

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2017



FEDSHIREVETS®

Employment of Veterans in the Federal Executive Branch Fiscal Year 2017

Message from the Director of the U.S. Office of Personnel Management

The U.S. Office of Personnel Management (OPM) implements programs and delivers services that help Federal agencies better recruit, retain, and manage employees with mission-critical skills. These programs and services provide the infrastructure Federal agencies need to meet many of their critical staffing needs, and further enhance employment opportunities for veterans, military spouses, and eligible family members as outlined in Executive Order 13518, *Employment of Veterans in the Federal Government*.

As we move forward under my tenure as Acting Director, I will pursue efforts to publicize that veterans constitute a valuable source of candidates to meet the challenges faced by Federal agencies. Additionally, we are expanding our focus to support increased opportunities for military spouses to obtain Federal careers, and encouraging agencies to increase the use of the noncompetitive hiring authority for military spouses, where appropriate.

In Fiscal Year (FY) 2017, the Executive Branch of the Federal Government hired 57,062 veterans, representing a veteran new hire percentage rate of 28.1 percent. Veterans currently represent 31.1 percent of the Federal workforce compared to 25.8 percent in FY 2009, the year the initiative started.

I am looking forward to continue advocating for the Federal Employment of our Nation's veterans and military spouses.



Margaret M. Weichert

Acting Director

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 useful data on the employment of veterans within the Federal Executive Branch. This report covers those organizations identified in Executive Order 13518, which account for approximately 97.8 percent of all Federal employees and 99.1 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, 2017.

The primary elements used to identify veterans for Federal employment purposes are Veteran Status, Veterans' Preference, Creditable Military Service, Annuitant Code, and Legal Authorities 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.

The Federal Government has established programs to facilitate the hiring, placement, and advancement of veterans and individuals with disabilities. Self-identification of disability status is essential for effective data collection and analysis of the Government's efforts. Effective March 2017, OPM initiated a new methodology to identify employees found in hiring actions of undisclosed disability. This modification is reflected on all tables related to disability hiring in the Government.

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2017

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Table 1
Total On-Board Employees

Category	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Total Employees	2,015,225	1,990,033	2,016,325	2,042,669	2,034,269
Total Veterans	607,145	612,661	623,755	635,556	633,386
% of All Employees	30.1%	30.8%	30.9%	31.1%	31.1%
Veterans with Preference	510,991	516,075	531,980	544,178	543,916
% of All Employees	25.4%	25.9%	26.4%	26.6%	26.7%
% of All Veterans	84.2%	84.2%	85.3%	85.6%	85.9%
Disabled Veterans	213,265	226,013	243,177	259,238	273,428
% of All Employees	10.6%	11.4%	12.1%	12.7%	13.4%
% of All Veterans	35.1%	36.9%	39.0%	40.8%	43.2%
30% or more Disabled Veterans	121,200	132,434	146,872	161,052	172,882
% of All Employees	6.0%	6.7%	7.3%	7.9%	8.5%
% of All Veterans	20.0%	21.6%	23.5%	25.3%	27.3%

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 2016			FY 2017		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	2,042,669	635,556	31.1%	2,034,269	633,386	31.1%
Executive Order Agencies						
Agriculture	96,591	12,480	12.9%	93,401	12,226	13.1%
Commerce	46,046	5,636	12.2%	47,704	5,715	12.0%
Defense	687,435	326,529	47.5%	681,529	324,253	47.6%
Air Force	146,175	83,455	57.1%	144,844	82,837	57.2%
Army	223,244	112,040	50.2%	221,028	111,563	50.5%
Navy	206,679	89,490	43.3%	206,071	88,867	43.1%
Defense Activities	111,337	41,544	37.3%	109,586	40,986	37.4%
Education	4,362	475	10.9%	4,059	464	11.4%
Energy	15,153	3,712	24.5%	14,762	3,693	25.0%
HHS	86,552	6,476	7.5%	84,822	6,387	7.5%
Homeland Security	191,644	53,126	27.7%	198,399	54,296	27.4%
HUD	8,061	1,272	15.8%	7,827	1,261	16.1%
Interior	71,057	12,127	17.1%	68,275	11,909	17.4%
Justice	117,127	29,246	25.0%	115,976	28,509	24.6%
Labor	15,766	3,473	22.0%	15,016	3,335	22.2%
State	13,126	2,743	20.9%	12,301	2,583	21.0%
Transportation	55,172	20,249	36.7%	54,748	20,093	36.7%
Treasury	92,109	10,203	11.1%	87,676	9,745	11.1%
Veterans Affairs	373,149	122,305	32.8%	381,457	123,608	32.4%
AID	1,733	251	14.5%	1,583	229	14.5%
EPA	15,634	1,364	8.7%	15,058	1,346	8.9%
GSA	11,552	2,571	22.3%	11,498	2,658	23.1%
NASA	17,251	2,078	12.0%	17,189	2,094	12.2%
NSF	1,455	123	8.5%	1,479	124	8.4%
OPM	5,358	1,413	26.4%	5,506	1,517	27.6%
NRC*	3,521	735	20.9%	3,228	667	20.7%
SSA	64,394	10,478	16.3%	62,297	10,252	16.5%
SBA	4,119	720	17.5%	5,249	776	14.8%
Total Executive Order Agencies	1,998,367	629,785	31.5%	1,991,039	627,740	31.5%

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 2016			FY 2017		
	All Employees	Veterans with Preference	%	All Employees	Veterans with Preference	%
Total Executive Branch Agencies	2,042,669	544,178	26.6%	2,034,269	543,916	26.7%
Executive Order Agencies						
Agriculture	96,591	11,508	11.9%	93,401	11,301	12.1%
Commerce	46,046	4,919	10.7%	47,704	5,048	10.6%
Defense	687,435	283,486	41.2%	681,529	282,130	41.4%
Air Force	146,175	71,359	48.8%	144,844	70,881	48.9%
Army	223,244	97,675	43.8%	221,028	97,460	44.1%
Navy	206,679	79,196	38.3%	206,071	78,845	38.3%
Defense Activities	111,337	35,256	31.7%	109,586	34,944	31.9%
Education	4,362	399	9.1%	4,059	396	9.8%
Energy	15,153	3,136	20.7%	14,762	3,133	21.2%
HHS	86,552	6,095	7.0%	84,822	5,985	7.1%
Homeland Security	191,644	44,457	23.2%	198,399	45,774	23.1%
HUD	8,061	1,153	14.3%	7,827	1,135	14.5%
Interior	71,057	10,719	15.1%	68,275	10,550	15.5%
Justice	117,127	23,810	20.3%	115,976	23,666	20.4%
Labor	15,766	3,247	20.6%	15,016	3,116	20.8%
State	13,126	2,412	18.4%	12,301	2,303	18.7%
Transportation	55,172	15,821	28.7%	54,748	15,980	29.2%
Treasury	92,109	8,372	9.1%	87,676	8,026	9.2%
Veterans Affairs	373,149	102,374	27.4%	381,457	103,232	27.1%
AID	1,733	239	13.8%	1,583	217	13.7%
EPA	15,634	1,160	7.4%	15,058	1,147	7.6%
GSA	11,552	2,187	18.9%	11,498	2,275	19.8%
NASA	17,251	1,570	9.1%	17,189	1,607	9.3%
NSF	1,455	98	6.7%	1,479	101	6.8%
OPM	5,358	1,260	23.5%	5,506	1,355	24.6%
NRC*	3,521	583	16.6%	3,228	532	16.5%
SSA	64,394	9,506	14.8%	62,297	9,341	15.0%
SBA	4,119	659	16.0%	5,249	707	13.5%
Total Executive Order Agencies	1,998,367	539,170	27.0%	1,991,039	539,057	27.1%

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 2016			FY 2017		
	All Employees	Disabled Veterans	%	All Employees	Disabled Veterans	%
Total Executive Branch Agencies	2,042,669	259,238	12.7%	2,034,269	273,428	13.4%
Executive Order Agencies						
Agriculture	96,591	4,965	5.1%	93,401	5,184	5.6%
Commerce	46,046	1,919	4.2%	47,704	2,093	4.4%
Defense	687,435	134,433	19.6%	681,529	142,108	20.9%
Air Force	146,175	31,559	21.6%	144,844	33,432	23.1%
Army	223,244	50,838	22.8%	221,028	54,090	24.5%
Navy	206,679	34,316	16.6%	206,071	35,785	17.4%
Defense Activities	111,337	17,720	15.9%	109,586	18,801	17.2%
Education	4,362	186	4.3%	4,059	185	4.6%
Energy	15,153	1,320	8.7%	14,762	1,405	9.5%
HHS	86,552	2,637	3.0%	84,822	2,679	3.2%
Homeland Security	191,644	16,289	8.5%	198,399	18,218	9.2%
HUD	8,061	643	8.0%	7,827	673	8.6%
Interior	71,057	4,790	6.7%	68,275	5,052	7.4%
Justice	117,127	7,816	6.7%	115,976	8,179	7.1%
Labor	15,766	1,812	11.5%	15,016	1,777	11.8%
State	13,126	1,095	8.3%	12,301	1,085	8.8%
Transportation	55,172	5,707	10.3%	54,748	5,996	11.0%
Treasury	92,109	3,891	4.2%	87,676	3,965	4.5%
Veterans Affairs	373,149	60,739	16.3%	381,457	63,228	16.6%
AID	1,733	112	6.5%	1,583	102	6.4%
EPA	15,634	550	3.5%	15,058	593	3.9%
GSA	11,552	1,060	9.2%	11,498	1,174	10.2%
NASA	17,251	676	3.9%	17,189	748	4.4%
NSF	1,455	52	3.6%	1,479	61	4.1%
OPM	5,358	686	12.8%	5,506	770	14.0%
NRC*	3,521	168	4.8%	3,228	156	4.8%
SSA	64,394	5,075	7.9%	62,297	5,231	8.4%
SBA	4,119	327	7.9%	5,249	383	7.3%
Total Executive Order Agencies	1,998,367	256,948	12.9%	1,991,039	271,045	13.6%

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 2016			FY 2017		
	All Employees	30% or More Disabled Veterans	%	All Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,042,669	161,052	7.9%	2,034,269	172,882	8.5%
Executive Order Agencies						
Agriculture	96,591	2,862	3.0%	93,401	3,146	3.4%
Commerce	46,046	955	2.1%	47,704	1,085	2.3%
Defense	687,435	88,444	12.9%	681,529	94,359	13.8%
Air Force	146,175	18,129	12.4%	144,844	19,152	13.2%
Army	223,244	36,130	16.2%	221,028	38,787	17.5%
Navy	206,679	22,431	10.9%	206,071	23,776	11.5%
Defense Activities	111,337	11,754	10.6%	109,586	12,644	11.5%
Education	4,362	103	2.4%	4,059	108	2.7%
Energy	15,153	724	4.8%	14,762	781	5.3%
HHS	86,552	1,584	1.8%	84,822	1,650	1.9%
Homeland Security	191,644	9,289	4.8%	198,399	10,720	5.4%
HUD	8,061	424	5.3%	7,827	457	5.8%
Interior	71,057	2,640	3.7%	68,275	2,884	4.2%
Justice	117,127	4,703	4.0%	115,976	5,075	4.4%
Labor	15,766	1,195	7.6%	15,016	1,193	7.9%
State	13,126	659	5.0%	12,301	680	5.5%
Transportation	55,172	2,913	5.3%	54,748	3,154	5.8%
Treasury	92,109	2,251	2.4%	87,676	2,408	2.7%
Veterans Affairs	373,149	35,526	9.5%	381,457	37,910	9.9%
AID	1,733	76	4.4%	1,583	74	4.7%
EPA	15,634	308	2.0%	15,058	353	2.3%
GSA	11,552	683	5.9%	11,498	775	6.7%
NASA	17,251	394	2.3%	17,189	433	2.5%
NSF	1,455	31	2.1%	1,479	42	2.8%
OPM	5,358	468	8.7%	5,506	530	9.6%
NRC*	3,521	74	2.1%	3,228	77	2.4%
SSA	64,394	3,221	5.0%	62,297	3,372	5.4%
SBA	4,119	195	4.7%	5,249	227	4.3%
Total Executive Order Agencies	1,998,367	159,722	8.0%	1,991,039	171,493	8.6%

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 2

Total Non-Seasonal Full Time Permanent On-Board Employees

Category	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Total Employees	1,786,558	1,778,445	1,802,571	1,823,665	1,826,298
Total Veterans	571,410	578,849	589,955	600,247	601,351
% of All Employees	32.0%	32.5%	32.7%	32.9%	32.9%
Veterans with Preference	481,114	487,942	503,599	514,555	517,267
% of All Employees	26.9%	27.4%	27.9%	28.2%	28.3%
% of All Veterans	84.2%	84.3%	85.4%	85.7%	86.0%
Disabled Veterans	199,863	213,021	229,284	244,200	258,781
% of All Employees	11.2%	12.0%	12.7%	13.4%	14.2%
% of All Veterans	35.0%	36.8%	38.9%	40.7%	43.0%
30% or more Disabled Veterans	113,843	124,953	138,319	151,382	163,419
% of All Employees	6.4%	7.0%	7.7%	8.3%	8.9%
% of All Veterans	19.9%	21.6%	23.4%	25.2%	27.2%

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.

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

	FY 2016			FY 2017		
	Employees	Veterans	%	Employees	Veterans	%
Total Executive Branch Agencies	1,823,665	600,247	32.9%	1,826,298	601,351	32.9%
Executive Order Agencies						
Agriculture	74,465	10,528	14.1%	73,231	10,490	14.3%
Commerce	35,661	4,636	13.0%	35,757	4,651	13.0%
Defense	636,144	309,920	48.7%	636,417	309,488	48.6%
Air Force	140,836	80,768	57.3%	139,981	80,275	57.3%
Army	207,103	105,341	50.9%	205,255	105,008	51.2%
Navy	201,543	87,706	43.5%	201,127	87,216	43.4%
Defense Activities	86,662	36,105	41.7%	90,054	36,989	41.1%
Education	3,973	466	11.7%	3,842	460	12.0%
Energy	14,499	3,649	25.2%	14,249	3,647	25.6%
HHS	65,431	6,054	9.3%	65,866	6,046	9.2%
Homeland Security	169,547	49,964	29.5%	173,326	51,029	29.4%
HUD	7,883	1,253	15.9%	7,697	1,252	16.3%
Interior	49,679	9,414	18.9%	49,721	9,637	19.4%
Justice	112,900	28,762	25.5%	111,778	28,088	25.1%
Labor	14,996	3,333	22.2%	14,424	3,222	22.3%
State	10,500	2,376	22.6%	10,166	2,297	22.6%
Transportation	53,992	19,987	37.0%	53,568	19,832	37.0%
Treasury	82,556	9,396	11.4%	78,734	9,081	11.5%
Veterans Affairs	333,264	116,037	34.8%	342,111	117,744	34.4%
AID	1,560	241	15.4%	1,505	226	15.0%
EPA	14,287	1,325	9.3%	13,950	1,322	9.5%
GSA	11,141	2,533	22.7%	11,118	2,611	23.5%
NASA	16,985	2,042	12.0%	16,935	2,060	12.2%
NSF	1,208	115	9.5%	1,246	115	9.2%
OPM	5,175	1,385	26.8%	5,323	1,499	28.2%
NRC*	3,320	713	21.5%	3,064	649	21.2%
SSA	62,560	10,275	16.4%	60,879	10,110	16.6%
SBA	2,178	433	19.9%	2,166	448	20.7%
Total Executive Order Agencies	1,783,904	594,837	33.3%	1,787,073	596,004	33.4%

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 2016			FY 2017		
	Employees	Veterans with Preference	%	Employees	Veterans with Preference	%
Total Executive Branch Agencies	1,823,665	514,555	28.2%	1,826,298	517,267	28.3%
Executive Order Agencies						
Agriculture	74,465	9,678	13.0%	73,231	9,678	13.2%
Commerce	35,661	3,972	11.1%	35,757	4,027	11.3%
Defense	636,144	269,646	42.4%	636,417	269,884	42.4%
Air Force	140,836	69,076	49.0%	139,981	68,686	49.1%
Army	207,103	91,902	44.4%	205,255	91,779	44.7%
Navy	201,543	77,767	38.6%	201,127	77,532	38.5%
Defense Activities	86,662	30,901	35.7%	90,054	31,887	35.4%
Education	3,973	393	9.9%	3,842	393	10.2%
Energy	14,499	3,078	21.2%	14,249	3,093	21.7%
HHS	65,431	5,747	8.8%	65,866	5,713	8.7%
Homeland Security	169,547	41,842	24.7%	173,326	43,049	24.8%
HUD	7,883	1,135	14.4%	7,697	1,127	14.6%
Interior	49,679	8,305	16.7%	49,721	8,536	17.2%
Justice	112,900	23,372	20.7%	111,778	23,285	20.8%
Labor	14,996	3,112	20.8%	14,424	3,007	20.8%
State	10,500	2,100	20.0%	10,166	2,047	20.1%
Transportation	53,992	15,598	28.9%	53,568	15,760	29.4%
Treasury	82,556	7,703	9.3%	78,734	7,489	9.5%
Veterans Affairs	333,264	97,492	29.3%	342,111	98,809	28.9%
AID	1,560	229	14.7%	1,505	214	14.2%
EPA	14,287	1,131	7.9%	13,950	1,129	8.1%
GSA	11,141	2,156	19.4%	11,118	2,234	20.1%
NASA	16,985	1,540	9.1%	16,935	1,579	9.3%
NSF	1,208	96	7.9%	1,246	99	7.9%
OPM	5,175	1,237	23.9%	5,323	1,342	25.2%
NRC*	3,320	565	17.0%	3,064	518	16.9%
SSA	62,560	9,318	14.9%	60,879	9,212	15.1%
SBA	2,178	411	18.9%	2,166	425	19.6%
Total Executive Order Agencies	1,783,904	509,856	28.6%	1,787,073	512,649	28.7%

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 2016			FY 2017		
	Employees	Disabled Veterans	%	Employees	Disabled Veterans	%
Total Executive Branch Agencies	1,823,665	244,200	13.4%	1,826,298	258,781	14.2%
Executive Order Agencies						
Agriculture	74,465	4,403	5.9%	73,231	4,623	6.3%
Commerce	35,661	1,555	4.4%	35,757	1,672	4.7%
Defense	636,144	126,766	19.9%	636,417	134,739	21.2%
Air Force	140,836	30,087	21.4%	139,981	31,926	22.8%
Army	207,103	47,569	23.0%	205,255	50,640	24.7%
Navy	201,543	33,640	16.7%	201,127	35,095	17.4%
Defense Activities	86,662	15,470	17.9%	90,054	17,078	19.0%
Education	3,973	182	4.6%	3,842	185	4.8%
Energy	14,499	1,290	8.9%	14,249	1,378	9.7%
HHS	65,431	2,522	3.9%	65,866	2,600	3.9%
Homeland Security	169,547	15,355	9.1%	173,326	16,995	9.8%
HUD	7,883	633	8.0%	7,697	669	8.7%
Interior	49,679	3,758	7.6%	49,721	4,100	8.2%
Justice	112,900	7,679	6.8%	111,778	8,059	7.2%
Labor	14,996	1,736	11.6%	14,424	1,715	11.9%
State	10,500	1,026	9.8%	10,166	1,029	10.1%
Transportation	53,992	5,596	10.4%	53,568	5,893	11.0%
Treasury	82,556	3,550	4.3%	78,734	3,662	4.7%
Veterans Affairs	333,264	57,578	17.3%	342,111	60,289	17.6%
AID	1,560	108	6.9%	1,505	102	6.8%
EPA	14,287	536	3.8%	13,950	583	4.2%
GSA	11,141	1,036	9.3%	11,118	1,140	10.3%
NASA	16,985	661	3.9%	16,935	733	4.3%
NSF	1,208	50	4.1%	1,246	58	4.7%
OPM	5,175	676	13.1%	5,323	763	14.3%
NRC*	3,320	166	5.0%	3,064	151	4.9%
SSA	62,560	4,965	7.9%	60,879	5,145	8.5%
SBA	2,178	210	9.6%	2,166	229	10.6%
Total Executive Order Agencies	1,783,904	242,037	13.6%	1,787,073	256,512	14.4%

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 2016			FY 2017		
	Employees	30% or More Disabled Veterans	%	Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,823,665	151,382	8.3%	1,826,298	163,419	8.9%
Executive Order Agencies						
Agriculture	74,465	2,586	3.5%	73,231	2,863	3.9%
Commerce	35,661	830	2.3%	35,757	929	2.6%
Defense	636,144	82,810	13.0%	636,417	88,778	13.9%
Air Force	140,836	16,932	12.0%	139,981	17,928	12.8%
Army	207,103	33,579	16.2%	205,255	36,047	17.6%
Navy	201,543	21,956	10.9%	201,127	23,281	11.6%
Defense Activities	86,662	10,343	11.9%	90,054	11,522	12.8%
Education	3,973	99	2.5%	3,842	108	2.8%
Energy	14,499	700	4.8%	14,249	763	5.4%
HHS	65,431	1,511	2.3%	65,866	1,602	2.4%
Homeland Security	169,547	8,766	5.2%	173,326	10,082	5.8%
HUD	7,883	416	5.3%	7,697	454	5.9%
Interior	49,679	2,056	4.1%	49,721	2,376	4.8%
Justice	112,900	4,608	4.1%	111,778	4,996	4.5%
Labor	14,996	1,141	7.6%	14,424	1,150	8.0%
State	10,500	629	6.0%	10,166	656	6.5%
Transportation	53,992	2,831	5.2%	53,568	3,081	5.8%
Treasury	82,556	2,054	2.5%	78,734	2,234	2.8%
Veterans Affairs	333,264	33,829	10.2%	342,111	36,338	10.6%
AID	1,560	74	4.7%	1,505	74	4.9%
EPA	14,287	298	2.1%	13,950	343	2.5%
GSA	11,141	669	6.0%	11,118	753	6.8%
NASA	16,985	384	2.3%	16,935	425	2.5%
NSF	1,208	31	2.6%	1,246	41	3.3%
OPM	5,175	461	8.9%	5,323	524	9.8%
NRC*	3,320	74	2.2%	3,064	74	2.4%
SSA	62,560	3,147	5.0%	60,879	3,312	5.4%
SBA	2,178	121	5.6%	2,166	136	6.3%
Total Executive Order Agencies	1,783,904	150,125	8.4%	1,787,073	162,092	9.1%

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 2013	FY 2014	FY 2015	FY 2016	FY 2017
Total Employees	162,839	180,562	221,166	229,034	202,896
Total Veterans	50,502	59,992	71,867	71,304	57,062
% of All Employees	31.0%	33.2%	32.5%	31.0%	28.0%
Veterans with Preference	45,569	53,608	64,590	63,263	49,878
% of All Employees	28.0%	29.7%	29.2%	28.0%	25.0%
% of All Veterans	90.2%	89.4%	89.9%	89.0%	87.0%
Disabled Veterans	20,838	25,690	31,616	31,868	28,500
% of All Employees	12.8%	14.2%	14.3%	14.0%	14.0%
% of All Veterans	41.3%	42.8%	44.0%	45.0%	50.0%
30% or more Disabled Veterans	12,427	16,301	21,215	21,994	19,352
% of All Employees	7.6%	9.0%	9.6%	10.0%	10.0%
% of All Veterans	24.6%	27.2%	29.5%	31.0%	34.0%

New Hires do not include transfers between agencies.

Table 3A
Total New Hires — Veteran New Hires

	FY 2016			FY 2017		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	229,034	71,304	31.1%	202,896	57,062	28.1%
Executive Order Agencies						
Agriculture	19,895	2,421	12.2%	18,453	2,009	10.9%
Commerce	5,197	736	14.2%	6,572	682	10.4%
Defense	72,623	34,718	47.8%	55,325	25,653	46.4%
Air Force	15,932	8,195	51.4%	10,124	5,621	55.5%
Army	22,334	11,559	51.8%	18,930	9,842	52.0%
Navy	19,967	9,182	46.0%	14,968	6,250	41.8%
Defense Activities	14,390	5,782	40.2%	11,303	3,940	34.9%
Education	410	42	10.2%	230	22	9.6%
Energy	1,035	323	31.2%	858	243	28.3%
HHS	8,777	804	9.2%	6,983	504	7.2%
Homeland Security	19,681	4,776	24.3%	21,396	4,619	21.6%
HUD	442	109	24.7%	373	88	23.6%
Interior	17,843	2,931	16.4%	15,537	2,422	15.6%
Justice	9,539	2,438	25.6%	6,805	1,447	21.3%
Labor	1,041	422	40.5%	570	170	29.8%
State	1,298	362	27.9%	655	128	19.5%
Transportation	4,229	1,450	34.3%	3,737	1,282	34.3%
Treasury	7,940	911	11.5%	8,357	757	9.1%
Veterans Affairs	47,060	15,810	33.6%	46,243	14,893	32.2%
AID	177	26	14.7%	90	7	7.8%
EPA	1,037	176	17.0%	807	92	11.4%
GSA	940	290	30.9%	647	196	30.3%
NASA	743	179	24.1%	837	149	17.8%
NSF	242	10	4.1%	212	9	4.2%
OPM	537	294	54.7%	455	204	44.8%
NRC*	85	10	11.8%	37	6	16.2%
SSA	3,135	1,193	38.1%	2,376	773	32.5%
SBA	753	136	18.1%	1,995	182	9.1%
Total Executive Order Agencies	224,659	70,567	31.4%	199,550	56,537	28.3%

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 2016			FY 2017		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	229,034	63,263	27.6%	202,896	49,878	24.6%
Executive Order Agencies						
Agriculture	19,895	2,295	11.5%	18,453	1,881	10.2%
Commerce	5,197	682	13.1%	6,572	648	9.9%
Defense	72,623	30,774	42.4%	55,325	22,857	41.3%
Air Force	15,932	7,111	44.6%	10,124	4,964	49.0%
Army	22,334	10,198	45.7%	18,930	8,747	46.2%
Navy	19,967	8,269	41.4%	14,968	5,673	37.9%
Defense Activities	14,390	5,196	36.1%	11,303	3,473	30.7%
Education	410	39	9.5%	230	22	9.6%
Energy	1,035	273	26.4%	858	213	24.8%
HHS	8,777	734	8.4%	6,983	447	6.4%
Homeland Security	19,681	4,042	20.5%	21,396	3,960	18.5%
HUD	442	103	23.3%	373	86	23.1%
Interior	17,843	2,658	14.9%	15,537	2,188	14.1%
Justice	9,539	2,322	24.3%	6,805	1,366	20.1%
Labor	1,041	408	39.2%	570	161	28.2%
State	1,298	309	23.8%	655	100	15.3%
Transportation	4,229	1,292	30.6%	3,737	1,148	30.7%
Treasury	7,940	845	10.6%	8,357	694	8.3%
Veterans Affairs	47,060	13,652	29.0%	46,243	12,161	26.3%
AID	177	25	14.1%	90	6	6.7%
EPA	1,037	165	15.9%	807	85	10.5%
GSA	940	257	27.3%	647	169	26.1%
NASA	743	158	21.3%	837	132	15.8%
NSF	242	8	3.3%	212	9	4.2%
OPM	537	278	51.8%	455	189	41.5%
NRC*	85	10	11.8%	37	5	13.5%
SSA	3,135	1,150	36.7%	2,376	734	30.9%
SBA	753	124	16.5%	1,995	158	7.9%
Total Executive Order Agencies	224,659	62,603	27.9%	199,550	49,419	24.8%

New Hires do not include transfers between agencies.

*NRC is an excepted Service Agency.

Table 3C
Total New Hires — Disabled Veteran New Hires

	FY 2016			FY 2017		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	229,034	31,868	13.9%	202,896	28,500	14.0%
Executive Order Agencies						
Agriculture	19,895	990	5.0%	18,453	829	4.5%
Commerce	5,197	301	5.8%	6,572	320	4.9%
Defense	72,623	13,715	18.9%	55,325	11,889	21.5%
Air Force	15,932	3,093	19.4%	10,124	2,431	24.0%
Army	22,334	4,821	21.6%	18,930	4,753	25.1%
Navy	19,967	3,192	16.0%	14,968	2,748	18.4%
Defense Activities	14,390	2,609	18.1%	11,303	1,957	17.3%
Education	410	18	4.4%	230	11	4.8%
Energy	1,035	147	14.2%	858	107	12.5%
HHS	8,777	335	3.8%	6,983	222	3.2%
Homeland Security	19,681	1,755	8.9%	21,396	2,211	10.3%
HUD	442	70	15.8%	373	72	19.3%
Interior	17,843	1,223	6.9%	15,537	1,118	7.2%
Justice	9,539	872	9.1%	6,805	563	8.3%
Labor	1,041	253	24.3%	570	101	17.7%
State	1,298	155	11.9%	655	50	7.6%
Transportation	4,229	567	13.4%	3,737	482	12.9%
Treasury	7,940	487	6.1%	8,357	428	5.1%
Veterans Affairs	47,060	9,326	19.8%	46,243	8,789	19.0%
AID	177	14	7.9%	90	2	2.2%
EPA	1,037	113	10.9%	807	53	6.6%
GSA	940	160	17.0%	647	120	18.5%
NASA	743	89	12.0%	837	76	9.1%
NSF	242	4	1.7%	212	9	4.2%
OPM	537	180	33.5%	455	123	27.0%
NRC*	85	4	4.7%	37	5	13.5%
SSA	3,135	662	21.1%	2,376	519	21.8%
SBA	753	76	10.1%	1,995	107	5.4%
Total Executive Order Agencies	224,659	31,516	14.0%	199,550	28,206	14.1%

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 2016			FY 2017		
	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	229,034	21,994	9.6%	202,896	19,352	9.5%
Executive Order Agencies						
Agriculture	19,895	595	3.0%	18,453	492	2.7%
Commerce	5,197	141	2.7%	6,572	164	2.5%
Defense	72,623	10,756	14.8%	55,325	9,140	16.5%
Air Force	15,932	2,525	15.8%	10,124	1,934	19.1%
Army	22,334	3,861	17.3%	18,930	3,744	19.8%
Navy	19,967	2,420	12.1%	14,968	1,964	13.1%
Defense Activities	14,390	1,950	13.6%	11,303	1,498	13.3%
Education	410	12	2.9%	230	8	3.5%
Energy	1,035	93	9.0%	858	65	7.6%
HHS	8,777	221	2.5%	6,983	140	2.0%
Homeland Security	19,681	1,126	5.7%	21,396	1,270	5.9%
HUD	442	56	12.7%	373	51	13.7%
Interior	17,843	772	4.3%	15,537	676	4.4%
Justice	9,539	542	5.7%	6,805	345	5.1%
Labor	1,041	190	18.3%	570	72	12.6%
State	1,298	98	7.6%	655	33	5.0%
Transportation	4,229	374	8.8%	3,737	296	7.9%
Treasury	7,940	285	3.6%	8,357	289	3.5%
Veterans Affairs	47,060	5,564	11.8%	46,243	5,407	11.7%
AID	177	10	5.6%	90	2	2.2%
EPA	1,037	88	8.5%	807	36	4.5%
GSA	940	110	11.7%	647	84	13.0%
NASA	743	62	8.3%	837	51	6.1%
NSF	242	1	0.4%	212	9	4.2%
OPM	537	139	25.9%	455	94	20.7%
NRC*	85	3	3.5%	37	3	8.1%
SSA	3,135	487	15.5%	2,376	385	16.2%
SBA	753	50	6.6%	1,995	60	3.0%
Total Executive Order Agencies	224,659	21,775	9.7%	199,550	19,172	9.6%

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 2013	FY 2014	FY 2015	FY 2016	FY 2017
Total Employees	73,763	88,589	119,633	125,757	106,315
Total Veterans	34,011	42,009	52,325	52,880	41,888
% of All Employees	46.1%	47.4%	43.7%	42.0%	39.4%
Veterans with Preference	30,710	37,499	47,195	47,043	36,656
% of All Employees	41.6%	42.3%	39.4%	37.0%	34.5%
% of All Veterans	90.3%	89.3%	90.2%	89.0%	87.5%
Disabled Veterans	13,363	17,695	22,329	22,930	20,316
% of All Employees	18.1%	20.0%	18.7%	18.0%	19.1%
% of All Veterans	39.3%	42.1%	42.7%	43.0%	48.5%
30% or more Disabled Veterans	7,885	11,202	14,880	15,584	13,714
% of All Employees	10.7%	12.6%	12.4%	12.0%	12.9%
% of All Veterans	23.2%	26.7%	28.4%	29.0%	32.7%

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 2016			FY 2017		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	125,757	52,880	42.0%	106,315	41,888	39.4%
Executive Order Agencies						
Agriculture	4,092	1,052	25.7%	3,098	744	24.0%
Commerce	1,764	410	23.2%	1,280	260	20.3%
Defense	50,370	26,687	53.0%	38,513	19,652	51.0%
Air Force	11,560	6,519	56.4%	7,795	4,480	57.5%
Army	14,697	8,309	56.5%	12,878	7,255	56.3%
Navy	17,252	8,247	47.8%	12,515	5,545	44.3%
Defense Activities	6,861	3,612	52.6%	5,325	2,372	44.5%
Education	281	35	12.5%	140	22	15.7%
Energy	800	284	35.5%	622	216	34.7%
HHS	5,239	669	12.8%	4,126	422	10.2%
Homeland Security	7,529	2,977	39.5%	9,155	3,044	33.2%
HUD	338	89	26.3%	276	81	29.3%
Interior	2,718	893	32.9%	2,274	741	32.6%
Justice	7,202	2,177	30.2%	4,516	1,261	27.9%
Labor	782	353	45.1%	427	144	33.7%
State	815	269	33.0%	380	101	26.6%
Transportation	2,539	1,235	48.6%	1,983	937	47.3%
Treasury	1,723	499	29.0%	1,414	370	26.2%
Veterans Affairs	31,339	12,649	40.4%	31,642	12,136	38.4%
AID	115	17	14.8%	46	5	10.9%
EPA	661	154	23.3%	561	78	13.9%
GSA	728	247	33.9%	449	161	35.9%
NASA	679	163	24.0%	778	131	16.8%
NSF	67	8	11.9%	70	7	10.0%
OPM	452	280	61.9%	370	193	52.2%
NRC*	36	10	27.8%	20	4	20.0%
SSA	2,685	1,087	40.5%	2,131	711	33.4%
SBA	104	39	37.5%	104	31	29.8%
Total Executive Order Agencies	123,058	52,283	42.5%	104,375	41,452	39.7%

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 2016			FY 2017		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	125,757	47,043	37.4%	106,315	36,656	34.5%
Executive Order Agencies						
Agriculture	4,092	997	24.4%	3,098	701	22.6%
Commerce	1,764	382	21.7%	1,280	240	18.8%
Defense	50,370	23,523	46.7%	38,513	17,411	45.2%
Air Force	11,560	5,610	48.5%	7,795	3,905	50.1%
Army	14,697	7,269	49.5%	12,878	6,355	49.3%
Navy	17,252	7,398	42.9%	12,515	5,023	40.1%
Defense Activities	6,861	3,246	47.3%	5,325	2,128	40.0%
Education	281	33	11.7%	140	22	15.7%
Energy	800	237	29.6%	622	191	30.7%
HHS	5,239	609	11.6%	4,126	373	9.0%
Homeland Security	7,529	2,647	35.2%	9,155	2,699	29.5%
HUD	338	83	24.6%	276	79	28.6%
Interior	2,718	836	30.8%	2,274	685	30.1%
Justice	7,202	2,082	28.9%	4,516	1,199	26.6%
Labor	782	341	43.6%	427	136	31.9%
State	815	231	28.3%	380	78	20.5%
Transportation	2,539	1,105	43.5%	1,983	839	42.3%
Treasury	1,723	470	27.3%	1,414	348	24.6%
Veterans Affairs	31,339	11,033	35.2%	31,642	10,039	31.7%
AID	115	16	13.9%	46	4	8.7%
EPA	661	144	21.8%	561	71	12.7%
GSA	728	219	30.1%	449	137	30.5%
NASA	679	146	21.5%	778	115	14.8%
NSF	67	6	9.0%	70	7	10.0%
OPM	452	265	58.6%	370	183	49.5%
NRC*	36	10	27.8%	20	3	15.0%
SSA	2,685	1,051	39.1%	2,131	679	31.9%
SBA	104	39	37.5%	104	29	27.9%
Total Executive Order Agencies	123,058	46,505	37.8%	104,375	36,268	34.7%

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 2016			FY 2017		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	125,757	22,930	18.2%	106,315	20,316	19.1%
Executive Order Agencies						
Agriculture	4,092	543	13.3%	3,098	399	12.9%
Commerce	1,764	156	8.8%	1,280	111	8.7%
Defense	50,370	9,424	18.7%	38,513	8,317	21.6%
Air Force	11,560	2,100	18.2%	7,795	1,659	21.3%
Army	14,697	3,068	20.9%	12,878	3,217	25.0%
Navy	17,252	2,737	15.9%	12,515	2,323	18.6%
Defense Activities	6,861	1,519	22.1%	5,325	1,118	21.0%
Education	281	14	5.0%	140	11	7.9%
Energy	800	125	15.6%	622	91	14.6%
HHS	5,239	269	5.1%	4,126	182	4.4%
Homeland Security	7,529	1,273	16.9%	9,155	1,482	16.2%
HUD	338	55	16.3%	276	66	23.9%
Interior	2,718	436	16.0%	2,274	378	16.6%
Justice	7,202	779	10.8%	4,516	491	10.9%
Labor	782	203	26.0%	427	81	19.0%
State	815	124	15.2%	380	40	10.5%
Transportation	2,539	496	19.5%	1,983	364	18.4%
Treasury	1,723	286	16.6%	1,414	196	13.9%
Veterans Affairs	31,339	7,334	23.4%	31,642	7,034	22.2%
AID	115	7	6.1%	46	2	4.3%
EPA	661	100	15.1%	561	42	7.5%
GSA	728	126	17.3%	449	90	20.0%
NASA	679	82	12.1%	778	66	8.5%
NSF	67	2	3.0%	70	7	10.0%
OPM	452	173	38.3%	370	120	32.4%
NRC*	36	4	11.1%	20	3	15.0%
SSA	2,685	608	22.6%	2,131	482	22.6%
SBA	104	26	25.0%	104	22	21.2%
Total Executive Order Agencies	123,058	22,645	18.4%	104,375	20,077	19.2%

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 2016			FY 2017		
	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	125,757	15,584	12.4%	106,315	13,714	12.9%
Executive Order Agencies						
Agriculture	4,092	354	8.7%	3,098	274	8.8%
Commerce	1,764	84	4.8%	1,280	64	5.0%
Defense	50,370	7,204	14.3%	38,513	6,155	16.0%
Air Force	11,560	1,645	14.2%	7,795	1,247	16.0%
Army	14,697	2,375	16.2%	12,878	2,449	19.0%
Navy	17,252	2,045	11.9%	12,515	1,615	12.9%
Defense Activities	6,861	1,139	16.6%	5,325	844	15.8%
Education	281	8	2.8%	140	8	5.7%
Energy	800	73	9.1%	622	54	8.7%
HHS	5,239	172	3.3%	4,126	109	2.6%
Homeland Security	7,529	840	11.2%	9,155	914	10.0%
HUD	338	43	12.7%	276	46	16.7%
Interior	2,718	281	10.3%	2,274	264	11.6%
Justice	7,202	477	6.6%	4,516	297	6.6%
Labor	782	146	18.7%	427	55	12.9%
State	815	80	9.8%	380	25	6.6%
Transportation	2,539	317	12.5%	1,983	218	11.0%
Treasury	1,723	167	9.7%	1,414	134	9.5%
Veterans Affairs	31,339	4,336	13.8%	31,642	4,342	13.7%
AID	115	4	3.5%	46	2	4.3%
EPA	661	76	11.5%	561	26	4.6%
GSA	728	84	11.5%	449	62	13.8%
NASA	679	59	8.7%	778	45	5.8%
NSF	67	1	1.5%	70	7	10.0%
OPM	452	133	29.4%	370	92	24.9%
NRC*	36	3	8.3%	20	1	5.0%
SSA	2,685	450	16.8%	2,131	361	16.9%
SBA	104	17	16.3%	104	13	12.5%
Total Executive Order Agencies	123,058	15,409	12.5%	104,375	13,568	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 2016			FY 2017		
	VRA	VEOA	30.0%	VRA	VEOA	30.0%
Total Executive Branch Agencies	8,527	16,217	2,782	7,116	12,311	2,328
Executive Order Agencies						
Agriculture	235	131	46	172	86	40
Commerce	78	49	20	62	25	25
Defense	3,366	11,042	1,704	2,547	7,810	1,435
Air Force	188	3,656	608	92	2,479	457
Army	1,298	3,544	701	1,206	2,768	618
Navy	1,610	2,660	220	1,118	1,713	212
Defense Activities	270	1,182	175	131	850	148
Education	6	1	3	1	1	0
Energy	38	70	16	27	50	7
HHS	63	118	28	29	80	14
Homeland Security	392	437	176	509	469	190
HUD	10	14	3	4	13	3
Interior	286	152	45	256	145	51
Justice	292	69	34	110	80	22
Labor	76	53	24	29	15	4
State	65	39	10	40	13	4
Transportation	26	25	2	16	15	7
Treasury	75	50	27	55	28	46
Veterans Affairs	2,792	3,725	595	2,849	3,281	445
AID	2	2	5	0	0	0
EPA	41	14	6	7	9	8
GSA	28	48	15	12	38	8
NASA	7	4	0	7	12	2
NSF	0	2	0	0	1	0
OPM	63	110	6	35	84	1
NRC*	0	0	0	0	0	0
SSA	548	4	0	320	4	1
SBA	4	10	2	8	9	6
Total Executive Order Agencies	8,493	16,169	2,767	7,095	12,268	2,319

*NRC is an excepted Service Agency.

Table 6
Veteran New Hires Under Other Appointing Authorities

	FY 2016								FY 2017							
	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	2,546	64	1,046	71,304	12,475	336	2,906	157,730	2,107	28	975	57,062	10,609	238	2,400	145,834
Executive Order Agencies																
Agriculture	97	0	16	2,421	972	32	139	17,474	162	2	13	2,009	1,160	38	131	16,444
Commerce	24	1	6	736	237	13	75	4,461	13	1	9	682	185	16	83	5,890
Defense	1,343	5	201	34,718	5,763	3	776	37,905	955	2	181	25,653	4,490	6	686	29,672
Air Force	312	2	58	8,195	1,823	1	195	7,737	130	2	55	5,621	693	2	193	4,503
Army	536	0	41	11,559	1,850	0	132	10,775	517	0	27	9,842	1,868	2	129	9,088
Navy	239	1	77	9,182	1,241	0	221	10,785	169	0	81	6,250	1,112	1	207	8,718
Defense Activities	256	2	25	5,782	849	2	228	8,608	139	0	18	3,940	817	1	157	7,363
Education	5	1	0	42	14	7	18	368	3	1	1	22	34	0	4	208
Energy	38	2	7	323	100	18	15	712	20	0	0	243	112	5	13	615
HHS	55	3	23	804	884	54	461	7,973	36	2	7	504	725	40	347	6,479
Homeland Security	97	14	28	4,776	350	19	130	14,905	163	6	27	4,619	428	19	141	16,777
HUD	16	9	2	109	51	14	7	333	2	2	5	88	13	7	7	285
Interior	146	1	16	2,931	908	18	153	14,912	139	1	5	2,422	842	3	117	13,115
Justice	57	1	4	2,438	346	4	81	7,101	56	1	7	1,447	315	3	78	5,358
Labor	45	1	3	422	149	7	37	619	25	0	0	170	80	2	21	400
State	53	8	6	362	223	34	40	936	11	5	0	128	122	29	26	527
Transportation	18	0	7	1,450	170	7	28	2,779	10	0	2	1,282	92	1	29	2,455
Treasury	36	0	16	911	145	13	143	7,029	43	0	10	757	198	15	76	7,600
Veterans Affairs	167	6	659	15,810	331	7	449	31,250	202	1	662	14,893	307	13	395	31,350
AID	1	3	0	26	8	21	20	151	0	0	0	7	9	5	7	83
EPA	30	2	2	176	253	23	15	861	13	1	7	92	142	12	19	715
GSA	56	2	11	290	116	3	54	650	55	0	1	196	164	0	47	451
NASA	97	1	3	179	235	2	17	564	65	0	1	149	233	0	7	688
NSF	3	0	0	10	69	1	2	232	4	0	1	9	69	2	2	203
OPM	15	1	1	294	17	0	6	243	21	0	3	204	17	2	14	251
NRC*	0	0	0	10	0	0	0	75	0	0	0	6	0	0	0	31
SSA	59	0	19	1,193	440	2	153	1,942	53	0	11	773	333	0	68	1,603
SBA	2	1	0	136	0	7	3	617	1	1	1	182	5	4	6	1,813
Total Executive Order Agencies	2,460	62	1,030	70,567	11,781	309	2,822	154,092	2,052	26	954	56,537	10,075	222	2,324	143,013

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 2013	FY 2014	FY 2015	FY 2016	FY 2017
30 Percent or More Disabled	1,622	1,731	2,497	2,782	2,328
VRA (no conversions)	2,476	3,725	4,196	4,123	4,070
VEOA	3,610	4,033	5,908	6,435	6,129
Subtotal	7,708	9,489	12,601	13,340	12,527
*All Other Appointments	13,130	16,201	19,015	18,528	17,606
Total Disabled Veteran Hires	20,838	25,690	31,616	31,868	30,133

*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 2017				
		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse Appointment*
SES		0.39%	0.23%	0.10%	0.21%	0.00%
GS, GM, GL	Grade 1-4	2.35%	1.44%	1.67%	3.75%	11.58%
	Grade 5-8	17.12%	18.75%	21.34%	31.29%	53.35%
	Grade 9-12	29.69%	33.54%	37.32%	31.51%	26.87%
	Grade 13-15	20.36%	16.34%	15.07%	13.41%	2.33%
Blue Collar Pay Plans		8.26%	13.72%	12.44%	7.80%	3.61%
Other White Collar Pay Plans		21.83%	15.97%	12.05%	12.03%	2.27%

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 2017					
	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	Military Spouse*
Professional	27.84%	13.56%	10.93%	10.07%	14.50%	9.20%
Administrative	37.67%	45.96%	49.31%	52.03%	38.11%	22.61%
Technical	17.09%	15.92%	16.48%	16.46%	24.16%	28.55%
Clerical	5.22%	5.05%	6.61%	6.72%	12.61%	35.29%
Other White Collar	3.92%	5.79%	4.23%	4.26%	2.82%	0.73%
Blue Collar	8.26%	13.72%	12.44%	10.46%	7.80%	3.61%

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 2016			FY 2017		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	229,034	488	0.21%	202,896	369	0.18%
Executive Order Agencies						
Agriculture	19,895	21	0.11%	18,453	20	0.11%
Commerce	5,197	11	0.21%	6,572	7	0.11%
Defense	72,623	225	0.31%	55,325	149	0.27%
Air Force	15,932	57	0.36%	10,124	44	0.43%
Army	22,334	71	0.32%	18,930	35	0.18%
Navy	19,967	50	0.25%	14,968	29	0.19%
Defense Activities	14,390	47	0.33%	11,303	41	0.36%
Education	410	0	0.00%	230	0	0.00%
Energy	1,035	3	0.29%	858	2	0.23%
HHS	8,777	3	0.03%	6,983	6	0.09%
Homeland Security	19,681	15	0.08%	21,396	13	0.06%
HUD	442	3	0.68%	373	0	0.00%
Interior	17,843	20	0.11%	15,537	12	0.08%
Justice	9,539	14	0.15%	6,805	18	0.26%
Labor	1,041	2	0.19%	570	3	0.53%
State	1,298	4	0.31%	655	1	0.15%
Transportation	4,229	4	0.09%	3,737	2	0.05%
Treasury	7,940	14	0.18%	8,357	4	0.05%
Veterans Affairs	47,060	132	0.28%	46,243	111	0.24%
AID	177	0	0.00%	90	0	0.00%
EPA	1,037	1	0.10%	807	0	0.00%
GSA	940	2	0.21%	647	2	0.31%
NASA	743	0	0.00%	837	2	0.24%
NSF	242	0	0.00%	212	0	0.00%
OPM	537	3	0.56%	455	4	0.88%
NRC*	85	0	0.00%	37	0	0.00%
SSA	3,135	3	0.10%	2,376	4	0.17%
SBA	753	2	0.27%	1,995	3	0.15%
Total Executive Order Agencies	224,659	482	0.21%	199,550	363	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 2016			FY 2017		
	Federal New Hires	Total Military Spouse Appointments	%	Federal New Hires	Total Military Spouse Appointments	%
Total Executive Branch Agencies	229,034	1,469	0.64%	202,896	1,131	0.56%
Executive Order Agencies						
Agriculture	19,895	5	0.03%	18,453	4	0.02%
Commerce	5,197	4	0.08%	6,572	1	0.02%
Defense	72,623	1,367	1.88%	55,325	1,058	1.91%
Air Force	15,932	358	2.25%	10,124	268	2.65%
Army	22,334	680	3.04%	18,930	502	2.65%
Navy	19,967	149	0.75%	14,968	124	0.83%
Defense Activities	14,390	180	1.25%	11,303	164	1.45%
Education	410	2	0.49%	230	0	0.00%
Energy	1,035	0	0.00%	858	0	0.00%
HHS	8,777	4	0.05%	6,983	4	0.06%
Homeland Security	19,681	9	0.05%	21,396	19	0.09%
HUD	442	1	0.23%	373	0	0.00%
Interior	17,843	10	0.06%	15,537	3	0.02%
Justice	9,539	1	0.01%	6,805	3	0.04%
Labor	1,041	1	0.10%	570	0	0.00%
State	1,298	0	0.00%	655	0	0.00%
Transportation	4,229	2	0.05%	3,737	0	0.00%
Treasury	7,940	1	0.01%	8,357	0	0.00%
Veterans Affairs	47,060	32	0.07%	46,243	22	0.05%
AID	177	0	0.00%	90	0	0.00%
EPA	1,037	0	0.00%	807	0	0.00%
GSA	940	1	0.11%	647	1	0.15%
NASA	743	0	0.00%	837	0	0.00%
NSF	242	0	0.00%	212	0	0.00%
OPM	537	8	1.49%	455	10	2.20%
NRC*	85	0	0.00%	37	0	0.00%
SSA	3,135	15	0.48%	2,376	4	0.17%
SBA	753	0	0.00%	1,995	0	0.00%
Total Executive Order Agencies	224,659	1,463	0.65%	199,550	1,129	0.57%

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 2016		FY 2017	
	Non-Veterans	Veterans	Non-Veterans	Veterans
Agriculture	80.63%	73.81%	80.37%	71.43%
Commerce	78.40%	69.14%	80.65%	70.89%
Defense	78.10%	75.87%	80.66%	76.99%
Education	82.14%	74.42%	83.90%	62.96%
Energy	80.30%	80.78%	83.54%	78.80%
HHS	74.45%	68.84%	75.99%	71.24%
Homeland Security	78.40%	77.87%	78.42%	77.83%
HUD	74.85%	78.46%	80.61%	80.00%
Interior	72.78%	71.17%	78.28%	71.60%
Justice	81.42%	82.59%	83.95%	78.54%
Labor	79.01%	78.95%	79.86%	71.57%
State	84.00%	76.53%	83.83%	80.32%
Transportation	84.16%	80.46%	84.00%	86.40%
Treasury	83.09%	73.35%	81.44%	78.49%
Veterans Affairs	79.61%	70.35%	80.92%	70.44%
AID	79.82%	75.86%	76.27%	65.52%
EPA	82.52%	89.29%	90.51%	81.36%
GSA	79.38%	77.72%	80.17%	75.57%
NASA	91.57%	85.14%	91.53%	88.76%
NSF	69.39%	78.57%	75.36%	81.25%
OPM	65.31%	64.79%	75.61%	78.26%
NRC*	81.90%	76.56%	71.43%	69.15%
SSA	79.94%	74.32%	81.15%	74.41%
SBA	72.34%	75.68%	81.25%	69.23%

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 2016		FY 2017	
	Veteran	Not a Veteran	Veteran	Not a Veteran
Male	80.5%	45.7%	80.3%	45.7%
Female	19.5%	54.3%	19.7%	54.3%
Average Age	48.9	46.3	49.1	46.3
White	64.7%	63.7%	63.9%	63.0%
Black	20.0%	16.9%	20.3%	17.1%
Hispanic	8.7%	8.4%	9.0%	8.6%
Asian/Pacific Islander	3.7%	7.6%	3.8%	7.7%
Native American/Alaskan Native	1.0%	2.0%	1.0%	2.0%
Multi-Racial	1.8%	1.3%	2.0%	1.4%
Retired Enlisted Military	20.3%	0.0%	20.3%	0.0%
Retired Military Officers	6.1%	0.0%	6.1%	0.0%
Not Retired Military	73.6%	100.0%	73.6%	100.0%
Veterans' Preference	82.2%	0.0%	82.5%	0.0%
No Veterans' Preference	17.8%	100.0%	17.5%	100.0%
Bachelors degree or higher	41.6%	55.7%	42.5%	56.0%
Length of Service*	11.1	13.6	11.3	13.5
Adjusted Basic Pay	75,707	86,746	77,863	88,994
General Schedule	67.8%	68.2%	67.7%	67.5%
Average GS Grade	10.2	10.5	10.3	10.5
Other Pay Systems	16.9%	25.3%	17.2%	26.0%
Competitive Service	75.1%	66.9%	75.3%	66.4%
Excepted Service	24.7%	32.6%	24.4%	33.2%
SES	0.2%	0.5%	0.2%	0.4%
Supervisors	13.4%	12.2%	13.2%	11.8%
Located Outside DC Metro	90.1%	82.5%	90.0%	82.7%
Located in DC Metro	9.9%	17.5%	10.0%	17.3%
Total On-Board	31.6%	68.4%	31.6%	68.4%

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

Appendix 1 *cont'd.*

Organizations Included

Federal Mediation and Conciliation Service
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

Appendix 1 *cont'd.*

Organizations Included

National Transportation Safety Board
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

Appendix 1 *cont'd.*

Organizations Included

U.S. Holocaust Memorial Museum

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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