

Federal Equal Opportunity Recruitment Program (FEORP) Report

Fiscal Year 2019



This report is prepared in compliance with the law (5 U.S.C. 7201 and 5 CFR Part 720, Subpart B) and contains information on the representation of minorities within the Federal Government and best practices of Federal agencies.

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

I am pleased to provide to Congress the annual Federal Equal Opportunity Recruitment Program (FEORP) Report for Fiscal Year (FY) 2019. The report is prepared in accordance with the requirements of Title 5, United States Code § 7201. This report provides statistical data on employment in the Federal workforce and highlights human capital practices Federal agencies use to recruit, develop, and retain talented Federal employees while advancing effective government on behalf of the American people.

Findings for FY 2019

The percentage of the Federal workforce comprised by minorities in FY 2019 is 38.1, compared to 37.7 in FY 2018. The percentage of minorities in the Civilian Labor Force in FY 2019 was 37.6 percent as compared to 38.0 percent in FY 2018.

The percentages of the workforce comprised by each group for which data is collected are as follows:

- 18.6% Black,
- 9.3% Hispanic,
- 6.2% Asian,
- 0.5% Native Hawaiian/Pacific Islander,
- 1.6% American Indian/Alaska Native,
- 1.8% Non-Hispanic Multiracial, and
- 61.9% White.

The overall distribution of Federal employees is 56.4% male and 43.5% female.

Minority representation in the Senior Executive Service (SES) decreased from 21.1% in FY 2018 to 21.0% in FY 2019. The percentages of the SES comprised by each group for which data is collected are as follows:

- 10.4% Black,
- 4.7% Hispanic,
- 3.7% Asian,

- 0.2% Native Hawaiian/Pacific Islander,
- 1.1% American Indian/Alaska Native,
- 0.9% Non-Hispanic Multiracial, and
- 78.9% White.

The overall distribution of the SES is 65.9% male and 34.1% female. Female representation in the SES increased from 33.8% in FY 2018 to 34.1% in FY 2019.

OPM has established, and continues to cultivate, strong ties with diverse communities, including Hispanic-Serving Institutions (HSIs); Historically Black Colleges and Universities (HBCUs); Tribal Colleges and Universities (TCUs); Asian American and Native American Pacific Islander Serving Institutions (AANAPISIs) students; students with disabilities, and other minority-serving organizations. OPM led Government-wide and Nationwide outreach initiatives to promote Federal career opportunities in mission critical occupations such as cybersecurity and Science, Technology, Engineering, and Mathematics (STEM), and Pathways Programs for students and recent graduates.

To support diversity and inclusion in the Federal workplace, OPM offers technical assistance to Federal agencies. Technical Assistance is the process of providing targeted guidance and recommendations to an agency regarding their outreach, recruitment, and diversity and inclusion programs to assist them in taking a holistic approach that will help mature their programs.

OPM encourages agencies to engage in efforts to improve the recruitment of diverse talent through workforce planning, recruitment, and employment branding by embedding fairness and opportunity into enterprise recruitment and outreach strategies. Workforce data analysis is critical to the Federal Government's efforts to advancing civil rights, racial justice, and equal opportunity, while building and sustaining a 21st century Federal workforce that is drawn from all segments of society.

Sincerely,



Kiran A. Ahuja
Director

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Executive Summary

This report is submitted pursuant to 5 U.S.C. § 7201 and the regulations promulgated to implement it. OPM's work in this area is also informed by the merit system principles, which envision a workforce drawn from all segments of society, and the statutes, rules, and regulations governing the civil service, which govern competition for civil service positions.

OPM continues to support Federal agencies as they implement comprehensive strategies to continue to integrate diversity and inclusion practices into their efforts to recruit, hire, and retain an effective workforce.

Background

OPM has requested that agencies develop and implement a more comprehensive, integrated, and strategic focus on diversity and inclusion as key components of their human resources strategies.

Creating and maintaining a diverse Federal workforce requires sustained commitment to providing a level playing field upon which applicants and employees may compete for opportunities within Government. Sustaining the highest levels of integrity and professionalism while advancing civil rights, racial justice, and equal opportunity by embedding fairness and opportunity into the Government's recruitment and outreach strategies will create a workforce that draws from all segments of society.

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

FEORP Composition of Federal Workforce at a Glance

Table 1: FEORP Composition of Federal Workforce for FY 2018 and FY 2019

Composition of Federal Workforce	Representation in Federal Workforce		Representation in Senior Executive Service	
	FY 2018	FY 2019	FY 2018	FY 2019
Men	56.6	56.4	66.2	65.9
Women	43.4	43.5	33.8	34.1
Black	18.7	18.6	10.6	10.4
Hispanic	9.1	9.3	4.6	4.7
Asian	6.1	6.2	3.7	3.7
Native Hawaiian / Pacific Islander	0.5	0.5	0.2	0.2
American Indian / Alaska Native	1.6	1.6	1.1	1.1
Non-Hispanic Multiracial	1.7	1.8	0.9	0.9
White	62.3	61.9	78.8	78.9

Major findings in the FY 2019 FEORP Report:

- The percentage of the Federal workforce comprised by minorities is 38.1 percent in FY 2019, compared to 37.7 percent in FY 2018. The percentage of minorities in the Civilian Labor Force in FY 2019 was 37.6 percent as compared to 38.0 percent in FY 2018.
- Black employees represent 18.6 percent (368,536) of the permanent Federal workforce as of September 30, 2019, compared to 18.7 percent in FY 2018.
- Hispanic employees represent 9.3 percent (182,963) of the permanent Federal workforce as of September 30, 2019, compared to 9.1 percent FY 2018.
- Asian employees represent 6.2 percent (121,758) of the permanent Federal workforce as of September 30, 2019, compared to 6.1% in FY 2018.
- Native Hawaiian/Pacific Islander employees represent 0.5 percent (10,703) of the permanent Federal workforce as of September 30, 2019, the same as in FY 2018.
- American Indian/Alaska Native employees represent 1.6 percent (30,701) of the permanent Federal workforce as of September 30, 2019, the same as in in FY 2018.

- Non-Hispanic Multiracial employees represent 1.8 percent (35,548) of the permanent Federal workforce as of September 30, 2019, compared to 1.7 percent in FY 2018.
- White employees represent 61.9 percent (1,223,709) of the permanent Federal workforce as of September 30, 2019, compared to 62.3 percent in FY 2018.
- Women comprise 43.5 percent (861,011) of the permanent Federal workforce as of September 30, 2019, compared to 43.4 percent in FY 2018.
- Men comprise 56.4 percent (1,116,114) of the permanent Federal workforce as of September 30, 2019, compared to 56.6 percent in FY 2018.
- The percentage of minorities in the Senior Executive Service (SES) decreased from 21.1% in FY 2018 to 21.0% in FY 2019. The SES is 10.4 percent Black, 4.7 percent Hispanic, 3.7 percent Asian, 0.2 percent Native Hawaiian/Pacific Islander, 1.1 percent American Indian/Alaska Native, and 0.9 percent Non-Hispanic Multiracial.
- The percentage of women in the Senior Executive Service (SES) increased from 33.8 percent in FY 2018 to 34.1 percent in FY 2019.

Data Coverage and Definitions

Onboard Federal employment statistics used in this report are as of September 30, 2019. All data are produced from OPM's Enterprise Human Resources Integration-Statistical Data Mart (EHRI-SDM). The Federal Workforce referred to in this report is not the entire Federal Workforce but rather only permanent employees in non-postal Federal Executive Branch agencies participating in the EHRI. This report covers workers in all pay plans including General Schedule and Equivalently Graded pay plans (i.e., pay plans GS, GL, and GM), other white collar pay plans, the Senior Executive Service (pay plan ES), and blue collar pay plans.

All references made to the General Schedule pay plan in this report are to General Schedule and Equivalently Graded pay plans (i.e., pay plans GS, GL, and GM).

Only those agencies with 500 or more permanent employees as of September 2019 are displayed in this report.

New Hires and Separations do not include Agency Transfers In or Out.

Non-Hispanic Multiracial is defined as Non-Hispanic and of more than one race.

Employment records with unspecified gender (count: 139) represent 0.000 percent of the permanent workforce in September 2019. Employment records with unspecified race or national origin (count: 33,128*) represent 1.7 percent of the permanent workforce in September 2019.

The Civilian Labor Force (CLF) percentages for each minority group presented in this report are derived from the Bureau of Labor Statistics' (BLS) Current Population Survey (CPS). The CPS data, which is a monthly survey of households that is conducted by the Bureau of the Census for BLS, covers non-institutionalized individuals 16 years of age or older, employed or unemployed, U.S. citizens and non-U.S. citizens.

Underrepresentation, as defined in 5 CFR § 720.202(a), means “a situation in which the number of women or members of a minority group within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage of women or the minority group constitutes within the CLF of the United States ...”

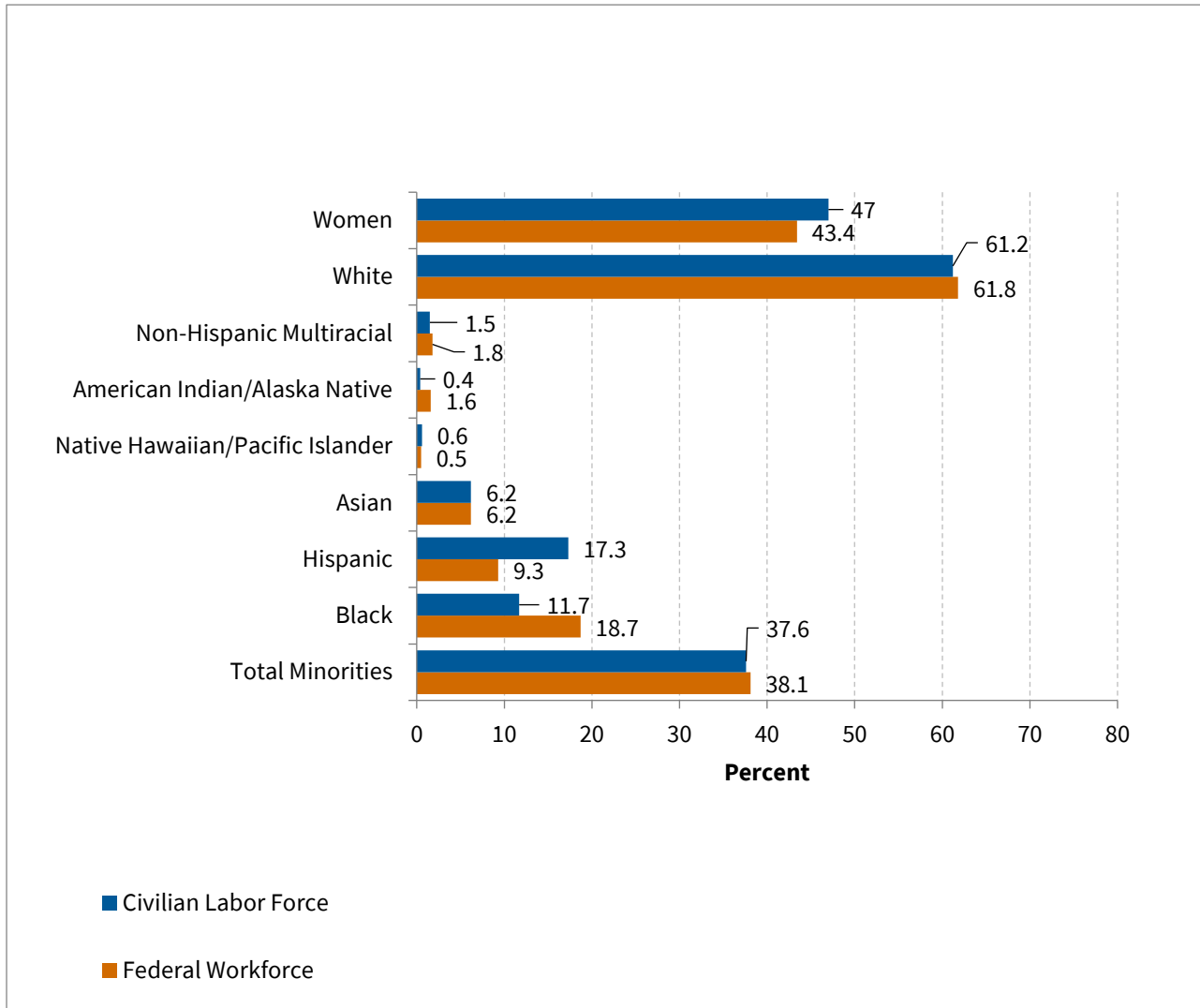
Occupational categories discussed in this report are white collar and blue collar. The white-collar category contains Professional, Administrative, Technical, Clerical, and Other white-collar occupations. Professional occupations typically require a baccalaureate or professional degree and along with Administrative occupations, are the usual sources for selections to senior management and executive positions. Positions in Technical, Clerical, Other, and blue-collar occupations are usually limited to lower grades, with limited opportunity for promotion to management levels. Advancement in these occupations often depends on individual attainment of further education or advanced skills. Employment data in this report are presented by occupational category and pay intervals to provide a more informative profile.

**Note: statistics in this report may vary from other FEORP releases due to differences in coverage (e.g., agency, work schedule, tenure, dates, etc.). Percentages shown may not sum to 100 because of independent rounding.

Federal Workforce

Total Federal Workforce Employment¹

Chart 1: Comparison of Permanent Federal Workforce and Total Civilian Labor Force, September 2019



- In FY 2019, the percentage of minorities in the permanent Federal workforce increased by 0.4 percentage point from 37.7 percent in FY 2018 to 38.1 percent in FY 2019. Total minority representation in the CLF decreased by 0.4 percentage points from 38.0 percent in 2018 to 37.6 percent in 2019.

¹ Detail percentages may not sum to total due to independent rounding.

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- Black employees represent 18.6 percent (368,536) of the permanent Federal workforce in FY 2019, compared to 18.7 percent in FY 2018. Black representation in the CLF was 11.7% in 2019, compared to 11.9 percent in 2018.
- Hispanic employees represent 9.3 percent (182,963) of the permanent Federal workforce in FY 2019, compared to 9.1 percent in FY 2018. Hispanic representation in the CLF² was 17.3 percent in 2019, compared to 17.5 percent in 2018.
- Asian employees represent 6.2 percent (122,049) of the permanent Federal workforce in FY 2019, compared to 6.1 percent in FY 2018. Asian representation in the CLF³ was 6.1 percent in 2019 compared to 6.2 percent in 2018.
- Native Hawaiian/Pacific Islander employees represent 0.5 percent (10,716) of the permanent Federal workforce in FY 2019, the same as in FY 2018. Native Hawaiian/Pacific Islander representation in the CLF was 0.4 percent in 2019, the same as in 2018.
- American Indian/Alaska Native employees represent 1.6 percent (30,785) of the permanent Federal workforce in FY 2019, the same as in FY 2018. American Indian/Alaska Native representation in the CLF was 0.6 percent in 2019, compared to 0.7 percent in 2018.
- Non-Hispanic Multiracial employees represent 1.8 percent (35,622) of the permanent Federal workforce in FY 2019, compared to 1.7 percent in FY 2018. Non-Hispanic Multiracial representation in the CLF was 1.5 percent in 2019, the same as in 2018.

² According to the Bureau of Labor Statistics (BLS), in 2018 Hispanics in the U.S. comprised 17.5 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2006-2010 (5-year ACS Data), Hispanics in the U.S. comprised 10.0 percent of the CLF when taking into account citizenship, which is required for most Federal positions; this CLF percentage is 10.8 percent, when including Puerto Rico.

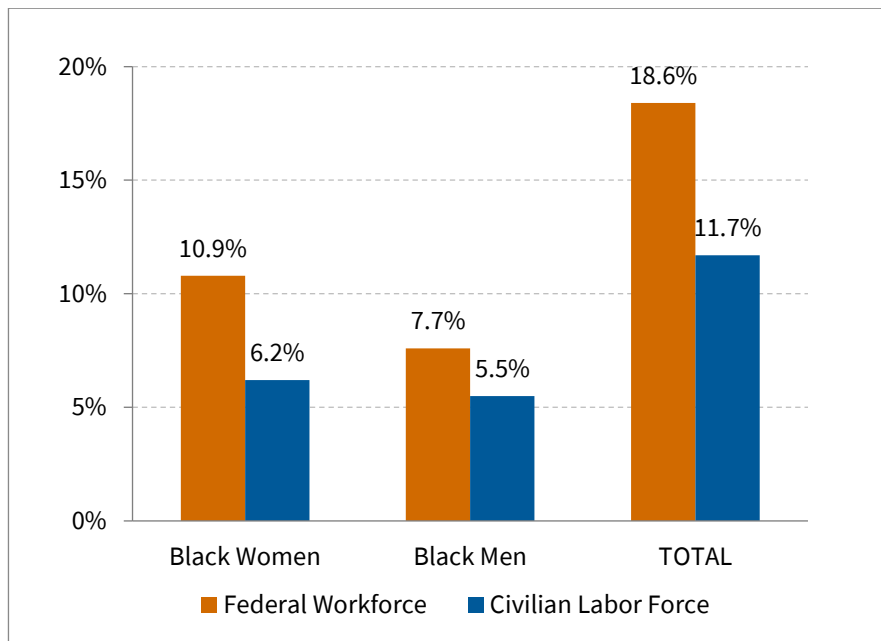
³ According to the BLS, in 2017 Asians in the U.S. comprised 6.0 percent of the CLF. According to the EEO Tabulation 2006-2010 (5-year ACS Data), Asians in the U.S. comprised 3.6 percent of the CLF when taking into account citizenship, which is required for most Federal positions.

- White employees represent 61.9 percent (1,223,709) of the permanent Federal workforce in FY 2019, compared to 62.3 percent in FY 2018. White representation in the CLF was 61.2 percent in 2019, compared to 62.0 percent in 2018.
- Women represent 43.5 percent (861,011) of the permanent Federal workforce in FY 2019, compared to 43.4 percent in FY 2018. The representation of women in the CLF was 47.1 percent in 2019, compared to 47.0 percent in 2018.

Black Employment in the Federal Workforce

Black Employment

Chart 2: Black Representation in the Federal Workforce and Civilian Labor Force, September 2019



Black employees represent 18.6 percent (368,536) of the permanent Federal workforce in FY 2019, compared to 18.7 percent in FY 2018.

Black men represent 7.7 percent of the permanent Federal workforce in FY 2019, compared to 7.8 percent in FY 2018.

Black women represent 10.9 percent of the Federal Workforce in FY 2019, the same as in FY 2018.

Black Employment by Occupational Category

Black Employment

Table 2: Percentages based on all employment in each Occupational Category

2019	Count	Percent
White Collar	334,763	18.6%
Professional	63,580	11.9%
Administrative	150,303	19.6%
Technical	82,311	25.3%
Clerical	29,147	29.9%
Other White Collar	9,422	13.5%
Blue Collar	33,657	18.7%
Unspecified	116	8.5%
Total	368,536	18.6%

Black employment in professional occupations increased by 1,468 to 63,580 in FY 2019, from 62,112 in FY 2018. Black employment represents 11.9 percent of all Federal employees in this occupational category in FY 2019, compared to 11.8 percent in FY 2018.

Black employment in administrative occupations increased by 3,393 to 150,303 in FY 2019, from 146,910 in FY 2018. Black employment represents 19.6 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

Black employment in technical occupations decreased by 457 to 82,311 in FY 2019, from 82,768 in FY 2018. Black employment represents 25.3 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

Black employment in clerical occupations decreased by 93 to 29,147 in FY 2019, from 29,240 in FY 2018. Black employment represents 29.9 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

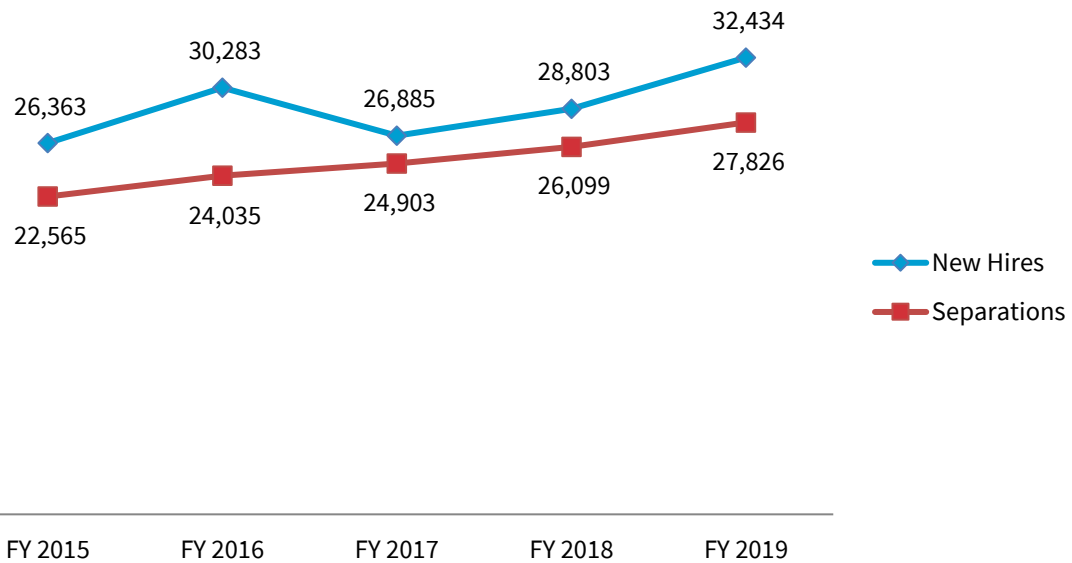
Black employment in "other" white collar occupations decreased by 128 to 9,422 in FY 2019, from 9,550 in FY 2018. Black employment represents 13.5 percent of all Federal employees in this occupational category in FY 2019, compared to 13.6 percent in FY 2018.

Black employment in white collar occupations increased by 4,183 to 334,763 in FY 2019, from 330,580 in FY 2018. Black employment represents 18.6 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

Black employment in blue collar occupations decreased by 227 to 33,657 in FY 2019, from 33,884 in FY 2018. Black employment represents 18.7 percent of all Federal employees in this occupational category in FY 2019, compared to 18.8 percent in FY 2018.

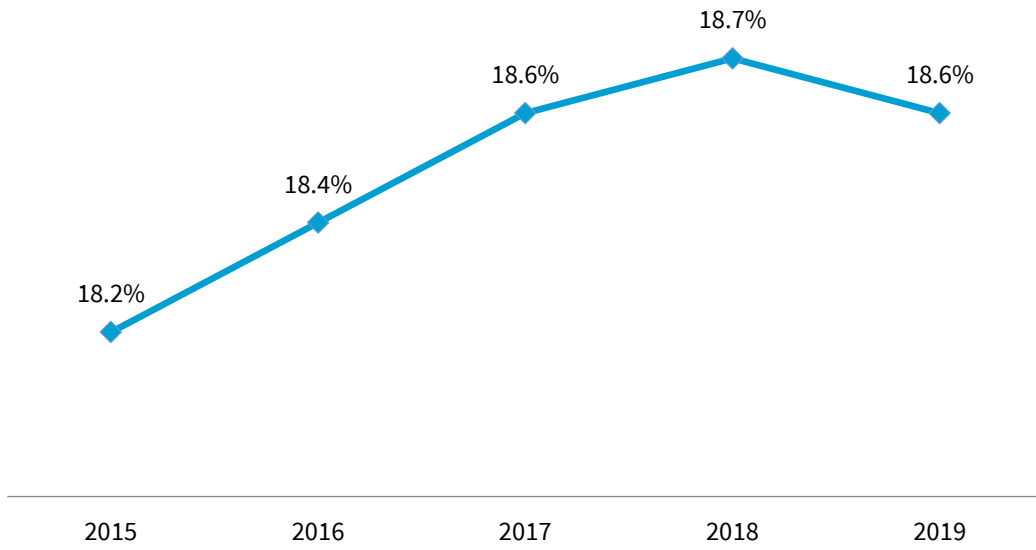
Black Employment Trends

Chart 3: Black New Hires and Separations



Trends	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
New Hires	26,363	30,283	26,885	28,803	32,434
Separations	22,565	24,035	24,903	26,099	27,826

Chart 4: Black Representation in the Federal Workforce over a 5-year Period



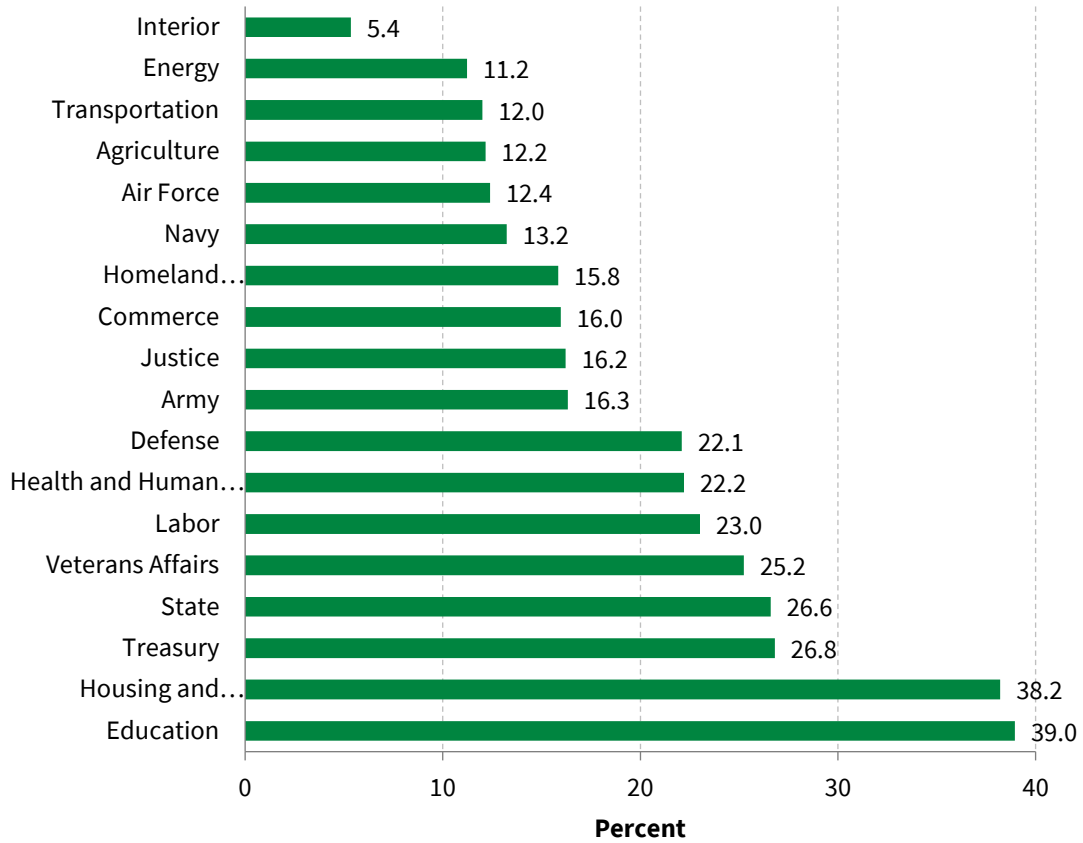
Black Employment Salary Trends

Table 3: Black Employment Salary Trends, September 2018 and 2019

Occupational Category	Pay System	Salary	September 2018		September 2019	
			Count	Percent	Count	Percent
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	23,501	1.7%	21,065	1.5%
		\$40,000 - \$59,999	81,422	5.9%	79,446	5.8%
		\$60,000 - \$79,999	56,138	4.1%	57,241	4.1%
		\$80,000 - \$99,999	47,309	3.5%	47,736	3.5%
		\$100,000 - \$119,999	35,903	2.6%	36,187	2.6%
		\$120,000 - \$139,999	17,134	1.3%	18,765	1.4%
		\$140,000 - \$159,999	7,708	0.6%	9,811	0.7%
		\$160,000 and Greater	3,226	0.2%	4,158	0.3%
		Unspecified	507	0.0%	638	0.0%
	Total		272,848	19.9%	275,047	19.9%
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	0	0.0%	0	0.0%
		\$40,000 - \$59,999	0	0.0%	0	0.0%
		\$60,000 - \$79,999	0	0.0%	0	0.0%
		\$80,000 - \$99,999	0	0.0%	0	0.0%
		\$100,000 - \$119,999	0	0.0%	0	0.0%
		\$120,000 - \$139,999	5	0.1%	0	0.0%
		\$140,000 - \$159,999	23	0.3%	13	0.2%
		\$160,000 and Greater	787	10.2%	798	10.2%
		Unspecified	3	0.0%	1	0.0%
	Total		818	10.6%	812	10.4%
	Other White Collar	Less than \$20,000	43	0.0%	18	0.0%
		\$20,000 - \$39,999	4,804	1.2%	4,172	1.0%
		\$40,000 - \$59,999	9,981	2.5%	10,569	2.6%
		\$60,000 - \$79,999	9,510	2.4%	8,703	2.1%
		\$80,000 - \$99,999	11,447	2.9%	12,132	3.0%
		\$100,000 - \$119,999	9,460	2.4%	9,379	2.3%
		\$120,000 - \$139,999	5,379	1.4%	5,579	1.4%
		\$140,000 - \$159,999	3,116	0.8%	3,325	0.8%
		\$160,000 and Greater	3,167	0.8%	5,016	1.2%
		Unspecified	7	0.0%	11	0.0%
	Total		56,914	14.3%	58,904	14.4%
White Collar Total			330,580	18.6%	334,763	18.6%
Blue Collar			33,884	18.8%	33,657	18.7%
Unspecified			108	8.5%	116	8.5%
Total			364,572	18.7%	368,536	18.6%

Black Representation in Executive Departments

Chart 5: Black Representation in Executive Departments, September 2019



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Table 4: Black Representation in Permanent Federal Workforce, September 2018 and 2019

Executive Departments	2018 Percent	2019 Percent
Department of the Air Force	12.4	12.4
Department of Agriculture	12.3	12.2
Department of the Army	16.5	16.3
Department of Commerce	16.1	16.0
Department of Defense	22.3	22.1
Department of Justice	16.4	16.2
Department of Labor	23.3	23.0
Department of Energy	11.2	11.2
Department of Education	38.9	39.0
Department of Health and Human Services	22.1	22.2
Department of Homeland Security	15.8	15.8
Department of Housing and Urban Development	38.1	38.2
Department of The Interior	5.4	5.4
Department of The Navy	13.2	13.2
Department of State	27.0	26.6
Department of Transportation	12.1	12.0
Department of The Treasury	26.9	26.8
Department of Veterans Affairs	25.2	25.2
Government-Wide	18.7	18.6

Black Representation in Independent Agencies

Chart 6: Black Representation in Independent Agencies, September 2019

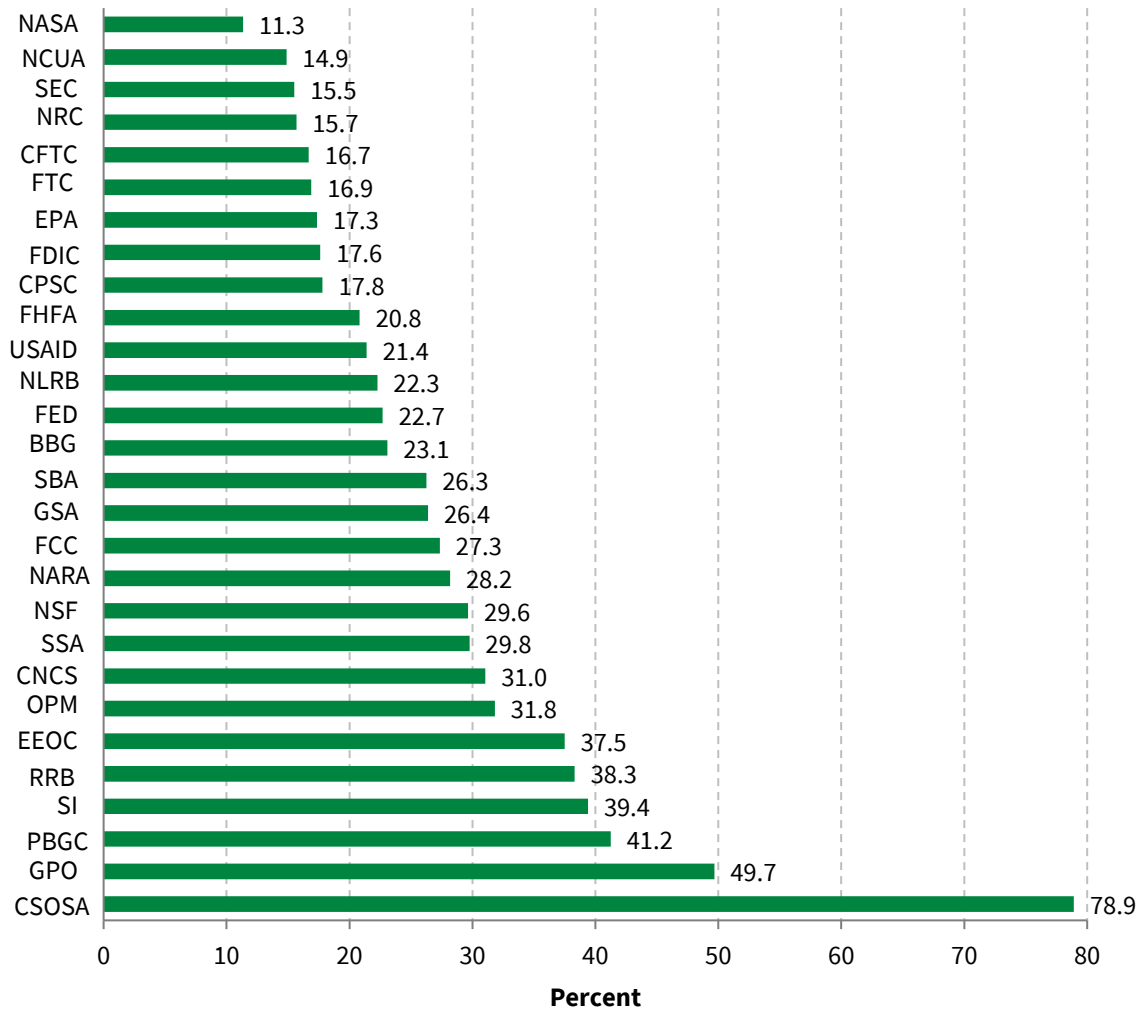


Table 5: Black Representation in Permanent Federal Workforce, September 2018 and 2019

Independent Agencies	2018 Percent	2019 Percent
U.S. Agency for International Development	21.2	21.4
Pension Benefit Guaranty Corporation	42.1	41.2
Commodity Futures Trading Commission	16.5	16.7
National Credit Union Administration	14.6	14.9
Equal Employment Opportunity Commission	37.4	37.5
Environmental Protection Agency	17.5	17.3
Federal Communications Commission	27.7	27.3
Federal Deposit Insurance Corporation	17.7	17.6
Court Services and Offender Supervision Agency	79.3	78.9
Federal Reserve System	21.8	22.7
Federal Trade Commission	17.4	16.9
General Services Administration	26.5	26.4
Federal Housing Finance Agency	20.4	20.8
Broadcasting Board of Governors	23.6	23.1
Corporation for National and Community Service	26.6	31.0
Government Printing Office	49.9	49.7
National Science Foundation	30.3	29.6
National Labor Relations Board	22.3	22.3
National Aeronautics and Space Administration	11.4	11.3
National Archives and Records Administration	28.9	28.2
Nuclear Regulatory Commission	15.6	15.7
Office of Personnel Management	22.7	31.8

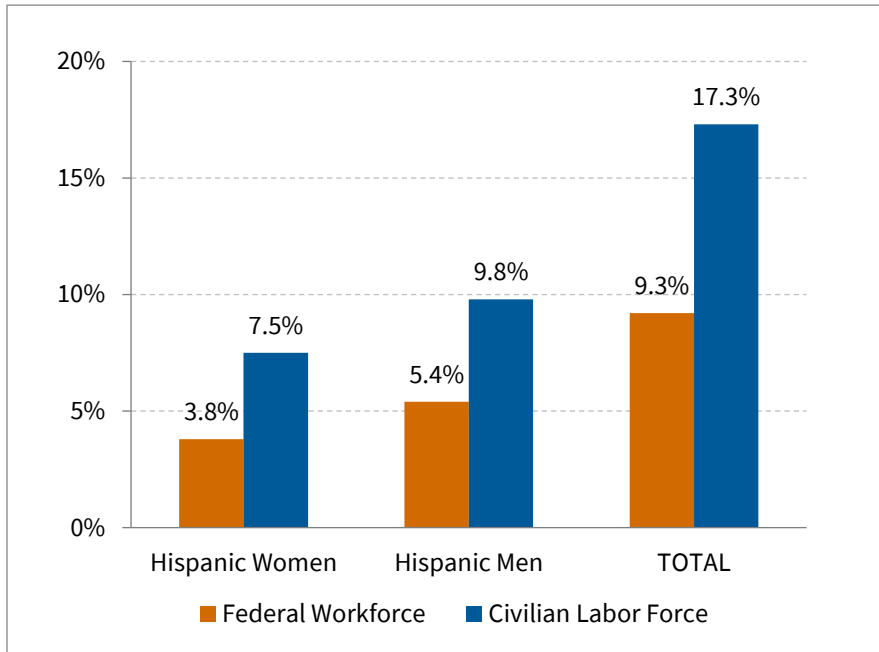
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Independent Agencies	2018 Percent	2019 Percent
Railroad Retirement Board	38.6	38.3
Small Business Administration	25.9	26.3
Securities and Exchange Commission	15.5	15.5
Consumer Product Safety Commission	19.6	17.8
Smithsonian Institution	38.9	39.4
Social Security Administration	29.7	29.8
Government-Wide	18.7	18.6

Hispanic Employment in the Federal Workforce

Hispanic Employment⁴

Chart 7: Hispanic Representation in the Federal Workforce and Civilian Labor Force
September 2019



Hispanic employees represent 9.3 percent (182,963) of the Federal workforce in FY 2019, compared to 9.1 percent in FY 2018.

Hispanic men represent 5.4 percent of the permanent Federal workforce in FY 2019, the same as in FY 2018.

Hispanic women represent 3.8 percent of the Federal Workforce in FY 2019, compared to 3.7 percent in FY 2018.

Hispanic Employment by Occupational Category

⁴ According to the Bureau of Labor Statistics (BLS), in 2017 Hispanics in the U.S. comprised 17.5 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2006-2010 (5-year ACS Data), Hispanics in the U.S. comprised 10.0 percent of the CLF when taking into account citizenship, which is required for most Federal positions; this CLF percentage is 10.8 percent, when including Puerto Rico.

Hispanic Employment

Table 6: Percentages based on all employment in each Occupational Category

2019	Count	Percent
White Collar	168,452	9.4%
Professional	32,836	6.1%
Administrative	71,081	9.3%
Technical	38,105	11.7%
Clerical	11,228	11.5%
Other White Collar	15,202	21.8%
Blue Collar	14,392	8.0%
Unspecified	119	8.7%
Total	182,963	9.3%

Hispanic employment in professional occupations increased by 997 to 32,836 in FY 2019, from 31,839 in FY 2018. Hispanic employment represents 6.1 percent of all Federal employees in this occupational category in FY 2019, compared to 6.0 percent in FY 2018.

Hispanic employment in administrative occupations increased by 2,785 to 71,081 in FY 2019, from 68,296 in FY 2018. Hispanic employment represents 9.3 percent of all Federal employees in this occupational category in FY 2019, compared to 9.1 percent in FY 2018.

Hispanic employment in technical occupations increased by 1,003 to 38,105 in FY 2019, from 37,102 in FY 2018. Hispanic employment represents 11.7 percent of all Federal employees in this occupational category in FY 2019, compared to 11.4 percent in FY 2018.

Hispanic employment in clerical occupations decreased by 190 to 11,228 in FY 2019, from 11,418 in FY 2018. Hispanic employment represents 11.5 percent of all Federal employees in this occupational category in FY 2019, compared to 11.7 percent in FY 2018.

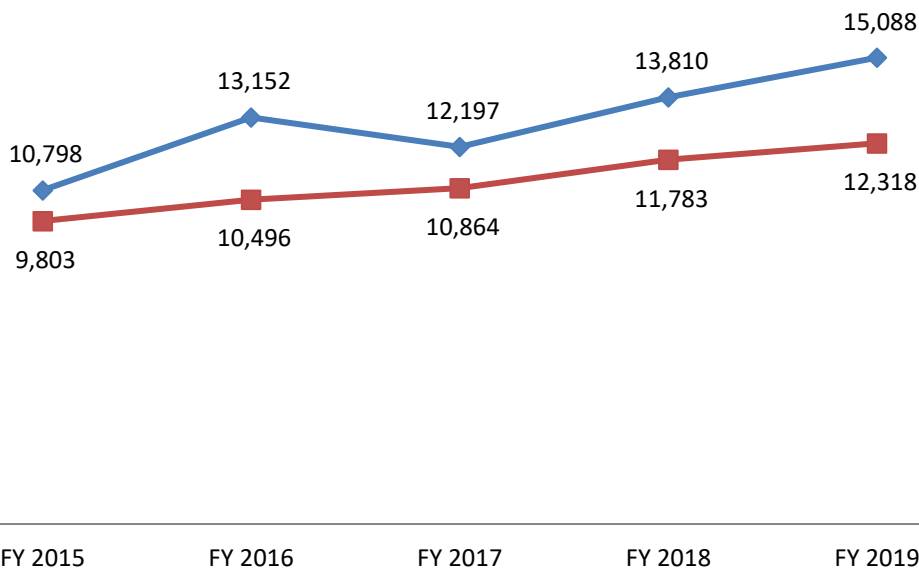
Hispanic employment in "other" white collar occupations decreased by 191 to 15,202 in FY 2019 from 15,393 in FY 2018. Hispanic employment represents 21.8 percent of all Federal employees in this occupational category in FY 2019, compared to 21.9 percent in FY 2018.

Hispanic employment in white collar occupations increased by 4,404 to 168,452 in FY 2019, from 164,048 in FY 2018. Hispanic employment represents 9.4 percent of all Federal employees in this occupational category in FY 2019, compared to 9.3 percent in FY 2018.

Hispanic employment in blue collar occupations increased by 304 to 14,392 in FY 2019, from 14,088 in FY 2018. Hispanic employment represents 8.0 percent of all Federal employees in this occupational category in FY 2019, compared to 7.8 percent in FY 2018.

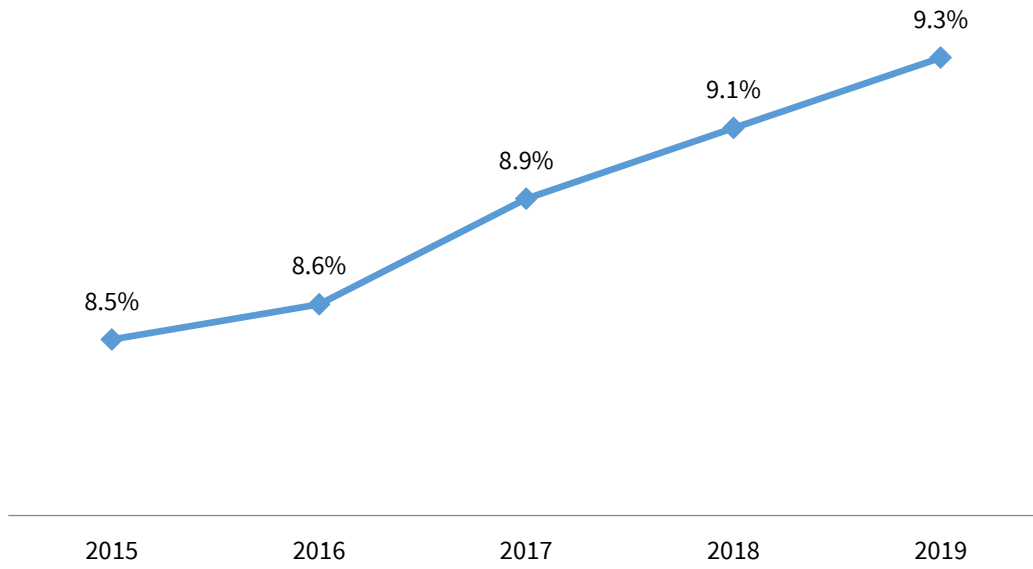
Hispanic Employment Trends

Chart 8: Hispanic New Hires and Separations



Trends	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
New Hires	10,798	13,152	12,197	13,810	15,088
Separations	9,803	10,496	10,864	11,783	12,318

Chart 9: Hispanic Representation in the Federal Workforce over a 5-year Period



Hispanic Employment Salary Trends

Table 7: Hispanic Employment Salary Trends, September 2018 and 2019

Occupational Category	Pay System	Salary	September 2018		September 2019	
			Count	Percent	Count	Percent
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	8,757	0.6%	8,420	0.6%
		\$40,000 - \$59,999	32,178	2.4%	31,656	2.3%
		\$60,000 - \$79,999	26,942	2.0%	27,445	2.0%
		\$80,000 - \$99,999	34,622	2.5%	34,704	2.5%
		\$100,000 - \$119,999	16,174	1.2%	17,687	1.3%
		\$120,000 - \$139,999	6,423	0.5%	7,259	0.5%
		\$140,000 - \$159,999	2,479	0.2%	2,949	0.2%
		\$160,000 and Greater	1,083	0.1%	1,420	0.1%
		Unspecified	127	0.0%	180	0.0%
	Total	128,785	9.4%	131,720	9.6%	
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	0	0.0%	0	0.0%
		\$40,000 - \$59,999	0	0.0%	0	0.0%
		\$60,000 - \$79,999	0	0.0%	0	0.0%
		\$80,000 - \$99,999	0	0.0%	0	0.0%
		\$100,000 - \$119,999	0	0.0%	0	0.0%
		\$120,000 - \$139,999	1	0.0%	0	0.0%
		\$140,000 - \$159,999	13	0.2%	11	0.1%
		\$160,000 and Greater	345	4.5%	352	4.5%
		Unspecified	0	0.0%	0	0.0%
	Total	359	4.6%	363	4.7%	
	Other White Collar	Less than \$20,000	21	0.0%	14	0.0%
		\$20,000 - \$39,999	5,391	1.4%	4,622	1.1%
		\$40,000 - \$59,999	8,038	2.0%	8,885	2.2%
		\$60,000 - \$79,999	4,704	1.2%	4,780	1.2%
		\$80,000 - \$99,999	5,160	1.3%	5,400	1.3%
		\$100,000 - \$119,999	4,628	1.2%	4,372	1.1%
		\$120,000 - \$139,999	3,291	0.8%	2,921	0.7%
		\$140,000 - \$159,999	1,854	0.5%	1,732	0.4%
		\$160,000 and Greater	1,811	0.5%	3,635	0.9%
		Unspecified	6	0.0%	8	0.0%
	Total	34,904	8.8%	36,369	8.9%	
White Collar Total			164,048	9.3%	168,452	9.4%
Blue Collar			14,088	7.8%	14,392	8.0%
Unspecified			79	6.2%	119	8.7%
Total			178,215	9.1%	182,963	9.3%

Hispanic Representation in Executive Departments

Chart 10: Hispanic Representation in Executive Departments, September 2019

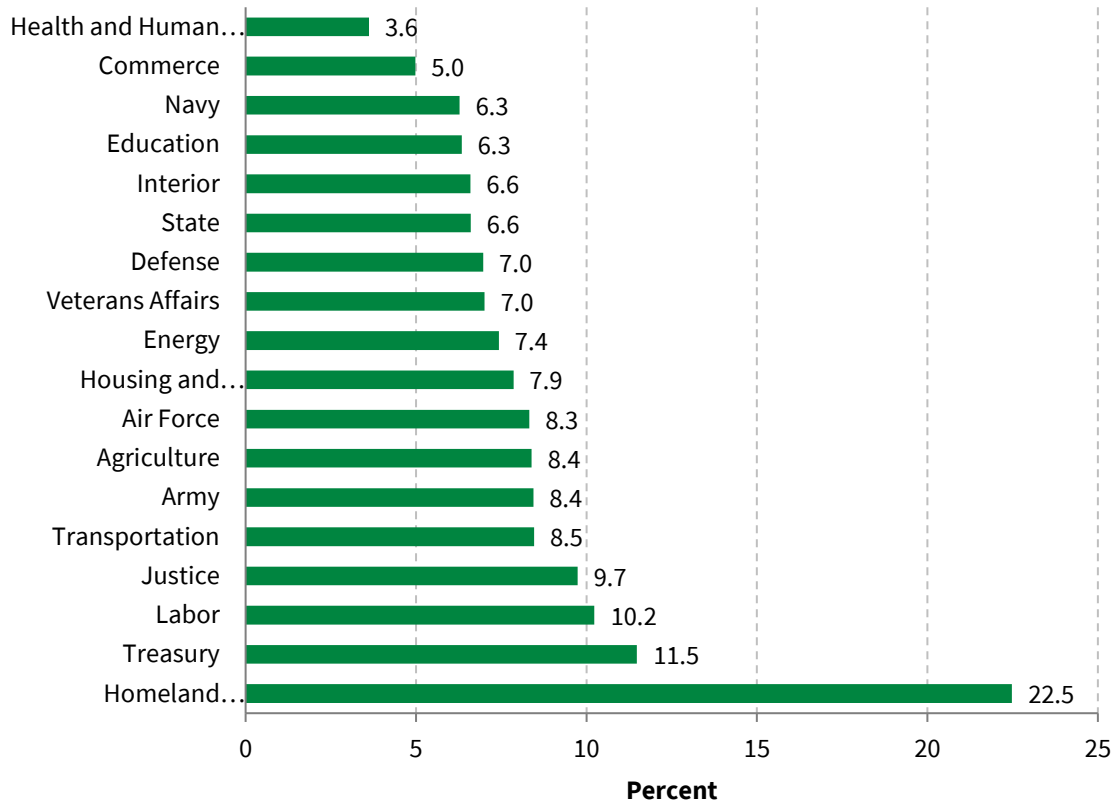


Table 8: Hispanic Representation in Permanent Federal Workforce, September 2018 and 2019

Executive Departments	2018 Percent	2019 Percent
Department of the Air Force	8.0	8.3
Department of Agriculture	8.1	8.4
Department of the Army	8.3	8.4
Department of Commerce	4.9	5.0
Department of Defense	7.2	7.0
Department of Justice	9.5	9.7
Department of Labor	10.0	10.2
Department of Energy	7.1	7.4
Department of Education	6.4	6.3
Department of Health and Human Services	3.6	3.6
Department of Homeland Security	22.6	22.5
Department of Housing and Urban Development	7.8	7.9
Department of the Interior	6.5	6.6
Department of the Navy	6.1	6.3
Department of State	6.6	6.6
Department of Transportation	8.1	8.5
Department of the Treasury	11.1	11.5
Department of Veterans Affairs	6.9	7.0
Government-Wide	9.1	9.3

Hispanic Representation in Independent Agencies

Chart 11: Hispanic Representation in Independent Agencies, September 2019

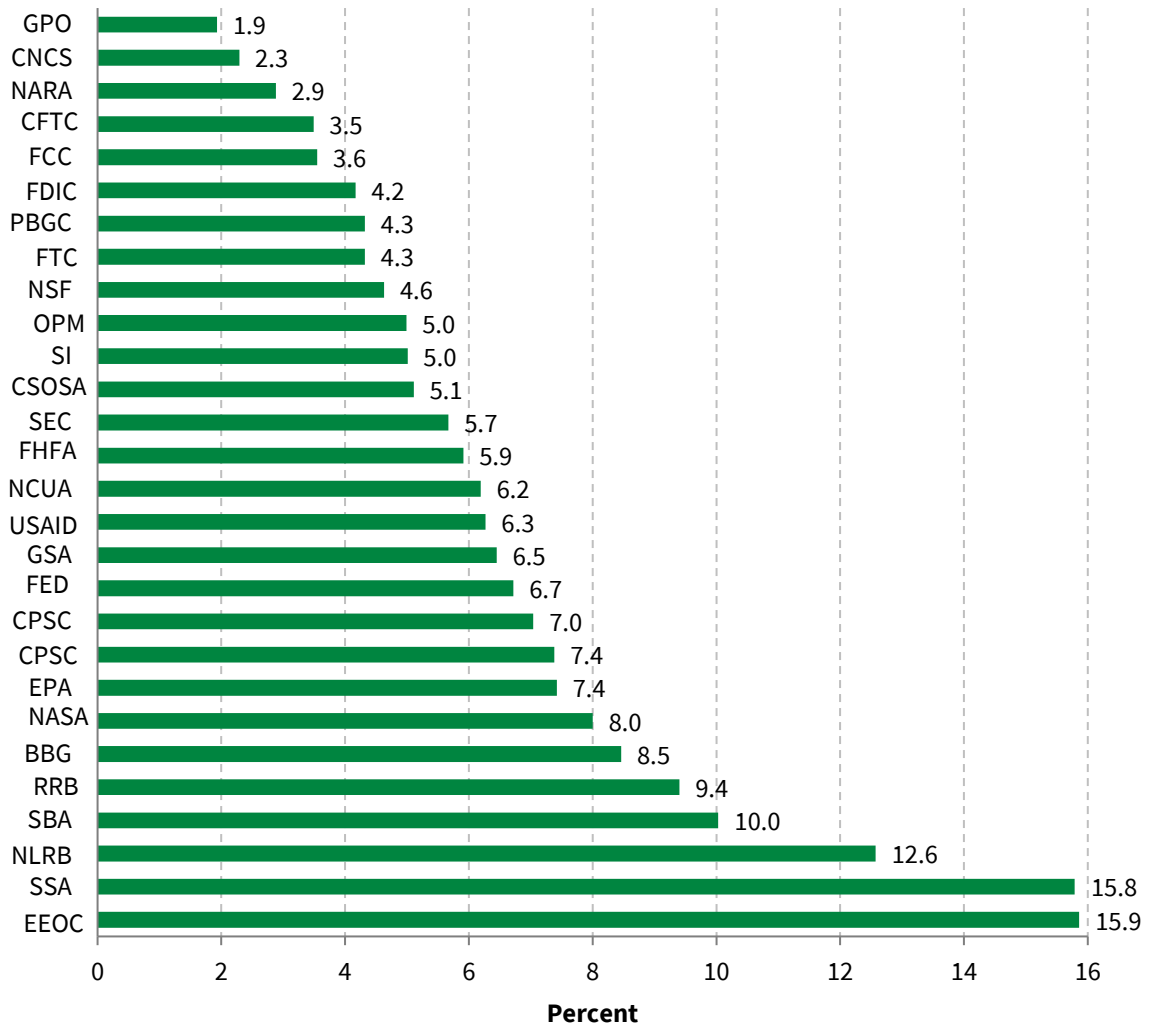


Table 9: Hispanic Representation in Permanent Federal Workforce, September 2018 and 2019

Independent Agencies	2018 Percent	2019 Percent
U.S. Agency for International Development	6.0	6.3
Pension Benefit Guaranty Corporation	4.2	4.3
Commodity Futures Trading Commission	3.3	3.5
National Credit Union Administration	6.2	6.2
Equal Employment Opportunity Commission	15.4	15.9
Environmental Protection Agency	7.3	7.4
Federal Communications Commission	3.5	3.6
Federal Deposit Insurance Corporation	4.1	4.2
Court Services and Offender Supervision Agency	4.9	5.1
Federal Reserve System	6.7	6.7
Federal Trade Commission	4.0	4.3
General Services Administration	6.2	6.5
Federal Housing Finance Agency	5.9	5.9
Broadcasting Board of Governors	8.5	8.5
Corporation For National and Community Service	1.9	2.3
Government Publishing Office	1.8	1.9
National Science Foundation	4.3	4.6
National Labor Relations Board	12.3	12.6
National Aeronautics and Space Administration	7.7	8.0
National Archives and Records Administration	3.2	2.9

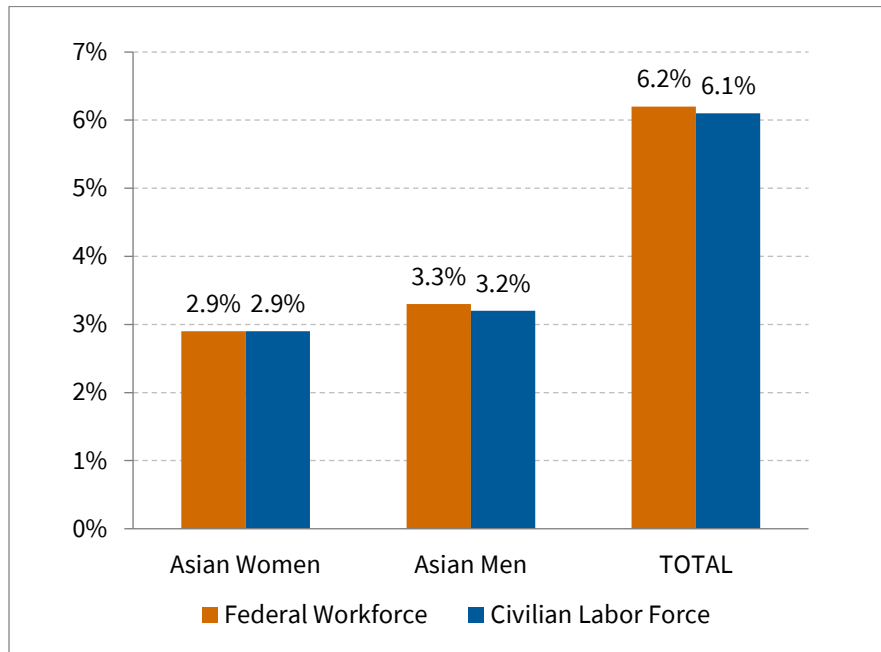
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Independent Agencies	2018 Percent	2019 Percent
Nuclear Regulatory Commission	7.1	7.4
Office of Personnel Management	5.9	5.0
Railroad Retirement Board	9.0	9.4
Small Business Administration	10.0	10.0
Securities and Exchange Commission	5.6	5.7
Consumer Product Safety Commission	6.5	7.0
Smithsonian Institution	4.8	5.0
Social Security Administration	15.6	15.8
Government-Wide	9.1	9.3

Asian Employment In the Federal Workforce

Asian Employment⁵

Chart 12: Asian Representation in the Federal Workforce and Civilian Labor Force, September 2019



Asian employees represent 6.2 percent (122,049) of the permanent Federal workforce in FY 2019, compared to 6.1 percent in FY 2018.

Asian men represent 3.3 percent of the permanent Federal workforce in FY 2019, the same as in FY 2018.

Asian women represent 2.9 percent of the Federal Workforce in FY 2019, compared to 2.8 percent in FY 2018.

Asian Employment by Occupational Category

⁵ According to the Bureau of Labor Statistics (BLS), in 2018 Asians in the U.S. comprised 6.4 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2006-2010 (5-year ACS Data) [same point as earlier], Asians in the U.S. comprised 3.6 percent of the CLF when taking into account citizenship, which is required for most Federal positions.

Asian Employment

Table 10: Percentages based on all employment in each Occupational Category

2019	Count	Percent
White Collar	113,608	6.3%
Professional	56,138	10.5%
Administrative	37,206	4.9%
Technical	14,690	4.5%
Clerical	4,183	4.3%
Other White Collar	1,391	2.0%
Blue Collar	8,346	4.6%
Unspecified	95	6.9%
Total	122,049	6.2%

Asian employment in professional occupations increased by 1,872 to 56,138 in FY 2019, from 52,266 in FY 2018. Asian employment represents 10.5 percent of all Federal employees in this occupational category in FY 2019, compared to 10.3 percent in FY 2018.

Asian employment in administrative occupations increased by 1,433 to 37,206 in FY 2019, from 35,773 in FY 2018. Asian employment represents 4.9 percent of all Federal employees in this occupational category in FY 2019, compared to 4.8 percent in FY 2018.

Asian employment in technical occupations increased by 262 to 14,690 in FY 2019, from 14,428 in FY 2018. Asian employment represents 4.5 percent of all Federal employees in this occupational category in FY 2019, compared to 4.4 percent in FY 2018.

Asian employment in clerical occupations decreased by 26 to 4,183 in FY 2019, from 4,209 in FY 2018. Asian employment represents 4.3 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

Asian employment in "other" white collar occupations decreased by 25 to 1,391 in FY 2019, from 1,416 in FY 2018. Asian employment represents 2.0 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

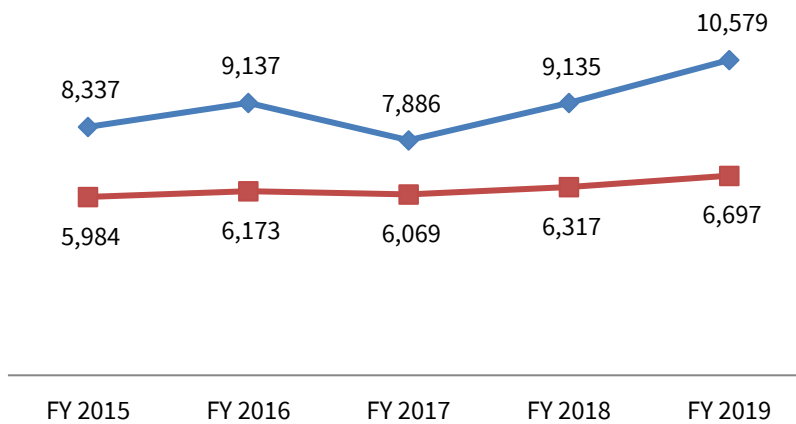
Asian employment in white collar occupations increased by 3,516 to 113,608 in FY 2019, from 110,092 in FY 2018. Asian employment represents 6.3 percent of all Federal

employees in this occupational category in FY 2019, compared to 6.2 percent in FY 2018.

Asian employment in blue collar occupations decreased by 119 to 8,346 in FY 2019, from 8,465 in FY 2018. Asian employment represents 4.6 percent of all Federal employees in this occupational category in FY 2019, compared to 4.7% in FY 2018.

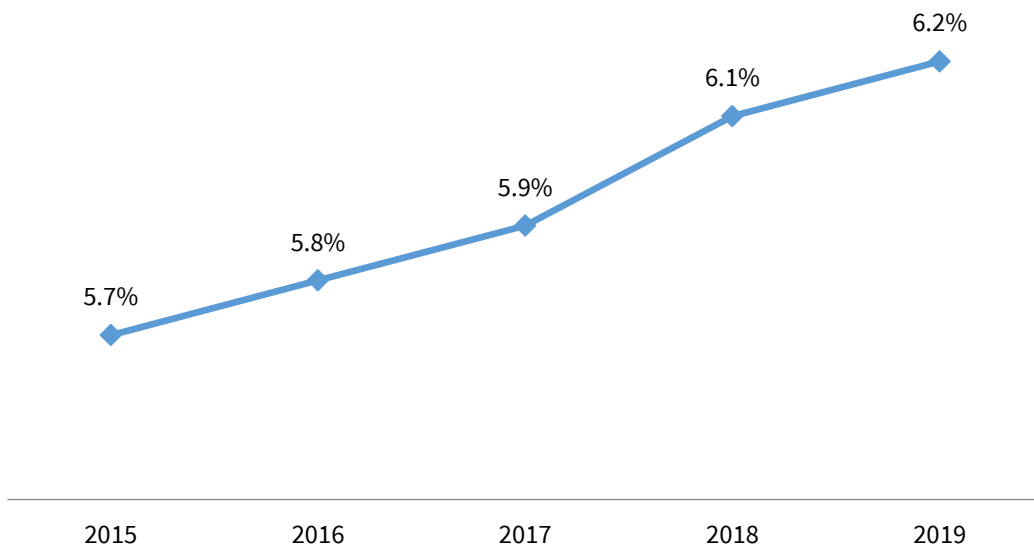
Asian Employment Trends

Chart 13: Asian New Hires and Separations



Trends	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
New Hires	8,337	9,137	7,886	9,135	10,579
Separations	5,984	6,173	6,069	6,317	6,697

Chart 14: Asian Representation in the Federal Workforce over a 5-year Period



Asian Employment Salary Trends

Table 11: Asian Employment Salary Trends, September 2018 and 2019

Occupational Category	Pay System	Salary	September 2018		September 2019	
			Count	Percent	Count	Percent
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	0	0.0%	1	0.0%
		\$20,000 - \$39,999	3,501	0.3%	3,172	0.2%
		\$40,000 - \$59,999	13,026	1.0%	12,774	0.9%
		\$60,000 - \$79,999	12,006	0.9%	12,133	0.9%
		\$80,000 - \$99,999	15,710	1.1%	15,362	1.1%
		\$100,000 - \$119,999	15,036	1.1%	14,989	1.1%
		\$120,000 - \$139,999	9,781	0.7%	10,610	0.8%
		\$140,000 - \$159,999	5,036	0.4%	6,216	0.5%
		\$160,000 and Greater	2,117	0.2%	2,666	0.2%
		Unspecified	100	0.0%	127	0.0%
		Total	76,313	5.6%	78,050	5.7%
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	0	0.0%	0	0.0%
		\$40,000 - \$59,999	0	0.0%	0	0.0%
		\$60,000 - \$79,999	0	0.0%	0	0.0%
		\$80,000 - \$99,999	0	0.0%	0	0.0%
		\$100,000 - \$119,999	0	0.0%	0	0.0%
		\$120,000 - \$139,999	0	0.0%	0	0.0%
		\$140,000 - \$159,999	7	0.1%	1	0.0%
		\$160,000 and Greater	277	3.6%	288	3.7%
		Unspecified	2	0.0%	1	0.0%
		Total	286	3.7%	290	3.7%
	Other White Collar	Less than \$20,000	1	0.0%	1	0.0%
		\$20,000 - \$39,999	990	0.2%	1,034	0.3%
		\$40,000 - \$59,999	2,311	0.6%	2,450	0.6%
		\$60,000 - \$79,999	3,004	0.8%	2,788	0.7%
		\$80,000 - \$99,999	5,833	1.5%	5,794	1.4%
		\$100,000 - \$119,999	9,162	2.3%	6,248	1.5%
		\$120,000 - \$139,999	6,393	1.6%	4,653	1.1%
		\$140,000 - \$159,999	2,873	0.7%	2,394	0.6%
		\$160,000 and Greater	2,923	0.7%	9,901	2.4%
		Unspecified	3	0.0%	5	0.0%
		Total	33,493	8.4%	35,268	8.6%
White Collar Total			110,092	6.2%	113,608	6.3%
Blue Collar			8,465	4.7%	8,346	4.6%
Unspecified			87	6.8%	95	6.9%
Total			118,644	6.1%	122,049	6.2%

Asian Representation in Executive Departments

Chart 15: Asian Representation in Executive Departments, September 2019

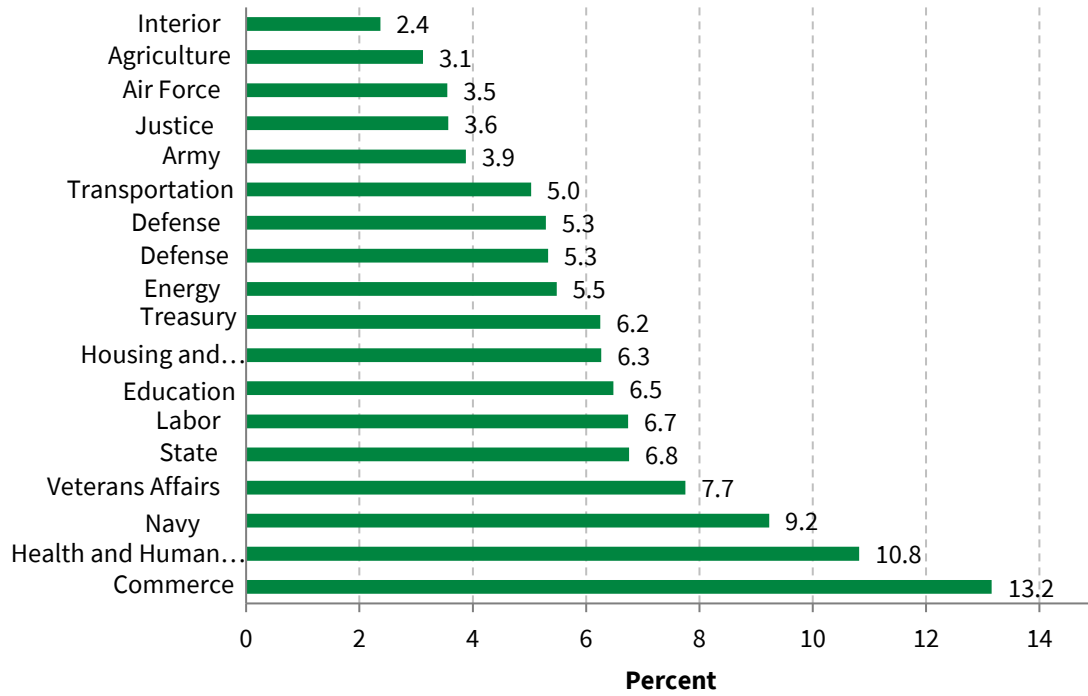


Table 12: Asian Representation in Permanent Federal Workforce, September 2018 and 2019

Executive Departments	2018 Percent	2019 Percent
Department of the Air Force	3.5	3.5
Department of Agriculture	3.1	3.1
Department of the Army	3.9	3.9
Department of Commerce	12.9	13.2
Department of Defense	5.6	5.3
Department of Justice	3.6	3.6
Department of Labor	6.5	6.7
Department of Energy	5.2	5.5
Department of Education	6.2	6.5
Department of Health and Human Services	10.5	10.8
Department of Homeland Security	5.2	5.3
Department of Housing and Urban Development	6.2	6.3
Department of the Interior	2.3	2.4
Department of the Navy	9.2	9.2
Department of State	6.5	6.8
Department of Transportation	4.8	5.0
Department of the Treasury	5.9	6.2
Department of Veterans Affairs	7.6	7.7
GOVERNMENT-WIDE	6.1	6.2

Asian Representation in Independent Agencies

Chart 16: Asian Representation in Independent Agencies, September 2019

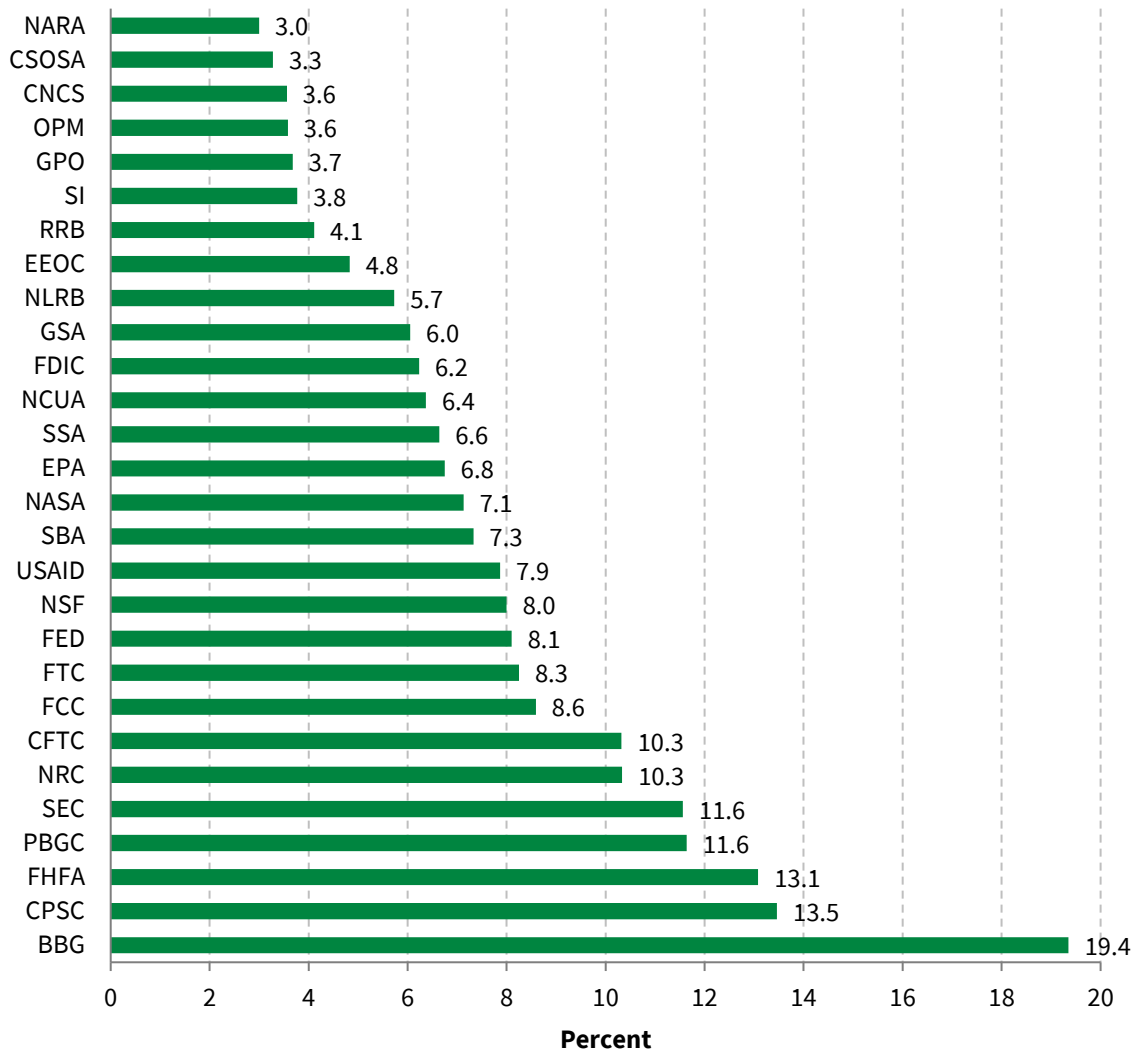


Table 13: Asian Representation in Permanent Federal Workforce, September 2018 and 2019

Independent Agencies	2018 Percent	2019 Percent
U.S. Agency for International Development	7.7	7.9
Pension Benefit Guaranty Corporation	11.4	11.6
Commodity Futures Trading Commission	9.8	10.3
National Credit Union Administration	6.3	6.4
Equal Employment Opportunity Commission	5.0	4.8
Environmental Protection Agency	6.5	6.8
Federal Communications Commission	8.6	8.6
Federal Deposit Insurance Corporation	5.8	6.2
Court Services and Offender Supervision Agency	3.0	3.3
Federal Reserve System	8.0	8.1
Federal Trade Commission	7.9	8.3
General Services Administration	6.0	6.0
Federal Housing Finance Agency	12.6	13.1
Broadcasting Board of Governors	19.1	19.4
Corporation for National and Community Service	4.9	3.6
Government Printing Office	3.4	3.7
National Science Foundation	7.8	8.0
National Labor Relations Board	5.6	5.7
National Aeronautics and Space Administration	7.1	7.1
National Archives and Records Administration	2.9	3.0
Nuclear Regulatory Commission	10.2	10.3
Office of Personnel Management	3.1	3.6

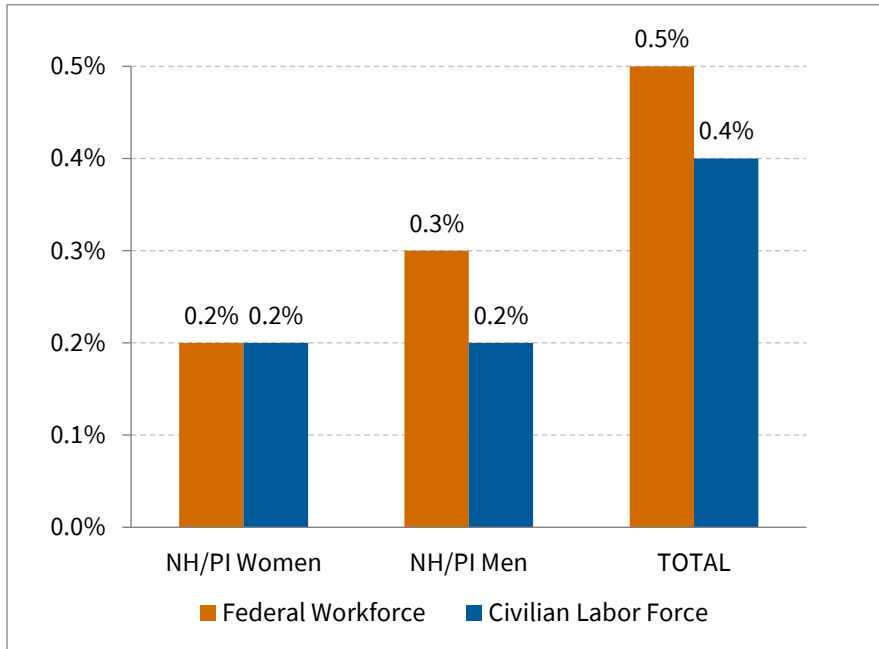
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Independent Agencies	2018 Percent	2019 Percent
Railroad Retirement Board	3.6	4.1
Small Business Administration	7.3	7.3
Securities and Exchange Commission	11.4	11.6
Consumer Product Safety Commission	12.3	13.5
Smithsonian Institution	3.7	3.8
Social Security Administration	6.4	6.6
Government-Wide	6.1	6.2

Native Hawaiian/Pacific Islander Employment in the Federal Workforce

Native Hawaiian/Pacific Islander Employment

Chart 17: Native Hawaiian/Pacific Islander Representation in the Federal Workforce and Civilian Labor Force, September 2019



Native Hawaiian/Pacific Islander employees represent 0.5 percent (10,716) of the permanent Federal workforce in FY 2019, the same as in FY 2018.

Native Hawaiian/Pacific Islander men represent 0.3 percent of the permanent Federal workforce in FY 2019, the same as in FY 2018.

Native Hawaiian/Pacific Islander women represent 0.2 percent of the Federal Workforce in FY 2019, the same as in FY 2018.

Native Hawaiian/Pacific Islander Employment By Occupational Category

Native Hawaiian/Pacific Islander Employment

Table 14: Percentages based on all employment in each Occupational Category

2019	Count	Percent
White Collar	8,470	0.5%
Professional	1,532	0.3%
Administrative	3,493	0.5%
Technical	2,096	0.6%
Clerical	841	0.9%
Other White Collar	508	0.7%
Blue Collar	2,239	1.2%
Unspecified	7	0.5%
Total	10,716	0.5%

Native Hawaiian/Pacific Islander employment in professional occupations increased by 80 to 1,532 in FY 2019, from 1,452 in FY 2018. Native Hawaiian/Pacific Islander employment represents 0.3 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

Native Hawaiian/Pacific Islander employment in administrative occupations increased by 208 to 3,493 in FY 2019, from 3,285 in FY 2018. Native Hawaiian/Pacific Islander employment represents 0.5 percent of all Federal employees in this occupational category in FY 2019, compared to 0.4 percent in FY 2018.

Native Hawaiian/Pacific Islander employment in technical occupations increased by 65 to 2,096 in FY 2019, from 2,031 in FY 2018. Native Hawaiian/Pacific Islander employment represents 0.6 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

Native Hawaiian/Pacific Islander employment in clerical occupations increased by 51 to 841 in FY 2019, from 790 in FY 2018. Native Hawaiian/Pacific Islander employment represents 0.9 percent of all Federal employees in this occupational category in FY 2019, compared to 0.8 percent in FY 2018.

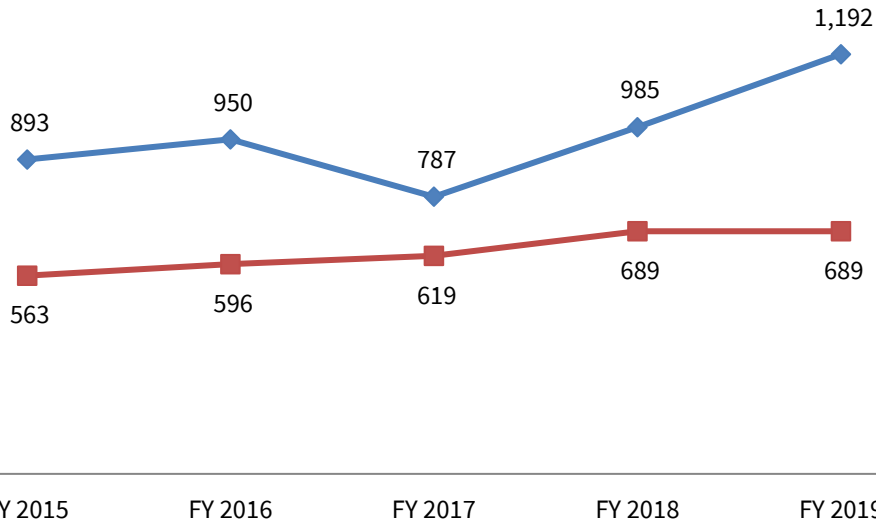
Native Hawaiian/Pacific Islander employment in "other" white collar occupations decreased by 2 to 508 in FY 2019, from 510 in FY 2018. Native Hawaiian/Pacific Islander employment represents 0.7 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

Native Hawaiian/Pacific Islander employment in white collar occupations increased by 402 to 8,470 in FY 2019, from 8,068 in FY 2018. Native Hawaiian/Pacific Islander employment represents 0.5% percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

Native Hawaiian/Pacific Islander employment in blue collar occupations increased by 128 to 2,239 in FY 2019, from 2,111 in FY 2018. Native Hawaiian/Pacific Islander employment represents 1.2 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

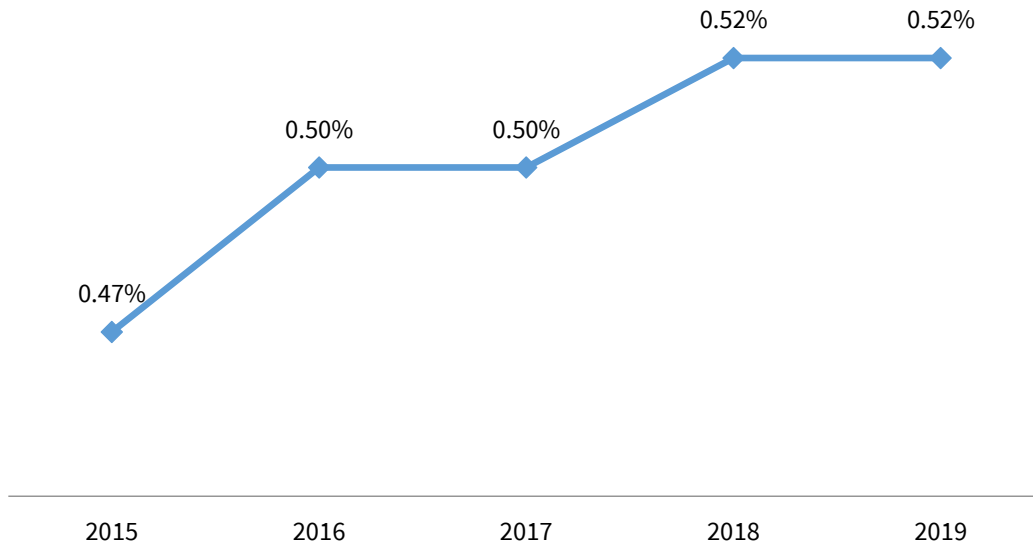
Native Hawaiian/Pacific Islander Employment Trends

Chart 18: Native Hawaiian/Pacific Islander New Hires and Separations



Trends	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
New Hires	893	950	787	985	1,192
Separation	563	596	619	689	689

Chart 19: Native Hawaiian/Pacific Islander Representation in the Federal Workforce over a 5-year Period



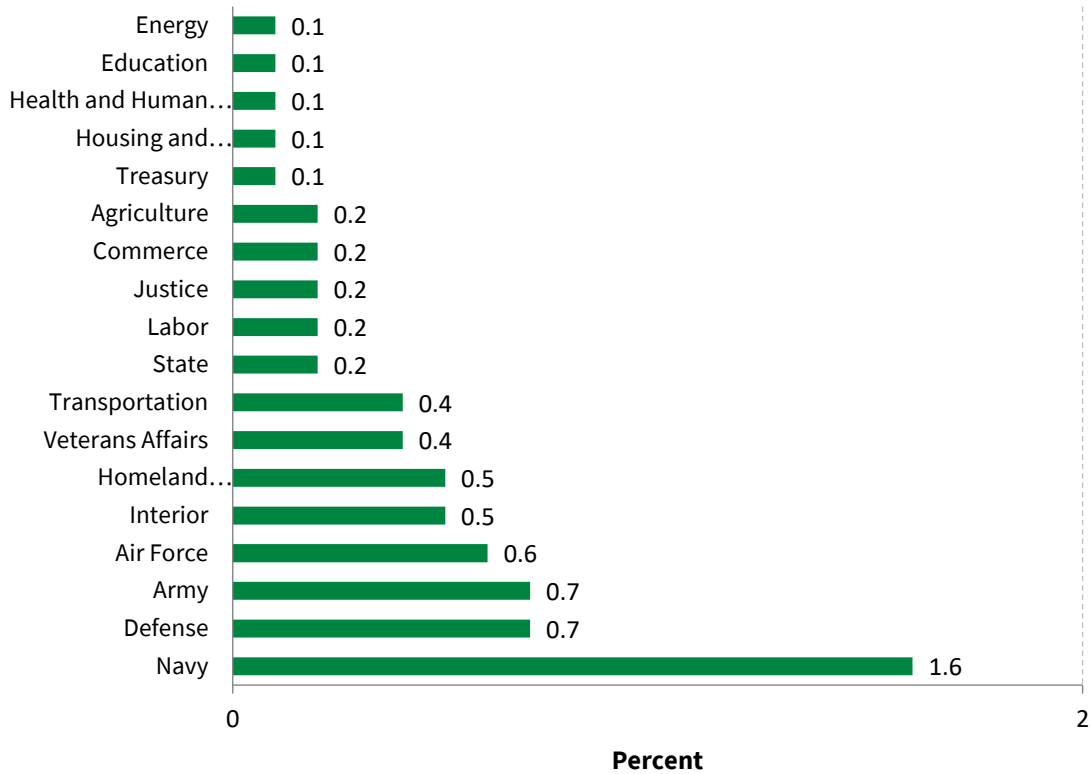
Native Hawaiian/Pacific Islander Salary Trends

Table 15: Native-Hawaiian/Pacific Islander Employment Salary Trends, September 2018 and 2019

Occupational Category	Pay System	Salary	September 2018		September 2019	
			Count	Percent	Count	Percent
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	751	0.1%	671	0.0%
		\$40,000 - \$59,999	1,988	0.1%	2,011	0.1%
		\$60,000 - \$79,999	1,404	0.1%	1,513	0.1%
		\$80,000 - \$99,999	1,333	0.1%	1,389	0.1%
		\$100,000 - \$119,999	624	0.0%	706	0.1%
		\$120,000 - \$139,999	185	0.0%	223	0.0%
		\$140,000 - \$159,999	89	0.0%	107	0.0%
		\$160,000 and Greater	37	0.0%	49	0.0%
		Unspecified	6	0.0%	20	0.0%
	Total		6,417	0.5%	6,689	0.5%
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	0	0.0%	0	0.0%
		\$40,000 - \$59,999	0	0.0%	0	0.0%
		\$60,000 - \$79,999	0	0.0%	0	0.0%
		\$80,000 - \$99,999	0	0.0%	0	0.0%
		\$100,000 - \$119,999	0	0.0%	0	0.0%
		\$120,000 - \$139,999	0	0.0%	0	0.0%
		\$140,000 - \$159,999	0	0.0%	0	0.0%
		\$160,000 and Greater	17	0.2%	13	0.2%
		Unspecified	0	0.0%	0	0.0%
	Total		17	0.2%	13	0.2%
	Other White Collar	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	282	0.1%	293	0.1%
		\$40,000 - \$59,999	293	0.1%	330	0.1%
		\$60,000 - \$79,999	220	0.1%	228	0.1%
		\$80,000 - \$99,999	274	0.1%	299	0.1%
		\$100,000 - \$119,999	283	0.1%	253	0.1%
		\$120,000 - \$139,999	159	0.0%	152	0.0%
		\$140,000 - \$159,999	62	0.0%	76	0.0%
		\$160,000 and Greater	60	0.0%	137	0.0%
		Unspecified	0	0.0%	0	0.0%
	Total		1,634	0.4%	1,768	0.4%
White Collar Total			8,068	0.5%	8,470	0.5%
Blue Collar			2,111	1.2%	2,239	1.2%
Unspecified			3	0.2%	7	0.6%
Total			10,182	0.5%	10,716	0.5%

Native Hawaiian/Pacific Islander Representation In Executive Departments

Chart 20: Native Hawaiian/Pacific Islander Representation in Executive Departments, September 2019



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Table 16: Native Hawaiian/Pacific Islander Representation in Permanent Federal Workforce, September 2018 and 2019

Executive Departments	2018 Percent	2019 Percent
Department of the Air Force	0.6	0.6
Department of Agriculture	0.2	0.2
Department of the Army	0.7	0.7
Department of Commerce	0.2	0.2
Department of Defense	0.7	0.7
Department of Justice	0.2	0.2
Department of Labor	0.1	0.2
Department of Energy	0.1	0.1
Department of Education	0.1	0.1
Department of Health and Human Services	0.1	0.1
Department of Homeland Security	0.5	0.5
Department of Housing and Urban Development	0.1	0.1
Department of The Interior	0.5	0.5
Department of the Navy	1.5	1.6
Department of State	0.2	0.2
Department of Transportation	0.4	0.4
Department of the Treasury	0.1	0.1
Department of Veterans Affairs	0.4	0.4
Government-Wide	0.5	0.5

Native Hawaiian/Pacific Islander Representation In Independent Agencies

Chart 21: Native Hawaiian/Pacific Islander Representation in Independent Agencies

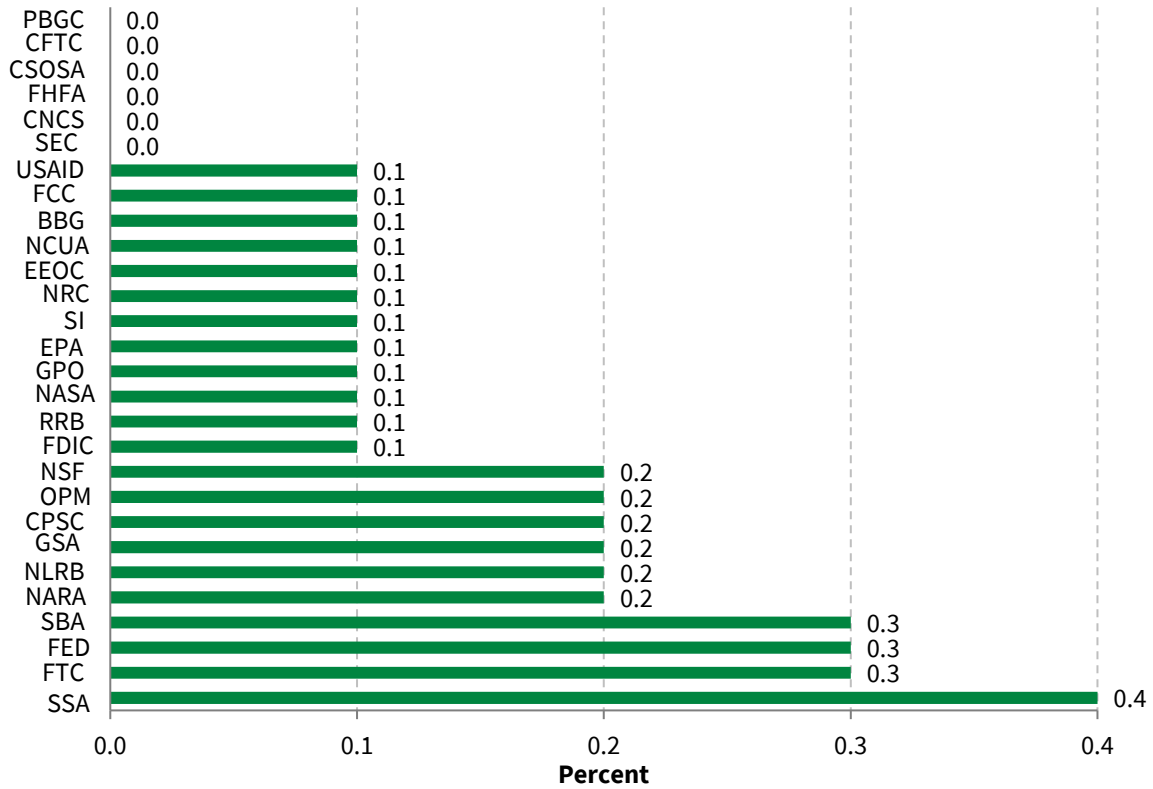


Table 17: Native Hawaiian/Pacific Islander Representation in Permanent Federal Workforce, September 2018 and 2019

Independent Agencies	2018 Percent	2019 Percent
U.S. Agency for International Development	0.1	0.1
Pension Benefit Guaranty Corporation	0.0	0.0
Commodity Futures Trading Commission	0.0	0.0
National Credit Union Administration	0.1	0.1
Equal Employment Opportunity Commission	0.1	0.1
Environmental Protection Agency	0.1	0.1
Federal Communications Commission	0.1	0.1
Federal Deposit Insurance Corporation	0.1	0.1
Court Services and Offender Supervision Agency	0.1	0.0
Federal Reserve System	0.3	0.3
Federal Trade Commission	0.3	0.3
General Services Administration	0.2	0.2
Federal Housing Finance Agency	0.0	0.0
Broadcasting Board of Governors	0.1	0.1
Corporation For National and Community Service	0.0	0.0
Government Printing Office	0.1	0.1
National Science Foundation	0.2	0.2
National Labor Relations Board	0.2	0.2
National Aeronautics and Space Administration	0.1	0.1
National Archives and Records Administration	0.2	0.2
Nuclear Regulatory Commission	0.1	0.1
Office of Personnel Management	0.3	0.2

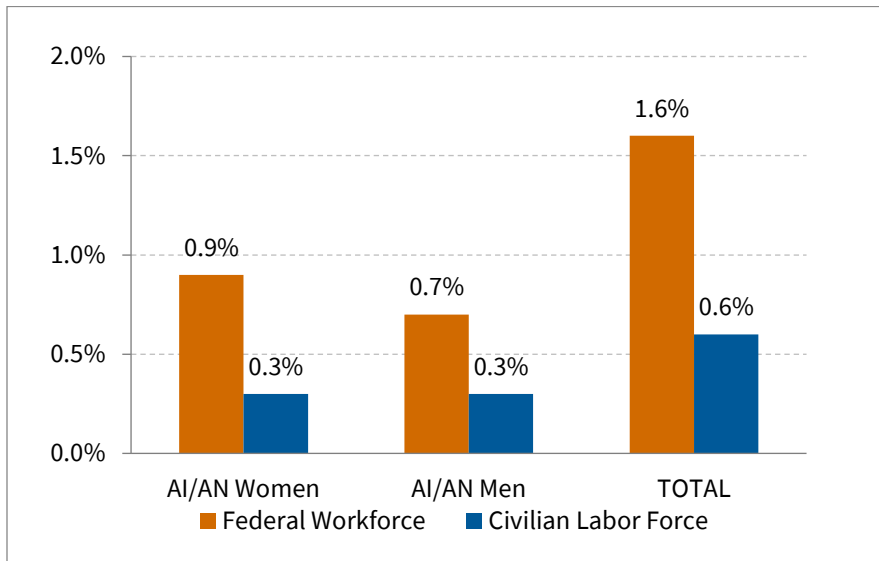
FY2019 OPM Federal Equal Opportunity Recruitment Program Report

Independent Agencies	2018 Percent	2019 Percent
Railroad Retirement Board	0.1	0.1
Small Business Administration	0.3	0.3
Securities and Exchange Commission	0.0	0.0
Consumer Product Safety Commission	0.2	0.2
Smithsonian Institution	0.1	0.1
Social Security Administration	0.4	0.4
Government-Wide	0.5	0.5

American Indian/Alaska Native Employment in The Federal Workforce

American Indian/Alaska Native Employment

Chart 22: American Indian/Alaska Native Representation in the Federal Workforce and Civilian Labor Force, September 2019



American Indian/Alaska Native employees represent 1.6 percent (30,785) of the permanent Federal workforce in FY 2019, the same as in FY 2018.

American Indian/Alaska Native men represent 0.7 percent of the permanent Federal workforce in FY 2019, the same as in FY 2018.

American Indian/Alaska Native women represent 0.9 percent of the Federal Workforce in FY 2019, the same as in FY 2018.

American Indian/Alaska Native Employment By Occupational Category

American Indian/Alaska Native Employment

Table 18: Percentages based on all employment in each Occupational Category

2019	Count	Percent
White Collar	26,912	1.5%
Professional	5,920	1.1%
Administrative	8,742	1.1%
Technical	8,388	2.6%
Clerical	2,758	2.8%
Other White Collar	1,104	1.6%
Blue Collar	3,853	2.1%
Unspecified	20	1.5%
Total	30,785	1.6%

American Indian/Alaska Native employment in professional occupations increased by 35 to 5,920 in FY 2019, from 5,885 in FY 2018. American Indian/Alaska Native employment represents 1.1 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

American Indian/Alaska Native employment in administrative occupations increased by 49 to 8,742 in FY 2019, from 8,693 in FY 2018. American Indian/Alaska Native employment represents 1.1 percent of all Federal employees in this occupational category in FY 2019, compared to 1.2 percent in FY 2018.

American Indian/Alaska Native employment in technical occupations decreased by 78 to 8,388 in FY 2019, from 8,466 in FY 2018. American Indian/Alaska Native employment represents 2.6 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

American Indian/Alaska Native employment in clerical occupations decreased by 4 to 2,758 in FY 2019, from 2,762 in FY 2018. American Indian/Alaska Native employment represents 2.8 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

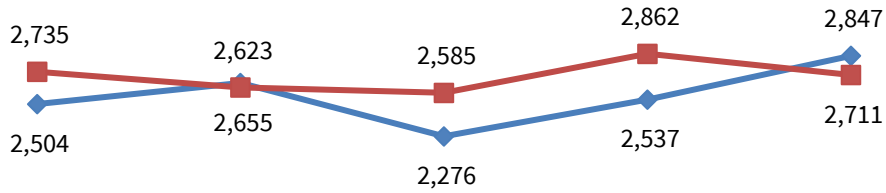
American Indian/Alaska Native employment in "other" white collar occupations decreased by 24 to 1,104 in FY 2019, from 1,128 in FY 2018. American Indian/Alaska Native employment represents 1.6 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

American Indian/Alaska Native employment in white collar occupations decreased by 22 to 26,912 in FY 2019, from 26,934 in FY 2018. American Indian/Alaska Native employment represents 1.5 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

American Indian/Alaska Native employment in blue collar occupations increased by 107 to 3,853 in FY 2019, from 3,746 in FY 2018. American Indian/Alaska Native employment represents 2.1 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

American Indian/Alaska Native Employment Trends

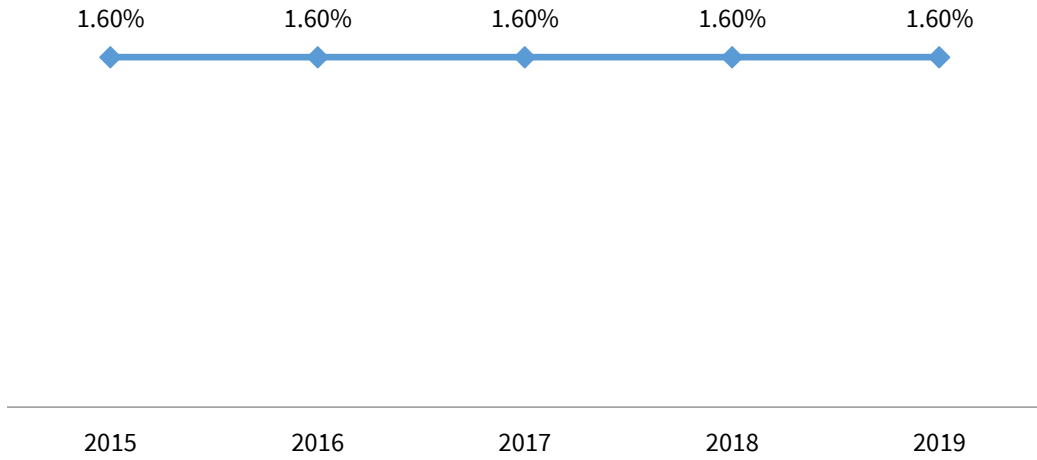
Chart 23: American Indian/Alaska Native New Hires and Separations



FY 2015 FY 2016 FY 2017 FY 2018 FY 2019

Trends	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
New Hires	2,504	2,655	2,276	2,537	2,847
Separations	2,735	2,623	2,585	2,862	2,711

Chart 24: American Indian/Alaska Native Representation in the Federal Workforce over a 5-year Period



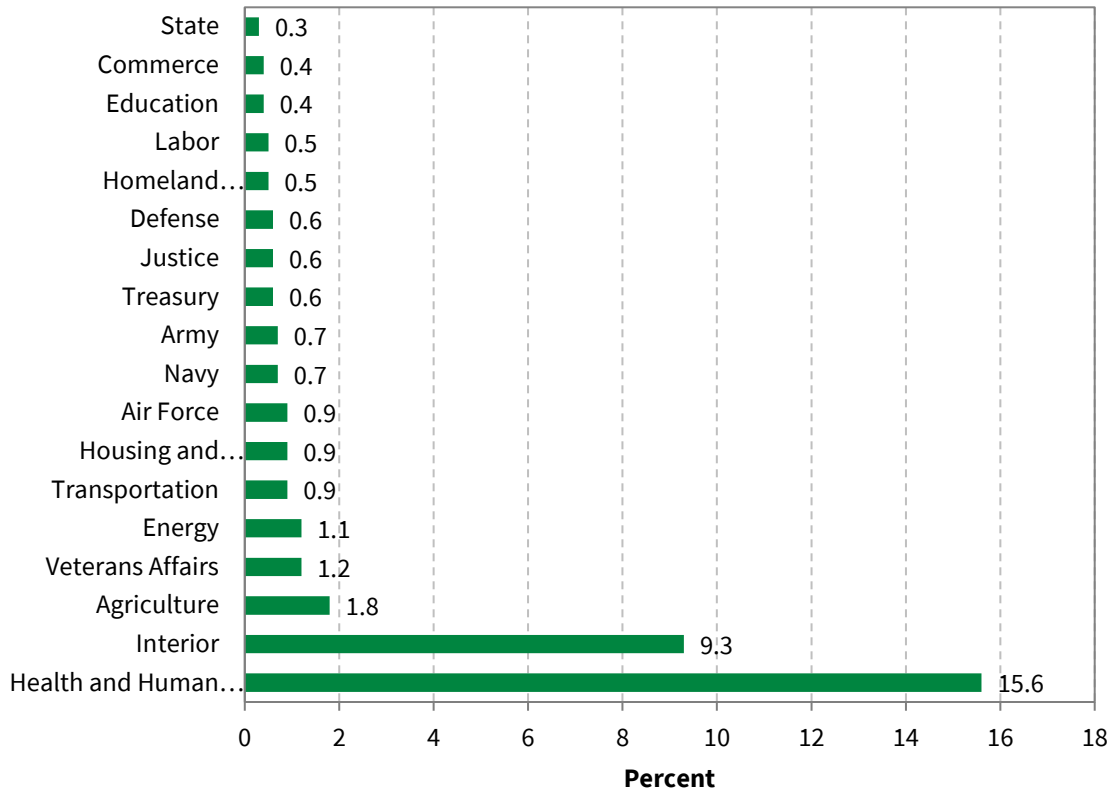
American Indian/Alaska Native Salary Trends

Table 19: American Indian/ Alaska Native Employment Salary Trends, September 2018 and 2019

Occupational Category	Pay System	Salary	September 2018		September 2019	
			Count	Percent	Count	Percent
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	3,574	0.3%	3,291	0.2%
		\$40,000 - \$59,999	8,541	0.6%	8,249	0.6%
		\$60,000 - \$79,999	5,020	0.4%	4,982	0.4%
		\$80,000 - \$99,999	3,434	0.3%	3,665	0.3%
		\$100,000 - \$119,999	1,795	0.1%	1,997	0.1%
		\$120,000 - \$139,999	887	0.1%	889	0.1%
		\$140,000 - \$159,999	344	0.0%	371	0.0%
		\$160,000 and Greater	134	0.0%	166	0.0%
		Unspecified	27	0.0%	57	0.0%
	Total	23,756	1.7%	23,667	1.7%	
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	0	0.0%	0	0.0%
		\$40,000 - \$59,999	0	0.0%	0	0.0%
		\$60,000 - \$79,999	0	0.0%	0	0.0%
		\$80,000 - \$99,999	0	0.0%	0	0.0%
		\$100,000 - \$119,999	0	0.0%	0	0.0%
		\$120,000 - \$139,999	2	0.0%	2	0.0%
		\$140,000 - \$159,999	5	0.1%	4	0.1%
		\$160,000 and Greater	78	1.0%	77	1.0%
		Unspecified	0	0.0%	0	0.0%
	Total	85	1.1%	83	1.1%	
	Other White Collar	Less than \$20,000	3	0.0%	1	0.0%
		\$20,000 - \$39,999	116	0.0%	107	0.0%
		\$40,000 - \$59,999	311	0.1%	292	0.1%
		\$60,000 - \$79,999	471	0.1%	435	0.1%
		\$80,000 - \$99,999	597	0.2%	656	0.2%
		\$100,000 - \$119,999	672	0.2%	529	0.1%
		\$120,000 - \$139,999	443	0.1%	312	0.1%
		\$140,000 - \$159,999	199	0.1%	176	0.0%
		\$160,000 and Greater	280	0.1%	654	0.2%
		Unspecified	1	0.0%	0	0.0%
	Total	3,093	0.8%	3,162	0.8%	
White Collar Total			26,934	1.5%	26,912	1.5%
Blue Collar			3,746	2.1%	3,853	2.1%
Unspecified			19	1.5%	20	1.5%
Total			30,699	1.6%	30,785	1.6%

American Indian/Alaska Native Representation Executive Departments

Chart 25: American Indian/Alaska Native Representation in Executive
Departments, September 2019



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Table 20: American Indian/Alaska Native Representation in Permanent Federal Workforce, September 2018 and 2019

Executive Departments	2018 Percent	2019 Percent
Department of the Air Force	0.9	0.9
Department of Agriculture	1.9	1.8
Department of the Army	0.7	0.7
Department of Commerce	0.5	0.4
Department of Defense	0.6	0.6
Department of Justice	0.6	0.6
Department of Labor	0.5	0.5
Department of Energy	1.2	1.1
Department of Education	0.3	0.4
Department of Health and Human Services	15.6	15.6
Department of Homeland Security	0.6	0.5
Department of Housing and Urban Development	1.1	0.9
Department of the Interior	9.5	9.3
Department of the Navy	0.6	0.7
Department of State	0.3	0.3
Department of Transportation	0.9	0.9
Department of the Treasury	0.6	0.6
Department of Veterans Affairs	1.2	1.2
Government-Wide	1.6	1.6

American Indian/Alaska Native Representation In Independent Agencies

Chart 26: American Indian/Alaska Native Representation in Independent Agencies, September 2019

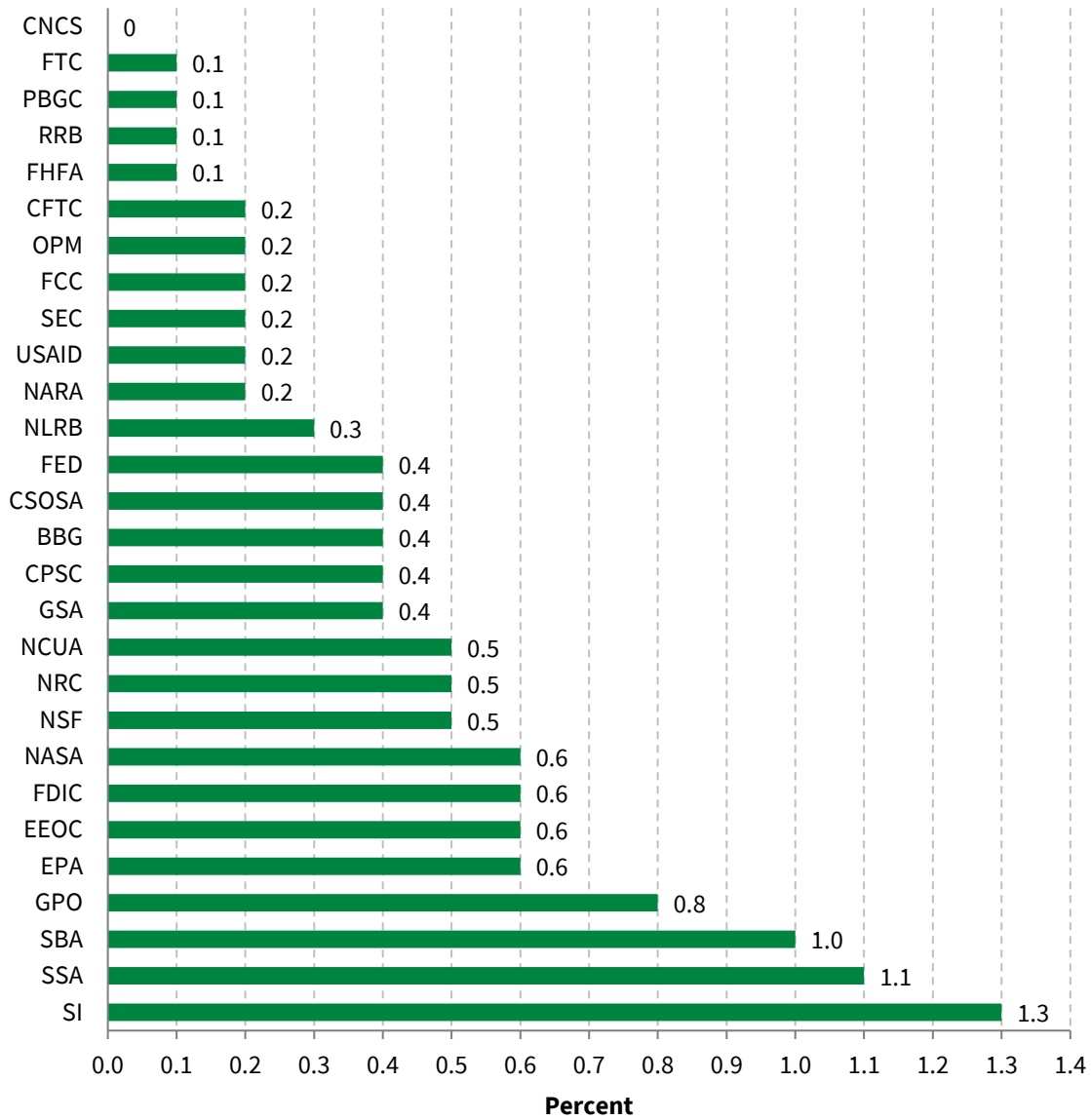


Table 21: American Indian/Alaska Native Representation in Permanent Federal Workforce, September 2018 and 2019

Independent Agencies	2018 Percent	2019 Percent
U.S. Agency for International Development	0.3	0.2
Pension Benefit Guaranty Corporation	0.1	0.1
Commodity Futures Trading Commission	0.2	0.2
National Credit Union Administration	0.5	0.5
Equal Employment Opportunity Commission	0.7	0.6
Environmental Protection Agency	0.7	0.6
Federal Communications Commission	0.3	0.2
Federal Deposit Insurance Corporation	0.6	0.6
Court Services and Offender Supervision Agency	0.4	0.4
Federal Reserve System	0.3	0.4
Federal Trade Commission	0.1	0.1
General Services Administration	0.4	0.4
Federal Housing Finance Agency	0.1	0.1
Broadcasting Board of Governors	0.4	0.4
Corporation For National and Community Service	0.0	0.0
Government Publishing Office	0.9	0.8
National Science Foundation	0.6	0.5
National Labor Relations Board	0.3	0.3
National Aeronautics and Space Administration	0.6	0.6
National Archives and Records Administration	0.2	0.2
Nuclear Regulatory Commission	0.5	0.5
Office of Personnel Management	0.2	0.2

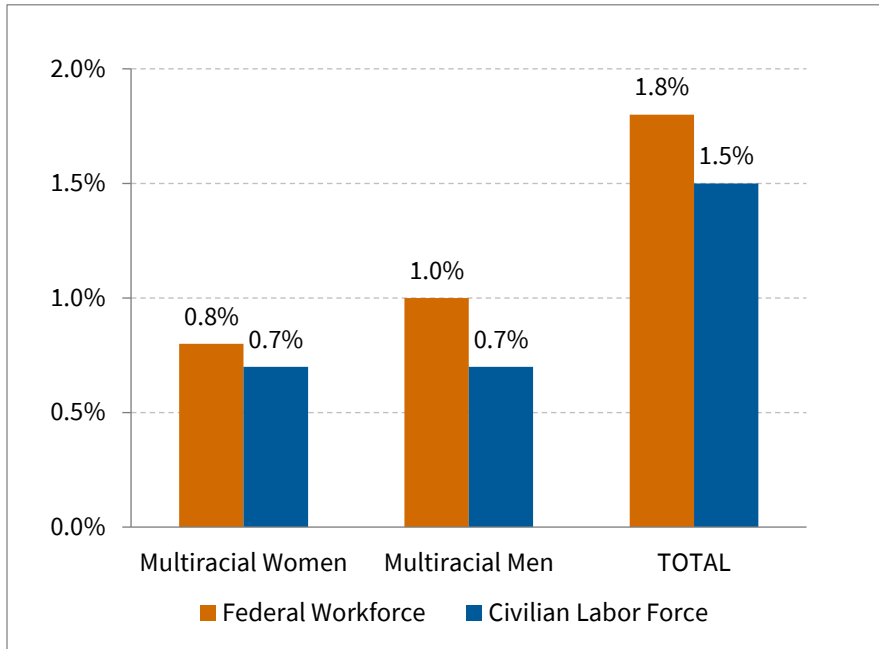
FY2019 OPM Federal Equal Opportunity Recruitment Program Report

Independent Agencies	2018 Percent	2019 Percent
Railroad Retirement Board	0.0	0.1
Small Business Administration	1.0	1.0
Securities and Exchange Commission	0.2	0.2
Consumer Product Safety Commission	0.4	0.4
Smithsonian Institution	1.3	1.3
Social Security Administration	1.1	1.1
Government-Wide	1.6	1.6

Non-Hispanic Multiracial Employment in the Federal Workforce

Non-Hispanic Multiracial Employment⁶

Chart 27: Non-Hispanic Multiracial Representation in the Federal Workforce and Civilian Labor Force, September 2019



Non-Hispanic Multiracial employees represent 1.8 percent (35,622) of the permanent Federal workforce in FY 2019, compared to 1.7 percent in FY 2018.

Non-Hispanic Multiracial men represent 1.0 percent of the permanent Federal workforce in FY 2019, compared to 0.9 percent in FY 2018.

⁶ Although this category is not a minority group as determined under 5 U.S.C. § 7201, collection and representation of this data is consistent with the Racial/National Origin structure required by the Office of Management and Budget. OPM guidance to agencies required use of the new codes for all accessions occurring on or after January 1, 2006. Agencies, however, were not required to resurvey their workforce, although they had the option to do so. As a result, the Federal civilian employees in this category do not reflect total numbers in the Federal Workforce; they reflect only those who completed the new Standard Form 181, Ethnicity and Race Identification (dated July 2005).

Non-Hispanic Multiracial women represent 0.8 percent of the Federal Workforce in FY 2019, the same as in FY 2018.

Non-Hispanic Multiracial Employment By Occupational Category

Non-Hispanic Multiracial Employment

Table 22: Percentages based on all employment in each Occupational Category

2019	Count	Percent
White Collar	31,960	1.8%
Professional	8,127	1.5%
Administrative	14,846	1.9%
Technical	5,753	1.8%
Clerical	2,057	2.1%
Other White Collar	1,177	1.7%
Blue Collar	3,649	2.0%
Unspecified	13	0.9%
Total	35,622	1.8%

Non-Hispanic Multiracial employment in professional occupations increased by 569 to 8,127 in FY 2019, from 7,558 in FY 2018. Non-Hispanic Multiracial employment represents 1.5 percent of all Federal employees in this occupational category in FY 2019, compared to 1.4 percent in FY 2018.

Non-Hispanic Multiracial employment in administrative occupations increased by 1,192 to 14,846 in FY 2019, from 13,654 in FY 2018. Non-Hispanic Multiracial employment represents 1.9 percent of all Federal employees in this occupational category in FY 2019, compared to 1.8 percent in FY 2018.

Non-Hispanic Multiracial employment in technical occupations increased by 323 to 5,753 in FY 2019, from 5,430 in FY 2018. Non-Hispanic Multiracial employment represents 1.8 percent of all Federal employees in this occupational category in FY 2019, compared to 1.7 percent in FY 2018.

Non-Hispanic Multiracial employment in clerical occupations increased by 23 to 2,057 in FY 2019, from 2,034 in FY 2018. Non-Hispanic Multiracial employment represents

2.1 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

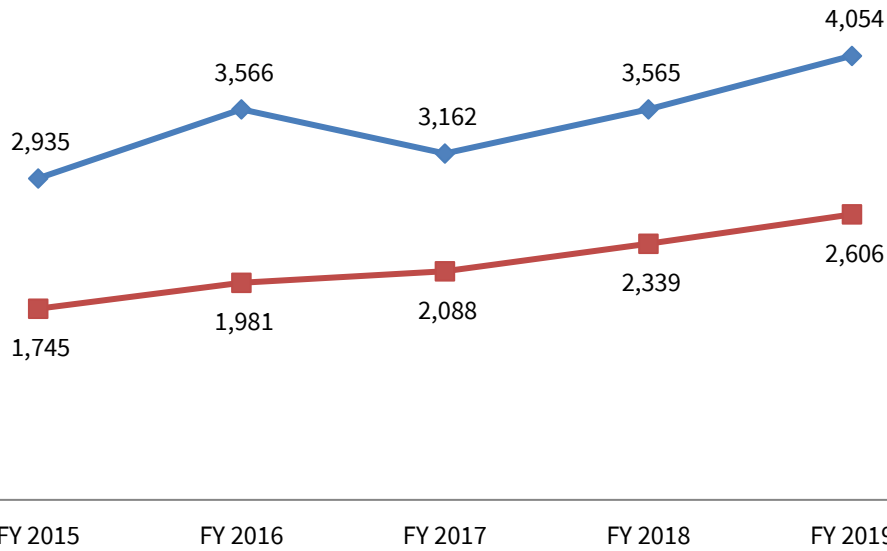
Non-Hispanic Multiracial employment in "other" white collar occupations increased by 56 to 1,177 in FY 2019, from 1,121 in FY 2018. Non-Hispanic Multiracial employment represents 1.7 percent of all Federal employees in this occupational category in FY 2019, compared to 1.6 percent in FY 2018.

Non-Hispanic Multiracial employment in white collar occupations increased by 2,163 to 31,960 in FY 2019, from 29,797 in FY 2018. Non-Hispanic Multiracial employment represents 1.8 percent of all Federal employees in this occupational category in FY 2019, compared to 1.7 percent in FY 2018.

Non-Hispanic Multiracial employment in blue collar occupations increased by 244 to 3,649 in FY 2019, from 3,405 in FY 2018. Non-Hispanic Multiracial employment represents 2.0 percent of all Federal employees in this occupational category in FY 2019, compared to 1.9 percent in FY 2018.

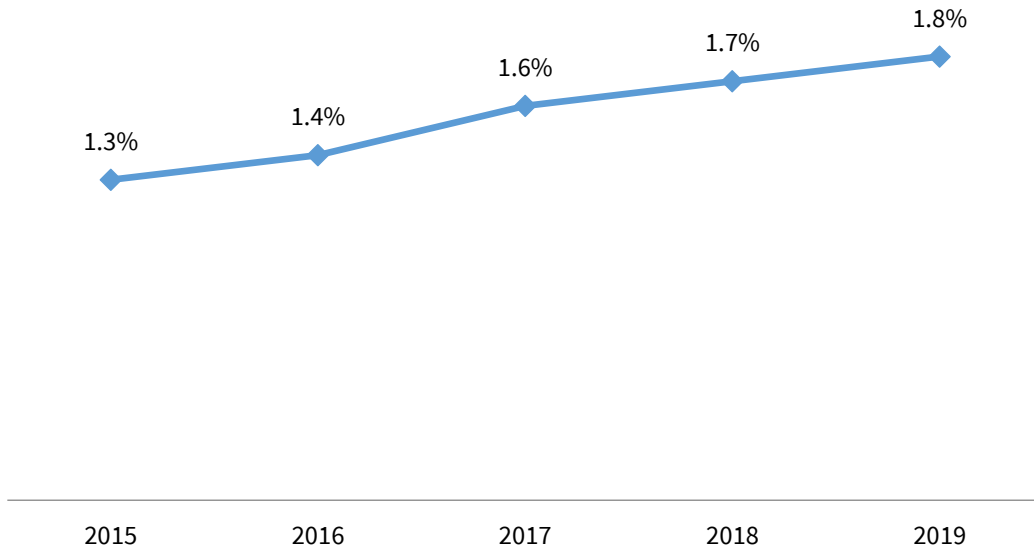
Non-Hispanic Multiracial Employment Trends

Chart 28: Non-Hispanic Multiracial New Hires and Separations



Trends	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
New Hires	2,935	3,566	3,162	3,565	4,054
Separations	1,745	1,981	2,088	2,339	2,606

Chart 29: Non-Hispanic Multiracial Representation in the Federal Workforce over a 5-year Period



Non-Hispanic Multiracial Salary Trends

Table 23: Non-Hispanic Employment Salary Trends, September 2018 and 2019

Occupational Category	Pay System	Salary	September 2018		September 2019	
			Count	Percent	Count	Percent
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	1,851	0.1%	1,701	0.1%
		\$40,000 - \$59,999	6,143	0.4%	6,335	0.5%
		\$60,000 - \$79,999	5,196	0.4%	5,513	0.4%
		\$80,000 - \$99,999	5,017	0.4%	5,368	0.4%
		\$100,000 - \$119,999	3,169	0.2%	3,503	0.3%
		\$120,000 - \$139,999	1,354	0.1%	1,573	0.1%
		\$140,000 - \$159,999	550	0.0%	707	0.1%
		\$160,000 and Greater	276	0.0%	368	0.0%
		Unspecified	30	0.0%	29	0.0%
		Total	23,586	1.7%	25,097	1.8%
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	0	0.0%	0	0.0%
		\$40,000 - \$59,999	0	0.0%	0	0.0%
		\$60,000 - \$79,999	0	0.0%	0	0.0%
		\$80,000 - \$99,999	0	0.0%	0	0.0%
		\$100,000 - \$119,999	0	0.0%	0	0.0%
		\$120,000 - \$139,999	2	0.0%	1	0.0%
		\$140,000 - \$159,999	3	0.0%	4	0.1%
		\$160,000 and Greater	66	0.9%	69	0.9%
		Unspecified	0	0.0%	0	0.0%
		Total	71	0.9%	74	1.0%
	Other White Collar	Less than \$20,000	2	0.0%	1	0.0%
		\$20,000 - \$39,999	654	0.2%	699	0.2%
		\$40,000 - \$59,999	772	0.2%	875	0.2%
		\$60,000 - \$79,999	955	0.2%	962	0.2%
		\$80,000 - \$99,999	1,216	0.3%	1,317	0.3%
		\$100,000 - \$119,999	1,141	0.3%	1,124	0.3%
		\$120,000 - \$139,999	660	0.2%	723	0.2%
		\$140,000 - \$159,999	379	0.1%	435	0.1%
		\$160,000 and Greater	359	0.1%	651	0.2%
		Unspecified	2	0.0%	2	0.0%
		Total	6,140	1.5%	6,789	1.7%
White Collar Total		29,797	1.7%	31,960	1.8%	
Blue Collar		3,405	1.9%	3,649	2.0%	
Unspecified		13	1.0%	13	0.9%	
Total		33,216	1.7%	35,622	1.8%	

Non-Hispanic Multiracial Representation In Executive Departments

Chart 30: Non-Hispanic Multiracial Representation in Executive Departments, September 2019

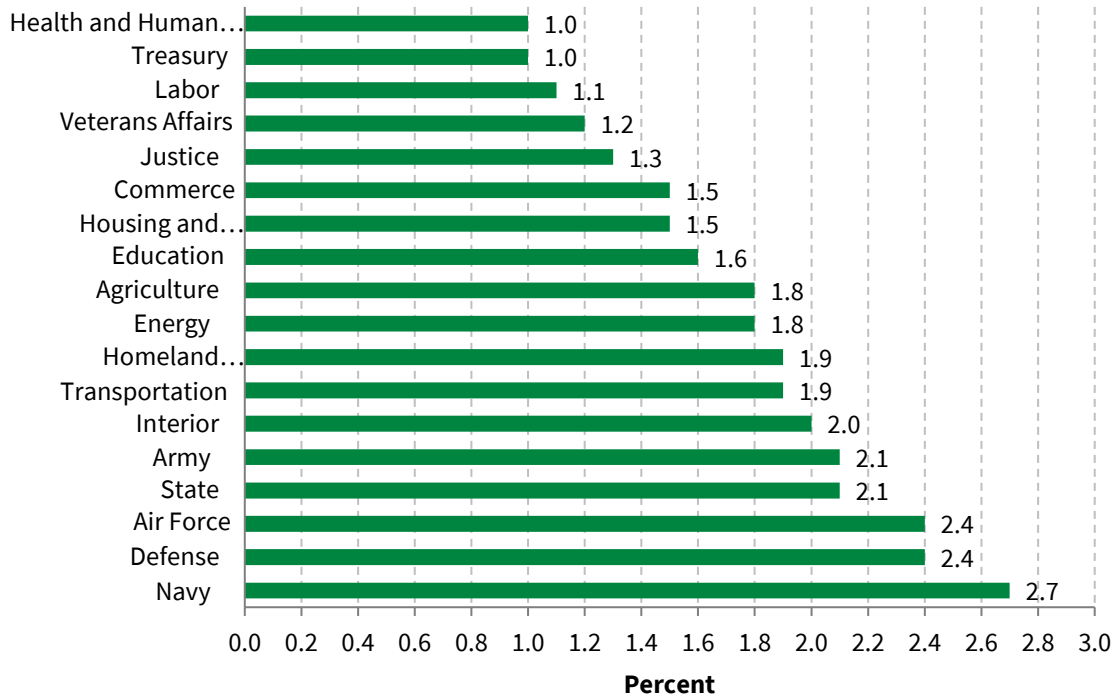


Table 24: Non-Hispanic Multiracial Representation in Permanent Federal Workforce, September 2018 and 2019

Executive Departments	2018 Percent	2019 Percent
Department of the Air Force	2.3	2.4
Department of Agriculture	1.7	1.8
Department of the Army	2.0	2.1
Department of Commerce	1.4	1.5
Department of Defense	2.3	2.4
Department of Justice	1.1	1.3
Department of Labor	1.0	1.1
Department of Energy	1.7	1.8
Department of Education	1.6	1.6
Department of Health and Human Services	1.0	1.0
Department of Homeland Security	1.8	1.9
Department of Housing and Urban Development	1.3	1.5
Department of the Interior	1.8	2.0
Department of the Navy	2.4	2.7
Department of State	2.0	2.1
Department of Transportation	1.8	1.9
Department of the Treasury	0.9	1.0
Department of Veterans Affairs	1.2	1.2
Government-Wide	1.7	1.8

Non-Hispanic Multiracial Representation In Independent Agencies

Chart 31: Non-Hispanic Multiracial Representation in Independent Agencies, September 2019

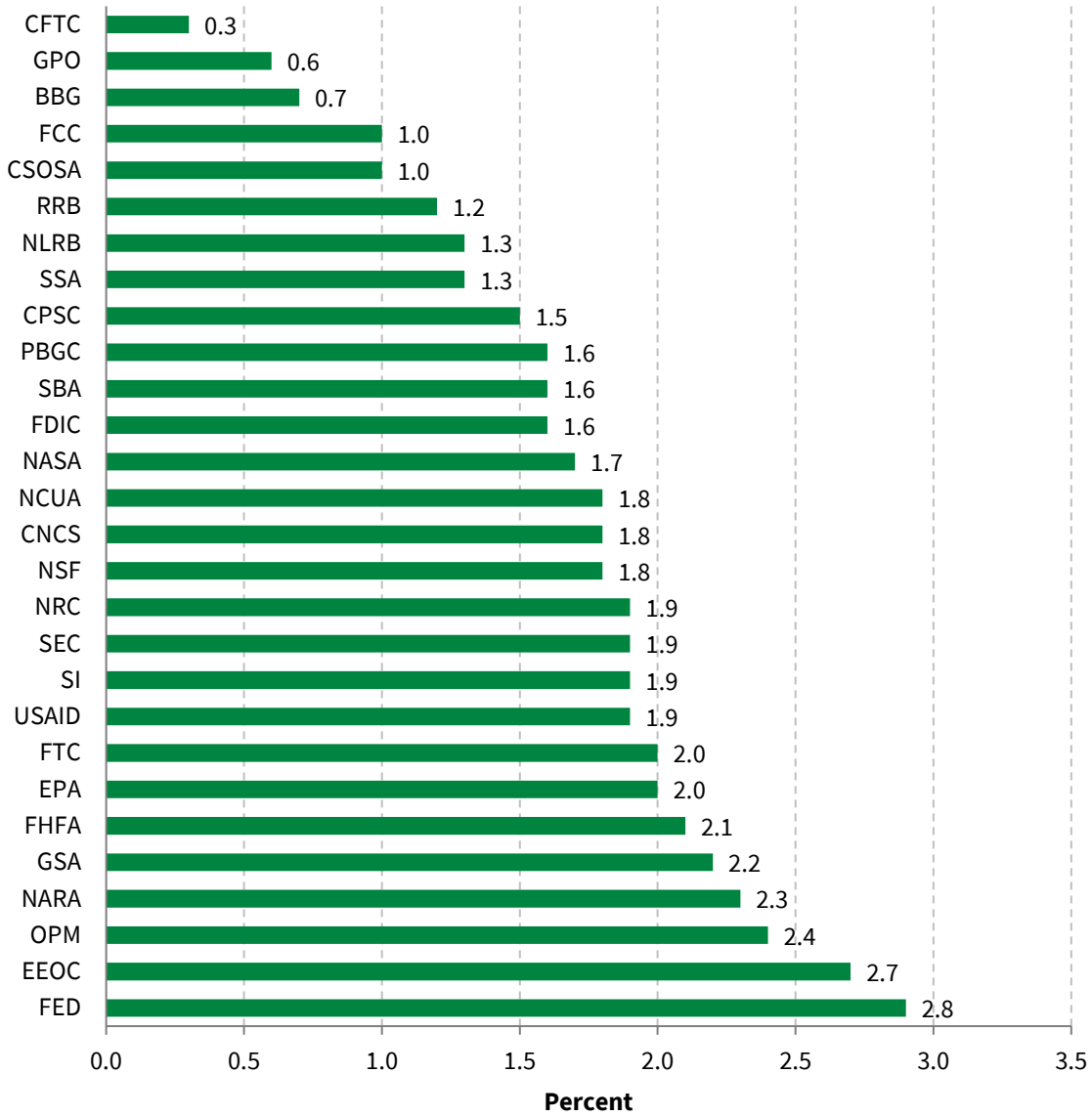


Table 25: Non-Hispanic Multiracial Representation in Permanent Federal Workforce, September 2018 and 2019

Independent Agencies	2018 Percent	2019 Percent
U.S. Agency for International Development	1.8	1.9
Pension Benefit Guaranty Corporation	1.4	1.6
Commodity Futures Trading Commission	0.3	0.3
National Credit Union Administration	1.9	1.8
Equal Employment Opportunity Commission	2.3	2.7
Environmental Protection Agency	1.9	2.0
Federal Communications Commission	0.9	1.0
Federal Deposit Insurance Corporation	1.4	1.6
Court Services and Offender Supervision Agency	1.0	1.0
Federal Reserve System	2.8	2.9
Federal Trade Commission	1.9	2.0
General Services Administration	2.1	2.2
Federal Housing Finance Agency	1.8	2.1
Broadcasting Board of Governors	0.6	0.7
Corporation For National and Community Service	2.1	1.8
Government Printing Office	0.6	0.6
National Science Foundation	1.7	1.8
National Labor Relations Board	1.1	1.3
National Aeronautics and Space Administration	1.6	1.7
National Archives and Records Administration	2.1	2.3
Nuclear Regulatory Commission	1.7	1.9
Office of Personnel Management	2.2	2.4

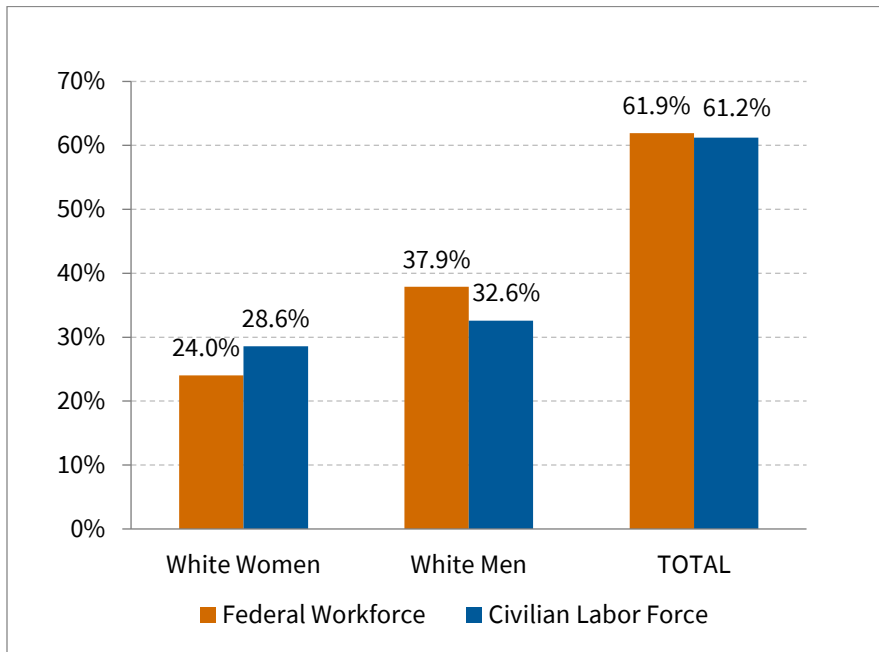
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Independent Agencies	2018 Percent	2019 Percent
Railroad Retirement Board	1.2	1.2
Small Business Administration	1.6	1.6
Securities and Exchange Commission	1.9	1.9
Consumer Product Safety Commission	1.2	1.5
Smithsonian Institution	1.8	1.9
Social Security Administration	1.2	1.3
Government-Wide	1.7	1.8

White Employment In the Federal Workforce

White Employment

Chart 32: White Representation in the Federal Workforce and Civilian Labor Force, September 2019



White employees represent 61.9 percent (1,223,709) of the permanent Federal workforce in FY 2019, compared to 62.3 percent in FY 2018.

White men represent 37.9 percent of the permanent Federal workforce in FY 2019, compared to 38.2 percent in FY 2018.

White women represent 24.0 percent of the Federal Workforce in FY 2019, compared to 24.1 percent in FY 2018.

White Employment by Occupational Category

White Employment

Table 26: Percentages based on all employment in each Occupational Category

2019	Count	Percent
White Collar	1,109,172	61.8%
Professional	367,656	68.5%
Administrative	479,816	62.6%
Technical	173,897	53.4%
Clerical	46,830	48.0%
Other White Collar	40,973	58.7%
Blue Collar	113,540	63.0%
Unspecified	997	72.8%
Total	1,223,709	61.9%

White employment in professional occupations increased by 2,789 to 367,656 in FY 2019, from 364,867 in FY 2018. White employment represents 68.5 percent of all Federal employees in this occupational category in FY 2019, compared to 69.1 percent in FY 2018.

White employment in administrative occupations increased by 6,173 to 479,816 in FY 2019, from in FY 473,643 in FY 2018. White employment represents 62.6 percent of all Federal employees in this occupational category in FY 2019, compared to 63.1 percent in FY 2018.

White employment in technical occupations decreased by 2,491 to 173,897 in FY 2019, from 176,388 in FY 2018. White employment represents 53.4 percent of all Federal employees in this occupational category in FY 2019, compared to 54.0 percent in FY 2018.

White employment in clerical occupations decreased by 354 to 46,830 in FY 2019, from 47,184 in FY 2018. White employment represents 48.0 percent of all Federal employees in this occupational category in FY 2019, compared to 48.3 percent in FY 2018.

White employment in "other" white collar occupations increased by 21 to 40,973 in FY 2019, from 40,952 in FY 2018. White employment represents 58.7 percent of all Federal

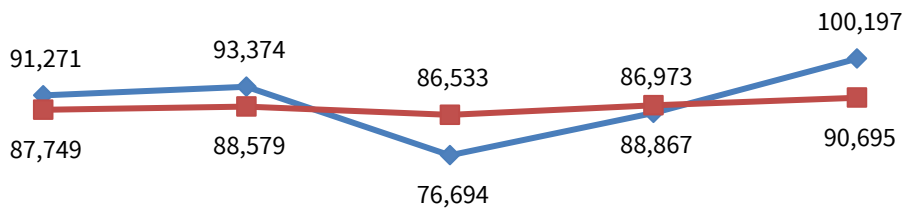
employees in this occupational category in FY 2019, compared to 58.4 percent in FY 2018.

White employment in white collar occupations increased by 6,138 to 1,109,172 in FY 2019, from 1,103,034 in FY 2018. White employment represents 61.8 percent of all Federal employees in this occupational category in FY 2019, compared to 62.2 percent in FY 2018.

White employment in blue collar occupations decreased by 770 to 113,540 in FY 2019, from 114,310 in FY 2018. White employment represents 63.0 percent of all Federal employees in this occupational category in FY 2019, compared to 63.5 percent in FY 2018.

White Employment Trends

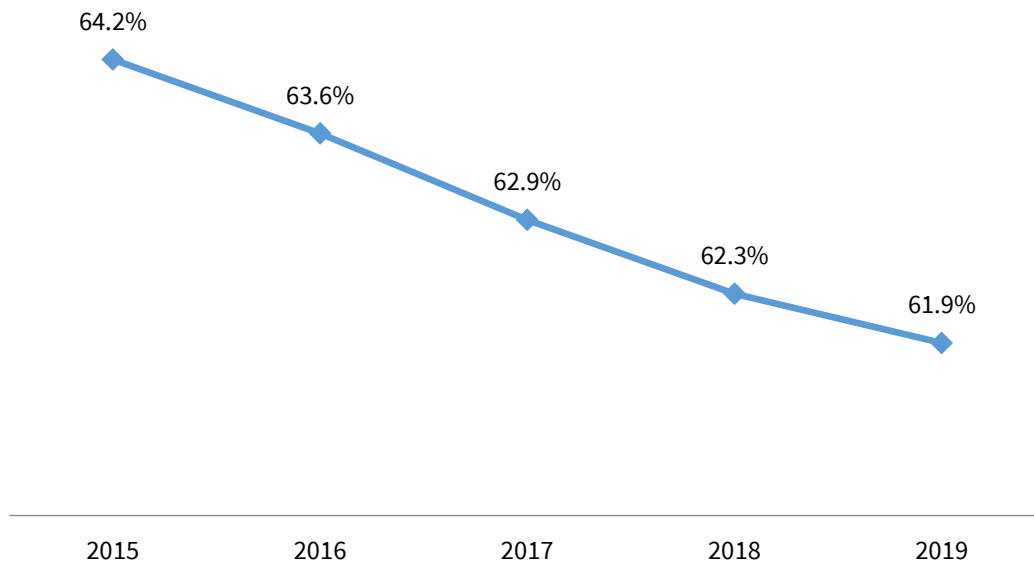
Chart 33: White New Hires and Separations



FY 2015 FY 2016 FY 2017 FY 2018 FY 2019

Trends	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
New Hires	91,271	93,374	76,694	86,973	100,197
Separations	87,749	88,579	86,533	88,867	90,695

Chart 34: White Representation in the Federal Workforce over a 5-year Period



White Salary Trends

Table 27: White Employment Salary Trends, September 2018 and 2019

Occupational Category	Pay System	Salary	September 2018		September 2019	
			Count	Percent	Count	Percent
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	44,296	3.2%	40,776	3.0%
		\$40,000 - \$59,999	171,654	12.5%	164,929	12.0%
		\$60,000 - \$79,999	172,429	12.6%	170,233	12.3%
		\$80,000 - \$99,999	182,169	13.3%	180,637	13.1%
		\$100,000 - \$119,999	133,244	9.7%	136,628	9.9%
		\$120,000 - \$139,999	73,630	5.4%	76,712	5.6%
		\$140,000 - \$159,999	36,119	2.6%	40,085	2.9%
		\$160,000 and Greater	21,569	1.6%	25,828	1.9%
		Unspecified	1,024	0.1%	1,079	0.1%
		Total	836,134	61.1%	836,907	60.7%
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	0	0.0%	0	0.0%
		\$40,000 - \$59,999	0	0.0%	0	0.0%
		\$60,000 - \$79,999	0	0.0%	0	0.0%
		\$80,000 - \$99,999	0	0.0%	0	0.0%
		\$100,000 - \$119,999	0	0.0%	0	0.0%
		\$120,000 - \$139,999	39	0.5%	32	0.4%
		\$140,000 - \$159,999	206	2.7%	172	2.2%
		\$160,000 and Greater	5,839	75.4%	5,930	76.1%
		Unspecified	5	0.1%	7	0.1%
		Total	6,089	78.8%	6,141	78.9%
	Other White Collar	Less than \$20,000	67	0.0%	33	0.0%
		\$20,000 - \$39,999	8,889	2.2%	8,519	2.1%
		\$40,000 - \$59,999	20,254	5.1%	19,405	4.7%
		\$60,000 - \$79,999	36,938	9.3%	34,695	8.5%
		\$80,000 - \$99,999	48,094	12.1%	48,814	11.9%
		\$100,000 - \$119,999	53,924	13.6%	47,192	11.5%
		\$120,000 - \$139,999	38,275	9.6%	34,230	8.4%
		\$140,000 - \$159,999	23,604	5.9%	22,910	5.6%
		\$160,000 and Greater	30,713	7.7%	50,276	12.3%
		Unspecified	53	0.0%	50	0.0%
		Total	260,811	65.7%	266,124	65.1%
White Collar Total			1,103,034	62.2%	1,109,172	61.8%
Blue Collar			114,310	63.5%	113,540	63.0%
Unspecified			963	75.7%	997	72.8%
Total			1,218,307	62.3%	1,223,709	61.9%

White Representation in Executive Departments

Chart 35: White Representation in Executive Departments, September 2019

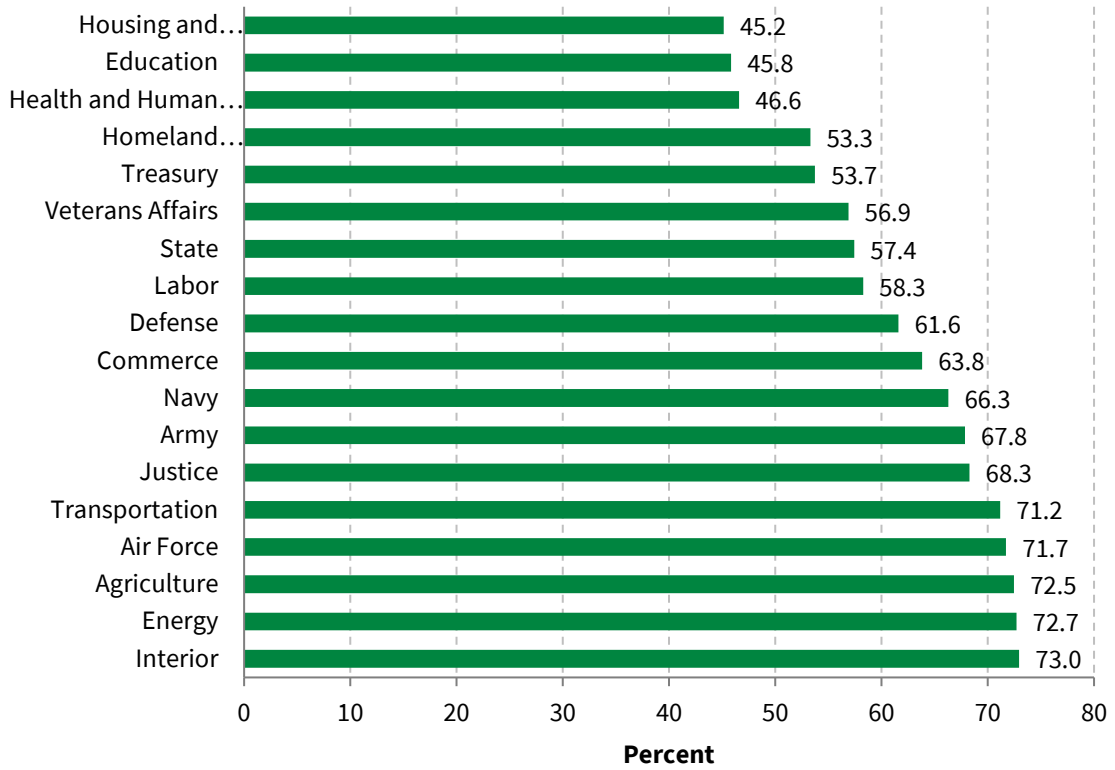


Table 28: White Representation in Permanent Federal Workforce, September 2018 and 2019

Executive Departments	2018 Percent	2019 Percent
Department of the Air Force	72.3	71.7
Department of Agriculture	72.7	72.5
Department of the Army	68.0	67.8
Department of Commerce	64.1	63.8
Department of Defense	61.3	61.6
Department of Justice	68.5	68.3
Department of Labor	58.6	58.3
Department of Energy	73.3	72.7
Department of Education	46.2	45.8
Department of Health and Human Services	47.0	46.6
Department of Homeland Security	53.4	53.3
Department of Housing and Urban Development	45.4	45.2
Department of the Interior	73.2	73.0
Department of the Navy	66.9	66.3
Department of State	57.3	57.4
Department of Transportation	71.9	71.2
Department of the Treasury	54.4	53.7
Department of Veterans Affairs	57.5	56.9
Government-Wide	62.3	61.9

White Representation in Independent Agencies

Chart 36: White Representation in Independent Agencies, September 2019

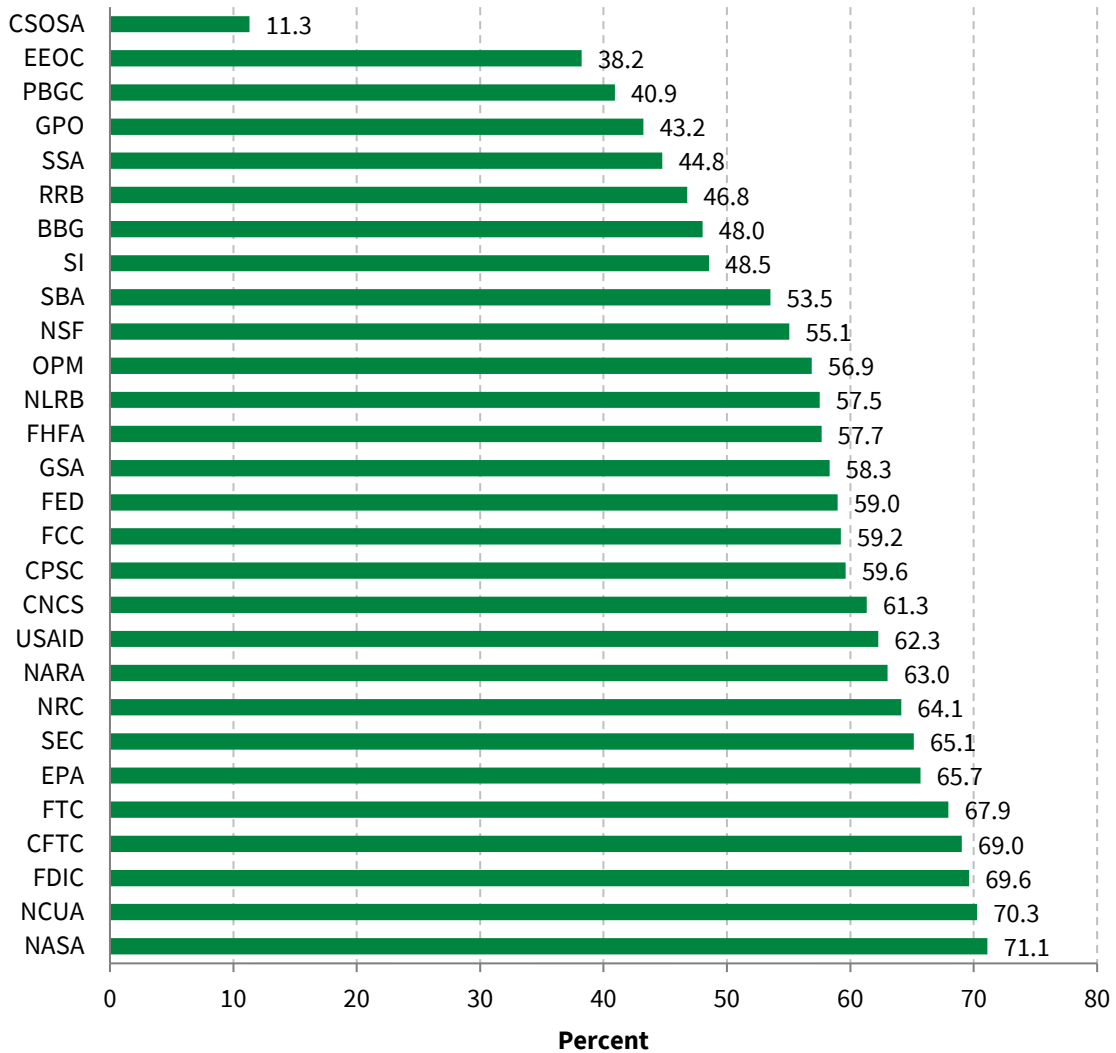


Table 29: White Representation in Permanent Federal Workforce, September 2018 and September 2019

Independent Agencies	2018 Percent	2019 Percent
U.S. Agency for International Development	62.9	62.3
Pension Benefit Guaranty Corporation	40.4	40.9
Commodity Futures Trading Commission	69.9	69.0
National Credit Union Administration	70.5	70.3
Equal Employment Opportunity Commission	39.1	38.2
Environmental Protection Agency	66.0	65.7
Federal Communications Commission	59.0	59.2
Federal Deposit Insurance Corporation	70.2	69.6
Court Services and Offender Supervision Agency	11.3	11.3
Federal Reserve System	60.0	59.0
Federal Trade Commission	68.2	67.9
General Services Administration	58.6	58.3
Federal Housing Finance Agency	58.8	57.7
Broadcasting Board of Governors	47.8	48.0
Corporation For National and Community Service	64.6	61.3
Government Printing Office	43.3	43.2
National Science Foundation	55.0	55.1
National Labor Relations Board	58.2	57.5
National Aeronautics and Space Administration	71.5	71.1
National Archives and Records Administration	62.3	63.0
Nuclear Regulatory Commission	64.8	64.1

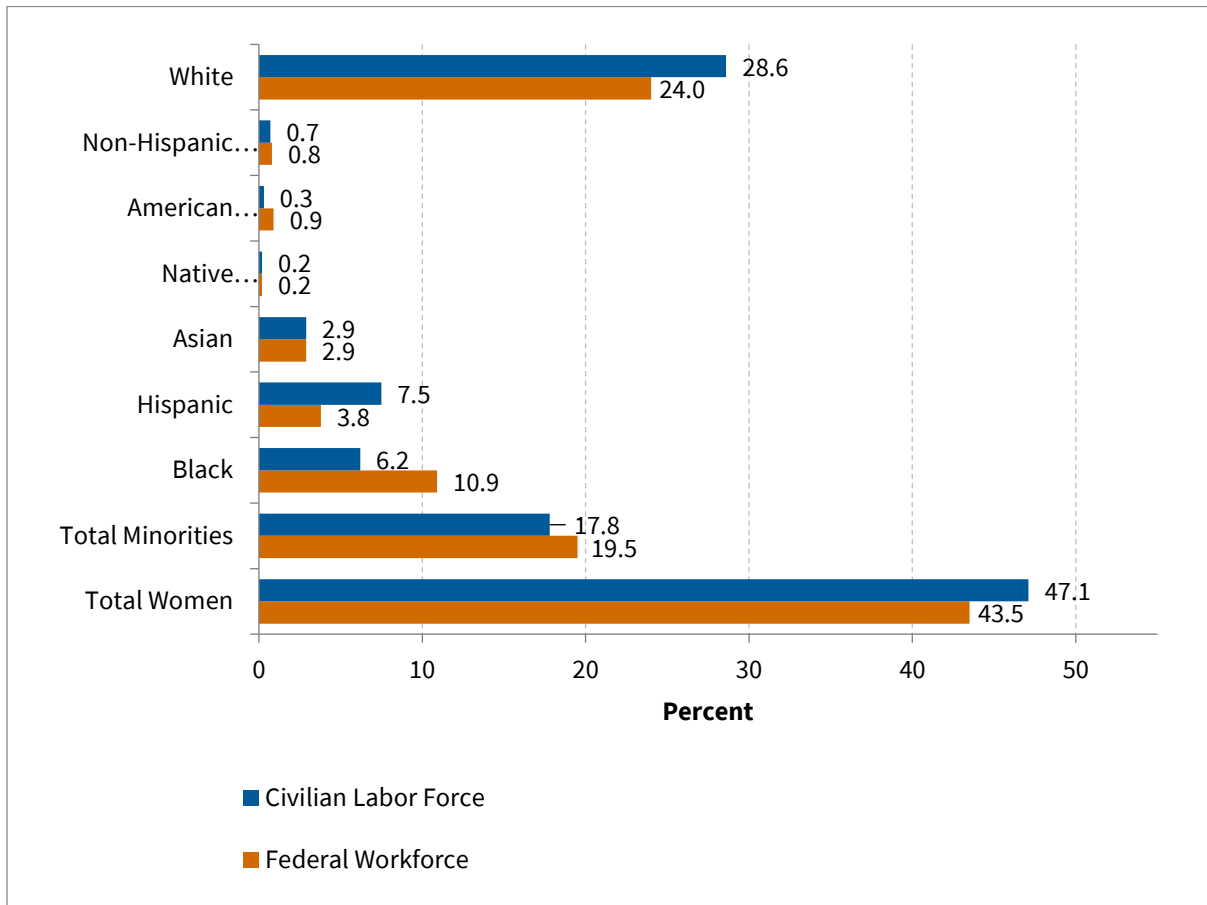
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Independent Agencies	2018 Percent	2019 Percent
Office of Personnel Management	65.5	56.9
Railroad Retirement Board	47.4	46.8
Small Business Administration	53.9	53.5
Securities And Exchange Commission	65.5	65.1
Consumer Product Safety Commission	59.7	59.6
Smithsonian Institution	49.4	48.5
Social Security Administration	45.4	44.8
Government-Wide	62.3	61.9

Women In the Federal Workforce

Employment of Women

Chart 37: Representation of Women in Permanent Federal Workforce and Civilian Labor Force, September 2019



Women represent 43.5 percent (861,011) of the permanent Federal workforce in FY 2019, compared to 43.4 percent in FY 2018.

Black women represent 10.9 percent of the Federal Workforce in FY 2019, the same as in FY 2018.

Hispanic women represent 3.8 percent of the Federal Workforce in FY 2019, compared to 3.7 percent in FY 2018.

Asian women represent 2.9 percent of the Federal Workforce in FY 2019, compared to 2.8 percent in FY 2018.

Native Hawaiian/Pacific Islander women represent 0.2 percent of the Federal Workforce in FY 2019, the same as in FY 2018.

American Indian/Alaska Native women 0.9% percent of the Federal Workforce in FY 2019, the same as in in FY 2018.

Non-Hispanic Multiracial women represent 0.8 percent of the Federal Workforce in FY 2019, the same as in FY 2018.

White women represent 24.0 percent of the Federal Workforce in FY 2019, compared to 24.1 percent in FY 2018.

Employment of Women by Occupational Category

Women Employment

Table 30: Percentages based on all employment in each Occupational Category

2019	Count	Percent
White Collar	840,787	46.8%
Professional	262,595	49.0%
Administrative	321,581	42.0%
Technical	181,501	55.7%
Clerical	67,312	69.0%
Other White Collar	7,798	11.2%
Blue Collar	19,528	10.8%
Unspecified	696	50.8%
Total	861,011	43.5%

Employment of women in professional occupations increased by 6,162 to 262,595 in FY 2019, from 256,433 in FY 2018. Women represent 49.0 percent of all Federal employees in this occupational category in FY 2019, compared to 48.6 percent in FY 2018.

Employment of women in administrative occupations increased by 6,504 to 321,581 in FY 2019, from 315,077 in FY 2018. Women represent 42.0 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

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Employment of women in technical occupations decreased by 357 to 181,501 in FY 2019, from 181,858 in FY 2018. Women represent 55.7 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

Employment of women in clerical occupations increased by 107 to 67,312 in FY 2019, from 67,205 in FY 2018. Women represent 69.0 percent of all Federal employees in this occupational category in FY 2019, as compared to 68.8 percent in FY 2018.

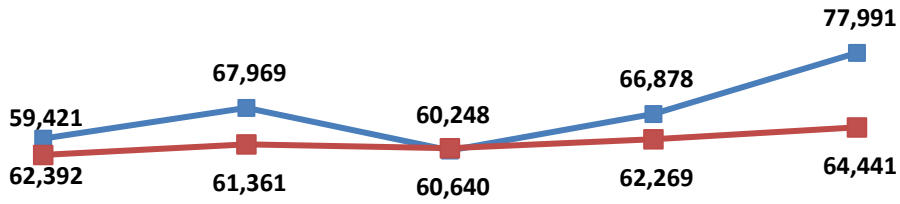
Employment of women in "other" white collar occupations decreased by 33 to 7,798 in FY 2019, from 7,831 in FY 2018. Women represent 11.2 percent of all Federal employees in this occupational category in FY 2019, the same as in FY 2018.

Employment of women in white collar occupations increased by 12,383 to 840,787 in FY 2019, from 828,404 in FY 2018. Women represent 46.8 percent of all Federal employees in this occupational category in FY 2019, as compared to 46.7 percent in FY 2018.

Employment of women in blue collar occupations increased by 536 to 19,528 in FY 2019, from 18,992 in FY 2018. Women represent 10.8 percent of all Federal employees in this occupational category in FY 2019, compared to 10.5 percent in FY 2018.

Women Employment Trends

Chart 38: Women New Hires and Separations



FY 2015

FY 2016

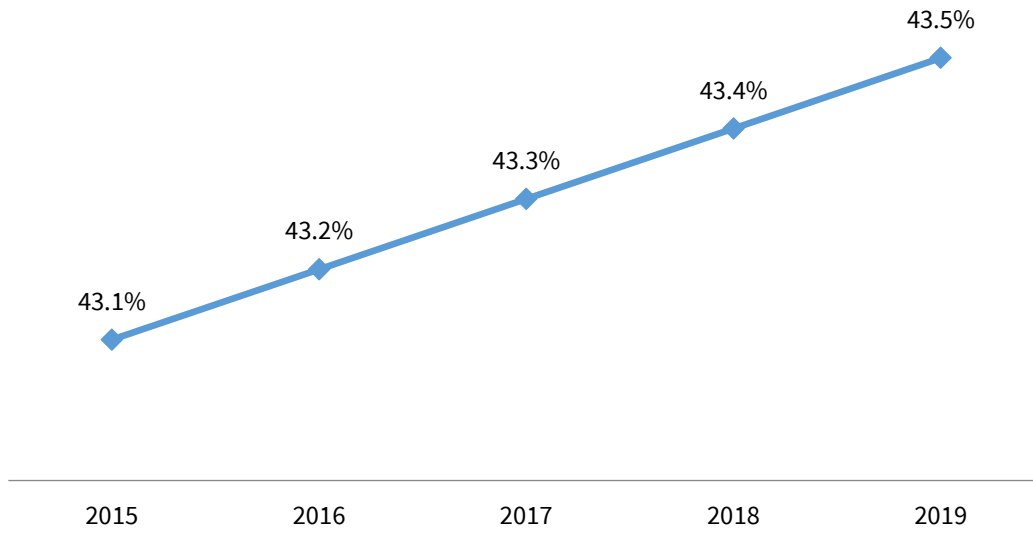
FY 2017

FY 2018

FY 2019

Trends	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
New Hires	62,392	67,969	60,248	66,878	77,791
Separations	59,421	61,361	60,640	62,269	64,441

Chart 39: Women Representation in the Federal Workforce over a 5-year Period



Women Salary Trends

Table 31: Women Employment Salary Trends, September 2018 and 2019

Occupational Category	Pay System	Salary	September 2018		September 2019	
			Count	Percent	Count	Percent
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	0	0.0%	1	0.0%
		\$20,000 - \$39,999	54,635	4.0%	51,220	3.7%
		\$40,000 - \$59,999	178,489	13.0%	174,998	12.7%
		\$60,000 - \$79,999	130,880	9.6%	131,064	9.5%
		\$80,000 - \$99,999	120,765	8.8%	121,586	8.8%
		\$100,000 - \$119,999	87,640	6.4%	89,676	6.5%
		\$120,000 - \$139,999	46,043	3.4%	49,513	3.6%
		\$140,000 - \$159,999	21,704	1.6%	25,797	1.9%
		\$160,000 and Greater	11,076	0.8%	13,734	1.0%
		Unspecified	973	0.1%	1,061	0.1%
		Total	652,205	47.7%	658,650	47.8%
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	0	0.0%	0	0.0%
		\$40,000 - \$59,999	0	0.0%	0	0.0%
		\$60,000 - \$79,999	0	0.0%	0	0.0%
		\$80,000 - \$99,999	0	0.0%	0	0.0%
		\$100,000 - \$119,999	0	0.0%	0	0.0%
		\$120,000 - \$139,999	18	0.2%	10	0.1%
		\$140,000 - \$159,999	89	1.1%	72	0.9%
		\$160,000 and Greater	2,500	32.3%	2,567	32.9%
		Unspecified	4	0.1%	2	0.0%
		Total	2,611	33.8%	2,651	34.1%
	Other White Collar	Less than \$20,000	91	0.0%	42	0.0%
		\$20,000 - \$39,999	10,233	2.6%	9,132	2.2%
		\$40,000 - \$59,999	20,117	5.1%	20,578	5.0%
		\$60,000 - \$79,999	31,372	7.9%	29,162	7.1%
		\$80,000 - \$99,999	36,655	9.2%	38,385	9.4%
		\$100,000 - \$119,999	33,017	8.3%	29,306	7.2%
		\$120,000 - \$139,999	19,714	5.0%	18,093	4.4%
		\$140,000 - \$159,999	9,839	2.5%	10,127	2.5%
		\$160,000 and Greater	12,525	3.2%	24,633	6.0%
		Unspecified	25	0.0%	28	0.0%
		Total	173,588	43.7%	179,486	43.9%
White Collar Total		828,404	46.7%	840,787	46.8%	
Blue Collar		18,992	10.5%	19,528	10.8%	
Unspecified		656	51.6%	696	50.8%	
Total		848,052	43.4%	861,011	43.5%	

Representation of Women in Executive Departments

Chart 40: Representation of Women in Executive Departments, September 2019

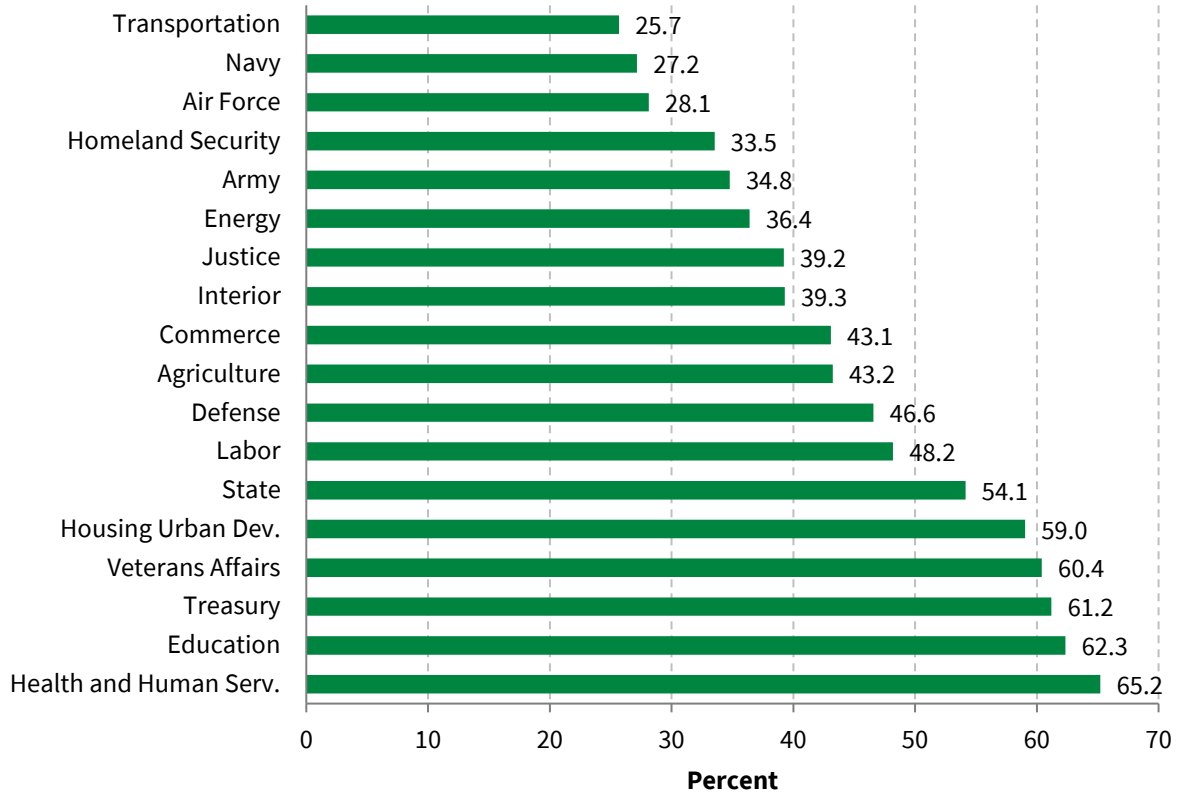


Table 32: Women Representation in Permanent Federal Workforce, September 2018 and 2019

Executive Departments	2018 Percent	2019 Percent
Department of the Air Force	27.7	28.1
Department of Agriculture	43.5	43.2
Department of the Army	34.9	34.8
Department of Commerce	43.3	43.1
Department of Defense	46.5	46.6
Department of Justice	39.0	39.2
Department of Labor	48.2	48.2
Department of Energy	36.5	36.4
Department of Education	62.7	62.3
Department of Health and Human Services	65.1	65.2
Department of Homeland Security	33.2	33.5
Department of Housing and Urban Development	59.2	59.0
Department of the Interior	39.4	39.3
Department of the Navy	26.8	27.2
Department of State	54.0	54.1
Department of Transportation	25.9	25.7
Department of the Treasury	61.5	61.2
Department of Veterans Affairs	59.9	60.4
Government-Wide	43.4	43.5

Representation of Women in Independent Agencies

Chart 41: Representation of Women in Independent Agencies, September 2019

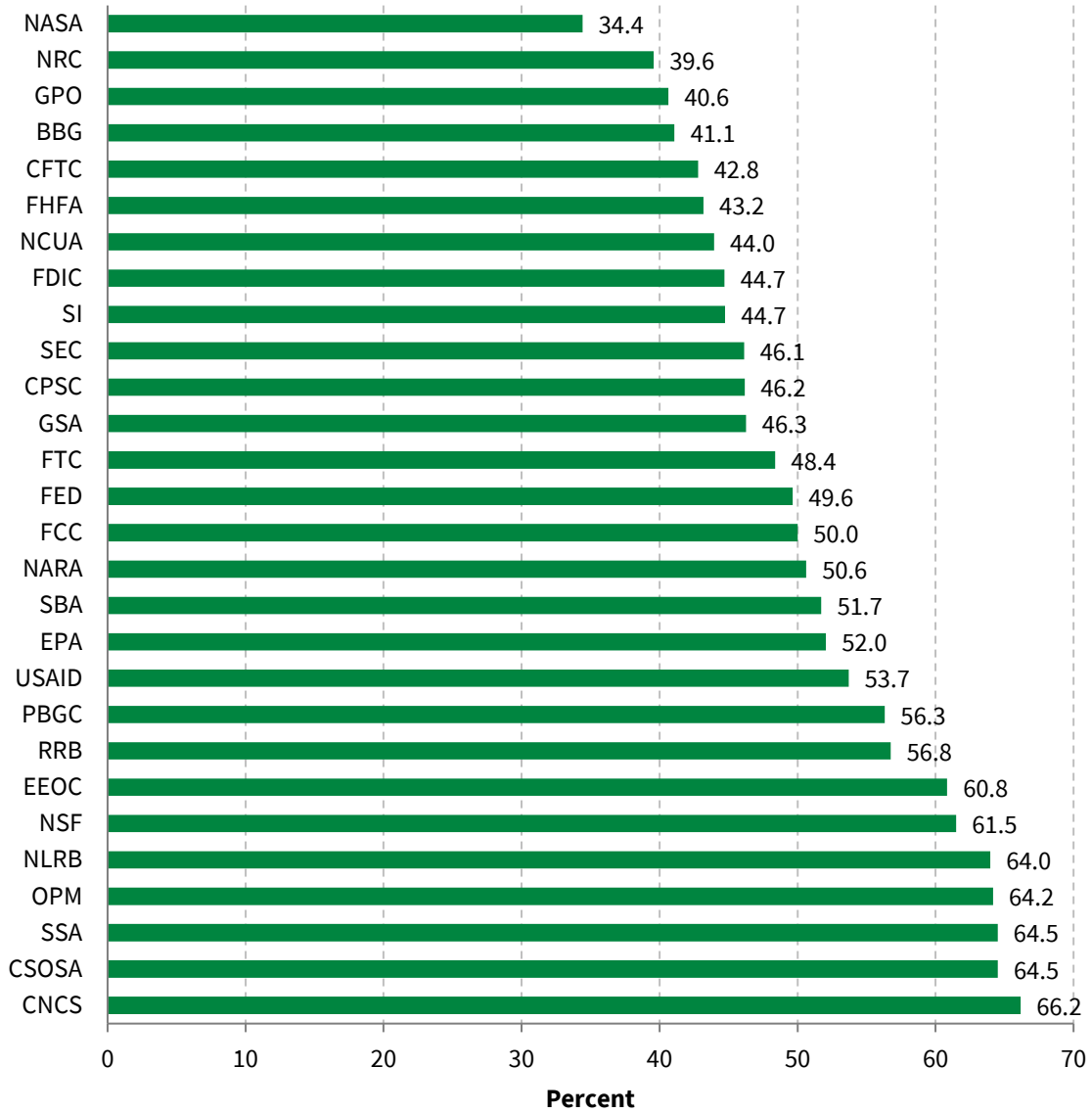


Table 33: Women Representation in Permanent Federal Workforce, September 2018 and 2019

Independent Agencies	2018 Percent	2019 Percent
U.S. Agency for International Development	53.9	53.7
Pension Benefit Guaranty Corporation	55.8	56.3
Commodity Futures Trading Commission	42.4	42.8
National Credit Union Administration	43.8	44.0
Equal Employment Opportunity Commission	61.8	60.8
Environmental Protection Agency	52.2	52.0
Federal Communications Commission	49.7	50.0
Federal Deposit Insurance Corporation	44.8	44.7
Court Services and Offender Supervision Agency	64.7	64.5
Federal Reserve System	48.9	49.6
Federal Trade Commission	48.4	48.4
General Services Administration	46.5	46.3
Federal Housing Finance Agency	42.9	43.2
Broadcasting Board of Governors	40.2	41.1
Corporation For National and Community Service	64.1	66.2
Government Printing Office	40.4	40.6
National Science Foundation	62.3	61.5
National Labor Relations Board	63.5	64.0
National Aeronautics and Space Administration	34.2	34.4
National Archives and Records Administration	51.1	50.6
Nuclear Regulatory Commission	39.4	39.6
Office of Personnel Management	57.3	64.2

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Independent Agencies	2018 Percent	2019 Percent
Railroad Retirement Board	57.9	56.8
Small Business Administration	51.6	51.7
Securities and Exchange Commission	46.1	46.1
Consumer Product Safety Commission	47.6	46.2
Smithsonian Institution	43.8	44.7
Social Security Administration	64.6	64.5
Government-Wide	43.4	43.5

Agency Successful/Promising Practices

Federal departments and agencies continue to develop and introduce innovative strategies to sustain workforce diversity and workplace inclusion. Agencies conduct outreach activities with high schools, colleges, universities, affinity groups and career service centers to educate individuals entering the civilian workforce about Federal opportunities and encourage individuals to seek out such opportunities either in the near term, through internships as well as other opportunities with Federal agencies, or later, when they have begun a career. The following are successful or promising practices that agencies are implementing to enhance their recruitment and retention efforts. This information was provided as a component of FY 2019 agency FEORP submissions.

Court Services and Offender Supervision Agency

As part of its overall recruitment program, the Agency continued to engage Hispanic employees, among others, through outreach efforts to students in groups that are underrepresented in the workforce. In this regard, the Agency continued its Memorandum of Understanding (MOU) with the Columbia Heights Educational campus (CHEC) Bell Multicultural High School, a bilingual-themed school with a majority Hispanic student population. The Agency's Hispanic Employment Program Committee (HEPC) members assisted students with developing job skills, such as public speaking, by participating on the panels evaluating the senior class members' portfolio presentations and having students serve as the keynote speakers for the Agency's National Hispanic Heritage Month Celebration. HEPC members' interaction with the students also allowed the students to learn about various career paths and employment opportunities available at the Agency.

In FY 2019, the Agency continued its focus on outreach and recruitment of employees with disabilities. To that end, CSOSA assigned the duties of the Agency's Disabled Veterans Affirmative Action Program Manager (DVAAPM) to the Office of Human Resources' Program Support Specialist, who is also a veteran. This designated individual is a strong advocate for veterans and has been working in collaboration with the Agency's Disability Coordinator on the recruitment and hiring of veterans and other people with disabilities who are seeking employment with the Agency. The DVAAPM established and developed partnerships with the District of Columbia,

Maryland, and Virginia Veterans Administrations, and worked collaboratively with these partners to identify qualified disabled veterans for employment with the Agency.

In FY 2019, the Agency continued its working relationship with Walter Reed National Military Medical Center and the Department of Defense Program " Operation Warfighter" to provide guidance to injured soldiers regarding applying for positions with CSOSA. The DVAAPM and Office of Human Resources will continue these efforts in FY 2020.

Department of Commerce

The Office of Civil Rights (OCR) and the Office of Human Resources Management (OHRM) are working together to improve and expand the recruitment and hiring and improve the retention of People with Disabilities (PWD). In this collaborative initiative, the Department's Disability Program Managers (DPM) and Selective Placement Program Manager (SPPM) met with all bureau Special Placement Coordinators (SPC) to review and update the Department's Strategic Operating Plan for Recruiting, Hiring and Retaining People with Disabilities. The SPCs and DPMs continue to meet quarterly on their initiative and implementation plans. In FY19, the Differing Abilities Employee Resource Group (ERG) was established at the Herbert C. Hoover Building (HCHB); they conducted multiple "lunch and learns" with the objective of building awareness among all seven bureaus located within the HCHB. Commerce conducts workshops and Disability Fairs designed to provide education to applicants, employees and supervisors with regard to information about equipment, services, and organizations that provide support and assistance to employees with disabilities. Additionally, BEA conducted a pilot co-op program that hosted a disabled veteran student volunteer throughout the summer.

As part of its overall recruitment program, the International Trade Administration (ITA) is continuing its piloting efforts with an outreach organization geared towards Hispanic communities. The organization's mission is to enhance opportunities for Hispanic MBAs from school to leadership positions through job placement. This organization promotes Hispanics in the workplace and has both university and corporate partners.

The Census Bureau established a Hispanic Employment, Outreach & Retention Committee as an aspect of its recruitment program. This multifunctional committee worked to address employment and retention of Hispanics and support all divisions in

successfully implementing practices to improve outreach recruitment, hiring, career development, retention, and advancement of Hispanics.

Department of Defense

Defense Contract Management Agency (DCMA)—The Recruitment, Branding and Outreach efforts related to Hispanic Employment were enhanced by participating in career fair events hosted by Hispanic-focused engineering and professional organizations. DCMA recruiters attended the annual Hispanic Association of Colleges and Universities (HACU) Annual Conference to build inroads and relationships with Hispanic Serving Institutions (HSIs). The recruiters participated in several Hispanic Serving Institutions (HSI) career events. DCMA Recruiters conducted a social media campaign targeting Hispanic Engineering Professionals which generated over 117,000 impressions and candidate engagements. These outreach efforts were conducted to attract an increased number of highly qualified Hispanic applicants with skill sets that match acquisition positions within the agency.

DCMA executes a balanced, continuous cycle recruitment program that seeks to meet the demands of the future requirements of the agency while enhancing the size, quality and diversity of the applicant pool. This includes disabled veterans, especially those who are eligible for appointment under the Schedule A authority for individuals with certain disabilities (5 CFR 213.3102(u)) and the authority for 30 percent or more disabled veterans. For the upcoming reporting period, DCMA plans to employ a traditional cadre of recruitment methods, as well as virtual career fairs and utilize the Agency Talent Portal through USAJOBS.

Department of Defense, Education Activity (DoDEA)—To support DoDEA's talent acquisition process, we utilize an internally developed web-based system called Employment Application System (EAS), which aids us in reaching our major occupation and educator hiring goals. The EAS system is designed to send emails directly to targeted groups, such as disabled educators and educators with specialized training, informing them of DoDEA sponsored events. This is also an opportunity to brand the agency to prospective hires with whom DoDEA has interacted during outreach events, thereby encouraging them to consider DoDEA for future career opportunities. DoDEA also utilizes USAJOBS, the complete federal talent management system, for its support staff hires.

Print and online advertising continue to be used, as part of the overall recruiting methods, to target diverse audiences. DoDEA has advertised in a variety of diversity publications, including those focused on southern geography, persons of color, and persons with disabilities. DoDEA also advertised in publications and organizations that target education professionals.

DoDEA positions were also advertised on USAJOBS, DoDEA's external website, and through social media platforms. DoDEA encourages applicants to consider various sources to learn about career opportunities.

Department of Defense, Defense Intelligence Agency (DIA)—As part of its overall recruiting efforts, the Agency has taken a strategic approach to address Hispanic underrepresentation. In FY19, OHR1 attended 15 schools/events targeting students who identify as Hispanic. In FY20, OHR1 has scheduled 13 schools/events targeting students who identify as Hispanic.

DIA's Office of Human Resources (OHR) made a concerted effort to maximize the impact of its budgetary allocations in recruiting activities for MD-715 populations. The Agency has taken a strategic approach to address the underrepresentation of disabled populations. The Talent Acquisition Program Team (OHR1) met with Career Fields to discuss recruiting needs to sustain an adequate Talent Acquisition pipeline. OHR1 provided data such as: career field health diagnostics, MD-715 results, agency demographics, and billet growth information to facilitate the conversation. Career Development Officers (CDOs) and OHR1 developed a diversity recruitment plan to provide the highest potential return on investment for Agency's FY20. The collaboration resulted in the development and implementation of the Recruitment Portal to strategically plan and track progress on achieving the Agency's diversity recruitment efforts. Furthermore, OHR1 created the DIA Ambassador program equipping all DIA Officers the tools to participate in external recruitment. To participate, DIA Ambassadors must complete tool kits and the Recruiting and Outreach online training. Included in the summary are FY19 activities, as well as activities planned for FY20. In FY19, OHR1 attended 15 schools/events for students with disabilities. In FY20, OHR1 has scheduled 25 schools/events targeting students with disabilities. OHR has also implemented a methodology to measure the return-on-investment (ROI) for recruiting activities to maximize its impact.

Department of Defense, Defense Intelligence Security Agency (DISA)—In FY20, DISA will continue to utilize non-traditional recruiting methods such as collaborating with veteran organizations, minority fraternities and sororities, minority alumni, and minority mailing lists to increase its visibility among minority students as well as its applicant pool. DISA also educates all candidates on the various non-competitive hiring authorities that are available to them. It has found that Hispanic applicants are not always aware of the various non-competitive hiring authorities pursuant to which positions may be filled. To increase their awareness, DISA always leaves additional information behind for career services and transition organizations to distribute to their respective audiences. As part of its overall recruitment efforts, DISA will continue its strategy of encouraging other students, including minority students, to assist with outreach at recruitment events.

Transfer students from community, junior and technical colleges are also of special interest because a significant number of ethnically and racially diverse students attend two-year colleges. The purpose of these visits is to disseminate information on employment with DISA in its technical fields. DISA will continue to strengthen its relationship with a public university in New Mexico with a strong STEM program.

Department of Defense, Defense Logistics Agency (DLA)—The agency won the Department of Defense (DOD) award for best mid-sized Component as an employer of individuals with disabilities for the past three consecutive years (2017 thru 2019). This was the 18th time DLA has won this award, more than any other agency since DOD created the award in 1991.

DLA won all four categories (Component, Recruiter, Coordinator and Participant) for the first time at the Defense Department's 2019 Workforce Recruitment Program (WRP) Awards and was named WRP Component of the Year for the second time. This is the first time in DOD history that an agency won in all four categories. The awards recognize organizations and individuals that participate in or support WRP, an annual recruitment and referral program that places prescreened college students and recent graduates with disabilities in 14-week internships at federal agencies.

DLA converted 18 of the 43 WRP participants to permanent positions in FY19 (42%).

Department of Defense, Defense Threat Reduction Agency (DTRA)—As part of its overall recruiting strategy, DTRA participated in numerous recruitment and outreach efforts with potentially high Hispanic participation rates, including the Kirtland AFB

Air Show (May 2019) and the Transition Assistance Program (TAPS) Job Information Fair (May 2019). The Oak Ridge Institute for Science and Education (ORISE) conducted an in-residence Joint Science and Technology Institute (JSTI) Science, Technology, Engineering, and Mathematics (STEM) camp with the Agency's participation. Also, in FY 2019, the Agency reached out to the Hispanic-Serving Institutions and the Hispanic Association of Colleges and Universities (HACU) to provide information sessions. We also partnered with other government agencies such as the National Nuclear Security Agency (NNSA), Kirtland Air Force Base (KAFB) and Raymond G. Murphy VA Medical Center (New Mexico, VAMC) for outreach, resource sharing and best practices.

DTRA continues to attend quarterly Albuquerque Hispano Chamber of Commerce meetings, comprised of National, State and Federal stakeholders, to identify ways to attract and retain local Hispanic talents. The Agency established partnerships with other government agencies such as NNSA, KAFB and New Mexico VAMC as well as professional Hispanic affinity organizations to market DTRA as an employer of choice. In addition, in FY 2019, the Agency systemically provided reminders to the workforce to examine their personnel records and correct any self-identification discrepancies in the MyBiz + /HR Application.

Department of Energy

The 2019 Annual Department of Energy (DOE) Disability Mentoring Day was hosted in collaboration with an outreach organization geared towards individuals with disabilities. It was moved to October to better align with the national effort and allow students returning to college more time to register. The program was expanded to include adults and college alumni. In addition to college outreach, DOE partnered with the Maryland Department of Rehabilitative Services to attract participants. Ten DOE Program Offices offered participants an exciting opportunity for career and internship exploration in addition to an hour of job shadowing and mentoring. Attendees were from Maryland Department of Rehabilitative Services, DC Government Disability Services, eight colleges in the DC area, and two colleges outside of the DC area. One participant is currently being considered for hire using the Schedule A hiring authority for individuals with certain disabilities (5 CFR 213.3102(u)).

National Nuclear Security Administration (NNSA)—NNSA expanded its recruitment and outreach to over 60 colleges and universities to fill mission-critical positions in the science and engineering fields. NNSA leveraged its relationships with these colleges

and universities to provide NNSA job opportunities to current undergraduate and graduate students. NNSA participated in Nuclear Security Enterprise Days with the agency's Management and Operating (M&O) Contractor partners in FY 2019 at various public research universities across the Nation. During these events, NNSA and the M&O Contractor partners participated in undergraduate and graduate panels to provide students with information on the various career opportunities within the NNSA's National Security Enterprise. NNSA also participated in career fairs at several additional public research universities.

The agency's Minority Servicing Institutions Partnership Program (MSIPP) has six (6) active consortiums, including university partners from Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), and Tribal Colleges and Universities (TCUs). Through competitive funding opportunity announcements, 4 new consortiums were selected for award during FY 2019, 2 of which are led by HSIs. The NNSA entered into partnerships with several new HSI and TCU partners.

Department of Justice

During FY 2019, the Department of Justice (DOJ), when funding was available, participated in employment outreach events and recruitment fairs to help increase awareness of DOJ and its mission, and to develop talented and diverse application pools for mission critical occupations. Among the events at which DOJ and its Components participated were Food and Drug Administration Veteran Employment and Disability Job Fair, Ft. Meade Veterans Employment Career Fair, "HBCU Week," Jobs for JAGS, , and a variety of other public and private sector entities.

Several DOJ Components continued to collaborate with Minority Serving Institutions, including Historically Black Colleges and Universities and Hispanic Serving Institutions (HSI) to attract college students for internships and employment opportunities. As an example, the U.S. Marshals Service launched its recruitment initiative for Schedule B Hiring for Deputy United States Marshals by visiting 34 HSIs located in several states including Arizona, California, Colorado, Illinois, New Mexico, New York, and Texas.

Drug Enforcement Administration (DEA)—The DEA developed a marketing and branding campaign on two social media sites focusing on its "Employer Brand" to target, attract, and recruit talented and diverse individuals for DEA employment opportunities. As part of the campaign, DEA established a photo bank on social media

that captures individuals from diverse backgrounds in leadership positions or performing key work of a DEA Special Agent (GS-1811). The marketing campaign depicts DEA as an exciting and dynamic workplace. The images show mission accomplishment through collaboration and team effort across the various DEA occupational series. This marketing and branding campaign has helped to improve the recruitment of DEA Special Agents.

Federal Bureau of Investigation (FBI)—The Diversity Agent Recruitment (DAR) Program is an initiative under the FBI Director's Priority Initiative on Diversity. FBI piloted the program in August 2016 and officially launched it in January 2017, as part of its comprehensive recruitment efforts. The program leverages FBI's existing diversity partnerships with professional organizations to organize and plan regional Special Agent Information Sessions in cities with diverse populations. Scheduled sessions include highly qualified professionals to increase their awareness and understanding of FBI employment opportunities, and to increase the pipeline of diverse applicants for the Special Agent position. In FY 2019, the FBI held 11 DAR events, which attracted 1,197 attendees. Twenty-three percent of DAR attendees applied to the Special Agent positions.

Department of Transportation

Federal Aviation Administration (FAA)—The Office of Civil Rights, the Air Traffic Organization, and the Office of Human Resources are piloting the Aviation Development Program (ADP). The program was created to address the lower-than-expected participation rate of persons with disabilities (PWD) in our mission critical occupations. Specifically, the pilot program allows Persons with Targeted Disabilities (PWTD) to receive one year of experience in an Air Route Traffic Control Center (ARTCC) with potential to convert to Air Traffic Controllers (series 2152) upon successfully meeting existing 2152 criteria. FAA launched a major communication outreach effort to advertise the program by coordinating with various disability associations in 10 US locations (Boston, Memphis, Seattle, Cleveland, Jacksonville, Salt Lake City, Fort Worth, Kansas City, Minneapolis, and Denver). The ADP resulted in 62 applicants who applied for the ADP; 43 were deemed eligible and extended invitations to take the Air Traffic Skills Assessment (ATSA) pre-selection exam; 28 of the 43 took the exam, with 15 earning passing scores.

Federal Transit Administration (FTA)—The agency will continue to augment traditional recruitment with non-competitive hiring practices such as appointments through the Schedule A hiring authority for individuals with certain disabilities (5 CFR 213.3102(u)). During FY2019 FTA hired twelve (12) people with disabilities (19% of total hires. FTA managers fully understand and support hiring people with disabilities. We believe this level of hiring was achieved due to 1) continuous strategic conversation with managers and supervisors, where HR Specialists emphasize the value of utilizing special hiring authorities to appoint disabled persons; and 2) HR Specialists educating managers on the value of focusing attention on qualifications of veterans and Schedule A (5 CFR 213.3102(u)) candidates that are referred. Hiring of people with disabilities remained stable even through a Government-wide furlough.

As part of its overall recruiting, FTA utilizes various mediums to attract, recruit, and hire Hispanics. FTA has focused on involvement and partnership with diverse organizations, educational institutions, and networks that have access to talented Hispanic individuals with the expertise and skills critical to the FTA mission. FTA has continued efforts to establish contacts, develop networks, and utilize an updated and extended list of Hispanic organizations for outreach when we recruit for vacancies.

In addition, the President of “Hispanics in Transportation” (HIT) is an FTA employee. HIT is an agency-wide Hispanic affinity group. FTA uses HIT to highlight critical vacancy announcements by using the HIT distribution list as well as their informal network to disseminate information.

General Services Administration

The General Services Administration (GSA) participated in the White House Initiative on Educational Excellence for Hispanics. Through this initiative the GSA’s Administrator appointed a senior leader to represent the agency on the Federal Interagency Working Group on Educational Excellence for Hispanics. The working group consists of senior officials from nearly 30 federal agencies to collaborate and strengthen the link between the federal government and the Hispanic community. As part of its activities this year, the Office of Human Resources Management (OHRM) participated in recruitment events hosted by Hispanic-focused professional associations. Additionally, OHRM participated in recruitment events at twelve Hispanic Servicing Institutes. Hispanic recruitment efforts align with the services and staff offices workforce plans.

The GSA Hispanic Special Emphasis Program (HSEP) employee group continued to be active enterprise-wide during FY 2019. The HSEP provided a wide array of professional development training during FY 2019. Professional development training allows employees to perform better and prepare for positions of greater responsibility. Ongoing professional development is an incentive to employees looking to keep their skills relevant in a rapidly changing world.

Our National Recruitment Center (NCR) participated at a job fair event that matched the nation's top Hispanic/Latino talent with organizations that are dedicated to diverse and inclusive workforces.

National Aeronautical Space Administration

National Aeronautical Space Administration (NASA) monitors hiring manager perceptions and new hire perceptions via the Gartner Recruitment Effectiveness Diagnostic (RED) Survey that is sent about 60 days after Entrance on Duty. Supervisor-rated quality of hire and employee rated quality are reported quarterly to senior leadership as part of our Human Capital performance metrics reporting process. Likewise, new employees are placed on an employee performance plan and are rated on different elements of performance on an annual basis, in addition to mid-term performance discussions.

NASA has a robust Hispanic Employment Program (HEP) which consists of fulltime Hispanic Special Emphasis Program Managers (SEPMs) at all ten NASA Centers and one Hispanic SEPM Lead at the Agency level. During FY19, this practice helped to identify and implement innovative methods to recruit and retain Hispanic and Latino employees, as an aspect of NASA's recruiting program. These methods include: participating in recruitment activities at Hispanic serving institutions (HSIs) and institutions with large Hispanic and Latino populations; establishing and strengthening partnerships with Hispanic focused professional organizations to enable outreach and recruitment with Hispanic and Latino populations; engaging in social networking platforms; utilizing the Agency's Pathways Program to convert interns to career-conditional or term appointments; providing career development opportunities for employees at all grade levels; nominating NASA employees for recognition of significant accomplishments within esteemed STEM professional organizations; and encouraging participation in ERGs, which play a vital role in NASA's retention and development efforts.

NASA has implemented several initiatives to expand its digital recruiting presence: 1) Developed a digital/social media strategy to attract, engage and nurture candidates through the candidate lifecycle, 2) Revitalized its presence on LinkedIn through a 6-month pilot program that includes more capabilities such as job wrapping and recruiter seat licenses, and 3) Increased Employee Value Proposition messaging by developing regular content and targeted employer brand campaigns on social media sites, and NASA's careers website.

National Transportation Safety Board

The National Transportation Safety Board's (NTSB) use of social media as an avenue for recruiting continued in 2019 with more episodes of the podcast series, Behind-the-Scene@NTSB. The bi-weekly series consists of 30-50-minute episodes presenting the Most Wanted List (of transportation safety improvements), NTSB history and activities, and the work that members of the staff do every day to advance the mission. One episode featured 2018 summer interns who described the great experiences they had while working at the NTSB. The NTSB also continued to partner with a social media site to showcase the NTSB's brand as an employer and to advertise vacancies for mission-critical occupations, attracting a variety of generations in the workforce and connecting with otherwise hard-to-reach populations.

The NTSB regularly posts to social media, including occasional features about the exciting work available for engineers in the NTSB's state-of-the-art electronics laboratory. Photos show them performing hands-on work deciphering information held on a variety of electronic recording devices, such as the "black boxes" on aircraft. Summer internships and training opportunities were also showcased on social media during 2019, potentially reaching a diverse applicant pool for hires to fill mission-critical positions. A feature on the NTSB webpage called the "Safety Compass" blog regularly highlights the NTSB's work to improve transportation safety and the dedicated men and women who pursue this goal.

U.S. Agency for International Development

The U.S. Agency for International Development (USAID) established and maintained partnerships with a variety of organizations to support the agency's Talent Acquisition strategy for sourcing, referring and employing diverse quality talent. These engagements include, but are not limited to, collaboration with minority serving institutions (MSI); professional associations and networks serving underrepresented

communities; veteran organizations; and groups serving individuals with disabilities. The Agency's Development Diplomat in Residence (DDIR) Program is a key partnership example whereby USAID maintained two Senior Foreign Service Officers at East and West Coast colleges to conduct regional outreach and recruitment at their base school and with other minority serving organizations. In FY 2019, DDIR program efforts produced outreach results to over 1,000 diverse candidates of students, experienced professionals, service members, and individuals with disabilities, representative of all segments of our nation. In addition, USAID sustains Memorandums of Understanding (MOU) with MSI and diverse professional networks to source talent for agency employment opportunities. The Agency maintains existing agreements with specific minority serving organizations to provide student internships to diverse talent.

In FY 2019, the Hispanic Employment Program Manager (HEPM) conducted outreach efforts, including information sessions with high schools serving predominantly Hispanic American students in South Florida and in Southern California, to increase public awareness about the Agency and career opportunities. During these efforts, the DDIRs discussed their experiences in the USAID Foreign Service and shared information about the various development projects the Agency conducted around the world. These activities provided early exposure to public service careers for Hispanic Americans that will help attract and source a future pipeline of diverse talent for USAID. Additionally, the HEPM engaged and maintained partnerships with a broad range of groups that service Hispanic/Latino constituents to participate in outreach activities and collaborate on strategic planning initiatives and mentoring.



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