBA	840	96	11.4	1,282	130	10.1
Total CFO Act Agencies	224,666	45,601	20.3	283,715	57,528	20.3

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 3C

Veteran New Hires - Total New Hires

Disabled Veterans

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	228,889	12,934	5.7	289,184	16,744	5.8
CFO Act Agencies						
Agriculture	19,083	195	1.0	21,839	211	1.0
Commerce	5,129	82	1.6	6,807	118	1.7
Defense	68,115	6,747	9.9	92,647	9,194	9.9
Air Force	13,101	1,449	11.1	16,481	1,544	9.4
Army	25,217	3,032	12.0	38,154	4,479	11.7
Navy	15,647	1,494	9.5	21,335	2,215	10.4
Defense Activities	14,150	772	5.5	16,677	956	5.7
Education	463	10	2.2	488	11	2.3
Energy	1,080	42	3.9	1,530	73	4.8
HHS	7,249	111	1.5	9,349	117	1.3
Homeland Security	24,563	672	2.7	30,461	865	2.8
HUD	527	16	3.0	870	45	5.2
Interior	15,996	418	2.6	18,570	488	2.6
Justice	7,195	236	3.3	8,666	226	2.6
Labor	1,465	100	6.8	1,391	109	7.8
State	2,186	58	2.7	2,288	63	2.8
Transportation	3,934	326	8.3	4,738	335	7.1
Treasury	16,158	270	1.7	17,550	440	2.5
Veterans Affairs	40,915	3,065	7.5	52,746	3,759	7.1
AID	173	6	3.5	271	4	1.5
EPA	1,182	19	1.6	1,457	41	2.8
GSA	705	35	5.0	678	24	3.5
NASA	899	31	3.4	992	22	2.2
NSF	200	3	1.5	196	3	1.5
NRC	600	9	1.5	699	16	2.3
OPM	884	108	12.2	637	72	11.3
SSA	5,125	253	4.9	7,563	342	4.5
SBA	840	13	1.5	1,282	22	1.7
Total CFO Act Agencies	224,666	12,825	5.7	283,715	16,600	5.9

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 3D

Veteran New Hires - Total New Hires

30% or More Disabled Veterans

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	228,889	7,958	3.5	289,184	10,870	3.8
CFO Act Agencies						
Agriculture	19,083	89	0.5	21,839	114	0.5
Commerce	5,129	33	0.6	6,807	63	0.9
Defense	68,115	4,462	6.6	92,647	6,380	6.9
Air Force	13,101	968	7.4	16,481	1,087	6.6
Army	25,217	2,008	8.0	38,154	3,164	8.3
Navy	15,647	963	6.2	21,335	1,486	7.0
Defense Activities	14,150	523	3.7	16,677	643	3.9
Education	463	7	1.5	488	6	1.2
Energy	1,080	21	1.9	1,530	35	2.3
HHS	7,249	58	0.8	9,349	65	0.7
Homeland Security	24,563	333	1.4	30,461	447	1.5
HUD	527	13	2.5	870	20	2.3
Interior	15,996	214	1.3	18,570	252	1.4
Justice	7,195	103	1.4	8,666	121	1.4
Labor	1,465	57	3.9	1,391	69	5.0
State	2,186	33	1.5	2,288	39	1.7
Transportation	3,934	157	4.0	4,738	170	3.6
Treasury	16,158	133	0.8	17,550	235	1.3
Veterans Affairs	40,915	1,904	4.7	52,746	2,423	4.6
AID	173	3	1.7	271	3	1.1
EPA	1,182	9	0.8	1,457	24	1.6
GSA	705	24	3.4	678	13	1.9
NASA	899	17	1.9	992	12	1.2
NSF	200	1	0.5	196	3	1.5
NRC	600	5	0.8	699	7	1.0
OPM	884	57	6.4	637	49	7.7
SSA	5,125	162	3.2	7,563	222	2.9
SBA	840	7	0.8	1,282	11	0.9
Total CFO Act Agencies	224,666	7,902	3.5	283,715	10,783	3.8

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 4

Veteran New Hires

Total Full Time Permanent New Hires

Category	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Federal New Hires	76,065	84,609	88,226	95,956	133,325
Veteran New Hires	25,548	31,024	33,200	35,585	46,551
% of All Federal Employees Hired	33.6%	36.7%	37.6%	37.1%	34.9%
Veterans with Preference	20,258	24,532	27,924	31,169	41,002
% of All Employees	26.6%	29.0%	31.7%	32.5%	30.8%
% of All Veterans	79.3%	79.1%	84.1%	87.6%	88.1%
Disabled Veteran New Hires	5,123	6,719	7,561	8,401	11,531
% of All Federal Employees Hired	6.7	7.9	8.6	8.8	8.6
% of All Veterans Hired	20.1	21.7	22.8	23.6	24.8
30%+ Disabled Veteran Hires	2,834	3,871	4,359	4,952	7,278
% of All Federal Employees Hired	3.7	4.6	4.9	5.2	5.5
% of All Veterans Hired	11.1	12.5	13.1	13.9	15.6
% of All Disabled Vets Hired	55.3	57.6	57.7	58.9	63.1

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 4A

Veteran New Hires Total Full Time Permanent New Hires

All Veterans

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	95,956	35,585	37.1	133,325	46,551	34.9
CFO Act Agencies						
Agriculture	2,629	433	16.5	3,367	503	14.9
Commerce	2,366	270	11.4	2,714	293	10.8
Defense	35,127	18,851	53.7	50,454	25,707	51.0
Air Force	6,769	4,533	67.0	7,721	4,864	63.0
Army	12,518	7,014	56.0	20,421	10,431	51.1
Navy	11,116	5,547	49.9	15,540	7,936	51.1
Defense Activities	4,724	1,757	37.2	6,772	2,476	36.6
Education	216	26	12.0	232	28	12.1
Energy	781	182	23.3	1,192	279	23.4
HHS	3,315	325	9.8	4,218	356	8.4
Homeland Security	11,205	3,283	29.3	16,020	4,308	26.9
HUD	283	46	16.3	578	98	17.0
Interior	1,799	403	22.4	2,353	547	23.2
Justice	5,119	1,301	25.4	6,086	1,272	20.9
Labor	937	196	20.9	892	226	25.3
State	699	109	15.6	680	124	18.2
Transportation	2,765	1,250	45.2	2,726	1,084	39.8
Treasury	2,415	385	15.9	3,429	527	15.4
Veterans Affairs	19,068	7,382	38.7	27,324	9,714	35.6
AID	63	8	12.7	88	8	9.1
EPA	422	47	11.1	622	66	10.6
GSA	554	120	21.7	544	80	14.7
NASA	335	32	9.6	439	36	8.2
NSF	42	8	19.0	56	6	10.7
NRC	435	66	15.2	507	93	18.3
OPM	463	140	30.2	271	63	23.2
SSA	2,681	448	16.7	5,493	718	13.1
SBA	85	13	15.3	139	24	17.3
Total CFO Act Agencies	93,804	35,324	37.7	130,424	46,160	35.4

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 4B

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

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	95,956	31,169	32.5	133,325	41,002	30.8
CFO Act Agencies						
Agriculture	2,629	409	15.6	3,367	476	14.1
Commerce	2,366	252	10.7	2,714	282	10.4
Defense	35,127	16,522	47.0	50,454	22,596	44.8
Air Force	6,769	4,045	59.8	7,721	4,259	55.2
Army	12,518	6,146	49.1	20,421	9,161	44.9
Navy	11,116	4,867	43.8	15,540	7,016	45.1
Defense Activities	4,724	1,464	31.0	6,772	2,160	31.9
Education	216	19	8.8	232	28	12.1
Energy	781	155	19.8	1,192	242	20.3
HHS	3,315	308	9.3	4,218	350	8.3
Homeland Security	11,205	2,931	26.2	16,020	3,851	24.0
HUD	283	43	15.2	578	95	16.4
Interior	1,799	363	20.2	2,353	506	21.5
Justice	5,119	1,179	23.0	6,086	1,200	19.7
Labor	937	173	18.5	892	208	23.3
State	699	91	13.0	680	100	14.7
Transportation	2,765	1,173	42.4	2,726	1,028	37.7
Treasury	2,415	374	15.5	3,429	504	14.7
Veterans Affairs	19,068	6,123	32.1	27,324	8,182	29.9
AID	63	8	12.7	88	8	9.1
EPA	422	44	10.4	622	61	9.8
GSA	554	105	19.0	544	70	12.9
NASA	335	23	6.9	439	29	6.6
NSF	42	6	14.3	56	5	8.9
NRC	435	56	12.9	507	81	16.0
OPM	463	128	27.6	271	53	19.6
SSA	2,681	421	15.7	5,493	673	12.3
SBA	85	13	15.3	139	21	15.1
Total CFO Act Agencies	93,804	30,919	33.0	130,424	40,649	31.2

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 4C

Veteran New Hires Total Full Time Permanent New Hires Disabled Veterans

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	95,956	8,401	8.8	133,325	11,531	8.6
CFO Act Agencies						
Agriculture	2,629	110	4.2	3,367	149	4.4
Commerce	2,366	50	2.1	2,714	51	1.9
Defense	35,127	3,946	11.2	50,454	5,827	11.5
Air Force	6,769	770	11.4	7,721	866	11.2
Army	12,518	1,580	12.6	20,421	2,516	12.3
Navy	11,116	1,175	10.6	15,540	1,817	11.7
Defense Activities	4,724	421	8.9	6,772	628	9.3
Education	216	8	3.7	232	10	4.3
Energy	781	41	5.2	1,192	70	5.9
HHS	3,315	101	3.0	4,218	100	2.4
Homeland Security	11,205	522	4.7	16,020	723	4.5
HUD	283	16	5.7	578	45	7.8
Interior	1,799	120	6.7	2,353	169	7.2
Justice	5,119	230	4.5	6,086	218	3.6
Labor	937	67	7.2	892	77	8.6
State	699	35	5.0	680	36	5.3
Transportation	2,765	276	10.0	2,726	271	9.9
Treasury	2,415	147	6.1	3,429	224	6.5
Veterans Affairs	19,068	2,298	12.1	27,324	3,008	11.0
AID	63	5	7.9	88	4	4.5
EPA	422	13	3.1	622	23	3.7
GSA	554	34	6.1	544	24	4.4
NASA	335	6	1.8	439	5	1.1
NSF	42	2	4.8	56	3	5.4
NRC	435	8	1.8	507	16	3.2
OPM	463	54	11.7	271	24	8.9
SSA	2,681	220	8.2	5,493	313	5.7
SBA	85	4	4.7	139	12	8.6
Total CFO Act Agencies	93,804	8,313	8.9%	130,424	11,402	8.7

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 4D

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

	FY 2007			FY 2008		
	Total Employees	Total Veterans	%	Total Employees	Total Veterans	%
Total Executive Branch Agencies	95,956	4,952	5.2	133,325	7,278	5.5
CFO Act Agencies						
Agriculture	2,629	57	2.2	3,367	89	2.6
Commerce	2,366	18	0.8	2,714	29	1.1
Defense	35,127	2,424	6.9	50,454	3,848	7.6
Air Force	6,769	426	6.3	7,721	547	7.1
Army	12,518	999	8.0	20,421	1,714	8.4
Navy	11,116	731	6.6	15,540	1,186	7.6
Defense Activities	4,724	268	5.7	6,772	401	5.9
Education	216	5	2.3	232	5	2.2
Energy	781	21	2.7	1,192	33	2.8
HHS	3,315	50	1.5	4,218	54	1.3
Homeland Security	11,205	258	2.3	16,020	375	2.3
HUD	283	13	4.6	578	20	3.5
Interior	1,799	69	3.8	2,353	98	4.2
Justice	5,119	99	1.9	6,086	116	1.9
Labor	937	39	4.2	892	49	5.5
State	699	19	2.7	680	23	3.4
Transportation	2,765	130	4.7	2,726	135	5.0
Treasury	2,415	74	3.1	3,429	130	3.8
Veterans Affairs	19,068	1,420	7.4	27,324	1,932	7.1
AID	63	2	3.2	88	3	3.4
EPA	422	6	1.4	622	13	2.1
GSA	554	23	4.2	544	13	2.4
NASA	335	5	1.5	439	3	0.7
NSF	42	1	2.4	56	3	5.4
NRC	435	4	0.9	507	7	1.4
OPM	463	26	5.6	271	17	6.3
SSA	2,681	144	5.4	5,493	201	3.7
SBA	85	2	2.4	139	7	5.0
Total CFO Act Agencies	93,804	4,909	5.2	130,424	7,203	5.5

Employment of Veterans in the Federal Executive Branch Fiscal Year 2008

Table 5
Total Hires by
Veteran Appointing Authorities

CFO Act	VRA	VEOA	30%
Total Executive Branch Agencies	6,360	18,898	1,381
Agriculture	48	96	3
Commerce	9	58	2
Defense	4,221	12,153	1,141
Air Force	301	2,753	367
Army	2,017	4,614	576
Navy	1,677	3,761	81
Defense Activities	226	1,025	117
Education	0	6	1
Energy	5	75	1
HHS	2	39	8
Homeland Security	158	426	17
HUD	4	11	0
Interior	54	125	13
Justice	57	69	0
Labor	13	41	6
State	5	10	2
Transportation	3	2	1
Treasury	17	16	10
Veterans Affairs	1,480	5,652	169
AID	0	0	0
EPA	5	21	3
GSA	2	42	0
NASA	2	1	1
NSF	0	1	0
NRC	0	0	0
OPM	4	6	1
SSA	255	2	1
SBA	0	2	0
Total CFO Act Agencies	6,344	18,854	1,380

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Table 6

Disabled Veteran New Hires under Veteran Appointing Authorities

Veteran Category	FY2003	FY2004	FY2005	FY2006	FY2007	FY2008
30 Percent or More Disabled	828	1,043	1,252	1,265	1,068	1,331
VRA (no conversions)	1,057	1,141	1,591	1,708	1,736	2,113
VEOA	1,149	1,322	1,806	1,929	2,236	3,600
Subtotal	3,034	3,506	4,649	4,902	5,040	7,044
All Other Appointments	5,909	5,525	6,603	7,213	7,894	9,700
Total Disabled Veteran Hires	8,943	9,031	11,252	12,115	12,934	16,744

Table 7

Veterans Employment by Grade Distribution

Category	Blue Collar	GSR 01-04	GSR 05-08	GSR 09-12	GSR 13-15	Senior. Pay	Other White Collar
Federal Civilian Workforce	9.5%	4.1%	18.9%	26.8%	17.7%	1.4%	21.6%
Veterans	18.6%	2.4%	17.8%	25.6%	11.6%	0.6%	23.4%
Disabled Veterans	15.6%	3.1%	21.5%	28.6%	9.4%	0.3%	21.4%
GSR: General Schedule & Related Pay Plans							

Table 8

Veteran Employment Distribution By Occupational Category

Category	Total Veterans	Non Disabled	Disabled	30% > Disabled
Professional	12.9%	13.7%	10.2%	9.9%
Administrative	39.2%	37.8%	43.8%	45.4%
Technical	17.2%	16.9%	18.4%	18.9%
Clerical	6.3%	5.8%	8.0%	8.8%
Other White-Collar	5.9%	6.5%	4.0%	3.2%
Blue-Collar	18.6%	19.5%	15.6%	13.7%

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List of Agency and Department Abbreviations Used in this report

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