

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2020



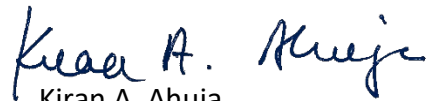
FEDSHIREVETS®

A Message from OPM Director Kiran Ahuja:

It's my pleasure to present OPM's *Employment of Veterans in the Federal Government Annual Report* for Fiscal Year 2020. This report highlights important data on the status of veterans' employment in the Executive branch, and provides an overview of federal government hiring of veterans, disabled veterans, and military spouses. As the Biden-Harris Administration pursues several hiring initiatives across government to advance diversity, equity, inclusion, and accessibility, the data included in the pages that follow will help ensure our efforts are inclusive of veterans and military families.

Not only does this bolster a firm commitment to build a federal workforce that looks like America, but it also ensures our civil service benefits from the unique leadership skills that military families bring to bear. This is a deep commitment for the Biden-Harris Administration, and OPM is proud to support agencies in their hiring. This includes our expanded [Military Spouse Non-Competitive Appointment Authority](#), new partnerships with key stakeholder groups and the White House Joining Forces group to offer webinars educating military families about federal career opportunities and how to apply, and much more.

Veterans of our armed services place themselves in harm's way to serve and protect the American people. On behalf of a grateful nation and a federal workforce that benefits from their unique talents, the enclosed report will help us honor veterans' service and welcome their leadership into our ranks as we continue to work toward recruiting and hiring a workforce from all segments of society.



Kiran A. Ahuja

Director

U.S. Office of Personnel Management

Employment of Veterans in the Federal Executive Branch Fiscal Year 2020

Introduction

The Employment of Veterans in the Federal Executive Branch report is produced annually by the U.S. Office of Personnel Management (OPM) to provide data on the employment of veterans within the Federal Executive Branch. This report covers agencies identified in Executive Order 13518, which account for approximately 98.0 percent of all Federal employees and 99.2 percent of all veterans employed in the Federal Executive Branch. The appendices provide additional information on the affected agencies and abbreviations used within the report.

The source of Federal employment data is OPM's Enterprise Human Resources Integration – Statistical Data Mart. The information represents Federal employment as of September 30, 2020.

The primary elements used to identify veterans for Federal employment purposes are Veteran Status, Veterans' Preference, Creditable Military Service, Annuitant Code, and Legal Authority Codes. Veterans' preference is defined in section 2108 of title 5, United States Code (U.S.C.), which presents the criteria used in determining whether a person is entitled to statutory hiring preference under 5 U.S.C. 3309, 3313, and 3319. Veteran status indicates whether an individual is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active military, naval, or air service, and who was discharged under conditions other than dishonorable).

Creditable Military Service is defined as military service that is creditable for annual leave accrual purposes. The Annuitant Code identifies employees who are retired from the military and Legal Authority Codes identify employees who were hired under special hiring authorities such as Veterans Recruitment Appointment (VRA), Veterans Employment Opportunity Act of 1998, as amended (VEOA), or 30% or more Disabled Veteran appointments.

Each agency in the Executive Branch of the Federal Government has established programs to facilitate the hiring, placement, and advancement of veterans and individuals with disabilities. One method for determining agency progress in fulfilling these requirements is through the production of reports at certain intervals showing, for example, the number of employees with disabilities who are hired, promoted, trained, or reassigned over a given time period: the percentage of employees with disabilities in the work force and in various grades and occupations.

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2020

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Table 1
Total On-Board Employees

Category	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Total Employees	2,042,669	2,034,269	2,047,514	2,081,192	2,132,776
Total Veterans	635,556	633,386	634,217	638,651	644,111
% of All Employees	31%	31%	31%	31%	30%
Veterans with Preference	544,178	543,916	546,399	551,442	557,617
% of All Employees	27%	27%	27%	26%	26%
% of All Veterans	86%	86%	86%	86%	87%
Disabled Veterans	259,238	273,428	293,198	311,658	329,180
% of All Employees	13%	13%	14%	15%	15%
% of All Veterans	41%	43%	46%	49%	51%
30% or more Disabled Veterans	161,052	172,882	186,602	201,525	216,549
% of All Employees	8%	8%	9%	10%	10%
% of All Veterans	25%	27%	29%	32%	34%

Count of all employees in pay status taken at the last pay period or last day of September.

Table 1A
Total On-Board Employees — All Veterans

	FY 2019			FY 2020		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	2,081,192	638,651	30.7%	2,132,776	644,111	30.2%
Executive Order Agencies						
Agriculture	89,449	11,485	12.8%	91,774	12,071	13.2%
Commerce	52,105	6,316	12.1%	53,939	6,570	12.2%
Defense	711,452	331,473	46.6%	723,831	333,858	46.1%
Air Force	150,932	83,777	55.5%	156,717	85,747	54.7%
Army	225,614	113,169	50.2%	227,734	113,592	49.9%
Navy	220,715	91,675	41.5%	225,303	92,249	40.9%
Defense Activities	114,191	42,852	37.5%	114,077	42,270	37.1%
Education	3,697	425	11.5%	4,031	455	11.3%
Energy	14,339	3,661	25.5%	14,573	3,796	26.0%
HHS	81,917	6,206	7.6%	83,514	6,555	7.8%
Homeland Security	209,768	54,957	26.2%	210,860	55,251	26.2%
HUD	7,434	1,226	16.5%	7,845	1,334	17.0%
Interior	66,001	11,456	17.4%	66,113	11,469	17.3%
Justice	114,180	26,983	23.6%	115,882	26,903	23.2%
Labor	13,887	3,116	22.4%	13,976	3,159	22.6%
State	11,555	2,347	20.3%	11,968	2,430	20.3%
Transportation	53,404	19,574	36.7%	54,343	19,822	36.5%
Treasury	88,202	9,406	10.7%	94,366	10,302	10.9%
Veterans Affairs	404,496	125,878	31.1%	420,048	125,763	29.9%
AID	1,537	197	12.8%	1,688	211	12.5%
EPA	14,291	1,325	9.3%	14,915	1,431	9.6%
GSA	11,361	2,765	24.3%	11,569	2,846	24.6%
NASA	17,212	2,123	12.3%	17,728	2,170	12.2%
NSF	1,490	135	9.1%	1,504	131	8.7%
OPM	2,585	435	16.8%	2,490	416	16.7%
NRC*	2,908	600	20.6%	2,849	571	20.0%
SSA	61,991	10,515	17.0%	61,447	10,172	16.6%
SBA	4,475	704	15.7%	9,742	1,049	10.8%
Total Executive Order Agencies	2,039,736	633,308	31.0%	2,090,995	638,735	30.5%

Count of all employees in pay status taken at the last pay period or last day of September.

*NRC is an Excepted Service Agency.

Table 1B

Total On-Board Employees — Veterans with Preference

	FY 2019			FY 2020		
	All Employees	Veterans with Preference	%	All Employees	Veterans with Preference	%
Total Executive Branch Agencies	2,081,192	551,442	26.5%	2,132,776	557,617	26.1%
Executive Order Agencies						
Agriculture	89,449	10,558	11.8%	91,774	11,140	12.1%
Commerce	52,105	5,686	10.9%	53,939	5,937	11.0%
Defense	711,452	290,284	40.8%	723,831	293,286	40.5%
Air Force	150,932	71,855	47.6%	156,717	73,577	46.9%
Army	225,614	99,943	44.3%	227,734	100,705	44.2%
Navy	220,715	81,615	37.0%	225,303	82,425	36.6%
Defense Activities	114,191	36,871	32.3%	114,077	36,579	32.1%
Education	3,697	365	9.9%	4,031	393	9.7%
Energy	14,339	3,121	21.8%	14,573	3,251	22.3%
HHS	81,917	5,751	7.0%	83,514	6,004	7.2%
Homeland Security	209,768	46,663	22.2%	210,860	47,061	22.3%
HUD	7,434	1,098	14.8%	7,845	1,196	15.2%
Interior	66,001	10,202	15.5%	66,113	10,219	15.5%
Justice	114,180	22,995	20.1%	115,882	23,182	20.0%
Labor	13,887	2,926	21.1%	13,976	2,969	21.2%
State	11,555	2,068	17.9%	11,968	2,123	17.7%
Transportation	53,404	15,844	29.7%	54,343	16,132	29.7%
Treasury	88,202	7,832	8.9%	94,366	8,755	9.3%
Veterans Affairs	404,496	104,813	25.9%	420,048	104,439	24.9%
AID	1,537	187	12.2%	1,688	198	11.7%
EPA	14,291	1,143	8.0%	14,915	1,254	8.4%
GSA	11,361	2,408	21.2%	11,569	2,524	21.8%
NASA	17,212	1,652	9.6%	17,728	1,711	9.7%
NSF	1,490	110	7.4%	1,504	105	7.0%
OPM	2,585	370	14.3%	2,490	357	14.3%
NRC*	2,908	489	16.8%	2,849	466	16.4%
SSA	61,991	9,619	15.5%	61,447	9,318	15.2%
SBA	4,475	624	13.9%	9,742	910	9.3%
Total Executive Order Agencies	2,039,736	546,808	26.8%	2,090,995	552,930	26.4%

Count of all employees in pay status taken at the last pay period or last day of September.

*NRC is an Excepted Service Agency.

Table 1C
Total On-Board Employees — Disabled Veterans

	FY 2019			FY 2020		
	All Employees	Disabled Veterans	%	All Employees	Disabled Veterans	%
Total Executive Branch Agencies	2,081,192	311,658	15.0%	2,132,776	329,180	15.4%
Executive Order Agencies						
Agriculture	89,449	5,347	6.0%	91,774	6,051	6.6%
Commerce	52,105	2,803	5.4%	53,939	3,100	5.7%
Defense	711,452	168,270	23.7%	723,831	178,302	24.6%
Air Force	150,932	38,911	25.8%	156,717	42,334	27.0%
Army	225,614	62,904	27.9%	227,734	65,672	28.8%
Navy	220,715	44,369	20.1%	225,303	47,434	21.1%
Defense Activities	114,191	22,086	19.3%	114,077	22,862	20.0%
Education	3,697	189	5.1%	4,031	217	5.4%
Energy	14,339	1,504	10.5%	14,573	1,679	11.5%
HHS	81,917	2,924	3.6%	83,514	3,242	3.9%
Homeland Security	209,768	20,958	10.0%	210,860	22,290	10.6%
HUD	7,434	708	9.5%	7,845	803	10.2%
Interior	66,001	5,456	8.3%	66,113	5,745	8.7%
Justice	114,180	9,041	7.9%	115,882	9,570	8.3%
Labor	13,887	1,778	12.8%	13,976	1,887	13.5%
State	11,555	1,035	9.0%	11,968	1,122	9.4%
Transportation	53,404	6,355	11.9%	54,343	6,744	12.4%
Treasury	88,202	4,309	4.9%	94,366	5,183	5.5%
Veterans Affairs	404,496	68,642	17.0%	420,048	70,209	16.7%
AID	1,537	94	6.1%	1,688	104	6.2%
EPA	14,291	648	4.5%	14,915	759	5.1%
GSA	11,361	1,395	12.3%	11,569	1,508	13.0%
NASA	17,212	868	5.0%	17,728	966	5.4%
NSF	1,490	69	4.6%	1,504	67	4.5%
OPM	2,585	220	8.5%	2,490	222	8.9%
NRC*	2,908	164	5.6%	2,849	162	5.7%
SSA	61,991	5,971	9.6%	61,447	5,929	9.6%
SBA	4,475	389	8.7%	9,742	661	6.8%
Total Executive Order Agencies	2,039,736	309,137	15.2%	2,090,995	326,522	15.6%

Count of all employees in pay status taken at the last pay period or last day of September.

*NRC is an Excepted Service Agency.

Table 1D

Total On-Board Employees — 30% or More Disabled Veterans

	FY 2019			FY 2020		
	All Employees	30% or More Disabled Veterans	%	All Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,081,192	201,525	9.7%	2,132,776	216,549	10.2%
Executive Order Agencies						
Agriculture	89,449	3,398	3.8%	91,774	3,957	4.3%
Commerce	52,105	1,590	3.1%	53,939	1,841	3.4%
Defense	711,452	112,479	15.8%	723,831	120,825	16.7%
Air Force	150,932	22,947	15.2%	156,717	25,719	16.4%
Army	225,614	45,729	20.3%	227,734	48,397	21.3%
Navy	220,715	28,520	12.9%	225,303	30,708	13.6%
Defense Activities	114,191	15,283	13.4%	114,077	16,001	14.0%
Education	3,697	119	3.2%	4,031	146	3.6%
Energy	14,339	898	6.3%	14,573	1,010	6.9%
HHS	81,917	1,859	2.3%	83,514	2,119	2.5%
Homeland Security	209,768	12,827	6.1%	210,860	14,231	6.7%
HUD	7,434	499	6.7%	7,845	581	7.4%
Interior	66,001	3,233	4.9%	66,113	3,465	5.2%
Justice	114,180	5,651	4.9%	115,882	6,024	5.2%
Labor	13,887	1,250	9.0%	13,976	1,351	9.7%
State	11,555	678	5.9%	11,968	736	6.1%
Transportation	53,404	3,577	6.7%	54,343	3,903	7.2%
Treasury	88,202	2,765	3.1%	94,366	3,517	3.7%
Veterans Affairs	404,496	42,669	10.5%	420,048	44,287	10.5%
AID	1,537	69	4.5%	1,688	79	4.7%
EPA	14,291	409	2.9%	14,915	502	3.4%
GSA	11,361	944	8.3%	11,569	1,059	9.2%
NASA	17,212	524	3.0%	17,728	588	3.3%
NSF	1,490	49	3.3%	1,504	49	3.3%
OPM	2,585	149	5.8%	2,490	146	5.9%
NRC*	2,908	83	2.9%	2,849	85	3.0%
SSA	61,991	3,996	6.4%	61,447	4,005	6.5%
SBA	4,475	239	5.3%	9,742	364	3.7%
Total Executive Order Agencies	2,039,736	199,954	9.8%	2,090,995	214,870	10.3%

Count of all employees in pay status taken at the last pay period or last day of September.

*NRC is an Excepted Service Agency.

Table 2

Total Non-Seasonal Full Time Permanent On-Board Employees

Category	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Total Employees	1,823,665	1,826,298	1,830,155	1,857,637	1,898,093
Total Veterans	600,247	601,351	601,092	604,446	609,098
% of All Employees	33%	33%	33%	33%	32%
Veterans with Preference	514,555	517,267	518,835	522,989	528,513
% of All Employees	28%	28%	28%	28%	28%
% of All Veterans	86%	86%	86%	87%	87%
Disabled Veterans	244,200	258,781	276,588	293,152	309,274
% of All Employees	13%	14%	15%	16%	16%
% of All Veterans	41%	43%	46%	48%	51%
30% or more Disabled Veterans	151,382	163,419	175,671	189,155	202,990
% of All Employees	8%	9%	10%	10%	11%
% of All Veterans	25%	27%	29%	31%	33%

Count of all employees in pay status taken at the last pay period or last day of September.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

Table 2A
Total Non-Seasonal Full-Time Permanent — Veterans

	FY 2019			FY 2020		
	Employees	Veterans	%	Employees	Veterans	%
Total Executive Branch Agencies	1,857,637	604,446	32.5%	1,898,093	609,098	32.1%
Executive Order Agencies						
Agriculture	69,154	9,866	14.3%	71,638	10,550	14.7%
Commerce	35,127	4,440	12.6%	35,995	4,559	12.7%
Defense	658,092	314,611	47.8%	668,611	316,638	47.4%
Air Force	144,828	80,589	55.6%	149,856	82,079	54.8%
Army	206,104	105,722	51.3%	207,148	105,872	51.1%
Navy	215,836	90,126	41.8%	220,149	90,707	41.2%
Defense Activities	91,324	38,174	41.8%	91,458	37,980	41.5%
Education	3,476	420	12.1%	3,746	446	11.9%
Energy	13,774	3,615	26.2%	14,047	3,735	26.6%
HHS	64,993	5,914	9.1%	68,613	6,254	9.1%
Homeland Security	181,226	51,496	28.4%	183,698	51,847	28.2%
HUD	7,215	1,207	16.7%	7,534	1,309	17.4%
Interior	47,978	9,457	19.7%	48,492	9,647	19.9%
Justice	109,949	26,639	24.2%	111,966	26,519	23.7%
Labor	13,280	2,996	22.6%	13,273	3,034	22.9%
State	9,532	2,087	21.9%	9,869	2,175	22.0%
Transportation	52,520	19,322	36.8%	53,217	19,618	36.9%
Treasury	77,576	8,821	11.4%	80,549	9,670	12.0%
Veterans Affairs	364,635	120,291	33.0%	376,937	119,956	31.8%
AID	1,404	191	13.6%	1,518	198	13.0%
EPA	13,273	1,309	9.9%	13,732	1,392	10.1%
GSA	11,008	2,709	24.6%	11,255	2,801	24.9%
NASA	16,883	2,078	12.3%	17,099	2,085	12.2%
NSF	1,263	126	10.0%	1,283	123	9.6%
OPM	2,467	421	17.1%	2,359	403	17.1%
NRC*	2,758	581	21.1%	2,683	556	20.7%
SSA	60,170	10,329	17.2%	59,829	10,027	16.8%
SBA	2,116	434	20.5%	2,103	427	20.3%
Total Executive Order Agencies	1,819,869	599,360	32.9%	1,860,046	603,969	32.5%

Count of all employees in pay status taken at the last pay period or last day of September.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 2B

Total Non-Seasonal Full-Time Permanent — Veterans with Preference

	FY 2019			FY 2020		
	Employees	Veterans with Preference	%	Employees	Veterans with Preference	%
Total Executive Branch Agencies	1,857,637	522,989	28.2%	1,898,093	528,513	27.8%
Executive Order Agencies						
Agriculture	69,154	9,089	13.1%	71,638	9,763	13.6%
Commerce	35,127	3,895	11.1%	35,995	4,041	11.2%
Defense	658,092	276,133	42.0%	668,611	278,710	41.7%
Air Force	144,828	69,102	47.7%	149,856	70,372	47.0%
Army	206,104	93,475	45.4%	207,148	93,979	45.4%
Navy	215,836	80,358	37.2%	220,149	81,172	36.9%
Defense Activities	91,324	33,198	36.4%	91,458	33,187	36.3%
Education	3,476	360	10.4%	3,746	384	10.3%
Energy	13,774	3,081	22.4%	14,047	3,199	22.8%
HHS	64,993	5,520	8.5%	68,613	5,788	8.4%
Homeland Security	181,226	43,849	24.2%	183,698	44,267	24.1%
HUD	7,215	1,080	15.0%	7,534	1,172	15.6%
Interior	47,978	8,436	17.6%	48,492	8,613	17.8%
Justice	109,949	22,707	20.7%	111,966	22,886	20.4%
Labor	13,280	2,811	21.2%	13,273	2,848	21.5%
State	9,532	1,847	19.4%	9,869	1,909	19.3%
Transportation	52,520	15,634	29.8%	53,217	15,962	30.0%
Treasury	77,576	7,356	9.5%	80,549	8,237	10.2%
Veterans Affairs	364,635	100,687	27.6%	376,937	100,222	26.6%
AID	1,404	182	13.0%	1,518	187	12.3%
EPA	13,273	1,132	8.5%	13,732	1,221	8.9%
GSA	11,008	2,356	21.4%	11,255	2,483	22.1%
NASA	16,883	1,611	9.5%	17,099	1,636	9.6%
NSF	1,263	107	8.5%	1,283	102	8.0%
OPM	2,467	360	14.6%	2,359	347	14.7%
NRC*	2,758	472	17.1%	2,683	453	16.9%
SSA	60,170	9,456	15.7%	59,829	9,194	15.4%
SBA	2,116	403	19.0%	2,103	399	19.0%
Total Executive Order Agencies	1,819,869	518,564	28.5%	1,860,046	524,023	28.2%

Count of all employees in pay status taken at the last pay period or last day of September.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 2C

Total Non-Seasonal Full-Time Permanent — Disabled Veterans

	FY 2019			FY 2020		
	Employees	Disabled Veterans	%	Employees	Disabled Veterans	%
Total Executive Branch Agencies	1,857,637	293,152	15.8%	1,898,093	309,274	16.3%
Executive Order Agencies						
Agriculture	69,154	4,715	6.8%	71,638	5,414	7.6%
Commerce	35,127	1,727	4.9%	35,995	1,907	5.3%
Defense	658,092	158,160	24.0%	668,611	167,467	25.0%
Air Force	144,828	36,651	25.3%	149,856	39,641	26.5%
Army	206,104	58,210	28.2%	207,148	60,666	29.3%
Navy	215,836	43,443	20.1%	220,149	46,471	21.1%
Defense Activities	91,324	19,856	21.7%	91,458	20,689	22.6%
Education	3,476	188	5.4%	3,746	211	5.6%
Energy	13,774	1,480	10.7%	14,047	1,642	11.7%
HHS	64,993	2,825	4.3%	68,613	3,124	4.6%
Homeland Security	181,226	19,509	10.8%	183,698	20,778	11.3%
HUD	7,215	695	9.6%	7,534	785	10.4%
Interior	47,978	4,478	9.3%	48,492	4,814	9.9%
Justice	109,949	8,917	8.1%	111,966	9,424	8.4%
Labor	13,280	1,708	12.9%	13,273	1,807	13.6%
State	9,532	982	10.3%	9,869	1,058	10.7%
Transportation	52,520	6,242	11.9%	53,217	6,652	12.5%
Treasury	77,576	4,020	5.2%	80,549	4,858	6.0%
Veterans Affairs	364,635	65,646	18.0%	376,937	67,037	17.8%
AID	1,404	93	6.6%	1,518	97	6.4%
EPA	13,273	639	4.8%	13,732	736	5.4%
GSA	11,008	1,357	12.3%	11,255	1,476	13.1%
NASA	16,883	844	5.0%	17,099	910	5.3%
NSF	1,263	66	5.2%	1,283	66	5.1%
OPM	2,467	212	8.6%	2,359	215	9.1%
NRC*	2,758	159	5.8%	2,683	158	5.9%
SSA	60,170	5,849	9.7%	59,829	5,832	9.7%
SBA	2,116	237	11.2%	2,103	256	12.2%
Total Executive Order Agencies	1,819,869	290,748	16.0%	1,860,046	306,724	16.5%

Count of all employees in pay status taken at the last pay period or last day of September.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 2D

Total Non-Seasonal Full-Time Permanent — 30% or More Disabled Veterans

	FY 2019			FY 2020		
	Employees	30% or More Disabled Veterans	%	Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,857,637	189,155	10.2%	1,898,093	202,990	10.7%
Executive Order Agencies						
Agriculture	69,154	3,043	4.4%	71,638	3,611	5.0%
Commerce	35,127	1,027	2.9%	35,995	1,168	3.2%
Defense	658,092	104,782	15.9%	668,611	112,437	16.8%
Air Force	144,828	21,091	14.6%	149,856	23,501	15.7%
Army	206,104	42,042	20.4%	207,148	44,377	21.4%
Navy	215,836	27,847	12.9%	220,149	30,020	13.6%
Defense Activities	91,324	13,802	15.1%	91,458	14,539	15.9%
Education	3,476	118	3.4%	3,746	140	3.7%
Energy	13,774	879	6.4%	14,047	979	7.0%
HHS	64,993	1,791	2.8%	68,613	2,048	3.0%
Homeland Security	181,226	12,057	6.7%	183,698	13,333	7.3%
HUD	7,215	489	6.8%	7,534	567	7.5%
Interior	47,978	2,705	5.6%	48,492	2,970	6.1%
Justice	109,949	5,565	5.1%	111,966	5,939	5.3%
Labor	13,280	1,196	9.0%	13,273	1,293	9.7%
State	9,532	653	6.9%	9,869	701	7.1%
Transportation	52,520	3,495	6.7%	53,217	3,840	7.2%
Treasury	77,576	2,588	3.3%	80,549	3,317	4.1%
Veterans Affairs	364,635	41,049	11.3%	376,937	42,521	11.3%
AID	1,404	68	4.8%	1,518	73	4.8%
EPA	13,273	402	3.0%	13,732	480	3.5%
GSA	11,008	912	8.3%	11,255	1,031	9.2%
NASA	16,883	508	3.0%	17,099	554	3.2%
NSF	1,263	47	3.7%	1,283	49	3.8%
OPM	2,467	143	5.8%	2,359	142	6.0%
NRC*	2,758	81	2.9%	2,683	83	3.1%
SSA	60,170	3,916	6.5%	59,829	3,947	6.6%
SBA	2,116	143	6.8%	2,103	150	7.1%
Total Executive Order Agencies	1,819,869	187,657	10.3%	1,860,046	201,373	10.8%

Count of all employees in pay status taken at the last pay period or last day of September.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 3
Total New Hires — Veteran New Hires

Category	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Total Employees	229,034	202,896	228,243	248,048	246,772
Total Veterans	71,304	57,062	63,238	67,496	62,831
% of All Employees	31%	28%	28%	27%	25%
Veterans with Preference	63,263	49,878	54,976	57,956	53,669
% of All Employees	28%	25%	24%	23%	22%
% of All Veterans	89%	87%	87%	86%	85%
Disabled Veterans	31,868	28,500	36,888	41,528	39,291
% of All Employees	14%	14%	16%	17%	16%
% of All Veterans	45%	50%	58%	62%	63%
30% or more Disabled Veterans	22,994	19,352	23,817	26,842	26,410
% of All Employees	10%	10%	10%	11%	11%
% of All Veterans	31%	34%	38%	40%	42%

New Hires do not include transfers between agencies.

Table 3A
Total New Hires — Veteran New Hires

	FY 2019			FY 2020		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	247,769	67,385	27.2%	246,772	62,831	25.5%
Executive Order Agencies						
Agriculture	17,718	1,837	10.4%	19,985	2,247	11.2%
Commerce	10,089	1,326	13.1%	10,331	1,405	13.6%
Defense	83,169	34,049	41.0%	74,526	30,290	40.6%
Air Force	19,299	8,792	45.6%	17,494	8,123	46.4%
Army	25,897	12,114	46.8%	23,326	10,934	46.9%
Navy	24,362	8,471	34.8%	20,986	7,345	35.0%
Defense Activities	13,611	4,672	34.3%	12,720	3,888	30.6%
Education	292	40	13.7%	624	55	8.8%
Energy	1,013	260	25.7%	1,131	319	28.2%
HHS	7,509	631	8.4%	8,820	749	8.5%
Homeland Security	23,738	4,629	19.5%	16,487	4,088	24.8%
HUD	481	110	22.9%	806	152	18.9%
Interior	14,160	1,943	13.7%	13,040	1,787	13.7%
Justice	8,885	1,791	20.2%	9,786	1,922	19.6%
Labor	698	203	29.1%	1,029	296	28.8%
State	924	214	23.3%	1,086	259	23.8%
Transportation	3,179	1,191	37.5%	3,692	1,246	33.7%
Treasury	9,772	909	9.3%	10,811	1,276	11.8%
Veterans Affairs	53,794	15,816	29.4%	56,237	14,409	25.6%
AID	165	16	9.7%	265	33	12.5%
EPA	861	143	16.6%	1,413	199	14.1%
GSA	869	256	29.5%	760	219	28.8%
NASA	1,055	175	16.6%	1,348	165	12.2%
NSF	198	11	5.6%	175	5	2.9%
OPM	339	85	25.1%	153	24	15.7%
NRC*	96	25	26.0%	184	30	16.3%
SSA	4,320	1,116	25.8%	3,822	689	18.0%
SBA	982	128	13.0%	6,679	479	7.2%
Total Executive Order Agencies	244,306	66,904	27.4%	243,190	62,343	25.6%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 3B
Total New Hires — Veterans with Preference New Hires

	FY 2019			FY 2020		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	247,769	57,863	23.4%	246,772	53,669	21.7%
Executive Order Agencies						
Agriculture	17,718	1,652	9.3%	19,985	2,056	10.3%
Commerce	10,089	1,238	12.3%	10,331	1,305	12.6%
Defense	83,169	29,807	35.8%	74,526	26,410	35.4%
Air Force	19,299	7,523	39.0%	17,494	6,838	39.1%
Army	25,897	10,632	41.1%	23,326	9,625	41.3%
Navy	24,362	7,527	30.9%	20,986	6,495	30.9%
Defense Activities	13,611	4,125	30.3%	12,720	3,452	27.1%
Education	292	38	13.0%	624	47	7.5%
Energy	1,013	227	22.4%	1,131	276	24.4%
HHS	7,509	554	7.4%	8,820	618	7.0%
Homeland Security	23,738	3,821	16.1%	16,487	3,420	20.7%
HUD	481	102	21.2%	806	134	16.6%
Interior	14,160	1,739	12.3%	13,040	1,585	12.2%
Justice	8,885	1,615	18.2%	9,786	1,711	17.5%
Labor	698	196	28.1%	1,029	281	27.3%
State	924	166	18.0%	1,086	205	18.9%
Transportation	3,179	968	30.4%	3,692	962	26.1%
Treasury	9,772	848	8.7%	10,811	1,202	11.1%
Veterans Affairs	53,794	12,640	23.5%	56,237	11,351	20.2%
AID	165	14	8.5%	265	30	11.3%
EPA	861	133	15.4%	1,413	187	13.2%
GSA	869	239	27.7%	760	206	27.1%
NASA	1,055	145	13.7%	1,348	144	10.7%
NSF	198	10	5.1%	175	4	2.3%
OPM	339	77	22.7%	153	23	15.0%
NRC*	96	24	25.0%	184	28	15.2%
SSA	4,320	1,064	24.6%	3,822	639	16.7%
SBA	982	110	11.2%	6,679	397	5.9%
Total Executive Order Agencies	24,306	57,427	23.5%	243,190	53,221	21.9%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 3C
Total New Hires — Disabled Veteran New Hires

	FY 2019			FY 2020		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	247,769	41,456	16.7%	246,772	39,291	15.9%
Executive Order Agencies						
Agriculture	17,718	920	5.2%	19,985	1,279	6.4%
Commerce	10,089	875	8.7%	10,331	852	8.2%
Defense	83,169	21,383	25.7%	74,526	19,382	26.0%
Air Force	19,299	5,132	26.6%	17,494	5,015	28.7%
Army	25,897	7,935	30.6%	23,326	6,840	29.3%
Navy	24,362	5,386	22.1%	20,986	4,902	23.4%
Defense Activities	13,611	2,930	21.5%	12,720	2,625	20.6%
Education	292	23	7.9%	624	33	5.3%
Energy	1,013	128	12.6%	1,131	182	16.1%
HHS	7,509	411	5.5%	8,820	466	5.3%
Homeland Security	23,738	22,272	9.6%	16,487	2,076	12.6%
HUD	481	81	16.8%	806	108	13.4%
Interior	14,160	1,140	8.1%	13,040	1,087	8.3%
Justice	8,895	735	8.3%	9,786	882	9.0%
Labor	698	142	20.3%	1,029	213	20.7%
State	924	93	10.1%	1,086	151	13.9%
Transportation	3,179	492	15.5%	3,692	565	15.3%
Treasury	9,772	622	6.4%	10,811	891	8.2%
Veterans Affairs	53,794	10,366	19.3%	56,237	9,473	16.8%
AID	165	6	3.6%	265	14	5.3%
EPA	861	96	11.1%	1,413	136	9.6%
GSA	869	193	22.2%	760	147	19.3%
NASA	1,055	106	10.0%	1,348	117	8.7%
NSF	198	6	3.0%	175	1	0.6%
OPM	339	59	17.4%	153	20	13.1%
NRC*	96	11	11.5%	184	15	8.2%
SSA	4,320	897	20.7%	3,822	546	14.3%
SBA	982	92	9.4%	6,679	342	5.1%
Total Executive Order Agencies	244,306	41,147	16.8%	243,190	38,978	16.0%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 3D

Total New Hires — 30% or More Disabled Veteran New Hires

	FY 2019			FY 2020		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	247,769	26,797	10.8%	246,772	26,410	10.7%
Executive Order Agencies						
Agriculture	17,718	542	3.1%	19,985	818	4.1%
Commerce	10,089	501	5.0%	10,331	456	4.4%
Defense	83,169	14,840	17.8%	74,526	14,191	19.0%
Air Force	19,299	3,510	18.2%	17,494	3,471	19.8%
Army	25,897	5,797	22.4%	23,326	5,582	23.9%
Navy	24,362	3,462	14.2%	20,986	3,224	15.4%
Defense Activities	13,611	2,071	15.2%	12,720	1,914	15.0%
Education	292	19	6.5%	624	27	4.3%
Energy	1,013	88	8.7%	1,131	123	10.9%
HHS	7,509	276	3.7%	8,820	306	3.5%
Homeland Security	23,738	1,233	5.2%	16,487	1,262	7.7%
HUD	481	68	14.1%	806	83	10.3%
Interior	14,160	619	4.4%	13,040	633	4.9%
Justice	8,885	454	5.1%	9,786	545	5.6%
Labor	698	116	16.6%	1,029	159	15.5%
State	924	63	6.8%	1,086	88	8.1%
Transportation	3,179	328	10.3%	3,692	381	10.3%
Treasury	9,772	403	4.1%	10,811	633	5.9%
Veterans Affairs	53,794	6,034	11.2%	56,237	5,602	10.0%
AID	165	5	3.0%	265	11	4.2%
EPA	861	69	8.0%	1,413	108	7.6%
GSA	869	139	16.0%	760	117	15.4%
NASA	1,055	63	6.0%	1,348	78	5.8%
NSF	198	4	2.0%	175	1	0.6%
OPM	339	41	12.1%	153	12	7.8%
NRC*	96	7	7.3%	184	12	6.5%
SSA	4,320	636	14.7%	3,822	377	9.9%
SBA	982	49	5.0%	6,679	164	2.5%
Total Executive Order Agencies	244,301	26,597	10.9%	243,190	26,187	10.8%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 4

Total New Hires — Veteran New Hires, Non-Seasonal Full-Time Permanent

Category	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Total Employees	125,757	106,315	124,137	146,288	144,627
Total Veterans	52,880	41,888	47,026	50,988	47,038
% of All Employees	42%	39%	38%	0	33%
Veterans with Preference	47,043	36,656	40,967	43,734	40,065
% of All Employees	37%	35%	33%	0	28%
% of All Veterans	89%	88%	87%	1	85%
Disabled Veterans	22,930	20,316	26,860	30,632	28,603
% of All Employees	18%	19%	22%	0	20%
% of All Veterans	43%	49%	57%	1	61%
30% or more Disabled Veterans	15,584	13,714	17,034	19,227	18,741
% of All Employees	12%	13%	14%	0	13%
% of All Veterans	29%	33%	36%	0	40%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

Table 4A

Non-Seasonal Full-Time Permanent New Hires Total New Hires — Veteran New Hires

	FY 2019			FY 2020		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	146,288	50,988	34.9%	144,627	47,038	32.5%
Executive Order Agencies						
Agriculture	3,396	690	20.3%	6,124	1,191	19.4%
Commerce	1,589	235	14.8%	2,063	332	16.1%
Defense	58,782	26,526	45.1%	52,472	23,315	44.4%
Air Force	14,363	6,959	48.5%	13,177	6,382	48.4%
Army	16,371	8,706	53.2%	15,161	7,695	50.8%
Navy	20,301	7,489	36.9%	18,011	6,538	36.3%
Defense Activities	7,747	3,372	43.5%	6,123	2,700	44.1%
Education	218	38	17.4%	449	48	10.7%
Energy	746	228	30.6%	969	288	29.7%
HHS	4,348	497	11.4%	5,618	585	10.4%
Homeland Security	13,810	3,304	23.9%	10,669	3,197	30.0%
HUD	343	88	25.7%	617	137	22.2%
Interior	2,079	644	31.0%	2,613	727	27.8%
Justice	6,380	1,585	24.8%	7,697	1,694	22.0%
Labor	495	163	32.9%	777	251	32.3%
State	457	140	30.6%	713	190	26.6%
Transportation	2,170	960	44.2%	2,774	1,126	40.6%
Treasury	3,486	634	18.2%	3,898	1,035	26.6%
Veterans Affairs	39,532	13,273	33.6%	37,901	11,355	30.0%
AID	111	10	9.0%	184	25	13.6%
EPA	629	128	20.3%	1,134	157	13.8%
GSA	615	217	35.3%	618	176	28.5%
NASA	940	152	16.2%	997	113	11.3%
NSF	59	11	18.6%	68	2	2.9%
OPM	278	75	27.0%	91	17	18.7%
NRC*	46	19	41.3%	107	21	19.6%
SSA	3,628	965	26.6%	3,605	632	17.5%
SBA	105	25	23.8%	124	20	16.1%
Total Executive Order Agencies	144,242	50,607	35.1%	142,282	46,634	32.8%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 4B

Non-Seasonal Full-Time Permanent New Hires Total New Hires — Veterans with Preference New Hires

	FY 2019			FY 2020		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	146,288	43,734	29.9%	144,627	40,065	27.7%
Executive Order Agencies						
Agriculture	3,396	638	18.8%	6,124	1,119	18.3%
Commerce	1,589	211	13.3%	2,063	311	15.1%
Defense	58,782	23,082	39.3%	52,472	20,086	38.3%
Air Force	14,363	5,821	40.5%	13,177	5,234	39.7%
Army	16,371	7,599	46.4%	15,161	6,692	44.1%
Navy	20,301	6,633	32.7%	18,011	5,764	32.0%
Defense Activities	7,747	3,029	39.1%	6,123	2,396	39.1%
Education	218	36	16.5%	449	40	8.9%
Energy	746	196	26.3%	969	248	25.6%
HHS	4,348	436	10.0%	5,618	486	8.7%
Homeland Security	13,810	2,807	20.3%	10,669	2,695	25.3%
HUD	343	80	23.3%	617	119	19.3%
Interior	2,079	584	28.1%	2,613	668	25.6%
Justice	6,380	1,439	22.6%	7,697	1,531	19.9%
Labor	495	158	31.9%	777	237	30.5%
State	457	106	23.2%	713	146	20.5%
Transportation	2,170	774	35.7%	2,774	870	31.4%
Treasury	3,486	595	17.1%	3,898	982	25.2%
Veterans Affairs	39,532	10,742	27.2%	37,901	9,071	23.9%
AID	111	9	8.1%	184	23	12.5%
EPA	629	119	18.9%	1,134	148	13.1%
GSA	615	202	32.8%	618	168	27.2%
NASA	940	123	13.1%	997	100	10.0%
NSF	59	10	16.9%	68	2	2.9%
OPM	278	67	24.1%	91	16	17.6%
NRC*	46	18	39.1%	107	19	17.8%
SSA	3,628	925	25.5%	3,605	589	16.3%
SBA	105	23	21.9%	124	17	13.7%
Total Executive Order Agencies	144,242	43,380	30.1%	142,282	39,691	27.9%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 4C

Non-Seasonal Full-Time Permanent New Hires Total New Hires — Disabled Veteran New Hires

	FY 2019			FY 2020		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	146,288	30,632	20.9%	144,627	28,603	19.8%
Executive Order Agencies						
Agriculture	3,396	430	12.7%	6,124	782	12.8%
Commerce	1,589	124	7.8%	2,063	171	8.3%
Defense	58,782	15,832	26.9%	52,472	14,118	26.9%
Air Force	14,363	3,686	25.7%	13,177	3,603	27.3%
Army	16,371	5,411	33.1%	15,161	4,480	29.5%
Navy	20,301	4,643	22.9%	18,011	4,255	23.6%
Defense Activities	7,747	2,092	27.0%	6,123	1,780	29.1%
Education	218	22	10.1%	449	26	5.8%
Energy	746	102	13.7%	969	157	16.2%
HHS	4,348	323	7.4%	5,618	354	6.3%
Homeland Security	13,810	1,624	11.8%	10,669	1,606	15.1%
HUD	343	64	18.7%	617	95	15.4%
Interior	2,079	428	20.6%	2,613	479	18.3%
Justice	6,380	644	10.1%	7,697	781	10.1%
Labor	495	111	22.4%	777	180	23.2%
State	457	61	13.3%	713	105	14.7%
Transportation	2,170	387	17.8%	2,774	503	18.1%
Treasury	3,486	440	12.6%	3,898	729	18.7%
Veterans Affairs	39,532	8,604	21.8%	37,901	7,403	19.5%
AID	111	4	3.6%	184	8	4.3%
EPA	629	83	13.2%	1,134	105	9.3%
GSA	615	157	25.5%	618	112	18.1%
NASA	940	90	9.6%	997	83	8.3%
NSF	59	6	10.2%	68	1	1.5%
OPM	278	50	18.0%	91	16	17.6%
NRC*	46	8	17.4%	107	12	11.2%
SSA	3,628	767	21.1%	3,605	501	13.9%
SBA	105	19	18.1%	124	14	11.3%
Total Executive Order Agencies	144,242	30,380	21.1%	142,282	28,341	19.9%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 4D

**Non-Seasonal Full-Time Permanent New Hires
Total New Hires — 30% or More Disabled Veteran New Hires**

	FY 2019			FY 2020		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	146,288	19,227	13.1%	144,627	18,741	13.0%
Executive Order Agencies						
Agriculture	3,396	290	8.5%	6,124	565	9.2%
Commerce	1,589	78	4.9%	2,063	97	4.7%
Defense	58,782	10,303	17.5%	52,472	9,729	18.5%
Air Force	14,363	2,262	15.7%	13,177	2,259	17.1%
Army	16,371	3,765	23.0%	15,161	3,520	23.2%
Navy	20,301	2,855	14.1%	18,011	2,682	14.9%
Defense Activities	7,747	1,421	18.3%	6,123	1,268	20.7%
Education	218	18	8.3%	449	21	4.7%
Energy	746	65	8.7%	969	100	10.3%
HHS	4,348	208	4.8%	5,618	230	4.1%
Homeland Security	13,810	893	6.5%	10,669	929	8.7%
HUD	343	53	15.5%	617	73	11.8%
Interior	2,079	266	12.8%	2,613	316	12.1%
Justice	6,380	394	6.2%	7,697	490	6.4%
Labor	495	90	18.2%	777	137	17.6%
State	457	38	8.3%	713	54	7.6%
Transportation	2,170	252	11.6%	2,774	341	12.3%
Treasury	3,486	290	8.3%	3,898	526	13.5%
Veterans Affairs	39,532	4,997	12.6%	37,901	4,346	11.5%
AID	111	3	2.7%	184	5	2.7%
EPA	629	57	9.1%	1,134	78	6.9%
GSA	615	111	18.0%	618	86	13.9%
NASA	940	51	5.4%	997	55	5.5%
NSF	59	4	6.8%	68	1	1.5%
OPM	278	36	12.9%	91	9	9.9%
NRC*	46	5	10.9%	107	9	8.4%
SSA	3,628	555	15.3%	3,605	350	9.7%
SBA	105	10	9.5%	124	9	7.3%
Total Executive Order Agencies	144,242	19,067	13.2%	142,282	18,556	13.0%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

*NRC is an Excepted Service Agency.

Table 5
Veteran New Hires by Veteran Appointing Authorities

	FY 2019			FY 2020		
	VRA	VEOA	30.0%	VRA	VEOA	30.0%
Total Executive Branch Agencies	8,251	15,117	3,879	6,555	13,430	3,939
Executive Order Agencies						
Agriculture	170	115	75	215	245	90
Commerce	82	24	43	98	54	67
Defense	3,018	10,059	2,789	1,997	8,623	2,730
Air Force	149	3,358	978	106	2,757	939
Army	1,352	3,435	1,183	995	3,051	1,223
Navy	1,297	2,116	407	816	1,852	376
Defense Activities	220	1,150	221	80	963	192
Education	1	6	1	2	5	5
Energy	17	55	15	20	91	22
HHS	41	85	55	43	127	51
Homeland Security	860	450	189	957	531	211
HUD	7	18	9	7	40	8
Interior	222	185	37	236	188	28
Justice	192	103	21	198	103	23
Labor	21	40	17	29	49	2
State	25	25	15	30	30	27
Transportation	17	34	4	10	19	2
Treasury	54	57	35	63	74	40
Veterans Affairs	2,970	3,693	515	2,321	3,109	544
AID	0	2	2	1	6	3
EPA	15	9	12	30	11	26
GSA	22	53	18	16	33	27
NASA	1	11	8	2	9	6
NSF	0	2	0	0	1	0
OPM	21	33	4	1	6	3
NRC*	0	0	0	0	0	0
SSA	476	5	0	268	5	0
SBA	1	5	5	2	6	7
Total Executive Order Agencies	8,245	15,069	3,869	6,546	13,365	3,922

*NRC is an Excepted Service Agency.

Table 6
Veteran New Hires Under Other Appointing Authorities

	FY 2019								FY 2020							
	Veteran				Non-Veteran				Veteran				Non-Veteran			
	Pathways	PMF	Sched A	Total	Pathways	PMF	Sched A	Total	Pathways	PMF	Sched A	Total	Pathways	PMF	Sched A	Total
Total Executive Branch Agencies	1,098	25	1,120	67,385	9,749	214	3,991	180,384	928	20	919	62,831	7,368	231	4,205	183,941
Executive Order Agencies																
Agriculture	52	0	9	1,837	774	16	159	15,881	82	2	19	2,247	921	15	259	17,738
Commerce	7	2	12	1,326	152	13	131	8,763	18	0	8	1,405	197	10	160	8,926
Defense	309	4	264	34,049	3,168	17	1,155	49,120	130	1	189	30,290	1,276	10	865	44,236
Air Force	63	2	93	8,792	1,243	13	338	10,507	28	0	76	8,123	422	3	301	9,371
Army	143	0	40	12,114	1,090	0	201	13,783	68	0	21	10,934	522	1	183	12,392
Navy	53	0	110	8,471	505	0	412	15,891	17	0	81	7,345	200	0	257	13,641
Defense Activities	50	2	21	4,672	330	4	204	8,939	17	1	11	3,888	132	6	124	8,832
Education	1	0	1	40	12	4	15	252	0	0	0	55	22	1	25	569
Energy	28	0	2	260	125	1	32	753	14	0	3	319	87	0	46	812
HHS	38	3	21	631	624	45	437	6,878	43	2	24	749	564	67	648	8,071
Homeland Security	79	0	33	4,629	587	14	226	19,109	72	1	31	4,088	301	13	273	12,399
HUD	12	3	5	110	52	10	34	371	13	0	5	152	60	8	32	654
Interior	45	0	6	1,943	609	6	164	12,217	61	0	11	1,787	487	6	154	11,253
Justice	70	0	20	1,791	406	2	151	7,094	43	0	25	1,922	419	2	202	7,864
Labor	5	0	0	203	30	4	12	495	19	0	0	296	70	4	38	733
State	14	5	4	214	116	6	77	710	19	10	31	259	73	35	139	827
Transportation	14	0	2	1,191	121	4	43	1,988	11	0	4	1,246	174	1	35	2,446
Treasury	17	0	12	909	445	10	128	8,863	70	0	17	1,276	602	18	143	9,535
Veterans Affairs	155	2	683	15,816	338	4	690	37,978	119	1	514	14,409	314	1	580	41,828
AID	1	1	0	16	3	31	10	149	0	0	0	33	20	22	21	232
EPA	35	0	3	143	173	1	19	718	40	0	6	199	351	5	52	1,214
GSA	63	0	2	256	231	0	54	613	37	0	4	219	65	1	56	541
NASA	54	1	2	175	281	2	67	880	25	0	4	165	268	0	70	1,183
NSF	1	0	0	11	44	1	6	187	0	0	0	5	19	0	7	170
OPM	5	0	0	85	76	3	4	254	3	0	1	24	28	1	1	129
NRC*	0	0	0	25	0	0	0	71	0	0	0	30	0	0	0	154
SSA	57	1	28	1,116	704	0	256	3,204	47	0	11	689	476	0	274	3,133
SBA	1	1	1	128	6	2	23	854	1	0	1	479	2	1	34	6,200
Total Executive Order Agencies	1,063	23	1,110	66,904	9,077	196	3,893	177,402	867	17	908	62,343	6,796	221	4,114	180,847

This category reflects the total number of veterans hired under other appointing authorities. Pathways Program authority became effective July 10, 2012. It includes Interns and Recent Graduate hires. *NRC is an Excepted Service Agency.

Table 7

Disabled Veteran New Hires Under Veteran and Other Appointing Authorities

Appointments	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
30 Percent or More Disabled	2,782	2,328	3,361	3,879	3,939
VRA (no conversions)	4,070	4,070	5,225	5,429	4,195
VEOA	6,129	6,129	8,718	9,615	8,867
Subtotal	12,527	12,527	17,304	18,923	17,001
All Other Appointments*	17,606	17,606	19,584	22,533	22,290
Total Disabled Veteran Hires	30,133	30,133	36,888	41,456	39,291

*All Other Appointments include those hired under competitive examining and others such as Schedule A, Pathways Program, etc.

Table 8
Employment by New Grade/Salary Group

		FY 2020				
		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse Appointment*
SES		0.38%	0.24%	0.12%	0.16%	0.00%
GS, GM, GL	Grade 1-4	2.12%	1.04%	1.16%	2.97%	6.15%
	Grade 5-8	16.72%	16.49%	18.40%	27.18%	52.70%
	Grade 9-12	29.18%	34.81%	38.46%	33.75%	32.06%
	Grade 13-15	20.35%	17.44%	16.53%	14.70%	3.77%
Blue Collar Pay Plans		8.11%	12.61%	11.46%	8.39%	3.02%
Other White Collar Pay Plans		23.13%	17.37%	13.87%	12.85%	2.29%

This table is revised since General Schedule and Related (GSR) Pay Plans are no longer generated.

*Noncompetitive Appointment of certain Military Spouses Hiring Authority was effective September 11, 2009 authorized by Executive Order 13473.

Table 9
Employment Distribution by Occupational Category

Category	FY 2020					
	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	Military Spouse*
Professional	27.90%	13.52%	11.20%	10.26%	14.62%	10.03%
Administrative	38.26%	49.45%	52.76%	55.86%	42.06%	29.20%
Technical	16.50%	14.68%	15.28%	15.08%	21.19%	30.78%
Clerical	5.14%	4.20%	5.10%	5.14%	10.45%	26.36%
Other White Collar	4.09%	5.55%	4.20%	4.10%	3.29%	0.61%
Blue Collar	8.11%	12.61%	11.46%	9.56%	8.39%	3.02%

Other White Collar: White collar occupations that cannot be related to the above professional, administrative, technical, or clerical categories.

*Those appointed under the Noncompetitive Hiring Authority for Certain Military Spouses authorized by Executive Order 13473.

Table 10
New Hires with Derived Preference

	FY 2019			FY 2020		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	247,769	418	0.17%	246,772	452	0.18%
Executive Order Agencies						
Agriculture	17,718	15	0.08%	19,985	21	0.11%
Commerce	10,089	6	0.06%	10,331	6	0.06%
Defense	83,169	217	0.26%	74,526	189	0.25%
Air Force	19,299	71	0.37%	17,494	64	0.37%
Army	25,897	45	0.17%	23,326	42	0.18%
Navy	24,362	56	0.23%	20,986	52	0.25%
Defense Activities	13,611	45	0.33%	12,720	31	0.24%
Education	292	0	0.00%	624	1	0.16%
Energy	1,013	0	0.00%	1,131	2	0.18%
HHS	7,509	2	0.03%	8,820	3	0.03%
Homeland Security	23,738	20	0.08%	16,487	13	0.08%
HUD	481	1	0.21%	806	1	0.12%
Interior	14,160	7	0.05%	13,040	13	0.10%
Justice	8,885	7	0.08%	9,786	17	0.17%
Labor	698	2	0.29%	1,029	1	0.10%
State	924	2	0.22%	1,086	5	0.46%
Transportation	3,179	1	0.03%	3,692	1	0.03%
Treasury	9,772	11	0.11%	10,811	17	0.16%
Veterans Affairs	53,794	111	0.21%	56,237	135	0.24%
AID	165	0	0.00%	265	0	0.00%
EPA	861	1	0.12%	1,413	1	0.07%
GSA	869	2	0.23%	760	2	0.26%
NASA	1,055	1	0.09%	1,348	0	0.00%
NSF	198	0	0.00%	175	0	0.00%
OPM	339	1	0.29%	153	0	0.00%
NRC*	96	0	0.00%	184	1	0.54%
SSA	4,320	7	0.16%	3,822	13	0.34%
SBA	982	1	0.10%	6,679	7	0.10%
Total Executive Order Agencies	244,651	417	0.17%	243,190	449	0.18%

Derived Preference in this table is defined as spouses, parents, widows, and widowers entitled to claim preference as defined in section 2108, title 5, United States Code, who may or may not be veterans.

*NRC is an Excepted Service Agency.

Table 11
Noncompetitive Appointment of Certain Military Spouses

	FY 2019			FY 2020		
	Federal New Hires	Total Military Spouse Appointments	%	Federal New Hires	Total Military Spouse Appointments	%
Total Executive Branch Agencies	247,769	1,920	0.77%	246,772	2,235	0.91%
Executive Order Agencies						
Agriculture	17,718	4	0.02%	19,985	6	0.03%
Commerce	10,089	1	0.01%	10,331	3	0.03%
Defense	83,169	1,728	2.08%	74,526	1,913	2.57%
Air Force	19,299	516	2.67%	17,494	642	3.67%
Army	25,897	744	2.87%	23,326	757	3.25%
Navy	24,362	254	1.04%	20,986	258	1.23%
Defense Activities	13,611	214	1.57%	12,720	256	2.01%
Education	292	0	0.00%	624	0	0.00%
Energy	1,013	0	0.00%	1,131	0	0.00%
HHS	7,509	9	0.12%	8,820	15	0.17%
Homeland Security	23,738	38	0.16%	16,487	57	0.35%
HUD	481	0	0.00%	806	4	0.50%
Interior	14,160	11	0.08%	13,040	14	0.11%
Justice	8,885	11	0.12%	9,786	25	0.26%
Labor	698	2	0.29%	1,029	7	0.68%
State	924	2	0.22%	1,086	4	0.37%
Transportation	3,179	1	0.03%	3,692	2	0.05%
Treasury	9,772	3	0.03%	10,811	1	0.01%
Veterans Affairs	53,794	55	0.10%	56,237	122	0.22%
AID	165	0	0.00%	265	1	0.38%
EPA	861	0	0.00%	1,413	1	0.07%
GSA	869	0	0.00%	760	1	0.13%
NASA	1,055	0	0.00%	1,348	0	0.00%
NSF	198	0	0.00%	175	2	1.14%
OPM	339	6	1.77%	153	0	0.00%
NRC*	96	0	0.00%	184	0	0.00%
SSA	4,320	42	0.97%	3,822	43	1.13%
SBA	982	1	0.10%	6,679	3	0.04%
Total Executive Order Agencies	244,306	1,914	0.78%	243,190	2,224	0.91%

Noncompetitive Appointment of Certain Military Spouses Hiring Authority was effective September 11, 2009 authorized by Executive Order 13473.

*NRC is an Excepted Service Agency.

Table 12
New Hire Retention Rates

Executive Order Agencies	FY 2019		FY 2020	
	Non-Veterans	Veterans	Non-Veterans	Veterans
Agriculture	78.50%	70.74%	79.36%	71.96%
Commerce	82.87%	73.63%	79.67%	73.75%
Defense	78.58%	74.61%	78.93%	74.35%
Education	72.73%	60.71%	73.17%	77.78%
Energy	84.88%	80.76%	83.91%	81.34%
HHS	74.41%	68.57%	73.34%	65.05%
Homeland Security	81.97%	80.09%	72.36%	74.76%
HUD	80.14%	79.21%	77.93%	89.13%
Interior	80.45%	70.51%	76.43%	69.02%
Justice	84.95%	78.76%	84.84%	79.27%
Labor	74.13%	78.36%	75.51%	80.12%
State	77.50%	73.45%	81.94%	74.47%
Transportation	86.01%	84.77%	82.60%	85.29%
Treasury	78.77%	75.61%	81.45%	78.25%
Veterans Affairs	79.41%	68.92%	80.61%	67.85%
AID	90.38%	62.50%	82.76%	38.46%
EPA	84.12%	82.61%	89.56%	78.00%
GSA	81.95%	73.93%	73.44%	81.21%
NASA	92.80%	85.96%	93.76%	88.57%
NSF	82.35%	69.23%	90.48%	87.50%
OPM	81.25%	80.00%	78.57%	50.00%
NRC*	82.89%	76.00%	48.99%	28.34%
SSA	78.60%	71.43%	74.42%	67.07%
SBA	87.07%	69.39%	73.53%	69.09%

Retention rates reflect all full-time permanent, non-seasonal, non-student new hires and transfer-ins hired in the fiscal year 2 years prior to the measurement year (e.g., FY 2014 retention calculates retention for hires and transfer-ins from FY 2012).

Starting FY 2014, this table captures retention rates as a performance element of the Veterans Employment Performance Measures adopted by the Council on Veterans Employment for Fiscal Years 2015-2017.

*NRC is an Excepted Service Agency.

Table 13
Profile of Veterans and Non-Veterans

	FY 2019		FY 2020	
	Veteran	Not a Veteran	Veteran	Not a Veteran
Male	79.8%	45.7%	79.5%	45.5%
Female	20.2%	54.3%	20.5%	54.5%
Average Age	49.3%	46.1%	49.4%	45.9%
White	62.0%	60.8%	61.9%	60.4%
Black	20.1%	17.1%	20.0%	17.2%
Hispanic	9.4%	9.0%	9.6%	9.2%
Asian/Pacific Islander	3.8%	7.8%	3.9%	8.0%
Native American/Alaskan Native	1.0%	1.9%	1.0%	1.9%
Multi-Racial	2.2%	1.7%	2.3%	1.7%
Retired Enlisted Military	20.3%	0.0%	20.3%	0.0%
Retired Military Officers	6.0%	0.0%	6.0%	0.0%
Not Retired Military	73.7%	100.0%	73.7%	100.0%
Veterans' Preference	83.4%	0.0%	83.9%	0.0%
No Veterans' Preference	16.6%	100.0%	16.1%	100.0%
Bachelors degree or higher	44.0%	55.7%	44.7%	55.7%
Length of Service*	11.3	12.9	11.4	12.6
Adjusted Basic Pay	81,694	90,676	85,568	95,158
General Schedule	67.9%	66.1%	67.8%	66.0%
Average GS Grade	10.4	10.5	10.5	10.5
Other Pay Systems	17.9%	27.1%	18.5%	27.3%
Competitive Service	75.4%	65.3%	75.6%	65.1%
Excepted Service	24.4%	34.3%	24.1%	34.5%
SES	0.2%	0.4%	0.2%	0.4%
Supervisors	13.0%	11.1%	13.1%	11.0%
Located Outside DC Metro	90.1%	83.4%	90.1%	83.5%
Located in DC Metro	9.9%	16.6%	9.9%	16.5%
Total On-Board	31.1%	68.9%	30.6%	69.4%

Data for Salary are restricted by Non-Seasonal Full-Time Permanent Employees.

*Length of service is calculated using service computation date for retirement. If an employee has creditable military service, and has paid for that credit, then that service will be reflected in the length of service.

Appendix 1

Organizations Included

Administrative Conference of the United States
Advisory Council on Historic Preservation
African Development Foundation
Agency For International Development (Excluding Foreign Service Personnel)
American Battle Monuments Commission
Appalachian Regional Commission
Architectural and Transportation Barriers Compliance Board
Arctic Research Commission
Armed Forces Retirement Home
Barry Goldwater Scholarship and Excellence In Education Foundation
Broadcasting Board of Governors
Chemical Safety and Hazard Investigation Board
Christopher Columbus Fellowship Foundation
Commission of Fine Arts
Commission on Civil Rights
Committee for Purchase from People Who are Blind or Severely Disabled
Commodity Futures Trading Commission
Consumer Product Safety Commission
Corporation for National and Community Service
Council of Economic Advisers
Council on Environmental Quality/Office of Environmental Quality
Council of the Inspectors General on Integrity and Efficiency
Court Services and Offender Supervision Agency for the District of Columbia
Defense Nuclear Facilities Safety Board
Denali Commission
Department of Agriculture
Department of Commerce

Appendix 1 *cont'd.*

Organizations Included

Department of Defense:

Department of the Air Force

Department of the Army

Department of the Navy

Defense Activities

Department of Education

Department of Energy

Department of Health and Human Services

Department of Homeland Security

Department of Housing and Urban Development

Department of Justice

Department of State (Excluding Foreign Service Personnel)

Department of the Interior

Department of the Treasury

Department of Transportation

Department of Veterans Affairs

Dwight D. Eisenhower Memorial Commission

Election Assistance Commission

Environmental Protection Agency

Equal Employment Opportunity Commission

Export-Import Bank of the United States

Farm Credit Administration

Farm Credit System Insurance Corporation

Federal Communications Commission

Federal Deposit Insurance Corporation

Federal Election Commission

Federal Financial Institutions Examination Council

Federal Housing Finance Agency

Federal Labor Relations Authority

Federal Maritime Commission

Federal Mediation and Conciliation Service

Appendix 1 *cont'd.*

Organizations Included

Federal Mine Safety and Health Review Commission
Federal Reserve System-Bureau of Consumer Financial Protection
Federal Retirement Thrift Investment Board
Federal Trade Commission
General Services Administration
Harry S. Truman Scholarship Foundation
Institute of Museum and Library Services
Inter-American Foundation
International Boundary and Water Commission: United States and Mexico
International Boundary Commission: United States and Canada
International Joint Commission: United States and Canada
James Madison Memorial Fellowship Foundation
Japan-United States Friendship Commission
Marine Mammal Commission
Medicaid and Chip Payment and Access Commission
Merit Systems Protection Board
Millennium Challenge Corporation
Morris K. Udall and Stewart L. Udall Foundation
National Archives and Records Administration
National Capital Planning Commission
National Council on Disability
National Credit Union Administration
National Endowment for the Arts
National Endowment for the Humanities
National Labor Relations Board
National Mediation Board
National Science Foundation
National Security Council
National Transportation Safety Board

Appendix 1 *cont'd.*

Organizations Included

Northern Border Regional Commission
Nuclear Regulatory Commission
Nuclear Waste Technical Review Board
Occupational Safety and Health Review Commission
Office of Administration
Office of Government Ethics
Office of Management and Budget
Office of National Drug Control Policy
Office of Navajo and Hopi Indian Relocation
Office of Personnel Management
Office of Science and Technology Policy
Office of Special Counsel
Office of the Federal Coordinator for Alaska Natural Gas Transportation Projects
Office of the U.S. Trade Representative
Overseas Private Investment Corporation
Peace Corps
Pension Benefit Guaranty Corporation
Presidio Trust
Public Interest Declassification Board
Railroad Retirement Board
Recovery Act Accountability & Transparency Board
Ronald Reagan Centennial Commission
Securities and Exchange Commission
Selective Service System
Small Business Administration
Smithsonian Institution
Social Security Administration
Trade and Development Agency
U.S. Holocaust Memorial Museum

Appendix 1 *cont'd.*

Organizations Included

U.S. Interagency Council on Homelessness

U.S. International Trade Commission

United States-China Economic and Security Review Commission

Utah Reclamation Mitigation and Conservation Commission

Valles Caldera Trust

Vietnam Education Foundation

Appendix 2

Organizations Excluded

Air Force National Guard – Civilian Component
Army National Guard – Civilian Component
Board of Governors of the Federal Reserve
Central Intelligence Agency
Commission of Security and Cooperation in Europe
Defense Intelligence Agency
Delta Regional Authority
Department of State (Foreign Service Personnel)
Executive Residence at the White House
Federal Finance Housing Board
Merit Systems Protection Board
National Geospatial-Intelligence Agency
National Security Agency
Non-Appropriated Fund Personnel (e.g., Coast Guard, DoD)
Office of Policy Development
Office of the Director of National Intelligence
Office of the Vice President
Postal Regulatory Commission
Public Defender Service
Public Health Service’s Commissioned Officer Corps
Tennessee Valley Authority
U.S. Postal Service
White House Commission on National Moment of Remembrance
White House Office

Appendix 3

List of Abbreviations and Terms

30%	30% or More Disabled Veteran Appointing Authority
AID	Agency For International Development
EPA	Environmental Protection Agency
GL	General Schedule (Law Enforcement officers and special base rates at grades 3-10 under section 403 of the Federal Employees Pay Comparability Act of 1990 (FEPCA))
GM	General Schedule (Covered by the Performance Management and Recognition System (PMRS) termination provisions of Public Law 103-89 (former PMRS employees))
GS	General Schedule (Established under the Classification Act of 1949, as amended. (5 U.S.C. chapter 53, subchapter III, and 5 CFR part 531))
GSA	General Services Administration
HHS	Health And Human Services, Department of
HUD	Housing And Urban Development, Department of
NASA	National Aeronautics And Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
OPM	Office of Personnel Management
Pathways	Internships and Recent Graduates Programs
PMF	Presidential Management Fellows Program
SBA	Small Business Administration
SES	Senior Executive Service
SSA	Social Security Administration
VEOA	Veterans Employment Opportunity Act of 1998
VRA	Veterans' Recruitment Appointment



U.S. Office of Personnel Management

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