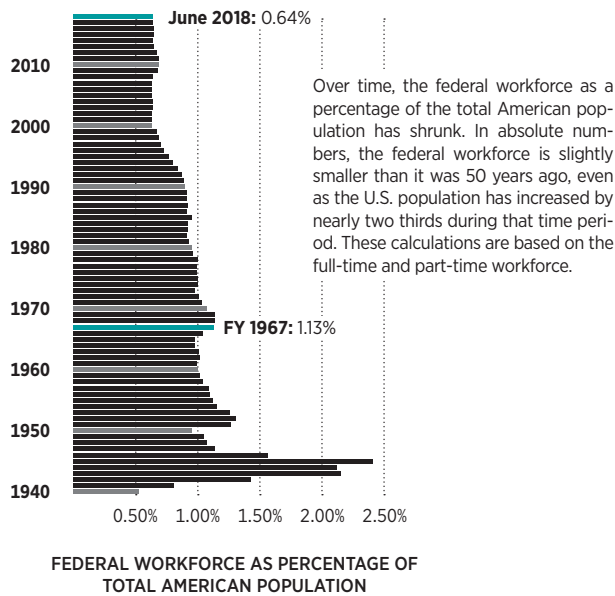


Federal Workforce

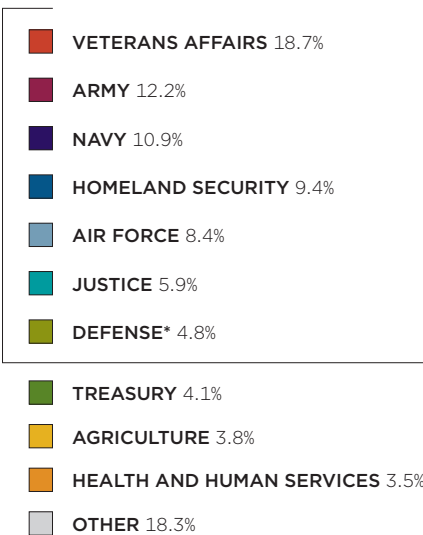
The federal government employs about 2 million people who provide a wide array of critical services to the American public, from defending our national security to responding to natural disasters, caring for veterans and protecting public health and the environment. This data analysis is designed to shed light on several key characteristics of the federal workforce. What is the demographic breakdown of federal employees? What type of work do federal employees do and where are they located? The Partnership for Public Service analyzed recent data to answer these and other questions, focusing on federal civilian employees who do not work in the legislative or judicial branches, the intelligence community, or U.S. Postal Service.

FEDERAL WORKFORCE AND THE U.S. POPULATION

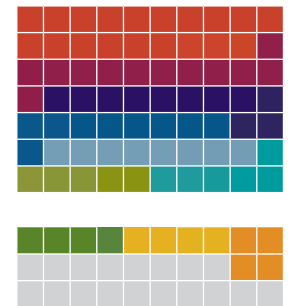


TOP EMPLOYERS

Defense and security-related agencies account for more than 70 percent of the entire federal workforce. Civilian employees at the Department of Defense agencies alone account for about 36 percent of the civilian federal workforce.



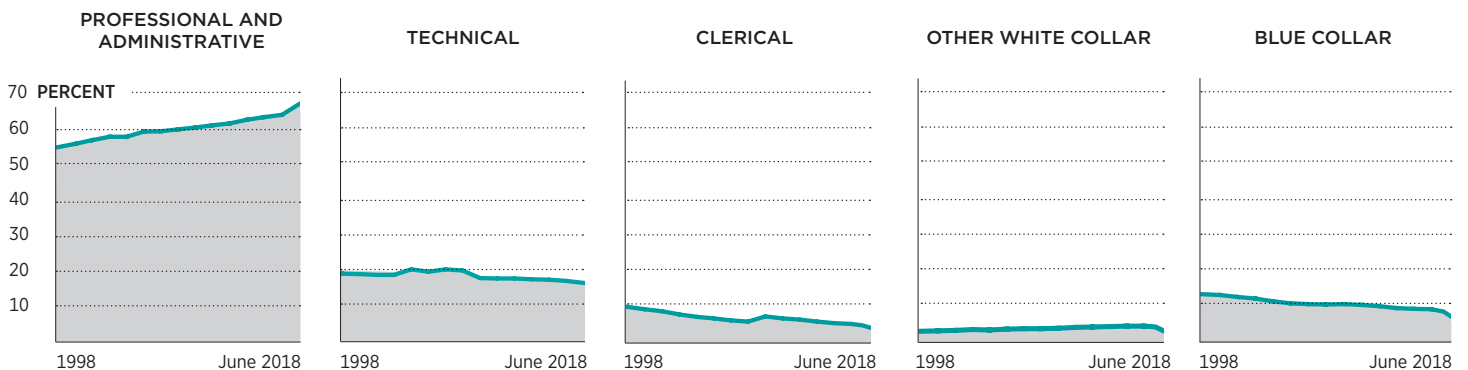
70.3%
OF EMPLOYEES WORK FOR DEFENSE AND SECURITY-RELATED AGENCIES



* Includes the Office of the Secretary of Defense, Joint Staff, Defense Agencies, and Department of Defense Field Activities

FEDERAL WORKFORCE BY OCCUPATIONAL CATEGORY

The nature of work performed by federal employees has evolved over time, shifting from largely clerical work to more highly skilled knowledge-based work in professional and administrative occupations.



SINCE 1998:

THE PERCENT OF PROFESSIONAL AND ADMINISTRATIVE EMPLOYEES HAS RISEN **11.0%**

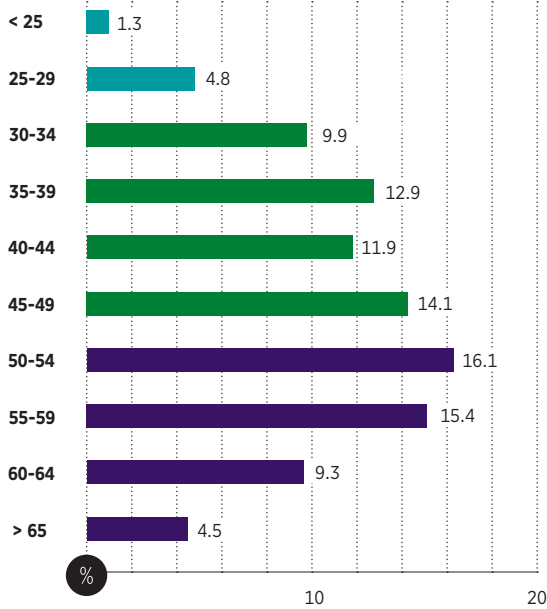
THE PERCENT OF CLERICAL EMPLOYEES HAS DROPPED **5.1%**

A profile of the federal workforce

The size of the workforce has been relatively stable during the past 20 years, even as the complexity and the number of services provided has increased. In fact, over the last several decades, the federal workforce has declined as a percentage of the country's population. For the purposes of highlighting the federal workforce, we focus on the nearly 2 million civilian, full-time, permanent employees of the federal government.

AGE

The federal workforce is older than the American workforce at large. At the end of fiscal 2017, employees under 30 represented about 6 percent of the federal workforce while they constituted 24 percent of the total U.S. labor force.

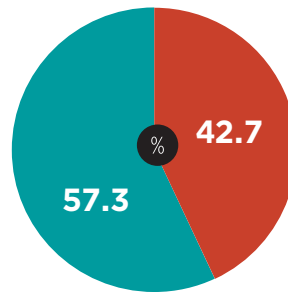


GOVERNMENT PRIVATE SECTOR

Age Group	Government (%)	Private Sector (%)
UNDER 30	6.1%	24.0%
30-49	48.7%	42.4%
OVER 50	45.2%	33.5%

GENDER

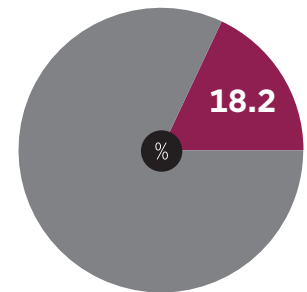
FEMALE
MALE



Women account for 42.7 percent of the federal workforce compared to 46.9 percent in the private sector.

RETIREMENT

ELIGIBLE TO RETIRE

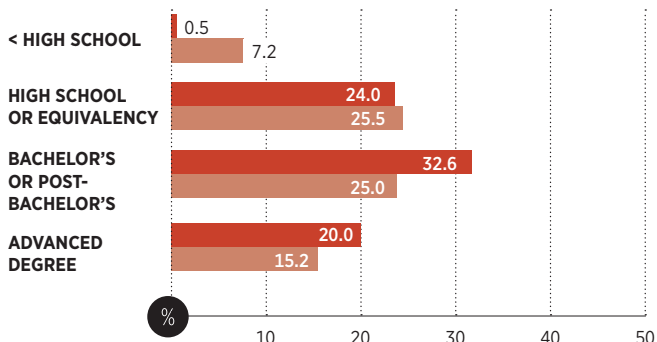


18.2 percent of the federal employees on board at the beginning of fiscal 18 were eligible to retire by the end of the fiscal year.

EDUCATION LEVEL

The shift from clerical to more professional and knowledge-based work in government means that federal workers possess bachelor's and advanced degrees at a higher rate than the private sector—52.6 percent to 40.2 percent.

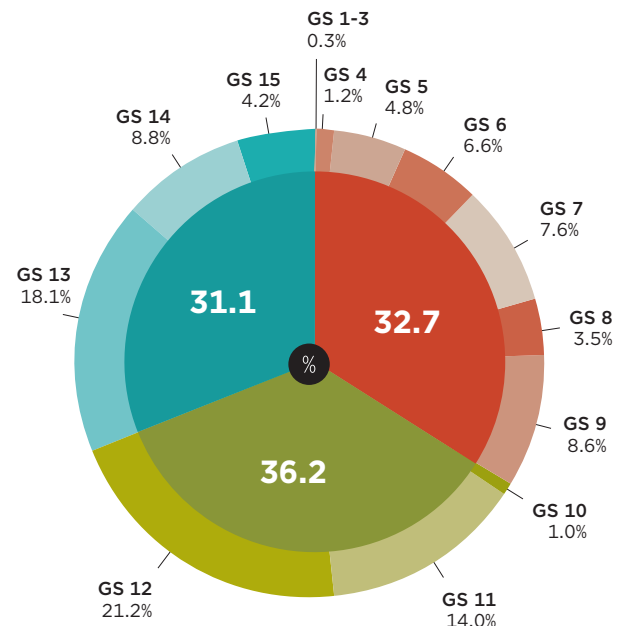
GOVERNMENT PRIVATE SECTOR



GS LEVEL

ENTRY LEVEL
MID LEVEL
SENIOR LEVEL

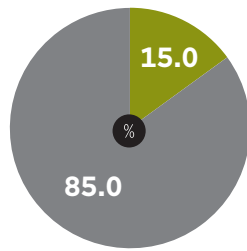
The general schedule pay scale was established in 1949. According to the Office of Personnel Management, more than 75 percent of federal workers were in grade GS-7 or below in 1950. That's compared to 20.5 at the end of June 2018, a 54.5 percent drop and another sign of the growing complexity of the work federal employees perform. In addition, more than 27 percent of employees are on pay plans outside of the GS-scale—these employees are not reflected in the graph below.



PERCENT OF TOTAL WORKFORCE BY LOCATION

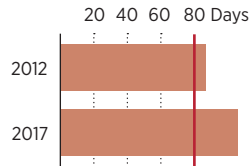
It is a common misperception that the majority of federal employees work in the Washington, D.C. metropolitan area when in fact 85 percent of the federal workforce is outside of the D.C. region.

■ INSIDE D.C. METRO AREA
■ OUTSIDE D.C. METRO AREA



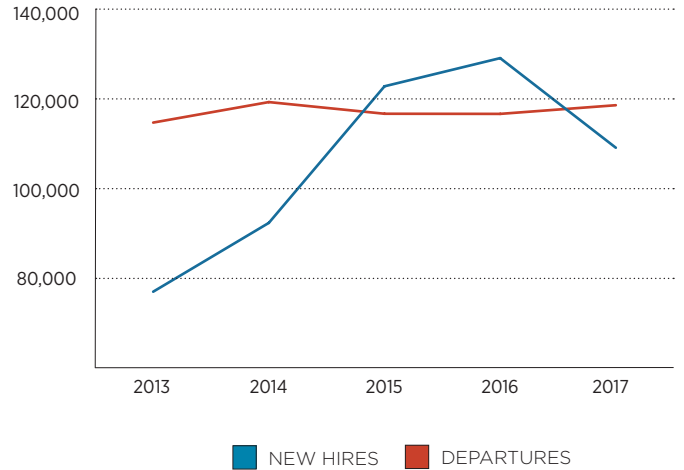
TIME TO HIRE

Since 2012, the average time to hire for federal positions has risen from 87 days to 106 days, failing to meet the Office of Personnel Management's 80 day standard for filling vacant jobs.



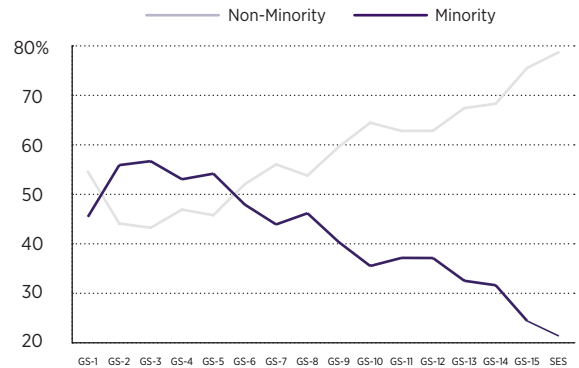
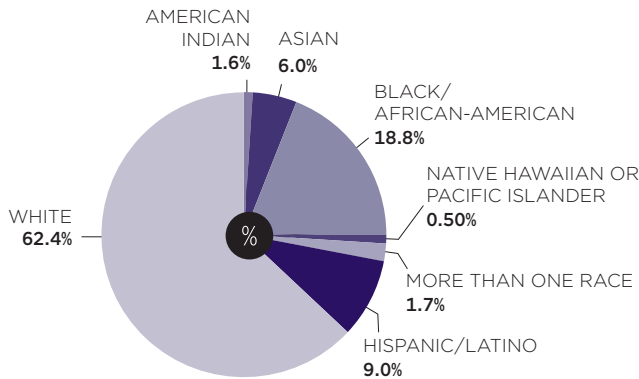
NEW HIRES AND DEPARTURES

In 2017, the number of new employees hired by the federal government dropped by more than 20,000 from the previous year. During the last five fiscal years, the number of departures in the government has remained relatively stable in contrast to the greater fluctuation in the number of new hires from year to year.



RACE AND ETHNICITY

While about 37.5 percent of the federal workforce is comprised of individuals who identify as part of a racial or ethnic minority group, this number diminishes significantly at higher levels on the GS-scale.



SENIOR EXECUTIVE SERVICE

Nearly 70 percent of the members of the SES—the government's elite cadre of senior leaders—are located in the Washington D.C. region. The SES is less diverse in terms of gender and race than the federal workforce as a whole.



7,123

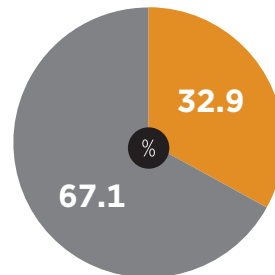
SENIOR EXECUTIVE SERVICE EMPLOYEES

FEDERAL EMPLOYEES TO SES RATIO

261:1

VETERAN STATUS

■ VETERAN ■ NON-VETERAN



Individuals who have served in the uniformed military service constitute a considerable segment of the federal workforce. At the end of fiscal 2016, 32.9 percent of federal employees were veterans compared to 7 percent in the private sector. In the same year, 42 percent of new federal hires were veterans. The percent of veterans in the federal workforce and being hired by the federal government has increased since fiscal 2009, when veterans were 27.7 percent of employees and 35.9 percent of new hires.

FEDERAL EMPLOYMENT BY STATE

The federal workforce spans the entire country, with employees located in every state. These numbers are only for civilian employees and do not include postal workers, seasonal workers or members of the uniformed services stationed at bases across the country.

STATE	EMPLOYEES
ALABAMA	35,115
ALASKA	9,376
ARIZONA	27,576
ARKANSAS	11,663
CALIFORNIA	122,390
COLORADO	32,350
CONNECTICUT	6,838
DELAWARE	2,738
DISTRICT OF COLUMBIA	129,758
FLORIDA	73,113
GEORGIA	65,285
HAWAII	20,803
IDAHO	7,053
ILLINOIS	37,364
INDIANA	20,987
IOWA	7,502
KANSAS	14,834

STATE	EMPLOYEES
KENTUCKY	19,223
LOUISIANA	16,705
MAINE	10,078
MARYLAND	114,556
MASSACHUSETTS	20,859
MICHIGAN	22,479
MINNESOTA	14,482
MISSISSIPPI	15,973
MISSOURI	30,291
MONTANA	7,667
NEBRASKA	8,774
NEVADA	10,036
NEW HAMPSHIRE	3,882
NEW JERSEY	19,004
NEW MEXICO	18,938
NEW YORK	44,427
NORTH CAROLINA	39,029

STATE	EMPLOYEES
NORTH DAKOTA	4,653
OHIO	45,639
OKLAHOMA	36,182
OREGON	15,538
PENNSYLVANIA	54,570
RHODE ISLAND	6,445
SOUTH CAROLINA	19,059
SOUTH DAKOTA	7,239
TENNESSEE	22,810
TEXAS	102,587
UTAH	24,742
VERMONT	2,911
VIRGINIA	126,367
WASHINGTON	47,207
WEST VIRGINIA	14,019
WISCONSIN	12,950
WYOMING	4,726

Note: For security purposes, FedScope does not provide location information for employees in the following agencies: Federal Bureau of Investigation; Drug Enforcement Agency; Bureau of Alcohol, Tobacco, Firearms and Explosives; Secret Service and Bureau of the Mint. As a result, states may have a higher number of federal employees than what is listed in the table above.

For the federal government to maintain a world-class workforce and deliver effective services to the American public, it is crucial for agencies to recruit young talent and employees with the skills needed for current and emerging needs; ensure a diverse workforce; develop leadership capabilities; improve their hiring processes; and adopt policies to retain high-performing workers.

For further information on agency specific data, see the Partnership's online Fed Figures at: <https://ourpublicservice.org/research/fed-figures.php>

Data Sources: Unless otherwise noted below, all data are from FedScope (fedscope.opm.gov) from the Office of Personnel Management, for all full-time, nonseasonal, permanent employees (June 2018).

Veteran Status: "Employment of Veterans in the Federal Executive Branch: Fiscal Year 2016," Office of Personnel Management, <http://bit.ly/2HV7Jug> (Sept. 2017).

Historical Federal Workforce Tables: "Executive Branch Civilian Employment Since 1940," Office of Personnel Management, <http://bit.ly/2CPkOSk> (accessed Feb. 28, 2017).

Data on the civilian labor force: "Employment status of the civilian noninstitutional population by age, sex, and race," Bureau of Labor Statistics, <http://bit.ly/2HV9Iiz> (accessed Jan. 7, 2019).

Data on the civilian labor force educational level: "Employment status of the civilian noninstitutional population 25 years and over by educational attainment, sex, race, and Hispanic or Latino ethnicity," Bureau of Labor Statistics, <http://bit.ly/2oAMsOF> (accessed Jan. 7, 2019).

Retirement Data: Data provided to the Partnership for Public Service from the Office of Personnel Management on Feb. 13, 2017.

Data on the historical breakdown of the General Schedule: Office of Personnel Management, *A Fresh Start for Federal Pay: The Case for Modernization*, April 2002.

Data on time to hire: *Examining Federal Managers' Role in Hiring: Hearing before the Committee on Homeland Security and Governmental Affairs, Senate, 115th Cong. 2 (2018)* (Testimony of Mark Reinhold).

The Partnership for Public Service is a nonprofit, nonpartisan organization that works to revitalize our federal government by inspiring a new generation to serve and by transforming the way government works. For further information about the Partnership, visit ourpublicservice.org.

EMPLOYEE ENGAGEMENT

TBD

AGENCY	SIZE	BPTW ENGAGEMENT SCORE
Department of Agriculture	Large	59.0
Department of Commerce	Large	70.3
Department of Justice	Large	62.6
Department of Homeland Security	Large	53.1
Department of the Interior	Large	62.8
National Aeronautics and Space Administration	Large	81.2
Department of State	Large	60.7
Department of Transportation	Large	67.7
Department of the Treasury	Large	61.3
Commodity Futures Trading Commission	Small	58.3
Export-Import Bank of the United States	Small	36.8
Farm Credit Administration	Small	81.1
Overseas Private Investment Corporation	Small	73.6
Millennium Challenge Corporation	Small	69.1
International Trade Commission	Small	85.7
Office of the U.S. Trade Representative	Small	57.8
Federal Election Commission	Small	49.4
Federal Labor Relations Authority	Small	41.6
Merit Systems Protection Board	Small	64.2
Selective Service System	Small	44.2
National Gallery of Art	Small	66.1
Federal Maritime Commission	Small	74.4
National Transportation Safety Board	Small	77.8
Surface Transportation Board	Small	64.0
U.S. Agency for International Development	Mid-size	67.2
Environmental Protection Agency	Mid-size	57.5
Department of Housing and Urban Development	Mid-size	60.1
Small Business Administration	Mid-size	62.0
Peace Corps	Mid-size	79.8
National Science Foundation	Mid-size	75.5
Equal Employment Opportunity Commission	Mid-size	65.4
Federal Communications Commission	Mid-size	64.4
Federal Trade Commission	Mid-size	84.0
General Services Administration	Mid-size	74.5
National Archives and Records Administration	Mid-size	56.7
National Credit Union Administration	Mid-size	67.2
Office of Personnel Management	Mid-size	65.2
Securities and Exchange Commission	Mid-size	82.1
Smithsonian Institution	Mid-size	76.7
U.S. Agency for Global Media	Mid-size	52.5