

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Federal Equal Opportunity Recruitment Program (FEORP) Report to Congress

Fiscal Year 2014



A MESSAGE FROM THE DIRECTOR OF THE U.S. OFFICE OF PERSONNEL MANAGEMENT (OPM)

I am pleased to submit the annual Federal Equal Opportunity Recruitment Program (FEORP) Report for Fiscal Year (FY) 2014 to Congress. Prepared in accordance with the requirements of title 5, United States Code, section 7201, this report provides statistical data on employment in the Federal workforce and highlights human capital practices Federal agencies are using to recruit, develop, and retain talented Federal employees.

Findings for FY 2014

In Fiscal Year 2014, the percentage of minorities in the Federal workforce increased by 0.4 percent from 34.9 percent in FY 2013 to 35.3 percent in FY 2014. The Federal workforce is 18.1 percent Black, 8.4 percent Hispanic, 5.6 percent Asian, 0.4 percent Native Hawaiian/Pacific Islander, 1.7 percent American Indian/Alaska Native, 1.2 percent Non-Hispanic/Multi-Racial, and 64.7 percent White. Men comprised 56.8 percent of all Federal permanent employees and women 43.2 percent.

The Senior Executive Service (SES) is more diverse than ever before, although there is still some under-representation, pursuant to the statutory definition, as to women and minorities. The SES is 11.8 percent Black, 4.4 percent Hispanic, 3.2 percent Asian, 0.2 percent Native Hawaiian/Pacific Islander, 1.2 percent American Indian/Alaska Native, and 0.6 percent Non-Hispanic/Multi-Racial. In addition, women now make up 33.9 percent of the SES, which is a 0.2 percent increase from FY 2013.

OPM Initiatives

OPM remains committed to furthering the goals of Executive Order 13583, *Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*, Executive Order 13518, *Employment of Veterans in the Federal Government*, Executive Order 13548, *Increasing Federal Employment of Individuals with Disabilities*, and Executive Order 13562, *Recruiting and Hiring Students and Recent Graduates*.

In order to further the goals set-forth in these executive orders, OPM developed a Recruitment, Engagement, Diversity and Inclusion (REDI) Roadmap that will be rolled out in FY 2015. The REDI Roadmap is OPM's commitment to the People and Culture pillar of the President's Management Agenda. REDI helps agencies across government drive other key Presidential initiatives such as diversity and inclusion, closing the skills gap, and fulfilling our commitments to veterans and peoples with disabilities.

At its core, REDI is based on three ideas: Decisions are based on data. Digital tools are used to attract and engage a model workforce. And, customer service and stakeholder partnerships are at the heart of everything we do.

When it comes to recruitment, the REDI roadmap outlines efforts to improve the way the Federal government attracts, recruits, and hires new talent. OPM is helping agencies identify and eliminate any barriers to recruiting and hiring the diverse talent they need.

REDI also focuses on employee engagement and leadership development. Research shows that engagement not only drives productivity and effectiveness in the work place, it is also tied to service, quality, safety, and retention.

Last year we reported that OPM was in the process of creating a 2nd generation Government-Wide Diversity and Inclusion Strategic Plan (the Plan). I am happy to report that the Plan will be released in FY 2016. The 2015 Government-Wide Inclusive Diversity Strategic Plan will outline the second phase of the implementation of the President's Executive Order 13583, *Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*. It is anticipated that the Plan will apply the lessons learned from the implementation of the 2011 Government-Wide and agency-specific Diversity and Inclusion Strategic Plans and provide Federal Departments and agencies (agencies) a new path forward to foster a Federal workforce that includes and engages Federal employees drawn from all segments of society. This Strategic Plan will align with the President's Management Agenda and focus agencies on areas where we believe they can achieve additional results in the next two years.

OPM renewed the Hispanic Council on Federal Employment (Council) through 2016. This Council, which brings together leaders from the Hispanic community, Human Resources (HR), Equal Employment Opportunity (EEO), and Diversity and Inclusion (D&I), is actively advising the Director of OPM on specific practices and recommendations related to the recruitment, hiring, retention, and advancement of Hispanics in the Federal workplace.

OPM continues to recognize applicant flow data as an important tool that can be used to assess the effectiveness of recruitment and outreach, and thus inform future hiring efforts. Analysis of applicant flow data assists agencies in identifying any barriers and implementing successful practices at each stage of the hiring process, including application, qualification, referral and selection. Going forward, OPM will continue to provide agencies technical assistance and training on applicant flow data.

OPM strongly encourages agencies to utilize the D&I Dashboard to further assist agencies in strategic planning and analyzing results. The D&I Dashboard housed at <http://www.opm.gov/policy-data-oversight/diversity-and-inclusion/federal-workforce-at-a-glance/>, provides agencies with demographic data, which encompasses hiring, group attrition, and employee inclusion perceptions. Utilizing both results from the Federal Employee Viewpoint Survey (FEVS) and Enterprise Human Resources Integration (EHRI) data, the D&I Dashboard formats information in such a way that it can be explored and easily understood. The Dashboard also promotes transparency and allows agencies to see the D&I efforts of other agencies.

All of these efforts are designed to provide agencies with the foundation and support they need to support the Federal government's goals to recruit, retain, and honor a world-class workforce to serve the American people.

Respectfully,

Beth F. Cobert
Acting Director

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EXECUTIVE SUMMARY

This report is submitted pursuant to 5 U.S.C. § 7201 and the regulations promulgated to implement it. OPM's work in this area is also informed by the merit system principles, which envision a workforce drawn from all segments of society, and the statutes, rules, and regulations governing the civil service, which govern competition for civil service positions. In addition, on August 18, 2011, President Obama signed Executive Order 13583, *Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*. OPM remains committed to ensuring that Federal departments and agencies have comprehensive strategies to drive and integrate diversity and inclusion practices to recruit, hire, and retain talented individuals drawn from all segments of society to help sustain a diverse and inclusive workforce.

Background

The Executive Order directs executive departments and agencies (agencies) to develop and implement a more comprehensive, integrated, and strategic focus on diversity and inclusion as a key component of their human resources strategies.

Creating a diverse Federal workforce that draws from all segments of society requires sustained commitment to ensuring a level playing field upon which applicants and employees may compete for opportunities within government. Sustaining the highest levels of integrity and professionalism through new outreach and recruiting efforts is paramount to achieving the strategic vision set out in this Plan.

Finally, the Executive Order directed agencies to identify and adopt best practices to promote diversity and inclusion and to identify and remove any barriers to equal employment opportunity, consistent with merit system principles and applicable law. To this end, agencies were asked to submit their successful or promising practices from the agency-specific Diversity and Inclusion Strategic Plans. This report highlights some of those successful practices.

FEORP Composition of Federal Workforce at a Glance

	Representation of the Federal Workforce		Representation in Senior Executive Service	
	FY 2013	FY 2014	FY 2013	FY 2014
Men	56.6	56.8	66.3	66.1
Women	43.4	43.2	33.7	33.9
Hispanic or Latino	8.3	8.4	4.1	4.4
White	65.1	64.7	80.1	79.3
Black or African American	18.0	18.1	10.8	11.1
Asian	5.5	5.6	3.0	3.2
Native Hawaiian / Pacific Islander	0.4	0.4	0.1	0.2
American Indian / Alaska Native	1.7	1.7	1.2	1.2
Non-Hispanic Multi-Racial	1.1	1.2	0.7	0.6

Major findings in the FY 2014 FEORP Report are:

- The percentage of minorities in the Federal Workforce increased by 0.4 percent to 35.3 percent in FY 2014 from 34.9 percent in FY 2013, which is notably greater than the percentage of the Civilian Labor Force that is comprised by minorities (32.5 percent). The Federal Workforce is 18.1 percent Black, 8.4 percent Hispanic, 5.6 percent Asian, 0.4 percent Native Hawaiian/Pacific Islander, 1.7 percent American Indian/Alaska Native, 1.2 percent Non-Hispanic/Multi-Racial, and 64.7 percent White. Minorities as a whole constituted 35.3 percent of the Federal Workforce.
- Black employees represented 18.1 percent (343,663) of the permanent Federal Workforce as of September 30, 2014, compared to 18 percent in FY 2013.
- Hispanic employees represented 8.4 percent (159,540) of the permanent Federal Workforce as of September 30, 2013, compared to 8.3 percent in FY 2013.
- Asian employees represented 5.6 percent (106,111) of the permanent Federal Workforce as of September 30, 2013, compared to 5.5 percent in FY 2013.
- Native Hawaiian/Pacific Islander employees represented 0.4 percent (8,486) of the permanent Federal Workforce as of September 30, 2014, the same as in FY 2013.
- American Indian/Alaska Native employees represented 1.7 percent (31,409) of the permanent Federal Workforce as of September 30, 2014, that same as in FY 2013.
- White employees represented 64.7 percent (1,229,456) of the permanent Federal Workforce as of September 30, 2014, compared to 65.1 percent in FY 2013.
- Non-Hispanic Multi-Racial employees represented 1.2 percent (22,752) of the permanent Federal Workforce as of September 30, 2014, compared to 1.1 percent in FY 2013.
- Women comprised 43.2 percent (821,899) of all Federal permanent employees as of September 30, 2014, compared to 43.4 percent in FY 2013.
- Men comprised 56.8 percent (1,079,518) of all Federal permanent employees as of September 30, 2014, compared to 56.6 percent in FY 2013.
- The percentage of minorities in the Senior Executive Service (SES) increased by 0.8 percent to 20.7 in FY 2014, compared to 19.9 percent in FY 2013. The SES is 11.1 percent Black, 4.4 percent Hispanic, 3.2 percent Asian, 0.2 percent Native

Hawaiian/Pacific Islander, 1.2 percent American Indian/Alaska Native, and 0.6 percent Non-Hispanic/Multi-Racial.

- The percentage of women in the Senior Executive Service (SES) increased by 0.2 percent from 33.7 percent in FY 2013 to 33.9 percent in FY 2014.

Federal Agencies' FEORP Report Submissions

In an effort to consolidate reporting requirements that necessitate similar information and provide meaningful guidance to the agencies, OPM once again requested that Federal agencies jointly submit their FEORP Report and their Hispanic Employment Report (*see* Executive Order 13171, (October 12, 2000)). Agencies were provided with the opportunity to include successful practices and planned activities that have been shown to improve the recruitment, career development, and retention of women and other minorities, consistent with merit system principles. OPM requested information about the status of their applicant flow analysis, as well as data regarding mentoring programs, leadership development programs, D&I Councils, and D&I training.

Agency successful practices can be found in the section titled *Agency FEORP Current Promising/Practices* on page 84 of this report.

DATA COVERAGE AND DEFINITIONS

On-board Federal employment statistics used in this report are as of September 30, 2014. All data are produced from OPM's Enterprise Human Resources Integration (EHRI). The Federal Workforce referred to in this report is not the entire Federal Workforce but rather only permanent employees in those non-postal Federal Executive Branch agencies participating in the EHRI. This report covers workers in all pay plans including General Schedule and Related (GSR) pay plans, non-GSR pay plans, blue-collar pay plans, and employees at Senior Pay levels.

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

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

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

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

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

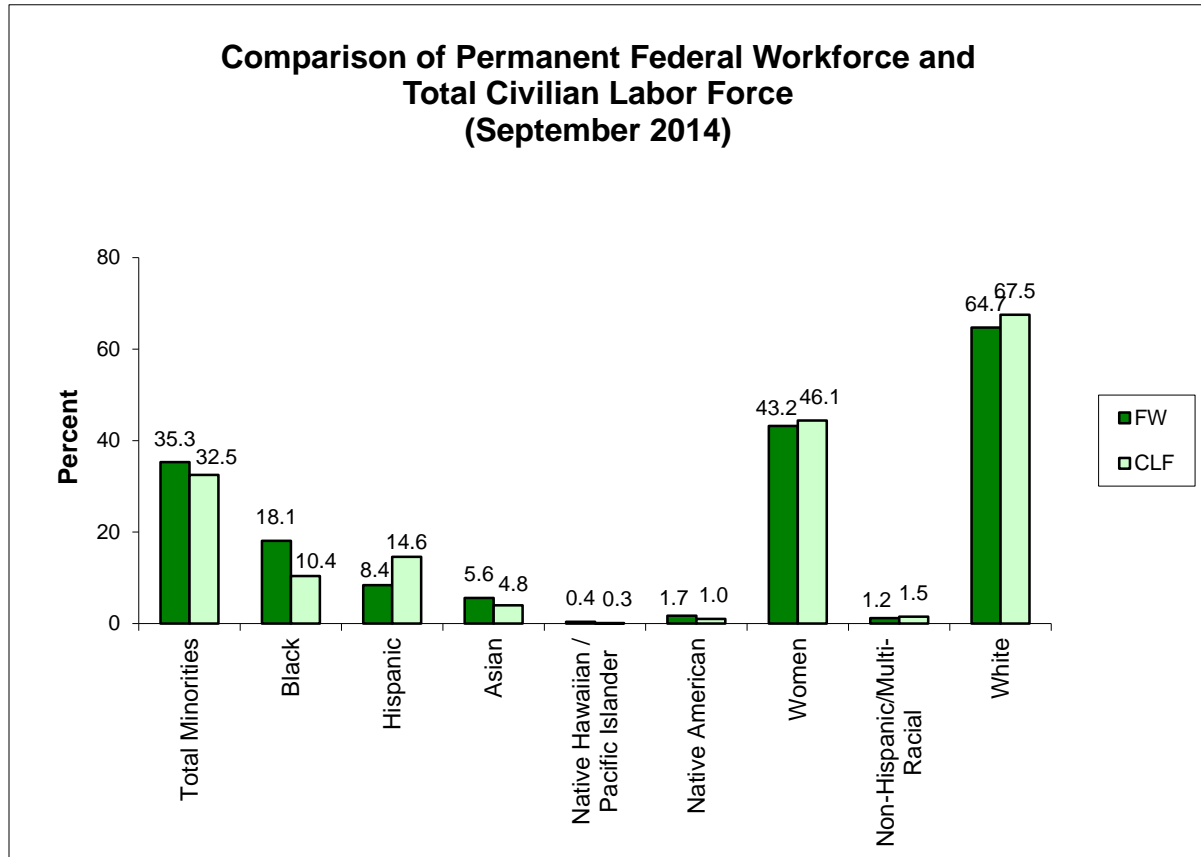
Underrepresentation, as defined in 5 CFR § 720.202(a), means "a situation in which the number of women or members of a minority group within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage of women or the minority group constitutes within the CLF 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 to provide a more informative profile.

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

FEDERAL WORKFORCE

TOTAL FEDERAL WORKFORCE EMPLOYMENT¹



The percentage of minorities in the Federal Workforce increased by 0.4 percent to 35.3 percent in FY 2014 from 34.9 percent in FY 2013.

- Blacks represented 18.1 percent (343,663) of the Federal Workforce in 2014, compared to 18 percent (345,142) in FY 2013. The representation of Blacks in the CLF was 10.4 percent in 2014 compared to 10.2 in 2013.
- Hispanics represented 8.4 percent (159,540) of the Federal Workforce in 2014, compared to 8.3 percent (159,075) of the Federal Workforce in 2013. The representation of Hispanics in the CLF² was 14.6 percent in 2014, compared to 14.3 in 2013.
- Asians represented 5.6 percent (106,111) of the Federal Workforce in 2014, compared to 5.5 percent (104,808) in FY 2013. The representation of Asians in the CLF³ was 4.8 percent in 2014, compared to 4.8 in 2013.

¹ Detail percentages may not add to total due to rounding.

² Although Hispanics, taken as a whole, make up 14.6 percent of the Civilian Labor Force (CLF), that number drops to 10.1 percent of the CLF when only U.S. citizens (including those in Puerto Rico) are counted. (citizenship is a requirement for most Federal positions.) Citizenship-based CLF calculations are based on the Equal Employment Opportunity (EEO) Tabulation of 5-year ACS data.

³ Although Asians make up 4.0 percent of the Civilian Labor Force (CLF), that number drops to 3.6 percent of the CLF, when only U.S. citizens are counted. As noted above, citizenship is a requirement for most Federal

- Native Hawaiian/Pacific Islanders represented 0.4 percent (8,486) of the Federal Workforce in 2014, and 0.4 percent (7,995) in FY 2013. The representation of Native Hawaiian/Pacific Islanders in the CLF was 0.3 percent in 2014, compared to 0.4 percent FY 2013.
- American Indian/Alaska Natives represented 1.7 percent (31,409) of the Federal Workforce in 2014 and 1.7 percent (31,926) in FY 2013. American Indian/Alaska Natives representation in the CLF was 1.0 percent in FY 2014 compared to 0.9 percent in FY 2013.
- Non-Hispanic Multi-Racial employees represented 1.2 percent (22,752) of the Federal Workforce in 2014 compared to 1.1 percent (20,885) in FY 2013. The representation of Non-Hispanic Multi-Racial employees in the CLF was 1.5 percent in 2013, the same as in FY 2013.
- White employees represented 64.7 percent (1,229,456) of the permanent Federal Workforce in 2014, compared to 65.1 (1,247,431) in 2013. The representation of White employees in the CLF was 67.5 percent in 2014, compared to 65.1 percent in 2013.
- Women represented 43.2 percent (821,899) of the Federal Workforce in 2014, compared to 46.1 percent (831,793) in FY 2013. The representation of women in the CLF was 44.4 percent in 2014, and 46.1 percent in 2013.

positions. Citizenship-based CLF calculations are based on the Equal Employment Opportunity (EEO) Tabulation of 5-year ACS data.

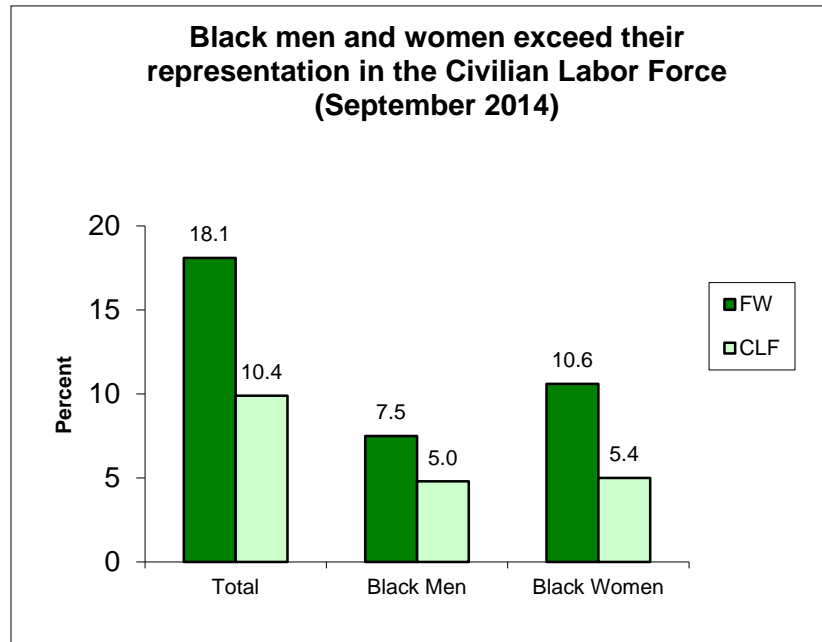
BLACKS IN THE FEDERAL WORKFORCE

BLACK EMPLOYMENT

Black employees represented 18.1 percent (343,663) of the permanent Federal Workforce as of September 30, 2014 and 18 percent in FY 2013.

Black men represented 7.5 percent of the Federal Workforce in FY 2014 and 7.4 percent in FY 2013.

Black women represented 10.6 percent of the Federal Workforce in FY 2014, the same as in FY 2013.



BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black employment in professional occupations increased by 843 to 55,142 in FY 2014, from 54,299 in FY 2013. Blacks represented 11.1 percent of all Federal employees in this occupational category in FY 2014, compared to 11 percent in FY 2013.

Black employment in administrative occupations increased by 1,122 136,987 in FY 2014, from 135,865 in FY 2013. Blacks represented 18.8 percent of all Federal employees in this occupational category in FY 2014, compared to 18.6 percent in FY 2013.

Black employment in technical occupations increased by 2,799 to 81,322 in FY 2014, from 78,523 in FY 2013. Blacks represented 24.4 percent of all Federal employees in this occupational category in FY 2014, compared to 24.2 percent in 2013.

Black employment in clerical occupations decreased by 5,448 to 26,507 in FY 2014, from 31,955 in FY 2013. Blacks represented 28.6 percent of all Federal employees in this occupational category in FY 2014, compared to 27.8 percent in FY 2013.

Black employment in "other" white-collar occupations decreased by 428 to 10,174 in FY 2014 from 10,602 in FY 2013. Blacks represented 14.2 percent of all Federal employees in this occupational category in FY 2014, compared to 14.5 percent in FY 2013.

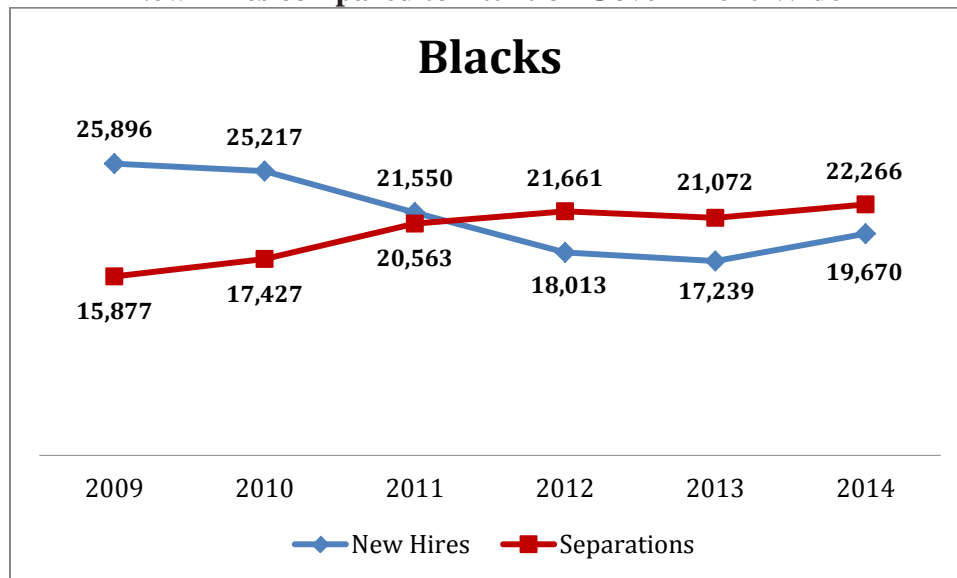
Black employment in white-collar occupations decreased by 1,142 to 310,102 in FY 2014 from 311,244 in FY 2013. Blacks represented 18 percent of all Federal employees in this occupational category in FY 2014, compared to 17.9 in FY 2013.

Black employment in blue-collar occupations decreased by 337 to 33,561 in FY 2014 from 33,898 in FY 2013. Blacks represented 18.7 percent of all Federal employees in this occupational category in FY 2014, same as in FY 2013.

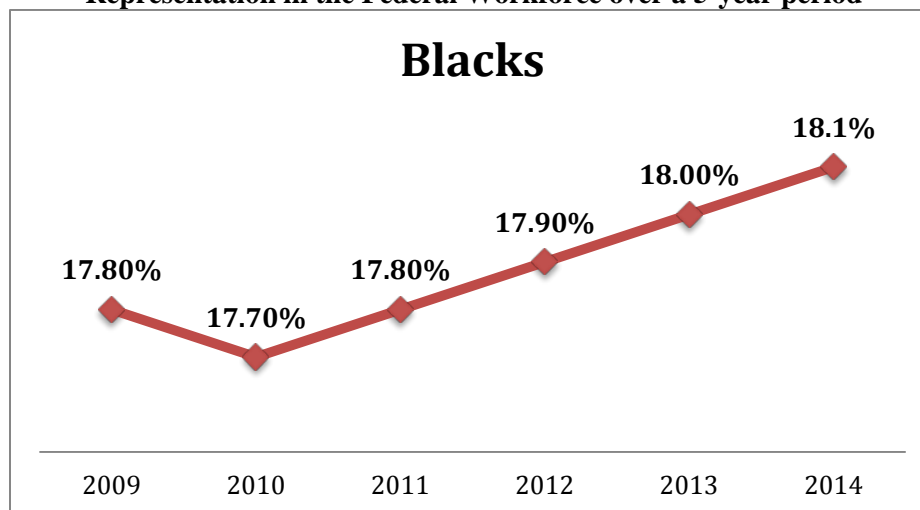
2014	<u>Black Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Blacks based on All Employees in Each Occupational Category (September 2014)		
Professional	55,142	11.1
Administrative	136,987	18.8
Technical	81,322	24.4
Clerical	26,507	28.6
Other	10,174	14.2
White-Collar (WC)	310,102	18
Blue-Collar (BC)	33,561	18.7
Total (WC + BC)	343,663	18.1

TRENDS

New Hires compared to Attrition Government-Wide⁴



Representation in the Federal Workforce over a 5-year period



⁴ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2013 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

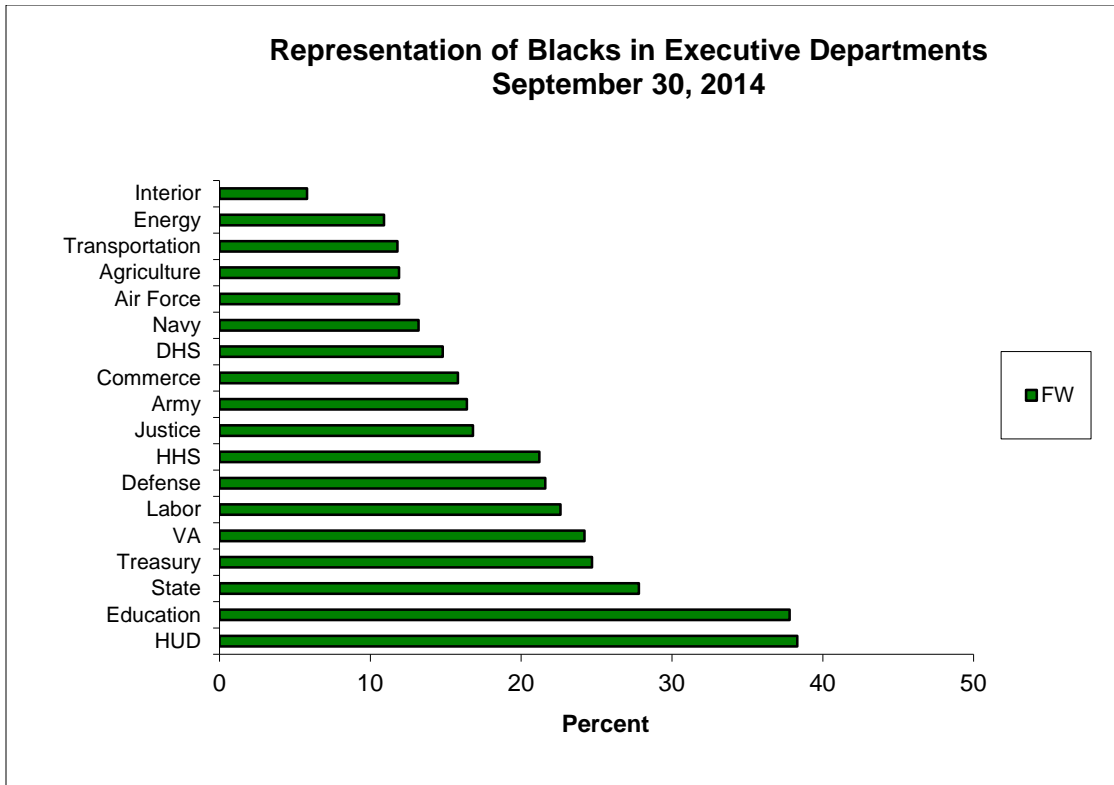
BLACK PERMANENT FEDERAL CIVILIAN EMPLOYMENT SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2014		2013		DIFFERENCE 2013 TO 2014	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	31,473	2.3	33,713	2.4	-2,240	-6.6
\$40,001 TO \$60,000	80,772	5.9	82,298	6	-1,526	-1.9
\$60,001 TO \$80,000	59,240	4.3	61,038	4.4	-1,798	-2.9
\$80,001 TO \$100,000	46,740	3.4	44,223	3.2	2,517	5.7
\$100,001 TO \$120,000	25,792	1.9	26,474	1.9	-682	-2.6
\$120,001 TO \$140,000	12,249	0.9	9,836	0.7	2,413	24.5
\$140,001 TO \$160,000	4,464	0.3	4,177	0.3	287	6.9
\$160,001 AND GREATER	87	0	95	0	-8	-8.4
UNSPECIFIED	299	0	170	0	129	75.9
TOTAL	261,116	19.1	262,024	19	-908	-0.3
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	4	0.1	-4	-100
\$120,001 TO \$140,000	21	0.3	28	0.4	-7	-25
\$140,001 TO \$160,000	172	2.2	242	3.1	-70	-28.9
\$160,001 AND GREATER	657	8.5	565	7.2	92	16.3
UNSPECIFIED	0	0	1	0	-1	-100
TOTAL	850	11.1	840	10.8	10	1.2
OTHER WHITE COLLAR						
UP TO \$20,000	67	0	63	0	4	6.3
\$20,001 TO \$40,000	7,148	2.1	8,551	2.4	-1,403	-16.4
\$40,001 TO \$60,000	7,711	2.2	7,682	2.2	29	0.4
\$60,001 TO \$80,000	10,699	3.1	10,644	3	55	0.5
\$80,001 TO \$100,000	8,734	2.5	8,413	2.4	321	3.8
\$100,001 TO \$120,000	5,876	1.7	5,714	1.6	162	2.8
\$120,001 TO \$140,000	3,092	0.9	2,926	0.8	166	5.7
\$140,001 TO \$160,000	2,232	0.6	2,128	0.6	104	4.9
\$160,001 AND GREATER	2,567	0.7	2,248	0.6	319	14.2
UNSPECIFIED	10	0	11	0	-1	-9.1
TOTAL	48,136	13.8	48,380	13.8	-244	-0.5
TOTAL WHITE-COLLAR (PATCO)	310,102	18	311,244	17.9	-1,142	-0.4
TOTAL BLUE-COLLAR	33,561	18.7	33,898	18.7	-337	-1
TOTAL WHITE/BLUE-COLLAR	343,663	18.1	345,142	18	-1,479	-0.4

BLACKS REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (BLACK)

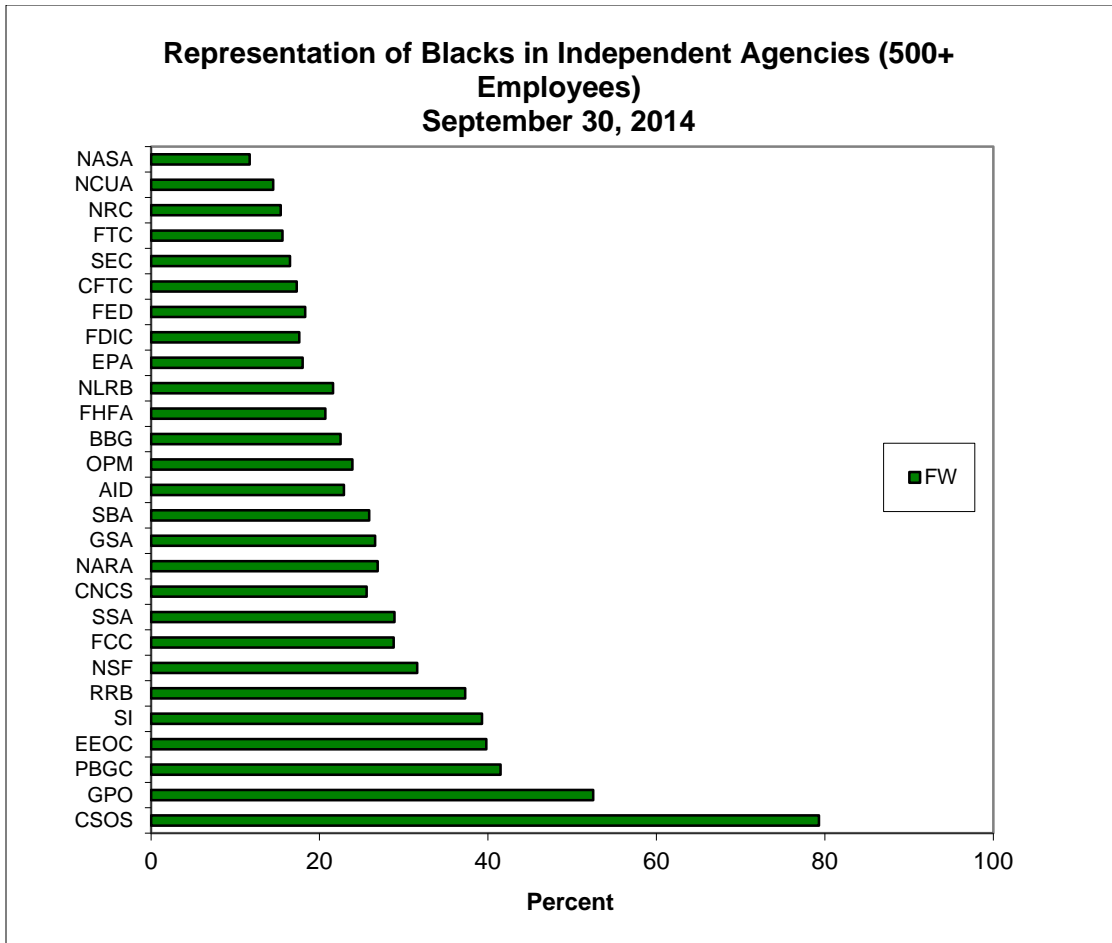
EXECUTIVE DEPARTMENTS	2014 GROUP PCT.	2013 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	11.9	11.9
DEPARTMENT OF AGRICULTURE	11.9	11.7
DEPARTMENT OF THE ARMY	16.4	16.5
DEPARTMENT OF COMMERCE	15.8	15.9
DEPARTMENT OF DEFENSE	21.6	21.7
DEPARTMENT OF JUSTICE	16.8	16.8
DEPARTMENT OF LABOR	22.6	22.6
DEPARTMENT OF ENERGY	10.9	10.9
DEPARTMENT OF EDUCATION	37.8	37.2
DEPARTMENT OF HEALTH AND HUMAN SERVICES	21.2	21.1
DEPARTMENT OF HOMELAND SECURITY	14.8	14.7
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	38.3	38.2
DEPARTMENT OF INTERIOR	5.8	5.8
DEPARTMENT OF THE NAVY	13.2	13.4
DEPARTMENT OF STATE	27.8	27.9
DEPARTMENT OF TRANSPORTATION	11.8	11.7
DEPARTMENT OF TREASURY	24.7	24.8
DEPARTMENT OF VETERANS AFFAIRS	24.2	24.1
GOVERNMENTWIDE	18.1	18



BLACKS REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (BLACK)

INDEPENDENT AGENCIES	2014 GROUP PCT.	2013 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	22.5	22.6
COURT SERVICES AND OFFENDR SUPERVSN AGY	79.3	79.9
COMMODITY FUTURES TRADING COMMISSION	17.3	17
CORP FOR NATIONAL AND COMMUNITY SERVICE	25.6	27.1
ENVIRONMENTAL PROTECTION AGENCY	18	18.3
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	39.8	40.9
FEDERAL COMMUNICATIONS COMMISSION	28.8	29.4
FEDERAL DEPOSIT INSURANCE CORPORATION	17.6	17.8
FEDERAL HOUSING FINANCE AGENCY	20.7	21.2
FEDERAL RESERVE SYSTEM	18.3	17.6
FEDERAL TRADE COMMISSION	15.6	16.4
GENERAL SERVICES ADMINISTRATION	26.6	26.3
GOVERNMENT PRINTING OFFICE	52.5	52.2
NAT ARCHIVES AND RECORDS ADMINISTRATION	26.9	26.4
NAT AERONAUTICS AND SPACE ADMINISTRATION	11.7	11.7
NATIONAL CREDIT UNION ADMINISTRATION	14.5	14.7
NATIONAL LABOR RELATIONS BOARD	21.6	20.4
NATIONAL SCIENCE FOUNDATION	31.6	31.3
NUCLEAR REGULATORY COMMISSION	15.4	15.2
OFFICE OF PERSONNEL MANAGEMENT	23.9	24.1
PENSION BENEFIT GUARANTY CORPORATION	41.5	41.3
RAILROAD RETIREMENT BOARD	37.3	37
SECURITIES AND EXCHANGE COMMISSION	16.5	16.7
SMALL BUSINESS ADMINISTRATION	25.9	25.6
SMITHSONIAN INSTITUTION	39.3	39.2
SOCIAL SECURITY ADMINISTRATION	28.9	28.3
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	22.9	24.2
GOVERNMENTWIDE	18.1	18



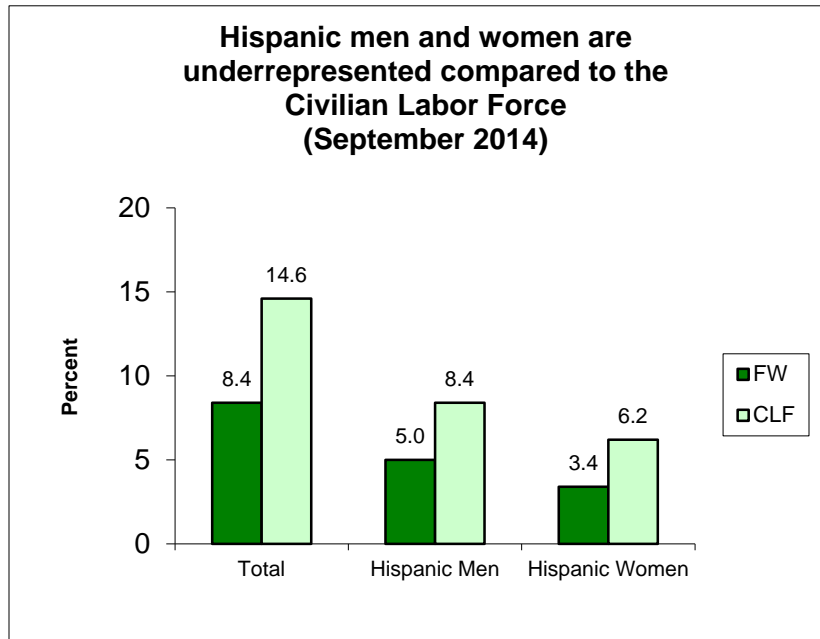
HISPANICS IN THE FEDERAL WORKFORC

HISPANIC EMPLOYMENT

Hispanic employment represented 8.4 percent (159,540) of the permanent Federal Workforce as of September 30, 2014 and 8.3 percent in FY 2013.

Hispanic men represented 5.0 percent of the permanent Federal Workforce in FY 2014, compared to 4.9 percent in FY 2013.

Hispanic women represented 3.4 percent of the permanent Federal Workforce in FY 2014, the same as in in FY 2013.



HISPANIC EMPLOYMENT BY OCCUPATIONAL CATEGORY

Hispanic employment in professional occupations increased by 835 to 26,976 in FY 2014 from 26,141 in FY 2013. Hispanics represented 5.4 percent of all Federal employees in this occupational category in FY 2014, compared to 5.3 in FY 2013.

Hispanic employment in administrative occupations increased by 643 to 60,893 in FY 2014 from 60,250 in FY 2013. Hispanics represented 8.4 percent of all Federal employees in this occupational category in FY 2014, compared to 8.3 percent in FY 2013.

2014	<u>Hispanic Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Hispanics based on All Employees in Each Occupational Category (September 2014)		
Professional	26,976	5.4
Administrative	60,893	8.4
Technical	33,479	10
Clerical	8,994	9.7
Other	15,611	21.8
White-Collar (WC)	145,953	8.5
Blue-Collar (BC)	13,587	7.6
Total (WC + BC)	159,540	8.4

Hispanic employment in technical occupations increased by 3,740 to 33,479 in FY 2014 from 29,739 in FY 2013. Hispanics represented 10 percent of all Federal employees in this occupational category in FY 2014, compared to 9.2 percent in FY 2013.

Hispanic employment in clerical occupations decreased by 4,305 to 8,994 in FY 2014 from 13,299 in FY 2013. Hispanics represented 9.7 percent of all Federal employees in this occupational category in FY 2014, compared to 11.6 percent in FY 2013.

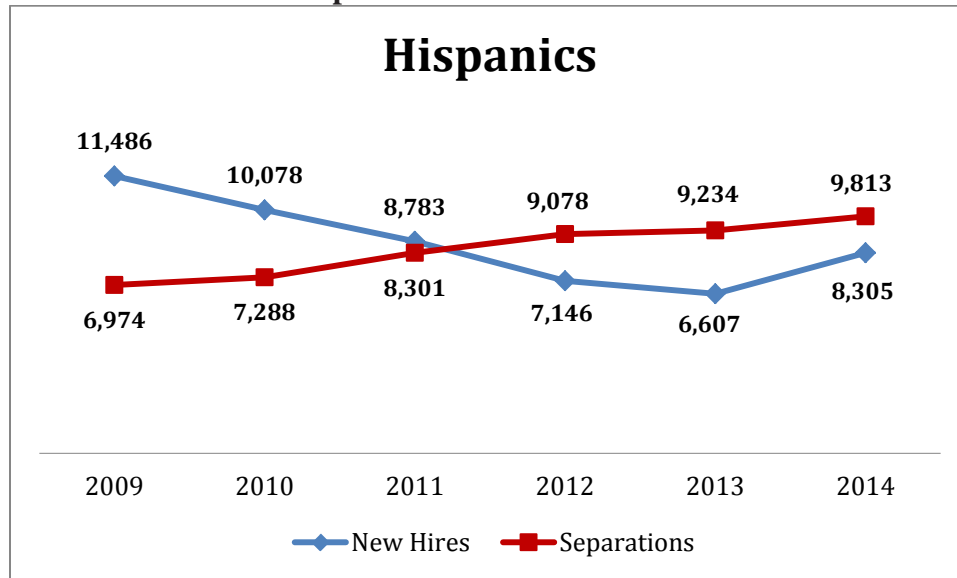
Hispanic employment in "other" white-collar occupations decreased by 195 to 15,611 in FY 2014 from 15,806 in FY 2013. Hispanics represented 21.8 percent of all Federal employees in this occupational category in FY 2014, compared to 21.6 in FY 2013.

Hispanic employment in white-collar occupations increased by 235 to 145,953 in FY 2014 from 145,265 in FY 2013. Hispanics represented 8.5 percent of all Federal employees in this occupational category in FY 2014, compared to 8.4 percent in FY 2013.

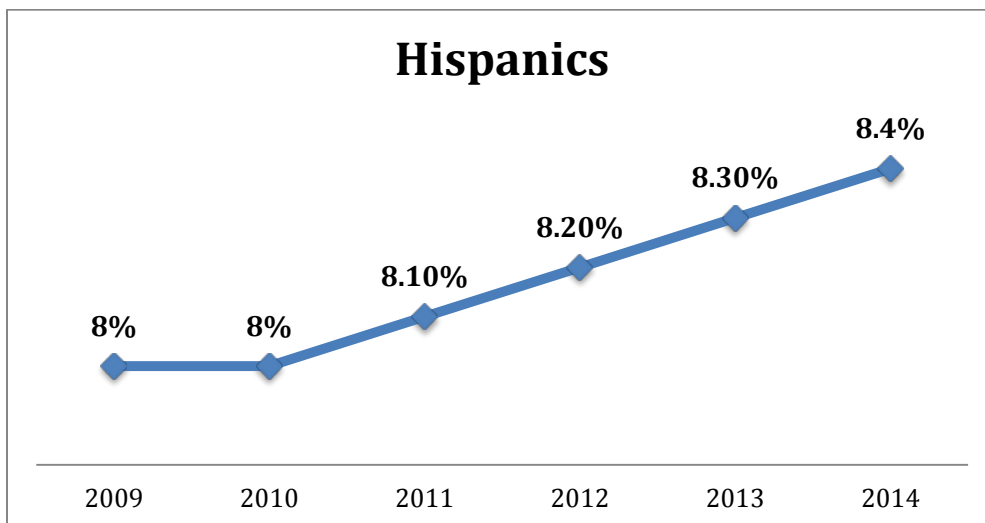
Hispanic employment in blue-collar occupations decreased by 223 to 13,587 in FY 2014 from 13,810 in FY 2013. Hispanics represented 7.6 percent of all Federal employees in this occupational category in FY 2014, same as in FY 2013.

TRENDS

New Hires compared to Attrition Government-Wide ⁵



Representation in the Federal Workforce over a 5-year period



⁵ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2013 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

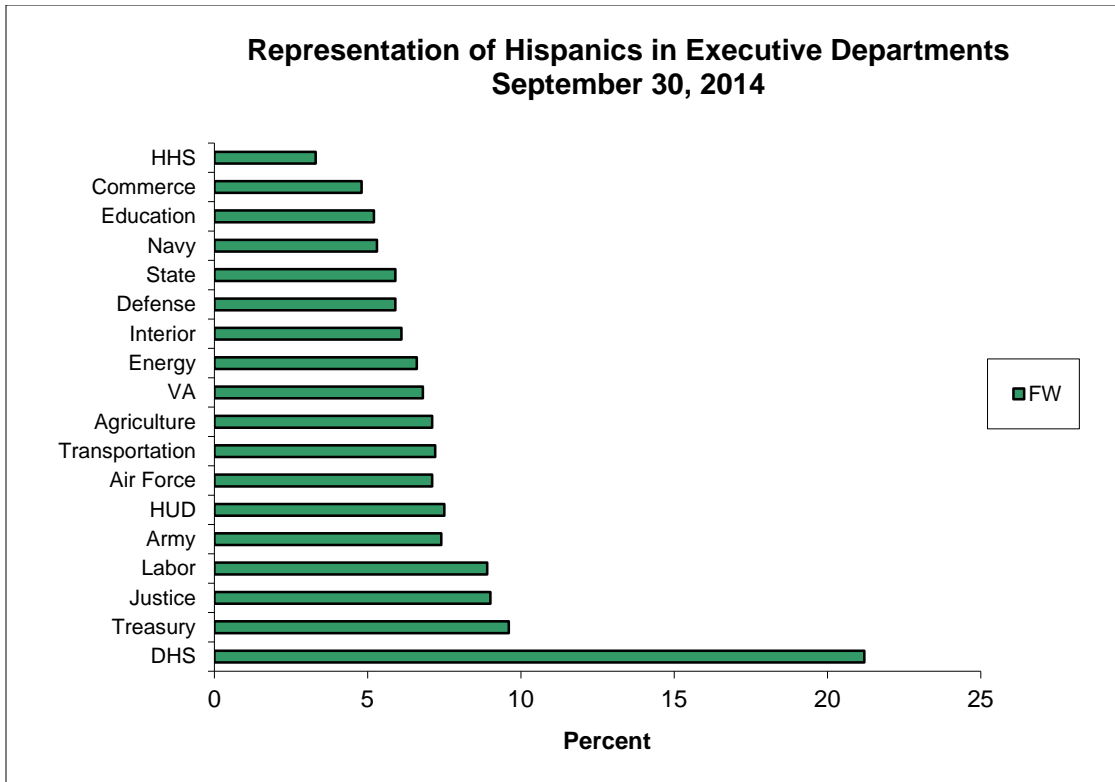
HISPANIC PERMANENT FEDERAL CIVILIAN EMPLOYMENT SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2014		2013		DIFFERENCE 2013 TO 2014	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	10,686	0.8	11,020	0.8	-334	-3
\$40,001 TO \$60,000	31,136	2.3	31,923	2.3	-787	-2.5
\$60,001 TO \$80,000	35,149	2.6	35,955	2.6	-806	-2.2
\$80,001 TO \$100,000	24,466	1.8	22,896	1.7	1,570	6.9
\$100,001 TO \$120,000	10,296	0.8	10,175	0.7	121	1.2
\$120,001 TO \$140,000	4,162	0.3	3,309	0.2	853	25.8
\$140,001 TO \$160,000	1,658	0.1	1,553	0.1	105	6.8
\$160,001 AND GREATER	45	0	48	0	-3	-6.3
UNSPECIFIED	181	0	158	0	23	14.6
TOTAL	117,779	8.6	117,037	8.5	742	0.6
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	1	0	-1	-100
\$120,001 TO \$140,000	13	0.2	15	0.2	-2	-13.3
\$140,001 TO \$160,000	82	1.1	88	1.1	-6	-6.8
\$160,001 AND GREATER	243	3.2	214	2.7	29	13.6
UNSPECIFIED	1	0	2	0	-1	-50
TOTAL	339	4.4	320	4.1	19	5.9
OTHER WHITE COLLAR						
UP TO \$20,000	29	0	25	0	4	16
\$20,001 TO \$40,000	6,202	1.8	7,128	2	-926	-13
\$40,001 TO \$60,000	4,754	1.4	4,279	1.2	475	11.1
\$60,001 TO \$80,000	4,669	1.3	4,728	1.3	-59	-1.2
\$80,001 TO \$100,000	3,984	1.1	3,885	1.1	99	2.5
\$100,001 TO \$120,000	3,041	0.9	2,972	0.8	69	2.3
\$120,001 TO \$140,000	1,788	0.5	1,708	0.5	80	4.7
\$140,001 TO \$160,000	1,237	0.4	1,230	0.4	7	0.6
\$160,001 AND GREATER	2,127	0.6	1,952	0.6	175	9
UNSPECIFIED	4	0	1	0	3	300
TOTAL	27,835	8	27,908	8	-73	-0.3
TOTAL WHITE-COLLAR (PATCO)	145,953	8.5	145,265	8.4	688	0.5
TOTAL BLUE-COLLAR	13,587	7.6	13,810	7.6	-223	-1.6
TOTAL WHITE/BLUE-COLLAR	159,540	8.4	159,075	8.3	465	0.3

HISPANICS REPRESENTATION IN EXECUTIVE DEPARTMENTS

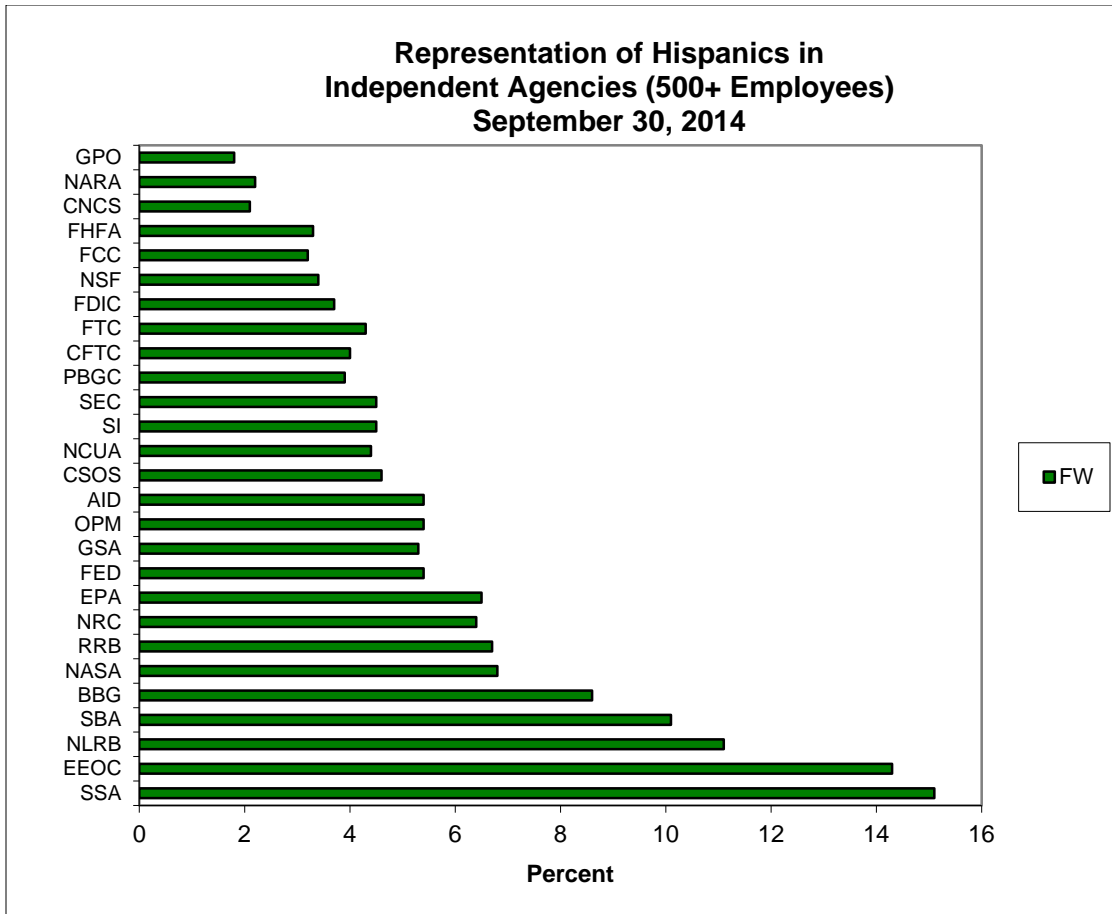
REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (HISPANIC)

EXECUTIVE DEPARTMENTS	2014 GROUP PCT.	2013 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	7.1	7.1
DEPARTMENT OF AGRICULTURE	7.1	6.9
DEPARTMENT OF THE ARMY	7.4	7.4
DEPARTMENT OF COMMERCE	4.8	4.6
DEPARTMENT OF DEFENSE	5.9	5.4
DEPARTMENT OF JUSTICE	9	8.9
DEPARTMENT OF LABOR	8.9	8.5
DEPARTMENT OF ENERGY	6.6	6.5
DEPARTMENT OF EDUCATION	5.2	5
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3.3	3.3
DEPARTMENT OF HOMELAND SECURITY	21.2	21.1
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7.5	7.3
DEPARTMENT OF INTERIOR	6.1	6
DEPARTMENT OF THE NAVY	5.3	5.3
DEPARTMENT OF STATE	5.9	5.4
DEPARTMENT OF TRANSPORTATION	7.2	7.1
DEPARTMENT OF TREASURY	9.6	9.5
DEPARTMENT OF VETERANS AFFAIRS	6.8	6.7
GOVERNMENTWIDE	8.4	8.3



HISPANICS REPRESENTATION IN INDEPENDENT AGENCIES
REPRESENTATION IN PERMANENT FEDERAL WORKFORCE
September 30, 2014 and September 30, 2013
(HISPANIC)

INDEPENDENT AGENCIES	2014 GROUP PCT.	2013 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	8.6	8.3
COURT SERVICES AND OFFENDR SUPERVSN AGY	4.6	4.9
COMMODITY FUTURES TRADING COMMISSION	4	3.8
CORP FOR NATIONAL AND COMMUNITY SERVICE	2.1	2.7
ENVIRONMENTAL PROTECTION AGENCY	6.5	5.9
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	14.3	13.9
FEDERAL COMMUNICATIONS COMMISSION	3.2	3.2
FEDERAL DEPOSIT INSURANCE CORPORATION	3.7	3.6
FEDERAL HOUSING FINANCE AGENCY	3.3	3.1
FEDERAL RESERVE SYSTEM	5.4	5.7
FEDERAL TRADE COMMISSION	4.3	3.7
GENERAL SERVICES ADMINISTRATION	5.3	5.3
GOVERNMENT PRINTING OFFICE	1.8	1.7
NAT ARCHIVES AND RECORDS ADMINISTRATION	2.2	1.9
NAT AERONAUTICS AND SPACE ADMINISTRATION	6.8	6.6
NATIONAL CREDIT UNION ADMINISTRATION	4.4	4.5
NATIONAL LABOR RELATIONS BOARD	11.1	10.7
NATIONAL SCIENCE FOUNDATION	3.4	3.4
NUCLEAR REGULATORY COMMISSION	6.4	6.2
OFFICE OF PERSONNEL MANAGEMENT	5.4	5.3
PENSION BENEFIT GUARANTY CORPORATION	3.9	4.1
RAILROAD RETIREMENT BOARD	6.7	6.6
SECURITIES AND EXCHANGE COMMISSION	4.5	4.4
SMALL BUSINESS ADMINISTRATION	10.1	10
SMITHSONIAN INSTITUTION	4.5	4.4
SOCIAL SECURITY ADMINISTRATION	15.1	14.7
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	5.4	5.2
GOVERNMENTWIDE	8.4	8.3



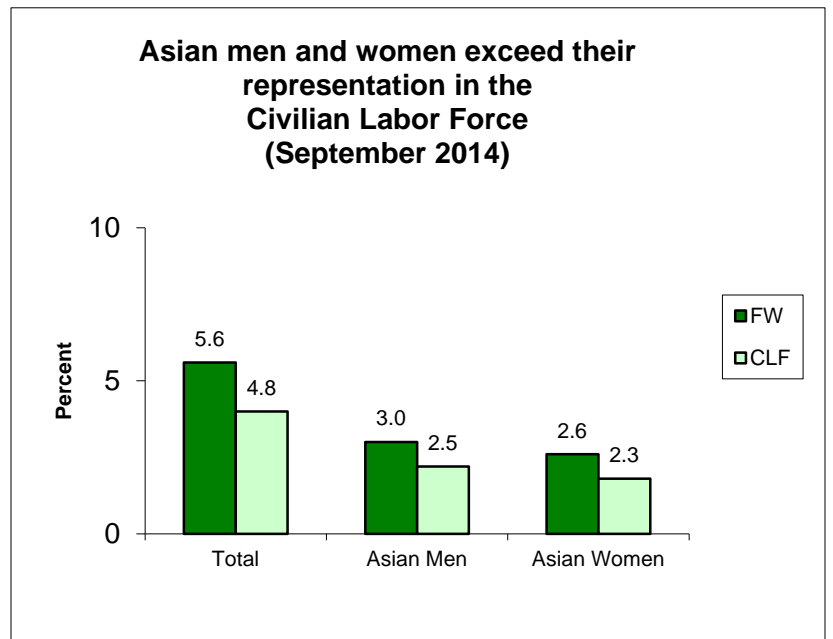
ASIANS IN THE FEDERAL WORKFORCE

ASIAN EMPLOYMENT

Asian employees represented 5.6 percent (106,111) of the permanent Federal Workforce as of September 30, 2014 and 5.5 percent in FY 2013.

Asian men represented 3.0 percent of the Federal Workforce in FY 2014 and 3.0 percent in FY 2013.

Asian women represented 2.6 percent of the Federal Workforce in FY 2014 and 2.5 percent in FY 2013.



ASIAN EMPLOYMENT BY OCCUPATIONAL CATEGORY

Asian employment in professional occupations increased by 1,162 to 46,669 in FY 2014, from 45,507 in FY 2013. Asians represented 9.4 percent of all Federal employees in this occupational category in FY 2014, compared to 9.2 percent in FY 2013.

Asian employment in administrative occupations increased by 638 to 32,096 in FY 2014 from 31,458 in FY 2013. Asians represented 4.4 percent of Federal employees in this occupational category in FY 2014, compared to 4.3 percent in FY 2013.

Asian employment in technical occupations increased by 776 to 13,892 in FY 2014 from 13,116 in FY 2013. Asians represented 4.2 percent of all Federal employees in this occupational category in FY 2014, compared to 4 percent in FY 2013.

Asian employment in clerical occupations decreased by 1,018 to 3,896 in FY 2014 from 4,914 in FY 2013. Asians represented 4.2 percent of all Federal employees in this occupational category in FY 2014, compared to 4.3 percent in FY 2013.

Asian employment in "other" white-collar occupations decreased by 107 to 1,327 in 2014 from 1,434 in 2013. Asians represented 1.9 percent of all Federal employees in this occupational category in FY 2014, compared to 2 percent in FY 2013.

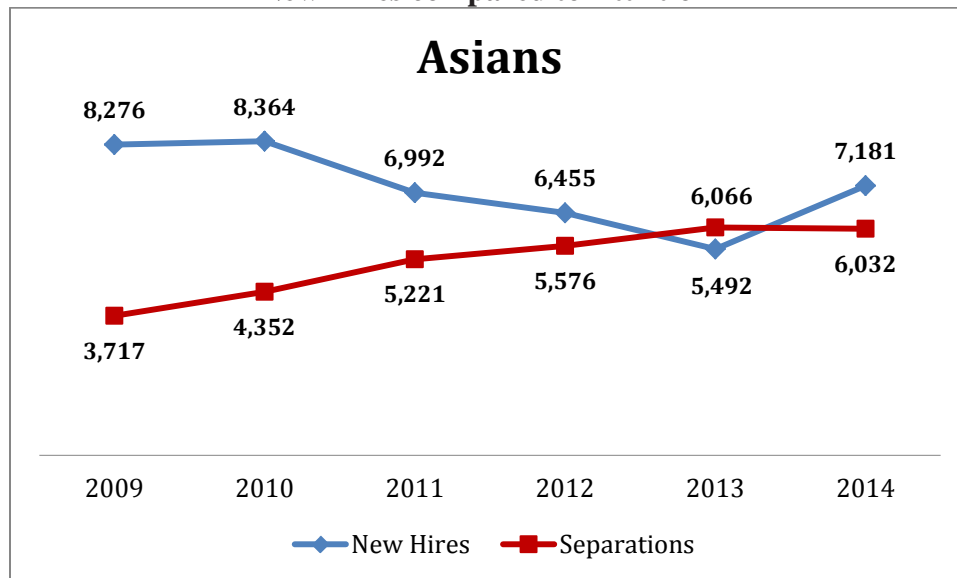
Asian employment in white-collar occupations increased by 1,451 to 97,880 in FY 2014 from 96,429 in FY 2013. Asians represented 5.7 percent of all Federal employees in this occupational category in FY 2014, compared to 5.6 percent in FY 2013.

Asian employment in blue-collar occupations decreased by 148 to 8,231 in FY 2014 from 8,379 in FY 2013. Asians represented 4.6 percent of all Federal employees in this occupational category in FY 2014, same as in FY 2013.

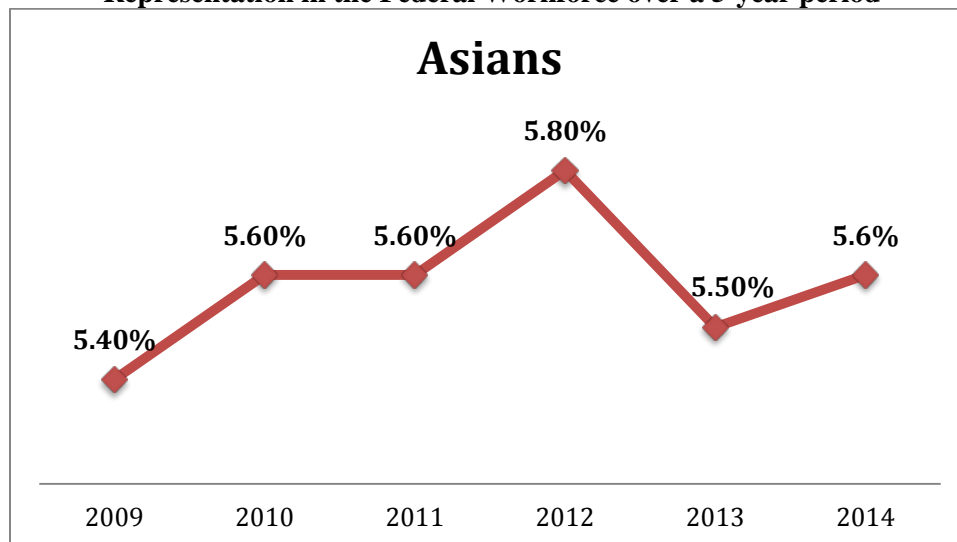
2014	<u>Asian Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Asians based on All Employees in Each Occupational Category (September 2014)		
Professional	46,669	9.4
Administrative	32,096	4.4
Technical	13,892	4.2
Clerical	3,896	4.2
Other	1,327	1.9
White-Collar (WC)	97,880	5.7
Blue-Collar (BC)	8,231	4.6
Total (WC + BC)	106,111	5.6

TRENDS

New Hires compared to Attrition⁶



Representation in the Federal Workforce over a 5-year period



⁶ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2013 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

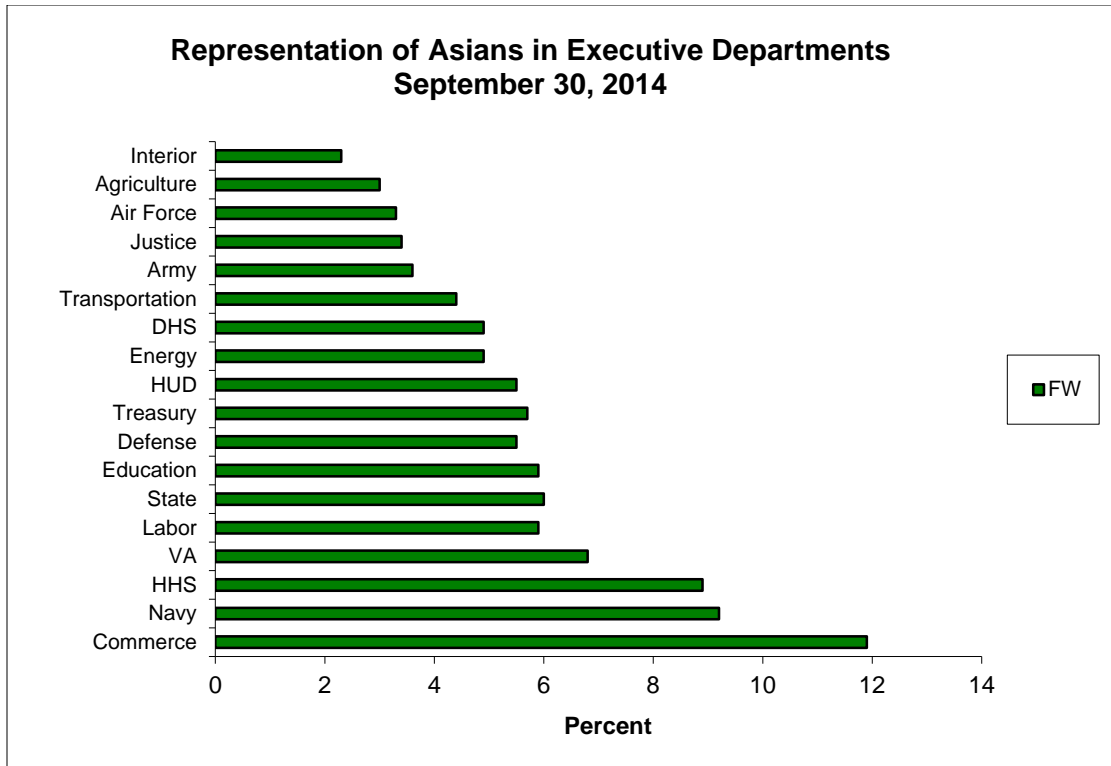
ASIAN PERMANENT FEDERAL CIVILIAN EMPLOYMENT SALARY TRENDS

WHITE COLLAR / PAY SYSTEM GROUPS	2014		2013		DIFFERENCE 2013 TO 2014	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	4,680	0.3	5,069	0.4	-389	-7.7
\$40,001 TO \$60,000	12,979	1	13,383	1	-404	-3
\$60,001 TO \$80,000	14,095	1	15,159	1.1	-1,064	-7
\$80,001 TO \$100,000	17,394	1.3	16,350	1.2	1,044	6.4
\$100,001 TO \$120,000	11,999	0.9	12,196	0.9	-197	-1.6
\$120,001 TO \$140,000	6,989	0.5	5,695	0.4	1,294	22.7
\$140,001 TO \$160,000	2,867	0.2	2,545	0.2	322	12.7
\$160,001 AND GREATER	47	0	47	0	0	0
UNSPECIFIED	43	0	34	0	9	26.5
TOTAL	71,093	5.2	70,478	5.1	615	0.9
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	8	0.1	11	0.1	-3	-27.3
\$140,001 TO \$160,000	53	0.7	58	0.7	-5	-8.6
\$160,001 AND GREATER	186	2.4	166	2.1	20	12
UNSPECIFIED	2	0	2	0	0	0
TOTAL	249	3.2	237	3	12	5.1
OTHER WHITE COLLAR						
UP TO \$20,000	3	0	3	0	0	0
\$20,001 TO \$40,000	1,363	0.4	1,579	0.5	-216	-13.7
\$40,001 TO \$60,000	1,960	0.6	1,882	0.5	78	4.1
\$60,001 TO \$80,000	3,447	1	3,484	1	-37	-1.1
\$80,001 TO \$100,000	5,177	1.5	4,936	1.4	241	4.9
\$100,001 TO \$120,000	4,683	1.3	4,513	1.3	170	3.8
\$120,001 TO \$140,000	2,076	0.6	2,043	0.6	33	1.6
\$140,001 TO \$160,000	1,755	0.5	1,831	0.5	-76	-4.2
\$160,001 AND GREATER	6,074	1.7	5,442	1.6	632	11.6
UNSPECIFIED	0	0	1	0	-1	-100
TOTAL	26,538	7.6	25,714	7.3	824	3.2
TOTAL WHITE-COLLAR (PATCO)	97,880	5.7	96,429	5.6	1,451	1.5
TOTAL BLUE-COLLAR	8,231	4.6	8,379	4.6	-148	-1.8
TOTAL WHITE/BLUE-COLLAR	106,111	5.6	104,808	5.5	1,303	1.2

ASIANS REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (Asian)

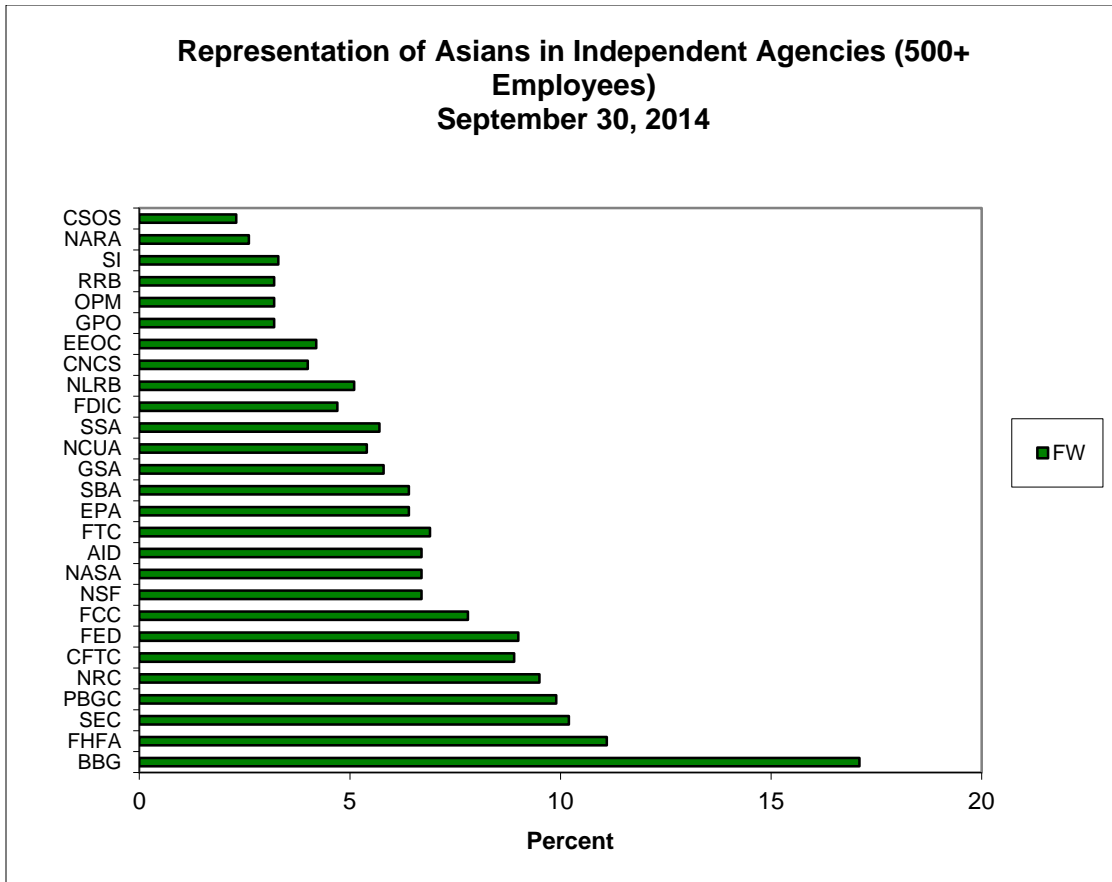
EXECUTIVE DEPARTMENTS	2014 GROUP PCT.	2013 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	3.3	3.2
DEPARTMENT OF AGRICULTURE	3	2.9
DEPARTMENT OF THE ARMY	3.6	3.7
DEPARTMENT OF COMMERCE	11.9	11.4
DEPARTMENT OF DEFENSE	5.5	5.5
DEPARTMENT OF JUSTICE	3.4	3.4
DEPARTMENT OF LABOR	5.9	5.7
DEPARTMENT OF ENERGY	4.9	4.9
DEPARTMENT OF EDUCATION	5.9	5.6
DEPARTMENT OF HEALTH AND HUMAN SERVICES	8.9	8.6
DEPARTMENT OF HOMELAND SECURITY	4.9	4.7
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	5.5	5.3
DEPARTMENT OF INTERIOR	2.3	2.2
DEPARTMENT OF THE NAVY	9.2	9.3
DEPARTMENT OF STATE	6	5.7
DEPARTMENT OF TRANSPORTATION	4.4	4.3
DEPARTMENT OF TREASURY	5.7	5.5
DEPARTMENT OF VETERANS AFFAIRS	6.8	6.6
GOVERNMENTWIDE	5.6	5.5



ASIANS REPRESENTATION IN INDEPENDENT AGENCIE

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (Asian)

INDEPENDENT AGENCIES	2014 GROUP PCT.	2013 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	17.1	16.8
COURT SERVICES AND OFFENDR SUPERVSN AGY	2.3	2.1
COMMODITY FUTURES TRADING COMMISSION	8.9	8.7
CORP FOR NATIONAL AND COMMUNITY SERVICE	4	3.8
ENVIRONMENTAL PROTECTION AGENCY	6.4	6.3
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	4.2	3.8
FEDERAL COMMUNICATIONS COMMISSION	7.8	7.6
FEDERAL DEPOSIT INSURANCE CORPORATION	4.7	4.6
FEDERAL HOUSING FINANCE AGENCY	11.1	10.7
FEDERAL RESERVE SYSTEM	9	8.2
FEDERAL TRADE COMMISSION	6.9	6.5
GENERAL SERVICES ADMINISTRATION	5.8	5.9
GOVERNMENT PRINTING OFFICE	3.2	3.2
NAT ARCHIVES AND RECORDS ADMINISTRATION	2.6	2.7
NAT AERONAUTICS AND SPACE ADMINISTRATION	6.7	6.7
NATIONAL CREDIT UNION ADMINISTRATION	5.4	5.8
NATIONAL LABOR RELATIONS BOARD	5.1	4.5
NATIONAL SCIENCE FOUNDATION	6.7	6.7
NUCLEAR REGULATORY COMMISSION	9.5	9.3
OFFICE OF PERSONNEL MANAGEMENT	3.2	3.1
PENSION BENEFIT GUARANTY CORPORATION	9.9	9.5
RAILROAD RETIREMENT BOARD	3.2	3.1
SECURITIES AND EXCHANGE COMMISSION	10.2	9.9
SMALL BUSINESS ADMINISTRATION	6.4	6.2
SMITHSONIAN INSTITUTION	3.3	3.1
SOCIAL SECURITY ADMINISTRATION	5.7	5.5
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	6.8	6.5
GOVERNMENTWIDE	5.6	5.5



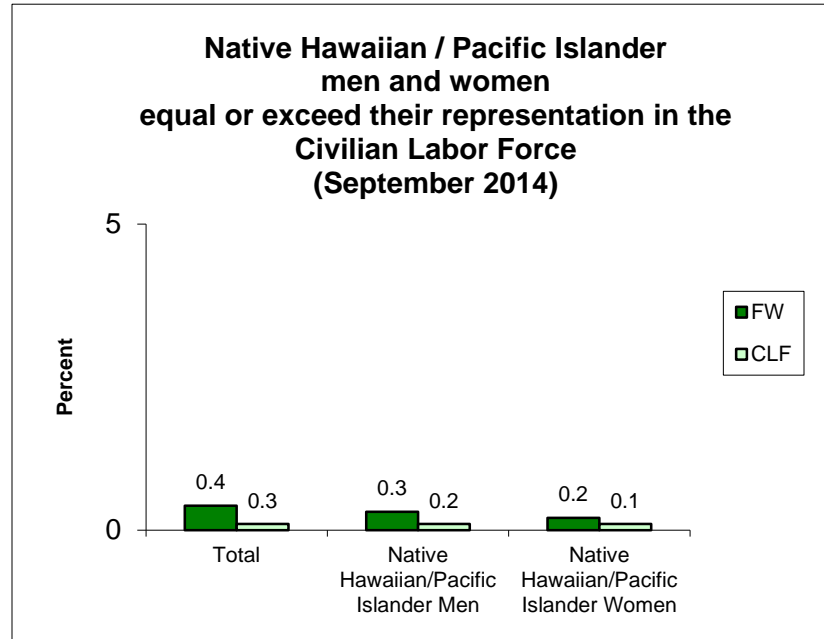
NATIVE HAWAIIAN/PACIFIC ISLANDERS IN THE WORKFORCE

NATIVE AMERICAN/PACIFIC ISLANDER EMPLOYMENT

Native American/Pacific Islander employees represented 0.4 percent (8,486) of the permanent Federal Workforce as of September 30, 2014 and 0.4 percent in FY 2013.

Native American/Pacific Islander men represented 0.3 percent of the Federal Workforce in FY 2014 and 0.3 percent in FY 2013.

Native American/Pacific Islander women represented 0.2 percent of the Federal Workforce in FY 2014 and 0.2 percent in FY 2013.



NATIVE AMERICAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native Hawaiian/Pacific Islander employment in professional occupations increased by 82 to 1,126 in FY 2014, from 1,044 in FY 2013. Native Hawaiian/Pacific Islanders represented 0.2 percent of all Federal employees in this occupational category in FY 2014, compared to 0.2 percent in FY 2013.

Native Hawaiian/Pacific Islander employment in administrative occupations increased by 226 to 2,670 in FY 2014 from 2,444 in FY 2013. Native Hawaiian/Pacific Islanders represented 0.4 percent of Federal employees in this occupational category in FY 2014, compared to 0.3 percent in FY 2013.

2014	<u>Native Hawaiian/Pacific Islander Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Native Hawaiian/Pacific Islanders based on All Employees in Each Occupational Category (September 2013)		
Professional	1,126	0.2
Administrative	2,670	0.4
Technical	1,770	0.5
Clerical	659	0.7
Other	457	0.6
White-Collar (WC)	6,682	0.4
Blue-Collar (BC)	1,804	1

Native Hawaiian/Pacific Islander employment in technical occupations increased by 283 to 1,770 in FY 2014 from 1,487 in FY 2013. Native Hawaiian/Pacific Islanders represented 0.5 percent of all Federal employees in this occupational category in FY 2014, same as in FY 2013.

Native Hawaiian/Pacific Islander employment in clerical occupations decreased by 181 to 659 in FY 2014 from 840 in FY 2013. Native Hawaiian/Pacific Islanders represented 0.7 percent of all Federal employees in this occupational category in FY 2014, same as in FY 2013.

Native Hawaiian/Pacific Islander employment in "other" white-collar occupations increased by 16 to 457 in 2014 from 441 in 2013. Native Hawaiian/Pacific Islanders represented 0.6 percent of all Federal employees in this occupational category in FY 2014, the same as in FY 2013.

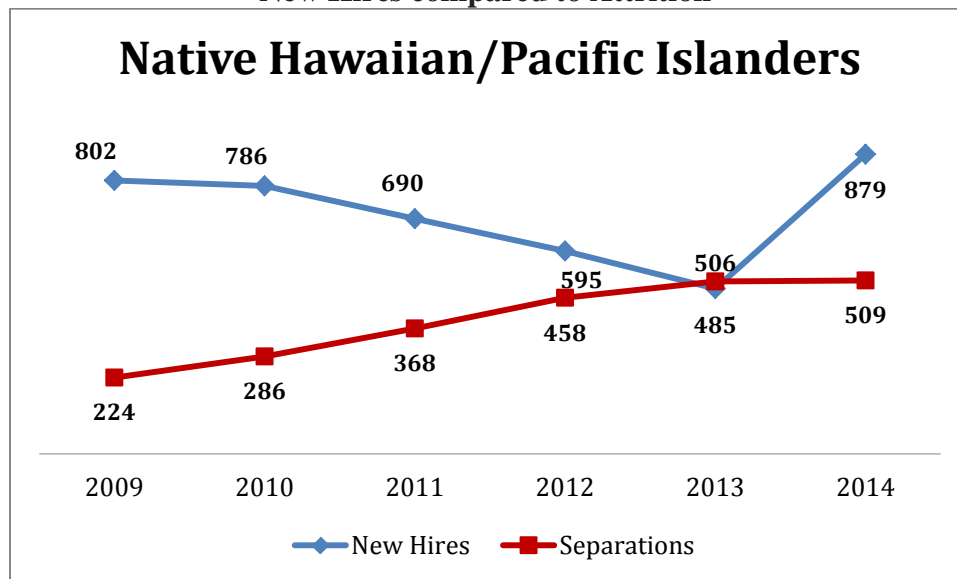
Native Hawaiian/Pacific Islander employment in white-collar occupations increased by 426 to 6,682 in FY 2014 from 6,256 in FY 2013. Native Hawaiian/Pacific Islanders represented 0.4 percent of all Federal employees in this occupational category in FY 2014, same as in FY 2013.

Native Hawaiian/Pacific Islander employment in blue-collar occupations increased by 65 to 1,804 in FY 2014 from 1,739 in FY 2013. Native Hawaiian/Pacific Islanders

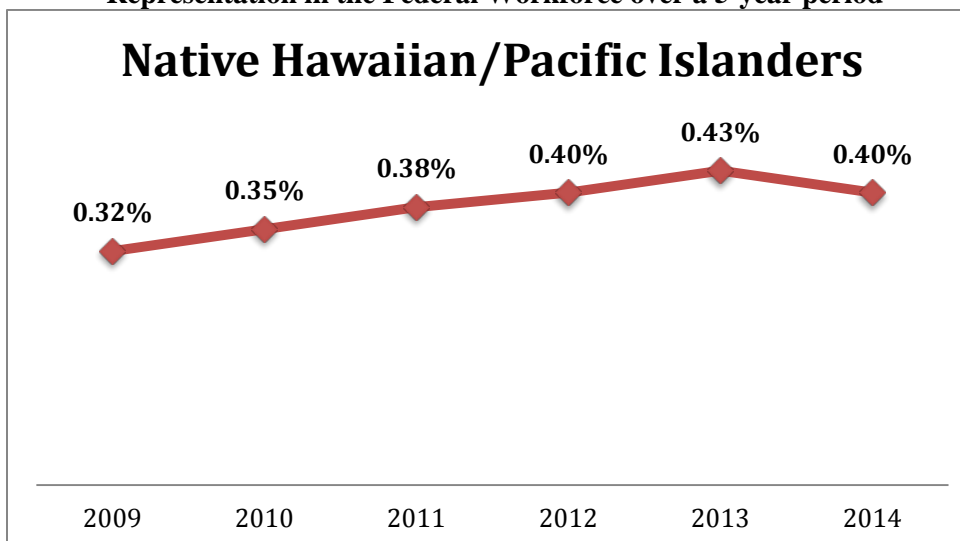
represented 1 percent of all Federal employees in this occupational category in FY 2014, same as in FY 2013.

TRENDS

New Hires compared to Attrition⁷



Representation in the Federal Workforce over a 5-year period



⁷ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2013 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

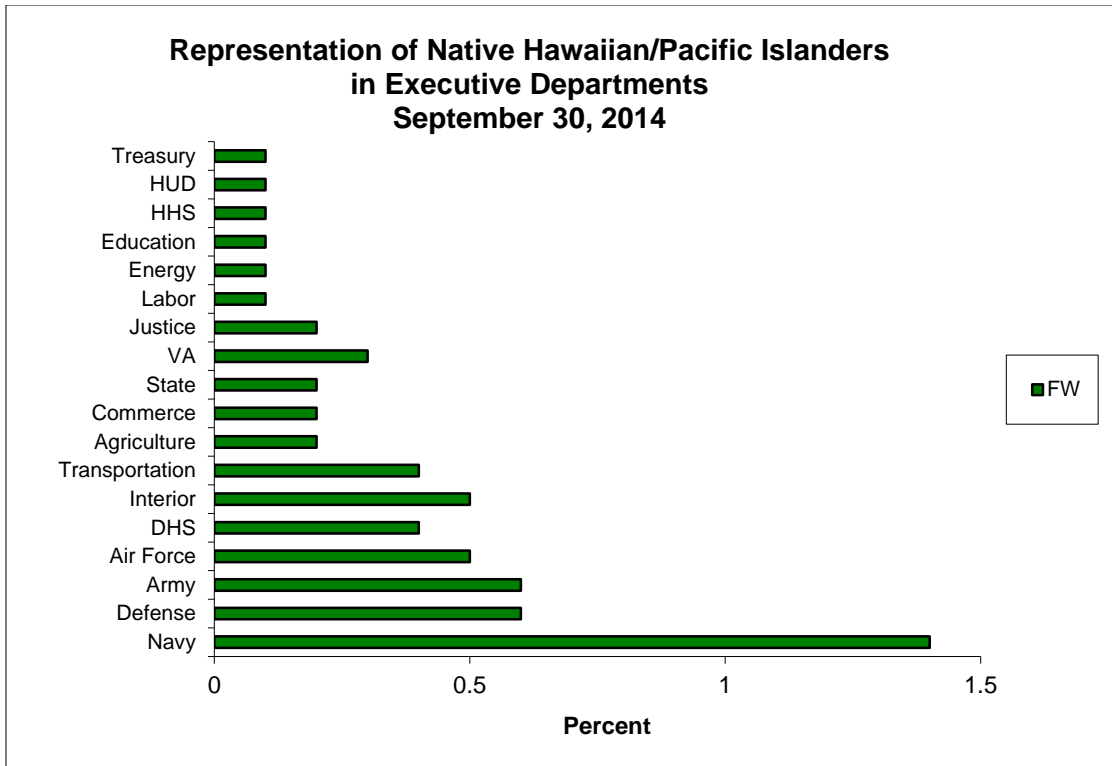
**NATIVE HAWAIIAN/PACIFIC ISLANDER PERMANENT FEDERAL
CIVILIAN EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2014		2013		DIFFERENCE 2013 TO 2014	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	985	0.1	898	0.1	87	9.7
\$40,001 TO \$60,000	1,696	0.1	1,628	0.1	68	4.2
\$60,001 TO \$80,000	1,330	0.1	1,306	0.1	24	1.8
\$80,001 TO \$100,000	919	0.1	778	0.1	141	18.1
\$100,001 TO \$120,000	350	0	310	0	40	12.9
\$120,001 TO \$140,000	117	0	96	0	21	21.9
\$140,001 TO \$160,000	56	0	48	0	8	16.7
\$160,001 AND GREATER	2	0	2	0	0	0
UNSPECIFIED	10	0	6	0	4	66.7
TOTAL	5,465	0.4	5,072	0.4	393	7.7
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	0	0	0	0
\$120,001 TO \$140,000	0	0	0	0	0	0
\$140,001 TO \$160,000	4	0.1	4	0.1	0	0
\$160,001 AND GREATER	8	0.1	6	0.1	2	33.3
UNSPECIFIED	0	0	0	0	0	0
TOTAL	12	0.2	10	0.1	2	20
OTHER WHITE COLLAR						
UP TO \$20,000	2	0	2	0	0	0
\$20,001 TO \$40,000	279	0.1	314	0.1	-35	-11.1
\$40,001 TO \$60,000	210	0.1	201	0.1	9	4.5
\$60,001 TO \$80,000	216	0.1	187	0.1	29	15.5
\$80,001 TO \$100,000	184	0.1	182	0.1	2	1.1
\$100,001 TO \$120,000	151	0	136	0	15	11
\$120,001 TO \$140,000	60	0	49	0	11	22.4
\$140,001 TO \$160,000	46	0	55	0	-9	-16.4
\$160,001 AND GREATER	57	0	48	0	9	18.8
UNSPECIFIED	0	0	0	0	0	0
TOTAL	1,205	0.3	1,174	0.3	31	2.6
TOTAL WHITE-COLLAR (PATCO)	6,682	0.4	6,256	0.4	426	6.8
TOTAL BLUE-COLLAR	1,804	1	1,739	1	65	3.7
TOTAL WHITE/BLUE-COLLAR	8,486	0.4	7,995	0.4	491	6.1

NATIVE HAWAIIAN/PACIFIC ISLANDER REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (Native Hawaiian/Pacific Islander)

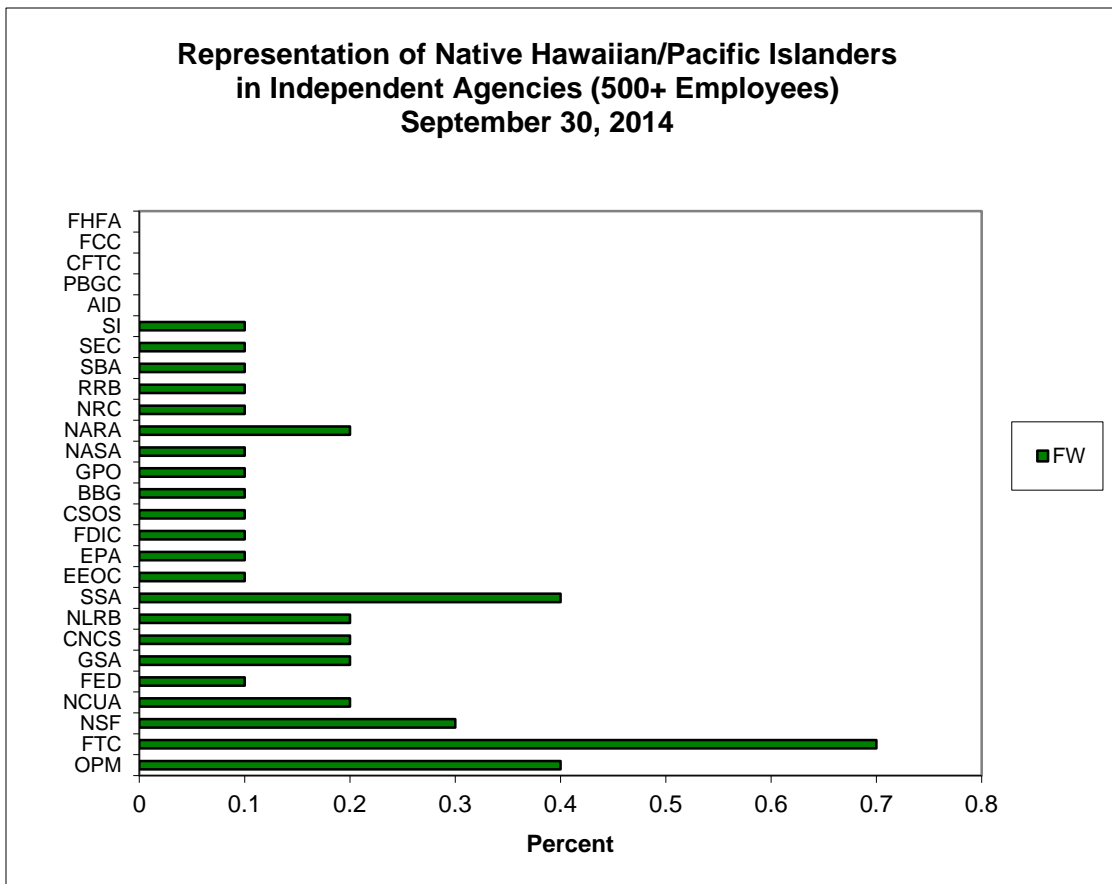
EXECUTIVE DEPARTMENTS	2014 GROUP PCT.	2013 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	0.5	0.4
DEPARTMENT OF AGRICULTURE	0.2	0.2
DEPARTMENT OF THE ARMY	0.6	0.5
DEPARTMENT OF COMMERCE	0.2	0.2
DEPARTMENT OF DEFENSE	0.6	0.6
DEPARTMENT OF JUSTICE	0.2	0.1
DEPARTMENT OF LABOR	0.1	0.1
DEPARTMENT OF ENERGY	0.1	0.1
DEPARTMENT OF EDUCATION	0.1	0.1
DEPARTMENT OF HEALTH AND HUMAN SERVICES	0.1	0.1
DEPARTMENT OF HOMELAND SECURITY	0.4	0.4
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	0.1	0.1
DEPARTMENT OF INTERIOR	0.5	0.4
DEPARTMENT OF THE NAVY	1.4	1.4
DEPARTMENT OF STATE	0.2	0.2
DEPARTMENT OF TRANSPORTATION	0.4	0.3
DEPARTMENT OF TREASURY	0.1	0.1
DEPARTMENT OF VETERANS AFFAIRS	0.3	0.2
GOVERNMENTWIDE	0.4	0.4



NATIVE HAWAIIAN/PACIFIC ISLANDER REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (Native Hawaiian/Pacific Islander)

INDEPENDENT AGENCIES	2014 GROUP PCT.	2013 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	0.1	0.1
COURT SERVICES AND OFFENDR SUPERVSN AGY	0.1	0.1
COMMODITY FUTURES TRADING COMMISSION	0	0
CORP FOR NATIONAL AND COMMUNITY SERVICE	0.2	0.2
ENVIRONMENTAL PROTECTION AGENCY	0.1	0.1
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0.1	0.1
FEDERAL COMMUNICATIONS COMMISSION	0	0
FEDERAL DEPOSIT INSURANCE CORPORATION	0.1	0.1
FEDERAL HOUSING FINANCE AGENCY	0	0
FEDERAL RESERVE SYSTEM	0.1	0.2
FEDERAL TRADE COMMISSION	0.7	0.3
GENERAL SERVICES ADMINISTRATION	0.2	0.2
GOVERNMENT PRINTING OFFICE	0.1	0.1
NAT ARCHIVES AND RECORDS ADMINISTRATION	0.2	0.1
NAT AERONAUTICS AND SPACE ADMINISTRATION	0.1	0.1
NATIONAL CREDIT UNION ADMINISTRATION	0.2	0.2
NATIONAL LABOR RELATIONS BOARD	0.2	0.2
NATIONAL SCIENCE FOUNDATION	0.3	0.3
NUCLEAR REGULATORY COMMISSION	0.1	0.1
OFFICE OF PERSONNEL MANAGEMENT	0.4	0.5
PENSION BENEFIT GUARANTY CORPORATION	0	0
RAILROAD RETIREMENT BOARD	0.1	0.1
SECURITIES AND EXCHANGE COMMISSION	0.1	0.1
SMALL BUSINESS ADMINISTRATION	0.1	0.1
SMITHSONIAN INSTITUTION	0.1	0.1
SOCIAL SECURITY ADMINISTRATION	0.4	0.2
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	0	0
GOVERNMENTWIDE	0.4	0.4

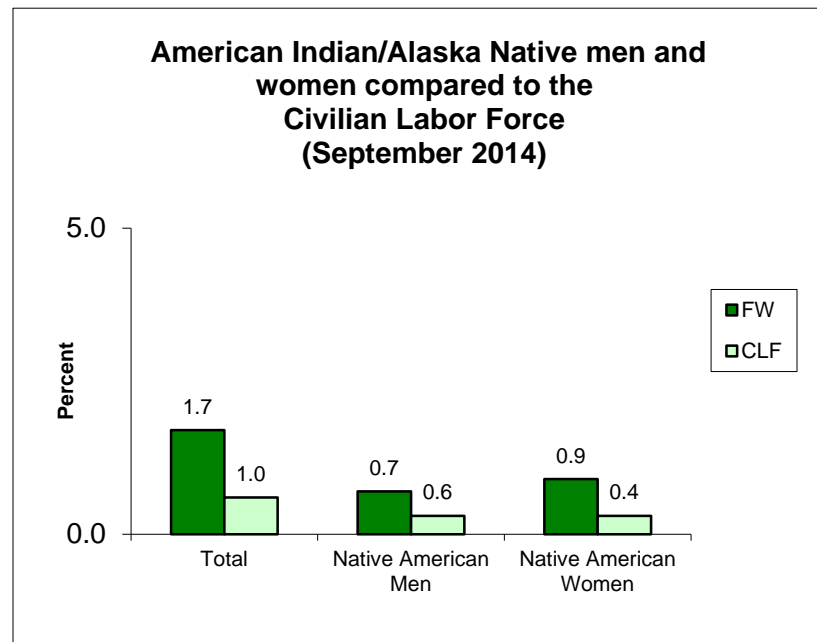


AMERICAN INDIAN/ALASKA NATIVES IN THE FEDERAL WORKFORCE

AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT

American Indian/Alaska Native employment represented 1.7 percent (31,409) of the permanent Federal Workforce as of September 30, 2014 and 1.7 percent in FY 2013.

American Indian/Alaska Native men represented 0.7 percent of the Federal Workforce in FY 2014 and 0.7 in FY 2013.



American Indian/Alaska Native women represented 0.9 percent of the Federal Workforce in FY 2014 and 0.9 percent in FY 2013.

AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT BY OCCUPATIONAL CATEGORY

American Indian/Alaska Native employment in professional occupations increased by 27 to 5,888 in FY 2014 from 5,861 in FY 2013. American Indian/Alaska Natives represented 1.2 percent of all Federal employees in this occupational category in FY 2014, the same as in FY 2013.

American Indian/Alaska Native employment in administrative occupations decreased by 131 to 8,695 in FY 2014 from 8,826 in FY 2013. American Indian/Alaska Natives represented 1.2 percent of all Federal employees in this occupational category in FY 2014, the same as in FY 2013.

American Indian/Alaska Native employment in technical occupations decreased by 23 to 9,031 in FY 2014 from 9,054 in FY 2013. American Indian/Alaska Natives represented 2.7 percent of all Federal employees in this occupational category in FY 2014, compared to 2.8 percent in FY 2013.

American Indian/Alaska Native employment in clerical occupations decreased by 252 to 2,831 in FY 2014 from 3,083 in FY 2013. American Indian/Alaska Natives represented 3.1 percent of all employees in this occupational category in FY 2014, compared to 2.7 percent in FY 2013.

American Indian/Alaska Native employment in "other" white-collar occupations decreased by 29 to 1,135 in FY 2014 from 1,164 in FY 2013. American Indian/Alaska Natives represented 1.6 percent of this occupational category in FY 2014, the same as in FY 2013.

American Indian/Alaska Native employment in white-collar occupations decreased by 408 to 27,580 in FY 2014 from 27,988 in FY 2013. American Indian/Alaska Natives represented 1.6 percent of this occupational category in FY 2014, compared to 1.7 percent in FY 2013.

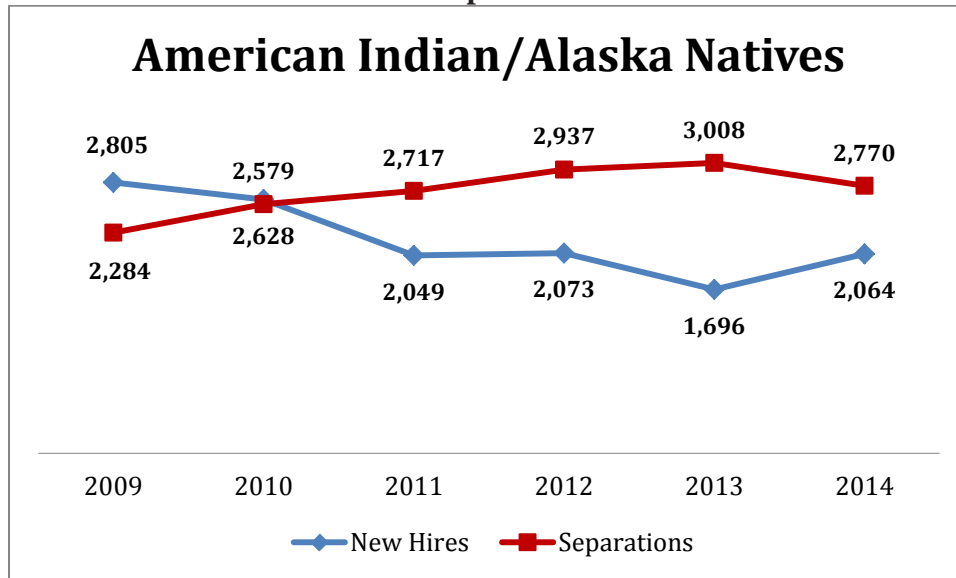
American Indian/Alaska Native employment in blue-collar occupations decreased by 109 to 3,829 in FY 2014 from 3,938 in FY 2013. American Indian/Alaska

2014	<u>American Indian/ Alaska Native Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of American Indian/Alaska Native based on All Employees in Each Occupational Category (September 2014)		
Professional	5,888	1.2
Administrative	8,695	1.2
Technical	9,031	2.7
Clerical	2,831	3.1
Other	1,135	1.6
White-Collar (WC)	27,580	1.6
Blue-Collar (BC)	3,829	2.1
Total (WC + BC)	31,409	1.7

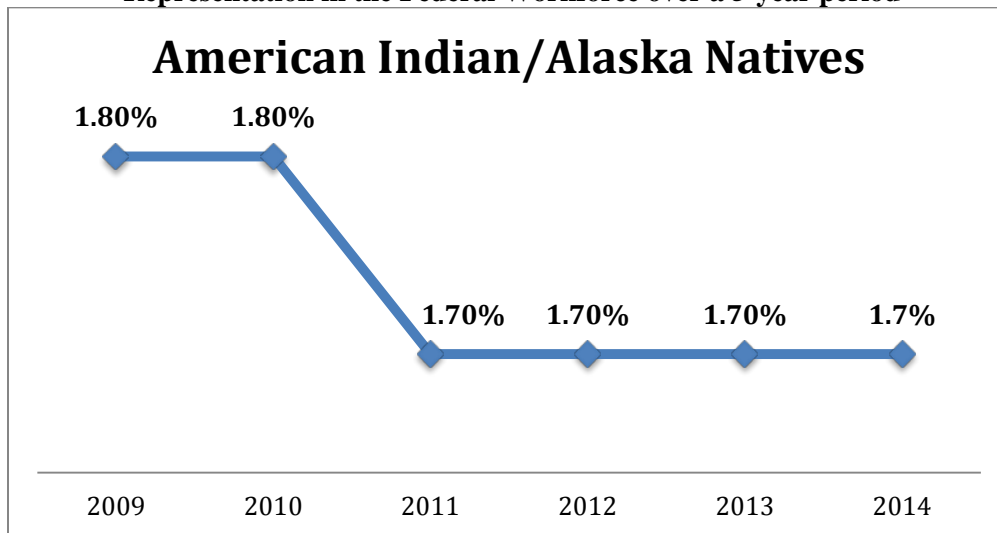
Natives represented 2.1 percent of this occupational category in FY 2014, compared to 2.2 percent in FY 2013.

TRENDS

New Hires compared to Attrition⁸



Representation in the Federal Workforce over a 5-year period



⁸ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2013 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

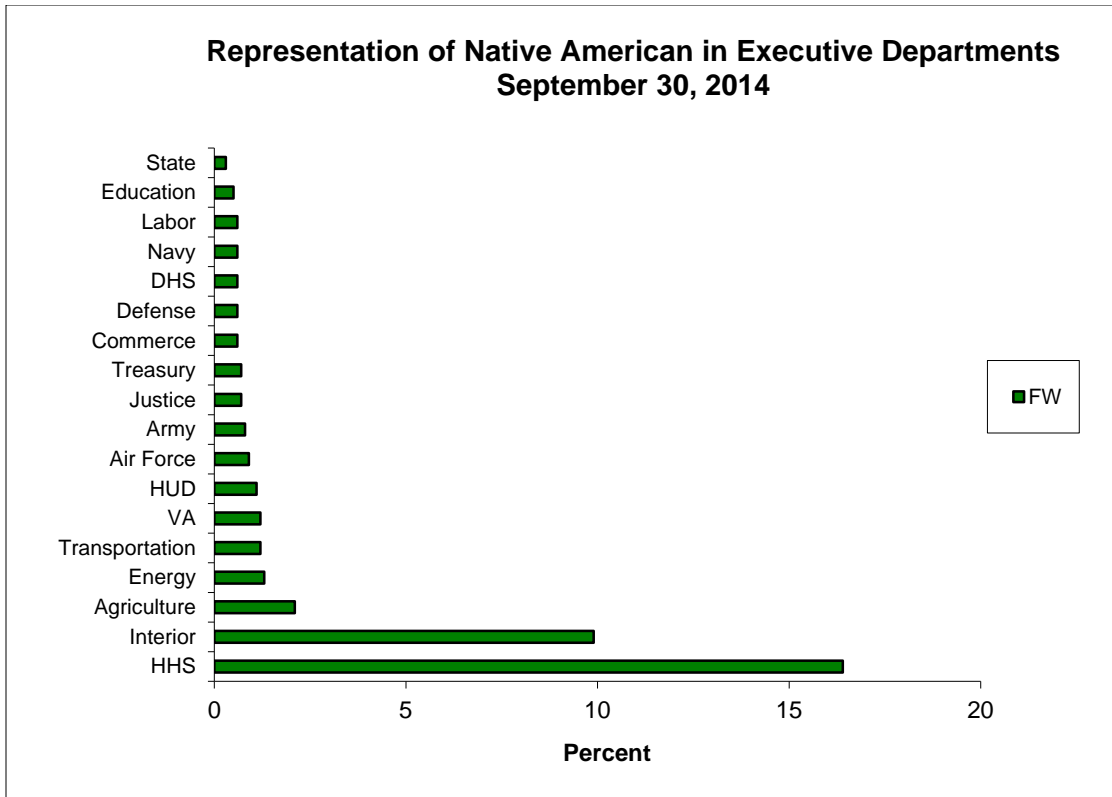
**AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT FEDERAL
CIVILIAN EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2014		2013		DIFFERENCE 2013 TO 2014	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	5,172	0.4	5,534	0.4	-362	-6.5
\$40,001 TO \$60,000	8,433	0.6	8,521	0.6	-88	-1
\$60,001 TO \$80,000	5,240	0.4	5,306	0.4	-66	-1.2
\$80,001 TO \$100,000	3,195	0.2	3,153	0.2	42	1.3
\$100,001 TO \$120,000	1,497	0.1	1,496	0.1	1	0.1
\$120,001 TO \$140,000	641	0	559	0	82	14.7
\$140,001 TO \$160,000	247	0	232	0	15	6.5
\$160,001 AND GREATER	7	0	9	0	-2	-22.2
UNSPECIFIED	17	0	10	0	7	70
TOTAL	24,449	1.8	24,820	1.8	-371	-1.5
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	3	0	-3	-100
\$120,001 TO \$140,000	5	0.1	4	0.1	1	25
\$140,001 TO \$160,000	34	0.4	32	0.4	2	6.3
\$160,001 AND GREATER	51	0.7	53	0.7	-2	-3.8
UNSPECIFIED	0	0	0	0	0	0
TOTAL	90	1.2	92	1.2	-2	-2.2
OTHER WHITE COLLAR						
UP TO \$20,000	0	0	1	0	-1	-100
\$20,001 TO \$40,000	208	0.1	287	0.1	-79	-27.5
\$40,001 TO \$60,000	374	0.1	394	0.1	-20	-5.1
\$60,001 TO \$80,000	587	0.2	578	0.2	9	1.6
\$80,001 TO \$100,000	554	0.2	545	0.2	9	1.7
\$100,001 TO \$120,000	404	0.1	406	0.1	-2	-0.5
\$120,001 TO \$140,000	232	0.1	230	0.1	2	0.9
\$140,001 TO \$160,000	201	0.1	229	0.1	-28	-12.2
\$160,001 AND GREATER	480	0.1	406	0.1	74	18.2
UNSPECIFIED	1	0	0	0	1	0
TOTAL	3,041	0.9	3,076	0.9	-35	-1.1
TOTAL WHITE-COLLAR (PATCO)	27,580	1.6	27,988	1.6	-408	-1.5
TOTAL BLUE-COLLAR	3,829	2.1	3,938	2.2	-109	-2.8
TOTAL WHITE/BLUE-COLLAR	31,409	1.7	31,926	1.7	-517	-1.6

AMERICAN INDIAN/ALASKA NATIVES REPRESENTATION IN EXECUTIVE DEPARTMENTS

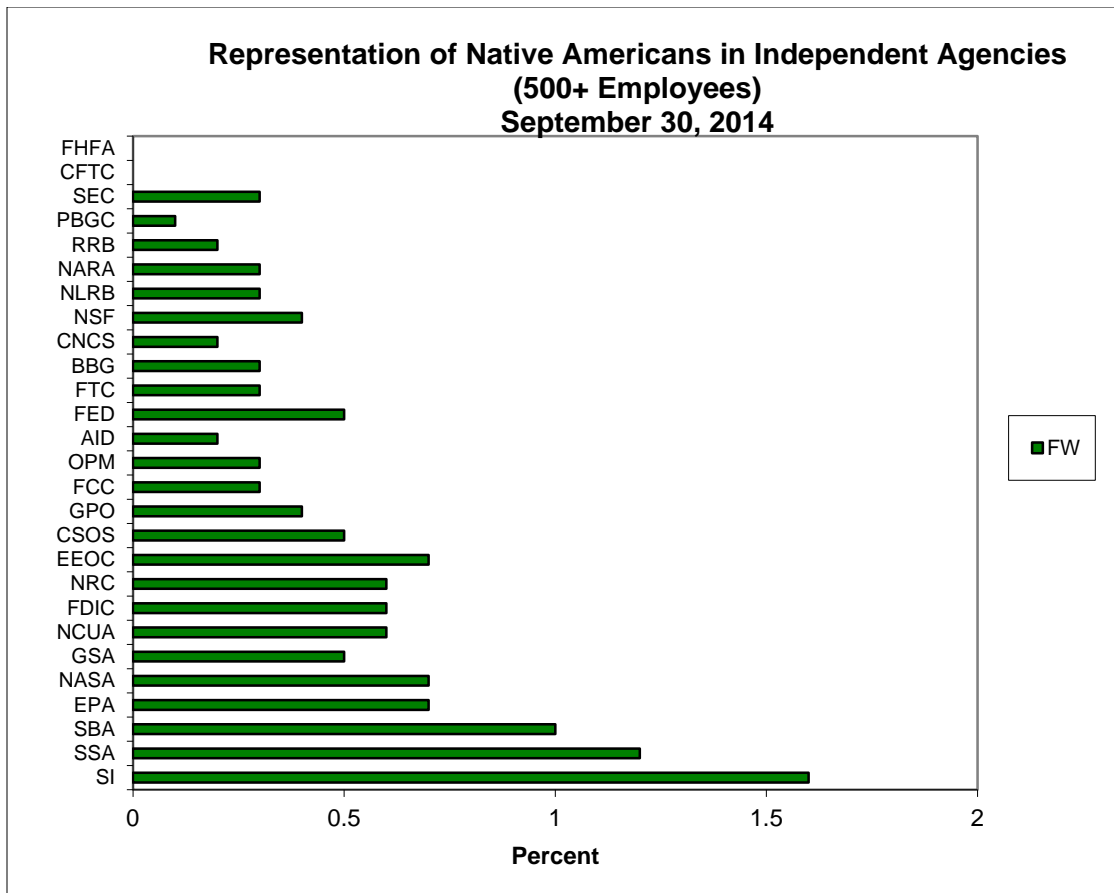
REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (AMERICAN INDIAN/ALASKA NATIVE)

EXECUTIVE DEPARTMENTS	2014 GROUP PCT.	2013 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	0.9	1
DEPARTMENT OF AGRICULTURE	2.1	2.2
DEPARTMENT OF THE ARMY	0.8	0.8
DEPARTMENT OF COMMERCE	0.6	0.6
DEPARTMENT OF DEFENSE	0.6	0.6
DEPARTMENT OF JUSTICE	0.7	0.8
DEPARTMENT OF LABOR	0.6	0.6
DEPARTMENT OF ENERGY	1.3	1.3
DEPARTMENT OF EDUCATION	0.5	0.6
DEPARTMENT OF HEALTH AND HUMAN SERVICES	16.4	16.4
DEPARTMENT OF HOMELAND SECURITY	0.6	0.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1.1	1.1
DEPARTMENT OF INTERIOR	9.9	10
DEPARTMENT OF THE NAVY	0.6	0.6
DEPARTMENT OF STATE	0.3	0.4
DEPARTMENT OF TRANSPORTATION	1.2	1.2
DEPARTMENT OF TREASURY	0.7	0.7
DEPARTMENT OF VETERANS AFFAIRS	1.2	1.1
GOVERNMENTWIDE	1.7	1.7



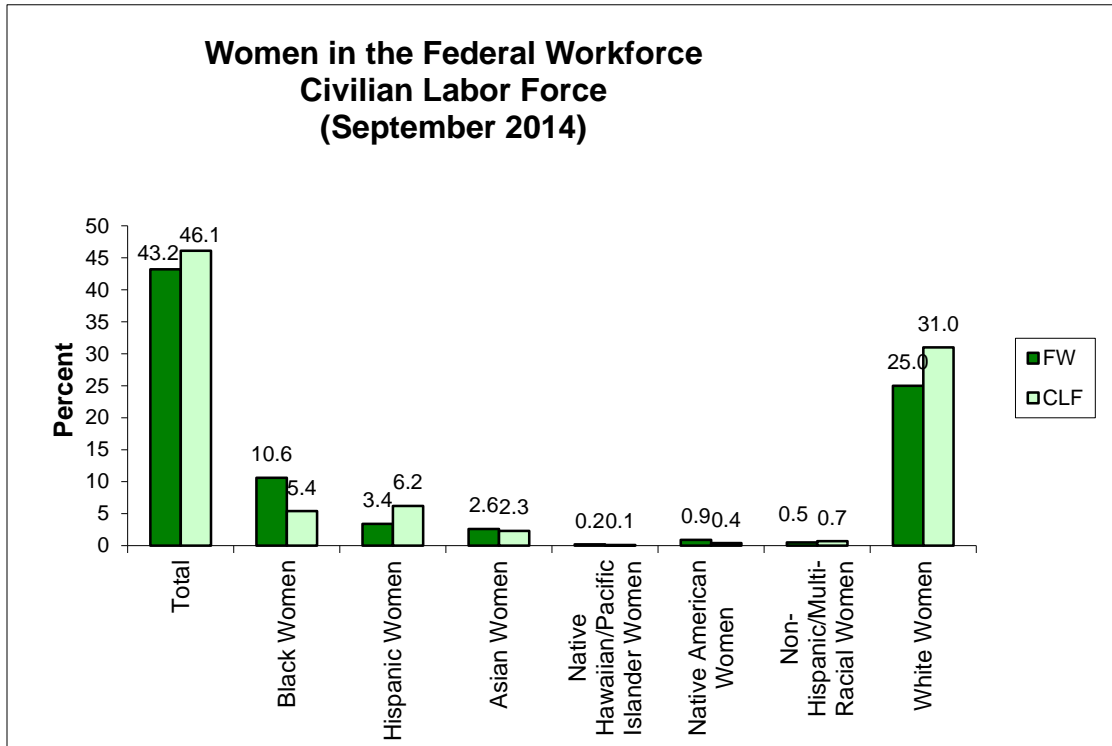
**AMERICAN INDIAN/ALASKA NATIVES REPRESENTATION
IN INDEPENDENT AGENCIES
REPRESENTATION IN PERMANENT FEDERAL WORKFORCE
September 30, 2014 and September 30, 2013
(NATIVE AMERICAN)**

INDEPENDENT AGENCIES	2014 GROUP PCT.	2013 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	0.3	0.3
COURT SERVICES AND OFFENDR SUPERVSN AGY	0.5	0.5
COMMODITY FUTURES TRADING COMMISSION	0	0
CORP FOR NATIONAL AND COMMUNITY SERVICE	0.2	0.3
ENVIRONMENTAL PROTECTION AGENCY	0.7	0.7
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0.7	0.5
FEDERAL COMMUNICATIONS COMMISSION	0.3	0.4
FEDERAL DEPOSIT INSURANCE CORPORATION	0.6	0.6
FEDERAL HOUSING FINANCE AGENCY	0	0
FEDERAL RESERVE SYSTEM	0.5	0.3
FEDERAL TRADE COMMISSION	0.3	0.3
GENERAL SERVICES ADMINISTRATION	0.5	0.6
GOVERNMENT PRINTING OFFICE	0.4	0.4
NAT ARCHIVES AND RECORDS ADMINISTRATION	0.3	0.3
NAT AERONAUTICS AND SPACE ADMINISTRATION	0.7	0.7
NATIONAL CREDIT UNION ADMINISTRATION	0.6	0.6
NATIONAL LABOR RELATIONS BOARD	0.3	0.3
NATIONAL SCIENCE FOUNDATION	0.4	0.3
NUCLEAR REGULATORY COMMISSION	0.6	0.6
OFFICE OF PERSONNEL MANAGEMENT	0.3	0.4
PENSION BENEFIT GUARANTY CORPORATION	0.1	0.2
RAILROAD RETIREMENT BOARD	0.2	0.3
SECURITIES AND EXCHANGE COMMISSION	0.3	0.2
SMALL BUSINESS ADMINISTRATION	1	1.1
SMITHSONIAN INSTITUTION	1.6	1.7
SOCIAL SECURITY ADMINISTRATION	1.2	1.2
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	0.2	0.3
GOVERNMENTWIDE	1.7	1.7



WOMEN IN THE FEDERAL WORKFORCE

EMPLOYMENT OF WOMEN



Women represented 43.2 percent (821,899) of the permanent Federal Workforce as of September 30, 2014, and 43.4 percent (831,793) in FY 2013.

Black women represented 10.6 percent of the Federal Workforce in FY 2014 and 10.6 percent in FY 2013.

Hispanic women represented 3.4 percent of the Federal Workforce in FY 2014 and 3.4 percent in FY 2013.

Asian women represented 2.6 percent of the Federal Workforce in FY 2014 and 2.5 percent in FY 2013.

Native Hawaiian/Pacific Islander women represented 0.2 percent of the Federal Workforce in FY 2014 and 0.2 percent in FY 2013.

American Indian/Alaska Native women represented 0.9 percent of the Federal Workforce in FY 2014 and 0.9 percent in FY 2013.

Non-Hispanic Multi-Racial women represented 0.5 percent of the Federal Workforce in FY 2014 and 0.5 percent in FY 2013.

White women represented 25 percent of the Federal Workforce in FY 2014, and 25.3 percent in FY 2013.

WOMEN BY OCCUPATIONAL CATEGORY

The number of women in professional occupations increased by 3,109 to 233,552 in FY 2014 from 230,443 in FY 2013. Women represented 47 percent of all professional Federal employees in FY 2014, compared to 46.6 percent in FY 2013.

The number of women in administrative occupations decreased by 2,703 to 310,203 in FY 2014 from 312,906 in FY 2013. Women represented 42.7 percent of all Federal employees in this occupational category in FY 2014, compared to 42.9 percent in FY 2013.

The number of women in technical occupations increased by 1,572 to 187,481 in FY 2014 from 185,909 in FY 2013. Women represented 56.2 percent of all Federal employees in this occupational category in FY 2014, compared to 57.4 percent in FY 2013.

The number of women in clerical occupations decreased by 11,163 to 65,117 in FY 2014 from 76,280 in FY 2013. Women represented 70.2 percent of all Federal employees in this occupational category in FY 2014, compared to 66.4 percent in FY 2013.

The number of women in "other" white-collar occupations decreased by 649 to 7,781 in FY 2014 from 8,430 in FY 2013. Women represented 10.9 percent of all Federal employees in this occupational category in FY 2014, compared to 11.5 percent in FY 2013.

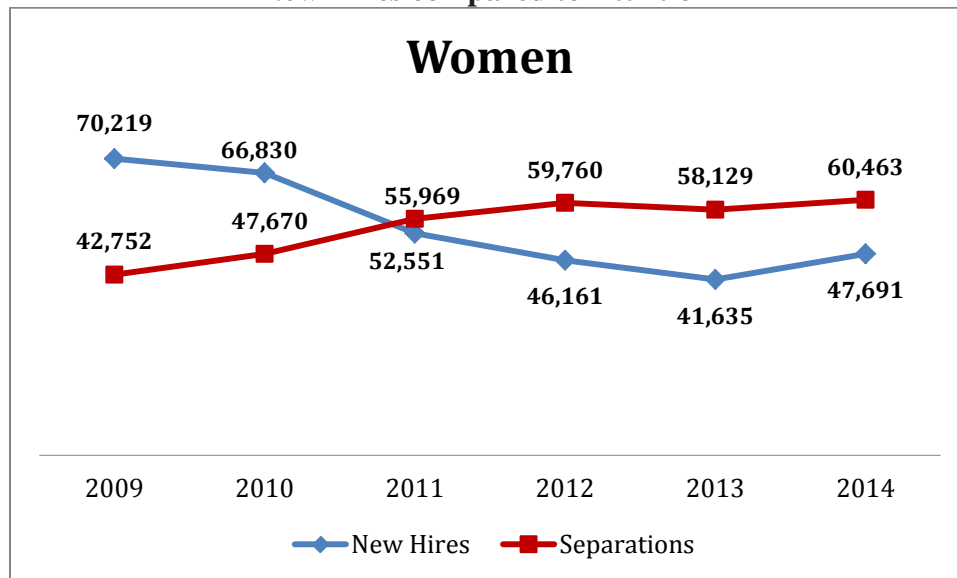
The number of women in white-collar occupations decreased by 9,834 to 804,134 in FY 2014 from 813,968 in FY 2013. Women represented 46.7 percent of all Federal employees in this occupational category in FY 2014, compared to 46.9 percent in FY 2013.

The number of women in blue-collar occupations decreased by 60 to 17,765 in FY 2014 from 17,825 in FY 2013. Women represented 9.9 percent of all Federal employees in this occupational category in FY 2014, compared to 9.8 percent in FY 2013.

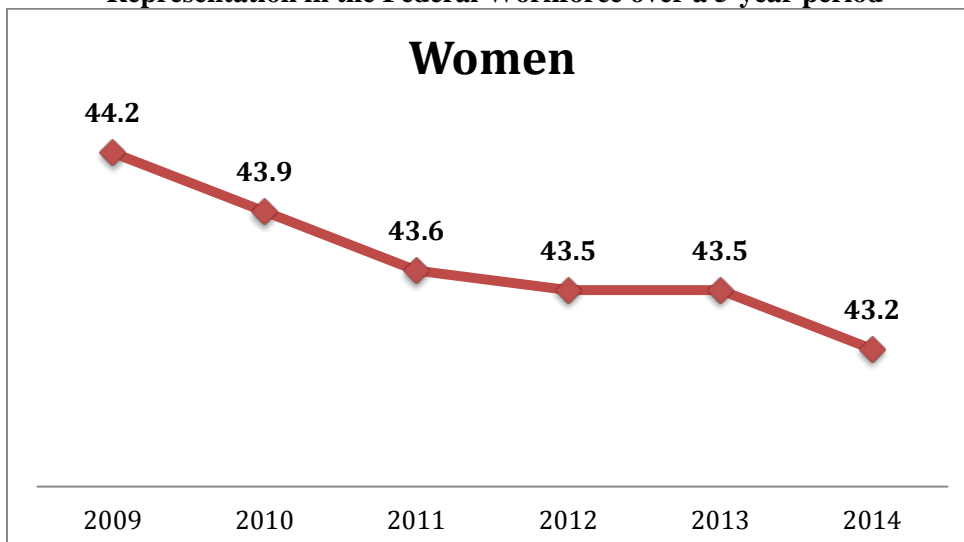
2014	<u>Employment of Women</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Women based on All employees in Each Occupational Category (September 2014)		
Professional	233,552	47
Administrative	310,203	42.7
Technical	187,481	56.2
Clerical	65,117	70.2
Other	7,781	10.9
White-Collar (WC)	804,134	46.7
Blue-Collar (BC)	17,765	9.9
Total (WC + BC)	821,899	43.2

TRENDS

New Hires compared to Attrition⁹



Representation in the Federal Workforce over a 5-year period



⁹ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2013 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

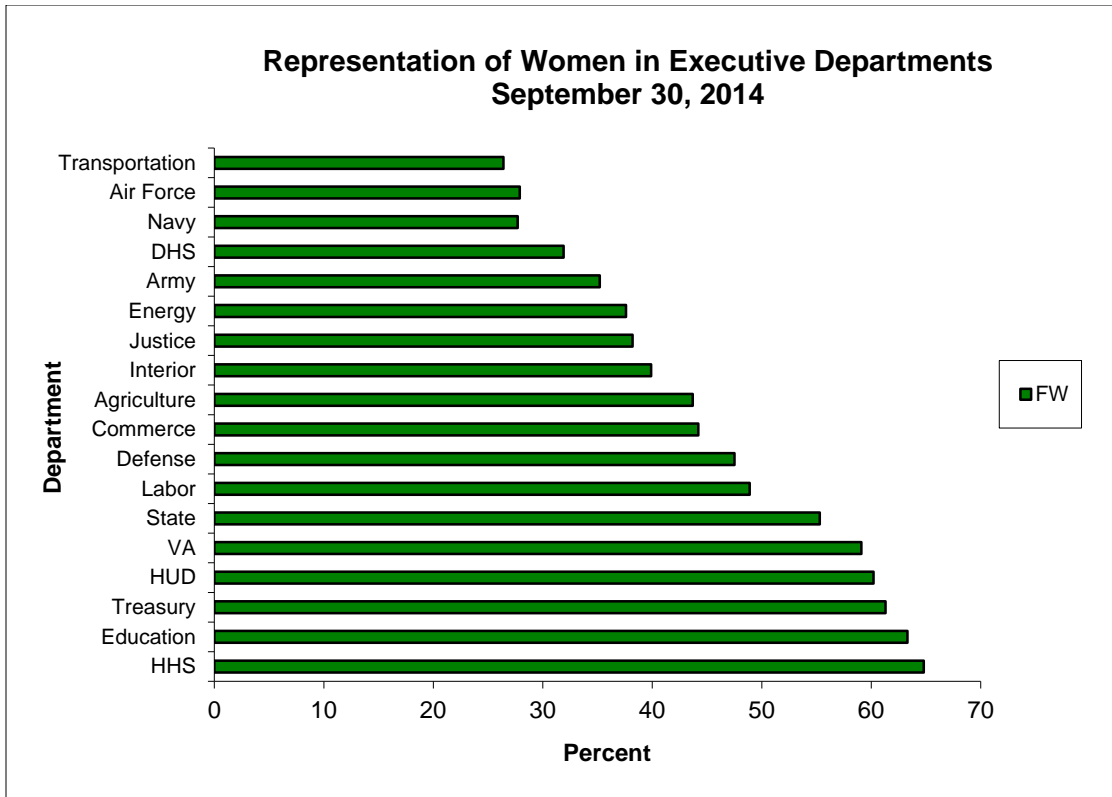
**WOMEN PERMANENT NON-POSTAL FEDERAL CIVILIAN
EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2014		2013		DIFFERENCE 2013 TO 2014	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	74,177	5.4	80,127	5.8	-5,950	-7.4
\$40,001 TO \$60,000	187,332	13.7	193,661	14.1	-6,329	-3.3
\$60,001 TO \$80,000	147,862	10.8	153,999	11.2	-6,137	-4
\$80,001 TO \$100,000	120,640	8.8	116,114	8.4	4,526	3.9
\$100,001 TO \$120,000	68,378	5	70,408	5.1	-2,030	-2.9
\$120,001 TO \$140,000	34,314	2.5	28,487	2.1	5,827	20.5
\$140,001 TO \$160,000	15,482	1.1	14,750	1.1	732	5
\$160,001 AND GREATER	366	0	390	0	-24	-6.2
UNSPECIFIED	598	0	414	0	184	44.4
TOTAL	649,149	47.5	658,350	47.8	-9,201	-1.4
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	15	0.2	-15	-100
\$120,001 TO \$140,000	78	1	101	1.3	-23	-22.8
\$140,001 TO \$160,000	497	6.5	653	8.4	-156	-23.9
\$160,001 AND GREATER	2,032	26.4	1,844	23.6	188	10.2
UNSPECIFIED	2	0	17	0.2	-15	-88.2
TOTAL	2,609	33.9	2,630	33.7	-21	-0.8
OTHER WHITE COLLAR						
UP TO \$20,000	145	0	155	0	-10	-6.5
\$20,001 TO \$40,000	13,742	4	16,598	4.7	-2,856	-17.2
\$40,001 TO \$60,000	20,590	5.9	21,534	6.1	-944	-4.4
\$60,001 TO \$80,000	36,305	10.4	36,357	10.4	-52	-0.1
\$80,001 TO \$100,000	29,901	8.6	28,982	8.3	919	3.2
\$100,001 TO \$120,000	19,705	5.7	19,280	5.5	425	2.2
\$120,001 TO \$140,000	10,039	2.9	9,560	2.7	479	5
\$140,001 TO \$160,000	8,162	2.3	8,265	2.4	-103	-1.2
\$160,001 AND GREATER	13,767	4	12,232	3.5	1,535	12.5
UNSPECIFIED	20	0	25	0	-5	-20
TOTAL	152,376	43.8	152,988	43.7	-612	-0.4
TOTAL WHITE-COLLAR (PATCO)	804,134	46.7	813,968	46.9	-9,834	-1.2
TOTAL BLUE-COLLAR	17,765	9.9	17,825	9.8	-60	-0.3
TOTAL WHITE/BLUE-COLLAR	821,899	43.2	831,793	43.4	-9,894	-1.2

WOMEN REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (WOMEN)

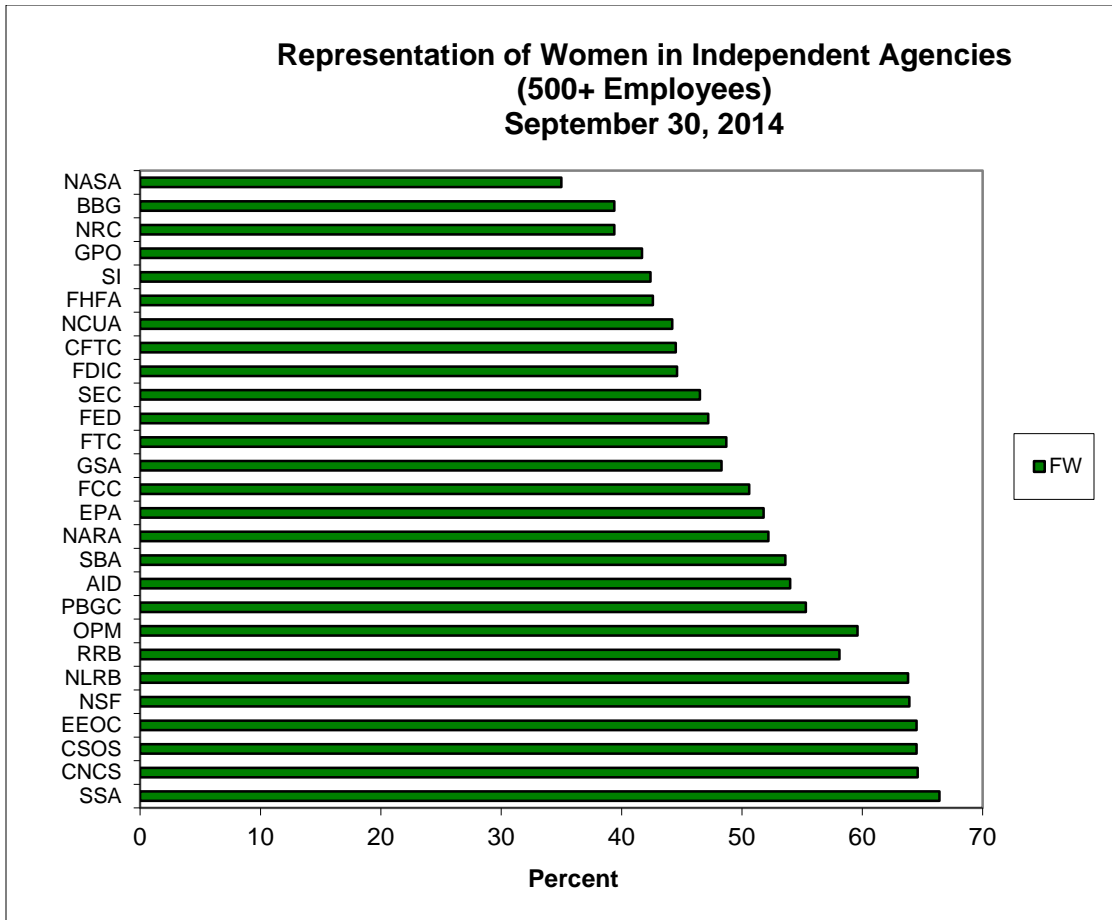
EXECUTIVE DEPARTMENTS	2014 GROUP PCT.	2013 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	27.9	28.1
DEPARTMENT OF AGRICULTURE	43.7	43.6
DEPARTMENT OF THE ARMY	35.2	35.5
DEPARTMENT OF COMMERCE	44.2	44.4
DEPARTMENT OF DEFENSE	47.5	48
DEPARTMENT OF JUSTICE	38.2	38.6
DEPARTMENT OF LABOR	48.9	49.1
DEPARTMENT OF ENERGY	37.6	37.9
DEPARTMENT OF EDUCATION	63.3	63
DEPARTMENT OF HEALTH AND HUMAN SERVICES	64.8	64.7
DEPARTMENT OF HOMELAND SECURITY	31.9	32
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	60.2	60.8
DEPARTMENT OF INTERIOR	39.9	40
DEPARTMENT OF THE NAVY	27.7	28.2
DEPARTMENT OF STATE	55.3	55.5
DEPARTMENT OF TRANSPORTATION	26.4	26.7
DEPARTMENT OF TREASURY	61.3	61.6
DEPARTMENT OF VETERANS AFFAIRS	59.1	59.3
GOVERNMENTWIDE	43.2	43.4



WOMEN REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (WOMEN)

INDEPENDENT AGENCIES	2014 GROUP PCT.	2013 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	39.4	39.1
COURT SERVICES AND OFFENDR SUPERVSN AGY	64.5	64.4
COMMODITY FUTURES TRADING COMMISSION	44.5	43.8
CORP FOR NATIONAL AND COMMUNITY SERVICE	64.6	64.7
ENVIRONMENTAL PROTECTION AGENCY	51.8	52
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	62.8	64.3
FEDERAL COMMUNICATIONS COMMISSION	50.6	51.9
FEDERAL DEPOSIT INSURANCE CORPORATION	44.6	44.3
FEDERAL HOUSING FINANCE AGENCY	42.6	42.9
FEDERAL RESERVE SYSTEM	47.2	47.8
FEDERAL TRADE COMMISSION	48.7	47.8
GENERAL SERVICES ADMINISTRATION	48.3	48.2
GOVERNMENT PRINTING OFFICE	41.7	41.4
NAT ARCHIVES AND RECORDS ADMINISTRATION	52.2	52.6
NAT AERONAUTICS AND SPACE ADMINISTRATION	35	34.9
NATIONAL CREDIT UNION ADMINISTRATION	44.2	43.4
NATIONAL LABOR RELATIONS BOARD	63.8	63.5
NATIONAL SCIENCE FOUNDATION	63.9	63.8
NUCLEAR REGULATORY COMMISSION	39.4	39.5
OFFICE OF PERSONNEL MANAGEMENT	59.6	59.3
PENSION BENEFIT GUARANTY CORPORATION	55.3	55.6
RAILROAD RETIREMENT BOARD	58.1	59.3
SECURITIES AND EXCHANGE COMMISSION	46.5	46.8
SMALL BUSINESS ADMINISTRATION	53.6	53.7
SMITHSONIAN INSTITUTION	42.4	42.6
SOCIAL SECURITY ADMINISTRATION	66.4	67.6
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	54	54.8
GOVERNMENTWIDE	43.2	43.4



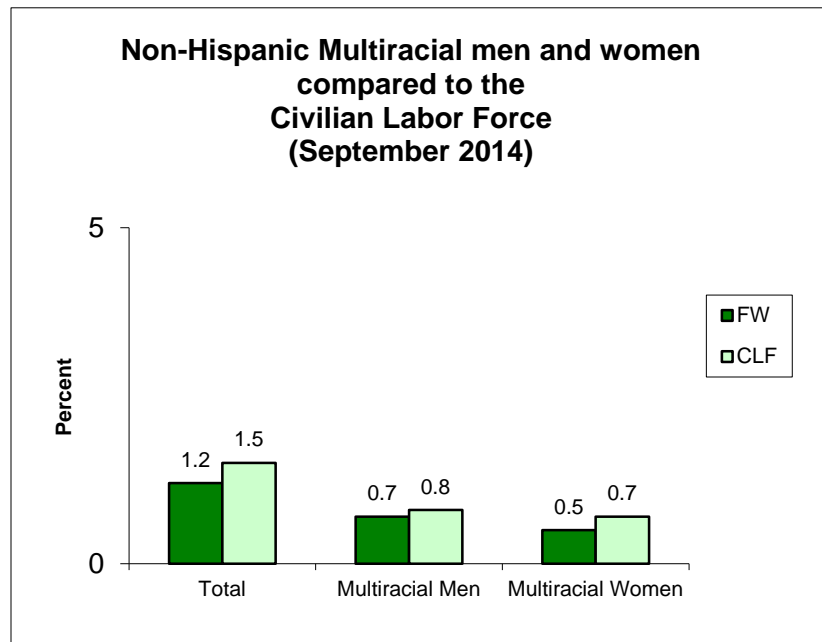
**NON-HISPANIC/MULTI-RACIAL
EMPLOYMENT IN THE FEDERAL
WORKFORCE**

NON-HISPANIC/MULTI-RACIAL EMPLOYMENT

Non-Hispanic Multi-Racial employees were 1.2 percent (22,752) of the permanent Federal Workforce as of September 30, 2014 and 1.1 percent in FY 2013.

Non-Hispanic Multi-Racial men comprised 0.7 percent of the Federal Workforce in FY 2014 and 0.6 percent in FY 2013.

Non-Hispanic Multi-Racial women comprised 0.5 percent of the Federal Workforce in FY 2014 and 0.5 percent in FY 2013.



NON-HISPANIC/MULTI-RACIAL ¹⁰ BY OCCUPATIONAL CATEGORY

Non-Hispanic/Multi-Racial employment in professional occupations increased by 456 to 4,997 in FY 2014, from 4,541 in FY 2013. Non-Hispanic/ Multi-Racial employees represented 1 percent of all Federal employees in this occupational category in FY 2014, compared to 0.9 percent in FY 2013.

Non-Hispanic/Multi-Racial employment in administrative occupations increased by 791 to 9,481 in FY 2014, from 8,690 in FY 2013. Non-Hispanic/ Multi-Racial employees represented 1.3 percent of all Federal employees in this occupational category in FY 2014, compared to 1.2 percent in FY 2013.

Non-Hispanic/Multi-Racial employment in technical occupations increased by 605 to 3,898 in FY 2014, from 3,293 in FY 2013. Non-Hispanic/Multi-Racial employees represented 1.2 percent of all Federal employees in this occupational category in FY 2014, compared to 1 percent in FY 2013.

Non-Hispanic/Multi-Racial employment in clerical occupations decreased by 263 to 1,377 in FY 2014, from 1,640 in FY 2013. Non-Hispanic/Multi-Racial employees represented 1.5 percent of all Federal employees in this occupational category in FY 2014, compared to 1.4 percent in FY 2013.

Non-Hispanic/Multi-Racial employment in "other" white-collar occupations increased by 28 to 889 in FY 2014, from 861 in FY 2013. Non-Hispanic/Multi-Racial employees represented 1.2 percent of all Federal employees in this occupational category in FY 2014, the same as in FY 2013.

Non-Hispanic/Multi-Racial employment in white-collar occupations increased by 1,617 to 20,642 in FY 2014, from 19,025 in FY2013. Non-Hispanic/Multi-Racial

2014	<u>Non-Hispanic Multi-racial Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of Non-Hispanic/Multi-Racial based on All Employees in Each Occupational Category (September 2014)		
Professional	4,997	1
Administrative	9,481	1.3
Technical	3,898	1.2
Clerical	1,377	1.5
Other	889	1.2
White-Collar (WC)	20,642	1.2
Blue-Collar (BC)	2,110	1.2
Total (WC + BC)	22,752	1.2

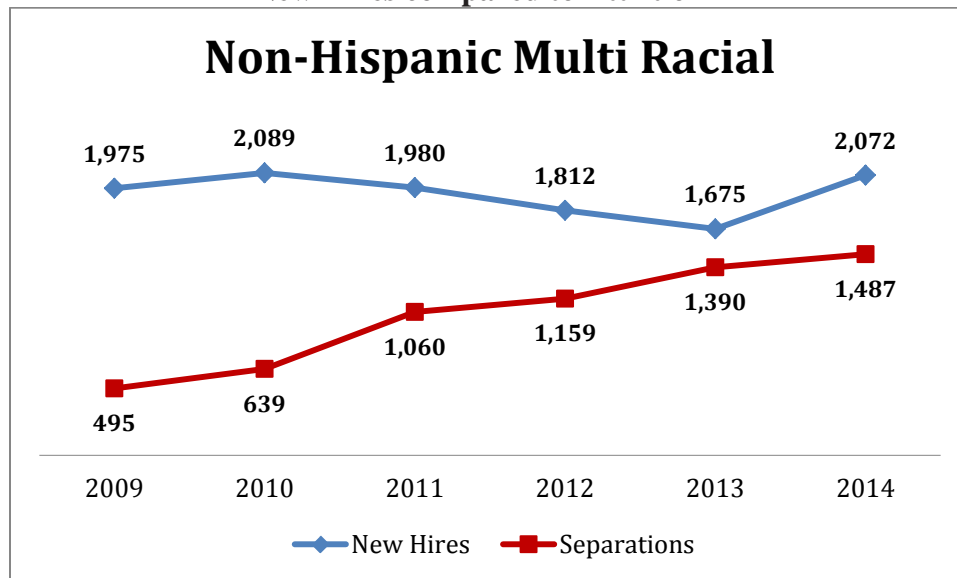
¹⁰ Although this new category is not a minority group as determined under 5 U.S.C. § 7201, collection and representation of this data is consistent with the new Racial/National Origin structure required by the Office of Management and Budget. OPM guidance to agencies required use of the new codes for all accessions occurring on or after January 1, 2006. However, while agencies were not required to resurvey their workforce, they had the option to do so. As a result, the Federal civilian employees in this category do not reflect total numbers in the Federal Workforce; they reflect only those who completed the new Standard Form 181, Ethnicity and Race Identification (dated July 2005).

employees represented 1.2 percent of all Federal employees in this occupational category in FY 2014, compared to 1.1 percent in FY 2013.

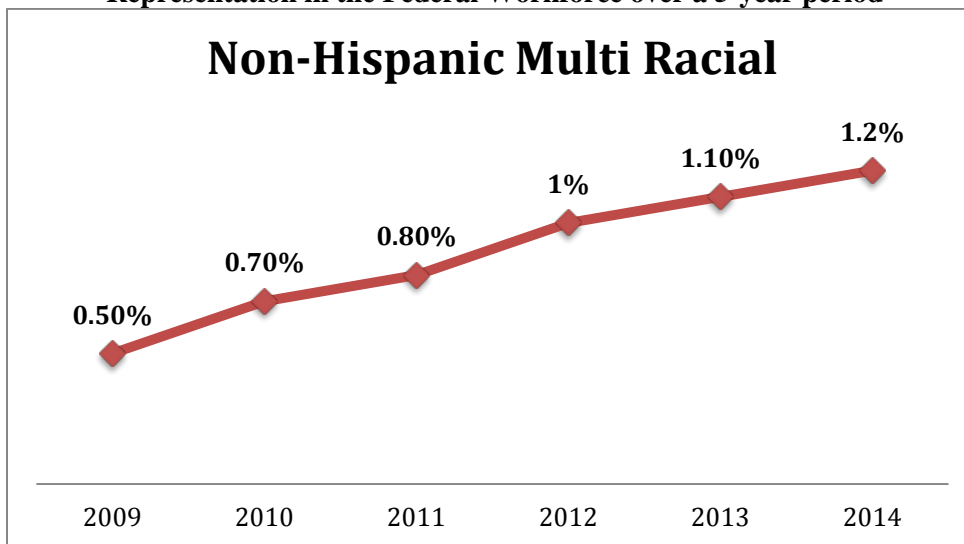
Non-Hispanic/Multi-Racial employment in blue-collar occupations increased by 250 to 2,110 in FY 2014, from 1,860 in FY 2013. Non-Hispanic/Multi-Racial employees represented 1.2 percent of all Federal employees in this occupational category in FY 2014, compared to 1 percent in FY 2013.

TRENDS

New Hires compared to Attrition¹¹



Representation in the Federal Workforce over a 5-year period



¹¹ The above chart does not include Transfers In nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2013 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.
 FY 2014 FEORP

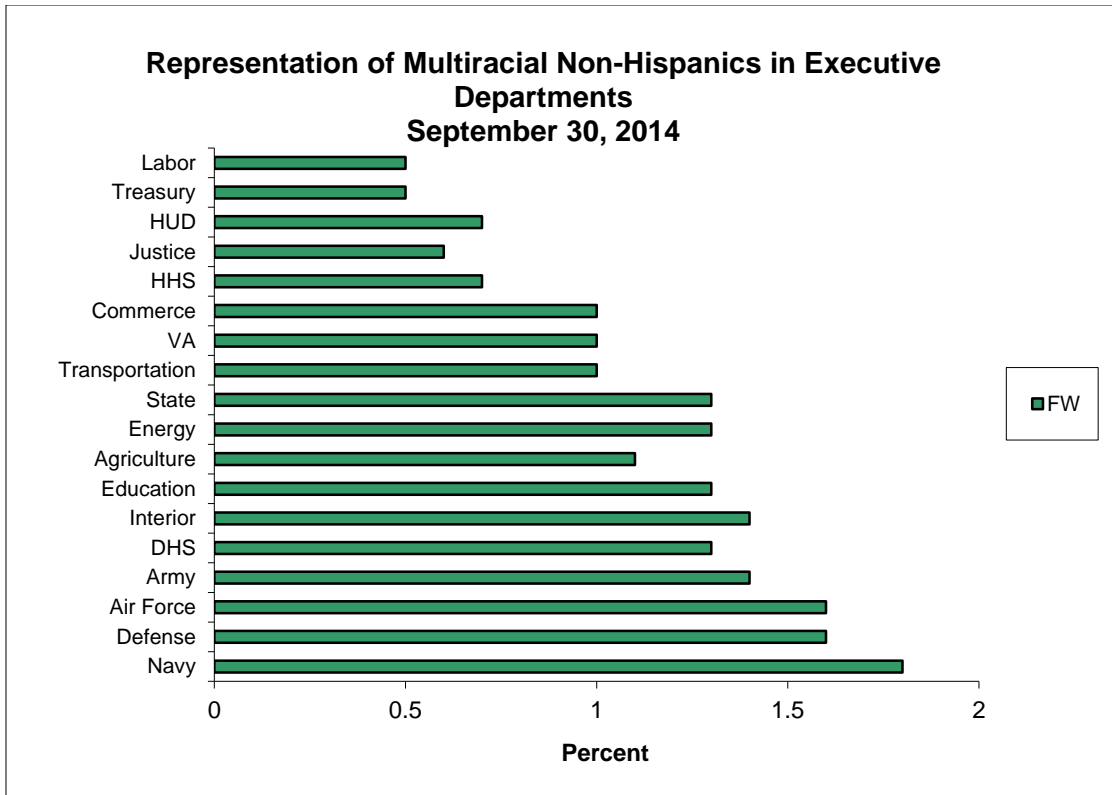
**NON-HISPANIC/MULTI-RACIAL PERMANENT NON-POSTAL
FEDERAL CIVILIAN EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2014		2013		DIFFERENCE 2013 TO 2014	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	2,155	0.2	2,108	0.2	47	2.2
\$40,001 TO \$60,000	4,373	0.3	4,154	0.3	219	5.3
\$60,001 TO \$80,000	4,360	0.3	4,328	0.3	32	0.7
\$80,001 TO \$100,000	3,571	0.3	2,962	0.2	609	20.6
\$100,001 TO \$120,000	1,588	0.1	1,472	0.1	116	7.9
\$120,001 TO \$140,000	687	0.1	519	0	168	32.4
\$140,001 TO \$160,000	275	0	226	0	49	21.7
\$160,001 AND GREATER	12	0	12	0	0	0
UNSPECIFIED	18	0	13	0	5	38.5
TOTAL	17,039	1.2	15,794	1.1	1,245	7.9
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	1	0	-1	-100
\$120,001 TO \$140,000	3	0	3	0	0	0
\$140,001 TO \$160,000	16	0.2	19	0.2	-3	-15.8
\$160,001 AND GREATER	30	0.4	31	0.4	-1	-3.2
UNSPECIFIED	0	0	0	0	0	0
TOTAL	49	0.6	54	0.7	-5	-9.3
OTHER WHITE COLLAR						
UP TO \$20,000	4	0	3	0	1	33.3
\$20,001 TO \$40,000	504	0.1	502	0.1	2	0.4
\$40,001 TO \$60,000	437	0.1	373	0.1	64	17.2
\$60,001 TO \$80,000	753	0.2	705	0.2	48	6.8
\$80,001 TO \$100,000	649	0.2	577	0.2	72	12.5
\$100,001 TO \$120,000	515	0.1	454	0.1	61	13.4
\$120,001 TO \$140,000	262	0.1	197	0.1	65	33
\$140,001 TO \$160,000	194	0.1	177	0.1	17	9.6
\$160,001 AND GREATER	236	0.1	189	0.1	47	24.9
UNSPECIFIED	0	0	0	0	0	0
TOTAL	3,554	1	3,177	0.9	377	11.9
TOTAL WHITE-COLLAR (PATCO)	20,642	1.2	19,025	1.1	1,617	8.5
TOTAL BLUE-COLLAR	2,110	1.2	1,860	1	250	13.4
TOTAL WHITE/BLUE-COLLAR	22,752	1.2	20,885	1.1	1,867	8.9

NON-HISPANIC/MULTI-RACIAL REPRESENTATION IN EXECUTIVE DEPARTMENT

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (NON-HISPANIC MULTIRACIAL)

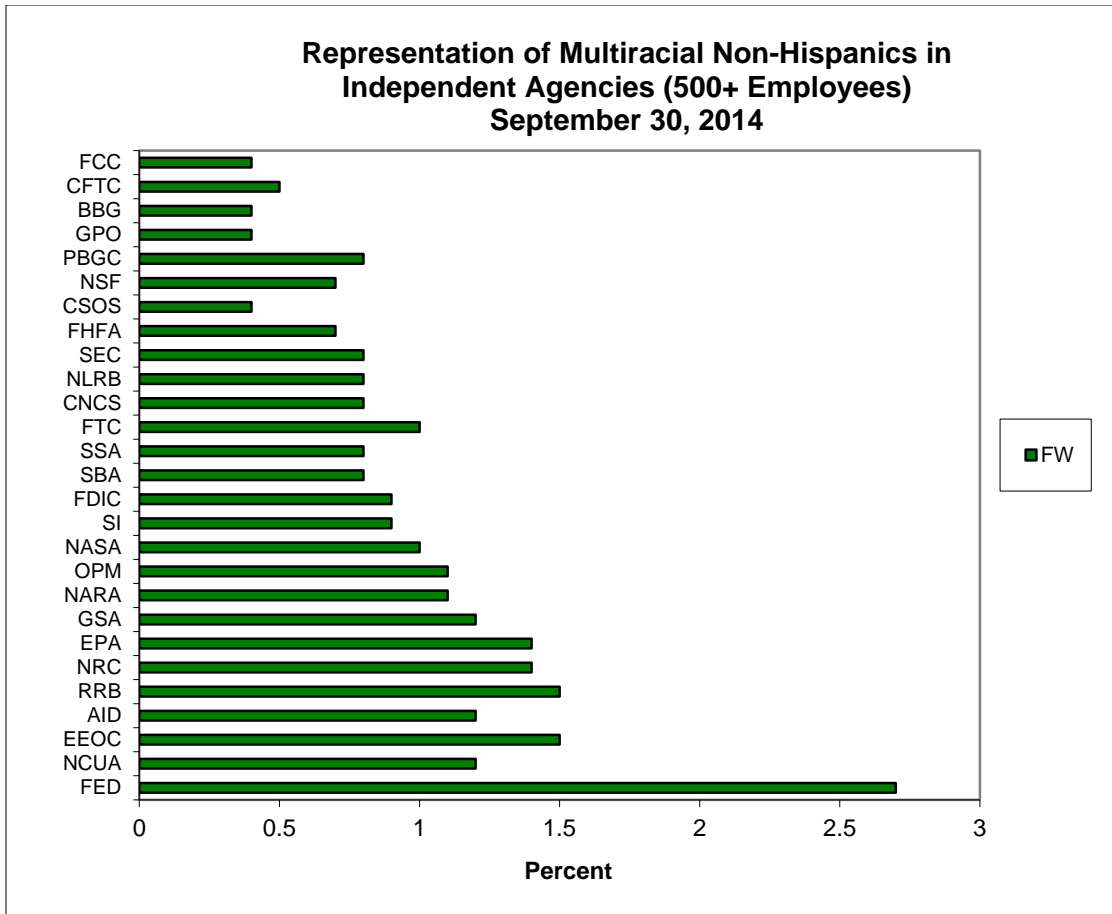
EXECUTIVE DEPARTMENTS	2014 GROUP PCT.	2013 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	1.6	1.4
DEPARTMENT OF AGRICULTURE	1.1	1.1
DEPARTMENT OF THE ARMY	1.4	1.3
DEPARTMENT OF COMMERCE	1	0.8
DEPARTMENT OF DEFENSE	1.6	1.5
DEPARTMENT OF JUSTICE	0.6	0.5
DEPARTMENT OF LABOR	0.5	0.4
DEPARTMENT OF ENERGY	1.3	1.1
DEPARTMENT OF EDUCATION	1.3	1.2
DEPARTMENT OF HEALTH AND HUMAN SERVICES	0.7	0.7
DEPARTMENT OF HOMELAND SECURITY	1.3	1.3
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	0.7	0.5
DEPARTMENT OF INTERIOR	1.4	1.3
DEPARTMENT OF THE NAVY	1.8	1.6
DEPARTMENT OF STATE	1.3	0.9
DEPARTMENT OF TRANSPORTATION	1	0.9
DEPARTMENT OF TREASURY	0.5	0.4
DEPARTMENT OF VETERANS AFFAIRS	1	0.9
GOVERNMENTWIDE	1.2	1.1



NON-HISPANIC/MULTI-RACIAL REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (NON-HISPANIC MULTIRACIAL)

INDEPENDENT AGENCIES	2014 GROUP PCT.	2013 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	0.4	0.3
COURT SERVICES AND OFFENDR SUPERVSN AGY	0.4	0.5
COMMODITY FUTURES TRADING COMMISSION	0.5	0.3
CORP FOR NATIONAL AND COMMUNITY SERVICE	0.8	0.7
ENVIRONMENTAL PROTECTION AGENCY	1.4	1.1
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1.5	1.5
FEDERAL COMMUNICATIONS COMMISSION	0.4	0.3
FEDERAL DEPOSIT INSURANCE CORPORATION	0.9	0.8
FEDERAL HOUSING FINANCE AGENCY	0.7	0.6
FEDERAL RESERVE SYSTEM	2.7	2.9
FEDERAL TRADE COMMISSION	1	0.7
GENERAL SERVICES ADMINISTRATION	1.2	1.1
GOVERNMENT PRINTING OFFICE	0.4	0.3
NAT ARCHIVES AND RECORDS ADMINISTRATION	1.1	1
NAT AERONAUTICS AND SPACE ADMINISTRATION	1	0.9
NATIONAL CREDIT UNION ADMINISTRATION	1.2	1.5
NATIONAL LABOR RELATIONS BOARD	0.8	0.6
NATIONAL SCIENCE FOUNDATION	0.7	0.5
NUCLEAR REGULATORY COMMISSION	1.4	1.3
OFFICE OF PERSONNEL MANAGEMENT	1.1	1
PENSION BENEFIT GUARANTY CORPORATION	0.8	0.5
RAILROAD RETIREMENT BOARD	1.5	1.4
SECURITIES AND EXCHANGE COMMISSION	0.8	0.6
SMALL BUSINESS ADMINISTRATION	0.8	0.8
SMITHSONIAN INSTITUTION	0.9	0.9
SOCIAL SECURITY ADMINISTRATION	0.8	0.7
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	1.2	1.4
GOVERNMENTWIDE	1.2	1.1



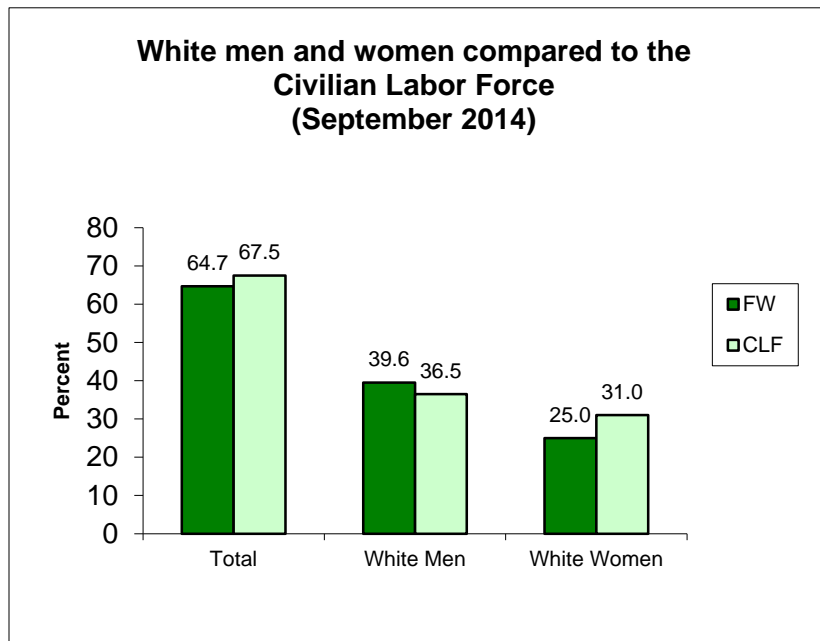
WHITES IN THE FEDERAL WORKFORCE

WHITE EMPLOYMENT

White employees comprised 64.7 percent (1,229,456) of the permanent Federal Workforce as of September 30, 2014 and 65.1 percent in FY 2013.

White men comprised 39.6 percent of the Federal Workforce in FY 2014 and 39.7 percent in FY 2013.

White women comprised 25 percent of the Federal Workforce in FY 2014 and 25.3 percent in FY 2013.



WHITES¹² BY OCCUPATIONAL CATEGORY

White employment in professional occupations decreased by 1,332 to

356,095 in FY 2014, from 357,427 in FY 2013. Whites represented 71.7 percent of all Federal employees in this occupational category in FY 2014, compared to 72.2 percent in FY 2013.

White employment in administrative occupations decreased by 5,986 to 475,806 in FY 2014, from 481,792 in FY 2013. Whites represented 65.5 percent of all Federal employees in this occupational category in FY 2014, compared to 66.1 percent in FY 2013.

White employment in technical occupations increased by 1,851 to 190,493 in FY 2014, from 188,642 in FY 2013. Whites represented 57.1 percent of all Federal employees in this occupational category in FY 2014, compared to 58.2 percent in FY 2013.

White employment in clerical occupations decreased by 10,688 to 48,480 in FY 2014, from 59,168 in FY 2013. Whites represented 52.3 percent of all Federal employees in this occupational category in FY 2014, compared to 51.5 percent in FY 2013.

White employment in "other" white-collar occupations decreased by 933 to 41,917 in FY 2014 from 42,850 in FY 2013. Whites represented 58.6 percent of all Federal employees in this occupational category in FY 2014, same as in FY 2013.

White employment in white-collar occupations decreased by 17,088 to 1,112,791 in FY 2014 from 1,129,879 in FY 2013. Whites represented 64.6 percent of all Federal employees in this occupational category in FY 2014, compared to 65.15 percent in FY 2013.

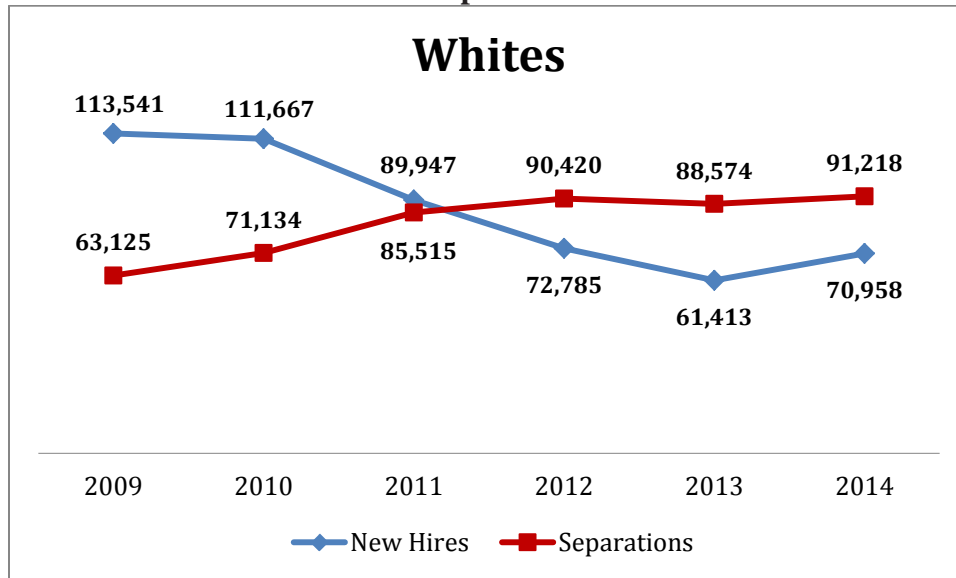
2014	<u>White Employment</u>	<u>Percent of Federal Workforce</u>
Counts and Percentages of White based on All Employees in Each Occupational Category (September 2014)		
Professional	356,095	71.7
Administrative	475,806	65.5
Technical	190,493	57.1
Clerical	48,480	52.3
Other	41,917	58.6
White-Collar (WC)	1,112,791	64.6
Blue-Collar (BC)	116,665	64.9
Total (WC + BC)	1,229,456	64.7

¹² Although this new category is not a minority group as determined under 5 U.S.C. § 7201, collection and representation of this data is consistent with the new Racial/National Origin structure required by the Office of Management and Budget. OPM guidance to agencies required use of the new codes for all accessions occurring on or after January 1, 2006. However, while agencies were not required to resurvey their workforce, they had the option to do so. As a result, the Federal civilian employees in this category do not reflect total numbers in the FW; they reflect only those who completed the new Standard Form 181, Ethnicity and Race Identification (dated July 2005).

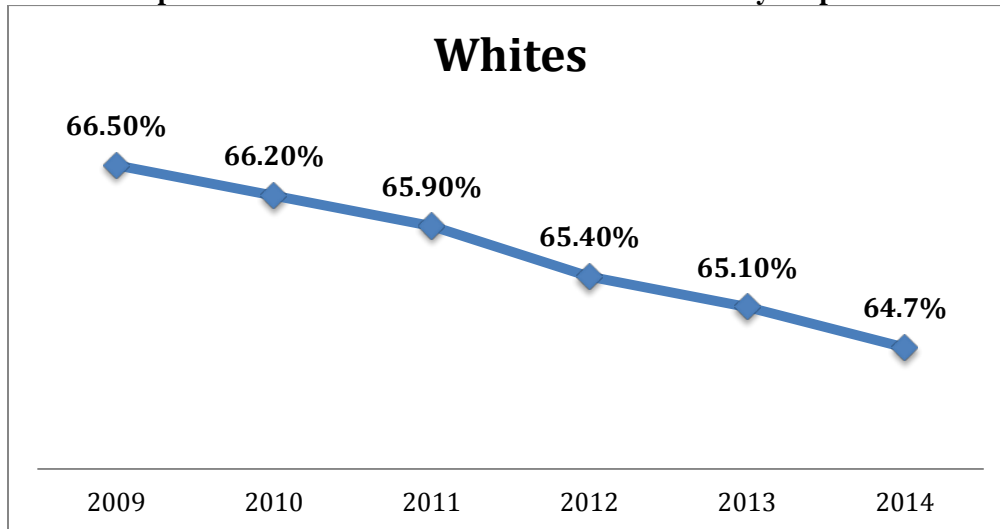
White employment in blue-collar occupations decreased by 887 to 116,665 in FY 2014 from 117,552 in FY 2013. Whites represented 64.9 percent of all Federal employees in this occupational category in FY 2014, same as in FY 2013.

TRENDS

New Hires compared to Attrition¹³



Representation in the Federal Workforce over a 5-year period



¹³ The New Hires compared to Attrition chart does not include Transfers In, nor does it include Transfers Out. Furthermore, these charts depict only the Permanent Federal Workforce compared to FY2013 FEORP, which depicted New Hires and Attrition for all employees regardless of work status. Please see data notes for more details.

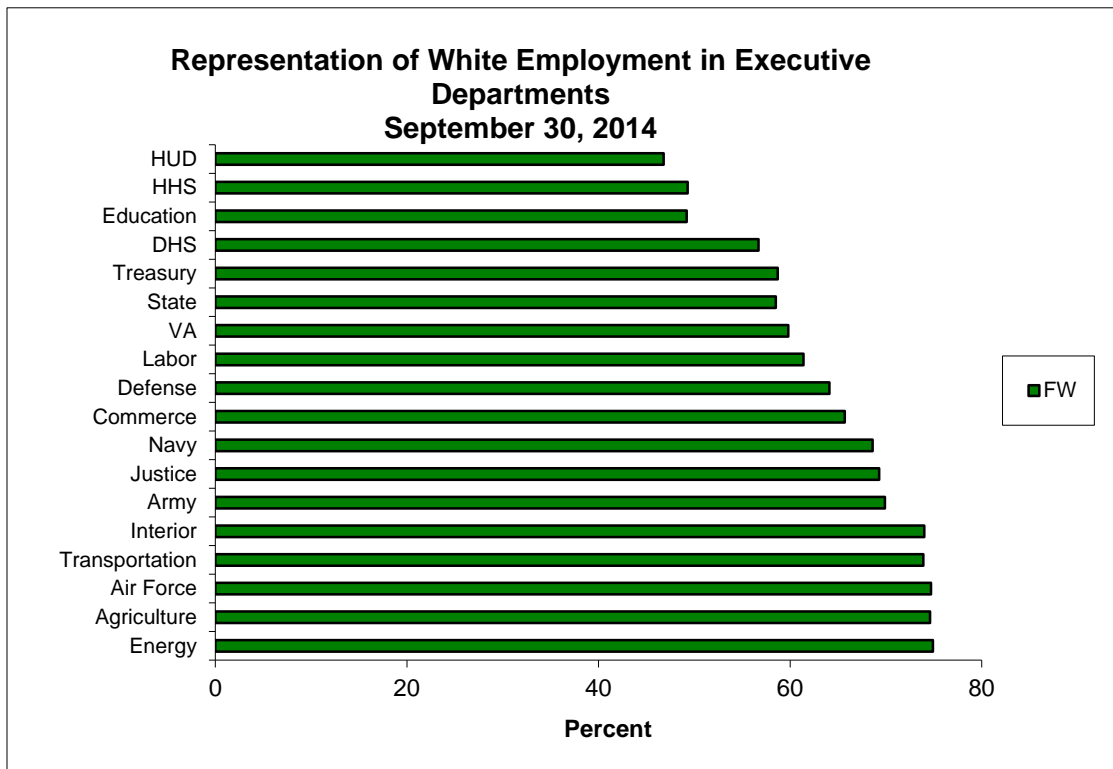
**WHITE PERMANENT NON-POSTAL FEDERAL CIVILIAN
EMPLOYMENT SALARY TRENDS**

WHITE COLLAR / PAY SYSTEM GROUPS	2014		2013		DIFFERENCE 2013 TO 2014	
	#	%	#	%	#COUNT	%CHANGE
TOTAL WHITE-COLLAR (PATCO)						
GS, GM, GL						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	67,419	4.9	72,178	5.2	-4,759	-6.6
\$40,001 TO \$60,000	194,389	14.2	201,355	14.6	-6,966	-3.5
\$60,001 TO \$80,000	205,691	15.1	215,448	15.6	-9,757	-4.5
\$80,001 TO \$100,000	188,453	13.8	184,372	13.4	4,081	2.2
\$100,001 TO \$120,000	116,931	8.6	122,229	8.9	-5,298	-4.3
\$120,001 TO \$140,000	60,876	4.5	52,470	3.8	8,406	16
\$140,001 TO \$160,000	33,227	2.4	32,551	2.4	676	2.1
\$160,001 AND GREATER	1,434	0.1	1,507	0.1	-73	-4.8
UNSPECIFIED	758	0.1	557	0	201	36.1
TOTAL	869,178	63.6	882,667	64.1	-13,489	-1.5
SES						
UP TO \$20,000	0	0	0	0	0	0
\$20,001 TO \$40,000	0	0	0	0	0	0
\$40,001 TO \$60,000	0	0	0	0	0	0
\$60,001 TO \$80,000	0	0	0	0	0	0
\$80,001 TO \$100,000	0	0	0	0	0	0
\$100,001 TO \$120,000	0	0	18	0.2	-18	-100
\$120,001 TO \$140,000	117	1.5	152	1.9	-35	-23
\$140,001 TO \$160,000	975	12.7	1,337	17.1	-362	-27.1
\$160,001 AND GREATER	5,003	65.1	4,717	60.4	286	6.1
UNSPECIFIED	7	0.1	35	0.4	-28	-80
TOTAL	6,102	79.3	6,259	80.1	-157	-2.5
OTHER WHITE COLLAR						
UP TO \$20,000	99	0	109	0	-10	-9.2
\$20,001 TO \$40,000	14,245	4.1	17,910	5.1	-3,665	-20.5
\$40,001 TO \$60,000	23,666	6.8	24,493	7	-827	-3.4
\$60,001 TO \$80,000	42,741	12.3	43,328	12.4	-587	-1.4
\$80,001 TO \$100,000	41,161	11.8	40,924	11.7	237	0.6
\$100,001 TO \$120,000	38,704	11.1	39,322	11.2	-618	-1.6
\$120,001 TO \$140,000	23,709	6.8	23,205	6.6	504	2.2
\$140,001 TO \$160,000	22,680	6.5	23,084	6.6	-404	-1.8
\$160,001 AND GREATER	30,467	8.8	28,538	8.1	1,929	6.8
UNSPECIFIED	39	0	40	0	-1	-2.5
TOTAL	237,511	68.3	240,953	68.8	-3,442	-1.4
TOTAL WHITE-COLLAR (PATCO)	1,112,791	64.6	1,129,879	65.1	-17,088	-1.5
TOTAL BLUE-COLLAR	116,665	64.9	117,552	64.9	-887	-0.8
TOTAL WHITE/BLUE-COLLAR	1,229,456	64.7	1,247,431	65.1	-17,975	-1.4

WHITE REPRESENTATION IN EXECUTIVE DEPARTMENTS

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (WHITE)

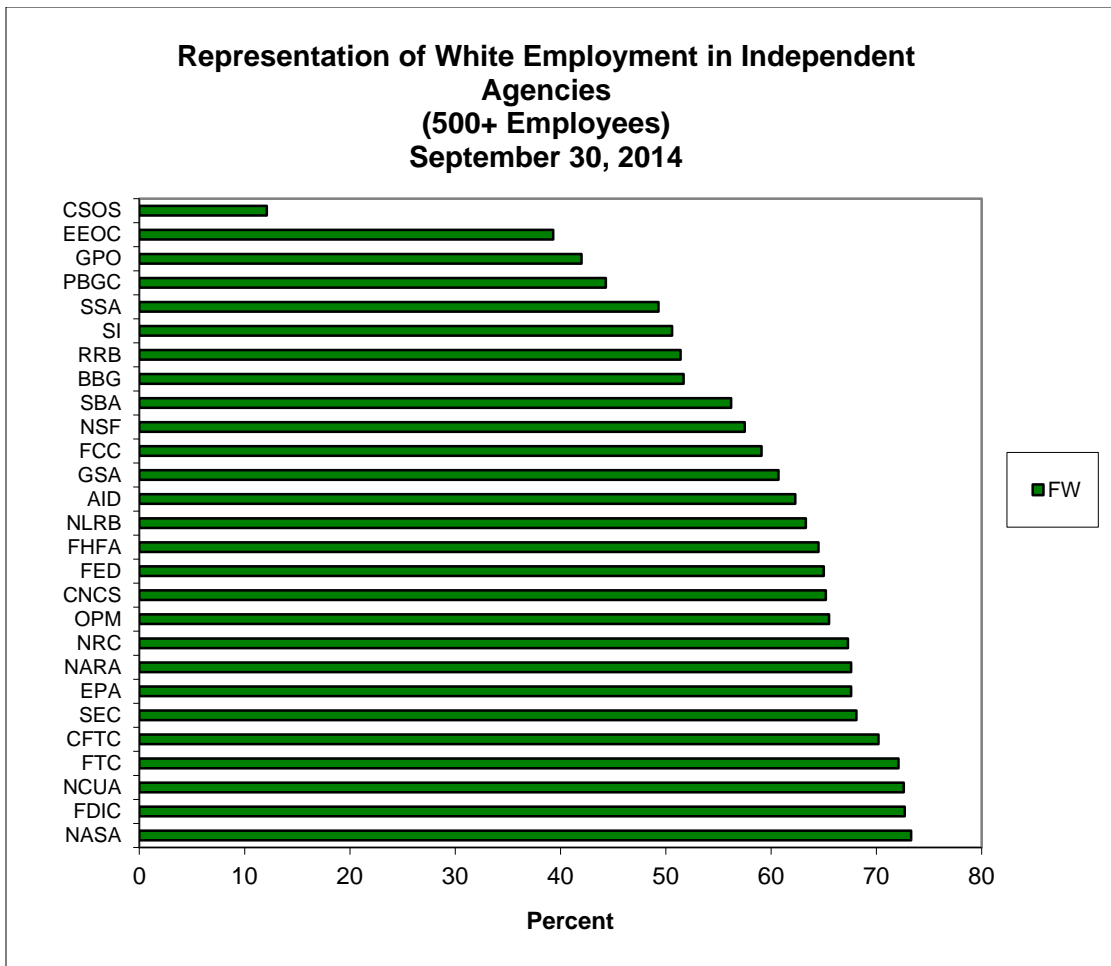
EXECUTIVE DEPARTMENTS	2014 GROUP PCT.	2013 GROUP PCT.
DEPARTMENT OF THE AIR FORCE	74.7	75
DEPARTMENT OF AGRICULTURE	74.6	75
DEPARTMENT OF THE ARMY	69.9	69.8
DEPARTMENT OF COMMERCE	65.7	66.5
DEPARTMENT OF DEFENSE	64.1	64.7
DEPARTMENT OF JUSTICE	69.3	69.6
DEPARTMENT OF LABOR	61.4	62
DEPARTMENT OF ENERGY	74.9	75.2
DEPARTMENT OF EDUCATION	49.2	50.4
DEPARTMENT OF HEALTH AND HUMAN SERVICES	49.3	49.9
DEPARTMENT OF HOMELAND SECURITY	56.7	57.1
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	46.8	47.4
DEPARTMENT OF INTERIOR	74	74.3
DEPARTMENT OF THE NAVY	68.6	68.4
DEPARTMENT OF STATE	58.5	59.5
DEPARTMENT OF TRANSPORTATION	73.9	74.5
DEPARTMENT OF TREASURY	58.7	58.9
DEPARTMENT OF VETERANS AFFAIRS	59.8	60.3
GOVERNMENTWIDE	64.7	65.1



WHITE REPRESENTATION IN INDEPENDENT AGENCIES

REPRESENTATION IN PERMANENT FEDERAL WORKFORCE September 30, 2014 and September 30, 2013 (WHITE)

INDEPENDENT AGENCIES	2014 GROUP PCT.	2013 GROUP PCT.
BROADCASTING BOARD OF GOVERNORS	51.2	51.7
COURT SERVICES AND OFFENDR SUPERVSN AGY	12.8	12.1
COMMODITY FUTURES TRADING COMMISSION	69.3	70.2
CORP FOR NATIONAL AND COMMUNITY SERVICE	67.1	65.2
ENVIRONMENTAL PROTECTION AGENCY	67	67.6
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	39.5	39.3
FEDERAL COMMUNICATIONS COMMISSION	59.4	59.1
FEDERAL DEPOSIT INSURANCE CORPORATION	72.4	72.7
FEDERAL HOUSING FINANCE AGENCY	64.3	64.5
FEDERAL RESERVE SYSTEM	64	65
FEDERAL TRADE COMMISSION	71.3	72.1
GENERAL SERVICES ADMINISTRATION	60.4	60.7
GOVERNMENT PRINTING OFFICE	41.6	42
NAT ARCHIVES AND RECORDS ADMINISTRATION	66.8	67.6
NAT AERONAUTICS AND SPACE ADMINISTRATION	73	73.3
NATIONAL CREDIT UNION ADMINISTRATION	73.6	72.6
NATIONAL LABOR RELATIONS BOARD	60.9	63.3
NATIONAL SCIENCE FOUNDATION	56.9	57.5
NUCLEAR REGULATORY COMMISSION	66.6	67.3
OFFICE OF PERSONNEL MANAGEMENT	65.7	65.5
PENSION BENEFIT GUARANTY CORPORATION	43.8	44.3
RAILROAD RETIREMENT BOARD	50.9	51.4
SECURITIES AND EXCHANGE COMMISSION	67.6	68.1
SMALL BUSINESS ADMINISTRATION	55.6	56.2
SMITHSONIAN INSTITUTION	50.3	50.6
SOCIAL SECURITY ADMINISTRATION	47.9	49.3
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	63.5	62.3
GOVERNMENTWIDE	64.7	65.1



AGENCY FEORP PROMISING PRACTICES

Agency Successful/Promising Practices

Some of the trends and best practices for FY14 include working with area high schools, colleges, and universities to encourage underrepresented groups to intern with Federal agencies and to consider Federal service as a career when they complete their education, as part of the agency's overall recruitment plan. Agencies are also exploring effective ways to use the Pathways internship program as a seed for acquiring new Federal talent and as a way to supplement their competitive hiring.

Agencies on the cutting edge are embracing OPM's New IQ Training and its accompanying standards and practices, as well as developing their own training sessions, via the web, in the classroom, and by video. The New IQ provides managers with awareness, knowledge and skill readiness to enable individuals and groups to contribute to their fullest potential by leveraging their unique experiences, perspectives and viewpoints for the collective benefit of all stakeholders.

Below highlights some of the successful or promising practices that agencies are embracing and have implemented from their Diversity and Inclusion Strategic Plans.

Additionally, all agency FY 2014 FEORP submissions can be viewed on MAX at <https://community.max.gov/x/7SHGKQ>.

Promising Practices

Defense Information Systems Agency (DISA)

One of the priorities identified in DISA's D&I Strategic Plan is to "Involve employees as participants and responsible agents of diversity, mutual respect and inclusion." The agency has developed a project called DISA's employee profiles, which are shared via Dateline DISA and DISA TV, and give employees an opportunity to share their culture values, experiences, and accomplishments with the workforce.

Defense Intelligence Agency (DIA)

During FY14, DIA became the Executive Agent of the Intelligence Community Wounded Warrior Internship Program (ICWWP), a unique IC-wide initiative that aligns with the Department of Defense (DoD) Operation War Fighter (OWF) Program. ICWWP identifies and places Wounded Warriors (WW) in a variety of internships across the IC based on their military skill sets, experience, and interests. This provides injured, ill, and wounded service members with meaningful work experience to assist in their recuperation and transition into the workforce through internship opportunities at participating IC agencies. FY14 saw the most WW interns on-boarded, 212, since the program's inception in 2009. Of the 212, 64 were subsequently, permanently hired by DIA. Additionally, DIA sponsored 30 (6 were female warriors) and currently hosts 21 ICWWP

interns and permanently hired six. The ICWWP is committed to providing diverse and equal opportunities to warriors possessing mission critical skills and the desire to continue to serve their country.

Defense Security Service (DSS)

The DSS onboarding program focuses not only on providing a positive and welcoming first impression of the agency, but also on retaining employees through their first year and beyond. In FY14, the recruitment office took the lead on creating refresher onboarding training for the supervisors and managers within its workforce. This onboarding refresher video discusses onboarding best practices that span the course of the employee's first year, including: a tour of the facilities and introductions to senior leaders, the creation of performance objectives and the discussion of performance expectations, and consistent and persistent feedback and communication between the new employee and his/her supervisor. DSS expects that all supervisors will view this video with the goal of minimizing the attrition rate and developing (and sustaining) an effective workforce.

Department of Agriculture (USDA)

USDA's Cultural Transformation initiative continues to deliver positive results in transforming USDA into a diverse, inclusive, and high-performing organization. In FY14, the representation of Hispanic employees in the Agency's workforce continued to increase and is now 7.59% of USDA's workforce. In May 2014, USDA signed the first Federal Departmental Memorandum of Understanding with a non-profit, nonpartisan coalition composed of 37 leading national Hispanic organizations. The purpose of the agreement is to provide a framework to explore and address core issues for Hispanics.

USDA has increased outreach and recruiting efforts between USDA's agencies and Hispanic-Serving Institutions National Program, partnered with the Hispanic Association of Colleges and Universities to recruit and host 167 HACU interns at USDA agencies, and awarded a total of \$9.2 million educational grants in support of 19 projects as Hispanic-Serving Institutions in areas that support the work of the USDA.

Department of Commerce (DOC)

Commerce utilized Federal, Departmental, and bureau programs to attract and hire new talent from a diverse applicant pool. In FY14, 169 hires were made through the Pathways Programs, and 33 high school students from diverse backgrounds were hosted by the agency through the DC Summer Youth Employment Program. The Department sustained long-standing partnerships with colleges, universities, committees, councils, and professional societies that targeted underrepresented communities for recruitment and attended events hosted by some of these groups and local colleges.

Department of Defense (DOD)

In an effort to establish a culture of mentoring and bridge the inexperience/experience gap, DOD will pilot "mentoring teams" within Employee Resource Groups. These teams will assist senior, mid-career, and junior employees in networking and transferring institutional and professional information. Mentoring teams will afford mentees a diverse group of mentors while easing the burden on mentors to be omniscient. The most senior mentors within the team will have the flexibility to play a more administrative role or be hands-on with the new mentees or the mid-career protégé.

Department of Education (ED)

ED started an Aspiring Executives program which paired GS-14 and GS-15 employees with Senior Executives within ED and/or from other agencies and key personnel whom the program will groom as successors to become future ED leaders. The mentees have opportunities to interact with SES management and further develop their individual skillsets.

Department of Labor (DOL)

DOL agencies used the Student Pathways authority to hire students and recent graduates, as supplements to its competitive hiring processes. For the intern program there were 98 hires; DOL also hired 70 recent grads and 15 presidential management fellows; 45% of Pathways hires were minorities.

Environmental Protection Agency (EPA)

The Agency introduced the EPA Marketplace program, which gives employees the opportunity to offer their skills and expand their experience by participating in projects in any part of the agency for up to 20% of their time. The purpose of the program is to bolster employee career development and experience and to advance the One EPA model by applying employee's skills, knowledge and organizational perspectives across EPA, accomplish important work and reduce stovepipes by more efficiently and collaboratively tapping Agency expertise and resources; and contribute to more holistic, sustainable solutions to environmental and public health issues. The program has a robust interactive website that includes a list of projects from virtually every program office; more than 250 employees have participated.

Patent and Trademark Office (PTO)

Members from the D&I Council attended OPM's Game Changers Course in FY14. As a result, USPTO tailored and implemented The New IQ training workshops that were facilitated by supervisory patent examiners. The goal of the workshop is for managers to develop inclusive habits to help make people feel included, which in turn leads to employees who are more engaged and productive. In FY14, over 700 (or 82%) out of 850 Patents managers participated in the workshop. The Office of Equal Employment Opportunity and Diversity plans to provide this training to managers in all other business units in FY15.

Nuclear Regulatory Commission (NRC)

For the past four years, the *Nuclear Regulatory Commission (NRC)* has partnered with the District of Columbia (D.C.) to support the D.C. Summer Youth Employment Program (SYEP). Through this program, students are provided enriching and constructive summer work experiences through subsidized placements in both the private and government sectors. NRC has begun to see tangible results from the partnership, as many of the high school students who participate return to the agency as college interns.

U. S. Office of Personnel Management (OPM)

Within the Office of Personnel Management's (OPM) Diversity & Inclusion (D&I) Strategic Plan, one of the priorities is to "Cultivate a supportive, welcoming, inclusive and fair work environment." To fulfil OPM's goal, OPM developed the New Inclusion Quotient (New IQ) in FY 2014.

The New IQ refers to inclusive intelligence and consists of 20 questions identified through a rigorous factor analysis trial of OPM's Employee Viewpoint Survey (EVS) questions. These 20 EVS questions had the highest correlation to inclusive environments of the 87 questions tested. The 20 questions are grouped into 5 Habits of inclusion, "F.O.C.S.E" (**F**air, **O**pen, **C**ooperative, **S**upportive, **E**mpowering). Furthermore, the 20 EVS questions are referred to in our research as "behaviors". The New IQ is built upon the concept that individual behaviors, repeated over time, form the habits that create essential building blocks of an inclusive environment. These behaviors can be learned, practiced, and developed into habits of inclusiveness and subsequently improve the inclusive intelligence of organizational members.

The New IQ provides managers with awareness, knowledge and skill readiness to enable individuals and groups to contribute to their fullest potential by leveraging their unique experiences, perspectives and viewpoints for the collective benefit of all stakeholders. Through case studies, exercises, discussions, video scenarios and personal feedback, leaders explore critical issues related to specific workforce diversity concerns. An organization's priorities, expectations and policies concerning diversity and inclusion are explained and applied to specific cases and examples.

During FY 14, OPM launched training for managers and supervisors on the New IQ, which reflects the next generation of intelligence: where people actively solicit and harness the power of diverse perspectives that may, or may not, be rooted in specific individuals' education, experience, and/or expertise. In the New IQ environment, the intelligence supervisors need to solve problems is already available: they just need to know how to find it and how to use it.

More than raising awareness, this learning solution provides managers with specific skills to (1) address diversity related concerns consistent with the organization's philosophy and policy, and (2) foster an inclusive climate that improves organizational performance, such as speed, efficiency, creativity,

innovation, motivation and corporate image. This learning solution is a key element to changing organizational culture and climate, and fosters integration and synergy of the organization.

During FY 2014, 82% of OPM managers and supervisors took the New IQ training.

In FY 2014, OPM also launched the New IQ Master Game Changer Course. The Gamer Changer is an intense two-week course that certifies participants to facilitate and implement the New IQ techniques and learning within their respective agencies, as well as conduct diversity and inclusion training. Currently we have trained approximately 165 Master Game Changers in roughly 40 Federal agencies and sub-components. Since the roll-out, we have trained approximately 15,000 federal employees on various aspects of the New IQ. Going forward we will continue our approach to communicate the New IQ concepts as broadly as possible to initiate change within each respective agency through the Master Game Changer program.

Small Business Administration (SBA)

SBA's Office of Diversity, Inclusion, and Civil Rights led the effort to implement OPM's New IQ pilot. While efforts to further expand the pilot are still underway, the 287 SBA managers, supervisors and employees who have already participated have responded favorably. The video-based program "*Civil Treatment for Managers*" is designed to provide managers with the tools they need to manage fairly and legally in today's changing workplace. The video-based program "*Civil Treatment for Employees*" communicates that certain types of behavior are divisive and they must adhere to a set of standards that will help them embody the organization's vision, mission, and values. Other ad-hoc training was conducted on a variety of topics which included sexual harassment, reasonable accommodations, alternative dispute resolution, workplace harassment, and conflict management.

Social Security Administration (SSA)

SSA added OPM's New Inclusion Quotient (IQ) video to their Leadership Essentials for New Supervisors (LENS) training. LENS integrates technical skills with leadership competencies and provides effective and timely training opportunities for new supervisors through an online web portal. These training opportunities encourage inclusive behavior and provide another forum for employees to learn and appreciate differences in the workplace. In addition, these training efforts reinforce our commitment to broaden individual perspectives and to help employees understand and model diversity-friendly workplace conduct.

U.S. Agency for International Development (USAID)

In an effort to reach diverse populations early in their academic careers, the USAID in collaboration with the Department of State and Health and Human Services, implemented a pilot program to hire students from a college-preparatory school for young men and women from the Washington, DC area who have the need and motivation to help earn their own tuition through an innovative Corporate Work Study Program. The school has a diverse population with high representation of Hispanic

(53%) and African American (45%) students. During the summer of 2014, USAID hired four students through this program. The students were placed in various bureaus throughout the Agency and their exceptional performance prompted the Agency to extend their internships through the fall.

APPENDIX A: DATA NOTES

NEW HIRES AND ATTRITION NOTES

Notes about the data source

Data from...

- FY2005 and later pulled from OPM's Enterprise Human Resources Integration Statistical Data Mart (EHRI-SDM).
- FY2004 and earlier data pulled from OPM's Central Personnel Data File (CPDF).

Coverage is limited to Federal civilian employees with the following inclusions or exclusions:

Executive Branch exclusions:

- | | |
|---|--|
| • U.S. Postal Service | • Office of the Vice President |
| • Postal Rate Commission | • Foreign Service Personnel at the State Department |
| • Central Intelligence Agency | • Tennessee Valley Authority |
| • National Security Agency | • Board of Governors of the Federal Reserve |
| • Defense Intelligence Agency | • Public Health Service's Commissioned Officer Corps |
| • National Geospatial-Intelligence Agency | • Non-appropriated fund employees |
| • Office of the Director of National Intelligence | • Foreign Nationals Overseas |
| • White House Office | |

Legislative Branch inclusions:

- | | |
|--|--|
| • Government Printing Office | • Medicare Payment Advisory Commission |
| • Dwight D. Eisenhower Memorial Commission | • U.S. - China Economic and Security Review Commission |
| • Financial Crisis Inquiry Commission | • U.S. Commission on International Religious Freedom |
| • Ronald Reagan Centennial Commission | |

Judicial Branch inclusions:

- U.S. Tax Court (see note below)

The above represents current coverage and is subject to change over time.

Recent significant changes to coverage:

- The Bureau of Consumer Financial Protection, a component of the Federal Reserve, began reporting in March 2011.
- The Federal Bureau of Investigation did not report data on personnel actions until FY2007.
- The State Department stopped providing data on Foreign Service Personnel in March 2006.
- Prior to September 2013 the U.S. Tax Court was reflected as a legislative agency (agency code LT).

More information about our data sources can be found at <http://www.opm.gov/feddata/guidance.asp>

Notes about New Hires and Separations Data

New Hires & Separations this year is based on the Permanent workforce compared to last year's report which depicted New Hires and Separations data for all Federal employees regardless of work status. This year the charts depict only permanent employees to align with the rest of the data reported in the FEORP.



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