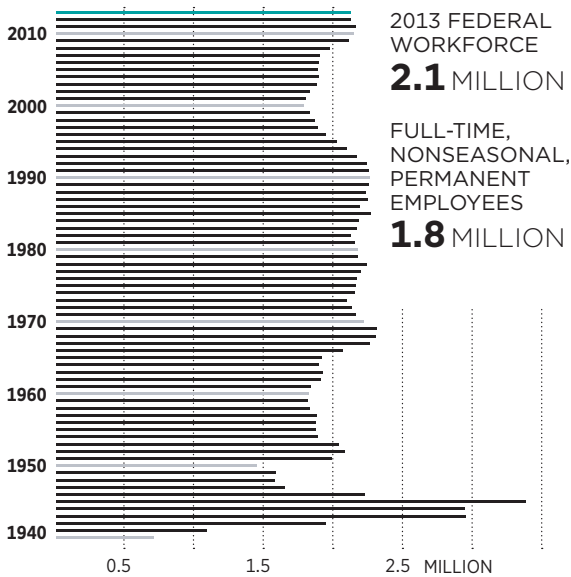


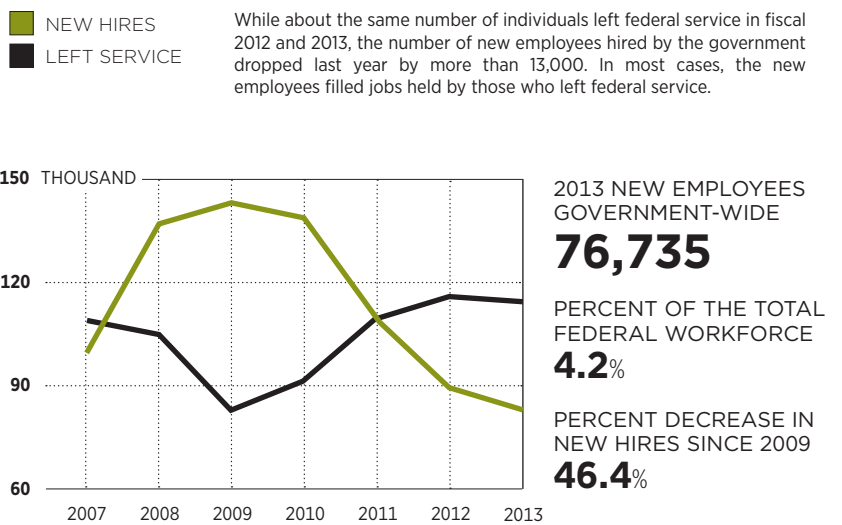
Federal Hiring

As a result of the 2008–2009 economic downturn and increased budget constraints, federal hiring has been on the decline. With fewer opportunities to bring on new employees, it is critical for agencies to focus on hiring the most highly qualified individuals to meet the nation’s needs. Who did government hire in 2013 and how has the profile of this hiring class evolved from previous years? Where are these new employees located and in which agencies do they serve? To answer these questions, the Partnership for Public Service analyzed recent hiring data for full-time, nonseasonal, permanent civilian employees hired in fiscal 2013 in executive branch agencies, excluding the U.S. Postal Service.

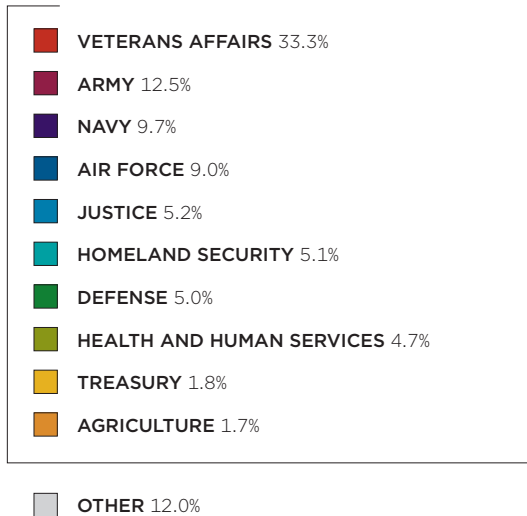
SIZE OF THE FEDERAL WORKFORCE



RECENT HIRING AND SEPARATION TRENDS



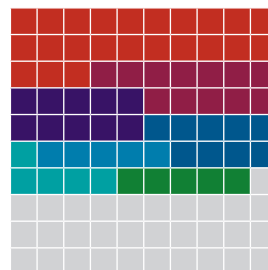
PERCENT OF TOTAL NEW EMPLOYEES BY AGENCY



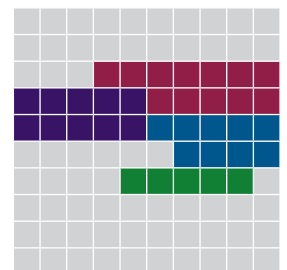
The Department of Veterans Affairs hired the most new employees in government during fiscal 2013—25,566—and brought on slightly more employees last year than in 2012. Out of all 40 large and mid-size agencies (those employing 1,000 or more employees), 12 agencies hired more new employees in 2013 than in 2012.



88.0% OF NEW EMPLOYEES WERE HIRED BY TEN AGENCIES

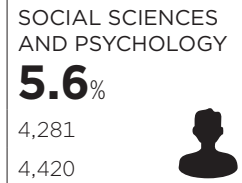
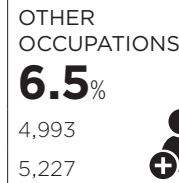
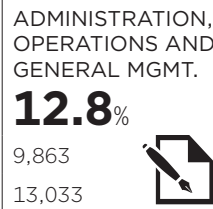


79.8% OF NEW EMPLOYEES WERE HIRED BY DEFENSE AND SECURITY-RELATED AGENCIES



36.2% OF NEW EMPLOYEES WERE HIRED BY DEPARTMENT OF DEFENSE AGENCIES

TOP 10 OCCUPATIONAL GROUPS FOR NEW FEDERAL EMPLOYEES

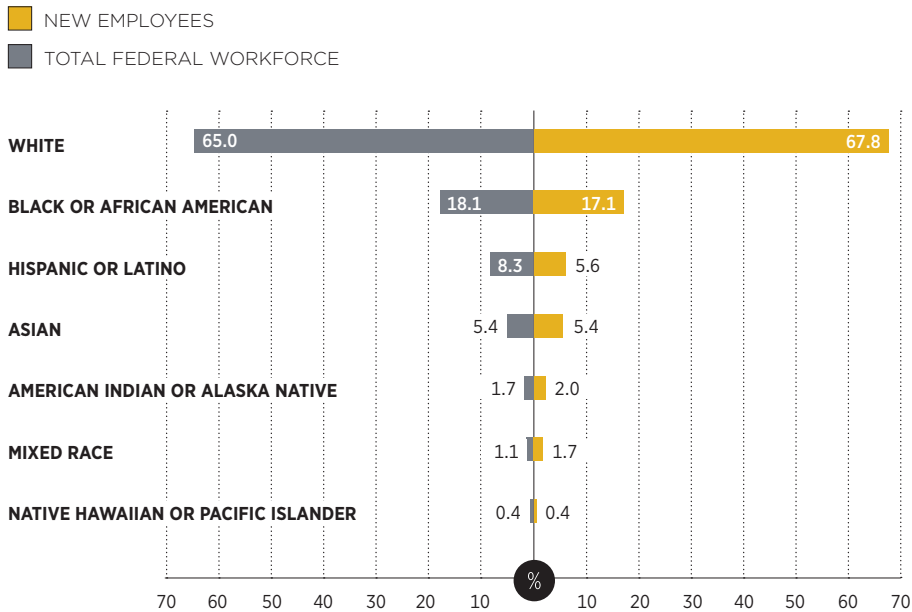


A profile of recent federal hires

Knowing the demographics, education level, gender and other characteristics of the employees agencies are hiring is valuable information for potential jobseekers. This analysis looks at the major characteristics of new full-time, nonseasonal, permanent federal employees hired in fiscal 2013.

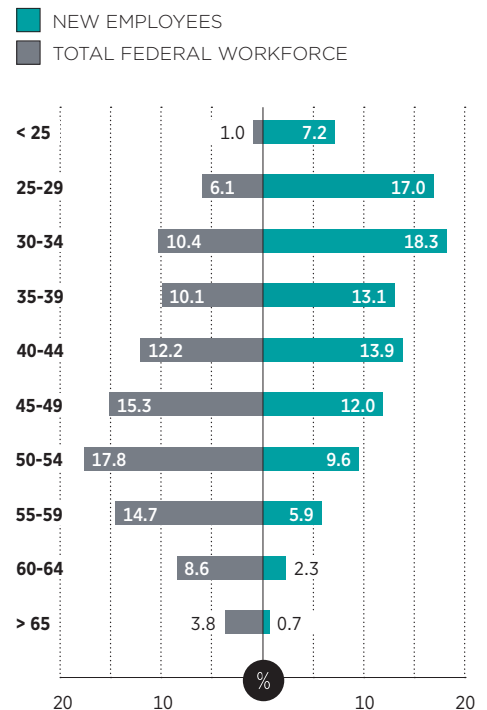
RACE AND ETHNICITY

The class of newly hired employees in fiscal 2013 is slightly less racially diverse than the total federal workforce. In 2013, 35.0 percent of the entire federal workforce was composed of individuals of a minority racial group compared to 32.2 percent of newly hired employees.



AGE

More than 50 percent of new employees hired by the federal government in fiscal 2013 were under the age of 40. Employees under 30 accounted for 24.2 percent of all new employees hired in 2013, which stands in contrast to the 7.1 percent of the total federal workforce made up of employees under 30.



Data Sources: Unless otherwise noted below, all data are from FedScope (fedscope.opm.gov) for all full-time, nonseasonal, permanent employees who were hired in fiscal 2013.

Education Level: Partnership for Public Service analysis of the Central Personnel Data File (now called the EHRI-SDM) for full-time, nonseasonal, permanent employees who were hired in fiscal 2013.

Race and Ethnicity: U.S. Office of Personnel Management analysis for full-time, nonseasonal, permanent employees who were hired in fiscal 2013.

Veteran Status: U.S. Office of Personnel Management, *Employment of Veterans in the Federal Executive Branch: Fiscal Year 2012*, (Washington, D.C., 2012), 18.

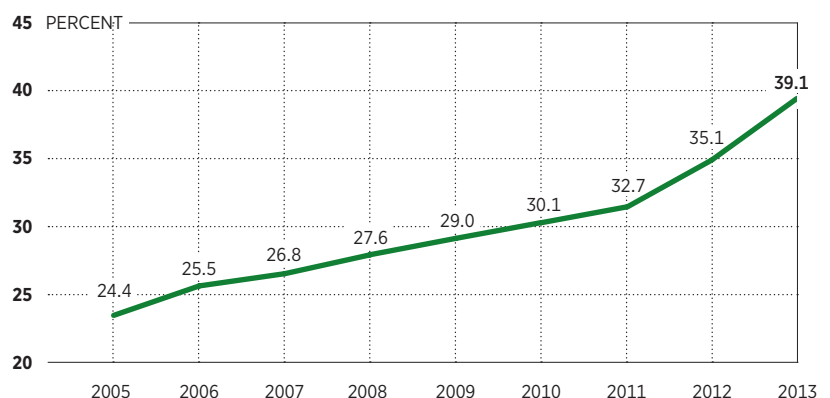
Historical Federal Workforce Tables: "Executive Branch Civilian Employment Since 1940," U.S. Office of Personnel Management, <http://1.usa.gov/IqUnFOQ> (accessed Feb. 25, 2014).

Data on the U.S. Population: "The Older Population in the United States: 2012; Table 1. Population by Age and Sex," U.S. Census Bureau, <https://www.census.gov/population/age/data/2012.html> (accessed June 15, 2014).

Data on the Civilian Labor Force: "Employment status of the civilian noninstitutional population by age, sex, and race," U.S. Bureau of Labor Statistics, <http://1.usa.gov/IgeG0D3> (accessed Feb. 25, 2014).

STEMM HIRING TRENDS

Individuals working in science, technology, engineering, mathematics and medicine (STEMM) fields made up 39.1 percent of all new employees hired in fiscal 2013. The percentage of new employees hired in STEMM fields has risen steadily, increasing by about 10 percentage points since 2009.



ENGINEERING AND ARCHITECTURE

4.7%

3,633
4,504



ACCOUNTING AND BUDGET

4.4%

3,384
4,295



INFORMATION TECHNOLOGY

4.4%

3,367
4,731



BUSINESS AND COMMERCE

4.0%

3,083
3,922



INVESTIGATION AND INSPECTION

4.0%

3,068
5,349



LEGAL AND CLAIMS SERVICES

3.7%

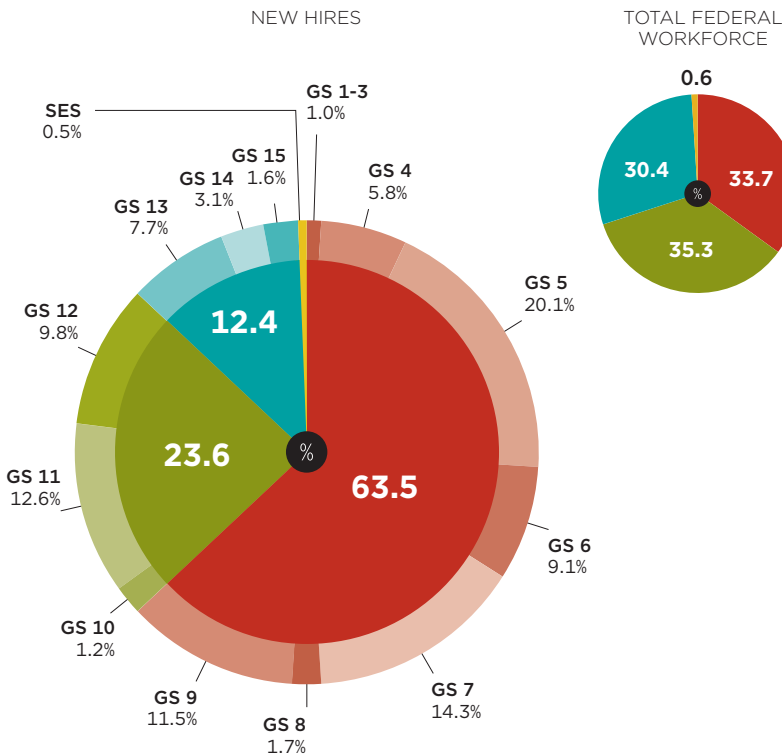
2,833
3,873



GS LEVEL

- ENTRY LEVEL
- MID LEVEL
- SENIOR LEVEL
- SES

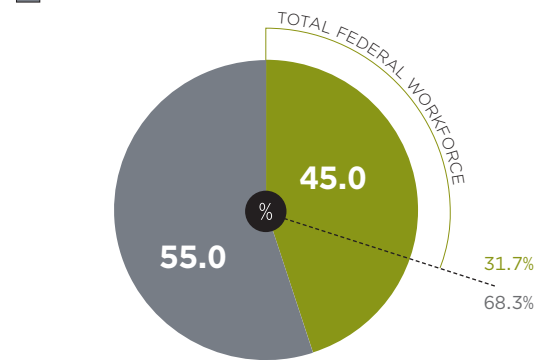
The General Schedule (GS) is a 15-level, government-wide pay and classification system used for the majority of the federal workforce. In fiscal 2013, the majority of new employees were brought in at the entry level (GS 1-9), accounting for 35,796 or 63.5 percent of all new employees hired into jobs classified according to the GS system.



VETERAN STATUS

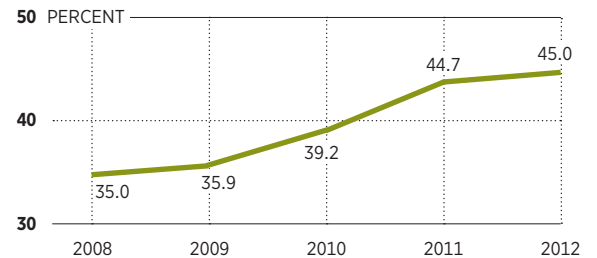
A total of 39,136 veterans were hired by the federal government in fiscal 2012, the most recent year for which complete data for veterans is available. Veterans constituted a larger percentage of new employees (45.0 percent) than they made up in the total federal workforce (31.7 percent).

- VETERAN
- NON-VETERAN



VETERAN HIRING TRENDS

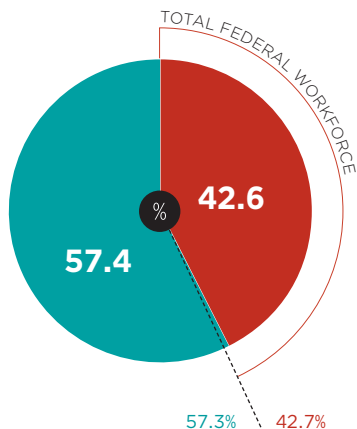
The percentage of veterans among the new employees hired by government has steadily increased since 2008.



GENDER

The gender breakdown of new employees hired in fiscal 2013 closely mirrors the composition of the federal workforce. Women currently make up a smaller percentage of both new employees and the total federal workforce than they represent in the total U.S. population, where 51 percent of the population is made up of women.

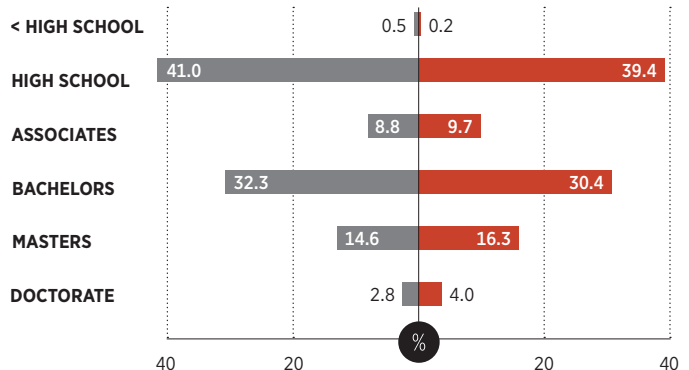
- FEMALE
- MALE



EDUCATION LEVEL

Of all new employees hired in fiscal 2013, 38,717 or 50.7 percent had at least a four-year college degree. This represents an increase of 1.6 percentage points over 2012.

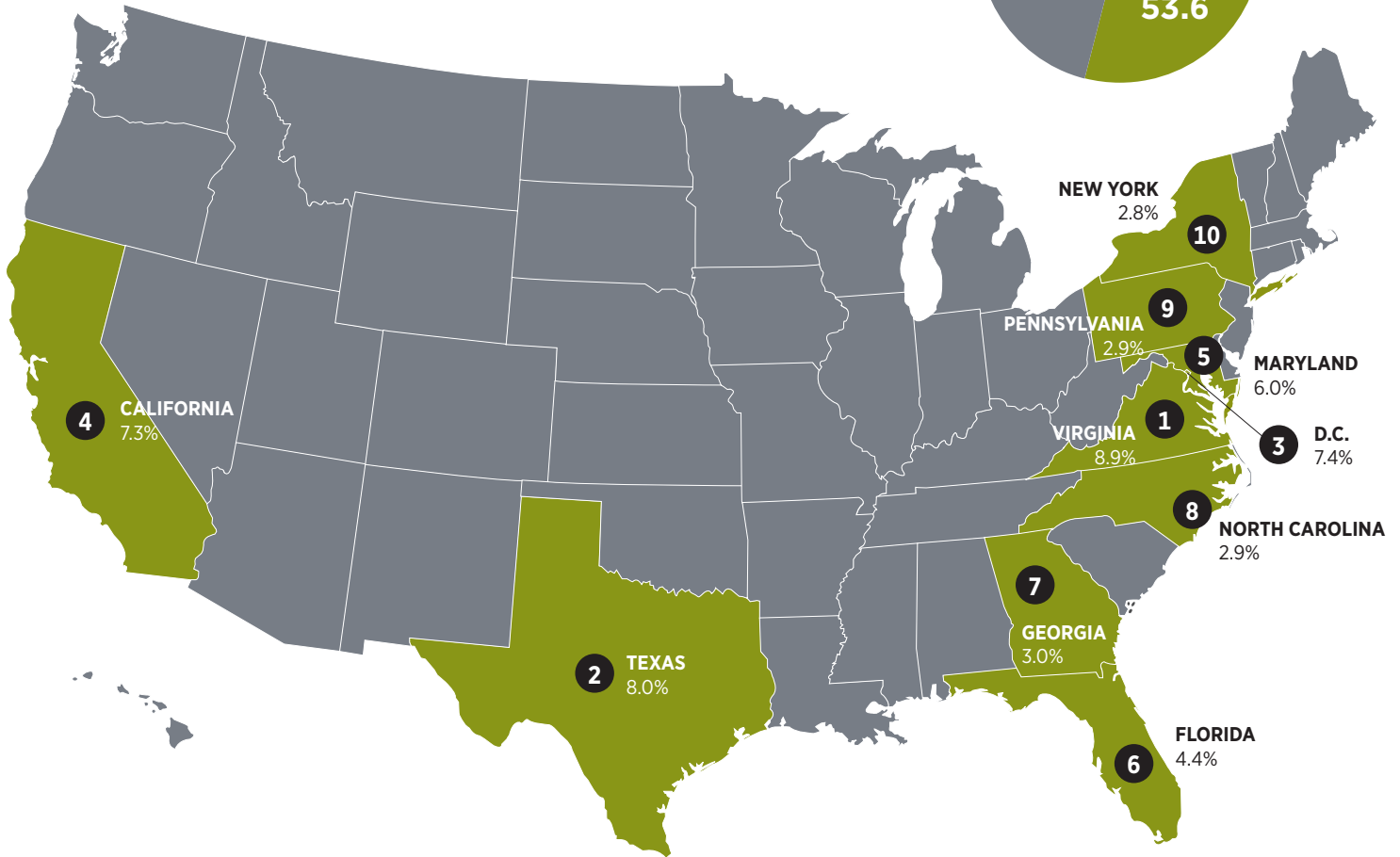
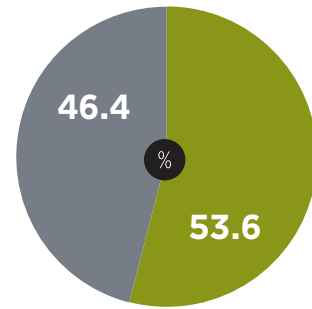
- NEW EMPLOYEES
- TOTAL FEDERAL WORKFORCE



PERCENT OF TOTAL NEW EMPLOYEES BY LOCATION

■ TOP 10 JURISDICTIONS
 ■ OTHER STATES (EACH < 2.8%)

Federal hiring levels vary largely from one geographic region to another. While states in the Washington, D.C. metropolitan region still rank among those with the largest percentage of new federal employees, both Virginia and D.C. constituted a smaller percentage of total hires in 2013 than they did in 2012. The top ten jurisdictions accounted for 53.6 percent of all new employees hired in fiscal 2013.



In analyzing federal hiring data, the Partnership finds:

- Hiring in the federal government has declined 46.4 percent during the past four years.
- The gender breakdown of the federal workforce does not reflect the composition of the U.S. population, where women make up just over half of the population. The government's class of newly hired employees in fiscal 2013 reinforced the gap between men and women in the federal workforce, where men outnumber women by 14.6 percent.
- The percentage of employees hired for STEMM occupations has continued to increase during the past few years, underscoring the government's need for individuals with high levels of education and professional skills.
- Employees under 30 make up only 7.1 percent of the federal workforce, compared to 23.0 percent in the private sector. In fiscal 2013, 24.2 percent of all new employees hired were under age 30, but from 2005 to 2009, employees under 30 accounted for more than 30 percent of new federal workers. The federal government needs to develop a strategy to recruit and retain a greater percentage of younger workers to build a pipeline for the future.

As government brings on board fewer new employees each year, it becomes increasingly important for agencies to identify and hire the best talent. Ideally, hiring presents agency staff with the opportunity to meet its current and future needs, although this task is often challenging given the constraints imposed by the outdated civil service system. Providing a wider range of hiring flexibilities will help agencies secure the talent they need to meet the nation's growing and evolving challenges.

For further information on best hiring practices, see "What's My Role: A Step-by-Step Hiring Guide for Federal Managers," and for more information on the federal workforce, see the Partnership's "Federal Workforce" Fed Figures. The Partnership's proposal to reform the civil service system, including the way the government hires new employees, is outlined in "Building the Enterprise: A New Civil Service Framework." All are available at ourpublicservice.org/publications.

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.