

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2019



FEDSHIREVETS®

Employment of Veterans in the Federal Executive Branch
Fiscal Year 2019

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

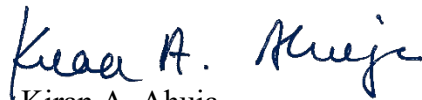
On November 9, 2009, the Obama-Biden Administration issued Executive Order (EO) 13518, Employment of Veterans in the Federal Government, establishing the Veterans Employment Initiative (VEI). The VEI outlines a comprehensive approach to improving employment opportunities for veterans. It focuses on honoring our sacred obligation to our Nation's Veterans and utilizing the talents of Veterans to help the Government meet today's dynamic challenges.

Since the inception of the EO, the U.S. Office of Personnel Management (OPM) has carried the mantle through strategic leadership and direction to member agencies, trained key stakeholders, and issued policy guidance to Federal agencies on Veteran employment issues.

In Fiscal Year (FY) 2019, the Executive Branch of the Federal Government hired 67,496 veterans compared to 63,238 veterans hired in FY 2018, representing a veteran new hire percentage rate of 27.0 percent. Overall, the Federal Government hired 248,048 new employees in FY 2019 compared to 228,243 new employees in FY 2018 -- an increase of 19,805 total new hires.

In FY 2019, there were 2,081,192 Federal employees onboard compared to 2,047,514 in FY 2018. The total number of veterans onboard in FY 2019 was 638,651 compared to 634,217 in FY 2018. Veterans currently represent 31.0 percent of the Federal workforce, which is equal to the 31.0 percent for FY 2018.

OPM continues its commitment to innovative recruitment and retention strategies, while advocating for the Federal Employment of our Nation's veterans, military spouses, and underserved communities. I am confident that together, we will continue to build on these efforts in the years ahead.



Kiran A. Ahuja

Director

U.S. Office of Personnel Management

Employment of Veterans in the Federal Executive Branch Fiscal Year 2019

Introduction

The Employment of Veterans in the Federal Executive Branch report is produced annually by the U.S. Office of Personnel Management (OPM) to provide data on the employment of veterans within the Federal Executive Branch. This report covers agencies identified in Executive Order 13518, which account for approximately 98.0 percent of all Federal employees and 99.1 percent of all veterans employed in the Federal Executive Branch. The appendices provide additional information on the affected agencies and abbreviations used within the report.

The source of Federal employment data is OPM's Enterprise Human Resources Integration – Statistical Data Mart. The information represents Federal employment as of September 30, 2019.

The primary elements to identify veterans for Federal employment purposes are Veteran Status, Veterans' Preference, Creditable Military Service, Annuitant Code, and Legal Authority Codes. Veterans' preference is defined in section 2108 of title 5, United States Code (U.S.C.), which presents the criteria used in determining whether a person is entitled to statutory hiring preference under 5 U.S.C. 3309, 3313, and 3319. Veteran status indicates whether an individual is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active military, naval, or air service, and who was discharged under conditions other than dishonorable).

Creditable Military Service is defined as military service that is creditable for annual leave accrual purposes. The Annuitant Code identifies employees who are retired from the military and Legal Authority Codes identify employees who were hired under special hiring authorities such as Veterans Recruitment Appointment (VRA), Veterans Employment Opportunity Act of 1998, as amended (VEOA), or 30% or more Disabled Veteran appointments.

Each agency in the Federal Government has established programs to facilitate the hiring, placement, and advancement of veterans and individuals with disabilities. One method for determining agency progress in fulfilling these requirements is through the production of reports at certain intervals showing, for example, the number of employees with disabilities who are hired, promoted, trained, or reassigned over a given time period: the percentage of employees with disabilities in the work force and in various grades and occupations.

Employment of Veterans in the Federal Executive Branch
Fiscal Year 2019

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Table 1
Total On-Board Employees

Category	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Total Employees	2,016,370	2,042,669	2,034,269	2,047,514	2,081,192
Total Veterans	623,762	635,556	633,386	634,217	638,651
% of All Employees	31%	31%	31%	31%	31%
Veterans with Preference	531,988	544,178	543,916	546,399	551,442
% of All Employees	26%	27%	27%	27%	26%
% of All Veterans	85%	86%	86%	86%	86%
Disabled Veterans	243,176	259,238	273,428	293,198	311,658
% of All Employees	12%	13%	13%	14%	15%
% of All Veterans	39%	41%	43%	46%	49%
30% or more Disabled Veterans	146,872	161,052	172,882	186,602	201,525
% of All Employees	7%	8%	8%	9%	10%
% of All Veterans	24%	25%	27%	29%	32%

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

Table 1A
Total On-Board Employees — All Veterans

	FY 2018			FY 2019		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	2,047,514	634,217	31%	2,081,192	638,651	30.7%
Executive Order Agencies						
Agriculture	90,382	11,582	12.8%	89,449	11,485	12.8%
Commerce	46,004	5,585	12.1%	52,105	6,316	12.1%
Defense	692,517	326,596	47.2%	711,452	331,473	46.6%
Air Force	146,848	83,004	56.5%	150,932	83,777	55.5%
Army	222,169	112,246	50.5%	225,614	113,169	50.2%
Navy	212,956	89,965	42.2%	220,715	91,675	41.5%
Defense Activities	110,544	41,381	37.4%	114,191	42,852	37.5%
Education	3,712	428	11.5%	3,697	425	11.5%
Energy	14,382	3,663	25.5%	14,339	3,661	25.5%
HHS	82,518	6,247	7.6%	81,917	6,206	7.6%
Homeland Security	205,121	54,888	26.8%	209,768	54,957	26.2%
HUD	7,466	1,205	16.1%	7,434	1,226	16.5%
Interior	66,750	11,583	17.4%	66,001	11,456	17.4%
Justice	113,462	27,391	24.1%	114,180	26,983	23.6%
Labor	14,311	3,205	22.4%	13,887	3,116	22.4%
State	11,709	2,403	20.5%	11,555	2,347	20.3%
Transportation	54,111	19,843	36.7%	53,404	19,574	36.7%
Treasury	88,605	9,535	10.8%	88,202	9,406	10.7%
Veterans Affairs	392,287	124,800	31.8%	404,496	125,878	31.1%
AID	1,501	202	13.5%	1,537	197	12.8%
EPA	14,457	1,278	8.8%	14,291	1,325	9.3%
GSA	11,071	2,599	23.5%	11,361	2,765	24.3%
NASA	17,183	2,116	12.3%	17,212	2,123	12.3%
NSF	1,482	126	8.5%	1,490	135	9.1%
OPM	5,554	1,573	28.3%	2,585	435	16.8%
NRC*	3,081	638	20.7%	2,908	600	20.6%
SSA	62,519	10,508	16.8%	61,991	10,515	17.0%
SBA	5,276	740	14.0%	4,475	704	15.7%
Total Executive Order Agencies	2,005,461	628,734	31.4%	2,039,736	633,308	31.0%

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

*NRC is an Excepted Service Agency.

Table 1B
Total On-Board Employees — Veterans with Preference

	FY 2018			FY 2019		
	All Employees	Veterans with Preference	%	All Employees	Veterans with Preference	%
Total Executive Branch Agencies	2,047,514	546,399	26.7%	2,081,192	551,442	26.5%
Executive Order Agencies						
Agriculture	90,382	10,680	12.1%	89,449	10,558	11.8%
Commerce	46,004	4,971	10.6%	52,105	5,686	10.9%
Defense	692,517	285,357	41.4%	711,452	290,284	40.8%
Air Force	146,848	71,127	48.9%	150,932	71,855	47.6%
Army	222,169	98,768	44.1%	225,614	99,943	44.3%
Navy	212,956	79,974	38.3%	220,715	81,615	37.0%
Defense Activities	110,544	35,488	31.9%	114,191	36,871	32.3%
Education	3,712	360	9.8%	3,697	365	9.9%
Energy	14,382	3,109	21.2%	14,339	3,121	21.8%
HHS	82,518	5,834	7.1%	81,917	5,751	7.0%
Homeland Security	205,121	46,493	23.1%	209,768	46,663	22.2%
HUD	7,466	1,082	14.5%	7,434	1,098	14.8%
Interior	66,750	10,282	15.5%	66,001	10,202	15.5%
Justice	113,462	23,053	20.4%	114,180	22,995	20.1%
Labor	14,311	3,004	20.8%	13,887	2,926	21.1%
State	11,709	2,141	18.7%	11,555	2,068	17.9%
Transportation	54,111	15,923	29.2%	53,404	15,844	29.7%
Treasury	88,605	7,866	9.2%	88,202	7,832	8.9%
Veterans Affairs	392,287	104,099	27.1%	404,496	104,813	25.9%
AID	1,501	192	13.7%	1,537	187	12.2%
EPA	14,457	1,094	7.6%	14,291	1,143	8.0%
GSA	11,071	2,226	19.8%	11,361	2,408	21.2%
NASA	17,183	1,634	9.3%	17,212	1,652	9.6%
NSF	1,482	104	6.8%	1,490	110	7.4%
OPM	5,554	1,408	24.6%	2,585	370	14.3%
NRC*	3,081	515	16.5%	2,908	489	16.8%
SSA	62,519	9,601	15.0%	61,991	9,619	15.5%
SBA	5,276	656	13.5%	4,475	624	13.9%
Total Executive Order Agencies	2,005,461	541,684	27.1%	2,039,736	546,808	26.8%

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

*NRC is an Excepted Service Agency.

Table 1C
Total On-Board Employees — Disabled Veterans

	FY 2018			FY 2019		
	All Employees	Disabled Veterans	%	All Employees	Disabled Veterans	%
Total Executive Branch Agencies	2,047,514	293,198	14.3%	2,081,192	311,658	15.0%
Executive Order Agencies						
Agriculture	90,382	5,112	5.7%	89,449	5,347	6.0%
Commerce	46,004	2,166	4.7%	52,105	2,803	5.4%
Defense	692,517	155,849	22.5%	711,452	168,270	23.7%
Air Force	146,848	35,977	24.5%	150,932	38,911	25.8%
Army	222,169	58,793	26.5%	225,614	62,904	27.9%
Navy	212,956	40,966	19.2%	220,715	44,369	20.1%
Defense Activities	110,544	20,113	18.2%	114,191	22,086	19.3%
Education	3,712	178	4.8%	3,697	189	5.1%
Energy	14,382	1,436	10.0%	14,339	1,504	10.5%
HHS	82,518	2,781	3.4%	81,917	2,924	3.6%
Homeland Security	205,121	19,822	9.7%	209,768	20,958	10.0%
HUD	7,466	674	9.0%	7,434	708	9.5%
Interior	66,750	5,245	7.9%	66,001	5,456	8.3%
Justice	113,462	8,506	7.5%	114,180	9,041	7.9%
Labor	14,311	1,770	12.4%	13,887	1,778	12.8%
State	11,709	1,045	8.9%	11,555	1,035	9.0%
Transportation	54,111	6,199	11.5%	53,404	6,355	11.9%
Treasury	88,605	4,101	4.6%	88,202	4,309	4.9%
Veterans Affairs	392,287	66,022	16.8%	404,496	68,642	17.0%
AID	1,501	97	6.5%	1,537	94	6.1%
EPA	14,457	594	4.1%	14,291	648	4.5%
GSA	11,071	1,201	10.8%	11,361	1,395	12.3%
NASA	17,183	808	4.7%	17,212	868	5.0%
NSF	1,482	61	4.1%	1,490	69	4.6%
OPM	5,554	861	15.5%	2,585	220	8.5%
NRC*	3,081	159	5.2%	2,908	164	5.6%
SSA	62,519	5,697	9.1%	61,991	5,971	9.6%
SBA	5,276	384	7.3%	4,475	389	8.7%
Total Executive Order Agencies	2,005,461	290,768	14.5%	2,039,736	309,137	15.2%

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

*NRC is an Excepted Service Agency.

Table 1D
Total On-Board Employees — 30% or More Disabled Veterans

	FY 2018			FY 2019		
	All Employees	30% or More Disabled Veterans	%	All Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,047,514	186,602	9.1%	2,081,192	201,525	9.7%
Executive Order Agencies						
Agriculture	90,382	3,152	3.5%	89,449	3,398	3.8%
Commerce	46,004	1,194	2.6%	52,105	1,590	3.1%
Defense	692,517	102,883	14.9%	711,452	112,479	15.8%
Air Force	146,848	20,944	14.3%	150,932	22,947	15.2%
Army	222,169	42,282	19.0%	225,614	45,729	20.3%
Navy	212,956	25,872	12.1%	220,715	28,520	12.9%
Defense Activities	110,544	13,785	12.5%	114,191	15,283	13.4%
Education	3,712	103	2.8%	3,697	119	3.2%
Energy	14,382	838	5.8%	14,339	898	6.3%
HHS	82,518	1,726	2.1%	81,917	1,859	2.3%
Homeland Security	205,121	11,861	5.8%	209,768	12,827	6.1%
HUD	7,466	463	6.2%	7,434	499	6.7%
Interior	66,750	3,050	4.6%	66,001	3,233	4.9%
Justice	113,462	5,276	4.7%	114,180	5,651	4.9%
Labor	14,311	1,216	8.5%	13,887	1,250	9.0%
State	11,709	662	5.7%	11,555	678	5.9%
Transportation	54,111	3,388	6.3%	53,404	3,577	6.7%
Treasury	88,605	2,544	2.9%	88,202	2,765	3.1%
Veterans Affairs	392,287	40,408	10.3%	404,496	42,669	10.5%
AID	1,501	70	4.7%	1,537	69	4.5%
EPA	14,457	363	2.5%	14,291	409	2.9%
GSA	11,071	782	7.1%	11,361	944	8.3%
NASA	17,183	471	2.7%	17,212	524	3.0%
NSF	1,482	41	2.8%	1,490	49	3.3%
OPM	5,554	595	10.7%	2,585	149	5.8%
NRC*	3,081	81	2.6%	2,908	83	2.9%
SSA	62,519	3,740	6.0%	61,991	3,996	6.4%
SBA	5,276	224	4.2%	4,475	239	5.3%
Total Executive Order Agencies	2,005,461	185,131	9.2%	2,039,736	199,954	9.8%

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

*NRC is an Excepted Service Agency.

Table 2
Total Non-Seasonal Full Time Permanent On-Board Employees

Category	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Total Employees	1,802,592	1,823,665	1,826,298	1,830,155	18,57,637
Total Veterans	589,955	600,247	601,351	601,092	604,446
% of All Employees	32.7%	32.9%	32.9%	33%	33%
Veterans with Preference	503,599	514,555	517,267	518,835	522,989
% of All Employees	27.9%	28.2%	28.3%	28%	28%
% of All Veterans	85.4%	85.7%	86%	86%	87%
Disabled Veterans	229,284	244,200	258,781	276,588	293,152
% of All Employees	12.7%	13.4%	14.2%	15%	16%
% of All Veterans	38.9%	40.7%	43%	46%	48%
30% or more Disabled Veterans	138,319	151,382	163,419	175,671	189,155
% of All Employees	7.7%	8.3%	8.9%	10%	10%
% of All Veterans	23.4%	25.2%	27.2%	29%	31%

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

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

Table 2A
Total Non-Seasonal Full-Time Permanent — Veterans

	FY 2018			FY 2019		
	Employees	Veterans	%	Employees	Veterans	%
Total Executive Branch Agencies	1,830,155	601,092	32.8%	1,857,637	604,446	32.5%
Executive Order Agencies						
Agriculture	70,310	9,964	14.2%	69,154	9,866	14.3%
Commerce	35,406	4,562	12.9%	35,127	4,440	12.6%
Defense	641,407	310,203	48.4%	658,092	314,611	47.8%
Air Force	141,201	79,945	56.6%	144,828	80,589	55.6%
Army	205,196	105,389	51.4%	206,104	105,722	51.3%
Navy	207,232	88,215	42.6%	215,836	90,126	41.8%
Defense Activities	87,778	36,654	41.8%	91,324	38,174	41.8%
Education	3,532	423	12.0%	3,476	420	12.1%
Energy	13,809	3,609	26.1%	13,774	3,615	26.2%
HHS	64,985	5,975	9.2%	64,993	5,914	9.1%
Homeland Security	177,310	51,515	29.1%	181,226	51,496	28.4%
HUD	7,334	1,198	16.3%	7,215	1,207	16.7%
Interior	48,476	9,484	19.6%	47,978	9,457	19.7%
Justice	109,529	27,055	24.7%	109,949	26,639	24.2%
Labor	13,720	3,084	22.5%	13,280	2,996	22.6%
State	9,725	2,158	22.2%	9,532	2,087	21.9%
Transportation	53,004	19,590	37.0%	52,520	19,322	36.8%
Treasury	76,024	8,750	11.5%	77,576	8,821	11.4%
Veterans Affairs	352,303	119,145	33.8%	364,635	120,291	33.0%
AID	1,385	199	14.4%	1,404	191	13.6%
EPA	13,415	1,261	9.4%	13,273	1,309	9.9%
GSA	10,792	2,558	23.7%	11,008	2,709	24.6%
NASA	16,908	2,079	12.3%	16,883	2,078	12.3%
NSF	1,256	118	9.4%	1,263	126	10.0%
OPM	5,400	1,552	28.7%	2,467	421	17.1%
NRC*	2,914	615	21.1%	2,758	581	21.1%
SSA	60,726	10,331	17.0%	60,170	10,329	17.2%
SBA	2,153	443	20.6%	2,116	434	20.5%
Total Executive Order Agencies	1,791,823	595,871	33.3%	1,819,869	599,360	32.9%

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

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 2B
Total Non-Seasonal Full-Time Permanent — Veterans with Preference

	FY 2018			FY 2019		
	Employees	Veterans with Preference	%	Employees	Veterans with Preference	%
Total Executive Branch Agencies	1,830,155	518,835	28.3%	1,857,637	522,989	28.2%
Executive Order Agencies						
Agriculture	70,310	9,172	13.0%	69,154	9,089	13.1%
Commerce	35,406	3,985	11.3%	35,127	3,895	11.1%
Defense	641,407	271,583	42.3%	658,092	276,133	42.0%
Air Force	141,201	68,495	48.5%	144,828	69,102	47.7%
Army	205,196	92,770	45.2%	206,104	93,475	45.4%
Navy	207,232	78,544	37.9%	215,836	80,358	37.2%
Defense Activities	87,778	31,774	36.2%	91,324	33,198	36.4%
Education	3,532	357	10.1%	3,476	360	10.4%
Energy	13,809	3,065	22.2%	13,774	3,081	22.4%
HHS	64,985	5,619	8.6%	64,993	5,520	8.5%
Homeland Security	177,310	43,731	24.7%	181,226	43,849	24.2%
HUD	7,334	1,076	14.7%	7,215	1,080	15.0%
Interior	48,476	8,419	17.4%	47,978	8,436	17.6%
Justice	109,529	22,762	20.8%	109,949	22,707	20.7%
Labor	13,720	2,889	21.1%	13,280	2,811	21.2%
State	9,725	1,926	19.8%	9,532	1,847	19.4%
Transportation	53,004	15,718	29.7%	52,520	15,634	29.8%
Treasury	76,024	7,236	9.5%	77,576	7,356	9.5%
Veterans Affairs	352,303	99,883	28.4%	364,635	100,687	27.6%
AID	1,385	189	13.6%	1,404	182	13.0%
EPA	13,415	1,081	8.1%	13,273	1,132	8.5%
GSA	10,792	2,190	20.3%	11,008	2,356	21.4%
NASA	16,908	1,605	9.5%	16,883	1,611	9.5%
NSF	1,256	101	8.0%	1,263	107	8.5%
OPM	5,400	1,393	25.8%	2,467	360	14.6%
NRC*	2,914	496	17.0%	2,758	472	17.1%
SSA	60,726	9,446	15.6%	60,170	9,456	15.7%
SBA	2,153	414	19.2%	2,116	403	19.0%
Total Executive Order Agencies	1,791,823	514,336	28.7%	1,819,869	518,564	28.5%

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

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 2C
Total Non-Seasonal Full-Time Permanent — Disabled Veterans

	FY 2018			FY 2019		
	Employees	Disabled Veterans	%	Employees	Disabled Veterans	%
Total Executive Branch Agencies	1,830,155	276,588	15.1%	1,857,637	293,152	15.8%
Executive Order Agencies						
Agriculture	70,310	4,551	6.5%	69,154	4,715	6.8%
Commerce	35,406	1,695	4.8%	35,127	1,727	4.9%
Defense	641,407	146,770	22.9%	658,092	158,160	24.0%
Air Force	141,201	33,962	24.1%	144,828	36,651	25.3%
Army	205,196	54,799	26.7%	206,104	58,210	28.2%
Navy	207,232	40,075	19.3%	215,836	43,443	20.1%
Defense Activities	87,778	17,934	20.4%	91,324	19,856	21.7%
Education	3,532	177	5.0%	3,476	188	5.4%
Energy	13,809	1,407	10.2%	13,774	1,480	10.7%
HHS	64,985	2,705	4.2%	64,993	2,825	4.3%
Homeland Security	177,310	18,426	10.4%	181,226	19,509	10.8%
HUD	7,334	672	9.2%	7,215	695	9.6%
Interior	48,476	4,269	8.8%	47,978	4,478	9.3%
Justice	109,529	8,401	7.7%	109,949	8,917	8.1%
Labor	13,720	1,703	12.4%	13,280	1,708	12.9%
State	9,725	997	10.3%	9,532	982	10.3%
Transportation	53,004	6,089	11.5%	52,520	6,242	11.9%
Treasury	76,024	3,726	4.9%	77,576	4,020	5.2%
Veterans Affairs	352,303	63,146	17.9%	364,635	65,646	18.0%
AID	1,385	97	7.0%	1,404	93	6.6%
EPA	13,415	586	4.4%	13,273	639	4.8%
GSA	10,792	1,177	10.9%	11,008	1,357	12.3%
NASA	16,908	790	4.7%	16,883	844	5.0%
NSF	1,256	59	4.7%	1,263	66	5.2%
OPM	5,400	852	15.8%	2,467	212	8.6%
NRC*	2,914	155	5.3%	2,758	159	5.8%
SSA	60,726	5,590	9.2%	60,170	5,849	9.7%
SBA	2,153	233	10.8%	2,116	237	11.2%
Total Executive Order Agencies	1,791,823	274,273	15.3%	1,819,869	290,748	16.0%

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

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 2D
Total Non-Seasonal Full-Time Permanent — 30% or More Disabled Veterans

	FY 2018			FY 2019		
	Employees	30% or More Disabled Veterans	%	Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,830,155	175,671	9.6%	1,857,637	189,155	10.2%
Executive Order Agencies						
Agriculture	70,310	2,864	4.1%	69,154	3,043	4.4%
Commerce	35,406	980	2.8%	35,127	1,027	2.9%
Defense	641,407	95,991	15.0%	658,092	104,782	15.9%
Air Force	141,201	19,247	13.6%	144,828	21,091	14.6%
Army	205,196	39,135	19.1%	206,104	42,042	20.4%
Navy	207,232	25,250	12.2%	215,836	27,847	12.9%
Defense Activities	87,778	12,359	14.1%	91,324	13,802	15.1%
Education	3,532	103	2.9%	3,476	118	3.4%
Energy	13,809	815	5.9%	13,774	879	6.4%
HHS	64,985	1,676	2.6%	64,993	1,791	2.8%
Homeland Security	177,310	11,193	6.3%	181,226	12,057	6.7%
HUD	7,334	462	6.3%	7,215	489	6.8%
Interior	48,476	2,536	5.2%	47,978	2,705	5.6%
Justice	109,529	5,208	4.8%	109,949	5,565	5.1%
Labor	13,720	1,165	8.5%	13,280	1,196	9.0%
State	9,725	646	6.6%	9,532	653	6.9%
Transportation	53,004	3,308	6.2%	52,520	3,495	6.7%
Treasury	76,024	2,330	3.1%	77,576	2,588	3.3%
Veterans Affairs	352,303	38,827	11.0%	364,635	41,049	11.3%
AID	1,385	70	5.1%	1,404	68	4.8%
EPA	13,415	356	2.7%	13,273	402	3.0%
GSA	10,792	765	7.1%	11,008	912	8.3%
NASA	16,908	461	2.7%	16,883	508	3.0%
NSF	1,256	40	3.2%	1,263	47	3.7%
OPM	5,400	587	10.9%	2,467	143	5.8%
NRC*	2,914	79	2.7%	2,758	81	2.9%
SSA	60,726	3,669	6.0%	60,170	3,916	6.5%
SBA	2,153	136	6.3%	2,116	143	6.8%
Total Executive Order Agencies	1,791,823	174,267	9.7%	1,819,869	187,657	10.3%

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

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 3
Total New Hires — Veteran New Hires

Category	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Total Employees	221,166	229,034	202,896	228,243	248,048
Total Veterans	71,867	71,304	57,062	63,238	67,496
% of All Employees	32.5%	31%	28%	28%	27%
Veterans with Preference	64,590	63,263	49,878	54,976	57,956
% of All Employees	29.2%	28%	25%	24%	23%
% of All Veterans	89.9%	89%	87%	87%	86%
Disabled Veterans	31,616	31,868	28,500	36,888	41,528
% of All Employees	14.3%	14%	14%	16%	17%
% of All Veterans	44%	45%	50%	58%	62%
30% or more Disabled Veterans	21,215	22,994	19,352	23,817	26,842
% of All Employees	9.6%	10%	10%	10%	11%
% of All Veterans	29.5%	31%	34%	38%	40%

New Hires do not include transfers between agencies.

Table 3A
Total New Hires — Veteran New Hires

	FY 2018			FY 2019		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	228,243	63,238	27.7%	247,769	67,385	27.2%
Executive Order Agencies						
Agriculture	17,406	1,631	9.4%	17,718	1,837	10.4%
Commerce	4,464	627	14.0%	10,089	1,326	13.1%
Defense	73,726	30,967	42.0%	83,169	34,049	40.9%
Air Force	14,369	6,695	46.6%	19,299	8,792	45.6%
Army	23,244	11,613	50.0%	25,897	12,114	46.8%
Navy	23,194	8,134	35.1%	24,362	8,471	34.8%
Defense Activities	12,919	4,525	35.0%	13,611	4,672	34.3%
Education	92	9	9.8%	292	40	13.7%
Energy	746	228	30.6%	1,013	260	25.7%
HHS	6,005	451	7.5%	7,509	631	8.4%
Homeland Security	26,254	4,796	18.3%	23,738	4,629	19.5%
HUD	183	38	20.8%	481	110	22.9%
Interior	14,419	2,103	14.6%	14,160	1,943	13.7%
Justice	5,900	1,268	21.5%	8,885	1,791	20.2%
Labor	447	166	37.1%	698	203	29.1%
State	630	92	14.6%	924	214	23.2%
Transportation	3,312	1,126	34.0%	3,179	1,191	37.5%
Treasury	7,448	624	8.4%	9,772	909	9.3%
Veterans Affairs	53,274	16,486	30.9%	53,794	15,816	29.4%
AID	92	6	6.5%	165	16	9.7%
EPA	345	34	9.9%	861	143	16.6%
GSA	310	100	32.3%	869	256	29.5%
NASA	919	169	18.4%	1,055	175	16.6%
NSF	144	8	5.6%	198	11	5.6%
OPM	440	190	43.2%	339	85	25.1%
NRC*	67	12	17.9%	96	25	26.0%
SSA	4,715	1,323	28.1%	4,320	1,116	25.8%
SBA	3,820	302	7.9%	982	128	13.0%
Total Executive Order Agencies	225,158	62,756	27.9%	244,306	66,904	27.4%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 3B
Total New Hires — Veterans with Preference New Hires

	FY 2018			FY 2019		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	228,243	54,976	24.1%	247,769	57,863	23.4%
Executive Order Agencies						
Agriculture	17,406	1,518	8.7%	17,718	1,652	9.3%
Commerce	4,464	600	13.4%	10,089	1,238	12.3%
Defense	73,726	27,613	37.5%	83,169	29,807	35.8%
Air Force	14,369	5,851	40.7%	19,299	7,523	39.0%
Army	23,244	10,471	45.0%	25,897	10,632	41.1%
Navy	23,194	7,254	31.3%	24,362	7,527	30.9%
Defense Activities	12,919	4,037	31.2%	13,611	4,125	30.3%
Education	92	8	8.7%	292	38	13.0%
Energy	746	190	25.5%	1,013	227	22.4%
HHS	6,005	398	6.6%	7,509	554	7.4%
Homeland Security	26,254	4,075	15.5%	23,738	3,821	16.1%
HUD	183	38	20.8%	481	102	21.2%
Interior	14,419	1,892	13.1%	14,160	1,739	12.3%
Justice	5,900	1,188	20.1%	8,885	1,615	18.2%
Labor	447	164	36.7%	698	196	28.1%
State	630	77	12.2%	924	166	18.0%
Transportation	3,312	911	27.5%	3,179	968	30.4%
Treasury	7,448	590	7.9%	9,772	848	8.7%
Veterans Affairs	53,274	13,334	25.0%	53,794	12,640	23.5%
AID	92	6	6.5%	165	14	8.5%
EPA	345	32	9.3%	861	133	15.4%
GSA	310	84	27.1%	869	239	27.5%
NASA	919	146	15.9%	1,055	145	13.7%
NSF	144	7	4.9%	198	10	5.1%
OPM	440	171	38.9%	339	77	22.7%
NRC*	67	9	13.4%	96	24	25.0%
SSA	4,715	1,262	26.8%	4,320	1,064	24.6%
SBA	3,820	234	6.1%	982	110	11.2%
Total Executive Order Agencies	225,158	54,547	24.2%	244,306	57,427	23.5%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 3C
Total New Hires — Disabled Veteran New Hires

	FY 2018			FY 2019		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	228,243	36,888	16.2%	247,769	41,456	16.7%
Executive Order Agencies						
Agriculture	17,406	716	4.1%	17,718	920	5.2%
Commerce	4,464	358	8.0%	10,089	875	8.7%
Defense	73,726	17,889	24.3%	83,169	21,383	25.7%
Air Force	14,369	3,647	25.4%	19,299	5,132	26.6%
Army	23,244	7,140	30.7%	25,897	7,935	30.6%
Navy	23,194	4,531	19.5%	24,362	5,386	22.1%
Defense Activities	12,919	2,571	19.9%	13,611	2,930	21.5%
Education	92	8	8.7%	292	23	7.9%
Energy	746	106	14.2%	1,013	128	12.6%
HHS	6,005	261	4.3%	7,509	411	5.5%
Homeland Security	26,254	2,577	9.8%	23,738	2,272	9.6%
HUD	183	29	15.8%	481	81	16.8%
Interior	14,419	1,163	8.1%	14,160	1,140	8.1%
Justice	5,900	489	8.3%	8,885	735	8.3%
Labor	447	117	26.2%	698	142	20.3%
State	630	45	7.1%	924	93	10.1%
Transportation	3,312	460	13.9%	3,179	492	15.5%
Treasury	7,448	405	5.4%	9,772	622	6.4%
Veterans Affairs	53,274	10,456	19.6%	53,794	10,366	19.3%
AID	92	4	4.3%	165	6	3.6%
EPA	345	26	7.5%	861	96	11.1%
GSA	310	62	20.0%	869	193	22.2%
NASA	919	104	11.3%	1,055	106	10.0%
NSF	144	5	3.5%	198	6	3.0%
OPM	440	135	30.7%	339	59	17.4%
NRC*	67	4	6.0%	96	11	11.5%
SSA	4,715	1,010	21.4%	4,320	895	20.7%
SBA	3,820	169	4.4%	982	92	9.4%
Total Executive Order Agencies	225,158	36,598	16.3%	244,306	41,147	16.8%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 3D
Total New Hires — 30% or More Disabled Veteran New Hires

	FY 2018			FY 2019		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	228,243	23,817	10.4%	247,769	26,797	10.8%
Executive Order Agencies						
Agriculture	17,406	385	2.2%	17,718	542	3.1%
Commerce	4,464	206	4.6%	10,089	501	5.0%
Defense	73,726	12,754	17.3%	83,169	14,840	17.8%
Air Force	14,369	2,669	18.6%	19,299	3,510	18.2%
Army	23,244	5,312	22.9%	25,897	5,797	22.4%
Navy	23,194	2,816	12.1%	24,362	3,462	14.2%
Defense Activities	12,919	1,957	15.1%	13,611	2,071	15.2%
Education	92	2	2.2%	292	19	6.5%
Energy	746	68	9.1%	1,013	88	8.7%
HHS	6,005	145	2.4%	7,509	276	3.7%
Homeland Security	26,254	1,283	4.9%	23,738	1,233	5.2%
HUD	183	15	8.2%	481	68	14.1%
Interior	14,419	636	4.4%	14,160	619	4.4%
Justice	5,900	298	5.1%	8,885	454	5.1%
Labor	447	91	20.4%	698	116	16.6%
State	630	30	4.8%	924	63	6.8%
Transportation	3,312	302	9.1%	3,179	328	10.3%
Treasury	7,448	254	3.4%	9,772	403	4.1%
Veterans Affairs	53,274	6,127	11.5%	53,794	6,034	11.2%
AID	92	3	3.3%	165	5	3.0%
EPA	345	15	4.3%	861	69	8.0%
GSA	310	41	13.2%	869	139	16.0%
NASA	919	71	7.7%	1,055	63	6.0%
NSF	144	3	2.1%	198	4	2.0%
OPM	440	99	22.5%	339	41	12.1%
NRC*	67	2	3.0%	96	7	7.3%
SSA	4,715	716	15.2%	4,320	636	14.7%
SBA	3,820	74	1.9%	982	49	5.0%
Total Executive Order Agencies	225,158	23,620	10.5%	244,306	26,597	10.9%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 4
Total New Hires — Veteran New Hires, Non-Seasonal Full-Time Permanent

Category	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Total Employees	119,633	125,757	106,315	124,137	146,288
Total Veterans	52,325	52,880	41,888	47,026	50,988
% of All Employees	43.7%	42%	39.4%	37.8%	35%
Veterans with Preference	47,195	47,043	36,656	40,967	43,734
% of All Employees	39.4%	37%	34.5%	33%	30%
% of All Veterans	90.2%	89%	87.5%	87%	86%
Disabled Veterans	22,329	22,930	20,316	26,860	30,632
% of All Employees	18.7%	18%	19.1%	22%	21%
% of All Veterans	42.7%	43%	48.5%	57%	60%
30% or more Disabled Veterans	14,880	15,584	13,714	17,034	19,227
% of All Employees	12.4%	12%	12.9%	14%	13%
% of All Veterans	28.4%	29%	32.7%	36%	38%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

Table 4A
Non-Seasonal Full-Time Permanent New Hires
Total New Hires — Veteran New Hires

	FY 2018			FY 2019		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	124,137	40,967	33%	146,288	50,988	34.9%
Executive Order Agencies						
Agriculture	1,991	439	22%	3,396	690	20.3%
Commerce	1,394	241	17.3%	1,589	235	14.8%
Defense	52,052	21,213	40.8%	58,782	26,526	45.1%
Air Force	10,491	4,438	42.3%	14,363	6,959	48.5%
Army	15,348	7,588	49.4%	16,371	8,706	53.2%
Navy	19,316	6,411	33.2%	20,301	7,489	36.9%
Defense Activities	6,897	2,776	40.2%	7,747	3,372	43.5%
Education	34	8	23.5%	218	38	17.4%
Energy	497	166	33.4%	746	228	30.6%
HHS	3,166	342	10.8%	4,348	497	11.4%
Homeland Security	11,391	2,798	24.6%	13,810	3,304	23.9%
HUD	130	36	27.7%	343	88	25.7%
Interior	1,894	568	30.1%	2,079	644	31.0%
Justice	3,580	1,018	28.4%	6,380	1,585	24.8%
Labor	289	127	43.9%	495	163	32.9%
State	299	44	14.7%	457	140	30.6%
Transportation	1,588	719	45.3%	2,170	960	44.2%
Treasury	863	257	29.8%	3,486	634	18.2%
Veterans Affairs	3,513	11,070	29.5%	39,532	13,273	33.6%
AID	26	6	23.1%	111	10	9.0%
EPA	175	29	16.6%	629	128	20.3%
GSA	188	58	30.9%	615	217	35.3%
NASA	859	133	15.5%	940	152	16.2%
NSF	34	7	20.6%	59	11	18.6%
OPM	369	164	44.4%	278	75	27.0%
NRC*	24	7	25%	46	19	41.3%
SSA	3,893	1,130	29%	3,628	965	26.6%
SBA	96	28	29.2%	105	25	23.8%
Total Executive Order Agencies	122,345	40,607	33.2%	144,242	50,607	35.1%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 4B
Non-Seasonal Full-Time Permanent New Hires
Total New Hires — Veterans with Preference New Hires

	FY 2018			FY 2019		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	124,137	40,967	33.0%	146,288	43,734	29.9%
Executive Order Agencies						
Agriculture	1,991	439	22%	3,396	638	18.8%
Commerce	1,394	241	17.3%	1,589	211	13.3%
Defense	52,052	21,213	40.8%	58,782	23,082	39.3%
Air Force	10,491	4,438	42.3%	14,363	5,821	40.5%
Army	15,348	7,588	49.4%	16,371	7,599	46.4%
Navy	19,316	6,411	33.2%	20,301	6,633	32.7%
Defense Activities	6,897	2,776	40.2%	7,747	3,029	39.1%
Education	34	8	23.5%	218	36	16.5%
Energy	497	166	33.4%	746	196	26.3%
HHS	3,166	342	10.8%	4,348	436	10.0%
Homeland Security	11,391	2,798	24.6%	13,810	2,807	20.3%
HUD	130	36	27.7%	343	80	23.3%
Interior	1,894	568	30.1%	2,079	584	28.1%
Justice	3,580	1,018	28.4%	6,380	1,439	22.6%
Labor	289	127	43.9%	495	158	31.9%
State	299	44	14.7%	457	106	23.2%
Transportation	1,588	719	45.3%	2,170	774	35.7%
Treasury	863	257	29.8%	3,486	595	17.1%
Veterans Affairs	3,513	11,070	29.5%	39,532	10,742	27.2%
AID	26	6	23.1%	111	9	8.1%
EPA	175	29	16.6%	629	119	18.9%
GSA	188	58	30.9%	615	202	32.8%
NASA	859	133	15.5%	940	123	13.1%
NSF	34	7	20.6%	59	10	16.9%
OPM	369	164	44.4%	278	67	24.1%
NRC*	24	6	25.0%	46	18	39.1%
SSA	3,896	1,130	29%	3,628	925	25.5%
SBA	96	28	29.2%	105	23	21.9%
Total Executive Order Agencies	122,345	40,607	33.2%	144,242	43,380	30.1%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 4C
Non-Seasonal Full-Time Permanent New Hires
Total New Hires — Disabled Veteran New Hires

	FY 2018			FY 2019		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	124,137	26,860	21.6%	146,288	30,632	20.9%
Executive Order Agencies						
Agriculture	1,991	263	13.2%	3,396	430	12.7%
Commerce	1,394	121	8.7%	1,589	124	7.8%
Defense	52,052	13,095	25.2%	58,782	15,832	26.9%
Air Force	10,491	2,505	23.9%	14,363	3,686	25.7%
Army	15,348	4,975	32.4%	16,371	5,411	33.1%
Navy	19,316	3,891	20.1%	20,301	4,643	22.9%
Defense Activities	6,897	1,724	25.0%	7,747	2,092	27.0%
Education	34	7	20.6%	218	22	10.1%
Energy	497	82	16.5%	746	102	13.7%
HHS	3,166	221	7.0%	4,348	323	7.4%
Homeland Security	11,391	1,641	14.4%	13,810	1,624	11.8%
HUD	130	27	20.8%	343	64	18.7%
Interior	1,894	363	19.2%	2,079	428	20.6%
Justice	3,580	416	11.6%	6,380	644	10.1%
Labor	289	91	31.5%	495	111	22.4%
State	299	31	10.4%	457	61	13.3%
Transportation	1,588	374	23.6%	2,170	387	17.8%
Treasury	863	181	21.0%	3,486	440	12.6%
Veterans Affairs	37,513	8,490	22.6%	39,532	8,604	21.8%
AID	26	4	15.4%	111	4	3.6%
EPA	175	22	12.6%	629	83	13.2%
GSA	188	37	19.7%	615	157	25.5%
NASA	859	91	10.6%	940	90	9.6%
NSF	34	5	14.7%	59	6	10.2%
OPM	369	132	35.8%	278	50	18.0%
NRC*	24	3	12.5%	46	8	17.4%
SSA	3,893	905	23.2%	3,628	767	21.1%
SBA	96	17	17.7%	105	19	18.1%
Total Executive Order Agencies	122,345	26,619	21.8%	144,242	30,380	21.1%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

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

	FY 2018			FY 2019		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	124,137	17,034	13.7%	146,288	19,227	13.1%
Executive Order Agencies						
Agriculture	1,991	167	8.4%	3,396	290	8.5%
Commerce	1,394	68	4.9%	1,589	78	4.9%
Defense	52,052	8,821	16.9%	58,782	10,303	17.5%
Air Force	10,491	1,674	16.0%	14,363	2,262	15.7%
Army	15,348	3,544	23.1%	16,371	3,765	23.0%
Navy	19,316	2,301	11.9%	20,301	2,855	14.1%
Defense Activities	6,897	1,302	18.9%	7,747	1,421	18.3%
Education	34	2	5.9%	218	18	8.3%
Energy	497	51	10.3%	746	65	8.7%
HHS	3,166	117	3.7%	4,348	208	4.8%
Homeland Security	11,391	922	8.1%	13,810	893	6.5%
HUD	130	13	10.0%	343	53	15.5%
Interior	1,894	229	12.1%	2,079	266	12.8%
Justice	3,580	246	6.9%	6,380	394	6.2%
Labor	289	69	23.9%	495	90	18.2%
State	299	21	7.0%	457	38	8.3%
Transportation	1,588	240	15.1%	2,170	252	11.6%
Treasury	863	123	14.3%	3,486	290	8.3%
Veterans Affairs	37,513	4,931	13.1%	39,532	4,997	12.6%
AID	26	3	11.5%	111	3	2.7%
EPA	175	12	6.9%	629	57	9.1%
GSA	188	22	11.7%	615	111	18.0%
NASA	859	62	7.2%	940	51	5.4%
NSF	34	3	8.8%	59	4	6.8%
OPM	369	96	26.0%	278	36	12.9%
NRC*	24	2	8.3%	46	5	10.9%
SSA	3,893	640	16.4%	3,628	555	15.3%
SBA	96	10	10.4%	105	10	9.5%
Total Executive Order Agencies	122,345	16,870	13.8%	144,242	19,067	13.2%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 5
Veteran New Hires by Veteran Appointing Authorities

	FY 2018			FY 2019		
	VRA	VEOA	30.0%	VRA	VEOA	30.0%
Total Executive Branch Agencies	8,321	14,929	3,361	8,251	15,117	3,879
Executive Order Agencies						
Agriculture	120	82	23	170	115	75
Commerce	69	27	35	82	24	43
Defense	3,066	9,484	2,265	3,018	10,059	2,789
Air Force	132	2,812	757	149	3,358	978
Army	1,382	3,589	947	1,352	3,435	1,183
Navy	1,376	1,980	328	1,297	2,116	407
Defense Activities	176	1,103	233	220	1,150	221
Education	1	0	0	1	6	1
Energy	45	47	11	17	55	15
HHS	19	89	13	41	85	55
Homeland Security	680	575	207	860	450	189
HUD	4	5	1	7	18	9
Interior	237	149	31	222	185	37
Justice	119	96	22	192	103	21
Labor	19	25	9	21	40	17
State	3	6	5	25	25	15
Transportation	20	28	5	17	34	4
Treasury	65	19	21	54	57	35
Veterans Affairs	3,149	4,087	681	2,970	3,693	515
AID	0	2	0	0	2	2
EPA	1	5	3	15	9	12
GSA	8	24	13	22	53	18
NASA	1	11	4	1	11	8
NSF	0	2	0	0	2	0
OPM	38	93	0	21	33	4
NRC*	0	0	0	0	0	0
SSA	624	8	1	476	5	0
SBA	6	10	4	1	5	5
Total Executive Order Agencies	8,294	14,874	3,354	8,233	15,069	3,869

*NRC is an Excepted Service Agency.

Table 6
Veteran New Hires Under Other Appointing Authorities

	FY 2018								FY 2019							
	Veteran				Non-Veteran				Veteran				Non-Veteran			
	Pathways	PMF	Sched A	Total	Pathways	PMF	Sched A	Total	Pathways	PMF	Sched A	Total	Pathways	PMF	Sched A	Total
Total Executive Branch Agencies	1,412	18	1,023	63,238	9,270	226	2,951	165,005	1,098	25	1,120	67,385	9,749	214	3,991	180,384
Executive Order Agencies																
Agriculture	87	1	10	1,631	986	33	96	15,775	52	0	9	1,837	774	16	159	15,881
Commerce	31	0	5	627	211	16	101	3,837	7	2	12	1,326	152	13	131	8,763
Defense	639	6	219	30,967	3,585	12	1,094	42,759	309	4	264	34,049	3,168	17	1,155	49,120
Air Force	73	4	54	6,695	944	8	305	7,674	63	2	93	8,792	1,243	13	338	10,507
Army	402	0	34	11,613	1,642	1	219	11,631	143	0	40	12,114	1,090	0	201	13,783
Navy	84	0	104	8,134	638	1	372	15,060	53	0	110	8,471	505	0	412	15,891
Defense Activities	80	2	27	4,525	361	2	198	8,394	50	2	21	4,672	330	4	204	8,939
Education	0	0	0	9	3	0	3	83	1	0	1	40	12	4	15	252
Energy	23	0	0	228	106	0	8	518	28	0	2	260	125	1	32	753
HHS	39	1	8	451	736	41	182	5,554	38	3	21	631	624	45	437	6,878
Homeland Security	81	2	27	4,796	343	9	206	21,458	79	0	33	4,629	587	14	226	19,109
HUD	2	1	1	38	3	3	7	145	12	3	5	110	52	10	34	371
Interior	79	0	7	2,103	676	12	128	12,316	45	0	6	1,943	609	6	164	12,217
Justice	54	1	6	1,268	311	1	91	4,632	70	0	20	1,791	406	2	151	7,094
Labor	6	0	2	166	15	4	6	281	5	0	0	203	30	4	12	495
State	17	2	0	92	171	29	26	538	14	5	4	214	116	6	77	710
Transportation	14	1	2	1,126	103	4	28	2,186	14	0	2	1,191	121	4	43	1,988
Treasury	24	1	5	624	299	13	52	6,824	17	0	12	909	445	10	128	8,863
Veterans Affairs	129	2	684	16,486	267	7	582	36,788	155	2	683	15,816	338	4	690	37,978
AID	0	0	0	6	1	9	1	86	1	1	0	16	3	31	10	149
EPA	2	0	0	34	28	2	6	311	35	0	3	143	173	1	19	718
GSA	24	0	2	100	48	0	13	210	63	0	2	256	231	0	54	613
NASA	71	0	1	169	311	0	25	750	54	1	2	175	281	2	67	880
NSF	2	0	0	8	36	0	1	136	1	0	0	11	44	1	6	187
OPM	4	0	2	190	15	5	8	250	5	0	0	85	76	3	4	254
NRC*	0	0	0	12	0	0	0	55	0	0	0	25	0	0	0	71
SSA	57	0	26	1,323	507	3	226	3,392	57	1	28	1,116	704	0	256	3,204
SBA	4	0	0	302	3	2	12	3,518	1	1	1	128	6	2	23	854
Total Executive Order Agencies	1,389	18	1,007	62,756	8,764	205	2,902	162,402	1,063	23	1,110	66,904	9,077	196	3,893	177,402

This category reflects the total number of veterans hired under other appointing authorities.

Pathways Program authority became effective July 10, 2012. It includes Interns and Recent Graduate hires.

*NRC is an Excepted Service Agency.

Table 7
Disabled Veteran New Hires Under Veteran and Other Appointing Authorities

Appointments	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
30 Percent or More Disabled	2,497	2,782	2,328	3,361	3,879
VRA (no conversions)	4,196	4,070	4,070	5,225	5,429
VEOA	5,908	6,129	6,129	8,718	9,615
Subtotal	12,601	12,527	12,527	17,304	18,923
All Other Appointments*	19,015	17,606	17,606	19,584	22,533
Total Disabled Veteran Hires	31,616	30,133	30,133	36,888	41,456

*All Other Appointments include those hired under competitive examining and others such as Schedule A, Pathways Program, etc.

Table 8
Employment by New Grade/Salary Group

New Grade/Salary Group		FY 2019				
		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse Appointment*
SES		0.38%	0.23%	0.11%	0.19%	0.00%
GS, GM, GL	Grade 1-4	2.08%	1.12%	1.26%	3.25%	7.12%
	Grade 5-8	16.86%	17.32%	19.54%	28.83%	53.65%
	Grade 9-12	29.23%	34.49%	38.13%	33.10%	30.37%
	Grade 13-15	20.32%	17.03%	15.90%	14.20%	3.10%
Blue Collar Pay Plans		8.25%	13.06%	11.94%	8.53%	3.29%
Other White Collar Pay Plans		22.87%	16.76%	13.13%	11.90%	2.47%

This table is revised since General Schedule and Related (GSR) Pay Plans are no longer generated.

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

Table 9
Employment Distribution by Occupational Category

Category	FY 2019					
	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	Military Spouse*
Professional	27.84%	13.50%	11.07%	10.21%	14.22%	9.59%
Administrative	37.88%	48.23%	51.39%	54.41%	40.56%	26.26%
Technical	16.66%	15.08%	15.80%	15.70%	22.02%	30.01%
Clerical	5.23%	4.48%	5.58%	5.60%	11.27%	29.98%
Other White Collar	4.13%	5.65%	4.22%	4.12%	3.39%	0.87%
Blue Collar	8.25%	13.06%	11.94%	9.98%	8.53%	3.29%

Other White Collar: White collar occupations that cannot be related to the above professional, administrative, technical, or clerical categories.

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

Table 10
New Hires with Derived Preference

	FY 2018			FY 2019		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	228,243	380	0.17%	247,769	418	0.17%
Executive Order Agencies						
Agriculture	17,406	17	0.10%	17,718	15	0.08%
Commerce	4,464	3	0.07%	10,089	6	0.06%
Defense	73,726	172	0.23%	83,169	217	0.26%
Air Force	14,369	59	0.41%	19,299	71	0.37%
Army	23,244	46	0.20%	25,897	45	0.17%
Navy	23,194	41	0.18%	24,362	56	0.23%
Defense Activities	12,919	26	0.20%	13,611	45	0.33%
Education	92	0	0.00%	292	0	0.00%
Energy	746	1	0.13%	1,013	0	0.00%
HHS	6,005	3	0.05%	7,509	2	0.03%
Homeland Security	26,254	10	0.04%	23,738	20	0.08%
HUD	183	0	0.00%	481	1	0.21%
Interior	14,419	18	0.12%	14,160	7	0.05%
Justice	5,900	8	0.14%	8,885	7	0.08%
Labor	447	1	0.22%	698	2	0.29%
State	630	0	0.00%	924	2	0.22%
Transportation	3,312	4	0.12%	3,179	1	0.03%
Treasury	7,448	9	0.12%	9,772	11	0.11%
Veterans Affairs	53,274	108	0.20%	53,794	111	0.21%
AID	92	0	0.00%	165	0	0.00%
EPA	345	0	0.00%	861	1	0.12%
GSA	310	1	0.32%	869	2	0.23%
NASA	919	2	0.22%	1,055	1	0.09%
NSF	144	0	0.00%	198	0	0.00%
OPM	440	4	0.91%	339	1	0.29%
NRC*	67	2	2.99%	96	0	0.00%
SSA	4,715	11	0.23%	4,320	7	0.16%
SBA	3,820	3	0.08%	982	1	0.10%
Total Executive Order Agencies	225,158	377	0.17%	244,306	415	0.17%

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

*NRC is an Excepted Service Agency.

Table 11
Noncompetitive Appointment of Certain Military Spouses

	FY 2018			FY 2019		
	Federal New Hires	Total Military Spouse Appointments	%	Federal New Hires	Total Military Spouse Appointments	%
Total Executive Branch Agencies	228,243	1,652	0.72%	247,769	1,920	0.77%
Executive Order Agencies						
Agriculture	17,406	5	0.03%	17,718	4	0.02%
Commerce	4,464	2	0.04%	10,089	1	0.01%
Defense	73,726	1,515	2.05%	83,169	1,728	2.08%
Air Force	14,369	433	3.01%	19,299	516	2.67%
Army	23,244	672	2.89%	25,897	744	2.87%
Navy	23,194	219	0.94%	24,362	254	1.04%
Defense Activities	12,919	191	1.48%	13,611	214	1.57%
Education	92	0	0.00%	292	0	0.00%
Energy	746	0	0.00%	1,013	0	0.00%
HHS	6,005	4	0.07%	7,509	9	0.12%
Homeland Security	26,254	20	0.08%	23,738	38	0.16%
HUD	183	0	0.00%	481	0	0.00%
Interior	14,419	5	0.03%	14,160	11	0.08%
Justice	5,900	6	0.10%	8,885	11	0.12%
Labor	447	1	0.22%	698	2	0.29%
State	630	0	0.00%	924	2	0.22%
Transportation	3,312	1	0.03%	3,179	1	0.03%
Treasury	7,448	0	0.00%	9,772	3	0.03%
Veterans Affairs	53,274	44	0.08%	53,794	55	0.10%
AID	92	0	0.00%	165	0	0.00%
EPA	345	0	0.00%	861	0	0.00%
GSA	310	2	0.65%	869	0	0.00%
NASA	919	1	0.11%	1,055	0	0.00%
NSF	144	0	0.00%	198	0	0.00%
OPM	440	12	2.73%	339	6	1.77%
NRC*	67	0	0.00%	96	0	0.00%
SSA	4,715	31	0.66%	4,320	42	0.97%
SBA	3,820	1	0.03%	982	1	0.10%
Total Executive Order Agencies	225,158	1,650	0.73%	244,306	1,914	0.78%

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

*NRC is an Excepted Service Agency.

Table 12
New Hire Retention Rates

Executive Order Agencies	FY 2018		FY 2019	
	Non-Veterans	Veterans	Non-Veterans	Veterans
Agriculture	81.85%	72.75%	78.50%	70.74%
Commerce	82.40%	73.64%	82.87%	73.63%
Defense	80.05%	76.26%	78.58%	74.61%
Education	82.35%	81.03%	72.73%	60.71%
Energy	85.73%	81.09%	84.88%	80.76%
HHS	77.06%	68.97%	74.41%	68.57%
Homeland Security	77.88%	77.33%	81.97%	80.09%
HUD	78.93%	80.00%	80.14%	79.21%
Interior	79.71%	72.86%	80.45%	70.51%
Justice	84.80%	77.41%	84.95%	78.76%
Labor	79.96%	74.17%	74.13%	78.36%
State	80.56%	79.17%	77.50%	73.45%
Transportation	85.09%	83.62%	86.01%	84.77%
Treasury	80.97%	72.11%	78.77%	75.61%
Veterans Affairs	79.60%	69.46%	79.41%	68.92%
AID	79.35%	79.31%	90.38%	62.50%
EPA	89.14%	75.82%	84.12%	82.61%
GSA	84.10%	79.51%	81.95%	73.93%
NASA	94.17%	87.50%	92.80%	85.96%
NSF	80.00%	90.00%	82.35%	69.23%
OPM	88.89%	90.00%	81.25%	80.00%
NRC*	78.48%	71.70%	82.89%	76.00%
SSA	80.02%	71.24%	78.60%	71.43%
SBA	82.35%	70.69%	87.07%	69.39%

Retention rates reflect all full-time permanent, non-seasonal, non-student new hires and transfer-ins hired in the fiscal year 2 years prior to the measurement year (e.g., FY 2014 retention calculates retention for hires and transfer-ins from FY 2012).

Starting FY 2014, this table captures retention rates as a performance element of the Veterans Employment Performance Measures adopted by the Council on Veterans Employment for Fiscal Years 2015-2017.

*NRC is an Excepted Service Agency.

Table 13
Profile of Veterans and Non-Veterans

Demographics	FY 2018		FY 2019	
	Veteran	Not a Veteran	Veteran	Not a Veteran
Male	80.0%	45.6%	79.8%	45.7%
Female	20.0%	54.3%	20.2%	54.3%
Average Age	49.2	46.2	49.3	46.1
White	63.3%	62.3%	62.0%	60.8%
Black	20.4%	17.2%	20.1%	17.1%
Hispanic	9.3%	9.0%	9.4%	9.0%
Asian/Pacific Islander	3.9%	7.9%	3.8%	7.8%
Native American/Alaskan Native	1.0%	2.0%	1.0%	1.9%
Multi-Racial	2.1%	1.6%	2.2%	1.7%
Retired Enlisted Military	20.4%	0.0%	20.3%	0.0%
Retired Military Officers	6.1%	0.0%	6.0%	0.0%
Not Retired Military	73.6%	100.0%	73.7%	100.0%
Veterans' Preference	82.9%	0.0%	83.4%	0.0%
No Veterans' Preference	17.1%	100.0%	16.6%	100.0%
Bachelors degree or higher	43.3%	55.9%	44.0%	55.7%
Length of Service*	11.3	13.3	11.3	12.9
Adjusted Basic Pay	79,532	89,297	81,694	90,676
General Schedule	67.9%	66.9%	67.9%	66.1%
Average GS Grade	10.3	10.5	10.4	10.5
Other Pay Systems	17.4%	26.5%	17.9%	27.1%
Competitive Service	75.4%	65.9%	75.4%	65.3%
Excepted Service	24.4%	33.7%	24.4%	34.3%
SES	0.2%	0.4%	0.2%	0.4%
Supervisors	13.0%	11.5%	13.0%	11.1%
Located Outside DC Metro	90.0%	83.1%	90.1%	83.4%
Located in DC Metro	10.0%	16.9%	9.9%	16.6%
Total On-Board	0%	100%	0.0%	100.0%

Data for Salary are restricted by Non-Seasonal Full-Time Permanent Employees.

*Length of service is calculated using service computation date for retirement. If an employee has creditable military service, and has paid for that credit, then that service will be reflected in the length of service.

Appendix 1

Organizations Included

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

Appendix 1 *cont'd.*

Organizations Included

Department of Defense:

Department of the Air Force

Department of the Army

Department of the Navy

Defense Activities

Department of Education

Department of Health and Human Services

Department of Homeland Security

Department of Housing and Urban Development

Department of Justice

Department of State (Excluding Foreign Service Personnel)

Department of the Interior

Department of the Treasury

Department of Transportation

Department of Veterans Affairs

Dwight D. Eisenhower Memorial Commission

Election Assistance Commission

Environmental Protection Agency

Equal Employment Opportunity Commission

Export-Import Bank of the United States

Farm Credit Administration

Farm Credit System Insurance Corporation

Federal Communications Commission

Federal Deposit Insurance Corporation

Federal Election Commission

Federal Financial Institutions Examination Council

Federal Housing Finance Agency

Federal Labor Relations Authority

Federal Maritime Commission

Federal Mediation and Conciliation Service

Federal Mine Safety and Health Review Commission

Appendix 1 *cont'd.*

Organizations Included

Federal Reserve System-Bureau of Consumer Financial Protection
Federal Retirement Thrift Investment Board
Federal Trade Commission
General Services Administration
Harry S. Truman Scholarship Foundation
Institute of Museum and Library Services
Inter-American Foundation
International Boundary and Water Commission: United States and Mexico
International Boundary Commission: United States and Canada
International Joint Commission: United States and Canada
James Madison Memorial Fellowship Foundation
Japan-United States Friendship Commission
Marine Mammal Commission
Medicaid and Chip Payment and Access Commission
Merit Systems Protection Board
Millennium Challenge Corporation
Morris K. Udall and Stewart L. Udall Foundation
National Archives and Records Administration
National Capital Planning Commission
National Council on Disability
National Credit Union Administration
National Endowment for the Arts
National Endowment for the Humanities
National Labor Relations Board
National Mediation Board
National Science Foundation
National Security Council
National Transportation Safety Board
Northern Border Regional Commission
Nuclear Regulatory Commission

Appendix 1 *cont'd.*

Organizations Included

Nuclear Waste Technical Review Board
Occupational Safety and Health Review Commission
Office of Administration
Office of Government Ethics
Office of Management and Budget
Office of National Drug Control Policy
Office of Navajo and Hopi Indian Relocation
Office of Personnel Management
Office of Science and Technology Policy
Office of Special Counsel
Office of the Federal Coordinator for Alaska Natural Gas Transportation Projects
Office of the U.S. Trade Representative
Overseas Private Investment Corporation
Peace Corps
Pension Benefit Guaranty Corporation
Presidio Trust
Public Interest Declassification Board
Railroad Retirement Board
Recovery Act Accountability & Transparency Board
Ronald Reagan Centennial Commission
Securities and Exchange Commission
Selective Service System
Small Business Administration
Smithsonian Institution
Social Security Administration
Trade and Development Agency
U.S. Holocaust Memorial Museum
U.S. Interagency Council on Homelessness
U.S. International Trade Commission
United States-China Economic and Security Review Commission

Appendix 1 *cont'd.*

Organizations Included

Utah Reclamation Mitigation and Conservation Commission

Valles Caldera Trust

Vietnam Education Foundation

Appendix 2

Organizations Excluded

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

Appendix 3

List of Abbreviations and Terms

30%	30% or More Disabled Veteran Appointing Authority
AID	Agency For International Development
EPA	Environmental Protection Agency
GL	General Schedule (Law Enforcement officers and special base rates at grades 3-10 under section 403 of the Federal Employees Pay Comparability Act of 1990 (FEPCA))
GM	General Schedule (Covered by the Performance Management and Recognition System (PMRS) termination provisions of Public Law 103-89 (former PMRS employees))
GS	General Schedule (Established under the Classification Act of 1949, as amended. (5 U.S.C. chapter 53, subchapter III, and 5 CFR part 531))
GSA	General Services Administration
HHS	Health And Human Services, Department of
HUD	Housing And Urban Development, Department of
NASA	National Aeronautics And Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
OPM	Office of Personnel Management
Pathways	Internships and Recent Graduates Programs
PMF	Presidential Management Fellows Program
SBA	Small Business Administration
SES	Senior Executive Service
SSA	Social Security Administration
VEOA	Veterans Employment Opportunity Act of 1998
VRA	Veterans' Recruitment Appointment



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