

## **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) 2009 to Congress. Prepared in accordance with the requirements of title 5, United States Code, section 7201, this report provides statistical data on employment in the Federal workforce (FW) and highlights some human capital practices Federal agencies are using to recruit, develop, and retain talent.

The Federal Government, a huge enterprise with more than 1.8 million permanent employees, is the Nation's largest employer. This report shows that, in 2009, the FW grew by 82,282 employees, from 1,756,733 to 1,839,015. This report also shows that the Federal Government strives to become a leader in providing employment opportunities to minorities. The number of minorities in the FW increased by 5.1 percent, from 586,272 in 2008, to 616,457 in 2009. Minorities comprised 33.5 percent of the FW, compared to 29.4 percent in the Civilian Labor Force (CLF).

Some progress has also been made with respect to the representation of women and minorities at higher level positions. The number of women in grades GS-13 through GS-15 was 125,208 in 2009, compared to 121,124 in 2008 (3.4 percent increase). The representation of minorities at the same grade levels rose to 86,119 in 2009, from 82,511 in 2008 (4.4 percent increase). The report shows the number of women in Senior Pay levels increased by 411 to 6,341 in 2009, from 5,930 in 2008. Minority employees in the Senior Pay category rose by 248 to 3,709 in 2009, from 3,461 in 2008.

The FEORP report shows the representation of women and minorities in professional and administrative positions has also increased. Employment of minorities in these positions rose by 25,297 to 332,934 in 2009, from 307,637 in 2008. The number of women represented in professional and administrative positions increased by 32,321 to 505,111 in 2009, from 472,790 in 2008. Although the number of Federal employees in professional, administrative, and technical jobs increased during this reporting period, the number of employees in clerical jobs continues to decline.

The FW continues to experience an increase in employment in other white-collar pay plans. The number of employees who are not in the GS pay system increased by 15.5 percent, from 353,195 in 2008, to 408,017 in 2009.

While we have made some progress, there is room for substantial improvement in fully drawing on the talents and energies of America's citizens at all levels of Government. The U.S. Office of Personnel Management (OPM) is committed to ensuring the Federal Government recruits talented citizens from diverse communities to build America's model workforce for the 21<sup>st</sup> century. OPM is leading an interagency task force on Diversity that will develop recommendations for improving upon these results and ensuring we are moving toward a Government that resembles the diversity of our nation.

At OPM, we are leading efforts to provide employment opportunities to Americans from all segments of society. We have established three offices specifically designed to build upon our success and tackle the serious challenges that lay in front of us. The Office of Diversity and Inclusion will focus on driving an integrated diversity and inclusion throughout the Federal

Government to help build a diverse Federal workforce, while respecting organizational cultures. The Senior Executive Service Office will work to build upon the existing base and the Student Programs Office will increase the Federal Government's presence on college campuses through a student ambassador program and regional college recruiters.

OPM also recently reversed the position it took in the previous Administration that Federal agencies should not collect demographic data from applicants for Federal employment. The absence of such data significantly hampers agencies' ability to analyze whether they are effectively recruiting Federal employees of diverse backgrounds and to identify and, where possible, eliminate barriers that deny equal access to employment opportunities.

Finally, OPM has launched an ambitious effort to develop a strategic plan and comprehensive set of recommendations for creating a diverse Federal workplace. The effort will be spearheaded by our new Deputy Director, Christine Griffin, through an interagency work group that is staffed by experts from across the executive branch, and which will receive input from outside stakeholders and experts.

These combined efforts will create a comprehensive strategy, covering areas such as recruitment, hiring, career development, mentoring, promotions, retention, and accountability—providing a very strong foundation for the Federal Government to expand and ensure a diverse workforce throughout its Federal departments and agencies.

John Berry  
Director

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## EXECUTIVE SUMMARY

The Fiscal Year (FY) 2009 Federal Equal Opportunity Recruitment Program (FEORP) report to Congress is submitted in accordance with title 5, United States Code, section 7201. This report compares FY 2008 and FY 2009 Federal employment statistics and includes human capital activities agencies reported as effective in recruiting and retaining a diverse Federal workforce.

Major findings in the FY 2009 FEORP Report are:

- The total permanent Federal workforce (FW) covered by the FEORP report grew by 82,282 (4.7 percent) to 1,839,015 in FY 2009, from 1,756,733 in FY 2008.
- There has been a steady increase of employees in non-General Schedule and Related (GSR) pay plans. The number of employees rose to 408,017 in 2009, from 353,195 in 2008. This represents a 15.5 percent increase.
- The Federal Government continues to become a leader in employing minorities. The number of minorities in the FW increased by 5.1 percent (from 586,272 in 2008, to 616,457 in 2009). The proportion of minorities in the total workforce rose to 33.5 percent in 2009, from 33.4 percent in 2008, or 30,185 employees.
- The Federal workforce is 17.8 percent Black, 8.0 percent Hispanic, 5.5 percent Asian/Pacific Islander, 1.8 percent Native American, 0.5 percent non-Hispanic/Multi-racial, and 66.5 percent White. Minorities as a whole constituted 33.5 percent of the FW. Men comprised 55.8 percent of all Federal permanent employees and women 44.2 percent.
- Certain groups of women – Blacks, Asian/Pacific Islanders, Native Americans- exceeded their representation in the Civilian Labor Force (CLF) in 2009. Overall, employment of women in the FW has experienced a 4.8 percent increase from 2008 to 2009, but it still lags slightly behind the CLF. Women represented 44.2 percent of the FW compared to 45.9 percent of the CLF in 2009.
- The representation of women and minorities at the Senior Pay levels increased. The proportion of women at the Senior Pay levels increased from 29.1 percent (5,930) in 2008, to 30.4 percent (6,341) in 2009. The number of minorities at the Senior Pay levels increased by 7.2 percent, from 3,461 in 2008 to 3,709 in 2009.
- Total employment in GS grades 13 through 15 increased from 325,306 in 2008 to 326,541 in 2009. The proportion of women and minorities in these grade levels has also increased by 3.4 percent and 4.4 percent, respectively.
- The number of clerical jobs declined by 3.3 percent. Meanwhile, the number of professional and administrative jobs increased by 7.2 percent and 6.1 percent, respectively; while blue-collar employment remained constant in 2009.

## DATA COVERAGE AND DEFINITIONS

On-board Federal employment statistics used in this report are as of September 30, 2009. All data are produced from OPM's 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.

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

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

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

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

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

The **Relevant Civilian Labor Force (RCLF)** is the 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. The RCLF is the benchmark used to measure individual Federal agencies' minority representation relative to the CLF. The RCLF is unique to each agency because it includes civilian labor force employment only for the occupations found within each agency. Unlike the nationwide CLF percentages, which OPM estimates annually using the Bureau of Labor Statistics' Current Population Survey, the RCLF percentages use decennial Census data, the only source of occupation data by race and national origin.

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

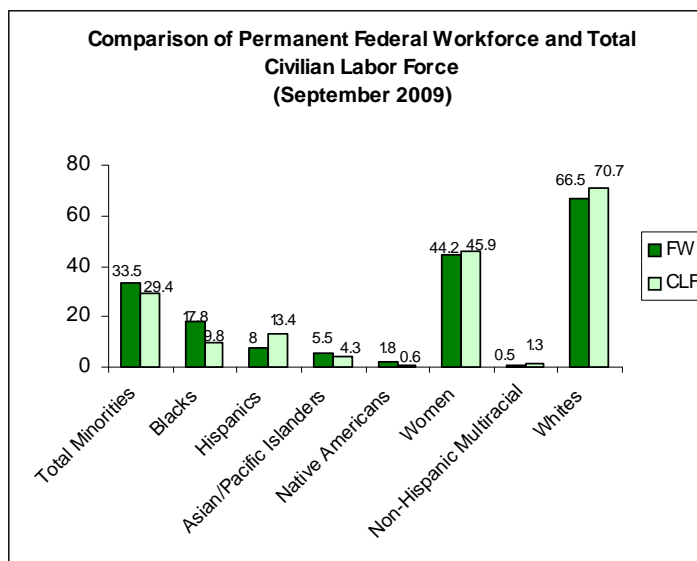
# FEDERAL WORKFORCE

## TOTAL EMPLOYMENT

Total permanent employment in pay plans covered by the FEORP report increased by 82,282 to 1,839,015 as of September 30, 2009, compared to 1,756,733 as of September 30, 2008. Non-General Schedule and Related (GSR) white-collar pay plans account for 408,017 employees in this report. The representation of minorities in the Federal workforce (FW) increased 5.1 percent to 616,457 in 2009 from 586,272 in 2008.

Blacks represented 17.8 percent (326,523) of the FW in 2009 and 17.9 percent (313,899) of the FW in 2008. Black representation in the Civilian Labor Force (CLF) was 9.8 percent in 2009, compared to 10.0 percent in 2008.

Hispanics represented 8.0 percent (146,695) of the FW in 2009, compared to 7.9 percent (139,470) in 2008. The representation of Hispanics in the CLF was 13.4 percent in 2009, compared to 13.2 percent in 2008.



Detail percentages may not add to total due to rounding.

Asian/Pacific Islanders represented 5.5 percent (100,287) of the FW in 2009, compared to 5.4 percent (94,198) in 2008. The representation of Asians/Pacific Islanders in the CLF was 4.3 percent in 2009, the same as in 2008.

Native Americans represented 1.8 percent (33,849) of the FW in 2009, and 1.9 percent (32,907) in 2008. Native American representation in the CLF was 0.6 percent in 2009, and it was 0.7 percent in 2008.

Women represented 44.2 percent (813,334) of the FW in 2009, compared to 44.2 percent (776,307) in 2008. The representation of women in the CLF was 45.9 percent in 2009, compared to 45.6 percent in 2008.

Non-Hispanic Multi-Racial employees represented 0.5 percent (9,103) of the FW in 2009 compared to 0.3 in 2008. The representation of Non-Hispanic Multi-Racial employees in the CLF was 1.3 percent in 2009 compared to 1.2 percent in 2008.

Whites represented 66.5 percent (1,222,558) of the FW in 2009, compared to 66.6 percent in 2008. The representation of Whites in the CLF was 70.7 percent in 2009, the same as in 2008.



## **EMPLOYMENT TOTALS BY RACE AND NATIONAL ORIGIN FOR MAJOR PAY DESIGNATIONS AS A PERCENT OF THE TOTAL FEDERAL WORKFORCE<sup>1</sup>**

Blacks represented 17.8 percent (326,523) of the permanent (1,839,015) Federal workforce (FW) in 2009, compared to 9.8 percent of the Civilian Labor Force (CLF). Blacks in General Schedule and Related (GSR) pay plans (228,019) were 12.4 percent of the FW. The number of Blacks in non-GSR pay plans (62,712) was 3.4 percent of the total workforce. The respective numbers for Blacks in blue-collar jobs and at Senior Pay levels were 34,453 (1.9 percent) and 1,339 (0.1 percent), respectively.

Hispanics represented 8.0 percent (146,695) of the permanent FW in 2009, compared to 13.4 percent in the CLF. Hispanics in GSR pay plans (102,651) were 5.6 percent of the FW. There were 29,055 Hispanics in non-GSR pay plans, which was 1.6 percent of the FW; 14,152 in blue-collar jobs, which was 0.8 percent of the FW; and 837 for Senior Pay levels, which was 0.1 percent of the FW.

Asian/Pacific Islanders represented 5.5 percent (100,287) of the permanent FW in 2009, compared to 4.3 percent in the CLF. Asian/Pacific Islanders in GSR pay plans (64,328) were 3.5 percent of the FW. There were 24,515 Asian/Pacific Islanders in non-GSR pay plans, which was 1.3 percent of the FW; 10,162 in blue-collar positions, which was 0.6 percent; and 1,282 at Senior Pay levels, which was 0.1 percent of the FW.

Native Americans represented 1.8 percent (33,849) of the permanent FW in 2009, compared to 0.6 percent in the CLF. Native Americans in GSR pay plans (25,589) were 1.4 percent of the FW. There were 3,750 Native Americans in non-GSR pay plans or 0.2 percent of the FW; 4,307 Native Americans were in blue-collar positions, or 0.2 percent; and 203 at Senior Pay levels, which was 0.1 percent of the FW.

Non-Hispanic Multi-Racial employment represented 0.5 percent (9,103) of the permanent FW in 2009, compared to 1.3 percent of the CLF. These multi-racial employees in GSR pay plans (5,462) were 0.3 percent of the FW. There were 2,758 multi-racial employees in non-GSR pay plans or 0.1 percent of the FW; 835 multi-racial employees were in blue-collar positions, or 0.1 percent; and 48 at Senior Pay levels, which was 0.1 percent of the FW.

Women represented 44.2 percent (813,334) of the permanent FW in 2009, compared to 45.9 percent in the CLF. Women in GSR pay plans (607,947) were 33.1 percent of the FW. There were 180,350 women in non-GSR pay plans, which was 9.8 percent of the FW; 18,696 blue-collar, which was 1.0 percent; and 6,341 at Senior Pay levels, which was 0.3 percent of the FW.

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<sup>1</sup> Detail percentages may not add to total due to rounding.

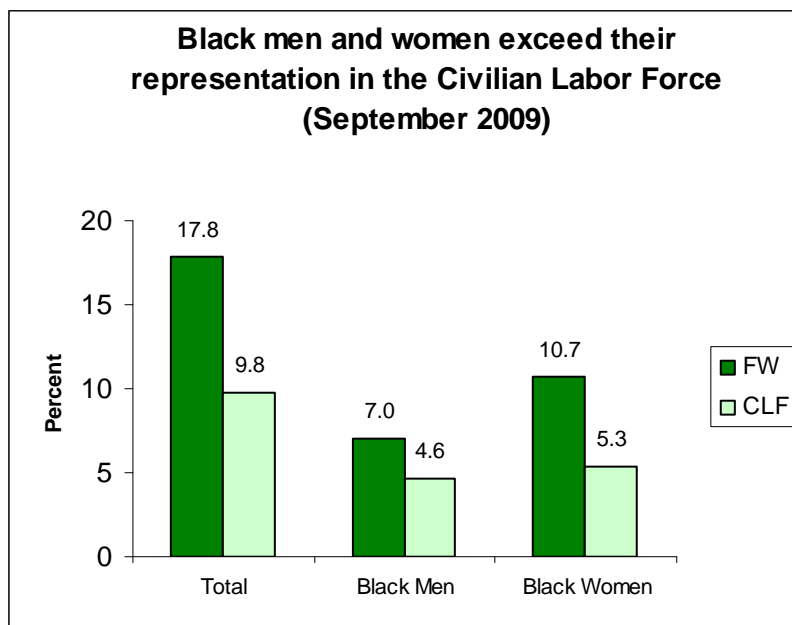
# **BLACKS IN THE FEDERAL WORKFORCE**

## BLACK EMPLOYMENT

Black employees represented 17.8 percent (326,523) of the permanent Federal workforce (FW) as of September 30, 2009, compared to 9.8 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2008 were 17.9 and 10.0, respectively.

Black men represented 7.0 percent of the FW, compared to 4.6 percent of the CLF in 2009. In 2008, these percentages were 7.0 and 4.7, respectively.

Black women represented 10.7 percent of the FW in 2009, compared to 5.3 percent of the CLF. In 2008, these percentages were 10.9 and 5.3, respectively.



## BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Counts and Percentages of Blacks based on All Employees in Each Occupational Category (September 2009)

	<u>Black Employment</u>	<u>Percent of FW</u>
<b>Professional</b>	46,973	10.3
<b>Administrative</b>	121,515	18.0
<b>Technical</b>	78,605	24.1
<b>Clerical</b>	34,687	27.6
<b>Other</b>	10,290	14.4
<b>White-Collar (WC)</b>	292,070	17.7
<b>Blue-Collar (BC)</b>	34,453	18.7
<b>Total (WC + BC)</b>	326,523	17.8

Black employment in professional occupations increased by 3,854, to 46,973 in 2009, from 43,119 in 2008. Blacks represented 10.3 percent of all Federal employees in this occupational category in 2009, compared to 10.2 percent in 2008.

Black employment in administrative occupations increased by 7,931 to 121,515 in 2009, from 113,584 in 2008. Blacks represented 18.0 percent of all Federal employees in this occupational category in 2009, compared to 17.8 percent in 2008.

Black employment in technical occupations increased by 2,120 to 78,605 in 2009, from 76,485 in 2008. Blacks represented 24.1 percent of all Federal employees in this occupational category in 2009, compared to 24.3 percent in 2008.

Black employment in clerical occupations decreased by 1,272, to 34,687 in 2009, from 35,959 in 2008, as a result of clerical positions being reduced. Black representation of all Federal employees in clerical occupations remained at 27.6 percent in 2009 and in 2008.

Black employment in "other" white-collar occupations increased by 499, to 10,290 in 2009 from 9,791 in 2008. Blacks represented 14.4 percent of all Federal employees in "other" occupations in 2009, the same as in 2008.

Black employment in white-collar occupations increased by 13,132, to 292,070 in 2009 from 278,938 in 2008. Blacks represented 17.7 percent of all Federal employees in white-collar occupations in 2009, the same as in 2008.

Black employment in blue-collar occupations decreased by 508, to 34,453 in 2009 from 34,961 in 2008. Blacks represented 18.7 percent of all Federal employees in this occupational category in 2009, compared to 19.0 percent in 2008.

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

Blacks represented 25.5 percent (11,635) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2009, including 3,240 Black men and 8,395 Black women.

Blacks represented 25.4 percent (87,444) of all employees in GSR grades 5 through 8 in 2009, including 25,326 Black men and 62,118 Black women.

Blacks represented 16.9 percent (85,964) of all employees in GSR grades 9 through 12 in 2009, including 29,437 Black men and 56,527 Black women.

Blacks represented 13.2 percent (42,976) of all employees in GSR grades 13 through 15 in 2009, including 16,265 Black men and 26,711 Black women.

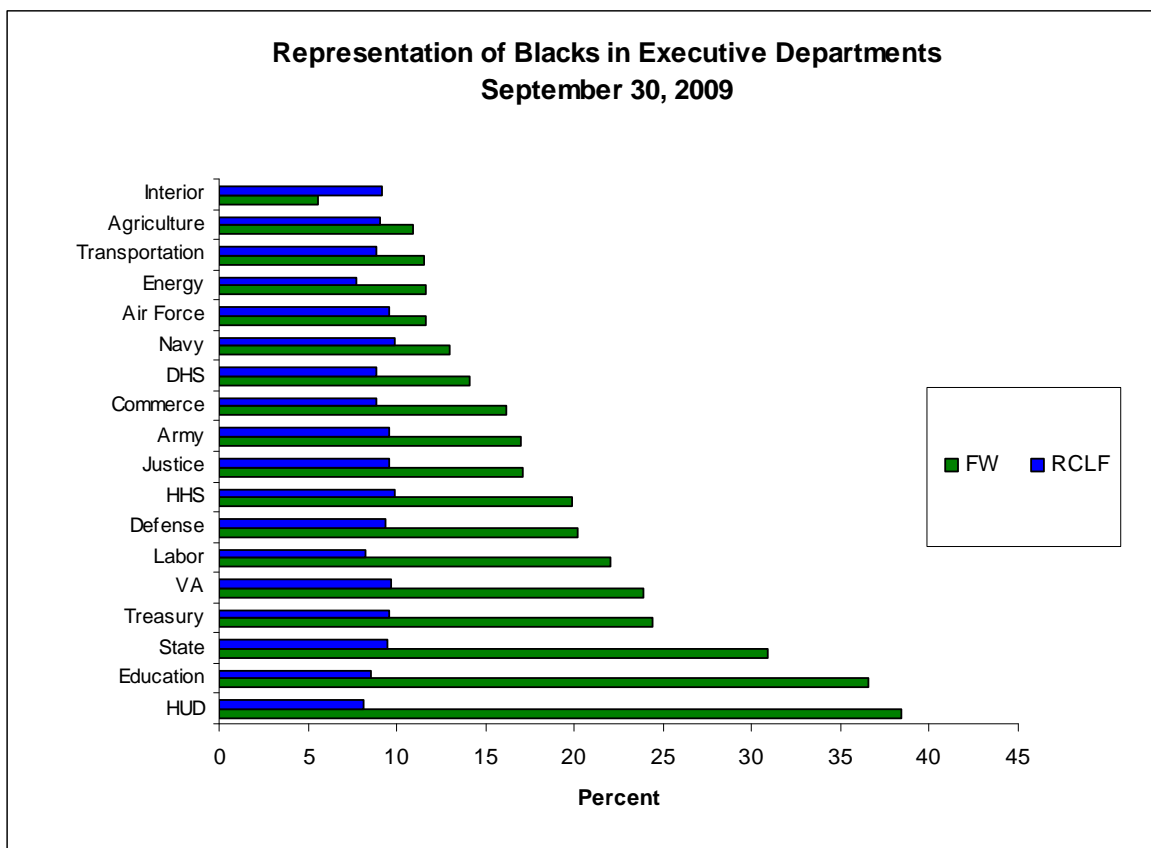
Blacks represented 15.4 percent (62,712) of all employees in non-GSR pay plans in 2009, including 25,491 Black men and 37,221 Black women.

Blacks represented 6.4 percent (1,339) of all employees at the Senior Pay levels in 2009, including 736 Black men and 603 Black women.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2009		2008		2008 TO 2009 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GSR 5 – 8	1,570	0.3	1,384	0.3	186
GSR 9 - 12	16,260	3.6	15,414	3.6	846
GSR 13 - 15	12,209	2.7	11,642	2.7	567
NON-GSR	16,211	3.6	14,009	3.3	2,202
SENIOR PAY	723	0.2	670	0.2	53
TOTAL	46,973	10.3	43,119	10.2	3,854
<b>ADMINISTRATIVE</b>					
GSR 1 – 4	1	0	4	0	-3
GSR 5 – 8	4,603	0.7	4,658	0.7	-55
GSR 9 - 12	60,136	8.9	58,020	9.1	2,116
GSR 13 - 15	30,560	4.5	29,419	4.6	1,141
NON-GSR	25,600	3.8	20,905	3.3	4,695
SENIOR PAY	615	0.1	578	0.1	37
TOTAL	121,515	18	113,584	17.8	7,931
<b>TECHNICAL</b>					
GSR 1 – 4	3,003	0.9	3,315	1.1	-312
GSR 5 – 8	57,594	17.6	56,713	18	881
GSR 9 - 12	7,510	2.3	7,520	2.4	-10
GSR 13 - 15	176	0.1	179	0.1	-3
NON-GSR	10,321	3.2	8,757	2.8	1,564
SENIOR PAY	1	0	1	0	0
TOTAL	78,605	24.1	76,485	24.3	2,120
<b>CLERICAL</b>					
GSR 1 – 4	8,082	6.4	8,413	6.5	-331
GSR 5 – 8	16,432	13.1	16,313	12.5	119
GSR 9 - 12	1,001	0.8	1,062	0.8	-61
GSR 13 - 15	1	0	0	0	1
NON-GSR	9,171	7.3	10,171	7.8	-1,000
SENIOR PAY	0	0	0	0	0
TOTAL	34,687	27.6	35,959	27.6	-1,272
<b>OTHER</b>					
GSR 1 – 4	549	0.8	496	0.8	53
GSR 5 – 8	7,245	10.1	7,079	10.8	166
GSR 9 - 12	1,057	1.5	969	1.5	88
GSR 13 - 15	30	0	29	0	1
NON-GSR	1,409	2	1,218	1.9	191
SENIOR PAY	0	0	0	0	0
TOTAL	10,290	14.4	9,791	14.9	499

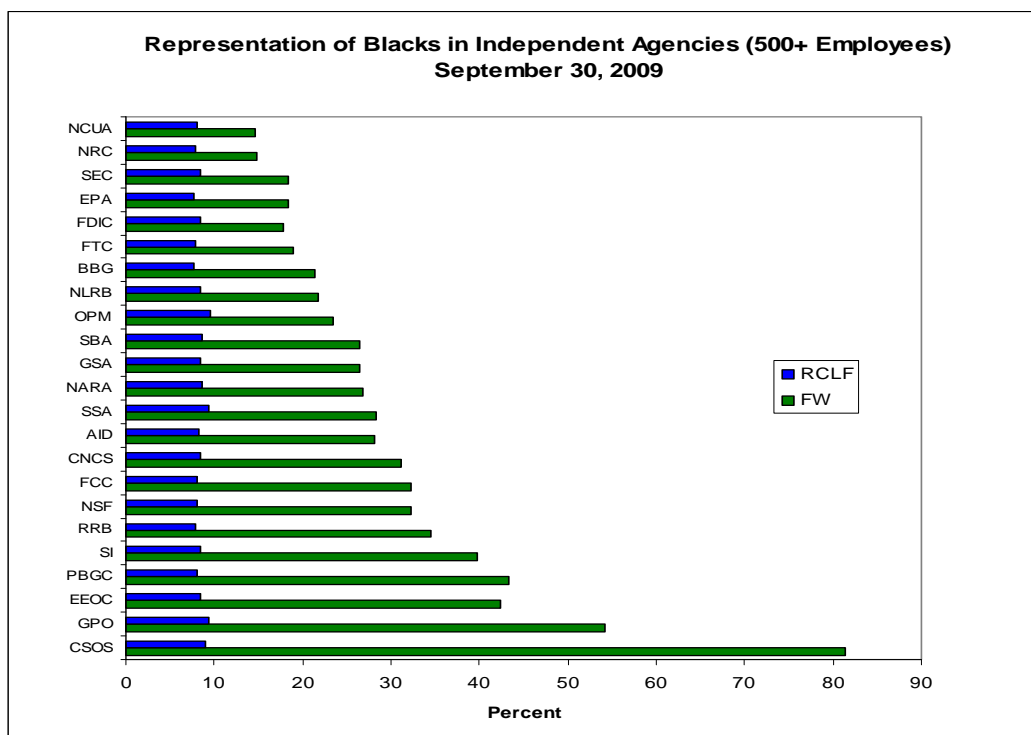
## BLACKS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 17 OF 18 EXECUTIVE DEPARTMENTS

COMPARISON OF PERMANENT FEDERAL AND TOTAL CIVILIAN EMPLOYMENT BY OCCUPATION, NATIONWIDE, SEPTEMBER 30, 2009 (BLACKS)		
EXECUTIVE DEPARTMENTS	GROUP PCT.	RCLF PCT.
DEPARTMENT OF THE AIR FORCE	11.6	9.6
DEPARTMENT OF AGRICULTURE	10.9	9.1
DEPARTMENT OF THE ARMY	17.0	9.6
DEPARTMENT OF COMMERCE	16.2	8.9
DEPARTMENT OF DEFENSE	20.2	9.4
DEPARTMENT OF JUSTICE	17.1	9.6
DEPARTMENT OF LABOR	22.0	8.2
DEPARTMENT OF ENERGY	11.6	7.7
DEPARTMENT OF EDUCATION	36.6	8.5
DEPARTMENT OF HEALTH AND HUMAN SERVICES	19.9	9.9
DEPARTMENT OF HOMELAND SECURITY	14.1	8.9
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	38.4	8.1
DEPARTMENT OF INTERIOR	5.6	9.2
DEPARTMENT OF THE NAVY	13.0	9.9
DEPARTMENT OF STATE	30.9	9.5
DEPARTMENT OF TRANSPORTATION	11.5	8.9
DEPARTMENT OF TREASURY	24.4	9.6
DEPARTMENT OF VETERANS AFFAIRS	23.9	9.7
GOVERNMENTWIDE	17.8	9.8



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

COMPARISON OF PERMANENT FEDERAL AND TOTAL CIVILIAN EMPLOYMENT BY OCCUPATION, NATIONWIDE, SEPTEMBER 30, 2009 (BLACKS)		
INDEPENDENT AGENCIES	GROUP PCT.	RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	28.1	8.2
BROADCASTING BOARD OF GOVERNORS	21.3	7.7
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	31.2	8.4
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	81.4	9.0
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	42.3	8.5
ENVIRONMENTAL PROTECTION AGENCY	18.3	7.7
FEDERAL COMMUNICATIONS COMMISSION	32.2	8.1
FEDERAL DEPOSIT INSURANCE CORPORATION	17.9	8.5
FEDERAL TRADE COMMISSION	19.0	7.8
GENERAL SERVICES ADMINISTRATION	26.5	8.4
GOVERNMENT PRINTING OFFICE	54.2	9.3
NATIONAL CREDIT UNION ADMINISTRATION	14.7	8.1
NATIONAL SCIENCE FOUNDATION	32.2	7.7
NATIONAL LABOR RELATIONS BOARD	21.8	8.5
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	11.6	7.8
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	26.8	8.6
NUCLEAR REGULATORY COMMISSION	14.8	7.8
OFFICE OF PERSONNEL MANAGEMENT	23.4	9.5
PENSION BENEFIT GUARANTY CORPORATION	43.4	8.0
RAILROAD RETIREMENT BOARD	34.5	7.9
SMALL BUSINESS ADMINISTRATION	26.5	8.6
SECURITIES AND EXCHANGE COMMISSION	18.3	8.4
SMITHSONIAN INSTITUTION	39.8	8.5
SOCIAL SECURITY ADMINISTRATION	28.4	9.4
GOVERNMENTWIDE	17.8	9.8



# **HISPANICS IN THE FEDERAL WORKFORCE**

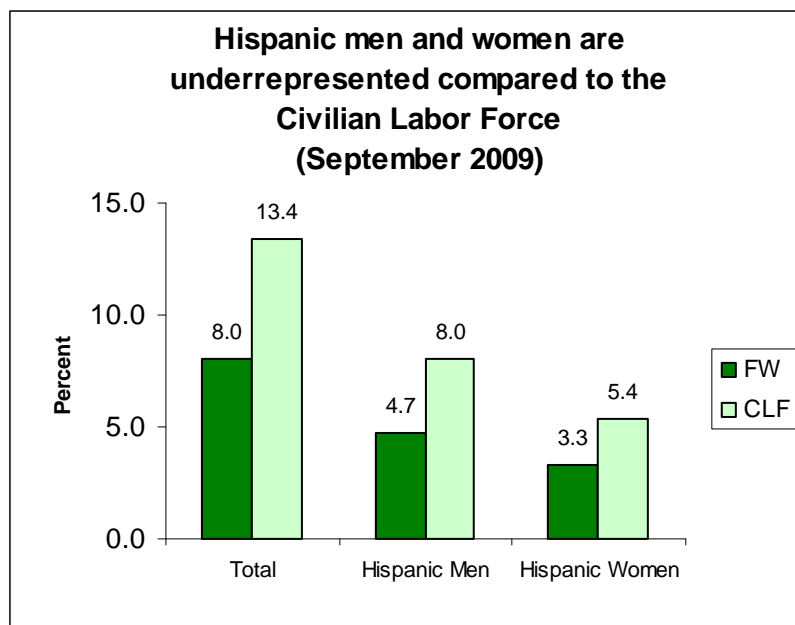


## HISPANIC EMPLOYMENT

Hispanic employment represented 8.0 percent (146,695) of the permanent Federal workforce (FW) as of September 30, 2009, compared to 13.4 percent of the Civilian Labor Force (CLF). The FW and CLF percentages in 2008 were 7.9 and 13.2, respectively.

Hispanic men represented 4.7 percent of the permanent FW in 2009, compared to 8.0 percent of the CLF. In 2008, these percentages were 4.7 and 7.9, respectively.

Hispanic women represented 3.3 percent of the permanent FW in 2009, compared to 5.4 percent of the CLF. In 2008, these percentages were 3.3 and 5.3, respectively.



Detail percentages may not add to total due to rounding.

## HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

### Counts and Percentages of Hispanics based on All Employees in Each Occupational Category (September 2009)

Hispanic employment in professional occupations increased by 1,585, to 22,859 in 2009, from 21,274 in 2008. Hispanics represented 5.0 percent of all Federal employees in this occupational category in 2009, unchanged from 2008.

Hispanic employment in administrative occupations increased by 3,821 to 52,875 in 2009 from 49,054 in 2008. Hispanics represented 7.8 percent of all Federal employees in this occupational category in 2009, compared to 7.7 percent in 2008.

Hispanic employment in technical occupations increased by 1,381 to 28,729 in 2009 from 27,348 in 2008. Hispanics represented 8.8 percent of all Federal employees in this occupational category in 2009, compared to 8.7 percent in 2008.

Hispanic employment in clerical occupations decreased by 573 to 12,909 in 2009 from 13,482 in 2008. Hispanics represented 10.3 percent of all Federal employees in clerical occupations in 2009, compared to 10.4 percent in 2008.

Hispanic employment in "other" white-collar occupations increased by 1,133 to 15,171 in 2009 from 14,038 in 2008. Hispanics represented 21.2 percent of all Federal employees in "other" occupations in 2009, compared to 21.3 percent in 2008.

Hispanic employment in white-collar occupations increased by 7,347 to 132,543 in 2009 from 125,196 in 2008. Hispanics represented 8.0 percent of all Federal employees in white-collar occupations in 2009, unchanged from 2008.

Hispanic employment in blue-collar occupations decreased by 122 to 14,152 in 2009 from 14,274 in 2008. Hispanics represented 7.7 percent of all Federal employees in this occupational category in 2009, unchanged from 2008.

	<u>Hispanic Employment</u>	<u>Percent of FW</u>
<b>Professional</b>	22,859	5.0
<b>Administrative</b>	52,875	7.8
<b>Technical</b>	28,729	8.8
<b>Clerical</b>	12,909	10.3
<b>Other</b>	15,171	21.2
<b>White-Collar (WC)</b>	132,543	8.0
<b>Blue-Collar (BC)</b>	14,152	7.7
<b>Total (WC + BC)</b>	146,695	8.0

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

Hispanics represented 9 percent (4,101) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2009, including 1,398 Hispanic men and 2,703 Hispanic women.

Hispanics represented 9.8 percent (33,658) of all employees in GSR grades 5 through 8 in 2009, including 15,333 Hispanic men and 18,325 Hispanic women.

Hispanics represented 9.3 percent (47,320) of all employees in GSR grades 9 through 12 in 2009, including 28,248 Hispanic men and 19,072 Hispanic women.

Hispanics represented 5.4 percent (17,572) of all employees in GSR grades 13 through 15 in 2009, including 11,135 Hispanic men and 6,437 Hispanic women.

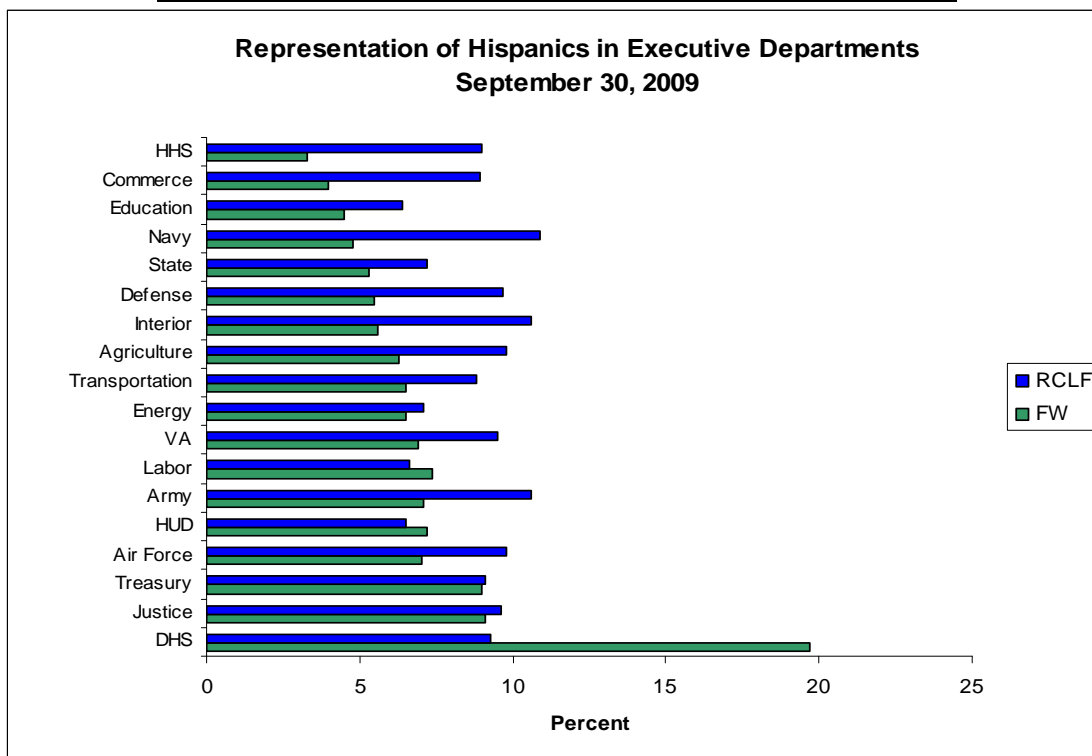
Hispanics represented 7.1 percent (29,055) of all employees in non-GSR pay plans in 2009, including 16,230 Hispanic men and 12,825 Hispanic women.

Hispanics represented 4 percent (837) of all employees at the Senior Pay levels in 2009, including 564 Hispanic men and 273 Hispanic women.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2009		2008		2008 TO 2009 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GSR 5 - 8	676	0.1	546	0.1	130
GSR 9 - 12	7,457	1.6	7,196	1.7	261
GSR 13 - 15	6,182	1.4	6,085	1.4	97
NON-GSR	7,954	1.8	6,874	1.6	1,080
SENIOR PAY	590	0.1	573	0.1	17
TOTAL	22,859	5	21,274	5	1,585
<b>ADMINISTRATIVE</b>					
GSR 1 - 4	1.0	0	1.0	0	0
GSR 5 - 8	2,884	0.4	2,715	0.4	169
GSR 9 - 12	28,407	4.2	27,031	4.2	1,376
GSR 13 - 15	10,772	1.6	10,392	1.6	380
NON-GSR	10,568	1.6	8,674	1.4	1,894
SENIOR PAY	243	0	241	0	2
TOTAL	52,875	7.8	49,054	7.7	3,821
<b>TECHNICAL</b>					
GSR 1 - 4	835	0.3	854	0.3	-19
GSR 5 - 8	19,513	6.0	19,256	6.1	257
GSR 9 - 12	3,374	1.0	3,272	1.0	102
GSR 13 - 15	126	0	130	0	-4
NON-GSR	4,880	1.5	3,835	1.2	1,045
SENIOR PAY	1.0	0	1.0	0	0
TOTAL	28,729	8.8	27,348	8.7	1,381
<b>CLERICAL</b>					
GSR 1 - 4	2,987	2.4	2,763	2.1	224
GSR 5 - 8	4,659	3.7	4,492	3.5	167
GSR 9 - 12	155	0.1	164	0.1	-9
GSR 13 - 15	0	0	0	0	0
NON-GSR	5,108	4.1	6,063	4.7	-955
SENIOR PAY	0	0	0	0	0
TOTAL	12,909	10.3	13,482	10.4	-573
<b>OTHER</b>					
GSR 1 - 4	278	0.4	291	0.4	-13
GSR 5 - 8	5,926	8.3	6,110	9.3	-184
GSR 9 - 12	7,927	11.1	6,735	10.2	1,192
GSR 13 - 15	492	0.7	407	0.6	85
NON-GSR	545	0.8	491	0.7	54
SENIOR PAY	3	0	4	0	-1
TOTAL	15,171	21.2	14,038	21.3	1,133

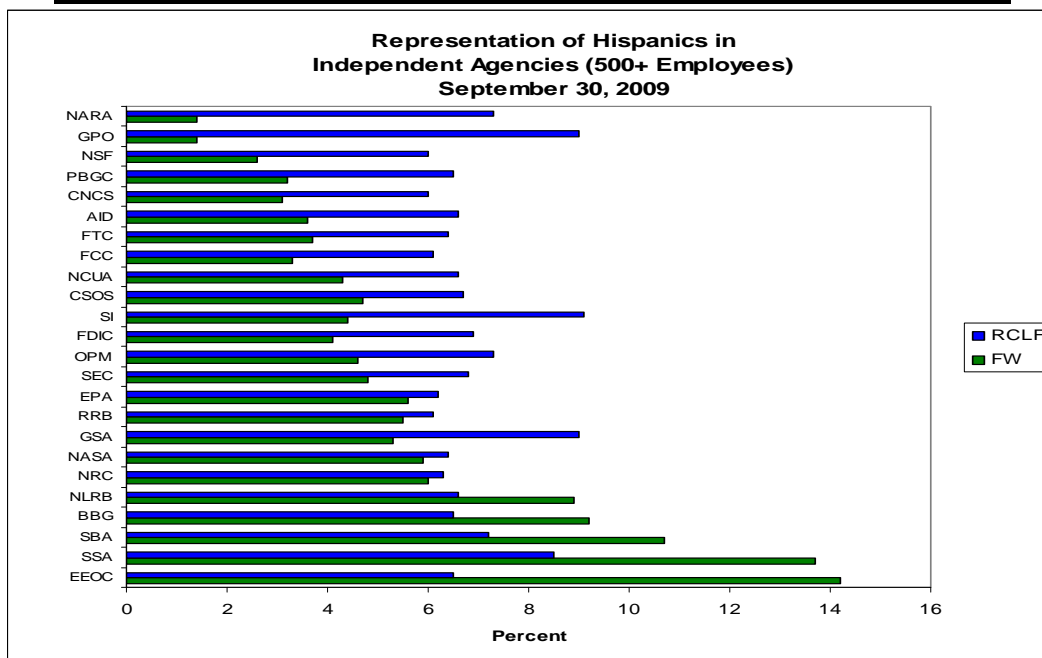
## HISPANICS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 3 OF 18 EXECUTIVE DEPARTMENTS

COMPARISON OF PERMANENT FEDERAL AND TOTAL CIVILIAN EMPLOYMENT BY OCCUPATION, NATIONWIDE, SEPTEMBER 30, 2009 (HISPANICS)		
EXECUTIVE DEPARTMENTS	GROUP PCT.	RCLF PCT.
DEPARTMENT OF THE AIR FORCE	7.0	9.8
DEPARTMENT OF AGRICULTURE	6.3	9.8
DEPARTMENT OF THE ARMY	7.1	10.6
DEPARTMENT OF COMMERCE	4.0	8.9
DEPARTMENT OF DEFENSE	5.5	9.7
DEPARTMENT OF JUSTICE	9.1	9.6
DEPARTMENT OF LABOR	7.4	6.6
DEPARTMENT OF ENERGY	6.5	7.1
DEPARTMENT OF EDUCATION	4.5	6.4
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3.3	9.0
DEPARTMENT OF HOMELAND SECURITY	19.7	9.3
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7.2	6.5
DEPARTMENT OF INTERIOR	5.6	10.6
DEPARTMENT OF THE NAVY	4.8	10.9
DEPARTMENT OF STATE	5.3	7.2
DEPARTMENT OF TRANSPORTATION	6.5	8.8
DEPARTMENT OF TREASURY	9.0	9.1
DEPARTMENT OF VETERANS AFFAIRS	6.9	9.5
GOVERNMENTWIDE	8.0	11.4



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

COMPARISON OF PERMANENT FEDERAL AND TOTAL CIVILIAN EMPLOYMENT BY OCCUPATION, NATIONWIDE, SEPTEMBER 30, 2009 (HISPANICS)		
INDEPENDENT AGENCIES	GROUP PCT.	RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	3.6	6.6
BROADCASTING BOARD OF GOVERNORS	9.2	6.5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	3.1	6.0
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	4.7	6.7
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	14.2	6.5
ENVIRONMENTAL PROTECTION AGENCY	5.6	6.2
FEDERAL COMMUNICATIONS COMMISSION	3.3	6.1
FEDERAL DEPOSIT INSURANCE CORPORATION	4.1	6.9
FEDERAL TRADE COMMISSION	3.7	6.4
GENERAL SERVICES ADMINISTRATION	5.3	9.0
GOVERNMENT PRINTING OFFICE	1.4	9.0
NATIONAL CREDIT UNION ADMINISTRATION	4.3	6.6
NATIONAL SCIENCE FOUNDATION	2.6	6.0
NATIONAL LABOR RELATIONS BOARD	8.9	6.6
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	5.9	6.4
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1.4	7.3
NUCLEAR REGULATORY COMMISSION	6.0	6.3
OFFICE OF PERSONNEL MANAGEMENT	4.6	7.3
PENSION BENEFIT GUARANTY CORPORATION	3.2	6.5
RAILROAD RETIREMENT BOARD	5.5	6.1
SMALL BUSINESS ADMINISTRATION	10.7	7.2
SECURITIES AND EXCHANGE COMMISSION	4.8	6.8
SMITHSONIAN INSTITUTION	4.4	9.1
SOCIAL SECURITY ADMINISTRATION	13.7	8.5
GOVERNMENTWIDE	8.0	11.4



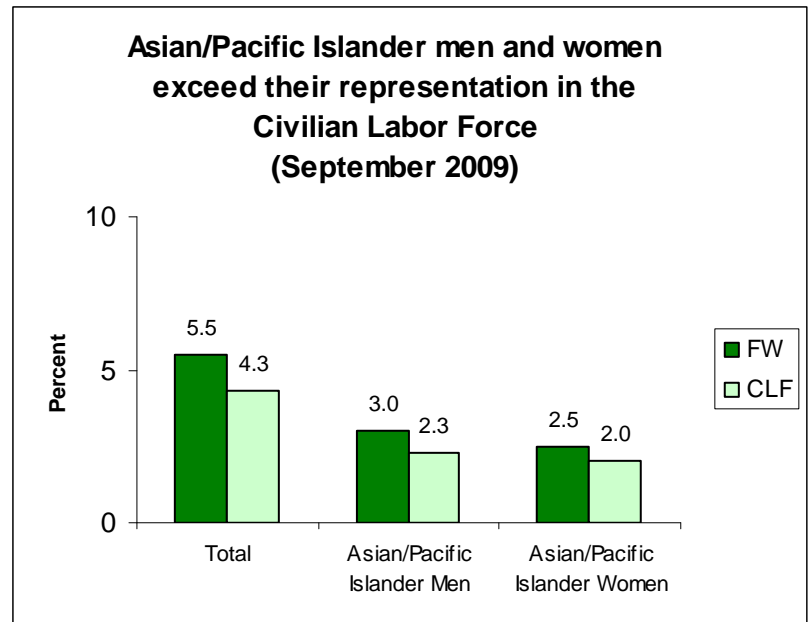
# **ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE**

## ASIAN/PACIFIC ISLANDER EMPLOYMENT

Asian/Pacific Islander employees represented 5.5 percent (100,287) of the permanent Federal Workforce (FW) as of September 30, 2009, compared to 4.3 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2008 were 5.4 and 4.3, respectively.

Asian/Pacific Islander men represented 3.0 percent of the FW, compared to 2.3 percent of the CLF in 2009. In 2008, these percentages were 2.9 and 2.3, respectively.

Asian/Pacific Islander women represented 2.5 percent of the FW compared to 2.0 percent of the CLF in 2009. In 2008, these percentages were 2.4 and 2.0, respectively.



Detail percentages may not add to total due to rounding.

## ASIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

Counts and Percentages of Asian/Pacific Islanders based  
on All Employees in Each Occupational Category  
(September 2009)

Asian/Pacific Islander employment in professional occupations increased by 3,165 to 40,035 in 2009, from 36,870 in 2008. Asian/Pacific Islanders represented 8.8 percent of all Federal employees in this occupational category in 2009, compared to 8.7 percent in 2008.

Asian/Pacific Islander employment in administrative occupations increased by 2,261 to 28,177 in 2009 from 25,916 in 2008. Asian/Pacific Islanders represented 4.2 percent of Federal employees in this occupational category in 2009, compared to 4.1 percent in 2008.

	<u>Asian/Pacific Islander Employment</u>	<u>Percent of FW</u>
<b>Professional</b>	40,035	8.8
<b>Administrative</b>	28,177	4.2
<b>Technical</b>	13,945	4.3
<b>Clerical</b>	6,093	4.8
<b>Other</b>	1,875	2.6
<b>White-Collar (WC)</b>	90,125	5.4
<b>Blue-Collar (BC)</b>	10,162	5.5
<b>Total (WC + BC)</b>	100,287	5.5

Asian/Pacific Islander employment in technical occupations increased by 703 to 13,945 in 2009 from 13,242 in 2008. Asian/Pacific Islanders represented 4.3 percent of all Federal employees in this occupational category in 2009, compared to 4.2 percent in 2008.

Asian/Pacific Islander employment in clerical occupations decreased by 178 to 6,093 in 2009 from 6,271 in 2008. Asian/Pacific Islanders represented 4.8 percent of all Federal employees in this occupational category in 2009, the same as in 2008.

Asian/Pacific Islander employment in "other" white-collar occupations increased by 125 to 1,875 in 2009 from 1,750 in 2008. Asian/Pacific Islanders represented 2.6 percent of all Federal employees in this occupational category in 2009, compared to 2.7 percent in 2008.

Asian/Pacific Islander employment in white-collar occupations increased by 6,076 to 90,125 in 2009 from 84,049 in 2008. Asian/Pacific Islanders represented 5.4 percent of all Federal employees in this occupational category in 2009, compared to 5.3 percent in 2008.

Asian/Pacific Islander employment in blue-collar occupations increased by 13 to 10,162 in 2009 from 10,149 in 2008. Asian/Pacific Islanders represented 5.5 percent of all Federal employees in this occupational category in 2009, compared to 5.5 percent in 2008.



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

Asian/Pacific Islanders represented 6.3 percent (2,885) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2009. There were 717 Asian/Pacific Islander men and 2,168 Asian/Pacific Islander women at these grades in 2009.

Asian/Pacific Islanders represented 4.2 percent (14,527) of all employees in GSR grades 5 through 8 in 2009. There were 5,838 Asian/Pacific Islander men and 8,689 Asian/Pacific Islander women at these grade levels in 2009.

Asian/Pacific Islanders represented 5.0 percent (25,609) of all employees in GSR grades 9 through 12 in 2009. There were 13,205 Asian/Pacific Islander men and 12,404 Asian/Pacific Islander women at these grades in 2009.

Asian/Pacific Islanders represented 6.5 percent (21,307) of all employees in GSR grades 13 through 15 in 2009. There were 12,837 Asian/Pacific Islander men and 8,470 Asian/Pacific Islander women at these grades in 2009.

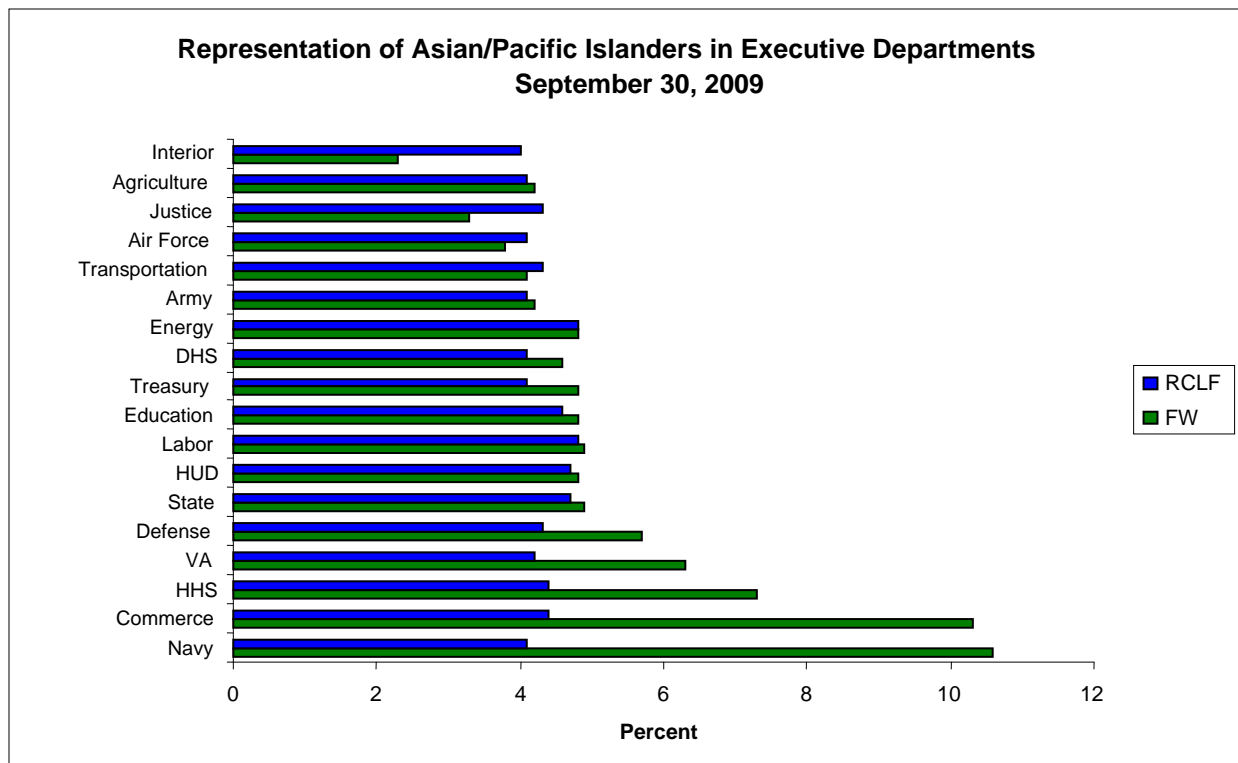
Asian/Pacific Islanders represented 6.0 percent (24,515) of all employees in non-GSR pay plans in 2009, including 12,224 men and 12,291 women.

Asian/Pacific Islanders represented 6.1 percent (1,282) of all employees at the Senior Pay levels. There were 782 Asian/Pacific Islander men and 500 Asian/Pacific Islander women at these pay levels in 2009.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2009		2008		2008 TO 2009 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GSR 5 - 8	991	0.2	863	0.2	128
GSR 9 - 12	10,674	2.4	10,445	2.5	229
GSR 13 - 15	14,300	3.1	13,724	3.2	576
NON-GSR	12,950	2.9	10,819	2.6	2,131
SENIOR PAY	1,120	0.2	1,019	0.2	101
TOTAL	40,035	8.8	36,870	8.7	3,165
<b>ADMINISTRATIVE</b>					
GSR 1 - 4	0	0	0	0	0
GSR 5 - 8	1,261	0.2	1,209	0.2	52
GSR 9 - 12	12,936	1.9	12,289	1.9	647
GSR 13 - 15	6,939	1.0	6,540	1.0	399
NON-GSR	6,879	1.0	5,725	0.9	1,154
SENIOR PAY	162	0	153	0	9
TOTAL	28,177	4.2	25,916	4.1	2,261
<b>TECHNICAL</b>					
GSR 1 - 4	526	0.2	570	0.2	-44
GSR 5 - 8	8,879	2.7	8,615	2.7	264
GSR 9 - 12	1,670	0.5	1,621	0.5	49
GSR 13 - 15	57	0	49	0	8
NON-GSR	2,813	0.9	2,387	0.8	426
SENIOR PAY	0	0	0	0	0
TOTAL	13,945	4.3	13,242	4.2	703
<b>CLERICAL</b>					
GSR 1 - 4	2,125	1.7	2,054	1.6	71
GSR 5 - 8	2,226	1.8	2,162	1.7	64
GSR 9 - 12	79	0.1	79	0.1	0
GSR 13 - 15	0	0	0	0	0
NON-GSR	1,663	1.3	1,976	1.5	-313
SENIOR PAY	0	0	0	0	0
TOTAL	6,093	4.8	6,271	4.8	-178
<b>OTHER</b>					
GSR 1 - 4	234	0.3	233	0.4	1
GSR 5 - 8	1,170	1.6	1,105	1.7	65
GSR 9 - 12	250	0.3	216	0.3	34
GSR 13 - 15	11	0	11	0	0
NON-GSR	210	0.3	185	0.3	25
SENIOR PAY	0	0	0	0	0
TOTAL	1,875	2.6	1,750	2.7	125

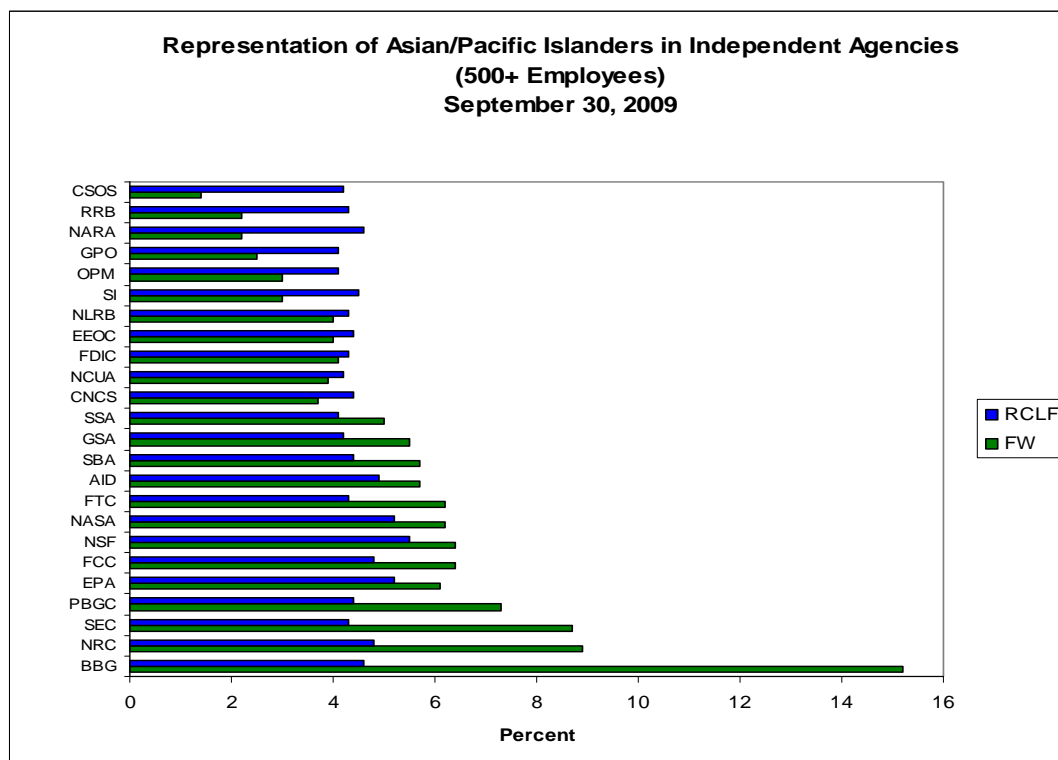
## ASIAN/PACIFIC ISLANDERS EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 12 OF 18 EXECUTIVE DEPARTMENTS

COMPARISON OF PERMANENT FEDERAL AND TOTAL CIVILIAN EMPLOYMENT BY OCCUPATION, NATIONWIDE, SEPTEMBER 30, 2009 (ASIAN-PACIFIC ISLANDERS)		
EXECUTIVE DEPARTMENTS	GROUP PCT.	RCLF PCT.
DEPARTMENT OF THE AIR FORCE	3.8	4.1
DEPARTMENT OF AGRICULTURE	2.9	4.3
DEPARTMENT OF THE ARMY	4.2	4.1
DEPARTMENT OF COMMERCE	10.3	4.4
DEPARTMENT OF DEFENSE	5.7	4.3
DEPARTMENT OF JUSTICE	3.3	4.3
DEPARTMENT OF LABOR	4.9	4.8
DEPARTMENT OF ENERGY	4.8	4.8
DEPARTMENT OF EDUCATION	4.8	4.6
DEPARTMENT OF HEALTH AND HUMAN SERVICES	7.3	4.4
DEPARTMENT OF HOMELAND SECURITY	4.6	4.1
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	4.8	4.7
DEPARTMENT OF INTERIOR	2.3	4.0
DEPARTMENT OF THE NAVY	10.6	4.1
DEPARTMENT OF STATE	4.9	4.7
DEPARTMENT OF TRANSPORTATION	4.1	4.3
DEPARTMENT OF TREASURY	4.8	4.1
DEPARTMENT OF VETERANS AFFAIRS	6.3	4.2
GOVERNMENTWIDE	5.5	4.0



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

COMPARISON OF PERMANENT FEDERAL AND TOTAL CIVILIAN EMPLOYMENT BY OCCUPATION, NATIONWIDE, SEPTEMBER 30, 2009 (ASIAN/PACIFIC ISLANDERS)		
INDEPENDENT AGENCIES	GROUP PCT.	RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	5.7	4.9
BROADCASTING BOARD OF GOVERNORS	15.2	4.6
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	3.7	4.4
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1.4	4.2
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	4.0	4.4
ENVIRONMENTAL PROTECTION AGENCY	6.1	5.2
FEDERAL COMMUNICATIONS COMMISSION	6.4	4.8
FEDERAL DEPOSIT INSURANCE CORPORATION	4.1	4.3
FEDERAL TRADE COMMISSION	6.2	4.3
GENERAL SERVICES ADMINISTRATION	5.5	4.2
GOVERNMENT PRINTING OFFICE	2.5	4.1
NATIONAL CREDIT UNION ADMINISTRATION	3.9	4.2
NATIONAL SCIENCE FOUNDATION	6.4	5.5
NATIONAL LABOR RELATIONS BOARD	4.0	4.3
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	6.2	5.2
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2.2	4.6
NUCLEAR REGULATORY COMMISSION	8.9	4.8
OFFICE OF PERSONNEL MANAGEMENT	3.0	4.1
PENSION BENEFIT GUARANTY CORPORATION	7.3	4.4
RAILROAD RETIREMENT BOARD	2.2	4.3
SMALL BUSINESS ADMINISTRATION	5.7	4.4
SECURITIES AND EXCHANGE COMMISSION	8.7	4.3
SMITHSONIAN INSTITUTION	3.0	4.5
SOCIAL SECURITY ADMINISTRATION	5.0	4.1
GOVERNMENTWIDE	5.5	4.0



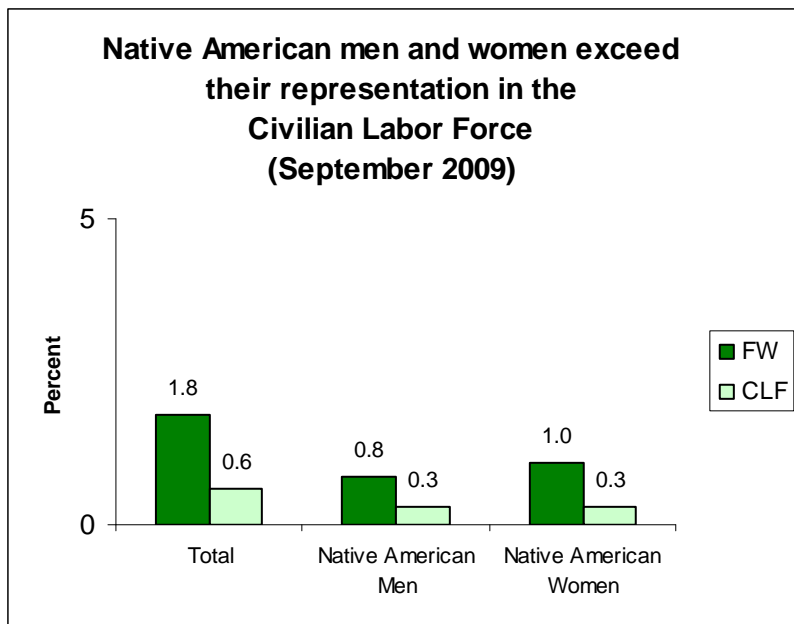
# **NATIVE AMERICANS IN THE FEDERAL WORKFORCE**

## NATIVE AMERICAN EMPLOYMENT

Native American employment represented 1.8 percent (33,849) of the permanent Federal workforce (FW) as of September 30, 2009, compared to 0.6 percent of the Civilian Labor Force (CLF). The FW and CLF percentages in 2008 were 1.9 and 0.7 percent, respectively.

Native American men represented 0.8 percent of the FW and 0.3 percent of the CLF in 2009. The FW and CLF percentages in 2008 were 0.8 and 0.4, respectively.

Native American women represented 1.0 percent of the FW and 0.3 percent of the CLF in 2009 and in 2008.



Detail percentages may not add to total due to rounding.

## NATIVE AMERICAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

**Counts and Percentages of Native Americans based on All Employees in Each Occupational Category (September 2009)**

Native American employment in professional occupations increased by 359 to 5,763 in 2009 from 5,404 in 2008. Native Americans represented 1.3 percent of all Federal employees in this occupational category in 2009 and in 2008.

Native American employment in administrative occupations increased by 276 to 9,186 in 2009 from 8,910 in 2008. Native Americans represented 1.4 percent of all Federal employees in this occupational category in 2009 and in 2008.

Native American employment in technical occupations increased by 248 to 9,611 in 2009 from 9,363 in 2008. Native Americans represented 2.9 percent of all Federal employees in this occupational category in 2009 and 3.0 percent in 2008.

Native American employment in clerical occupations decreased by 6 to 3,711 in 2009 from 3,717 in 2008. Native Americans represented 3.0 percent of all employees in this occupational category in 2009, compared to 2.9 percent in 2008.

Native American employment in "other" white-collar occupations increased by 129 to 1,271 in 2009 from 1,142 in 2008. Native Americans represented 1.8 percent of this occupational category in 2009, compared to 1.7 in 2008.

Native American employment in white-collar occupations increased by 1,006 to 29,542 in 2009 from 28,536 in 2008. Native Americans represented 1.8 percent of this occupational category in 2009 and in 2008.

Native American employment in blue-collar occupations decreased by 64 to 4,307 in 2009 from 4,371 in 2008. Native Americans represented 2.3 percent of all Federal blue-collar employees in 2009, and 2.4 percent in 2008.

	<u>Native American Employment</u>	<u>Percent of FW</u>
<b>Professional</b>	5,763	1.3
<b>Administrative</b>	9,186	1.4
<b>Technical</b>	9,611	2.9
<b>Clerical</b>	3,711	3.0
<b>Other</b>	1,271	1.8
<b>White-Collar (WC)</b>	29,542	1.8
<b>Blue-Collar (BC)</b>	4,307	2.3
<b>Total (WC + BC)</b>	33,849	1.8

## 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 (2,270) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2009. There were 574 Native American men and 1,696 Native American women at these grades in 2009.

Native Americans represented 3.1 percent (10,690) of all employees in GSR grades 5 through 8 in 2009. There were 2,946 Native American men and 7,744 Native American women at these grades in 2009.

Native Americans represented 1.8 percent (9,279) of all employees in GSR grades 9 through 12 in 2009. There were 3,917 Native American men and 5,362 Native American women at these grades in 2009.

Native Americans represented 1.0 percent (3,350) of all employees in GSR grades 13 through 15 in 2008. There were 1,899 Native American men and 1,451 Native American women in this grade group in 2009.

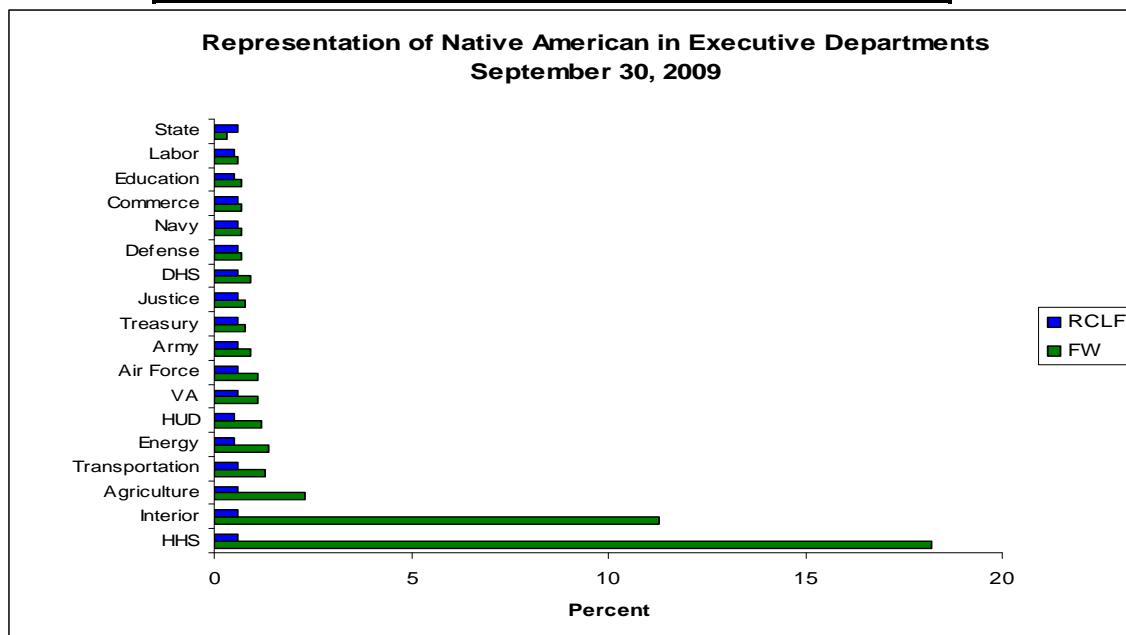
Native Americans represented 0.9 percent (3,750) of all employees in non-GSR pay plans in 2009, including 1,985 Native American men and 1,765 Native American women.

Native Americans represented 1.0 percent (203) of all employees at the Senior Pay levels in 2009. There were 129 Native American men and 74 Native American women at these pay levels in 2009.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2009		2008		2008 TO 2009 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GSR 5 - 8	262	0.1	201	0	61
GSR 9 - 12	3,077	0.7	2,938	0.7	139
GSR 13 - 15	1,220	0.3	1,186	0.3	34
NON-GSR	1,076	0.2	969	0.2	107
SENIOR PAY	128	0	110	0	18
TOTAL	5,763	1.3	5,404	1.3	359
<b>ADMINISTRATIVE</b>					
GSR 1 - 4	0	0	0	0	0
GSR 5 - 8	497	0.1	461	0.1	36
GSR 9 - 12	4,882	0.7	4,808	0.8	74
GSR 13 - 15	2,090	0.3	2,088	0.3	2
NON-GSR	1,642	0.2	1,474	0.2	168
SENIOR PAY	75	0	79	0	-4
TOTAL	9,186	1.4	8,910	1.4	276
<b>TECHNICAL</b>					
GSR 1 - 4	1,060	0.3	1,032	0.3	28
GSR 5 - 8	6,892	2.1	6,723	2.1	169
GSR 9 - 12	1,118	0.3	1,135	0.4	-17
GSR 13 - 15	34	0	38	0	-4
NON-GSR	507	0.2	435	0.1	72
SENIOR PAY	0	0	0	0	0
TOTAL	9,611	2.9	9,363	3.0	248
<b>CLERICAL</b>					
GSR 1 - 4	968	0.8	994	0.8	-26
GSR 5 - 8	2,257	1.8	2,177	1.7	80
GSR 9 - 12	31	0	35	0	-4
GSR 13 - 15	0	0	0	0	0
NON-GSR	455	0.4	511	0.4	-56
SENIOR PAY	0	0	0	0	0
TOTAL	3,711	3.0	3,717	2.9	-6
<b>OTHER</b>					
GSR 1 - 4	242	0.3	227	0.3	15
GSR 5 - 8	782	1.1	705	1.1	77
GSR 9 - 12	171	0.2	144	0.2	27
GSR 13 - 15	6	0	6	0	0
NON-GSR	70	0.1	60	0.1	10
SENIOR PAY	0	0	0	0	0
TOTAL	1,271	1.8	1,142	1.7	129

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

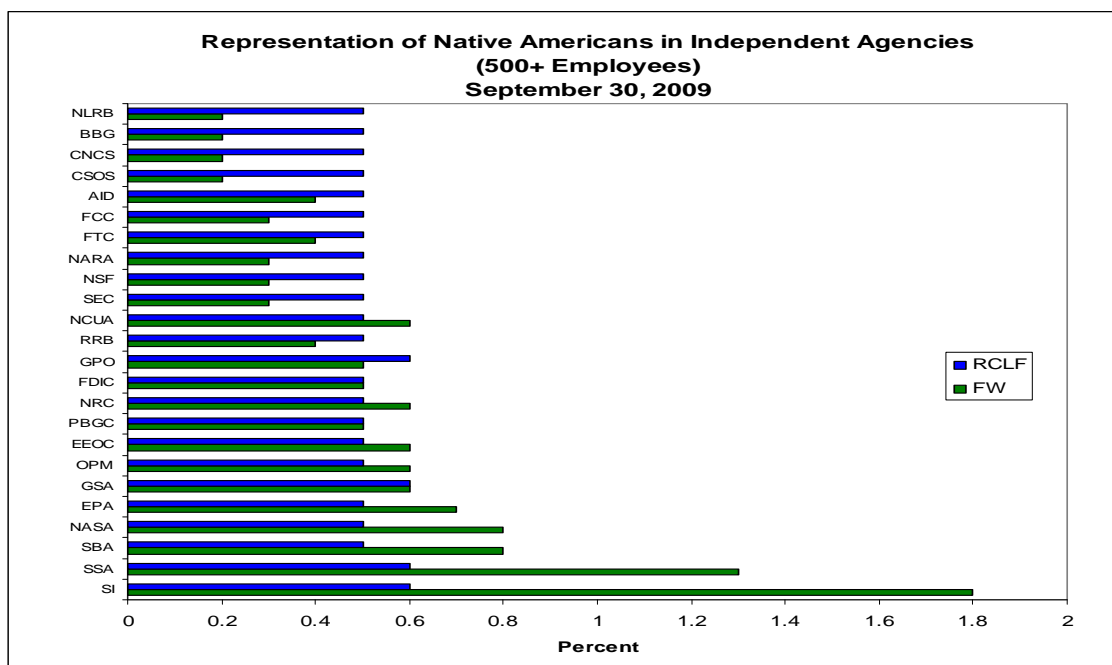
COMPARISON OF PERMANENT FEDERAL AND TOTAL CIVILIAN EMPLOYMENT BY OCCUPATION, NATIONWIDE, SEPTEMBER 30, 2009 (NATIVE AMERICANS)		
EXECUTIVE DEPARTMENTS	GROUP PCT.	RCLF PCT.
DEPARTMENT OF THE AIR FORCE	1.1	0.6
DEPARTMENT OF AGRICULTURE	2.3	0.6
DEPARTMENT OF THE ARMY	0.9	0.6
DEPARTMENT OF COMMERCE	0.7	0.6
DEPARTMENT OF DEFENSE	0.7	0.6
DEPARTMENT OF JUSTICE	0.8	0.6
DEPARTMENT OF LABOR	0.6	0.5
DEPARTMENT OF ENERGY	1.4	0.5
DEPARTMENT OF EDUCATION	0.7	0.5
DEPARTMENT OF HEALTH AND HUMAN SERVICES	18.2	0.6
DEPARTMENT OF HOMELAND SECURITY	0.9	0.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1.2	0.5
DEPARTMENT OF INTERIOR	11.3	0.6
DEPARTMENT OF THE NAVY	0.7	0.6
DEPARTMENT OF STATE	0.3	0.6
DEPARTMENT OF TRANSPORTATION	1.3	0.6
DEPARTMENT OF TREASURY	0.8	0.6
DEPARTMENT OF VETERANS AFFAIRS	1.1	0.6
GOVERNMENTWIDE	1.8	0.6





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

COMPARISON OF PERMANENT FEDERAL AND TOTAL CIVILIAN EMPLOYMENT BY OCCUPATION, NATIONWIDE, SEPTEMBER 30, 2009 (NATIVE AMERICANS)		
INDEPENDENT AGENCIES	GROUP PCT.	RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	0.4	0.5
BROADCASTING BOARD OF GOVERNORS	0.2	0.5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	0.2	0.5
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	0.2	0.5
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0.6	0.5
ENVIRONMENTAL PROTECTION AGENCY	0.7	0.5
FEDERAL COMMUNICATIONS COMMISSION	0.3	0.5
FEDERAL DEPOSIT INSURANCE CORPORATION	0.5	0.5
FEDERAL TRADE COMMISSION	0.4	0.5
GENERAL SERVICES ADMINISTRATION	0.6	0.6
GOVERNMENT PRINTING OFFICE	0.5	0.6
NATIONAL CREDIT UNION ADMINISTRATION	0.6	0.5
NATIONAL SCIENCE FOUNDATION	0.3	0.5
NATIONAL LABOR RELATIONS BOARD	0.2	0.5
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	0.8	0.5
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	0.3	0.5
NUCLEAR REGULATORY COMMISSION	0.6	0.5
OFFICE OF PERSONNEL MANAGEMENT	0.6	0.5
PENSION BENEFIT GUARANTY CORPORATION	0.5	0.5
RAILROAD RETIREMENT BOARD	0.4	0.5
SMALL BUSINESS ADMINISTRATION	0.8	0.5
SECURITIES AND EXCHANGE COMMISSION	0.3	0.5
SMITHSONIAN INSTITUTION	1.8	0.6
SOCIAL SECURITY ADMINISTRATION	1.3	0.6
GOVERNMENTWIDE	1.8	0.6



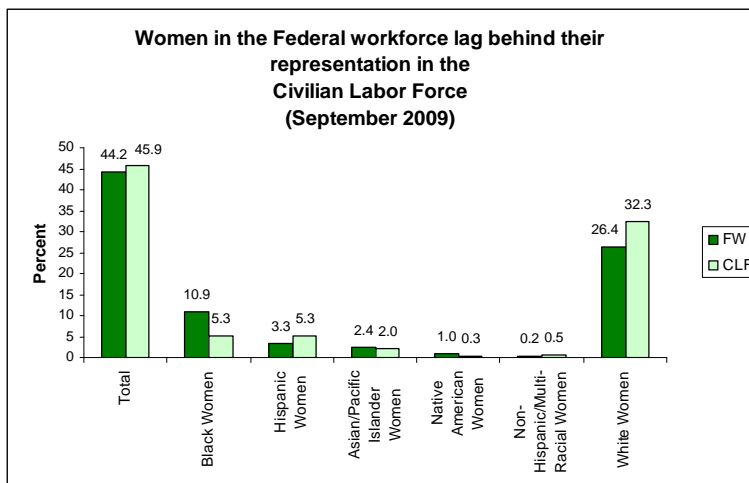
# **WOMEN IN THE FEDERAL WORKFORCE**

## EMPLOYMENT OF WOMEN

Women represented 44.2 percent (813,334) of the permanent Federal workforce (FW) as of September 30, 2009, compared to 45.9 percent of the Civilian Labor Force (CLF) in 2009. Women made up the same percentage of the FW in 2008, compared to 45.6 percent of the CLF.

Black women represented 10.7 percent of the FW in 2009, and 10.9 in 2008. Black women represented 5.3 percent of the CLF in 2009, unchanged from 2008.

Hispanic women represented 3.3 percent of the FW in both 2009 and 2008. Their representation in the CLF was 5.4 percent in 2009 and 5.3 percent in 2008.



Asian/Pacific Islander women represented 2.5 percent of the FW in 2009, compared to 2.4 percent in 2008. Asian/Pacific Islander women represented 2.0 percent of the CLF in both 2009 and 2008.

Native American women represented 1.0 percent of the FW in 2009, unchanged from 2008. Native American women represented 0.3 percent of the CLF in 2009 and in 2008.

Non-Hispanic Multi-Racial women represented 0.2 percent of the FW in 2009, unchanged from 2008. Non-Hispanic Multi-Racial women represented 0.6 percent of the CLF in 2009 and 0.5 percent in 2008.

White women represented 26.4 percent of the FW in 2009, compared to 26.4 percent in 2008. White women represented 32.4 percent of the CLF in 2009, compared to 32.3 percent in 2008.

## WOMEN BY OCCUPATIONAL CATEGORY

Counts and Percentages of Women based on  
All Employees in Each Occupational Category  
(September 2009)

The number of women in professional occupations increased by 17,210 to 203,686 in 2009 from 186,476 in 2008. Women represented 44.9 percent of all professional Federal employees in 2009, compared to 44 percent in 2008.

The number of women in administrative occupations increased by 15,111 to 301,425 in 2009 from 286,314 in 2008. Women represented 44.5 percent of all Federal employees in this occupational category in 2009, compared to 44.9 percent in 2008.

	<u>Employment of Women</u>	<u>Percent of FW</u>
<b>Professional</b>	203,686	44.9
<b>Administrative</b>	301,425	44.5
<b>Technical</b>	193,009	59.1
<b>Clerical</b>	87,178	69.3
<b>Other</b>	9,340	13.1
<b>White-Collar (WC)</b>	794,638	48.0
<b>Blue-Collar (BC)</b>	18,696	10.1
<b>Total (WC + BC)</b>	813,334	44.2

The number of women in technical occupations increased by 5,505 to 193,009 in 2009 from 187,504 in 2008. Women represented 59.1 percent of all Federal employees in this occupational category in 2009, and 59.6 percent in 2008.

The number of women in clerical occupations decreased by 1,767 to 87,178 in 2009 from 88,945 in 2008. Women represented 69.3 percent of all Federal employees in this occupational category in 2009, compared to 68.4 percent in 2008.

The number of women in "other" white-collar occupations increased by 1,121 to 9,340 in 2009 from 8,219 in 2008. Women represented 13.1 percent of all Federal employees in this occupational category in 2009, compared to 12.5 percent in 2008.

The number of women in white-collar occupations increased by 37,180 to 794,638 in 2009 from 757,458 in 2008. Women represented 48.0 percent of all Federal employees in this occupational category in 2009, compared to 48.2 percent in 2008.

The number of women in blue-collar occupations decreased by 153 to 18,696 in 2009 from 18,849 in 2008. The representation of women in this occupational category was 10.1 percent in 2009, compared to 10.2 percent in 2008.

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

Women represented 67.5 percent (30,790) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2009.

Women represented 61.4 percent (211,596) of all employees in GSR grades 5 through 8.

Women represented 47.2 percent (240,353) of all employees in GSR grades 9 through 12.

Women represented 38.3 percent (125,208) of all employees in GSR grades 13 through 15.

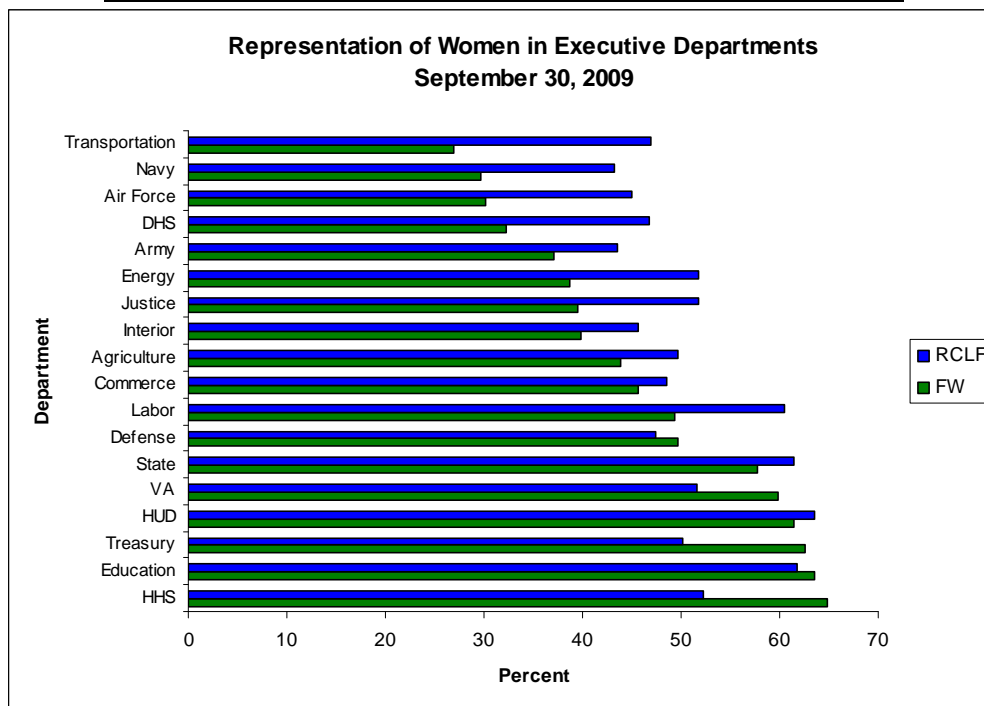
Women represented 44.2 percent (180,350) of all employees in non-GSR pay plans.

Women represented 30.4 percent (6,341) of all employees at the Senior Pay levels.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2009		2008		2008 TO 2009 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GSR 5 - 8	4,963	1.1	3,990	0.9	973
GSR 9 - 12	67,768	14.9	63,552	15.0	4,216
GSR 13 - 15	50,052	11.0	47,546	11.2	2,506
NON-GSR	76,494	16.8	67,341	15.9	9,153
SENIOR PAY	4,409	1.0	4,047	1.0	362
TOTAL	203,686	44.9	186,476	44.0	17,210
<b>ADMINISTRATIVE</b>					
GSR 1 - 4	3	0	4	0	-1
GSR 5 - 8	11,533	1.7	11,211	1.8	322
GSR 9 - 12	152,105	22.5	149,226	23.4	2,879
GSR 13 - 15	74,734	11.0	73,147	11.5	1,587
NON-GSR	61,121	9.0	50,846	8.0	10,275
SENIOR PAY	1,929	0.3	1,880	0.3	49
TOTAL	301,425	44.5	286,314	44.9	15,111
<b>TECHNICAL</b>					
GSR 1 - 4	6,600	2.0	6,985	2.2	-385
GSR 5 - 8	146,678	44.9	144,332	45.8	2,346
GSR 9 - 12	16,603	5.1	16,608	5.3	-5
GSR 13 - 15	341	0.1	356	0.1	-15
NON-GSR	22,784	7.0	19,220	6.1	3,564
SENIOR PAY	3.0	0	3.0	0	0
TOTAL	193,009	59.1	187,504	59.6	5,505
<b>CLERICAL</b>					
GSR 1 - 4	22,620	18.0	22,912	17.6	-292
GSR 5 - 8	43,349	34.5	43,200	33.2	149
GSR 9 - 12	2,416	1.9	2,551	2.0	-135
GSR 13 - 15	0	0	2.0	0	-2
NON-GSR	18,793	14.9	20,280	15.6	-1,487
SENIOR PAY	0	0	0	0	0
TOTAL	87,178	69.3	88,945	68.4	-1,767
<b>OTHER</b>					
GSR 1 - 4	1,567	2.2	1,369	2.1	198
GSR 5 - 8	5,073	7.1	4,665	7.1	408
GSR 9 - 12	1,461	2.0	1,264	1.9	197
GSR 13 - 15	81.0	0.1	73.0	0.1	8
NON-GSR	1,158	1.6	848	1.3	310
SENIOR PAY	0	0	0	0	0
TOTAL	9,340	13.1	8,219	12.5	1,211

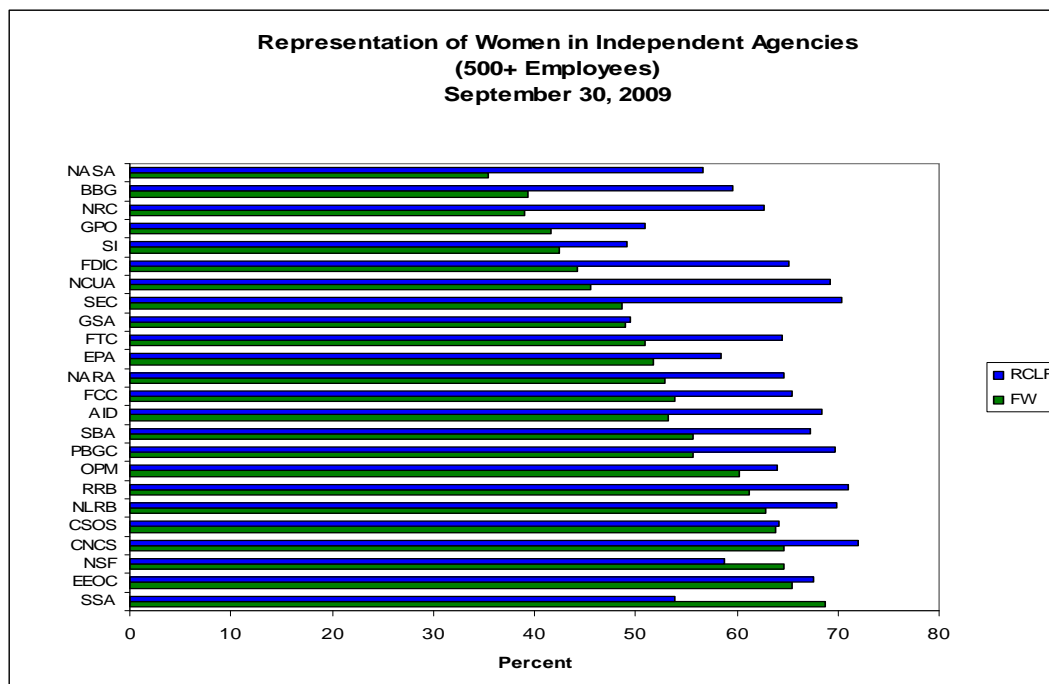
## WOMEN EQUALED OR EXCEEDED THEIR RELEVANT CIVILIAN LABOR FORCE REPRESENTATION IN 5 OF 18 EXECUTIVE DEPARTMENTS

COMPARISON OF PERMANENT FEDERAL AND TOTAL CIVILIAN EMPLOYMENT BY OCCUPATION, NATIONWIDE, SEPTEMBER 30, 2009 (WOMEN)		
EXECUTIVE DEPARTMENTS	GROUP PCT.	RCLF PCT.
DEPARTMENT OF THE AIR FORCE	30.2	45.0
DEPARTMENT OF AGRICULTURE	43.9	49.6
DEPARTMENT OF THE ARMY	37.1	43.5
DEPARTMENT OF COMMERCE	45.6	48.5
DEPARTMENT OF DEFENSE	49.6	47.4
DEPARTMENT OF JUSTICE	39.5	51.8
DEPARTMENT OF LABOR	49.3	60.5
DEPARTMENT OF ENERGY	38.7	51.8
DEPARTMENT OF EDUCATION	63.6	61.7
DEPARTMENT OF HEALTH AND HUMAN SERVICES	64.8	52.2
DEPARTMENT OF HOMELAND SECURITY	32.2	46.7
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	61.5	63.6
DEPARTMENT OF INTERIOR	39.9	45.7
DEPARTMENT OF THE NAVY	29.6	43.2
DEPARTMENT OF STATE	57.7	61.4
DEPARTMENT OF TRANSPORTATION	27.0	47.0
DEPARTMENT OF TREASURY	62.6	50.1
DEPARTMENT OF VETERANS AFFAIRS	59.8	51.6
GOVERNMENTWIDE	44.2	42.9



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

COMPARISON OF PERMANENT FEDERAL AND TOTAL CIVILIAN EMPLOYMENT BY OCCUPATION, NATIONWIDE, SEPTEMBER 30, 2009 (WOMEN)		
INDEPENDENT AGENCIES	GROUP PCT.	RCLF PCT.
AGENCY FOR INTERNATIONAL DEVELOPMENT	53.3	68.4
BROADCASTING BOARD OF GOVERNORS	39.3	59.6
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	64.7	72.0
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	63.9	64.2
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	65.4	67.6
ENVIRONMENTAL PROTECTION AGENCY	51.8	58.5
FEDERAL COMMUNICATIONS COMMISSION	53.8	65.4
FEDERAL DEPOSIT INSURANCE CORPORATION	44.2	65.2
FEDERAL TRADE COMMISSION	51.0	64.5
GENERAL SERVICES ADMINISTRATION	49.0	49.5
GOVERNMENT PRINTING OFFICE	41.6	51.0
NATIONAL CREDIT UNION ADMINISTRATION	45.6	69.2
NATIONAL SCIENCE FOUNDATION	64.7	58.7
NATIONAL LABOR RELATIONS BOARD	62.8	69.9
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	35.5	56.6
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	52.9	64.6
NUCLEAR REGULATORY COMMISSION	39.0	62.7
OFFICE OF PERSONNEL MANAGEMENT	60.2	64.0
PENSION BENEFIT GUARANTY CORPORATION	55.7	69.7
RAILROAD RETIREMENT BOARD	61.3	71.1
SMALL BUSINESS ADMINISTRATION	55.7	67.2
SECURITIES AND EXCHANGE COMMISSION	48.6	70.3
SMITHSONIAN INSTITUTION	42.4	49.1
SOCIAL SECURITY ADMINISTRATION	68.8	53.8
GOVERNMENTWIDE	44.2	42.9



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



## NON-HISPANIC MULTI-RACIAL<sup>2</sup> BY OCCUPATIONAL CATEGORY

**Counts and Percentages of Non-Hispanic Multi-racial based on All Employees in Each Occupational Category (September 2009)**

The number of Non-Hispanic Multi-Racial employees in professional occupations was 1,939 in 2009. Non-Hispanic Multi-Racial employees represented 0.4 percent of all Federal employees in this occupational category in 2009.

The number of Non-Hispanic Multi-Racial employees in administrative occupations was 3,612 in 2009. Non-Hispanic Multi-Racial employees represented 0.5 percent of all Federal employees in this occupational category in 2009.

The number of Non-Hispanic Multi-Racial employees in technical occupations was 1,625 in 2009. Non-Hispanic Multi-Racial employees represented 0.5 percent of all Federal employees in this occupational category in 2009.

The number of Non-Hispanic Multi-Racial employees in clerical occupations was 736 in 2009. Non-Hispanic Multi-racial employees represented 0.6 percent of all Federal employees in clerical occupations in 2009.

The number of Non-Hispanic Multi-Racial employees in "other" white-collar occupations was 356 in 2009. Non-Hispanic Multi-racial employees represented 0.5 percent of all Federal employees in "other" occupations in 2009.

The number of Non-Hispanic Multi-Racial employees in white-collar occupations was 8,268 in 2009. Non-Hispanic Multi-Racial employees represented 0.5 percent of all Federal employees in white-collar occupations in 2009.

The number of Non-Hispanic Multi-Racial employees in blue-collar occupations was 835 in 2009. Non-Hispanic Multi-Racial employees represented 0.5 percent of all Federal employees in this occupational category in 2009.

	<u>Non-Hispanic Multi-racial Employment</u>	<u>Percent of FW</u>
<b>Professional</b>	1,939	0.4
<b>Administrative</b>	3,612	0.5
<b>Technical</b>	1,625	0.5
<b>Clerical</b>	736	0.6
<b>Other</b>	356	0.5
<b>White-Collar (WC)</b>	8,268	0.5
<b>Blue-Collar (BC)</b>	835	0.5
<b>Total (WC + BC)</b>	9,103	0.5

<sup>2</sup> Although this new category is not a minority group as determined under 5 U.S.C. § 7201, collection and representation of this data is consistent with the new Racial/National Origin structure required by the Office of Management and Budget. OPM guidance to agencies required use of the new codes for all accessions occurring on or after January 1, 2006. However, while agencies were not required to resurvey their workforce, they had the option to do so. As a result, the Federal civilian employees in this category do not reflect total numbers in the Federal workforce; they reflect only those who completed the new Standard Form 181, Ethnicity and Race Identification (dated July 2005).

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

Non-Hispanic Multi-Racial employees represented 0.8 percent (372) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2009, including 131 Non-Hispanic Multi-Racial men and 241 Non-Hispanic Multi-racial women.

Non-Hispanic Multi-Racial employees represented 0.6 percent (1,988) of all employees in GSR grades 5 through 8 in 2009, including 768 Non-Hispanic Multi-Racial men and 1,220 Non-Hispanic Multi-Racial women.

Non-Hispanic Multi-Racial employees represented 0.4 percent (2,188) of all employees in GSR grades 9 through 12 in 2009, including 1,108 Non-Hispanic Multi-Racial men and 1,080 Non-Hispanic Multi-Racial women.

Non-Hispanic Multi-Racial employees represented 0.3 percent (914) of all employees in GSR grades 13 through 15 in 2009, including 537 Non-Hispanic Multi-Racial men and 377 Non-Hispanic Multi-Racial women.

Non-Hispanic Multi-Racial employees represented 0.7 percent (2,758) of all employees in non-GSR pay plans in 2009, including 1,476 Non-Hispanic Multi-Racial men and 1,282 Non-Hispanic Multi-Racial women.

Non-Hispanic Multi-Racial employees represented 0.2 percent (48) of all employees at the Senior Pay levels in 2009, including 30 Non-Hispanic Multi-Racial men and 18 Non-Hispanic Multi-Racial women.

OCCUPATIONAL CATEGORY/ GRADE GROUPS	2009		2008		2008 TO 2009 DIFFERENCE
	#	%	#	%	
<b>PROFESSIONAL</b>					
GSR 5 - 8	110	0	59	0	51
GSR 9 - 12	610	0.1	399	0.1	211
GSR 13 - 15	374	0.1	223	0.1	151
NON-GSR	819	0.2	497	0.1	322
SENIOR PAY	26	0	18	0	8
TOTAL	1,939	0.4	1,196	0.3	743
<b>ADMINISTRATIVE</b>					
GSR 1 - 4	0	0	0	0	0
GSR 5 - 8	243	0	166	0	77
GSR 9 - 12	1,380	0.2	882	0.1	498
GSR 13 - 15	531	0.1	356	0.1	175
NON-GSR	1,436	0.2	892	0.1	544
SENIOR PAY	22	0	14	0	8
TOTAL	3,612	0.5	2,310	0.4	1,302
<b>TECHNICAL</b>					
GSR 1 - 4	97	0	75	0	22
GSR 5 - 8	1,065	0.3	693	0.2	372
GSR 9 - 12	170	0.1	112	0	58
GSR 13 - 15	9	0	7	0	2
NON-GSR	284	0.1	200	0.1	84
SENIOR PAY	0	0	0	0	0
TOTAL	1,625	0.5	1,087	0.3	538
<b>CLERICAL</b>					
GSR 1 - 4	202	0.2	142	0.1	60
GSR 5 - 8	377	0.3	223	0.2	154
GSR 9 - 12	9	0	12	0	-3
GSR 13 - 15	0	0	0	0	0
NON-GSR	148	0.1	66	0.1	82
SENIOR PAY	0	0	0	0	0
TOTAL	736	0.6	443	0.3	293
<b>OTHER</b>					
GSR 1 - 4	73	0.1	54	0.1	19
GSR 5 - 8	193	0.3	108	0.2	85
GSR 9 - 12	19	0	11	0	8
GSR 13 - 15	0	0	0	0	0
NON-GSR	71	0.1	50	0.1	21
SENIOR PAY	0	0	0	0	0
TOTAL	356	0.5	223	0.3	133

# **AGENCY FEORP CURRENT PRACTICES**

## AGENCY FEORP INITIATIVES

In FY 2009, agencies reported they continued their human resources (HR) initiatives in support of the Federal Equal Opportunity Recruitment Program (FEORP). Initiatives fall into four categories: workforce planning, recruitment and outreach, mentoring, and career development opportunities.

### **Workforce Planning**

The **Equal Employment Opportunity Commission (EEOC)** completed its analysis and documentation of competency assessments which identified those competencies possessed by high-performers in the mission critical occupations of investigator, attorney, and mediator. EEOC began using these findings in its recruiting efforts during FY 2009.

The Department of Defense's **National Geospatial-Intelligence Agency (NGA)** continued to conduct strategic workforce planning to ensure that its workforce is mission ready and prepared for the future. In addition, in FY 2009 NGA implemented its fully integrated multi-year Diversity and Inclusion Strategic Plan (DISP). NGA also offered a dynamic diversity education curriculum to its workforce, providing them with the education and skills to function successfully in a fast paced work environment.

The **Department of Homeland Security (DHS)** issued a workforce planning toolkit for managers. This toolkit is a companion to the DHS Workforce Planning Guide and provides tools for use at various stages of the workforce planning process. DHS also deployed Workforce Planning Train-the-Trainer sessions in 2009 for its components.

The **Department of the Navy (DON)** continued its pilot of the Recruitment Common Business Process (CBP). The CBP initiative provided managers with a process and plan for proactive recruitment planning for future workforce requirements. As part of its workforce planning efforts, DON also partnered with local colleges and universities in the development of appropriate curriculum to ensure students' skills are closely aligned with the needs of the organization. DON provided training to managers and supervisors to educate them on topics such as diversity, EEO responsibilities, and reasonable accommodation.

The **Department of Health and Human Services' Indian Health Service (HIS)** developed and implemented a succession plan to address its gaps in leadership skills and competencies. In FY 2009, HIS developed boot camp training for new leaders, managers, and supervisors. The Diversity and EEO Management program provided Diversity, EEO, and Alternative Dispute Resolution Training to create awareness for leaders, managers, supervisors, and employees. Training is provided to all managers, leaders, and supervisors through direct in-service and on-line with HHS-University and the EEO web page.

The **Department of Transportation (DOT)** continued to monitor its workforce through empirically-based data trend analyses and projections regarding losses, gains, and risk areas for addressing employee turnover at each component. In FY 2009, DOT published the 2009 DOT *Workforce Analysis* which provides information on

demographics with a focus on mission-critical occupations and diversity. Components of DOT continued to implement and promote workforce planning and succession planning strategies to build a talented and diverse workforce.

The **Department of Veterans Affairs (VA)** implemented three major initiatives this fiscal year: 1) updated its Strategic Human Capital Plan to include its first Diversity and Inclusion Strategic Plan. By aligning these two plans it provides VA with the ability to expand recruitment efforts to capitalize on diverse and qualified applicants. 2) convened its first Diversity Council, an executive level body focusing on workforce diversity issues; and 3) created an agency-wide training function in its Office of Diversity and Inclusion to educate the workforce on management diversity issues.

The **Social Security Administration (SSA)** continued to conduct workforce analyses to track its progress with the agency's strategic plan; to determine future workforce needs; and to develop and implement solutions aligned with its strategic plan. SSA is involved in an extensive training effort to educate its managers regarding diversity and disability awareness. The training was conducted to promote an inclusive environment and improve overall recruitment and retention efforts.

### **Recruitment and Community Outreach**

The **Department of Air Force (AF)** continued to focus on partnering and improving working relationships with organizations at all levels. Wright-Patterson AFB (WPAFB) participated in mock interviews for middle school students. These students provided résumés and were "interviewed" for jobs and were given constructive feedback from the interviewers that will help them in the future. Students gained awareness of the skill sets and education required for jobs at WPAFB. At Goodfellow AFB, its human resources specialists attended local schools and job fairs. They were also able to break the barrier of lack of interest among students. Students were not considering job opportunities with the Federal civilian workforce because they mistakenly believed they had to join the military to be considered for jobs on the base. By breaking down this barrier, many students applied and now supervisors have a broader pool of applicants to consider. At Kirkland AFB, they established a Junior and Space Scholar Summer Hire Program with the purpose of training, nurturing, and developing future scientists and engineers for its AF Research Laboratory. The AF continued to promote and champion diversity in the workplace by issuing a *Letter to Airmen* emphasizing respect and embrace the diversity of their teammates and recognizing that everyone is important and valued. The AF developed the Diversity Champion Program which produced a video capturing senior leaders who championed diversity initiatives and sharing their experiences.

The **Department of Homeland Security (DHS)** distributed a new recruitment video to minority serving educational institutions, institutions of higher learning, and professional organizations. DHS components continued to participate in numerous outreach activities, career fairs, conferences, and workshops and shared employment information with students, faculty, and local communities.

The **Department of Labor (DOL)** continued its recruitment and outreach activities by providing information on the agency's mission and job opportunities to students, faculty, educational institutions, minority communities, and professional organizations. Additionally, the DOL agencies conducted presentations for inner city high school students; established connections with individual day laborers and organizations that

support them to provide information on safe and healthy working conditions; and disseminated job announcements through the Employer Assistance and Recruiting Network (EARN) to ensure a broad outreach to the disability community. The DOL's Office of Disability Employment Policy (ODEP) initiated Project SEARCH, a job-skills development program targeted for graduation-eligible District of Columbia high school students with disabilities. The program provides job coaching, on-site job training and oversight. Since September 2009, 12 students entered the program and are being trained in filing, answering phones, basic data entry, etc.

The **Department of Transportation (DOT)** continued to partner with schools and universities that target students in grades kindergarten through post-graduate, in addition to professional organizations. To supplement the Operating Administration's recruitment efforts, DOT's Office of the Secretary manages a Department-wide outreach and recruiting program called ONEDOT, which is designed to make DOT the "Employer of Choice.". This program allows for strategic cross-leveraging of funds and resources. Under tight budgetary constraints, the ONEDOT Corporate Recruitment team can make the most of local staff and resources to reduce headquarters travel costs.

The **Department of the Treasury** hosted the Second Annual Recruiter's Symposium which brought together bureau representatives and recruiting experts to learn about best practices in recruitment. The Recruiter's Symposium consisted of panels which examined recruiting practices within Treasury and other Federal agencies.

The **General Services Administration (GSA)** continued to reach out to diverse colleges, universities, communities, and organizations by using multiple recruitment strategies and initiatives to attract a diverse applicant pool. GSA's recent college hires participated at career fairs to talk with students about their experiences at GSA and answer any questions students may have. Job opportunity information was shared with students and faculty at colleges, universities and organizations. In addition, Regional Offices continued to participate in the Adopt-A-School Program, (e.g., the Mid-Atlantic Region continued to work with an inner-city school in Philadelphia by supplying tutors for students, and the Greater Southwest Region provided assistance at an elementary school).

The **National Science Foundation (NSF)** continued to promote diversity in the science, technology, engineering and mathematics (STEM) areas and also in the business and operations areas. The NSF created a special recruitment team, TIMO, to invigorate marketing and outreach. Since March 2009, the TIMO has designed new agency banner displays, an agency video describing NSF's mission and priorities, and outreach activities such as, meeting with students and faculty at various colleges and universities; partnering with local communities, and attending community events to showcase jobs at NSF; collaborated with higher education and research communities on research activities, and partnered with local and State rehabilitative services and organizations. To attract the visually impaired, NSF converted its outreach and recruitment materials to Braille and displayed these materials at various conferences.

The **Nuclear Regulatory Commission (NRC)** participated in 88 recruitment events, including 38 college career fairs; 13 NRC career information sessions; and 37 professional organization events. Of the 88 events, 35 (40%) included sessions at minority serving higher education institutions. Senior managers continued to support NRC's recruitment activities by participating in career fairs, information sessions, and

serving as “University Champions.” The “University Champions” serve as liaisons between the NRC and school faculty and officials.

The **Security and Exchange Commission (SEC)** recruitment staff and SEC Special Emphasis Program members participated in various recruitment events; attended numerous diversity organization programs, and conducted on-campus interviews at various law schools. In addition, members participated on panel discussions and workshops at law schools and national diversity conferences. SEC continued to partner with colleges and universities representing a broad spectrum of students to promote curriculum development in the securities areas such as, teaching sections of its securities seminar, and teaching general securities classes and offering a new class in Merges and Acquisitions at Howard University. Through its outreach to students and faculty, SEC has established a pipeline of qualified and diverse applicants for the future workforce.

The **Social Security Administration (SSA)** provided employment information to students, faculty, and the community on a continual basis through its local offices, servicing personnel offices, EEO Advisory Councils and special recruitment initiatives. SSA launched a new national initiative focused on recruiting and hiring individuals with disabilities entitled “SSA AccessAbility.” This initiative covered recruitment and hiring strategies for individuals with disabilities with a focus on targeted or severe disabilities. The initiative is based on the successes of such programs as Ticket to Work Program, Workforce Recruitment Program for Students with Disabilities, and the Wounded Warrior Projects, “Warriors to Work.” As part of its increased outreach efforts to establish a presence within the military community, SSA continued to promote the Hiring Heroes Career Fairs in Baltimore, MD, and similar events on nearby bases. The SSA recruitment cadre developed an extensive network of local, State, Federal, and community organizations that serve and refer veterans and disabled veterans for SSA job opportunities. SSA has also developed a pipeline of information and referral services for soldiers who are interested in areas other than Baltimore.

The **Department of Veterans Affairs** created new agencywide training function and portfolio in the Office of Diversity and Inclusion to educate the workforce on diversity management issues.

### **Mentoring**

The **Defense Logistics Agency (DLA)** has a variety of formal and informal mentoring programs at various levels in its organization. DLA encourages all of its employees to participate in an informal mentoring relationship. This informal mentoring builds individual career development for the protégé. DLA promotes these informal mentoring relationships by giving each employee a guide “Mentoring Matters Handbook” as a stepping stone to their future in the organization. DLA also implemented several formal mentoring programs that support employee self-development and leadership skills at all levels.

The **Department of the Navy (DON)** has several career development programs that foster formal and informal mentoring relationships. Recognizing the importance of developing and mentoring its workforce, DON is piloting a new program called the “Total Force Mentoring Program” to build a mentoring culture among the workforce. This

program provides unique mentoring opportunities that cross gender, cultural, organizational, professionals and hierarchical lines.

The **Department of Transportation (DOT)** continued to promote learning and career development through mentoring programs offered to its entire workforce. The DOT supports a corporate mentoring program called “*Leaders for Tomorrow*” for future leaders at the mid-level grades (GS-13 – 14.) This program builds professional leadership skills, employee job satisfaction, and institutional knowledge and expertise of the organization. It serves as a pipeline of trained future leaders for DOT. In addition, the DOT’s Federal Highway Administration (FHWA) is currently conducting a two-year pilot of its mentoring program through its formal career development program called “*the Building a Foundation for Visionary Leadership*” which is offered to employees in grades GS-12 through 14. The FHWA will evaluate this program by conducting web conferences with both the mentors and protégés to discuss their progress, lessons learned, and solicit comments and suggestions to improve the program.

The **General Services Administration (GSA)** National Mentoring Program was created to foster future leadership and compliment retention and succession planning efforts. This year-long program is geared to employees at the GS-13 and 14 levels to increase their knowledge of the agency; support GSA’s leadership succession plan by developing mid-level employees; build a mentoring culture across GSA that promotes individual growth and development; encourage retention of employees; and increase the knowledge and performance of the GS-14 leadership competencies.

The **Security and Exchange Commission’s** Leadership Development Initiative under the OHR’s Balanced Scorecard has completed a final draft of a comprehensive coaching program to be implemented agency wide. This program will offer individuals an opportunity to grow in their current position while at the same time developing key competencies needed for career progression.

The **Social Security Administration (SSA)** promoted a culture for mentoring employees in both formal and informal mentoring relationships. SSA’s Regional Offices mentored over 150 participants in a formal and informal such as, Regional Leadership Development Programs, Achieving Career Enhancement Program, etc.

### **Career Development Opportunities**

The **Department of Defense, Washington Headquarters Services** encouraged its employees to take charge of their careers by using the Plateau Learning Management System deployed this fiscal year. The system allows employees to browse career paths, compare skill requirements for targeted roles against current skills, and identify learning and development opportunities to prepare for a new role. The system will also allow managers to identify employee competency and skill gaps and defines the gaps as goals on the employee’s Individual Development Plan.

A total of 6,662 employees at the **Department of Homeland Security (DHS)** participated in agency career development programs during the reporting period. In addition, 1,082 DHS employees participated in Governmentwide career development programs. The GS-13-15 or equivalent pay band showed the highest number of participants.



The **Department of the Navy (DON)** is collaborating with its communities in developing a “Career Handbook” that focuses on competency alignments, skills, knowledge, and training required for each of its 21 DON communities. In addition, DON oversees several developmental programs for its workforce from GS-5 to SES such as, the Aspiring Leader Program for GS-5/7; New Leader Program for GS-7/9/11; Executive Leadership Program for GS-11/12/13. Employees are made aware of these programs through mail bulletins, websites, poster/flyers, training newsletters, etc. DON sponsored training courses such as “Understanding Employee Development” to help employees prepare a better career development plan.

The **Department of Transportation (DOT)** promoted the participation of all its employees in management, leadership and career development programs. The Federal Highway Administration (FHWA) has a formal program, the *Building a Foundation for Visionary Leadership* course, in which GS-12 through GS-14 employees can participate. The Training and Development Group at FHWA actively seeks programs that will develop competencies and close the skills gaps identified in routine skills gap analysis.

The **Social Security Administration (SSA)** employees nationwide have access to SSA Learn, an Internet-based e-Learning site with over 3,000 available online courses. SSA Learn has enhanced training opportunities for SSA employees by making courses available 24 hours a day. In 2009, SSA trained 8,509 employees agencywide. SSA’s Philadelphia Region hosted the first cooperative nationwide career development conference entitled ON TRACK (Opportunity Now – Taking Responsibility for Acquiring Career Knowledge). The conference included tips in writing applications, optimizing performance during a job interview, and building collaborative relations with superiors and coworkers. Over 120 employees from Headquarters, Regional and Field Offices participated in the conference.