

FY25 Federal Equal Opportunity Recruitment Program (FEORP) Annual Report



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

The Fiscal Year (FY) 2025 Federal Equal Opportunity Recruitment Program (FEORP) Annual Report fulfills the requirements of 5 U.S.C. § 7201 and provides Congress with information on trends in the civil service. This report emphasizes skills, nondiscriminatory access to opportunity, and merit, which aligns with President Trump’s Management Agenda to foster a merit-based federal workforce. While demographic data is referenced, it is only to meet statutory requirements and should not be interpreted as setting quotas or engaging in any other forms of illegal discrimination based on sex, race, ethnicity, or disability status.

As OPM’s director, I believe that the foundation for an effective and efficient civil service is competence-focused hiring and strategic workforce management. To support these goals, and in alignment with Executive Order 14170, “[Reforming The Federal Hiring Process And Restoring Merit To Government Service](#)” and the Merit Hiring Plan¹, OPM is committed to restoring merit and transparency to the federal hiring process by:

- Reforming the Federal recruitment process to ensure that only the most talented, capable and patriotic Americans are hired to the Federal service.
- Implementing skills-based hiring, eliminating unnecessary degree requirements, and using rigorous, job-related assessments to ensure candidates are selected based on merit and competence, not their skin color or academic pedigree.
- Streamlining the job application process and reducing the time to hire to under 80 days.
- Increasing the use of talent pools and shared certificates and streamlining the background check process.

These reforms strengthen merit system principles, broaden fair access to federal careers, and help agencies attract and retain highly skilled patriotic public servants. The current merit-based and skills-focused hiring framework, combined with existing equal employment opportunity laws, has made traditional FEORP reporting less relevant. As stated in the previous report, the FEORP no longer serves its intended purpose and may detract from fair and open competition standards. OPM stands ready to work with Congress to sunset this program and redirect oversight measures that more accurately reflect merit efficiency, and fairness, while continuing to meet all legal obligations related to equal opportunity and civil rights. Our commitment remains clear, federal recruitment must be grounded in merit and competence, not protected characteristics.

Sincerely,

Scott Kupor
Director

¹ White House Domestic Policy Council and OPM, [Merit Hiring Plan](#).

Table of Contents

A Message from the Director of the U.S. Office of Personnel Management (OPM).....	i
Overview	2
Composition of the Federal Workforce and the Civilian Labor Force	4
Men and Women in the Federal Government.....	4
Minorities in the Federal Government.....	5
Disability Status in the Federal Government	6
Men and Women in Occupational Categories	7
Minorities in Occupational Categories	8
Disability Status in Occupational Categories	9
Appendix 1: Definitions	10
Appendix 2: Reporting Agencies	11
Appendix 3: Data on the Composition of the Federal Workforce and the Civilian Labor Force	12
Appendix 4: New Hires in the Federal Government by Agency	14
Appendix 5: Data on the Occupational Categories in the Federal Government.....	16

Overview

This annual report to Congress is submitted in accordance with 5 U.S.C. § 7201(e) and 5 CFR 720, Subpart B and contains OPM's assessment of the efforts by Federal Executive Branch Agencies to meet the requirements of the FEORP.

In FY 2025, the White House Domestic Policy Council and OPM issued the Federal Merit Hiring Plan. The elements of the plan fortify Federal recruitment by ensuring agency leadership actively participates in implementing the new processes throughout the full hiring process. The Merit Hiring Plan operationalizes EO 14170 by restoring accountability, reinforcing adherence to merit system principles, and modernizing recruitment to remove outdated barriers. It reaffirms that Federal employment must be based on skill, integrity, and service to the American people. OPM continues to advance this effort by:

- Providing technical and alternative assessments as required by the Chance to Compete Act of 2024, to the greatest extent possible.
- Improving communication with candidates to provide greater clarity regarding application status, timelines, and feedback, including regular updates on the progress of applications and explanations of hiring decisions where appropriate.
- Integrating modern technology to support the recruitment and selection process, including the use of data analytics to identify trends, gaps, and opportunities in hiring, as well as leveraging digital platforms to improve candidate engagement.

Although many agencies paused recruitment activities for most of FY 2025 due to a government-wide hiring freeze, agencies have been working to restructure their recruitment priorities to align with the Merit Hiring Plan. This Plan emphasizes promoting the Federal Government to early career applicants, veterans, military spouses, and candidates with strong STEM backgrounds. Through the Merit Hiring Plan, agencies are adopting data-driven approaches to attract and retain highly qualified candidates of all backgrounds without engaging in illegal discrimination based on protected characteristics. To support this goal, 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” to inform their hiring, recruitment, retention, or promotion decisions.

However, to meet the statutory requirements of 5 U.S.C. § 7201, this report references protected characteristics like race, gender, and disability. It compares data from OPM's Enterprise Human Resources Integration-Statistical Data Mart (EHRI-SDM) with information

from the Department of Labor’s Bureau of Labor Statistics’ Current Population Survey². The report covers permanent, non-postal employees in the Federal Executive Branch agencies reporting to EHRI-SDM, reflecting the federal workforce as of September 30, 2025. Due to differences in data sourcing, agency participation, and other revisions, statistics in this report may differ from those published in other reports. Percentages may not sum to 100 due to independent rounding and data availability.

Some of the data in this report is presented by occupational category. Most federal positions are classified as either blue-collar or white-collar, with white-collar roles further divided into subcategories like professional, administrative, and clerical. White-collar jobs may lead to leadership opportunities and have higher grades. Blue-collar positions, though limited in number, remain essential to agency functions and often require specialized qualifications.

In FY 2025, the federal workforce saw a decrease of 122,997 employees or 5.3%. Men made up 54.3% and women represented 45.7% of the workforce. Additionally, 12.5% of employees reported having a disability. The workforce composition included:

- 58.6% White
- 18.3% Black or African American
- 11.3% Hispanic or Latino
- 7.1% Asian
- 2.5% Two or more races
- 1.5% American Indian and Alaska Native
- 0.6% Native Hawaiian and Other Pacific Islander

In line with the statutory requirements, this report provides a comparative analysis of federal employment data alongside broader labor force statistics.

²For more information about the Civilian Labor Force, see [Appendix 1: Definitions](#).

Composition of the Federal Workforce and the Civilian Labor Force

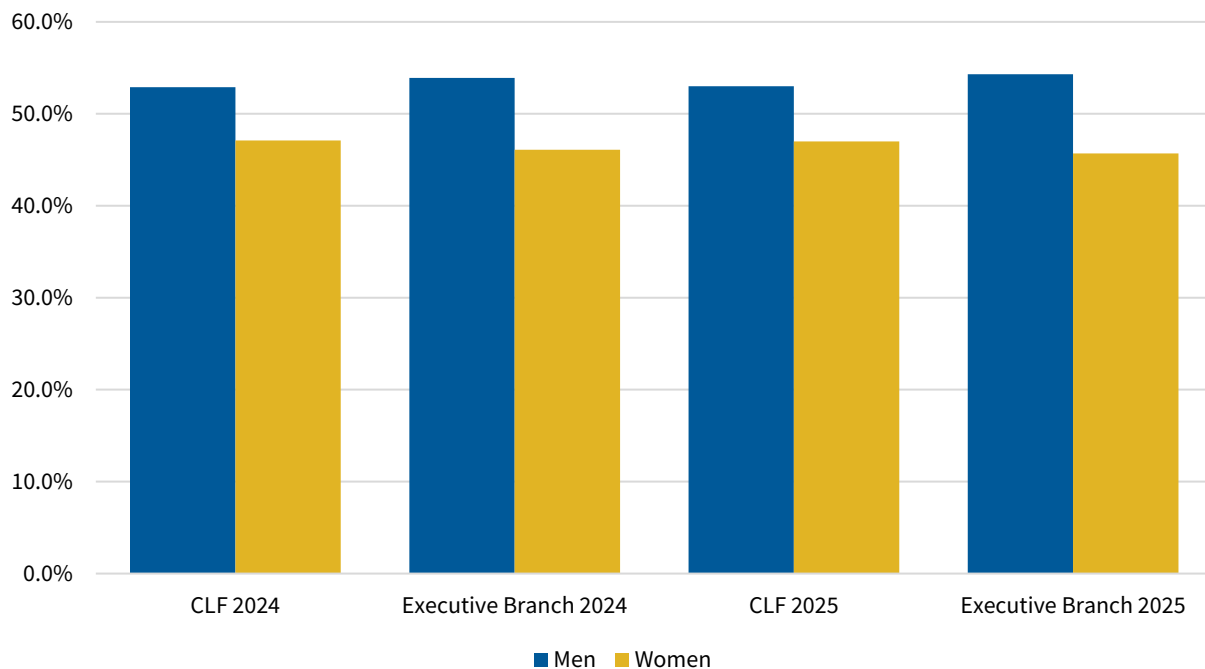
In FY 2025, the federal workforce is comprised of 2,190,219 total on-board employees, with 179,799 new hires.³ This marked a decrease of 122,997 employees from FY 2024, with 70,138 fewer new hires. In comparison, the CLF grew by 1.9% from FY2024 and included 170,807,000 people.

Men and Women in the Federal Government

[Figure 1](#) compares the sex composition in the Federal Government to the CLF, highlighting the changes from FY 2024 to FY 2025⁴. In FY 2025, the sex composition of the federal workforce was:

- Men: 54.3%
- Women: 45.7%

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



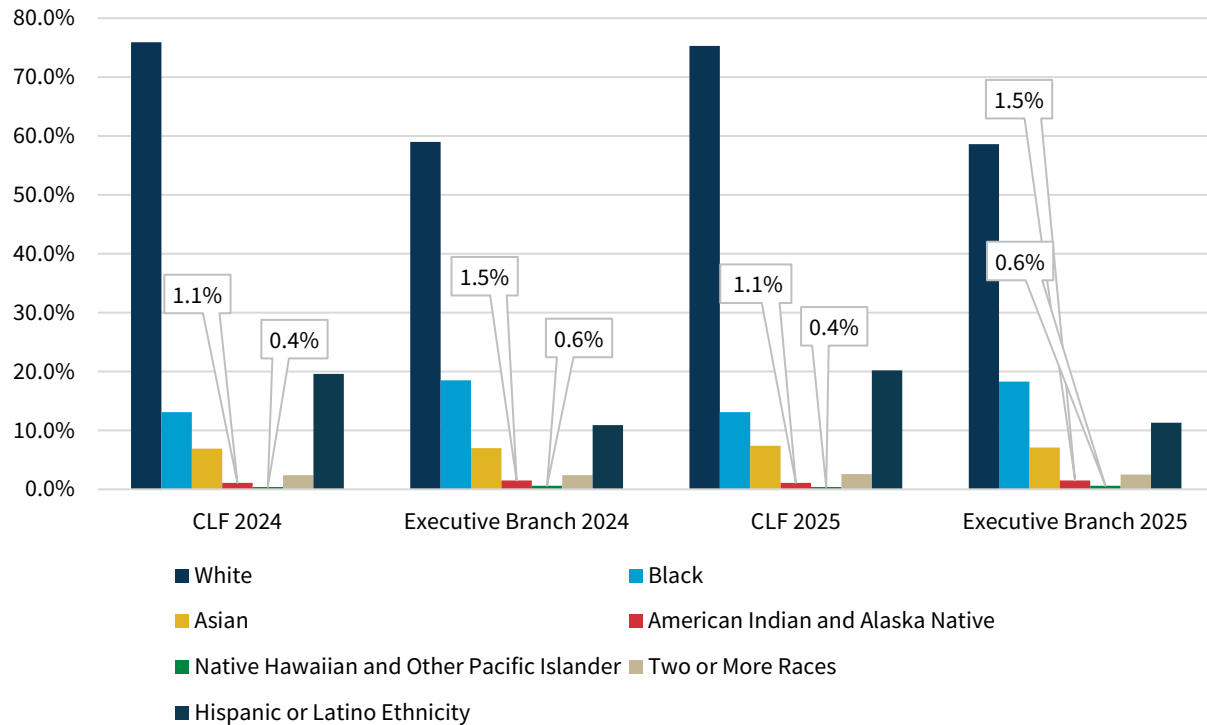
³ For more detailed information about the number of new hires at each agency, see [Appendix 4: New Hires in the Federal Government by Agency](#).

⁴ For more information on sex, see [Appendix 3: Data on the Composition of the Federal workforce and the Civilian Labor Force](#).

Minorities in the Federal Government

A comparison between the federal workforce to the CLF by race and ethnicity is shown in [Figure 2](#), including differences between FY 2024 and FY 2025⁵.

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



The composition of the federal workforce included:

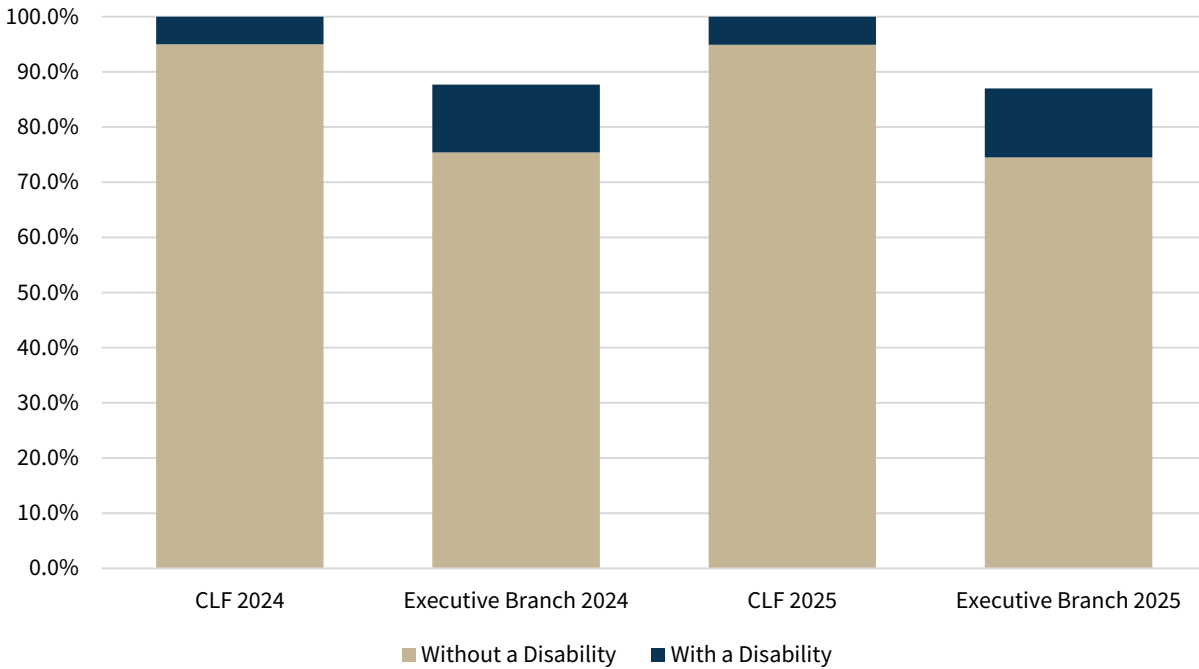
- Black or African American employees comprised 18.3% of the federal workforce, above the 13.2% in the CLF.
- Asian Employees made up 7.1%. This compares to the 7.4% recorded in the CLF.
- American Indian and Alaska Native employees accounted for 1.5% of the federal workforce. This is higher than the 1.1% found in the CLF.
- Native Hawaiian and Other Pacific Islander employees made up 0.6%.
- Employees of two or more races accounted for 2.5% of the federal workforce. This compares to the 2.6% in the CLF.
- Employees with Hispanic or Latino ethnicity made up 11.3%. This is lower than the 20.5% recorded in the CLF.

⁵ For more information on minorities, see [Appendix 3: Data on the Composition of the Federal workforce and the Civilian Labor Force](#).

Disability Status in the Federal Government

[Figure 3](#) compares the proportion of individuals with a disability in FY 2024 and FY 2025 in the CLF and the federal workforce⁶.

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



In 2025, 12.5% of federal employees reported having a disability. This percentage is higher than the 5.1% of the CLF that reported having a disability.

⁶ For more information on disability status, see [Appendix 3: Data on the Composition of the Federal workforce and the Civilian Labor Force](#).

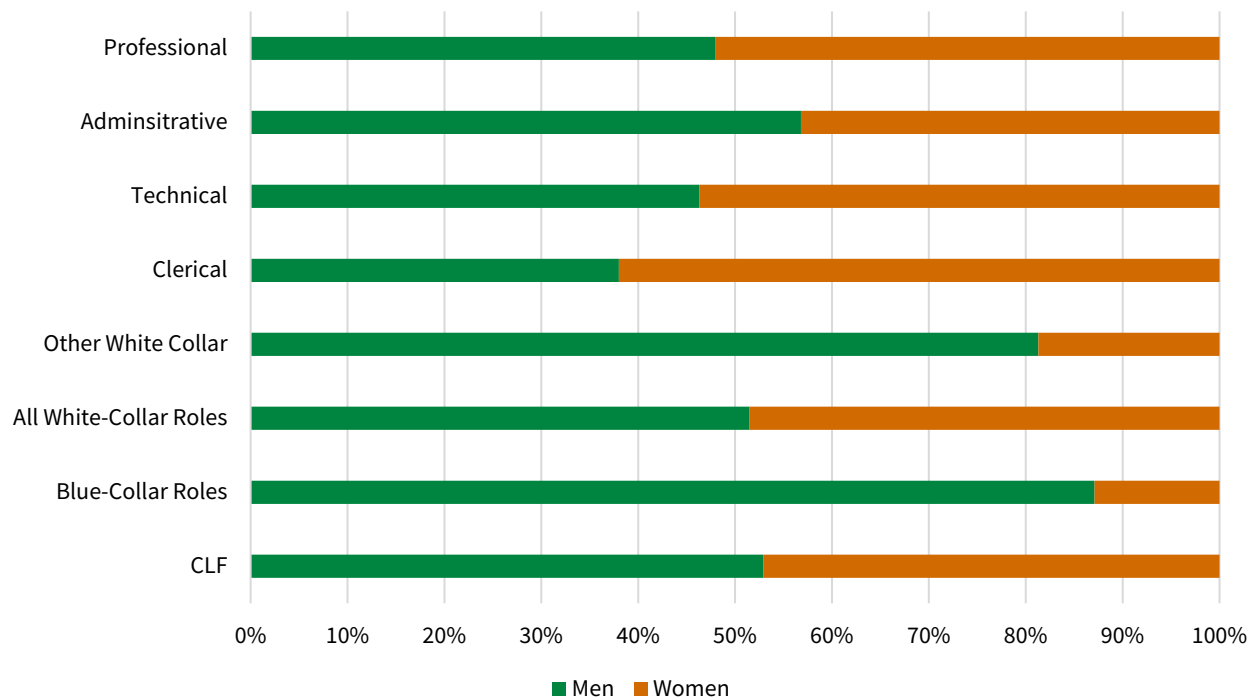
Occupational Categories in the Federal Government

Most positions in the Federal Government are classified as blue-collar or white-collar. White-collar positions are further divided into professional, administrative, technical, clerical, or other specialized occupation. In 2025, 7.9% of federal positions were classified as blue-collar and 92.1% were white-collar.⁷ Among the white-collar, the largest category was administrative, which accounted for 38.4% of all federal positions.

Men and Women in Occupational Categories

[Figure 4](#) compares the ratio of men and women in each occupational category with the CLF.

Figure 4: Percentages of Men and Women in Each Occupational Category in the Executive Branch in 2025



Blue-Collar positions: Women comprised 12.9% of employees in blue-collar roles.

White-collar positions (overall): Women accounted for 48.5% of employees in white-collar roles, which is 1.4% higher than the proportion of women in the CLF. Women made up the following proportions of employees in each subcategory:

- **Professional:** 52.0%

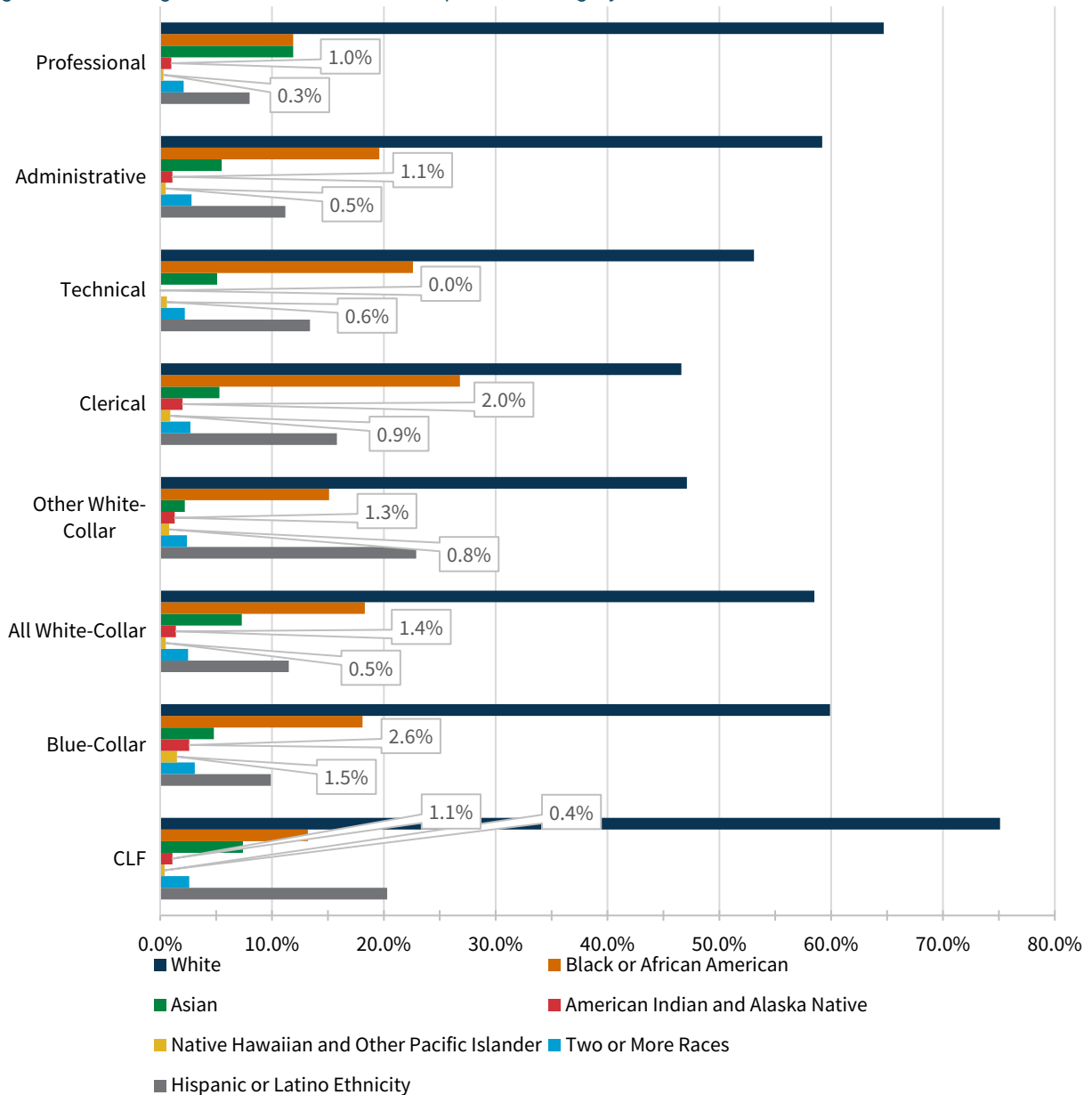
⁷ For more detailed information about the number of positions in each occupational category, see [Appendix 5: Data on the Occupational Categories in the Federal Government](#).

- **Administrative:** 43.3%
- **Technical:** 53.7%
- **Clerical:** 62.0%
- **Other:** 18.7%

Minorities in Occupational Categories

Figure 5 compares the proportion of minority employees in the federal workforce to the CLF.

Figure 5: Percentages of Minorities in Each Occupational Category in the Executive Branch in 2025

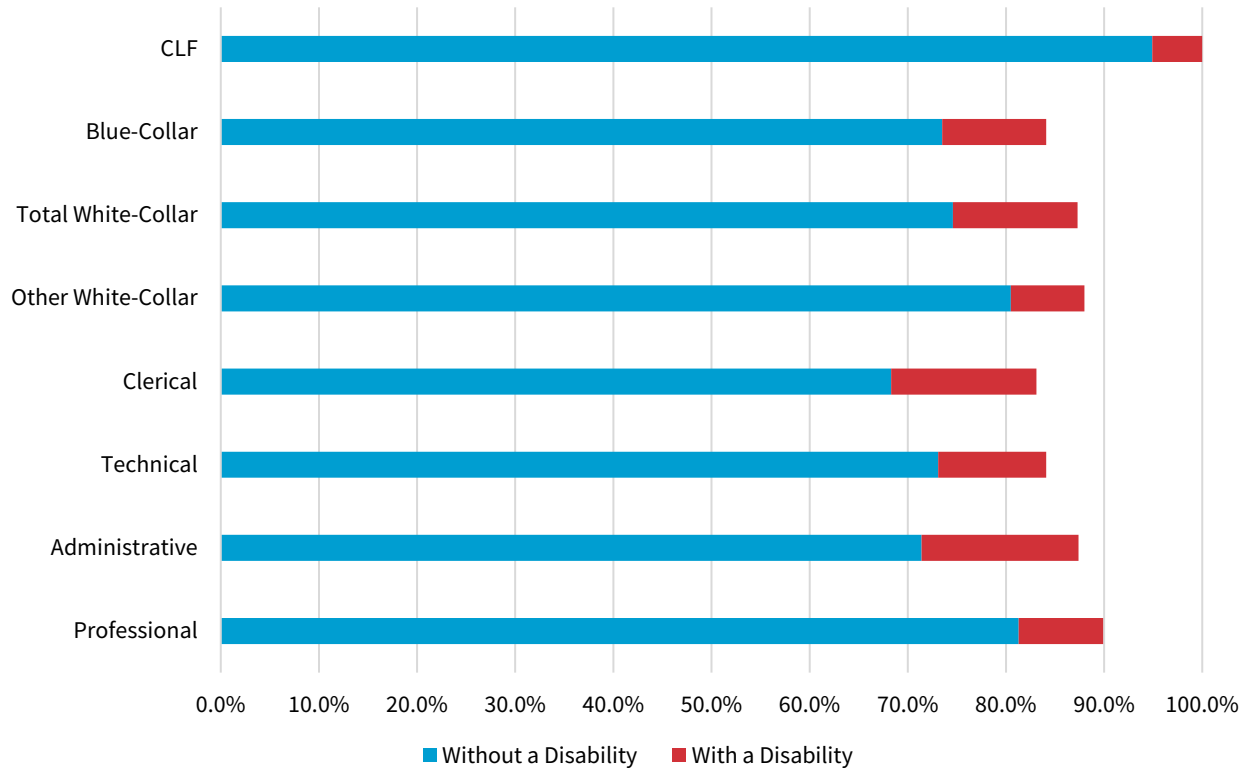


In many occupational categories, minority employment in the federal workforce was higher than the CLF.

Disability Status in Occupational Categories

Figure 6 shows a comparison between federal employees with a disability and the CLF.

Figure 6: Percentages of Disability Status in Each Occupational Category in the Executive Branch in 2025



Employees with disabilities made up 10.6% of blue-collar roles and 12.7% of white-collar roles. Within white-collar occupations, employees with disabilities accounted for the following proportions of each category:

- **Professional:** 8.6%
- **Administrative:** 16.0%
- **Technical:** 11.0%
- **Clerical:** 14.8%
- **Other:** 7.5%

Across all occupational categories, the ratio of employees with a disability exceeded the 5.1% found in 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 2025:

- Ability One Commission
- Department of Agriculture (USDA)
- Department of Education (ED)
- Department of Justice (DOJ)
- Department of Labor (DOL)
- Department of War (DOW)
- Department of the Interior (DOI)
- Environmental Protection Agency (EPA)
- Equal Employment Opportunity Commission (EEOC)
- Export-Import Bank (EXIM)
- Farm Credit Administration (FCA)
- Federal Communications Commission (FCC)
- Federal Retirement Thrift Investment Board (FRTIB)
- General Services Administration (GSA)
- National Aeronautics and Space Administration (NASA)
- National Archives and Records Administration (NARA)
- National Credit Union Administration (NCUA)
- National Endowment for the Humanities (NEH)
- National Labor Relations Board (NLRB)
- National Science Foundation (NSF)
- Nuclear Regulatory Commission (NRC)
- Office of Government Ethics (OGE)
- Office of Personnel Management (OPM)
- Railroad Retirement Board (RRB)
- Small Business Administration (SBA)
- Social Security Administration (SSA)
- United States Access Board (USAB)

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 2024 and 2025

	Civilian Labor Force 2024	Executive Branch FY2024 ⁸	Civilian Labor Force 2025	Executive Branch FY2025 ⁹
White	75.9%	59.0%	75.3%	58.6%
Men	40.9%	34.7%	40.5%	34.8%
Women	35.1%	24.3%	34.8%	23.9%
Black or African American	13.1%	18.5%	13.1%	18.3%
Men	6.3%	7.2%	6.4%	7.2%
Women	6.8%	11.3%	6.7%	11.1%
Asian	6.9%	7.0%	7.4%	7.1%
Men	3.7%	3.5%	3.9%	3.6%
Women	3.3%	3.4%	3.5%	3.5%
American Indian and Alaska Native	1.1%	1.5%	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%	0.4%
Women	0.2%	0.2%	0.2%	0.2%
Two or More Races	2.4%	2.4%	2.6%	2.5%
Men	1.2%	1.3%	1.4%	1.4%
Women	1.2%	1.1%	1.3%	1.2%
Total Individuals	168,106,000	2,313,216	170,807,000	2,190,219
Men	88,974,000	1,245,954	90,517,000	1,189,889
Women	79,132,000	1,067,262	80,290,000	1,000,330

⁸ In FY 2024, 11.0% of Executive Branch employees did not indicate a race.

⁹ In FY 2025, 11.4% 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 2024 and 2025

	Civilian Labor Force 2024	Executive Branch FY2024	Civilian Labor Force 2025	Executive Branch FY2025
Hispanic or Latino Ethnicity	19.6%	10.9%	20.2%	11.3%
Men	11.0%	6.1%	11.3%	6.3%
Women	8.6%	4.9%	8.9%	5.0%
No Hispanic or Latino Ethnicity	80.4%	89.0%	79.8%	88.6%
Men	41.9%	47.8%	41.7%	48.0%
Women	38.5%	41.2%	38.1%	40.6%

Table 3: Disability Status in the Federal Government and the Civilian Labor Force in Fiscal Years 2024 and 2025

	Civilian Labor Force 2024	Executive Branch FY2024 ¹⁰	Civilian Labor Force 2025	Executive Branch FY2025 ¹¹
Individuals with a Disability	5.0%	12.3%	5.1%	12.5%
Men	2.6%	6.9%	2.6%	7.1%
Women	2.4%	5.4%	2.5%	5.5%
Individuals without a Disability	95.0%	75.4%	94.9%	74.5%
Men	50.4%	40.0%	53.0%	39.9%
Women	44.7%	35.4%	47.0%	34.6%

¹⁰ In FY 2024, 12.3% of Executive Branch employees did not indicate whether or not they had a disability

¹¹ In FY 2025, 13.0% 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 2024 and 2025

Agency Name:	FY 2024	FY 2025
Department of Commerce (DOC)	6,049	4,299
Department of Homeland Security (DHS)	22,907	22,389
Department of Agriculture (USDA)	17,019	7,209
Department of Education (ED)	285	276
Department of Energy (DOE)	2,049	852
Department of Health and Human Services (HHS)	8,327	4,247
Department of Housing and Urban Development (HUD)	761	301
Department of Justice (DOJ)	8,835	6,025
Department of Labor (DOL)	727	395
Department of State (STATE)	2,616	1,313
Department of the Interior (DOI)	13,821	9,990
Department of the Treasury (TREAS)	20,137	6,798
Department of Transportation (DOT)	5,573	4,392
Department of Veterans Affairs (VA)	51,560	25,582
Department of War (DoW) ¹²	93,698	46,302
Department of the Air Force (AF)	23,615	10,675
Department of the Army (DOA)	25,709	11,220
Department of the Navy (NAVY)	21,784	11,452
Environmental Protection Agency (EPA)	1,877	725
General Services Administration (GSA)	1,170	331
National Aeronautics and Space Administration (NASA)	1,132	594
National Science Foundation (NSF)	253	78
Nuclear Regulatory Commission (NRC)	346	116
Office of Personnel Management (OPM)	332	214
Small Business Administration (SBA)	823	1,312
Social Security Administration (SSA)	1,667	365
U.S. Agency for International Development (USAID)	583	367
Total:	333,655	177,819

¹² Figure includes new hires at departments listed below, headquarters, and additional components.

Table 5: New Hires at Non-CFO Act Agencies in Fiscal Years 2024 and 2025

Agency Name:	FY 2024	FY 2025
Agency for Global Media (USAGM)	42	14
Commission on Civil Rights (CCR)	3	1
Commodity Futures Trading Commission (CFTC)	58	7
Consumer Product Safety Commission (CPSC)	25	13
Corporation for National and Community Service (AmeriCorps)	107	24
Court Services and Offender Supervision Agency for the District of Columbia (CSOSA)	58	47
Equal Employment Opportunity Commission (EEOC)	44	12
Export-Import Bank of the U.S. (EXIM)	70	32
Farm Credit Administration (FCA)	33	15
Federal Communications Commission (FCC)	112	45
Federal Housing Finance Agency (FHFA)	113	40
Federal Labor Relations Authority (FLRA)	8	10
Federal Maritime Commission (FMC)	25	3
Federal Retirement Thrift Investment Board (FRTIB)	19	15
Federal Trade Commission (FTC)	175	41
International Boundary and Water Commission (US Section) (IBWC)	38	18
International Trade Commission (ITC)	52	25
National Archives and Records Administration (NARA)	458	82
National Credit Union Administration (NCUA)	47	22
National Foundation on the Arts and Humanities (NFAH)	76	34
National Labor Relations Board (NLRB)	92	55
National Transportation Safety Board (NTSB)	46	23
Nuclear Waste Technical Review Board (NWTRB)	9	0
Office of Government Ethics (OGE)	5	3
Pension Benefit Guaranty Corporation (PBGC)	61	16
Railroad Retirement Board (RRB)	22	5
Securities and Exchange Commission (SEC)	391	32
All other agencies	2,698	1,346
Total:	4,887	1,980

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 2025

	White-Collar					All	Blue-	
	Professional	Administrative	Technical	Clerical	Other		Collar	Unspecified
White	18.5%	22.8%	5.2%	5.5%	2.0%	53.8%	4.7%	<0.1%
Men	9.5%	14.1%	2.9%	2.2%	1.7%	30.5%	4.3%	<0.1%
Women	8.9%	8.6%	2.3%	3.2%	0.3%	23.4%	0.4%	<0.1%
Black or African American	3.4%	7.5%	2.2%	3.1%	0.5%	16.8%	1.4%	<0.1%
Men	1.1%	3.2%	0.6%	0.9%	0.3%	6.1%	1.1%	<0.1%
Women	2.3%	4.4%	1.6%	2.2%	0.2%	10.7%	0.3%	<0.1%
Asian American	3.4%	2.1%	0.5%	0.6%	0.1%	6.7%	0.4%	<0.1%
Men	1.6%	1.2%	0.2%	0.3%	0.1%	3.3%	0.3%	<0.1%
Women	1.8%	1.0%	0.3%	0.3%	<0.1%	3.4%	0.1%	<0.1%
American Indian and Alaska Native	0.3%	0.4%	0.3%	0.2%	<0.1%	1.3%	0.2%	<0.1%
Men	0.1%	0.2%	0.1%	<0.1%	<0.1%	0.5%	0.2%	<0.1%
Women	0.2%	0.2%	0.2%	0.2%	<0.1%	0.8%	<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%	0.2%	0.1%	<0.1%
Women	0.1%	0.1%	<0.1%	0.1%	<0.1%	0.2%	<0.1%	<0.1%
Two or More Races	0.6%	1.1%	0.2%	0.3%	0.1%	2.3%	0.2%	<0.1%
Men	0.3%	0.6%	0.1%	0.1%	0.1%	1.2%	0.2%	<0.1%
Women	0.3%	0.5%	0.1%	0.2%	<0.1%	1.1%	<0.1%	<0.1%
Totals	28.5%	38.4%	9.8%	11.7%	3.6%	92.1%	7.9%	0.1%
Men	13.7%	21.8%	4.5%	4.4%	2.9%	47.4%	6.9%	<0.1%
Women	14.8%	16.6%	5.2%	7.2%	0.7%	44.6%	1.0%	<0.1%

Table 7: The Percentage of the Federal Workforce in Each Occupational Category by Hispanic or Latino Ethnicity in FY 2025

	White-Collar					All	Blue-	
	Professional	Administrative	Technical	Clerical	Other		Collar	Unspecified
Hispanic or Latino Ethnicity	2.3%	4.3%	1.3%	1.8%	0.8%	10.6%	0.8%	<0.1%
Men	1.1%	2.5%	0.6%	0.8%	0.7%	5.6%	0.7%	<0.1%
Women	1.2%	1.8%	0.7%	1.1%	0.1%	4.9%	0.1%	<0.1%
No Hispanic or Latino Ethnicity	26.3%	34.1%	8.5%	9.8%	2.8%	81.5%	7.1%	0.1%
Men	12.6%	19.4%	3.9%	3.7%	2.2%	41.8%	6.2%	<0.1%
Women	13.6%	14.8%	4.6%	6.2%	0.5%	39.7%	0.9%	<0.1%

Table 8: The Percentage of the Federal Workforce in Each Occupational Category by Disability Status in FY 2025

	White-Collar					All	Blue-	
	Professional	Administrative	Technical	Clerical	Other		Collar	Unspecified
Individuals with a Disability	2.5%	6.1%	1.1%	1.7%	0.3%	11.7%	0.8%	<0.1%
Men	1.2%	3.5%	0.6%	0.7%	0.2%	6.3%	0.8%	<0.1%
Women	1.2%	2.6%	0.5%	1.0%	0.1%	5.4%	0.1%	<0.1%
Individuals without a Disability	23.2%	27.4%	7.1%	8.0%	2.9%	68.7%	5.8%	<0.1%
Men	11.1%	15.3%	3.2%	2.9%	2.4%	34.8%	5.1%	<0.1%
Women	12.1%	12.2%	4.0%	5.1%	0.5%	33.8%	0.7%	<0.1%



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