

ANNUAL REPORT TO THE CONGRESS

FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM

FY 2005

Working for America



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
January 2006

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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) 2005 to Congress. This report is required under title 5, United States Code, section 7201, and contains statistical data on employment in the Federal workforce, including representation of women and minorities. The FEORP report also highlights human capital practices Federal agencies are using to recruit and develop a workforce which draws on the strengths of America's diversity. President Bush and this administration are committed to diversity in the Federal Government.

The report shows the Federal Government continues to be a leader in providing employment opportunities to minorities in FY 2005. Overall, minorities are better represented in the Federal workforce than in the Civilian Labor Force (CLF). In 2005, the representation of minorities in the Federal workforce was 31.8 percent compared to 27.4 percent in the CLF. However, Hispanics remain underrepresented in the Federal workforce and the representation of women is slightly below the CLF. Hispanic representation in the Federal workforce increased to 7.4 percent from 7.3 percent in 2004. Hispanics represent 12.6 percent of the CLF. The percentage of Hispanics in the GS-13-15 grade group increased from 4.5 percent in 2004 to 4.6 percent in 2005. Among Asian/Pacific Islanders, Federal employment increased to 5.0 percent in 2005 from 4.9 percent in 2004. Black and Native American representation in the Federal workforce was unchanged from 2004 at 17.4 and 1.9 percent, respectively.

The representation of minorities and women at the higher General Schedule (GS) grades and at senior pay levels increased in FY 2005. The report shows an increase in the number of women in grades GS-13 through the Senior Executive Service level to 129,015 in 2005, compared to 123,717 in 2004. The representation of minorities at the same grade levels rose to 83,708 in 2005, from 79,577 in 2004.

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

Linda M. Springer
Director

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EXECUTIVE SUMMARY

This is the U.S. Office of Personnel Management's (OPM) fiscal year (FY) 2005 Federal Equal Opportunity Recruitment Program (FEORP) report to Congress. This annual report is required under title 5, United States Code, section 7201. The FEORP is an important recruitment program designed to address the underrepresentation of minorities and women in the Federal service. This report compares FY 2004 and FY 2005 Federal employment statistics derived from OPM's Central Personnel Data File (CPDF). This report also includes human capital activities that help agencies recruit, develop, and retain talent for the current and future Federal workforce (FW).

The Relevant Civilian Labor Force (RCLF) is the benchmark used to measure individual Federal agencies' minority representation relative to the Civilian Labor Force (CLF). The RCLF is unique to each agency because it includes civilian labor force employment only for the occupations found within each agency. Unlike the nationwide civilian labor force percentages, which we estimate annually using the Bureau of Labor Statistics' Current Population Survey, the RCLF percentages use decennial Census data, the only source of occupation data by race and national origin. The FY 2005 FEORP report uses RCLF data derived from the 2000 Census.

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

Major findings in the FY 2005 FEORP Report are:

- The Federal Government continues to be a leader in employing minorities. The representation of minorities in the Federal workforce increased to 536,667 (31.8 percent) in 2005 from 530,429 (31.5 percent) in 2004. The total permanent Federal workforce covered by the FEORP report increased to 1,686,849 in FY 2005 from 1,684,790 in FY 2004.
- Overall, minority groups are better represented in the Federal workforce than in the civilian labor force with one exception -- Hispanics. Despite a trend of increasing Hispanic representation in the Federal workforce, Hispanics remain underrepresented in the Federal Government compared to the civilian labor force. Hispanics represent 7.4 percent of the Federal workforce compared to 12.6 percent of the civilian labor force.
- The Federal Government is slightly behind the civilian labor force in the employment of women. Women represent 43.9 percent of the Federal workforce compared to 45.6 percent of the civilian labor force.
- The representation of women and minorities in GSR grades 13 through 15 increased. The number of minority group members in this group increased to 81,468 in 2005, from 77,410 in 2004, while the number of women rose to 124,827 in 2005, from 119,631 in 2004.

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FEDERAL WORKFORCE

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TOTAL EMPLOYMENT

Total permanent employment in pay plans covered by the FEORP report increased by 2,059 to 1,686,849 as of September 30, 2005, compared to 1,684,790 as of September 30, 2004. Non-General Schedule and Related white-collar pay plans account for 165,108 employees in this report. The representation of minorities in the Federal Workforce (FW) increased by 6,272 to 536,667 (31.8 percent) in 2005 from 530,429 (31.5 percent) in 2004. The FW continued to exceed the Civilian Labor Force (CLF) in the representation of non-minority men and most minority groups; however, Hispanics remain underrepresented in the FW and the representation of women in the FW also remains slightly below the CLF. Employment highlights for 2005 include:

Blacks represented 17.4 percent (294,300) of the FW in 2005 and in 2004 (292,752). Black representation in the CLF was 10.1 percent in 2005, the same as in 2004.

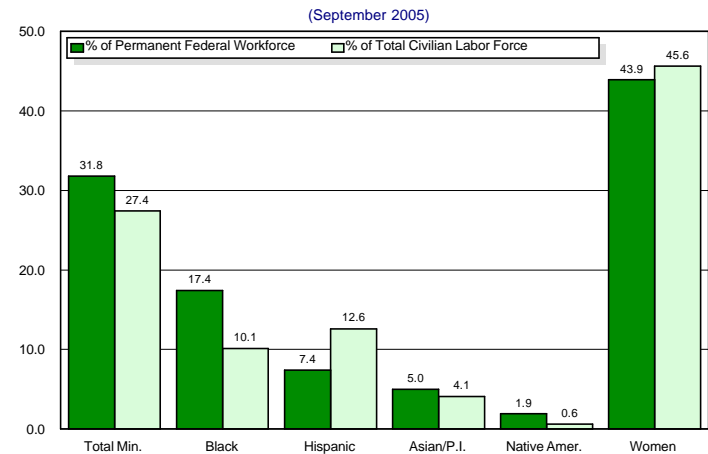
Hispanics represented 7.4 percent (125,419) of the FW in 2005, compared to 7.3 percent (123,207) in 2004. The representation of Hispanics in the CLF was 12.6 percent in 2005, the same as in 2004.

Asian/Pacific Islanders represented 5.0 percent (84,630) of the FW in 2005, compared to 4.9 percent (82,219) in 2004. The representation of Asians/Pacific Islanders in the CLF was 4.1 percent in 2005, compared to 4.0 percent in 2004.

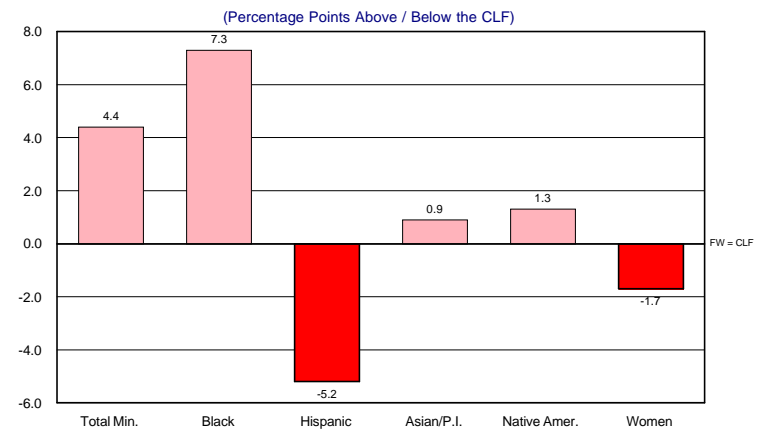
Native Americans represented 1.9 percent (32,318) of the FW in 2005, the same percentage as in 2004 (32,251). Native American representation in the CLF was 0.6 percent in 2005, the same as in 2004.

Women represented 43.9 percent (740,298) of the FW in 2005, compared to 44.0 percent (741,630) in 2004. The representation of women in the CLF was 45.6 percent in 2005, compared to 45.5 percent in 2004.

Comparison of Permanent Federal Workforce and Total Civilian Labor Force



Hispanics and Women are Underrepresented in the Federal Workforce Relative to the Total Civilian Labor Force



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

Blacks represented 17.4 percent of the permanent Federal workforce (FW) in 2005, compared to 10.1 percent in the Civilian Labor Force (CLF). Within the FW, Black representation in the General Schedule and Related (GSR) pay plans was 13.8 percent, 1.5 percent in the non-GSR pay plans, 2.0 percent in blue-collar (B-C) pay plans, and 0.1 percent at Senior Pay levels.

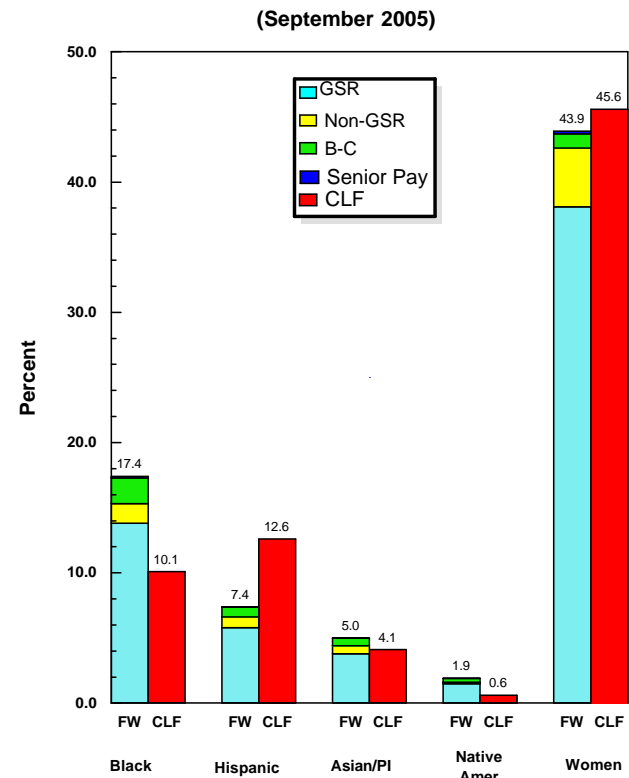
Hispanics represented 7.4 percent of the permanent FW in 2005, compared to 12.6 percent of the CLF. The Hispanic representation was 5.8 percent in the GSR pay plans, 0.8 percent in the non-GSR pay plans and in the B-C pay plans, and less than 0.05 percent at Senior Pay levels.

Asian/Pacific Islanders represented 5.0 percent of the FW in 2005, compared to 4.1 percent of the CLF. The Asian/Pacific Islander representation was 3.8 percent in the GSR pay plans, 0.6 percent in the non-GSR pay plans and the B-C pay plans, and less than 0.05 percent at Senior Pay levels.

Native Americans represented 1.9 percent of the FW in 2005, compared to 0.6 percent of the CLF. The Native American representation was 1.5 percent in the GSR pay plans, 0.1 percent in the non-GSR pay plans, 0.3 percent in the B-C pay plans, and less than 0.05 percent at Senior Pay levels.

Women represented 43.9 percent of the FW in 2005, compared to 45.6 percent of the CLF. The representation of women was 38.0 percent in the GSR pay plans, 4.6 percent in the non-GSR pay plans, 1.1 percent in the B-C pay plans, and 0.2 percent at Senior Pay levels.

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



BLACKS IN THE FEDERAL WORKFORCE

BLACK EMPLOYMENT

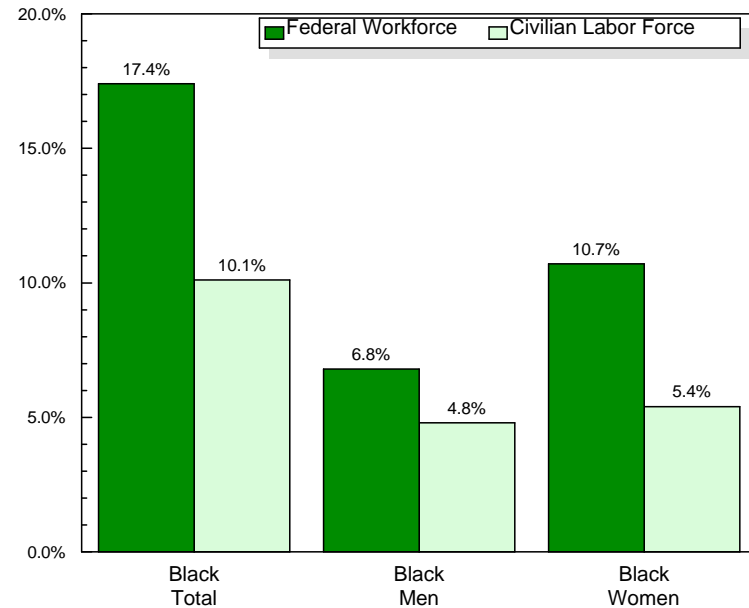
Black employees represented 17.4 percent (294,300) of the permanent Federal Workforce (FW) as of September 30, 2005, compared to 10.1 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2004 were 17.4 and 10.1, respectively.

Black men represented 6.8 percent of the FW and 4.8 percent of the CLF in 2005. In 2004, these percentages were 6.7 and 4.7, respectively.

Black women represented 10.7 percent of the FW in 2005, compared to 5.4 percent of the CLF. In 2004, these percentages were 10.7 and 5.3, respectively.

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

(September 2005)



BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black employment in professional occupations increased by 858, to 38,125 in 2005 from 37,267 in 2004. Blacks represented 9.5 percent of all Federal employees in this occupational category in 2005, compared to 9.3 percent in 2004.

Black employment in administrative occupations increased by 3,532, to 99,910 in 2005 from 96,378 in 2004. Blacks represented 16.8 percent of all Federal employees in this occupational category in 2005, compared to 16.5 percent in 2004.

Black employment in technical occupations decreased by 1,071 to 82,308 in 2005 from 83,379 in 2004. Blacks represented 24.2 percent of all Federal employees in this occupational category in 2005, compared to 24.0 in 2004.

Black employment in clerical occupations decreased by 1,221 to 30,151 in 2005 from 31,372 in 2004. Blacks represented 28.4 percent of all Federal employees in clerical occupations in 2005, compared to 28.5 percent in 2004.

Black employment in "other" white-collar occupations decreased by 26 to 9,467 in 2005 from 9,493 in 2004. Blacks represented 16.4 percent of all Federal employees in "other" occupations in 2005, compared to 16.7 percent in 2004.

Black employment in blue-collar occupations decreased by 524 to 34,339 in 2005 from 34,863 in 2004. Blacks represented 18.5 percent of all Federal employees in this occupational category in 2005, compared to 18.7 percent in 2004.

**Blacks as a Percent of All Employees
in each Occupational Category
(September 2005)**

	<u>Black Employment</u>	<u>Percent of FW</u>
Professional	38,125	9.5
Administrative	99,910	16.8
Technical	82,308	24.2
Clerical	30,151	28.4
Other	9,467	16.4
White-Collar	259,961	17.3
Blue-Collar	34,339	18.5
Total	294,300	17.4

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

Blacks represented 27.5 percent (12,911) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2005, including 3,362 Black men and 9,549 Black women. Black employment in this grade group decreased by 672 since 2004.

Blacks represented 26.0 percent (90,378) of all employees in GSR grades 5 through 8 in 2005, including 23,954 Black men and 66,424 Black women. Black employment in this grade group decreased by 1,157 since 2004.

Blacks represented 15.9 percent (88,945) of all employees in GSR grades 9 through 12 in 2005, including 30,560 Black men and 58,385 Black women. Black employment in this grade group increased by 1,779 since 2004.

Blacks represented 11.3 percent (41,157) of all employees in GSR grades 13 through 15 in 2005, including 16,852 Black men and 24,305 Black women. Black employment in this grade group increased by 2,147 since 2004.

Blacks represented 15.4 percent (25,457) of all employees in non-GSR pay plans, including 10,678 Black men and 14,779 Black women. Black employment in this grade group decreased by 52 since 2004.

Blacks represented 7.0 percent (1,113) of all employees at the Senior Pay levels in 2005, including 630 Black men and 483 Black women. Black employment at Senior Pay levels increased by 27 since 2004.

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

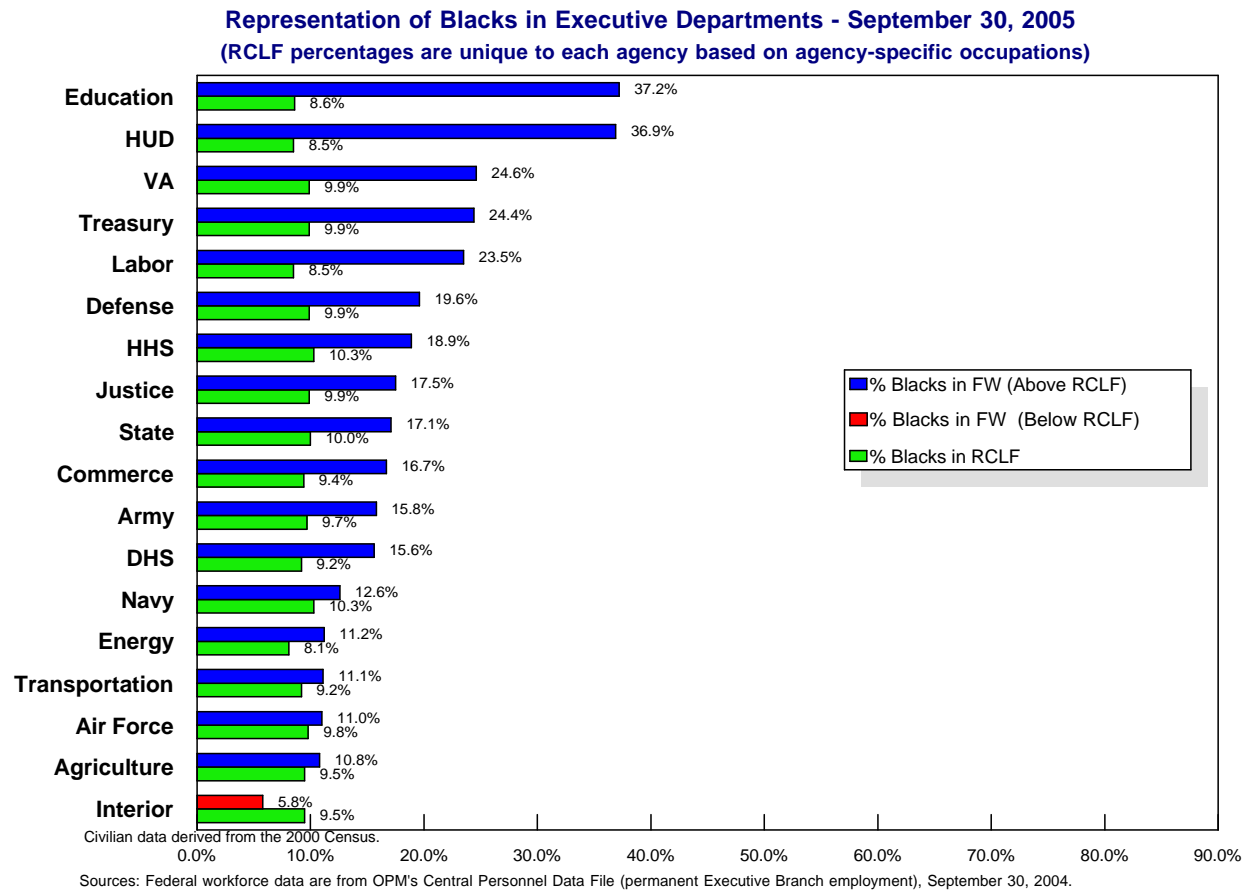
(September 2005)

	<u>Black Employment</u>	<u>Percent of FW</u>
GSR 1-4	12,911	27.5
GSR 5-8	90,378	26.0
GSR 9-12	88,945	15.9
GSR 13-15	41,157	11.3
Non-GSR	25,457	15.4
Senior Pay	1,113	7.0

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

Black representation in the Federal Workforce (FW) was equal to or greater than Black representation in the Relevant Civilian Labor Force (RCLF) in the following 17 Executive Departments: Education (37.2 percent to 8.6 percent); Housing and Urban Development (HUD) (36.9 percent to 8.5 percent); Veterans Affairs (VA) (24.6 percent to 9.9 percent); Treasury (24.4 percent to 9.9 percent); Labor (23.5 percent to 8.5 percent); Defense (19.6 percent to 9.9 percent); Health and Human Services (HHS) (18.9 percent to 10.3 percent); Justice (17.5 percent to 9.9 percent); State (17.1 percent to 10.0 percent); Commerce (16.7 percent to 9.4 percent); Army (15.8 percent to 9.7 percent); Homeland Security (DHS) (15.6 percent to 9.2 percent); Navy (12.6 percent to 10.3 percent); Energy (11.2 percent to 8.1 percent); Transportation (11.1 percent to 9.2 percent); Air Force (11.0 percent to 9.8 percent); and Agriculture (10.8 percent to 9.5 percent).

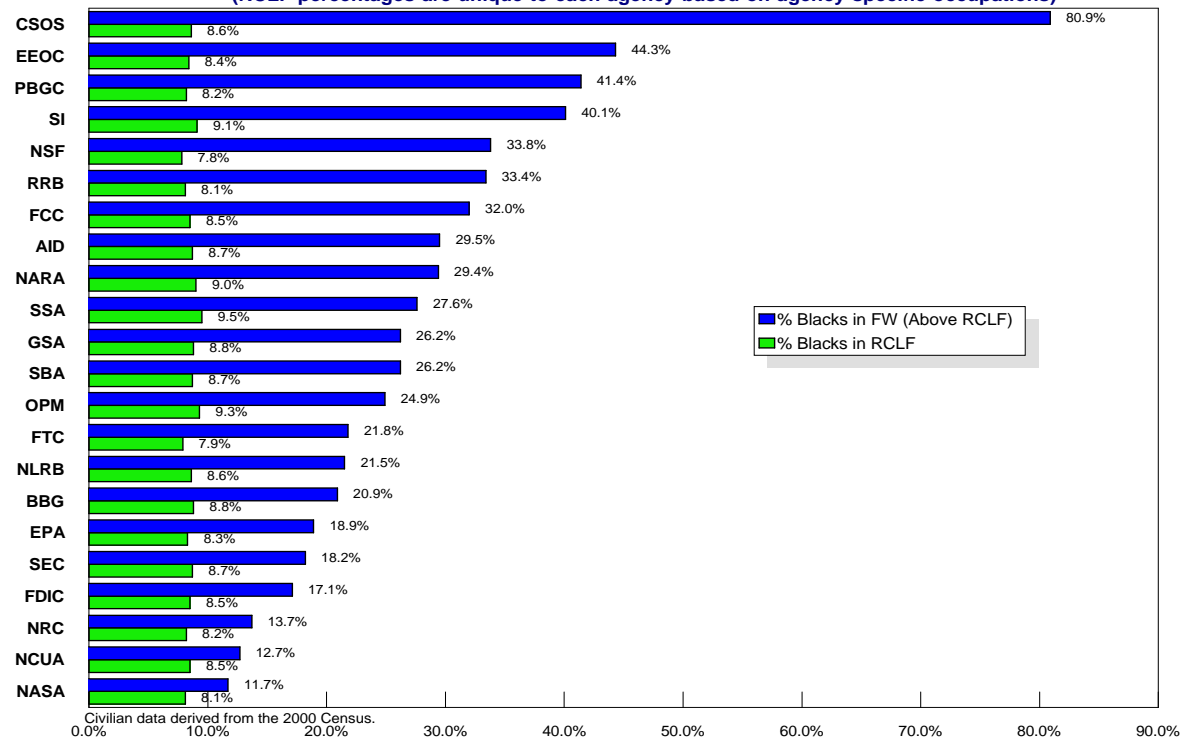
Black representation in the FW was below Black representation in the RCLF in the Department of the Interior (5.8 percent to 9.5 percent).



BLACKS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 22 INDEPENDENT AGENCIES

Black representation in the Federal Workforce (FW) was equal to or greater than Black representation in the Relevant Civilian Labor Force (RCLF) in each of the 22 independent agencies with 500 or more employees: Court Services and Offender Supervision Agency (CSOS) (80.9 percent to 8.6 percent); Equal Employment Opportunity Commission (EEOC) (44.3 percent to 8.4 percent); Pension Benefit Guaranty Corporation (PBGC) (41.4 percent to 8.2 percent); Smithsonian Institution (SI) (40.1 percent to 9.1 percent); National Science Foundation (NSF) (33.8 percent to 7.8 percent); Railroad Retirement Board (RRB) (33.4 percent to 8.1 percent); Federal Communications Commission (FCC) (32.0 percent to 8.5 percent); Agency for International Development (AID) (29.5 percent to 8.7 percent); National Archives and Records Administration (NARA) (29.4 percent to 9.0 percent); Social Security Administration (SSA) (27.6 percent to 9.5 percent); General Services Administration (GSA) (26.2 percent to 8.8 percent); Small Business Administration (SBA) (26.2 percent to 8.7 percent); Office of Personnel Management (OPM) (24.9 percent to 9.3 percent); Federal Trade Commission (FTC) (21.8 percent to 7.9 percent); National Labor Relations Board (NLRB) (21.5 percent to 8.6 percent); Broadcasting Board of Governors (BBG) (20.9 percent to 8.8 percent); Environmental Protection Agency (EPA) (18.9 percent to 8.3 percent); Securities and Exchange Commission (SEC) (18.2 percent to 8.7 percent); Federal Deposit Insurance Corporation (FDIC) (17.1 percent to 8.5 percent); Nuclear Regulatory Commission (NRC) (13.7 percent to 8.2 percent); National Credit Union Association (NCUA) (12.7 percent to 8.5 percent); and the National Aeronautics and Space Administration (NASA) (11.7 percent to 8.1 percent).

Representation of Blacks in Independent Agencies (500+ Employees) - September 30, 2005
(RCLF percentages are unique to each agency based on agency-specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004.

HISPANICS IN THE FEDERAL WORKFORCE

HISPANIC EMPLOYMENT

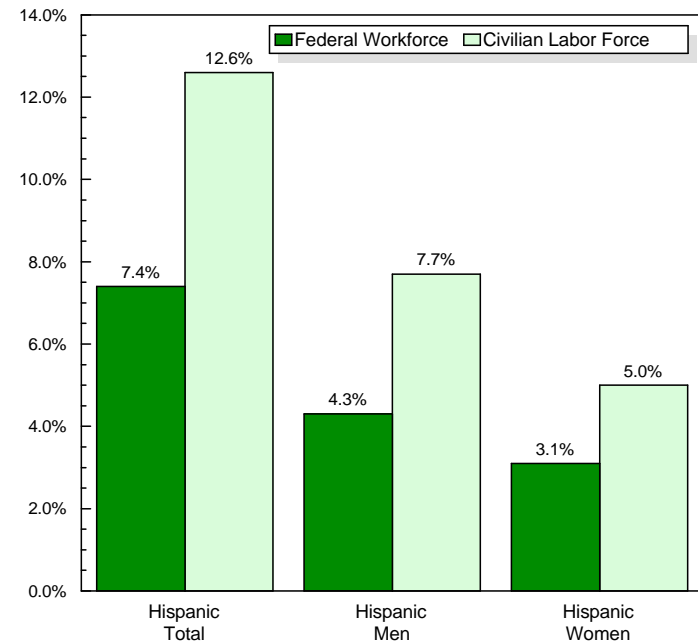
Hispanic employment represented 7.4 percent (125,419) of the permanent Federal Workforce (FW) as of September 30, 2005, compared to 12.6 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2004 were 7.3 and 12.6, respectively.

Hispanic men represented 4.3 percent of the FW compared to 7.7 percent of the CLF in 2005. In 2004, these percentages were 4.3 and 7.5, respectively.

Hispanic women represented 3.1 percent of the FW compared to 5.0 percent of the CLF in 2005. In 2004, these percentages were 3.0 and 5.0, respectively.

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

(September 2005)



HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

Hispanic employment in professional occupations increased by 616 to 19,590 in 2005 from 18,974 in 2004. Hispanics represented 4.9 percent of all Federal employees in this occupational category in 2005, compared to 4.8 percent in 2004.

Hispanic employment in administrative occupations increased by 1,580 to 42,776 in 2005 from 41,196 in 2004. Hispanics represented 7.2 percent of all Federal employees in this occupational category in 2005, compared to 7.0 percent in 2004.

Hispanic employment in technical occupations decreased by 97 to 30,291 in 2005 from 30,388 in 2004. Hispanics represented 8.9 percent of all Federal employees in this occupational category in 2005, compared to 8.8 percent in 2004.

Hispanic employment in clerical occupations decreased by 151 to 8,281 in 2005 from 8,432 in 2004. Hispanics represented 7.8 percent of all Federal employees in this occupational category in 2005, compared to 7.7 percent in 2004.

Hispanic employment in "other" white-collar occupations increased by 283 to 10,343 in 2005 from 10,060 in 2004. Hispanics represented 17.9 percent of all Federal employees in this occupational category in 2005, compared to 17.7 percent in 2004.

Hispanic employment in blue-collar occupations decreased by 19 to 14,138 in 2005 from 14,157 in 2004. Hispanics represented 7.6 percent of all Federal employees in this occupational category in 2005 and in 2004.

Hispanics as a Percent of All Employees in each Occupational Category

(September 2005)

	<u>Hispanic Employment</u>	<u>Percent of FW</u>
Professional	19,950	4.9
Administrative	42,776	7.2
Technical	30,291	8.9
Clerical	8,281	7.8
Other	10,343	17.9
White-Collar	111,641	7.4
Blue-Collar	14,138	7.6
Total	125,779	7.4

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

Hispanics represented 8.6 percent (4,037) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2005, including 1,463 Hispanic men and 2,574 Hispanic women. Hispanic employment in this grade group decreased by 284 since 2004.

Hispanics represented 8.9 percent (31,091) of all employees in GSR grades 5 through 8 in 2005, including 12,685 Hispanic men and 18,406 Hispanic women. Hispanic employment in this grade group decreased by 739 since 2004.

Hispanics represented 8.0 percent (44,922) of all employees in GSR grades 9 through 12 in 2005, including 26,462 Hispanic men and 18,460 Hispanic women. Hispanic employment in this grade group increased by 2,288 since 2004.

Hispanics represented 4.6 percent (16,961) of all employees in GSR grades 13 through 15 in 2005, including 11,340 Hispanic men and 5,621 Hispanic women. Hispanic employment in this grade group increased by 835 since 2004.

Hispanics represented 8.3 percent (13,713) of all employees in non-GSR pay plans in 2005, including 8,040 Hispanic men and 5,673 Hispanic women. Hispanic employment in this grade group increased by 112 since 2004.

Hispanics represented 3.5 percent (557) of all employees at the Senior Pay levels in 2005, including 396 Hispanic men and 161 Hispanic women. Hispanic employment at Senior Pay levels increased by 19 since 2004.

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

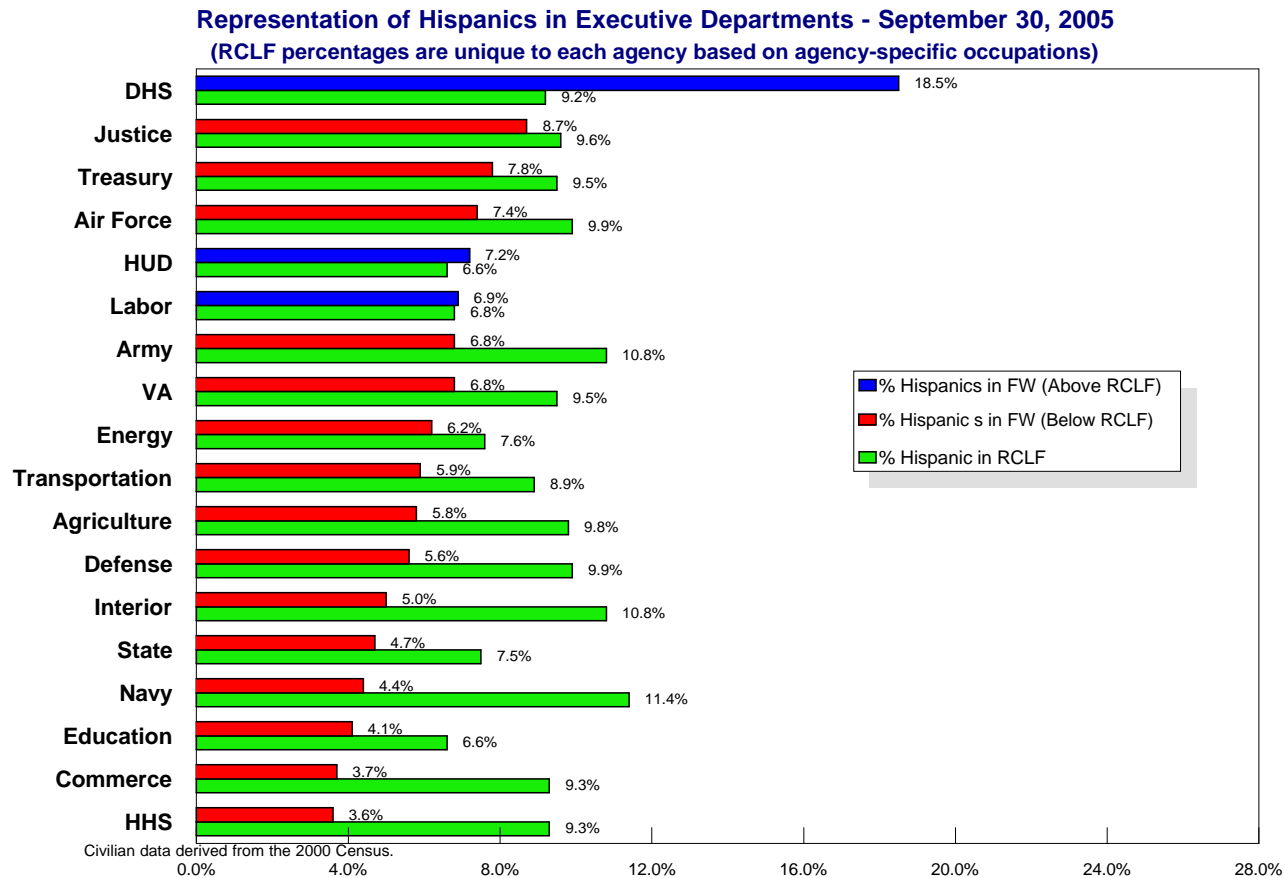
(September 2005)

	<u>Hispanic Employment</u>	<u>Percent of FW</u>
GSR 1-4	4,037	8.6
GSR 5-8	31,091	8.9
GSR 9-12	44,922	8.0
GSR 13-15	16,961	4.6
Non-GSR	13,713	8.3
Senior Pay	557	3.5

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

Hispanic representation in the Federal Workforce (FW) was equal to or greater than Hispanic representation in the Relevant Civilian Labor Force (RCLF) in the following three Executive Departments: Department of Homeland Security (DHS) (18.5 percent to 9.2 percent); Housing and Urban Development (HUD) (7.2 percent to 6.6 percent); and the Department of Labor (Labor) (6.9 percent to 6.8 percent).

Hispanic representation in the FW was below the Hispanic representation in the RCLF in the following 15 Executive Departments: Justice (8.7 percent to 9.6 percent); Treasury (7.8 percent to 9.5 percent); Air Force (7.4 percent to 9.9 percent); Army (6.8 percent to 10.8 percent); Veterans Affairs (VA) (6.8 percent to 9.5 percent); Energy (6.2 percent to 7.6 percent); Transportation (5.9 percent to 8.9 percent); Agriculture (5.8 percent to 9.8 percent); Defense (5.6 percent to 9.9 percent); Interior (5.0 percent to 10.8 percent); State (4.7 percent to 7.5 percent); Navy (4.4 percent to 11.4 percent); Education (4.1 percent to 6.6 percent); Commerce (3.7 percent to 9.3 percent); and Health and Human Services (HHS) (3.6 percent to 9.3 percent).

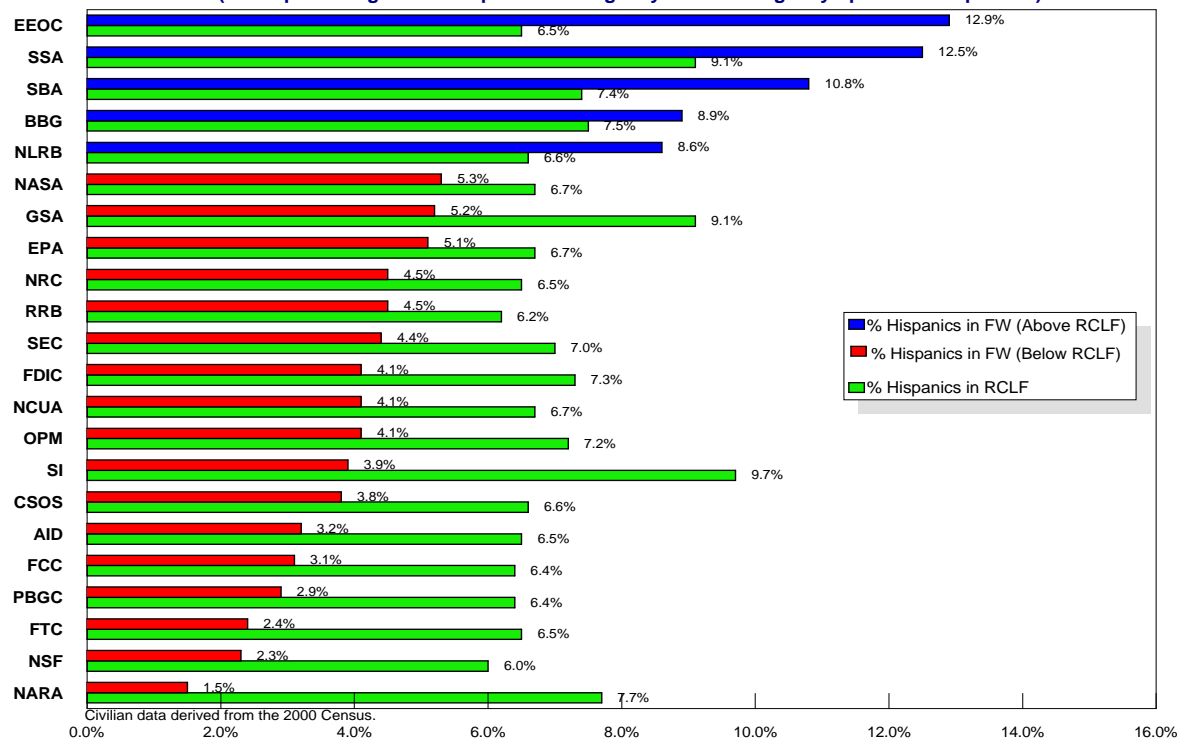


HISPANICS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 5 OF 22 INDEPENDENT AGENCIES

Hispanic representation in the Federal Workforce (FW) was equal to or greater than Hispanic representation in the Relevant Civilian Labor Force (RCLF) in the following five independent agencies: Equal Employment Opportunity Commission (EEOC) (12.9 percent to 6.5 percent); Social Security Administration (SSA) (12.5 percent to 9.1 percent); Small Business Administration (SBA) (10.8 percent to 7.4 percent); Broadcasting Board of Governors (BBG) (8.9 percent to 7.5 percent); and the National Labor Relations Board (NLRB) (8.6 percent to 6.6 percent).

Hispanic representation in the FW was less than Hispanic representation in the RCLF in the following 17 independent agencies: National Aeronautics and Space Administration (NASA) (5.3 percent to 6.7 percent) General Services Administration (GSA) (5.2 percent to 9.1 percent); Environmental Protection Agency (EPA) (5.1 percent to 6.7 percent); Nuclear Regulatory Commission (NRC) (4.5 percent to 6.5 percent); Railroad Retirement Board (RRB) (4.5 percent to 6.2 percent); Securities and Exchange Commission (SEC) (4.4 percent to 7.0 percent); Federal Deposit Insurance Corporation (FDIC) (4.1 percent to 7.3 percent); National Credit Union Association (NCUA) (4.1 percent to 6.7 percent); Office of Personnel Management (OPM) (4.1 percent to 7.2 percent); Smithsonian Institution (SI) (3.9 percent to 9.7 percent); Court Services and Offender Supervision Agency (CSOS) (3.8 percent to 6.6 percent); Agency for International Development (AID) (3.2 percent to 6.5 percent); Federal Communications Commission (FCC) (3.1 percent to 6.4 percent); Federal Trade Commission (FTC) (3.1 percent to 6.5 percent); Pension Benefit Guaranty Corporation (PBGC) (2.9 percent to 6.4 percent); National Science Foundation (NSF) (2.3 percent to 6.0); and the National Archives and Records Administration (NARA) (1.5 percent to 7.7 percent).

Representation of Hispanics in Independent Agencies (500+ Employees) - September 30, 2005
(RCLF percentages are unique to each agency based on agency-specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004.

ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE

ASIAN/PACIFIC ISLANDER EMPLOYMENT

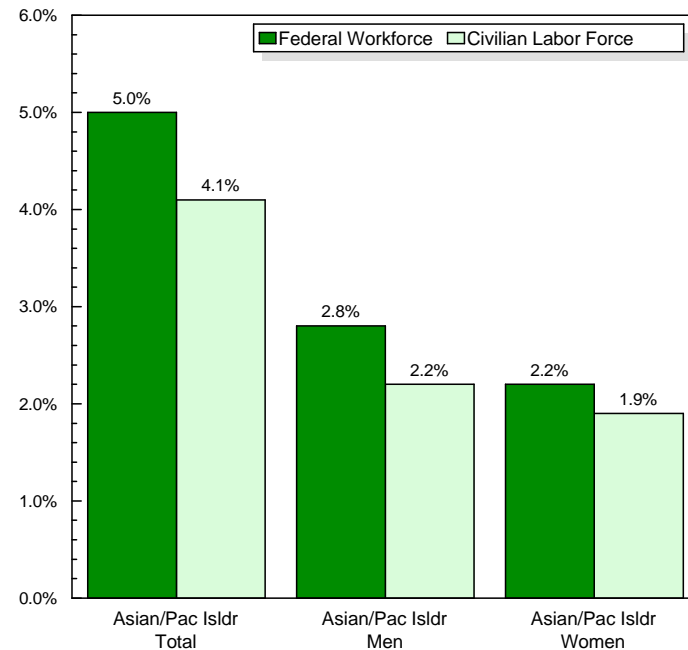
Asian/Pacific Islander employees represented 5.0 percent (84,630) of the permanent Federal Workforce (FW) as of September 30, 2005, compared to 4.1 percent in the Civilian Labor Force (CLF). The FW and CLF percentages in 2004 were 4.9 and 4.0, respectively.

Asian/Pacific Islander men represented 2.8 percent of the FW compared to 2.2 percent of the CLF in 2005. In 2004, these percentages were 2.7 and 2.2, respectively.

Asian/Pacific Islander women represented 2.2 percent of the FW compared to 1.9 percent of the CLF in 2005. In 2004, these percentages were 2.1 and 1.8, respectively.

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

(September 2005)



ASIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

Asian/Pacific Islander employment in professional occupations increased by 1,107 to 32,557 in 2005 from 31,450 in 2004. Asian/Pacific Islanders represented 8.1 percent of all Federal employees in this occupational category in 2005, compared to 7.9 percent in 2004.

Asian/Pacific Islander employment in administrative occupations increased by 1,219, to 21,646 in 2005 from 20,427 in 2004. Asian/Pacific Islanders represented 3.6 percent of Federal employees in this occupational category in 2005, compared to 3.5 percent in 2004.

Asian/Pacific Islander employment in technical occupations increased by 175, to 14,012 in 2005 from in 13,837 2004. Asian/Pacific Islanders represented 4.1 percent of all Federal employees in this occupational category in 2005, compared to 4.0 percent in 2004.

Asian/Pacific Islander employment in clerical occupations decreased by 161 to 4,848 in 2005 from 5,009 in 2004. Asian/Pacific Islanders represented 4.6 percent of all Federal employees in this occupational category in 2005, same as in 2004.

Asian/Pacific Islander employment in "other" white-collar occupations decreased by 41 to 1,576 in 2005 from 1,617 in 2004. Asian/Pacific Islanders represented 2.7 percent in 2005, compared to 2.8 percent in 2004.

Asian/Pacific Islander employment in blue-collar occupations increased by 112 to 9,991 in 2005 from 9,879 in 2004. Asian/Pacific Islanders represented 5.4 percent of all Federal employees in this occupational category in 2005, compared to 5.3 percent in 2004.

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

(September 2005)

	Asian / Pac Islr Employment	Percent of FW
Professional	32,557	8.1
Administrative	21,646	3.6
Technical	14,012	4.1
Clerical	4,848	4.6
Other	1,576	2.7
White-Collar	74,639	5.0
Blue-Collar	9,991	5.4
Total	84,630	5.0

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

Asian/Pacific Islanders represented 5.9 percent (2,767) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2005. There were 696 Asian/Pacific Islander men and 2,071 Asian/Pacific Islander women at these grades in 2005. Asian/Pacific Islander in this grade group decreased by 153 since 2004.

Asian/Pacific Islanders represented 4.2 percent (14,533) of all employees in GSR grades 5 through 8 in 2005. There were 5,416 Asian/Pacific Islander men and 9,117 Asian/Pacific Islander women at these grade levels in 2005. Asian/Pacific Islanders in this grade group decreased by 111 since 2004.

Asian/Pacific Islanders represented 4.8 percent (26,966) of all employees in GSR grades 9 through 12 in 2005. There were 14,527 Asian/Pacific Islander men and 12,439 Asian/Pacific Islander women at these grades in 2005. Asian/Pacific Islanders in this grade group increased by 913 since 2004.

Asian/Pacific Islanders represented 5.4 percent (19,850) of all employees in GSR grades 13 through 15 in 2005. There were 13,023 Asian/Pacific Islander men and 6,827 Asian/Pacific Islander women at these grades in 2005. Asian/Pacific Islanders in this grade group increased by 1,016 since 2004.

Asian/Pacific Islanders represented 6.1 percent (10,089) of all employees in non-GSR pay plans in 2005, including 4,494 men and 5,595 women. Asian/Pacific Islanders in this grade group increased by 610 since 2004.

Asian/Pacific Islanders represented 2.7 percent (434) of all employees at the Senior Pay levels. There were 318 Asian/Pacific Islander men and 116 Asian/Pacific Islander women at these pay levels in 2005. Asian/Pacific Islanders at Senior Pay levels increased by 24 since 2004.

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

(September 2005)

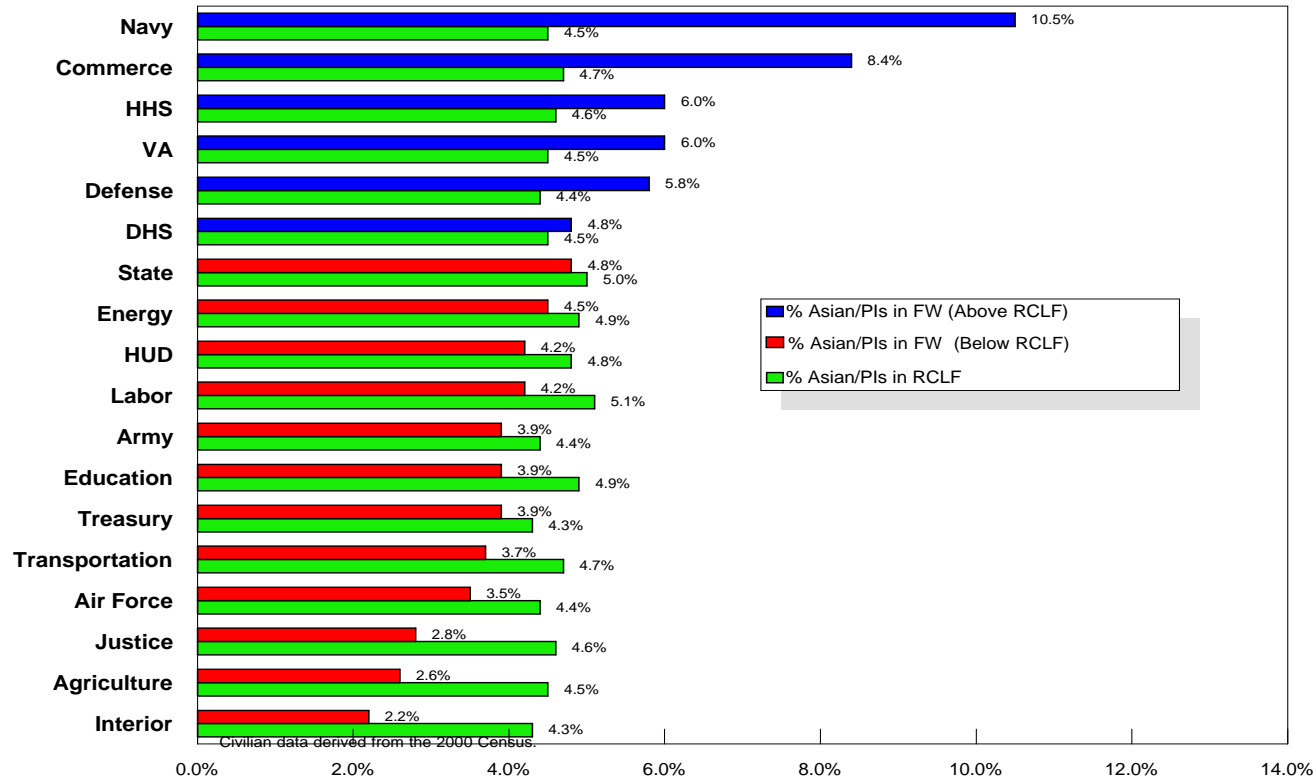
	Asian/Pac Islidr Employment	Percent of FW
GSR 1-4	2,767	5.9
GSR 5-8	14,533	4.2
GSR 9-12	26,966	4.8
GSR 13-15	19,850	5.4
Non-GSR	10,089	6.1
Senior Pay	434	2.7

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

The representation of Asian/Pacific Islander employees in the Federal Workforce (FW) was equal to or greater than their representation in the Relevant Civilian Labor Force (RCLF) in the following six Executive Departments: Navy (10.5 percent to 4.5 percent); Commerce (8.4 percent to 4.7 percent); Health and Human Services (HHS) (6.0 percent to 4.6 percent); Veterans Affairs (VA) (6.0 percent to 4.5 percent); Defense (5.8 percent to 4.4 percent); and Homeland Security (DHS) (4.8 percent to 4.5 percent).

Asian/Pacific Islander representation in the following 12 Executive Departments was less than their RCLF representation: State (4.8 percent to 5.0 percent); Energy (4.5 percent to 4.9 percent); Housing and Urban Development (HUD) (4.2 percent to 4.8 percent); Labor (4.2 percent to 5.1 percent); Army (3.9 percent to 4.4 percent); Education (3.9 percent to 4.9 percent); Treasury (3.9 percent to 4.3 percent); Transportation (3.7 percent to 4.7 percent); Air Force (3.5 percent to 4.4 percent); Justice (2.8 percent to 4.6 percent); Agriculture (2.6 percent to 4.5 percent); and Interior (2.2 percent to 4.3 percent).

Representation of Asian/Pacific Islanders in Executive Departments - September 30, 2005
(RCLF percentages are unique to each agency based on agency-specific occupations)

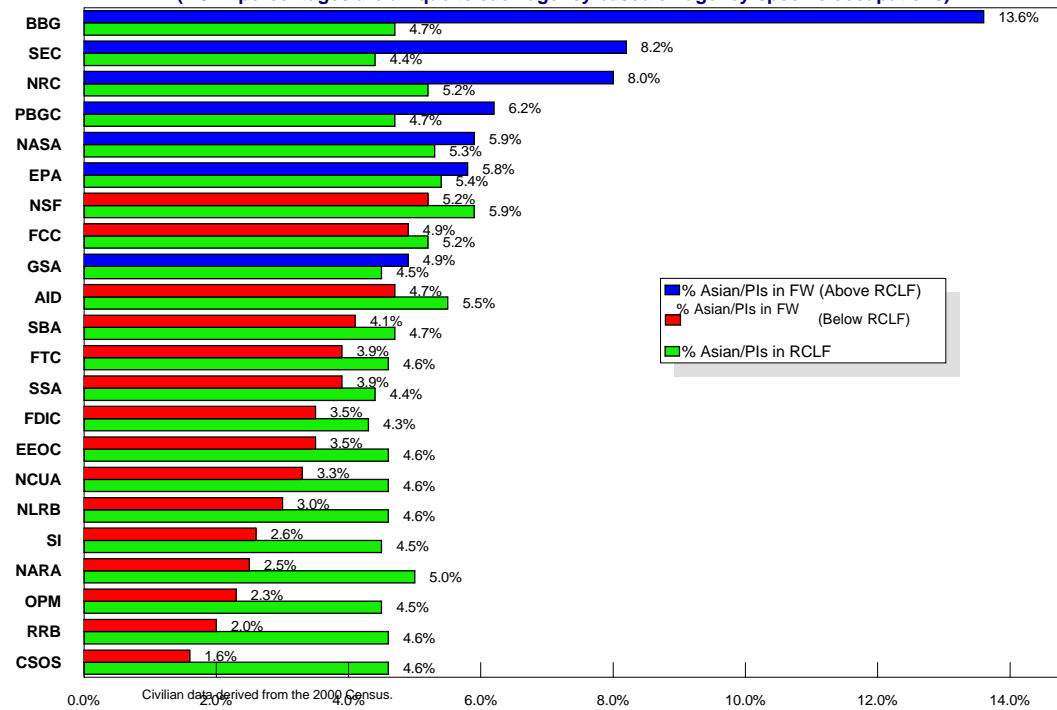


ASIAN/PACIFIC ISLANDERS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 7 OF 22 INDEPENDENT AGENCIES

Asian/Pacific Islander representation in the Federal Workforce (FW) was equal to or greater than their Relevant Civilian Labor Force (RCLF) representation in the following seven independent agencies: Broadcasting Board of Governors (BBG) (13.6 percent to 4.7 percent); Securities and Exchange Commission (SEC) (8.2 percent to 4.4 percent); Nuclear Regulatory Commission (NRC) (8.0 percent to 5.2 percent); Pension Benefit Guaranty Corporation (PBGC) (6.2 percent to 4.7 percent); National Aeronautics and Space Administration (NASA) (5.9 percent to 5.3 percent); Environmental Protection Agency (EPA) (5.8 percent to 5.4 percent); and General Services Administration (GSA) (4.9 percent to 4.5 percent).

Asian/Pacific Islander representation in the FW was below their representation in the RCLF in the following 15 independent agencies: National Science Foundation (NSF) (5.2 percent to 5.9 percent); Federal Communications Commission (FCC) (4.9 percent to 5.2 percent); Agency for International Development (AID) (4.7 percent to 5.5 percent); Small Business Administration (SBA) (4.1 percent to 4.7 percent); Federal Trade Commission (FTC) (3.9 percent to 4.6 percent); Social Security Administration (SSA) (3.9 percent to 4.4 percent); Federal Deposit Insurance Corporation (FDIC) (3.5 percent to 4.3 percent); Equal Employment Opportunity Commission (EEOC) (3.5 percent to 4.6 percent); National Credit Union Association (NCUA) (3.3 percent to 4.6 percent); National Labor Relations Board (NLRB) (3.0 percent to 4.6 percent); Smithsonian Institution (SI) (2.6 percent to 4.5 percent); National Archives and Records Administration (NARA) (2.5 percent to 5.0 percent); Office of Personnel Management (OPM) (2.3 percent to 4.5 percent); Railroad Retirement Board (RRB) (2.0 percent to 4.6 percent); and the Court Services and Offender Supervision Agency (CSOS) (1.6 percent to 4.6 percent).

Representation of Asian/Pacific Islanders in Independent Agencies (500+ Employees) - September 30, 2005
(RCLF percentages are unique to each agency based on agency-specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2005.

NATIVE AMERICANS IN THE FEDERAL WORKFORCE

NATIVE AMERICAN EMPLOYMENT

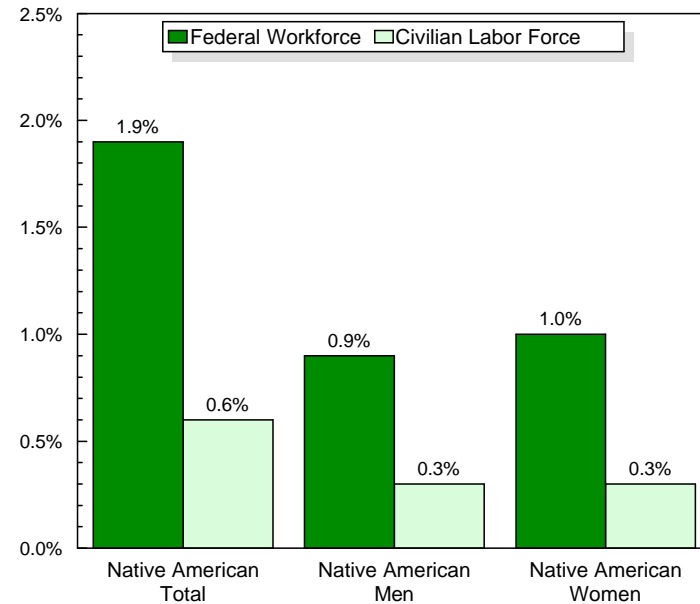
Native American employment represented 1.9 percent (32,318) of the permanent Federal Workforce (FW) as of September 30, 2005, compared to 0.6 percent of the Civilian Labor Force (CLF). The FW and CLF percentages in 2004 were 1.9 and 0.8, respectively.

Native American men represented 0.9 percent of the FW and 0.3 percent of the CLF in 2005. In 2004, these percentages were 0.9 and 0.5, respectively.

Native American women represented 1.0 percent of the FW and 0.3 percent of the CLF in 2005 and in 2004.

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

(September 2005)



NATIVE AMERICAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native American employment in professional occupations decreased by 16 to 4,982 in 2005 from 4,998 in 2004. Native Americans represented 1.2 percent of all Federal employees in this occupational category in 2005, compared to 1.3 percent in 2004.

Native American employment in administrative occupations increased by 115 to 8,611 in 2005 from 8,496 in 2004. Native Americans represented 1.4 percent of all Federal employees in this occupational category in 2005, compared to 1.5 in 2004.

Native American employment in technical occupations increased by 9, to 9,635 in 2005 from 9,626 in 2004. Native Americans represented 2.8 percent of all Federal employees in this occupational category in 2005, same as in 2004.

Native American employment in clerical occupations decreased by 65 to 3,378 in 2005 from 3,443 in 2004. Native Americans represented 3.2 percent of all employees in this occupational category in 2005, compared to 3.1 percent in 2004.

Native American employment in "other" white-collar occupations increased by 47 to 1,115 in 2005 from 1,068 in 2004. Native Americans made up 1.9 percent of this occupational category in 2005 and in 2004.

Native American employment in blue-collar occupations decreased by 23 to 4,597 in 2005 from 4,620 in 2004. Native Americans represented 2.5 percent of all Federal employees in 2005 and in 2004.

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

(September 2005)

	Native Amer. Employment	Percent of FW
Professional	4,982	1.2
Administrative	8,611	1.4
Technical	9,635	2.8
Clerical	3,378	3.2
Other	1,115	1.9
White-Collar	27,721	1.8
Blue-Collar	4,597	2.5
Total	32,318	1.9

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

Native Americans represented 5.1 percent (2,406) of all employees in General Schedule and Related (GSR) grades 1 through 4, in 2005. There were 578 Native American men and 1,828 Native American women at these grades in 2005. Native Americans in this grade group decreased by 44 since 2004.

Native Americans represented 2.9 percent (10,214) of all employees in GSR grades 5 through 8 in 2005. There were 2,890 men and 7,324 women at these grades in 2005. Native Americans in this grade group decreased by 19 since 2004.

Native Americans represented 1.7 percent (9,629) of all employees in GSR grades 9 through 12 in 2005. There were 4,314 men and 5,315 women at these grades in 2005. Native Americans in this grade group increased by 74 since 2004.

Native Americans represented 1.0 percent (3,500) of all employees in GSR grades 13 through 15 in 2005. There were 2,136 men and 1,364 women in this grade group in 2005. Native Americans in this grade group increased by 60 since 2004.

Native Americans represented 1.1 percent (1,836) of all employees in non-GSR pay plans in 2005, including 1,051 men and 785 women. Native Americans in this grade group increased by 16 since 2004.

Native Americans represented 0.9 percent (136) of all employees at the Senior Pay levels in 2005. There were 95 Native American men and 41 Native American women at these pay levels in 2005. Native Americans at Senior Pay levels increased by 3 in 2005.

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

(September 2005)

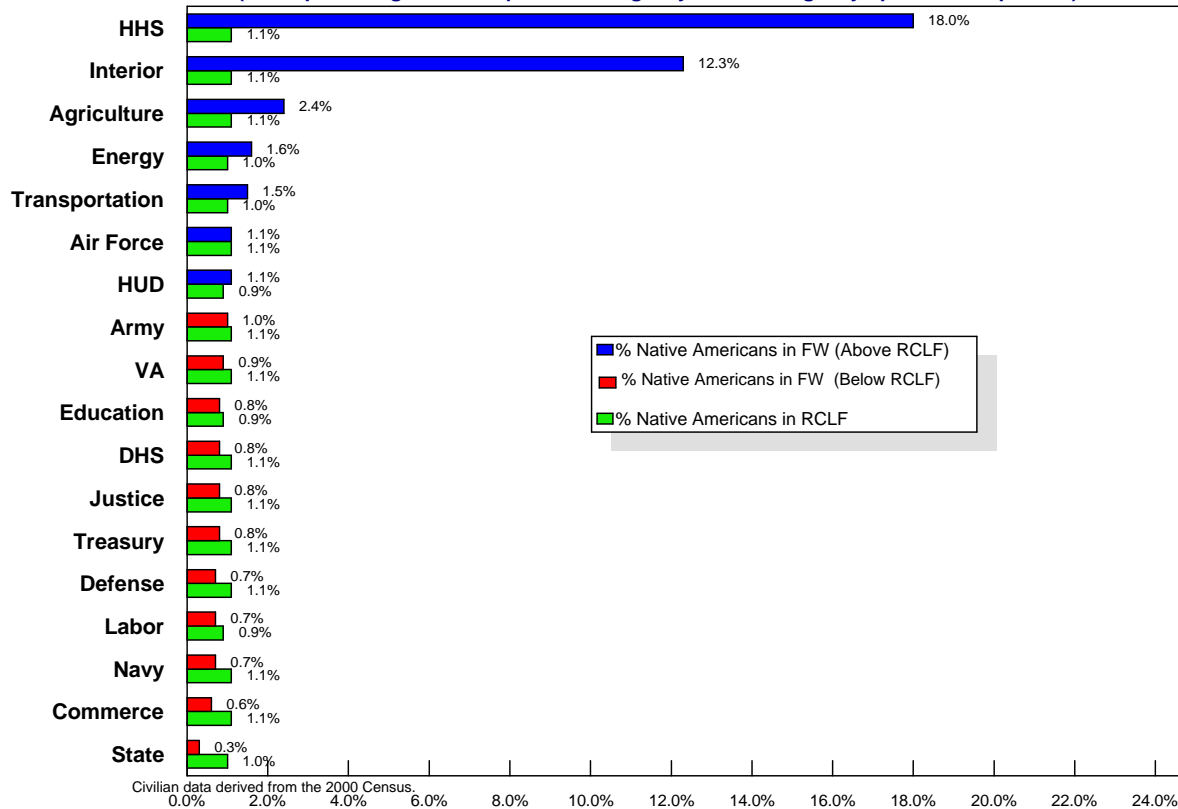
	Native Amer. Employment	Percent of FW
GSR 1-4	2,406	5.1
GSR 5-8	10,214	2.9
GSR 9-12	9,629	1.7
GSR 13-15	3,500	1.0
Non-GSR	1,836	1.1
Senior Pay	136	0.9

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

The representation of Native Americans in the Federal Workforce (FW) was equal to or greater than their representation in the Relevant Civilian Labor Force (RCLF) in the following seven Executive Departments: Health and Human Services (HHS) (18.0 percent to 1.1 percent); Interior (12.3 percent to 1.1 percent); Agriculture (2.4 percent to 1.1 percent); Energy (1.6 percent to 1.0 percent); Transportation (1.5 percent to 1.0 percent); Air Force (1.1 percent to 1.1 percent); Housing and Urban Development (HUD) (1.1 percent to 0.9 percent).

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

Representation of Native Americans in Executive Departments - September 30, 2005
(RCLF percentages are unique to each agency based on agency-specific occupations)



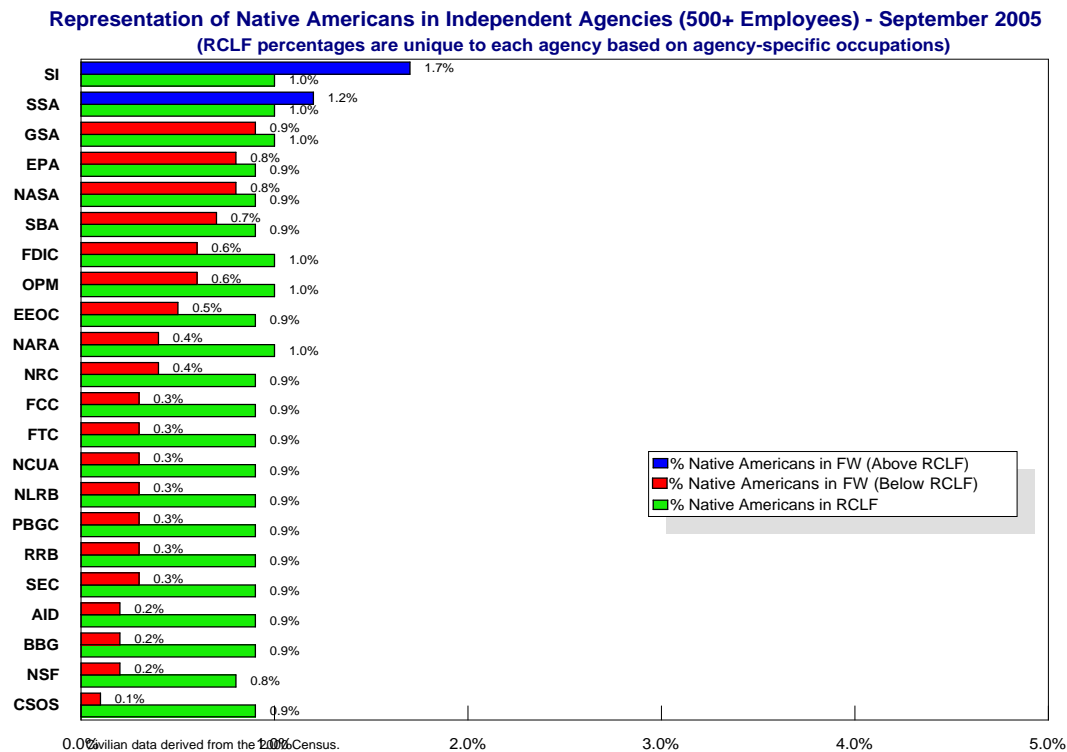
Civilian data derived from the 2000 Census.

Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2004.

NATIVE AMERICANS EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 2 OF 22 INDEPENDENT AGENCIES

Native American representation was equal to or greater than their representation in the Relevant Civilian Labor Force (RCLF) in the following two independent agencies: Smithsonian Institution (SI) (1.7 percent to 1.0 percent) and the Social Security Administration (SSA) (1.2 percent to 1.0 percent).

Native American representation in the Federal Workforce (FW) was below their RCLF representation in the following 20 independent agencies: General Services Administration (GSA) (0.9 percent to 1.0 percent); Environmental Protection Agency (EPA) (0.8 percent to 0.9 percent); National Aeronautics and Space Administration (NASA) (0.8 percent to 0.9 percent); Small Business Administration (SBA) (0.7 percent to 0.9 percent); Federal Deposit Insurance Corporation (FDIC) (0.6 percent to 1.0 percent); Office of Personnel Management (OPM) (0.6 percent to 1.0 percent); Equal Employment Opportunity Commission (EEOC) (0.5 percent to 0.9 percent); National Archives and Records Administration (NARA) (0.4 percent to 1.0 percent); Nuclear Regulatory Commission (NRC) (0.4 percent to 0.9 percent); Federal Communications Commission (FCC) (0.3 percent to 0.9 percent); Federal Trade Commission (FTC) (0.3 percent to 0.9 percent); National Credit Union Administration (NCUA) (0.3 percent to 0.9 percent); National Labor Relations Board (NLRB) (0.3 percent to 0.9 percent); Pension Benefit Guaranty Corporation (PBGC) (0.3 percent to 0.9 percent); Railroad Retirement Board (RRB) (0.3 percent to 0.9 percent); Securities and Exchange Commission (SEC) (0.3 percent to 0.9 percent); Agency for International Development (AID) (0.2 percent to 0.9 percent); Broadcasting Board of Governors (BBG) (0.2 percent to 0.9 percent); National Science Foundation (NSF) (0.2 percent to 0.8 percent); and the Court Services and Offender Supervision Agency (CSOS) (0.1 percent to 0.9 percent).



WOMEN IN THE FEDERAL WORKFORCE

WOMEN EMPLOYMENT

Women represented 43.9 percent (740,298) of the permanent Federal Workforce (FW) as of September 30, 2005, compared to 45.6 percent of the Civilian Labor Force (CLF) in 2005. The FW and CLF percentages in 2004 were 44.0 and 45.5 percent, respectively.

Black women represented 10.7 percent of the FW in 2005 and 2004. Black women represented 5.4 percent of the CLF in 2005, compared to 5.3 percent in 2004.

Hispanic women represented 3.1 percent of the FW in 2005, compared to 3.0 percent in 2004. Hispanic women represented 5.0 percent of the CLF in 2005 and in 2004.

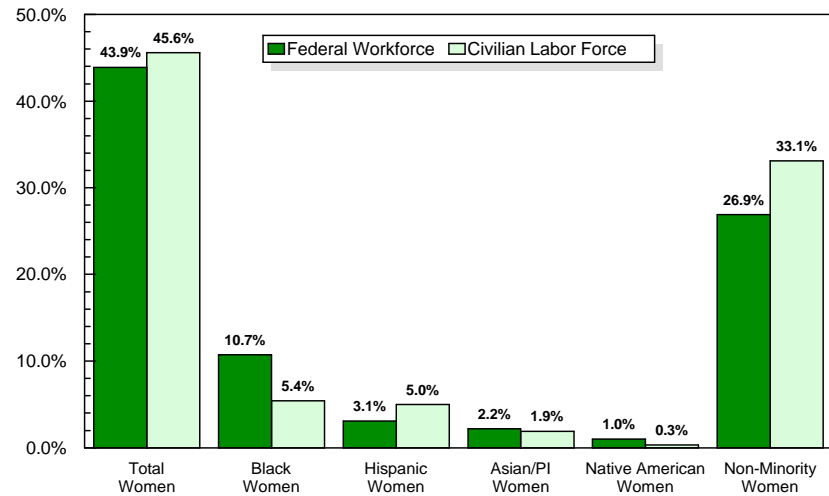
Asian/Pacific Islander women represented 2.2 percent of the FW in 2005, compared to 2.1 percent in 2004. Asian Pacific Islander women represented 1.9 percent of the CLF in 2005, compared to 1.8 percent in 2004.

Native American women represented 1.0 percent of the FW in 2005, unchanged from 2004. Native American women represented 0.3 percent of the CLF in 2005 and in 2004.

Non-minority women represented 26.9 percent of the FW in 2005, compared to 27.1 percent in 2004. Non-minority women represented 33.1 percent of the CLF in 2005 compared to 33.2 percent in 2004.

Women lag behind their representation in the Civilian Labor Force

(September 2005)



WOMEN EMPLOYMENT BY OCCUPATIONAL CATEGORY

The number of women in professional occupations increased by 2,474 to 166,287 in 2005 from 163,813 in 2004. Women represented 41.3 percent of all professional Federal employees in 2005, compared to 41.1 percent in 2004.

The number of women in administrative occupations increased by 4,390 to 267,841 in 2005 from 263,451 in 2004. Women represented 45.0 percent of all Federal employees in this occupational category in 2005 and in 2004.

The number of women in technical occupations decreased by 4,216 to 195,747 in 2005 from 199,963 in 2004. Women represented 57.5 percent of all Federal employees in this occupational category in 2005, compared to 57.6 percent in 2004.

The number of women in clerical occupations decreased by 4,075 to 84,578 in 2005 from 88,653 in 2004. Women represented 79.8 percent of all Federal employees in this occupational category in 2005, compared to 80.7 percent in 2004.

The number of women in "other" white-collar occupations decreased by 30 to 7,279 in 2005 from 7,309 in 2004. Women represented 12.6 percent of all Federal employees in this occupational category in 2005, compared to 12.9 in 2004.

The number of women in blue-collar occupations increased by 125 to 18,566 in 2005 from 18,441 in 2004. The representation of women in this occupational category was 10.0 percent in 2005, compared to 9.9 percent in 2004.

Women as a Percent of All Employees in each Occupational Category

(September 2005)

	<u>Women Employment</u>	<u>Percent of FW</u>
Professiona	166,287	41.3
Administrative	267,841	45.0
Technical	195,747	57.5
Clerical	84,578	79.8
Other	7,279	12.6
White-Collar	721,732	48.1
Blue-Collar	18,566	10.0
Total	740,298	43.9

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

Women represented 68.5 percent (32,173) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2005. Women in this grade group decreased by 1,437 since 2004.

Women represented 64.9 percent (226,071) of all employees in GSR grades 5 through 8. Women in this grade group decreased by 5,821 since 2004.

Women represented 46.1 percent (258,076) of all employees in GSR grades 9 through 12. Women in this grade group increased by 904 since 2004.

Women represented 34.1 percent (124,827) of all employees in GSR grades 13 through 15. Women in this grade group increased by 5,196 since 2004.

Women represented 46.3 percent (76,397) of all employees in non-GSR pay plans. Women in this grade group decreased by 401 since 2004.

Women represented 26.5 percent (4,188) of all employees at the Senior Pay levels. The number of women at Senior Pay levels increased by 102 since 2004.

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

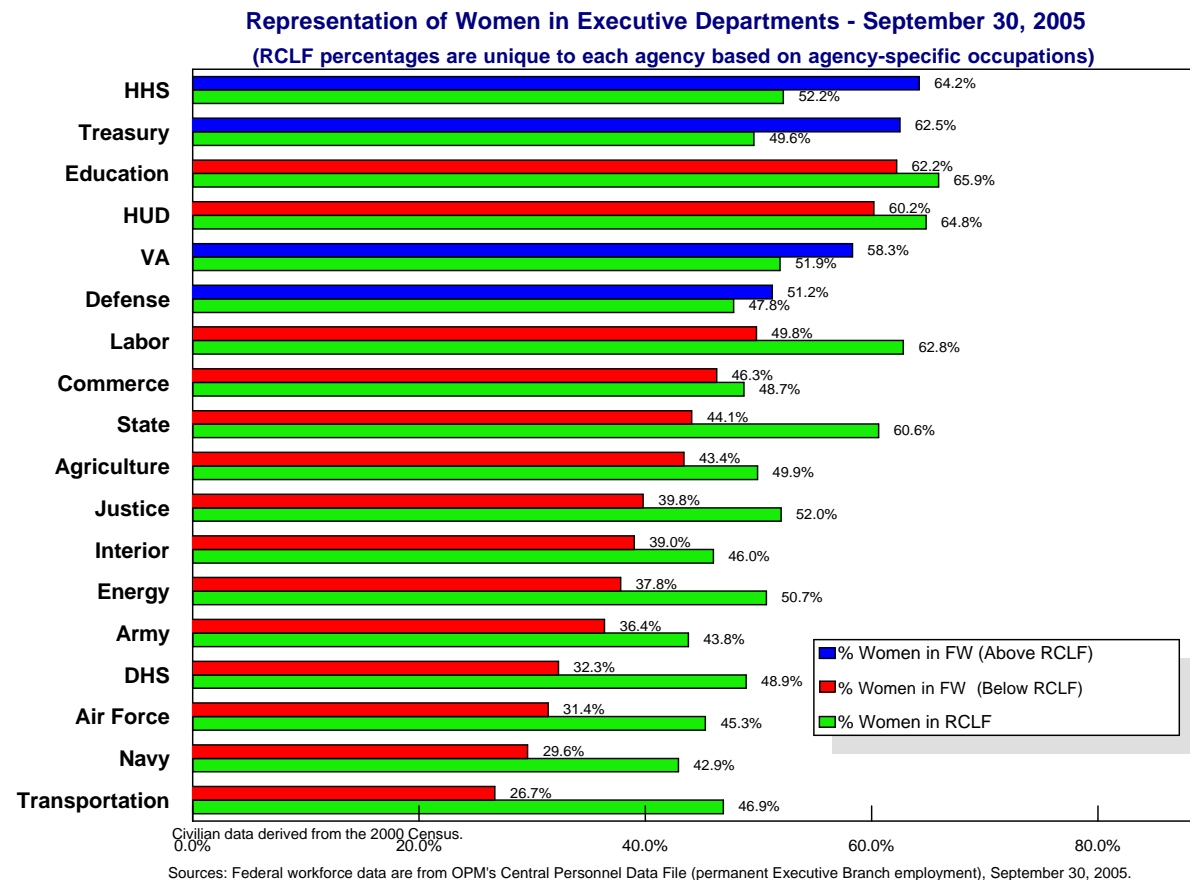
(September 2005)

	<u>Women Employment</u>	<u>Percent of FW</u>
GSR 1-4	32,173	68.5
GSR 5-8	226,071	64.9
GSR 9-12	258,076	46.1
GSR 13-15	124,827	34.1
Non-GSR	76,397	46.3
Senior Pay	4,188	26.5

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

The representation of women in the Federal Workforce (FW) was equal to or greater than their Relevant Civilian Labor Force (RCLF) representation in the following four Executive Departments: Health and Human Services (HHS) (64.2 percent to 52.2 percent); Treasury (62.5 percent to 49.6 percent); Veterans Affairs (VA) (58.3 percent to 51.9 percent); and Defense (51.2 percent to 47.8 percent).

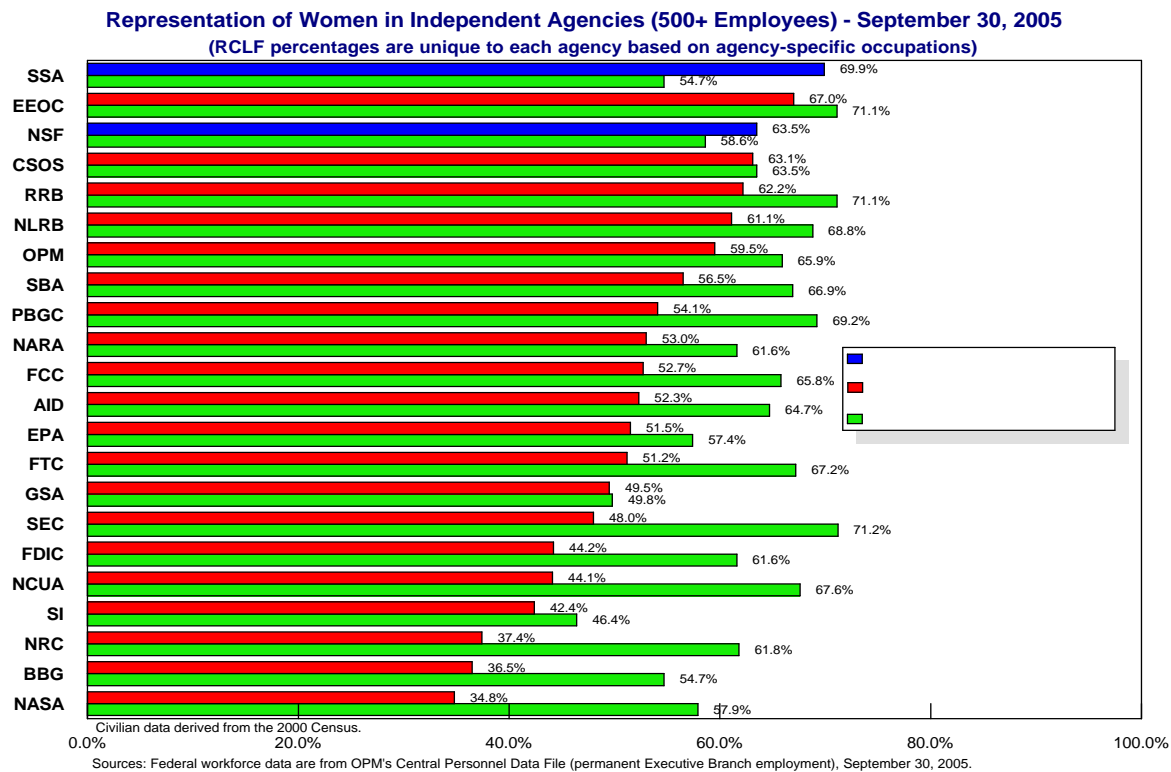
The FW representation of women was less than their RCLF representation in the following 14 Executive Departments: Education (62.2 percent to 65.9 percent); Housing and Urban Development (HUD) (60.2 percent to 64.8 percent); Labor (49.8 percent to 62.8 percent); Commerce (46.3 percent to 48.7 percent); State (44.1 percent to 60.6 percent); Agriculture (43.4 percent to 49.9 percent); Justice (39.8 percent to 52.0 percent); Interior (39.0 percent to 46.0 percent); Energy (37.8 percent to 50.7 percent); Army (36.4 percent to 43.8 percent); Homeland Security (DHS) (32.3 percent to 48.9 percent); Air Force (31.4 percent to 45.3 percent); Navy (29.6 percent to 42.9 percent); and Transportation (26.7 percent to 46.9 percent).



WOMEN EQUALLED OR EXCEEDED THEIR RCLF REPRESENTATION IN 2 OF 22 INDEPENDENT AGENCIES

The representation of women in the Federal Workforce (FW) was equal to or greater than their Relevant Civilian Labor Force (RCLF) representation in the following two independent agencies: Social Security Administration (SSA) (69.9 percent to 54.7 percent) and the National Science Foundation (NSF) (63.5 percent to 58.6 percent).

The representation of women in the FW was below their representation in the RCLF in the following 20 independent agencies: Equal Employment Opportunity Commission (EEOC) (67.0 percent to 71.1 percent); Court Services and Offender Supervision Agency (CSOS) (63.1 percent to 63.5 percent); Railroad Retirement Board (RRB) (62.2 percent to 71.1 percent); National Labor Relations Board (NLRB) (61.1 percent to 68.8 percent); Office of Personnel Management (OPM) (59.5 percent to 65.9 percent); Small Business Administration (SBA) (56.5 percent to 66.9 percent); Pension Benefit Guaranty Corporation (PBGC) (54.1 percent to 69.2 percent); National Archives and Records Administration (NARA) (53.0 percent to 61.6 percent); Federal Communications Commission (FCC) (52.7 percent to 65.8 percent); Agency for International Development (AID) (52.3 percent to 64.7 percent); Environmental Protection Agency (EPA) (51.5 percent to 57.4 percent); Federal Trade Commission (FTC) (51.2 percent to 67.2 percent); General Services Administration (GSA) (49.5 percent to 49.8 percent); Securities and Exchange Commission (SEC) (48.0 percent to 71.2 percent); Federal Deposit Insurance Corporation (FDIC) (44.2 percent to 61.6 percent); National Credit Union Association (NCUA) (44.1 percent to 67.6 percent); Smithsonian Institution (SI) (42.4 percent to 46.4 percent); Nuclear Regulatory Commission (NRC) (37.4 percent to 61.8 percent); Broadcasting Board of Governors (BBG) (36.5 percent to 54.7 percent); and the National Aeronautics and Space Administration (NASA) (34.8 percent to 57.9 percent).



AGENCY FEORP INITIATIVES: AN OVERVIEW

AGENCY FEORP INITIATIVES

In FY 2005, agencies continued their human resources (HR) initiatives in support of the Federal Equal Opportunity Recruitment Program (FEORP) as well as their overall human resources needs. Significant HR initiatives, described in individual agency submissions, serve as a resource for agencies to use in developing their own programs. The HR initiatives fall into four categories: **workforce planning, recruitment and outreach, mentoring, and career development opportunities.**

Workforce Planning

The **Department of Homeland Security (DHS)** established four Department-level cross-functional teams to identify impediments to equality of opportunity and access in its personnel practices, management practices, and procedures relative to recruitment, hiring, career development, and retention activities associated with eight DHS high-profile occupations.

The **Pension Benefit Guaranty Corporation (PBGC)** conducted its annual analysis of the representation of minorities and women in the agency's workforce by grade, occupation, and series. This analysis facilitated the identification of targeted recruitment strategies and objectives as part of its overall recruitment.

The **Department of Veterans Affairs (VA)** provided online data tools to managers and supervisors allowing them to track workforce changes on a monthly basis.

Recruitment and Outreach

The **Defense Contract Management Agency (DCMA)** participated in the Federal Workforce Recruitment Program for College Students with Disabilities and hired 18 students with severe disabilities from various colleges and universities nationwide.

The **Department of Agriculture (USDA)** has a national team of recruiters in every State to reach a broad-based, diverse applicant pool. This recruitment team was comprised of agency recruiters, senior managers, tribal liaisons, and liaisons assigned to Historically Black Colleges and Universities (HBCUs), and Hispanic Serving Institutions (HSIs) liaisons, as part of its overall recruitment.

The **Department of Commerce (Commerce)** continued working with the University of Puerto Rico at Mayaguez to enhance curricula in the areas of meteorology, atmospheric physics, and atmospheric thermodynamics. Through this effort, Commerce expects to prepare students with mission critical competencies for employment opportunities with the agency. In FY 2005, the National Oceanic and Atmospheric Administration (NOAA) pursued opportunities for hiring diverse candidates, including minorities and women, into scientific positions through the NOAA Educational Partnership Program. The Census Bureau visited minority serving institutions, including their newest partners, Salish Kootenai College and Brigham Young University at Hawaii, to attract diverse candidates. These efforts resulted in the hiring of 10 students for mission-critical jobs.

The **Department of Defense (DoD)** launched a number of new initiatives to ensure a diverse workforce, including DoD 2005 Career Fair Extravaganza in Puerto Rico. Recruiters were on site at the Polytechnic University and University of Puerto Rico to discuss career opportunities with students and recruit qualified applicants. The Department of the Air Force established a coalition with the Hispanic Association of Colleges and Universities (HACU) focusing on creating a pipeline of diverse, qualified scientists and engineers for their workforce.

The **Department of Education (ED)** provided managers and supervisors with a nationwide listing of colleges and universities with degree programs related to some of ED's most pressing human capital needs. The nationwide listing included 900 contacts at educational institutions offering a broad range of academic programs. Managers and supervisors used this list to focus their on-campus recruitment, information sessions, and attendance at job fairs.

The **Department of Energy (DOE)** Future Leaders Program was designed to develop highly qualified science, engineering and business candidates for future leadership roles. Among many recruitment sources, DOE targeted HBCUs, HSIs, and veterans' organizations. Of the 29 new hires for this program, 64 percent were minorities and women. One major component within DOE hired 390 employees in FY 2005, of which 49 percent were women and minorities.

The **Department of Homeland Security (DHS)** sent weekly electronic mail messages (List Serve) to more than 1,000 organizations regarding job openings. These organizations include colleges and universities, professional societies, bar associations, and advocacy groups.

The **Department of Labor (DOL)** hired 14 Masters of Business Administration (MBA) fellows participants from DOL's fourth class of MBA Fellows Program. Of the participants, ten were minorities and females.

The **Department of State (State)** continued its recruitment and outreach program to achieve a diverse workforce. In FY 2005, the State Department targeted HBCUs, and other targeted schools with significant African American enrollment; 24 HSIs and HACU associate members; 19 schools with significant Asian/Pacific American enrollment; and targeted schools with significant Native American enrollment. In FY 05, 56 percent of the total participants in student programs were women. Of the 1,914 students hired, 305 (15.9%) were Black, 125 (6.5%) were Hispanic, 137 (7.2%) were Asian/Pacific Islander, and 12 (0.6%) were Native American.

The **Department of Transportation (DOT)** Federal Motor Carrier Service Administration conducted successful outreach to HBCUs and non-profit organizations. Of the total hires, 33 percent were Black, 22 percent were Hispanic, one percent was Asian/Pacific Islander, one percent was Native American, and 41 percent were women. The Pipeline and Hazardous Materials Safety Administration began formal outreach with its first ever advertising campaign and training events for applicants at local colleges. In FY 2005, 51 percent of the hires were minorities.

The **Department of the Treasury (Treasury)** used its Hispanic Serving Institutions National Internship Program (HSINIP) to provide employment opportunities to diverse students. In FY 2005, Treasury hired 69 HSINIP interns. Treasury also participated in the Workforce Recruitment Program hiring 15 interns.

The **National Archives and Records Administration (NARA)** participated in numerous recruitment fairs at colleges, universities, professional history/archival societies, and organizations with high enrollment of students, including women and minorities, in an effort to make NARA more representative of the public it serves. In FY 2005, NARA had 532 accessions. Women represented 53.4 percent of hires. Women and minorities combined comprised 64.8 percent of the hires.

The **National Aeronautics and Space Administration (NASA)** used the Federal Career Intern Program (FCIP) to hire 58 college graduates, of which nine percent were Asian/Pacific Islander, nine percent Black, ten percent Hispanic, and 38 percent White. NASA's college recruitment program provided a link to the agency's student research and grant programs. For example, 33 percent of those hired had been involved in NASA-sponsored educational programs.

The **Nuclear Regulatory Commission (NRC)** attended 81 recruitment activities at universities and professional conferences. Of the 81 recruitment events, 57 were minority-focused. This effort identified a significant number of highly-qualified, diverse entry-level candidates, as well as mid- to upper-level candidates for technical and administrative positions.

The **Social Security Administration (SSA)** implemented a national recruitment plan which outlines SSA's recruitment strategies to recruit highly qualified and diverse candidates. In FY 2005, 48.1 percent of the total hires were minorities, and 62.4 percent were women.

Mentoring

The **Broadcasting Board of Governors (BBG)** continued its mentoring program for employees at the GS-4 to GS-13 grade levels. Employees participated in career development training, created individual developmental plans, and received one-on-one counseling.

The **Department of Transportation (DOT)** Maritime Administration encouraged managers and supervisors to participate in the agency's mentoring program called "Working to Achieve Your Vision of Excellence and Success." This mentoring program encourages employees to develop and enhance skills, education, and training opportunities to increase effectiveness in their jobs.

The **Equal Employment Opportunity Commission (EEOC)** participated in the "Disabilities Mentoring Day" sponsored by the American Association of People with Disabilities. This event provided employers with an opportunity to recruit interns, tap a pool of potential recruits, develop lasting relationships with disability community leaders, demonstrate positive leadership in their communities, and attract positive media attention.

The **Securities and Exchange Commission (SEC)** expanded its summer intern mentoring program to include graduate business students in addition to law students. SEC also implemented a mentoring program for entry-level hires into the "Advance Commitment Program" for law school graduates and Business Associates Program. This is a two-year program geared toward MBA students.

Career Development Opportunities

The **Department of Commerce (Commerce)** developed a "Career Counseling Pilot Program" designed to offer a variety of services to include individual career assessments, individual career counseling, and training workshops on topics such as career planning and interviewing techniques.

The **Department of Defense (DoD)** Leadership and Management Program was a major component of DoD's succession management strategy. Thirty-six percent of the participants were women and 18.2 percent were minorities. Of these participants, 35 percent of the women and 15 percent of the minorities received SES or equivalent positions. The Defense Logistics Agency Program for Developing Managers offered professional development opportunities to its workforce. Of the 20 participants, 18 were women and 4 were Black.

The **Department of Labor (DOL)** Employee Benefits Security Administration used OPM's supervisory and managerial leadership training program to provide employees with an opportunity to obtain competencies, knowledge, skills, and abilities needed to become better qualified for higher level positions. Of the 55 employees attending supervisory training, 35 were minorities and women.

The **Department of Transportation (DOT)** sponsored three departmentwide career development programs: "So You Want to Be a Leader" (pre-supervisory program), "Leaders for Tomorrow" (mentoring program), and the GS-15 Executive Pipeline (executive development program), which contribute to the retention and advancement of DOT employees.

The **Department of the Treasury (Treasury)** sponsored competitive leadership developmental programs such as the Treasury Executive Leadership Program (GS-15-SES), the Management Development Program (GS-13-14), and the Leadership Training Program (GS-15). These programs are advertised to all Treasury employees.

The **Equal Employment Opportunity Commission (EEOC)** announced, recruited, and selected participants for the “Staff Development Enhancement Program”, of which six were women. The program’s focus is to prepare support staff, through on-the-job training and other developmental experiences, to assume the position of Investigator.

The **Nuclear Regulatory Commission (NRC)** has a variety of opportunities for the staff to develop their backgrounds for future assignments. The Leadership Potential Program is a 12-month program to develop managerial and leadership competencies. The FY 2005 class was comprised of 28 participants, of which 6 were minorities, and 7 were women.

The **Office of Personnel Management** provided a wide range of training and developmental opportunities for its employees, including minorities and women, through centrally-funded leadership development programs, as well as developmental programs sponsored by program offices. Five females attended the Federal Executive Institute to develop creative thinking skills and increase their leadership potential.

The **Social Security Administration (SSA)** had 32,767 training opportunities in FY 2005. Minorities received 43.4 percent of this training while comprising 45.5 percent of the workforce. Women received 66.9 percent of the training while comprising 69.9 percent of the workforce.

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AGENCIES REQUIRED TO SUBMIT REPORTS

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

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

DATA COVERAGE AND DEFINITIONS

On-board Federal employment statistics used in this report are dated September 30, 2005. All data are produced from the Office of Personnel Management's (OPM) Central Personnel Data File (CPDF). The Federal Workforce (FW) referred to in this report is not the entire FW, but rather only permanent employees in those non-postal Federal Executive Branch agencies participating in the CPDF. This report covers workers in all pay plans including General Schedule and Related (GSR) pay plans, Non-GSR pay plans, blue-collar pay plans, and employees at Senior Pay levels. Senior Pay level employment includes employees in the Senior Executive Service (SES), Senior Foreign Service, and other employees earning salaries above grade 15 step 10 of the General Schedule, but excludes those employees under the Executive Schedule (pay plan EX). All reference made to the General Schedule pay plan in this report actually refers to General Schedule and Related (GSR) pay plans. Only those agencies with 500 or more permanent employees are displayed in this report.

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

The **Relevant Civilian Labor Force (RCLF)** is the Civilian Labor Force (CLF) data that are directly comparable (or relevant) to the occupational population being considered in the FW. For example, we would compare Black engineers employed in the Federal workforce with Black engineers reported in the RCLF. In this report, the RCLF varies from agency to agency because of the differing occupational mix within each agency.

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

Occupational categories discussed in this report are white-collar and blue-collar. The white-collar category contains Professional, Administrative, Technical, Clerical or "Other" white-collar occupations. Professional occupations typically require a baccalaureate or professional degree and, along with Administrative occupations, are the usual sources for selections to senior management and executive positions. Positions in Technical, Clerical, Other, and blue-collar occupations usually are limited to lower grades with limited opportunity for promotion to management levels. Advancement in these occupations often depends on individual attainment of further education or advanced skills. Employment data in this report are presented by occupational category and grade groups to provide a more informative profile.

NOTE: STATISTICS IN THIS REPORT MAY VARY FROM OTHER FEORP RELEASES BECAUSE OF DIFFERENCES IN COVERAGE (e.g., AGENCY, WORK SCHEDULE, TENURE, and DATES). ALSO, PERCENTAGES SHOWN IN THIS REPORT MAY NOT ADD TO TOTALS OF 100 DUE TO INDEPENDENT ROUNDING.

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