

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Federal Equal Opportunity Recruitment Program (FEORP) Report

Fiscal Year 2018



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) 2018. 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 focused on Mission, Service, and Stewardship.

Findings for FY 2018

In FY 2018, the percentage of minorities in the permanent Federal workforce increased by 0.6 percentage points from 37.1% in FY 2017 to 37.7% in FY 2018. The comparable percentage of the Civilian Labor Force (CLF) is 38.0 %.

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

- 18.7% Black,
- 9.1% Hispanic,
- 6.1% Asian,
- 0.5% Native Hawaiian/Pacific Islander,
- 1.6% American Indian/Alaska Native,
- 1.7% Non-Hispanic Multiracial, and
- 62.3% White.

The overall distribution of Federal employees is 56.6% male and 43.4% female.

Minority representation in the Senior Executive Service (SES) increased from 20.7% in FY 2017 to 21.1% in FY 2018. The percentages of the SES comprised by each group for which data is collected are as follows:

- 10.6% Black,
- 4.6% Hispanic,
- 3.7% Asian,
- 0.2% Native Hawaiian/Pacific Islander,
- 1.1% American Indian/Alaska Native,
- 0.9% Non-Hispanic Multiracial, and
- 78.8% White.

The overall distribution of the SES is 66.2% male and 33.8% female. Female representation in the SES declined from 34.0% in FY 2017.

OPM led government-wide outreach initiatives to promote Federal career opportunities in mission critical occupations and programs such as Cybersecurity, Science, Technology, Engineering, and Mathematics (STEM), and the Pathways Programs for Students and Recent Graduates. In FY 2018, OPM reached students and recent graduates from a total of 378 universities designated as “National Centers of Academic Excellence in Cybersecurity,” “CyberCorps: Scholarship for Service” schools, and other colleges and universities with programs in cybersecurity to increase awareness of Federal careers and employment programs. As part of a comprehensive recruitment strategy, 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/Pacific Islander students; students with disabilities, and a number of other minority-serving organizations. In FY 2018, OPM reached a combined total of 769 minority-serving colleges and universities and provided briefings for over 1,700 career counselors and academic partners from targeted colleges and universities.

To support diversity and inclusion in the Federal workplace, OPM provides 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 utilize [Unlock Talent](#), an innovative and comprehensive workforce data visualization dashboard, in order to accomplish strategic planning, talent realignments and reskilling. Workforce data analysis is critical to the Federal government’s efforts to realign the workforce to accomplish its mission, while building and sustaining a 21st century Federal workforce, as envisioned in the President’s Management Agenda.

Sincerely,

Michael Rigas
Acting 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 sustain and integrate diversity and inclusion practices as part of 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 a key component of their human resources strategies.

Creating and maintaining a diverse Federal workforce that draws from all segments of society 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 through new outreach and recruiting efforts is important to achieving the strategic vision set out in the [Governmentwide Inclusive Diversity Strategic Plan](#).

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

	Representation in Federal Workforce		Representation in Senior Executive Service	
	FY 2017	FY 2018	FY 2017	FY 2018
Men	56.7	56.5	66.0	66.2
Women	43.3	43.4	34.0	33.8
Black	18.6	18.7	10.4	10.6
Hispanic	8.9	9.1	4.6	4.6
Asian	5.9	6.1	3.5	3.7
Native Hawaiian / Pacific Islander	0.5	0.5	0.2	0.2
American Indian / Alaska Native	1.6	1.6	1.2	1.1
Non-Hispanic Multiracial	1.6	1.7	.08	0.9
White	62.8	62.3	79.2	78.8

Major findings in the FY 2018 FEORP Report:

- The percentage of the Federal workforce comprised by minorities was 37.7 percent as compared to 38.0 percent in the Civilian Labor Force. This number is up by .6 percent from FY 2017.
- Black employees represent 18.7 percent (364,572) of the permanent Federal workforce as of September 30, 2018, compared to 18.6 percent in FY 2017.
- Hispanic employees represent 9.1 percent (178,215) of the permanent Federal workforce as of September 30, 2018, compared to 8.9 percent FY 2017.
- Asian employees represent 6.1 percent (118,644) of the permanent Federal workforce as of September 30, 2018, compared to 5.9% in FY 2017.
- Native Hawaiian/Pacific Islander employees represent 0.5 percent (10,182) of the permanent Federal workforce as of September 30, 2018, the same as in FY 2017.
- American Indian/Alaska Native employees represent 1.6 percent (30,699) of the permanent Federal workforce as of September 30, 2018, the same as in FY 2017.
- Non-Hispanic Multiracial employees represent 1.7 percent (33,215) of the permanent Federal workforce as of September 30, 2018, compared to 1.6 percent in FY 2017.
- White employees represent 62.3 percent (1,218,307) of the permanent Federal workforce as of September 30, 2018, compared to 62.9 percent in FY 2017.
- Women comprise 43.4 percent (848,052) of the permanent Federal workforce as of September 30, 2018, compared to 43.3 percent in FY 2017.
- Men comprise 56.6 percent (1,105,917) of the permanent Federal workforce as of September 30, 2018, compared to 56.7 percent in FY 2017.
- The percentage of minorities in the Senior Executive Service (SES) increased from 20.7% in FY 2017 to 21.2% in FY 2018. The SES is 10.6 percent Black, 4.6 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) decreased from 34 percent in FY 2017 to 33.8 percent in FY 2018.

DATA COVERAGE AND DEFINITIONS

Onboard Federal employment statistics used in this report are as of September 30, 2018. 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 2018 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: 718) represent 0.037 percent of the permanent workforce in September 2018. Employment records with unspecified race or national origin (count: 850) represent 0.044 percent of the permanent workforce in September 2018.

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"

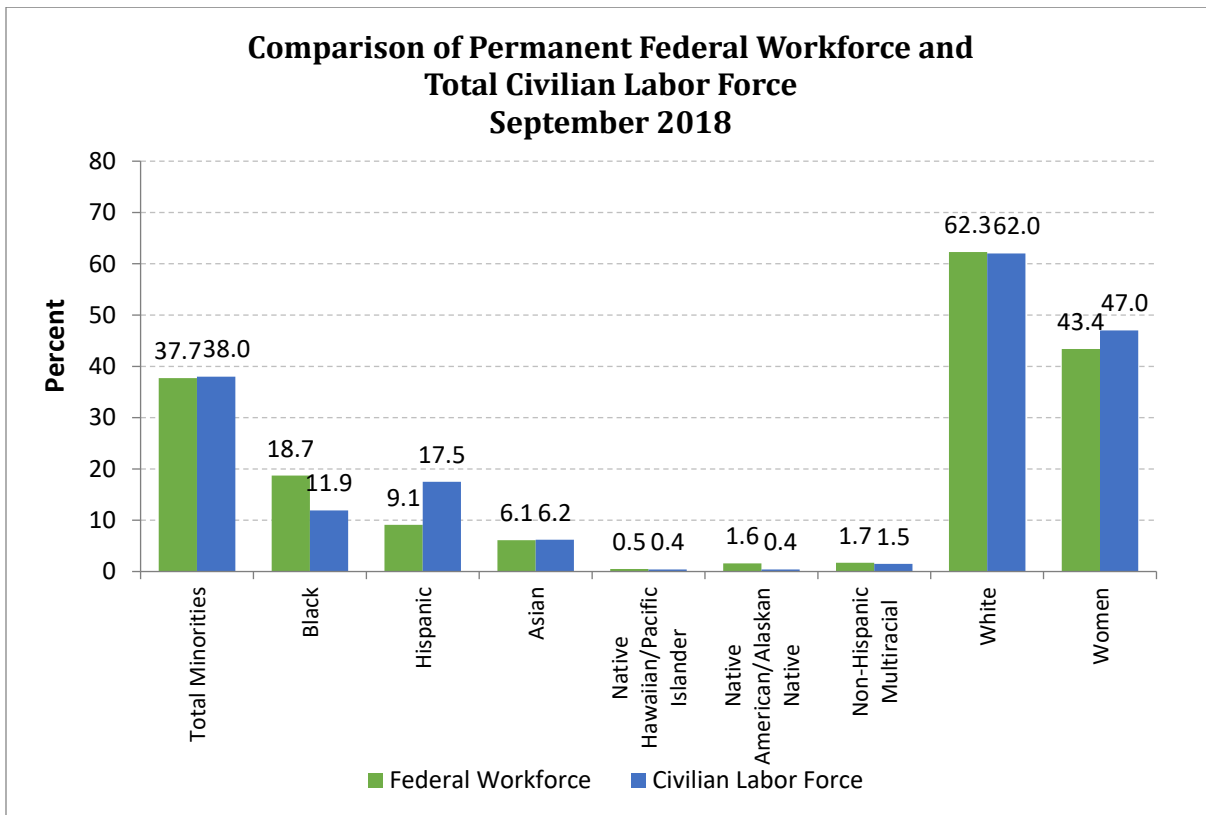
Occupational categories discussed in this report are white collar and blue collar. The white-collar category contains Professional, Administrative, Technical, Clerical, and Other white-collar occupations. Professional occupations typically require a baccalaureate or professional degree and along with 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



- In FY 2018, the percentage of minorities in the permanent Federal workforce increased by 0.6 percentage points from 37.1% in FY 2017 to 37.7% in FY 2018. Black employees represent 18.7 percent (364,752) of the permanent Federal workforce in FY 2018, compared to 18.6 percent in FY 2017. Black representation in the CLF was 11.8% in 2017, compared to 11.9 percent in 2018.
- Hispanic employees represent 9.1 percent (178,215) of the permanent Federal workforce in FY 2018, compared to 8.9 percent in FY 2017. Hispanic representation in the CLF² was 17.5 percent in 2018, compared to 17.1 percent in 2017.
- Asian employees represent 6.1 percent (118,644) of the permanent Federal workforce in FY 2018, compared to 5.9 percent in FY 2017. Asian representation in the CLF³ was 6.2 percent in 2018, compared to 6.0 percent in 2017.

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

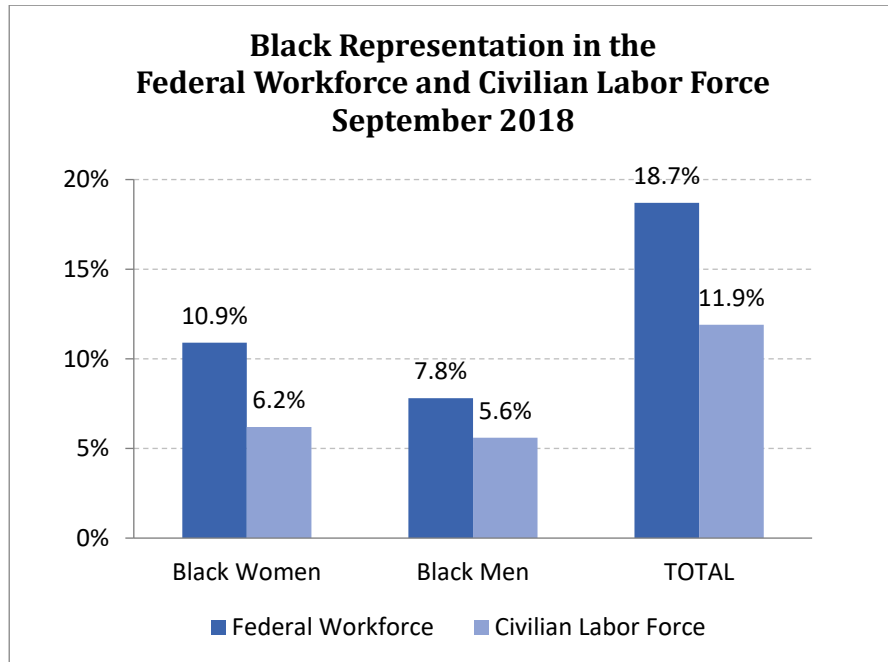
² According to the Bureau of Labor Statistics (BLS), in 2018 Hispanics in the U.S. comprised 17.5 percent of the Civilian Labor Force (CLF). According to the Equal Employment Opportunity (EEO) Tabulation 2006-2010 (5-year ACS Data), Hispanics in the U.S. comprised 10.0 percent of the CLF when taking 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.

- Native Hawaiian/Pacific Islander employees represent 0.5 percent (10,182) of the permanent Federal workforce in FY 2018, the same as in FY 2017. Native Hawaiian/Pacific Islander representation in the CLF was 0.4 percent in 2018 compared to the 0.3 percent in 2017.
- American Indian/Alaska Native employees represent 1.6 percent (30,699) of the permanent Federal workforce in FY 2018, the same as in FY 2017. American Indian/Alaska Native representation in the CLF was 0.7 percent in 2018, the same as in 2017.
- Non-Hispanic Multiracial employees represent 1.7 percent (33,215) of the permanent Federal workforce in FY 2018, compared to 1.6 percent in FY 2017. Non-Hispanic Multiracial representation in the CLF was 1.5 percent in 2018, the same as in 2017.
- White employees represent 62.3 percent (1,218,307) of the permanent Federal workforce in FY 2018, compared to 62.9 percent in FY 2017. White representation in the CLF was 62.0 percent in 2018, compared to 62.6 percent in 2017.
- Women represent 43.4 percent (848,052) of the permanent Federal workforce in FY 2018, compared to 43.3 percent in FY 2017. The representation of women in the CLF was 47.0 percent in 2018, compared to 46.9 percent in 2017.

BLACK EMPLOYMENT IN THE FEDERAL WORKFORCE

BLACK EMPLOYMENT



Black employees represent 18.7 percent (364,572) of the permanent Federal workforce in FY 2018, compared to 18.6 percent in FY 2017.

Black men represent 7.8 percent of the permanent Federal workforce in FY 2018, compared to 7.7 percent in FY 2017.

Black women represent 10.9 percent of the Federal Workforce in FY 2018, compared to 10.8 percent in FY 2017.

BLACK EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black Employment

Percentages based on all employment in each Occupational Category

2018	Count	Percent
White Collar	330,580	18.6%
Professional	62,112	11.8%
Administrative	146,910	19.6%
Technical	82,768	25.3%
Clerical	29,240	29.9%
Other White Collar	9,550	13.6%
Blue Collar	33,884	18.8%
Unspecified	108	8.5%
TOTAL	364,572	18.7%

Black employment in professional occupations increased by 1,214 to 62,112 in FY 2018, from 60,898 in FY 2017. Black employment represents 11.8 percent of all Federal employees in this occupational category in FY 2018, compared to 11.6 percent in FY 2017.

Black employment in administrative occupations increased by 1,404 to 146,910 in FY 2018, from 145,506 in FY 2017. Black employment represents 19.6 percent of all Federal employees in this occupational category in FY 2018, compared to 19.5 percent in FY 2017.

Black employment in technical occupations increased by 757 to 82,768 in FY 2018, from 82,011 in FY 2017. Black employment represents 25.3 percent of all Federal employees in this occupational category in FY 2018, compared to 25.0 percent in FY 2017.

Black employment in clerical occupations increased by 318 to 29,240 in FY 2018, from 28,922 in FY 2017. Black employment represents 29.9 percent of all Federal employees in this occupational category in FY 2017, compared to 29.7 percent in FY 2017.

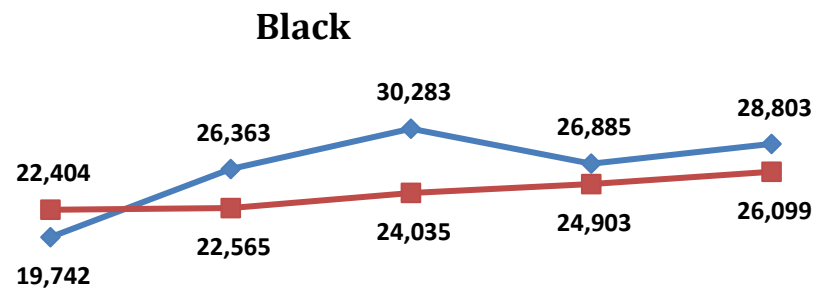
Black employment in "other" white collar occupations decreased by 463 to 9,550 in FY 2018 from 10,013 in FY 2017. Black employment represents 13.6 percent of all Federal employees in this occupational category in FY 2018, compared to 14.0 percent in FY 2017.

Black employment in white collar occupations increased by 3,228 to 330,580 in FY 2018, from 327,352 in FY 2017. Black employment represents 18.6 percent of all Federal employees in this occupational category in FY 2018, compared to 18.5 percent in FY 2017.

Black employment in blue collar occupations decreased by 33 to 33,884 in FY 2018, from 33,917 in FY 2017. Black employment represents 18.8 percent of all Federal employees in this occupational category in FY 2018, compared to 18.9 percent in FY 2017.

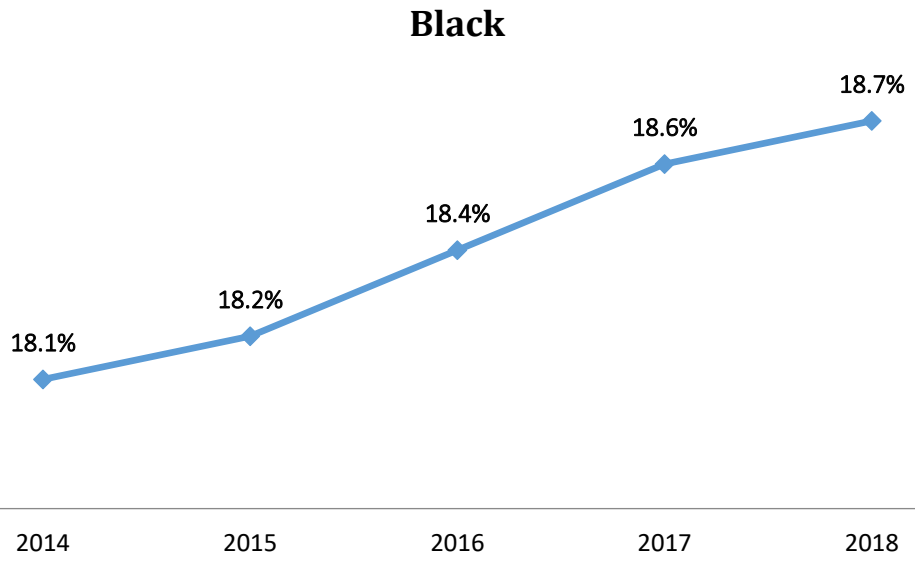
BLACK EMPLOYMENT TRENDS

New Hires and Separations



	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
◆ New Hires	19,742	26,363	30,283	26,885	28,803
■ Separations	22,404	22,565	24,035	24,903	26,099

Representation in the Federal Workforce over a 5-year Period

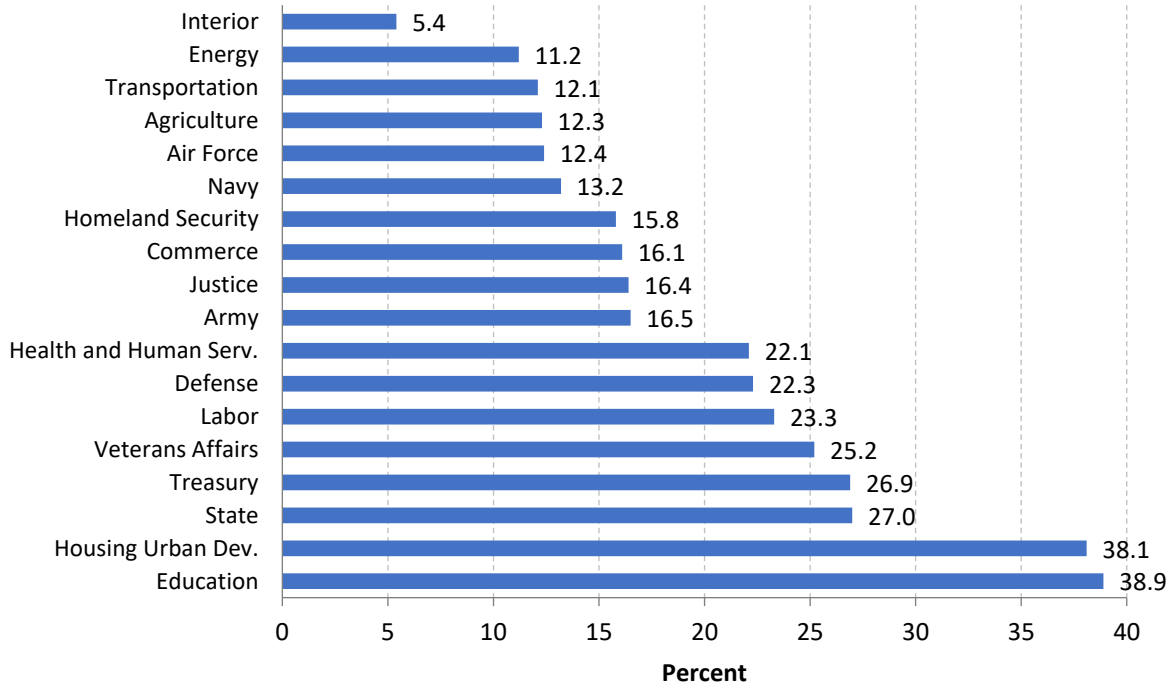


BLACK EMPLOYMENT SALARY TRENDS

Occupational Category / Pay System	September 2017		September 2018	
	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	25,402	1.9%	23,501	1.7%
\$40,000 - \$59,999	82,073	6.0%	81,422	5.9%
\$60,000 - \$79,999	60,170	4.4%	56,138	4.1%
\$80,000 - \$99,999	45,116	3.3%	47,309	3.5%
\$100,000 - \$119,999	32,949	2.4%	35,903	2.6%
\$120,000 - \$139,999	16,761	1.2%	17,134	1.3%
\$140,000 - \$159,999	6,594	0.5%	7,708	0.6%
\$160,000 and Greater	2,178	0.2%	3,226	0.2%
Unspecified	348	0.0%	507	0.0%
TOTAL	271,591	19.8%	272,848	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	2	0.0%	5	0.1%
\$140,000 - \$159,999	48	0.6%	23	0.3%
\$160,000 and Greater	762	9.7%	787	10.2%
Unspecified	0	0.0%	3	0.0%
TOTAL	812	10.4%	818	10.6%
Other White Collar				
Less than \$20,000	54	0.0%	43	0.0%
\$20,000 - \$39,999	4,946	1.3%	4,804	1.2%
\$40,000 - \$59,999	9,664	2.5%	9,981	2.5%
\$60,000 - \$79,999	10,214	2.6%	9,510	2.4%
\$80,000 - \$99,999	10,817	2.8%	11,447	2.9%
\$100,000 - \$119,999	7,918	2.0%	9,460	2.4%
\$120,000 - \$139,999	4,359	1.1%	5,379	1.4%
\$140,000 - \$159,999	2,785	0.7%	3,116	0.8%
\$160,000 and Greater	4,178	1.1%	3,167	0.8%
Unspecified	10	0.0%	7	0.0%
TOTAL	54,949	14.1%	56,914	14.3%
White Collar TOTAL	327,352	18.5%	330,580	18.6%
Blue Collar	33,917	18.9%	33,884	18.8%
Unspecified	18	14.6%	108	8.5%
TOTAL	361,287	18.6%	364,572	18.7%

BLACK REPRESENTATION IN EXECUTIVE DEPARTMENTS

Black Representation in Executive Departments September 2018

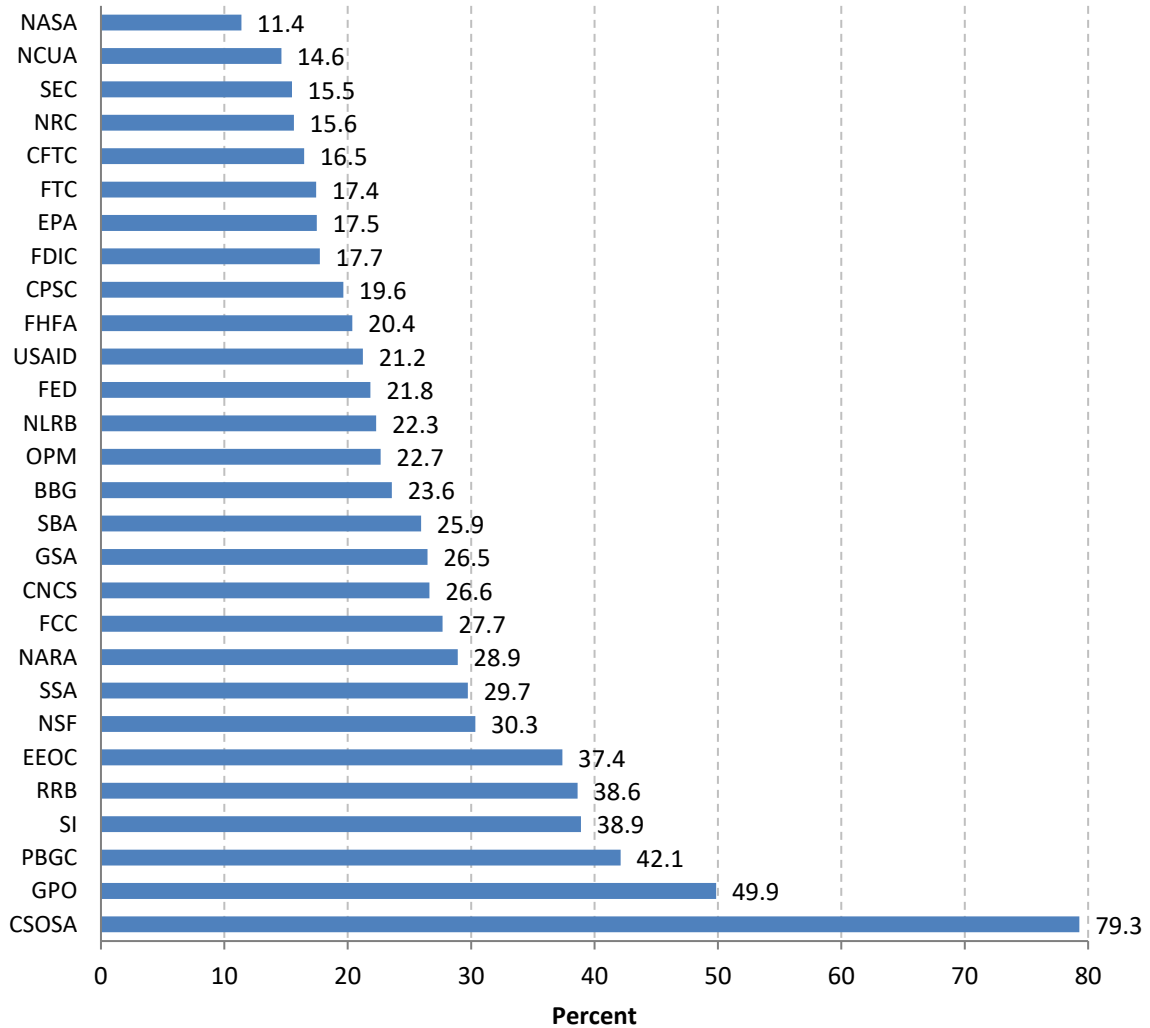


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Black**

Executive Departments	2017 Percent	2018 Percent
DEPARTMENT OF THE AIR FORCE	12.3	12.4
DEPARTMENT OF AGRICULTURE	12.4	12.3
DEPARTMENT OF THE ARMY	16.5	16.5
DEPARTMENT OF COMMERCE	16.3	16.1
DEPARTMENT OF DEFENSE	22.1	22.3
DEPARTMENT OF JUSTICE	16.6	16.4
DEPARTMENT OF LABOR	23.0	23.3
DEPARTMENT OF ENERGY	11.1	11.2
DEPARTMENT OF EDUCATION	38.6	38.9
DEPARTMENT OF HEALTH AND HUMAN SERVICES	22.1	22.1
DEPARTMENT OF HOMELAND SECURITY	15.6	15.8
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	37.7	38.1
DEPARTMENT OF THE INTERIOR	5.5	5.4
DEPARTMENT OF THE NAVY	13.3	13.2
DEPARTMENT OF STATE	27.0	27.0
DEPARTMENT OF TRANSPORTATION	12.1	12.1
DEPARTMENT OF THE TREASURY	26.2	26.9
DEPARTMENT OF VETERANS AFFAIRS	25.0	25.2
GOVERNMENT-WIDE	18.6	18.7

BLACK REPRESENTATION IN INDEPENDENT AGENCIES

Black Representation in Independent Agencies September 2018

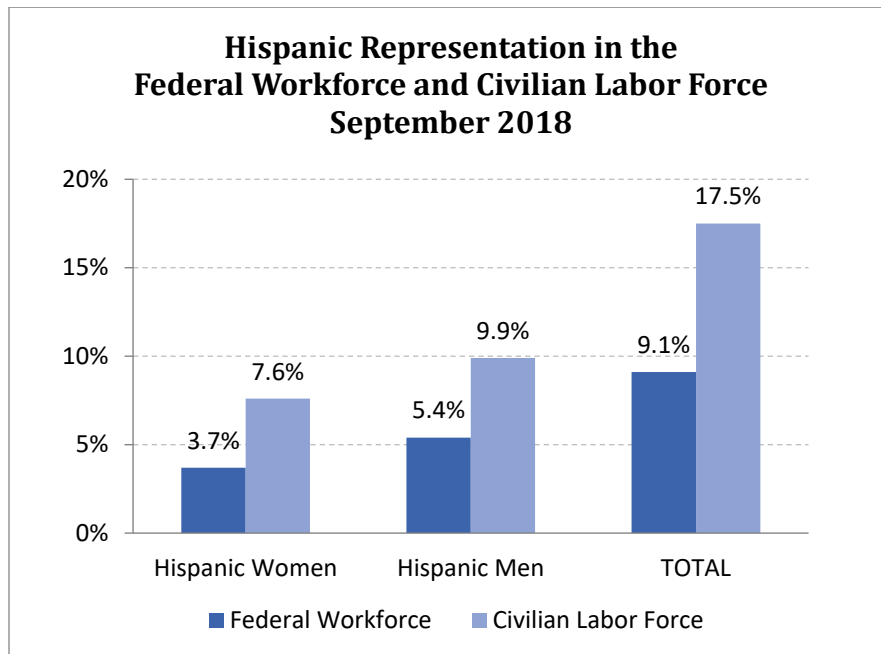


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Black**

Independent Agencies	2017 Percent	2018 Percent
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	22.1	21.2
PENSION BENEFIT GUARANTY CORPORATION	42.3	42.1
COMMODITY FUTURES TRADING COMMISSION	16.6	16.5
NATIONAL CREDIT UNION ADMINISTRATION	14.9	14.6
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	38.6	37.4
ENVIRONMENTAL PROTECTION AGENCY	17.4	17.5
FEDERAL COMMUNICATIONS COMMISSION	27.7	27.7
FEDERAL DEPOSIT INSURANCE CORPORATION	17.8	17.7
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	79.2	79.3
FEDERAL RESERVE SYSTEM	21.1	21.8
FEDERAL TRADE COMMISSION	17.7	17.4
GENERAL SERVICES ADMINISTRATION	26.7	26.5
FEDERAL HOUSING FINANCE AGENCY	20.6	20.4
BROADCASTING BOARD OF GOVERNORS	23.8	23.6
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	26.2	26.6
GOVERNMENT PRINTING OFFICE	50.1	49.9
NATIONAL SCIENCE FOUNDATION	30.4	30.3
NATIONAL LABOR RELATIONS BOARD	22.7	22.3
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	11.5	11.4
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	28.1	28.9
NUCLEAR REGULATORY COMMISSION	15.4	15.6
OFFICE OF PERSONNEL MANAGEMENT	23.5	22.7
RAILROAD RETIREMENT BOARD	39.0	38.6
SMALL BUSINESS ADMINISTRATION	25.8	25.9
SECURITIES AND EXCHANGE COMMISSION	15.4	15.5
CONSUMER PRODUCT SAFETY COMMISSION	20.6	19.6
SMITHSONIAN INSTITUTION	39.0	38.9
SOCIAL SECURITY ADMINISTRATION	29.6	29.7
GOVERNMENT-WIDE	18.6	18.7

HISPANIC EMPLOYMENT IN THE FEDERAL WORKFORCE

HISPANIC EMPLOYMENT⁴



Hispanic employees represent 9.1 percent (178,215) of the Federal workforce in FY 2018, compared to 8.9 percent in FY 2017.

Hispanic men represent 5.4 percent of the permanent Federal workforce in FY 2018, compared to 5.3 percent in FY 2017.

Hispanic women represent 3.7 percent of the Federal Workforce in FY 2018, compared to 3.6 percent in FY 2017.

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 BY OCCUPATIONAL CATEGORY

Hispanic Employment

Percentages based on all employment in each Occupational Category

2018	Count	Percent
White Collar	164,048	9.3%
Professional	31,839	6.0%
Administrative	68,296	9.1%
Technical	37,102	11.4%
Clerical	11,418	11.7%
Other White Collar	15,393	21.9%
Blue Collar	14,088	7.8%
Unspecified	51	4.8%
TOTAL	178,215	9.1%

Hispanic employment in professional occupations increased by 1,313 to 31,839 in FY 2018, from 30,526 in FY 2017. Hispanic employment represents 6.0 percent of all Federal employees in this occupational category in FY 2018, compared to 5.8 percent in FY 2017.

Hispanic employment in administrative occupations increased by 2,002 to 68,296 in FY 2018, from 66,294 in FY 2017. Hispanic employment represents 9.1 percent of all Federal employees in this occupational category in FY 2018, compared to 8.9 percent in FY 2017.

Hispanic employment in technical occupations increased by 1,035 to 37,102 in FY 2018, from 36,067 in FY 2017. Hispanic employment represents 11.4 percent of all Federal employees in this occupational category in FY 2018, compared to 11.0 percent in FY 2017.

Hispanic employment in clerical occupations increased by 613 to 11,418 in FY 2018, from 10,805 in FY 2017. Hispanic employment represents 11.7 percent of all Federal employees in this occupational category in FY 2018, compared to 11.1 percent in FY 2017.

Hispanic employment in "other" white collar occupations decreased by 125 to 15,393 in FY 2018 from 15,518 in FY 2017. Hispanic employment represents 21.9 percent of all Federal employees in this occupational category in FY 2018, compared to 21.6 percent in FY 2017.

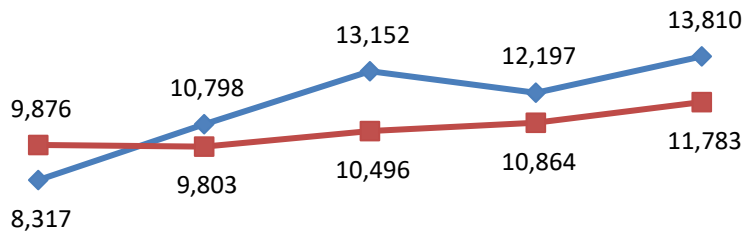
Hispanic employment in white collar occupations increased by 4,837 to 164,048 in FY 2018, from 159,211 in FY 2017. Hispanic employment represents 9.3 percent of all Federal employees in this occupational category in FY 2018, compared to 9.0 percent in FY 2017.

Hispanic employment in blue collar occupations increased by 86 to 14,088 in FY 2018, from 14,002 in FY 2017. Hispanic employment represents 7.8 percent of all Federal employees in this occupational category in FY 2018, the same percentage as in FY 2017.

HISPANIC EMPLOYMENT TRENDS

New Hires and Separations

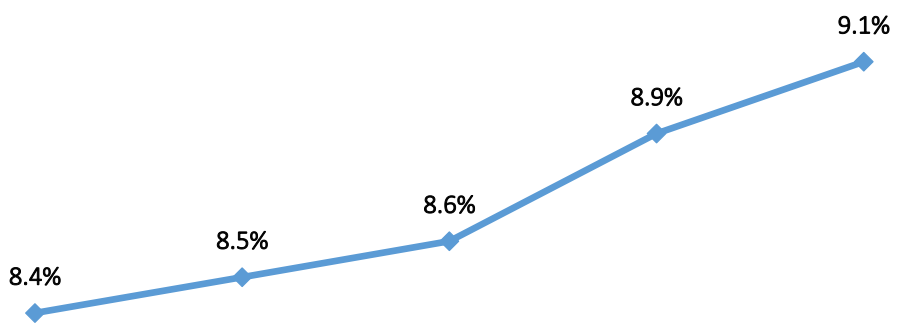
Hispanic



	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
◆ New Hires	8,317	10,798	13,152	12,197	13,810
■ Separations	9,876	9,803	10,496	10,864	11,783

Representation in the Federal Workforce over a 5-year Period

Hispanic



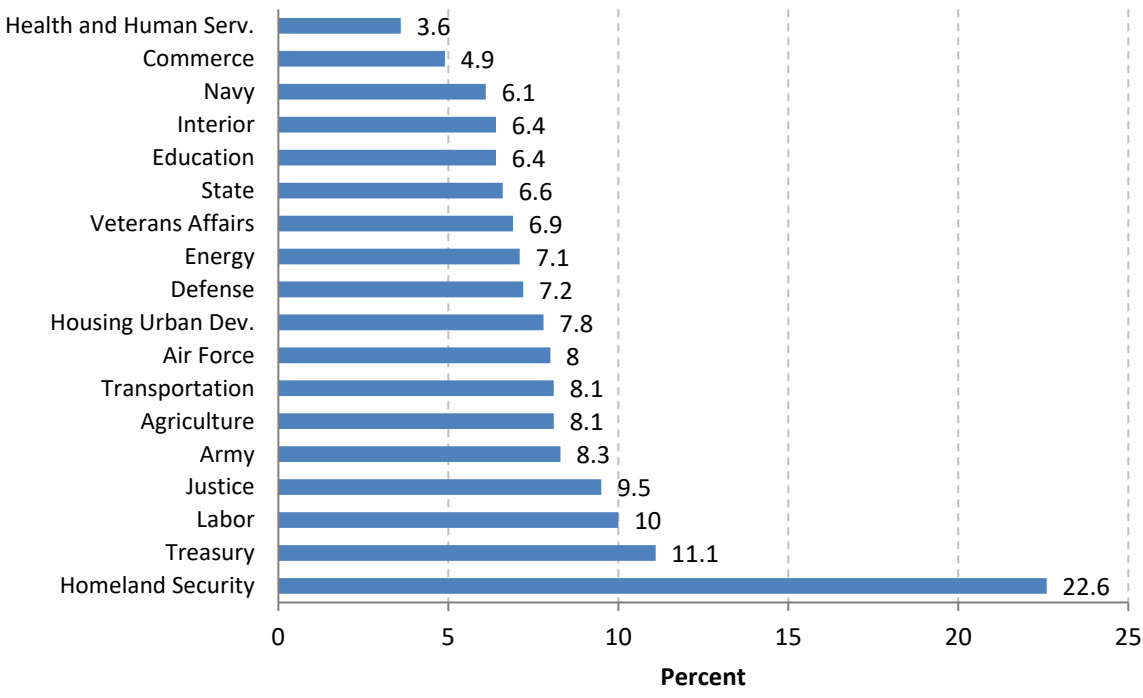
2014 2015 2016 2017 2018

HISPANIC EMPLOYMENT SALARY TRENDS

Occupational Category / Pay System	September 2017		September 2018	
	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	9,217	0.7%	8,757	0.6%
\$40,000 - \$59,999	32,208	2.3%	32,178	2.4%
\$60,000 - \$79,999	28,658	2.1%	26,942	2.0%
\$80,000 - \$99,999	31,828	2.3%	34,622	2.5%
\$100,000 - \$119,999	15,075	1.1%	16,174	1.2%
\$120,000 - \$139,999	5,739	0.4%	6,423	0.5%
\$140,000 - \$159,999	2,091	0.2%	2,479	0.2%
\$160,000 and Greater	804	0.1%	1,083	0.1%
Unspecified	93	0.0%	127	0.0%
TOTAL	125,713	9.2%	128,785	9.4%
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	22	0.3%	13	0.2%
\$160,000 and Greater	335	4.3%	345	4.5%
Unspecified	0	0.0%	0	0.0%
TOTAL	359	4.6%	359	4.6%
Other White Collar				
Less than \$20,000	17	0.0%	21	0.0%
\$20,000 - \$39,999	5,253	1.4%	5,391	1.4%
\$40,000 - \$59,999	7,245	1.9%	8,038	2.0%
\$60,000 - \$79,999	4,750	1.2%	4,704	1.2%
\$80,000 - \$99,999	5,171	1.3%	5,160	1.3%
\$100,000 - \$119,999	3,727	1.0%	4,628	1.2%
\$120,000 - \$139,999	2,423	0.6%	3,291	0.8%
\$140,000 - \$159,999	1,469	0.4%	1,854	0.5%
\$160,000 and Greater	3,081	0.8%	1,811	0.5%
Unspecified	4	0.0%	6	0.0%
TOTAL	33,138	8.5%	34,904	8.8%
White Collar TOTAL	159,210	9.0%	164,048	9.3%
Blue Collar	14,002	7.8%	14,088	7.8%
Unspecified	21	17.1%	79	6.2%
TOTAL	173,234	8.9%	178,215	9.1%

HISPANIC REPRESENTATION IN EXECUTIVE DEPARTMENTS

Hispanic Representation in Executive Departments September 2018

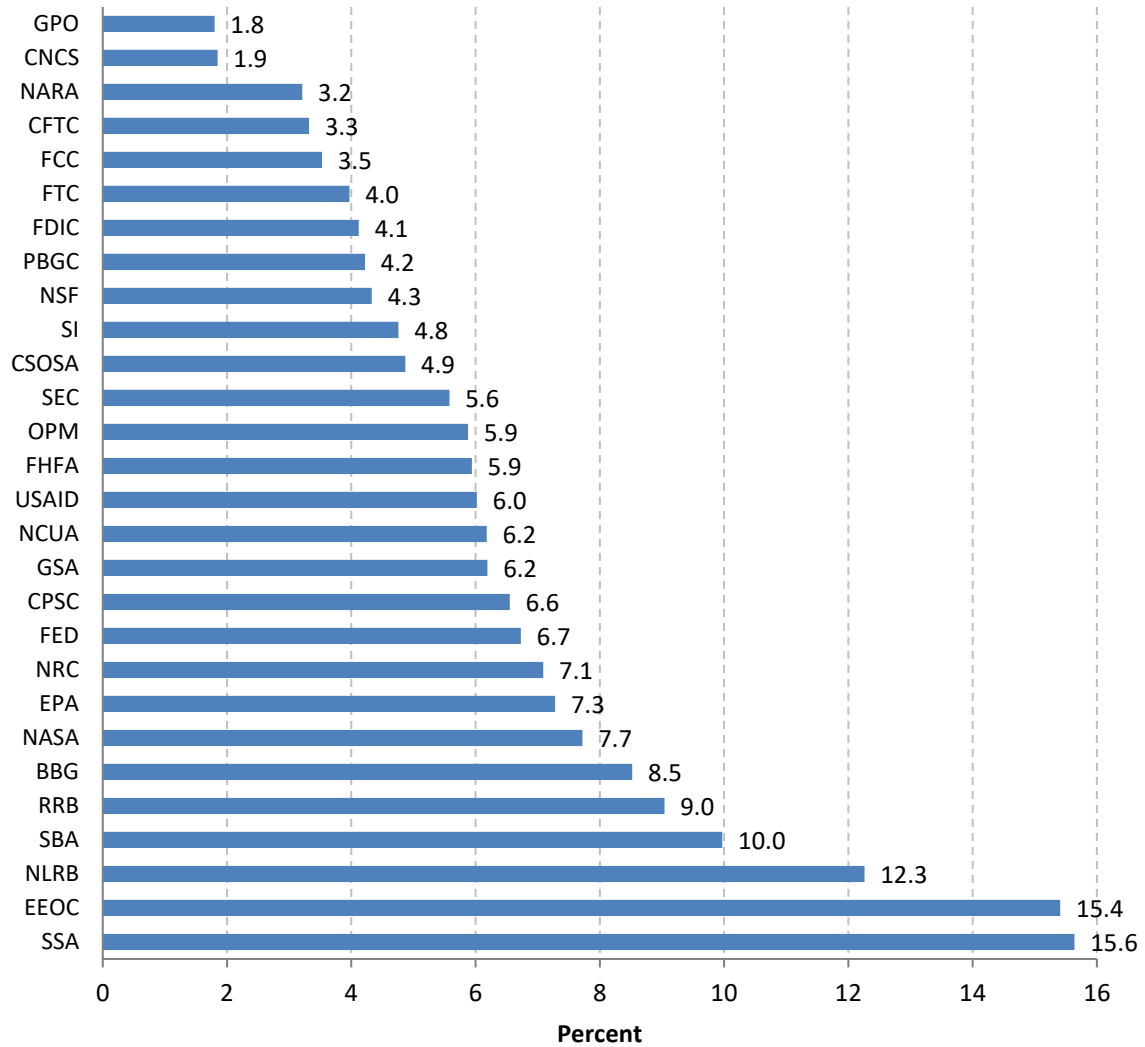


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Hispanic**

Executive Departments	2017 Percent	2018 Percent
DEPARTMENT OF THE AIR FORCE	7.8	8.0
DEPARTMENT OF AGRICULTURE	7.9	8.1
DEPARTMENT OF THE ARMY	8.1	8.3
DEPARTMENT OF COMMERCE	4.8	4.9
DEPARTMENT OF DEFENSE	6.9	7.2
DEPARTMENT OF JUSTICE	9.3	9.5
DEPARTMENT OF LABOR	9.8	10.0
DEPARTMENT OF ENERGY	6.9	7.1
DEPARTMENT OF EDUCATION	6.1	6.4
DEPARTMENT OF HEALTH AND HUMAN SERVICES	3.6	3.6
DEPARTMENT OF HOMELAND SECURITY	22.3	22.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	7.8	7.8
DEPARTMENT OF THE INTERIOR	6.3	6.4
DEPARTMENT OF THE NAVY	5.8	6.1
DEPARTMENT OF STATE	6.5	6.6
DEPARTMENT OF TRANSPORTATION	7.9	8.1
DEPARTMENT OF THE TREASURY	10.7	11.1
DEPARTMENT OF VETERANS AFFAIRS	6.8	6.9
GOVERNMENT-WIDE	8.9	9.1

HISPANIC REPRESENTATION IN INDEPENDENT AGENCIES

Hispanic Representation in Independent Agencies September 2018

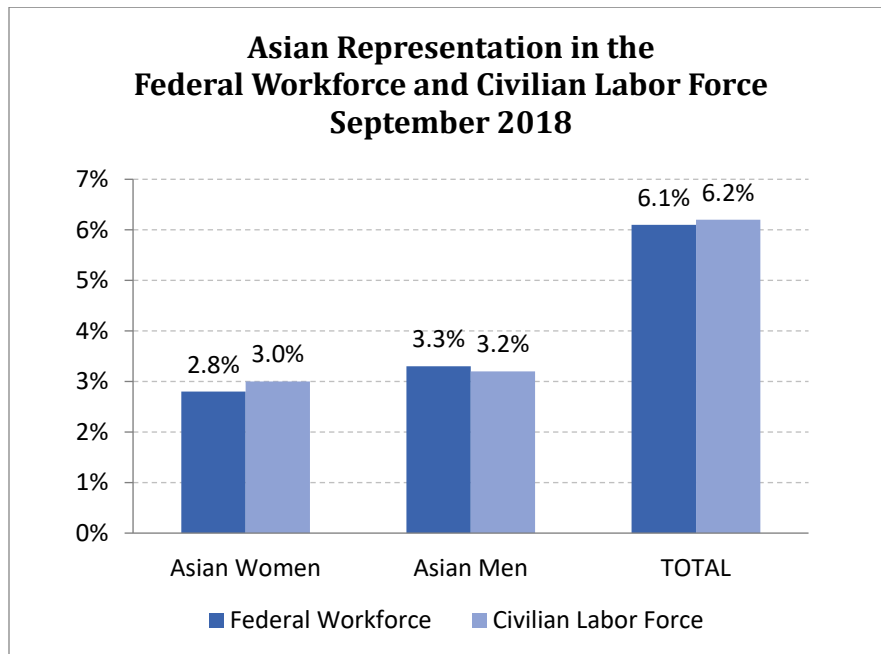


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Hispanic**

Independent Agencies	2017 Percent	2018 Percent
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	5.7	6.0
PENSION BENEFIT GUARANTY CORPORATION	4.0	4.2
COMMODITY FUTURES TRADING COMMISSION	3.4	3.3
NATIONAL CREDIT UNION ADMINISTRATION	5.0	6.2
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	15.0	15.4
ENVIRONMENTAL PROTECTION AGENCY	7.1	7.3
FEDERAL COMMUNICATIONS COMMISSION	3.5	3.5
FEDERAL DEPOSIT INSURANCE CORPORATION	4.1	4.1
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	5.1	4.9
FEDERAL RESERVE SYSTEM	6.3	6.7
FEDERAL TRADE COMMISSION	4.0	4.0
GENERAL SERVICES ADMINISTRATION	5.5	6.2
FEDERAL HOUSING FINANCE AGENCY	5.5	5.9
BROADCASTING BOARD OF GOVERNORS	8.4	8.5
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	1.6	1.9
GOVERNMENT PUBLISHING OFFICE	1.7	1.8
NATIONAL SCIENCE FOUNDATION	4.3	4.3
NATIONAL LABOR RELATIONS BOARD	12.1	12.3
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	7.6	7.7
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	3.1	3.2
NUCLEAR REGULATORY COMMISSION	6.9	7.1
OFFICE OF PERSONNEL MANAGEMENT	5.6	5.9
RAILROAD RETIREMENT BOARD	8.5	9.0
SMALL BUSINESS ADMINISTRATION	10.0	10.0
SECURITIES AND EXCHANGE COMMISSION	5.5	5.6
CONSUMER PRODUCT SAFETY COMMISSION	6.5	6.5
SMITHSONIAN INSTITUTION	4.7	4.8
SOCIAL SECURITY ADMINISTRATION	15.5	15.6
GOVERNMENT-WIDE	8.9	9.1

ASIAN EMPLOYMENT IN THE FEDERAL WORKFORCE

ASIAN EMPLOYMENT⁵



Asian employees represent 6.1 percent (118,644) of the permanent Federal workforce in FY 2018, compared to 5.9 percent in FY 2017.

Asian men represent 3.3 percent of the permanent Federal workforce in FY 2018, compared to 3.2 percent in FY 2017.

Asian women represent 2.8 percent of the Federal Workforce in FY 2018, compared to 2.7 percent in FY 2017.

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), 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 BY OCCUPATIONAL CATEGORY

Asian Employment

Percentages based on all employment in each Occupational Category

2018	Count	Percent
White Collar	110,092	6.2%
Professional	54,266	10.3%
Administrative	35,773	4.8%
Technical	14,428	4.4%
Clerical	4,209	4.3%
Other White Collar	1,416	2.0%
Blue Collar	8,465	4.7%
Unspecified	87	6.8%
TOTAL	118,644	6.1%

Asian employment in professional occupations increased by 1,652 to 54,266 in FY 2018, from 52,614 in FY 2017. Asian employment represents 10.3 percent of all Federal employees in this occupational category in FY 2018, compared to 10.0 percent in FY 2017.

Asian employment in administrative occupations increased by 858 to 35,773 in FY 2018, from 34,915 in FY 2017. Asian employment represents 4.8 percent of all Federal employees in this occupational category in FY 2018, compared to 4.7 percent in FY 2017.

Asian employment in technical occupations increased by 228 to 14,428 in FY 2018, from 14,200 in FY 2017. Asian employment represents 4.4 percent of all Federal employees in this occupational category in FY 2018, compared to 4.3 percent in FY 2017.

Asian employment in clerical occupations increased by 142 to 4,209 in FY 2018, from 4,067 in FY 2017. Asian employment represents 4.3 percent of all Federal employees in this occupational category in FY 2018, compared to 4.2 percent in FY 2017.

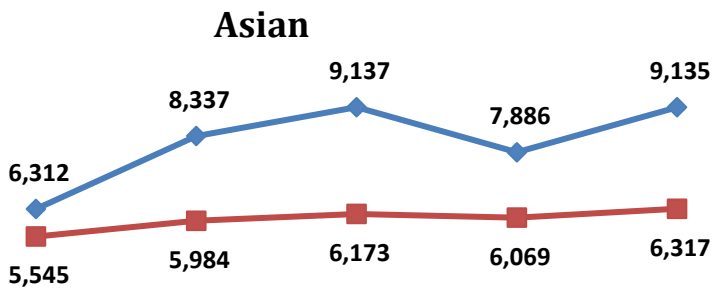
Asian employment in "other" white collar occupations increased by 21 to 1,416 in FY 2018, from 1,395 in FY 2017. Asian employment represents 2.0 percent of all Federal employees in this occupational category in FY 2018, compared to 1.9 percent in FY 2017.

Asian employment in white collar occupations increased by 2,900 to 110,092 in FY 2018, from 107,192 in FY 2017. Asian employment represents 6.2 percent of all Federal employees in this occupational category in FY 2018, compared to 6.1 percent in FY 2017.

Asian employment in blue collar occupations decreased by 64 to 8,465 in FY 2018, from 8,401 in FY 2017. Asian employment represents 4.7 percent of all Federal employees in this occupational category in FY 2018, the same as in FY 2017.

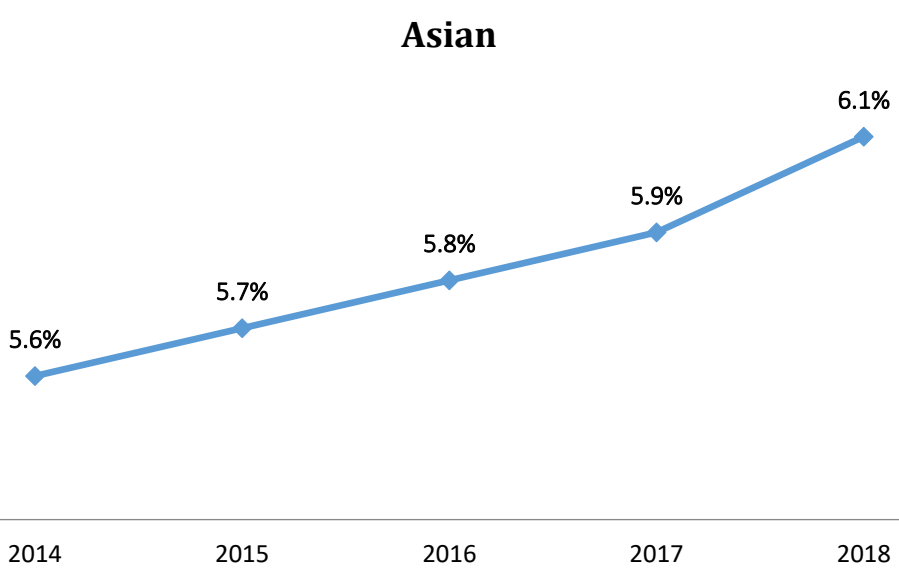
ASIAN EMPLOYMENT TRENDS

New Hires and Separations



	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
◆ New Hires	6,312	8,337	9,137	7,886	9,135
■ Separations	5,545	5,984	6,173	6,069	6,317

Representation in the Federal Workforce over a 5-year Period

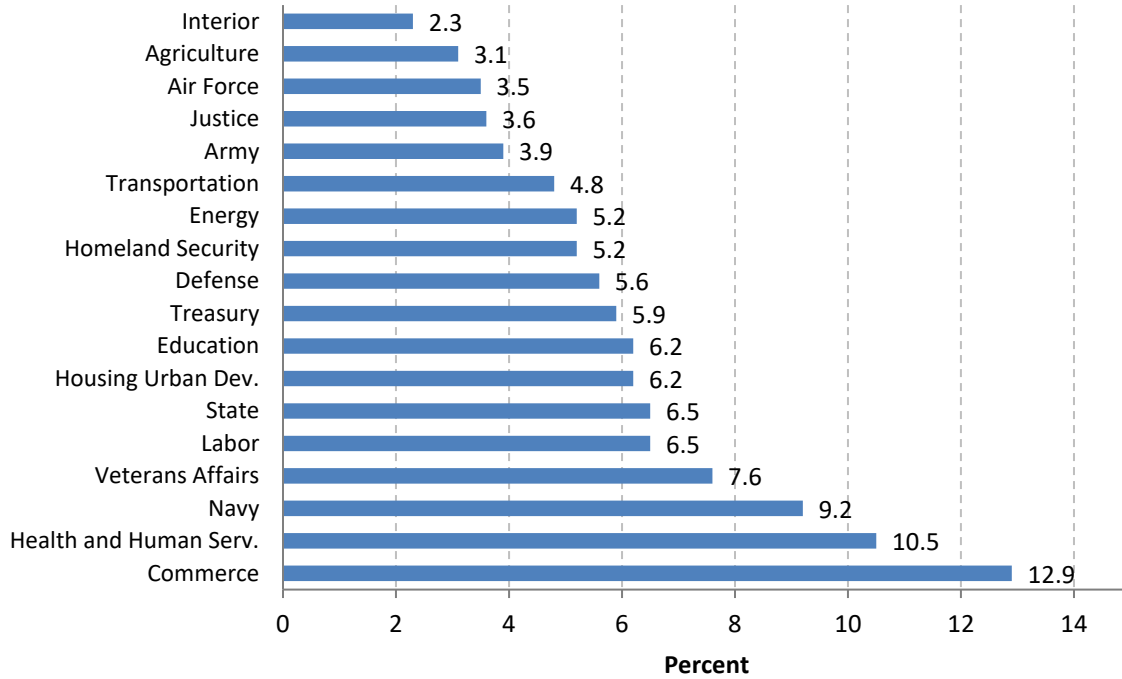


ASIAN EMPLOYMENT SALARY TRENDS

Occupational Category / Pay System	September 2017		September 2018	
	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	3,701	0.3%	3,501	0.3%
\$40,000 - \$59,999	13,131	1.0%	13,026	1.0%
\$60,000 - \$79,999	12,665	0.9%	12,006	0.9%
\$80,000 - \$99,999	15,975	1.2%	15,710	1.1%
\$100,000 - \$119,999	13,992	1.0%	15,036	1.1%
\$120,000 - \$139,999	9,386	0.7%	9,781	0.7%
\$140,000 - \$159,999	4,373	0.3%	5,036	0.4%
\$160,000 and Greater	1,498	0.1%	2,117	0.2%
Unspecified	68	0.0%	100	0.0%
TOTAL	74,789	5.5%	76,313	5.6%
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%	7	0.1%
\$160,000 and Greater	259	3.3%	277	3.6%
Unspecified	2	0.0%	2	0.0%
TOTAL	275	3.5%	286	3.7%
Other White Collar				
Less than \$20,000	2	0.0%	1	0.0%
\$20,000 - \$39,999	981	0.3%	990	0.2%
\$40,000 - \$59,999	2,234	0.6%	2,311	0.6%
\$60,000 - \$79,999	3,191	0.8%	3,004	0.8%
\$80,000 - \$99,999	5,893	1.5%	5,833	1.5%
\$100,000 - \$119,999	5,382	1.4%	9,162	2.3%
\$120,000 - \$139,999	3,693	1.0%	6,393	1.6%
\$140,000 - \$159,999	1,985	0.5%	2,873	0.7%
\$160,000 and Greater	8,762	2.3%	2,923	0.7%
Unspecified	5	0.0%	3	0.0%
TOTAL	32,128	8.3%	33,493	8.4%
White Collar TOTAL	107,192	6.1%	110,092	6.2%
Blue Collar	8,401	4.7%	8,465	4.7%
Unspecified	4	5.4%	87	6.8%
TOTAL	115,597	5.9%	118,644	6.1%

ASIAN REPRESENTATION IN EXECUTIVE DEPARTMENTS

Asian Representation in Executive Departments September 2018

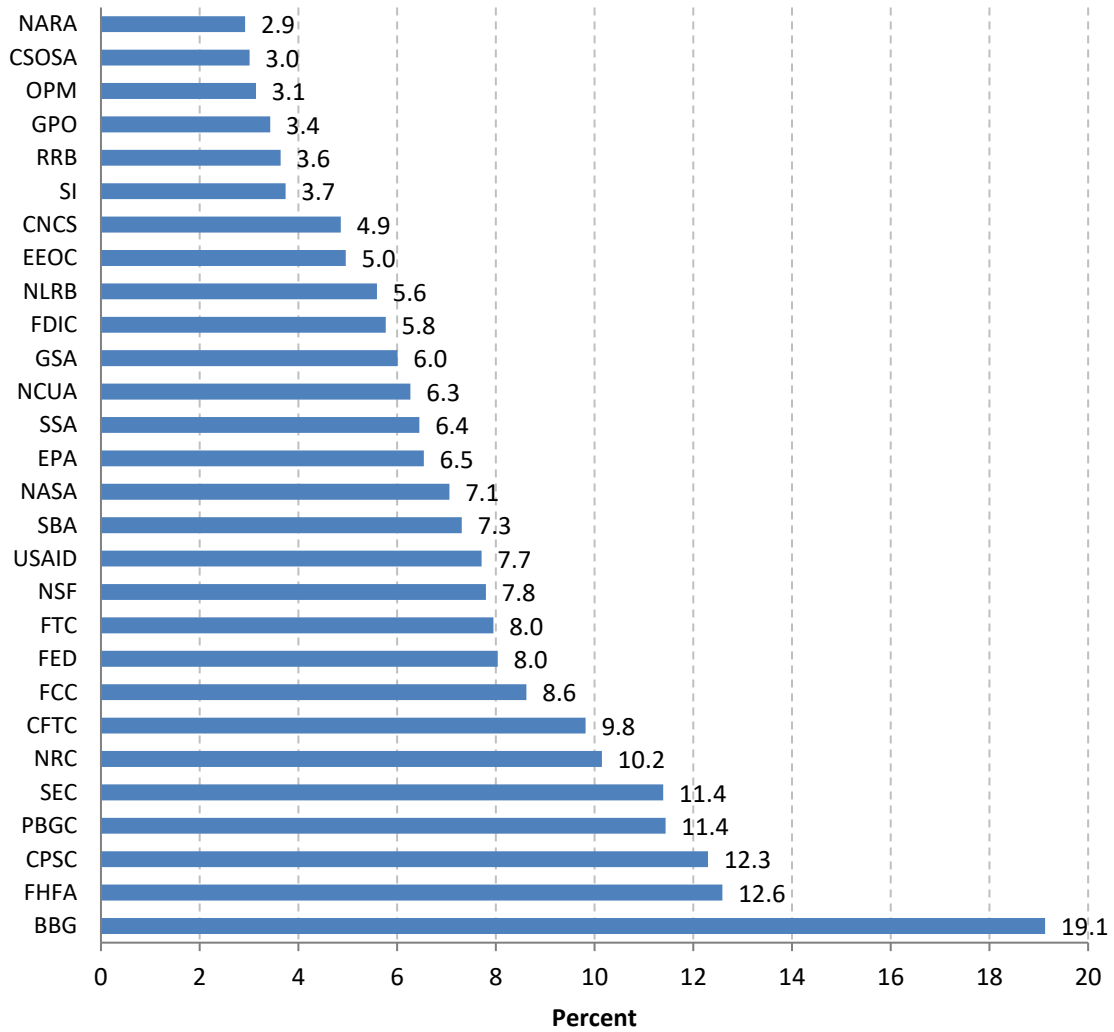


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Asian**

Executive Departments	2017 Percent	2018 Percent
DEPARTMENT OF THE AIR FORCE	3.5	3.5
DEPARTMENT OF AGRICULTURE	3.1	3.1
DEPARTMENT OF THE ARMY	3.8	3.9
DEPARTMENT OF COMMERCE	12.5	12.9
DEPARTMENT OF DEFENSE	5.5	5.6
DEPARTMENT OF JUSTICE	3.5	3.6
DEPARTMENT OF LABOR	6.4	6.5
DEPARTMENT OF ENERGY	5.2	5.2
DEPARTMENT OF EDUCATION	6.2	6.2
DEPARTMENT OF HEALTH AND HUMAN SERVICES	10.1	10.5
DEPARTMENT OF HOMELAND SECURITY	5.1	5.2
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	6.0	6.2
DEPARTMENT OF THE INTERIOR	2.3	2.3
DEPARTMENT OF THE NAVY	9.2	9.2
DEPARTMENT OF STATE	6.3	6.5
DEPARTMENT OF TRANSPORTATION	4.7	4.8
DEPARTMENT OF THE TREASURY	5.9	5.9
DEPARTMENT OF VETERANS AFFAIRS	7.4	7.6
GOVERNMENT-WIDE	5.9	6.1

ASIAN REPRESENTATION IN INDEPENDENT AGENCIES

Asian Representation in Independent Agencies September 2018

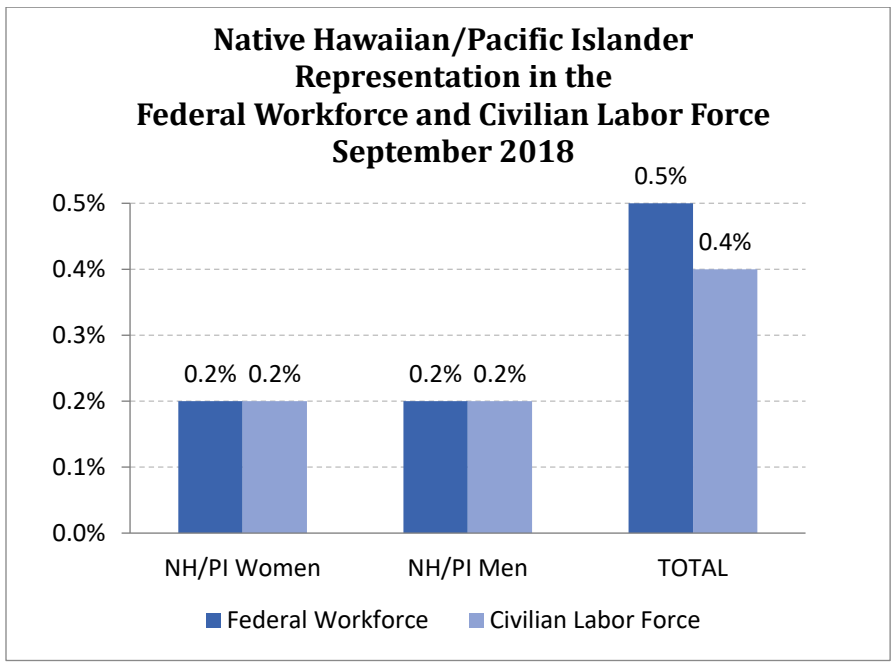


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Asian**

Independent Agencies	2017 Percent	2018 Percent
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	7.4	7.7
PENSION BENEFIT GUARANTY CORPORATION	11.5	11.4
COMMODITY FUTURES TRADING COMMISSION	9.7	9.8
NATIONAL CREDIT UNION ADMINISTRATION	5.9	6.3
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	4.8	5.0
ENVIRONMENTAL PROTECTION AGENCY	6.5	6.5
FEDERAL COMMUNICATIONS COMMISSION	8.8	8.6
FEDERAL DEPOSIT INSURANCE CORPORATION	5.4	5.8
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	2.9	3.0
FEDERAL RESERVE SYSTEM	8.6	8.0
FEDERAL TRADE COMMISSION	7.7	7.9
GENERAL SERVICES ADMINISTRATION	6.0	6.0
FEDERAL HOUSING FINANCE AGENCY	11.5	12.6
BROADCASTING BOARD OF GOVERNORS	18.4	19.1
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	5.1	4.9
GOVERNMENT PRINTING OFFICE	3.4	3.4
NATIONAL SCIENCE FOUNDATION	7.6	7.8
NATIONAL LABOR RELATIONS BOARD	5.5	5.6
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	6.8	7.1
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2.8	2.9
NUCLEAR REGULATORY COMMISSION	10.1	10.2
OFFICE OF PERSONNEL MANAGEMENT	3.0	3.1
RAILROAD RETIREMENT BOARD	3.3	3.6
SMALL BUSINESS ADMINISTRATION	7.0	7.3
SECURITIES AND EXCHANGE COMMISSION	11.2	11.4
CONSUMER PRODUCT SAFETY COMMISSION	12.0	12.3
SMITHSONIAN INSTITUTION	3.5	3.7
SOCIAL SECURITY ADMINISTRATION	6.3	6.4
GOVERNMENT-WIDE	5.9	6.1

**NATIVE HAWAIIAN/PACIFIC ISLANDER
EMPLOYMENT IN THE FEDERAL
WORKFORCE**

NATIVE HAWAIIAN/PACIFIC ISLANDER EMPLOYMENT



Native Hawaiian/Pacific Islander employees represent 0.5 percent (10,182) of the permanent Federal workforce in FY 2018, the same as in FY 2017.

Native Hawaiian/Pacific Islander men represent 0.3 percent of the permanent Federal workforce in FY 2018, the same as in FY 2017.

Native Hawaiian/Pacific Islander women represent 0.2 percent of the Federal Workforce in FY 2018, the same as in FY 2017.

NATIVE HAWAIIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native Hawaiian/Pacific Islander Employment

Percentages based on all employment in each Occupational Category

2018	Count	Percent
White Collar	8,068	0.5%
Professional	1,452	0.3%
Administrative	3,285	0.4%
Technical	2,031	0.6%
Clerical	790	0.8%
Other White Collar	510	0.7%
Blue Collar	2,111	1.2%
Unspecified	3	0.2%
TOTAL	10,182	0.5%

Native Hawaiian/Pacific Islander employment in professional occupations increased by 76 to 1,452 in FY 2018, from 1,376 in FY 2017. Native Hawaiian/Pacific Islander employment represents 0.3 percent of all Federal employees in this occupational category in FY 2018, the same as in FY 2017.

Native Hawaiian/Pacific Islander employment in administrative occupations increased by 179 to 3,285 in FY 2018, from 3,106 in FY 2017. Native Hawaiian/Pacific Islander employment represents 0.4 percent of all Federal employees in this occupational category in FY 2018, the same as in FY 2017.

Native Hawaiian/Pacific Islander employment in technical occupations increased by 31 to 2,031 in FY 2018, from 2,000 in FY 2017. Native Hawaiian/Pacific Islander employment represents 0.6 percent of all Federal employees in this occupational category in FY 2018, the same as in FY 2017.

Native Hawaiian/Pacific Islander employment in clerical occupations increased by 28 to 790 in FY 2018, from 762 in FY 2017. Native Hawaiian/Pacific Islander employment represents 0.8 percent of all Federal employees in this occupational category in FY 2018, the same as in FY 2017.

Native Hawaiian/Pacific Islander employment in "other" white collar occupations increase by 10 to 510 in FY 2018, from 500 in FY 2017. Native Hawaiian/Pacific Islander employment represents 0.7 percent of all Federal employees in this occupational category in FY 2018, the same as in FY 2017.

Native Hawaiian/Pacific Islander employment in white collar occupations increased by 324 to 8,068 in FY 2018, from 7,744 in FY 2017. Native Hawaiian/Pacific Islander employment

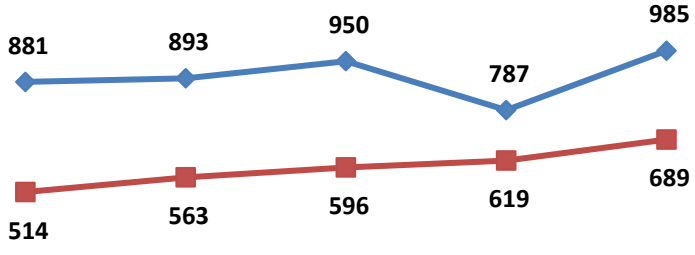
represents 0.5% percent of all Federal employees in this occupational category in FY 2018, compared to 0.4% in FY 2017.

Native Hawaiian/Pacific Islander employment in blue collar occupations increased by 56 to 2,111 in FY 2018, from 2,055 in FY 2017. Native Hawaiian/Pacific Islander employment represents 1.2 percent of all Federal employees in this occupational category in FY 2018, compared to 1.1 percent in FY 2017.

NATIVE HAWAIIAN/PACIFIC ISLANDER EMPLOYMENT TRENDS

New Hires and Separations

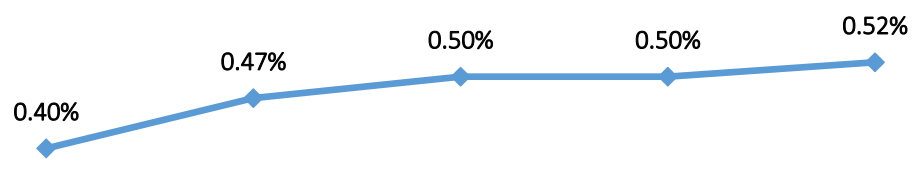
Native Hawaiian/Pacific Islander



	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
◆ New Hires	881	893	950	787	985
■ Separations	514	563	596	619	689

Representation in the Federal Workforce over a 5-year Period

Native Hawaiian/Pacific Islander



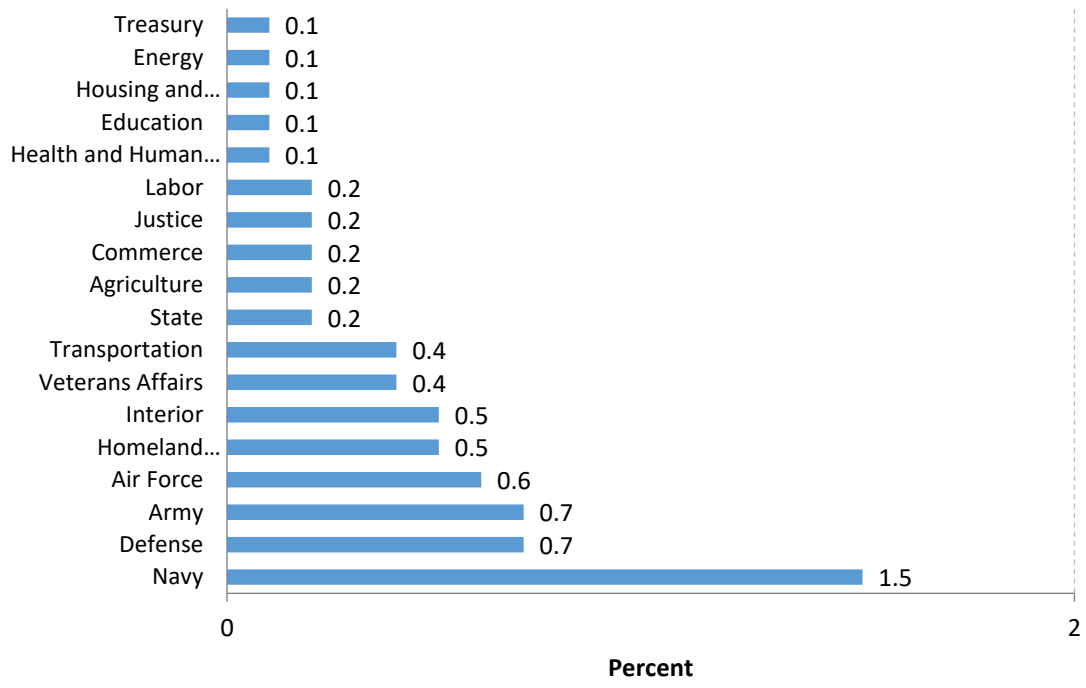
2014 2015 2016 2017 2018

NATIVE HAWAIIAN/PACIFIC ISLANDER SALARY TRENDS

Occupational Category / Pay System	September 2017		September 2018	
	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	818	0.1%	751	0.1%
\$40,000 - \$59,999	1,910	0.1%	1,988	0.1%
\$60,000 - \$79,999	1,422	0.1%	1,404	0.1%
\$80,000 - \$99,999	1,243	0.1%	1,333	0.1%
\$100,000 - \$119,999	506	0.0%	624	0.0%
\$120,000 - \$139,999	184	0.0%	185	0.0%
\$140,000 - \$159,999	78	0.0%	89	0.0%
\$160,000 and Greater	20	0.0%	37	0.0%
Unspecified	0	0.0%	6	0.0%
TOTAL	6,188	0.5%	6,417	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	1	0.0%	0	0.0%
\$160,000 and Greater	18	0.2%	17	0.2%
Unspecified	0	0.0%	0	0.0%
TOTAL	19	0.2%	17	0.2%
Other White Collar				
Less than \$20,000	0	0.0%	0	0.0%
\$20,000 - \$39,999	313	0.1%	282	0.1%
\$40,000 - \$59,999	253	0.1%	293	0.1%
\$60,000 - \$79,999	207	0.1%	220	0.1%
\$80,000 - \$99,999	264	0.1%	274	0.1%
\$100,000 - \$119,999	222	0.1%	283	0.1%
\$120,000 - \$139,999	132	0.0%	159	0.0%
\$140,000 - \$159,999	37	0.0%	62	0.0%
\$160,000 and Greater	109	0.0%	60	0.0%
Unspecified	0	0.0%	0	0.0%
TOTAL	1,537	0.4%	1,634	0.4%
White Collar TOTAL	7,744	0.4%	8,068	0.5%
Blue Collar	2,055	1.1%	2,111	1.2%
Unspecified	0	0.0%	3	0.2%
TOTAL	9,799	0.5%	10,182	0.5%

NATIVE HAWAIIAN/PACIFIC ISLANDER REPRESENTATION IN EXECUTIVE DEPARTMENTS

Native Hawaiian/Pacific Islander Representation in Executive Departments September 2018

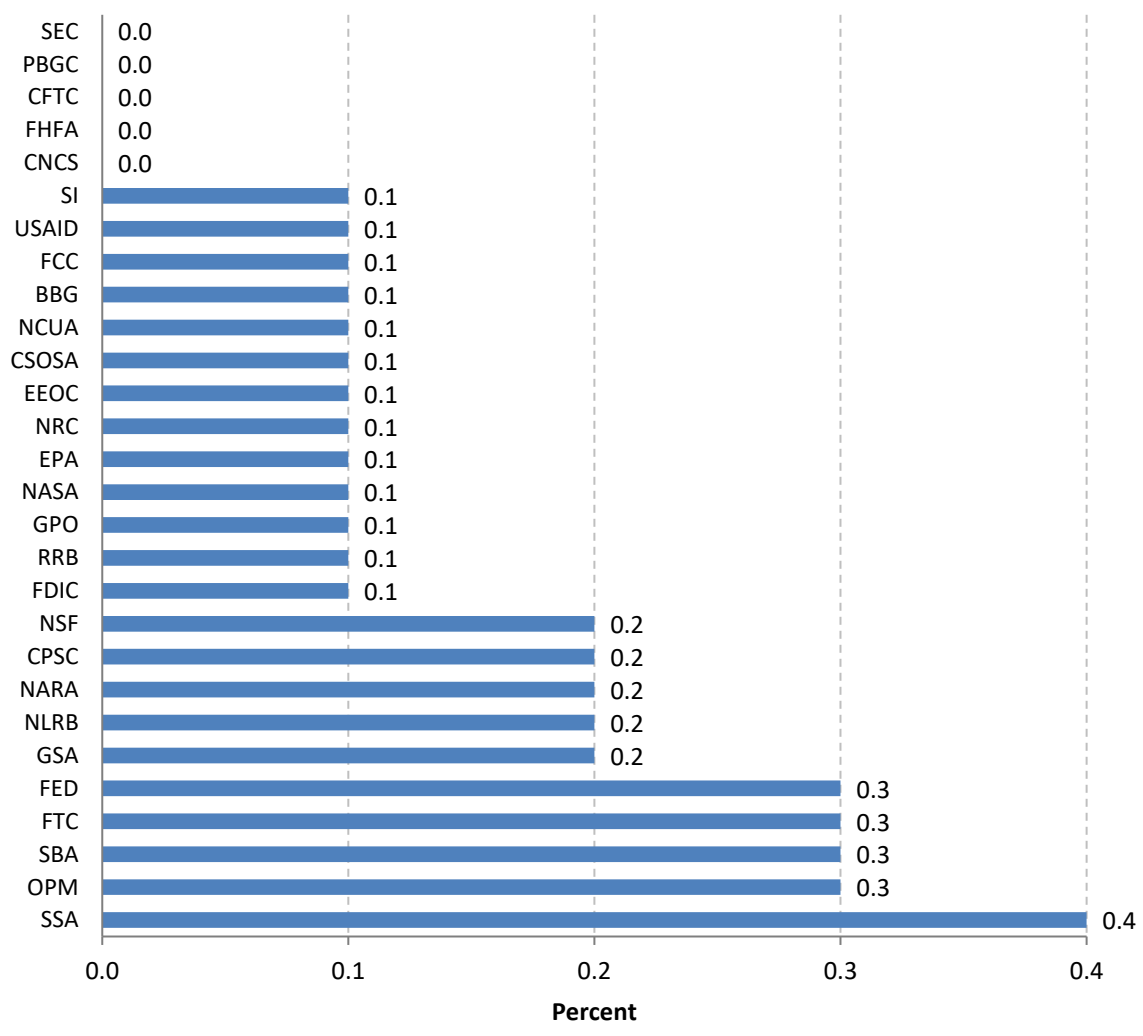


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Native Hawaiian/Pacific Islander**

Executive Departments	2017 Percent	2018 Percent
DEPARTMENT OF THE AIR FORCE	0.6	0.6
DEPARTMENT OF AGRICULTURE	0.2	0.2
DEPARTMENT OF THE ARMY	0.6	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	0.1
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	1.5
DEPARTMENT OF STATE	0.2	0.2
DEPARTMENT OF TRANSPORTATION	0.3	0.4
DEPARTMENT OF THE TREASURY	0.1	0.1
DEPARTMENT OF VETERANS AFFAIRS	0.3	0.4
GOVERNMENT-WIDE	0.5	0.5

NATIVE HAWAIIAN/PACIFIC ISLANDER REPRESENTATION IN INDEPENDENT AGENCIES

Native Hawaiian/Pacific Islander Representation in Independent Agencies September 2018

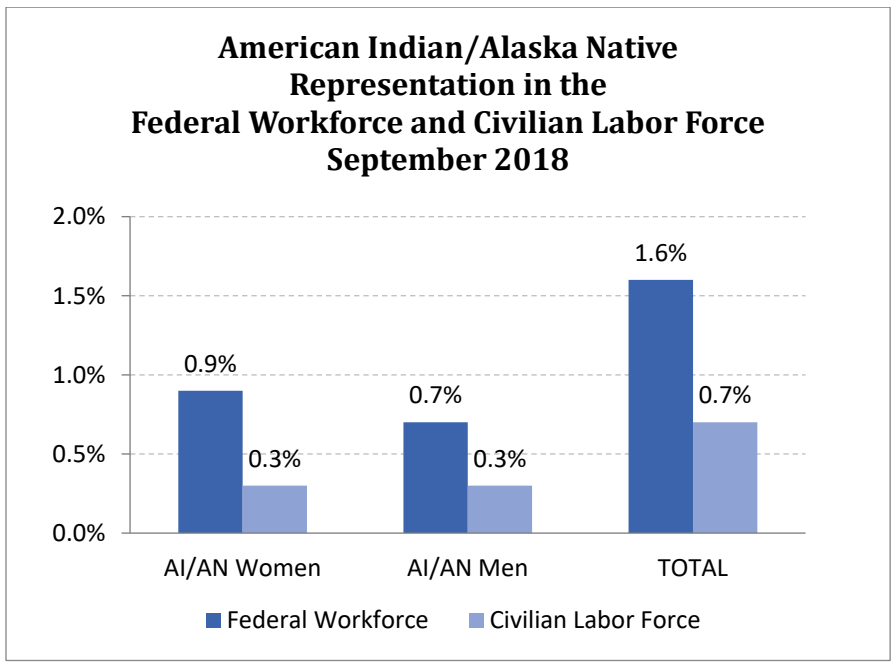


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Native Hawaiian/Pacific Islander**

Independent Agencies	2017 Percent	2018 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	0.2	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	0.2	0.1
FEDERAL RESERVE SYSTEM	0.2	0.3
FEDERAL TRADE COMMISSION	0.3	0.3
GENERAL SERVICES ADMINISTRATION	0.2	0.2
FEDERAL HOUSING FINANCE AGENCY	0.1	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	0.1	0.1
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	0.3
RAILROAD RETIREMENT BOARD	0.1	0.1
SMALL BUSINESS ADMINISTRATION	0.2	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



American Indian/Alaska Native employees represent 1.6 percent (30,699) of the permanent Federal workforce in FY 2018, the same as in FY 2017.

American Indian/Alaska Native men represent 0.7 percent of the permanent Federal workforce in FY 2018, the same as in FY 2017.

American Indian/Alaska Native women represent 0.9 percent of the Federal Workforce in FY 2018, the same as in FY 2017.

AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT BY OCCUPATIONAL CATEGORY

American Indian/Alaska Native Employment

Percentages based on all employment in each Occupational Category

2018	Count	Percent
White Collar	26,934	1.5%
Professional	5,885	1.1%
Administrative	8,693	1.2%
Technical	8,466	2.6%
Clerical	2,762	2.8%
Other White Collar	1,128	1.6%
Blue Collar	3,746	2.1%
Unspecified	19	1.6%
TOTAL	30,699	1.6%

American Indian/Alaska Native employment in professional occupations decreased by 36 to 5,885 in FY 2018, from 5,921 in FY 2017. American Indian/Alaska Native employment represents 1.1 percent of all Federal employees in this occupational category in FY 2018, the same as in FY 2017.

American Indian/Alaska Native employment in administrative occupations decreased by 21 to 8,693 in FY 2018, from 8,714 in FY 2017. American Indian/Alaska Native employment represents 1.2 percent of all Federal employees in this occupational category in FY 2018, the same as in FY 2017.

American Indian/Alaska Native employment in technical occupations decreased by 310 to 8,466 in FY 2018, from 8,776 in FY 2017. American Indian/Alaska Native employment represents 2.6 percent of all Federal employees in this occupational category in FY 2018, compared to 2.7 percent in FY 2017.

American Indian/Alaska Native employment in clerical occupations decreased by 33 to 2,762 in FY 2018, from 2,795 in FY 2017. American Indian/Alaska Native employment represents 2.8 percent of all Federal employees in this occupational category in FY 2018, compared to 2.9 in FY 2017.

American Indian/Alaska Native employment in "other" white collar occupations increased by 24 to 1,128 in FY 2018, from 1,104 in FY 2017. American Indian/Alaska Native employment represents 1.6 percent of all Federal employees in this occupational category in FY 201, compared to 1.5 percent in FY 2017.

American Indian/Alaska Native employment in white collar occupations decreased by 377 to 26,934 in FY 2018, from 27,311 in FY 2017. American Indian/Alaska Native employment

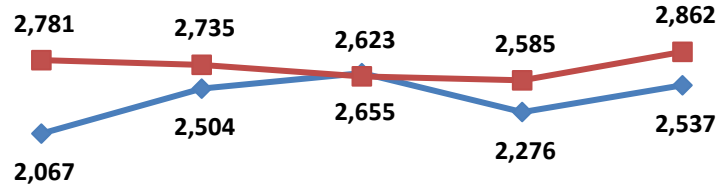
represents 1.6 percent of all Federal employees in this occupational category in FY 2018, the same as in FY 2017.

American Indian/Alaska Native employment in blue collar occupations decreased by 6 to 3,746 in FY 2018, from 3,752 in FY 2017. American Indian/Alaska Native employment represents 2.1 percent of all Federal employees in this occupational category in FY 2018, the same as in FY 2017.

AMERICAN INDIAN/ALASKA NATIVE EMPLOYMENT TRENDS

New Hires and Separations

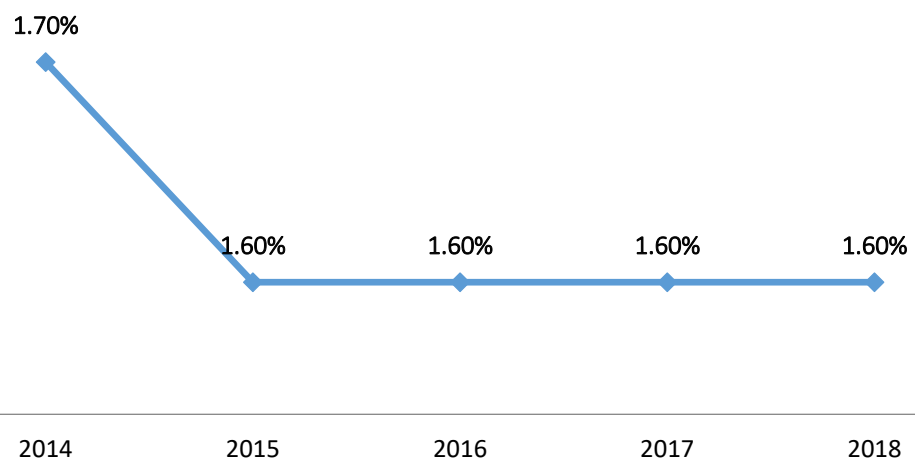
American Indian/Alaska Native



	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
◆ New Hires	2,067	2,504	2,655	2,276	2,537
■ Separations	2,781	2,735	2,623	2,585	2,862

Representation in the Federal Workforce over a 5-year Period

American Indian/Alaska Native

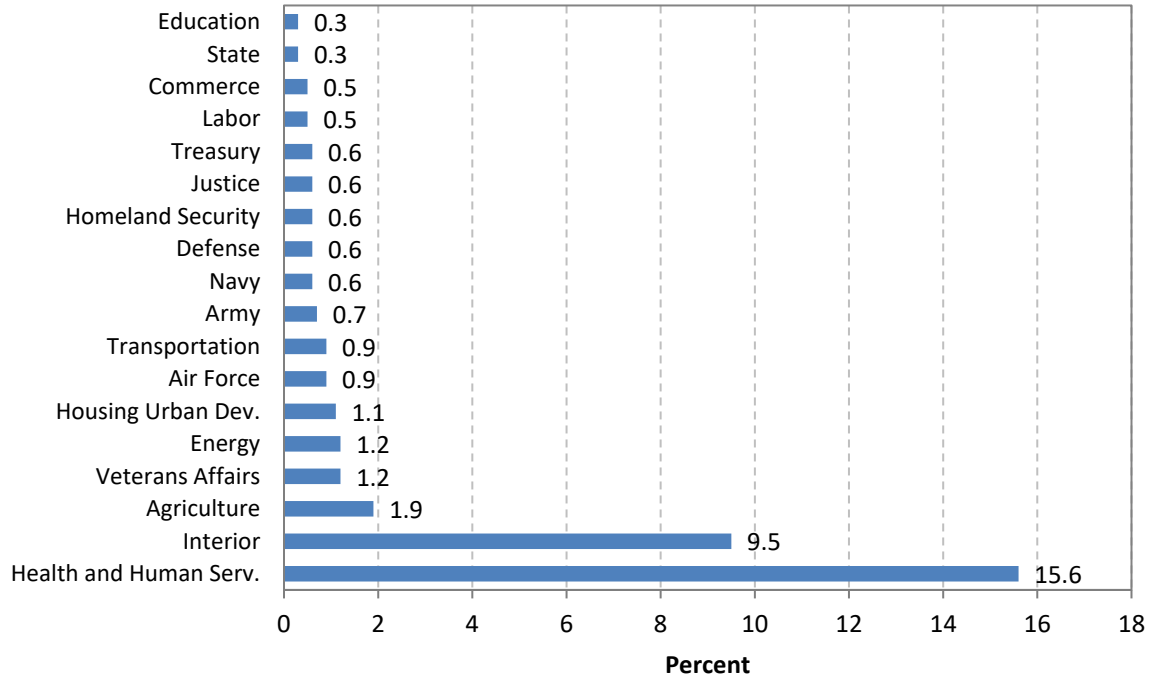


AMERICAN INDIAN/ALASKA NATIVE SALARY TRENDS

Occupational Category / Pay System	September 2017		September 2018	
	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	4,017	0.3%	3,574	0.3%
\$40,000 - \$59,999	8,595	0.6%	8,541	0.6%
\$60,000 - \$79,999	5,278	0.4%	5,020	0.4%
\$80,000 - \$99,999	3,181	0.2%	3,434	0.3%
\$100,000 - \$119,999	1,828	0.1%	1,795	0.1%
\$120,000 - \$139,999	825	0.1%	887	0.1%
\$140,000 - \$159,999	311	0.0%	344	0.0%
\$160,000 and Greater	96	0.0%	134	0.0%
Unspecified	18	0.0%	27	0.0%
TOTAL	24,149	1.8%	23,756	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	9	0.1%	5	0.1%
\$160,000 and Greater	80	1.0%	78	1.0%
Unspecified	0	0.0%	0	0.0%
TOTAL	91	1.2%	85	1.1%
Other White Collar				
Less than \$20,000	2	0.0%	3	0.0%
\$20,000 - \$39,999	144	0.0%	116	0.0%
\$40,000 - \$59,999	319	0.1%	311	0.1%
\$60,000 - \$79,999	490	0.1%	471	0.1%
\$80,000 - \$99,999	586	0.2%	597	0.2%
\$100,000 - \$119,999	493	0.1%	672	0.2%
\$120,000 - \$139,999	264	0.1%	443	0.1%
\$140,000 - \$159,999	179	0.0%	199	0.1%
\$160,000 and Greater	594	0.2%	280	0.1%
Unspecified	0	0.0%	1	0.0%
TOTAL	3,071	0.8%	3,093	0.8%
White Collar TOTAL	27,311	1.5%	26,934	1.5%
Blue Collar	3,752	2.1%	3,746	2.1%
Unspecified	4	3.3%	19	1.5%
TOTAL	31,067	1.6%	30,699	1.6%

AMERICAN INDIAN/ALASKA NATIVE REPRESENTATION IN EXECUTIVE DEPARTMENTS

American Indian / Alaska Native Representation in Executive Departments September 2018

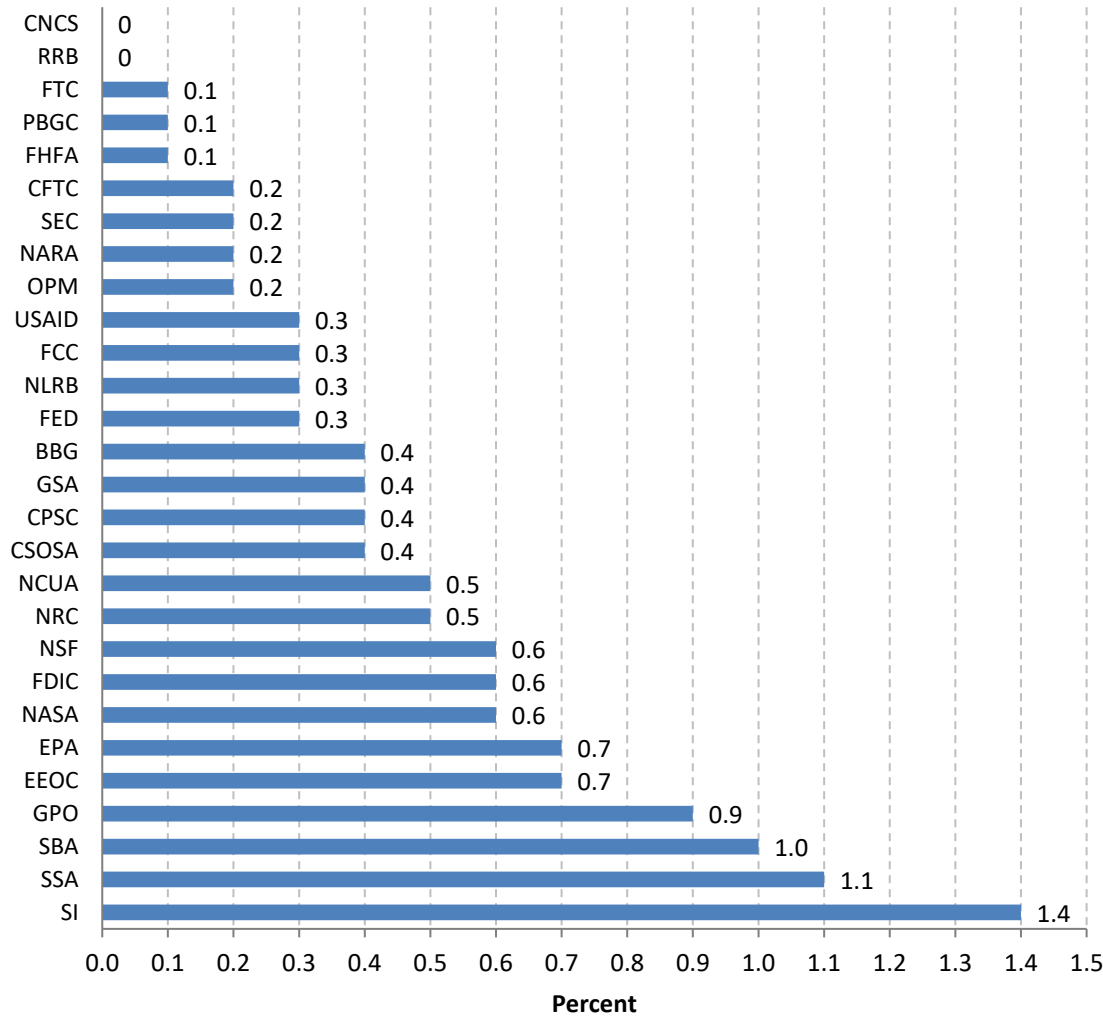


**Representation in Permanent Federal Workforce
September 2017 and September 2018
American Indian/Alaska Native**

Executive Departments	2017 Percent	2018 Percent
DEPARTMENT OF THE AIR FORCE	0.9	0.9
DEPARTMENT OF AGRICULTURE	1.9	1.9
DEPARTMENT OF THE ARMY	0.7	0.7
DEPARTMENT OF COMMERCE	0.5	0.5
DEPARTMENT OF DEFENSE	0.6	0.6
DEPARTMENT OF JUSTICE	0.7	0.6
DEPARTMENT OF LABOR	0.5	0.5
DEPARTMENT OF ENERGY	1.3	1.2
DEPARTMENT OF EDUCATION	0.5	0.3
DEPARTMENT OF HEALTH AND HUMAN SERVICES	15.5	15.6
DEPARTMENT OF HOMELAND SECURITY	0.6	0.6
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1.0	1.1
DEPARTMENT OF THE INTERIOR	9.9	9.5
DEPARTMENT OF THE NAVY	0.5	0.6
DEPARTMENT OF STATE	0.3	0.3
DEPARTMENT OF TRANSPORTATION	1.0	0.9
DEPARTMENT OF THE TREASURY	0.7	0.6
DEPARTMENT OF VETERANS AFFAIRS	1.2	1.2
GOVERNMENT-WIDE	1.6	1.6

AMERICAN INDIAN/ALASKA NATIVE REPRESENTATION IN INDEPENDENT AGENCIES

American Indian/Alaska Native Representation in Independent Agencies September 2018

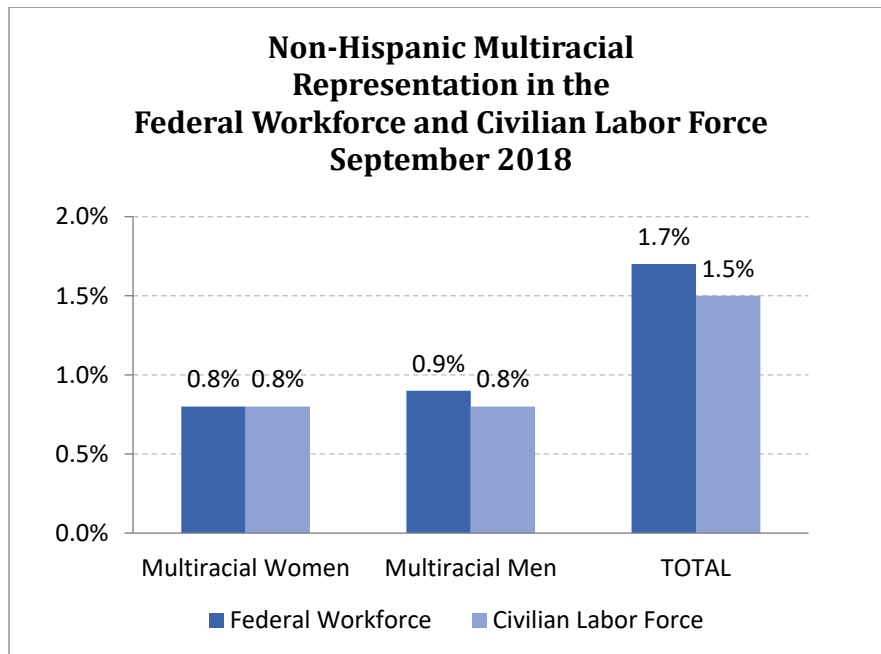


**Representation in Permanent Federal Workforce
September 2017 and September 2018
American Indian/Alaska Native**

Independent Agencies	2017 Percent	2018 Percent
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	0.2	0.3
PENSION BENEFIT GUARANTY CORPORATION	0.1	0.1
COMMODITY FUTURES TRADING COMMISSION	0.1	0.2
NATIONAL CREDIT UNION ADMINISTRATION	0.5	0.5
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0.9	0.7
ENVIRONMENTAL PROTECTION AGENCY	0.7	0.7
FEDERAL COMMUNICATIONS COMMISSION	0.3	0.3
FEDERAL DEPOSIT INSURANCE CORPORATION	0.6	0.6
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	0.3	0.4
FEDERAL RESERVE SYSTEM	0.3	0.3
FEDERAL TRADE COMMISSION	0.2	0.1
GENERAL SERVICES ADMINISTRATION	0.5	0.4
FEDERAL HOUSING FINANCE AGENCY	0.1	0.1
BROADCASTING BOARD OF GOVERNORS	0.3	0.4
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	0.2	0.0
GOVERNMENT PUBLISHING OFFICE	0.8	0.9
NATIONAL SCIENCE FOUNDATION	0.5	0.6
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	0.4	0.5
OFFICE OF PERSONNEL MANAGEMENT	0.3	0.2
RAILROAD RETIREMENT BOARD	0.1	0.0
SMALL BUSINESS ADMINISTRATION	1.1	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



Non-Hispanic Multiracial employees represent 1.7 percent (33,215) of the permanent Federal workforce in FY 2018, compared to 1.6 percent in FY 2017.

Non-Hispanic Multiracial men represent 0.9 percent of the permanent Federal workforce in FY 2018, the same as in FY 2017.

Non-Hispanic Multiracial women represent 0.8 percent of the Federal Workforce in FY 2018, compared to 0.7 percent in FY 2017.

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. However, while agencies were not required to resurvey their workforce, 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 EMPLOYMENT BY OCCUPATIONAL CATEGORY

Non-Hispanic Multiracial Employment

Percentages based on all employment in each Occupational Category

2018	Count	Percent
White Collar	29,797	1.7%
Professional	7,558	1.4%
Administrative	13,654	1.8%
Technical	5,430	1.7%
Clerical	2,034	2.1%
Other White Collar	1,121	1.6%
Blue Collar	3,405	1.9%
Unspecified	13	1.0%
TOTAL	33,215	1.4%

Non-Hispanic Multiracial employment in professional occupations increased by 549 to 7,558 in FY 2018, from 7,009 in FY 2017. Non-Hispanic Multiracial employment represents 1.4 percent of all Federal employees in this occupational category in FY 2018, compared to 1.3 percent in FY 2017.

Non-Hispanic Multiracial employment in administrative occupations increased by 1,242 to 13,654 in FY 2018, from 12,412 in FY 2017. Non-Hispanic Multiracial employment represents 1.8 percent of all Federal employees in this occupational category in FY 2018, compared to 1.7 percent in FY 2017.

Non-Hispanic Multiracial employment in technical occupations increased by 312 to 5,430 in FY 2018, from 5,118 in FY 2017. Non-Hispanic Multiracial employment represents 1.7 percent of all Federal employees in this occupational category in FY 2018, compared to 1.6 percent in FY 2017.

Non-Hispanic Multiracial employment in clerical occupations increased by 124 to 2,034 in FY 2018, from 1,910 in FY 2017. Non-Hispanic Multiracial employment represents 2.1 percent of all Federal employees in this occupational category in FY 2018, compared to 2.0 percent in FY 2017.

Non-Hispanic Multiracial employment in "other" white collar occupations increased by 44 to 1,121 in FY 2018, from 1,077 in FY 2017. Non-Hispanic Multiracial employment represents 1.6 percent of all Federal employees in this occupational category in FY 2018, compared to 1.5 percent in FY 2017.

Non-Hispanic Multiracial employment in white collar occupations increased by 2,271 to 29,797 in FY 2018, from 27,526 in FY 2017. Non-Hispanic Multiracial employment

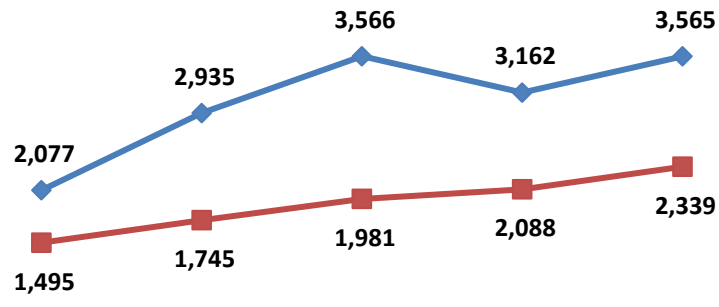
represents 1.7 percent of all Federal employees in this occupational category in FY 2018, compared to 1.6 percent in FY 2017.

Non-Hispanic Multiracial employment in blue collar occupations increased by 328 to 3,405 in FY 2018, from 3,077 in FY 2017. Non-Hispanic Multiracial employment represents 1.9 percent of all Federal employees in this occupational category in FY 2018, compared to 1.7 percent in FY 2017.

NON-HISPANIC MULTIRACIAL EMPLOYMENT TRENDS

New Hires and Separations

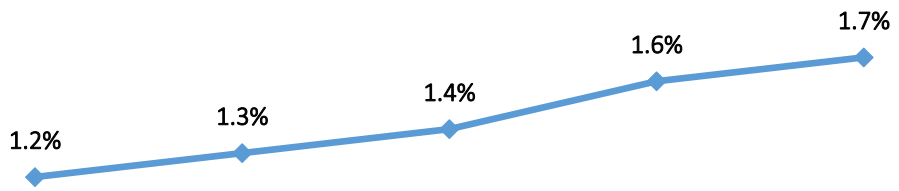
Non-Hispanic Multiracial



	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
◆ New Hires	2,077	2,935	3,566	3,162	3,565
■ Separations	1,495	1,745	1,981	2,088	2,339

Representation in the Federal Workforce over a 5-year Period

Non-Hispanic Multiracial



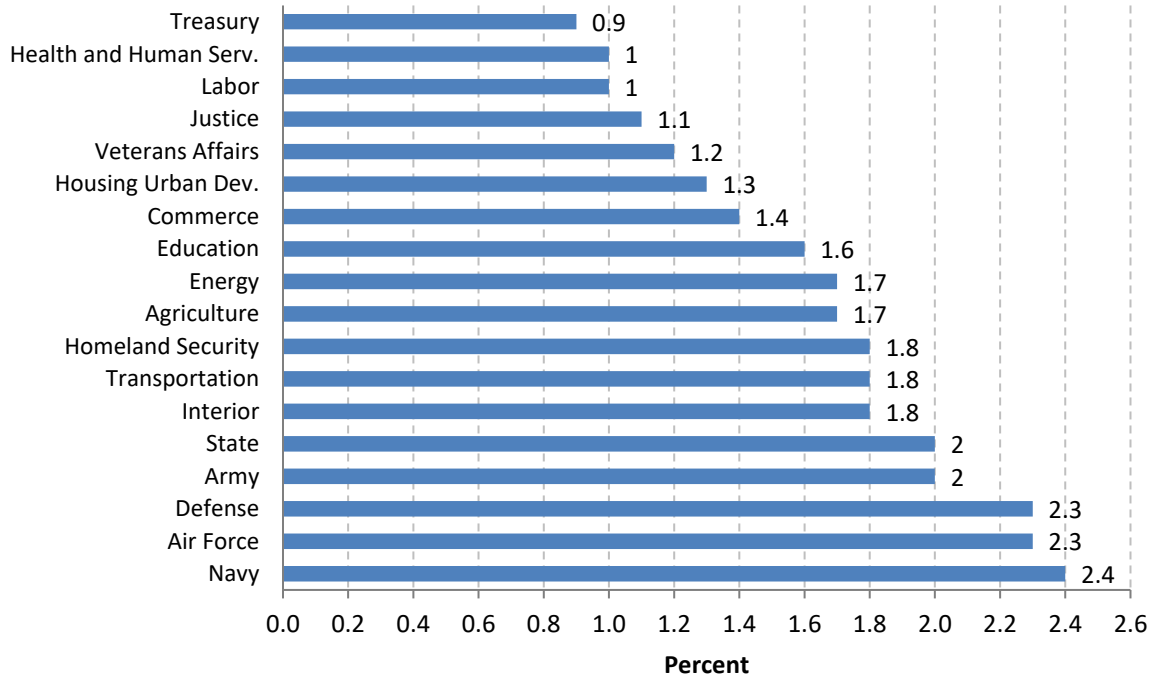
2014 2015 2016 2017 2018

NON-HISPANIC MULTIRACIAL SALARY TRENDS

Occupational Category / Pay System	September 2017		September 2018	
	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	1,999	0.1%	1,851	0.1%
\$40,000 - \$59,999	5,829	0.4%	6,143	0.4%
\$60,000 - \$79,999	5,155	0.4%	5,196	0.4%
\$80,000 - \$99,999	4,407	0.3%	5,017	0.4%
\$100,000 - \$119,999	2,722	0.2%	3,169	0.2%
\$120,000 - \$139,999	1,147	0.1%	1,354	0.1%
\$140,000 - \$159,999	473	0.0%	550	0.0%
\$160,000 and Greater	179	0.0%	276	0.0%
Unspecified	29	0.0%	30	0.0%
TOTAL	21,940	1.6%	23,586	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	1	0.0%	2	0.0%
\$140,000 - \$159,999	8	0.1%	3	0.0%
\$160,000 and Greater	57	0.7%	66	0.9%
Unspecified	0	0.0%	0	0.0%
TOTAL	66	0.8%	71	0.9%
Other White Collar				
Less than \$20,000	1	0.0%	2	0.0%
\$20,000 - \$39,999	595	0.2%	654	0.2%
\$40,000 - \$59,999	697	0.2%	772	0.2%
\$60,000 - \$79,999	917	0.2%	955	0.2%
\$80,000 - \$99,999	1,113	0.3%	1,216	0.3%
\$100,000 - \$119,999	854	0.2%	1,141	0.3%
\$120,000 - \$139,999	537	0.1%	660	0.2%
\$140,000 - \$159,999	309	0.1%	379	0.1%
\$160,000 and Greater	495	0.1%	359	0.1%
Unspecified	2	0.0%	2	0.0%
TOTAL	5,520	1.4%	6,140	1.5%
White Collar TOTAL	27,526	1.6%	29,797	1.7%
Blue Collar	3,077	1.7%	3,405	1.9%
Unspecified	1	0.8%	13	1.0%
TOTAL	30,604	1.6%	33,216	1.7%

NON-HISPANIC MULTIRACIAL REPRESENTATION IN EXECUTIVE DEPARTMENTS

Non-Hispanic Multiracial Representation in Executive Departments September 2018

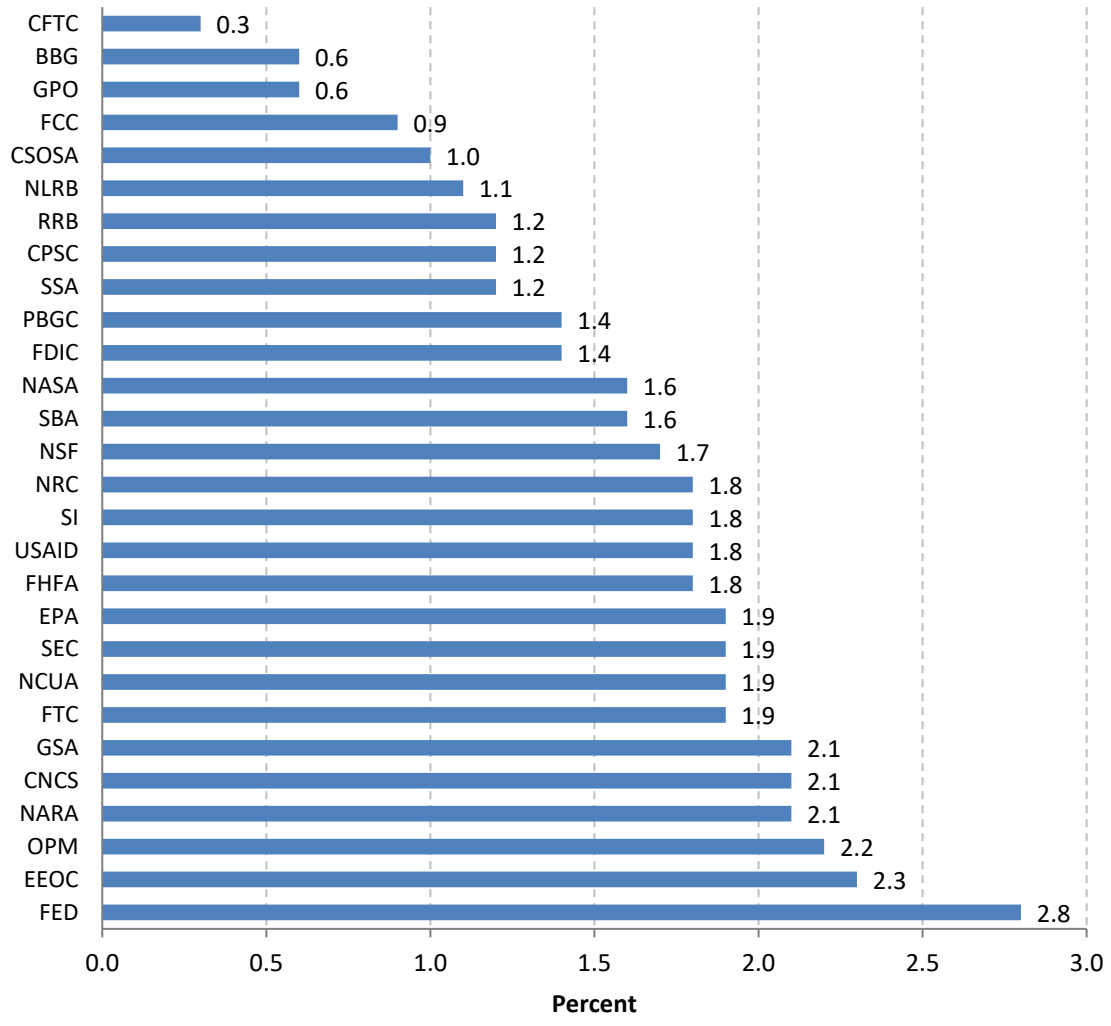


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Non-Hispanic Multiracial**

Executive Departments	2017 Percent	2018 Percent
DEPARTMENT OF THE AIR FORCE	2.1	2.3
DEPARTMENT OF AGRICULTURE	1.6	1.7
DEPARTMENT OF THE ARMY	1.9	2.0
DEPARTMENT OF COMMERCE	1.3	1.4
DEPARTMENT OF DEFENSE	2.1	2.3
DEPARTMENT OF JUSTICE	1.0	1.1
DEPARTMENT OF LABOR	0.8	1.0
DEPARTMENT OF ENERGY	1.6	1.7
DEPARTMENT OF EDUCATION	1.6	1.6
DEPARTMENT OF HEALTH AND HUMAN SERVICES	1.0	1.0
DEPARTMENT OF HOMELAND SECURITY	1.7	1.8
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	1.2	1.3
DEPARTMENT OF THE INTERIOR	1.7	1.8
DEPARTMENT OF THE NAVY	2.1	2.4
DEPARTMENT OF STATE	1.9	2.0
DEPARTMENT OF TRANSPORTATION	1.6	1.8
DEPARTMENT OF THE TREASURY	0.7	0.9
DEPARTMENT OF VETERANS AFFAIRS	1.2	1.2
GOVERNMENT-WIDE	1.6	1.7

NON-HISPANIC MULTIRACIAL REPRESENTATION IN INDEPENDENT AGENCIES

Non-Hispanic Multiracial Representation in Independent Agencies September 2018

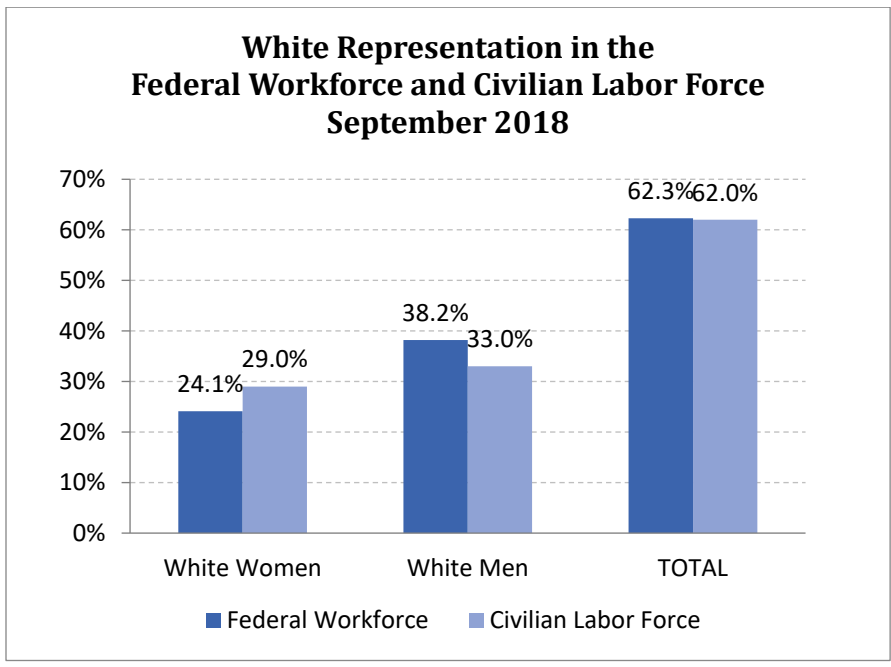


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Non-Hispanic Multiracial**

Independent Agencies	2017 Percent	2018 Percent
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	1.8	1.8
PENSION BENEFIT GUARANTY CORPORATION	1.0	1.4
COMMODITY FUTURES TRADING COMMISSION	0.4	0.3
NATIONAL CREDIT UNION ADMINISTRATION	1.6	1.9
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2.2	2.3
ENVIRONMENTAL PROTECTION AGENCY	1.7	1.9
FEDERAL COMMUNICATIONS COMMISSION	0.8	0.8
FEDERAL DEPOSIT INSURANCE CORPORATION	1.3	1.4
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1.0	1.0
FEDERAL RESERVE SYSTEM	2.7	2.8
FEDERAL TRADE COMMISSION	1.5	1.9
GENERAL SERVICES ADMINISTRATION	1.5	2.1
FEDERAL HOUSING FINANCE AGENCY	2.0	1.8
BROADCASTING BOARD OF GOVERNORS	0.6	0.6
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	1.3	2.1
GOVERNMENT PRINTING OFFICE	0.6	0.6
NATIONAL SCIENCE FOUNDATION	1.6	1.7
NATIONAL LABOR RELATIONS BOARD	1.0	1.1
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1.5	1.6
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2.5	2.1
NUCLEAR REGULATORY COMMISSION	1.7	1.7
OFFICE OF PERSONNEL MANAGEMENT	1.6	2.2
RAILROAD RETIREMENT BOARD	1.2	1.2
SMALL BUSINESS ADMINISTRATION	1.4	1.6
SECURITIES AND EXCHANGE COMMISSION	1.8	1.9
CONSUMER PRODUCT SAFETY COMMISSION	1.4	1.2
SMITHSONIAN INSTITUTION	1.8	1.8
SOCIAL SECURITY ADMINISTRATION	1.1	1.2
GOVERNMENT-WIDE	1.6	1.7

WHITE EMPLOYMENT IN THE FEDERAL WORKFORCE

WHITE EMPLOYMENT



White employees represent 62.3 percent (1,218,307) of the permanent Federal workforce in FY 2018, compared to 62.9 percent in FY 2017.

White men represent 38.2percent (747,423) of the permanent Federal workforce in FY 2018, compared to 38.6 percent in FY 2017.

White women represent 24.1 (470,529) percent of the Federal Workforce in FY 2018, compared to 24.3 percent in FY 2017.

WHITE EMPLOYMENT BY OCCUPATIONAL CATEGORY

White Employment

Percentages based on all employment in each Occupational Category

2018	Count	Percent
White Collar	1,103,034	62.2%
Professional	364,867	69.1%
Administrative	473,643	63.1%
Technical	176,388	54.0%
Clerical	47,184	48.3%
Other White Collar	40,952	58.4%
Blue Collar	114,310	63.5%
Unspecified	963	75.7%
TOTAL	1,218,307	62.3%

White employment in professional occupations decreased by 905 to 364,867 in FY 2018, from 365,772 in FY 2017. White employment represents 69.1 percent of all Federal employees in this occupational category in FY 2018, compared to 69.8 percent in FY 2017.

White employment in administrative occupations decreased by 672 to 473,643 in FY 2018, from in FY 474,315 in FY 2017. White employment represents 63.1 percent of all Federal employees in this occupational category in FY 2018, compared to 63.6 percent in FY 2017.

White employment in technical occupations decreased by 3,382 to 176,388 in FY 2018, from 179,770 in FY 2016. White employment represents 54.0 percent of all Federal employees in this occupational category in FY 2018, compared to 54.8 percent in FY 2017.

White employment in clerical occupations decreased by 970 to 47,184 in FY 2018, from 48,154 in FY 2017. White employment represents 48.3 percent of all Federal employees in this occupational category in FY 2018, compared to 49.4 percent in FY 2017.

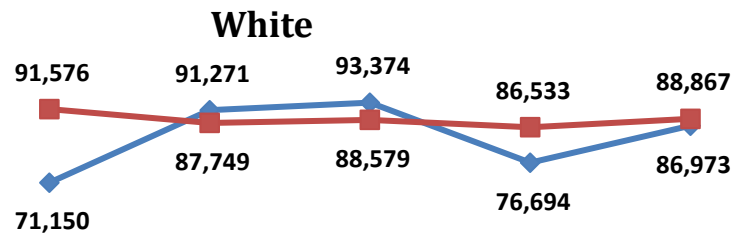
White employment in "other" white collar occupations decreased by 1,102 to 40,952 in FY 2018 from 42,054 in FY 2017. White employment represents 58.4 percent of all Federal employees in this occupational category in FY 2018, compared to 58.06 percent in FY 2017.

White employment in white collar occupations decreased by 7,047 to 1,103,034 in FY 2018, from 1,110,081 in FY 2017. White employment represents 58.6 percent of all Federal employees in this occupational category in FY 2018, compared to 62.8 percent in FY 2017.

White employment in blue collar occupations decreased by 275 to 114,310 in FY 2018, from 114,585 in FY 2017. White employment represents 63.5 percent of all Federal employees in this occupational category in FY 2018, compared to 63.7 percent in FY 2017.

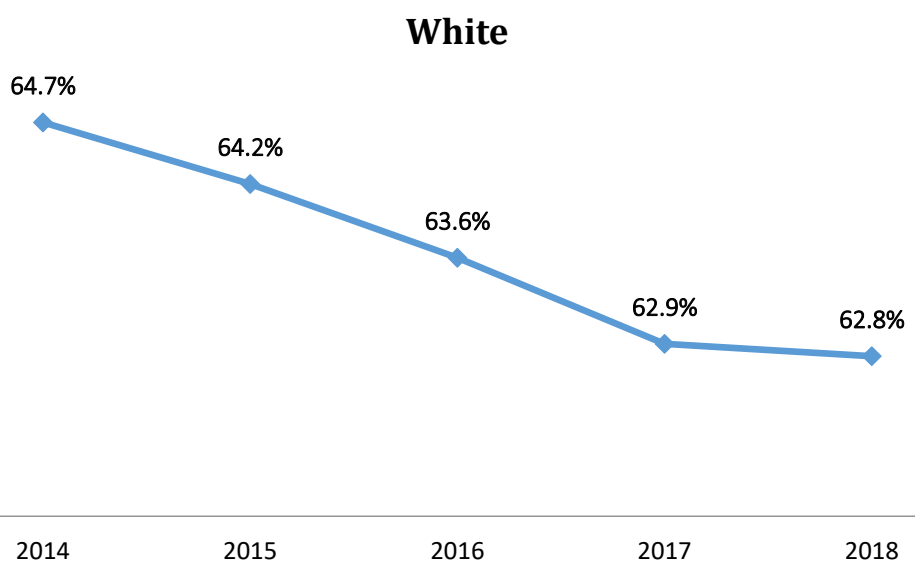
WHITE EMPLOYMENT TRENDS

New Hires and Separations



	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
◆ New Hires	71,150	91,271	93,374	76,694	86,973
■ Separations	91,576	87,749	88,579	86,533	88,867

Representation in the Federal Workforce over a 5-year Period

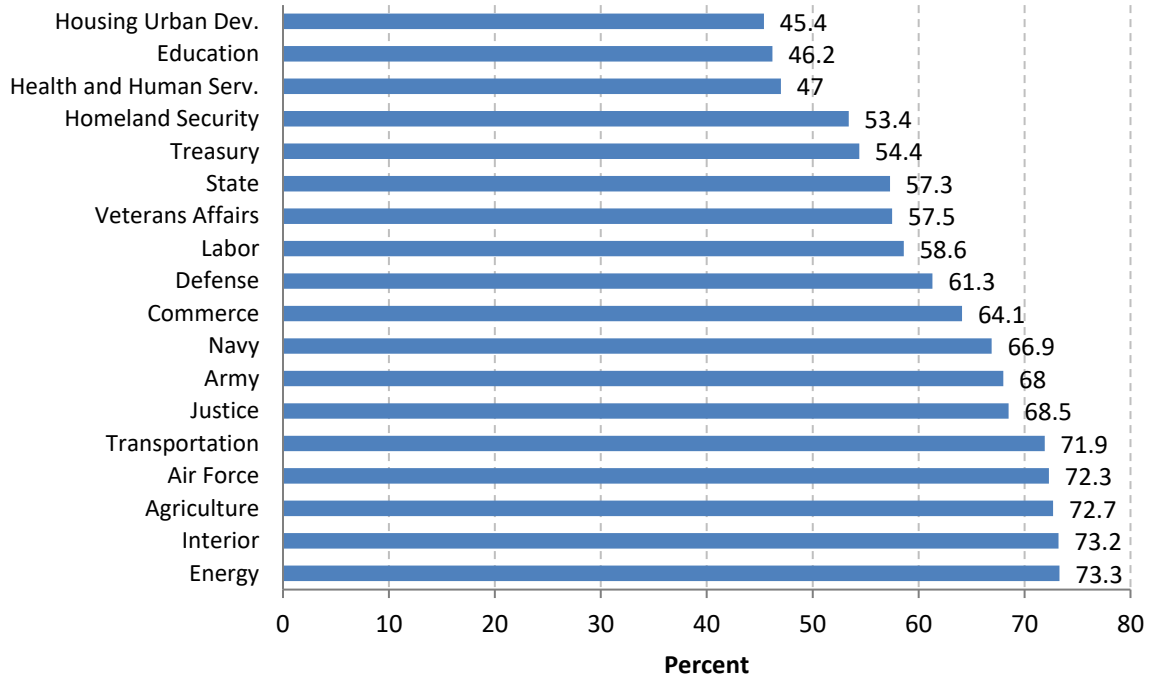


WHITE SALARY TRENDS

Occupational Category / Pay System	September 2017		September 2018	
	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	48,592	3.5%	44,296	3.2%
\$40,000 - \$59,999	178,726	13.0%	171,654	12.5%
\$60,000 - \$79,999	189,917	13.9%	172,429	12.6%
\$80,000 - \$99,999	173,364	12.6%	182,169	13.3%
\$100,000 - \$119,999	132,810	9.7%	133,244	9.7%
\$120,000 - \$139,999	70,493	5.1%	73,630	5.4%
\$140,000 - \$159,999	34,398	2.5%	36,119	2.6%
\$160,000 and Greater	16,889	1.2%	21,569	1.6%
Unspecified	715	0.1%	1,024	0.1%
TOTAL	845,904	61.7%	836,134	61.1%
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	32	0.4%	39	0.5%
\$140,000 - \$159,999	298	3.8%	206	2.7%
\$160,000 and Greater	5,862	74.7%	5,839	75.4%
Unspecified	7	0.1%	5	0.1%
TOTAL	6,199	79.2%	6,089	78.8%
Other White Collar				
Less than \$20,000	22	0.0%	67	0.0%
\$20,000 - \$39,999	9,351	2.4%	8,889	2.2%
\$40,000 - \$59,999	21,015	5.4%	20,254	5.1%
\$60,000 - \$79,999	38,792	10.0%	36,938	9.3%
\$80,000 - \$99,999	47,089	12.1%	48,094	12.1%
\$100,000 - \$119,999	43,738	11.3%	53,924	13.6%
\$120,000 - \$139,999	31,804	8.2%	38,275	9.6%
\$140,000 - \$159,999	21,884	5.6%	23,604	5.9%
\$160,000 and Greater	44,202	11.4%	30,713	7.7%
Unspecified	81	0.1%	20	0.0%
TOTAL	257,978	66.4%	260,811	65.7%
White Collar TOTAL	1,110,081	62.8%	1,103,034	62.2%
Blue Collar	114,585	63.7%	114,310	63.5%
Unspecified	75	61.0%	963	75.7
TOTAL	1,224,741	62.9%	1,218,307	62.3%

WHITE REPRESENTATION IN EXECUTIVE DEPARTMENTS

White Representation in Executive Departments September 2018

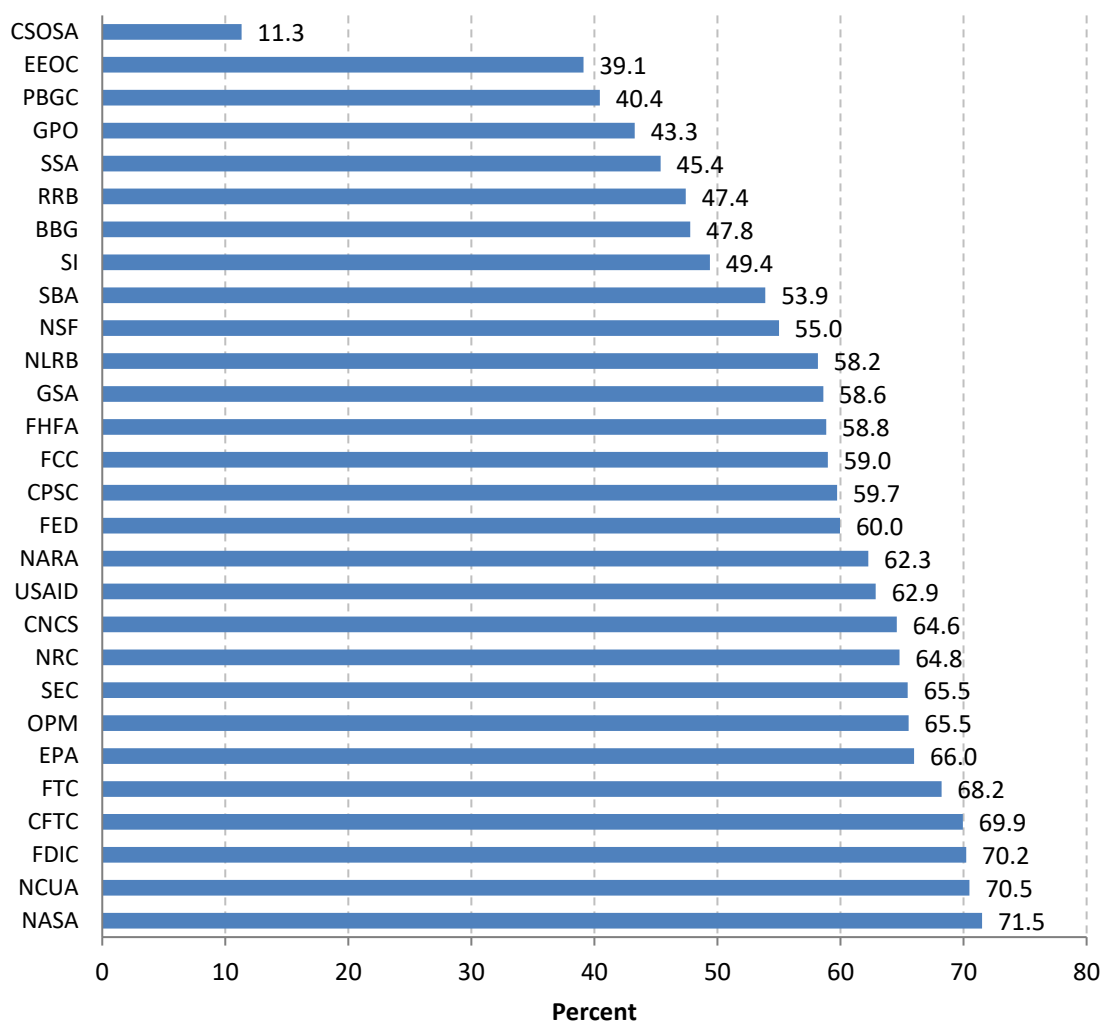


**Representation in Permanent Federal Workforce
September 2017 and September 2018
White**

Executive Departments	2017 Percent	2018 Percent
DEPARTMENT OF THE AIR FORCE	72.7	72.3
DEPARTMENT OF AGRICULTURE	72.9	72.7
DEPARTMENT OF THE ARMY	68.4	68.0
DEPARTMENT OF COMMERCE	64.4	64.1
DEPARTMENT OF DEFENSE	62.0	61.3
DEPARTMENT OF JUSTICE	68.6	68.5
DEPARTMENT OF LABOR	59.2	58.6
DEPARTMENT OF ENERGY	73.8	73.3
DEPARTMENT OF EDUCATION	46.8	46.2
DEPARTMENT OF HEALTH AND HUMAN SERVICES	47.5	47.0
DEPARTMENT OF HOMELAND SECURITY	54.2	53.4
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	46.0	45.4
DEPARTMENT OF THE INTERIOR	73.2	73.2
DEPARTMENT OF THE NAVY	67.6	66.9
DEPARTMENT OF STATE	57.7	57.3
DEPARTMENT OF TRANSPORTATION	72.3	71.9
DEPARTMENT OF THE TREASURY	55.7	54.4
DEPARTMENT OF VETERANS AFFAIRS	58.1	57.5
GOVERNMENT-WIDE	62.9	62.3

WHITE REPRESENTATION IN INDEPENDENT AGENCIES

White Representation in Independent Agencies September 2018

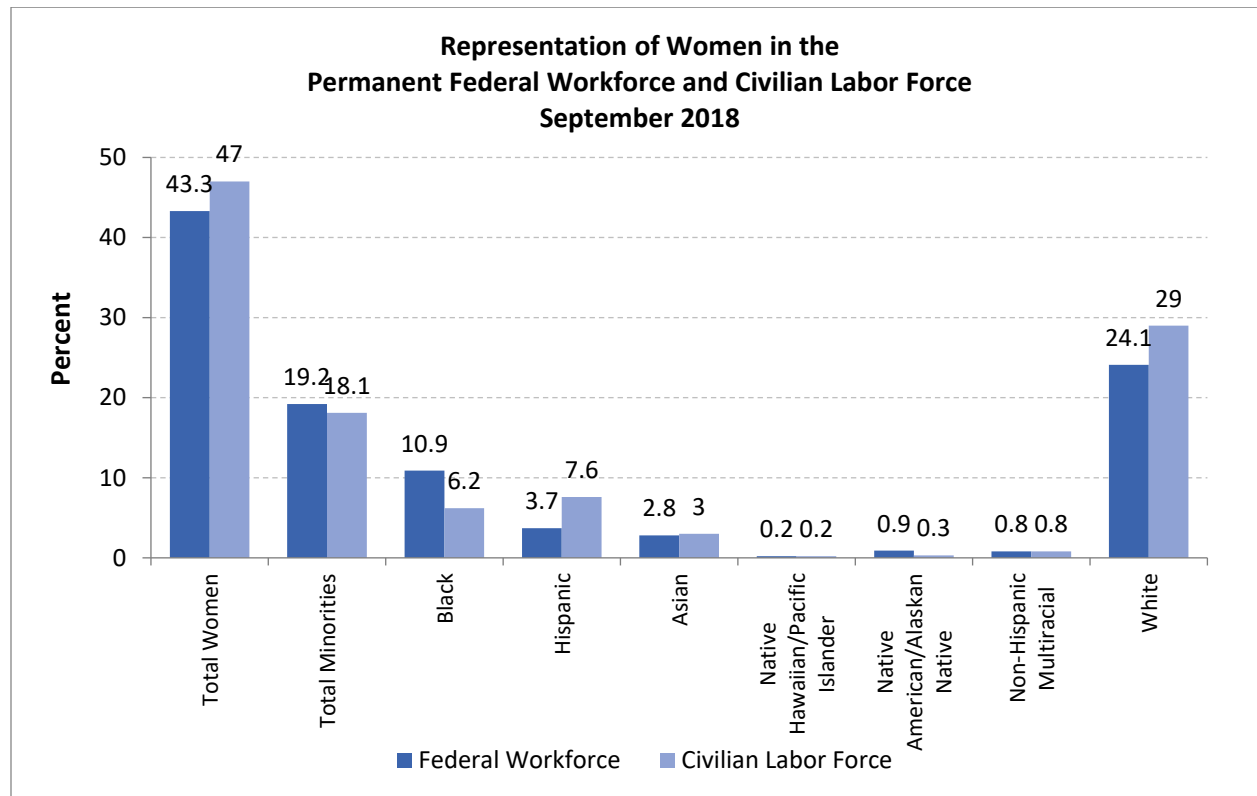


**Representation in Permanent Federal Workforce
September 2017 and September 2018
White**

Independent Agencies	2017 Percent	2018 Percent
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	62.8	62.9
PENSION BENEFIT GUARANTY CORPORATION	41.2	40.4
COMMODITY FUTURES TRADING COMMISSION	69.8	69.9
NATIONAL CREDIT UNION ADMINISTRATION	71.9	70.5
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	38.3	39.1
ENVIRONMENTAL PROTECTION AGENCY	66.3	66.0
FEDERAL COMMUNICATIONS COMMISSION	58.7	59.0
FEDERAL DEPOSIT INSURANCE CORPORATION	70.7	70.2
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	11.3	11.3
FEDERAL RESERVE SYSTEM	60.8	60.0
FEDERAL TRADE COMMISSION	68.6	68.2
GENERAL SERVICES ADMINISTRATION	59.6	58.6
FEDERAL HOUSING FINANCE AGENCY	60.0	58.8
BROADCASTING BOARD OF GOVERNORS	48.5	47.8
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	65.6	64.6
GOVERNMENT PRINTING OFFICE	43.3	43.3
NATIONAL SCIENCE FOUNDATION	55.5	55.0
NATIONAL LABOR RELATIONS BOARD	58.1	58.2
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	71.8	71.5
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	62.9	62.3
NUCLEAR REGULATORY COMMISSION	65.3	64.8
OFFICE OF PERSONNEL MANAGEMENT	65.6	65.5
RAILROAD RETIREMENT BOARD	47.7	47.4
SMALL BUSINESS ADMINISTRATION	54.5	53.9
SECURITIES AND EXCHANGE COMMISSION	65.7	65.5
CONSUMER PRODUCT SAFETY COMMISSION	59.0	59.7
SMITHSONIAN INSTITUTION	49.5	49.4
SOCIAL SECURITY ADMINISTRATION	46.0	45.4
GOVERNMENT-WIDE	62.9	62.3

WOMEN IN THE FEDERAL WORKFORCE

EMPLOYMENT OF WOMEN



Women represent 43.4 percent (848,052) of the permanent Federal workforce in FY 2018, compared to 43.3 percent in FY 2017.

Black women represent 10.9 percent of the Federal Workforce in FY 2018, as compared to 10.8 percent in FY 2017.

Hispanic women represent 3.7 percent of the Federal Workforce in FY 2018, compared to 3.6 percent in FY 2017.

Asian women represent 2.8 percent of the Federal Workforce in FY 2018, as compared to 2.7 percent in FY 2017.

Native Hawaiian/Pacific Islander women represent 0.2 percent of the Federal Workforce in FY 2018, as compared to 0.2 percent in FY 2017.

American Indian/Alaska Native women represent 0.9 percent of the Federal Workforce in FY 2018, as compared to 0.9 percent in FY 2017.

Non-Hispanic Multiracial women represent 0.8 percent of the Federal Workforce in FY 2018, compared to 0.7 percent in FY 2017.

White women represent 24.1 percent of the Federal Workforce in FY 2018, compared to 24.3 percent in FY 2017.

EMPLOYMENT OF WOMEN BY OCCUPATIONAL CATEGORY

Women Employment

Percentages based on all employment in each Occupational Category

2018	Count	Percent
White Collar	828,404	46.7%
Professional	256,433	48.6%
Administrative	315,077	42.0%
Technical	181,858	55.7%
Clerical	67,205	68.8%
Other White Collar	7,831	11.2%
Blue Collar	18,992	10.5%
Unspecified	656	51.6%
TOTAL	848,052	43.4%

Employment of women in professional occupations increased by 3,911 to 256,433 in FY 2018, from 252,522 in FY 2017. Women represent 48.6 percent of all Federal employees in this occupational category in FY 2018, compared to 48.2 percent in FY 2017.

Employment of women in administrative occupations increased by 837 to 315,077 in FY 2018, from 314,240 in FY 2017. Women represent 42.0 percent of all Federal employees in this occupational category in FY 2018, compared to 42.1 percent in FY 2017.

Employment of women in technical occupations decreased by 260 to 181,858 in FY 2018, from 182,118 in FY 2017. Women represent 55.7 percent of all Federal employees in this occupational category in FY 2018, compared to 55.5 percent in FY 2017.

Employment of women in clerical occupations increased by 389 to 67,205 in FY 2018, from 66,816 in FY 2017. Women represent 68.8 percent of all Federal employees in this occupational category in FY 2017, as compared to 68.6 percent in FY 2017.

Employment of women in "other" white collar occupations decreased by 350 to 7,831 in FY 2018 from 8,181 in FY 2017. Women represent 11.2 percent of all Federal employees in this occupational category in FY 2018, as compared to 11.4 percent in FY 2017.

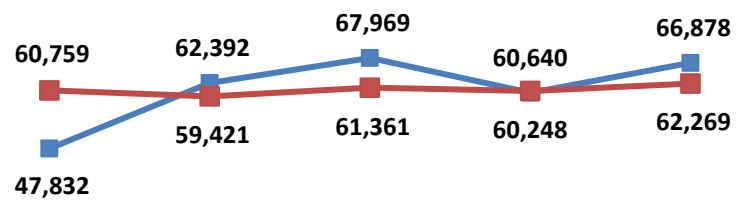
Employment of women in white collar occupations increased by 4,519 to 828,404 in FY 2018, from 823,885 in FY 2017. Women represent 46.7 percent of all Federal employees in this occupational category in FY 2018, as compared to 46.6 percent in FY 2017.

Employment of women in blue collar occupations increased by 714 to 18,992 in FY 2018, from 18,278 in FY 2017. Women represent 10.5 percent of all Federal employees in this occupational category in FY 2018, compared to 10.2 percent in FY 2017.

WOMEN EMPLOYMENT TRENDS

New Hires and Separations

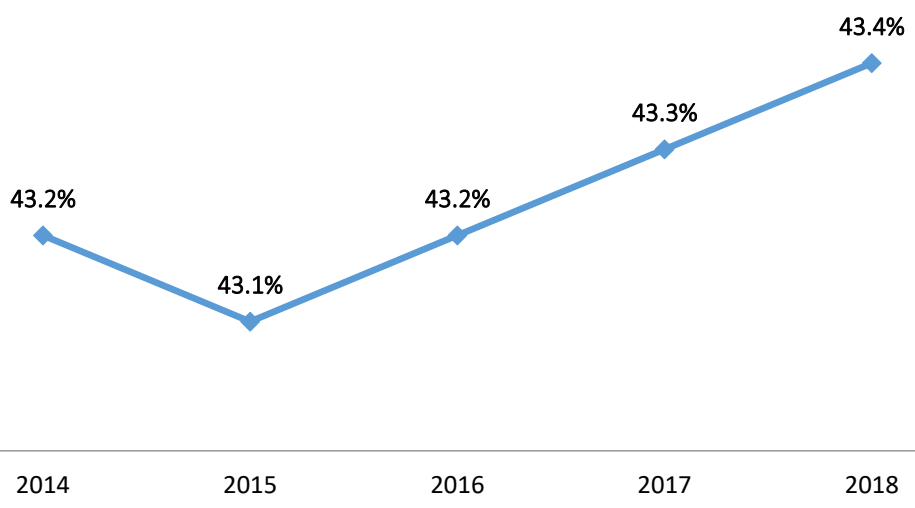
Women



	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
■ New Hires	47,832	62,392	67,969	60,248	66,878
■ Separations	60,759	59,421	61,361	60,640	62,269

Representation in the Federal Workforce over a 5-year Period

Women

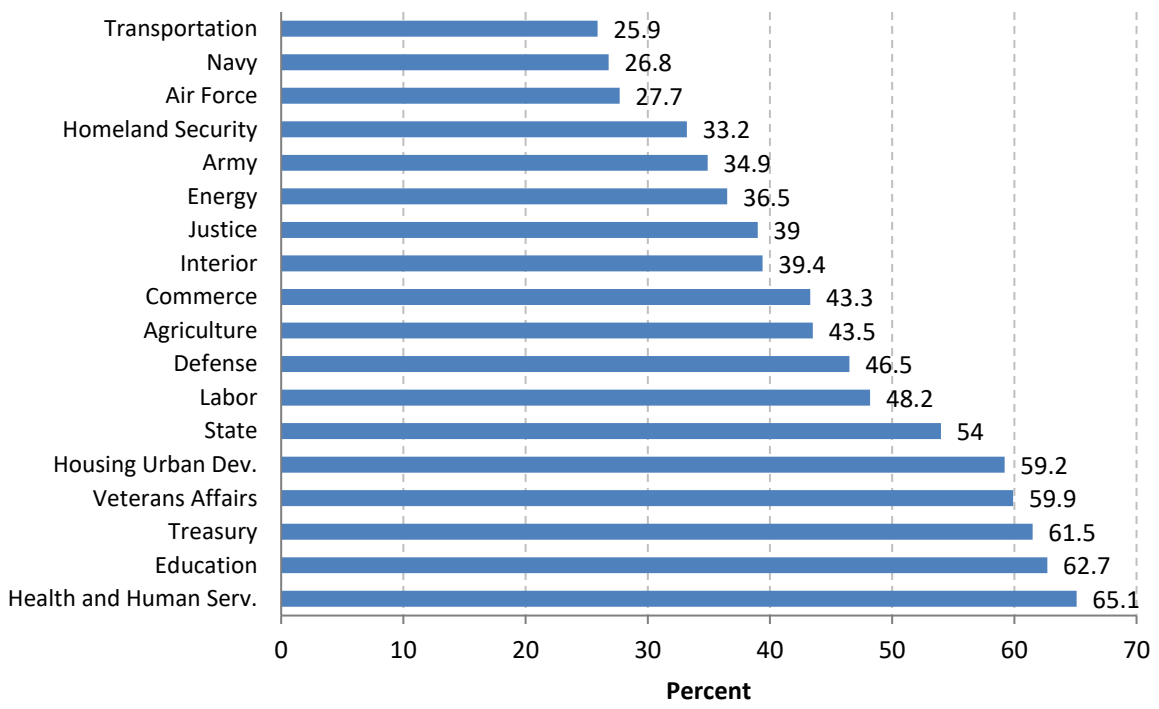


WOMEN SALARY TRENDS

Occupational Category / Pay System	September 2017		September 2018	
	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	58,753	4.3%	54,635	4.0%
\$40,000 - \$59,999	180,932	13.2%	178,489	13.0%
\$60,000 - \$79,999	141,781	10.3%	130,880	9.6%
\$80,000 - \$99,999	115,204	8.4%	120,765	8.8%
\$100,000 - \$119,999	83,409	6.1%	87,640	6.4%
\$120,000 - \$139,999	43,984	3.2%	46,043	3.4%
\$140,000 - \$159,999	19,377	1.4%	21,704	1.6%
\$160,000 and Greater	8,113	0.6%	11,076	0.8%
Unspecified	684	0.0%		
TOTAL	652,237	47.6%	652,205	47.7%
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	19	0.2%	18	0.2%
\$140,000 - \$159,999	159	2.0%	89	1.1%
\$160,000 and Greater	2,479	31.7%	2,500	32.3%
Unspecified	2	0.0%	6	0.0%
TOTAL	2,659	34.0%	2,611	33.8%
Other White Collar				
Less than \$20,000	62	0.0%	91	0.0%
\$20,000 - \$39,999	10,244	2.6%	10,233	2.6%
\$40,000 - \$59,999	20,008	5.2%	20,117	5.1%
\$60,000 - \$79,999	33,327	8.6%	31,372	7.9%
\$80,000 - \$99,999	35,235	9.1%	36,655	9.2%
\$100,000 - \$119,999	25,560	6.6%	33,017	8.3%
\$120,000 - \$139,999	14,659	3.8%	19,714	5.0%
\$140,000 - \$159,999	8,535	2.2%	9,839	2.5%
\$160,000 and Greater	21,312	5.5%	12,525	3.2%
Unspecified	47	0.0%	25	0.0%
TOTAL	168,989	43.5%	173,588	43.7%
White Collar TOTAL	823,8885	46.6%	828,404	46.7%
Blue Collar	18,278	10.2%	18,992	10.5%
Unspecified	56	46.7%	656	51.6%
TOTAL	842,219	43.3%	848,052	43.4%

REPRESENTATION OF WOMEN IN EXECUTIVE DEPARTMENTS

Representation of Women in Executive Departments September 2018

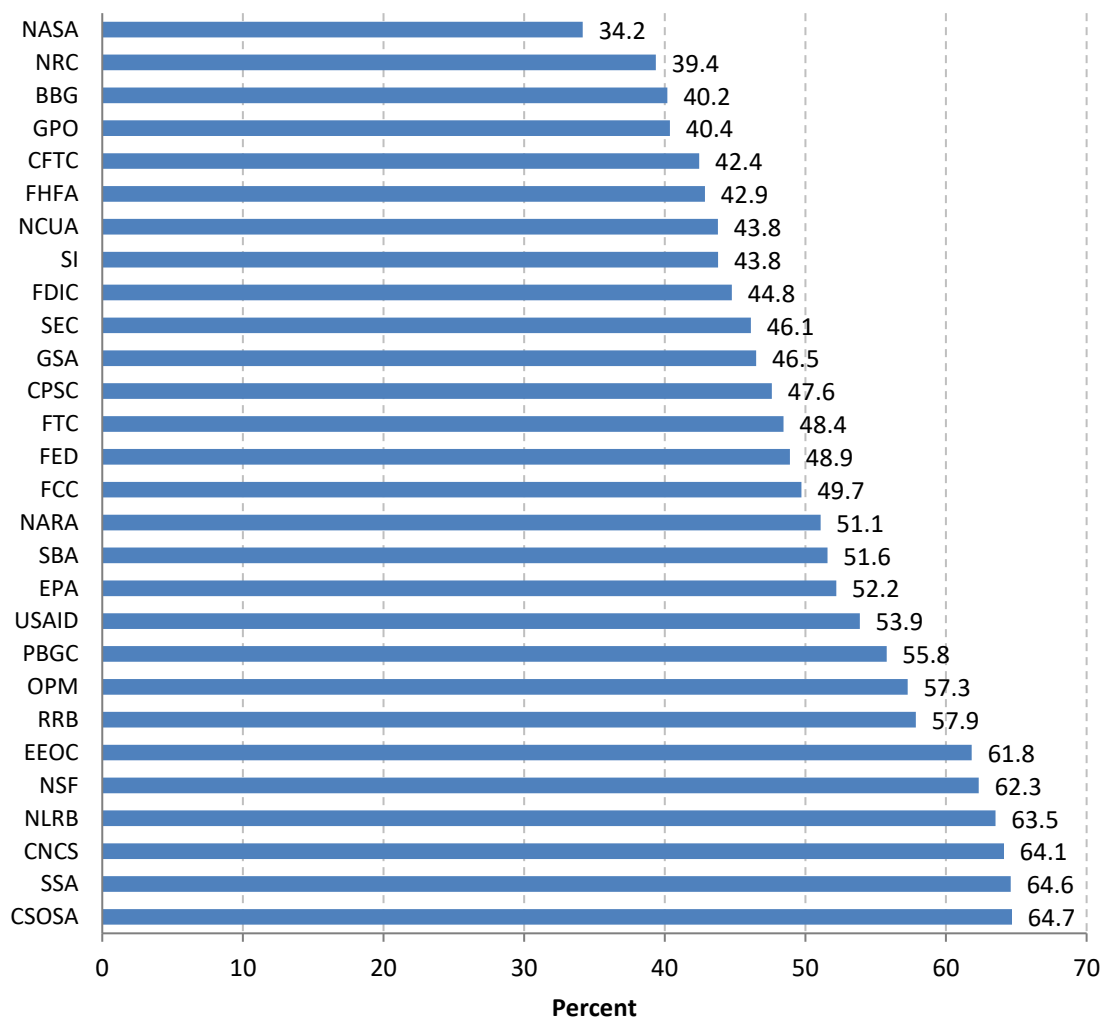


**Representation in Permanent Federal Workforce
September 2017 and September 2018
Women**

Executive Departments	2017 Percent	2018 Percent
DEPARTMENT OF THE AIR FORCE	27.4	27.7
DEPARTMENT OF AGRICULTURE	43.8	43.5
DEPARTMENT OF THE ARMY	35.0	34.9
DEPARTMENT OF COMMERCE	43.9	43.3
DEPARTMENT OF DEFENSE	46.5	46.5
DEPARTMENT OF JUSTICE	38.7	39.0
DEPARTMENT OF LABOR	48.3	48.2
DEPARTMENT OF ENERGY	36.7	36.5
DEPARTMENT OF EDUCATION	63.0	62.7
DEPARTMENT OF HEALTH AND HUMAN SERVICES	65.1	65.1
DEPARTMENT OF HOMELAND SECURITY	32.7	33.2
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	59.3	59.2
DEPARTMENT OF THE INTERIOR	39.5	39.4
DEPARTMENT OF THE NAVY	26.8	26.8
DEPARTMENT OF STATE	54.3	54.0
DEPARTMENT OF TRANSPORTATION	26.2	25.9
DEPARTMENT OF THE TREASURY	61.0	61.5
DEPARTMENT OF VETERANS AFFAIRS	59.5	59.9
GOVERNMENT-WIDE	43.3	43.4

REPRESENTATION OF WOMEN IN INDEPENDENT AGENCIES

Representation of Women in Independent Agencies September 2018



**Representation in Permanent Federal Workforce
September 2017 and September 2018
Women**

Independent Agencies	2017 Percent	2018 Percent
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT	53.9	53.9
PENSION BENEFIT GUARANTY CORPORATION	54.2	55.8
COMMODITY FUTURES TRADING COMMISSION	43.1	42.4
NATIONAL CREDIT UNION ADMINISTRATION	44.8	43.8
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	63.1	61.8
ENVIRONMENTAL PROTECTION AGENCY	51.9	52.2
FEDERAL COMMUNICATIONS COMMISSION	50.0	49.7
FEDERAL DEPOSIT INSURANCE CORPORATION	44.7	44.8
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	64.8	64.7
FEDERAL RESERVE SYSTEM	48.8	48.9
FEDERAL TRADE COMMISSION	49.3	48.4
GENERAL SERVICES ADMINISTRATION	46.6	46.5
FEDERAL HOUSING FINANCE AGENCY	43.2	42.9
BROADCASTING BOARD OF GOVERNORS	40.3	40.2
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	64.7	64.1
GOVERNMENT PRINTING OFFICE	39.8	40.4
NATIONAL SCIENCE FOUNDATION	62.0	62.3
NATIONAL LABOR RELATIONS BOARD	63.8	63.5
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	34.3	34.2
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	51.9	51.1
NUCLEAR REGULATORY COMMISSION	39.3	39.4
OFFICE OF PERSONNEL MANAGEMENT	57.0	57.3
RAILROAD RETIREMENT BOARD	58.4	57.9
SMALL BUSINESS ADMINISTRATION	51.2	51.6
SECURITIES AND EXCHANGE COMMISSION	46.1	46.1
CONSUMER PRODUCT SAFETY COMMISSION	48.8	47.6
SMITHSONIAN INSTITUTION	43.4	43.8
SOCIAL SECURITY ADMINISTRATION	64.8	64.6
GOVERNMENT-WIDE	43.3	43.4

AGENCY SUCCESSFUL/PROMISING PRACTICES

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 encourage individuals to seek out internships as well as other opportunities with Federal agencies and to consider Federal service as 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 2018 agency FEORP submissions.

Consumer Financial Protection Bureau (CFPB)

In FY 2018 the Bureau launched three Employee Resource Groups (ERG) focusing on African-Americans, Asian-American and Pacific Islanders and women. The Bureau updated a comprehensive applicant flow study to assist in analyzing hiring demographic trends, including trends for applicants with disabilities. The Bureau now includes the Bureau's SF-256 self-identification data, along with 30% or more disabled and Schedule A disability appointment data to create a more accurate depiction of their workforce.

In FY 2018 the Bureau hired a Disability Compliance Program Manager (DCPM) to manage the Bureau's disability and accessibility program including coordination with Office of Human Capital (OHC) on outreach and recruitment efforts. In FY 2018, 12.4% of the Bureau's employees (excluding interns) identified as an individual with a disability and the Bureau has exceeded the workforce goal of 12% for employees with disabilities and 2.0% for employees with targeted disabilities.

Consumer Product Safety Commission (CPSC)

CPSC conducted the following activities:

- Outreach and Recruitment: Conducted first annual "Diversity Summit" for all employees. There were two instructor led sessions; one session on "Leadership and Diversity" and one on "Generational Diversity".
- Conducted targeted recruiting at diverse colleges to advertise vacancies for summer internships as part of the agency's overall recruitment efforts.
- Utilized a diversity newsletter to educate employees about diversity issues.
- Maintained diversity and inclusion goals in the strategic and operation plans.
- Hosted five (5) commemorative special emphasis month events.

CPSC also hosted several high school and college students at the lab, exposing the students to various STEM careers.

Further, CPSC staff distributed employment information at a conference for 10,000 attendees. CPSC staff attended a science and engineering event and provided information to attendees about job opportunities.

Department of Defense (DoD)

The Workforce Recruitment Program (WRP) is a government-wide recruitment and referral program for college students and recent graduates managed by the Department of Labor and utilized by the DoD. The goal of the WRP is to increase the representation of individuals with disabilities, especially students and graduates with severe disabilities, in the Federal workforce.

The DoD is leading the Federal government in support and commitment of the WRP through the establishment of a centralized fund within DoD.

DoD Recruiters Consortium Group – The consortium, a partnership between DCPAS and DoD Agencies/Components, meet on a monthly basis to discuss emerging HR challenges, identify and share best practices in Federal civilian recruitment and discuss quarterly new hire metrics, which include: Pathways New Hire data and veteran and disabled veteran new hire data. In this enterprise-wide effort, the focus is to promote collaborative outreach programs to efficiently and effectively address workforce planning and maximize recruitment and outreach activities.

In FY 2018, five Hiring Heroes Career Fairs were conducted. During these Career Fairs, 384 interviews were conducted (many were pre-scheduled), which resulted in 238 job offers the day of the event, with 782 offers to be made at a later date.

To prepare job seekers for the Career Fairs, several activities are conducted the day prior to the Career Fair, such as: Agency/Company information briefings held during wounded warrior morning formation, Military Spouse Employment Information Session and a “Networking with Industry” event.

DCPAS hosted five “Networking with Industry” events the day prior to Hiring Heroes Career Fairs based on feedback received from wounded warriors. Some individuals are not able to attend Career Fairs based on medical appointments or may experience anxiety in large, crowded environments due to Post Traumatic Stress Disorder/Traumatic Brain Injury, but they still would like an opportunity to meet employers face-to-face, only in a smaller, quieter, and more intimate setting. These networking events were “value added,” especially for those job seekers who may have felt overwhelmed by larger events. The networking events also provided an opportunity for employers and job seekers to connect and network on a more personal level and conduct informal interviews. These Networking events were a huge success with 50 employers and 152 job seekers in attendance.

The Military Spouse Employment Information Sessions were also a huge success in FY 2018, with over 114 military spouses and mothers of wounded warriors receiving briefings and one-on-one career counseling on how to get a Federal job, the Military Spouse Preference Program, Veterans preferences, resume preparation tips, etc. In addition to those attending these information sessions, an additional 310 military spouses attended the Hiring Heroes Career Fairs.

The Hiring Heroes Career Fairs that were conducted and the partnerships that were developed directly supported DoD’s Strategic Plan, Goal 3, Strategic Initiative 3.1; Service

members separating from active duty are prepared for the transition to civilian life, Executive Order 13518, "Employment of Veterans in the Federal Government" and Executive Order 13548, "Increasing Federal Employment of Individuals with Disabilities."

As a result of strong outreach activities for veterans and disabled veterans, 42 percent (31,474) of new hires were veterans and 21 percent (15,357) of new hires were DVs, a 5 percent decrease from FY 2017.

Department of Defense, Defense Contract Management Agency (DCMA)

As part of its overall recruiting plan, DCMA Recruiters conducted a Social Media Campaign on social media 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.

Department of Defense, Defense Media Agency (DMA)

DMA established a Disability Recruitment Committee to focus on recruiting, hiring and retaining employees with disabilities. This committee meets monthly to discuss and create more avenues for attracting employees with disabilities. This committee held a disability open house/hiring event recently, which was a success. DMA plans to continue this open house/hiring event annually.

Department of Defense, Finance and Accounting Service (DFAS)

DFAS hired 311 veterans and of those hired 211 veterans had a 30% or higher disability rating. DFAS hosted a formal management internship program for Disabled Veterans to provide participants the opportunity to enhance their career readiness and prepare for a future with DFAS or another organization.

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 DoDEA in reaching its hiring goals for its major occupation, educators. 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 DoDEA engaged with during outreach events, ensuring they consider DoDEA for future career opportunities. DoDEA also utilizes USAJOBS, the Federal talent management system to support non-educator hires.

In late FY17, the DoDEA Director authorized and created the Diversity Recruitment Working Group (DRWG), a joint labor-management working group including representatives from the Education Division, Labor Management and Employee Relations (LMER), Diversity Management Equal Opportunity, and Staffing. During FY18, the DRWG continued to collect and review student and educator demographic data and information. After thorough reviews and analyses, the working group will identify barriers to diversity recruiting and present the findings and recommendations to the Director. These efforts will also enable the group to determine how to effectively implement industry best

practices for recruitment efforts for educator personnel and cast a wider net for reaching a more diversified pool of applicants.

One tool in the recruitment process may be centered on our automated recruitment efforts. Online advertising is used as a method of outreach to educators, specialists and administrators. The EAS is effective and easy to use and has significantly increased our applicant pool. We have utilized our EAS program to send emails directly to targeted groups including minority and disabled educators and educators with specialized training.

The DoDEA Student Teacher Program provides and promotes employment opportunities for students enrolled in teacher education programs at regionally accredited U.S. colleges and universities including HACUs and HSIs. DoDEA recognizes and supports the efforts of the colleges and universities in enriching the educational process. Through this program, DoDEA shares in the responsibility for developing mutually beneficial growth opportunities for students in an intercultural setting while providing students exposure to the DoDEA work environment and acquainting them with the mission of DoDEA. The program also furthers the DoDEA affirmative action programs through career awareness and facilitates the recruitment of underrepresented groups such as minorities, disabled individuals, and veterans.

We have included a question on the application to determine how applicants learned of DoDEA and routinely analyze the responses. We have evaluated our print and media advertising and made adjustments to focus on the more effective sources. We are evaluating the effectiveness of emerging technology, such as the Teachers-Teachers website, as a means of attracting a high quality and diverse pool of applicants.

Department of Energy, National Nuclear Security Administration (NNSA)

NNSA Human Resources has a dedicated Human Resources Consultant whose primary responsibilities during FY 2018 focused on the Pathways Program and Outreach, including networking with disability organizations, veteran organizations, and partnering with particular colleges and universities, as part of its overall recruitment efforts. The Human Resources Consultant participated in six different partnering/recruiting events at several universities; three of the universities attended were Hispanic Serving Institutions (HSIs), chosen specifically to address underrepresentation in S.T.E.M. (Science, Technology, Engineering, and Mathematics) related occupations.

Of the two hundred and twenty-four new employees hired in FY 2018, twenty-three (or 10.30% of new hires) self-identified as having a disability and, of those, one (or 0.40% of new hires) self-identified as having a targeted disability. NNSA hired three (or 1.34% of new hires) persons with disabilities under the Schedule A Hiring Authority; as a comparator, in FY 2017, NNSA hired two (or 1.07% of new hires) under the Schedule A Hiring Authority, and in FY 16, NNSA hired four (or 2.04% of new hires) under the Schedule A Hiring Authority.

At the end of FY 2018, employees who identify as Hispanic comprised 15.70% of the agency's total workforce, and 16.30% of NNSA's FY 2018 new hires identified as Hispanic.

During FY 2018, NNSA hired thirty-seven Veterans (comprising 16.50% of new hires) under the Veterans Recruitment Appointment (VRA), of which thirty-six were hired to fill Nuclear Material Courier positions. Seven of the new hires (3.10 % of new hires) were hired under the Veterans' Employment Opportunity Act. Eighteen veterans hired under VRA appointments completed two years of service and were converted to career and career-conditional appointments in the competitive service.

Department of Health and Human Services (HHS)

The National Institutes of Health (NIH), Chief Officer for Scientific Workforce Diversity (COSWD), leads NIH's effort to diversify the national scientific workforce as well as enhance recruitment and retention efforts. The objective of NIH's effort is to encourage innovative, science-driven thinking by broadening the diversity of perspectives that come with a diverse scientific workforce. Through COSWD leadership, NIH recognizes four pivotal diversity-related challenges: 1) expanding study of the science of diversity; 2) understanding sociocultural factors that impede diversity; 3) building evidence for the efficacy of approaches for recruitment and efforts to sustain entrance; and 4) enhancing scientific workforce diversity on a national scale. In FY 2018, COSWD outreach support for the Stadtman Tenure-Track Investigators (STTI) search process and senior scientific search committees provided support for 39 searches, with an average of 8.5 candidates identified per search. STTI search seeks to identify talent through a broad search that focuses on specific areas of science or enables the candidates to bring their ideas to NIH.

The NIH Hispanic/Latino Outreach Initiatives Committee (HLOIC) work group is tasked with identifying strategies and opportunities to attract Hispanic and Latino communities to consider the NIH as a valued employer. In 2018, The HLOIC developed a presentation for current NIH Post Docs looking for scientific employment at NIH.

The NIH Corporate Recruitment Unit continued to enhance its relationship with Florida International University (FIU), a Hispanic Serving Institution. In 2018, members of the NIH Inclusive Recruitment Initiatives Subcommittee and other NIH representatives served as panelists for a FIU webinar to provide information on NIH opportunities and how to navigate the federal application process. The webinar reached 60 FIU attendees – a mix of graduate and PhD students in social work, medicine, science, nursing and public health.

In FY 2018, NIH continued to develop a framework for data-driven strategies derived from efforts currently underway to address the overall low representation of Hispanic employees, which has remained relatively constant over the last five years. Additionally, there are no Hispanics in the NIH Senior Executive Service (SES). Considering instructions from OPM and EEOC on Hispanic Employment in the Federal government, NIH's Office of Equity, Diversity, and Inclusion (EDI) began conducting a more focused barrier analysis in FY 2018 to identify triggers and potential barriers at the GS-12 through GS-15 and SES pay scales.

Department of Homeland Security (DHS)*DHS Joint Recruiting and Hiring Event*

Building on the success of past Department-wide Joint Recruiting and Hiring efforts, DHS conducted a Women in Law Enforcement Recruiting and Hiring Event in Arlington, TX on June 26-28, 2018, resulting in over 750 tentative job offers to qualified candidates. These events are in response to meeting Executive Orders mandating a hiring surge for personnel to secure the Southwest border and enforce immigration laws as well as to meet and exceed Department-wide goals to enhance diversity through outreach to veterans and individuals with disabilities. This innovative approach, together with authorities available to DHS, enable “one stop hiring” where applicants they can be interviewed, and if qualified, receive a tentative job offer, get fingerprinting taken, and complete a drug test all in the same location. As a result, time-to-hire has been reduced by 6-8 weeks, thereby increasing the chances of onboarding critical talent before they pursue other job opportunities.

Department of Labor (DOL)

DOL's Regional Offices continue to use the Non-Paid Work Experience (NPWE) Veterans Program, which supports Veterans with disabilities in gaining meaningful work experience. The Bureau of Labor Statistics (BLS) utilized an e-recruitment process to disseminate information concerning BLS career opportunities through on-campus e-postings and outreach to the academic community, including to students with disabilities. Potential applicants are encouraged to visit the BLS Careers website that provides a wealth of BLS-specific information, including the BLS commitment to and philosophy on diversity. The BLS Careers website also provides information for individuals with disabilities, focusing on special hiring authorities, instructions on how to apply for BLS jobs, and the availability of reasonable accommodations for those selected for positions.

BLS utilizes the new Diversity Initiatives feature (DIN) in DOL's Human Resources Management System (DOORS). It allows BLS to load, save, categorize and store multiple recruitment sources in the system. As each vacancy is prepared, the HR Specialist can select specific professional associations and educational institutions, including Hispanic Serving Institutions, to receive vacancy announcement notifications. The Employee Benefits Security Administration (EBSA) sends notifications and posts jobs to diverse student populations. In addition, jobs are often posted for Spanish-speaking applicants to reach more potential Hispanic applicants and to support the availability of Spanish-speaking employees, especially those with public-facing responsibilities.

As part of its overall recruiting strategy, OSHA managers focus on the recruitment of Hispanic candidates with Spanish language capabilities to better communicate with the growing number of Hispanic workers throughout the United States. The Office of the Solicitor (SOL) sends specific notices of job opportunities to Hispanic community sources, including the Hispanic Bar Association of DC and other higher education student groups.

The Office of Workers' Compensation Programs (OWCP) formed a team to focus on targeted recruitment of Hispanic males as part of its comprehensive hiring efforts. The team conducted outreach visits to community colleges with significant Hispanic student

populations, including career days and community meetings to promote the value of working for the Federal Government and DOL.

Department of State

The Diplomats in Residence program is not a new State program, but it is a concept that has not been implemented in many other agencies.

To establish personal contact with prospective candidates, as part of their regular responsibilities for targeting a diverse cadre of candidates, 15 regional recruiters assigned as Diplomats in Residence (DIRs) on university campuses throughout the United States, as well as seven Washington-based recruiters, visited Hispanic-Serving Institutions (HSIs) and Hispanic Association of Colleges and Universities (HACU) members.

National Transportation Safety Board (NTSB)

NTSB started a 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. The NTSB also continued to partner with LinkedIn 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.

In February 2018, the NTSB hosted a Facebook Live Event featuring the exciting work available for engineers in the NTSB's state-of-the-art electronics laboratory. An electronics engineer and an aerospace engineer shared their enthusiasm for hands-on work deciphering information held on a variety of electronic recording devices, such as the "black boxes" on aircraft. They showcased two rare upcoming opportunities for entry-level engineers and described how to apply for the jobs. This event broadened the NTSB's outreach to a diverse applicant pool, resulting in hires to fill mission-critical positions.

NTSB updated the Careers page on their website to showcase NTSB jobs, to provide information about the agency, and to give prospective applicants easily accessible facts about applying for Federal jobs. 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.

Securities and Exchange Commission (SEC)

A key component of the SEC's strategy for sustaining diversity and inclusion is to engage employees in conducting outreach and recruitment on behalf of the Agency. In FY 2018, 59 SEC employees nationwide directly engaged in workforce diversity outreach initiatives. Involving employees in this manner helped establish them as internal agents of diversity, mutual respect, and inclusion in the workplace.

Small Business Administration (SBA)

As part of its overall recruitment strategy, SBA participates in the HACU National Internship Program. This program provides minority students an internship opportunity

from 10 weeks to 15 weeks, depending on the semester. SBA utilizes the communication forums of Hispanic-serving institutions (e.g., Montgomery College, Northern Virginia Community College).

SBA utilizes the Workplace Recruitment Program (WRP) to connect managers with highly motivated college students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer and permanent jobs. SBA partners with the Wounded Warrior organization to review resumes for possible internships and permanent employment.

SBA works with government, public, and private organizations involved in the placement of disabled applicants to provide information about the agency's job opportunities. It also participates in a Non-Paid Work Experience Program (NPWEP), assisting military veterans with service-connected disabilities work toward gaining particular skill sets while at SBA. (PWD Employment)

SBA collaborates with Veteran Employment Program Managers at other Federal agencies in order to streamline recruitment strategies, share job vacancies, and share veterans' resumes. (PWD Employment)

U.S. Agency for International Development (USAID)

The USAID Donald M. Payne International Development Fellowship was created to attract outstanding young people who are interested in pursuing careers in the Foreign Service. The Fellowship encourages applications from members of minority groups who have historically been underrepresented in international development careers. Since the program's inception in 2012, the fellowship resulted in the following demographic profile for participant's to-date: Hispanic 25 percent; African American 35 percent; Asian American 25 percent; Native American 5 percent; White 10 percent. The fellowship's diversity profile is attributed to the Agency's participation in outreach and recruitment events at institutions serving diverse quality talent. Over the last five years USAID has increased the number of participants (slots) every year. Similar to 2017, in 2018 the agency selected 10 fellows.

As a result of our improved targeted outreach strategies and efforts we have seen an increase in Hispanics applicants for our student internship and fellowship programs, such as the Donald M. Payne International Fellowship Program.

Model USAID is a high school outreach educational event designed to engage a diverse group of high school students from the Washington, D.C. Metro area in USAID's mission of promoting and demonstrating democratic values abroad and advancing a free, peaceful, and prosperous world on behalf of the American people. Model USAID provides a unique opportunity for diverse students to engage in and learn about international development directly from those who work in the field. We hope that Model USAID will cultivate future leaders of the Agency by fostering students' interest in pursuing internship and fellowship opportunities with the Agency. In 2017, USAID hosted 22 students from three schools and one organization in this event.

In FY 2018, as part of its comprehensive recruitment program, USAID continued an enhanced Hispanic Outreach and Recruitment Strategic Plan through its Development Diplomats in Residence (DDIR) program. This program is modeled after the Department of State's Diplomats in Residence with positions filled with Senior Foreign Service Officers to serve as representatives, an Ambassador, a recruiter, and a resource of the Agency to our external partners, primarily to minority serving institutions. Each of the DDIRs cover a region; the Western Region consists of California, Nevada, and Hawaii, and the Southern Region consists of Georgia, Tennessee, Alabama, Florida, Louisiana, and Mississippi. The DDIRs implement local strategic partnerships and influence the institutions curriculums to include USAID development subject matters.

FY 2018 Federal Equal Opportunity Recruitment Program (FEORP) Report Fact Sheet

Each year, the Office of Personnel Management (OPM) prepares the Federal Equal Opportunity Recruitment Program (FEORP) Report to Congress. Prepared in accordance with the requirements of Title 5, United States Code, section 7201, this report provides statistical data on employment in the Federal workforce (FW) and highlights some human capital practices Federal agencies are using to recruit, develop, and retain talent.

	Representation in Federal Workforce		Representation in Senior Executive Service	
	FY 2017	FY 2018	FY 2017	FY 2018
Men	56.7	56.6	66.0	66.2
Women	43.3	43.4	34.0	33.8
Black	18.6	18.7	10.4	10.6
Hispanic	8.9	9.1	4.6	4.6
Asian	5.9	6.1	3.5	3.7
Native Hawaiian / Pacific Islander	0.5	0.5	0.2	0.2
American Indian / Alaska Native	1.6	1.6	1.2	1.1
Non-Hispanic Multiracial	1.6	1.7	0.8	0.9
White	62.9	62.3	79.2	78.8

Major findings in the FY 2018 FEORP Report:

- The percentage of the Federal workforce comprised by minorities was 37.7 percent as compared to 38.0 percent in the Civilian Labor Force. This number is up by .6 percent from FY 2017.
- Black employees represent 18.7 percent (364,572) of the permanent Federal workforce as of September 30, 2018, compared to 18.6 percent in FY 2017.
- Hispanic employees represent 9.1 percent (178,215) of the permanent Federal workforce as of September 30, 2018, compared to 8.9 percent FY 2017.
- Asian employees represent 6.1 percent (118,644) of the permanent Federal workforce as of September 30, 2018, compared to 5.9% in FY 2017.
- Native Hawaiian/Pacific Islander employees represent 0.5 percent (10,182) of the permanent Federal workforce as of September 30, 2018, the same as in FY 2017.
- American Indian/Alaska Native employees represent 1.6 percent (30,699) of the permanent Federal workforce as of September 30, 2018, the same as in FY 2017.
- Non-Hispanic Multiracial employees represent 1.7 percent (33,215) of the permanent Federal workforce as of September 30, 2018, compared to 1.6 percent in FY 2017.
- White employees represent 62.3 percent (1,218,307) of the permanent Federal workforce as of September 30, 2018, compared to 62.9 percent in FY 2017.
- Women comprise 43.4 percent (848,052) of the permanent Federal workforce as of September 30, 2018, compared to 43.3 percent in FY 2017.
- Men comprise 56.6 percent (1,105,917) of the permanent Federal workforce as of September 30, 2018, compared to 56.7 percent in FY 2017.

- The percentage of minorities in the Senior Executive Service (SES) increased from 20.7% in FY 2017 to 21.2% in FY 2018. The SES is 10.6 percent Black, 4.6 percent Hispanic, 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) decreased from 34 percent in FY 2017 to 33.8 percent in FY 2018.

FY 2018 Federal Equal Opportunity Recruitment Program (FEORP) Report Frequently Asked Questions (FAQs)

1. What does FEORP stand for and what exactly is it?

FEORP stands for the Federal Equal Opportunity Recruitment Program (FEORP). This report provides statistical data on employment in the Federal workforce with a focus on women and minorities and highlights some human capital practices Federal agencies are using to recruit, develop, and retain talent.

Each year, agencies are asked to certify that they have a FEORP Plan to support the Program. This year, we asked agencies to submit their Plans along with their Reports.

2. What is the purpose of the FEORP?

The purpose of the FEORP is to promote efforts among Executive agencies to generate diverse applicant pools for Federal government positions and to obtain feedback concerning these efforts in terms of the race and sex percentages in the civilian labor force. Each Federal agency prepares FEORP Plans for generating diverse applicant pools and addressing any underrepresentation.

Each year, the Office of Personnel Management (OPM) prepares the FEORP Report to Congress. The FEORP is prepared in accordance with the requirements of Title 5, United States Code, section 7201.

3. When is the FEORP due or submitted to Congress?

The FEORP is supposed to be submitted to Congress on January 31st of every year.

4. Who reviews the FEORP?

In addition to Congress, OPM monitors and evaluates agency programs to determine their effectiveness in addressing any underrepresentation, works with agencies to develop effective mechanisms for providing information on Federal job opportunities designed to reach candidates from any underrepresented groups, as part of their overall recruiting programs, and conducts a continuing program of guidance and instruction to supplement these regulations. In addition, under the Executive Order 13583, *Establishing a Coordinated Government--wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*, OPM coordinates diversity and inclusion efforts through the Government--Wide Diversity and Inclusion Strategic Plan.

5. What are Barrier Analyses?

Barrier Analyses are found in an agency's Management Directive 715 (MD--715) report and are addressed in the FEORP. It is an inquiry of anomalies found in workplace policies, procedures, and practices with an eye towards identifying their root causes, and, if those root causes are potential barriers, devising plans to eliminate them.

6. Why is OPM reporting employee salaries rather than General Schedule (GS) grade levels?

In an effort to capture the entire Federal workforce, the General Schedule and Related Pay Plans, Non-General Schedule and Related Pay Plans and Senior Pay Levels are now reported by salaries in the occupational categories/pay plan. General Schedule and related pay plans will no longer be reported using grades 1-15.



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