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Race-Government Hiring



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, DC 20415-0001

Race-government hiring

OFFICE OF THE DIRECTOR

JUN 10 1997

MEMORANDUM FOR BRUCE REED
ASSISTANT TO THE PRESIDENT
FOR DOMESTIC POLICY

FROM:

JANICE LACHANCE
CHIEF OF STAFF

Janice Lachance

SUBJECT:

FY 1996 Federal Equal Opportunity Recruitment
Program (FEORP) Report

Enclosed is the OPM "Annual Report to Congress on the Federal Equal Opportunity Recruitment Program" (FEORP) we released yesterday. In light of the initiative on racial reconciliation, I thought you should have a copy.

This report shows that while we reduced the personnel rolls by another 52,628 permanent positions during Fiscal Year 1996, progress continued toward creating a workforce that better reflects America as a whole. Overall minority representation increased in FY 1996, with notable improvements showing up in the percentages of women and minorities employed at higher levels.

Although Hispanic representation increased from 5.9 percent in 1995 to 6.0 percent in 1996, they are still under-represented compared to the civilian labor force. OPM and other agencies are working aggressively to make Hispanic populations aware of opportunities in the federal workforce. Women also are slightly under-represented, compared to the private sector.

There is still room for improvement and we are committed, despite the challenges posed by downsizing, to help federal managers fulfill the President's vision of a workforce that looks like America. Please let me know what you think of the report and feel free to contact me at anytime we can be of help.

HIGHLIGHTS ATTACHED
REPORT ENCLOSED

**HIGHLIGHTS FROM
THE ANNUAL REPORT TO CONGRESS ON THE FEDERAL
EQUAL OPPORTUNITY RECRUITMENT PROGRAM**

- In FY 1996, minorities represented 28.7 percent of federal employees, compared with 25.5 percent in the civilian labor force.
 - African Americans comprised 17 percent of federal workers, compared with 10.8 percent in the civilian labor force;
 - Hispanics comprised 6 percent of the federal work force (up from 5.9 percent the previous year) compared with 10.5 percent in the civilian labor force.
 - Asian/Pacific Islanders comprised 4 percent of the federal work force compared with 3.4 percent in the civilian labor force; and
 - Native Americans comprised 1.7 percent of the federal work force compared with 0.8 in the civilian labor force.

- Women comprised 42.9 percent of the federal work force in FY 1996, but 46.3 percent of the civilian labor force.

- However, women made great gains at senior pay levels. The percentage of women at senior pay levels rose from 18.5 percent in FY 1995 to 19.9 percent in FY 1996; in General Schedule grades 13 through 15 representation increased from 24.5 percent in 1995 to 25.4 percent in 1996.

- Similarly, minority percentages in higher grades increased. In grades 13 through 15, minorities rose from 15.6 percent in 1995 to 16.2 percent in 1996; the percentage of minorities at Senior Pay level increased from 10.7 percent in 1995 to 11 percent in 1996.

ANNUAL REPORT TO CONGRESS

**FEDERAL EQUAL OPPORTUNITY
RECRUITMENT PROGRAM**

October 1, 1995 - September 30, 1996



United States
Office of
Personnel
Management

Employment Service
Office of Diversity

Theodore Roosevelt Building
1900 E Street, NW
Washington, DC 20415-0001

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FOREWORD

The U. S. Office of Personnel Management (OPM) presents the Fiscal Year 1996 Federal Equal Opportunity Recruitment Program (FEORP) report. FEORP is an important recruiting initiative designed to eliminate underrepresentation of minorities and women in the Federal service. FEORP was established and assigned to OPM in the Civil Service Reform Act of 1978 (5 U.S.C. 7201).

The FEORP report should be used by agencies as a resource document for developing strategic plans to increase diversity and for evaluating results of affirmative recruiting efforts. We encourage agency heads to ensure that the FEORP is clearly understood by selecting officials and all levels of management.

We suggest that the FEORP annual report be widely distributed. The report is accessible for downloading and duplication from OPM's "OPM OnLine" electronic bulletin board. Included on "OPM OnLine" are appendices containing detailed statistical data. Using a computer and modem, "OPM OnLine" may be accessed by dialing 202-606-4800. Once connected to "OPM OnLine," this report can be found in the Workforce Diversity file area.

DATA COVERAGE AND DEFINITIONS

Federal employment statistics used in this report are end-of-fiscal year 1996 data produced from OPM's Central Personnel Data File (CPDF). The **Federal workforce** (FW) referred to in this report covers full- and part-time permanent employees in nonpostal Federal executive branch agencies participating in the CPDF. The FW is limited to workers in General Schedule and Related (GSR) pay plans, the five predominant blue-collar pay plans (WB, WG, WL, WN, and WS), and employees at senior pay levels. All reference made to "GS" in this report refers to GSR. Senior pay level employment includes employees in the Senior Executive Service (SES), Senior Foreign Service, and other employees earning salaries above grade 15 of the General Schedule. Coverage of the Federal dynamics (hire, promotion, and loss) data presented in this report differs from the Federal employment data in that the dynamics data excludes part-time workers, but covers all Federal pay plans.

Detailed agency analysis provided in this report focus on 40 agencies with 500 or more employees. Of these 40 agencies, 37 were covered under the Federal Equal Opportunity Recruitment Program (FEORP). The 17 executive branch agencies discussed in this report include the 14 cabinet departments as well as the Departments of the Army, Navy, and Air Force.

The **Civilian Labor Force** (CLF) data are derived from the Bureau of Labor Statistics' September 1996 Current Population Survey (CPS) and the 1990 decennial census. Due to small sampling size, the CPS does not have separate counts for Asian/Pacific Islanders or Native Americans. Each group's percentage representation in the CPS was extrapolated using the 1990 census to calculate their proportional representation from the CPS "Black and Other" category. The CLF data covers every employed person 16 years of age and older, while Federal employment data exclude temporary, intermittent, or term specific workers. The CLF data include employed and unemployed U.S. citizens and noncitizens, while the CPDF data are predominantly Federally employed U.S. citizens.

Employment data for women and minorities are presented by occupational categories and grade groups in order to show a more informative profile. Occupational categories discussed in this report are: Professional, Administrative, Technical, Clerical, Other, and Blue-Collar (PATCOB). The Professional occupations typically call for a baccalaureate degree and, with Administrative occupations, are the usual sources for senior management and executive positions. Positions in Technical, Clerical, Other, and Blue-Collar occupations usually are 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.

EXECUTIVE SUMMARY

The U.S. Office of Personnel Management's Fiscal Year (FY) 1996 Federal Equal Opportunity Recruitment Program (FEORP) report shows that the Federal Government continues to be the leader in employing minorities. **Despite an overall decline in the Federal workforce, the percentage representation of minorities increased.**

The FY 1996 FEORP report shows that the percentage of minorities in General Schedule (GS) grades 13-15 rose from 15.6 percent in 1995 to 16.2 percent in 1996. The percentage of minorities at the Senior Pay level increased from 10.7 percent in 1995 to 11.0 percent in 1996. The percentage of women in GS grades 13-15 increased from 24.5 percent in 1995 to 25.4 percent in 1996. Women representation at the Senior Pay level rose from 18.5 percent in 1995 to 19.9 percent in 1996. It is encouraging to note that there is continued progress in the representation of minorities and women at the upper GS grades and at Senior Pay levels.

All minority groups are better represented in the Federal workforce (FW) than in the civilian labor force (CLF) with one exception - - Hispanics. Despite a trend of slightly increased Hispanic representation, Hispanics remain the only underrepresented minority group in the Federal Government, with roughly half the representation they have in the CLF. Hispanics represent 6.0 percent of the Federal workforce compared to 10.5 percent of the CLF. Of the 17 executive departments, only the Department of Justice exceeds the CLF in representation of Hispanics. Of the 23 independent agencies with 500 or more employees, only the Equal Employment Opportunity Commission has Hispanic representation exceeding the CLF.

The Federal Government also lags behind the CLF in the employment of women. Women are underrepresented in 10 of the 17 executive departments and seven of the 23 independent agencies with 500 or more employees.

STATISTICAL HIGHLIGHTS

Minorities represent 28.7 percent of the employment in the Federal workforce (FW) versus 25.5 percent in the civilian labor force (CLF). Other highlights in Federal employment are:

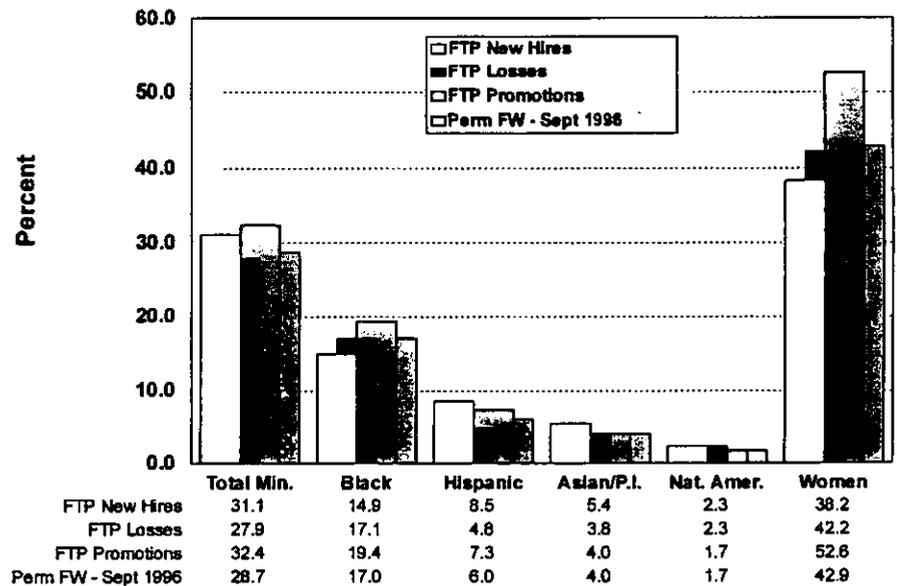
- The percentage of **Blacks** was 17.0 percent, the same as in 1995. Blacks constitute 10.8 percent of the CLF. Blacks are the best represented of all minority groups.
- **Hispanic** representation in the FW increased from 5.9 percent in 1995 to 6.0 percent in 1996. Hispanics constitute 10.5 percent of the CLF. Employment of Hispanics continues to be an area in which the Federal Government is not keeping pace with the CLF.
- The representation of **Asian/Pacific Islanders** in the FW increased from 3.9 percent in 1995 to 4.0 percent in 1996. Asian/Pacific Islanders make up 3.4 percent of the CLF.
- The percentage of **Native Americans** in the FW in 1996 was 1.7 percent, the same as in 1995. Native Americans constitute 0.8 percent of the CLF.
- The representation of **women** in the FW in 1996 was 42.9 percent, the same as in 1995. Their representation in the Federal workforce continues to lag their representation in the CLF, which is 46.3 percent.
- The representation of non-minority men in the FW declined from 43.8 percent in 1995 to 43.7 percent in 1996, however, they continue to exceed their representation in the CLF (40.1 percent).

NEW HIRES, LOSSES, AND PROMOTIONS

In FY 1996, the percentages of full-time permanent (FTP) new hires, losses, and promotion for each group are as follows.

- Blacks accounted for 14.9 percent of the new hires, 17.1 percent of the losses and 19.4 percent of the promotions.
- Hispanics made up 8.5 percent of the new hires, 4.8 percent of the losses and 7.3 percent of the promotions.
- Asian/Pacific Islanders accounted for 5.4 percent of the new hires, 3.8 percent of the losses and 4.0 percent of the promotions.
- Native Americans represented 2.3 percent of the new hires, 2.3 percent of the losses and 1.7 percent of the promotions.
- Women received 52.6 percent of all promotions in FY 1996, however, their loss rate of 42.2 exceeded their new hire rate of 38.2.

Minority and Women Percentage of FY 1996 New Hires, Promotions, and Losses



Source: U.S. OPM's Central Personnel Data File

FEDERAL WORKFORCE EMPLOYMENT

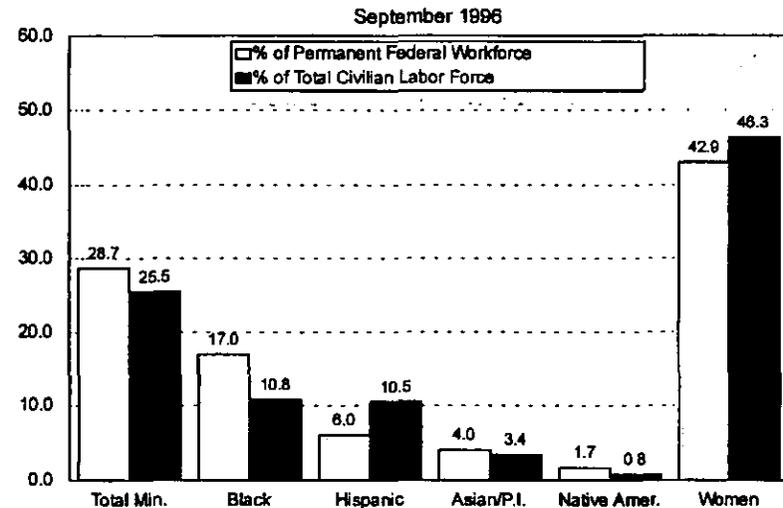
OVERVIEW

The Federal workforce (FW) covered in this report declined by 52,628 (-3.2 percent) from September 30, 1995 to September 30, 1996. Despite the employment decline, the percent representation of minorities in the FW increased.

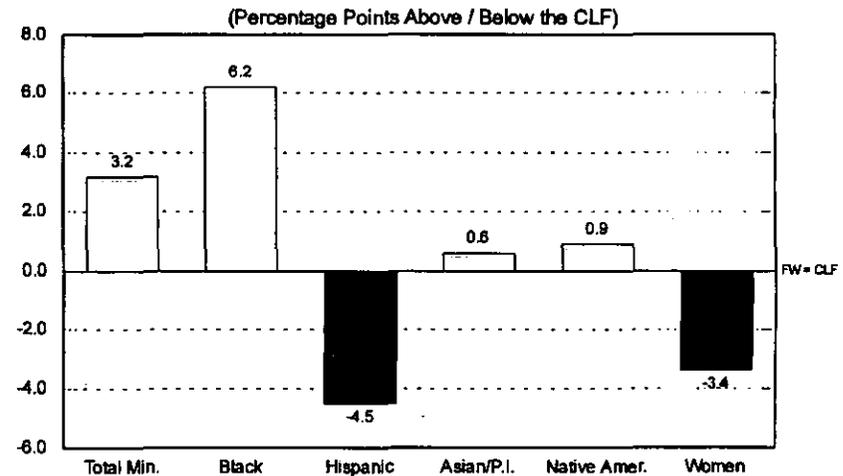
The FW continued to exceed the civilian labor force (CLF) in the representation of minorities (28.7 to 25.5 percent), with the exception of Hispanics. Individual minority groups exceeding their representation in the CLF included Blacks, Asian /Pacific Islanders, and Native Americans.

The percent representation of women in 1996 was the same as in 1995.

Comparison of Permanent Federal Workforce and Total Civilian Labor Force



Hispanics and Women are Underrepresented in the Federal Workforce Relative to the Total Civilian Labor Force



FEDERAL WORKFORCE REPRESENTATION COMPARED TO CLF

OVERALL - Black, Asian/Pacific Islander, and Native American representation in the Federal workforce meets or exceeds their representation in the CLF. The representation of Hispanics and women in the Federal workforce is below their representation in the CLF.

BY AGENCY - Within the 40 agencies covered in this report (executive departments and those independent agencies with 500 or more employees), minorities and women are represented as follows:

<u>GROUPS</u>	<u>UNDERREPRESENTED AGENCIES</u>	<u>FULLY REPRESENTED AGENCIES</u>
Hispanics	38	2
Asian/Pac.Is.	26	14
Native Americans	26	14
Women	17	23
Blacks	4	36

REPRESENTATION WITHIN OCCUPATION CATEGORIES (Black and Native American representation in the Federal workforce exceeds their representation in the CLF in every occupational category) - Other minorities and/or women were underrepresented in the following categories:

<u>Occupation Category</u>	<u>Underrepresented Groups</u>
Professional	Women
Administrative	Asian/Pacific Islanders, Women
Technical	Hispanics, Asian/Pacific Islanders
Clerical	Hispanics
Blue-Collar	Hispanics, Women

OCCUPATIONAL DISTRIBUTION

The decline in Federal employment during FY 1996 was distributed through all occupational categories. Clerical employment had the largest decline followed by blue-collar employment. Technical, Professional, and Administrative employment also decreased.

PROFESSIONAL

Despite a drop in professional employment, the representation of women and total minorities increased by 0.6 and 0.4 percentage points, respectively. Specific groups contributing to the overall minority increase were Asian/Pacific Islanders, Blacks, and Hispanics. **Women, Hispanics, and Blacks increased their representation in professional Senior Pay level positions.** Women are the only group underrepresented relative to the CLF in this category.

ADMINISTRATIVE

Women and total minorities increased their representation in administrative occupations, despite a drop in the total number of administrative jobs. The representation of women and total minorities in administrative jobs increased by 0.1 and 0.3 percentage points, respectively. Only women and Asian/Pacific Islanders are underrepresented in this category. **In administrative occupations at Senior Pay levels, there were 12.5 percent more Native Americans, 4.9 percent more Blacks, 4.4 percent more Asian/Pacific Islanders, and 7.5 percent more women. The number of Hispanics at Senior Pay levels in this category, however, declined by 9.1 percent.**

TECHNICAL

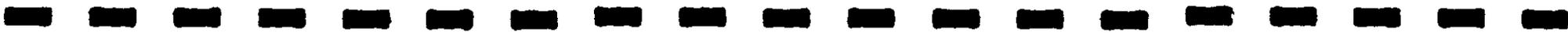
Women and total minorities increased their representation in technical occupations by 0.5 and 0.6 percentage points, respectively. Among minority groups, Blacks, Hispanics and Asian/Pacific Islanders increased their representation in technical positions. Hispanics and Asian/Pacific Islanders are the only underrepresented minority groups in this category.

CLERICAL

Women made up the largest component of the clerical workforce and also experienced the largest decline in this occupational group. Clerical jobs have been declining because of continued automation and computerization of office functions. Hispanics are the only underrepresented group in the clerical category.

BLUE-COLLAR

The only underrepresented groups in this occupational category are Hispanics and women.



BLACKS IN THE FEDERAL WORKFORCE

BLACKS - LABOR FORCE REPRESENTATION

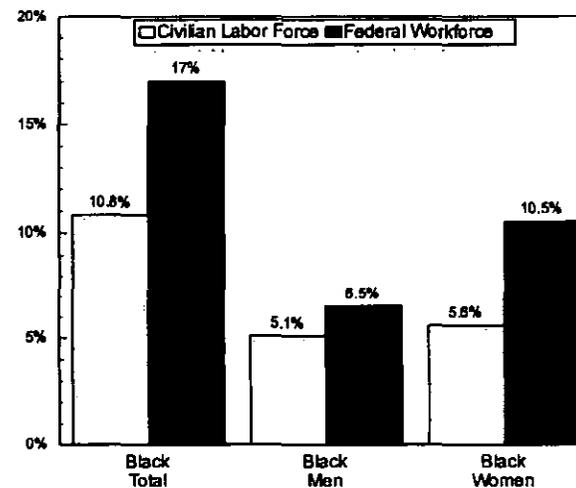
Black representation in the Federal workforce continues to exceed Black representation in the civilian labor force, especially for Black women.

- The representation of Blacks in the Federal workforce (FW) was virtually unchanged at 17.0 percent from 1995 to 1996. Blacks constitute 10.8 percent of the civilian labor force (CLF).
- From 1995 to 1996, Black women representation increased from 10.4 to 10.5 percent of the FW. Employment of Black men remained unchanged at 6.5 percent of the FW.
- The number of Blacks in the permanent Federal workforce declined from 281,754 in 1995 to 272,570 in 1996, a loss of 9,184.

September 1996

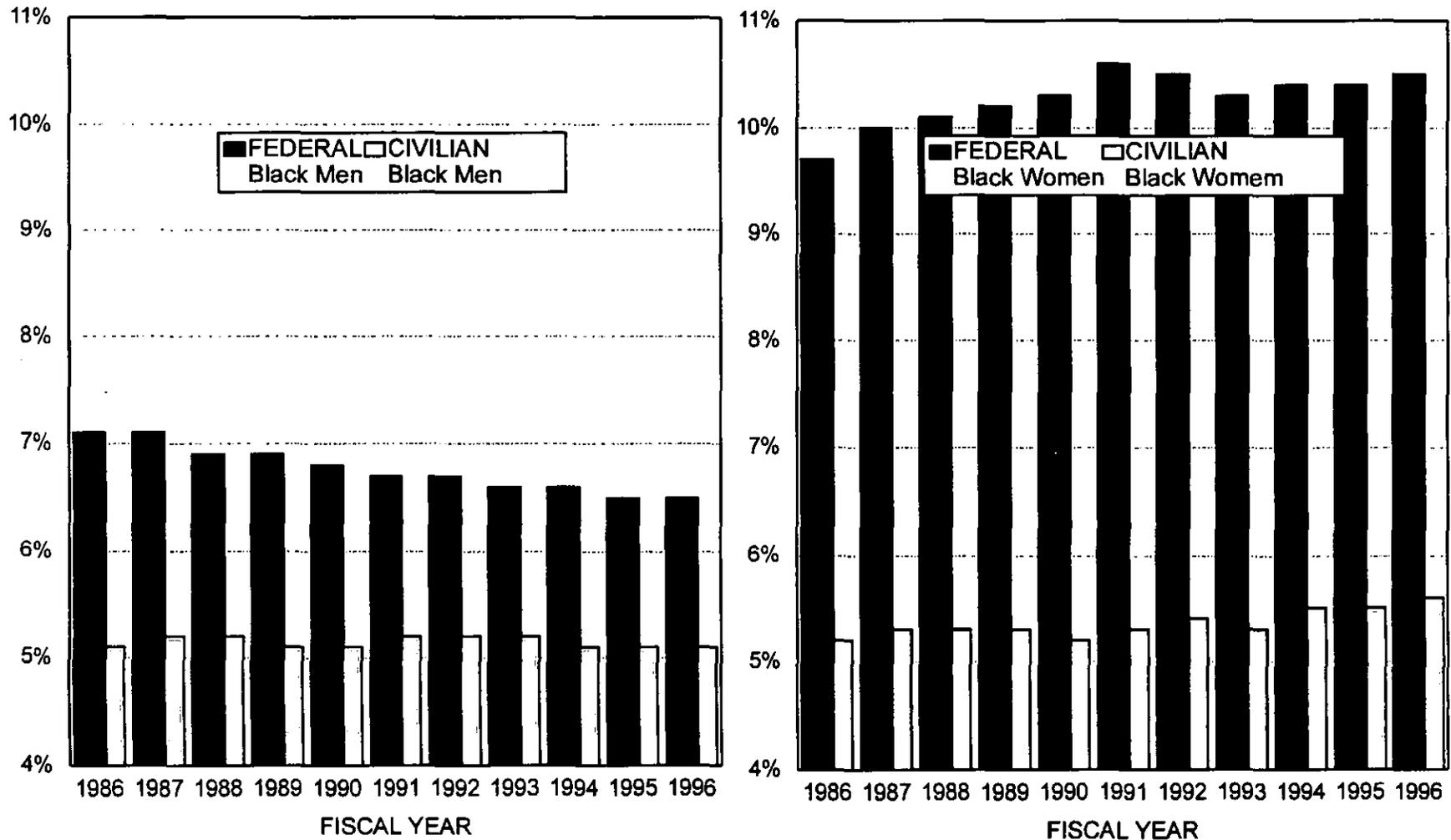
	Federal (FW)	Civilian (CLF)
Total*	17.0	10.8
Men	6.5	5.1
Women	10.5	5.6

* - percentages were rounded independently and not forced to add to totals.



Representation of Blacks in the Federal Workforce Has Remained Above the Civilian Labor Force

Percent of Workforce



Sources: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

BLACKS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

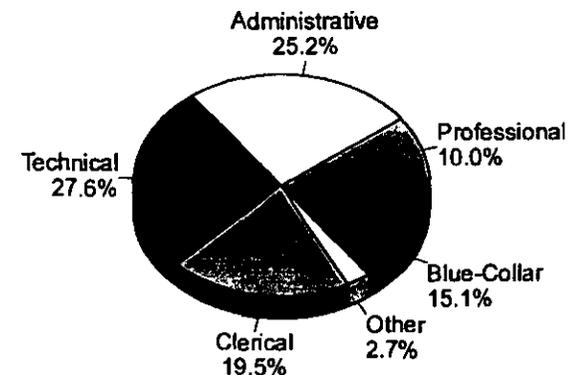
- In 1996, nearly 63 percent of all Blacks were employed in professional, administrative and technical occupations. As the overall declines in professional, administrative, technical, and clerical employment, the number of Blacks in these categories also declined from previous year.
- Black employment in professional occupations declined from 27,382 in 1995 to 27,204 in 1996, a loss of 178. Blacks represented 7.8 percent of all Federal employees in this occupational category in 1996, compared to 7.7 percent in 1995.
- In administrative occupations, the number of Blacks declined from 68,845 in 1995 to 68,711 in 1996, a loss of 134. Blacks made up 13.9 percent of all Federal employees in this occupational category in 1996, compared to 13.8 percent in 1995.
- The number of Blacks in technical occupations declined from 58,100 in 1995 to 53,166 in 1996, a loss of 4,934. Blacks represented 23.5 percent of all Federal employees in this occupational category in 1996, compared to 23.2 percent the year before.
- Blacks in clerical occupations declined from 58,100 in 1995 to 53,160 in 1995, a loss of 4,934. Blacks made up 29.2 percent of all Federal employees in this occupational category in 1996, compared to 29.0 percent in 1995.

Blacks as a Percent of All Employees
in each Occupational Category

(September 1996)

	Black Employment	Percent of FW
Professional	27,204	7.8
Administrative	68,711	13.9
Technical	75,186	23.5
Clerical	53,166	29.2
Other	7,237	17.8
White-Collar	231,504	16.7
Blue-Collar	41,066	18.6
Total	272,570	17.0

Distribution of Blacks
in each Occupational Category



BLACKS - EMPLOYMENT BY GRADE GROUPS AND SENIOR PAY

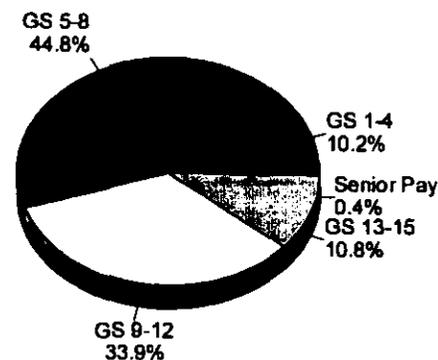
- In 1996, nearly 80 percent of Blacks were employed in the GS-5 to GS-12 grade groups.
- The percentage of Blacks at the Senior Pay level of the Federal workforce rose to 6.3 percent in 1996, compared to 6.1 percent in 1995. The number of Blacks in this category increased from 830 in 1995 to 858 in 1996, a gain of 28.
- The percentage of Blacks in GS grades 13-15 increased from 7.7 percent in 1995 to 8.0 percent in 1996. The number of Blacks in this grade group rose by 998 from 23,971 in 1995 to 24,969 in 1996.
- Black representation in GS grades 9-12 increased from 13.1 percent in 1995 to 13.5 percent in 1996. The number of Blacks in this grade group rose by 394 from 77,957 in 1995 to 78,351 in 1996.
- The number of Blacks in GS grades 1-8 declined from 134,371 in 1995 to 127,326 in 1996, a loss of 7,145.

Blacks as a Percent of All Employees
in General Schedule Grade Group and Senior Pay

(September 1996)

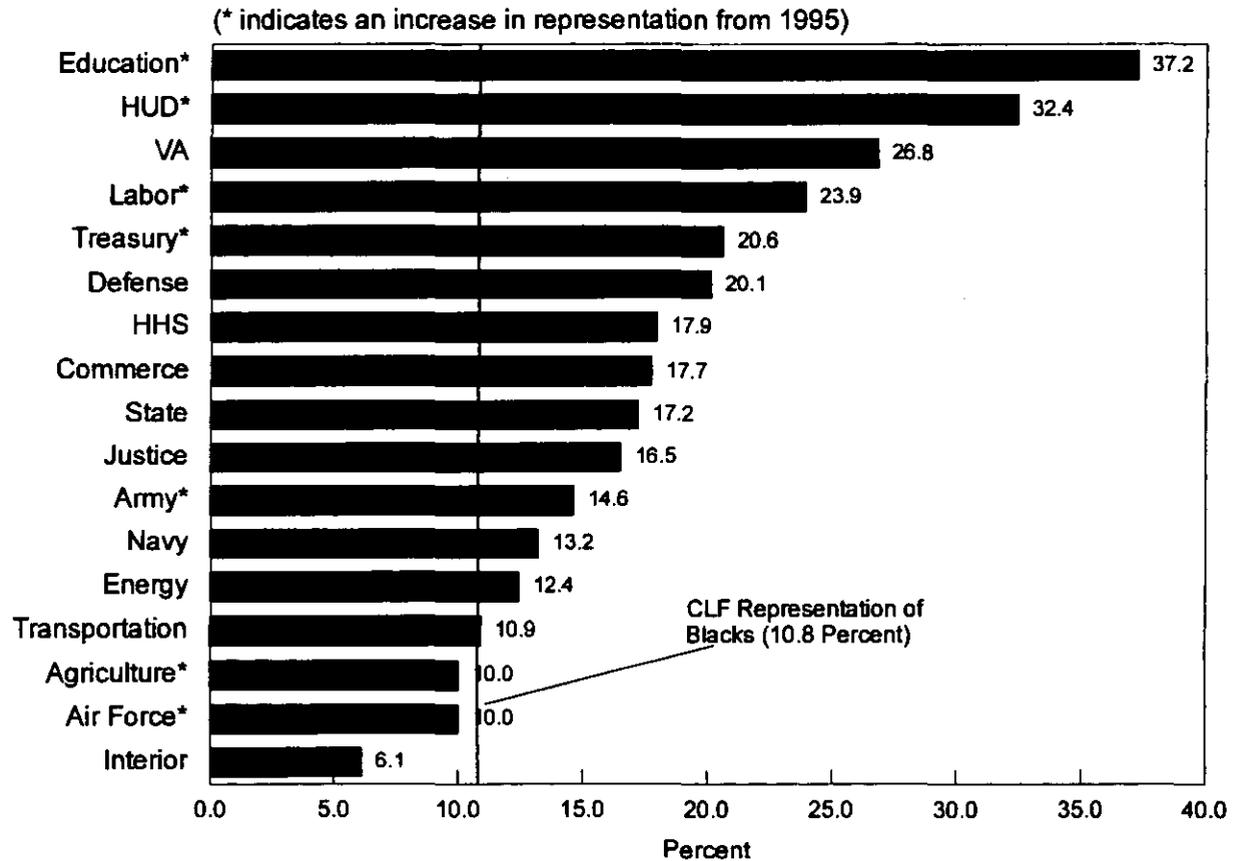
	Black Employment	Percent of FW
GS 1-4	23,620	31.3
GS 5-8	103,706	25.7
GS 9-12	78,351	13.5
GS 13-15	24,969	8.0
Senior Pay	858	6.3

Distribution of Blacks
in General Schedule Grade Group and Senior Pay



BLACKS - REPRESENTATION IN EXECUTIVE DEPARTMENTS

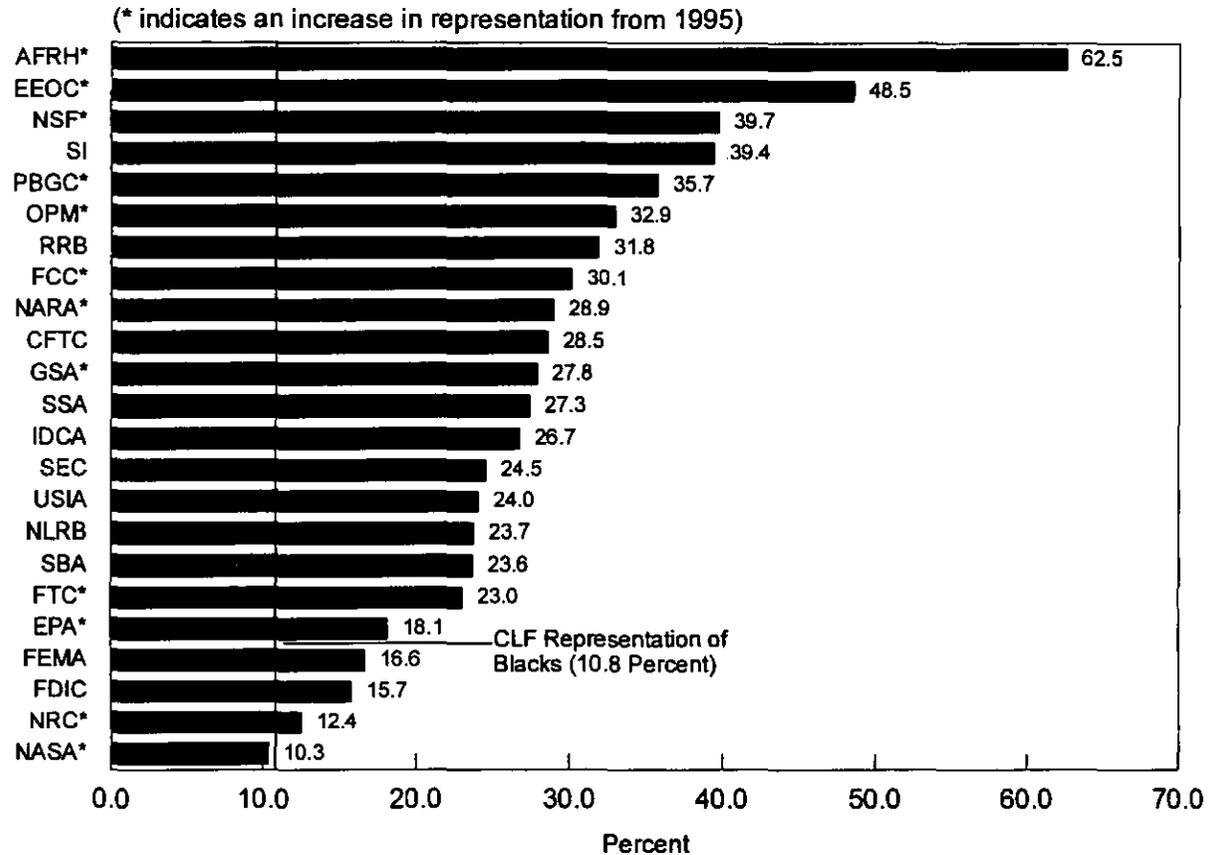
- Blacks are underrepresented in three of 17 executive departments.
- Seven executive departments increased their Black representation from 1995 to 1996.
 - Army
 - Agriculture
 - Air Force
 - Housing and Urban Development
 - Education
 - Labor
 - Treasury



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1996. Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

BLACKS - REPRESENTATION IN INDEPENDENT AGENCIES (500+ EMPLOYEES)

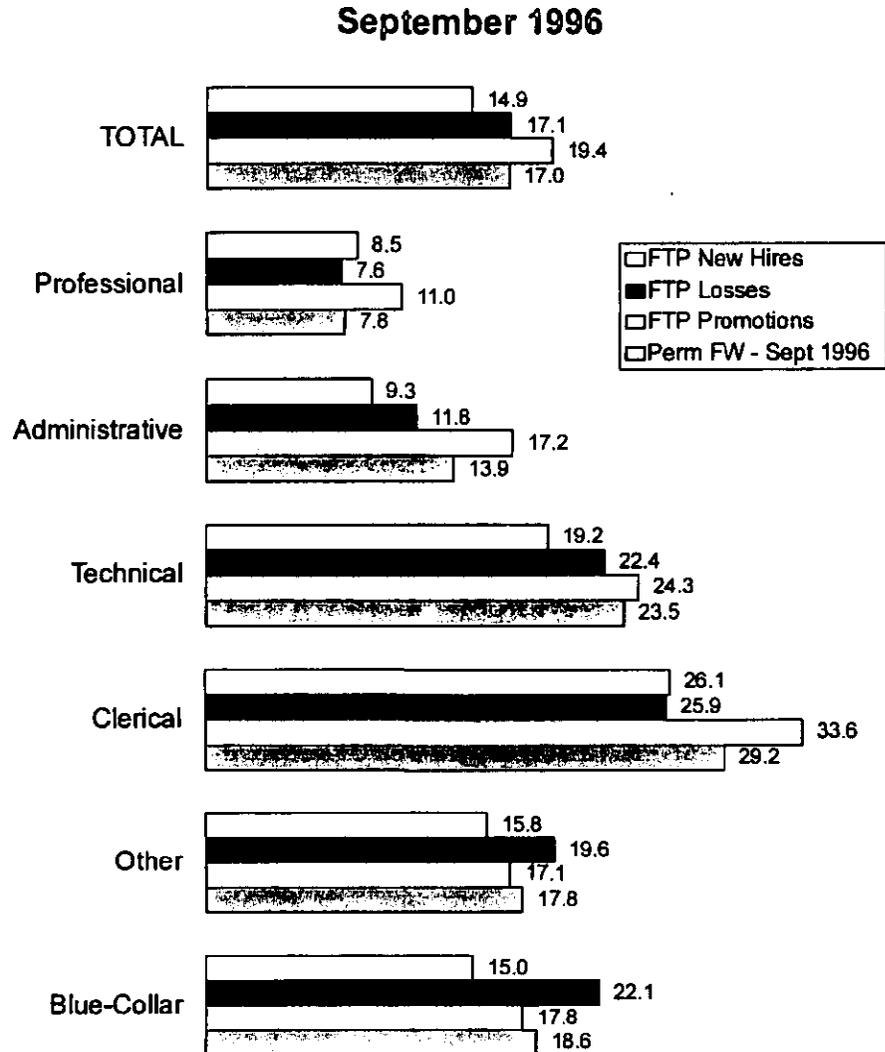
- Blacks are underrepresented in only one (NASA) of 23 independent agencies.
- Twelve independent agencies increased Black representation from 1995 to 1996:
 - Armed Forces Retirement Home
 - Equal Employment Opportunity Comm
 - Environmental Protection Agency
 - Federal Communications Comm
 - Federal Trade Comm
 - General Services Administration
 - National Archives and Records Administration
 - National Aeronautics and Space Administration
 - National Science Foundation
 - Nuclear Regulatory Comm
 - Office of Personnel Management
 - Pension Benefit Guaranty Corp



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1996. Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

BLACKS - NEW HIRES, LOSSES, AND PROMOTIONS

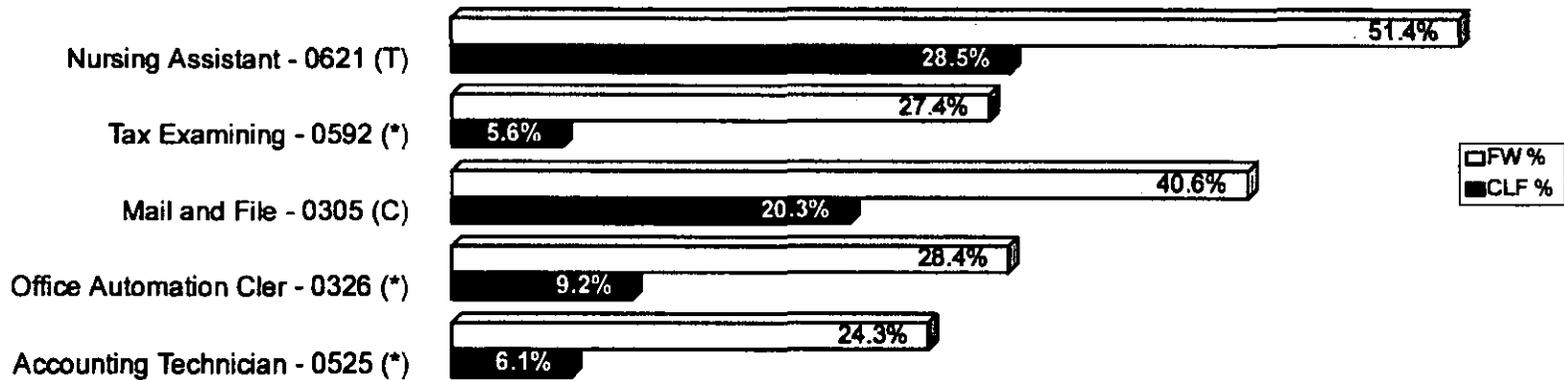
- Of the 39,597 new hires in the Federal Government in FY 1996, 5,910 (14.9 percent) were Blacks.
- Black losses totaled 18,193 or 17.1 percent of the 106,566 losses in the Federal Government in FY 1996
- Blacks accounted for 19.4 percent (37,480) of the 193,633 promotions in the Federal Government in FY 1996
- The percentages of Blacks among total new hires in professional and clerical occupations exceeded their percentages of losses in these occupational categories.
- The percentages of promotions for Blacks in all occupational categories exceeded their representation in the Federal workforce (FW) in all occupational categories, except "other" white-collar and blue-collar.
- FY 1996 data shows that new hires of Blacks exceeded the CLF in one (Agriculture) of the four agencies where they are underrepresented.



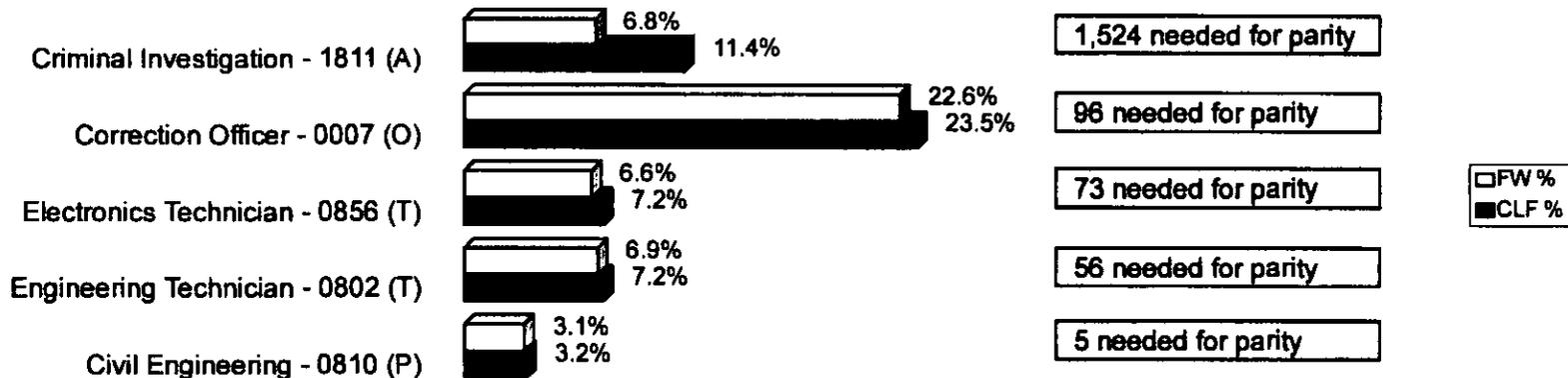
Black Representation (selected occupations with 10,000 or more total employment)

September 30, 1996

Best Represented



Most Underrepresented



(P) - Professional (A) - Administrative (T) - Technical (C) - Clerical (O) - Other (*) - Mixed occupation category, category depends on grade



HISPANICS IN THE FEDERAL WORKFORCE

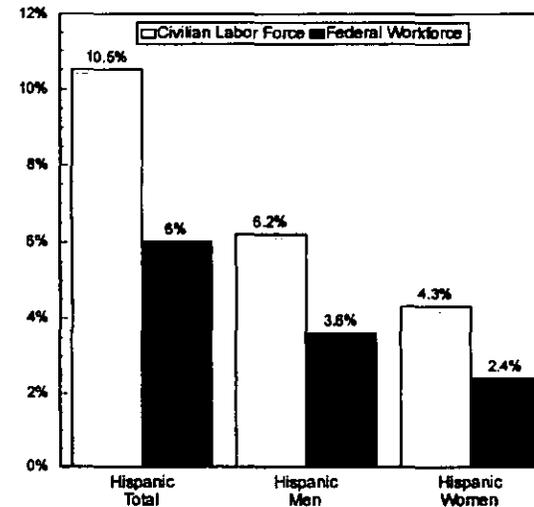
HISPANICS - LABOR FORCE REPRESENTATION

Hispanic representation in the Federal workforce continues to lag Hispanic representation in the civilian labor force.

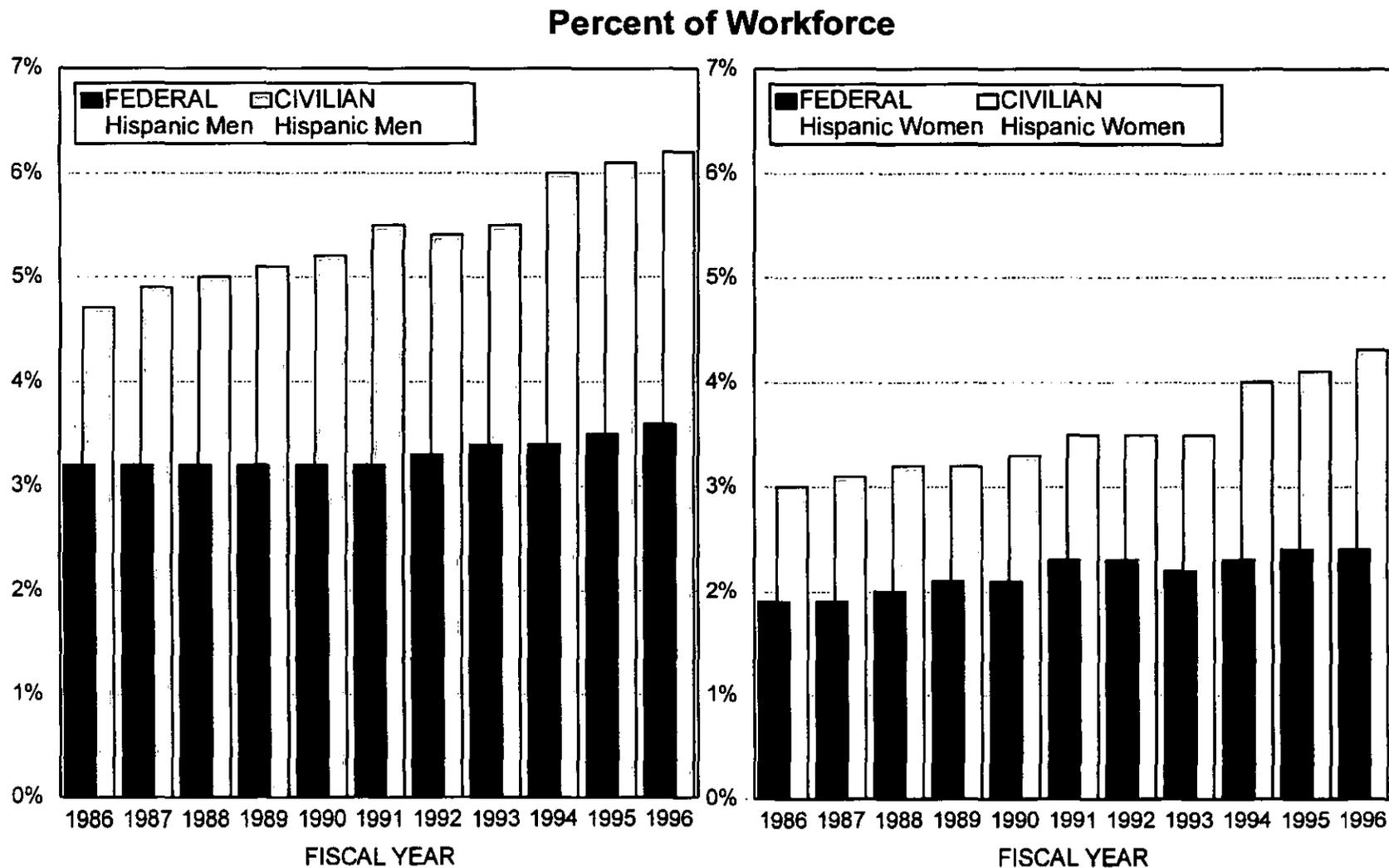
September 1996

	Federal (FW)	Civilian (CLF)
Total	6.0	10.5
Men	3.6	6.2
Women	2.4	4.3

- The representation of Hispanics in the Federal workforce (FW) rose from 5.9 in 1995 to 6.0 percent in 1996, but continues to lag behind the civilian labor force (CLF), where Hispanics comprise 10.5 percent.
- From 1995 to 1996, Hispanic women representation remained unchanged at 2.4 percent of the FW. Employment of Hispanic men increased from 3.5 to 3.6 percent of the FW.
- The number of Hispanics in the permanent Federal workforce declined from 97,167 in 1995 to 97,160 in 1996, a loss of 7.



Representation of Hispanics in the Federal Workforce Has Remained Below the Civilian Labor Force



Sources: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

HISPANICS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

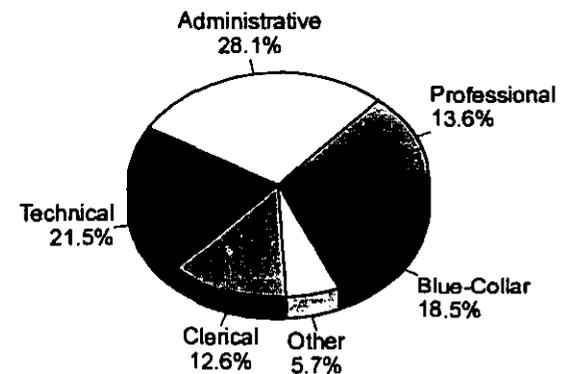
- In 1996, almost 63 percent of all Hispanics were employed in professional, administrative and technical occupations. Despite overall declines in administrative and technical employment, the number of Hispanics in these categories increased from previous year.
- Hispanic employment in professional occupations declined from 13,291 in 1995 to 13,212 in 1996, a loss of 79. Hispanics represented 3.8 percent of all Federal employees in this occupational category in 1996, compared to 3.7 percent in 1995.
- In administrative occupations, the number of Hispanics increased from 26,475 in 1995 to 27,327 in 1996, a gain of 852. Hispanics made up 5.5 percent of all Federal employees in this occupational category in 1996, compared to 5.3 percent in 1995.
- The number of Hispanics in technical occupations increased from 20,689 in 1995 to 20,900 in 1996, a gain of 211. Hispanics represented 6.5 percent of all Federal employees in this occupational category in 1996, compared to 6.4 percent in 1995.
- Hispanics in clerical occupations declined from 12,958 in 1995 to 12,213 in 1996, a loss of 745. Hispanics made up 6.7 percent of all Federal employees in this occupational category in 1996, compared to 6.5 percent in 1995.

Hispanics as a Percent of All Employees
in each Occupational Category

(September 1996)

	<u>Hispanic Employment</u>	<u>Percent of FW</u>
Professional	13,212	3.8
Administrative	27,327	5.5
Technical	20,900	6.5
Clerical	12,213	6.7
Other	5,501	13.5
White-Collar	79,153	5.7
Blue-Collar	18,007	8.1
Total	97,160	6.0

Distribution of Hispanics
in each Occupational Category



HISPANICS - EMPLOYMENT BY GRADE GROUPS AND SENIOR PAY

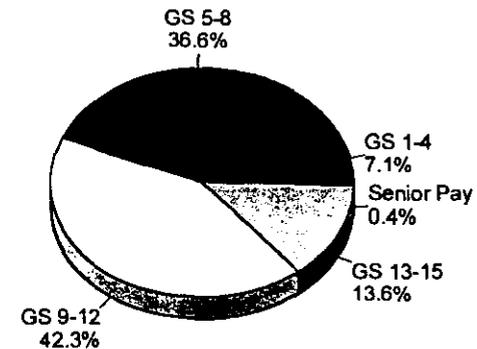
- In 1996, nearly 79 percent of Hispanics were employed in the GS-5 to GS-12 grade groups.
- The percentage of Hispanics at the Senior Pay level of the Federal workforce remained unchanged at 2.4 percent in 1996. The number of Hispanics in this category declined from 332 in 1995 to 327 in 1996, a loss of 5.
- The percentage of Hispanics in General Schedule grades 13-15 increased from 3.3 percent in 1995 to 3.4 percent in 1996. The number of Hispanics in this grade group rose by 517 from 10,242 in 1995 to 10,759 in 1996.
- Hispanic representation in GS grades 9-12 increased from 5.6 percent in 1995 to 5.8 percent in 1996. The number of Hispanics in this grade group rose by 374 from 33,140 in 1995 to 33,514 in 1996.
- The number of Hispanics in GS grades 5-8 increased from 28,549 in 1995 to 28,944 in 1996, a gain of 395. In grade group GS 1-4, the number of Hispanics declined from 6,291 in 1995 to 5,609 in 1996, a loss of 682.

Hispanics as a Percent of All Employees
in General Schedule Grade Group and Senior Pay

(September 1996)

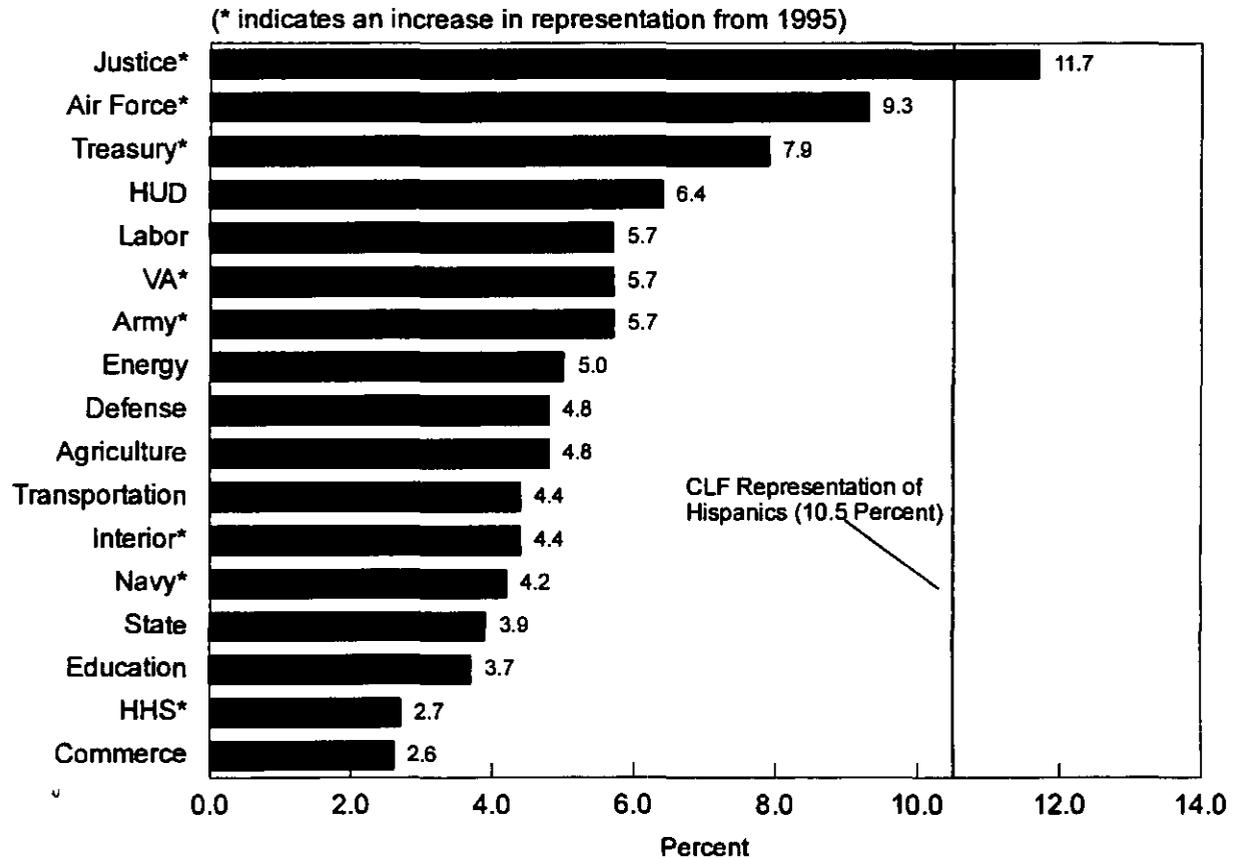
	Hispanic Employment	Percent of FW
GS 1-4	5,609	7.4
GS 5-8	28,944	7.2
GS 9-12	33,514	5.8
GS 13-15	10,759	3.4
Senior Pay	327	2.4

Distribution of Hispanics
in General Schedule Grade Group and Senior Pay



HISPANICS - REPRESENTATION IN EXECUTIVE DEPARTMENTS

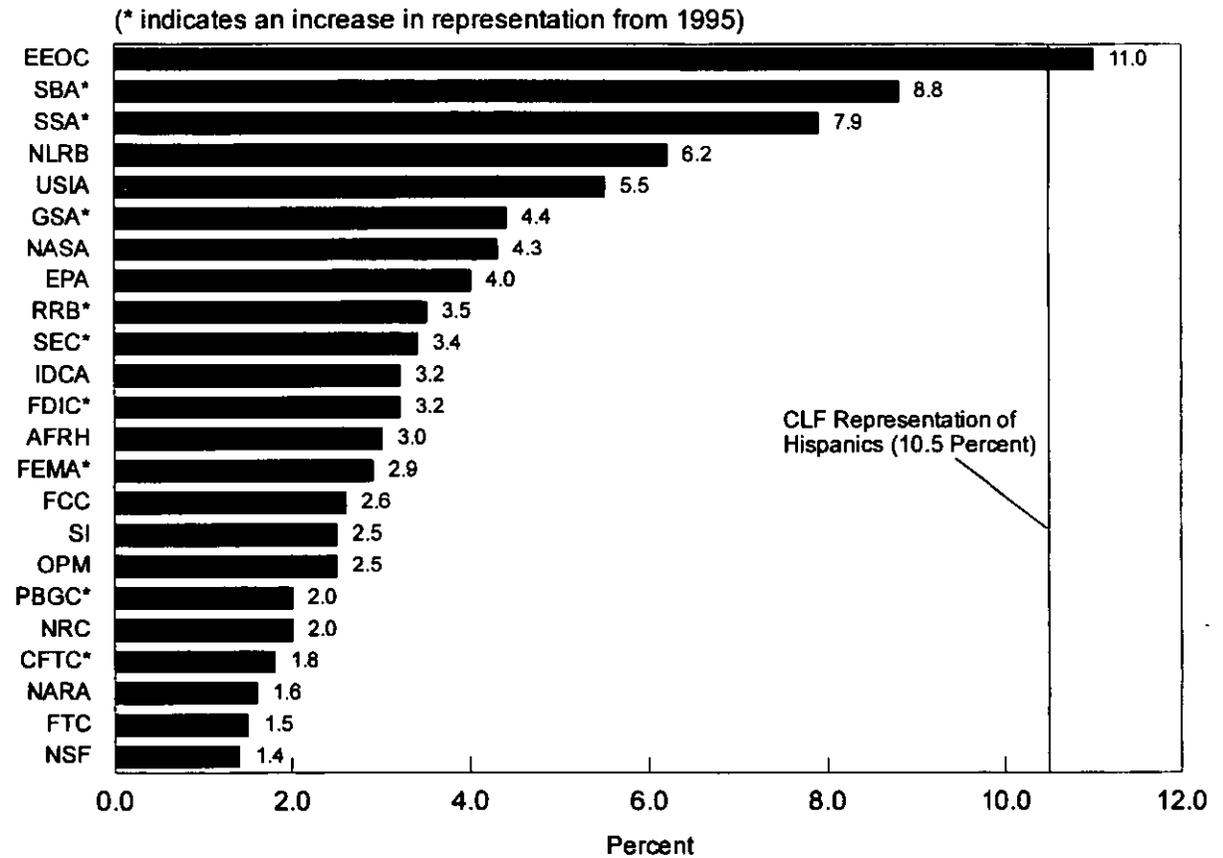
- Hispanics are underrepresented in 16 of 17 executive departments.
- Eight executive departments increased their Hispanic representation from 1995 to 1996:
 - Air force
 - Army
 - Health and Human Services
 - Interior
 - Justice
 - Navy
 - Treasury
 - Veterans Affairs



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1996.
Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

HISPANICS - REPRESENTATION IN INDEPENDENT AGENCIES (500+ EMPLOYEES)

- Hispanics are underrepresented in 22 of 23 independent agencies.
- Nine independent agencies increased Hispanic representation from 1995 to 1996:
 - Commodity Futures Trading Comm
 - Federal Deposit Insurance Corp
 - Federal Emergency Management Agency
 - General Services Admin
 - Pension Benefit Guaranty Corp
 - Railroad Retirement Board
 - Small Business Administration
 - Securities and Exchange Comm
 - Social Security Administration

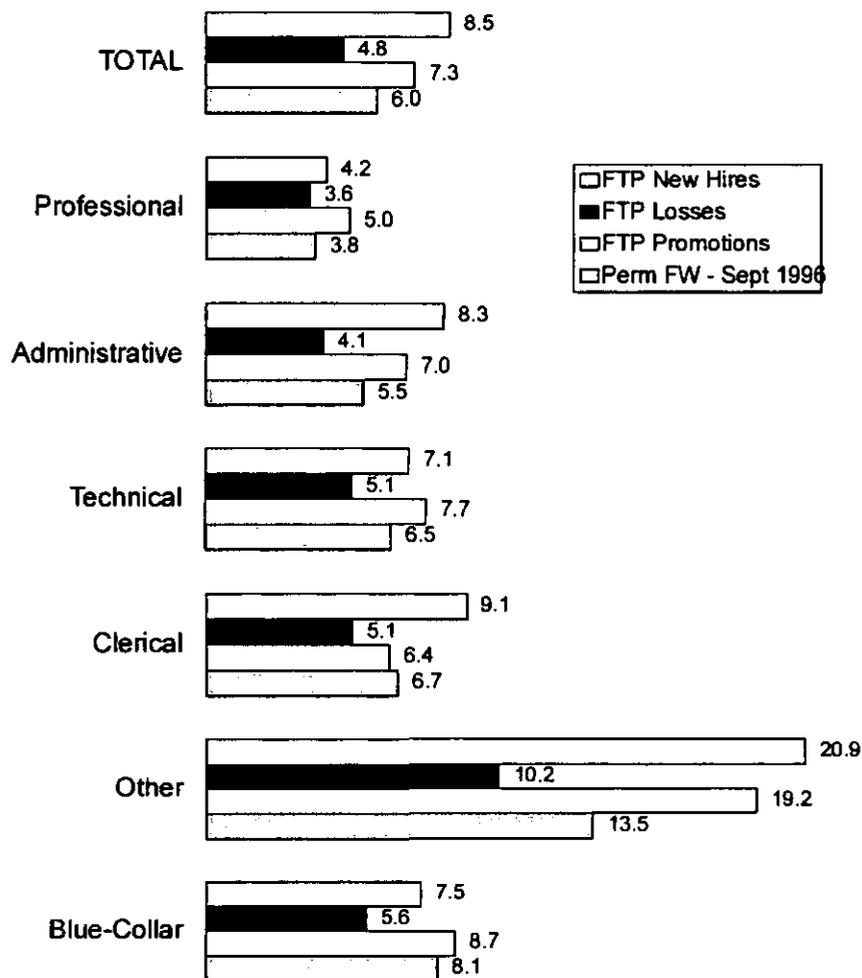


Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1996. Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996.

HISPANICS - NEW HIRES, LOSSES, AND PROMOTIONS

- Of the 39,597 new hires in the Federal Government in FY 1996, 3,377 (8.5 percent) were Hispanics.
- Hispanic losses totaled 5,089 or 4.8 percent of the 106,566 losses in the Federal Government in FY 1996.
- Hispanics accounted for 7.3 percent (14,221) of the 193,633 promotions in the Federal Government in FY 1996.
- The percentages of Hispanics among total new hires in professional, administrative, technical, clerical, other, and blue collar occupations exceeded their percentages of losses in these occupational categories.
- The percentages of promotions for Hispanics in all occupational categories exceeded their representation in the Federal workforce (FW) in all occupational categories, except clerical.
- FY 1996 data shows that new hires of Hispanics exceeded the CLF in three (Nuclear Regulatory Commission, Social Security Administration, and Department of the Treasury) of the 38 agencies where they are underrepresented.

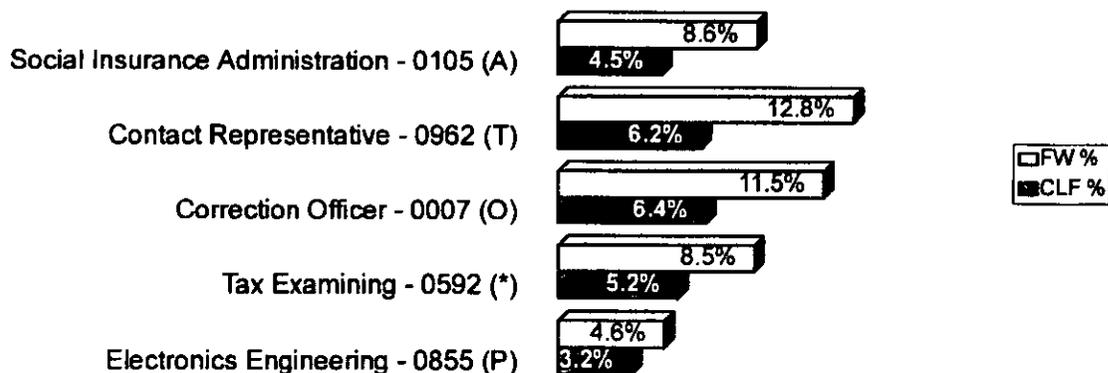
September 1996



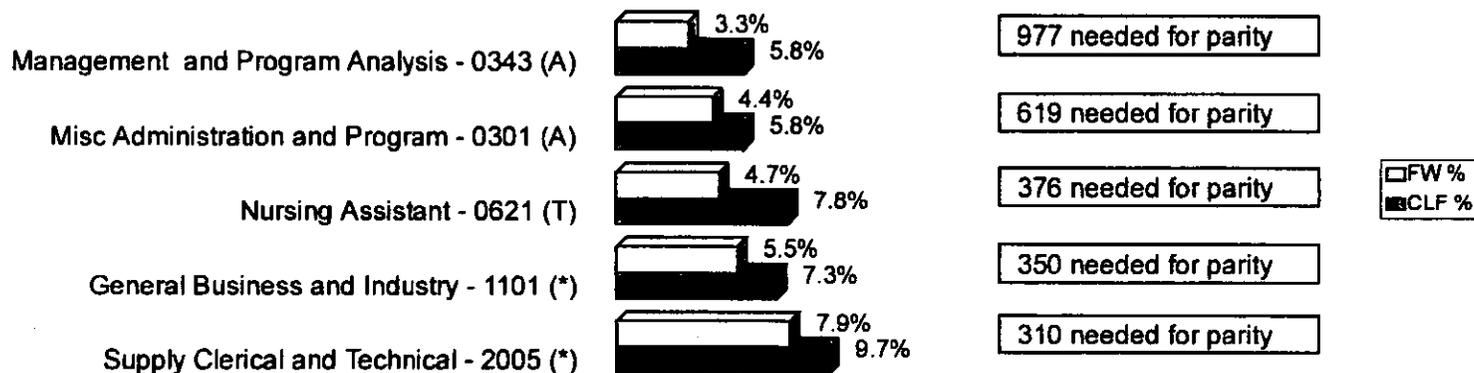
Hispanic Representation (selected occupations with 10,000 or more total employment)

September 30, 1996

Best Represented



Most Underrepresented



(P) - Professional (A) - Administrative (T) - Technical (C) - Clerical (O) - Other (*) - Mixed occupation category, category depends on grade



ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE

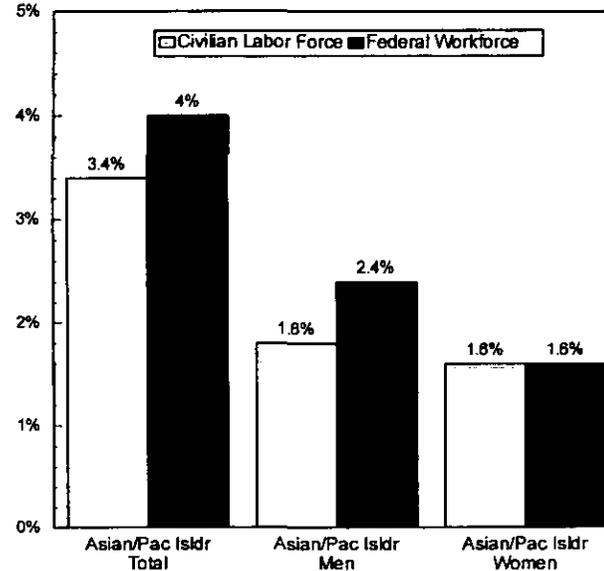
ASIAN/PACIFIC ISLANDERS - LABOR FORCE REPRESENTATION

The representation of Asian/Pacific Islander men in the Federal workforce continues to exceed the representation of Asian/Pacific Islander men in the civilian labor force.

September 1996

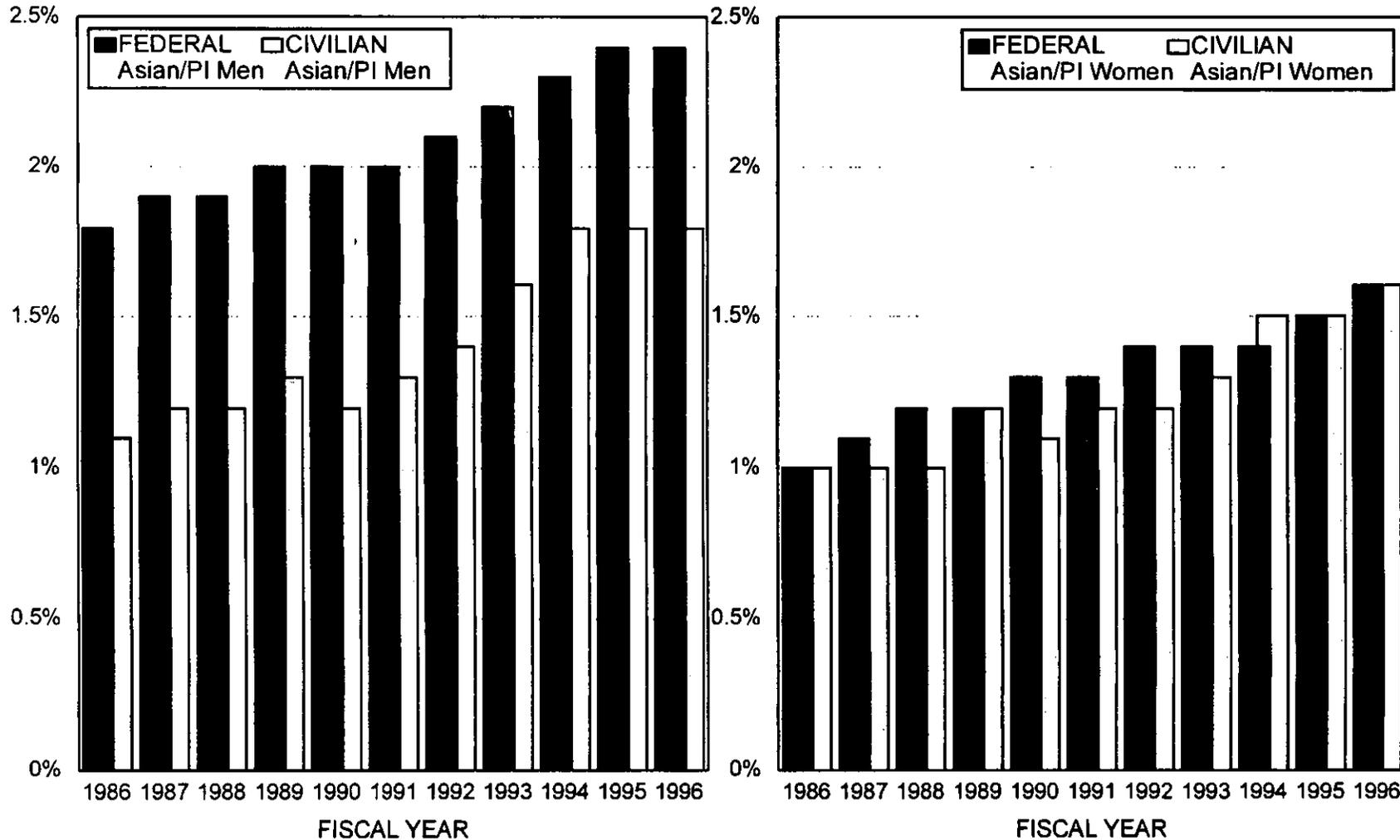
- The representation of Asian/Pacific Islanders in the Federal workforce (FW) rose from 3.9 percent in 1995 to 4.0 percent in 1996. Asian/Pacific Islanders constitute 3.4 percent of the civilian labor force (CLF).
- From 1995 to 1996, Asian/Pacific Islander women representation increased from 1.5 to 1.6 percent of the FW. Employment of Asian/Pacific Islander men remained unchanged at 2.4 percent of the FW.
- The number of Asian/Pacific Islanders in the permanent Federal workforce declined from 64,864 in 1995 to 64,039 in 1996, a loss of 825.

	Federal (FW)	Civilian (CLF)
Total	4.0	3.4
Men	2.4	1.8
Women	1.6	1.6



Representation of Asian/Pacific Islanders Has Increased as a Percent of Workforce

Percent of Workforce (1986-1996)



Sources: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

ASIAN/PACIFIC ISLANDER EMPLOYMENT BY OCCUPATIONAL CATEGORY

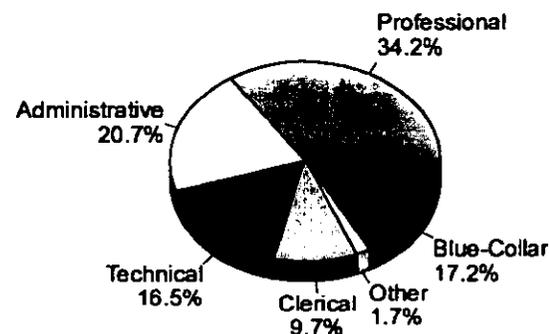
- In 1996, almost 72 percent of all Asian/Pacific Islanders were employed in professional, administrative and technical occupations. Despite overall declines in administrative and technical employment, the number of Asian/Pacific Islanders in these categories increased from 1995.
- Asian/Pacific Islander employment in professional occupations declined from 21,939 in 1995 to 21,890 in 1996, a loss of 49. Asian/Pacific Islanders represented 6.3 percent of all Federal employees in this category in 1996, compared to 6.1 percent in 1995.
- In administrative occupations, the number of Asian/Pacific Islanders increased from 12,880 in 1995 to 13,256 in 1996, a gain of 376. Asian/Pacific Islanders made up 2.7 percent of all Federal employees in this occupational category in 1996, compared to 2.6 percent in 1995.
- The percentage of Asian/Pacific Islanders in technical occupations increased from 3.2 percent in 1995 to 3.3 percent in 1996. The number of Asian/Pacific Islanders in this category increased from 10,456 in 1995 to 10,575 in 1996, a gain of 119.
- The number of Asian/Pacific Islanders in clerical occupations declined from 6,530 in 1995 to 6,210 in 1996, a loss of 320. Asian/Pacific Islanders made up 3.4 percent of all Federal employees in this occupational category in 1996, compared to 3.3 percent in 1995.

Asian / Pacific Islanders as a Percent of All Employees
in each Occupational Category

(September 1996)

	<u>Asian / P.I. Employment</u>	<u>Percent of FW</u>
Professional	21,890	6.3
Administrative	13,256	2.7
Technical	10,575	3.3
Clerical	6,210	3.4
Other	1,086	2.7
White-Collar	53,017	3.8
Blue-Collar	11,022	5.0
Total	64,039	4.0

Distribution of Asian / Pacific Islanders
in each Occupational Category



ASIAN/PACIFIC ISLANDERS - EMPLOYMENT BY GRADE GROUPS AND SENIOR PAY

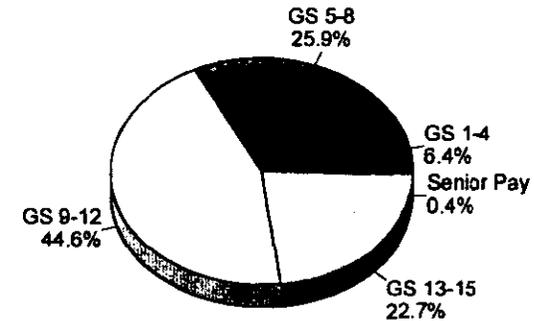
- In 1996, about 70 percent of Asian/Pacific Islanders were employed in the GS-5 to GS-12 grade groups.
- Asian/Pacific Islander representation at the Senior Pay level of the Federal workforce rose to 1.7 percent in 1996, compared to 1.6 percent in 1995. The number of Asian/Pacific Islanders in this category increased from 181 in 1995 to 212 in 1996, a gain of 31.
- The percentage of Asian/Pacific Islanders in GS grades 13-15 increased from 3.7 percent in 1995 to 3.8 percent in 1996. The number of Asian/Pacific Islanders in this grade group rose by 539 from 11,494 in 1995 to 12,033 in 1996.
- Asian/Pacific Islander representation in GS grades 9-12 increased from 4.0 percent in 1995 to 4.1 percent in 1996. The number of Asian/Pacific Islanders in this grade group declined by 48 from 23,719 in 1995 to 23,671 in 1996.
- The number of Asian/Pacific Islanders in GS grades 1-8 declined from 17,575 in 1995 to 17,083 in 1996, a loss of 492.

Asian / Pacific Islanders as a Percent of All Employees
in General Schedule Grade Group and Senior Pay

(September 1996)

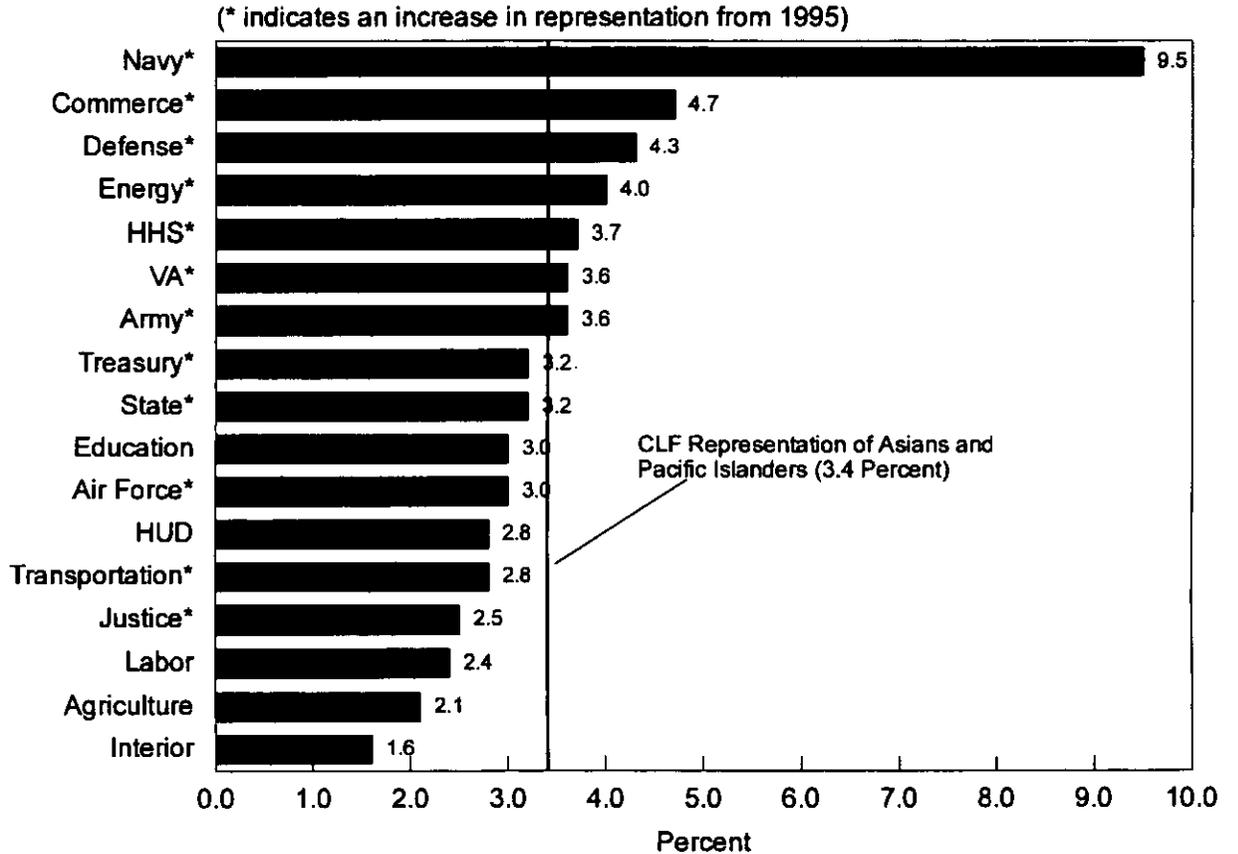
	<u>Asian / P.I. Employment</u>	<u>Percent of FW</u>
GS 1-4	3,375	4.5
GS 5-8	13,708	3.4
GS 9-12	23,671	4.1
GS 13-15	12,033	3.8
Senior Pay	230	1.7

Distribution of Asian / Pacific Islanders
in General Schedule Grade Group and Senior Pay



ASIAN/PACIFIC ISLANDERS - REPRESENTATION IN EXECUTIVE DEPARTMENTS

- Asian/Pacific Islanders are under-represented in 10 of 17 executive departments.
- Twelve executive departments showed an increase Asian/Pacific Islander representation from 1995 to 1996:
 - Air Force
 - Army
 - Commerce
 - Defense
 - Energy
 - Health and Human Services
 - Justice
 - Navy
 - State
 - Transportation
 - Treasury
 - Veterans Affairs

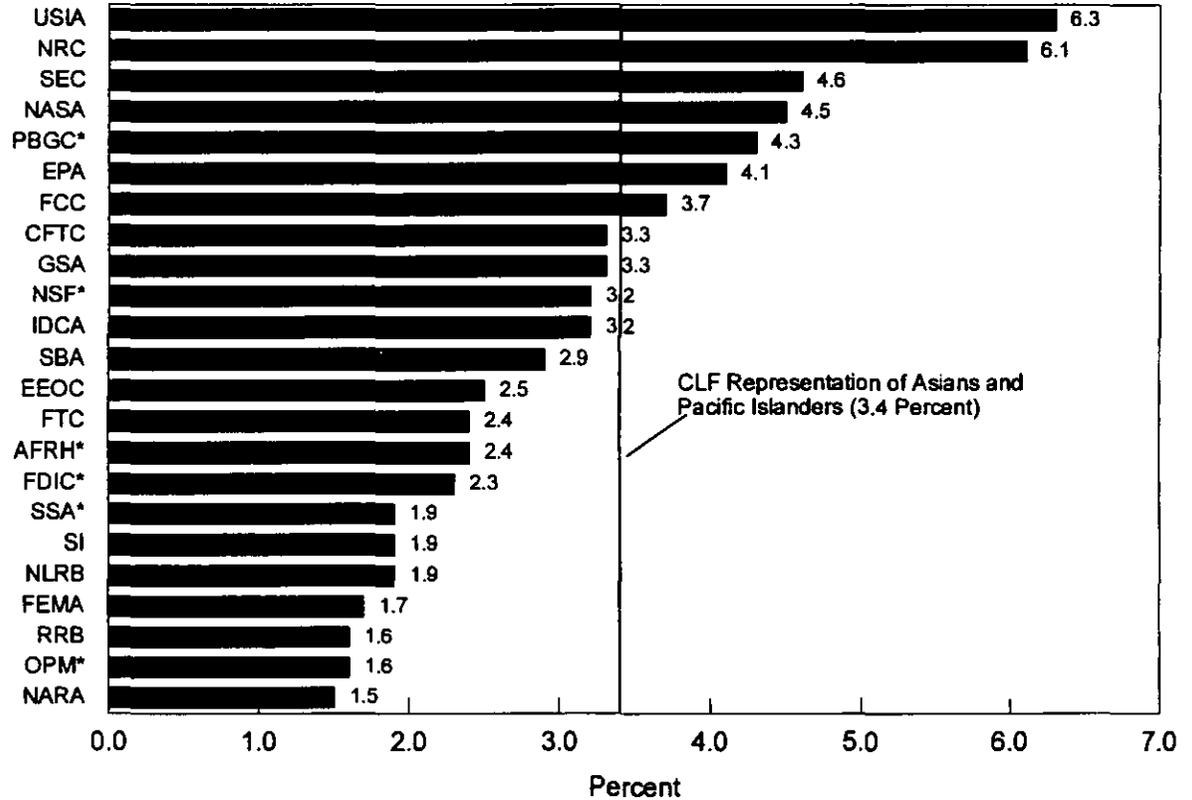


Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1996. Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996.

ASIAN/PACIFIC ISLANDERS - REPRESENTATION IN INDEPENDENT AGENCIES (500+ EMPLOYEES)

- Asian/Pacific Islanders are under-represented in 16 of 23 independent agencies.
- Six independent agencies increased Asian/Pacific Islander representation from 1995 to 1996:
 - Armed Forces Retirement Home
 - Federal Deposit Insurance Corp
 - National Science Foundation
 - Office of Personnel Management
 - Pension Benefit Guaranty Corp
 - Social Security Admin

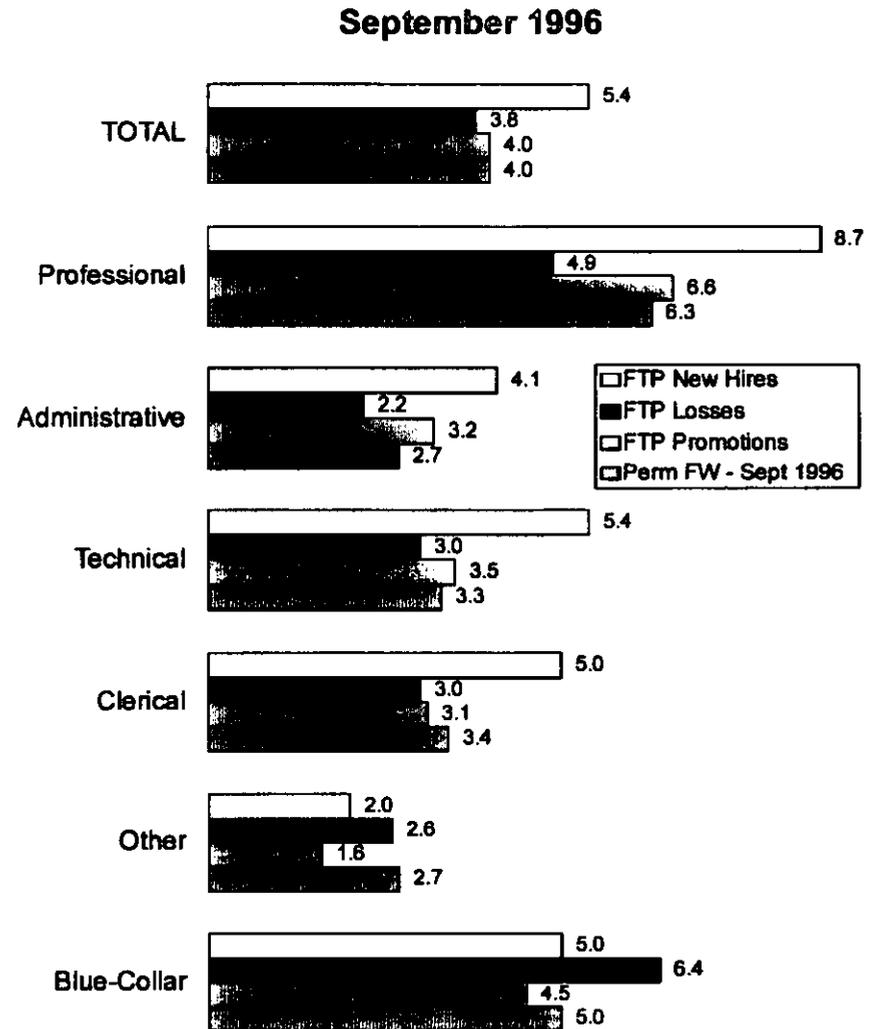
(* indicates an increase in representation from 1995)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1996. Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

ASIAN/PACIFIC ISLANDERS - NEW HIRES, LOSSES, AND PROMOTIONS

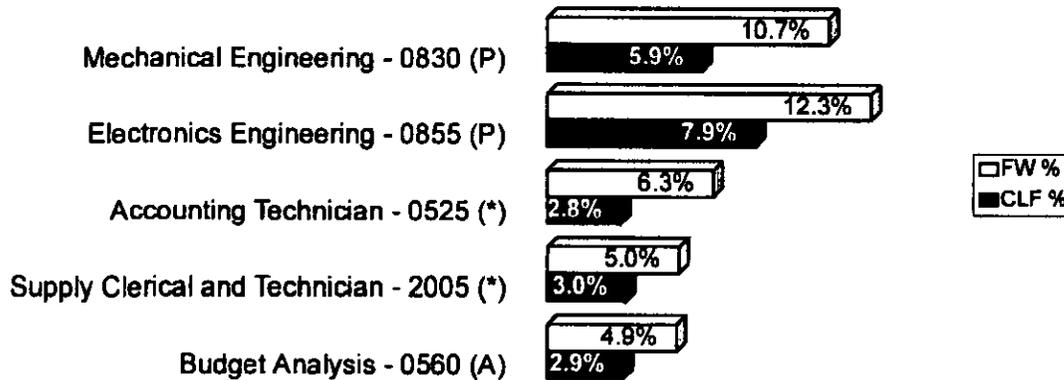
- Of the 39,597 new hires in the Federal Government in FY 1996, 2,120 (5.4 percent) were Asian/Pacific Islanders.
- Asian/Pacific Islander losses totaled 4,067 or 3.8 percent of the 106,566 losses in FY 1996.
- Asian/Pacific Islanders accounted for 4.0 percent (7,744) of the 193,633 promotions in FY 1996.
- The percentages of Asian/Pacific Islanders among total new hires in professional, administrative, technical, and clerical occupations exceeded their percentages of losses in these occupational categories.
- The percentages of promotions for Asian/Pacific islanders in all occupational categories exceeded their representation in the Federal workforce (FW) in all occupational categories, except clerical, other, and blue collar.
- FY 1996 data shows that new hires of Asian/Pacific Islanders exceeded the CLF in seven (Air Force, Education, Labor, Justice, Small Business Administration, Smithsonian Institution, and Social Security Administration) of the 26 agencies where they are underrepresented.



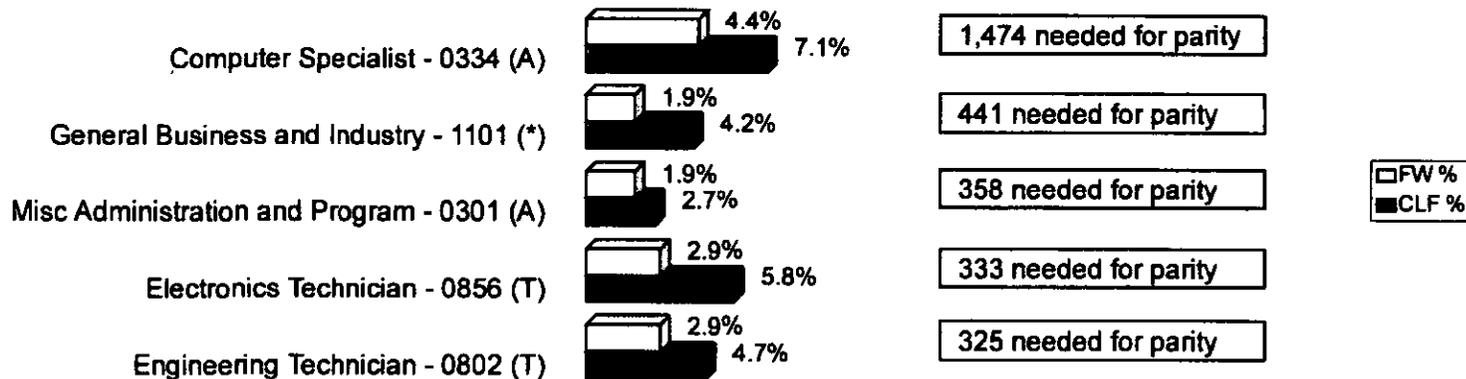
Asian/Pacific Islander Representation (selected occupations with 10,000 or more total employment)

September 30, 1996

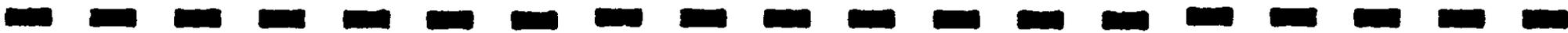
Best Represented



Most Underrepresented



(P) - Professional (A) - Administrative (T) - Technical (C) - Clerical (O) - Other (*) - Mixed occupation category, category depends on grade



NATIVE AMERICANS IN THE FEDERAL WORKFORCE

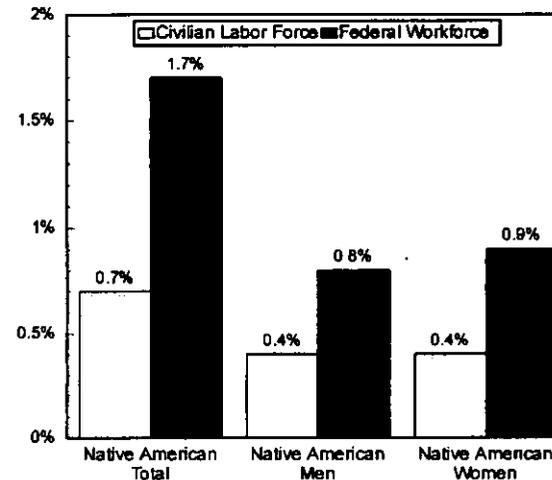
NATIVE AMERICANS - LABOR FORCE REPRESENTATION

Native American men and women exceed their representation in the civilian labor force.

September 1996

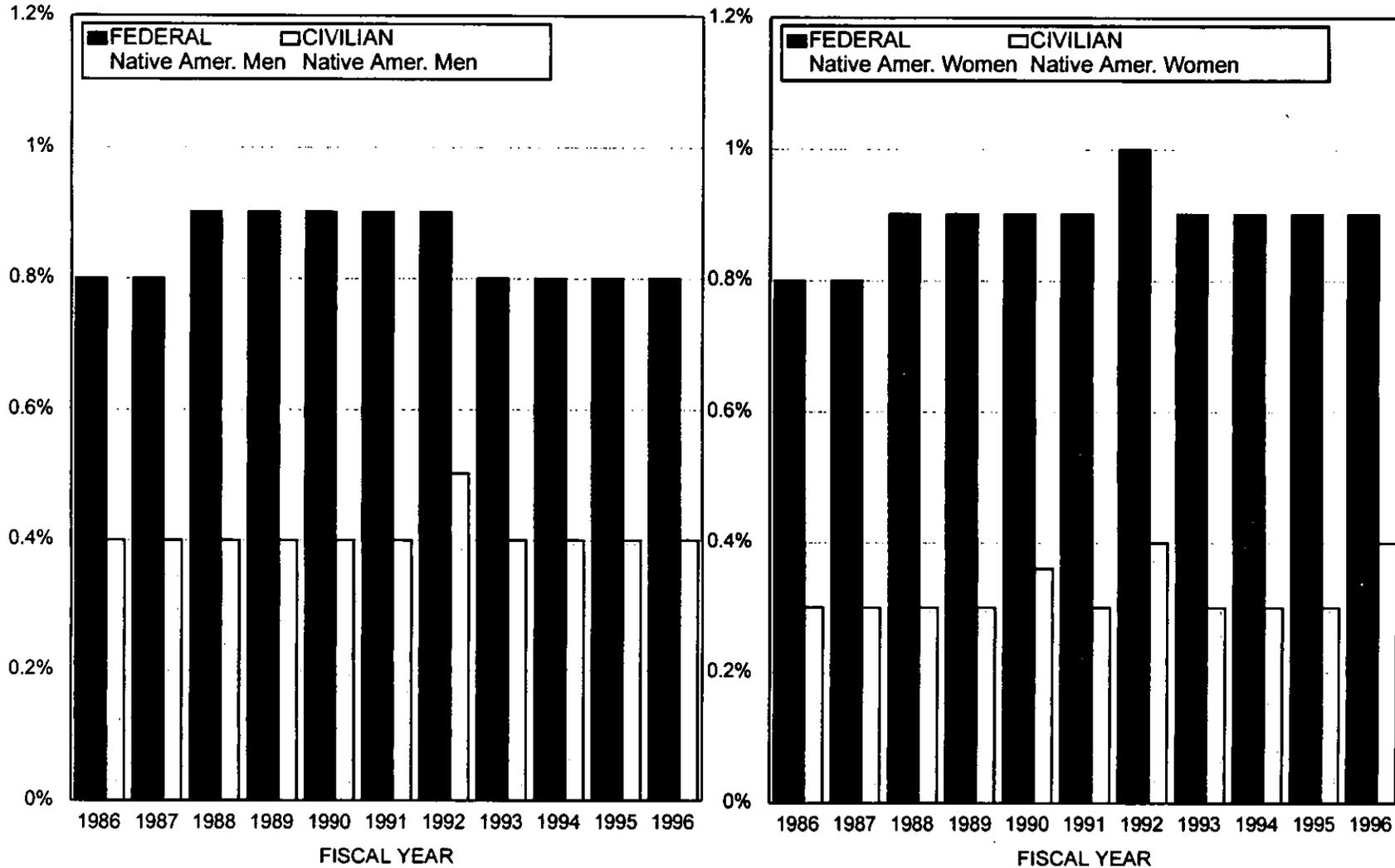
- The representation of Native Americans in the Federal workforce (FW) remained unchanged at 1.7 percent from 1995 to 1996. Native Americans constitute 0.7 percent of the civilian labor force (CLF).
- From 1995 to 1996, Native American women representation remained at 0.9 percent of the FW. Native American men maintained their representation at 0.8 percent of the FW.
- The number of Native Americans in the permanent Federal workforce declined from 28,924 in 1995 to 27,972, a loss of 952.

	Federal (FW)	Civilian (CLF)
Total	1.7	0.8
Men	0.8	0.4
Women	0.9	0.4



Representation of Native Americans in the Federal Workforce Has Remained Above the Civilian Labor Force

Percent of Workforce (1986-1996)



Sources: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

NATIVE AMERICANS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

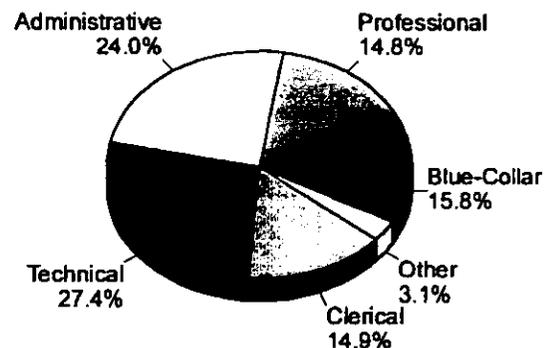
- In 1996, almost two-thirds of all Native Americans were employed in professional, administrative and technical occupations. Despite overall declines in professional employment, the number of Native Americans in this category increased from previous year.
- Native American employment in professional occupations increased from 4,130 in 1995 to 4,142 in 1996, a gain of 12. Native American representation remained unchanged from 1995 to 1996 at 1.2 percent of all Federal employees in this occupational category.
- In administrative occupations, the number of Native Americans declined from 6,774 in 1995 to 6,722 in 1996, a loss of 52. Native American representation remained unchanged at 1.4 percent from 1995 to 1996.
- The number of Native Americans in technical occupations declined from 7,826 in 1995 to 7,657 in 1996, a loss of 169. Native American representation remained unchanged at 2.4 percent from 1995 to 1996.
- The number of Native Americans in clerical occupations declined from 4,622 in 1995 to 4,167 in 1996, a loss of 455. Native American representation remained unchanged at 2.3 percent from 1995 to 1996.

Native Americans as a Percent of All Employees
in each Occupational Category

(September 1996)

	Native Amer. Employment	Percent of FW
Professional	4,142	1.2
Administrative	6,722	1.4
Technical	7,657	2.4
Clerical	4,167	2.3
Other	855	2.1
White-Collar	23,543	1.7
Blue-Collar	4,429	2.0
Total	27,972	1.7

Distribution of Native Americans
in each Occupational Category



NATIVE AMERICANS - EMPLOYMENT BY GRADE GROUPS

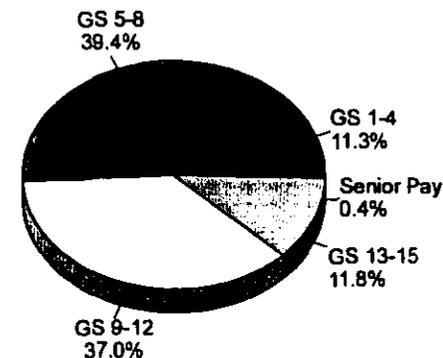
- In 1966, nearly 77 percent of Native Americans were employed in the GS-5 to GS-12 grade groups.
- The representation of Native Americans at the Senior Pay level of the Federal workforce remained unchanged at 0.6 percent from 1995 to 1996. The number of Native Americans in this category increased from 79 in 1995 to 84 in 1996, a gain of 7.
- Native American representation in GS grades 13-15 remained unchanged at 0.9 percent from 1995 to 1996. The number of Native Americans in this grade group rose by 51 from 2,735 in 1995 to 2,786 in 1996.
- The percentage of Native Americans in GS grades 9-12 remained unchanged at 1.5 percent. The number of Native Americans declined from 8,765 in 1995 to 8,718 in 1996, a loss of 47.
- The number of Native Americans in GS grades 1-8 declined from 12,695 in 1995 to 11,955 in 1996, a loss of 740.

Native Americans as a Percent of All Employees
in General Schedule Grade Group and Senior Pay

(September 1996)

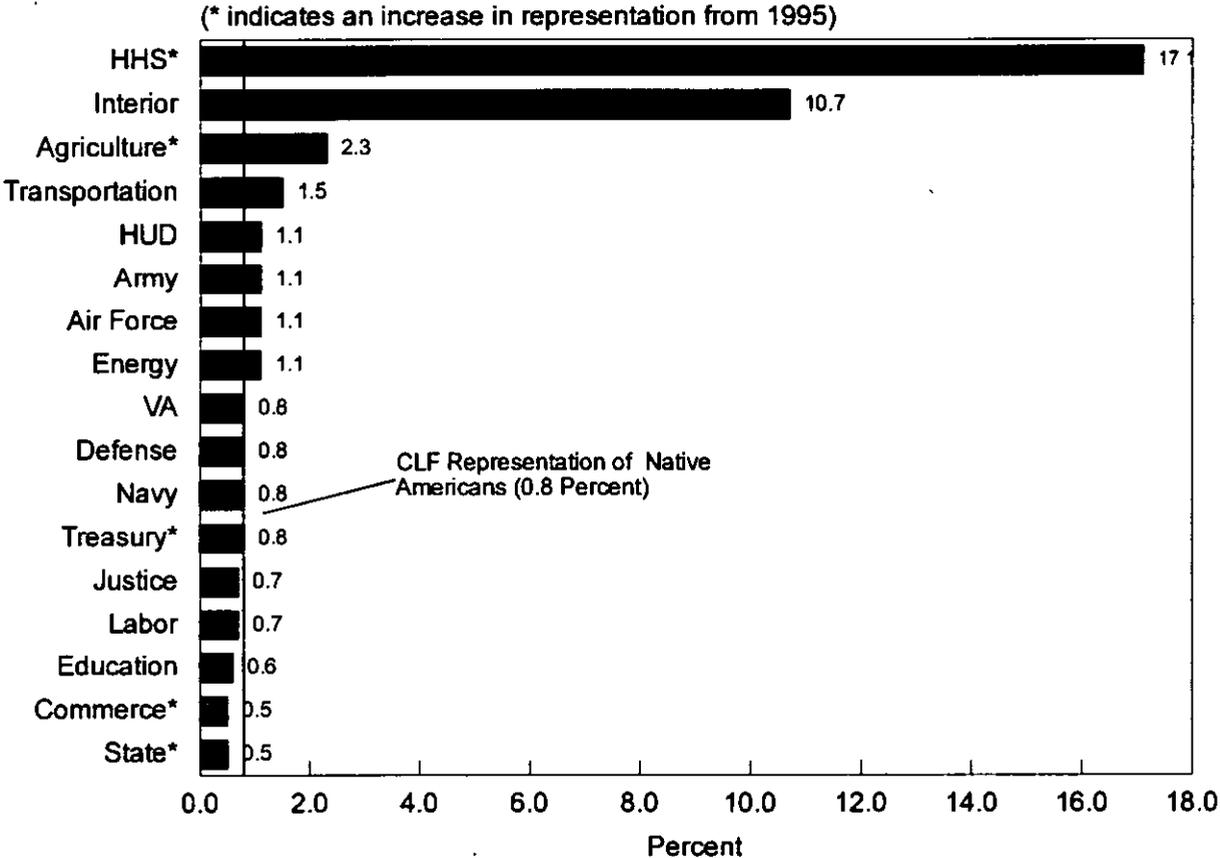
	<u>Native Amer. Employment</u>	<u>Percent of FW</u>
GS 1-4	2,668	3.5
GS 5-8	9,287	2.3
GS 9-12	8,718	1.5
GS 13-15	2,786	0.9
Senior Pay	84	0.6

Distribution of Native Americans
in General Schedule Grade Group and Senior Pay



NATIVE AMERICANS - REPRESENTATION IN EXECUTIVE DEPARTMENTS

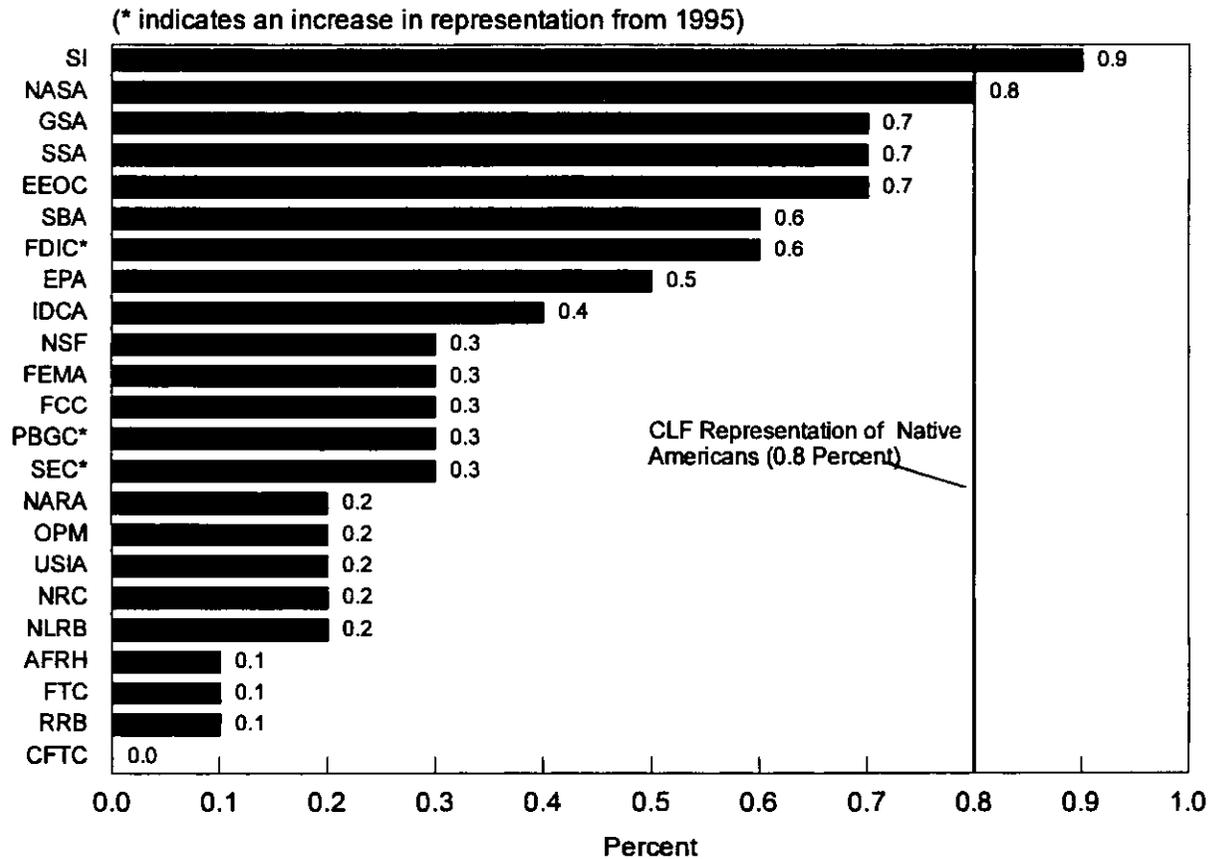
- Native Americans are underrepresented in five of 17 executive departments.
- Five executive departments increased Native American representation from 1995 to 1996:
 - Agriculture
 - Commerce
 - Health and Human Services
 - State
 - Treasury



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1996. Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996.

NATIVE AMERICANS - REPRESENTATION IN INDEPENDENT AGENCIES (500+ EMPLOYEES)

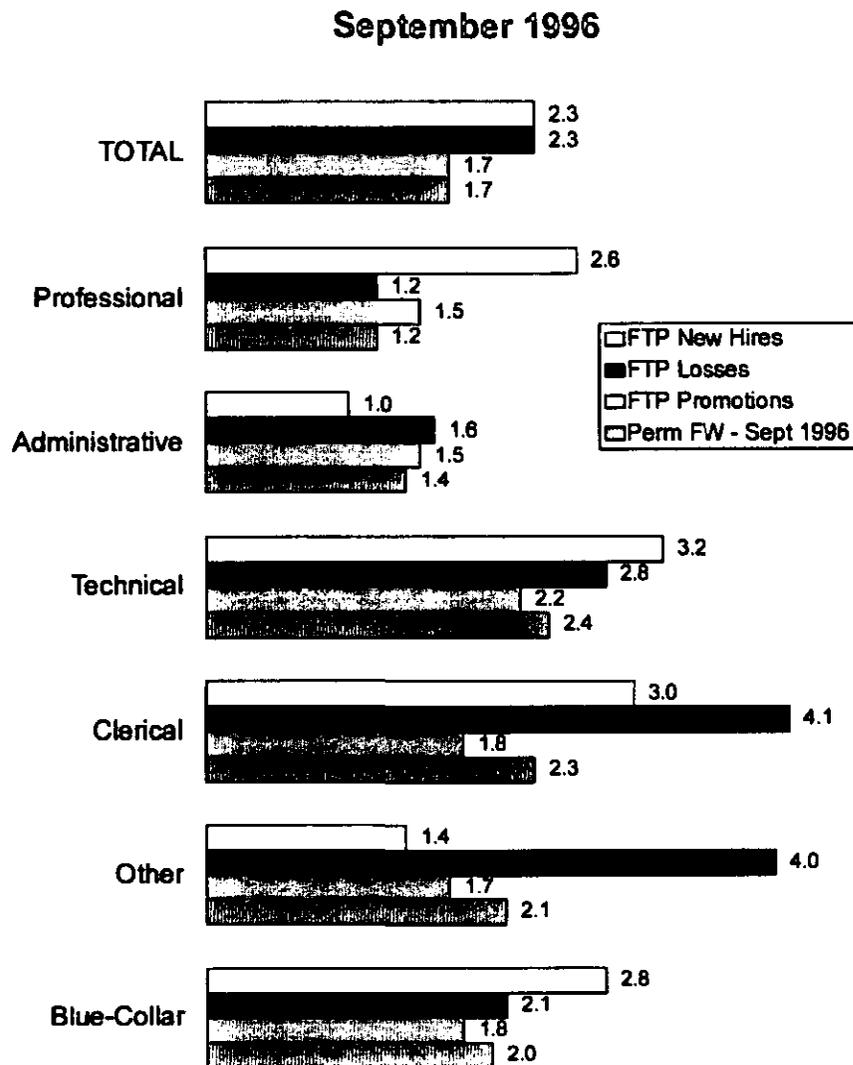
- Native Americans are underrepresented in 21 of 23 independent agencies.
- Three independent agencies showed an increase in Native American representation from 1995 to 1996:
 - Federal Deposit Insurance Corp
 - Pension Benefit Guaranty Corp
 - Securities and Exchange Comm



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1996.
 Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

NATIVE AMERICANS - NEW HIRES, LOSSES, AND PROMOTIONS

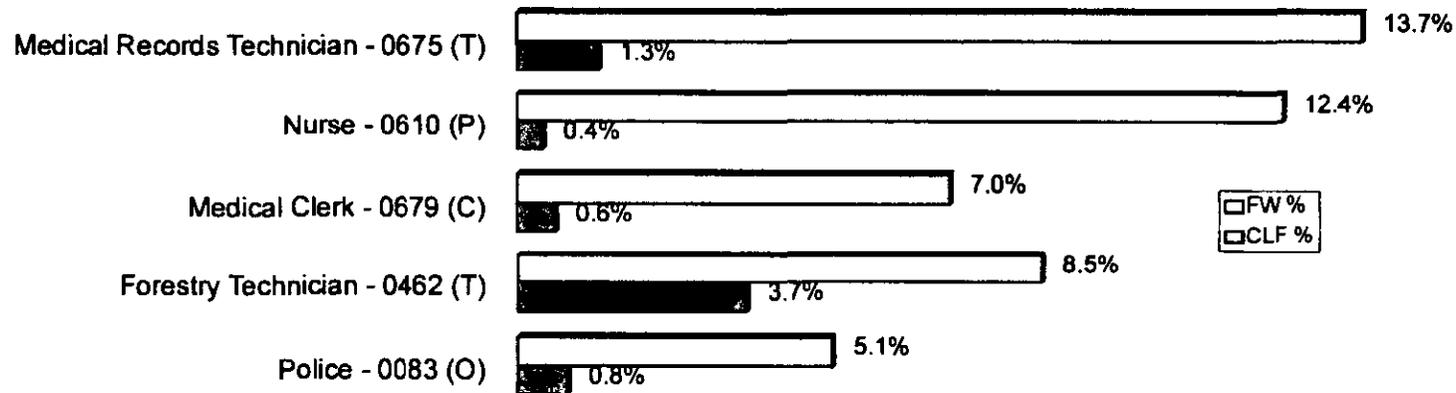
- Of the 39,597 new hires in the Federal Government in FY 1996, 914 (2.3 percent) were Native Americans.
- Native Americans losses totaled 2,420 or 2.3 percent of the 106,566 losses in the Federal Government in FY 1996.
- Native Americans accounted for 1.7 percent (3,328) of the 193,633 promotions in the Federal Government in FY 1996.
- The percentages of Native Americans among total new hires in professional, technical, and blue collar occupations exceeded their percentages of losses in these occupational categories.
- The percentages of promotions for Native Americans in professional and administrative occupational categories exceeded their representation in the Federal workforce (FW) in these occupational categories.
- FY 1996 data shows that new hires of Native Americans met or exceeded the CLF in six (Commerce, Federal Emergency Management Agency, Smithsonian Institution, National Archives and Records Administration, Pension Benefit Guaranty Corporation, and U.S. International Development Agency) of the 26 agencies where they are underrepresented.



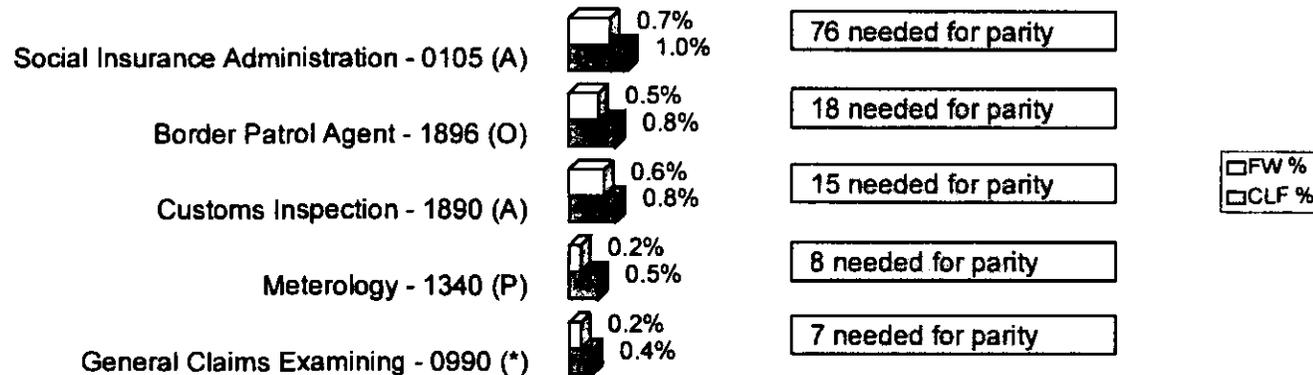
Native American Representation (selected occupations with 3,000 or more total employment)

September 30, 1996

Best Represented



Most Underrepresented



(P) - Professional (A) - Administrative (T) - Technical (C) - Clerical (O) - Other (*) - Mixed occupation category, category depends on grade



WOMEN IN THE FEDERAL WORKFORCE

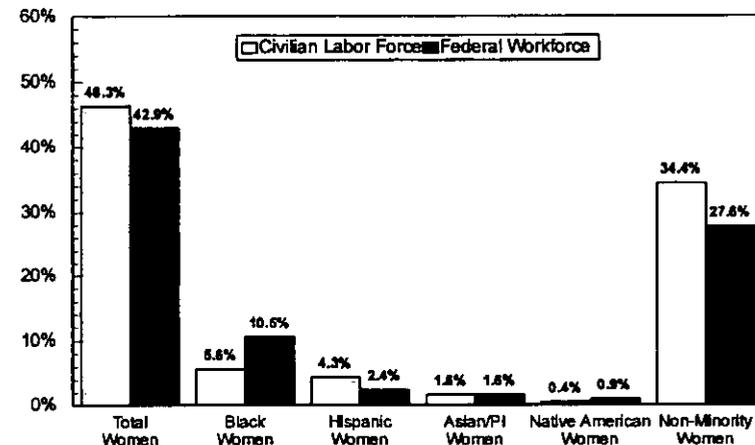
WOMEN - LABOR FORCE REPRESENTATION

- The representation of women in the Federal workforce (FW) remained unchanged at 42.9 percent from 1995 to 1996. Women constitute 46.3 percent of the civilian labor force (CLF).
- The percentage of Black women in the FW increased from 10.4 percent in 1995 to 10.5 percent in 1996. Black women make up 5.6 percent of the CLF.
- The percentage of Hispanic women in the FW in 1996 was 2.4 percent, the same as in 1995. Representation of Hispanic women in the FW continues to lag behind the CLF, which is 4.3 percent.
- The percentage of Asian/Pacific Islander women increased from 1.5 percent in 1995 to 1.6 percent in 1996. Asian/Pacific Islander women constitute 1.6 percent of the CLF.
- The percentage of Native American women in the FW was 0.9 percent, the same as in 1995. Native American women make up 0.4 percent of the CLF.
- The percentage of non-minority women declined from 27.7 percent in 1995 to 27.6 percent in 1996. Employment of non-minority women continues to lag behind the CLF, which is 34.4 percent.
- Between 1995 and 1996, the number of women in the FW declined from 711,532 in 1995 to 689,990 in 1996, a loss of 21,542.

Representation of Women in the Federal workforce continue to lag their representation in the civilian labor force.

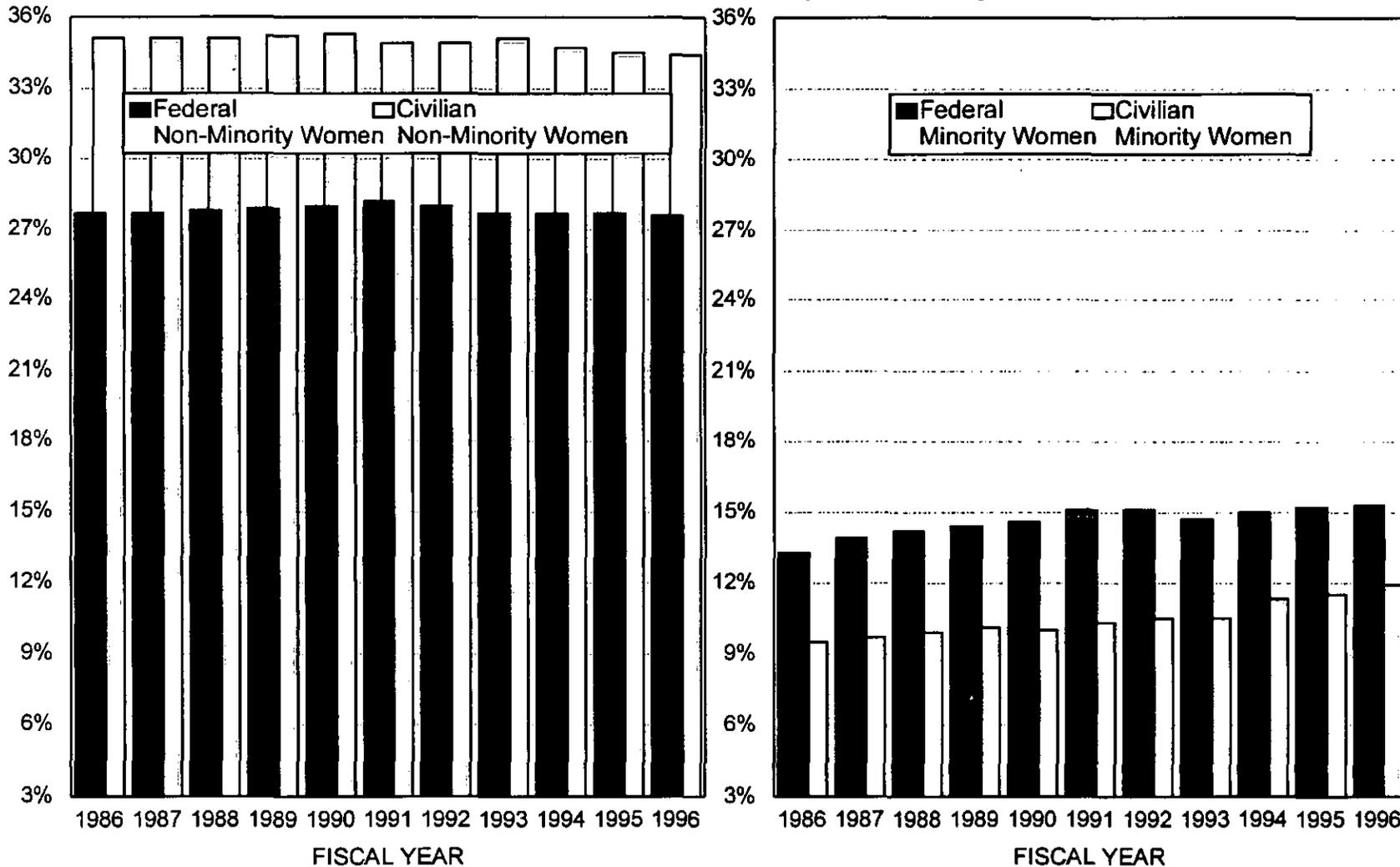
September 1996

	Federal (FW)	Civilian (CLF)
Total Women	42.9	46.3
Black Women	10.5	5.6
Hispanic Women	2.4	4.3
Asian/Pac Isdr Women	1.6	1.6
Native Amer. Women	0.9	0.4
Non-Minority Women	27.6	34.4



Minority Women Are Better Represented in the Federal Workforce Non-Minority Women are Better Represented in the Civilian Labor Force

Percent of Workforce (1986-1996)



Sources: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

WOMEN - EMPLOYMENT BY OCCUPATIONAL CATEGORY

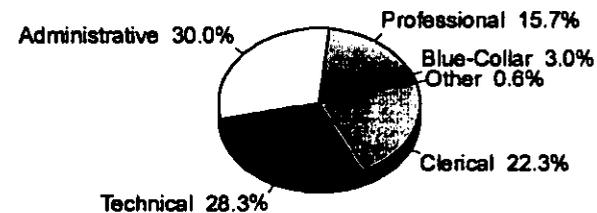
- In 1996, almost three-quarters of all women were employed in professional, administrative and technical occupations.
- Women in professional occupations declined from 109,219 in 1995 to 108,381 in 1996, a loss of 838. Women represented 31.2 percent of all Federal employees in this occupational category in 1996, compared to 30.6 percent in 1995.
- In administrative occupations, the number of women declined from 207,580 in 1995 to 207,186 in 1996, a loss of 394. Women made up 41.8 percent of all Federal employees in this occupational category in 1996, compared to 41.7 percent in 1995.
- The number of women in technical occupations declined from 197,290 in 1995 to 195,533 in 1996, a loss of 1,757. Women represented 61.1 percent of all Federal employees in this occupational category in 1996, compared to 60.6 percent in 1995.
- The number of women in clerical occupations declined from 170,484 in 1995 to 153,832 in 1996, a loss of 16,652. Women made up 84.6 percent of all Federal employees in this occupational category in 1996, compared to 85.1 percent in 1995.

Women as a Percent of All Employees
in each Occupational Category

(September 1996)

	Women Employment	Percent of FW
Professional	108,381	31.2
Administrative	207,186	41.8
Technical	195,533	61.1
Clerical	153,832	84.6
Other	4,459	10.9
White-Collar	669,391	48.3
Blue-Collar	20,599	9.3
Total	689,990	42.9

Distribution of Women
in each Occupational Category



WOMEN - EMPLOYMENT BY GRADE GROUPS AND SENIOR PAY

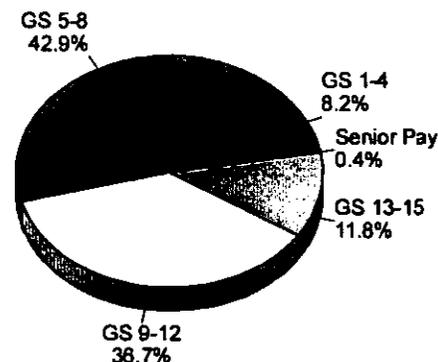
- In 1996, nearly 80 percent of women were employed in the GS 5-12.
- The percentage of women at the Senior Pay level of the Federal workforce rose to 19.9 percent in 1996, compared to 18.5 percent in 1995. The number of women at this level increased by 200 from 2,504 in 1995 to 2,704 in 1996.
- The percentage of women in GS grades 13-15 also improved from 24.5 percent in 1995 to 25.4 percent in 1996. The number of women in this grade group rose by 3,430 from 75,858 in 1995 to 79,288 in 1996.
- Women representation in GS grades 9-12 increased from 41.5 percent in 1995 to 42.2 percent in 1996. The number of women in this grade group declined from 246,441 in 1995 to 245,462 in 1996, a loss of 979.
- The number of women in GS grades 1-8 declined from 364,619 in 1995 to 341,937 in 1996, a loss of 22,682.

Women as a Percent of All Employees
in General Schedule Grade Group and Senior Pay

(September 1996)

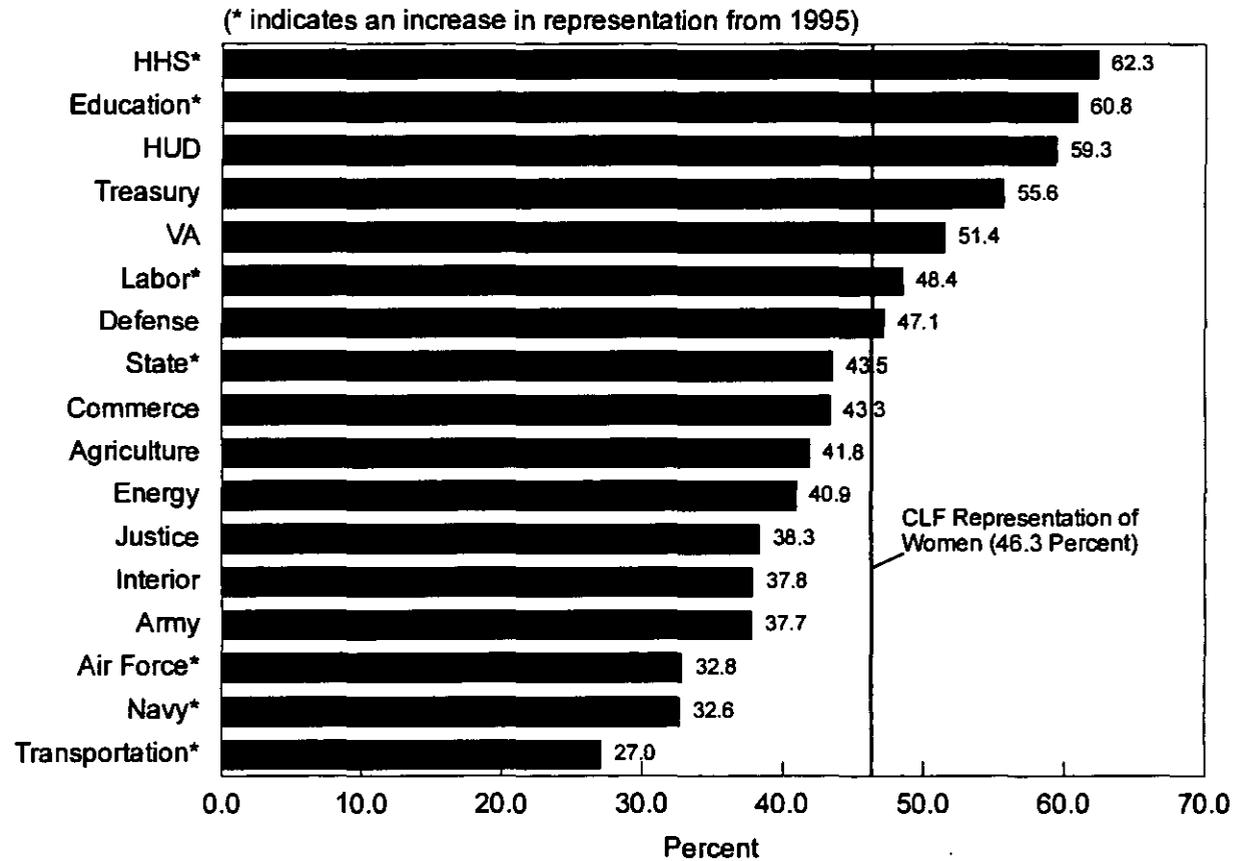
	Women Employment	Percent of FW
GS 1-4	54,586	72.4
GS 5-8	287,351	71.3
GS 9-12	245,462	42.2
GS 13-15	79,288	25.4
Senior Pay	2,704	19.9

Distribution of Women
in General Schedule Grade Group and Senior Pay



WOMEN - REPRESENTATION IN EXECUTIVE DEPARTMENTS

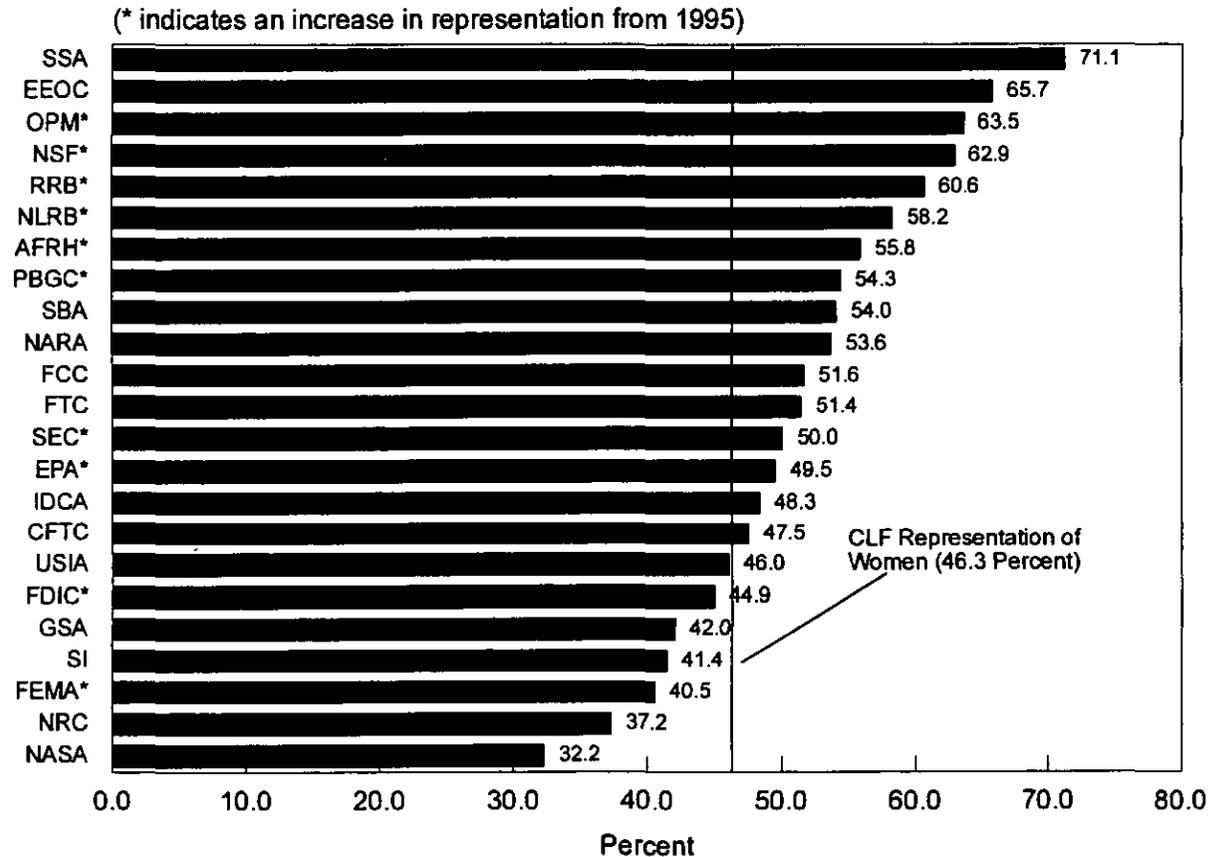
- Women are underrepresented in ten of 17 executive departments.
- Seven executive departments increased women representation from 1995 to 1996:
 - Air Force
 - Education
 - Health and Human Services
 - Labor
 - Navy
 - State
 - Transportation



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1996. Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996.

WOMEN - REPRESENTATION IN INDEPENDENT AGENCIES (500+ EMPLOYEES)

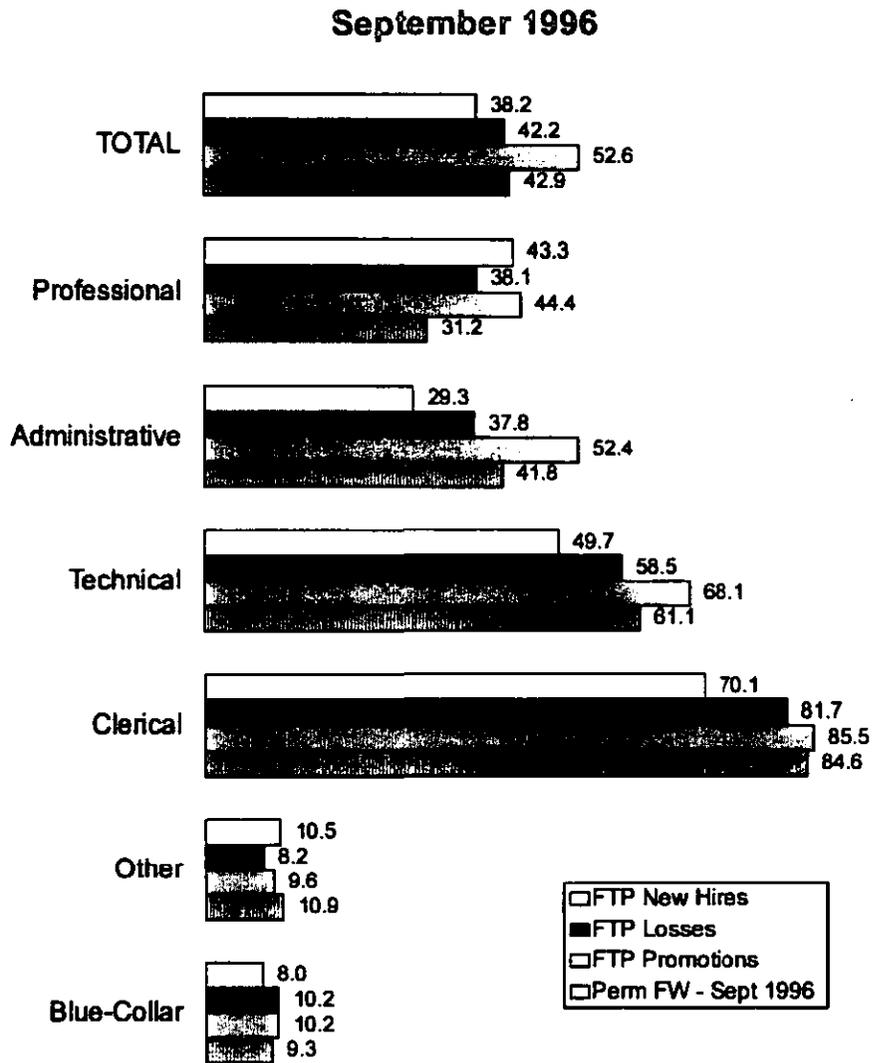
- Women are underrepresented in seven of 23 independent agencies.
- Ten independent agencies showed an increase in representation of women from 1995 to 1996:
 - Armed Force Retirement Home
 - Environmental Protection Agency
 - Federal Emergency Management Agency
 - Federal Deposit Insurance Corp
 - National Labor Relations Board
 - National Science Foundation
 - Office of Personnel Management
 - Pension Benefit Guaranty Corp
 - Railroad Retirement Board
 - Securities and Exchange Comm



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1996.
 Civilian data are from the Bureau of Labor Statistics' Current Population Survey, September 1996

WOMEN - NEW HIRES, LOSSES, AND PROMOTIONS

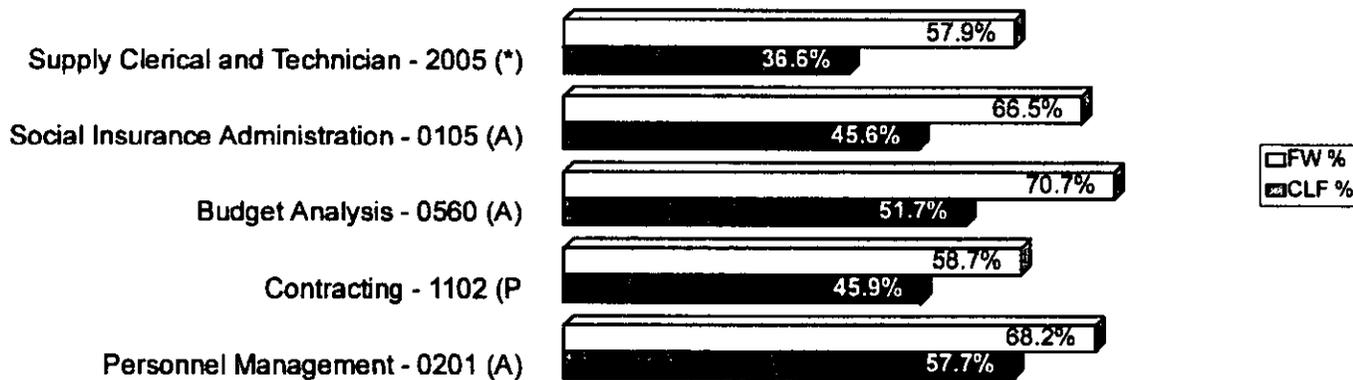
- Of the 39,597 new hires in the Federal Government in FY 1996, 15,142 (38.2 percent) were women. Their diversity was as follows: Blacks (2,994), Hispanics (1,024), Asian/Pacific Islanders (837), Native Americans (542), and non-minorities ((9,765).
- Women losses totaled 45,011 or 42.2 percent of the 106,566 losses in the Federal Government in FY 1996. Their diversity is as follows: Blacks (10,059), Hispanics (1,995), Asian/Pacific Islanders (1,401), Native Americans (1,372), and non-minorities (30,184).
- Women accounted for 52.6 percent (101,883) of the 193,633 promotions in the Federal Government in FY 1996. Their diversity is as follows: Blacks (25,340), Hispanics (6,551), Asian/Pacific Islanders (3,875), Native Americans (1,926), and non-minorities (64,191).
- The percentages of women among total new hires in professional, and other occupations exceeded their percentages of losses in these occupational categories.
- The percentages of promotions for women in all occupational categories exceeded their representation in the Federal workforce (FC) in all occupational categories except other.
- FY 1996 data shows that new hires of women met or exceeded the CLF in three (Federal Emergency Management Agency, Federal Deposit Insurance Corporation, and Smithsonian Institution) of the 17 agencies where they are underrepresented.



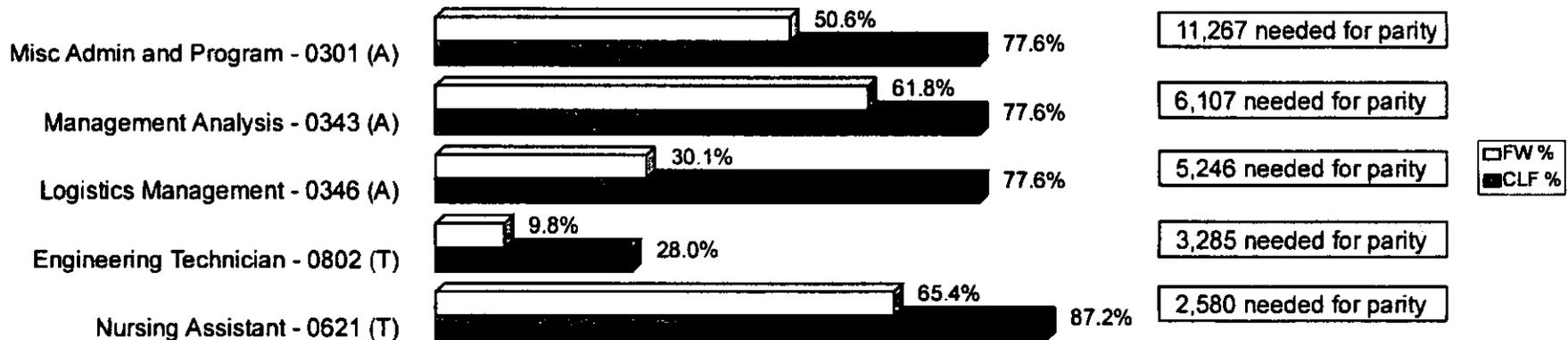
Women Representation (selected occupations with 10,000 or more total employment)

September 30, 1996

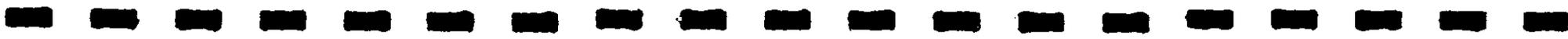
Best Represented



Most Underrepresented



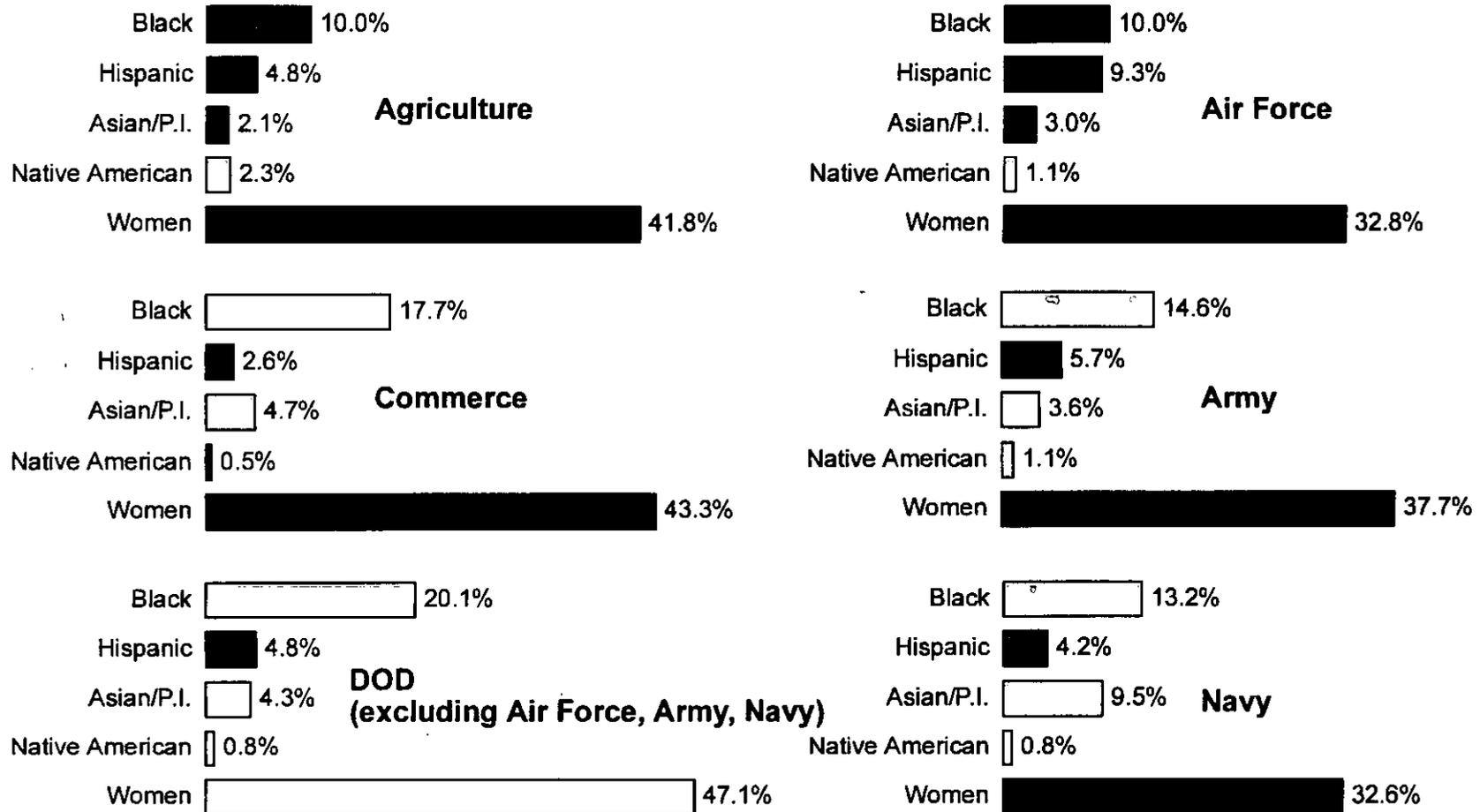
(P) - Professional (A) - Administrative (T) - Technical (C) - Clerical (O) - Other (*) - Mixed occupation category, category depends on grade



EXECUTIVE DEPARTMENT WORKFORCE PROFILES AT A GLANCE

Representation of Minorities and Women in Executive Departments (Percent of Workforce - September 30, 1996)

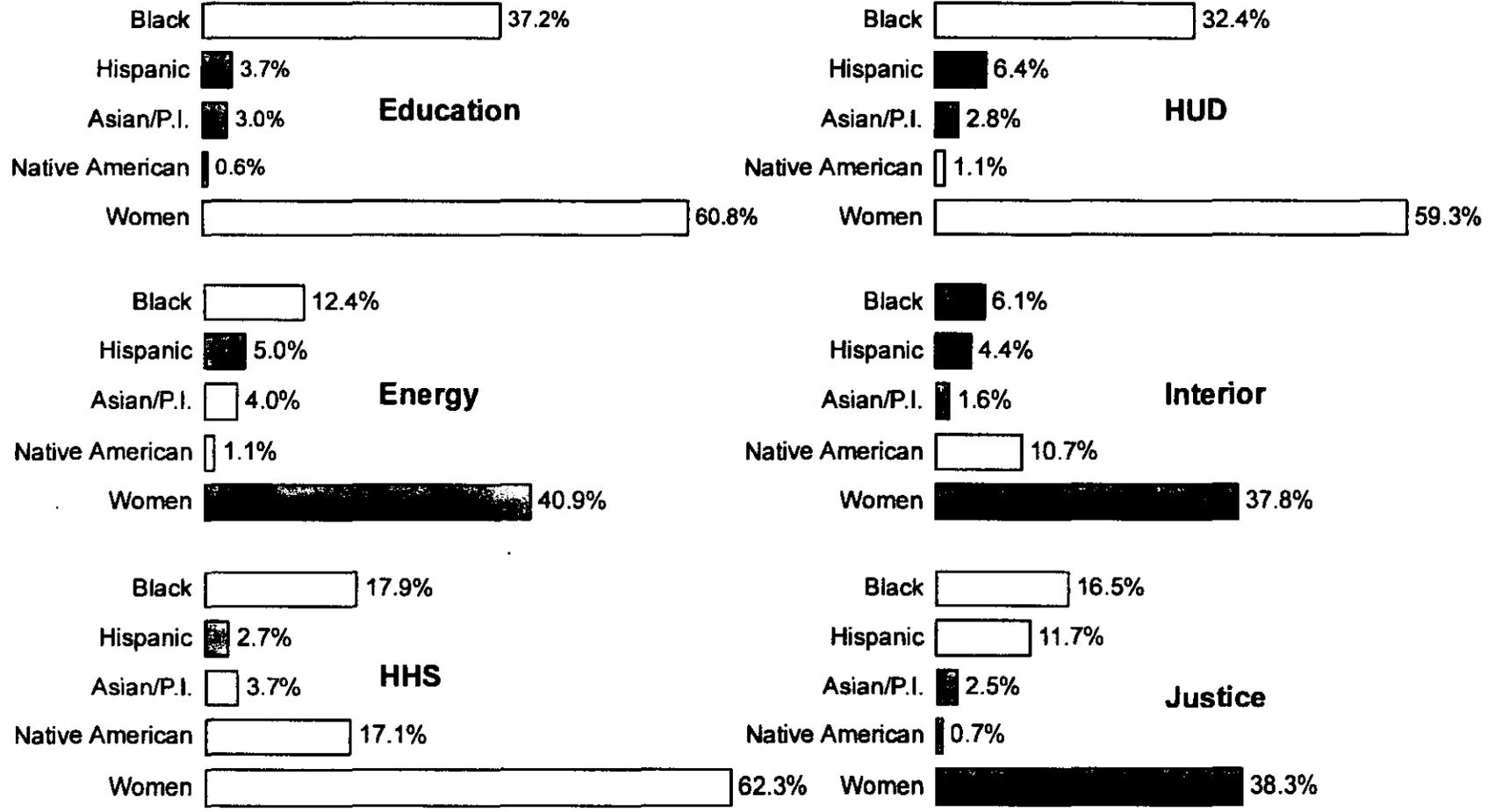
- Fully Represented
 - Underrepresented



Source: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
 Note: CLF percentages are Blacks (10.8); Hispanics (10.5); Asian/Pacific Islanders (3.4); Native Americans (0.8) and Women (46.3).

Representation of Minorities and Women in Executive Departments (Percent of Workforce - September 30, 1996)

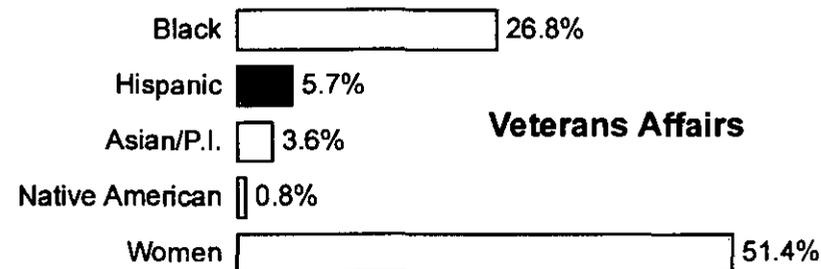
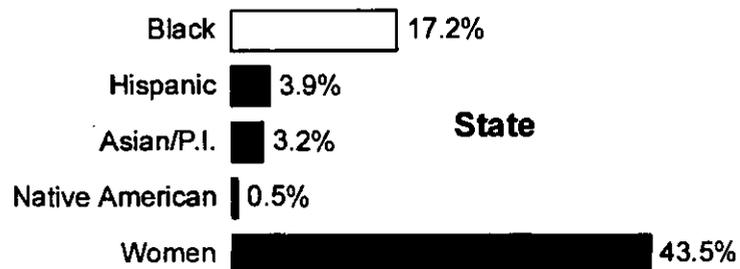
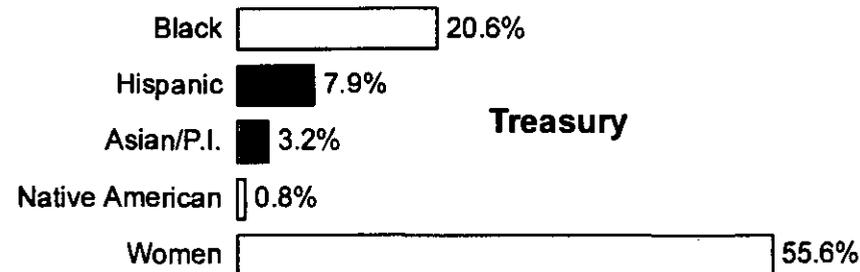
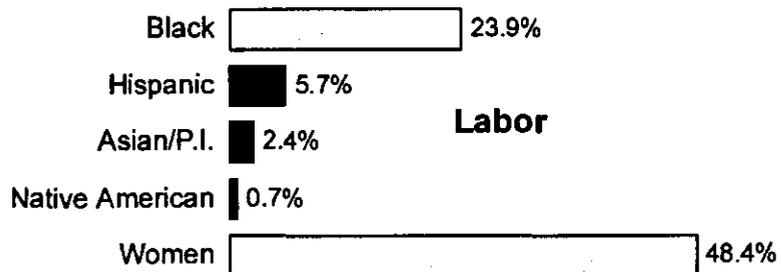
- Fully Represented
 - Underrepresented



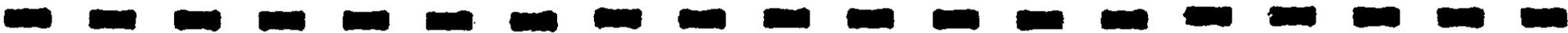
Source: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
 Note: CLF percentages are Blacks (10.8); Hispanics (10.5); Asian/Pacific Islanders (3.4); Native Americans (0.8) and Women (46.3).

Representation of Minorities and Women in Executive Departments (Percent of Workforce - September 30, 1996)

- Fully Represented
 - Underrepresented



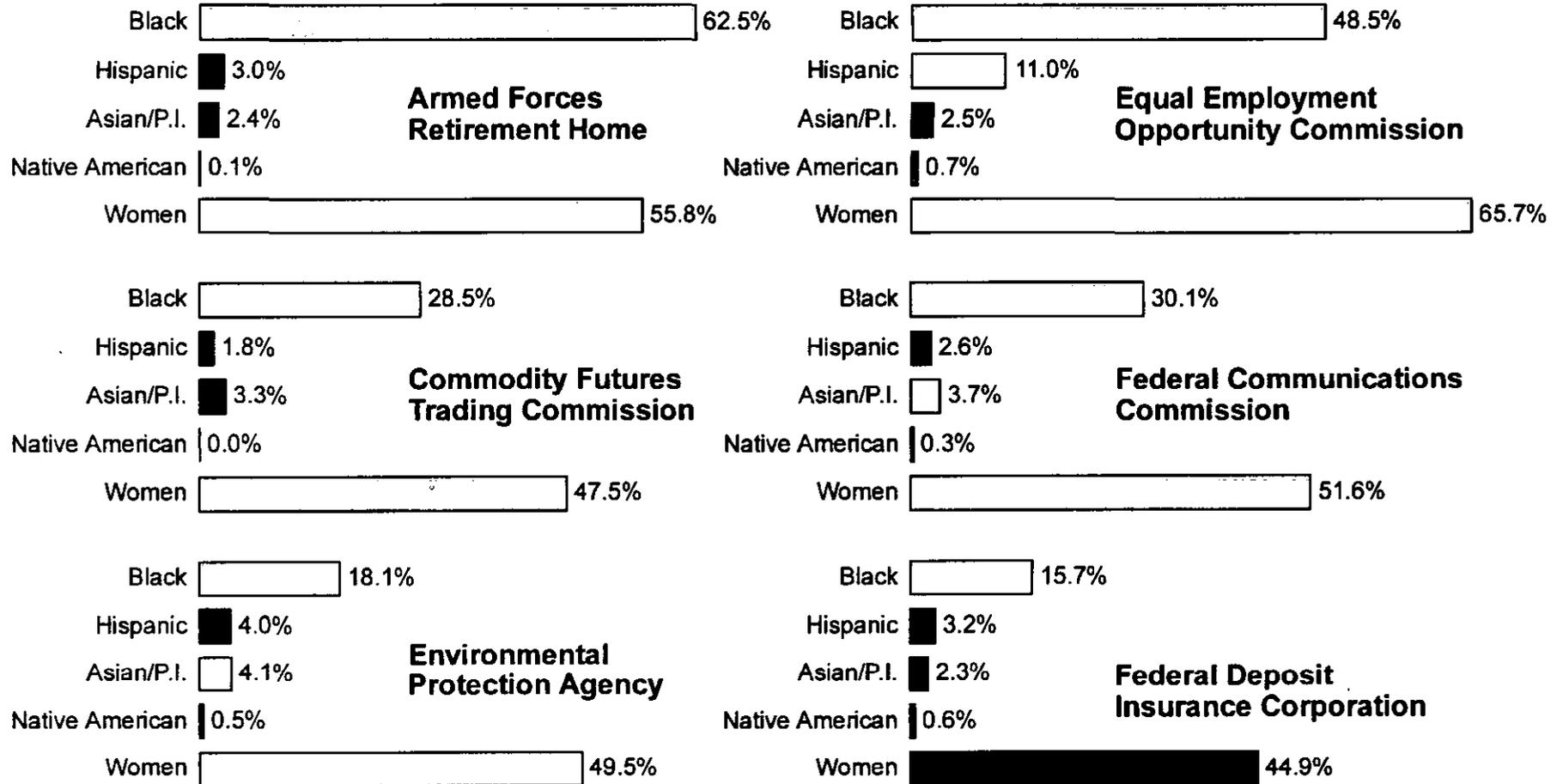
Source: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
 Note: CLF percentages are Blacks (10.8); Hispanics (10.5); Asian/Pacific Islanders (3.4); Native Americans (0.8) and Women (46.3).



INDEPENDENT AGENCY WORKFORCE PROFILES AT A GLANCE

Representation of Minorities and Women Independent Agencies with 500 or more Employees (Percent of Workforce - September 30, 1996)

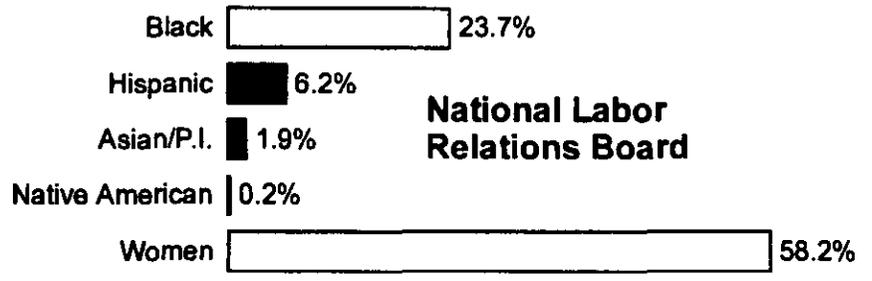
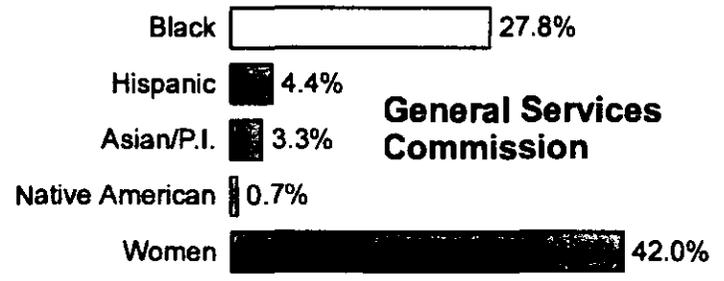
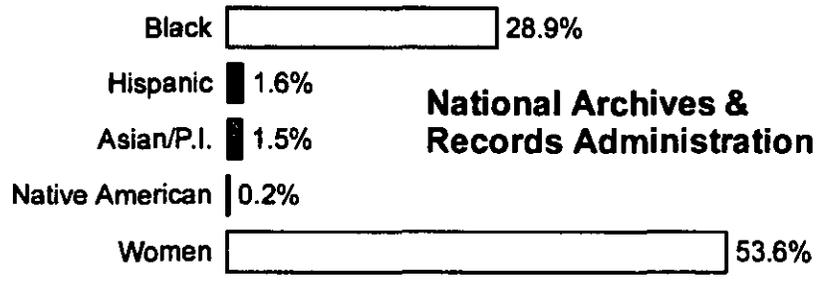
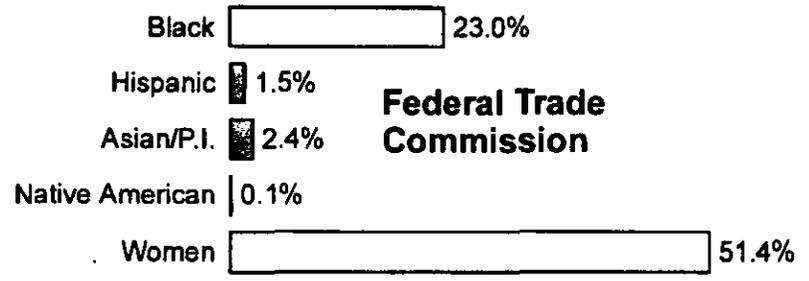
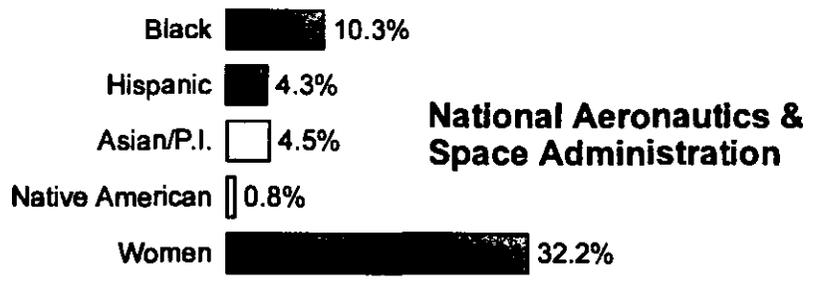
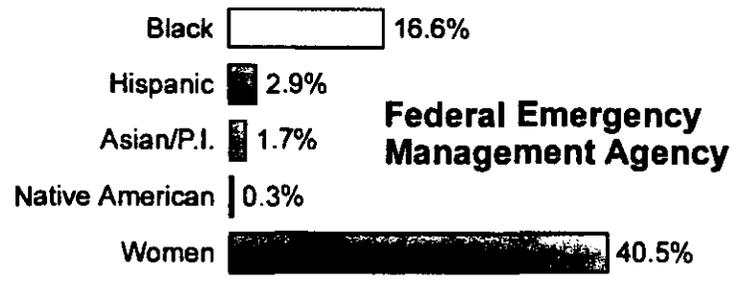
- Fully Represented
 - Underrepresented



Source: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
 Note: CLF percentages are Blacks (10.8); Hispanics (10.5); Asian/Pacific Islanders (3.4); Native Americans (0.8) and Women (46.3).

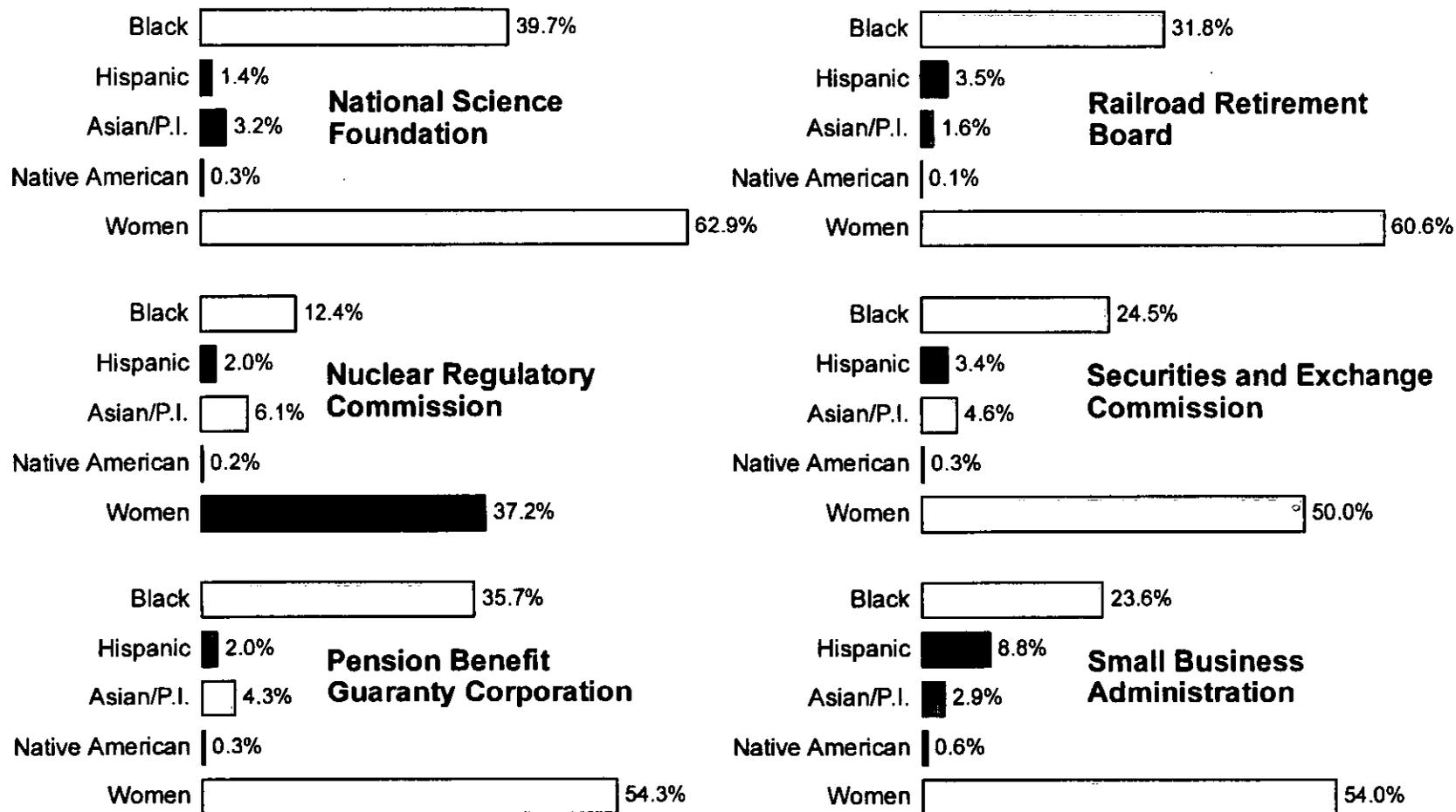
Representation of Minorities and Women Independent Agencies with 500 or more Employees (Percent of Workforce - September 30, 1996)

□ - Fully Represented
■ - Underrepresented



Source: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
 Note: CLF percentages are Blacks (10.8); Hispanics (10.5); Asian/Pacific Islanders (3.4); Native Americans (0.8) and Women (46.3).

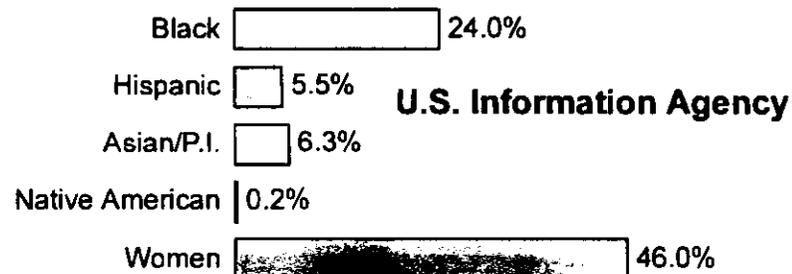
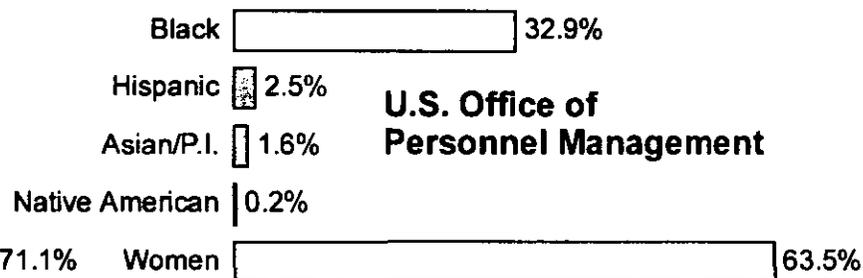
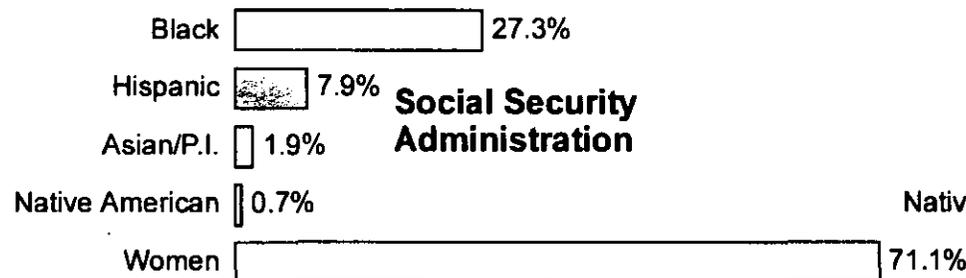
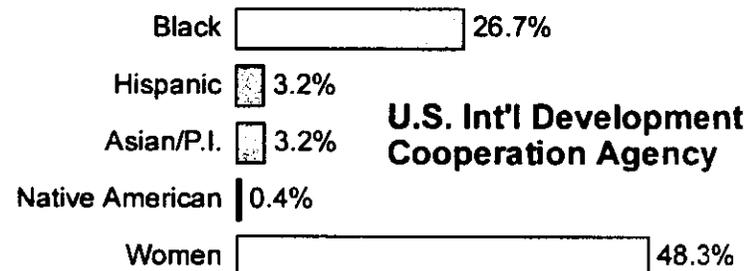
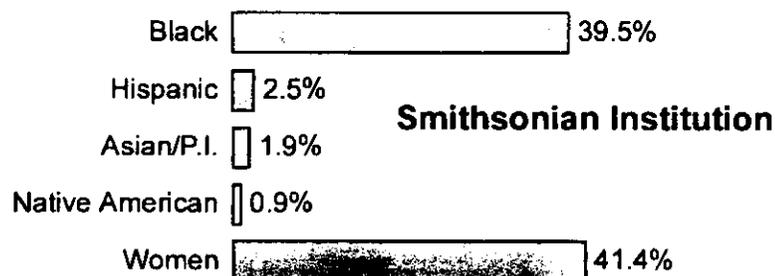
Representation of Minorities and Women Independent Agencies with 500 or more Employees (Percent of Workforce - September 30, 1996)



Source: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
 Note: CLF percentages are Blacks (10.8); Hispanics (10.5); Asian/Pacific Islanders (3.4); Native Americans (0.8) and Women (46.3).

Representation of Minorities and Women Independent Agencies with 500 or more Employees (Percent of Workforce - September 30, 1996)

- Fully Represented
 - Underrepresented



Source: Federal workforce data are from OPM's Central Personnel Data File (Permanent Executive Branch employment).
 Note: CLF percentages are Blacks (10.8); Hispanics (10.5); Asian/Pacific Islanders (3.4); Native Americans (0.8) and Women (46.3).

Appendix

OPM FEORP - RELATED ACTIVITIES

In Fiscal Year 1996, OPM published the following statistical profiles to assist Federal agencies with up-to-date information to develop strategic affirmative recruiting plans,

Blacks in the Federal Government

Native Americans in the Federal Government

Women in the Federal Government

Asian/Pacific Islanders in the Federal Government

AGENCY FEORP - RELATED ACTIVITIES

Agencies covered by the provisions of 5 U.S.C. 7201 (FEORP) were asked to provide information and data on to the following three questions:

- 1. What use have you made of the Luevano Consent Decree Special Appointing Authorities (e.g., Bilingual/Bicultural and Outstanding Scholar) in hiring and what is their diversity?**
 - Four agencies reported hiring under the bilingual/bicultural hiring authority. Justice, Treasury, Social Security Administration and Veterans Affairs reported a total of 165 bilingual/bicultural appointments.
 - Twenty-seven agencies reported using the outstanding scholar hiring authority with a total of 1,178 hires. About 25 percent were minorities and 75 percent non-minorities.

2. How many employees are participating in your agency's formal career development programs in preparation for higher level management or executive positions? What is their diversity?

- 33 reporting agencies provided the following information:

	<u>Number</u>	<u>Percent</u>
Total Participants	18,768	100.0
Women	6,719	35.8
Total Minority	4,369	23.3
Blacks	2,572	13.7
Hispanics	1,230	6.5
Asian/Pac.Is.	460	2.4
Native Amer.	107	0.6
Non-Minority	14,399	76.7

The following agencies made significant inroads in areas where they experienced underrepresentation. In the table below, women and minority employees participated in their agency's internal career development programs at rates greater than their respective representations in the CLF.

<u>AGENCY</u>	<u>POPULATION</u>	<u>% PARTICIPATING</u>	<u>% CLF</u>
Energy	Women	46.6	46.3
NASA	Hispanics	10.6	10.5
	Asian/Pacifics	8.6	3.4
Agriculture	Blacks	38.0	10.8
	Women	49.3	46.3
SBA	Hispanics	11.6	10.5
	Asian/Pacific Is.	6.9	3.4

3. How many employees from your agency participated in Governmentwide formal career development programs (e.g., the Federal Executive Institute, the Executive Potential Program and the Women's Executive Leadership Program)? What is their diversity?

- Thirty-six agencies provided data on the representation of women and minorities as follows:

<u>POPULATION</u>	<u>PARTICIPANTS</u>	<u>PERCENTAGE</u>
Total Participants	2,444	100.0
Women	948	38.8
Total Minority	540	22.1
Blacks	332	13.6
Hispanics	98	4.0
Asian/Pacific. Is	87	3.6
Native Amer.	23	0.9
Non-Minority	1,904	77.9

- The following agencies made significant inroads in areas where they experienced underrepresentation. Women and minority employees participated in Governmentwide career development programs at rates greater than their respective representations in the CLF.

<u>AGENCY</u>	<u>POPULATION</u>	<u>% PARTICIPATING</u>	<u>% CLF</u>
Agriculture	Blacks	17.2	10.8
	Women	65.5	46.3
Air Force	Asian/Pacific. Is.	6.1	3.4
Interior	Blacks	22.9	10.8
	Women	54.1	46.3
Justice	Women	78.6	46.3
Navy	Women	67.0	46.3

APPENDIX

LIST OF AGENCIES AND ABBREVIATIONS

ABBREVIATION	AGENCY
ABMC	American Battle Monuments Commission
ACDA	Arms Control and Disarmament Agency
AFRH	Armed Forces Retirement Home
AG	Agriculture, Department of
AID	Agency for International Development
ARC	Appalachian Regional Commission
ARMY	Army, Department of the
CCR	Commission on Civil Rights, U.S.
CFTC	Commodity Futures Trading Commission
CHAMPUS	DOD, Office of Civilian Health and Medical Programs for the Uniformed Services
CIA	Central Intelligence Agency
CM	Commerce, Department of
CPSC	Consumer Product Safety Commission
CNS	Corporation for National Service (formerly action)
DCAA	Defense Contract Audit Agency
DFAS	Defense Finance and Accounting Service
DIA	Defense Intelligence Agency
DIG	Defense Inspector General
DIS	Defense Investigative Service
DISA	Defense Information Systems Agency
DLA	Defense Logistics Agency
DMA	Defense Mapping Agency
DNA	Defense Nuclear Agency
DOD	Defense, Department of

DOE	Energy, Department of
DEd	Education, Department of
DOI	Interior, Department of the
DOJ	Justice, Department of
DOL	Labor, Department of
DOT	Transportation, Department of
EPA	Environmental Protection Agency
EEOC	Equal Employment Opportunity Commission
EXEC	Executive Office of the President
EX-IM	Export-Import Bank of the United States
FCA	Farm Credit Administration
FCC	Federal Communications Commission
FDIC	Federal Deposit Insurance Corporation
FEC	Federal Election Commission
FEMA	Federal Emergency Management Agency
FLRA	Federal Labor Relations Authority
FMC	Federal Maritime Commission
FMCS	Federal Mediation and Conciliation Service
FMSHRC	Federal Mine Safety and Health Review Commission
FTC	Federal Trade Commission
GSA	General Services Administration
GSA (Ext)	General Services Administration (External Services)
GPO	Government Printing Office
HHS	Health and Human Services, Department of
HUD	Housing and Urban Development, Department of
IAF	Inter-American Foundation
ICC	Interstate Commerce Commission
IDCA	U.S. International Development Cooperation Agency
ITC	International Trade Commission

MSPB	Merit Systems Protection Board
NARA	National Archives and Records Administration
NASA	National Aeronautics and Space Administration
NCPC	National Capital Planning Commission
NCUA	National Credit Union Administration
NEA	National Endowment for the Arts
NEH	National Endowment for the Humanities
NGA	National Gallery of Art
NGB	National Guard Bureau
NLRB	National Labor Relations Board
NMB	National Mediation Board
NRC	Nuclear Regulatory Commission
NSA	National Security Agency
NSF	National Science Foundation
NTSB	National Transportation Safety Board
ODS	DOD, Office of Dependent Schools
OPIC	Overseas Private Investment Corporation
OPM	Office of Personnel Management
OSC	Office of Special Council
OSD	DOD, Office of the Secretary of Defense
OSHRC	Occupational Safety and Health Review Commission
PBGC	Pension Benefit Guaranty Corporation
PCC	Panama Canal Commission
PEACE	Peace Corps
PRC	Postal Rate Commission
RRB	Railroad Retirement Board
SBA	Small Business Administration
SEC	Securities and Exchange Commission
SI	Smithsonian Institution

SSA
SSS
STATE

Social Security Administration
Selective Service System
State, Department of

TREAS
TVA

Treasury, Department of the
Tennessee Valley Authority

USAF
USIA
USN
USPS
USUHS

Air Force, Department of the
United States Information Agency
Navy, Department of the
United States Postal Service
DOD, Uniformed Services University of the Health Sciences

VA

Veterans Affairs, Department of