

# **FY 2023 Employment of Veterans and Military-Connected Spouses and Survivors 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) stands as a staunch advocate for our nation's Federal workforce, which comprises 2.3 million dedicated employees serving the American public—more than 85 percent of whom work outside the National Capital Region. These career civil servants are the backbone of our Federal Government, committed to shaping workforce policy and meeting operational demands through a data-driven, customer-centric, and proactive approach to workforce management. This commitment aligns seamlessly with the guiding principles of Executive Order (EO) 13518 - Veterans Employment Initiative, EO 13832 - Enhancing Noncompetitive Civil Service Appointments of Military Spouses, and EO 14100 - Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors.

As Acting Director, I am deeply committed to the mission of OPM, the Federal workforce, and public service. It is essential to recognize that veterans and military-connected families are not just a talent pool but an invaluable asset for Federal agencies striving to achieve their missions. The significant investment the Federal Government has made in training military personnel must be matched by our efforts to hire and retain transitioning service members and military spouses. We must actively pursue strategies that integrate robust programs into our workforce initiatives, ensuring we fully harness the exceptional potential of these individuals. I take pride in OPM's role in positioning the Federal Government as a model employer for veterans and military-connected families.

In fiscal year (FY) 2023, the Executive Branch of the Federal Government hired 295,866 new employees, an increase from 245,176 in FY 2022, reflecting a net gain of 50,690 total new hires. This included 63,129 veterans, 6,003 military spouses, and 485 individuals with derived preference. These numbers reflect our commitment to supporting veterans and military-connected families. By leveraging their diverse skill sets and exceptional dedication to public service, we honor their sacrifices and enhance our Federal agencies' capabilities, addressing staffing needs. I invite you to join us in this mission; your expertise and dedication are crucial to our success. Together, we can make a meaningful difference together.

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

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## Overview

The report provides a comprehensive analysis of the Federal employment data, commemorating the 15th anniversary of this reporting requirement under EO 13518<sup>1</sup>. This EO initiated the Veterans Employment Initiative, calling for the Chief Financial Officer (CFO) Act agencies<sup>2</sup> to create Veterans Employment Program Offices (VEPOs) to enhance veterans' hiring and career advancement within their workforce. Executive Branch agencies must report to OPM each year on 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.

In parallel, the analysis of Federal agency reports sheds light on the accomplishments of EO 13832<sup>3</sup>, which has been active for five years and aims to bolster non-competitive civil service appointments for military spouses. This initiative has notably resulted in approximately 12,700 hires from FY 2022 to 2023, marking significant strides in supporting military families. Building on these efforts, EO 14100<sup>4</sup>, ushered in a new era of support for military and veteran spouses, caregivers, and survivors. This latest EO recognizes the essential role of military spouse employment in enhancing the welfare of military families and the overall effectiveness of the armed forces. It sets forth directives for agencies to augment their recruitment and retention efforts targeting this demographic, thereby addressing a critical component of military family support.

A closer look at the Federal Executive Branch's employment landscape for FY 2023 reveals noteworthy trends. [Table 1](#) below highlights the on-board breakdown for FYs 2022 and 2023, focusing on various categories of veterans and military-connected families in the Executive Branch. The data show the total number of on-board employees increased from 2,136,105 in FY 2022 to 2,215,879 in FY 2023. This represents an increase of 79,774 employees (3.7%). The number of veteran employees also increased from 618,994 in FY 2022 to 621,946 in FY 2023, a growth of 2,952 veterans (0.5%). Total veteran employees with preference increased by 3,625 (0.7%), with disabled veterans reflecting the highest increase of 18,510 (5.4%). The total military spouses on-board increased from 23,630 to 25,733, approximately 2,103 (8.9%). The percentage of military spouses under the noncompetitive hiring authority also increased from 26.5% to 27.4%, indicating a higher utilization

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<sup>1</sup> [Executive Order 13518](#), Employment of Veterans in the Federal Government

<sup>2</sup> 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.

<sup>3</sup> [Executive Order 13832](#), Noncompetitive Appointment of Certain Military Spouses

<sup>4</sup> [Executive Order 14100](#), Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors

of military spouse hiring authority. There was also a slight increase in derived preference employees from 3,582 to 3,640 (1.6%).

**Table 1: Total On-Board Veterans and Military-Connected Families**

Category	FY 2022	FY 2023
Total Employees	2,136,105	2,215,879
<b>Total Veteran Employees</b>	<b>618,994</b>	<b>621,946</b>
% of All Employees	29.0%	28.1%
<b>Veterans with Preference</b>	<b>539,805</b>	<b>543,430</b>
% of All Employees	25.3%	24.5%
% of All Veterans	87.2%	87.4%
<b>Disabled Veterans</b>	<b>342,716</b>	<b>361,226</b>
% of All Employees	16.0%	16.3%
% of All Veterans	55.4%	58.1%
<b>30% + Disabled Veterans</b>	<b>231,559</b>	<b>246,546</b>
% of All Employees	10.8%	11.1%
% of All Veterans	37.4%	39.6%
<b>Total Military Spouses</b>	<b>23,630</b>	<b>25,733</b>
% of All Employees	1.1%	1.2%
% of Military Spouse Hiring Authority	26.5%	27.4%
<b>Total Derived Preference</b>	<b>3,582</b>	<b>3,640</b>
<b>% of All Employees</b>	0.2%	0.2%

## Total On-Board –Veterans and Military-Connected Families by Agency Size

This section provides a comprehensive overview of the Federal workforce, focusing specifically on representing the total number of veterans and military-connected families on-board across various Executive Branch agencies. [Table 2](#) below highlights the data for all employees in pay status was taken on the last pay period or the last day of September.

**Table 2: Total On-Board Employees – Veterans and Military-Connected Families**

Agency	FY 2023 Veterans and Military Connected Families								
	All Employees	Total Veterans	%	Total Military Spouses	%	Military Spouse Hiring Authority	%	Derived Preference	%
<b>Total Executive Branch Agencies</b>	<b>2,215,879</b>	<b>621,946</b>	<b>28.1%</b>	<b>25,733</b>	<b>1.2%</b>	<b>7,054</b>	<b>0.3%</b>	<b>3,640</b>	<b>0.2%</b>
USDA	95,439	13,077	13.7%	333	0.3%	96	0.1%	135	0.1%
DOC	49,149	5,474	11.1%	101	0.2%	20	0.0%	45	0.1%
DoD	716,745	315,236	44.0%	19,928	2.8%	5,798	0.8%	1,404	0.2%
Air Force	152,834	79,259	51.9%	5,716	3.7%	2,162	1.4%	333	0.2%
Army	193,431	95,892	49.6%	4,375	2.3%	1,746	0.9%	344	0.2%
Navy	215,475	83,419	38.7%	2,800	1.3%	1,024	0.5%	313	0.1%
Defense Activities	155,005	56,666	36.6%	7,037	4.5%	866	0.6%	414	0.3%
ED	4,252	472	11.1%	24	0.6%	9	0.2%	10	0.2%
DOE	16,370	4,164	25.4%	55	0.3%	10	0.1%	18	0.1%
HHS	90,337	7,162	7.9%	320	0.4%	71	0.1%	57	0.1%
DHS	219,928	54,132	24.6%	645	0.3%	218	0.1%	247	0.1%
HUD	8,566	1,536	17.9%	65	0.8%	25	0.3%	20	0.2%
DOI	68,271	11,689	17.1%	276	0.4%	71	0.1%	88	0.1%
DOJ	116,455	25,084	21.5%	264	0.2%	64	0.1%	167	0.1%
DOL	15,127	3,584	23.7%	126	0.8%	31	0.2%	27	0.2%
State	13,814	2,611	18.9%	70	0.5%	18	0.1%	45	0.3%
DOT	55,395	19,456	35.1%	110	0.2%	5	0.0%	59	0.1%
Treasury	104,662	11,040	10.5%	197	0.2%	39	0.0%	174	0.2%
VA	471,311	123,105	26.1%	2,490	0.5%	311	0.1%	945	0.2%
USAID	2,132	281	13.2%	12	0.6%	2	0.1%		0.0%
EPA	16,015	1,679	10.5%	44	0.3%	5	0.0%	11	0.1%
GSA	12,810	3,350	26.2%	81	0.6%	10	0.1%	21	0.2%
NASA	18,162	2,145	11.8%	42	0.2%	1	0.0%	11	0.1%
NSF	1,639	142	8.7%	9	0.5%	6	0.4%	4	0.2%
OPM	2,852	483	16.9%	53	1.9%	20	0.7%	9	0.3%
NRC	2,873	593	20.6%	6	0.2%		0.0%	1	0.0%
SSA	61,410	9,132	14.9%	279	0.5%	167	0.3%	79	0.1%
SBA	8,105	875	10.8%	31	0.4%	7	0.1%	15	0.2%

FY 2023 Veterans and Military Connected Families									
Agency									
Total Executive Order Agencies	2,171,819	616,502	28.4%	25,561	1.2%	7,004	0.3%	3,592	0.2%

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

The data indicates that the DoD is the largest agency in the Federal Government, employing over 716,745 on-board employees. This accounts for 32% of the total Federal workforce. In contrast, the smallest Federal agency is the NSF, which has a workforce of just 1,639 total on-board employees. Additionally, it's noteworthy that less than 0.2% of military-connected families are hired with derived preference. Below, we provide a breakdown of the Federal agencies by size, explicitly focusing on veterans and military spouses. For further details, [Table 3](#) highlights the total on-board data for veterans with preference, including data on disabled veterans.

### Federal Agencies with less than 10K On-board Employees

In FY 2023, ED's total workforce has a veteran population of 11.1%; 6.5% are disabled veterans. In addition, 0.6% are military spouses; 0.2% appointed under the military spouse hiring authority. In contrast, HUD has 17.9% veterans' population; 12.3% are disabled veterans, and 0.8% military spouses; 0.3% of which were appointed under the military spouse hiring authority. NRC leads with 20.6% of veterans; 7.6% disabled veterans, and 0.2% military spouses. NSF's workforce features 8.7% veterans; 5.2% disabled veterans, and 0.5% military spouses; 0.4% of which were appointed under the non-competitive military spouse hiring authority. OPM shows strong representation with 16.9% veterans and 1.9% military spouses; 0.7% of which were appointed using the military spouse hiring authority. The SBA reports 10.8% veterans and 0.4% military spouses, and USAID has 13.2% veterans and 0.6% military spouses, with both agencies representing 0.1% appointed under the military spouse hiring authority. This analysis reveals significant disparities in military spouse representation across agencies. It highlights the need for more inclusive workforce practices, which aligns with the goal of the report to suggest improvements in hiring practices for military-connected individuals.

### Federal Agencies with greater than 10K, but less than 40K On-board Employees

The latest on-board statistics across various Federal agencies highlight a notable disparity in employment opportunities for military spouses, despite robust veteran representation. The DOL workforce has a veteran representation rate of 23.7%, 16.1% are disabled veterans, and 0.8% are military spouses. In comparison, the DOE has a higher veteran representation rate of 25.4%, 13.7% being disabled, and military spouses making up 0.3%. The EPA reports a veteran representation rate of 10.5%, with 6.7% disabled veterans, and military spouses also at a rate of 0.3%. The GSA has the



highest percentage of veterans at 26.2%, 16.5% disabled veterans, and military spouse representation at 0.6%. NASA's veteran representation stands at 11.8%, 6.2% disabled veterans, and 0.2% military spouses. The State Department shows a veteran representation rate of 18.9%, 10.0% disabled veterans, and military spouses at 0.5%. The data indicate that while there is a commendable focus on hiring veterans across these Federal agencies, military spouses are not experiencing the same employment opportunities. This discrepancy suggests a need for targeted initiatives to support military spouses, who often face unique challenges due to frequent relocations and the demands of military life.

### **Federal Agencies with greater than 40K, but less than 80K On-board Employees**

Within the DOC workforce, 11.1% are veterans, 5.7% are disabled veterans, and 0.2% are military spouses. No hires have been made using the military spouse hiring authorities in the DOC. The DOI has a 17.1% veteran population, 10.3% are disabled veterans, and 0.4% are military spouses. DOT exhibits the highest veteran workforce at 35.1%; however, military spouses account for only 0.2% of the workforce, with no utilization of the military spouse hiring authority. SSA has a 14.9% veteran population, 9.4% are disabled veterans, and 0.5% are military spouses.

### **Federal Agencies with greater than 80K, but less than 250K On-board Employees**

The data reveals notable disparities in veteran and military spouse representation across various Federal agencies. The DHS stands out with 24.6% of its workforce comprised of veterans, 11.7% of which are disabled veterans, highlighting its strong commitment to this population. However, the representation of military spouses is relatively low, at just 0.3%. In contrast, HHS has the lowest veteran workforce representation at 7.9%; with disabled veterans at 4.8% but has the highest percentage of military spouses at 0.4%. Justice also demonstrates a strong veteran workforce representation of 21.5%; 9.0% disabled veterans, with only 0.2% of its workforce comprising military spouses. Other agencies display a mix of veteran employment, with Treasury at 10.5% and the USDA at 13.7%. These figures highlight significant disparities in how agencies integrate veterans into their workforce.

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

The combined workforce of the DoD and the VA stands at 1,142,785, accounting for 51.6% of the total workforce within the Executive Branch. A deeper analysis reveals significant differences in the composition of this workforce. The DoD's workforce comprises 716,745 personnel, among which 315,236 are veterans—representing 44.0% of its total workforce with 25.1% of disabled veterans. Additionally, 19,928 are military spouses, representing 2.8% of the DoD workforce. In comparison,



the VA has a workforce of 471,311 personnel, with 123,105 veteran representations, comprising 26.1% of its workforce with 15.7% of disabled veterans. The VA also includes 2,490 military spouses, representing 0.5% of its workforce. While the percentage of veterans employed by the VA is lower than that of the DoD, it nonetheless reflects a significant dedication to hiring those who have served in the military.

## Employment Profile of Veterans and Military-Connected Families

**Figure 1, Demographic Profile in the Federal Executive Branch**

Demographic Profile	Not a Veteran or Military-Connected	All Veteran	All Military Spouse	Derived Preference
Male	44.4%	78.7%	9.7%	9.7%
Female	55.6%	21.3%	90.3%	90.3%
Average Age	45.7	49.9	45.1	45.1
White	58.9%	61.0%	48.9%	48.9%
Black	17.9%	19.9%	21.4%	21.4%
Hispanic	10.0%	10.4%	11.2%	11.2%
Asian/Pacific Islander	8.6%	4.2%	8.6%	8.3%
Native American/Alaskan Native	1.8%	1.0%	0.9%	0.9%
Multi-Racial	2.1%	2.7%	3.6%	3.6%

The Employment Profile data for FY 2023 provides insight into the demographics of Federal employees based on their veteran and military spouse status. There is a notable gender disparity in these groups. A significantly higher percentage of male veterans are represented compared to female veterans, while military spouses are predominantly female. The data shows that 78.7% of veterans are male, in contrast of 44.4% of male non-veteran and military-connected male employees. Conversely, 90.3% of military spouses are female, reflecting a gender disparity in this group. Female veterans make up 21.3% of the veteran workforce, compared to 55.6% of the non-veteran and military-connected workforce. [Table 4](#) provides a detailed demographic profile of veterans and military-connected families across the Federal Government.

## Total New Hires Veterans and Military - Connected Families

[Table 5](#) highlights the total new hires of veterans and military-connected families across agencies for FYs 2022 and 2023, with a substantial 20.7% surge in the total number of new hires across the Federal Government. This significant rise emphasizes the expanded government operations, new initiatives, and increased hiring efforts. Veteran hiring is demonstrated by an increase of 16.4% year-over-year. However, the veteran proportion of the total new hires workforce slightly decreased from 22.0% in FY 2022 to 21.0% in FY 2023. Veterans with preference also saw a 14.5% increase in the total workforce, while disabled veterans saw a 19.2% increase in new hires, with their proportion of the total workforce remaining at approximately 15%.

Among all veterans, the percentage of disabled veterans increased slightly, indicating a growing representation within the veteran category. Military-Connected Families also showed a 30.1% increase in new hires, with their proportion at 2.0%. Additionally, the appointment of individuals with derived preference surged by 31.1%. The increases in various categories highlight the government's ongoing efforts to diversify and bolster its workforce while reflecting on the need for continued focus on maintaining or improving the proportion of veterans in the overall workforce. Below is a breakdown across CFO Act agencies by size. [Table 6](#) focuses on total new hires, including military spouses and derived preference, and [Table 7](#) showcases disabled veterans and veterans with preference.

## Federal Agencies with less than 10K New Hire Employees

In FY 2023, SBA's veteran new hires were at 7.6%; 6.1% disabled veterans, 0.4% as military spouses, and 0.12% for derived preference. The NRC had 20.5% veteran hires, 12.0% disabled veterans, 0.0% military spouses, and 0.0% derived preference. The NSF had 7.8% veterans, 6.6% disabled, and 0.6% military spouses, with 0.0% derived preference. HUD had 18.4% veterans, 14.8% disabled veterans, 1.6% military spouses, and 0.44% for derived preference. OPM had 15.4% veterans, 12.6 % disabled veterans, 3.6% military spouses, and 0.28% for derived preference. Finally, USAID had 12.2% veterans; 8.7% disabled veterans, and 0.9% military spouses, with 0.0% derived preference noted. SBA had 3,350 new hires, with 7.6% of them being veterans; 6.1% disabled veterans, and 0.4% military spouses.

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

In FY 2023, DOL had 22.9% of new hires as veterans, with 11.0% being disabled veterans, 1.2% as military spouses, and 0.13% utilizing derived preference. The DOE had 20.3% veterans, 6.4% disabled veterans, 0.6% military spouses, and 0.14% utilized derived preference. The GSA achieved

an impressive 28.0% veteran hiring rate, with 0.0% disabled veterans, 1.1% military spouses, and 0.18% utilizing derived preference. NASA had 12.4% of new hires as veterans, 2.2% as disabled veterans, 0.1% as military spouses, and no utilization of derived preference. Lastly, the State Department noted 15.0% of veterans, 9.5% of disabled veterans, 0.4% of military spouses, and 0.39% for derived preference.

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

The DOT led in veteran hiring with 26.1%, which included 14.6% classified as disabled veterans. Military spouses accounted for 0.2% of new hires, while derived preference was 0.07%. DOI had 12.3% veteran hires, with 8.9% disabled veterans, 0.4% military spouses, and 0.08% utilizing derived preference. DOC had a veteran hiring rate of 8.5%, including 5.6% disabled veterans, 0.1% military spouses, and 0.08% derived preference. SSA noted that 9.5% of new hires are veterans, with 7.7% being disabled veterans, 0.7% being military spouses, and 0.07% being derived preferences.

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

The DHS has 18.4% of new hires as veterans, with 11.2% classified as disabled veterans, 0.5% as military spouses, and 0.09% utilizing derived preference. HHS had a veteran hiring rate of 9.7%, including 7.3% for disabled veterans, 0.7% for military spouses, and 0.02% for derived preference. DOJ data revealed 16.4% veteran hires, 8.8% as disabled veterans, 0.4% as military spouses, and 0.10% as derived preference. Finally, the Treasury had 7.4% of new hires veterans, 5.9% classified as disabled veterans, 0.2% as military spouses, and 0.18% utilizing derived preference. USDA had 11.2% veterans, including 5.9% disabled veterans, 0.4% military spouses, and 0.07% for derived preference.

### **Federal Agencies with less than 250K New Hires**

The DoD showcased a remarkable 36% measure of success of their commitment to veteran recruitment in FY 2023. This figure includes 25.1% disabled veterans and 5.8% military spouses. Additionally, the DoD reported a derived preference rate of 0.26%. In comparison, the VA also demonstrated strong support for veterans, with a veteran hire rate of 20.2%, including 15.7% disabled veterans and 0.8% military spouses, and a derived preference rate of 0.18%. These statistics highlight both the DoD and VA's leadership in hiring veterans and military spouses.

### **Total New Hires Under Other Appointing Authorities**

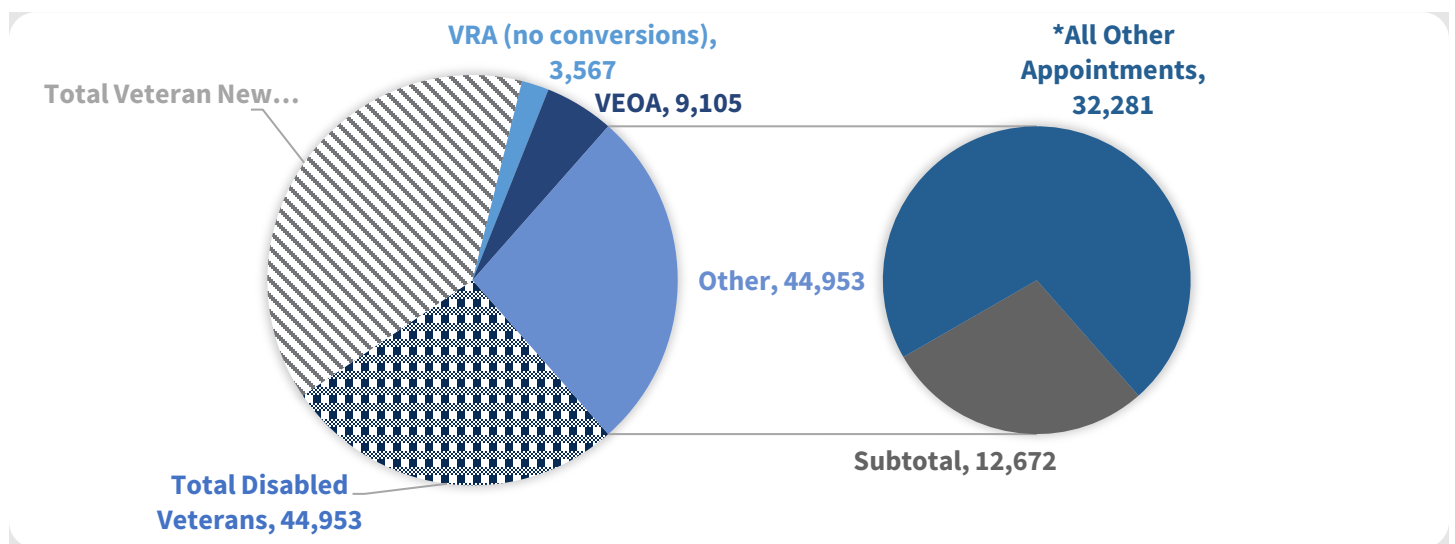
The summary of FY 2023 hiring data for the total new hires in Executive Branch agencies indicates a total of 232,737 hires across all agencies. This includes:

- 8,276 individuals through the Pathways program,
- 319 through the PMF (Presidential Management Fellows) program, and
- 5,527 through the Schedule A hiring authority for individuals with disabilities (Schedule A.)

Among the hires, 823 veterans were hired through the Pathways program, with 63 through PMF, and 831 via Schedule A. Additionally, 13 military spouses came in through the Pathways program, with 0 through PMF and 42 through Schedule A; along with 10 hires benefiting from derived preference through Pathways, 0 through PMF and 2 through Schedule A.

The hiring landscape within agencies features various programs that expanded opportunities within the Federal workforce. For instance, USDA reported 1,329 total hires, with a significant 558 through Schedule A, while DOD hired 1,316 individuals, primarily in the Schedule A category (731). The VA had notable figures, especially in veteran hiring, totaling 143 hires, of which 831 were veterans. Overall, the data reflects varying hiring practices among agencies, showcasing a strong emphasis on recruiting veterans and military spouses across many departments. Table 8: Total New Hires – Under Other Appointed Authorities – provides a complete view of veterans and military-connected families. [Table 8](#) provides more information on the number of new hires under other appointed authorities of veterans and military-connected families.

### Total New Hires Other Veteran Appointing Authorities



In FY 2023, the Federal Government hired a total of 44,953 new disabled veterans across various appointment authorities. Of these, 3,567 were hired under the Veterans Recruitment Appointment

(VRA) authority; the data account for conversions to permanent status. Another 9,105 new hires were made under the Veterans Employment Opportunities Act (VEOA). Together, these two categories account for 12,672 of the total new disabled veteran hires. The remaining 32,281 appointments were made through other methods, such as competitive examining or non-competitive authorities like the Pathways Programs, Schedule A, and direct hire. This data highlights the diverse hiring mechanisms utilized to integrate disabled veterans into Federal employment. Refer to [Table 9: Total New Hires – Other Veteran-Appointing Authorities](#) for a more detailed overview.

## **Employment by New Grade and Salary Group**

[Table 10](#) shows the percentage distribution of different categories within the Federal civilian workforce, with specific breakdowns for veterans, disabled veterans, those with derived preferences, and military spouses. The categories include Senior Executive Service (SES), General Schedule (GS), and various pay plans such as Blue Collar and Other White Collar Pay Plans.

While SES positions are limited, with an overall employee distribution of 0.39% of the Federal workforce, it's noteworthy that veterans and those with derived preferences are competitively represented in these roles. The absence of military spouses in these positions is a significant finding, suggesting potential barriers that require further exploration. The data shows a higher percentage of military spouses in the lower GS grades (5-8) and mid-level GS grades (5-12), likely due to the nature of these roles and the flexibility that allows for remote and telework opportunities. As the grade level increases, the proportion of veterans and those with derived preference also increases, while military spouse representation decreases in higher grades.

Veterans and those with derived preferences are well-represented in various Federal workforce categories, especially in blue-collar and mid-level GS positions. Military spouses are most prominent in lower GS grades, with their representation decreasing in higher grades. This information highlights the variety of employment arrangements within the Federal workforce regarding the military-connected population and provides insight into how these groups are distributed across different job categories and grades.

## **Employment Distribution by Occupational Category**

In the Federal Civilian Workforce, the Senior Executive Service (SES) has a maximum representation of 0.39%. Veterans and military spouses vary across grades, with military spouses often leading in representation. For the lower grades (1-4), veterans stand at 0.73%, and military spouses at 3.30%. Mid-grades (5-8) see military spouses peak at 40.36% versus veterans at 13.90%. In higher grades (9-12), there's a close representation between veterans (35.77%) and military spouses (41.64%), but this

trend reverses in the top grades (13-15), with military spouses dropping to 8.18%. In Blue-Collar roles, veterans and disabled veterans hold higher percentages (10.82% and 9.64%, respectively). In comparison, Other White-Collar positions show the civilian workforce's highest representation at 23.93%, with military spouses at the lowest (3.43%). Overall, military spouse representation is higher at mid-grade levels, while veterans and disabled veterans show varied representation across the grades. [Table 11: Distribution by Occupational Category](#) offers a comprehensive overview.

## Mission Critical Occupations

The 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 include 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.

**Figure 1: Profile of Mission Critical Occupations**

<b>FY 2023 Mission Critical Occupations</b>	<b>Not a Veteran</b>	<b>Veteran</b>	<b>All New Hires</b>	<b>Percent of Veterans</b>	<b>Military Spouse</b>	<b>Percent of Spouse</b>
<b>Cyber Security</b>	7,093	4,343	11,436	38.0%	105	0.9%
<b>STEM</b>	17,949	2,098	20,047	10.5%	240	1.2%
<b>Contracting</b>	3,077	1,328	4,405	30.1%	104	2.4%
<b>Human Resource Management</b>	2,087	1,422	3,509	40.5%	185	5.3%
<b>Information Technology Management</b>	1,464	510	1,974	25.8%	15	0.8%
<b>Auditing</b>	795	112	907	12.3%	11	1.2%
<b>Economist</b>	538	18	556	3.2%	1	0.2%
<b>Grand Total</b>	33,003	9,831	42,834	23.0%	661	1.5%

The data highlights the representation of veterans and military spouses in MCO, showing that out of 42,834 new hires, 9,831 were veterans (23.0%), and 661 were military spouses (1.5%). The data reveals variability in veteran representation across job categories: Cyber Security at 38.0%, STEM

fields at 10.5%, Contracting at 30.1%, Human Resource Management at 40.5%, Information Technology Management at 25.8%, with Auditing and Economist positions showing lower representation at 12.3% and 3.2%, respectively. Military spouse representation also varied, being lower in Cyber Security (0.9%) and STEM (1.2%) but higher in Human Resource Management (5.3%), indicating differences in employment opportunities for veterans and their families across sectors, emphasizing the need for targeted outreach and support initiatives.

## **New Hire Retention Rates**

The New Hire Retention Rates for all Executive Branch agencies are 72.92% (non-veterans), 67.54% (veterans), and 54.99% (military spouses). There is a noticeable decrease in percentage rates as it moves from non-veterans to veterans and further to military spouses. Regarding agency highlights, NASA (90.98%) and EPA (89.20%) show the highest new hire retention percentage rates for non-veterans. NASA also leads in retaining newly hired veterans (85.45%), followed by DOE (78.54%). For military spouses, the DOL, State, DOT, EPA, and NSF, all have remarkable rates of 100%. On the other hand, SSA has the lowest hiring retention rates, with only 62.25% for non-veterans, 52.72% for veterans, and 36.84% for military spouses.

Specific agency insights reveal that USDA, HHS, and DOT exhibit substantial hiring percentages across all categories. The Justice and Treasury departments reflect competitive hiring practices, particularly with veterans and military spouses compared to their non-veteran counterparts. While various agencies demonstrate strong hiring practices, there is a significant drop in hiring percentages from non-veterans to veterans and military spouses. The agencies exhibiting the highest rates, particularly for military spouses, indicate successful implementation of programs or policies aimed at these groups. Conversely, agencies like SSA may need to reassess their strategies to enhance hiring efforts.

## **Agency Spotlight**

The Federal Government is demonstrating its strong commitment to implementing EO 14100 through a series of targeted initiatives aimed at enhancing employment opportunities for veterans and military-connected families. Agencies such as the OPM, VA, SSA, DOJ, DoD, and USDA are actively working to reduce barriers to Federal employment for military-connected families. By promoting flexible hiring policies, conducting outreach efforts, and fostering partnerships, these agencies are not only increasing awareness but also ensuring that military spouses can access meaningful career opportunities within the government. The results of these initiatives, including



significant hiring successes and the establishment of supportive resources, reflect a dedication to making the Federal workforce an employer of choice for those who serve our nation.

## **OPM**

This agency is leading the strategic recruitment of the next generation of professionals interested in public service and having meaningful careers at Federal agencies. OPM seeks to make the Federal Government an employer of choice for veterans and military-connected families, caregivers, and survivors. Through key government-wide policy updates and initiatives, the agency has actively supported the employment and retention of this population. For instance, in November 2023, OPM issued guidance<sup>5</sup> to agencies to advance Human Resources (HR) policies to reduce barriers that military-connected families may face in accessing employer-sponsored programs and Federal civilian employment opportunities. Also, in November, OPM issued agency guidance to encourage agencies to establish policies to provide up to 5 days of administrative leave available to Federal civilian employees accompanying a military spouse during a geographic relocation based upon the servicemember's orders. These policies are intended to provide agencies with additional workplace flexibilities to assist in the retention of military-connected spouses and caregivers. OPM's Talent Acquisition, Classification, and Veterans Programs (TACVP) division is expanding its outreach efforts by working with Federal agencies to reach the talent needed across the government by aligning veterans and military spouse hiring to mission-critical occupations. OPM as a hiring agency conducted targeted outreach, promoted remote and hybrid roles, and collaborated with the Military Spouse Employment Partnership (MSEP) for job postings. These proactive efforts resulted in 12 military spouses being appointed in FY 2023, highlighting OPM's commitment to becoming an employer of choice.

## **VA**

The Veterans and Military Spouse Talent Engagement Program (VMSTEP) led the VA's initiative to promote military spouse hiring by disseminating updated policies through HR calls and bulletins. They also maintained an updated resource file on the VA website and provided employment information, virtual training, and outreach materials. VMSTEP supported military spouse networking, contributed to the Strategic Plan for Military Spouse Recruitment and Retention, and remains committed to leveraging technology and partnerships within government entities. Additionally, they conducted over 50 outreach events, hosted monthly webinars, and reached over

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<sup>5</sup> [Guidance in Support of Executive Order 14100](#), Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors

1,000 military spouses, resulting in 114 appointments and improving military spouse hiring and retention.

## **SSA**

This agency promoted military spouse hiring by advertising the hiring authority on all applicable announcements and the MSEP portal and attending targeted hiring fairs. Participation in the White House's Interagency Policy Committee (IPC) led to creating an internal workgroup and submitting a commitment statement to support military spouses. The workgroup developed a comprehensive hiring plan for military and veteran spouses, caregivers, and survivors, and the data from the group will impact and cultivate recruitment practices for FY 2024. Collaborative efforts included listening sessions for feedback, MSEP-sponsored job fairs, partnerships with local military installations, and over 400 universities and institutions.

## **DOJ**

This agency promoted military spouse hiring through targeted initiatives. They utilized military-friendly branding strategies, such as posting job opportunities on USAJOBS with clear eligibility criteria, conducting targeted talent searches, and informing candidates about the portability of certain positions. Internal training sessions were conducted for HR staff and hiring managers on the benefits of hiring military spouses. Additionally, they joined the MSEP, posting all vacancies on their job board, collaborated with Hiring Our Heroes on virtual job fairs, and discussed military spouse fellowships for FY24.

## **DoD**

This agency made significant advancements in military spouse employment, with overall spouse employment rising by 7.9 percent in FY 2023. Supported by the DoD's Spouse Education and Career Opportunities (SECO) program, DoD integrated hiring authority initiatives into supervisory training and recruitment discussions, and utilized promotional methods such as flyers, job fairs, and social media to raise awareness. Collaboration with organizations, including Hiring Our Heroes, and participation in recruitment expos and targeted events supporting military spouses resulted in a significant turnout of participants. Utilizing talent acquisition platforms, such as Yello and Handshake, facilitated the creation of a robust talent repository. Additionally, involvement in the EO 14100 working group underscores the agency's commitment to eliminating employment barriers and enhancing job opportunities for military spouses, significantly contributing to their economic security and quality of life.

## **USDA**

USDA's Military Spouse Association (MSA) hosted the 1st Annual Federal Interagency Military Spouse Career Expo, connecting over 2000 military spouses with 20 Federal hiring agencies. The Team One USDA webpage was utilized to provide "Hiring Paths" information fact sheets and a Strategic Flexibilities Guide on global career opportunities. The senior leadership and managers developed strategic recruitment plans, and supervisors received noncompetitive hiring authority guidance toolkits supporting military spouse hiring, which were instrumental in appointing 68 military spouses in FY 2023.

## **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 Protection 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 – United States Agency for International Development
- 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 2023)

**Table 1: Total On-Board Employees -Veterans and Military-Connected Families**

Category	FY 2022	FY 2023
Total Employees	2,136,105	2,215,879
<b>Total Veterans</b>	<b>618,994</b>	<b>621,946</b>
% of All Employees	29.0%	28.1%
<b>Veterans with Preference</b>	<b>539,805</b>	<b>543,430</b>
% of All Employees	25.3%	24.5%
% of All Veterans	87.2%	87.4%
<b>Disabled Veterans</b>	<b>342,716</b>	<b>361,226</b>
% of All Employees	16.0%	16.3%
% of All Veterans	55.4%	58.1%
<b>30% + Disabled Veterans</b>	<b>231,559</b>	<b>246,546</b>
% of All Employees	10.8%	11.1%
% of All Veterans	37.4%	39.6%
<b>Total Military Spouses</b>	<b>23,630</b>	<b>25,733</b>
% of All Employees	1.1%	1.2%
% of Military Spouse Hiring Authority	26.5%	27.4%
<b>Total Derived Preference</b>	<b>3,582</b>	<b>3,640</b>
% of All Employees	0.2%	0.2%

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

**Table 2: Total On-Board Employees**

	FY 2023 Veterans and Military Connected Families								
	All Employees	Total Veterans	%	Total Military Spouses	%	Military Spouse Hiring Authority	%	Derived Preference	%
<b>Total Executive Branch Agencies</b>	<b>2,215,879</b>	<b>621,946</b>	<b>28.1%</b>	<b>25,733</b>	<b>1.2%</b>	<b>7,054</b>	<b>0.3%</b>	<b>3,640</b>	<b>0.2%</b>
USDA	95,439	13,077	13.7%	333	0.3%	96	0.1%	135	0.1%
DOC	49,149	5,474	11.1%	101	0.2%	20	0.0%	45	0.1%
DoD	716,745	315,236	44.0%	19,928	2.8%	5,798	0.8%	1,404	0.2%
Air Force	152,834	79,259	51.9%	5,716	3.7%	2,162	1.4%	333	0.2%
Army	193,431	95,892	49.6%	4,375	2.3%	1,746	0.9%	344	0.2%
Navy	215,475	83,419	38.7%	2,800	1.3%	1,024	0.5%	313	0.1%
Defense Activities	155,005	56,666	36.6%	7,037	4.5%	866	0.6%	414	0.3%
ED	4,252	472	11.1%	24	0.6%	9	0.2%	10	0.2%
DOE	16,370	4,164	25.4%	55	0.3%	10	0.1%	18	0.1%
HHS	90,337	7,162	7.9%	320	0.4%	71	0.1%	57	0.1%
DHS	219,928	54,132	24.6%	645	0.3%	218	0.1%	247	0.1%
HUD	8,566	1,536	17.9%	65	0.8%	25	0.3%	20	0.2%
DOI	68,271	11,689	17.1%	276	0.4%	71	0.1%	88	0.1%
DOJ	116,455	25,084	21.5%	264	0.2%	64	0.1%	167	0.1%
DOL	15,127	3,584	23.7%	126	0.8%	31	0.2%	27	0.2%
State	13,814	2,611	18.9%	70	0.5%	18	0.1%	45	0.3%
DOT	55,395	19,456	35.1%	110	0.2%	5	0.0%	59	0.1%
Treasury	104,662	11,040	10.5%	197	0.2%	39	0.0%	174	0.2%
VA	471,311	123,105	26.1%	2,490	0.5%	311	0.1%	945	0.2%
USAID	2,132	281	13.2%	12	0.6%	2	0.1%		0.0%
EPA	16,015	1,679	10.5%	44	0.3%	5	0.0%	11	0.1%
GSA	12,810	3,350	26.2%	81	0.6%	10	0.1%	21	0.2%
NASA	18,162	2,145	11.8%	42	0.2%	1	0.0%	11	0.1%
NSF	1,639	142	8.7%	9	0.5%	6	0.4%	4	0.2%
OPM	2,852	483	16.9%	53	1.9%	20	0.7%	9	0.3%
NRC	2,873	593	20.6%	6	0.2%		0.0%	1	0.0%
SSA	61,410	9,132	14.9%	279	0.5%	167	0.3%	79	0.1%
SBA	8,105	875	10.8%	31	0.4%	7	0.1%	15	0.2%

	FY 2023 Veterans and Military Connected Families								
	All Employees	Total Veterans	%	Total Military Spouses	%	Military Spouse Hiring Authority	%	Derived Preference	%
Total Executive Order Agencies	2,171,819	616,502	28.4%	25,561	1.2%	7,004	0.3%	3,592	0.2%

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

**Table 3: Veterans On-board**

	FY 2023 Veterans On-board								
	All Employees	Total Veterans	%	Veterans with Preference	%	Disabled Veterans	%	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,215,879	621,946	28.1%	543,430	24.5%	361,226	16.3%	246,546	11.1%
USDA	95,439	13,077	13.7%	12,084	12.7%	8,001	8.4%	5,463	5.7%
DOC	49,149	5,474	11.1%	4,972	10.1%	2,812	5.7%	1,759	3.6%
DoD	716,745	315,236	44.0%	278,655	38.9%	190,016	26.5%	132,719	18.5%
Air Force	152,834	79,259	51.9%	68,455	44.8%	44,926	29.4%	29,052	19.0%
Army	193,431	95,892	49.6%	85,963	44.4%	61,434	31.8%	46,460	24.0%
Navy	215,475	83,419	38.7%	74,774	34.7%	49,307	22.9%	32,511	15.1%
Defense Activities	155,005	56,666	36.6%	49,463	31.9%	34,349	22.2%	24,696	15.9%
ED	4,252	472	11.1%	414	9.7%	275	6.5%	191	4.5%
DOE	16,370	4,164	25.4%	3,649	22.3%	2,235	13.7%	1,413	8.6%
HHS	90,337	7,162	7.9%	6,466	7.2%	4,348	4.8%	2,871	3.2%
DHS	219,928	54,132	24.6%	46,697	21.2%	25,666	11.7%	17,553	8.0%
HUD	8,566	1,536	17.9%	1,401	16.4%	1,052	12.3%	819	9.6%
DOI	68,271	11,689	17.1%	10,440	15.3%	7,013	10.3%	4,367	6.4%
DOJ	116,455	25,084	21.5%	22,165	19.0%	10,529	9.0%	6,894	5.9%
DOL	15,127	3,584	23.7%	3,390	22.4%	2,433	16.1%	1,928	12.7%
State	13,814	2,611	18.9%	2,273	16.5%	1,383	10.0%	964	7.0%
DOT	55,395	19,456	35.1%	15,991	28.9%	7,808	14.1%	4,882	8.8%
Treasury	104,662	11,040	10.5%	9,598	9.2%	6,688	6.4%	4,790	4.6%

	FY 2023 Veterans On-board								
VA	471,311	123,105	26.1%	103,603	22.0%	76,375	16.2%	49,933	10.6%
USAID	2,132	281	13.2%	264	12.4%	160	7.5%	124	5.8%
EPA	16,015	1,679	10.5%	1,516	9.5%	1,069	6.7%	769	4.8%
GSA	12,810	3,350	26.2%	3,069	24.0%	2,111	16.5%	1,557	12.2%
NASA	18,162	2,145	11.8%	1,742	9.6%	1,128	6.2%	699	3.8%
NSF	1,639	142	8.7%	128	7.8%	86	5.2%	65	4.0%
OPM	2,852	483	16.9%	430	15.1%	319	11.2%	220	7.7%
NRC	2,873	593	20.6%	499	17.4%	219	7.6%	120	4.2%
SSA	61,410	9,132	14.9%	8,347	13.6%	5,778	9.4%	3,936	6.4%
SBA	8,105	875	10.8%	777	9.6%	579	7.1%	375	4.6%
<b>Total Executive Order Agencies</b>	<b>2,171,819</b>	<b>616,502</b>	<b>28.4%</b>	<b>538,570</b>	<b>24.8%</b>	<b>358,083</b>	<b>16.5%</b>	<b>244,411</b>	<b>11.3%</b>

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

**Table 4: Employment Profile- Veterans and Military Spouses**

	FY 2023 Veterans and Military Spouses			
	Not a Veteran or Military-Connected	All Veteran	All Military Spouse	Derived Preference
Male	44.4%	78.7%	9.7%	37.6%
Female	55.6%	21.3%	90.3%	62.4%
Average Age	45.7	49.9	45.1	51.8
White	58.9%	61.0%	48.9%	54.0%
Black	17.9%	19.9%	21.4%	24.8%
Hispanic	10.3%	10.6%	15.5%	10.5%
Asian/Pacific Islander	8.6%	4.2%	8.6%	5.6%
Native American/Alaskan Native	1.8%	1.0%	0.9%	1.3%
Multi-Racial	2.1%	2.7%	3.6%	2.9%
Retired Enlisted Military	0.0%	19.7%	2.1%	6.1%
Retired Military Officers	0.0%	6.0%	0.3%	1.6%
Not Retired Military	100.0%	74.4%	97.6%	92.3%
Veterans' Preference	0.0%	85.1%	17.5%	0%



	FY 2023 Veterans and Military Spouses			
	Not a Veteran or Military-Connected	All Veteran	All Military Spouse	Derived Preference
No Veterans' Preference	100.0%	14.9%	82.5%	100.0%
Bachelor's degree or higher	55.9%	46.5%	55.8%	46.9%
Length of Service	11.8	11.9	10.3	11.9
Adj. Basic Pay*	104,319	97,199	78,248	90,309
General Schedule	65.9%	68.7%	84.2%	76.8%
Average GS Grade	10.5	10.8	9.1	10.0
Other Pay Systems	27.6%	19.6%	13.5%	16.1%
Competitive Service	64.3%	76.1%	79.6%	77.2%
Excepted Service	35.3%	23.7%	20.3%	22.5%
SES	0.4%	0.2%	0.1%	0.3%
Supervisors	10.7%	13.9%	8.1%	10.4%
Located Outside DC Metro	84.5%	90.1%	91.2%	89.6%
Located in DC Metro	15.5%	9.9%	8.8%	10.4%
Total On-Board	71.6%	28.4%	1.1%	0.2%

**Table 5: Total new Hires- Veteran and Military-Connected Families**

Category	FY 2022	FY 2023
Total Employees	245,176	295,866
<b>Total Veterans</b>	<b>54,245</b>	<b>63,129</b>
% of All Employees	22.0%	21.0%
<b>Veterans with Preference</b>	<b>46,367</b>	<b>53,093</b>
% of All Employees	19.0%	18.0%
% of All Veterans	85.0%	84.0%
<b>Disabled Veterans</b>	<b>37,716</b>	<b>44,953</b>
% of All Employees	15.0%	15.0%
% of All Veterans	70.0%	71.0%
<b>30% + Disabled Veterans</b>	<b>25,573</b>	<b>30,734</b>
% of All Employees	10.0%	10.0%

Category	FY 2022	FY 2023
% of All Veterans	47.0%	49.0%
<b>Total Military Spouses</b>	<b>4,614</b>	<b>6,003</b>
% of All Employees	2.0%	2.0%
% of Military Spouse Hiring Authority	43.0%	38.0%
<b>Total Derived Preference</b>	<b>370</b>	<b>485</b>
% of All Employees	0	0

New Hires do not include transfers between agencies.

**Table 6: Total New Hires-Veteran and Military-Connected Families**

	FY 2023 Veteran and Military Connected Families								
	Total New Hires	Total Veterans	%	Total Military Spouse	%	Military Spouse Hiring Authority	%	Derived Preference	%
<b>Total Executive Branch Agencies</b>	<b>295,866</b>	<b>63,129</b>	<b>21.3%</b>	<b>6,003</b>	<b>2.0%</b>	<b>2,282</b>	<b>0.8%</b>	<b>485</b>	<b>0.2%</b>
USDA	19,207	2,154	11.2%	79	0.4%	50	0.3%	14	0.1%
DOC	9,655	818	8.5%	13	0.1%	7	0.1%	8	0.1%
DoD	83,122	29,940	36.0%	4,800	5.8%	1,863	2.2%	216	0.3%
Air Force	18,310	7,532	41.1%	1,109	6.1%	719	3.9%	71	0.4%
Army	21,851	9,791	44.8%	861	3.9%	477	2.2%	48	0.2%
Navy	21,835	6,916	31.7%	510	2.3%	271	1.2%	43	0.2%
Defense Activities	21,126	5,701	27.0%	2,320	11.0%	396	1.9%	54	0.3%
ED	375	38	10.1%	4	1.1%	4	1.1%	2	0.5%
DOE	2,129	433	20.3%	12	0.6%	6	0.3%	3	0.1%
HHS	8,602	836	9.7%	60	0.7%	34	0.4%	2	0.0%
DHS	23,356	4,302	18.4%	122	0.5%	61	0.3%	21	0.1%
HUD	899	165	18.4%	14	1.6%	10	1.1%	4	0.4%
DOI	14,465	1,777	12.3%	57	0.4%	26	0.2%	11	0.1%
DOJ	9,152	1,503	16.4%	35	0.4%	20	0.2%	9	0.1%
DOL	1,505	345	22.9%	18	1.2%	6	0.4%	2	0.1%
State	2,070	310	15.0%	9	0.4%	3	0.1%	8	0.4%
DOT	5,335	1,391	26.1%	12	0.2%	1	0.0%	4	0.1%
Treasury	17,328	1,288	7.4%	37	0.2%	14	0.01%	31	0.2%
VA	75,520	15,237	20.2%	591	0.8%	108	0.1%	133	0.2%
USAID	335	41	12.2%	3	0.9%	1	0.3%	0	0.0%

	FY 2023 Veteran and Military Connected Families								
	Total New Hires	Total Veterans	%	Total Military Spouse	%	Military Spouse Hiring Authority	%	Derived Preference	%
EPA	1,844	214	11.6%	8	0.4%	4	0.2%	0	0.0%
GSA	1,127	316	28.0%	12	1.1%	3	0.3%	2	0.2%
NASA	1,392	172	12.4%	2	0.1%	1	0.1%	0	0.0%
NSF	167	13	7.8%	1	0.6%	1	0.6%	0	0.0%
OPM	357	55	15.4%	13	3.6%	12	3.4%	1	0.3%
NRC	351	72	20.5%		0.0%	0	0.0%	0	0.0%
SSA	8,383	796	9.5%	56	0.7%	27	0.3%	6	0.1%
SBA	3,350	254	7.6%	12	0.4%	2	0.01%	4	0.1%
<b>Total Executive Order Agencies</b>	<b>290,026</b>	<b>62,470</b>	<b>21.5%</b>	<b>5,970</b>	<b>2.1%</b>	<b>2,264</b>	<b>0.8%</b>	<b>481</b>	<b>0.2%</b>

New Hires do not include transfers between agencies.

**Table7: Total New Hires – Veteran New Hires**

	Total New Hires	FY 2023							
		Total Veterans	%	Veterans with Preference	%	Disabled Veterans	%	30% or More Disabled Veterans	%
<b>Total Executive Branch Agencies</b>	<b>295,866</b>	<b>63,129</b>	<b>21.3%</b>	<b>53,093</b>	<b>17.9%</b>	<b>44,953</b>	<b>15.2%</b>	<b>30,734</b>	<b>10.4%</b>
USDA	19,207	2,154	11.2%	1,803	9.4%	1,621	8.4%	889	4.6%
DOC	9,655	818	8.5%	741	7.7%	544	5.6%	306	3.2%
DoD	83,122	29,940	36.0%	25,389	30.5%	20,844	25.1%	15,457	18.6%
Air Force	18,310	7,532	41.1%	6,227	34.0%	5,307	29.0%	3,712	20.3%
Army	21,851	9,791	44.8%	8,290	37.9%	6,571	30.1%	5,329	24.4%
Navy	21,835	6,916	31.7%	5,937	27.2%	4,981	22.8%	3,367	15.4%
Defense Activities	21,126	5,701	27.0%	4,935	23.4%	3,985	18.9%	3,049	14.4%
ED	375	38	10.1%	37	9.9%	30	8.0%	21	5.6%
DOE	2,129	433	20.3%	383	18.0%	290	13.6%	193	9.1%
HHS	8,602	836	9.7%	696	8.1%	621	7.2%	441	5.1%
DHS	23,356	4,302	18.4%	3,556	15.2%	2,624	11.2%	1,666	7.1%
HUD	899	165	18.4%	154	17.1%	133	14.8%	102	11.3%

	FY 2023								
	Total New Hires	Total Veterans	%	Veterans with Preference	%	Disabled Veterans	%	30% or More Disabled Veterans	%
DOI	14,465	1,777	12.3%	1,509	10.4%	1,284	8.9%	720	5.0%
DOJ	9,152	1,503	16.4%	1,246	13.6%	809	8.8%	553	6.0%
DOL	1,505	345	22.9%	326	21.7%	272	18.1%	227	15.1%
State	2,070	310	15.0%	249	12.0%	197	9.5%	148	7.1%
DOT	5,335	1,391	26.1%	1,018	19.1%	780	14.6%	539	10.1%
Treasury	17,328	1,288	7.4%	1,140	6.6%	1,028	5.9%	713	4.1%
VA	75,520	15,237	20.2%	12,518	16.6%	11,846	15.7%	7,281	9.6%
USAID	335	41	12.2%	36	10.7%	29	8.7%	21	6.3%
EPA	1,844	214	11.6%	197	10.7%	176	9.5%	146	7.9%
GSA	1,127	316	28.0%	295	26.2%	248	22.0%	197	17.5%
NASA	1,392	172	12.4%	143	10.3%	127	9.1%	86	6.2%
NSF	167	13	7.8%	13	7.8%	11	6.6%	10	6.0%
OPM	357	55	15.4%	50	14.0%	45	12.6%	32	9.0%
NRC	351	72	20.5%	64	18.2%	42	12.0%	25	7.1%
SSA	8,383	796	9.5%	689	8.2%	644	7.7%	458	5.5%
SBA	3,350	254	7.6%	227	6.8%	206	6.1%	123	3.7%
<b>Total Executive Order Agencies</b>	<b>290,026</b>	<b>62,470</b>	<b>21.5%</b>	<b>52,479</b>	<b>18.1%</b>	<b>44,451</b>	<b>15.3%</b>	<b>30,354</b>	<b>10.5%</b>

New hires do not include transfers between agencies.

**Table 8A: Total New Hires – Under Other Appointed Authorities**

Agencies	FY 2023						
	All Employees				Veteran		
	Total New Hires	Pathways	PMF	Schedule A*	Pathways	PMF	Schedule A*
<b>Total Executive Branch Agencies</b>	<b>295,866</b>	<b>9,089</b>	<b>382</b>	<b>6,356</b>	<b>823</b>	<b>63</b>	<b>831</b>
USDA	19,207	1,395	42	587	68	7	30
DOC	9,655	220	44	221	27	2	9
DoD	83,122	1,382	9	866	66	0	135
Air Force	18,310	587	0	280	12	0	45

Army	21,851	337	4	194	25	0	32
Navy	21,835	172	0	154	14	0	38
Defense Activities	21,126	286	5	238	15	0	20
ED	375	4	5	19	2	0	3
DOE	2,129	186	8	116	31	2	5
HHS	8,602	697	59	666	83	14	29
DHS	23,356	409	15	522	52	3	52
HUD	899	50	17	68	5	3	11
DOI	14,465	694	27	350	34	2	20
DOJ	9,152	492	22	281	69	6	19
DOL	1,505	241	9	61	32	1	8
State	2,070	159	28	239	26	10	10
DOT	5,335	142	11	71	14	1	6
Treasury	17,328	168	10	138	38	0	27
VA	75,520	219	14	1,241	77	5	410
USAID	335	85	6	37	0	1	3
EPA	1,844	445	12	85	19	2	10
GSA	1,127	281	8	73	52	1	5
NASA	1,392	265	2	30	28	0	2
NSF	167	25	0	9	1	0	0
OPM	357	65	4	37	11	0	7
NRC	351	0	0	0	0	0	0
SSA	8,383	213	1	429	9	0	20
SBA	3,350	4	2	28	1	0	0
<b>Total Executive Order Agencies</b>	<b>290,026</b>	<b>7,850</b>	<b>355</b>	<b>6,174</b>	<b>745</b>	<b>60</b>	<b>821</b>

**Table 8B: Total New Hires – Under Other Appointed Authorities**

	FY 2023						
	Total New Hires	Military Spouses			Derived Preference		
		Pathway	PMF	Schedule A*	Pathway	PMF	Schedule A*
<b>Total Executive Branch Agencies</b>	<b>295,866</b>	<b>13</b>	<b>0</b>	<b>42</b>	<b>10</b>	<b>0</b>	<b>2</b>
USDA	19,207	0	0	0	2	0	1

	FY 2023						
	Total New Hires	Military Spouses			Derived Preference		
		Pathway	PMF	Schedule A*	Pathway	PMF	Schedule A*
DOC	9,655	0	0	1	1	0	0
DoD	83,122	2	0	19	0	0	0
Air Force	18,310	2	0	8	0	0	0
Army	21,851	0	0	6	0	0	0
Navy	21,835	0	0	4	0	0	0
Defense Activities	21,126	0	0	1	0	0	0
ED	375	0	0	0	0	0	0
DOE	2,129	0	0	0	1	0	0
HHS	8,602	5	0	2	0	0	0
DHS	23,356	0	0	6	0	0	0
HUD	899	1	0	0	0	0	1
DOI	14,465	0	0	2	1	0	0
DOJ	9,152	1	0	1	0	0	0
DOL	1,505	1	0	1	1	0	0
State	2,070	0	0	0	2	0	0
DOT	5,335	0	0	0	0	0	0
Treasury	17,328	0	0	1	1	0	0
VA	75,520	1	0	5	1	0	0
USAID	335	0	0	0	0	0	0
EPA	1,844	0	0	1	0	0	0
GSA	1,127	1	0	2	0	0	0
NASA	1,392	0	0	0	0	0	0
NSF	167	0	0	0	0	0	0
OPM	357	0	0	0	0	0	0
NRC	351	0	0	0	0	0	0
SSA	8,383	1	0	0	0	0	0
SBA	3,350	0	0	0	0	0	0
<b>Total Executive Order Agencies</b>	<b>290,026</b>	<b>13</b>	<b>0</b>	<b>41</b>	<b>10</b>	<b>0</b>	<b>2</b>

\*This category reflects the total number of veterans hired under the Schedule A appointment authority for people with disabilities.

**Table 9: Total New Hires – Other Veteran-Appointing Authorities**

<b>Appointments</b>		<b>FY 2023</b>
Total Disabled Veteran New Hires		44,953
VRA (no conversions)		3,567
VEOA		9,105
Subtotal		12,672
* All Other Appointments		32,281

All Other Appointments include those hired under competitive examining and others such as Schedule A, STEP, SCEP, etc.

**Table 10: Employment by New Grade and Salary Group**

<b>Category</b>		<b>Federal Civilian Workforce</b>	<b>Veterans</b>	<b>Disabled Veterans</b>	<b>Derived Preference</b>	<b>All Military Spouses</b>
<b>SES</b>		0.39%	0.25%	0.15%	0.27%	0.09%
<b>GS, GM, GL</b>	Grade 1-4	1.51%	0.73%	0.84%	1.92%	4.19%
	Grade 5-8	16.23%	13.90%	15.18%	22.14%	30.64%
	Grade 9-12	29.17%	35.77%	39.19%	35.99%	37.40%
	Grade 13-15	21.38%	19.84%	19.48%	17.39%	12.05%
		0.01%	0.01%	0.01%	0.00%	0.00%
<b>Blue Collar Pay Plans</b>		7.38%	10.82%	9.64%	7.25%	2.26%
<b>Other White Collar Pay Plans</b>		23.93%	18.68%	15.52%	15.03%	13.37%

This table is revised since General Schedule and Related (GSR) Pay Plans are no longer generated.



**Table 11: Distribution by Occupational Category**

Category	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	All Military Spouse*
<b>Professional</b>	28.63%	14.00%	11.97%	10.96%	16.26%	18.89%
<b>Administrative</b>	39.56%	53.48%	56.90%	60.28%	47.17%	43.39%
<b>Technical</b>	15.94%	13.33%	13.63%	13.24%	18.79%	22.16%
<b>Clerical</b>	4.73%	3.28%	3.77%	3.68%	7.66%	12.75%
<b>Other White Collar</b>	3.76%	5.09%	4.08%	3.92%	2.86%	0.54%
<b>Blue Collar</b>	7.38%	10.82%	9.64%	7.92%	7.25%	2.26%

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

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

**Table 12: New Hire Retention Rates**

Agencies	FY 2023		
	Non-Veterans	Veterans	Military Spouses
<b>Total Executive Branch Agencies</b>	<b>72.92%</b>	<b>67.54%</b>	<b>54.99%</b>
USDA	74.52%	66.24%	57.14%
Commerce	72.73%	66.23%	50.00%
DoD	71.11%	67.94%	53.43%
ED	76.95%	72.92%	50.00%
DOE	81.29%	78.54%	66.67%
HHS	78.23%	68.18%	84.62%
DHS	68.70%	73.06%	74.07%
HUD	75.57%	75.13%	60.00%
DOI	76.43%	68.60%	58.82%
Justice	77.13%	72.12%	58.33%
DOL	71.45%	66.30%	100.00%
State	82.85%	78.30%	100.00%

Agencies	FY 2023		
	Non-Veterans	Veterans	Military Spouses
DOT	82.21%	78.82%	100.00%
Treasury	71.63%	68.15%	87.50%
VA	72.98%	62.09%	71.93%
USAID	74.57%	69.23%	No Hires
EPA	89.20%	78.53%	100.00%
GSA	75.79%	74.01%	50.00%
NASA	90.98%	85.45%	No Hires
NSF	87.50%	85.71%	100.00%
OPM	69.95	71.21%	66.67%
NRC	68.69%	72.22%	No Hires
SSA	62.25%	52.72%	36.84%
SBA	77.00%	70.00%	No Hires
<b>Total Executive Order Agencies</b>	<b>73.03%</b>	<b>67.51%</b>	<b>55.11%</b>

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). This is an element in the Performance Model.



## **U.S. Office of Personnel Management**

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

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