

Federal Equal Opportunity Recruitment Program (FEORP) Report

Fiscal Year 2020



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

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

I am pleased to provide to Congress the annual Federal Equal Opportunity Recruitment Program (FEORP) Report for Fiscal Year (FY) 2020. The report is prepared in accordance with the requirements of Title 5, United States Code § 7201. The FEORP report provides statistical data on employment in the Federal workforce and highlights human capital practices Federal agencies use to recruit, develop, and retain talented Federal employees while advancing effective government on behalf of the American people.

Findings for FY 2020

The percentage of the Federal workforce comprised of minorities increased by 0.8 percentage point from 37.6 percent in FY 2019 to 38.4 percent in FY 2020. The percentage of minorities in the Civilian Labor Force in FY 2020 was 38.5 percent compared to 37.6 percent in FY 2019.

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

- 18.6% Black
- 9.4% Hispanic
- 6.3% Asian
- 0.6% Native Hawaiian/Pacific Islander
- 1.6% American Indian/Alaska Native
- 1.9% Non-Hispanic Multiracial
- 61.6% White

The overall distribution of Federal employees is 56.2% male and 43.8% female.

Minority representation in the Senior Executive Service (SES) increased from 21.0 percent in FY 2019 to 21.6 percent in FY 2020. The percentages of the SES comprised by each group for which data is collected are as follows:

- 10.6% Black
- 4.7% Hispanic
- 4.0% Asian
- 0.1% Native Hawaiian/Pacific Islander
- 1.1% American Indian/Alaska Native
- 1.1% Non-Hispanic Multiracial
- 78.3% White

The overall distribution of the SES is 65.5 percent male and 34.5 percent female. Female representation in the SES increased from 34.1 percent in FY 2019 to 34.5 percent in FY 2020.

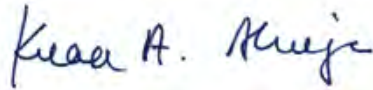
OPM has established, and continues to cultivate, strong ties with diverse communities, including Hispanic-Serving Institutions (HSIs); Historically Black Colleges and Universities (HBCUs); Tribal Colleges and Universities (TCUs); Asian American and Native American Pacific Islander Serving Institutions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

In FY 2020, OPM conducted Government-wide outreach that connected with 75 Scholarship for Service (SFS) schools, 235 HSI schools, 86 HBCU schools, and 41 TCU and Alaskan Native schools. In addition, OPM reached 348 cybersecurity schools, 212 Center for Academic Excellence (CAE) schools, and 75 SFS schools in support of Governmentwide STEM outreach.

OPM encourages agencies to engage in efforts to improve the recruitment of diverse talent through outreach, strategic planning, and building awareness by embedding fairness and opportunity into enterprise recruitment and outreach strategies.

Workforce data analysis is critical to the Federal Government's efforts to advancing diversity and inclusion, while building and sustaining a Federal workforce that is drawn from all segments of society.

Sincerely,

A handwritten signature in blue ink that reads "Kiran A. Ahuja". The signature is written in a cursive style with a light blue circular highlight behind it.

Kiran A. Ahuja

Director

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Executive Summary

This report is submitted pursuant to 5 U.S.C. § 7201 and the regulations promulgated to implement it. OPM's work in this area is also informed by the merit system principles, which envision a workforce drawn from all segments of society, and the statutes, rules, and regulations governing the civil service, which govern competition for civil service positions. OPM continues to support Federal agencies as they implement comprehensive strategies to sustain and integrate diversity and inclusion practices into their efforts to recruit, hire, and retain an effective workforce.

Background

OPM has requested that agencies find 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 laws. To this end, agencies submitted their successful or promising practices directed towards improving the recruitment and retention of a workforce that reflects all of American society. This report highlights many of those successful/promising practices.

FEORP Composition of Federal Workforce at a Glance

Table 1: FEORP Composition of Federal Workforce for FY 2019 and FY 2020

Composition of Federal Workforce	Representation in Federal Workforce		Representation in Senior Executive Service	
	FY 2019	FY 2020	FY 2019	FY 2020
Men	56.4	56.2	65.9	65.5
Women	43.5	43.8	34.1	34.5
Black	18.6	18.6	10.4	10.6
Hispanic	9.3	9.4	4.7	4.7
Asian	6.2	6.3	3.7	4.0
Native Hawaiian / Pacific Islander	0.5	0.6	0.2	0.1
American Indian / Alaska Native	1.6	1.6	1.1	1.1
Non-Hispanic Multiracial	1.8	1.9	0.9	1.1
White	61.9	61.6	78.9	78.3

Major Findings in the FY 2020 FEORP Report

- The percentage of the permanent Federal workforce comprised by minorities increased by 0.3 percentage point from 38.1 percent in FY 2019 to 38.4 percent in FY 2020. The percentage of minorities in the Civilian Labor Force in FY 2020 was 38.5 percent as compared to 37.6 percent in FY 2019.
- Black employees represent 18.6 percent (373,857) of the permanent Federal workforce as of September 30, 2020, the same as in FY 2019.
- Hispanic employees represent 9.4 percent (188,633) of the permanent Federal workforce as of September 30, 2020, compared to 9.3 percent FY 2019.
- Asian employees represent 6.3 percent (127,001) of the permanent Federal workforce as of September 30, 2020, compared to 6.2% in FY 2019.

- Native Hawaiian/Pacific Islander employees represent 0.6 percent (11,187) of the permanent Federal workforce as of September 30, 2020, compared to 0.5 percent in FY 2019.
- American Indian/Alaska Native employees represent 1.6 percent (31,206) of the permanent Federal workforce as of September 30, 2020, the same as in FY 2019.
- Non-Hispanic Multiracial employees represent 1.9 percent (38,141) of the permanent Federal workforce as of September 30, 2020, compared to 1.8 percent in FY 2019.
- White employees represent 61.6 percent (1,239,890) of the permanent Federal workforce as of September 30, 2020, compared to 61.9 percent in FY 2019.
- Women comprise 43.8 percent (882,946) of the permanent Federal workforce as of September 30, 2020, compared to 43.5 percent in FY 2019.
- Men comprise 56.2 percent (1,131,167) of the permanent Federal workforce as of September 30, 2020, compared to 56.4 percent in FY 2019.
- The percentage of minorities in the Senior Executive Service (SES) increased from 21.0% in FY 2019 to 21.6% in FY 2020. The SES is 10.6 percent Black, 4.7 percent Hispanic, 4.0 percent Asian, 0.1 percent Native Hawaiian/Pacific Islander, 1.1 percent American Indian/Alaska Native, and 1.1 percent Non-Hispanic Multiracial.
- The percentage of women in the Senior Executive Service (SES) increased from 34.1 percent in FY 2019 to 34.5 percent in FY 2020.

Data Coverage and Definitions

Onboard Federal employment statistics used in this report are as of September 30, 2020. 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).

This report displays only those agencies with 500 or more permanent employees as of September 2020.

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: 36) represent 0.000 percent of the permanent workforce in September 2020. Employment records with unspecified race or national origin (count: 4,227) represent 0.2 percent of the permanent workforce in September 2020.

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

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

the employment category than the percentage of women or the minority group constitutes within the CLF of the United States . . .”

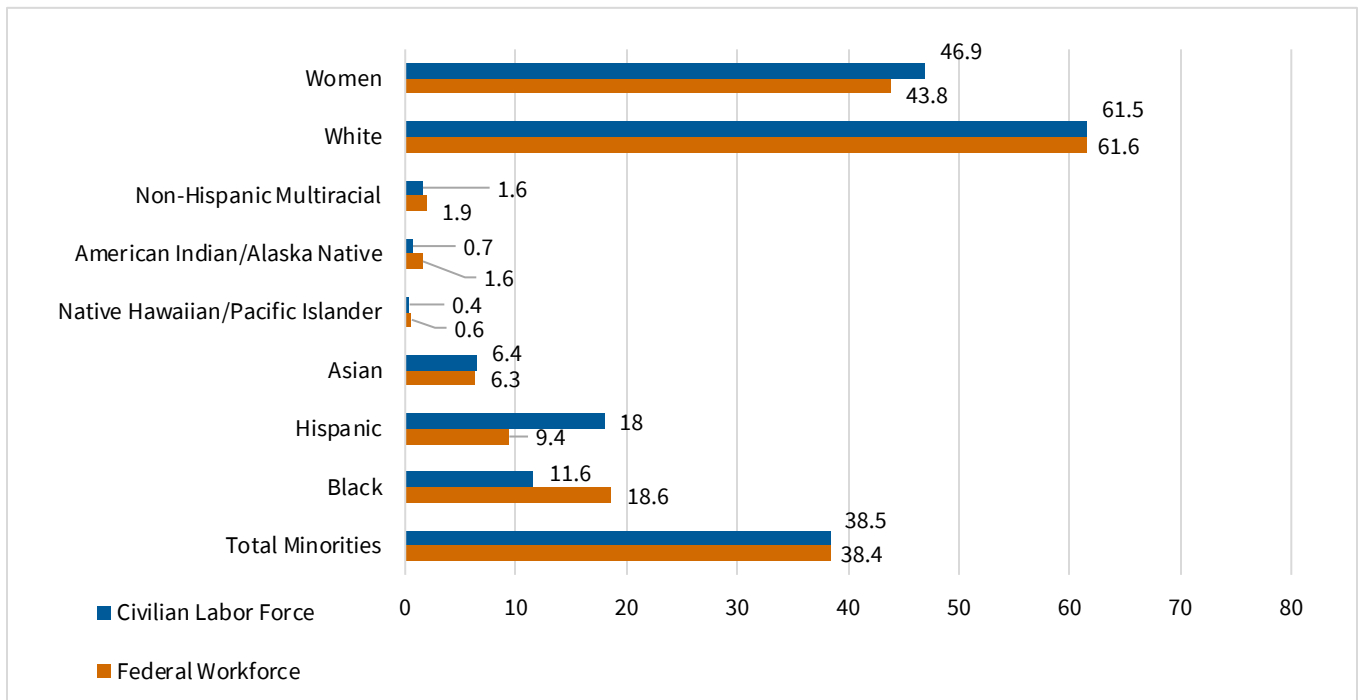
Occupational categories discussed in this report are white collar and blue collar. The white-collar category contains Professional, Administrative, Technical, Clerical, and Other white-collar occupations. Professional occupations typically require a baccalaureate or professional degree and along with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

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

Federal Workforce

Total Federal Workforce Employment¹

Chart 1: Comparison of Permanent Federal Workforce and Total Civilian Labor Forces, September 2020



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

- In FY 2020, the percentage of minorities in the permanent Federal workforce increased by 0.3 percentage points from 38.1 percent in FY 2019 to 38.4 percent in FY 2020. Total minority representation in the CLF increased by 0.9 percentage points from 37.6 percent in 2019 to 38.5 percent in 2020.
- Black employees represent 18.6 percent (373,857) of the permanent Federal workforce in FY 2020, the same as in FY 2019. Black representation in the CLF was 11.6 percent in 2020, compared to 11.7 percent in 2019.
- Hispanic employees represent 9.4 percent (188,633) of the permanent Federal workforce in FY 2020, compared to 9.3 percent in FY 2019. Hispanic representation in the CLF² was 18.0 percent in 2020, compared to 17.3 percent in 2019.
- Asian employees represent 6.3 percent (127,001) of the permanent Federal workforce in FY 2020, compared to 6.2 percent in FY 2019. Asian representation in the CLF³ was 6.4 percent in 2020 compared to 6.1 percent in 2019.

² According to the Bureau of Labor Statistics (BLS), in 2019 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.

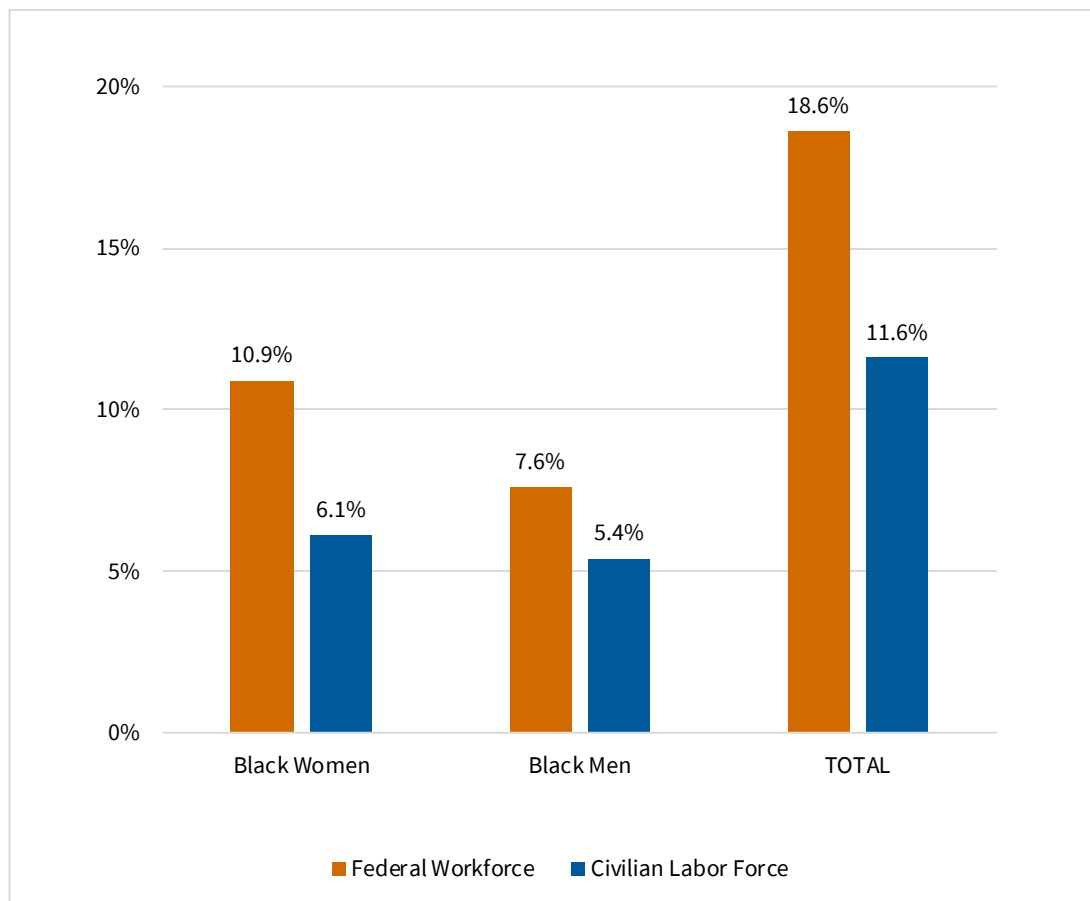
³ According to the BLS, in 2017 Asians in the U.S. comprised 6.0 percent of the CLF. According to the EEO Tabulation 2006-2010 (5-year ACS Data), Asians in the U.S. comprised 3.6 percent of the CLF when taking into account citizenship, which is required for most Federal positions.

- Native Hawaiian/Pacific Islander employees represent 0.6 percent (11,187) of the permanent Federal workforce in FY 2020, compared to 0.5 percent in FY 2019. Native Hawaiian/Pacific Islander representation in the CLF was 0.3 percent in 2020, compared to 0.4 percent in 2019.
- American Indian/Alaska Native employees represent 1.6 percent (31,206) of the permanent Federal workforce in FY 2020, the same as in FY 2019. American Indian/Alaska Native representation in the CLF was 0.7 percent in 2020, compared to 0.6 percent in 2019.
- Non-Hispanic Multiracial employees represent 1.9 percent (38,141) of the permanent Federal workforce in FY 2020, compared to 1.8 percent in FY 2019. Non-Hispanic Multiracial representation in the CLF was 1.6 percent in 2020, compared to 1.5 percent in 2019.
- White employees represent 61.6 percent (1,239,890) of the permanent Federal workforce in FY 2020, compared to 61.9 percent in FY 2019. White representation in the CLF was 61.5 percent in 2020, compared to 61.2 percent in 2019.
- Women represent 43.8 percent (882,946) of the permanent Federal workforce in FY 2020, compared to 43.5 percent in FY 2019. The representation of women in the CLF was 46.9 percent in 2020, compared to 47.1 percent in 2019.

Black Employment in the Federal Workforce

Black Employment

Chart 2: Black Representation in the Federal Workforce and Civilian Labor Force, September 2020



Black employees represent 18.6 percent (373,857) of the permanent Federal workforce in FY 2020, the same as in FY 2019.

Black men represent 7.6 percent of the permanent Federal workforce in FY 2020, compared to 7.7 percent in FY 2019.

Black women represent 10.9 percent of the permanent Federal Workforce in FY 2020, the same as in FY 2019.

Black Employment by Occupational Category

Black Employment

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

2020	Count	Percent
White Collar	340,331	18.6%
Professional	65,343	11.9%
Administrative	154,447	19.6%
Technical	82,276	25.1%
Clerical	28,902	29.7%
Other White Collar	9,363	13.3%
Blue Collar	33,402	18.6%
Unspecified	124	8.9%
Total	373,857	18.6%

Black employment in professional occupations increased by 1,763 to 65,343 in FY 2020, from 63,580 in FY 2019. Black employment represents 11.9 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

Black employment in administrative occupations increased by 4,144 to 154,447 in FY 2020, from 150,303 in FY 2019. Black employment represents 19.6 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

Black employment in technical occupations decreased by 35 to 82,276 in FY 2020, from 82,311 in FY 2019. Black employment represents 25.1 percent of all Federal employees in this occupational category in FY 2020, compared to 25.3 percent in FY 2019.

Black employment in clerical occupations decreased by 245 to 28,902 in FY 2020, from 29,147 in FY 2019. Black employment represents 29.7 percent of all Federal employees in this occupational category in FY 2020, compared to 29.9 percent in FY 2019.

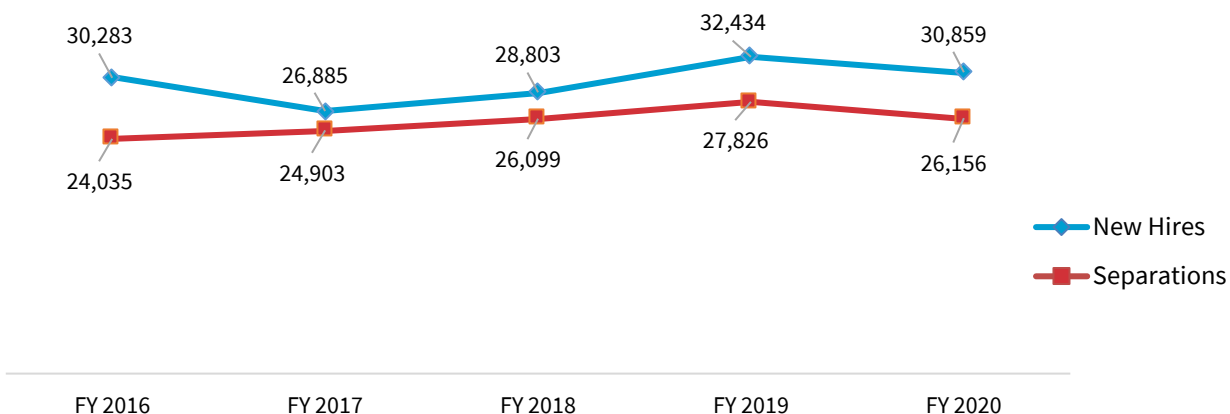
Black employment in "other" white collar occupations decreased by 59 to 9,363 in FY 2020, from 9,422 in FY 2019. Black employment represents 13.3 percent of all Federal employees in this occupational category in FY 2020, compared to 13.5 percent in FY 2019.

Black employment in white collar occupations increased by 5,568 to 340,331 in FY 2020, from 334,763 in FY 2019. Black employment represents 18.6 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

Black employment in blue collar occupations decreased by 255 to 33,402 in FY 2020, from 33,657 in FY 2019. Black employment represents 18.6 percent of all Federal employees in this occupational category in FY 2020, compared to 18.7 percent in FY 2019.

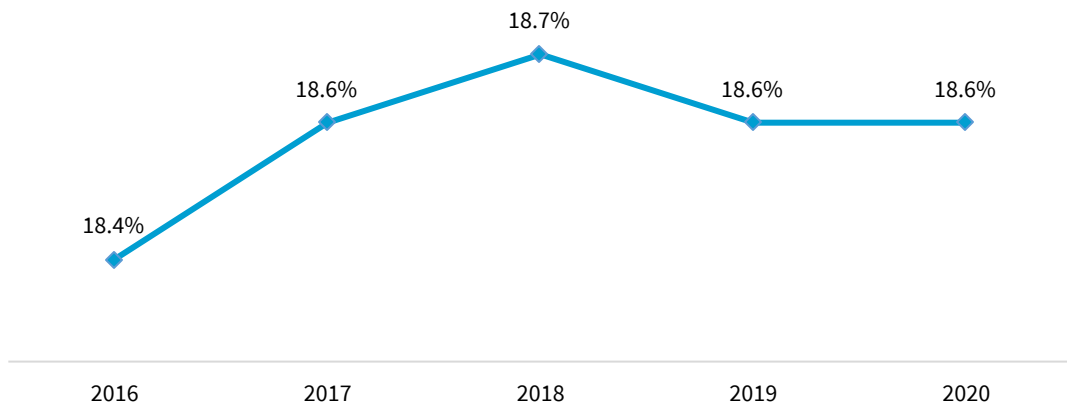
Black Employment Trends

Chart 3: New Hires and Separations



Trends	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
New Hires	30,283	26,885	28,803	32,434	30,859
Separations	24,035	24,903	26,099	27,826	26,156

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



Black Employment Salary Trends

Table 3: Black Employment Salary Trends

Occupational Category	Pay System	Salary	September 2019		September 2020		
			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	21,065	1.5%	17,570	1.3%	
		\$40,000 - \$59,999	79,446	5.8%	78,862	5.6%	
		\$60,000 - \$79,999	57,241	4.1%	58,061	4.1%	
		\$80,000 - \$99,999	47,736	3.5%	45,969	3.3%	
		\$100,000 - \$119,999	36,187	2.6%	38,325	2.7%	
		\$120,000 - \$139,999	18,765	1.4%	22,209	1.6%	
		\$140,000 - \$159,999	9,811	0.7%	12,115	0.9%	
		\$160,000 and Greater	4,158	0.3%	5,270	0.4%	
		Unspecified	638	0.0%	269	0.0%	
	Total	275,047	19.9%	278,650	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	0	0.0%	0	0.0%	
		\$140,000 - \$159,999	13	0.2%	5	0.1%	
		\$160,000 and Greater	798	10.2%	850	10.5%	
		Unspecified	1	0.0%	0	0.0%	
	Total	812	10.4%	855	10.6%		
	Other White Collar	Less than \$20,000	18	0.0%	15	0.0%	
		\$20,000 - \$39,999	4,172	1.0%	2,324	0.5%	
		\$40,000 - \$59,999	10,569	2.6%	11,349	2.7%	
		\$60,000 - \$79,999	8,703	2.1%	8,103	1.9%	
		\$80,000 - \$99,999	12,132	3.0%	12,483	3.0%	
		\$100,000 - \$119,999	9,379	2.3%	10,144	2.4%	
		\$120,000 - \$139,999	5,579	1.4%	6,617	1.6%	
		\$140,000 - \$159,999	3,325	0.8%	3,601	0.9%	
		\$160,000 and Greater	5,016	1.2%	6,099	1.4%	
		Unspecified	11	0.0%	91	0.0%	
	Total	58,904	14.4%	60,826	14.4%		
	White Collar Total			334,763	18.6%	340,331	18.6%
	Blue Collar			33,657	18.7%	33,402	18.6%
	Unspecified			116	8.5%	124	8.9%
Total			368,536	18.6%	373,857	18.6%	

Black Representation in Executive Departments

Chart 5: Black Representation in Executive Departments, September 2020

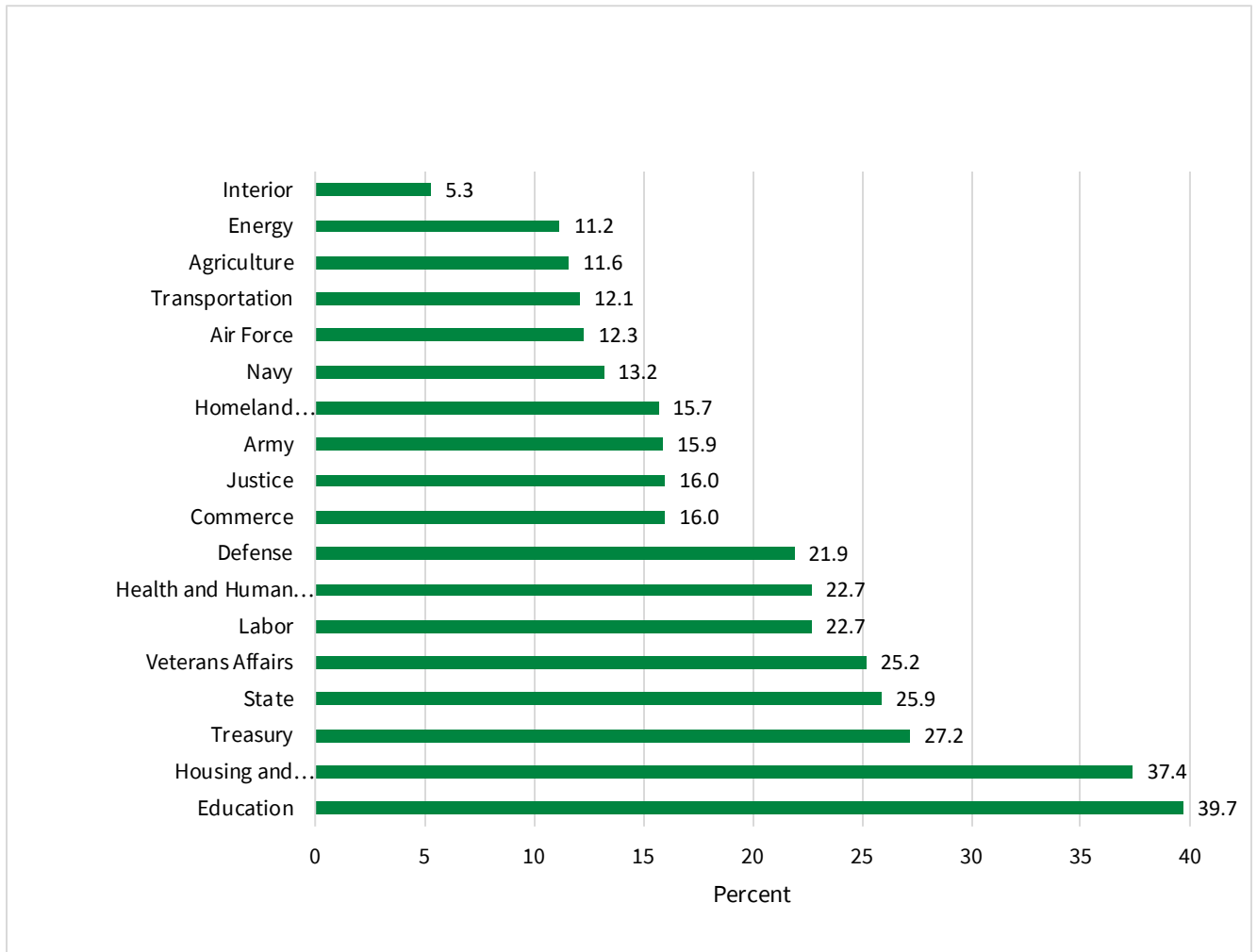


Table 4: Black Representation in Permanent Federal Workforce, September 2019 and September 2020

Executive Departments	2019 Percent	2020 Percent
Department of the Air Force	12.4	12.3
Department of Agriculture	12.2	11.6
Department of the Army	16.3	15.9
Department of Commerce	16.0	16.0
Department of Defense	22.1	21.9
Department of Justice	16.2	16.0
Department of Labor	23.0	22.7
Department of Energy	11.2	11.2
Department of Education	39.0	39.7
Department of Health and Human Services	22.2	22.7
Department of Homeland Security	15.8	15.7
Department of Housing and Urban Development	38.2	37.4
Department of The Interior	5.4	5.3
Department of The Navy	13.2	13.2
Department of State	26.6	25.9
Department of Transportation	12.0	12.1
Department of The Treasury	26.8	27.2
Department of Veterans Affairs	25.2	25.2
Government-Wide	18.6	18.6

Black Representation in Independent Agencies

Chart 6: Black Representation in Independent Agencies, September 2020

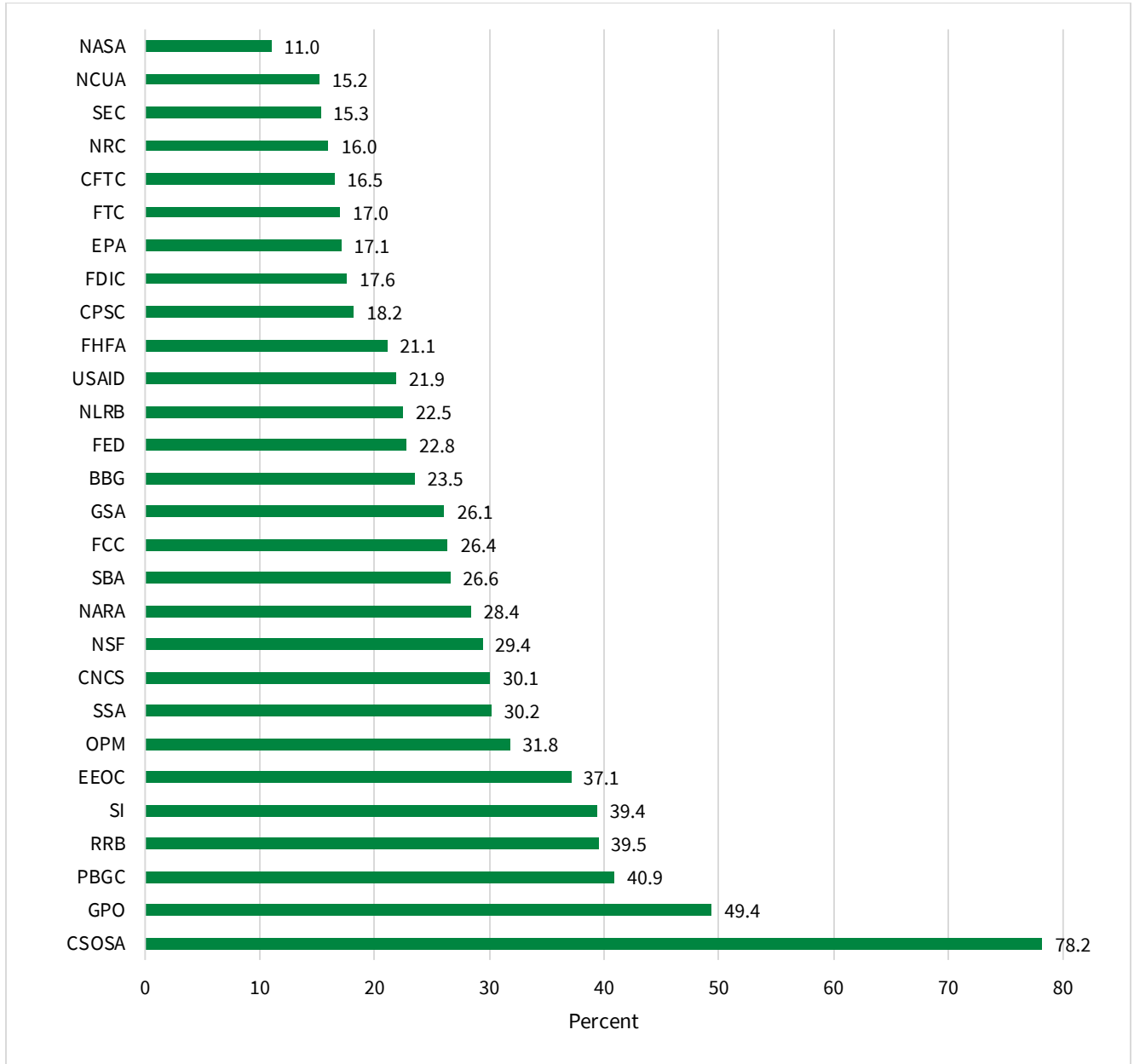


Table 5: Black Representation in Permanent Federal Workforce, September 2019 and September 2020

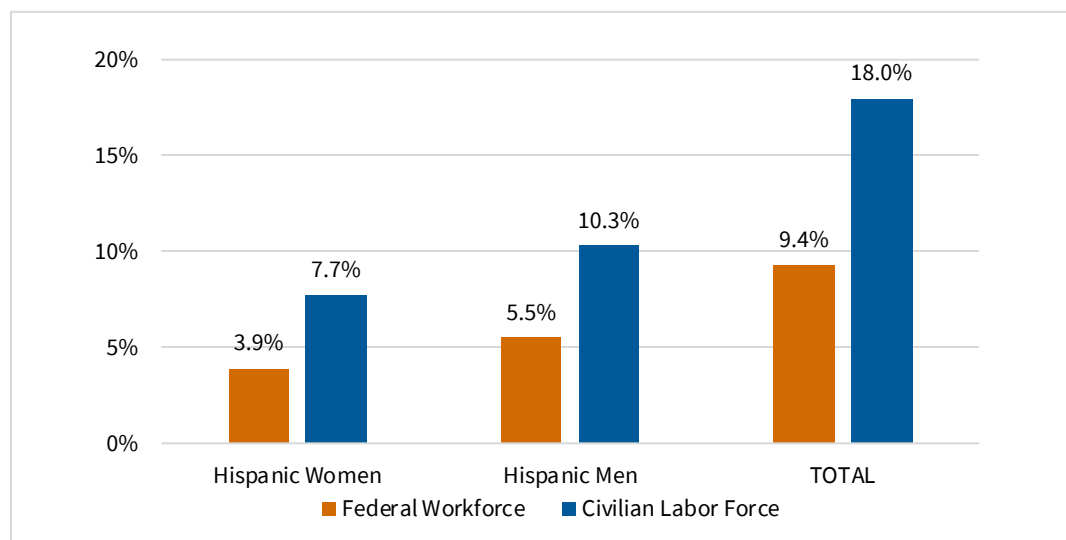
Independent Agencies	2019 Percent	2020 Percent
U.S. Agency for International Development	21.4	21.9
Pension Benefit Guaranty Corporation	41.2	40.9
Commodity Futures Trading Commission	16.7	16.5
National Credit Union Administration	14.9	15.2
Equal Employment Opportunity Commission	37.5	37.1
Environmental Protection Agency	17.4	17.1
Federal Communications Commission	27.3	26.4
Federal Deposit Insurance Corporation	17.6	17.6
Court Services and Offender Supervision Agency	78.9	78.2
Federal Reserve System	22.7	22.8
Federal Trade Commission	16.9	17.0
General Services Administration	26.4	26.1
Federal Housing Finance Agency	20.8	21.1
Broadcasting Board of Governors	23.1	23.5
Corporation for National and Community Service	31.0	30.1
Government Printing Office	49.7	49.4
National Science Foundation	29.7	29.4
National Labor Relations Board	22.3	22.5
National Aeronautics and Space Administration	11.3	11.0
National Archives and Records Administration	28.2	28.4
Nuclear Regulatory Commission	15.7	16.0

Independent Agencies	2019 Percent	2020 Percent
Office of Personnel Management	31.8	31.8
U.S. Agency for International Development	38.3	39.5
Pension Benefit Guaranty Corporation	26.3	26.6
Commodity Futures Trading Commission	15.5	15.3
National Credit Union Administration	17.8	18.2
Equal Employment Opportunity Commission	39.4	39.4
Environmental Protection Agency	29.8	30.2
Federal Communications Commission	18.6	18.6

Hispanic Employment in the Federal Workforce

Hispanic Employment⁴

Chart 7: Hispanic Representation in the Federal Workforce and Civilian Labor Force
September 2020



Hispanic employees represent 9.4 percent (188,633) of the Federal workforce in FY 2020, compared to 9.3 percent in FY 2019.

Hispanic men represent 5.5 percent of the permanent Federal workforce in FY 2020, compared to 5.4 percent in FY 2019.

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 women represent 3.9 percent of the permanent Federal Workforce in FY 2020, compared to 3.8 percent in FY 2019.

Hispanic Employment by Occupational Category

Hispanic Employment

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

2020	Count	Percent
White Collar	173,928	9.5%
Professional	34,329	6.2%
Administrative	74,196	9.4%
Technical	38,908	11.9%
Clerical	11,141	11.4%
Other White Collar	15,354	21.7%
Blue Collar	14,585	8.1%
Unspecified	120	8.7%
Total	188,633	9.4%

Hispanic employment in professional occupations increased by 1,493 to 34,329 in FY 2020, from 32,836 in FY 2019. Hispanic employment represents 6.2 percent of all Federal employees in this occupational category in FY 2020, compared to 6.1 percent in FY 2019.

Hispanic employment in administrative occupations increased by 3,115 to 74,196 in FY 2020, from 71,081 in FY 2019. Hispanic employment represents 9.4 percent of all Federal employees in this occupational category in FY 2020, compared to 9.3 percent in FY 2019.

Hispanic employment in technical occupations increased by 803 to 38,908 in FY 2020, from 38,105 in FY 2019. Hispanic employment represents 11.9 percent of all Federal

employees in this occupational category in FY 2020, compared to 11.7 percent in FY 2019.

Hispanic employment in clerical occupations decreased by 87 to 11,141 in FY 2020, from 11,228 in FY 2019. Hispanic employment represents 11.4 percent of all Federal employees in this occupational category in FY 2020, compared to 11.5 percent in FY 2019.

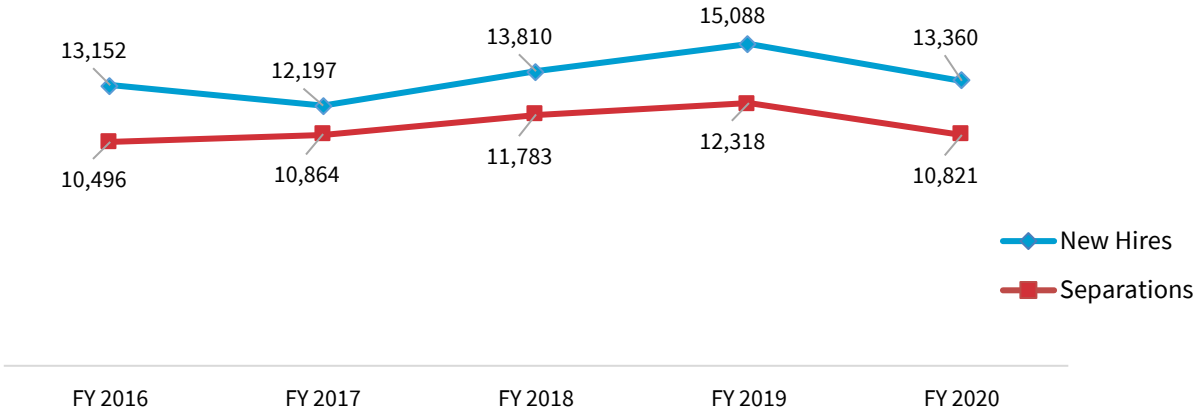
Hispanic employment in "other" white collar occupations increased by 152 to 15,354 in FY 2020 from 15,202 in FY 2019. Hispanic employment represents 21.7 percent of all Federal employees in this occupational category in FY 2020, compared to 21.8 percent in FY 2019.

Hispanic employment in white collar occupations increased by 5,476 to 173,928 in FY 2020, from 168,452 in FY 2019. Hispanic employment represents 9.5 percent of all Federal employees in this occupational category in FY 2020, compared to 9.4 percent in FY 2019.

Hispanic employment in blue collar occupations increased by 193 to 14,585 in FY 2020, from 14,392 in FY 2019. Hispanic employment represents 8.1 percent of all Federal employees in this occupational category in FY 2020, compared to 8.0 percent in FY 2019.

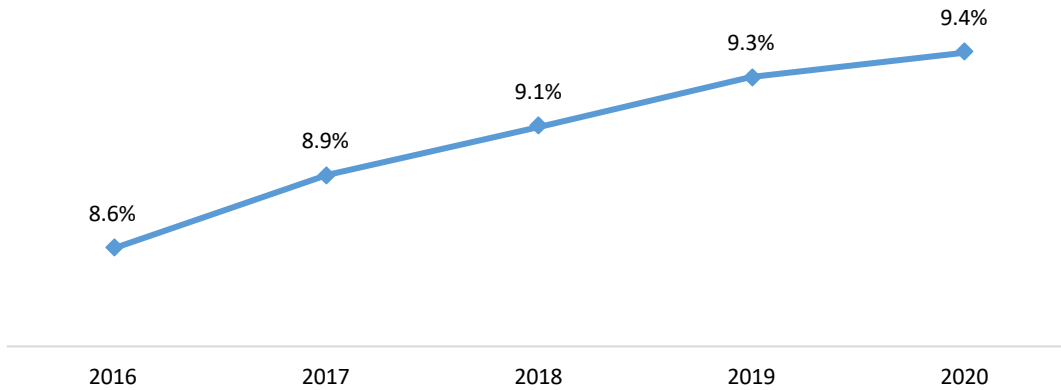
Hispanic Employment Trends

Chart 8: Hispanic New Hires and Separations



Trends	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
New Hires	13,152	12,197	13,810	15,088	13,360
Separations	10,496	10,864	11,783	12,318	10,821

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



Hispanic Employment Salary Trends

Table 7: Hispanic Employment Salary Trends, September 2019 and 2020

Occupational Category	Pay System	Salary	September 2019		September 2020		
			Count	Percent	Count	Percent	
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	0	0.0%	0	0.0%	
		\$20,000 - \$39,999	8,420	0.6%	7,655	0.5%	
		\$40,000 - \$59,999	31,656	2.3%	31,984	2.3%	
		\$60,000 - \$79,999	27,445	2.0%	28,105	2.0%	
		\$80,000 - \$99,999	34,704	2.5%	33,005	2.4%	
		\$100,000 - \$119,999	17,687	1.3%	21,142	1.5%	
		\$120,000 - \$139,999	7,259	0.5%	8,495	0.6%	
		\$140,000 - \$159,999	2,949	0.2%	3,904	0.3%	
		\$160,000 and Greater	1,420	0.1%	1,859	0.1%	
		Unspecified	180	0.0%	71	0.0%	
		Total	131,720	9.6%	136,220	9.7%	
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%	
		\$20,000 - \$39,999	0	0.0%	0	0.0%	
		\$40,000 - \$59,999	0	0.0%	0	0.0%	
		\$60,000 - \$79,999	0	0.0%	0	0.0%	
		\$80,000 - \$99,999	0	0.0%	0	0.0%	
		\$100,000 - \$119,999	0	0.0%	0	0.0%	
		\$120,000 - \$139,999	0	0.0%	0	0.0%	
		\$140,000 - \$159,999	11	0.1%	4	0.0%	
		\$160,000 and Greater	352	4.5%	379	4.7%	
		Unspecified	0	0.0%	0	0.0%	
		Total	363	4.7%	383	4.7%	
	Other White Collar	Less than \$20,000	14	0.0%	13	0.0%	
		\$20,000 - \$39,999	4,622	1.1%	2,515	0.6%	
		\$40,000 - \$59,999	8,885	2.2%	10,078	2.4%	
		\$60,000 - \$79,999	4,780	1.2%	4,770	1.1%	
		\$80,000 - \$99,999	5,400	1.3%	5,658	1.3%	
		\$100,000 - \$119,999	4,372	1.1%	4,777	1.1%	
		\$120,000 - \$139,999	2,921	0.7%	3,301	0.8%	
		\$140,000 - \$159,999	1,732	0.4%	1,925	0.5%	
		\$160,000 and Greater	3,635	0.9%	4,255	1.0%	
		Unspecified	8	0.0%	33	0.0%	
	Total	36,369	8.9%	37,325	8.8%		
	White Collar Total			168,452	9.4%	173,928	9.5%
	Blue Collar			14,392	8.0%	14,585	8.1%
	Unspecified			119	8.7%	120	8.7%
	Total			182,963	9.3%	188,633	9.4%

Hispanic Representation in Executive Departments

Chart 10: Hispanic Representation in Executive Departments, September 2020

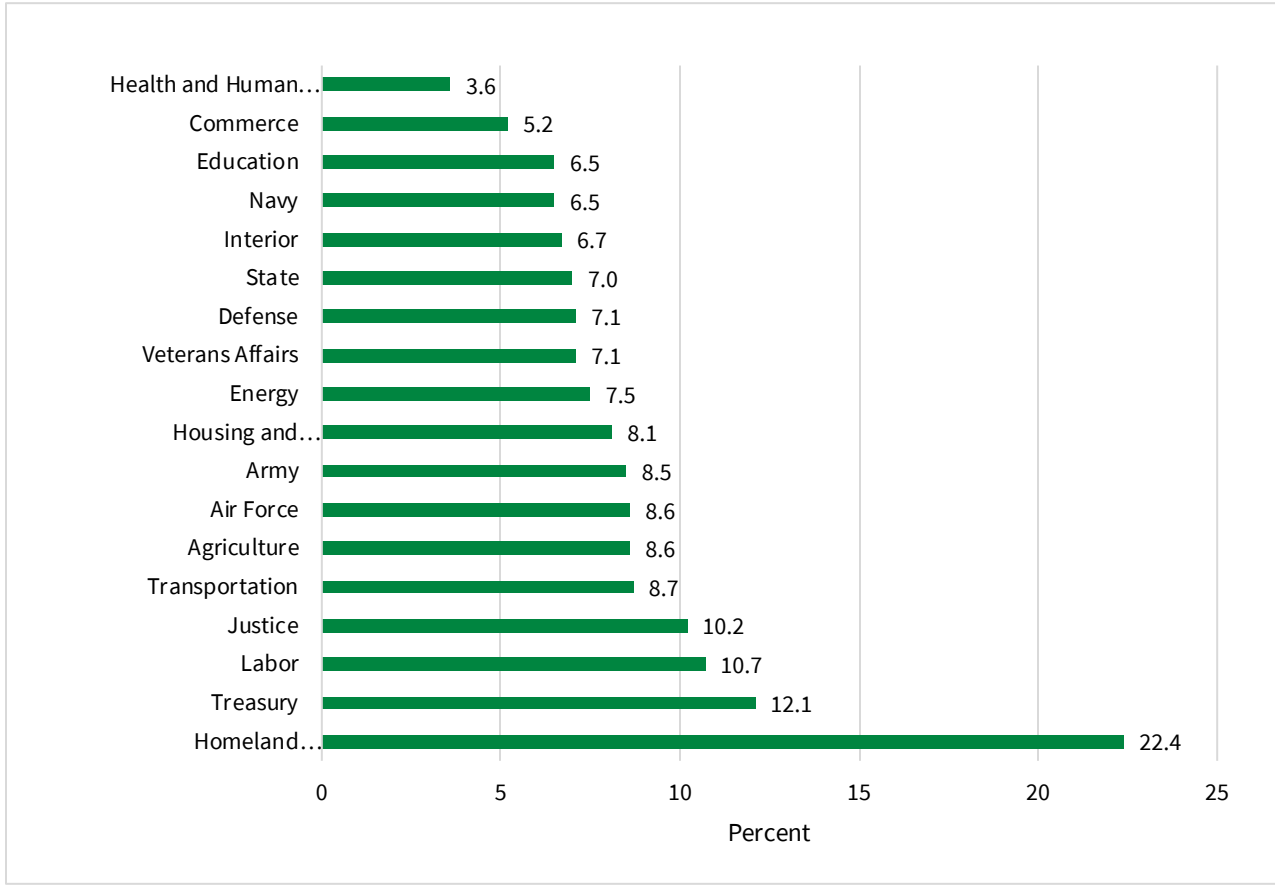


Table 8: Hispanic Representation in Permanent Federal Workforce, September 2019 and 2020

Executive Departments	2019 Percent	2020 Percent
Department of the Air Force	8.3	8.6
Department of Agriculture	8.4	8.6
Department of the Army	8.4	8.5
Department of Commerce	5.0	5.2
Department of Defense	7.0	7.1
Department of Justice	9.7	10.2
Department of Labor	10.2	10.7
Department of Energy	7.4	7.5
Department of Education	6.3	6.5
Department of Health and Human Services	3.6	3.6
Department of Homeland Security	22.5	22.4
Department of Housing and Urban Development	7.9	8.1
Department of the Interior	6.6	6.7
Department of the Navy	6.3	6.5
Department of State	6.6	7.0
Department of Transportation	8.5	8.7
Department of the Treasury	11.5	12.1
Department of Veterans Affairs	7.0	7.1
Government-Wide	9.3	9.4

Hispanic Representation in Independent Agencies

Chart 11: Hispanic Representation in Independent Agencies, September 2020

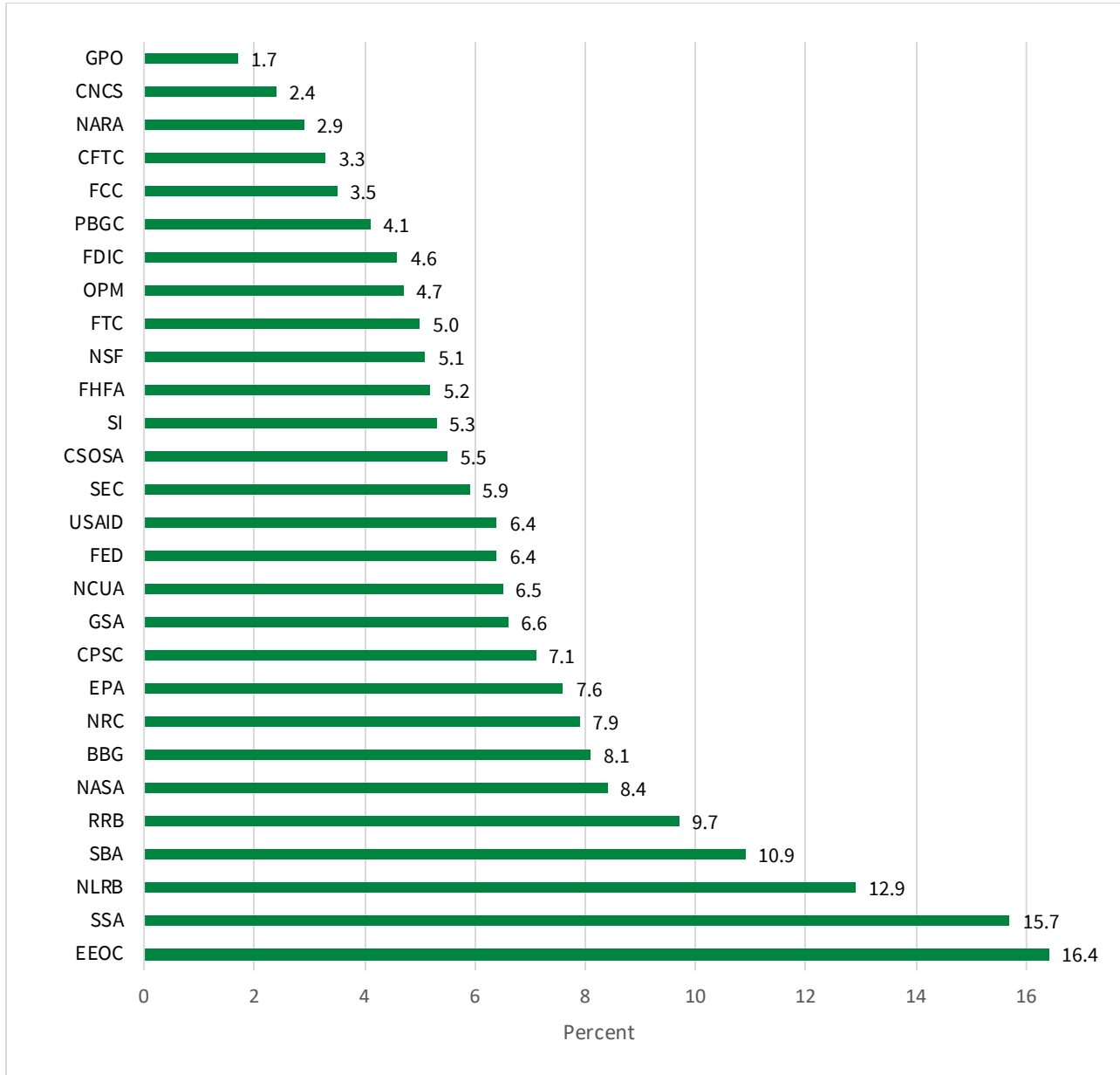


Table 9: Hispanic Representation in Permanent Federal Workforce, September 2019 and 2020

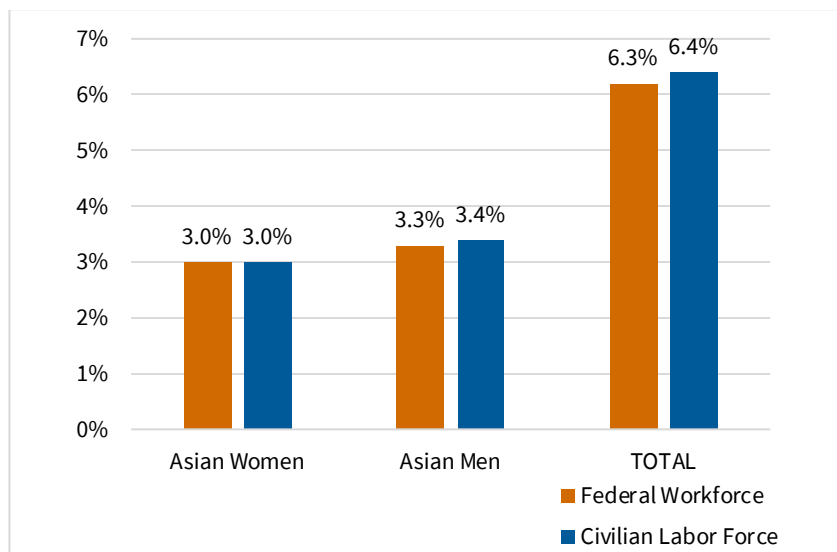
Independent Agencies	2019 Percent	2020 Percent
U.S. Agency for International Development	6.3	6.4
Pension Benefit Guaranty Corporation	4.3	4.1
Commodity Futures Trading Commission	3.5	3.3
National Credit Union Administration	6.2	6.5
Equal Employment Opportunity Commission	15.9	16.4
Environmental Protection Agency	7.4	7.6
Federal Communications Commission	3.6	3.5
Federal Deposit Insurance Corporation	4.2	4.6
Court Services and Offender Supervision Agency	5.1	5.5
Federal Reserve System	6.7	6.4
Federal Trade Commission	4.3	5.0
General Services Administration	6.5	6.6
Federal Housing Finance Agency	5.9	5.2
Broadcasting Board of Governors	8.5	8.1
Corporation For National and Community Service	2.3	2.4
Government Publishing Office	1.9	1.7
National Science Foundation	4.6	5.1
National Labor Relations Board	12.6	12.9
National Aeronautics and Space Administration	8.0	8.4
National Archives and Records Administration	2.9	2.9
U.S. Agency for International Development	7.4	7.9

Independent Agencies	2019 Percent	2020 Percent
Pension Benefit Guaranty Corporation	5.0	4.7
Commodity Futures Trading Commission	9.4	9.7
National Credit Union Administration	10.0	10.9
Equal Employment Opportunity Commission	5.7	5.9
Environmental Protection Agency	7.0	7.1
Federal Communications Commission	5.0	5.3
Federal Deposit Insurance Corporation	15.8	15.7
Court Services and Offender Supervision Agency	9.3	9.4

Asian Employment in the Federal Workforce

Asian Employment⁵

Chart 12: Asian Representation in the Federal Workforce and Civilian Labor Force, September 2020



Asian employees represent 6.3 percent (127,001) of the permanent Federal workforce in FY 2020, compared to 6.2 percent in FY 2019.

Asian men represent 3.3 percent of the permanent Federal workforce in FY 2020, the same as in FY 2019.

⁵ According to the Bureau of Labor Statistics (BLS), in 2019 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 women represent 3.0 percent of the permanent Federal Workforce in FY 2020, compared to 2.9% in FY 2019.

Asian Employment by Occupational Category

Asian Employment

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

2020	Count	Percent
White Collar	118,532	6.5%
Professional	58,503	10.6%
Administrative	39,055	5.0%
Technical	15,298	4.7%
Clerical	4,244	4.4%
Other White Collar	1,432	2.0%
Blue Collar	8,375	4.7%
Unspecified	94	6.8%
Total	127,001	6.3%

Asian employment in professional occupations increased by 2,365 to 58,503 in FY 2020, from 56,138 in FY 2019. Asian employment represents 10.6 percent of all Federal employees in this occupational category in FY 2020, compared to 10.5 percent in FY 2019.

Asian employment in administrative occupations increased by 1,849 to 39,055 in FY 2020, from 37,206 in FY 2019. Asian employment represents 5.0 percent of all Federal employees in this occupational category in FY 2020, compared to 4.9 percent in FY 2019.

Asian employment in technical occupations increased by 608 to 15,298 in FY 2020, from 14,690 in FY 2019. Asian employment represents 4.7 percent of all Federal employees in this occupational category in FY 2020, compared to 4.5 percent in FY 2019.

Asian employment in clerical occupations increased by 61 to 4,244 in FY 2020, from 4,183 in FY 2019. Asian employment represents 4.4 percent of all Federal employees in this occupational category in FY 2020, compared to 4.3 percent in FY 2019.

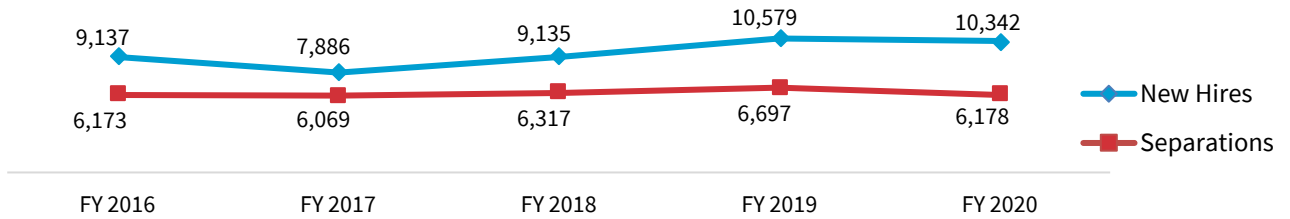
Asian employment in "other" white collar occupations increased by 41 to 1,432 in FY 2020, from 1,391 in FY 2019. Asian employment represents 2.0 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

Asian employment in white collar occupations increased by 4,924 to 118,532 in FY 2020, from 113,608 in FY 2019. Asian employment represents 6.5 percent of all Federal employees in this occupational category in FY 2020, compared to 6.3 percent in FY 2019.

Asian employment in blue collar occupations increased by 29 to 8,375 in FY 2020, from 8,346 in FY 2019. Asian employment represents 4.7 percent of all Federal employees in this occupational category in FY 2020, compared to 4.6% in FY 2019.

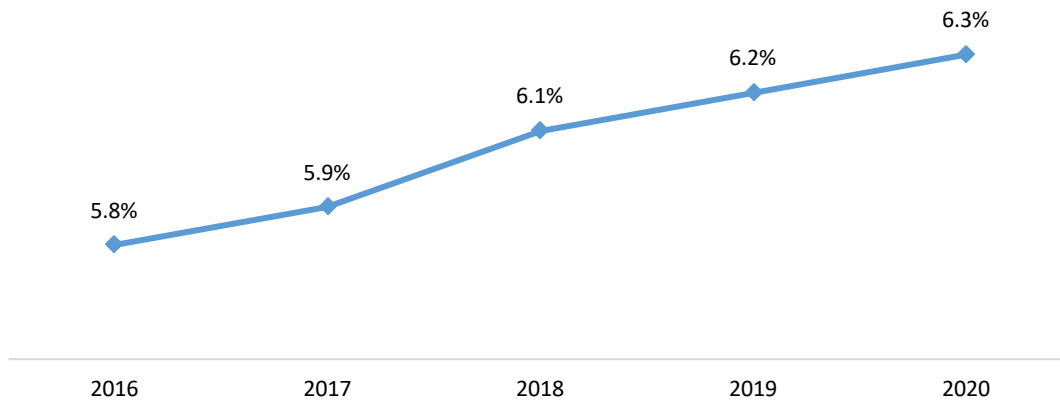
Asian Employment Trends

Chart 13: Asian New Hires and Separations



Trends	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
New Hires	9,137	7,886	9,135	10,579	10,342
Separations	6,173	6,069	6,317	6,697	6,178

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



Asian Employment Salary Trends

Table 11: Asian Employment Salary Trends, September 2019 and 2020

Occupational Category	Pay System	Salary	September 2019		September 2020		
			Count	Percent	Count	Percent	
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	1	0.0%	0	0.0%	
		\$20,000 - \$39,999	3,172	0.2%	2,714	0.2%	
		\$40,000 - \$59,999	12,774	0.9%	12,719	0.9%	
		\$60,000 - \$79,999	12,133	0.9%	12,925	0.9%	
		\$80,000 - \$99,999	15,362	1.1%	12,733	1.0%	
		\$100,000 - \$119,999	14,989	1.1%	15,930	1.1%	
		\$120,000 - \$139,999	10,610	0.8%	11,582	0.8%	
		\$140,000 - \$159,999	6,216	0.5%	7,840	0.6%	
		\$160,000 and Greater	2,666	0.2%	3,556	0.3%	
		Unspecified	127	0.0%	51	0.0%	
		Total	78,050	5.7%	81,050	5.8%	
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%	
		\$20,000 - \$39,999	0	0.0%	0	0.0%	
		\$40,000 - \$59,999	0	0.0%	0	0.0%	
		\$60,000 - \$79,999	0	0.0%	0	0.0%	
		\$80,000 - \$99,999	0	0.0%	0	0.0%	
		\$100,000 - \$119,999	0	0.0%	0	0.0%	
		\$120,000 - \$139,999	0	0.0%	0	0.0%	
		\$140,000 - \$159,999	1	0.0%	2	0.0%	
		\$160,000 and Greater	288	3.7%	318	3.9%	
		Unspecified	1	0.0%	1	0.0%	
		Total	290	3.7%	321	4.0%	
	Other White Collar	Less than \$20,000	1	0.0%	2	0.0%	
		\$20,000 - \$39,999	1,034	0.3%	499	0.1%	
		\$40,000 - \$59,999	2,450	0.6%	2,761	0.7%	
		\$60,000 - \$79,999	2,788	0.7%	2,607	0.6%	
		\$80,000 - \$99,999	5,794	1.4%	5,592	1.3%	
		\$100,000 - \$119,999	6,248	1.5%	6,486	1.5%	
		\$120,000 - \$139,999	4,653	1.1%	5,300	1.3%	
		\$140,000 - \$159,999	2,394	0.6%	2,687	0.6%	
		\$160,000 and Greater	9,901	2.4%	11,182	2.6%	
		Unspecified	5	0.0%	45	0.0%	
		Total	35,268	8.6%	37,161	8.8%	
	White Collar Total			113,608	6.3%	118,532	6.5%
	Blue Collar			8,346	4.6%	8,375	4.7%
Unspecified			95	6.9%	94	6.8%	
Total			122,049	6.2%	127,001	6.3%	

Asian Representation in Executive Departments

Chart 15: Asian Representation in Executive Departments, September 2020

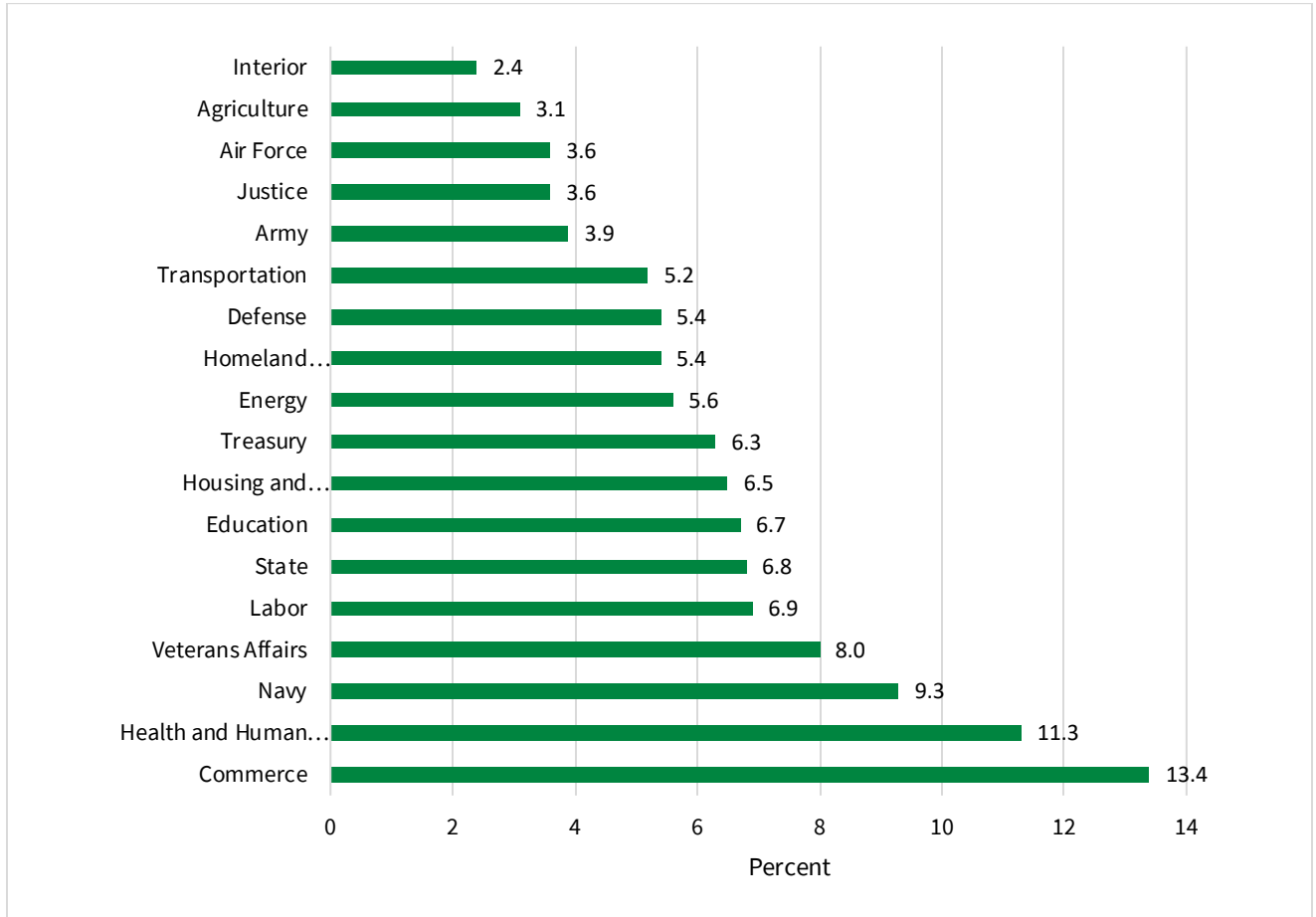


Table 12: Asian Representation in Permanent Federal Workforce, September 2019 and 2020

Executive Departments	2019 Percent	2020 Percent
Department of the Air Force	3.5	3.6
Department of Agriculture	3.1	3.1
Department of the Army	3.9	3.9
Department of Commerce	13.2	13.4
Department of Defense	5.3	5.4
Department of Justice	3.6	3.6
Department of Labor	6.7	6.9
Department of Energy	5.5	5.6
Department of Education	6.5	6.7
Department of Health and Human Services	10.8	11.3
Department of Homeland Security	5.3	5.4
Department of Housing and Urban Development	6.3	6.5
Department of the Interior	2.4	2.4
Department of the Navy	9.2	9.3
Department of State	6.8	6.8
Department of Transportation	5.0	5.2
Department of the Treasury	6.2	6.3
Department of Veterans Affairs	7.7	8.0
Government-Wide	6.2	6.3

Asian Representation in Independent Agencies

Chart 16: Asian Representation in Independent Agencies, September 2020

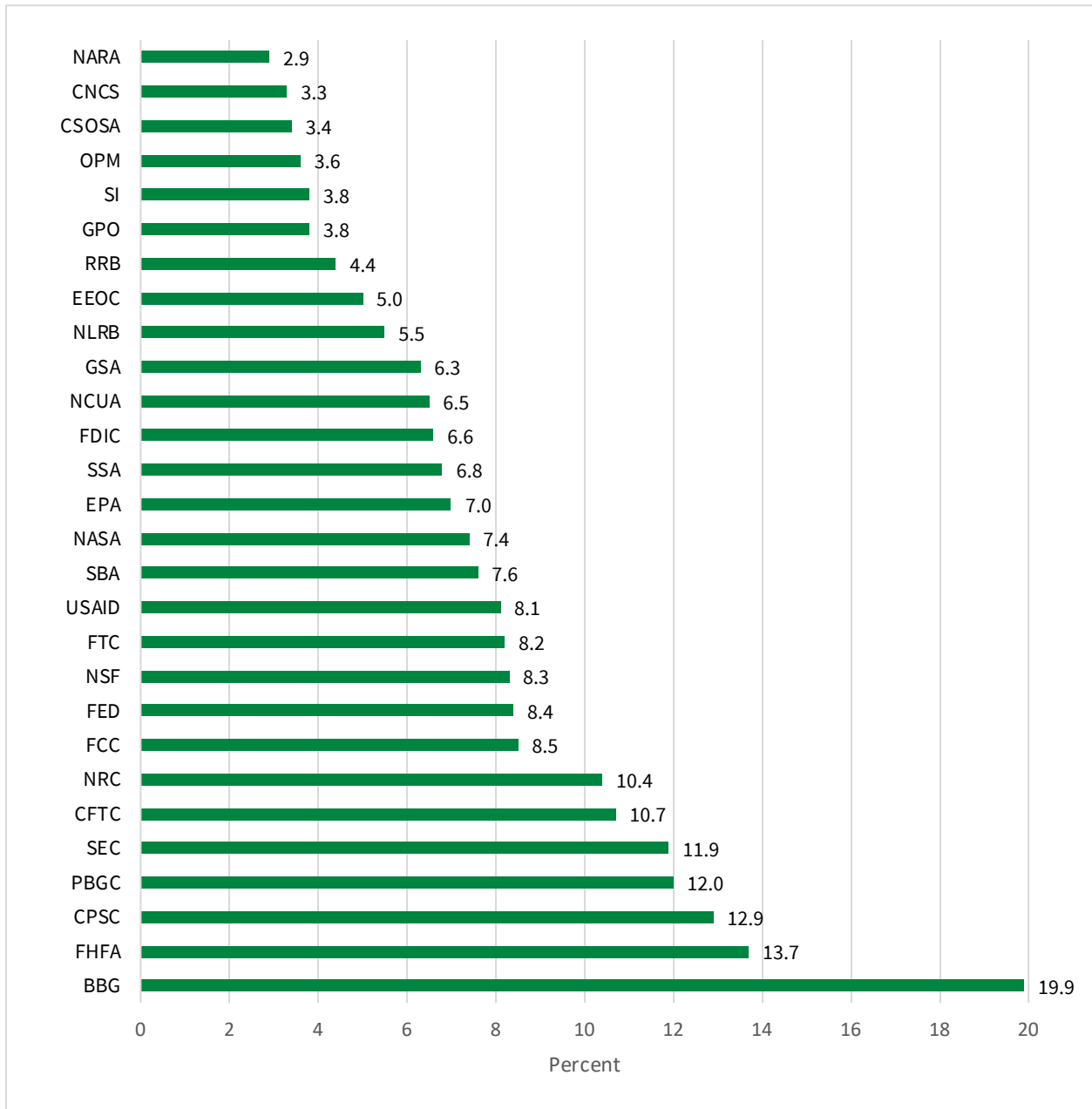


Table 13: Asian Representation in Permanent Federal Workforce, September 2019 and 2020

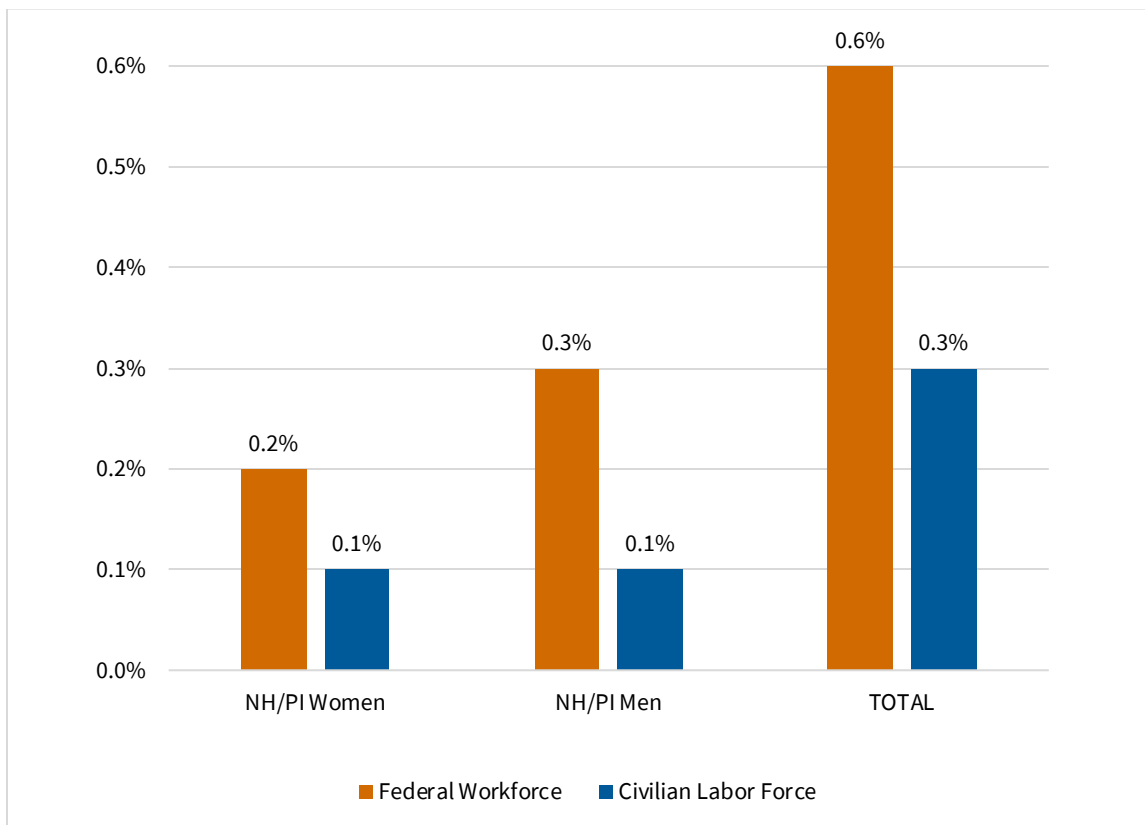
Independent Agencies	2019 Percent	2020 Percent
U.S. Agency for International Development	7.9	8.1
Pension Benefit Guaranty Corporation	11.6	12.0
Commodity Futures Trading Commission	10.3	10.7
National Credit Union Administration	6.4	6.5
Equal Employment Opportunity Commission	4.8	5.0
Environmental Protection Agency	6.8	7.0
Federal Communications Commission	8.6	8.5
Federal Deposit Insurance Corporation	6.2	6.6
Court Services and Offender Supervision Agency	3.3	3.4
Federal Reserve System	8.1	8.4
Federal Trade Commission	8.3	8.2
General Services Administration	6.1	6.3
Federal Housing Finance Agency	13.1	13.7
Broadcasting Board of Governors	19.4	19.9
Corporation for National and Community Service	3.6	3.4
Government Printing Office	3.7	3.9
National Science Foundation	8.0	8.4
National Labor Relations Board	5.7	5.5
National Aeronautics and Space Administration	7.1	7.4
National Archives and Records Administration	3.0	2.9
Nuclear Regulatory Commission	10.3	10.4

Independent Agencies	2019 Percent	2020 Percent
Office of Personnel Management	3.6	3.6
Railroad Retirement Board	4.1	4.4
Small Business Administration	7.3	7.6
Securities and Exchange Commission	11.6	11.9
Consumer Product Safety Commission	13.5	12.9
Smithsonian Institution	3.8	3.8
Social Security Administration	6.6	6.8
Government-Wide	6.2	6.3

Native Hawaiian/Pacific Islander Employment in the Federal Workforce

Native Hawaiian/Pacific Islander Employment

Chart 16: Native Hawaiian/Pacific Islander Representation in the Federal Workforce and Civilian Labor Force, September 2020



Native Hawaiian/Pacific Islander employees represent 0.6 percent (11,187) of the permanent Federal workforce in FY 2020, compared to 0.5 percent in FY 2019.

Native Hawaiian/Pacific Islander men represent 0.3 percent of the permanent Federal workforce in FY 2020, the same as in FY 2019.

Native Hawaiian/Pacific Islander women represent 0.2 percent of the permanent Federal Workforce in FY 2020, the same as in FY 2019.

Native Hawaiian/Pacific Islander Employment by Occupational Category

Native Hawaiian/Pacific Islander Employment

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

2020	Count	Percent
White Collar	8,863	0.5%
Professional	1,631	0.3%
Administrative	3,685	0.5%
Technical	2,192	0.7%
Clerical	816	0.8%
Other White Collar	539	0.8%
Blue Collar	2,317	1.3%
Unspecified	7	0.5%
Total	11,187	0.6%

Native Hawaiian/Pacific Islander employment in professional occupations increased by 99 to 1,631 in FY 2020, from 1,532 in FY 2019. Native Hawaiian/Pacific Islander employment represents 0.3 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

Native Hawaiian/Pacific Islander employment in administrative occupations increased by 192 to 3,685 in FY 2020, from 3,493 in FY 2019. Native Hawaiian/Pacific Islander employment represents 0.5 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

Native Hawaiian/Pacific Islander employment in technical occupations increased by 96 to 2,192 in FY 2020, from 2,096 in FY 2019. Native Hawaiian/Pacific Islander

employment represents 0.7 percent of all Federal employees in this occupational category in FY 2020, compared to 0.6 percent in FY 2019.

Native Hawaiian/Pacific Islander employment in clerical occupations decreased by 25 to 816 in FY 2020, from 841 in FY 2019. Native Hawaiian/Pacific Islander employment represents 0.8 percent of all Federal employees in this occupational category in FY 2020, compared to 0.9 percent in FY 2019.

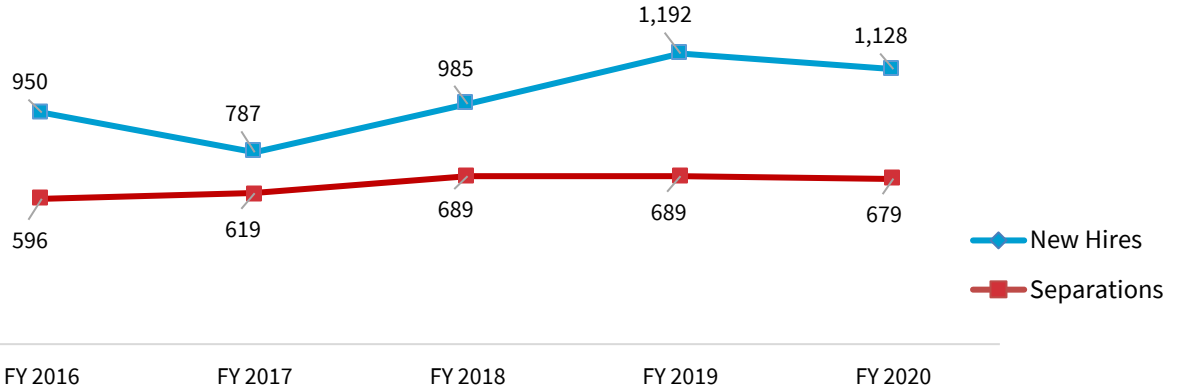
Native Hawaiian/Pacific Islander employment in "other" white collar occupations increased by 31 to 539 in FY 2020, from 508 in FY 2019. Native Hawaiian/Pacific Islander employment represents 0.8 percent of all Federal employees in this occupational category in FY 2020, compared to 0.7 percent in FY 2019.

Native Hawaiian/Pacific Islander employment in white collar occupations increased by 393 to 8,863 in FY 2020, from 8,470 in FY 2019. Native Hawaiian/Pacific Islander employment represents 0.5% percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

Native Hawaiian/Pacific Islander employment in blue collar occupations increased by 78 to 2,317 in FY 2020, from 2,239 in FY 2019. Native Hawaiian/Pacific Islander employment represents 1.3 percent of all Federal employees in this occupational category in FY 2020, compared to 1.2 percent in FY 2019.

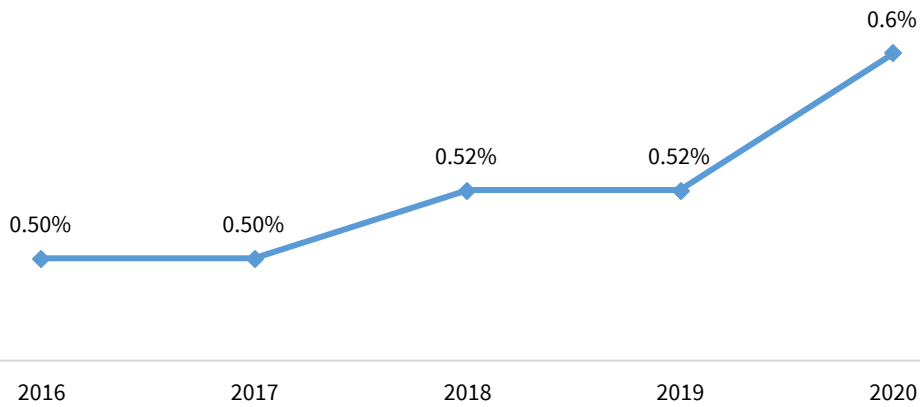
Native Hawaiian/Pacific Islander (NHPI) Employment Trends

Chart 17: Native Hawaiian/Pacific Islander New Hires and Separations



Trends	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
New Hires	950	787	985	1,192	1,128
Separations	596	619	689	689	679

Chart 18: Native Hawaiian/Pacific Islander Representation in the Federal Workforce over a 5-year Period



Native Hawaiian/Pacific Islander Salary Trends

Table 15: Native-Hawaiian/Pacific Islander Employment Salary Trends, September 2019 and 2020

Occupational Category	Pay System	Salary	September 2019		September 2020	
			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	671	0.0%	524	0.0%
		\$40,000 - \$59,999	2,011	0.1%	2,128	0.2%
		\$60,000 - \$79,999	1,513	0.1%	1,594	0.1%
		\$80,000 - \$99,999	1,389	0.1%	1,363	0.1%
		\$100,000 - \$119,999	706	0.1%	879	0.1%
		\$120,000 - \$139,999	223	0.0%	305	0.0%
		\$140,000 - \$159,999	107	0.0%	120	0.0%
		\$160,000 and Greater	49	0.0%	73	0.0%
		Unspecified	20	0.0%	6	0.0%
		Total	6,689	0.5%	6,992	0.5%
	Senior Executive Service	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	0	0.0%	0	0.0%
		\$40,000 - \$59,999	0	0.0%	0	0.0%
		\$60,000 - \$79,999	0	0.0%	0	0.0%
		\$80,000 - \$99,999	0	0.0%	0	0.0%
		\$100,000 - \$119,999	0	0.0%	0	0.0%
		\$120,000 - \$139,999	0	0.0%	0	0.0%
		\$140,000 - \$159,999	0	0.0%	0	0.0%
		\$160,000 and Greater	13	0.2%	11	0.1%
		Unspecified	0	0.0%	0	0.0%
		Total	13	0.2%	11	0.1%
	Other White Collar	Less than \$20,000	0	0.0%	0	0.0%
		\$20,000 - \$39,999	293	0.1%	135	0.0%
		\$40,000 - \$59,999	330	0.1%	440	0.1%
		\$60,000 - \$79,999	228	0.1%	245	0.1%
		\$80,000 - \$99,999	299	0.1%	321	0.1%
		\$100,000 - \$119,999	253	0.1%	279	0.1%
		\$120,000 - \$139,999	152	0.0%	191	0.0%
		\$140,000 - \$159,999	76	0.0%	73	0.0%
		\$160,000 and Greater	137	0.0%	173	0.0%
		Unspecified	0	0.0%	3	0.0%
		Total	1,768	0.4%	1,860	0.4%
White Collar Total		8,470	0.5%	8,863	0.5%	
Blue Collar		2,239	1.2%	2,317	1.3%	
Unspecified		7	0.5%	7	0.5%	
Total		10,716	0.5%	11,187	0.6%	

Native Hawaiian/Pacific Islander Representation in Executive Departments

Chart 19: Native Hawaiian/Pacific Islander Representation in Executive Departments, September 2020

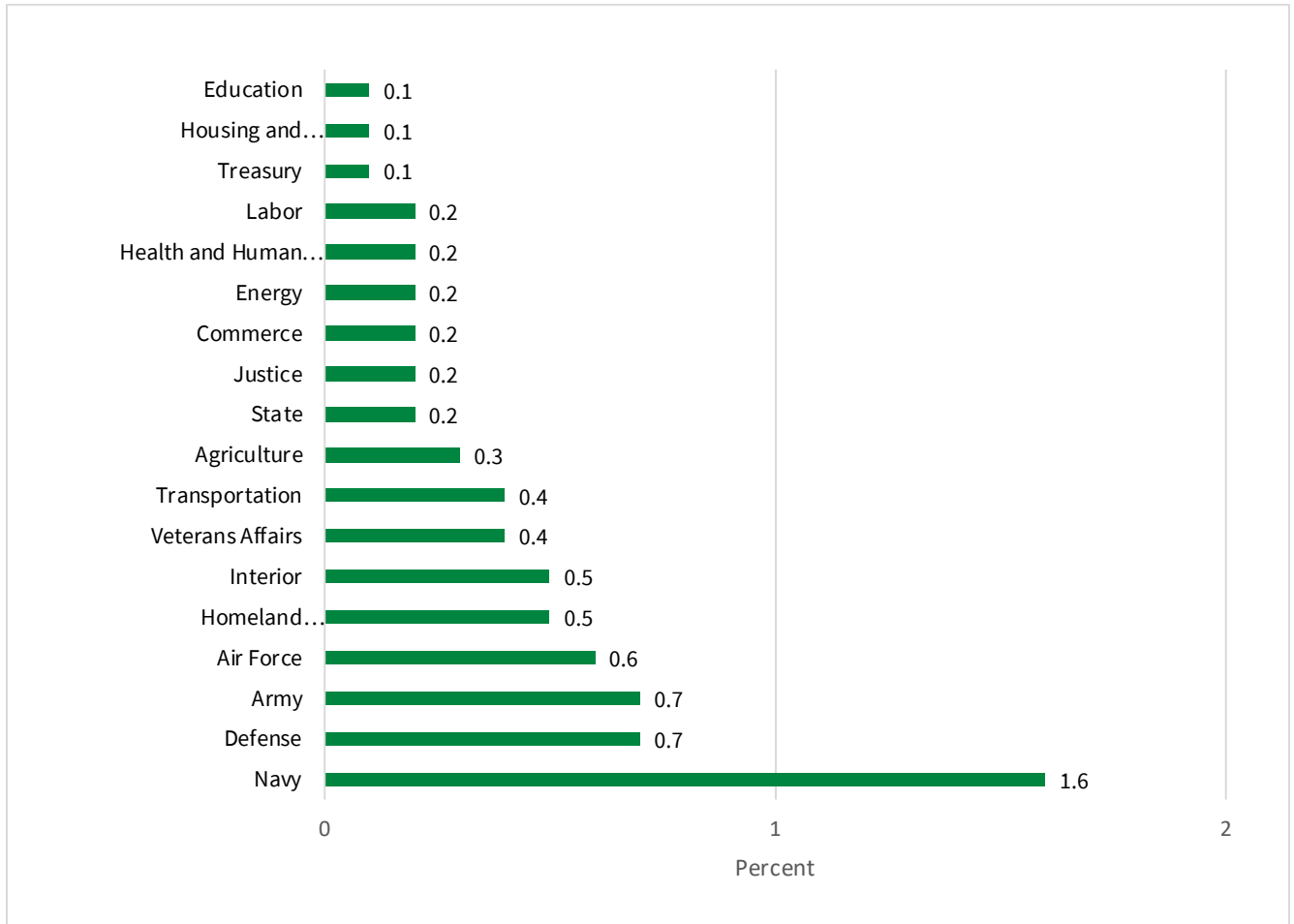


Table 16: Native Hawaiian/Pacific Islander Representation in Permanent Federal Workforce, September 2019 and September 2020

Executive Departments	2019 Percent	2020 Percent
Department of the Air Force	0.6	0.6
Department of Agriculture	0.2	0.3
Department of the Army	0.7	0.7
Department of Commerce	0.2	0.2
Department of Defense	0.7	0.7
Department of Justice	0.2	0.2
Department of Labor	0.2	0.2
Department of Energy	0.1	0.2
Department of Education	0.1	0.1
Department of Health and Human Services	0.1	0.2
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	1.6	1.6
Department of State	0.2	0.2
Department of Transportation	0.4	0.4
Department of the Treasury	0.1	0.1
Department of Veterans Affairs	0.4	0.4
Government-Wide	0.5	0.6

Native Hawaiian/Pacific Islander Representation in Independent Agencies

Chart 20: Native Hawaiian/Pacific Islander Representation in Independent Agencies, September 2020

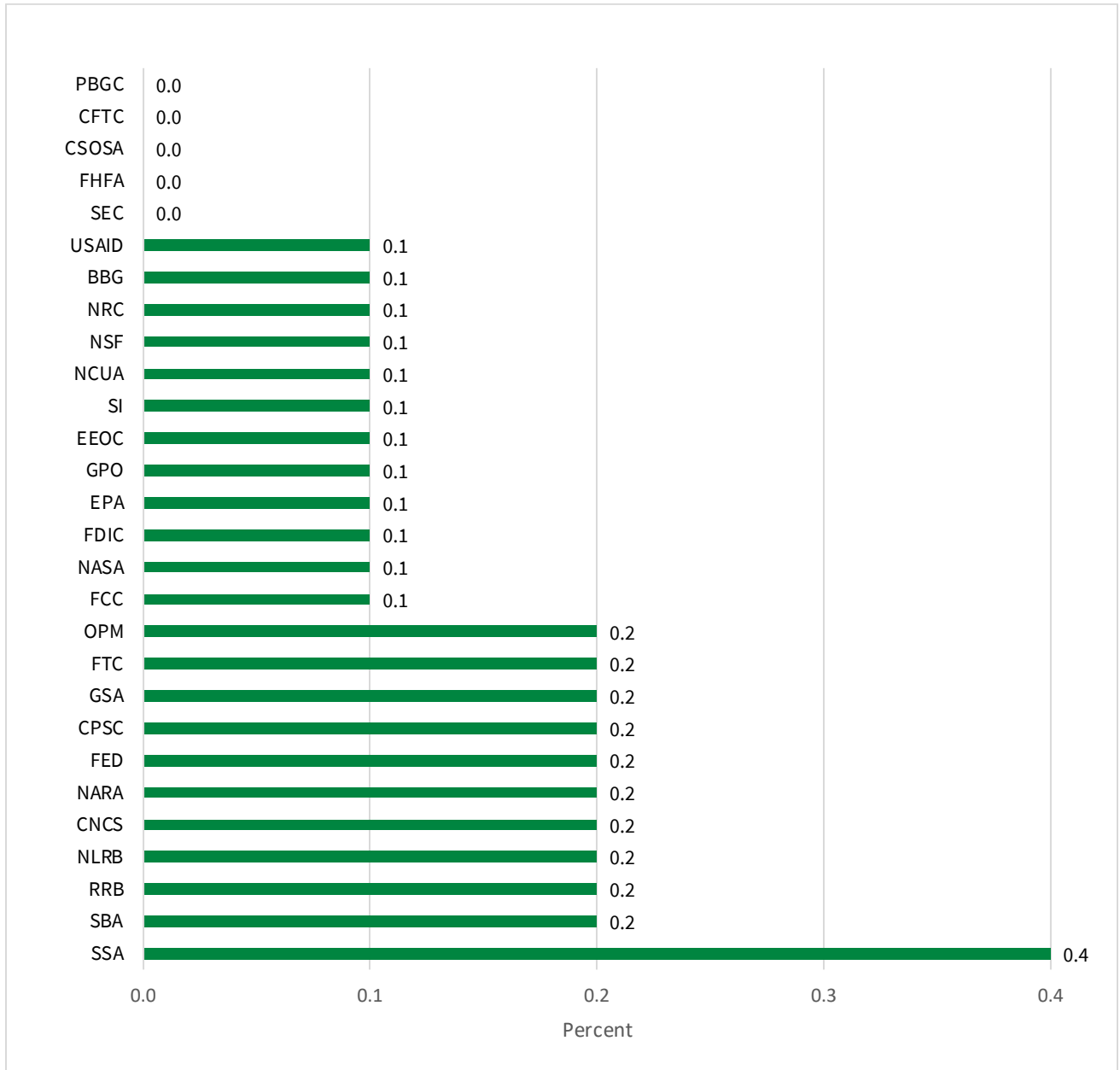


Table 17: Native Hawaiian/Pacific Islander Representation in Permanent Federal Workforce, September 2019 and September 2020

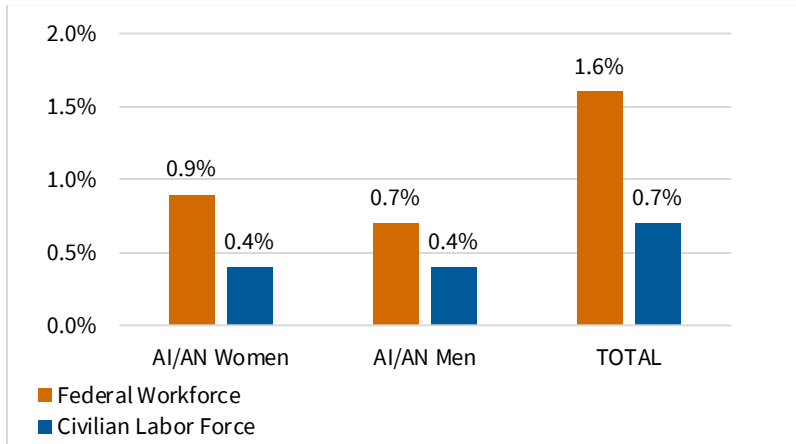
Independent Agencies	2019 Percent	2020 Percent
U.S. Agency for International Development	0.1	0.1
Pension Benefit Guaranty Corporation	0.0	0.0
Commodity Futures Trading Commission	0.0	0.0
National Credit Union Administration	0.1	0.1
Equal Employment Opportunity Commission	0.1	0.1
Environmental Protection Agency	0.1	0.1
Federal Communications Commission	0.1	0.1
Federal Deposit Insurance Corporation	0.1	0.1
Court Services and Offender Supervision Agency	0.0	0.0
Federal Reserve System	0.3	0.2
Federal Trade Commission	0.3	0.2
General Services Administration	0.2	0.2
Federal Housing Finance Agency	0.0	0.0
Broadcasting Board of Governors	0.1	0.1
Corporation For National and Community Service	0.0	0.2
Government Printing Office	0.1	0.1
National Science Foundation	0.2	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

Independent Agencies	2019 Percent	2020 Percent
Office of Personnel Management	0.2	0.2
Railroad Retirement Board	0.1	0.2
Small Business Administration	0.3	0.2
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	0.6

American Indian/Alaska Native Employment in the Federal Workforce

American Indian/Alaska Native Employment

Chart 21: American Indian/Alaska Native Representation in the Federal Workforce and Civilian Labor Force, September 2020



American Indian/Alaska Native employees represent 1.6 percent (31,206) of the permanent Federal workforce in FY 2020, the same as in FY 2019.

American Indian/Alaska Native men represent 0.7 percent of the permanent Federal workforce in FY 2020, the same as in FY 2019.

American Indian/Alaska Native women represent 0.9 percent of the permanent Federal Workforce in FY 2020, the same as in FY 2019.

American Indian/Alaska Native Employment by Occupational Category

American Indian/Alaska Native Employment

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

2020	Count	Percent
White Collar	27,258	1.5%
Professional	6,606	1.1%
Administrative	8,970	1.1%
Technical	8,315	2.5%
Clerical	2,796	2.9%
Other White Collar	1,111	1.6%
Blue Collar	3,930	2.2%
Unspecified	18	1.3%
Total	31,206	1.5%

American Indian/Alaska Native employment in professional occupations increased by 146 to 6,066 in FY 2020, from 5,920 in FY 2019. American Indian/Alaska Native employment represents 1.1 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

American Indian/Alaska Native employment in administrative occupations increased by 228 to 8,970 in FY 2020, from 8,742 in FY 2019. American Indian/Alaska Native employment represents 1.1 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

American Indian/Alaska Native employment in technical occupations decreased by 73 to 8,315 in FY 2020, from 8,388 in FY 2019. American Indian/Alaska Native

employment represents 2.5 percent of all Federal employees in this occupational category in FY 2020, compared to 2.6 percent in FY 2019.

American Indian/Alaska Native employment in clerical occupations increased by 38 to 2,796 in FY 2020, from 2,758 in FY 2019. American Indian/Alaska Native employment represents 2.9 percent of all Federal employees in this occupational category in FY 2020, compared to 2.8 percent in FY 2019.

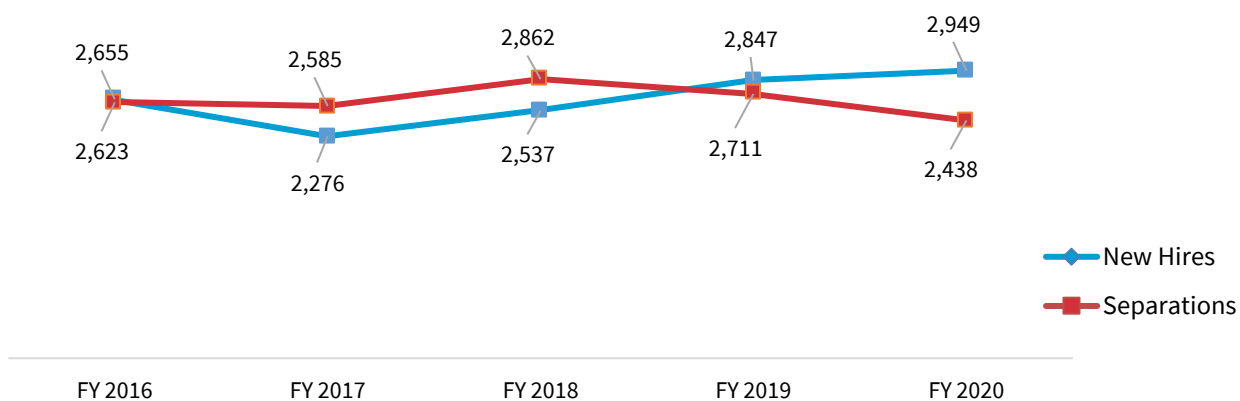
American Indian/Alaska Native employment in "other" white collar occupations increased by 7 to 1,111 in FY 2020, from 1,104 in FY 2019. American Indian/Alaska Native employment represents 1.6 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

American Indian/Alaska Native employment in white collar occupations increased by 346 to 27,258 in FY 2020, from 26,912 in FY 2019. American Indian/Alaska Native employment represents 1.5 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

American Indian/Alaska Native employment in blue collar occupations increased by 77 to 3,930 in FY 2020, from 3,853 in FY 2019. American Indian/Alaska Native employment represents 2.2 percent of all Federal employees in this occupational category in FY 2020, compared to 2.1 percent in FY 2019.

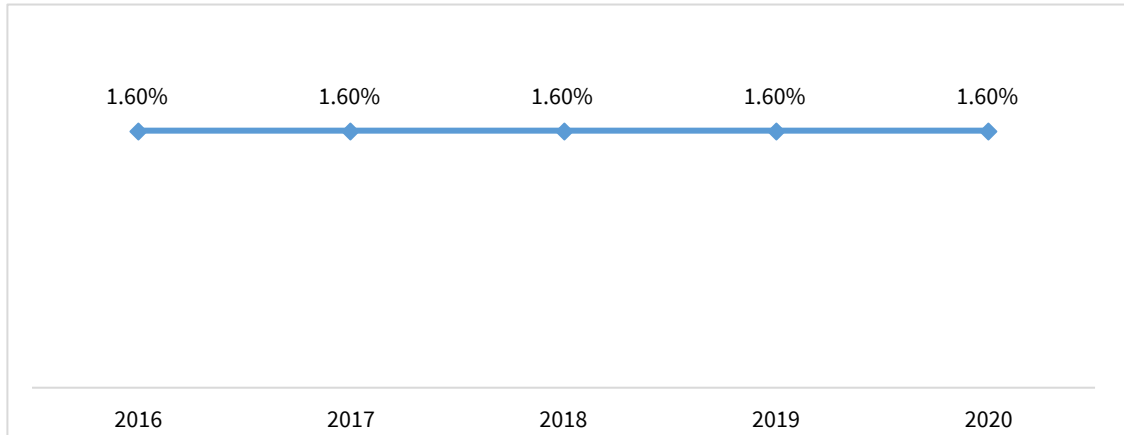
American Indian/Alaska Native (AIAN) Employment Trends

Chart 22: American Indian/Alaska Native New Hires and Separations



Trends	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
New Hires	2,655	2,276	2,537	2,847	2,949
Separations	2,623	2,585	2,862	2,711	2,438

Chart 23: American Indian/Alaska Native Representation in the Federal Workforce over a 5-year Period



American Indian/Alaska Native Salary Trends

Table 19: American Indian/Alaska Native Employment Salary Trends, September 2019 and 2020

Occupational Category	Pay System	Salary	September 2019		September 2020	
			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	3,291	0.2%	2,751	0.2%
		\$40,000 - \$59,999	8,249	0.6%	8,443	0.6%
		\$60,000 - \$79,999	4,982	0.4%	5,082	0.4%
		\$80,000 - \$99,999	3,665	0.3%	3,692	0.3%
		\$100,000 - \$119,999	1,997	0.1%	2,187	0.2%
		\$120,000 - \$139,999	889	0.1%	1,010	0.1%
		\$140,000 - \$159,999	371	0.0%	488	0.0%
		\$160,000 and Greater	166	0.0%	216	0.0%
		Unspecified	57	0.0%	16	0.0%
		Total	23,667	1.7%	23,885	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%	0	0.0%
		\$140,000 - \$159,999	4	0.1%	8	0.1%
		\$160,000 and Greater	77	1.0%	80	1.0%
		Unspecified	0	0.0%	0	0.0%
		Total	83	1.1%	88	1.1%
	Other White Collar	Less than \$20,000	1	0.0%	1	0.0%
		\$20,000 - \$39,999	107	0.0%	58	0.0%
		\$40,000 - \$59,999	292	0.1%	316	0.1%
		\$60,000 - \$79,999	435	0.1%	423	0.1%
		\$80,000 - \$99,999	656	0.2%	666	0.2%
		\$100,000 - \$119,999	529	0.1%	565	0.1%
		\$120,000 - \$139,999	312	0.1%	349	0.1%
		\$140,000 - \$159,999	176	0.0%	195	0.0%
		\$160,000 and Greater	654	0.2%	706	0.2%
		Unspecified	0	0.0%	6	0.0%
		Total	3,162	0.8%	3,285	0.8%
White Collar Total			26,912	1.5%	27,258	1.5%
Blue Collar			3,853	2.1%	3,930	2.2%
Unspecified			20	1.5%	18	1.3%
Total			30,785	1.6%	31,206	1.5%

American Indian/Alaska Native Representation In Executive Departments

Chart 24: American Indian/Alaska Native Representation in Executive Departments, September 2020

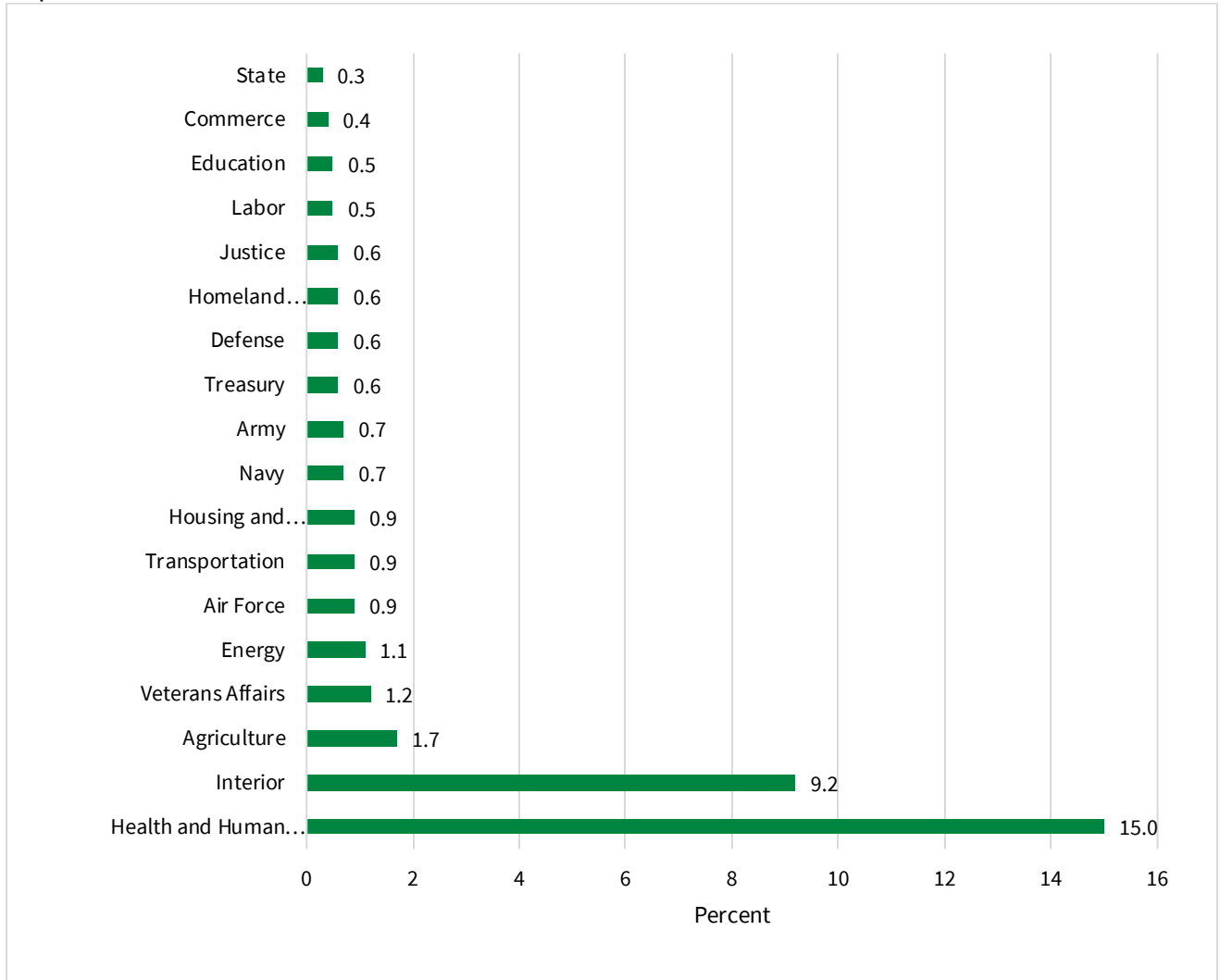


Table 20: American Indian/Alaska Native Representation in Permanent Federal Workforce, September 2019 and 2020

Executive Departments	2019 Percent	2020 Percent
Department of the Air Force	0.9	0.9
Department of Agriculture	1.8	1.7
Department of the Army	0.7	0.7
Department of Commerce	0.4	0.4
Department of Defense	0.6	0.6
Department of Justice	0.6	0.6
Department of Labor	0.5	0.5
Department of Energy	1.1	1.1
Department of Education	0.4	0.4
Department of Health and Human Services	15.6	14.9
Department of Homeland Security	0.5	0.6
Department of Housing and Urban Development	0.9	0.9
Department of the Interior	9.3	9.2
Department of the Navy	0.7	0.7
Department of State	0.3	0.3
Department of Transportation	0.9	0.9
Department of the Treasury	0.6	0.6
Department of Veterans Affairs	1.2	1.2
Government-Wide	1.6	1.6

American Indian/Alaska Native Representation in Independent Agencies

Chart 25: American Indian/Alaska Native Representation in Independent Agencies, September 2020

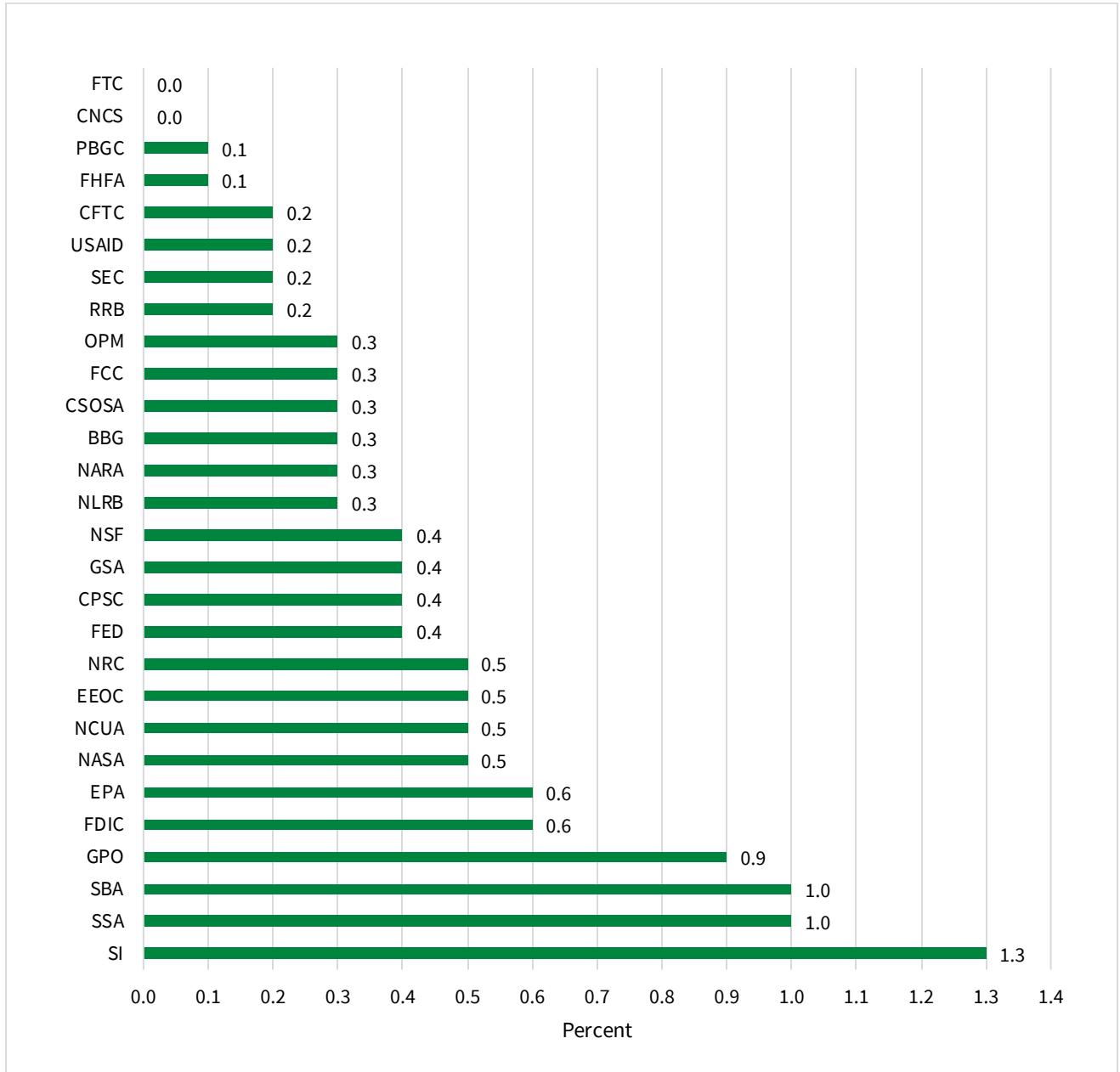


Table 21: American Indian/Alaska Native Representation in Permanent Federal Workforce, September 2019 and September 2020

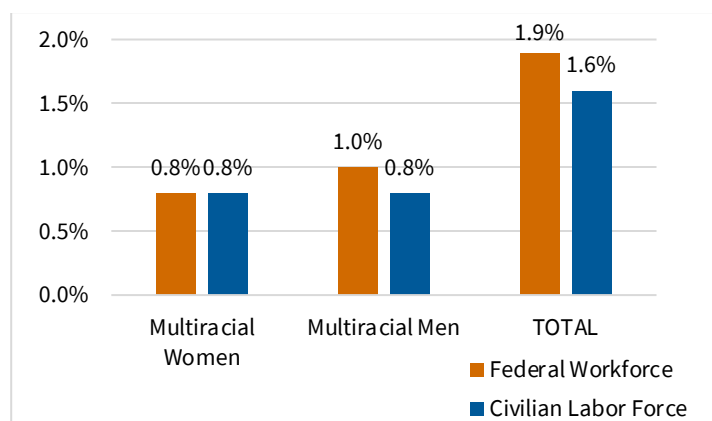
Independent Agencies	2019 Percent	2020 Percent
U.S. Agency for International Development	0.2	0.2
Pension Benefit Guaranty Corporation	0.1	0.1
Commodity Futures Trading Commission	0.2	0.2
National Credit Union Administration	0.5	0.5
Equal Employment Opportunity Commission	0.6	0.5
Environmental Protection Agency	0.6	0.6
Federal Communications Commission	0.2	0.3
Federal Deposit Insurance Corporation	0.6	0.6
Court Services and Offender Supervision Agency	0.4	0.3
Federal Reserve System	0.4	0.4
Federal Trade Commission	0.1	0.0
General Services Administration	0.4	0.4
Federal Housing Finance Agency	0.1	0.1
Broadcasting Board of Governors	0.4	0.3
Corporation For National and Community Service	0.0	0.0
Government Publishing Office	0.8	0.9
National Science Foundation	0.5	0.4
National Labor Relations Board	0.3	0.3
National Aeronautics and Space Administration	0.6	0.5
National Archives and Records Administration	0.2	0.3
Nuclear Regulatory Commission	0.5	0.5

Independent Agencies	2019 Percent	2020 Percent
Office of Personnel Management	0.2	0.3
U.S. Agency for International Development	0.1	0.2
Pension Benefit Guaranty Corporation	1.0	1.0
Commodity Futures Trading Commission	0.2	0.2
National Credit Union Administration	0.4	0.4
Equal Employment Opportunity Commission	1.3	1.3
Environmental Protection Agency	1.1	1.0
Federal Communications Commission	1.6	1.6

Non-Hispanic Multiracial Employment in the Federal Workforce

Non-Hispanic Multiracial Employment⁶

Chart 26: Non-Hispanic Multiracial Representation in the Federal Workforce and Civilian Labor Force, September 2020



Non-Hispanic Multiracial employees represent 1.9 percent (38,141) of the permanent Federal workforce in FY 2020, compared to 1.8 percent in FY 2019.

Non-Hispanic Multiracial men represent 1.0 percent of the permanent Federal workforce in FY 2020, the same as in FY 2019.

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. 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 women represent 0.8 percent of the permanent Federal Workforce in FY 2020, the same as in FY 2019.

Non-Hispanic Multiracial Employment by Occupational Category

Non-Hispanic Multiracial Employment

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

2020	Count	Percent
White Collar	34,213	1.9%
Professional	8,707	1.6%
Administrative	16,192	2.1%
Technical	6,073	1.9%
Clerical	2,031	2.1%
Other White Collar	1,210	1.7%
Blue Collar	3,917	2.2%
Unspecified	11	0.8%
Total	38,141	1.9%

Non-Hispanic Multiracial employment in professional occupations increased by 580 to 8,707 in FY 2020, from 8,127 in FY 2019. Non-Hispanic Multiracial employment represents 1.6 percent of all Federal employees in this occupational category in FY 2020, compared to 1.5 percent in FY 2019.

Non-Hispanic Multiracial employment in administrative occupations increased by 1,346 to 16,192 in FY 2020, from 14,846 in FY 2019. Non-Hispanic Multiracial employment represents 2.1 percent of all Federal employees in this occupational category in FY 2020, compared to 1.9 percent in FY 2019.

Non-Hispanic Multiracial employment in technical occupations increased by 320 to 6,073 in FY 2020, from 5,753 in FY 2019. Non-Hispanic Multiracial employment represents 1.9 percent of all Federal employees in this occupational category in FY 2020, compared to 1.8 percent in FY 2019.

Non-Hispanic Multiracial employment in clerical occupations decreased by 26 to 2,031 in FY 2020, from 2,057 in FY 2019. Non-Hispanic Multiracial employment represents 2.1 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

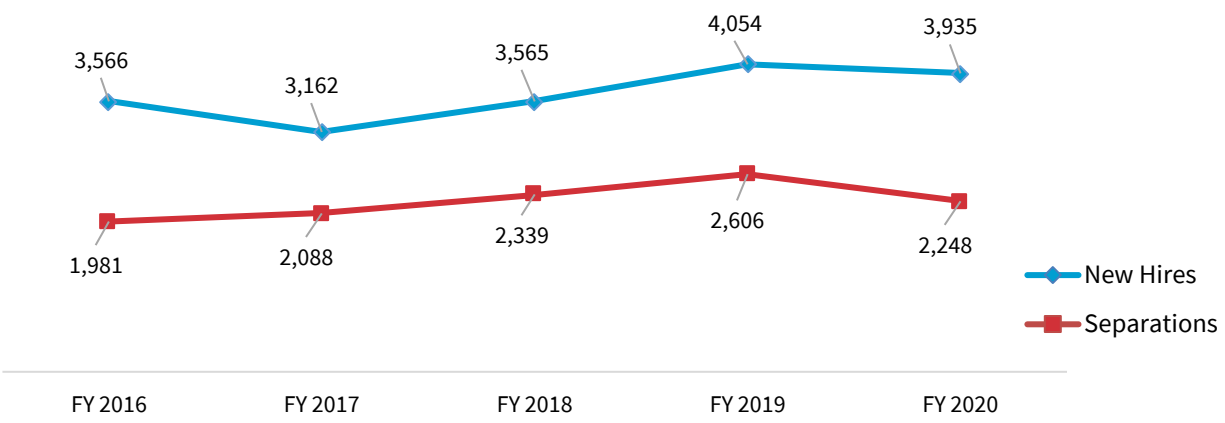
Non-Hispanic Multiracial employment in "other" white collar occupations increased by 33 to 1,210 in FY 2020, from 1,177 in FY 2019. Non-Hispanic Multiracial employment represents 1.7 percent of all Federal employees in this occupational category in FY 2020, the same as in FY 2019.

Non-Hispanic Multiracial employment in white collar occupations increased by 2,253 to 34,213 in FY 2020, from 31,960 in FY 2019. Non-Hispanic Multiracial employment represents 1.9 percent of all Federal employees in this occupational category in FY 2020, compared to 1.8 percent in FY 2019.

Non-Hispanic Multiracial employment in blue collar occupations increased by 268 to 3,917 in FY 2020, from 3,649 in FY 2019. Non-Hispanic Multiracial employment represents 2.2 percent of all Federal employees in this occupational category in FY 2020, compared to 2.0 percent in FY 2019.

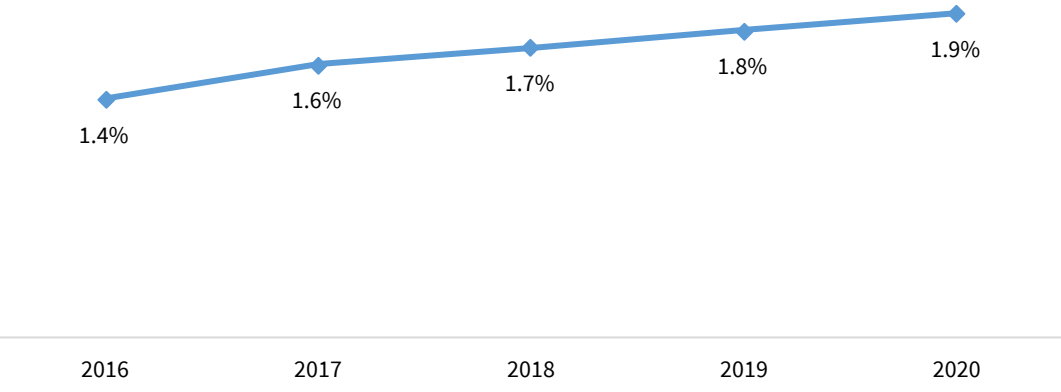
Non-Hispanic Multiracial (NHM) Employment Trends

Chart 27: New Hires and Separations



Trends	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
New Hires	3,566	3,162	3,565	4,054	3,935
Separations	1,981	2,088	2,339	2,606	2,248

Chart 28: Non-Hispanic Multiracial Representation in the Federal Workforce over a 5-year Period



Non-Hispanic Multiracial Salary Trends

Table 23: Non-Hispanic Employment Salary Trends, September 2019 and 2020

Occupational Category	Pay System	Salary	September 2019		September 2020	
			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	1,701	0.1%	1,474	0.1%
		\$40,000 - \$59,999	6,335	0.5%	6,408	0.5%
		\$60,000 - \$79,999	5,513	0.4%	5,832	0.4%
		\$80,000 - \$99,999	5,368	0.4%	5,398	0.4%
		\$100,000 - \$119,999	3,503	0.3%	4,062	0.3%
		\$120,000 - \$139,999	1,573	0.1%	1,990	0.1%
		\$140,000 - \$159,999	707	0.1%	1,028	0.1%
		\$160,000 and Greater	368	0.0%	452	0.0%
		Unspecified	29	0.0%	17	0.0%
		Total	25,097	1.8%	26,661	1.9%
	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	1	0.0%	2	0.0%
		\$140,000 - \$159,999	4	0.1%	3	0.0%
		\$160,000 and Greater	69	0.9%	81	1.0%
		Unspecified	0	0.0%	0	0.0%
		Total	74	1.0%	86	1.1%
	Other White Collar	Less than \$20,000	1	0.0%	0	0.0%
		\$20,000 - \$39,999	699	0.2%	420	0.1%
		\$40,000 - \$59,999	875	0.2%	1,103	0.3%
		\$60,000 - \$79,999	962	0.2%	889	0.2%
		\$80,000 - \$99,999	1,317	0.3%	1,403	0.3%
		\$100,000 - \$119,999	1,124	0.3%	1,302	0.3%
		\$120,000 - \$139,999	723	0.2%	896	0.2%
		\$140,000 - \$159,999	435	0.1%	517	0.1%
		\$160,000 and Greater	651	0.2%	820	0.2%
		Unspecified	2	0.0%	16	0.0%
		Total	6,789	1.7%	7,466	1.8%
White Collar Total			31,960	1.8%	34,213	1.9%
Blue Collar			3,649	2.0%	3,917	2.2%
Unspecified			13	0.9%	11	0.8%
Total			35,622	1.8%	38,141	1.9%

Non-Hispanic Multiracial Representation in Executive Departments

Chart 28: Non-Hispanic Multiracial Representation in Executive Departments, September 2020

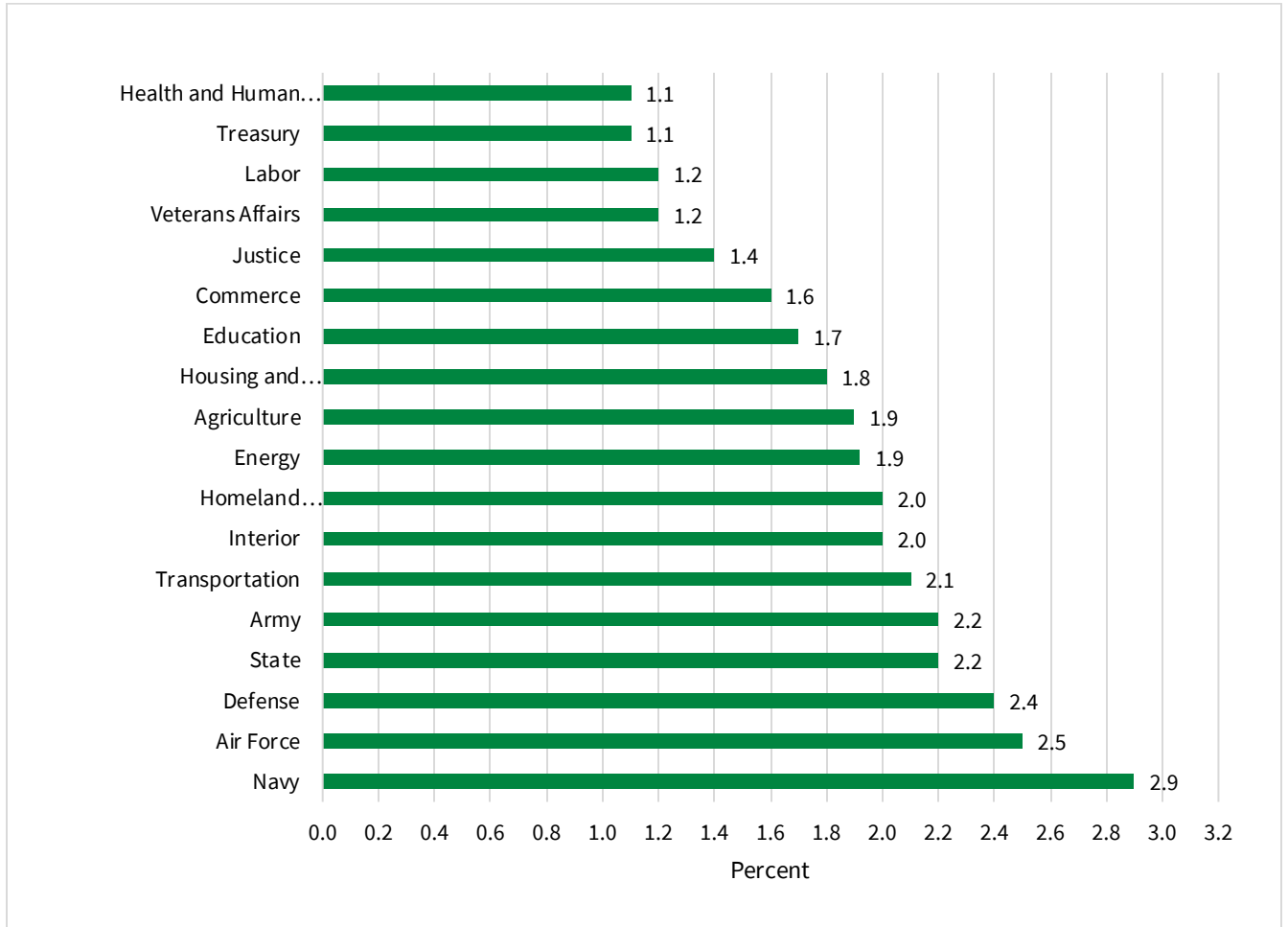


Table 24: Non-Hispanic Multiracial Representation in Permanent Federal Workforce, September 2019 and 2020

Executive Departments	2019 Percent	2020 Percent
Department of the Air Force	2.4	2.5
Department of Agriculture	1.8	1.9
Department of the Army	2.1	2.2
Department of Commerce	1.5	1.6
Department of Defense	2.4	2.4
Department of Justice	1.3	1.4
Department of Labor	1.1	1.2
Department of Energy	1.8	1.9
Department of Education	1.6	1.7
Department of Health and Human Services	1.0	1.1
Department of Homeland Security	1.9	2.0
Department of Housing and Urban Development	1.5	1.8
Department of the Interior	2.0	2.0
Department of the Navy	2.7	2.9
Department of State	2.1	2.2
Department of Transportation	1.9	2.1
Department of the Treasury	1.0	1.1
Department of Veterans Affairs	1.2	1.2
Government-Wide	1.8	1.9

Non-Hispanic Multiracial Representation in Independent Agencies

Chart 29: Non-Hispanic Multiracial Representation in Independent Agencies, September 2020

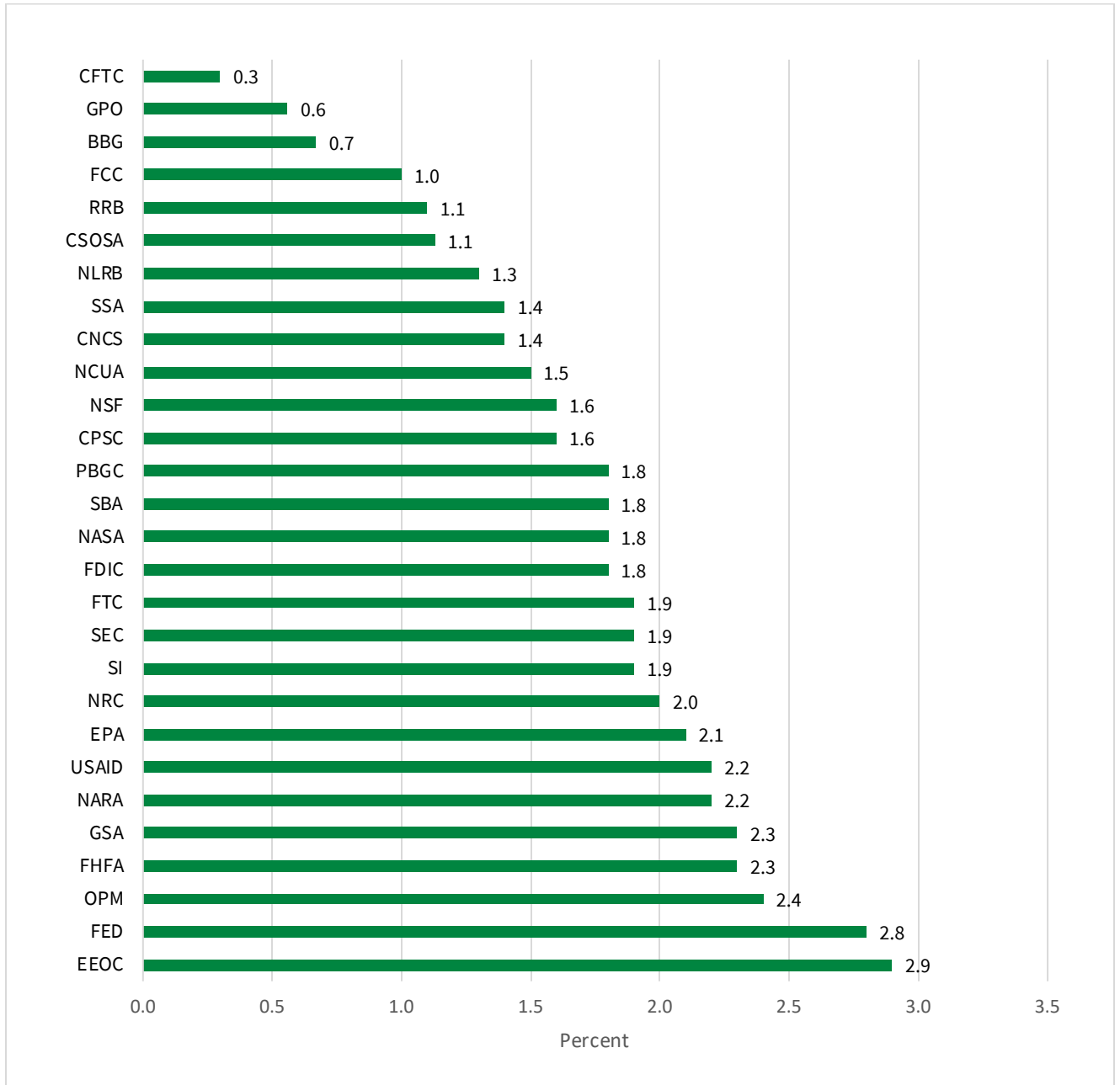


Table 25: Non-Hispanic Multiracial Representation in Permanent Federal Workforce, September 2019 and 2020

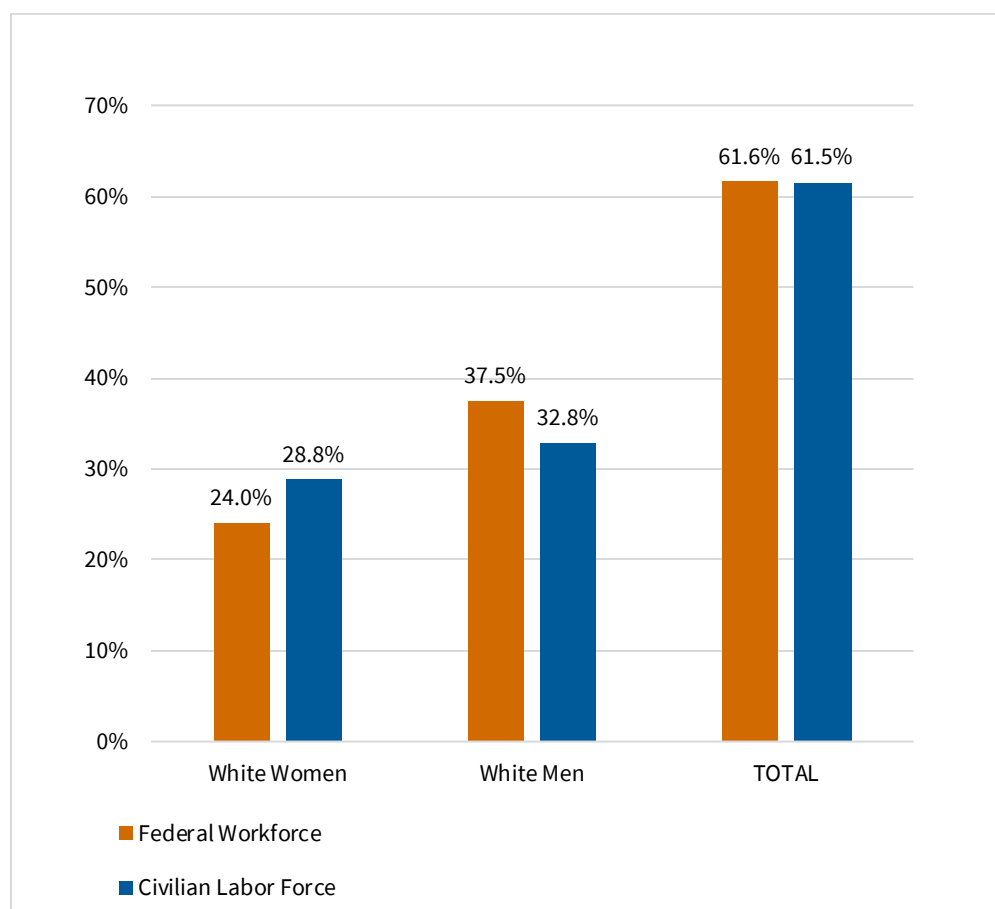
Independent Agencies	2019 Percent	2020 Percent
U.S. Agency for International Development	1.9	2.2
Pension Benefit Guaranty Corporation	1.6	1.8
Commodity Futures Trading Commission	0.3	0.3
National Credit Union Administration	1.8	1.5
Equal Employment Opportunity Commission	2.7	2.9
Environmental Protection Agency	2.0	2.1
Federal Communications Commission	1.0	1.0
Federal Deposit Insurance Corporation	1.6	1.8
Court Services and Offender Supervision Agency	1.0	1.1
Federal Reserve System	2.9	2.8
Federal Trade Commission	2.0	1.9
General Services Administration	2.2	2.3
Federal Housing Finance Agency	2.1	2.3
Broadcasting Board of Governors	0.7	0.7
Corporation For National and Community Service	1.8	1.4
Government Printing Office	0.6	0.6
National Science Foundation	1.8	1.6
National Labor Relations Board	1.3	1.3
National Aeronautics and Space Administration	1.7	1.8
National Archives and Records Administration	2.3	2.2
Nuclear Regulatory Commission	1.9	2.0

Independent Agencies	2019 Percent	2020 Percent
Office of Personnel Management	2.4	2.4
Railroad Retirement Board	1.2	1.1
Small Business Administration	1.6	1.8
Securities and Exchange Commission	1.9	1.9
Consumer Product Safety Commission	1.5	1.6
Smithsonian Institution	1.9	1.9
Social Security Administration	1.3	1.4
Government-Wide	1.8	1.9

White Employment in the Federal Workforce

White Employment

Chart 30: White Representation in the Federal Workforce and Civilian Labor Force, September 2020



White employees represent 61.6 percent (1,239,890) of the permanent Federal workforce in FY 2020, compared to 61.9 percent in FY 2019.

White men represent 37.5 percent of the permanent Federal workforce in FY 2020, compared to 37.9 percent in FY 2019.

White women represent 24.0 percent of the permanent Federal Workforce in FY 2020, the same as in FY 2019.

White Employment by Occupational Category

White Employment

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

2020	Count	Percent
White Collar	1,126,411	61.4%
Professional	374,883	68.1%
Administrative	488,882	62.2%
Technical	174,077	53.1%
Clerical	47,009	48.3%
Other White Collar	41,560	58.8%
Blue Collar	112,470	62.6%
Unspecified	1,009	72.7%
Total	1,239,890	61.6%

White employment in professional occupations increased by 7,227 to 374,883 in FY 2020, from 367,656 in FY 2019. White employment represents 68.1 percent of all Federal employees in this occupational category in FY 2020, compared to 68.5 percent in FY 2019.

White employment in administrative occupations increased by 9,066 to 488,882 in FY 2020, from 479,816 in FY 2019. White employment represents 62.2 percent of all Federal employees in this occupational category in FY 2020, compared to 62.6 percent in FY 2019.

White employment in technical occupations increased by 180 to 174,077 in FY 2020, from 173,897 in FY 2019. White employment represents 53.1 percent of all Federal employees in this occupational category in FY 2020, compared to 53.4 percent in FY 2019.

White employment in clerical occupations increased by 179 to 47,009 in FY 2020, from 46,830 in FY 2019. White employment represents 48.3 percent of all Federal employees in this occupational category in FY 2020, compared to 48.0 percent in FY 2019.

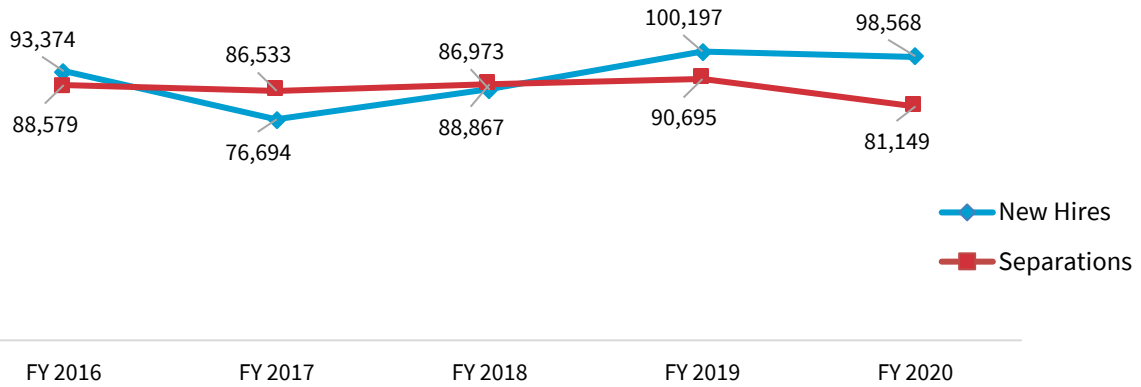
White employment in "other" white collar occupations increased by 587 to 41,560 in FY 2020, from 40,973 in FY 2019. White employment represents 58.8 percent of all Federal employees in this occupational category in FY 2020, compared to 58.7 percent in FY 2019.

White employment in white collar occupations increased by 17,239 to 1,126,411 in FY 2020, from 1,109,172 in FY 2019. White employment represents 61.4 percent of all Federal employees in this occupational category in FY 2020, compared to 61.8 percent in FY 2019.

White employment in blue collar occupations decreased by 1,070 to 112,470 in FY 2020, from 113,540 in FY 2019. White employment represents 62.6 percent of all Federal employees in this occupational category in FY 2020, compared to 63.0 percent in FY 2019.

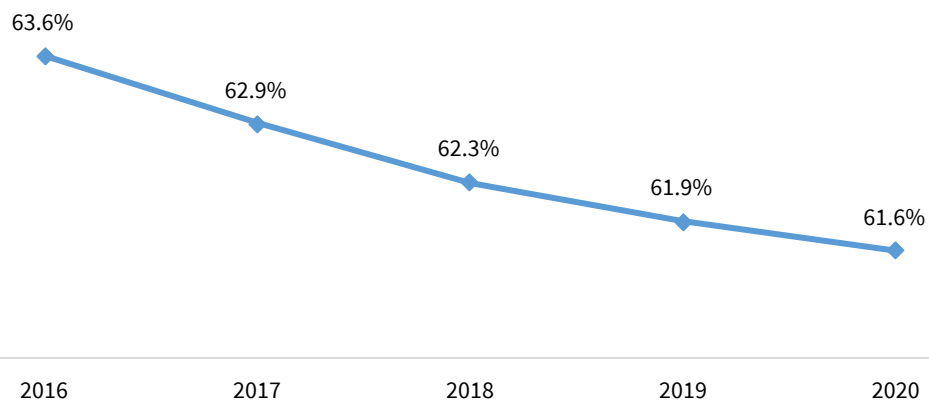
White Employment Trends

Chart 31: White New Hires and Separations



Trends	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
New Hires	93,374	76,694	86,973	100,197	98,568
Separations	88,579	86,533	88,867	90,695	81,149

Chart 32: White Representation in the Federal Workforce over a 5-year Period



White Salary Trends

Table 27: White Employment Salary Trends, September 2019 and 2020

Occupational Category	Pay System	Salary	September 2019		September 2020	
			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	40,776	3.0%	34,944	2.5%
		\$40,000 - \$59,999	164,929	12.0%	164,174	11.7%
		\$60,000 - \$79,999	170,233	12.3%	166,190	11.9%
		\$80,000 - \$99,999	180,637	13.1%	169,958	12.1%
		\$100,000 - \$119,999	136,628	9.9%	145,047	10.3%
		\$120,000 - \$139,999	76,712	5.6%	84,548	6.0%
		\$140,000 - \$159,999	40,085	2.9%	49,022	3.5%
		\$160,000 and Greater	25,828	1.9%	31,147	2.2%
		Unspecified	1,079	0.1%	530	0.0%
	Total	836,907	60.7%	845,560	60.3%	
	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%	15	0.2%
		\$140,000 - \$159,999	172	2.2%	135	1.7%
		\$160,000 and Greater	5,930	76.1%	6,174	76.4%
		Unspecified	7	0.1%	8	0.1%
	Total	6,141	78.9%	6,332	78.3%	
	Other White Collar	Less than \$20,000	33	0.0%	29	0.0%
		\$20,000 - \$39,999	8,519	2.1%	5,229	1.2%
		\$40,000 - \$59,999	19,405	4.7%	20,219	4.8%
		\$60,000 - \$79,999	34,695	8.5%	31,786	7.5%
		\$80,000 - \$99,999	48,814	11.9%	49,659	11.7%
		\$100,000 - \$119,999	47,192	11.5%	48,083	11.4%
		\$120,000 - \$139,999	34,230	8.4%	37,411	8.8%
		\$140,000 - \$159,999	22,910	5.6%	24,533	5.8%
		\$160,000 and Greater	50,276	12.3%	56,692	13.4%
		Unspecified	50	0.0%	878	0.2%
	Total	266,124	65.1%	274,519	64.9%	
White Collar Total		1,109,172	61.8%	1,126,411	61.4%	
Blue Collar		113,540	63.0%	112,470	62.6%	
Unspecified		997	72.8%	1,009	72.7%	
Total		1,223,709	61.9%	1,239,890	61.6%	

White Representation in Executive Departments

Chart 33: White Representation in Executive Departments, September 2020

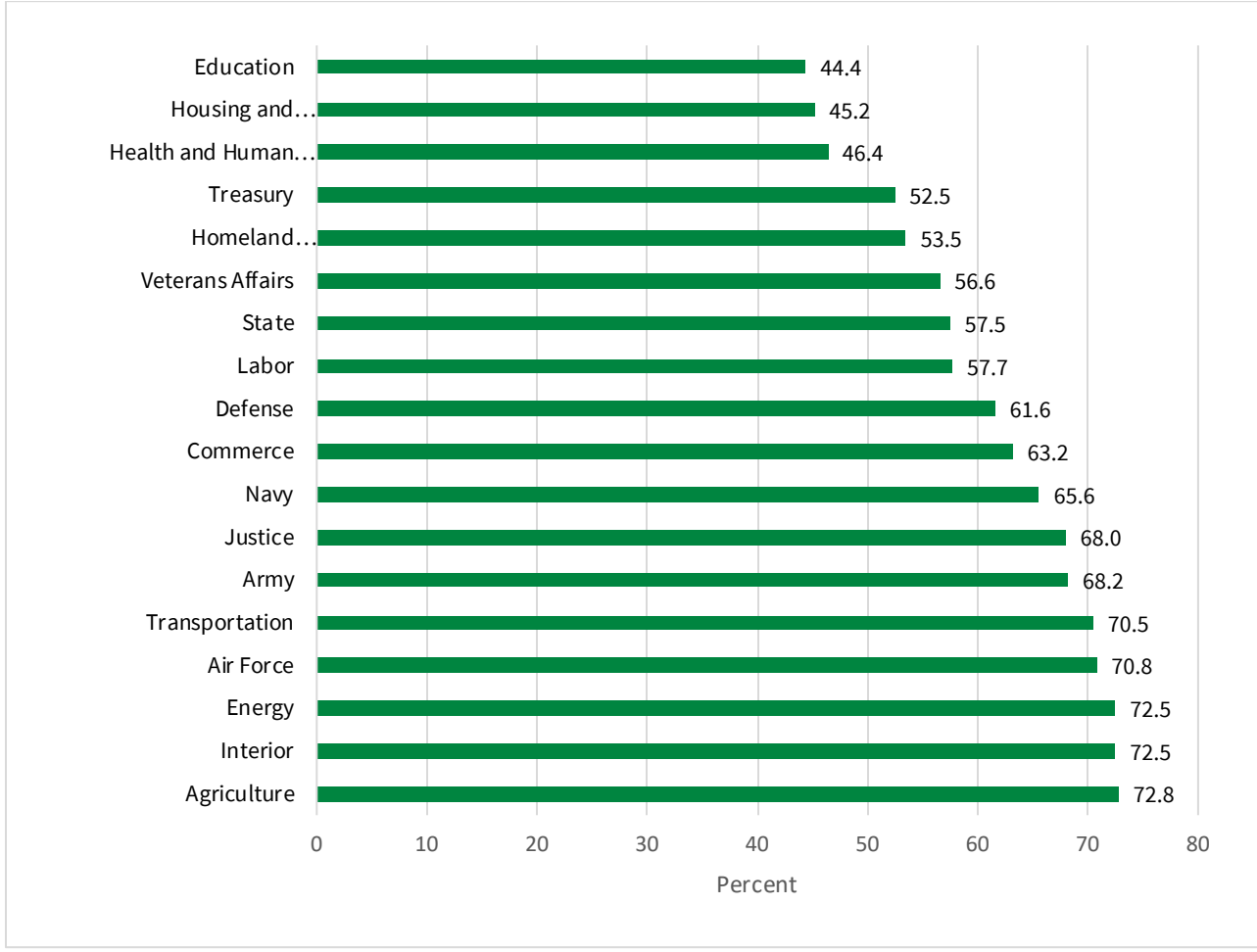


Table 28: White Representation in Permanent Federal Workforce, September 2018 and 2019

Executive Departments	2019 Percent	2020 Percent
Department of the Air Force	71.7	70.8
Department of Agriculture	72.5	72.8
Department of the Army	67.8	68.2
Department of Commerce	63.8	63.2
Department of Defense	61.6	61.6
Department of Justice	68.3	68.0
Department of Labor	58.3	57.7
Department of Energy	72.7	72.5
Department of Education	45.8	44.4
Department of Health and Human Services	46.6	46.4
Department of Homeland Security	53.3	53.5
Department of Housing and Urban Development	45.2	45.2
Department of the Interior	73.0	72.5
Department of the Navy	66.3	65.6
Department of State	57.4	57.5
Department of Transportation	71.2	70.5
Department of the Treasury	53.7	52.5
Department of Veterans Affairs	56.9	56.6
Government-Wide	61.9	61.6

White Representation in Independent Agencies

Chart 34: White Representation in Independent Agencies, September 2020

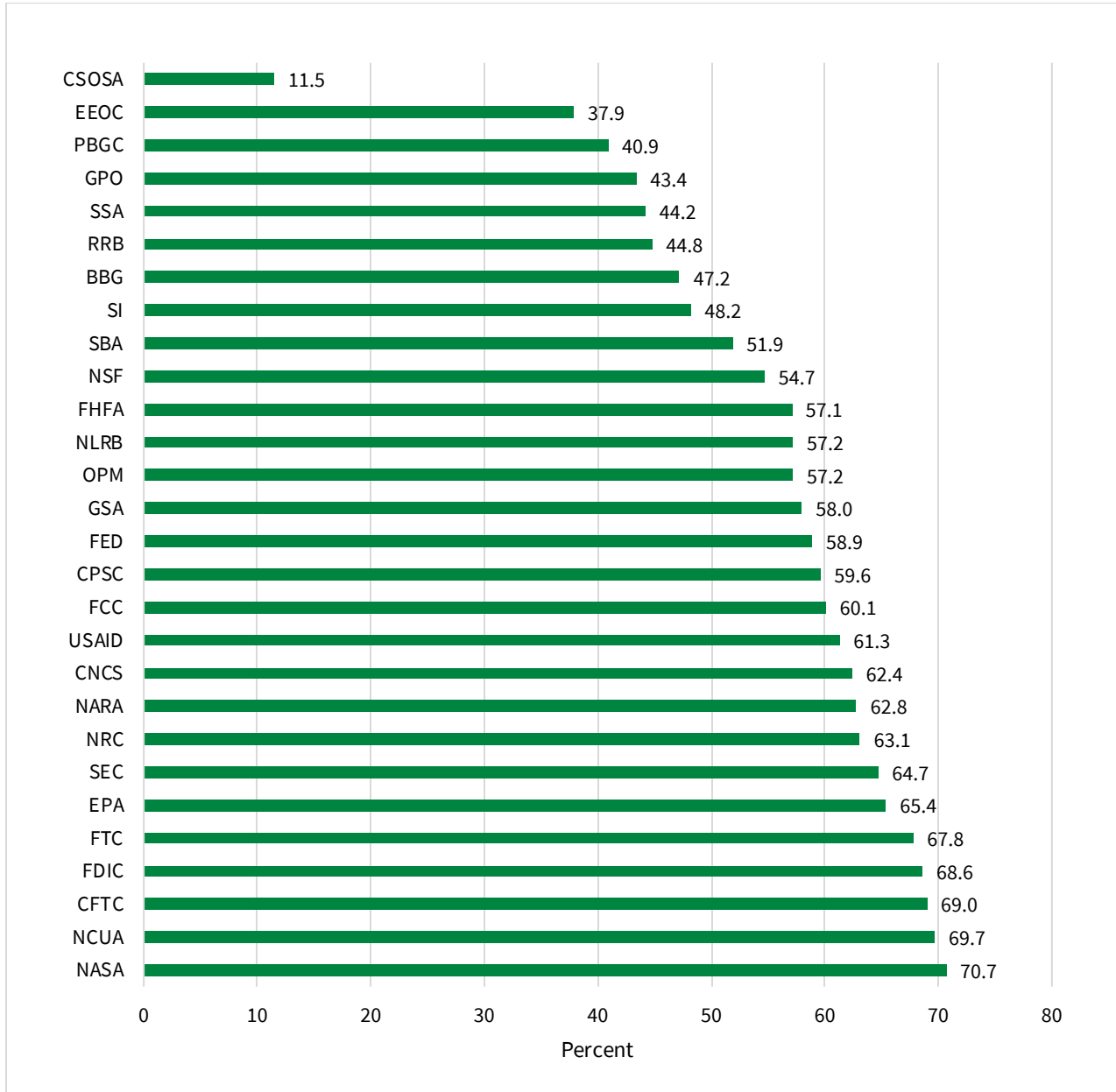


Table 28: White Representation in Permanent Federal Workforce, September 2018 and September 2020

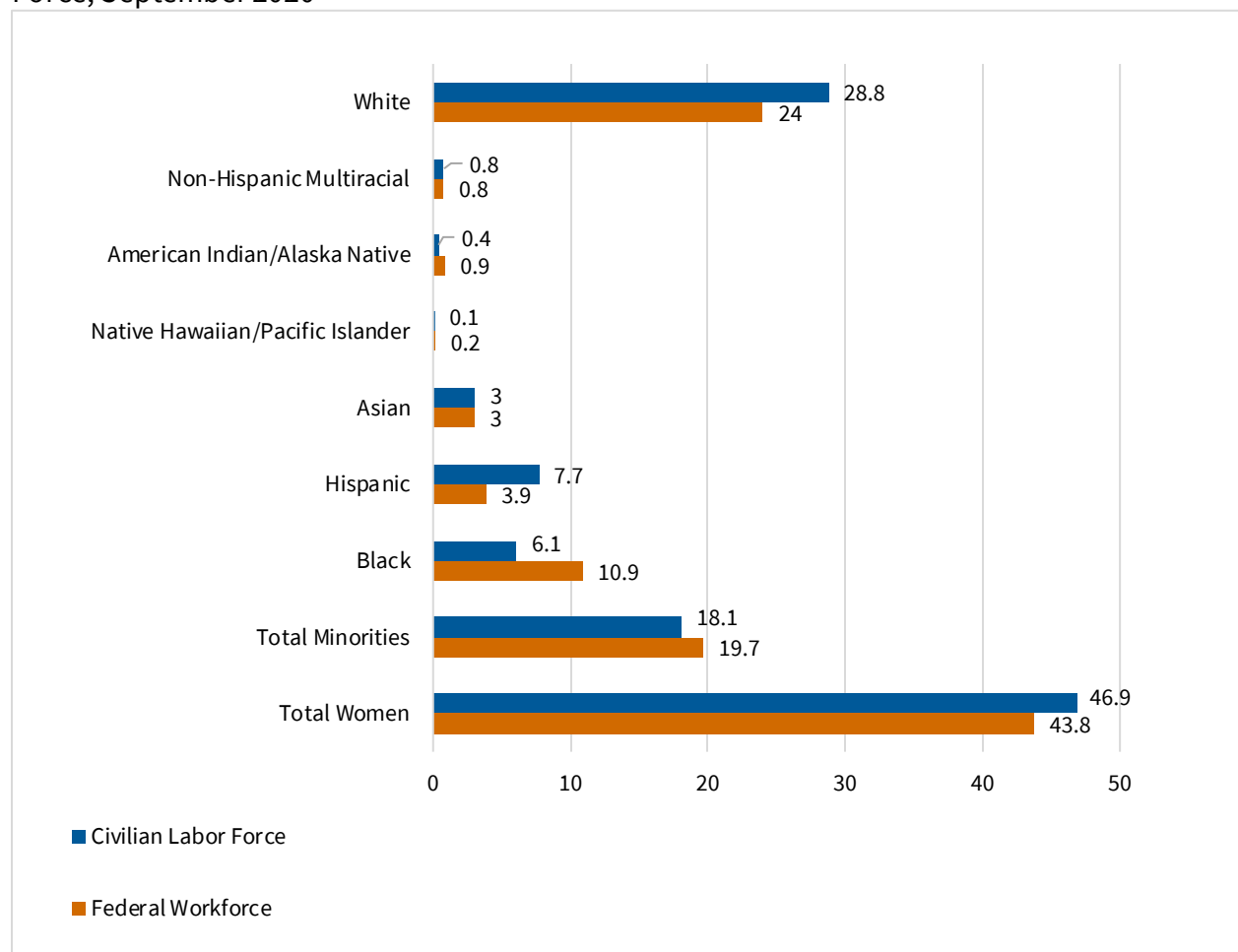
Independent Agencies	2019 Percent	2020 Percent
U.S. Agency for International Development	62.3	61.3
Pension Benefit Guaranty Corporation	40.9	40.9
Commodity Futures Trading Commission	69.0	69.0
National Credit Union Administration	70.3	69.7
Equal Employment Opportunity Commission	38.2	37.9
Environmental Protection Agency	65.7	65.4
Federal Communications Commission	59.2	60.1
Federal Deposit Insurance Corporation	69.6	68.6
Court Services and Offender Supervision Agency	11.3	11.5
Federal Reserve System	59.0	58.9
Federal Trade Commission	67.9	67.8
General Services Administration	58.3	58.0
Federal Housing Finance Agency	57.7	57.1
Broadcasting Board of Governors	48.0	47.2
Corporation For National and Community Service	61.3	62.4
Government Printing Office	43.2	43.4
National Science Foundation	55.1	54.7
National Labor Relations Board	57.5	57.2
National Aeronautics and Space Administration	71.1	70.7
National Archives and Records Administration	63.0	62.8

Independent Agencies	2019 Percent	2020 Percent
Nuclear Regulatory Commission	64.1	63.1
Office of Personnel Management	56.9	57.2
Railroad Retirement Board	46.8	44.8
Small Business Administration	53.5	51.9
Securities And Exchange Commission	65.1	64.7
Consumer Product Safety Commission	59.6	59.6
Smithsonian Institution	48.5	48.2
Social Security Administration	44.8	44.2
Government-Wide	61.9	61.6

Women in the Federal Workforce

Employment of Women

Chart 35: Representation of Women in Permanent Federal Workforce and Civilian Labor Force, September 2020



Women represent 43.8 percent (882,946) of the permanent Federal workforce in FY 2020, compared to 43.5 percent in FY 2019.

Black women represent 10.9 percent of the permanent Federal workforce in FY 2020, the same as in FY 2019.

Hispanic women represent 3.9 percent of the permanent Federal workforce in FY 2020, compared to 3.8 percent in FY 2019.

Asian women represent 3.0 percent of the permanent Federal workforce in FY 2020, compared to 2.9 percent in FY 2019.

Native Hawaiian/Pacific Islander women represent 0.2 percent of the permanent Federal workforce in FY 2020, the same as in FY 2019.

American Indian/Alaska Native women 0.9% percent of the permanent Federal Workforce in FY 2020, the same as in in FY 2019.

Non-Hispanic Multiracial women represent 0.8 percent of the permanent Federal workforce in FY 2020, the same as in FY 2019.

White women represent 24.0 percent of the permanent Federal workforce in FY 2020, the same as in FY 2019.

Employment of Women by Occupational Category

Women Employment

Table 29: Percentages based on all employment in each Occupational Category

2020	Count	Percent
White Collar	862,125	47.0%
Professional	271,306	49.3%
Administrative	330,896	42.1%
Technical	183,350	55.9%
Clerical	68,462	70.3%
Other White Collar	8,111	11.5%
Blue Collar	20,114	11.2%
Unspecified	707	51.0%
Total	882,946	43.8%

Employment of women in professional occupations increased by 8,711 to 271,306 in FY 2020, from 262,595 in FY 2019. Women represent 49.3 percent of all Federal employees in this occupational category in FY 2020, compared to 49.0 percent in FY 2019.

Employment of women in administrative occupations increased by 9,315 to 330,896 in FY 2020, from 321,581 in FY 2019. Women represent 42.1 percent of all Federal employees in this occupational category in FY 2020, compared to 42.0 percent in FY 2019.

Employment of women in technical occupations increased by 1,849 to 183,350 in FY 2020, from 181,501 in FY 2019. Women represent 55.9 percent of all Federal employees in this occupational category in FY 2020, compared to 55.7 percent in FY 2019.

Employment of women in clerical occupations increased by 1,150 to 68,462 in FY 2020, from 67,312 in FY 2019. Women represent 70.3 percent of all Federal employees in this occupational category in FY 2020, as compared to 69.0 percent in FY 2019.

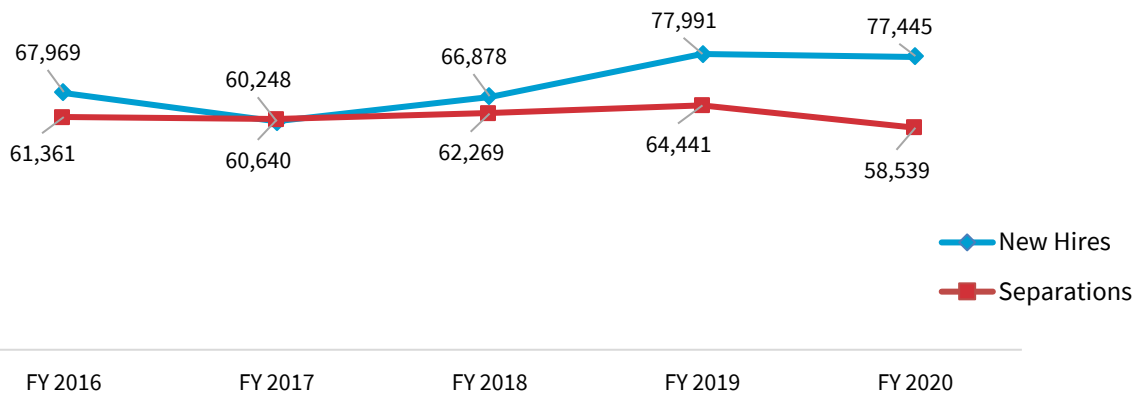
Employment of women in "other" white collar occupations increased by 313 to 8,111 in FY 2020, from 7,798 in FY 2019. Women represent 11.5 percent of all Federal employees in this occupational category in FY 2020, compared to 11.2 percent in FY 2019.

Employment of women in white collar occupations increased by 21,338 to 862,125 in FY 2020, from 840,787 in FY 2019. Women represent 47.0 percent of all Federal employees in this occupational category in FY 2020, as compared to 46.8 percent in FY 2019.

Employment of women in blue collar occupations increased by 586 to 20,114 in FY 2020, from 19,528 in FY 2019. Women represent 11.2 percent of all Federal employees in this occupational category in FY 2020, compared to 10.8 percent in FY 2019.

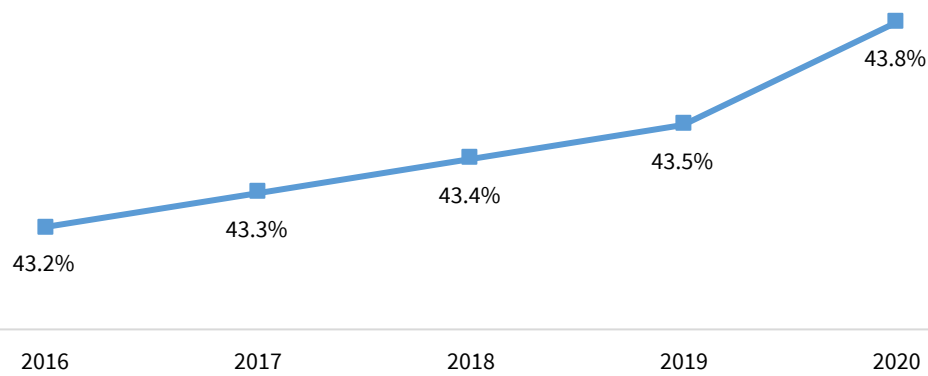
Women Employment Trends

Chart 36: Women New Hires and Separations



Trends	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
New Hires	67,969	60,248	66,878	77,991	77,445
Separations	61,361	60,640	62,269	64,441	58,539

Chart 37: Women Representation in the Federal Workforce over a 5-year Period



Women Salary Trends

Table 30: Women Employment Salary Trends, September 2019 and 2020

Occupational Category	Pay System	Salary	September 2019		September 2020		
			Count	Percent	Count	Percent	
White Collar	Pay Plans GS, GM, GL	Less than \$20,000	1	0.0%	0	0.0%	
		\$20,000 - \$39,999	51,220	3.7%	44,401	3.2%	
		\$40,000 - \$59,999	174,998	12.7%	178,163	12.7%	
		\$60,000 - \$79,999	131,064	9.5%	131,460	9.4%	
		\$80,000 - \$99,999	121,586	8.8%	116,459	8.3%	
		\$100,000 - \$119,999	89,676	6.5%	95,634	6.8%	
		\$120,000 - \$139,999	49,513	3.6%	56,840	4.1%	
		\$140,000 - \$159,999	25,797	1.9%	32,157	2.3%	
		\$160,000 and Greater	13,734	1.0%	17,149	1.2%	
		Unspecified	1,061	0.1%	496	0.0%	
		Total	658,650	47.8%	672,759	48.0%	
	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	10	0.1%	4	0.0%	
		\$140,000 - \$159,999	72	0.9%	55	0.7%	
		\$160,000 and Greater	2,567	32.9%	2,726	33.7%	
		Unspecified	2	0.0%	3	0.0%	
		Total	2,651	34.1%	2,788	34.5%	
	Other White Collar	Less than \$20,000	42	0.0%	35	0.0%	
		\$20,000 - \$39,999	9,132	2.2%	5,445	1.3%	
		\$40,000 - \$59,999	20,578	5.0%	22,203	5.2%	
		\$60,000 - \$79,999	29,162	7.1%	26,724	6.3%	
		\$80,000 - \$99,999	38,385	9.4%	40,242	9.5%	
		\$100,000 - \$119,999	29,306	7.2%	30,991	7.3%	
		\$120,000 - \$139,999	18,093	4.4%	20,569	4.9%	
		\$140,000 - \$159,999	10,127	2.5%	11,538	2.7%	
		\$160,000 and Greater	24,633	6.0%	28,233	6.7%	
		Unspecified	28	0.0%	598	0.1%	
		Total	179,486	43.9%	186,578	44.1%	
	White Collar Total			840,787	46.8%	862,125	47.0%
	Blue Collar			19,528	10.8%	20,114	11.2%
	Unspecified			696	50.8%	707	51.0%
	Total			861,011	43.5%	882,946	43.8%

Representation of Women in Executive Departments

Chart 38: Representation of Women in Executive Departments, September 2020

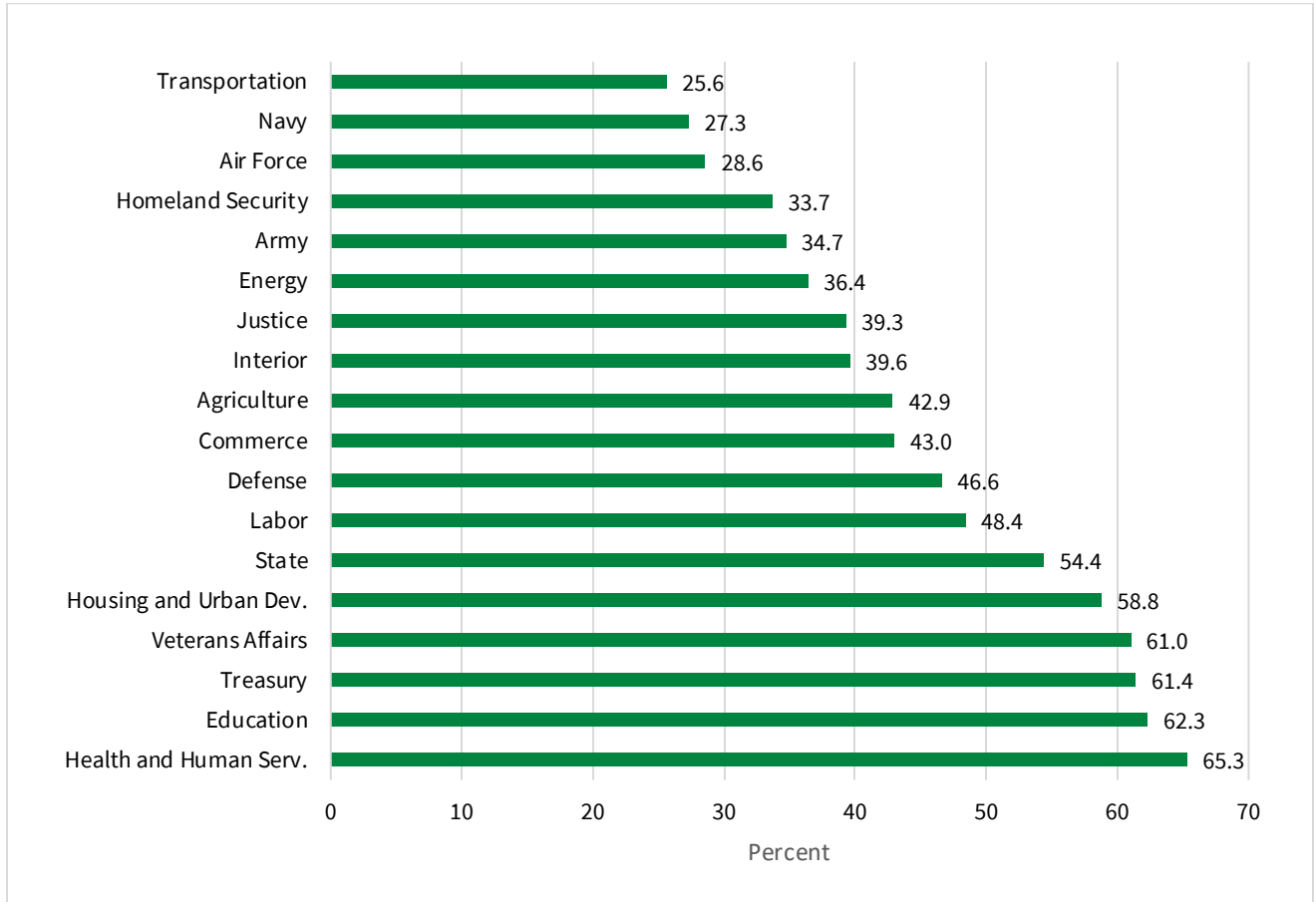


Table 31: Women Representation in Permanent Federal Workforce, September 2019 and 2020

Executive Departments	2019 Percent	2020 Percent
Department of the Air Force	28.1	28.6
Department of Agriculture	43.2	42.9
Department of the Army	34.8	34.7
Department of Commerce	43.1	43.0
Department of Defense	46.6	46.6
Department of Justice	39.2	39.3
Department of Labor	48.2	48.4
Department of Energy	36.4	36.4
Department of Education	62.3	62.3
Department of Health and Human Services	65.2	65.3
Department of Homeland Security	33.5	33.7
Department of Housing and Urban Development	59.0	58.8
Department of the Interior	39.3	39.6
Department of the Navy	27.2	27.3
Department of State	54.2	54.4
Department of Transportation	25.7	25.6
Department of the Treasury	61.2	61.4
Department of Veterans Affairs	60.4	61.0
Government-Wide	43.5	43.8

Representation of Women in Independent Agencies

Chart 39: Representation of Women in Independent Agencies, September 2020

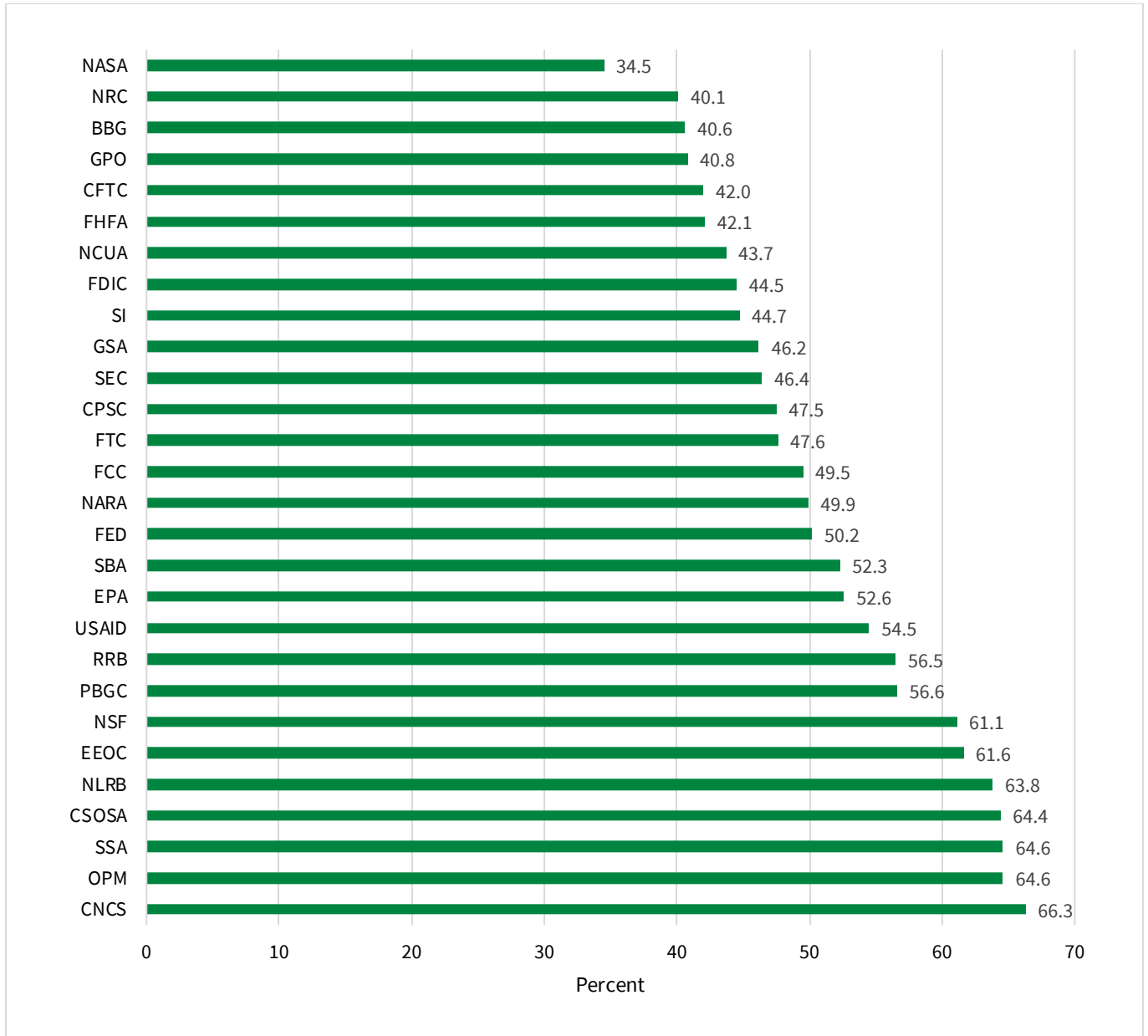


Table 32: Women Representation in Permanent Federal Workforce, September 2019 and September 2020

Independent Agencies	2019 Percent	2020 Percent
U.S. Agency for International Development	53.7	54.5
Pension Benefit Guaranty Corporation	56.3	56.6
Commodity Futures Trading Commission	42.8	42.0
National Credit Union Administration	44.0	43.7
Equal Employment Opportunity Commission	60.8	61.6
Environmental Protection Agency	52.0	52.6
Federal Communications Commission	50.0	49.5
Federal Deposit Insurance Corporation	44.7	44.5
Court Services and Offender Supervision Agency	64.5	64.4
Federal Reserve System	49.6	50.2
Federal Trade Commission	48.4	47.6
General Services Administration	46.3	46.2
Federal Housing Finance Agency	43.2	42.1
Broadcasting Board of Governors	41.1	40.6
Corporation For National and Community Service	66.2	66.3
Government Printing Office	40.6	40.8
National Science Foundation	61.5	61.1
National Labor Relations Board	64.0	63.8
National Aeronautics and Space Administration	34.4	34.5
National Archives and Records Administration	50.6	49.9
Nuclear Regulatory Commission	39.6	40.1

Independent Agencies	2019 Percent	2020 Percent
Office of Personnel Management	64.2	64.6
Railroad Retirement Board	56.8	56.5
Small Business Administration	51.7	52.3
Securities and Exchange Commission	46.1	46.4
Consumer Product Safety Commission	46.2	47.5
Smithsonian Institution	44.7	44.7
Social Security Administration	64.5	64.6
Government-Wide	43.5	43.8

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 services centers to educate individuals entering the civilian workforce about Federal jobs and encourage individuals to seek out such opportunities in the near term, through internships, as well as other prospects with Federal agencies, or later, when they have begun a career. The following are successful or promising practices that select agencies are implementing to enhance their recruitment and retention efforts, and to improve awareness of the diversity nature of the Federal workforce. This information was provided as a component of FY 2020 agency FEORP submissions and represents examples of what many agencies are doing.

Consumer Financial Protection Bureau (CFPB)

In FY 2020, the Office of Minority Women and Inclusion (OMWI) launched Mentoring for Success, a comprehensive mentoring program, as a year-long initiative. The Mentoring for Success program has three components: small group discussions on career development topics, a leadership speaker series, and mentor/protégé pairs. Feedback from the program has been overwhelmingly positive. The FY 2020 launch paired 35 mentors and proteges, a 46% enhancement from the initial pilot. In addition, participation in the leadership discussion series increased each month, indicating improved employee engagement. Attendance at these leadership speaker series events, which were conducted virtually, averaged 150 to 200 participants, per session.

Additional initiatives focused on more extensive outreach to increase hiring, including from diverse communities; conducting dialogues and “courageous conversations” to help staff process the racial tensions that erupted nationally; revising the Honors Attorney recruitment program to ensure greater diversity of Attorneys selected; setting expectations for managers related to their responsibility for creating an inclusive workplace for all employees; taking steps to increase transparency around staff hiring and promotion decisions; and providing periodic diversity and inclusion updates and cultural information to staff.

CFPB collaborated with the Office of the Comptroller of the Currency and the National Credit Union Administration and partnered with the District of Columbia's Department of Employment Services for a high school scholars internship program. Through this six-week, paid enrichment opportunity, the Bureau sponsored 10 rising seniors from two senior high schools in the District of Columbia. The program provided the students with an opportunity to build business skills and gain exposure to the financial services arena. It allows the Bureau to fulfill the Dodd-Frank Section 342 mandate to partner with organizations focused on developing opportunities for minority and female youth. The program places talented young minorities and women in industry internships and summer employment.

Also, OMWI partnered with the Office of Human Capital (OHC) on outreach and recruitment efforts to reach Latino candidates, as part of their overall recruitment efforts. These efforts were impacted by the pandemic and required CFPB to employ virtual methods. The agency participated in a virtual conference with an outreach organization that directs efforts towards Hispanic communities. The conference included networking events, development opportunities, and a career expo with the country's leading companies. Students, business leaders, entrepreneurs, influencers, and thought leaders were asked to assemble virtually to embrace the challenges and opportunities ahead to uncover new ways forward, new paradigms, and new perspectives. The agency also revised its digital recruitment strategy to connect with diverse groups, actively search profiles, create virtual events, host school presentations, and target unrepresented groups. These efforts included developing a direct link to various social media sites to allow for ongoing connections with a wide range of diverse audiences. As a result, OHC gained the ability to use social media sites to target special groups for recruitment to the CFPB. The redesigned strategy also enhanced CFPB's brand by maximizing its presence at outreach and recruitment events.

CFPB remained committed to promoting equal employment and advancement opportunities for people with disabilities and people with targeted disabilities. The agency implemented digital outreach and recruitment campaign efforts through strategic diversity and inclusion networks, social media sites, and CFPB's career page. Recruitment and hiring efforts resulted in CFPB's successful hiring of five Schedule A(u) candidates, non-competitively.

Employee resource groups (ERGs) also serve as a vehicle for networking and supporting CFPB's efforts to recruit and retain a diverse workforce. The agency initiated incorporating the groups into the CFPB structure. One such group conducted several initiatives to advance cultural awareness and increase opportunities for Hispanic/Latinos at CFPB. Their efforts included representing CFPB at a virtual recruitment and outreach fair and participating in an ERG meeting with the CFPB Director. They also hosted events to recognize Hispanic Heritage Month, including a "Lunch and Learn" for CFPB employees. Presenters included internal stakeholders from the Office of Financial Education, the Office of Community Affairs, and the Office of Fair Ending and Equal Opportunity.

CFPB's Reasonable Accommodation (RA) program hired a RA Coordinator (RAC) in FY 2020. The RAC supports CFPB's RA Program Manager and the Decision Official. The RA program is now functioning at full strength, revealing a positive correlation to the Bureau's RA program performance improvements and the development of RA policies, processes, and procedures.

CFPB spent centralized funds of \$62,000.00 for American Sign Language (ASL) Interpretation accommodations and accessibility services, and \$94,000.00 for Sprint closed captioning (CC) accommodations and services in FY 2020. The use of centralized funding for ASL and CC services supports the Bureau in its efforts to continue improvement in overall accessibility and inclusion for PWD/PWTD. These efforts are evaluated annually, and all programs that leverage the funding have seen benefits in having programs, services, and resources that are fully accessible to PWD/PWTD.

Department of the Air Force (DAF)

In FY 2020, the DAF placed 45 students for temporary employment in the DoD-funded Workforce Recruitment Program (WRP) for college students and recent graduates with disabilities. Eleven of these interns accepted permanent offers for positions in the USAF.

The DAF Hispanic Employment Analysis Team (HEAT) is committed to growing its outreach and recruitment efforts to expand awareness on the various opportunities for civilians and uniformed members. All FY 2020 events were done on a virtual platform due to the national pandemic constraints and included an annual event that draws thousands of diverse high caliber Science, Technology, Engineering, and Mathematics

(STEM) students from a broad array of institutions, research institutions, and Minority-Serving Institutions (MSIs); a Congressional Hispanic Caucus Institute (CHCI) luncheon (the CHCI advocates for issues important to the Hispanic community and provides various opportunities for talented Latino Americans to access the workforce); and an annual professional development event with an organization supporting Hispanic professional engineers (this is one of the largest STEM career fairs in the country).

To continue attracting and recruiting a highly capable and diverse force, the Air Force Personnel Center's Talent Acquisition Division implemented innovative strategies to succeed despite the COVID-19 pandemic by transitioning to a virtual recruiting and social media platform environment with minimal disruption. These efforts allowed the Air Force to recruit the most highly qualified candidates leveraging expedited hiring authorities and direct hiring authorities. As a result, the Air Force was able to compete with corporate America, be more agile and flexible, and attract, recruit, and hire candidates for mission critical occupations including under-represented demographic shortfalls based on the MD-715 report. Their Talent Acquisition team provided support to a wide range of organizations that require top-tier technical talent such as Air Force Materiel Command's Lifecycle Management Command (AFMC/LCMC), the Space and Missile Systems Center (SMC), Air Force Test Center (AFTC), Air Force Nuclear Weapons Center (NWC), and the Air Force Research Laboratory (AFRL). These organizations used alternate recruitment methods to fill immediate vacancy requirements.

In addition, they used these practices to recruit for hard-to-fill positions at various organizations throughout Air Force Enterprise and continued support for the Secretary of the Air Force (SECAF)-inspired Premier College Intern Program (PCIP). During this period, their Talent Acquisition team planned and executed standalone, virtual, and digital hiring events. They expanded to a wide variety of social media platforms to include posting advertisements on job boards to increase the number of registrants in the Air Force Civil Service (AFCS) Recruitment Opportunity Activity (ROA) System as well as the number of candidates applying to current vacancies. The ROA is an online process that enables job seekers to register for mission-critical and hard-to-fill occupations. It notifies potential applicants of immediate employment opportunities based upon their individual skills and geographic preferences.

DAF increased awareness, generation of leads, and the candidate pool via 28 standalone hiring events, 23 virtual/digital hiring events [resulting in 581 tentative job offers (TJOs)]. An additional 2,679 TJOs resulted from field requests, and 29,600 candidates registered in the ROA, generating 140,000 total primary leads.

In addition, DAF developed a landing page on a “.com” site to help source PCIP candidates, sourcing 440 highly qualified candidates, and 47 out of 440 qualified for Recent Graduate opportunities.

National and regional outreach and recruiting best practices included conducting strategic outreach planning and coordination meetings with vested partners across MAJCOMs and DRUs; integrating efforts, logistics, and messaging from the Air Force Technical Applications Center (AFTAC), Air Force Research Laboratory (AFRL), Air Force Personnel Center (AFPC), Air Force Recruiting Service, Air Force Material Command (AFMC), and Air Force Diversity and Inclusion Office to optimize FY 2020 events; and utilizing the AFTAC and AFRL at career fairs to provide hands-on demonstrations to inspire young people to learn more about the Air Force.

Additionally, each year, the Air Force participates in national- and local-level outreach events to provide awareness of Air Force opportunities in STEM. Key STEM-focused activities included events with an emphasis on reaching women, Black, Hispanic, American Indian, Asian, and other professionals representing a diverse audience.

The DAF fully implemented the MyPers Schedule A Hiring Tool, which enables individuals with disabilities who are eligible under Schedule A to submit their application package directly online. The military installations are able to retrieve lists of candidates, based on their selection criteria, as well as retrieve resumes to forward to hiring officials for consideration. This automated process streamlined applications for individuals with disabilities, agencywide.

The DAF continues to utilize the Computer/Electronic Accommodation Program (CAP) to provide assistive technology for employees with certain disabling conditions. DAF continued to provide centralized funding for reasonable accommodations to any individual with a disability attending DAF-sponsored training and development courses to assist DAF in reaching its goals for the hiring and retention of highly skilled and valuable disabled employees, including disabled veterans.

Department of the Army (DA)

Arlington National Cemetery (ANC) – Used a diversified recruitment strategy to hire new employees using these recruitment sources, including Delegated Examining Unit, Veteran’s Recruitment Authority, Reinstatement, and Merit Promotion. ANC continues to improve its recruitment strategies to build a diverse applicant pool to include Hispanics. Recruiting efforts include outreach at conferences, colleges/universities, and informational briefs at local schools, colleges, and community events with large Hispanic populations. They also establish partnerships with professional Hispanic affinity organizations providing ANC with the opportunity to market themselves as an employer of choice.

U.S. Army Europe (USAREUR) – EEO staff continued to work with Civilian Personnel Advisory Center (CPAC) staff to ensure the widest dissemination of information about job opportunities across the USAREUR footprint. In addition, information was provided to their workforce about employment opportunities, career development training, and developmental assignments, through local job notices, Army Civilian Personal Online, Civilian Human Resource Agency-Europe, and the USAJOBS website. USAREUR highlighted the Army as a great employer through its weekly newsletter, the Herald Union, and the USAREUR website.

U.S. Army Medical Command (USA MEDCOM) – Achieved success in its efforts to reach veterans and people with disabilities during recruitment events and through employment websites and social media platforms, as part of its overall recruitment efforts. Their experienced Defense Health Agency (DHA) recruiters reached interested applicants to provide information on veteran and disability hiring options and facilitate the application process.

U.S. Army Test and Evaluation Command (ATEC) – ATEC G1 participated in a career fair sponsored by an association that targets professional Hispanic engineers (virtual/on-site) to increase exposure and attract talent. Additionally, the educational partnership cadre researched colleges/universities in Hispanic communities to build trust and awareness about ATEC. Furthermore, Yuma Proving Ground (YPG) and White Sands Missile Range (WSMR) engaged in outreach with the local community to support K-12 activities [e.g., Army Educational Outreach Program (AEOP)]; Gains in the

Education of Mathematics and Science (GEMS), eCybermission Junior Solar Sprint, etc.] to gain awareness and build trust within the communities.

U.S. Army Pacific (USARPAC) – Placed an emphasis on the importance of hiring individuals with disabilities to include veterans/wounded warriors by utilizing the Workforce Recruitment Program (WRP) and Schedule A hiring authority. The Army Career and Alumni Program (ACAP) raised awareness of Executive Order 13518 by presenting participants and attendees with resources from organizations that specifically assist in the recruitment of veterans. The ANC collaborated with HR to increase opportunities for individuals with disabilities through the use of the Schedule A hiring authority, veterans' programs, and the WRP.

DA provided information to its workforce about employment opportunities, career development training, and developmental assignments, through local job notices, Army Civilian Personal Online, Civilian Human Resource Agency-Europe, and the USAJOBS website. USAREUR highlighted the Army as a great employer through its weekly newsletter, the Herald Union and the USAREUR website.

Department of Commerce (DOC)

United States Patent and Trademark Office (USPTO) – USPTO has a documented process with accountability measures to describe how they monitor, review, and evaluate recruitment activities. They routinely conduct benchmarking analyses to determine best practices for measuring return on investment (ROI) for outreach/recruitment (O/R) efforts in mission-critical occupations, demographics, affiliations, and locations; and implement strategic improvements to all operating procedures to ensure that they remain competitive, relevant, and responsive to a dynamic labor market. The activities are anchored by a three-pronged approach to ensure that their desired targets are reached: college and university rankings for mission-critical programs (engineering, law, technology, etc.); high-yield analysis that tracks hires from targeted schools; and leveraging key performance indicators to track their targeting efforts, breadth, and depth year-over-year via balance scorecards.

USPTO continued to make “one-to-one” connections with potential top talent and diverse candidates using digital recruitment tools. This approach affords them the opportunity to respond with resonant messaging without losing positioning as one of the best places to work in the federal government. The content strategy highlighted

examples of resilience and readiness. Employees and leadership worked jointly to execute virtual events. Pre-orientation communications to new patent examiners helped them transition into a new job during the pandemic. Virtual on-boarding guides with Question-and-Answer sessions (Q&As) were issued to all new hires. USPTO's Diversity Program implemented an Equal Opportunity Employment Plan to facilitate diversity recruitment and outreach to underrepresented groups, as part of its overall recruitment efforts. This included “Find and Apply” webinars, partnerships with Minority Serving Institutions and national minority professional STEM organizations, and participation in virtual recruitment events.

USPTO continued its efforts to increase the number of hires of disabled veterans. The agency's efforts to attract veterans and their family members and build awareness about job opportunities throughout USPTO are anchored by the agency's website, job postings, social media, resource sites, veteran workforce centers, college and university student veterans' organizations, veteran-targeted career fairs, and the USPTO's career sites. Printed materials emphasizing USPTO's Reasonable Accommodations remain in use for wide-spread distribution at various hiring and recruitment events. In addition to partnering with veterans' organizations and military installations, USPTO continued to engage military career placement offices at the local and national levels.

The USPTO Diversity Program, in collaboration with agency employees who are alumni of a university with a large percentage of Hispanic students, and the USPTO chapter of an organization of professional Hispanic engineers, exhibited at a regional conference and career expo targeting Hispanic students in March 2020. Additionally, the Diversity Program Manager participated in a virtual fair sponsored by a university with a large concentration of Hispanic students in October 2020. In addition, the agency's Diversity Program Manager provided several “Find and Apply” employment webinars for engineering students, including Hispanics, and interns with a professional Hispanic affinity organization. Moreover, the Agency's Diversity Program Manager, in collaboration with the same affinity organization, provided a “Find and Apply” employment webinar for students, recent graduates and professionals in Puerto Rico.

United States Census Bureau (Census) – The Department of Commerce’s Office of Accountability (OA) conducts an annual audit of the Census Bureau Human Resources Division’s staffing process and cases and every three years with OPM. DOC conducts evaluations of all human capital programs. Areas of review and concentration for staffing are merit system principles, delegated examining authority, and departmental and Census-specific policies and procedures.

Census is also engaged in a partnership to improve internships with an organization dedicated to improving the number of Hispanics in academic institutions.

International Trade Administration (ITA) – Expanded the use of the Pathways Recent Graduates program and leveraged social media to communicate and market.

Minority Business Development Agency (MBDA) – Utilizes the Virtual Internship Program and partnered with 13 Historical Black Colleges and Universities to identify 26 student interns for remote learning internships.

National Oceanic and Atmospheric Administration (NOAA) – To assist with recruitment, NOAA utilized diverse employee resource groups to promote opportunities. Collaborative efforts included developing relationships with Transition Assistance Programs that align with their mission critical occupations, including in the scientific fields; sponsorship of two conferences targeted at Hispanic recruitment, in which staff served as presenters, mentors, and project reviewers; and hosting of networking events.

Department of Commerce Office of Inspector General (OIG) – The Department currently utilizes an active veterans’ resume portal and provides non-competitive eligible candidates for consideration to hiring managers seeking to fill vacant positions through use of the special hiring authorities. HR liaisons are always available to educate and consult with managers about the special laws and hiring authorities enacted by Congress that provide for veterans’ preference in Federal employment.

Department of Defense (DOD)

Defense Contract Audit Agency (DCAA) – DCAA’s Recruitment Team continued broad recruitment and hiring efforts by utilizing the following authorities: Workforce Recruitment Program, Pathways Intern program; expedited hiring authority; direct

hire authority for post-secondary students and, direct hire authority for financial management professionals. Use of these authorities provided a wide range of recruitment options and increased their opportunities to reach a diverse applicant pool, including underrepresented populations.

DCAA partnered with veteran's service organizations and veterans' programs such as the DoD Hiring Heroes career fairs to promote their hiring opportunities. These efforts resulted in 80 veterans joining their organization.

DCAA's Recruitment Team, which consists of 220 Auditor Recruiters, partnered with local colleges, universities, and other institutions on hiring events to recruit entry-level employees. DCAA recruiters serve in one of two tiers based upon their experience and authority to hire. There are 115 tier one recruiters who are general auditors, and 105 tier two supervisory auditors serving in this capacity. This tier system gives DCAA the flexibility to make more timely hiring decisions. In FY 2020, DCAA attended over 60 events, most of these in a virtual environment due to the pandemic. At each of these events, DCAA's recruiters conducted informational sessions with students in order to promote careers with DCAA. Additionally, they recruited at a number of college career fairs at Historically Black Colleges and Universities.

This year the Onboarding Program Manager completely revised the onboarding program to accommodate virtual operations across the agency. This enabled DCAA to continue to hire a diverse workforce nationwide during the pandemic, while effectively employing an extensive communications plan with all participants in the employment process.

Department of Defense, Counterintelligence and Security Agency (DCSA) – The Human Capital Management Office (HCMO) attended a career fair sponsored by a magazine that educates the public about individuals with disabilities in order to recruit and market job opportunities among individuals with disabilities, and veterans. HCMO also participated in outreach events.

The HCMO Recruitment Team actively participated in the Intelligence Community Recruitment Council (ICRC) meetings to collaborate with a diverse group of members of the intelligence community to discuss, identify and implement best recruitment

practices. The team also expanded recruitment efforts by purchasing a social media service to broaden their pool of diverse candidates.

DCSA participated in diversity-related intelligence community events targeting Historically Black Colleges and Universities (HBCUs); Native American/American Indians; Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+); and Women's outreach initiatives.

Department of Defense, Defense Intelligence Agency (DIA) – The DIA Disability Council, an employee resource group (ERG), was designed to promote programs intended to increase the hiring, promotion, and retention of people with disabilities.

Department of Defense, Defense Intelligence Security Agency (DISA) – Continued utilization of the Wounded Warrior Internships through Operation Warfighter (OWF), the Workforce Recruitment Program, the Schedule A non-competitive hiring authority, 30% or more disabled non-competitive hiring authority, and increased use of direct hire authority (DHA).

Outreach efforts shared by their Strategic Outreach and Talent Division, along with managers and some HR support, has proven to be a big success in reaching and obtaining new talent. They participated in a veterans' job fair, college and numerous other information sessions and career fair events, the Wounded Warrior Education and Hiring Expo, and rotations. Most of these were virtual events. DISA continues to provide valuable incentive program information with developmental and mentoring program opportunities.

DISA Human Resource Officers specifically recruit at Hispanic Serving Institutions to attend career, college, graduate school, and rehabilitation career fairs with a high Hispanic population, as part of its overall recruiting efforts. In addition, DISA continues to partner with a professional organization that helps institutions of higher learning improve the number of Hispanics attending their schools. They routinely participated in various recruitment fairs in Arizona and Texas, as well as in recruitment events that cater to all educational backgrounds. DISA participated in a number of events directed towards potential Hispanic job seekers, sponsored by a professional association in New York, and several colleges and universities in Texas and Florida.

DISA utilizes all available flexibilities and incentives to recruit and retain Hispanic students, including recruitment, relocation, and retention incentives, student loan repayment program, telework program, wellness program, eclectic formalized training programs, and alternate work schedules. Additionally, DISA has participated in activities to address the underrepresentation and retention of Hispanics including the use of Hispanic ERGs, providing recruitment materials in various languages, partnering with organizations dedicated to Hispanic executives and leadership, and promoting cultural awareness regarding the contribution of Hispanics in our communities.

Department of Defense, Defense Logistics Agency (DLA) – The DLA Pathways to Career Excellence (PaCE) Program is a 2-year entry-level program that prepares employees for subsequent advancement to the journey level in DLA professional, administrative, and technical career fields. In FY 2020, 33 of 526 PaCE participants were Hispanic: 18 females and 15 males.

Department of Defense, Defense Threat Reduction Agency (DTRA) – DTRA continued to collaborate with a national organization to create opportunities for diversity students in STEM and PolySci fields. The Diversity Internship for DTRA (DID) welcomes students currently attending a Minority-Serving Institution (MSI) who are excited about tackling challenging problems in national security and applying cutting-edge research to make our nation safer and stronger. Internships are held for 8-12 weeks during the summer and were available virtually this year due to COVID-19 safeguards. Travel and housing assistance for interns was also available. For FY 2020, DTRA sponsored five DID interns and anticipate increasing that number in the future to further the agency's diversity goals.

DTRA continued to focus, review, and modify recruitment strategies to ensure these efforts result in a diverse applicant pool that includes Hispanics. Ongoing recruiting efforts include outreach at virtual events, community events, and informational briefs at local schools and colleges/universities with large Hispanic populations such as several colleges and universities in New Mexico, and a conference sponsored by the nation's largest association dedicated to fostering Hispanic leadership in the STEM field. In addition, special recruitment teams were established for engineering and scientist positions specifically targeted to Hispanic/Latino Americans seeking

employment, as well as increased collaboration with professional Hispanic affinity organizations. DTRA attended one outreach event that engaged over 150 prospective candidates.

Department of Defense, National Geospatial-Intelligence Agency (NGA) – NGA continues to strengthen partnerships with the Intelligence Community Centers of Academic Excellence (IC CAE) program and participating schools to acquire diverse candidates, with a focus on STEM talent. In FY 2020, NGA hosted in-depth virtual information sessions with IC CAEs, all of which were HSIs, in Texas and Florida, to highlight their STEM focus areas and talent needs. These forums provided NGA with a venue to promote their opportunities and to brand NGA as an employer of choice for Hispanic students. NGA attended 42 events both in-person and virtually.

In accordance with their Diversity Recruitment Strategy, NGA Talent Acquisition worked together with a Hispanic advisory group to build and grow relationships with several mission-aligned Hispanic-American professional organizations. Their goal with these organizations has been to be more strategic in their interactions. For example, in addition to conference or career fair attendance, NGA sponsors jobs on their websites and often meets with their members to discuss NGA opportunities.

NGA launched a MSI Information Session Series dedicated to increasing the exposure of MSIs and its mission-relevant programs to NGA hiring managers and supervisors. This initiative is designed to successfully attract, recruit, and retain a highly skilled diverse workforce to meet current and future mission requirements. In addition, alumni from these MSIs who are currently working at NGA impart their experience at their alma mater and at the agency to gain additional hiring manager awareness and buy-in. NGA has hosted two HSIs.

NGA developed new marketing, branding, and outreach initiatives to attract a diverse, highly qualified applicant pool. For example, they launched a “My Way to NGA” series to feature highly successful members of their diverse workforce, leveraging NGA’s social media channels to spotlight their unique journeys to NGA and career trajectories across the agency.

NGA secured advertising space in a niche magazine directed towards Hispanic professionals. They also participated in 21 events to engage with people with

disabilities and the Wounded Warrior population, including a People with Disabilities Virtual Information Session. The agency invited community partners and potential candidates to learn about NGA and how to apply for non-competitive job consideration, which yielded 75 attendees and played a significant role in the program's recruitment of talented candidates. NGA also leveraged multiple social media platforms to advertise the event.

One major FY 2020 activity was NGA's neurodiversity working group, Accessing Diversity to Employ Professional Talent (ADEPT), a pilot program to increase opportunities for neurodiverse individuals, including those on the autism spectrum.

Department of Energy (DOE)

DOE participated in over 92 recruitment and outreach events, up from 65 the previous year. This included participation by the Office of Fossil Energy in 43 diversity recruitment events, and three job fairs held by the National Nuclear Security Administration. The Office of the Chief Human Capital Officer (HC's) CRO quickly transitioned to organizing and engaging additional program offices in virtual recruitment and outreach activities.

Many events targeted diverse and underrepresented communities; 15 career/job fairs specifically targeted Hispanics. These events, in which DOE program offices participated, included interaction with an organization of professional Hispanic engineers at a national conference, several regional conferences, engagement with a professional Hispanic affinity organization, a conference in Hawaii with an organization that promotes opportunities for Hispanics, and interaction with nine colleges/universities with large Hispanic student populations.

The DOE Scholars Program is a potential feeder program for the Career Pathways Program. During FY 2020, of the 49 interns, 3 (6 percent) were Hispanic or Latino. DOE's Minority Educational Institutions Student Partnership Program (MEISPP) demonstrated resilience and adaptability to the current environment by developing a unique virtual internship alternative to the traditional in-person program. The FY 2020 cohort of interns consisted of 43 students. The outreach for MEISPP included four Hispanic Serving Institutions (HSIs). Of the 43 MEISPP interns, 11 (25.6 percent) were Hispanic. Similarly, the Office of Fossil Energy's STEM-oriented Mickey Leland Energy

Fellowship (MLEF) moved to a virtual platform in 2020. The MLEF Class of 2020 was comprised of 52 students, of which 29 percent were Hispanic or Latino.

DOE participated in seven recruitment and outreach events that specifically targeted individuals with disabilities, and twelve that targeted or included disabled veterans. Virtual events became a popular recruitment strategy in FY 2020, expanding engagement with job seekers from across the Nation. Participants realized a safe, no travel, and free or low-cost option for connecting with employers. Noteworthy examples of DOE outreach and recruitment efforts included partnerships and collaborations. In an ongoing effort to emphasize hiring opportunities for veterans with disabilities and create a potential supply of highly skilled applicants for current and anticipated vacancies, DOE Savannah River (SR) Management and the HR Advisory Office (HRAO) focused on programs in coordination with the Department of Defense at Fort Gordon, Georgia. Networking and initiatives with Fort Gordon, Submarine Base Kings Bay, Georgia, and Naval Base, Jacksonville, Florida, continued. On November 13, 2019, SR attended the Naval Submarine Base Kings Bay Technical & Engineering job fair in Kings Bay, Georgia. Representatives spoke with approximately 200 active duty and veteran applicants looking for job opportunities with specialization in Nuclear and General Engineering (which are part of the Department's STEM job categories) and other technical occupations. On March 4, 2020, SR attended the Naval Tri-Base Job Fair in Jacksonville, Florida. A representative engaged over 300 active-duty military, veterans, and military spouses regarding opportunities for all open DOE vacancies.

National Nuclear Security Administration (NNSA) – The NNSA Management and Operating (M&Os) partnered together to enhance its outreach and recruitment strategies, delivering “NSE Days” recruiting events at colleges and universities in California, Georgia, and Texas. NNSA worked closely with over 50 organizations and military installations to provide NNSA job opportunities to veterans. NNSA sustained partnerships with multiple organizations dedicated to the veteran community, as well as the military Transition Assistance Program Coordinators, the U.S. Department of Labor; and the U.S. Department of Veterans Affairs.

The NNSA's Minority Serving Institutions Partnership Program (MSIPP) maintained 10 active consortiums, including 38 university partners from Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and TCUs (Tribal

Colleges and Universities). NNSA's MSIPP works directly with Minority Serving Institutions (MSIs) to prepare NNSA's next-generation technical workforce by aligning investments in university capacity and workforce development with DOE/NNSA mission areas to develop the needed skills and talent for DOE/NNSA's enduring technical workforce to enhance research and education capacity at MSIs. NNSA's MSIPP seeks to build a network of nuclear security enterprise (NSE)-ready students through enrichment activities from grades K-20, to post-doctoral level. Through university-NSE lab/plant consortia partnerships, students are exposed to cutting-edge research and activities in their relevant fields.

Through a competitive funding opportunity announcement, five new consortiums were selected for award during FY 2020; new HSI partners included universities in New Mexico and Puerto Rico.

Department of Health and Human Services (HHS)

Food and Drug Administration (FDA) centers and offices used multiple strategies such as attending various career fairs; networking and recruitment events at colleges and universities, including Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), Tribal Colleges and Universities (TCUs), American Indian Alaska Native Serving Institutions (AIANSIs), and Asian American, Native American, and Pacific Islander Serving Institutions (AANAPISIs) to attract members of underrepresented groups; utilizing the FDA and Center Strategic Workforce Planning Profiles to increase management awareness of the current workforce; and identifying sources to grow the applicant pools for underrepresented populations by using data analysis. The Center continues to analyze available talent resources to identify and target underrepresented applicant pools by forging relationships with local schools, colleges, and universities.

The Center for Tobacco Products (CTP) partnered with over 700 academic outlets and universities; 60 MSIs; and 30 scientific societies, conferences, and professional organizations to target diverse populations and maintain its existing talent pipeline. CTP successfully expanded its reach and had more interactions with diverse candidates than in past years. Leaders from the Office of Regulatory Affairs (ORA) participated in and/or conducted over 30 events, including an event targeting individuals with military backgrounds, HBCU career fairs, STEM events, and the Congressional Hispanic Caucus

Institute Career Fair. The return on the ORA's investment in these events was substantial and led to ORA adding 82 veterans to its workforce.

The Office of Equity, Diversity, and Inclusion (EDI) supported several activities related to Hispanic employment such as events to share vacancy announcements [including with National Institutes of Health (NIH) ERGs], special emphasis networks, professional organizations, HSIs, and federal employees. Metrics showed that messages transmitted via email and social networks were accessed 1,993 unique times. Working with ERG networks and professional organizations continues to be an effective strategy in helping share job and career development training announcements with diverse talent, including Hispanics.

Other activities included developing a select listing of 80 HSIs, updating websites and social media links, sharing the listing with the Office of Human Resources Inclusive Recruitment Initiative Subcommittee and intelligence community contacts, providing strategies on how to target recruitment, and organizing a social media “chat” session targeting students and recent graduates interested in NIH training and employment opportunities.

The NIH EDI Hispanic Portfolio, in collaboration with a Hispanic/Latino professional association, hosted an event consisting of workshops and career information exhibits to attract students and recent graduates. Over 125 workshop participants, 10 viewers on a virtual online platform, and 176 individuals at the exhibits participated. A total of 27 federal agencies, colleges, and outreach programs provided exhibit materials and talked to participants about careers. A representative from the U.S. Office of Personnel Management (OPM) presented morning workshops. Members of the NIH Hispanic and Latino Engagement Committee and volunteers assisted participants with practice interviews, and resume critiques.

The Administration for Children and Families (ACF) offered the first mandatory diversity training for supervisors, titled “Addressing Conscious and Unconscious Bias,” which provided supervisors and managers with an understanding of the concept of unconscious bias and how to mitigate against its impact. Based on supervisors’ feedback, ACF offered a similar course to all ACF staff. In total, 459 federal employees attended this training, an historically high participation rate for an ACF learning event.

Responses from staff and supervisors indicated more than 85% of attendees found this training to be useful and satisfactory.

Department of Homeland Security (DHS)

DHS Headquarters, in partnership with components, pivoted from in-person events to a series of webinars to ensure recruiting and outreach was sustained during the pandemic. The webinars were advertised to MSIs, veterans' organizations, colleges and universities, and professional organizations, to ensure broad outreach.

Transportation Security Administration (TSA) staff attended several virtual recruitment and outreach events specifically targeting people with disabilities, as part of their overall recruitment efforts. They conducted formal and informal sessions on the Schedule A hiring authority and provided a "Frequently Asked Questions" sheet to program offices. They also offered training on how to use OPM's Agency Talent Portal (ATP) resume mining database to utilize as a recruitment tool.

New DHS recruitment strategies included a program for Virtual Student Volunteers to adapt to the COVID-19 environment; development of a toolkit designed specifically to assist collateral duty Special Emphasis Program Managers (SEPMs) with the recruitment of individuals with disabilities; use of a virtual online platform to host information sessions for targeted groups; development of programmatic advertising with advertisements across a multitude of channels (including news/consumer websites and multiple social media platforms); development of a new partnership with an online career platform to target a broader audience of entry-level professional candidates; launch of an updated veteran email newsletter to target transitioning military personnel; utilization of non-competitive hiring, which included educating leadership and hiring managers; recruiter licenses to source active and passive candidates; and pursued blanket approval for recruitment incentives for lower-graded cyber positions.

The DHS Office of the Chief Procurement Officer (OCPO) in partnership with a veterans' organization, launched a program to attract veterans to DHS. This endeavor resides under the DHS Acquisition Professional Career Program. This is a rigorous three-year professional development program that combines transitional support, mentoring, professional development, foundational career training activities, and a comprehensive on-the-job learning experience. The selected veterans will purposely

fill a mission critical occupation designated by OPM. This unique and challenging program will provide selectees with highly sought-after skills and key competencies directly associated with the contracting career field. Additionally, the program will further enable veterans to qualify for Federal Acquisition Certification in Contracting (FAC-C) Levels I and II. The combined training and education will result in veterans becoming flexible business advisors that procure critical goods and services in support of DHS's mission.

Department of Transportation (DOT)

Federal Aviation Administration (FAA)—FAA's Office of Human Resource Services represented the FAA at MD/VA State Vocational Rehabilitation Centers and other community organizations to discuss positions at FAA and assisted consumers to write a resumé for federal jobs.

The FAA conducted an Aviation Development Pilot Program (ADP) that is designed to support, develop, build, and champion a capable and diverse Air Traffic Control Conversion "Pilot" Program. The program allows people with targeted disabilities (PWTD) to receive one year of experience in an Air Route Traffic Control Center (ARTCC) with potential to convert to an Air Traffic Control Specialist (Series 2152) upon successfully meeting the 2152 criteria. For metrics, the FAA tracks the number of hires in the ADP program. Despite the challenges associated with COVID-19, three candidates came on board as ADP interns at three different locations (ZIX, ZFW, ZOB).

In FY 2020, the Office of Civil Rights, Office of Human Resources, and the National Hispanic Coalition of Federal Aviation Employees (NHCFAE) collaborated to increase awareness of FAA Aviation Careers to the Hispanic community by attending multiple events sponsored by private and public entities whose target audiences included Hispanic professionals in engineering, aeronautics, and other relevant fields. During these events, recruiters provided information regarding FAA career opportunities and information to apply for the FAA MSI Internship Program.

Federal Highway Administration (FHWA)— The FHWA Federal Lands Highway Division continued to promote a diverse and inclusive culture by participating in several outreach events and delivering presentations to their customers on FHWA's goal to increase diversity awareness in the workplace. They interacted with their hiring managers during workforce planning discussions and provided options on hiring

flexibilities and diverse applicant pools. FHWA's Federal Lands Highway Division collaborated with the Office of Human Resource's Ambassadors program to implement 88 hiring events and outreach efforts. Many of these events targeted underrepresented populations in FHWA such as disabled veterans. Others targeted women in engineering or universities with diverse student bodies, as part of their overall recruitment efforts.

FHWA attended recruitment and outreach events to network with PWD. This included two events directed towards PWD, a veterans' hiring event, four hiring events at academic institutions with diverse pools of talent of PWD, six hiring events organized by HBCUs, three diversity-themed hiring fairs, four hiring fairs organized by Hispanic affinity groups, three hiring events organized for female applicants, one hiring event organized for Asian Americans, and one hiring event for Indian Americans.

FHWA utilized a variety of online recruitment sources including the Workforce Recruitment Program Database; OPM Shared List of People with Disabilities Database; State and local vocational rehabilitation agencies and employment offices; educational institutions; colleges and universities; and USAJOBS, to attract PWD for FHWA job opportunities. They also published their announcements on free recruitment sites for greater visibility among targeted communities.

FHWA established an advisory group called the Innovation Exchange (iExchange), a multi-generational forum focused on exchanging ideas and inspiring innovation. While representing and engaging generational diversity, the iExchange creates an environment that welcomes members and encourages the overall diversity of the agency. Sponsored by the Knowledge Management (KM) unit, the iExchange expanded its membership to over 250 employees. The advisory group held another virtual speed networking event, several more crowdsource (brainstorm) sessions, and continued to work with FHWA offices, committees, and councils to provide ideas and a fresh perspective. This multigenerational forum has served as a resource to provide brainstorming, feedback, research, and recommendations for key agency initiatives. The goal of this group is to encourage more efficient communications between leaders, millennials, innovators, and councils to create a workplace environment that is attractive and engaging for all generations.

Farm Credit Administration (FCA)

The pandemic required FCA to adjust how they conducted their outreach at colleges and universities. They moved primarily to online outreach versus their traditional in-person approach. This included sending emails to faculty at select MSIs and increasing the number of universities to which they promoted their job announcements. They did this via a widely-used online student platform by which they reached 150 MSIs, including HBCUs, HSIs, and women's colleges, plus student diversity groups. Additionally, FCA used videos they created for posting over social media platforms, including "Why Work at FCA" and "Meet Our Employees," to highlight the diversity and experience of current FCA employees to prospective employees.

FCA has a robust Special Emphasis Program for PWD that actively engages in outreach and communication efforts to all employees, whether they are disabled. FCA participates in the Federal Exchange on Employment and Disabilities (FEED) program. The agency continued to expand its Hispanic Employment Program (HEP). The HEP, known as the Hispanic Organization for Leadership and Advancement at FCA (HOLA), continued to take an active role in addressing the representation and retention of Hispanics.

FCA continued to attend career fairs at HSIs and networking events with student groups and university staff. They attended both in person and virtual events at multiple HSIs in California, Minnesota, and Texas. They contacted students involved in Hispanic-focused organizations at these HSIs. In addition, they contacted several other colleges and universities considered to be local to their agency's field offices. Staff informed these students about FCA and their employment opportunities. They also contacted students involved in Hispanic-focused organizations at various schools via an online student career portal and informed them about their agency and job opportunities.



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