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Foreword

This *Demographic Profile of the Federal Workforce* report is the eighth in a biennial series published by the U.S. Office of Personnel Management. This series replaces the *Equal Employment Opportunity Statistics* series (1963-1980), and the biennial *Affirmative Employment Statistics* report last published for September 1990.

This report provides detailed statistical information on the Federal civilian workforce. Part One includes trend data by race/national origin, sex, disability status, and grade. Part Two of this report contains eleven statistical tables previously published in the *Affirmative Employment Statistics* series. Each of the statistical tables focuses on one or more of five selected demographic characteristics (race/national origin designation, sex, age, disability) of the workforce with data distributed by major employment categories such as agency, General Schedule and related grade groupings, occupations, etc. Part Three provides Technical Notes on such workforce areas as the data base population definitions, minority regulations, General Schedule and related grades, senior pay levels, occupations, and designated categories.

PART ONE

Employment Demographics

Employment and Trends

(Executive Branch non-Postal)

2010

Agency

Between October 2008 and October 2010, Federal civilian employment increased by 174,730 workers (9.0 percent) to bring the total number of workers to 2,108,639. The following agencies boasted the largest raw gains: (1) Department of Veterans Affairs, up by 29,932 workers to 308,597; (2) the Department of Defense, up by 76,792 workers to 763,560.

Workforce Changes

The white-collar workforce increased by 172,564 between October 2008 and October 2010. The blue-collar workforce followed suit, increasing 2,166. These changes increased the white-collar percentage of the workforce 10%, up from 5.14% in October 2008, and decreased the relative blue-collar percentage by 0.8% to 9.8%, down from 10.6% over the same time period.

The white-collar workforce is further classified by five standard occupational categories: professional, administrative, technical, clerical, or other. There were significant changes that occurred between October 2008 and October 2010: the number of professional jobs increased by 56,266 (11.9 percent), bringing the total to 528,380; the number of administrative jobs increased by 87,446 (12.9 percent), bringing the total to 764,464; the number of technical jobs increased by 22,267 (6.2 percent), bringing the total to 380,246; the number of clerical jobs decreased by 3,776 (2.5 percent), bringing the total to 147,067; and all other jobs in the white-collar workforce were up by 10,357 (14.6 percent) to bring the total to 81,329.

Over the past ten years, changes to white-collar occupations categories have followed a similar trend. The statistics are as follows: (1) professional jobs have increased by 107,898 and represent 27.8 percent of the white-collar workforce; (2) administrative jobs have increased by 80,394 and represent 40.2 percent of the white-collar workforce; (3) technical jobs have increased by 41,146 representing 20.0 percent of the workforce; (4) clerical jobs have declined by – 27,951 and represent 7.7 percent of the white-collar workforce; and (5) all other jobs have increased by 31,307 and represent 4.3 percent of the white-collar workforce.

Gender

The female representation within administrative and professional jobs has remained steady between October 2008 and October 2010. The percentage of women holding administrative and professional positions has remained at 45 percent. This is associated with an increase of 63,715 female professional and administrative employees. During this same span, the percentage of women holding positions under the General Schedule and Related grades 12-15 has risen from 33.4 percent to 36.2 percent, an increase of 56,676 workers. The number of women in clerical jobs (typically below GS-9) saw a decline, of 2,618 bringing the total down to 100,584 from 103,202.

Minority/Non-Minority (or Race and Ethnicity or Diversity)

The number of minorities in the Federal civilian workforce as of October 2010 was 702,030 (33.3 percent). This figure has increased by 64,126 since October 2008. All minority groups: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaska Native experienced net gains. Hispanic employment recently increased by 14,134 from October 2008, bringing the total count to 163,975 in October 2010. Minority employees at the Senior Pay level increased by 709, minority employees in General Schedule and Related grades 12-15 increased by 54,599 over the same time period.

Employees with Disabilities

Since 2008, the number of employees with disabilities has increased by 16,240 workers, up from 128,795 (6.7 percent) to 145,035 (6.9 percent) of the total Federal civilian workforce.

Age

Since October 2008, the average ages of Federal civilian employees have increased slightly, as we note the following changes: women – average age increased from 45.5 to 45.6 years of age; men – average age stayed the same at 46.0. Minorities experienced a slight increase in average age, from 44.8 to 45.0 years of age.