

FY 2022 Employment of Veterans in the Federal Executive Branch Report



Message from the Acting Director of the U.S. Office of Personnel Management

The U.S. Office of Personnel Management (OPM) serves as the champion of our nation's Federal workforce—the 2.3 million Federal employees who serve the American public, over 85 percent of whom work outside the National Capital Region. The backbone of the Federal Government are the career civil servant employees committed to advancing workforce policy and operational needs across government by taking an increasingly data-driven, customer-focused, proactive approach to workforce management. This dedication aligns with the principles of Executive Order (EO) 13518 - Veterans Employment Initiative and EO 13832 - Enhancing Noncompetitive Civil Service Appointments of Military Spouses.

As Acting Director, I share a deep commitment to OPM, the Federal workforce, and public service. I want to clarify that Veterans and military-connected families are not just a talent pool, but an invaluable asset to help Federal agencies achieve their mission. The Federal Government has invested in training military personnel, and it should not end there. We must leverage this investment by taking action to hire and retain transitioning service members and military spouses. This is not merely a suggestion but a call to action for collaboration across agencies, integrating programs into workforce plans and hiring strategies to harness the full potential of these remarkable individuals.

I am proud that we serve the American people and OPM has positioned the Federal Government as a model employer. In Fiscal Year (FY) 2022, agencies in the Executive Branch of the Federal Government hired 54,204 veterans, an increase from the 52,221 veterans hired in FY 2021. This is a testament to our commitment, but we can and must do more.

We stand unwavering in our support for veterans and military spouses in their transition to civilian life and employment. By tapping into their diverse skills and unmatched dedication to public service, we honor their commitment and enrich our Federal agencies, meeting staffing needs and surpassing mission objectives. Join us in this mission; together, we can make a difference.

Charles Ezell
Acting Director
U.S. Office of Personnel Management

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Executive Summary

The Federal Government maintained its commitment to veteran hiring, in alignment with the merit system principles and Veterans' Preference. The visual data in this report was pulled from OPM's Enterprise Human Resources Integration (EHRI) Statistical Data Mart and concentrates on the 24 Chief Financial Officer (CFO) Act agencies¹ which account for approximately 98 percent of the Federal workforce. In Fiscal Year (FY) 2022, the data revealed that veterans constituted 29 percent of the Federal workforce, accounting for 618,994 individuals.

Veteran Employment Data (FY2018 – FY 2022)

- The employment landscape for veterans within the Federal Government has shown notable trends over the past five fiscal years, spanning from FY 2018 to FY 2022. [Table 1](#) shows that the total number of veteran employees remained relatively stable during this period, with a peak observed in FY 2021, followed by a slight decrease in FY 2022. However, veterans with preference in [Table 6](#) show an increase from 86% in FY 2018 to 87% in FY 2022, and the representation of disabled veterans among veteran employees has significantly improved over the same period. This group grew from 46% in FY 2018 to 55% in FY 2022 and has consistently represented 11% of all Federal employees in recent years.

Military Spouse Employment Data

- In January 2023, the CFO Act agencies submitted their FY 2022 reports to OPM highlighting their hiring of military spouses in the Federal Executive Branch as outlined in Executive Order (EO) 13832, "Enhancing Noncompetitive Civil Service Appointments of Military Spouses." ² The reports indicated that 1,983 military spouses were appointed through the noncompetitive hiring authority. This figure reflects a slight decrease in the percentage of military spouse hires within Federal agencies, dropping from 0.90% in FY 2021 to 0.81% in FY 2022 as seen in [Table 18](#).

The FY 2018 to FY 2022 findings emphasize the Federal Government's balanced approach to maintaining and improving veteran employment. The data illustrates the importance of building a workforce that recognizes the valuable skills and dedication of veterans and military spouses. By prioritizing the employment of veterans and military spouses, the Federal Government sets a standard for other employers, leading to a more dynamic and effective workforce that serves the American public efficiently.

¹ The 24 agencies are those identified in the Chief Financial Officers Act of 1990, as amended (31 U.S.C. § 901(b)), representing the largest Federal agencies.

² [Executive Order 13832](#), Noncompetitive Appointment of Certain Military Spouses

Total On-Board Employees –All Veterans by Agency Size

This section provides a comprehensive overview of the Federal workforce, focusing specifically on the total number of veterans on-board across various Executive Branch agencies. Table 2 below highlights approximately 2 million employees in the Federal workforce. This analysis sheds light on the overall presence of veterans within Federal agencies and offers insight into the distribution of veterans among different departments and their respective sizes. The data represents all employees in pay status on the last pay period or the last day of September.

Table 2: Total On-Board Employees - All Veterans

Agency	FY 2021			FY 2022		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	2,143,449	636,937	29.7%	2,136,105	618,994	29.0%
Dept. of Agriculture (USDA)	92,076	12,447	13.5%	92,715	12,657	13.7%
Dept. of Commerce (Commerce)	50,545	5,788	11.5%	46,244	5,336	11.5%
Dept. of Defense (DOD)	722,179	330,832	45.8%	706,288	317,856	45.0%
Air Force	158,829	86,098	54.2%	149,709	79,678	53.2%
Army	224,161	111,593	49.8%	192,302	96,956	50.4%
Navy	224,957	91,047	40.5%	212,237	84,091	39.6%
Defense Activities	114,232	42,094	36.8%	152,040	57,131	37.6%
Dept. of Education (ED)	4,173	468	11.2%	4,158	452	10.9%
Dept. of Energy (DOE)	14,701	3,889	26.5%	15,106	3,920	25.9%
Dept. of Health and Human Services (HHS)	88,131	6,781	7.7%	89,298	6,827	7.6%

Agency	FY 2021			FY 2022		
	All Employees	Veterans	%	All Employees	Veterans	%
Dept. of Homeland Security (DHS)	212,649	54,856	25.8%	214,131	53,891	25.2%
Dept. of Housing and Urban Development (HUD)	7,983	1,398	17.5%	8,196	1,455	17.8%
Dept. of Interior (DOI)	66,409	11,592	17.5%	66,501	11,477	17.3%
Dept. of Justice (Justice)	117,192	26,735	22.8%	116,061	25,564	22.0%
Dept. of Labor (DOL)	14,142	3,260	23.1%	14,758	3,512	23.8%
Dept. of State (State)	12,354	2,507	20.3%	13,119	2,606	19.9%
Dept. of Transportation (DOT)	53,675	19,478	36.3%	53,897	19,355	35.9%
Dept. of Treasury (Treasury)	94,931	10,367	10.9%	98,840	10,715	10.8%
Dept. of Veterans Affairs (VA)	427,196	122,396	28.7%	436,497	119,790	27.4%
U.S. Agency for International Development (USAID)	1,940	248	12.8%	1,983	250	12.6%
Environmental Protection Agency (EPA)	14,821	1,508	10.2%	15,132	1,557	10.3%

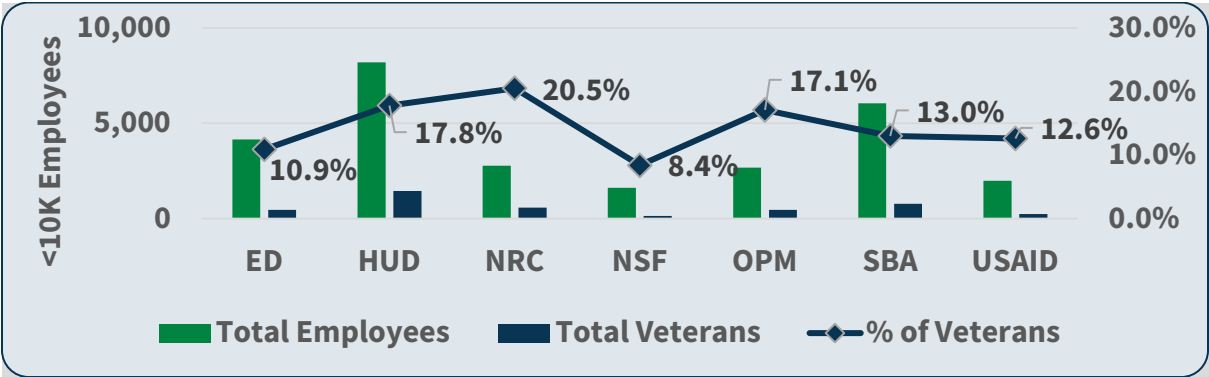
Agency	FY 2021			FY 2022		
	All Employees	Veterans	%	All Employees	Veterans	%
General Services Administration (GSA)	11,716	2,913	24.9%	12,058	3,069	25.5%
National Aeronautics and Space Administration (NASA)	18,029	2,194	12.2%	17,892	2,155	12.0%
National Science Foundation (NSF)	1,563	133	8.5%	1,614	135	8.4%
U.S. Office of Personnel Management (OPM)	2,515	431	17.1%	2,675	457	17.1%
Nuclear Regulatory Commission (NRC)	2,813	567	20.2%	2,778	570	20.5%
Social Security Administration (SSA)	59,808	9,375	16.3%	57,754	9,302	16.1%
Small Business Administration (SBA)	9,882	1,041	10.5%	6,045	785	13.0%
Total Executive Order Agencies	2,101,423	631,564	30.1%	2,093,740	613,693	29.3%

(The Total Executive Order Agencies are the 24 CFO Act Agencies listed in EO 13518.)

The Figures below present a combined bar and line graph that compares total employees, veteran employees, and the percentage of veterans across various Federal agencies. Additional information can be found in [Table 2: Total On-Board Employees - All Veterans](#).

Veteran Population with less than 10K On-board Employees

Figure 1, Agencies <10K Employees – Total On-Board Employees – Total Veterans



Significant findings include HUD with the highest veteran percentage at 17.8%, and the NSF with the lowest at 8.4%. This visualization shows veteran representation varies across agencies such as the NRC, which stands at 20.5%, and the OPM which stands at 17.1%. The graph serves as a valuable tool for evaluating the diversity of veteran employment within these Federal agencies.

Veteran Population with greater than 10K, but less than 40K On-board Employees

Figure 2, Agencies 10K-40K Employees- Total On-Board Employees – Total Veterans

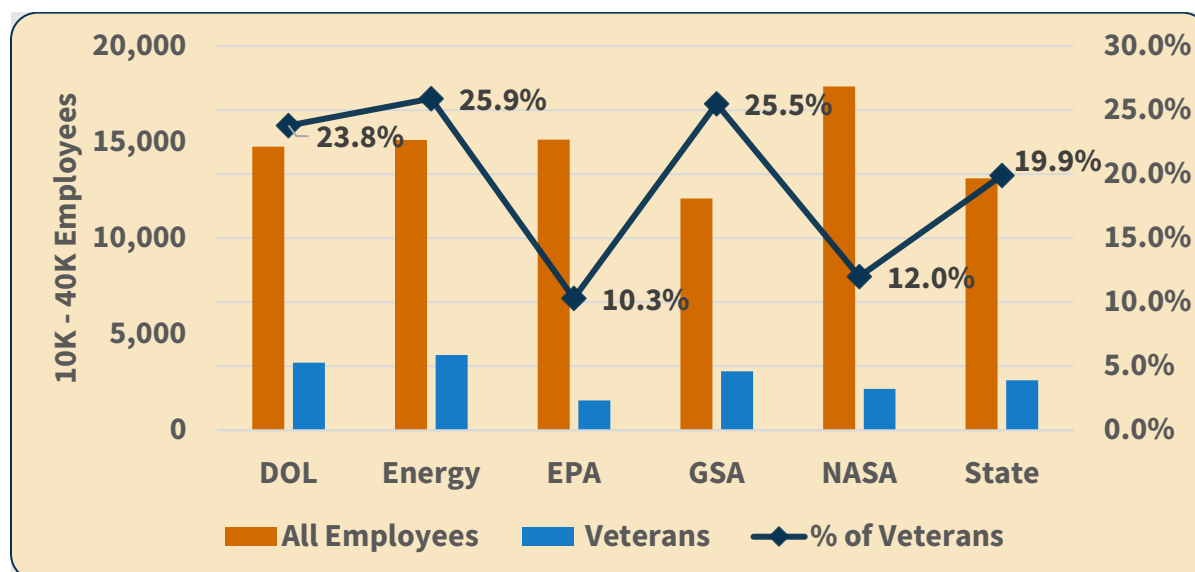
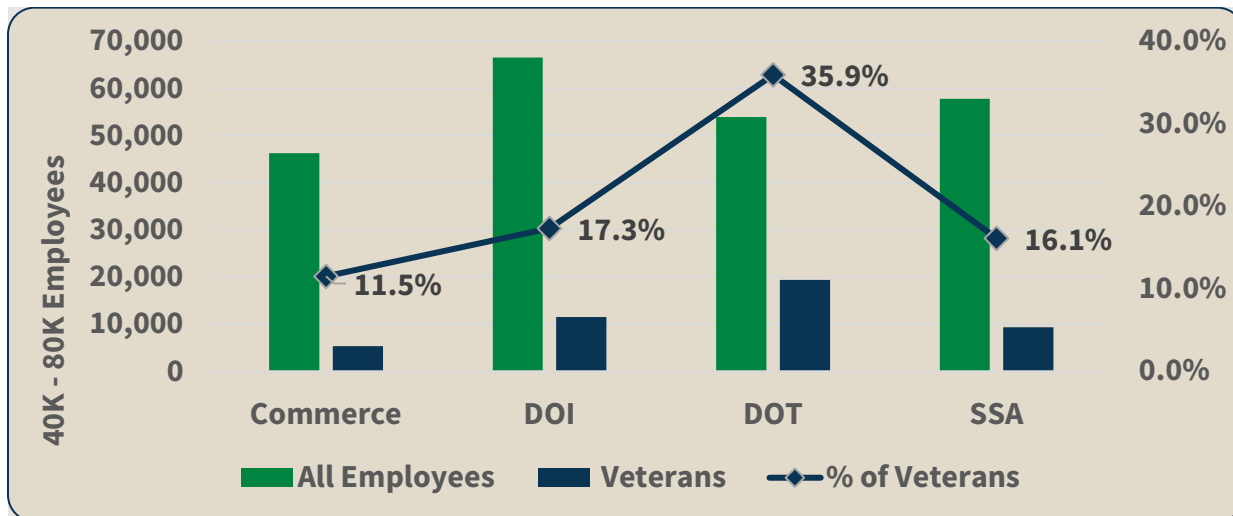


Figure 2 breakdown reveals distinct patterns in veteran employment across different agencies. DOE and GSA have the highest veteran representation at 25.9% and 25.5% respectively. The DOL and State also show significant veteran presence, at 23.8% and 19.9%. Conversely, agencies like the EPA and NASA exhibit lower veteran percentages at 10.3% and 12%.

Veteran Population with greater than 40K, but less than 80K On-board Employees

Figure 3, Agencies 40K – 80K Employees – Total On-Board Employees – Total Veterans



The analysis in Figure 3 shows a significant variation in veteran representation across these agencies. DOT stands out with the highest proportion of veterans at 35.9%, suggesting it may have specialized programs that strongly supports veteran employment. The DOI and SSA have more moderate levels of veteran representation, with DOI at 17.3% and SSA at 16.1%. In contrast, Commerce has the smallest percentage at 11.5% compared to the other agencies.

Veteran Population with greater than 80K, but less than 250K On-board Employees

Figure 4, Agencies 80K – 250K Employees – Total On-Board Employees – Total Veterans

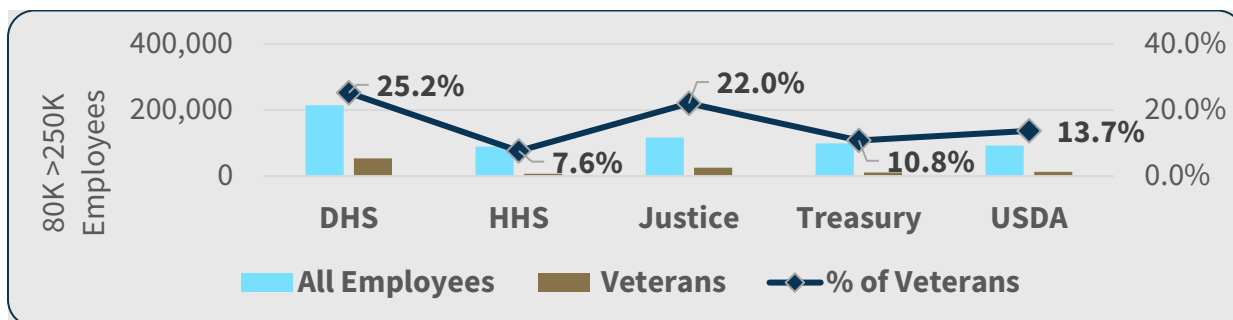
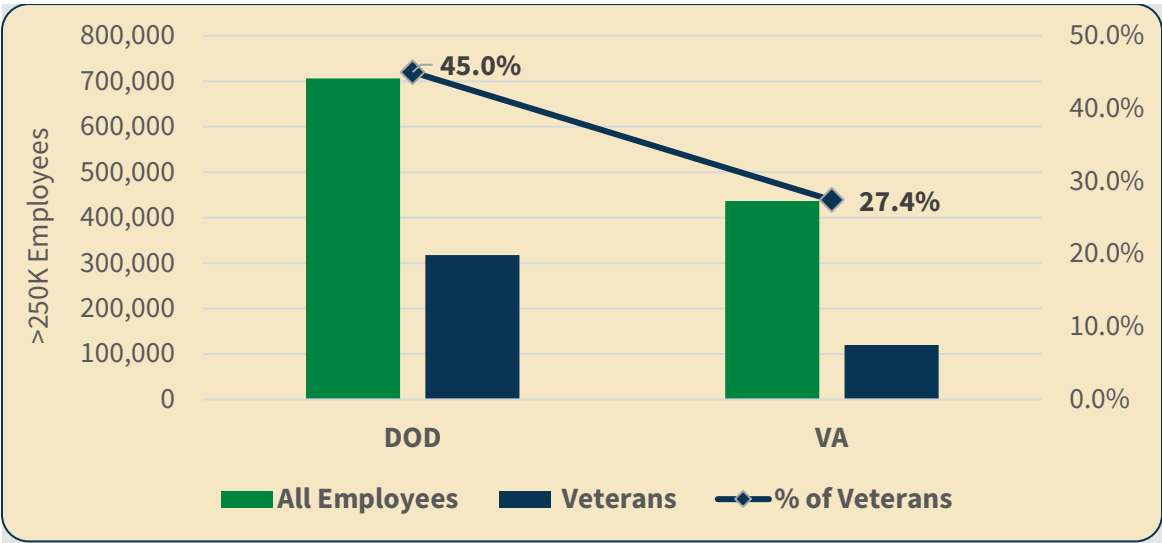


Figure 4 illustrates the variations in veteran employment rates among Federal agencies, highlighting DHS's lead with the highest percentage of veterans employed, 25.2% of its workforce. In contrast, HHS has the lowest veteran representation at 7.6%. Other agencies show varying levels of veteran employment, with Justice at 22.0%, DOT at 10.8%, and USDA at

13.7%. These figures highlight significant disparities in how different agencies integrate veterans into their workforce.

Veteran Population with Agencies greater than 250K On-board Employees

Figure 5, Agencies >250 Employees –Total On-Board Employees – Total Veterans



When analyzing the veteran employment statistics in Figure 5 for DOD and VA, a notable distinction becomes apparent compared to the other agencies referenced above. Specifically, veterans comprise up 45.0% of the DOD’s total workforce, comprising 706,288 employees. In contrast, veterans represent 27.4% of the VA’s total workforce, comprising of 436,497 employees. Although the percentage of veterans employed by the VA is lower than that of the DOD, it still indicates a substantial commitment to employing individuals with military service backgrounds.

Total New Hires-Veterans - New Hires by Agency Size

This data in this section provides information on new employees hired across the CFO Act agencies for FYs 2021 and 2022. This information includes details such as the total number of new hires, the number of new hires who are veterans, and the percentage of new hires who are veterans. The combination of these three factors signifies that the competition for available veteran candidates is intense and may impact the number of veterans hired for Federal employment.

Each year, Federal Executive Branch agencies must report to OPM their Disabled Veterans' Affirmative Action Program (DVAAP) accomplishments and certify their plans for the upcoming FY. These reports detail methods for recruiting and employing disabled veterans, particularly those with a disability rating of 30 percent or more; strategies to improve internal

advancement opportunities for disabled veterans; and how activities were monitored, reviewed, and evaluated. Additionally, agencies must explain their progress in implementing affirmative action plans, citing reasons for any lack of progress and plans to address them. Appendix 4 includes detailed tables: [Table 7](#) compares Total New Hires to Total Veteran New Hires for FY 2021 and FY 2022, and [Tables 9](#) and [10](#) focus on Disabled Veteran New Hires and those who are 30% or more disabled, respectively. (Note: all tables are listed in Appendix 4)

Federal Agencies with less than 10K New Hires Employees

Figure 6, Agencies <10K Employees –Total New Hires– Veterans New Hires

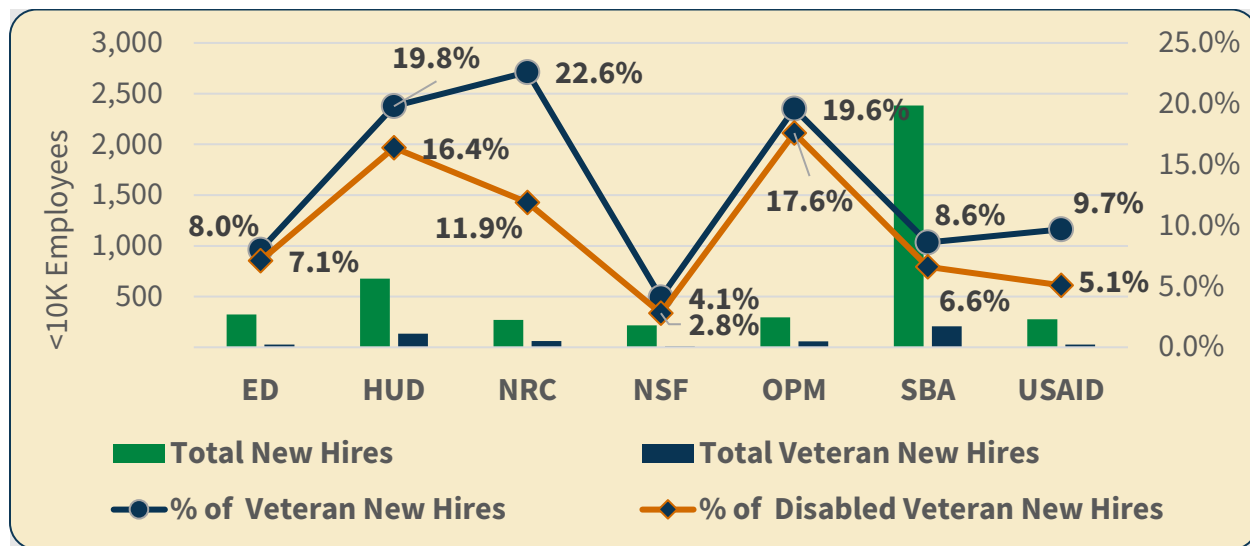


Figure 6 reveals significant variation in veteran hiring rates among seven agencies with fewer than 10,000 employees for FY 2022. An average increase of 1.5% was seen in veteran new hire rates, thanks to enhanced outreach efforts like hiring fairs and robust DVAAP Action Plans. The ED reported 8.0% of new hires as veterans, with 7.1% being disabled veterans. HUD had 19.8% of new hires as veterans and 16.4% as disabled veterans. NRC saw 22.6% veteran new hires, with 11.9% disabled veterans. NSF hired 4.1% veterans, including 2.8% disabled veterans. OPM hired 19.6% veterans, with 17.6% as disabled veterans. SBA reported 8.6% of veteran new hires, with 6.6% of disabled veterans. Finally, USAID hired 9.7% veterans, 5.1% of whom were disabled veterans.

Federal Agencies with greater than 10K, but less than 40K New Hires Employees

Figure 1, Agencies 10K – 40K Employees - Total New Hires - Veteran New Hires

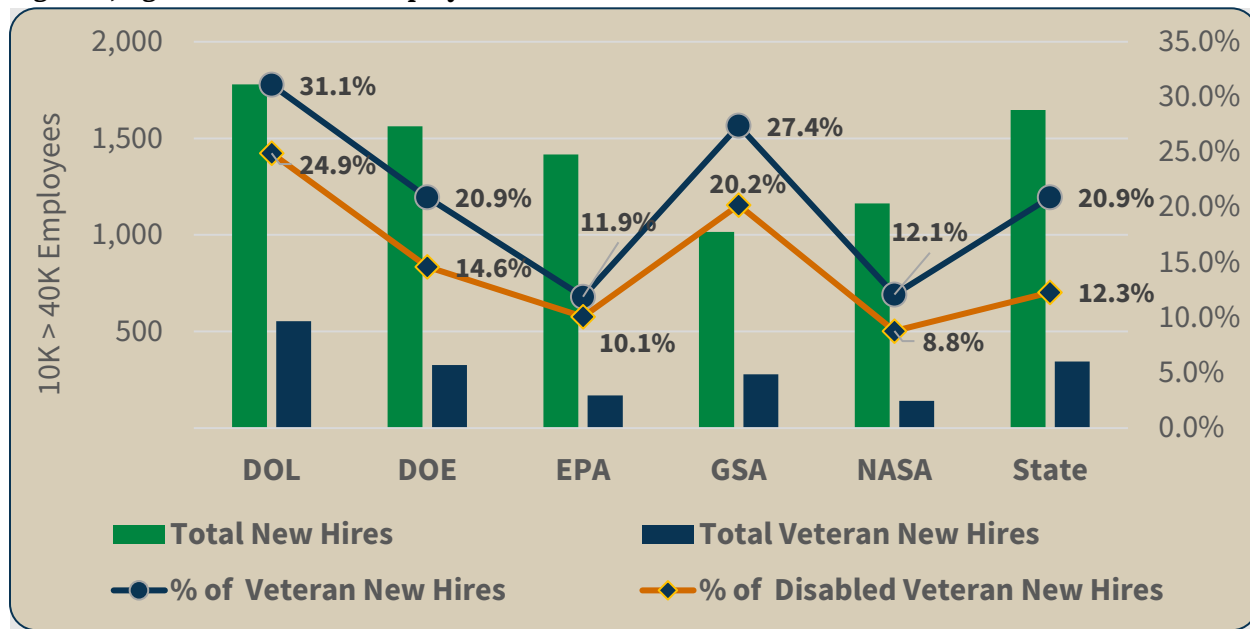


Figure 7 details veteran hiring trends across U.S. Government agencies, highlighting the DOL's success with veterans making up 31.1% of new hires, of which 24.9% are disabled. This achievement, facilitated by the DVAAP, involved collaboration with state and local agencies to enhance outreach and reduce hiring barriers. Other notable agencies include DOE (20.9% veterans, 14.6% disabled), EPA (11.9% veterans, 10.1% disabled), GSA (27.4% veterans, 20.2% disabled), NASA (12.1% veterans, 8.8% disabled), and State (20.9% veterans, 12.3% disabled).

Federal Agencies with greater than 40K, but less than 80K New Hires Employees

Figure 2, Agencies 40K – 80K Employees – Total New Hires - Veteran New Hires

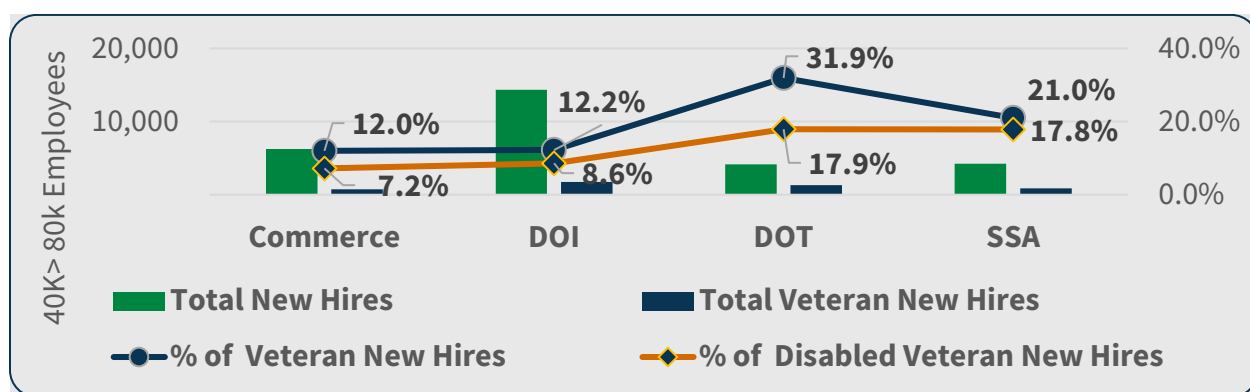


Figure 8 highlights new hire data for four Federal agencies, emphasizing veteran and disabled veteran recruitment. DOT stood out with veterans making up 31.9% of new hires, including 17.9% disabled, supported by its DVAAP plan involving virtual hiring events and online outreach. Commerce hired 12.0% veterans with 7.2% disabled, DOI hired 12.2% veterans with 8.6% disabled, and SSA hired 21.0% of veterans, with 17.8% disabled.

Federal Agencies with greater than 80K, but less than 250K New Hires Employees

Figure 3, Agencies 80K – 250K Employees - Table 4: Total New Hires - Veteran New Hires

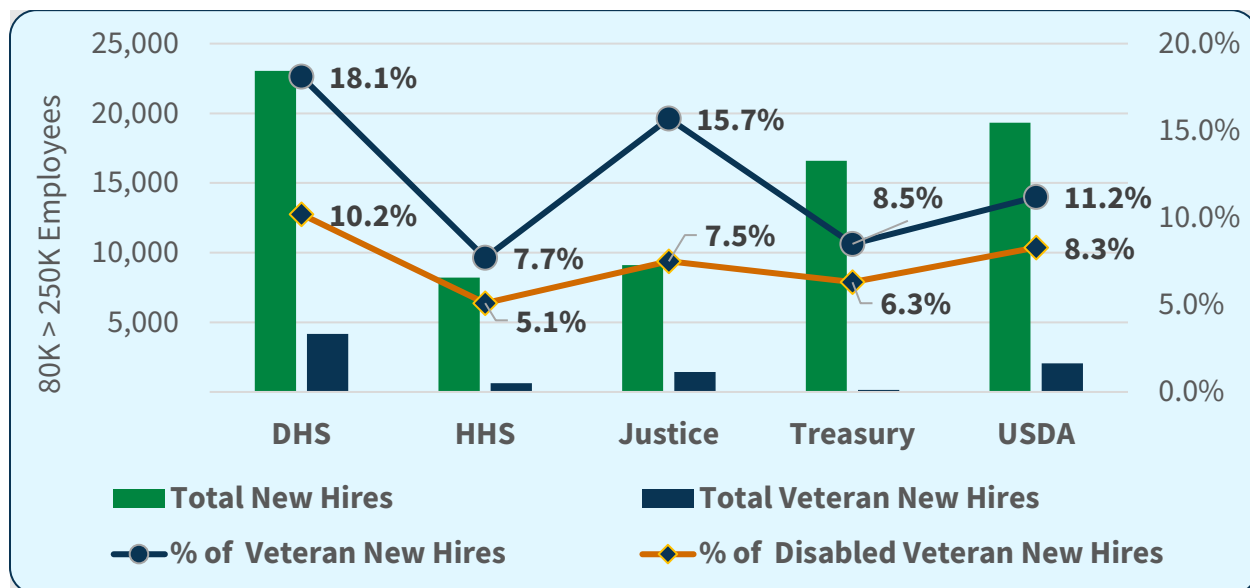


Figure 9 highlights the hiring statistics for five Federal agencies, emphasizing their veteran recruitment efforts. DHS and Justice lead the initiative: DHS hired veterans who made up 18.1% of their 23,054 new hires, with 10.2% of these veterans being disabled. Justice recruited veterans at a rate of 15.7% out of 9,101 new hires, with 7.5% being disabled. Other agencies' figures include HHS, where 7.7% of 8,203 new hires were veterans; Treasury, where 8.5% of 16,601 new hires were veterans; and USDA, where veterans constituted 11.2% of 18,328 new hires. These agencies utilized a range of outreach strategies to attract veterans.

Veteran New Hires with Agencies with greater than 250K New Hires Employees

Figure 4, Agencies > 250K Employees - Table 4: Total New Hires - Veteran New Hires

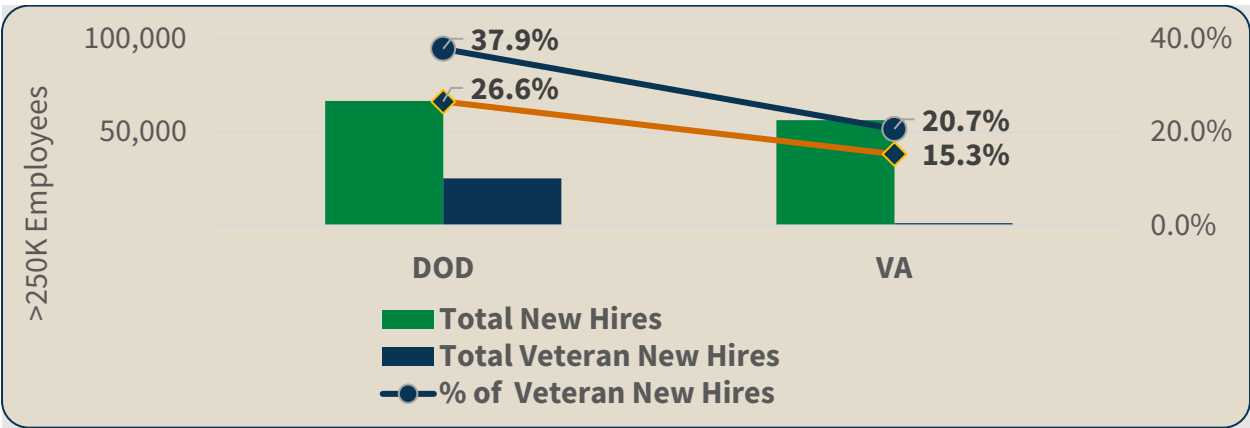
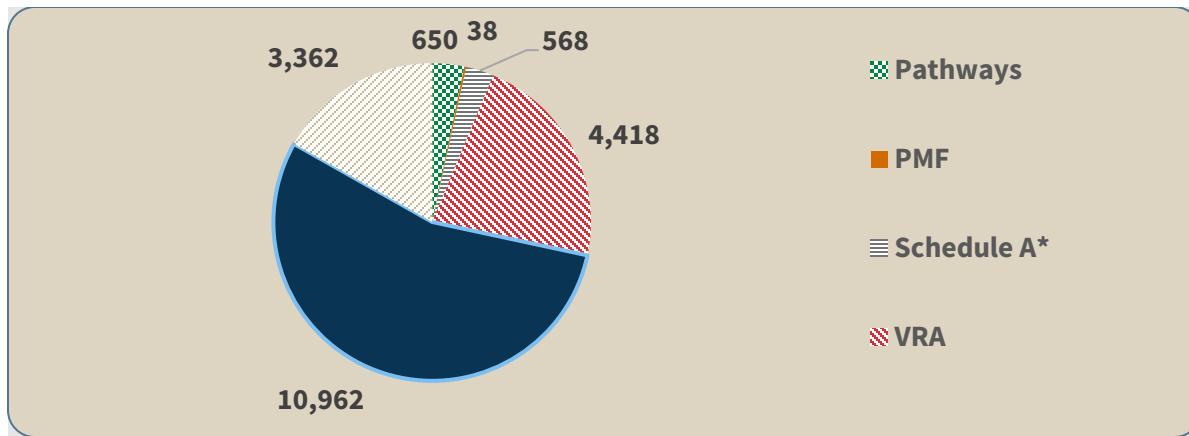


Figure 10 illustrates a comparison between DOD and VA focusing on new employees, particularly veterans and disabled veterans. DOD leads with the highest percentage of disabled veteran hires at 26.6%, utilizing demographic reviews and strategic collaborations to enhance their recruiting efforts. Conversely, VA employs various methods via its Veteran and Military Spouse Talent Engagement Program (VMSTEP) to recruit disabled veterans, including a dedicated job portal and partnerships with other agencies. In summary, DOD hired 66,806 new employees, with 37.9% being veterans, of which 26.6% are disabled. VA hired 56,554 new employees, with 20.7% being veterans, of which 15.3% are disabled. These efforts collectively highlight the Federal Government's broader commitment to supporting veterans' transition to civilian careers, ensuring they are well-represented and supported within the workforce.

Veteran New Hires by Veteran Appointing Authorities

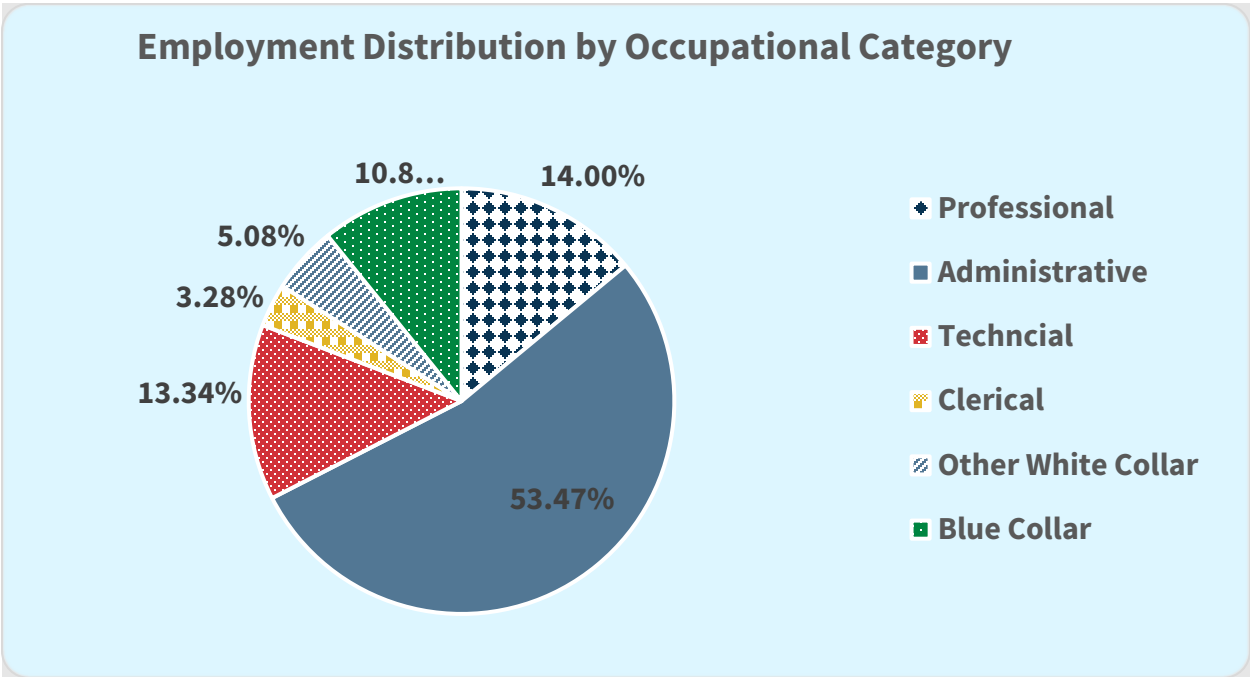
Figure 5, Veteran New Hires by Veteran and Other Appointing Authorities



Agencies employ various hiring authorities to effectively recruit veterans as part of their overall recruitment strategies. These authorities include the Pathways programs for interns and recent graduates, Presidential Management Fellows (PMF), Veterans Recruitment Appointment (VRA), the 30 Percent or More Disabled Veterans Authority, Schedule A for individuals with disabilities, and the Veterans Employment Opportunities Act of 1988, as amended (VEOA). In FY 2022, the Pathways program recorded the highest number of hires at 10,962, making it the largest segment, while the PMF program had the fewest hires at 38, making it the least utilized. The VRA accounted for 4,418 hires, making it the second most used authority. The 30 Percent or More Disabled Veterans Authority saw 3,362 hires, followed by VEOA with 650 hires, and Schedule A for individuals with disabilities with 568 hires. This data highlights a diverse and tailored hiring approach to accommodate veteran qualifications. For a complete breakdown, refer to [Table 11: Veteran New Hires by Veteran Appointing Authorities](#) and [Table 12: Veteran New Hires Under Other Appointing Authorities \(FY 2022\)](#).

Employment Distribution by Occupational Category

Figure 12, Distribution by Occupational Category



According to Figure 12, most veterans work in administrative roles, comprising 53.47% of the veteran workforce, which includes positions such as administrative assistants and managers. Professional roles, which may require higher levels of education and expertise, make up 14.0%, while technical roles involving specialized equipment and tasks account for 13.34%. Clerical positions, responsible for routine office tasks like filing and data entry, represent 3.28%, and other White-collar roles, encompassing various non-industrial office-based jobs, form 5.08% of the veteran workforce. Blue-collar jobs, involving manual labor and trade skills, constitute 10.83%. For a more detailed breakdown of the employment distribution by occupational category, refer to [Table 14](#).

Critical Occupations

Mission Critical Occupations (MCOs) profile for FY 2022 reveals the number of veteran new hires compared to all new hires and the percentage of veterans in each occupation. The data shows a significant presence of veterans in key roles, especially in Human Resource Management (44.4%), Information Technology Management (41.8%), and Cyber Security (39.3%), where they account for over 30% of new hires. Contracting also has a notable veteran representation at 31.1%. While the STEM fields hire a substantial number of veterans (1,734), they represent only 10.6% of total new hires in that sector. Auditing and Economics have the lowest percentages of veteran new hires, at 15.7% and 3.8%, respectively.

Table 3: Profile of Veteran New Hires by Government-wide Mission Critical Occupations

FY 2022 Mission Critical Occupations	Rank	Veteran New Hires	All New Hires	Percent of Veterans
Cyber Security	1	3,609	9,183	39.3%
STEM	2	1,734	16,380	10.6%
Contracting	3	1,194	3,836	31.1%
Human Resource Management	4	848	1,910	44.4%
Information Technology Management	5	535	1,281	41.8%
Auditing	6	111	709	15.7%
Economist	7	20	529	3.8%

The FY 2022 data on MCOs highlight the top seven occupations where veterans are most hired, with Cyber Security ranking first and Economist ranking seventh place. The data shows a significant presence of veterans in Human Resource Management, Information Technology Management, and Cyber Security, each with over 30% veteran new hires. In contrast, STEM fields have a smaller fraction of veteran hires at 10.6%, and Economics has the least, with only 3.8% veteran representation.

New Hire Retention Rates

In Executive Branch agencies, retention rates reflect all full-time permanent, non-seasonal, non-student new hires and transferred-ins hired in the fiscal year, two years before the measurement year (e.g., FY 2020 retention calculates retention for hires and transfer-ins from FY 2018). See a complete list of agency retention rates in [Table 16: New Hire Retention Rates](#).

OPM uses a multi-factor model to calculate retention rates, including the Two-Year Retention Rate, the Quit Rate, and the Retirement Rate. This model helps identify the root causes of retention and provides insight into where agencies should focus their attention. By using data-driven methods and appropriate benchmarks, agencies can monitor their progress and make informed decisions on where to allocate resources. This standard method ensures consistency across all agencies. Additionally, OPM collaborates with agencies to identify effective practices for recruiting and retaining veterans and military spouses, providing resources and support to address skills gaps and fill critical positions.

The Quit Rates are calculated by comparing the year-end On-Board number of employees with the number of all Quits during the same period. “Quit” is defined as a voluntary resignation by an employee, abandoning one's position, joining the military, or failing to return from military furlough. Quits also include separations by the agency if an employee declines a new position or relocation. The Retirement Rates are calculated by comparing the year-end onboard number of employees with the number of all retirements (voluntary, early out, disability, and other) during the same period.

In FY 2022, the data highlights a nuanced landscape of employment trends for veterans and military spouses across Executive Branch Agencies. Specifically, there was a slight decrease in the hiring percentage of veterans compared to FY 2021, while the hiring rate for non-veterans remained stable throughout most agencies. Military spouse hiring also saw a general decline, though certain agencies notably bucked this trend with significant increases. Variability in hiring percentages was evident, with agencies like USDA, HUD, Justice, and DOT maintaining or boosting veteran hires, in contrast to declines observed in DOD, ED, DOE, and Treasury.

Profile of Veterans and Non-Veterans in the Executive Branch

Figure 6, Profile of Veterans and Non-Veterans in the Executive Branch

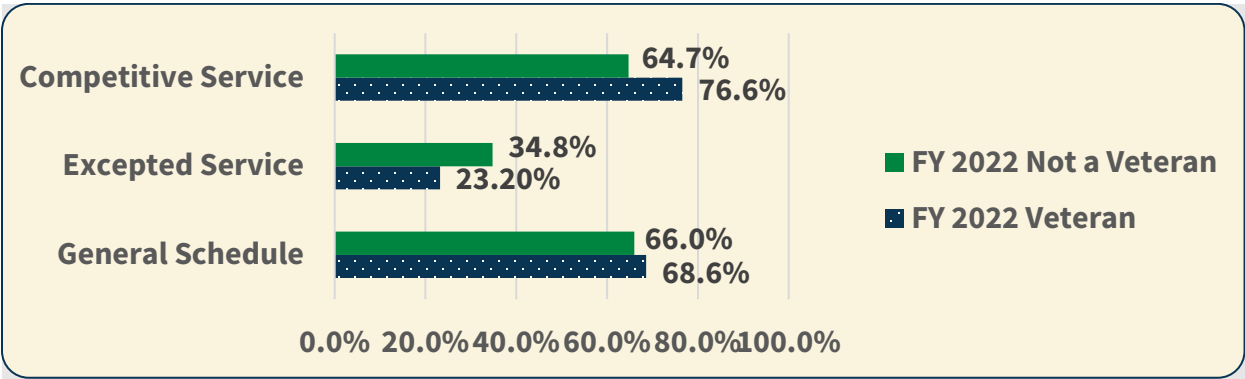


Figure 13 examines employment profiles based on three service types—General Schedule (GS), Excepted Service, and Competitive Service—focusing on the proportions of veterans and non-veterans in each category. For the GS, which includes positions from entry to senior levels, 68.6% of employees are veterans, slightly higher than the 66.0% of non-veterans. In Excepted Service roles, which often require special qualifications or are part of special programs, veterans constitute 23.2% compared to 34.8% for non-veterans. Veterans are significantly represented in Competitive Service roles, with 76.6% versus 64.7% of non-veterans. Overall, veterans are more frequently found in competitive service positions. At the same time, non-veterans are more prevalent in excepted service positions, highlighting the

influence of Federal employment structures and hiring practices on the distribution of veteran employment. Refer to [Table 17](#) for a detailed profile of veterans and non-veterans in the Executive Branch.

Military Spouses

The Federal Government recognizes the importance of continuous improvement and collaborative approaches to hiring and retaining military spouses. OPM's engagement with First Lady Jill Biden's Joining Forces Initiative is vital in promoting this Administration's priorities and offering agencies technical guidance on identifying and recruiting eligible military spouses under the military spouse hiring authority. The progress and implementation of EO 13832 has significantly improved the understanding and utilization of the noncompetitive hiring process for military spouses across the Federal Government.

In FY 2022, 21 out of 33 Federal agencies actively employed the military spouse hiring authority under EO 13832, hiring over 2,500 military spouses. The visual data in [Table 18](#) shows a slight variance in what was submitted to OPM by the agencies and the data pulled from OPM's EHRI. OPM's EHRI data shows 1,983 military spouses were appointed through the military spouse noncompetitive hiring authority. This marks a marginal decrease in the percentage of military spouse hires in the Total Executive Branch agencies from 0.90% in FY 2021 to 0.81% in FY 2022, with fewer appointments than FY 2021. This demonstrates many agencies efforts, including OPM, VA, DOL, DOD, DHS, USDA, DOC, TREASURY, and DOE, to actively recruit and employ military spouses. DOE appointed 4, Treasury appointed 20, and DOL appointed 14 military spouses.

Agency employment of military spouses is ongoing, and these cumulative efforts highlight the growing recognition of the value military spouses bring to the Federal workforce. For detailed insights into military spouse employment, refer to [Table 18: Military Spouse Appointing Authority – New Hires](#).

Best Practices

In FY 2022, DOD, VA, USDA, DOL and OPM made significant strides in promoting the hiring of veterans and military spouses as part of a coordinated Federal effort. The DOD led these initiatives, achieving noteworthy milestones in veteran and military spouse hiring through various strategies such as career development programs, rotational assignments, and recruitment incentives under the National Defense Authorization Act (NDAA). The DOD Military Spouse Employment Partnership (MSEP), part of the DOD's Spouse Education and Career Opportunities program, provided military spouses access to resources and insights about Federal and civilian employment sectors. Initiatives such as refining the Military Spouse Preference program and raising job opportunity awareness have resulted in over

43,000 military spouses' employment across the DOD. The MSEP also established a network of employers across the Federal Government and private sector dedicated to supporting military spouses in their career exploration and successful integration into the workforce.

Concurrently, the VA's Human Capital Operating Plan outlined measures to enhance veterans' careers, highlighting special hiring authorities and collaboration with human resources recruiters and acquisition talent managers. VA's Veteran and Military Spouse Talent Engagement Program (VMSTEP) underwent a rebranding and is now under the direct supervision of the VA's Chief Human Capital Office. In FY 2022, VMSTEP amplified awareness and education efforts such as career fairs, training sessions, and virtual events, accounting for over 4,000 military spouse attendees reaching through career fairs alone. This office also conducted a listening tour, developed outreach materials, and hosted successful events like the Military Spouse Virtual Town Hall and a collaborative Facebook Live event with the DOD. VA's comprehensive efforts, led by VMSTEP, achieved significant progress in increasing awareness and integrating military spouses into the workforce.

USDA surpassed its veteran hiring goals by collaborating with organizations like Operation War Fighter and Wounded Warriors, hosting virtual recruitment events, and maintaining partnerships with academic institutions. This agency's efforts also included pre-deployment strategic hiring sessions and proactive engagement with staffing teams, supervisors, and hiring officials to designate targeted job vacancy advertisements tailored for military spouses. The agency actively participated in career fairs nationwide. It implemented specialized hiring and training initiatives to maximize the utilization of the military spouse hiring authority.

The DOL concentrated on minimizing employment barriers for veterans and improving outreach through veteran-affinity groups and targeted recruitment campaigns in partnership with state and local agencies. These departments employed tracking metrics, conducted training sessions and workshops, and utilized various recruitment strategies, including social media campaigns and job fairs. In addition, the Office of Human Resources (OHR) Staffing Division was pivotal in DOL's FY 2022 military spouse accomplishments. The OHR implemented a multi-faceted approach that included outreach, training, and collaboration to remove obstacles and create more opportunities for military spouses within the DOL workforce. Partnering with DOD's Military Installation Family Support Centers, this agency leveraged various platforms to market all positions, except those designated as "DOL-only" to military spouses during FY 2022.

OPM conducted internal audits of hiring practices to ensure veterans' preference was appropriately applied, including preferences for disabled veterans. OPM emphasized the importance of hiring and retaining veterans in the workforce through forums such as biweekly supervisor calls and biannual bootcamps for new supervisors. OPM's talent team,

including military spouses stationed nationwide, played a pivotal role in streamlining its recruitment processes. Located in the human resources office, this team provided vital resources through technical guidance and innovative tools to help military spouses understand Federal hiring processes and the jobs available at OPM.

The comprehensive actions outlined above highlights these agencies' commitment to supporting veterans and military spouses within their workforce. This aligns with the Biden-Harris Administration's ongoing focus on veteran and military spouse employment in the Executive Branch.

Appendix 1: Organizations Included

- Administrative Conference of the United States
- Advisory Council on Historic Preservation
- African Development Foundation
- Agency For International Development (Excluding Foreign Service Personnel)
- American Battle Monuments Commission
- Appalachian Regional Commission Architectural and Transportation Barriers Compliance Board
- Arctic Research Commission
- Armed Forces Retirement Home
- Barry Goldwater Scholarship and Excellence in Education Foundation
- Broadcasting Board of Governors
- Chemical Safety and Hazard Investigation On-Board
- Christopher Columbus Fellowship Foundation
- Commission of Fine Arts
- Commission on Civil Rights
- Committee for Purchase from People Who are Blind or Severely Disabled
- Commodity Futures Trading Commission
- Consumer Product Safety Commission
- Corporation for National and Community Service
- Council of Economic Advisers Council on Environmental Quality/Office of Environmental Quality
- Council of the Inspectors General on Integrity and Efficiency
- Court Services and Offender Supervision Agency for the District of Columbia
- Defense Nuclear Facilities Safety Board
- Denali Commission
- Department of Agriculture
- Department of Commerce
- Department of Defense
 - Department of the Air Force
 - Department of the Army
 - Department of the Navy
 - Defense Activities

- Department of Education
- Department of Energy
- Department of Health and Human Services
- Department of Homeland Security
- Department of Housing and Urban Development
- Department of Justice
- Department of State (Excluding Foreign Service Personnel)
- Department of the Interior
- Department of the Treasury
- Department of Transportation
- Department of Veterans Affairs
- Dwight D. Eisenhower Memorial Commission
- Election Assistance Commission
- Environmental Protection Agency
- Equal Employment Opportunity Commission
- Export-Import Bank of the United States
- Farm Credit Administration
- Farm Credit System Insurance Corporation
- Federal Communications Commission
- Federal Deposit Insurance Corporation
- Federal Election Commission
- Federal Financial Institutions Examination Council
- Federal Housing Finance Agency
- Federal Labor Relations Authority
- Federal Maritime Commission
- Federal Mediation and Conciliation Service
- Federal Mine Safety and Health Review Commission
- Federal Reserve System-Bureau of Consumer Financial Protection
- Federal Retirement Thrift Investment Board
- Federal Trade Commission
- General Services Administration
- Harry S. Truman Scholarship Foundation
- Institute of Museum and Library Services

- Inter-American Foundation
- International Boundary and Water Commission: United States and Mexico
- International Boundary Commission: United States and Canada
- International Joint Commission: United States and Canada
- James Madison Memorial Fellowship Foundation
- Japan-United States Friendship Commission
- Marine Mammal Commission
- Medicaid and CHIP Payment and Access Commission
- Merit Systems Protection-board
- Millennium Challenge Corporation
- Morris K. Udall and Stewart L. Udall Foundation
- National Archives and Records Administration
- National Capital Planning Commission
- National Council on Disability
- National Credit Union Administration
- National Endowment for the Arts
- National Endowment for the Humanities
- National Labor Relations Board
- National Mediation-board
- National Science Foundation
- National Security Council
- Transportation Safety Board
- Northern Border Regional Commission
- Nuclear Regulatory Commission
- Nuclear Waste Technical Review Board
- Occupational Safety and Health Review Commission
- Office of Administration
- Office of Government Ethics
- Office of Management and Budget
- Office of National Drug Control Policy
- Office of Navajo and Hopi Indian Relocation
- Office of Personnel Management
- Office of Science and Technology

- Policy Office of Special Counsel
- Office of the Federal Coordinator for Alaska Natural Gas Transportation Projects
- Office of the U.S. Trade Representative
- Overseas Private Investment Corporation
- Peace Corps Pension Benefit Guaranty Corporation
- Presidio Trust
- Public Interest Declassification-board
- Railroad Retirement Board
- Recovery Act Accountability & Transparency Board
- Ronald Reagan Centennial Commission
- Securities and Exchange Commission
- Selective Service System
- Small Business Administration
- Smithsonian Institution
- Social Security Administration
- Trade and Development Agency
- U.S. Holocaust Memorial Museum
- U.S. Interagency Council on Homelessness
- U.S. International Trade Commission
- United States-China Economic and Security Review Commission
- Utah Reclamation Mitigation and Conservation Commission
- Valles Caldera Trust
- Vietnam Education Foundation

Appendix 2: Organizations Excluded

- Air Force National Guard – Civilian Component
- Army National Guard – Civilian Component
- Board of Governors of the Federal Reserve
- Central Intelligence Agency
- Commission of Security and Cooperation in Europe Defense
- Intelligence Agency Delta Regional Authority
- Department of State (Foreign Service Personnel)
- Executive Residence at the White House
- Federal Finance Housing Board
- Merit Systems Protection-board
- National Geospatial-Intelligence Agency
- National Security Agency
- Non-Appropriated Fund Personnel (e.g., Coast Guard, DoD)
- Office of Policy Development
- Office of the Director of National Intelligence
- Office of the Vice President
- Postal Regulatory Commission
- Public Defender Service
- Public Health Service’s Commissioned Officer Corps
- Tennessee Valley Authority
- U.S. Postal Service
- White House Commission on National Moment of Remembrance
- White House Office

Appendix 3: List of Abbreviations and Terms

- 30% - 30% or More Disabled Veteran Appointing Authority
- CFO - Chief Financial Officer
- DHS – Department of Homeland Security
- DOD – Department of Defense
- DOE – Department of Energy
- DOI – Department of Interior
- DOL – Department of Labor
- DOT – Department of Transportation
- DVAAP – Disabled Veterans’ Affirmative Actions
- ED – Department of Education
- EHRI - OPM’s Enterprise Human Resources Integration
- EO – Executive Order
- EPA – Environmental Agency
- FY - Fiscal Year
- GL - General Schedule (Law Enforcement officers and special base rates at grades 3-10 under section 403 of the Federal Employees Pay Comparability Act of 1990 (FEPCA))
- GM - General Schedule (Covered by the Performance Management and Recognition System (PMRS) termination provisions of Public Law 103-89 (former PMRS employees))
- GS - General Schedule (Established under the Classification Act of 1949, as amended. (5 U.S.C. chapter 53, subchapter III, and 5 CFR part 531))
- GSA - General Services Administration
- HHS Department of Health and Human Services
- HUD Department of Housing and Urban Development
- Justice – Department of Justice
- MCOs – Mission Critical Occupations
- MSEP – Military Spouse Employment Partnership
- NASA - National Aeronautics and Space Administration
- NDAA – National Defense Authorization Act
- NRC - Nuclear Regulatory Commission
- NSF - National Science Foundation
- OHR – Office of Human Resources
- OPM - Office of Personnel Management
- Pathways - Internships and Recent Graduates Programs

- PMF - Presidential Management Fellows Program
- SBA - Small Business Administration
- SES - Senior Executive Service
- SSA - Social Security Administration
- State – Department of State
- Treasury – Department of Treasury
- USAID - Agency for International Development
- U.S. – United States
- VA – Department of Veterans Affairs
- VEOA - Veterans Employment Opportunity Act of 1998
- VMSTEP - VA's Veteran and Military Spouse Talent Engagement Program
- VRA - Veterans' Recruitment Appointment

Appendix 4: Employment of Veterans Data (FY 2022)

Table 1: Total On - Board Employees

(Count of all employees in pay status taken at the last pay period or last day of September.)

Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Employees	2,047,514	2,081,192	2,132,776	2,143,449	2,136,105
Total Veterans	634,217	638,651	644,111	636,937	618,994
% of All Employees	31.0%	31.0%	30.0%	30.0%	29.0%
Veterans with Preference	546,399	551,442	557,617	553,142	539,805
% of All Employees	27.0%	26.0%	26.0%	26.0%	25.0%
% of All Veterans	86.0%	86.0%	87.0%	87.0%	87.0%
Disabled Veterans	293,198	311,658	329,180	337,722	342,716
% of All Employees	14.0%	15.0%	15.0%	16.0%	16.0%
% of All Veterans	46.0%	49.0%	51.0%	53.0%	55.0%
30% + Disabled Veterans	186,602	201,525	216,549	225,411	231,559
% of All Employees	9.0%	10.0%	10.0%	11.0%	11.0%
% of All Veterans	27.0%	29.0%	32.0%	35.0%	37.0%

Table 2: Total On - Board Employees - All Veterans

Agency	FY 2021			FY 2022		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	2,143,449	636,937	29.7%	2,136,105	618,994	29.0%
USDA	92,076	12,447	13.5%	92,715	12,657	13.7%
Commerce	50,545	5,788	11.5%	46,244	5,336	11.5%
DOD	722,179	330,832	45.8%	706,288	317,856	45.0%
Air Force	158,829	86,098	54.2%	149,709	79,678	53.2%
Army	224,161	111,593	49.8%	192,302	96,956	50.4%
Navy	224,957	91,047	40.5%	212,237	84,091	39.6%
Defense Activities	114,232	42,094	36.8%	152,040	57,131	37.6%
ED	4,173	468	11.2%	4,158	452	10.9%
DOE	14,701	3,889	26.5%	15,106	3,920	25.9%
HHS	88,131	6,781	7.7%	89,298	6,827	7.6%
DHS	212,649	54,856	25.8%	214,131	53,891	25.2%
HUD	7,983	1,398	17.5%	8,196	1,455	17.8%
DOI	66,409	11,592	17.5%	66,501	11,477	17.3%
Justice	117,192	26,735	22.8%	116,061	25,564	22.0%
DOL	14,142	3,260	23.1%	14,758	3,512	23.8%
State	12,354	2,507	20.3%	13,119	2,606	19.9%
DOT	53,675	19,478	36.3%	53,897	19,355	35.9%
Treasury	94,931	10,367	10.9%	98,840	10,715	10.8%
VA	427,196	122,396	28.7%	436,497	119,790	27.4%
USAID	1,940	248	12.8%	1,983	250	12.6%
EPA	14,821	1,508	10.2%	15,132	1,557	10.3%
GSA	11,716	2,913	24.9%	12,058	3,069	25.5%
NASA	18,029	2,194	12.2%	17,892	2,155	12.0%
NSF	1,563	133	8.5%	1,614	135	8.4%
OPM	2,515	431	17.1%	2,675	457	17.1%
NRC	2,813	567	20.2%	2,778	570	20.5%
SSA	59,808	9,735	16.3%	57,754	9,302	16.1%
SBA	9,882	1,041	10.5%	6,045	785	13.0%
Total Executive Order Agencies	2,101,423	631,564	30.1%	2,093,740	613,693	29.3%

Table 3: Total On - Board Employees - Veterans with Preference

Agency	FY 2021			FY 2022		
	All Employees	Veterans with Preference	%	All Employees	Veterans with Preference	%
Total Executive Branch Agencies	2,143,449	553,142	25.8%	2,136,105	539,805	25.3%
USDA	92,076	11,468	12.5%	92,715	11,688	12.6%
Commerce	50,545	5,237	10.4%	46,244	4,833	10.5%
DOD	722,179	291,318	40.3%	706,288	280,904	39.8%
Air Force	158,829	73,932	46.5%	149,709	68,778	45.9%
Army	224,161	99,310	44.3%	192,302	87,033	45.3%
Navy	224,957	81,556	36.3%	212,237	84,091	35.5%
Defense Activities	114,232	36,520	32.0%	152,040	49,680	32.7%
ED	4,173	408	9.8%	4,158	394	9.5%
DOE	14,701	3,368	22.9%	15,106	3,414	22.6%
HHS	88,131	6,170	7.0%	89,298	6,197	6.9%
DHS	212,649	46,989	22.1%	214,131	46,348	21.6%
HUD	7,983	1,264	15.8%	8,196	1,325	16.2%
DOI	66,409	10,355	15.6%	66,501	10,247	15.4%
Justice	117,192	23,307	19.9%	116,061	22,505	19.4%
DOL	14,142	3,062	21.7%	14,758	3,323	22.5%
State	12,354	2,167	17.5%	13,119	2,263	17.2%
DOT	53,675	15,957	29.7%	53,897	15,939	29.6%
Treasury	94,931	8,881	9.4%	98,840	9,224	9.3%
VA	427,196	101,762	23.8%	436,497	100,135	22.9%
USAID	1,940	241	12.4%	1,983	239	12.1%
EPA	14,821	1,339	9.0%	15,132	1,395	9.2%
GSA	11,716	2,605	22.2%	12,058	2,782	23.1%
NASA	18,029	1,750	9.7%	17,892	1,744	9.7%
NSF	1,563	109	7.0%	1,614	117	7.2%
OPM	2,515	375	14.9%	2,675	406	15.2%
NRC	2,813	469	16.7%	2,778	475	17.1%
SSA	59,808	8,914	14.9%	57,754	8,528	14.8%
SBA	9,882	906	9.2%	6,045	693	11.5%
Total Executive Order Agencies	2,101,423	548,421	26.1%	2,093,740	535,118	25.6%

Table 4: Total On-Board Employees - Disabled Veterans

Agency	FY 2021			FY 2022		
	All Employees	Disabled Veterans	%	All Employees	Disabled Veterans	%
Total Executive Branch Agencies	2,143,449	337,722	15.8%	2,136,105	342,716	16.0%
USDA	92,076	6,720	7.3%	92,715	7,313	7.9%
Commerce	50,545	2,707	5.4%	46,244	2,566	5.5%
DOD	722,179	183,466	25.4%	706,288	183,832	26.0%
Air Force	158,829	44,351	27.9%	149,709	42,874	28.6%
Army	224,161	66,627	29.7%	192,302	60,467	31.4%
Navy	224,957	48,927	21.7%	212,237	47,020	22.2%
Defense Activities	114,232	23,561	20.6%	152,040	33,471	22.0%
ED	4,173	235	5.6%	4,158	245	5.9%
DOE	14,701	1,826	12.4%	15,106	1,966	13.0%
HHS	88,131	3,538	4.0%	89,298	3,754	4.2%
DHS	212,649	23,232	10.9%	214,131	24,079	11.2%
HUD	7,983	875	11.0%	8,196	953	11.6%
DOI	66,409	6,201	9.3%	66,501	6,512	9.8%
Justice	117,192	10,100	8.6%	116,061	10,171	8.8%
DOL	14,142	2,039	14.4%	14,758	2,319	15.7%
State	12,354	1,188	9.6%	13,119	1,314	10.0%
DOT	53,675	6,986	13.0%	53,897	7,334	13.6%
Treasury	94,931	5,522	5.8%	98,840	6,136	6.2%
VA	427,196	69,647	16.3%	436,497	70,563	16.2%
USAID	1,940	128	6.6%	1,983	131	6.6%
EPA	14,821	851	5.7%	15,132	932	6.2%
GSA	11,716	1,644	14.0%	12,058	1,826	15.1%
NASA	18,029	1,042	5.8%	17,892	1,070	6.0%
NSF	1,563	71	4.5%	1,614	79	4.9%
OPM	2,515	252	10.0%	2,675	289	10.8%
NRC	2,813	174	6.2%	2,778	193	6.9%
SSA	59,808	5,777	9.7%	57,754	5,743	9.9%
SBA	9,882	665	6.7%	6,045	488	8.1%
Total Executive Order Agencies	2,101,423	334,886	15.9%	2,093,740	339,808	16.2%

Table 5: Total On-Board Employees - 30% or More Disabled Veterans

Agency	FY 2021			FY 2022		
	All Employees	30% or More Disabled Veterans	%	All Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,143,449	225,411	10.5%	2,136,105	231,559	10.8%
USDA	92,076	4,457	4.8%	92,715	4,933	5.3%
Commerce	50,545	1,578	3.1%	46,244	1,571	3.4%
DOD	722,179	125,935	17.4%	706,288	127,243	18.0%
Air Force	158,829	27,541	17.3%	149,709	27,139	18.1%
Army	224,161	49,717	22.2%	192,302	45,311	23.6%
Navy	224,957	32,075	14.3%	212,237	31,027	14.6%
Defense Activities	114,232	16,602	14.5%	152,040	23,766	15.6%
ED	4,173	158	3.8%	4,158	166	4.0%
DOE	14,701	1,131	7.7%	15,106	1,221	8.1%
HHS	88,131	2,380	2.7%	89,298	2,553	2.9%
DHS	212,649	15,179	7.1%	214,131	16,096	7.5%
HUD	7,983	654	8.2%	8,196	741	9.0%
DOI	66,409	3,745	5.6%	66,501	3,973	6.0%
Justice	117,192	6,456	5.5%	116,061	6,605	5.7%
DOL	14,142	1,518	10.7%	14,758	1,793	12.1%
State	12,354	783	6.3%	13,119	900	6.9%
DOT	53,675	4,178	7.8%	53,897	4,532	8.4%
Treasury	94,931	3,878	4.1%	98,840	4,346	4.4%
VA	427,196	44,451	10.4%	436,497	45,631	10.5%
USAID	1,940	101	5.2%	1,983	104	5.2%
EPA	14,821	583	3.9%	15,132	657	4.3%
GSA	11,716	1,168	10.0%	12,058	1,322	11.0%
NASA	18,029	639	3.5%	17,892	665	3.7%
NSF	1,563	52	3.3%	1,614	58	3.6%
OPM	2,515	169	6.7%	2,675	198	7.4%
NRC	2,813	94	3.3%	2,778	108	3.9%
SSA	59,808	3,887	6.5%	57,754	3,896	6.7%
SBA	9,882	389	3.9%	6,045	301	5.0%
Total Executive Order Agencies	2,101,423	223,563	10.6%	2,093,740	229,613	11.0%

Table 6: Total New Hires-Veteran New Hires**New Hires:** (Do not include transfers between agencies.)

Category	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total Employees	228,243	248,048	246,772	223,872	239,619
Total Veterans	63,238	67,496	62,831	52,221	53,162
% of All Employees	28.0%	27.0%	25.0%	23.0%	22.0%
Veterans with Preference	54,976	57,956	53,669	44,410	45,427
% of All Employees	24.0%	23.0%	22.0%	20.0%	19.0%
% of All Veterans	87.0%	86.0%	85.0%	85.0%	85.0%
Disabled Veterans	36,888	41,528	39,291	33,915	36,970
% of All Employees	16.0%	17.0%	16.0%	15.0%	15.0%
% of All Veterans	58.0%	62.0%	63.0%	65.0%	70.0%
30% + Disabled Veterans	23,817	28,842	26,410	22,829	25,083
% of All Employees	10.0%	11.0%	11.0%	10.0%	10.0%
% of All Veterans	38.0%	40.0%	42.0%	44.0%	47.0%

Table7: Total New Hires - Veteran New Hires

Agency	FY 2021			FY 2022		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	223,872	52,221	23.3%	245,065	54,204	22.1%
USDA	18,220	2,045	11.2%	18,328	2,061	11.2%
Commerce	8,333	798	9.6%	6,227	746	12.0%
DOD	65,665	26,687	40.6%	66,806	25,309	37.9%
Air Force	16,193	7,576	46.8%	13,738	5,934	43.2%
Army	21,225	9,729	45.8%	20,476	9,007	44.0%
Navy	16,789	6,037	36.0%	18,286	6,444	35.2%
Defense Activities	11,458	3,345	29.2%	14,306	3,924	27.4%
ED	444	40	9.0%	324	26	8.0%
DOE	1,164	321	27.6%	1,563	326	20.9%
HHS	8,480	621	7.3%	8,203	634	7.7%
DHS	17,679	3,421	19.4%	23,054	4,167	18.1%
HUD	621	136	21.9%	677	134	19.8%
DOI	13,192	1,792	13.6%	14,359	1,747	12.2%
Justice	9,004	1,667	18.5%	9,101	1,425	15.7%
DOL	1,167	349	29.9%	1,779	554	31.1%
State	1,239	245	19.8%	1,646	344	20.9%
DOT	2,440	786	32.2%	4,134	1,317	31.9%
Treasury	11,730	871	7.4%	16,601	1,410	8.5%
VA	50,420	10,509	20.8%	56,554	11,699	20.7%
USAID	374	39	10.4%	277	27	9.7%
EPA	1,078	157	14.6%	1,417	169	11.9%
GSA	746	220	29.5%	1,015	278	27.4%
NASA	1,160	130	11.2%	1,163	141	12.1%
NSF	201	12	6.0%	217	9	4.1%
OPM	227	41	18.1%	296	58	19.6%
NRC	207	43	20.8%	270	61	22.6%
SSA	2,552	499	19.6%	4,219	885	21.0%
SBA	3,915	307	7.8%	2,382	206	8.6%
Total Executive Order Agencies	240,612	53,733	22.3%	235,281	52,707	22.4%

Table 8: Total New Hires - Veterans with Preference

Agency	FY 2021			FY 2022		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	223,872	44,410	19.8%	245,065	46,330	18.9%
USDA	18,220	1,769	9.7%	18,328	1,771	9.7%
Commerce	8,333	739	8.9%	6,227	686	11.0%
DOD	65,665	23,084	35.2%	66,806	21,988	32.9%
Air Force	16,193	6,367	39.3%	13,738	5,120	37.3%
Army	21,225	8,487	40.0%	20,476	7,867	38.4%
Navy	16,789	5,282	31.5%	18,286	5,569	30.5%
Defense Activities	11,458	2,948	25.7%	14,306	3,432	24.0%
ED	444	39	8.8%	324	22	6.8%
DOE	1,164	296	25.4%	1,563	291	18.6%
HHS	8,480	514	6.1%	8,203	510	6.2%
DHS	17,679	2,832	16.0%	23,054	3,425	14.9%
HUD	621	130	20.9%	677	124	18.3%
DOI	13,192	1,565	11.9%	14,359	1,504	10.5%
DOJ	9,004	1,491	16.6%	9,101	1,244	13.7%
DOL	1,167	334	28.6%	1,779	535	30.1%
State	1,239	186	15.0%	1,646	276	16.8%
DOT	2,440	647	26.5%	4,134	1,051	25.4%
Treasury	11,730	808	6.9%	16,601	1,207	7.3%
VA	50,420	8,225	16.3%	56,554	9,566	16.9%
USAID	374	39	10.4%	277	24	8.7%
EPA	1,078	152	14.1%	1,417	161	11.4%
GSA	746	206	27.6%	1,015	265	26.1%
NASA	1,160	112	9.7%	1,163	122	10.5%
NSF	201	8	4.0%	217	9	4.1%
OPM	227	36	15.9%	296	55	18.6%
NRC	207	38	18.4%	270	56	20.7%
SSA	2,552	459	18.0%	4,219	823	19.5%
SBA	3,915	253	6.5%	2,382	179	7.5%
Total Executive Order Agencies	220,258	43,962	20.0%	240,612	45,894	19.1%

Table 9: Total New Hires - Disabled Veteran

Agency	FY 2021			FY 2022		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	223,872	33,915	15.1%	239,619	36,970	15.4%
USDA	18,220	1,333	7.3%	17,862	1,465	8.2%
Commerce	8,333	471	5.7%	5,817	423	7.3%
DOD	65,665	17,677	26.9%	65,671	17,492	26.6%
Air Force	16,193	4,941	30.5%	13,700	4,276	31.2%
Army	21,225	6,360	30.0%	20,402	6,093	29.9%
Navy	16,789	4,123	24.6%	17,337	4,430	25.6%
Defense Activities	11,458	2,253	19.7%	14,232	2,693	18.9%
ED	444	24	5.4%	300	21	7.0%
DOE	1,164	213	18.3%	1,561	228	14.6%
HHS	8,480	413	4.9%	8,156	418	5.1%
DHS	17,679	1,850	10.5%	21,898	2,239	10.2%
HUD	621	104	16.7%	613	96	15.7%
DOI	13,192	1,205	9.1%	14,067	1,192	8.5%
DOJ	9,004	799	8.9%	8,567	645	7.5%
DOL	1,167	283	24.3%	1,648	411	24.9%
State	1,239	117	9.4%	1,634	201	12.3%
DOT	2,440	480	19.7%	4,131	741	17.9%
Treasury	11,730	608	5.2%	15,891	1,022	6.4%
VA	50,420	6,924	13.7%	56,313	8,607	15.3%
USAID	374	23	6.1%	271	13	4.8%
EPA	1,078	122	11.3%	1,412	142	10.1%
GSA	746	158	21.2%	980	198	20.2%
NASA	1,160	87	7.5%	1,159	102	8.8%
NSF	201	6	3.0%	217	6	2.8%
OPM	227	36	15.9%	295	52	17.6%
NRC	207	25	12.1%	270	32	11.9%
SSA	2,552	375	14.7%	4,199	748	17.8%
SBA	3,915	233	6.0%	2,349	154	6.6%
Total Executive Order Agencies	220,258	33,566	15.2%	235,281	36,648	15.6%

Table 10: Total New Hires - 30% or More Disabled Veteran

Agency	FY 2021			FY 2022		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	223,872	22,829	10.2%	239,619	25,083	10.5%
USDA	18,220	738	4.1%	17,862	797	4.5%
Commerce	8,333	202	2.4%	5,817	212	3.6%
DOD	65,665	12,822	19.5%	65,671	12,850	19.6%
Air Force	16,193	3,310	20.4%	13,700	2,959	21.6%
Army	21,225	5,166	24.3%	20,402	4,947	24.2%
Navy	16,789	2,749	16.4%	17,337	2,951	17.0%
Defense Activities	11,458	1,597	13.9%	14,232	1,993	14.0%
ED	444	16	3.6%	300	16	5.3%
DOE	1,164	146	12.5%	1,561	143	9.2%
HHS	8,480	276	3.3%	8,156	270	3.3%
DHS	17,679	1,064	6.0%	21,898	1,329	6.1%
HUD	621	89	14.3%	613	82	13.4%
DOI	13,192	638	4.8%	14,067	626	4.5%
DOJ	9,004	512	5.7%	8,567	443	5.2%
DOL	1,167	228	19.5%	1,648	336	20.4%
State	1,239	76	6.1%	1,634	148	9.1%
DOT	2,440	335	13.7%	4,131	538	13.0%
Treasury	11,730	413	3.5%	15,891	666	4.2%
VA	50,420	4,278	8.5%	56,313	5,339	9.5%
USAID	374	21	5.6%	271	10	3.7%
EPA	1,078	96	8.9%	1,412	115	8.1%
GSA	746	123	16.5%	980	148	15.1%
NASA	1,160	57	4.9%	1,159	57	4.9%
NSF	201	4	2.0%	217	3	1.4%
OPM	227	27	11.9%	295	35	11.9%
NRC	207	17	8.2%	270	23	8.5%
SSA	2,552	255	10.0%	4,199	569	13.6%
SBA	3,915	136	3.5%	2,349	78	3.3%
Total Executive Order Agencies	220,258	22,569	10.2%	235,281	24,833	10.6%

Table 11: Veteran New hires by Veteran Appointing Authorities

Agency	FY 2021			FY 2022		
	VRA	VEOA	30% or More Disabled Veteran	VRA	VEOA	30% or More Disabled Veteran
Total Executive Branch Agencies	3,998	11,730	3,270	4,418	10,962	3,362
USDA	188	244	81	163	243	100
Commerce	75	43	29	77	36	31
DOD	1,362	7,951	2,340	1,224	7,272	2,154
Air Force	91	2,618	798	43	2,007	625
Army	714	2,883	1,096	609	2,624	959
Navy	504	1,619	273	506	1,746	333
Defense Activities	53	831	173	66	895	237
ED	2	10	4	0	2	2
DOE	22	79	18	31	56	17
HHS	21	113	41	24	97	42
DHS	584	564	169	526	543	199
HUD	8	36	3	8	25	8
DOI	244	208	43	230	173	69
Justice	136	92	28	84	86	30
DOL	19	48	9	59	77	12
State	8	30	14	27	37	32
DOT	4	13	5	7	19	7
Treasury	31	41	13	215	80	94
VA	1,022	2,095	385	1,249	2,077	462
USAID	2	14	2	2	1	4
EPA	17	19	17	14	13	28
GSA	12	47	18	23	52	33
NASA	1	1	3	0	0	4
NSF	0	4	0	1	3	0
OPM	0	5	6	1	8	3
NRC	0	0	0	0	0	0
SSA	225	7	0	428	10	2
SBA	0	10	4	0	2	1

Agency	FY 2021			FY 2022		
	VRA	VEOA	30% or More Disabled Veteran	VRA	VEOA	30% or More Disabled Veteran
Total Executive Order Agencies	3,983	11,674	3,232	4,324	10,912	3,334

Pathways Program: Includes Interns and Recent Graduate hires.

Table 12: Veteran New Hires Under Other Appointing Authorities

Agency	Veteran				Non-Veteran			
	Pathways	PMF	Schedule A*	Veteran New Hires	Pathways	PMF	Schedule A*	Non-Veteran New Hires
Total Executive Branch Agencies	650	38	568	54,204	6,753	349	4,047	190,861
USDA	51	6	15	2,061	798	47	361	16,267
Commerce	15	1	13	746	116	15	124	5,481
DOD	58	0	89	25,309	936	7	531	41,497
Air Force	14	0	29	5,934	293	0	182	7,804
Army	27	0	15	9,007	302	2	134	11,469
Navy	4	0	41	6,444	135	0	81	11,842
Defense Activities	13	0	4	3,924	206	5	134	10,382
ED	2	0	0	26	14	0	16	298
DOE	15	1	2	326	75	16	78	1,237
HHS	34	8	29	634	606	80	472	7,569
DHS	46	1	29	4,167	381	12	291	18,887
HUD	7	0	8	134	42	13	36	543
DOI	41	2	7	1,747	522	17	236	12,612
Justice	45	3	24	1,425	289	12	233	7,676
DOL	35	1	11	554	203	20	65	1,225
State	17	11	17	344	83	21	172	1,302
DOT	8	1	1	1,317	137	19	71	2,817
Treasury	75	0	9	1,410	372	18	52	15,191
VA	36	2	252	11,699	160	8	499	44,855

Agency	Veteran				Non-Veteran			
	Pathways	PMF	Schedule A*	Veteran New Hires	Pathways	PMF	Schedule A*	Non-Veteran New Hires
USAID	2	1	0	27	47	14	16	250
EPA	31	0	8	169	326	4	77	1,248
GSA	33	0	3	278	186	1	68	737
NASA	17	0	1	141	209	0	21	1,022
NSF	1	0	0	9	36	4	11	208
OPM	10	0	2	58	28	3	19	238
NRC	0	0	0	61	0	0	0	209
SSA	34	0	30	885	319	0	457	3,334
SBA	0	0	3	206	1	7	22	2,176
Total Executive Order Agencies	613	38	553	53,733	5,886	338	3,928	186,879

All Other Appointments: Include those hired under competitive examining and others such as Schedule A, Pathways, Direct Hire Authority, etc. The Schedule A categories reflect the total number of veterans hired under this appointment authority for people with disabilities.

Table 13: Employment by New Grade/Salary Group

		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse Appointment
SES		0.39%	0.25%	0.14%	0.28%	0.00%
GS, GM, GL	Grade 1-4	1.68%	0.80%	0.91%	2.12%	4.18%
	Grade 5-8	16.10%	14.73%	16.22%	23.51%	40.11%
	Grade 9-12	29.37%	35.61%	39.21%	35.37%	41.59%
	Grade 13-15	21.25%	19.07%	18.49%	17.03%	7.12%
Blue Collar Pay Plans		7.61%	11.45%	10.28%	7.82%	3.35%
Other White Collar Pay Plans		23.59%	18.08%	14.75%	13.87%	3.65%

Other White Collar: White collar occupations that cannot be related to the above professional, administrative, technical, or clerical categories.

Military Spouse: Those appointed under the Noncompetitive Hiring Authority for Certain Military Spouses authorized by Executive Order 13473.

Table 14: Employment Distribution by Occupational Category

Category	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	Military Spouse*
Professional	28.53%	13.81%	11.69%	10.71%	15.49%	11.61%
Administrative	38.95%	51.90%	55.31%	58.64%	45.25%	40.95%
Technical	16.03%	13.88%	14.36%	14.03%	19.46%	26.93%
Clerical	4.98%	3.65%	4.23%	4.10%	8.85%	16.59%
Other White Collar	3.91%	5.31%	4.14%	3.98%	3.13%	0.56%
Blue Collar	7.61%	11.45%	10.28%	8.55%	7.82%	3.35%

Table 15: New Hires with Derived Preference

Agency	FY 2021			FY 2022		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	223,872	435	0.19%	245,065	370	0.15%
USDA	18,220	26	0.14%	18,328	19	0.10%
Commerce	8,333	3	0.04%	6,227	2	0.03%
DOD	65,665	236	0.36%	66,806	165	0.25%
Air Force	16,193	80	0.49%	13,738	53	0.39%
Army	21,225	69	0.33%	20,476	45	0.22%
Navy	16,789	52	0.31%	18,286	33	0.18%
Defense Activities	11,458	35	0.31%	14,306	34	0.24%
ED	444	0	0.00%	324	0	0.00%
DOE	1,164	2	0.17%	1,563	3	0.19%
HHS	8,480	6	0.07%	8,203	9	0.11%
DHS	17,679	12	0.07%	23,054	19	0.08%
HUD	621	1	0.16%	677	3	0.44%
DOI	13,192	16	0.12%	14,359	12	0.08%
Justice	9,004	14	0.16%	9,101	8	0.09%
DOL	1,167	3	0.26%	1,779	6	0.34%
State	1,239	8	0.65%	1,646	8	0.49%
DOT	2,440	0	0.00%	4,134	5	0.12%
Treasury	11,730	15	0.13%	16,601	16	0.10%
VA	50,420	68	0.13%	56,554	84	0.15%
USAID	374	0	0.00%	277	0	0.00%
EPA	1,078	0	0.00%	1,417	1	0.07%
GSA	746	3	0.40%	1,015	2	0.20%
NASA	1,160	0	0.00%	1,163	2	0.17%
NSF	201	2	1.00%	217	0	0.00%
OPM	227	1	0.44%	296	0	0.00%
NRC	207	1	0.48%	270	0	0.00%
SSA	2,552	6	0.24%	4,219	4	0.09%
SBA	3,915	4	0.10%	2,382	1	0.04%

Total Executive Order Agencies	220,258	427	0.19%	240,612	369	0.15%
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Retention rates are from all full-time permanent, non-seasonal, non-student new hires and transfer-ins hired in the 2 years prior to the measurement year (e.g., FY22 retention calculates retention for hires and transfer ins from FY20.

Table 16: New Hire Retention Rates

Agency	FY 2021		FY 2022		
	Non-Veterans	Veterans	Non-Veterans	Veterans	Military Spouses
Total Executive Branch Agencies	79.46%	79.46%	79.46%	72.83%	58.63%
USDA	79.44%	73.88%	78.60%	73.60%	100.00%
Commerce	78.35%	67.56%	79.05%	74.30%	100.00%
DOD	77.51%	74.01%	77.59%	74.00%	56.76%
ED	81.17%	66.04%	83.37%	61.29%	No Hires
DOE	84.05%	78.14%	85.65%	79.38%	No Hires
HHS	79.81%	74.77%	80.16%	75.36%	78.57%
DHS	73.89%	76.03%	77.86%	78.34%	68.52%
HUD	78.27%	84.85%	83.62%	76.16%	75.00%
DOI	79.24%	73.06%	79.79%	70.89%	90.91%
Justice	82.93%	81.72%	82.27%	80.01%	83.33%
DOL	78.62%	74.73%	79.66%	74.43%	66.67%
State	81.70%	79.17%	85.79%	76.73%	100.00%
DOT	87.67%	86.96%	87.67%	86.78%	100.00%
Treasury	79.92%	80.13%	79.92%	78.26%	100.00%
VA	79.31%	67.08%	79.31%	65.55%	59.82%
USAID	76.81%	61.90%	76.81%	68.57%	100.00%
EPA	87.73%	74.32%	87.73%	86.96%	100.00%
GSA	78.99%	77.99%	78.99%	76.90%	100.00%
NASA	91.14%	83.18%	91.14%	89.91%	No Hires
NSF	74.47%	100.00%	74.47%	66.67%	50.00%
OPM	40.77%	17.39%	40.77%	60.00%	No Hires
NRC	81.48%	70.59%	81.48%	62.50%	No Hires
SSA	72.60%	66.78%	72.60%	59.07%	56.76%
SBA	73.08%	60.47%	73.08%	76.09%	66.67%

Agency	FY 2021		FY 2022		
	Non-Veterans	Veterans	Non-Veterans	Veterans	Military Spouses
Total Executive Order Agencies	79.44%	73.88%	79.44%	72.85%	58.48%

Retention rates are from all full-time permanent, non-seasonal, non-student new hires and transfer-ins hired in the fiscal year 2 years prior to the measurement year (e.g. FY2 retention calculates retention for hires and transfer ins from FY).

Table 17: Profile of Veterans and Non - Veterans in the Executive Branch

Agency	FY 2021			FY 2022	
	Not a Veteran	Veteran		Not a Veteran	Veteran
Male	45.3%	79.4%	45.0%	79.2%	
Female	54.7%	20.6%	55.0%	20.8%	
Average Age	45.9	49.6	45.8	49.8	
White	60.7%	62.4%	60.0%	61.8%	
Black	17.4%	20.0%	17.5%	20.0%	
Hispanic	9.4%	9.8%	9.6%	10.0%	
Asian/Pacific Islander	8.3%	4.0%	8.6%	4.2%	
Native American/Alaskan Native	1.9%	1.0%	1.9%	1.0%	
Multi-Racial	1.8%	2.4%	1.9%	2.5%	
Retired Enlisted Military	0.0%	20.2%	0.0%	20.0%	
Retired Military Officers	0.0%	6.0%	0.0%	6.0%	
Not Retired Military	100.0%	73.8%	100.0%	74.0%	
Veterans' Preference	0.0%	84.3%	0.0%	84.9%	
No Veterans' Preference	100.0%	15.7%	100.0%	15.1%	

Agency	FY 2021			FY 2022	
	Not a Veteran	Veteran		Not a Veteran	Veteran
Bachelor's degree or higher	56.1%	45.3%	56.2%	46.0%	
Length of Service	12.4	11.6	12.3	11.8	
Adj. Basic Pay*	96,295	87,590	99,381	91,343	
General Schedule	66.1%	68.3%	66.0%	68.6%	
Average GS Grade	10.5	10.6	10.6	10.7	
Other Pay Systems	27.3%	18.6%	27.5%	19.0%	
Competitive Service	64.8%	76.2%	64.7%	76.6%	
Excepted Service	34.7%	23.5%	34.8%	23.2%	
SES	0.4%	0.2%	0.4%	0.2%	
Supervisors	10.8%	13.3%	10.8%	13.6%	
Located Outside DC Metro	83.5%	89.9%	83.7%	89.9%	
Located in DC Metro	16.5%	10.1%	16.3%	10.1%	
Total On-Board	100.0%	0.0%	70.6%	29.4%	

Noncompetitive Appointment of Certain Military Spouses Hiring Authority was effective September 11, 2009, authorized by Executive Order 13473

Table 18: Military Spouse Appointing - New Hires

Agency	FY 2021				FY 2022		
	Total New Hires	Total Military Spouse New Hires	%	Total New Hires	Total Military Spouse New Hires		%
Total Executive Branch Agencies	223,872	2,005	0.90%	245,065	1,983		0.81%
USDA	18,220	14	0.08%	18,328	15	0.08%	
Commerce	8,333	1	0.01%	6,227	6	0.10%	
DOD	65,665	1,780	2.71%	66,806	1,652	2.47%	

Agency	FY 2021			FY 2022		
	Total New Hires	Total Military Spouse New Hires	%	Total New Hires	Total Military Spouse New Hires	%
Air Force	16,193	627	3.87%	13,738	600	4.37%
Army	21,225	661	3.11%	20,476	572	2.79%
Navy	16,789	275	1.64%	18,286	264	1.44%
Defense Activities	11,458	217	1.89%	14,306	216	1.51%
ED	444	2	0.45%	324	1	0.31%
DOE	1,164	3	0.26%	1,563	4	0.26%
HHS	8,480	13	0.15%	8,203	9	0.11%
DHS	17,679	27	0.15%	23,054	70	0.30%
HUD	621	2	0.32%	677	7	1.03%
DOI	13,192	20	0.15%	14,359	13	0.09%
Justice	9,004	24	0.27%	9,101	12	0.13%
DOL	1,167	2	0.17%	1,779	14	0.79%
State	1,239	2	0.16%	1,646	4	0.24%
DOT	2,440	1	0.04%	4,134	0	0.00%
Treasury	11,730	8	0.07%	16,601	20	0.12%
VA	50,420	68	0.13%	56,554	87	0.15%
USAID	374	0	0.0%	277	1	0.36%
EPA	1,078	1	0.09%	1,417	1	0.07%
GSA	746	2	0.27%	1,015	2	0.20%
NASA	1,160	0	0.0%	1,163	0	0.00%
NSF	201	1	0.50%	217	1	0.46%
OPM	227	3	1.32%	296	3	1.01%
NRC	207	0	0.0%	270	0	0.00%
SSA	2,552	22	0.86%	4,219	53	1.26%
SBA	3,915	0	0.0%	2,382	0	0.00%
Total Executive Order Agencies	220,258	1,996	0.91%	240,612	1,975	0.82%



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