

Federal Equal Opportunity Recruitment Program (FEORP) Report

Fiscal Year 2024



This report is prepared in compliance with the law
(5 U.S.C. 7201 and 5 CFR Part 720, Subpart B).

A Message from the Director of the U.S. Office of Personnel Management (OPM)

The FY 2024 Federal Equal Opportunity Recruitment Program (FEORP) Annual Report is submitted in accordance with 5 U.S.C. § 7201(e), providing Congress with information on workforce trends and agency strategies to attract and retain talent. Consistent with the Trump Administration's approach, this report emphasizes merit, skills, and fair access to opportunity. Where demographic information is referenced, it is reported only to meet statutory obligations and to support barrier removal and equal opportunity, not to promote or otherwise encourage engagement in illegal racial discrimination or to set preferences or quotas.

As Director, I believe an effective civil service is built on rigorous, job-related hiring and smart talent management. In alignment with Executive Order 14170 and the Merit Hiring Plan, OPM is leading government-wide efforts to restore merit, efficiency, and accountability by:

- **Implementing skills-based hiring** and removing unnecessary degree requirements.
- **Cutting time to hire to 80 days** through pooled hiring, shared certificates, and streamlined, lawful vetting.
- **Expanding validated, job-related assessments** so selections are based on competence and the requirements of the position.
- **Standing up OPM and agency Talent Teams** to drive implementation, monitor progress, and equip hiring managers with tools, training, and data analytics.

These reforms strengthen the merit system principles, widen equal and color-blind access to federal careers, and help agencies recruit and retain highly capable public servants. Today's merit-based and skills-focused hiring framework, together with equal employment opportunity statutes already in place, make the legacy FEORP reporting less useful. In my view, the FEORP report has outlived its purpose in a modern merit environment. OPM is prepared to work with Congress to sunset this requirement and instead to focus oversight on measures that best reflect merit, efficiency, and fair access, such as validated assessment quality, time to hire, hiring manager satisfaction, and applicant experience, while continuing to uphold all legal obligations related to equal opportunity and civil rights. We must ensure that federal recruitment is based on merit and competence, not protected characteristics.

Sincerely,

Scott Kupor

Director

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Overview

This annual report to Congress, submitted in accordance with 5 CFR 720, Subpart B, presents the OPM's assessment of Federal Executive Branch agencies' ongoing efforts in meeting the objectives of FEORP.

Under the Biden administration, illegal and immoral discrimination programs going by the name “diversity, equity, and inclusion” (DEI), permeated the federal government.¹ In federal hiring, eliminating so-called “systemic racism” and promoting DEI in the workforce was the top priority, deemed more important than onboarding the most talented, capable, and patriotic people into Federal service from wherever applicants may come.² Once onboarded, DEI dictated advancement for many. For example, the Biden State Department made “Diversity, Equity, Inclusion, and Accessibility” a “Core Precept” of Foreign Service tenure and promotion criteria.³ Despite such ideological adherence having no relationship to merit or competency, Foreign Service officers were told “what you are doing to support diversity, equity and inclusion and accessibility... [is] how you are judged for promotion.”⁴

Upon taking office, President Trump ended these immoral and unlawful policies and programs, taking several significant steps to restore merit and color-blind equality, including in the Federal hiring process.⁵ Specifically, he made clear that Federal policies and programs implicating disparate impact theory and the other principles of DEI “violate the text and spirit of our longstanding Federal civil-rights laws” and “undermine our national unity,” directing such efforts be terminated.⁶ In its place, he instructed agencies to “protect individual Americans from discrimination based on race, color, religion, sex, or national origin.”⁷

¹ President Biden, Executive Order 13985, [Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#), (Jan. 20, 2021); President Biden, Executive Order 14091, [Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#), (Feb. 16, 2023).

² See e.g., OPM, [Annual Performance Report, Fiscal Year 2023](#), (Mar., 2024). (“Strategic Objective 1.1: Achieve a Federal workforce that is drawn from the diversity of America, exhibited at all levels of Government, by supporting agencies in fostering diverse, equitable, inclusive, and accessible workplaces. By FY 2026, increase a Government-wide Diversity, Equity, Inclusion, and Accessibility index score by 6 percentage points.”); OPM, [2022 Federal Workforce Priorities Report](#), (2022). (“Diversity, equity, inclusion, and accessibility (DEIA) lies at the heart of the civil service. Within the Federal workforce, all are welcomed and empowered because, through DEIA, the workforce is stronger, smarter, and more efficient and effective.”).

³ The White House, [Fact Sheet: President Donald J. Trump Removes DEI From the Foreign Service](#), (Mar. 19, 2025).

⁴ *Id.*

⁵ President Trump, Executive Order 14151, [Ending Radical and Wasteful Government DEI Programs and Preferencing](#), (Jan. 20, 2025).

⁶ President Trump, Executive Order 14173, [Ending Illegal Discrimination and Restoring Merit-Based Opportunity](#), (Jan. 21, 2025).

⁷ *Id.*

As such, it is a bedrock principle of his Merit Hiring Plan that all Americans must be recruited, hired, and promoted in Federal jobs without regard to these categorizations.⁸

Through the Merit Hiring Plan, agencies are strengthening their outreach, implementing skills-based assessments, and adopting data-driven recruitment practices to attract and retain highly qualified candidates of all backgrounds without engaging in illegal discrimination based on protected characteristics.⁹

To that end, OPM issued guidance directing agencies “not [to] use statistics on race, sex, ethnicity, or national origin, or the broader concept of ‘underrepresentation’ of certain groups” in any process, decision, or form that would lead to invidious and unlawful discrimination.¹⁰

However, some statutes, including 5 U.S.C. § 7201(a)—the underlying predicate for this report and FEORP itself—still invoke the principles of DEI. Section 7201(c) requires agencies to “eliminate underrepresentation of minorities in the various categories of civil service employment within the Federal service,” defined based on legally-protected characteristics such as race and gender. This requirement to employ race and gender-conscious means to eliminate perceived “underrepresentation” of certain populations, defined by characteristics like race and gender, raises serious questions as to the lawfulness of FEORP.¹¹

OPM believes the American people are best served by restoring the foundational principle that America’s best and brightest should have an equal chance to earn the opportunity to serve his or her country, not to fill the workforce based on applicants’ immutable characteristics. For example, implementing skills-based assessments and eliminating degree requirements in federal hiring will ensure no candidate faces a stacked deck, and instead is able to compete on an equal playing field, judged solely on his or her competence and merit, not skin color or academic pedigree. OPM is committed to qualitatively evaluating its workforce in ways that are in the interest of the American people.

Unfortunately, in order to meet statutory requirements, this report references protected characteristics like race, gender, and disability. It uses data from OPM’s Enterprise Human Resources Integration-Statistical Data Mart (EHRI-SDM), reflecting the federal workforce as of September 30, 2024. The scope includes permanent, non-postal, employees in the Federal

⁸ White House Domestic Policy Council and OPM, [Merit Hiring Plan](#), at pp. 3-4 (May 29, 2025).

⁹ *Id.* at pp. 4-11.

¹⁰ *Id.* at p. 3.

¹¹ See *Students for Fair Admissions, Inc. v. President & Fellows of Harvard Coll.*, 600 U.S. 181, 213 (2023). (“programs must comply with strict scrutiny, they may never use race as a stereotype or negative, and—at some point—they must end.”).

Executive Branch agencies that report to EHRI-SDM. Comparative data¹² are drawn from the Department of Labor Bureau of Labor Statistics' Current Population Survey. Due to differences in data sources and agency participation, statistics in this report may differ from those published in other federal reports. Also, the percentages may not total 100 due to rounding.

The report also examines workforce composition by occupational categories. The vast majority of the federal workforce are in white-collar occupations, such as professional, administrative, technical, and clerical roles. These jobs often provide a pathway to leadership and higher-grade positions. Blue-collar occupations, while fewer in number, remain essential to agency operations and often require specialized training or credentials. As of FY 2024, 92.1% of all federal positions were classified as white-collar and 7.8% as blue-collar.

In FY 2024, the size of the federal workforce increased by 52,200 employees, representing a 2.3% growth. Men and women represented 53.9% and 46.1% of the workforce respectively, and 12.3% of employees reported having a disability. The workforce consisted of:

- 59.0% White
- 18.5% Black or African American
- 10.9% Hispanic or Latino
- 7.0% Asian
- 1.9% of two or more races
- 1.5% American Indian or Alaska Native
- 0.6 % Native Hawaiian or Pacific Islander

In accordance with the obligations of statute, this report includes a comparative analysis of the federal employment data alongside broader labor force statistics.

¹² For more information about the Civilian Labor Force, see [Appendix 1: Definitions](#).

Composition of the Federal Workforce and the Civilian Labor Force

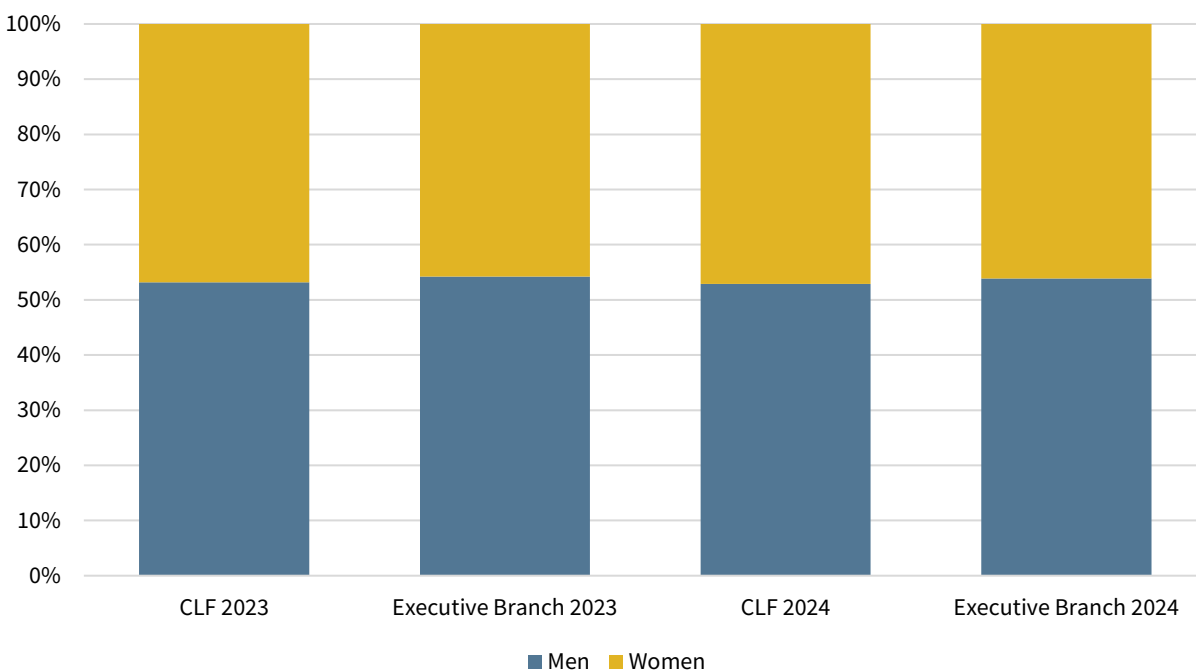
In FY 2024, the federal workforce consisted of 2,313,216 total-on-board employees, including 249,937 new hires.¹³ This reflects an increase of 52,200 employees (or 2.3%) from FY 2023. By comparison, the CLF included 168,106,000 individuals in 2024, marking an increase of 990,000 people (or 0.6%) from 2023. Figure 1 compares the sex composition across the government to that of the CLF. The data show distinct differences in representation between the two sectors.

Men and Women in the Federal Government

Figure 1: Men and Women in the Executive branch Compared to the Civilian Labor Force

In FY 2024, the sex composition of the federal workforce was:

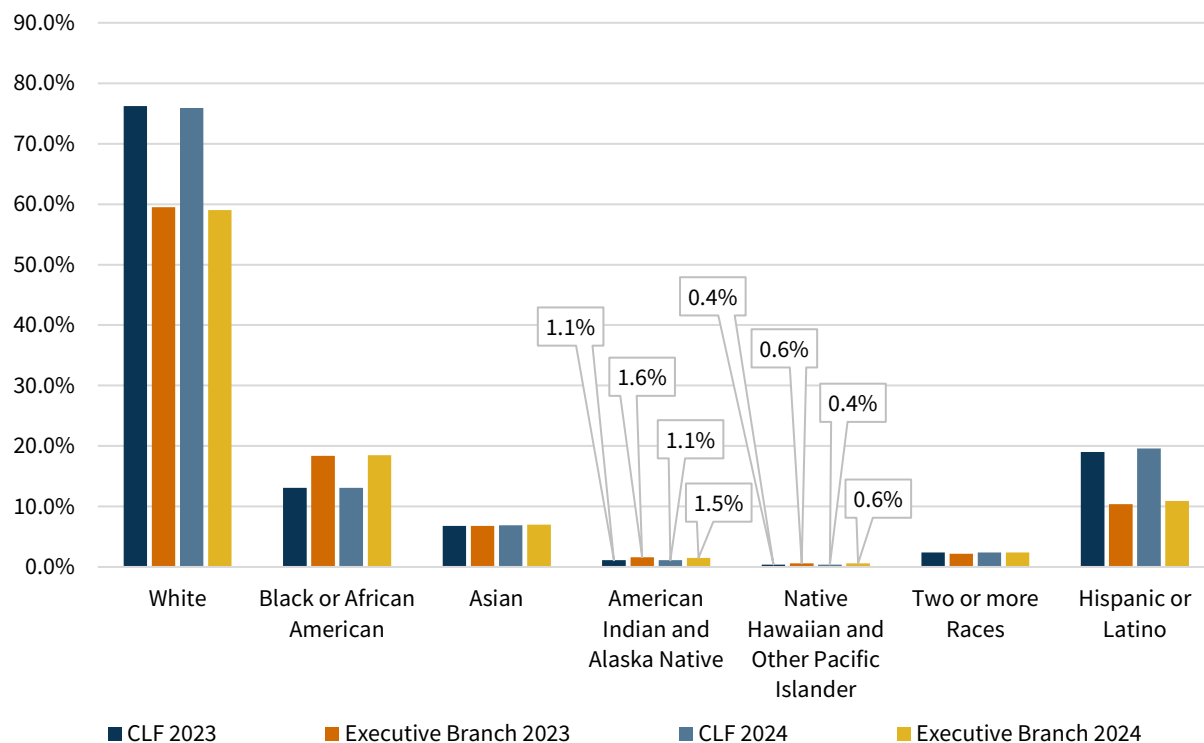
- Men: 53.9%
- Women: 46.1%



¹³ For more detailed information about the distribution of new hires across agencies, see [Appendix 4: New hires in the Executive Branch by Agency](#).

Minorities in the Federal Government

Figure 2: Minorities in the Executive branch Compared to the Civilian Labor Force

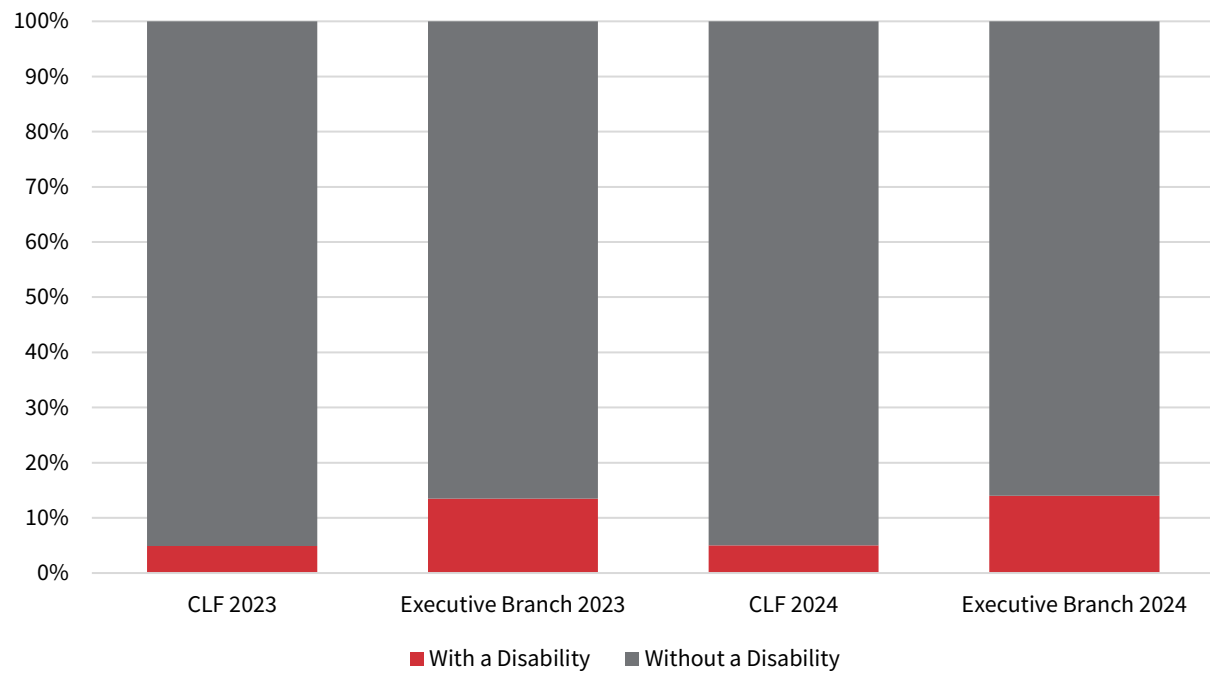


The composition of the federal workforce by race and ethnicity showed the following:

- Black or African American employees made up 18.5%. This compares to the 13.1% recorded in the CLF.
- Asian employees accounted for 7.0%. In the CLF, Asians represented 6.9% in 2024.
- American Indian and Alaska Native comprised 1.5% of the federal workforce in 2024. This remains above the 1.1% recorded in the CLF for both years.
- Native Hawaiian and Other Pacific Islander employees made up 0.6% of the federal workforce in 2024. This compares to 0.4% in the CLF in both 2023 and 2024.
- Employees identifying as two or more races represented 2.4% of the federal workforce in 2024, consistent with the 2.4% recorded in the CLF in both years.
- Hispanic or Latino employees represented 10.9% of the federal workforce, below the CLF level of 19.6%.

Disability Status in the Federal Government

Figure 3: Disability Status in the Executive Branch Compared to the Civilian Labor Force



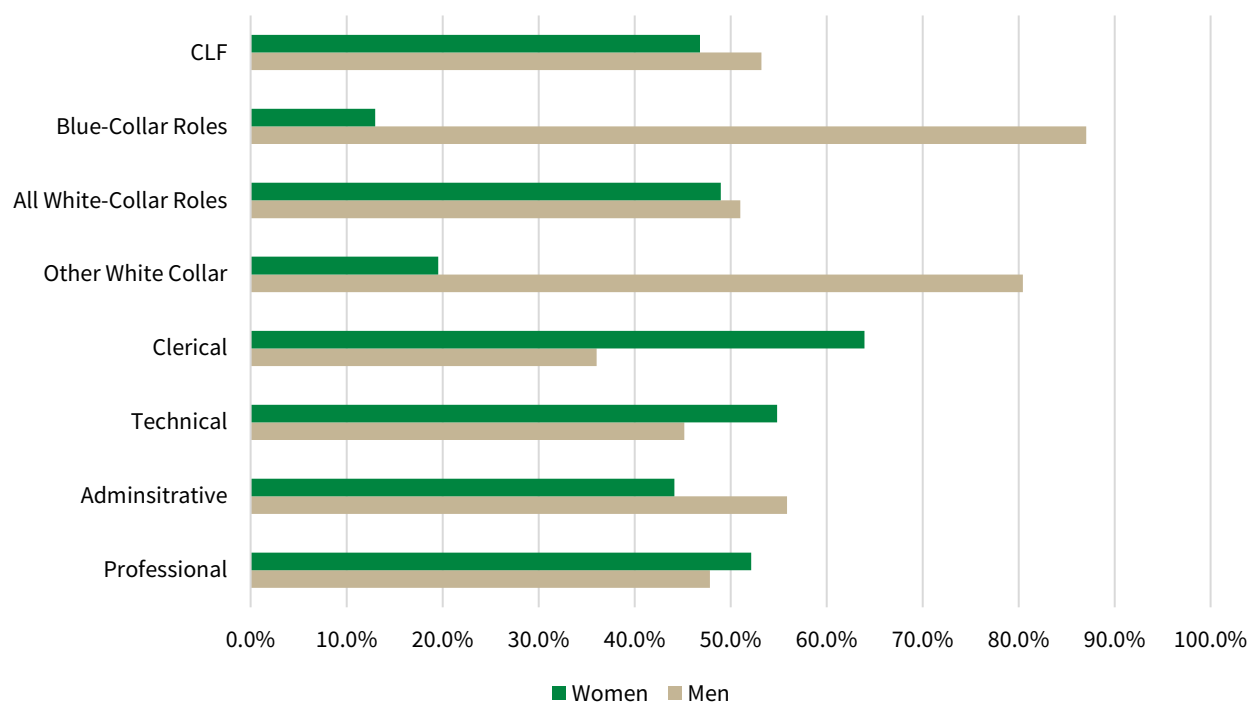
In 2024, 12.3% of federal employees identified as having a disability. Individuals with disabilities made up 5.0% of the CLF in 2024.

Occupational Categories in the Federal Government

As noted in the overview, federal positions are generally classified as either white-collar or blue-collar occupations. White-collar positions are divided into professional, administrative, clerical, or other categories. In 2024, 92.1% of all federal positions were classified as white-collar, while 7.8% were blue-collar.¹⁴

Men and Women in Occupational Categories

Figure 4: Percentages of Men and Women in Each Occupational Category in the Executive Branch in 2024



Blue-collar positions: In FY 2024, Women accounted for 13.0% of employees within the federal workforce. This is 33.8% lower than the CLF.

White-collar Positions (Overall): Women represented 49.0% of federal employees, which is 2.2% higher than the CLF. The breakdown by white-collar subcategories is as follows:

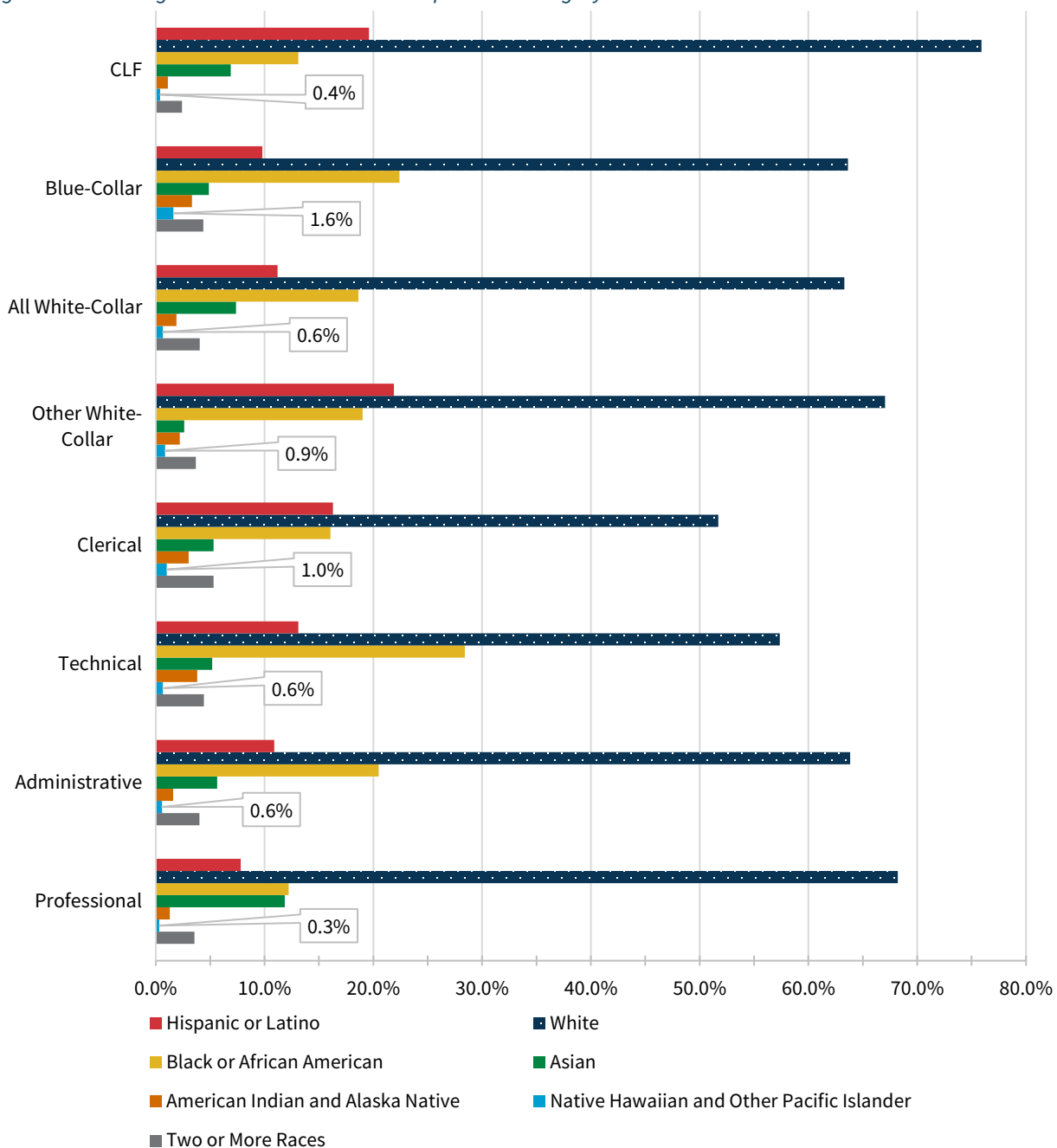
- **Professional:** Women held 52.1% of positions.
- **Technical:** Women accounted for 54.8% of employees.
- **Clerical:** Women made up 64.0% of employees.
- **Administrative:** Women comprised 44.1% of employees.

¹⁴ For more information about the percentage of the Federal workforce that was in each occupation category in FY 2024, see [Appendix 5: Data on the Occupation Categories in the Executive Branch](#).

- **Other White-Collar:** Women held 19.5% of positions. This category includes a range of specialized occupations not classified under the standard professional, technical, or clerical groupings.

Minorities in Occupational Categories

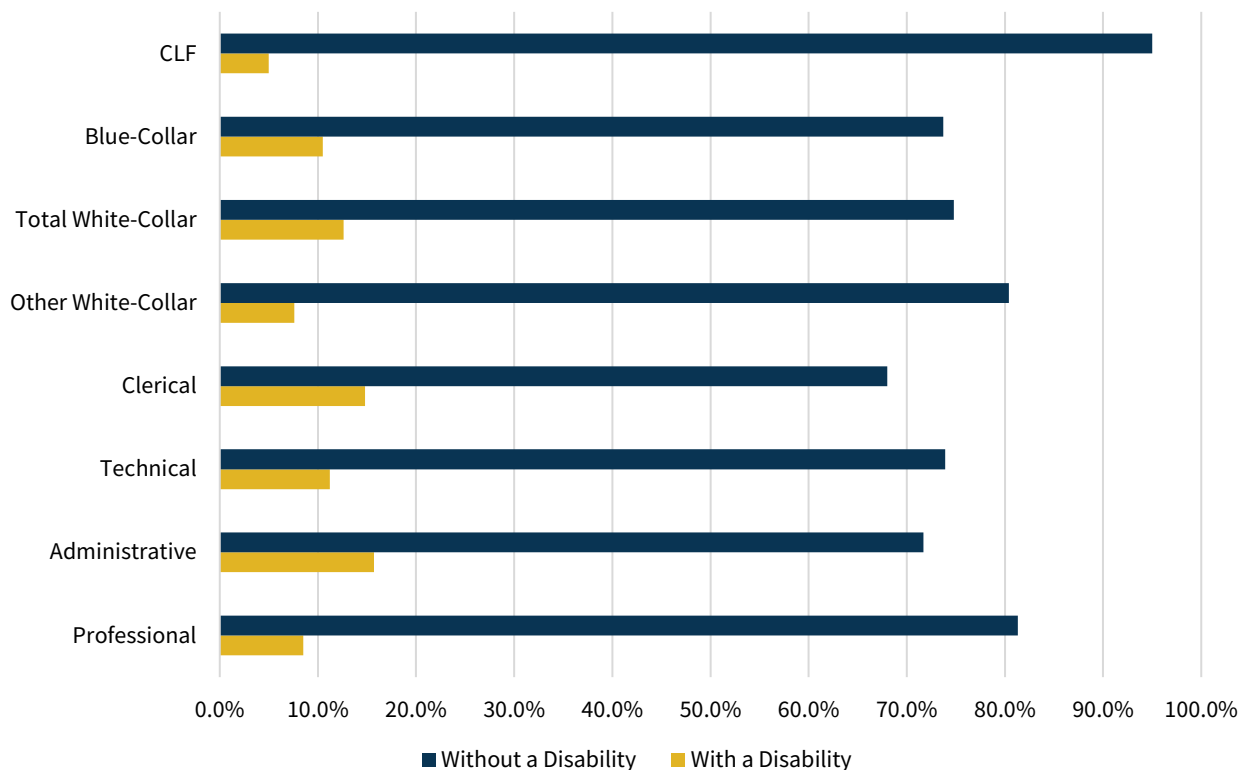
Figure 5: Percentages of Minorities in Each Occupational Category in the Executive Branch in 2024



As seen in Figure 6, minority employment in the federal workforce generally exceeded the CLF benchmarks across most occupational categories.

Disability Status in Occupational Categories

Figure 6: Percentages of Disability Status in Each Occupational Category in the Executive Branch in 2024



Employees with disabilities accounted for 10.5% of those in blue-collar roles and 12.6% of all white-collar roles, exceeding 5.0% of the CLF; within white-collar occupations, employees with disabilities represented 8.5% of professional roles, 15.7% of administrative roles, 11.2% of technical roles, 14.8% of clerical roles, and 7.6% of other white-collar roles, all above the CLF.

Appendix 1: Definitions

- The Civilian Labor Force (CLF) as defined in U.S.C. 720.202 “includes all persons 16 years of age and over, except those in the armed forces, who are employed or who are unemployed and seeking work...” This report uses data from the Current Population Survey as published by the Bureau of Labor Statistics.
- Minority as defined in U.S.C. 720.202 “refers only to those groups classified as “minority” for the purpose of data collection by the Office of Personnel Management and the Equal Employment Opportunity Commission in furtherance of federal equal employment opportunity policies. The term “women” includes nonminority as well as minority women. For the purposes of this report, minority groups include Black or African American, Asian, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander, and Two or More Races.
- Black or African American is defined by the Census Bureau as having origins in any of the Black racial groups of Africa. It includes people who indicate their race as "Black or African American," or report entries such as African American, Kenyan, Nigerian, or Haitian.
- American Indian and Alaska Native is defined by the Census Bureau as having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment. This category includes people who indicate their race as "American Indian or Alaska Native" or report entries such as Navajo, Blackfeet, Inupiat, Yup'ik, or Central American Indian groups or South American Indian groups.
- Native Hawaiian and Other Pacific Islander is defined by the Census Bureau having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Two or More Races refers to people who chose more than one of the six race categories.
- White is defined by the Census Bureau as having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Hispanic or Latino Ethnicity is defined by the Census Bureau as having Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

Appendix 2: Reporting Agencies

The following agencies submitted reports on their recruitment practices to OPM for FY 2024 and are referenced in the Agency Practices section of this report:

- Commodity Futures Trading Commission (CFTC)
- Department of Agriculture (USDA)
- Department of Defense (DOD)
- Department of Education (ED)
- Department of Health and Human Services (HHS)
- Department of Justice (DOJ)
- Department of Labor (DOL)
- Department of the Interior (DOI)
- Department of the Treasury (TREASURY)
- Department of Transportation (DOT)
- Environmental Protection Agency (EPA)
- Equal Employment Opportunity Commission (EEOC)
- Farm Credit Administration (FCA)
- Federal Communications Commission (FCC)
- Federal Maritime Commission (FMC)
- General Services Administration (GSA)
- International Boundary and Water Commission (U.S. Section) (IBWC)
- National Aeronautics and Space Administration (NASA)
- National Credit Union Administration (NCUA)
- National Endowment for the Humanities (NEH)
- National Labor Relations Board (NLRB)
- Nuclear Regulatory Commission (NRC)
- Office of Personnel Management (OPM)
- Pension Benefit Guaranty Corporation (PBGC)
- Small Business Administration (SBA)

Appendix 3: Data on the Composition of the Federal Workforce and the Civilian Labor Force

Table 1: Minorities in the Federal Government and the Civilian Labor Force in Fiscal Years 2023 and 2024

	Civilian Labor Force 2023	Executive Branch FY2023 ¹⁵	Civilian Labor Force 2024	Executive Branch FY2024 ¹⁶
White	76.2%	59.5%	75.9%	59.0%
Men	41.2%	35.2%	40.9%	34.7%
Women	35.0%	24.4%	35.1%	24.3%
Black or African American	13.1%	18.4%	13.1%	18.5%
Men	6.3%	7.3%	6.3%	7.2%
Women	6.8%	11.2%	6.8%	11.3%
Asian	6.8%	6.8%	6.9%	7.0%
Men	3.6%	3.5%	3.7%	3.5%
Women	3.2%	3.3%	3.3%	3.4%
American Indian and Alaska Native	1.1%	1.6%	1.1%	1.5%
Men	0.6%	0.7%	0.6%	0.7%
Women	0.5%	0.9%	0.5%	0.9%
Native Hawaiian and Other Pacific Islander	0.4%	0.6%	0.4%	0.6%
Men	0.2%	0.3%	0.2%	0.3%
Women	0.2%	0.2%	0.2%	0.2%
Two or More Races	2.4%	2.2%	2.4%	2.4%
Men	1.2%	1.2%	1.2%	1.3%
Women	1.1%	1.0%	1.2%	1.1%
Total Individuals	167,116,000	2,261,016	168,106,000	2,313,216
Men	53.2%	54.2%	52.9%	53.9%
Women	46.8%	45.8%	47.1%	46.1%

¹⁵ In FY 2023, 10.8% of Executive Branch employees did not indicate a race.

¹⁶ In FY 2024, 11.1% of Executive Branch employees did not indicate a race.

Table 2: Hispanic and Latino Ethnicity in the Federal Government and the Civilian Labor Force in Fiscal Years 2023 and 2024

	Civilian Labor Force 2023	Executive Branch FY2023 ¹⁷	Civilian Labor Force 2024	Executive Branch FY2024 ¹⁸
Hispanic or Latino Ethnicity	19.0%	10.4%	19.6%	10.9%
Men	10.7%	5.7%	11.0%	6.1%
Women	8.3%	4.6%	8.6%	4.9%
No Hispanic or Latino Ethnicity	81.0%	89.2%	80.4%	89.0%
Men	42.5%	48.2%	41.9%	47.8%
Women	38.5%	41.0%	38.5%	41.2%

Table 3: Disability Status in the Federal Government and the Civilian Labor Force in Fiscal Years 2023 and 2024

	Civilian Labor Force 2023	Executive Branch FY2023 ¹⁹	Civilian Labor Force 2024	Executive Branch FY2024 ²⁰
Individuals with a Disability	4.9%	12.0%	5.0%	12.3%
Men	2.5%	6.8%	2.6%	6.9%
Women	2.3%	5.1%	2.4%	5.4%
Individuals without a Disability	95.1%	77.1%	95.0%	75.4%
Men	50.7%	41.1%	50.4%	40.0%
Women	44.5%	36.0%	44.7%	35.4%

¹⁷ In FY 2023, 0.5% of Executive Branch employees did not indicate whether or not they had Hispanic or Latino ethnicity.

¹⁸ In FY 2024, 0.1% of Executive Branch employees did not indicate whether or not they had Hispanic or Latino ethnicity.

¹⁹ In FY 2024, 11.1% of Executive Branch employees did not indicate whether or not they had a disability.

²⁰ In FY 2024, 12.3% of Executive Branch employees did not indicate whether or not they had a disability.

Appendix 4: New Hires in the Federal Government by Agency

Table 4: New Hires at CFO Act Agencies in Fiscal Years 2023 and 2024

Agency Name:	FY 2023	FY 2024
Department of Commerce (DOC)	9,563	5,761
Department of Homeland Security (DHS)	23,071	21,504
Department of Defense (DOD) ²¹	92,114	87,819
Department of the Air Force (AF)	22,119	22,567
Department of the Army (DOA)	27,584	23,867
Department of the Navy (NAVY)	21,517	20,303
Department of the Interior (DOI)	14,224	12,976
Department of Justice (DOJ)	9,063	8,353
Department of Education (ED)	363	254
Department of Energy (DOE)	2,076	1,823
Environmental Protection Agency (EPA)	1,802	1,679
General Services Administration (GSA)	1,098	1,024
Department of Health and Human Services (HHS)	8,347	7,841
Department of Housing and Urban Development (HUD)	862	698
Department of Labor (DOL)	1,461	647
National Aeronautics and Space Administration (NASA)	1,381	1,042
Nuclear Regulatory Commission (NRC)	343	317
National Science Foundation (NSF)	164	206
Office of Personnel Management (OPM)	338	296
Small Business Administration (SBA)	3,339	767
Social Security Administration (SSA)	8,250	1,493
Department of State (STATE)	2,047	2,440
Department of Transportation (DOT)	5,304	5,322
Department of the Treasury (TREAS)	17,237	17,593
Agency for International Development (AID)	525	523
Department of Agriculture (USDA)	19,000	16,194
Department of Veterans Affairs (VA)	74,815	49,095
Total:	296,787	245,667

²¹ Figure includes new hires at departments listed below, headquarters, and additional components.

Table 5: New Hires at Non-CFO Act Agencies in Fiscal Years 2023 and 2024

Agency Name:	FY 2023	FY 2024
Agency for Global Media (USAGM)	62	40
Commission on Civil Rights (CCR)	11	3
Commodity Futures Trading Commission (CFTC)	70	45
Consumer Product Safety Commission (CPSC)	59	24
Corporation for National and Community Service (CNCS)	218	88
Court Services and Offender Supervision Agency for the District of Columbia (CSOSA)	69	55
Equal Employment Opportunity Commission (EEOC)	390	43
Export-Import Bank of the U.S. (EXIMBANK)	62	52
Farm Credit Administration (FCA)	39	32
Federal Communications Commission (FCC)	157	107
Federal Housing Finance Agency (FHFA)	83	90
Federal Labor Relations Authority (FLRA)	6	6
Federal Maritime Commission (FMC)	24	23
Federal Retirement Thrift Investment Board (FRTIB)	25	15
Federal Trade Commission (FTC)	216	149
International Boundary and Water Commission (US Section) (IBWC)	15	38
International Trade Commission (ITC)	36	45
National Archives and Records Administration (NARA)	327	434
National Credit Union Administration (NCUA)	40	29
National Foundation on the Arts and Humanities (NFAH)	81	68
National Labor Relations Board (NLRB)	95	82
National Transportation Safety Board (NTSB)	47	41
Nuclear Waste Technical Review Board (NWTRB)	5	8
Office of Government Ethics (OGE)	5	2
Pension Benefit Guaranty Corporation (PBGC)	79	53
Railroad Retirement Board (RRB)	138	19
Securities and Exchange Commission (SEC)	689	212
All other agencies	2,739	2,467
Total:	5,787	4,270

Appendix 5: Data on the Occupational Categories in the Federal Government

Table 6: The Percentage of the Federal Workforce in Each Occupational Category in FY 2024

	White-Collar					Blue-		
	Professional	Administrative	Technical	Clerical	Other	All	Collar	Unspecified
White	19.5%	25.6%	5.4%	5.4%	2.4%	58.3%	5.0%	<0.1%
Men	10.0%	15.6%	2.9%	2.0%	2.0%	32.6%	4.5%	<0.1%
Women	9.5%	9.9%	2.5%	3.3%	0.4%	25.6%	0.5%	<0.1%
Black or African American	3.5%	8.2%	2.3%	2.9%	0.6%	17.5%	1.5%	<0.1%
Men	1.1%	3.4%	0.6%	0.9%	0.4%	6.3%	1.1%	<0.1%
Women	2.4%	4.8%	1.7%	2.1%	0.2%	11.2%	0.3%	<0.1%
Asian	3.4%	2.3%	0.5%	0.6%	0.1%	6.8%	0.4%	<0.1%
Men	1.6%	1.2%	0.2%	0.2%	0.1%	3.3%	0.3%	<0.1%
Women	1.8%	1.1%	0.3%	0.3%	<0.1%	3.5%	0.1%	<0.1%
American Indian and Alaska Native	0.4%	0.6%	0.4%	0.3%	0.1%	1.8%	0.3%	<0.1%
Men	0.1%	0.3%	0.1%	0.1%	0.1%	0.7%	0.2%	<0.1%
Women	0.2%	0.3%	0.2%	0.2%	<0.1%	1.0%	<0.1%	<0.1%
Native Hawaiian and Other Pacific Islander	0.1%	0.2%	0.1%	0.1%	<0.1%	0.5%	0.1%	<0.1%
Men	<0.1%	0.1%	<0.1%	<0.1%	<0.1%	0.3%	0.1%	<0.1%
Women	0.1%	0.1%	<0.1%	0.1%	<0.1%	0.3%	<0.1%	<0.1%
Two or more Races	1.0%	1.6%	0.4%	0.6%	0.1%	3.7%	0.3%	<0.1%
Men	0.5%	0.9%	0.2%	0.2%	0.1%	1.9%	0.3%	<0.1%
Women	0.6%	0.7%	0.2%	0.3%	<0.1%	1.9%	<0.1%	<0.1%
Totals	28.6%	40.1%	9.4%	10.4%	3.6%	92.1%	7.8%	0.1%
Men	13.7%	22.4%	4.2%	3.7%	2.9%	47.0%	6.8%	<0.1%
Women	14.9%	17.7%	5.1%	6.6%	0.7%	45.1%	1.0%	<0.1%

Table 7: The Percentage of the Federal Workforce in Each Occupational Category by Hispanic or Latino Ethnicity in FY 2024

	White-Collar						Blue-	
	Professional	Administrative	Technical	Clerical	Other	All	Collar	Unspecified
Hispanic or Latino Ethnicity	2.2%	4.4%	1.2%	1.7%	0.8%	10.3%	0.8%	<0.1%
Men	1.1%	2.5%	0.6%	0.7%	0.7%	5.5%	0.7%	<0.1%
Women	1.2%	1.9%	0.7%	1.0%	0.1%	4.9%	0.1%	<0.1%
No Hispanic or Latino Ethnicity	26.4%	35.7%	8.2%	8.7%	2.8%	81.7%	7.0%	0.1%
Men	12.6%	19.9%	3.7%	3.0%	2.2%	41.5%	6.1%	<0.1%
Women	13.7%	15.8%	4.5%	5.7%	0.6%	40.2%	0.9%	<0.1%

Table 8: The Percentage of the Federal Workforce in Each Occupational Category by Disability Status in FY 2024

	White-Collar						Blue-	
	Professional	Administrative	Technical	Clerical	Other	All	Collar	Unspecified
Individuals with a Disability	2.4%	6.3%	1.0%	1.5%	0.3%	11.6%	0.8%	0.0%
Men	1.2%	3.6%	0.6%	0.6%	0.2%	6.2%	0.7%	0.0%
Women	1.2%	2.7%	0.5%	0.9%	0.1%	5.4%	0.1%	0.0%
Individuals without a Disability	23.3%	28.7%	6.9%	7.1%	2.9%	68.9%	5.7%	0.0%
Men	11.2%	15.7%	3.0%	2.4%	2.4%	34.6%	5.0%	0.0%
Women	12.1%	13.0%	3.9%	4.7%	0.6%	34.3%	0.7%	0.0%



U.S. Office of Personnel Management

Workforce Policy & Innovation
1900 E Street NW, Washington DC 20415

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