

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2015



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Employment of Veterans in the Federal Executive Branch Fiscal Year 2015

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

On November 9, 2009, President Barack Obama signed Executive Order 13518, *Employment of Veterans in the Federal Government*, establishing the Veterans Employment Initiative and his Council on Veterans Employment. The initiative outlines the most comprehensive effort ever undertaken in the Federal Executive Branch, and clearly laid out three objectives to improve employment opportunities for veterans: 1) honor our sacred obligation to our Nation's veterans; 2) utilize the talents of veterans to help the government meet today's dynamic challenges; and 3) create a program worthy of being emulated by the private sector.

In Fiscal Year (FY) 2015, the Executive Branch of the Federal Government hired approximately 6,000 more veterans versus FY 2014, for a veteran new hire percentage rate of 32.5 percent. Additionally, in FY 2015 the Federal Government hired approximately 221,000 new employees as compared to approximately 180,000 new employees in FY 2014 -- an increase of approximately 41,000 total new hires. Of those 221,000 hired, approximately 71,000 were veterans, equaling 32.5 percent of total new hires; and 31,000 were disabled veterans new hires, equaling 14.3 percent of total new hires.

In FY 2015, as the number of total Federal employees onboard increased from 1,990,000 in FY 2014 to 2,016,000, the total number of veterans onboard saw an increase from 612,000 to approximately 623,000. Veterans currently represent 30.9 percent of the workforce, as compared to 25.8 percent in FY 2009, where veterans represented approximately 512,000 out of 1,983,000 employees.

FY 2015 is also the first year we are reporting agency outcomes based on the Council's new Veteran Employment Performance Model based on four veteran employment metrics: Veteran New Hires, Disabled Veteran New Hires, Veterans on-board, and Veteran Retention Rates. As the Vice-Chair of the Council, I am proud to say that our overall Government-wide veteran employment performance for FY 2015 has been good with 67 percent (16) of our 24 Council Agencies assessed at Effective (E) or higher. Additionally, the issue of veteran retention has long been an area of focus for the Council and I want to congratulate member agencies for their performance on veteran retention, as 79 percent of Council agencies were assessed Effective or above in veteran retention for FY 2015.

I'm extremely proud to announce the successes of the President's Veteran Employment Initiative in FY 2015, while recognizing there is still work to be done. This Initiative has helped thousands of veterans find employment within the Federal Government and I want to take this opportunity to thank these employees for continuing to serve their country and the American people, even after they have hung up their military uniforms.



Beth F. Cobert
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, 2015.

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 and 3313. 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 force and was released or discharged under honorable conditions).

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.

FY 2015 Employment of Veterans in the Federal Executive Branch reporting also includes Appendix 4, the new Veteran Employment Performance Model for FY 2015 – 2017, which demonstrates the criteria by which agency performance is rated under the Veterans Employment Initiative.

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2015

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Table 1
Total On-Board Employees

Category	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Total Employees	2,079,258	2,058,670	2,015,225	1,990,033	2,016,325
Total Veterans	567,314	611,784	607,145	612,661	623,755
% of All Employees	27.3%	29.7%	30.1%	30.8%	30.9%
Veterans with Preference	502,887	511,749	510,991	516,075	531,980
% of All Employees	24.2%	24.9%	25.4%	25.9%	26.4%
% of All Veterans	88.6%	83.6%	84.2%	84.2%	85.3%
Disabled Veterans	159,082	200,938	213,265	226,013	243,177
% of All Employees	7.7%	9.8%	10.6%	11.4%	12.1%
% of All Veterans	28.0%	32.8%	35.1%	36.9%	39.0%
30% or more Disabled Veterans	100,386	111,303	121,200	132,434	146,872
% of All Employees	4.8%	5.4%	6.0%	6.7%	7.3%
% of All Veterans	17.7%	18.2%	20.0%	21.6%	23.5%

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 2014			FY 2015		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	1,990,033	612,661	30.8%	2,016,325	623,755	30.9%
Executive Order Agencies						
Agriculture	95,917	11,450	11.9%	96,567	12,013	12.4%
Commerce	45,380	5,384	11.9%	47,378	5,684	12.0%
Defense	668,964	313,881	46.9%	677,593	320,407	47.3%
Air Force	141,847	80,707	56.9%	143,521	82,180	57.3%
Army	225,249	111,982	49.7%	223,622	111,760	50.0%
Navy	193,293	82,453	42.7%	201,616	86,760	43.0%
Defense Activities	108,575	38,739	35.7%	108,834	39,707	36.5%
Education	4,195	444	10.6%	4,259	455	10.7%
Energy	14,992	3,426	22.9%	15,107	3,600	23.8%
HHS	84,588	6,054	7.2%	85,328	6,253	7.3%
Homeland Security	189,341	52,732	27.9%	187,130	52,226	27.9%
HUD	8,444	1,239	14.7%	8,209	1,245	15.2%
Interior	69,955	11,572	16.5%	69,757	11,751	16.8%
Justice	113,240	31,892	28.2%	114,776	28,816	25.1%
Labor	15,940	3,316	20.8%	15,889	3,388	21.3%
State	12,694	2,516	19.8%	12,747	2,622	20.6%
Transportation	54,776	19,914	36.4%	54,769	20,094	36.7%
Treasury	92,619	10,523	11.4%	91,208	10,180	11.2%
Veterans Affairs	348,724	114,740	32.9%	365,567	120,187	32.9%
AID	1,698	248	14.6%	1,706	251	14.7%
EPA	15,852	1,267	8.0%	15,445	1,281	8.3%
GSA	11,501	2,492	21.7%	11,175	2,389	21.4%
NASA	17,691	2,091	11.8%	17,260	2,065	12.0%
NSF	1,425	123	8.6%	1,455	135	9.3%
OPM	4,977	1,173	23.6%	5,091	1,188	23.3%
NRC	3,871	825	21.3%	3,808	818	21.5%
SSA	64,684	9,127	14.1%	65,717	10,257	15.6%
SBA	4,549	756	16.6%	4,138	694	16.8%
Total Executive Order Agencies	1,946,017	607,185	31.2%	1,972,079	617,999	31.3%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 1B
Total On-Board Employees — Veterans with Preference

	FY 2014			FY 2015		
	All Employees	Veterans with Preference	%	All Employees	Veterans with Preference	%
Total Executive Branch Agencies	1,990,033	516,075	25.9%	2,016,325	531,980	26.4%
Executive Order Agencies						
Agriculture	95,917	10,519	11.0%	96,567	11,037	11.4%
Commerce	45,380	4,633	10.2%	47,378	4,944	10.4%
Defense	668,964	271,094	40.5%	677,593	277,616	41.0%
Air Force	141,847	68,865	48.5%	143,521	70,188	48.9%
Army	225,249	97,086	43.1%	223,622	97,232	43.5%
Navy	193,293	72,575	37.5%	201,616	76,719	38.1%
Defense Activities	108,575	32,568	30.0%	108,834	33,477	30.8%
Education	4,195	369	8.8%	4,259	386	9.1%
Energy	14,992	2,879	19.2%	15,107	3,053	20.2%
HHS	84,588	5,714	6.8%	85,328	5,907	6.9%
Homeland Security	189,341	43,736	23.1%	187,130	43,520	23.3%
HUD	8,444	1,142	13.5%	8,209	1,137	13.9%
Interior	69,955	10,203	14.6%	69,757	10,388	14.9%
Justice	113,240	21,751	19.2%	114,776	22,911	20.0%
Labor	15,940	3,093	19.4%	15,889	3,162	19.9%
State	12,694	2,195	17.3%	12,747	2,290	18.0%
Transportation	54,776	15,031	27.4%	54,769	15,454	28.2%
Treasury	92,619	8,629	9.3%	91,208	8,346	9.2%
Veterans Affairs	348,724	94,782	27.2%	365,567	100,273	27.4%
AID	1,698	235	13.8%	1,706	241	14.1%
EPA	15,852	1,068	6.7%	15,445	1,084	7.0%
GSA	11,501	2,088	18.2%	11,175	2,003	17.9%
NASA	17,691	1,555	8.8%	17,260	1,541	8.9%
NSF	1,425	92	6.5%	1,455	107	7.4%
OPM	4,977	1,025	20.6%	5,091	1,043	20.5%
NRC	3,871	652	16.8%	3,808	650	17.1%
SSA	64,684	8,181	12.6%	65,717	9,266	14.1%
SBA	4,549	677	14.9%	4,138	636	15.4%
Total Executive Order Agencies	1,946,017	511,343	26.3%	1,972,079	526,995	26.7%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 1C
Total On-Board Employees — Disabled Veterans

	FY 2014			FY 2015		
	All Employees	Disabled Veterans	%	All Employees	Disabled Veterans	%
Total Executive Branch Agencies	1,990,033	226,013	11.4%	2,016,325	243,177	12.1%
Executive Order Agencies						
Agriculture	95,917	3,877	4.0%	96,567	4,415	4.6%
Commerce	45,380	1,589	3.5%	47,378	1,765	3.7%
Defense	668,964	118,578	17.7%	677,593	126,483	18.7%
Air Force	141,847	27,902	19.7%	143,521	29,491	20.5%
Army	225,249	46,659	20.7%	223,622	48,777	21.8%
Navy	193,293	28,928	15.0%	201,616	32,083	15.9%
Defense Activities	108,575	15,089	13.9%	108,834	16,132	14.8%
Education	4,195	153	3.6%	4,259	173	4.1%
Energy	14,992	1,079	7.2%	15,107	1,193	7.9%
HHS	84,588	2,310	2.7%	85,328	2,448	2.9%
Homeland Security	189,341	14,504	7.7%	187,130	15,095	8.1%
HUD	8,444	572	6.8%	8,209	596	7.3%
Interior	69,955	4,055	5.8%	69,757	4,380	6.3%
Justice	113,240	6,435	5.7%	114,776	7,044	6.1%
Labor	15,940	1,616	10.1%	15,889	1,730	10.9%
State	12,694	901	7.1%	12,747	988	7.8%
Transportation	54,776	5,006	9.1%	54,769	5,391	9.8%
Treasury	92,619	3,620	3.9%	91,208	3,650	4.0%
Veterans Affairs	348,724	52,806	15.1%	365,567	57,716	15.8%
AID	1,698	102	6.0%	1,706	112	6.6%
EPA	15,852	411	2.6%	15,445	456	3.0%
GSA	11,501	883	7.7%	11,175	915	8.2%
NASA	17,691	574	3.2%	17,260	624	3.6%
NSF	1,425	50	3.5%	1,455	54	3.7%
OPM	4,977	502	10.1%	5,091	531	10.4%
NRC	3,871	172	4.4%	3,808	182	4.8%
SSA	64,684	4,010	6.2%	65,717	4,735	7.2%
SBA	4,549	279	6.1%	4,138	286	6.9%
Total Executive Order Agencies	1,946,017	224,084	11.5%	1,972,079	240,962	12.2%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 1D

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

	FY 2014			FY 2015		
	All Employees	30% or More Disabled Veterans	%	All Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,990,033	132,434	6.7%	2,016,325	146,872	7.3%
Executive Order Agencies						
Agriculture	95,917	1,942	2.0%	96,567	2,394	2.5%
Commerce	45,380	711	1.6%	47,378	815	1.7%
Defense	668,964	74,713	11.2%	677,593	81,343	12.0%
Air Force	141,847	15,343	10.8%	143,521	16,522	11.5%
Army	225,249	31,707	14.1%	223,622	33,773	15.1%
Navy	193,293	18,149	9.4%	201,616	20,562	10.2%
Defense Activities	108,575	9,514	8.8%	108,834	10,486	9.6%
Education	4,195	84	2.0%	4,259	96	2.3%
Energy	14,992	537	3.6%	15,107	620	4.1%
HHS	84,588	1,239	1.5%	85,328	1,411	1.7%
Homeland Security	189,341	7,608	4.0%	187,130	8,275	4.4%
HUD	8,444	333	3.9%	8,209	372	4.5%
Interior	69,955	1,981	2.8%	69,757	2,296	3.3%
Justice	113,240	3,399	3.0%	114,776	4,062	3.5%
Labor	15,940	1,010	6.3%	15,889	1,102	6.9%
State	12,694	508	4.0%	12,747	570	4.5%
Transportation	54,776	2,299	4.2%	54,769	2,626	4.8%
Treasury	92,619	1,953	2.1%	91,208	2,054	2.3%
Veterans Affairs	348,724	29,090	8.3%	365,567	32,820	9.0%
AID	1,698	72	4.2%	1,706	80	4.7%
EPA	15,852	188	1.2%	15,445	226	1.5%
GSA	11,501	521	4.5%	11,175	561	5.0%
NASA	17,691	304	1.7%	17,260	345	2.0%
NSF	1,425	31	2.2%	1,455	33	2.3%
OPM	4,977	320	6.4%	5,091	348	6.8%
NRC	3,871	71	1.8%	3,808	81	2.1%
SSA	64,684	2,339	3.6%	65,717	2,926	4.5%
SBA	4,549	150	3.3%	4,138	175	4.2%
Total Executive Order Agencies	1,946,017	131,403	6.8%	1,972,079	145,631	7.4%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 2

Total Non-Seasonal Full Time Permanent Employment On-Board Employees

Category	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Total Employees	1,812,417	1,805,831	1,786,558	1,778,445	1,802,571
Total Veterans	529,317	544,663	571,410	578,849	589,955
% of All Employees	29.2%	30.2%	32.0%	32.5%	32.7%
Veterans with Preference	469,538	478,990	481,114	487,942	503,599
% of All Employees	25.9%	26.5%	26.9%	27.4%	27.9%
% of All Veterans	88.7%	87.9%	84.2%	84.3%	85.4%
Disabled Veterans	148,215	160,163	199,863	213,021	229,284
% of All Employees	8.2%	8.9%	11.2%	12.0%	12.7%
% of All Veterans	28.0%	29.4%	35.0%	36.8%	38.9%
30% or more Disabled Veterans	93,132	103,592	113,843	124,953	138,319
% of All Employees	5.1%	5.7%	6.4%	7.0%	7.7%
% of All Veterans	17.6%	19.0%	19.9%	21.6%	23.4%

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.

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

	FY 2014			FY 2015		
	Employees	Veterans	%	Employees	Veterans	%
Total Executive Branch Agencies	1,778,445	578,849	32.5%	1,802,571	589,955	32.7%
Executive Order Agencies						
Agriculture	72,889	9,501	13.0%	73,663	10,043	13.6%
Commerce	34,857	4,314	12.4%	35,249	4,458	12.6%
Defense	625,357	300,508	48.1%	632,266	306,050	48.4%
Air Force	137,628	78,742	57.2%	138,740	79,839	57.5%
Army	210,459	106,031	50.4%	208,190	105,538	50.7%
Navy	187,723	80,536	42.9%	195,815	84,830	43.3%
Defense Activities	89,547	35,199	39.3%	89,521	35,843	40.0%
Education	3,815	430	11.3%	3,862	446	11.5%
Energy	14,341	3,372	23.5%	14,443	3,538	24.5%
HHS	62,099	5,615	9.0%	63,324	5,799	9.2%
Homeland Security	167,422	49,634	29.6%	166,777	49,368	29.6%
HUD	8,255	1,220	14.8%	8,059	1,238	15.4%
Interior	49,082	8,806	17.9%	48,798	8,987	18.4%
Justice	110,427	31,251	28.3%	111,010	28,403	25.6%
Labor	15,077	3,162	21.0%	15,086	3,236	21.5%
State	10,068	2,156	21.4%	10,121	2,260	22.3%
Transportation	53,684	19,515	36.4%	53,822	19,804	36.8%
Treasury	86,049	9,827	11.4%	84,050	9,561	11.4%
Veterans Affairs	308,176	107,330	34.8%	324,639	113,245	34.9%
AID	1,518	234	15.4%	1,529	240	15.7%
EPA	14,536	1,234	8.5%	14,161	1,237	8.7%
GSA	11,283	2,483	22.0%	10,865	2,377	21.9%
NASA	17,375	2,052	11.8%	16,977	2,024	11.9%
NSF	1,202	112	9.3%	1,199	125	10.4%
OPM	4,866	1,163	23.9%	4,919	1,159	23.6%
NRC	3,616	796	22.0%	3,559	786	22.1%
SSA	61,946	8,732	14.1%	62,813	9,811	15.6%
SBA	2,275	427	18.8%	2,180	424	19.4%
Total Executive Order Agencies	1,740,215	573,874	33.0%	1,763,371	584,619	33.2%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 2B

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

	FY 2014			FY 2015		
	Employees	Veterans with Preference	%	Employees	Veterans with Preference	%
Total Executive Branch Agencies	1,778,445	487,942	27.4%	1,802,571	503,599	27.9%
Executive Order Agencies						
Agriculture	72,889	8,699	11.9%	73,663	9,194	12.5%
Commerce	34,857	3,639	10.4%	35,249	3,793	10.8%
Defense	625,357	260,179	41.6%	632,266	265,820	42.0%
Air Force	137,628	67,234	48.9%	138,740	68,235	49.2%
Army	210,459	91,969	43.7%	208,190	91,864	44.1%
Navy	187,723	71,036	37.8%	195,815	75,150	38.4%
Defense Activities	89,547	29,940	33.4%	89,521	30,571	34.1%
Education	3,815	357	9.4%	3,862	379	9.8%
Energy	14,341	2,830	19.7%	14,443	2,992	20.7%
HHS	62,099	5,355	8.6%	63,324	5,530	8.7%
Homeland Security	167,422	41,078	24.5%	166,777	41,129	24.7%
HUD	8,255	1,123	13.6%	8,059	1,131	14.0%
Interior	49,082	7,721	15.7%	48,798	7,913	16.2%
Justice	110,427	21,496	19.5%	111,010	22,539	20.3%
Labor	15,077	2,944	19.5%	15,086	3,016	20.0%
State	10,068	1,882	18.7%	10,121	1,978	19.5%
Transportation	53,684	14,674	27.3%	53,822	15,208	28.3%
Treasury	86,049	8,034	9.3%	84,050	7,829	9.3%
Veterans Affairs	308,176	88,820	28.8%	324,639	94,746	29.2%
AID	1,518	222	14.6%	1,529	230	15.0%
EPA	14,536	1,039	7.1%	14,161	1,049	7.4%
GSA	11,283	2,080	18.4%	10,865	1,994	18.4%
NASA	17,375	1,521	8.8%	16,977	1,507	8.9%
NSF	1,202	89	7.4%	1,199	105	8.8%
OPM	4,866	1,017	20.9%	4,919	1,018	20.7%
NRC	3,616	626	17.3%	3,559	622	17.5%
SSA	61,946	7,811	12.6%	62,813	8,852	14.1%
SBA	2,275	405	17.8%	2,180	402	18.4%
Total Executive Order Agencies	1,740,215	483,641	27.8%	1,763,371	498,976	28.3%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 2C

Total Non-Seasonal Full-Time Permanent Employment — Disabled Veterans

	FY 2014			FY 2015		
	Employees	Disabled Veterans	%	Employees	Disabled Veterans	%
Total Executive Branch Agencies	1,778,445	213,021	12.0%	1,802,571	229,284	12.7%
Executive Order Agencies						
Agriculture	72,889	3,449	4.7%	73,663	3,903	5.3%
Commerce	34,857	1,230	3.5%	35,249	1,378	3.9%
Defense	625,357	113,235	18.1%	632,266	120,184	19.0%
Air Force	137,628	26,995	19.6%	138,740	28,296	20.4%
Army	210,459	44,136	21.0%	208,190	45,927	22.1%
Navy	187,723	28,265	15.1%	195,815	31,357	16.0%
Defense Activities	89,547	13,839	15.5%	89,521	14,604	16.3%
Education	3,815	150	3.9%	3,862	170	4.4%
Energy	14,341	1,058	7.4%	14,443	1,162	8.0%
HHS	62,099	2,213	3.6%	63,324	2,331	3.7%
Homeland Security	167,422	13,744	8.2%	166,777	14,342	8.6%
HUD	8,255	563	6.8%	8,059	595	7.4%
Interior	49,082	3,084	6.3%	48,798	3,355	6.9%
Justice	110,427	6,312	5.7%	111,010	6,926	6.2%
Labor	15,077	1,530	10.1%	15,086	1,645	10.9%
State	10,068	850	8.4%	10,121	923	9.1%
Transportation	53,684	4,867	9.1%	53,822	5,272	9.8%
Treasury	86,049	3,362	3.9%	84,050	3,408	4.1%
Veterans Affairs	308,176	48,987	15.9%	324,639	54,116	16.7%
AID	1,518	97	6.4%	1,529	107	7.0%
EPA	14,536	402	2.8%	14,161	439	3.1%
GSA	11,283	877	7.8%	10,865	908	8.4%
NASA	17,375	555	3.2%	16,977	607	3.6%
NSF	1,202	50	4.2%	1,199	53	4.4%
OPM	4,866	498	10.2%	4,919	521	10.6%
NRC	3,616	166	4.6%	3,559	175	4.9%
SSA	61,946	3,806	6.1%	62,813	4,513	7.2%
SBA	2,275	172	7.6%	2,180	188	8.6%
Total Executive Order Agencies	1,740,215	211,257	12.1%	1,763,371	227,221	12.9%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 2D

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

	FY 2014			FY 2015		
	Employees	30% or More Disabled Veterans	%	Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,778,445	124,953	7.0%	1,802,571	138,319	7.7%
Executive Order Agencies						
Agriculture	72,889	1,781	2.4%	73,663	2,165	2.9%
Commerce	34,857	597	1.7%	35,249	697	2.0%
Defense	625,357	71,026	11.4%	632,266	76,785	12.1%
Air Force	137,628	14,675	10.7%	138,740	15,577	11.2%
Army	210,459	29,888	14.2%	208,190	31,617	15.2%
Navy	187,723	17,682	9.4%	195,815	20,055	10.2%
Defense Activities	89,547	8,781	9.8%	89,521	9,536	10.7%
Education	3,815	82	2.1%	3,862	95	2.5%
Energy	14,341	526	3.7%	14,443	600	4.2%
HHS	62,099	1,190	1.9%	63,324	1,344	2.1%
Homeland Security	167,422	7,239	4.3%	166,777	7,858	4.7%
HUD	8,255	326	3.9%	8,059	371	4.6%
Interior	49,082	1,516	3.1%	48,798	1,766	3.6%
Justice	110,427	3,315	3.0%	111,010	3,975	3.6%
Labor	15,077	953	6.3%	15,086	1,049	7.0%
State	10,068	491	4.9%	10,121	546	5.4%
Transportation	53,684	2,214	4.1%	53,822	2,545	4.7%
Treasury	86,049	1,809	2.1%	84,050	1,904	2.3%
Veterans Affairs	308,176	27,173	8.8%	324,639	30,936	9.5%
AID	1,518	67	4.4%	1,529	76	5.0%
EPA	14,536	184	1.3%	14,161	216	1.5%
GSA	11,283	515	4.6%	10,865	557	5.1%
NASA	17,375	289	1.7%	16,977	331	1.9%
NSF	1,202	31	2.6%	1,199	32	2.7%
OPM	4,866	318	6.5%	4,919	344	7.0%
NRC	3,616	68	1.9%	3,559	80	2.2%
SSA	61,946	2,216	3.6%	62,813	2,791	4.4%
SBA	2,275	92	4.0%	2,180	109	5.0%
Total Executive Order Agencies	1,740,215	124,018	7.1%	1,763,371	137,172	7.8%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 3
Total New Hires — Veteran New Hires

Category	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Total Employees	229,853	195,139	162,839	180,562	221,166
Total Veterans	65,030	54,866	50,502	59,992	71,867
% of All Employees	28.3%	28.1%	31.0%	33.2%	32.5%
Veterans with Preference	58,550	50,165	45,569	53,608	64,590
% of All Employees	25.5%	25.7%	28.0%	29.7%	29.2%
% of All Veterans	90.0%	91.4%	90.2%	89.4%	89.9%
Disabled Veterans	20,613	18,290	20,838	25,690	31,616
% of All Employees	9.0%	9.4%	12.8%	14.2%	14.3%
% of All Veterans	31.7%	33.3%	41.3%	42.8%	44.0%
30% or more Disabled Veterans	13,969	12,926	12,427	16,301	21,215
% of All Employees	6.1%	6.6%	7.6%	9.0%	9.6%
% of All Veterans	21.5%	23.6%	24.6%	27.2%	29.5%

New Hires do not include transfers between agencies.

Table 3A
Total New Hires — Veteran New Hires

	FY 2014			FY 2015		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	180,562	59,992	33.2%	221,166	71,867	32.5%
Executive Order Agencies						
Agriculture	17,192	1,847	10.7%	19,918	2,435	12.2%
Commerce	5,142	679	13.2%	7,480	1,079	14.4%
Defense	48,753	24,274	49.8%	70,768	34,136	48.2%
Air Force	8,694	4,944	56.9%	13,883	7,817	56.3%
Army	15,831	8,622	54.5%	21,163	10,762	50.9%
Navy	13,454	6,563	48.8%	22,582	10,439	46.2%
Defense Activities	10,774	4,145	38.5%	13,140	5,118	38.9%
Education	308	51	16.6%	383	42	11.0%
Energy	751	268	35.7%	1,120	396	35.4%
HHS	6,664	615	9.2%	8,083	743	9.2%
Homeland Security	9,575	2,646	27.6%	12,964	3,557	27.4%
HUD	490	126	25.7%	362	88	24.3%
Interior	14,002	2,456	17.5%	16,047	2,708	16.9%
Justice	6,365	2,768	43.5%	8,073	2,294	28.4%
Labor	903	316	35.0%	1,144	417	36.5%
State	909	250	27.5%	1,088	362	33.3%
Transportation	3,281	1,527	46.5%	3,756	1,633	43.5%
Treasury	7,793	1,012	13.0%	5,902	785	13.3%
Veterans Affairs	45,098	17,009	37.7%	50,347	17,286	34.3%
AID	148	23	15.5%	161	29	18.0%
EPA	313	35	11.2%	852	133	15.6%
GSA	348	111	31.9%	618	157	25.4%
NASA	444	103	23.2%	479	135	28.2%
NSF	235	19	8.1%	244	25	10.2%
OPM	193	60	31.1%	438	109	24.9%
NRC	289	81	28.0%	236	63	26.7%
SSA	7,093	2,863	40.4%	5,485	2,122	38.7%
SBA	277	79	28.5%	398	112	28.1%
Total Executive Order Agencies	176,566	59,218	33.5%	216,346	70,846	32.7%

Starting FY 2014, data excludes AID Foreign Service employees.

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

	FY 2014			FY 2015		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	180,562	53,608	29.7%	221,166	64,590	29.2%
Executive Order Agencies						
Agriculture	17,192	1,730	10.1%	19,918	2,284	11.5%
Commerce	5,142	631	12.3%	7,480	1,002	13.4%
Defense	48,753	21,614	44.3%	70,768	30,254	42.8%
Air Force	8,694	4,256	49.0%	13,883	6,759	48.7%
Army	15,831	7,707	48.7%	21,163	9,493	44.9%
Navy	13,454	5,980	44.4%	22,582	9,545	42.3%
Defense Activities	10,774	3,671	34.1%	13,140	4,457	33.9%
Education	308	48	15.6%	383	41	10.7%
Energy	751	238	31.7%	1,120	355	31.7%
HHS	6,664	563	8.4%	8,083	686	8.5%
Homeland Security	9,575	2,344	24.5%	12,964	3,080	23.8%
HUD	490	121	24.7%	362	86	23.8%
Interior	14,002	2,250	16.1%	16,047	2,467	15.4%
Justice	6,365	1,816	28.5%	8,073	2,204	27.3%
Labor	903	307	34.0%	1,144	400	35.0%
State	909	205	22.6%	1,088	295	27.1%
Transportation	3,281	1,425	43.4%	3,756	1,480	39.4%
Treasury	7,793	947	12.2%	5,902	728	12.3%
Veterans Affairs	45,098	15,442	34.2%	50,347	15,589	31.0%
AID	148	21	14.2%	161	28	17.4%
EPA	313	34	10.9%	852	115	13.5%
GSA	348	82	23.6%	618	131	21.2%
NASA	444	97	21.8%	479	126	26.3%
NSF	235	15	6.4%	244	22	9.0%
OPM	193	56	29.0%	438	97	22.1%
NRC	289	74	25.6%	236	56	23.7%
SSA	7,093	2,768	39.0%	5,485	2,024	36.9%
SBA	277	73	26.4%	398	107	26.9%
Total Executive Order Agencies	176,566	52,901	30.0%	216,346	63,657	29.4%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 3C
Total New Hires — Disabled Veteran New Hires

	FY 2014			FY 2015		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	180,562	25,690	14.2%	221,166	31,616	14.3%
Executive Order Agencies						
Agriculture	17,192	560	3.3%	19,918	935	4.7%
Commerce	5,142	234	4.6%	7,480	372	5.0%
Defense	48,753	8,448	17.3%	70,768	12,653	17.9%
Air Force	8,694	1,398	16.1%	13,883	2,508	18.1%
Army	15,831	3,016	19.1%	21,163	4,254	20.1%
Navy	13,454	2,335	17.4%	22,582	3,780	16.7%
Defense Activities	10,774	1,699	15.8%	13,140	2,111	16.1%
Education	308	26	8.4%	383	18	4.7%
Energy	751	97	12.9%	1,120	157	14.0%
HHS	6,664	251	3.8%	8,083	335	4.1%
Homeland Security	9,575	916	9.6%	12,964	1,308	10.1%
HUD	490	81	16.5%	362	56	15.5%
Interior	14,002	963	6.9%	16,047	1,090	6.8%
Justice	6,365	606	9.5%	8,073	769	9.5%
Labor	903	170	18.8%	1,144	233	20.4%
State	909	86	9.5%	1,088	139	12.8%
Transportation	3,281	613	18.7%	3,756	626	16.7%
Treasury	7,793	504	6.5%	5,902	420	7.1%
Veterans Affairs	45,098	9,996	22.2%	50,347	10,498	20.9%
AID	148	7	4.7%	161	16	9.9%
EPA	313	18	5.8%	852	70	8.2%
GSA	348	51	14.7%	618	74	12.0%
NASA	444	44	9.9%	479	74	15.4%
NSF	235	10	4.3%	244	9	3.7%
OPM	193	28	14.5%	438	55	12.6%
NRC	289	23	8.0%	236	24	10.2%
SSA	7,093	1,525	21.5%	5,485	1,100	20.1%
SBA	277	50	18.1%	398	65	16.3%
Total Executive Order Agencies	176,566	25,307	14.3%	216,346	31,096	14.4%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 3D

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

	FY 2014			FY 2015		
	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	180,562	16,301	9.0%	221,166	21,215	9.6%
Executive Order Agencies						
Agriculture	17,192	294	1.7%	19,918	537	2.7%
Commerce	5,142	120	2.3%	7,480	163	2.2%
Defense	48,753	6,226	12.8%	70,768	9,731	13.8%
Air Force	8,694	1,030	11.8%	13,883	2,006	14.4%
Army	15,831	2,267	14.3%	21,163	3,363	15.9%
Navy	13,454	1,782	13.2%	22,582	2,846	12.6%
Defense Activities	10,774	1,147	10.6%	13,140	1,516	11.5%
Education	308	19	6.2%	383	9	2.3%
Energy	751	44	5.9%	1,120	88	7.9%
HHS	6,664	170	2.6%	8,083	226	2.8%
Homeland Security	9,575	579	6.0%	12,964	840	6.5%
HUD	490	57	11.6%	362	41	11.3%
Interior	14,002	521	3.7%	16,047	655	4.1%
Justice	6,365	341	5.4%	8,073	487	6.0%
Labor	903	124	13.7%	1,144	152	13.3%
State	909	48	5.3%	1,088	94	8.6%
Transportation	3,281	395	12.0%	3,756	398	10.6%
Treasury	7,793	296	3.8%	5,902	254	4.3%
Veterans Affairs	45,098	5,608	12.4%	50,347	6,144	12.2%
AID	148	7	4.7%	161	9	5.6%
EPA	313	12	3.8%	852	45	5.3%
GSA	348	29	8.3%	618	51	8.3%
NASA	444	29	6.5%	479	50	10.4%
NSF	235	7	3.0%	244	6	2.5%
OPM	193	20	10.4%	438	42	9.6%
NRC	289	13	4.5%	236	14	5.9%
SSA	7,093	1,080	15.2%	5,485	816	14.9%
SBA	277	32	11.6%	398	44	11.1%
Total Executive Order Agencies	176,566	16,071	9.1%	216,346	20,896	9.7%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 4

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

Category	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Total Employees	105,325	87,017	73,763	88,589	119,633
Total Veterans	47,093	39,136	34,011	42,009	52,325
% of All Employees	44.7%	45.0%	46.1%	47.4%	43.7%
Veterans with Preference	42,285	34,897	30,710	37,499	47,195
% of All Employees	40.1%	40.1%	41.6%	42.3%	39.4%
% of All Veterans	89.8%	89.2%	90.3%	89.3%	90.2%
Disabled Veterans	14,306	14,285	13,363	17,695	22,329
% of All Employees	13.6%	16.4%	18.1%	20.0%	18.7%
% of All Veterans	30.4%	36.5%	39.3%	42.1%	42.7%
30% or more Disabled Veterans	9,387	8,440	7,885	11,202	14,880
% of All Employees	8.9%	9.7%	10.7%	12.6%	12.4%
% of All Veterans	19.9%	21.6%	23.2%	26.7%	28.4%

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 2014			FY 2015		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	88,589	42,009	47.4%	119,633	52,325	43.7%
Executive Order Agencies						
Agriculture	1,844	591	32.0%	3,922	1,042	26.6%
Commerce	1,895	339	17.9%	1,805	418	23.2%
Defense	30,475	18,174	59.6%	47,852	26,044	54.4%
Air Force	6,485	4,099	63.2%	10,115	6,286	62.1%
Army	9,648	6,219	64.5%	13,676	7,647	55.9%
Navy	10,270	5,568	54.2%	18,586	9,140	49.2%
Defense Activities	4,072	2,288	56.2%	5,475	2,971	54.3%
Education	162	40	24.7%	251	38	15.1%
Energy	511	236	46.2%	872	361	41.4%
HHS	3,513	489	13.9%	4,547	600	13.2%
Homeland Security	3,518	1,509	42.9%	5,513	2,266	41.1%
HUD	356	106	29.8%	293	80	27.3%
Interior	1,363	515	37.8%	2,220	745	33.6%
Justice	4,872	2,485	51.0%	5,792	2,014	34.8%
Labor	632	252	39.9%	880	345	39.2%
State	410	170	41.5%	576	267	46.4%
Transportation	1,865	933	50.0%	2,393	1,317	55.0%
Treasury	1,301	363	27.9%	1,106	314	28.4%
Veterans Affairs	26,741	12,403	46.4%	32,459	13,422	41.4%
AID	86	14	16.3%	91	21	23.1%
EPA	108	17	15.7%	460	98	21.3%
GSA	244	101	41.4%	431	138	32.0%
NASA	377	85	22.5%	415	116	28.0%
NSF	54	15	27.8%	69	19	27.5%
OPM	153	54	35.3%	323	80	24.8%
NRC	179	64	35.8%	129	46	35.7%
SSA	5,938	2,481	41.8%	4,200	1,649	39.3%
SBA	54	31	57.4%	122	51	41.8%
Total Executive Order Agencies	86,651	41,467	47.9%	116,721	51,491	44.1%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 4B

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

	FY 2014			FY 2015		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	88,589	37,499	42.3%	119,633	47,195	39.4%
Executive Order Agencies						
Agriculture	1,844	544	29.5%	3,922	982	25.0%
Commerce	1,895	315	16.6%	1,805	376	20.8%
Defense	30,475	16,186	53.1%	47,852	23,055	48.2%
Air Force	6,485	3,549	54.7%	10,115	5,449	53.9%
Army	9,648	5,535	57.4%	13,676	6,672	48.8%
Navy	10,270	5,042	49.1%	18,586	8,332	44.8%
Defense Activities	4,072	2,060	50.6%	5,475	2,602	47.5%
Education	162	37	22.8%	251	37	14.7%
Energy	511	207	40.5%	872	321	36.8%
HHS	3,513	449	12.8%	4,547	555	12.2%
Homeland Security	3,518	1,386	39.4%	5,513	2,069	37.5%
HUD	356	101	28.4%	293	78	26.6%
Interior	1,363	478	35.1%	2,220	698	31.4%
Justice	4,872	1,658	34.0%	5,792	1,945	33.6%
Labor	632	246	38.9%	880	330	37.5%
State	410	139	33.9%	576	227	39.4%
Transportation	1,865	855	45.8%	2,393	1,202	50.2%
Treasury	1,301	341	26.2%	1,106	292	26.4%
Veterans Affairs	26,741	11,329	42.4%	32,459	12,173	37.5%
AID	86	13	15.1%	91	21	23.1%
EPA	108	16	14.8%	460	87	18.9%
GSA	244	73	29.9%	431	115	26.7%
NASA	377	81	21.5%	415	108	26.0%
NSF	54	13	24.1%	69	17	24.6%
OPM	153	51	33.3%	323	71	22.0%
NRC	179	57	31.8%	129	42	32.6%
SSA	5,938	2,399	40.4%	4,200	1,583	37.7%
SBA	54	31	57.4%	122	49	40.2%
Total Executive Order Agencies	86,651	37,005	42.7%	116,721	46,433	39.8%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 4C

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

	FY 2014			FY 2015		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	88,589	17,695	20.0%	119,633	22,329	18.7%
Executive Order Agencies						
Agriculture	1,844	266	14.4%	3,922	503	12.8%
Commerce	1,895	129	6.8%	1,805	154	8.5%
Defense	30,475	5,809	19.1%	47,852	8,652	18.1%
Air Force	6,485	1,002	15.5%	10,115	1,705	16.9%
Army	9,648	1,958	20.3%	13,676	2,693	19.7%
Navy	10,270	1,939	18.9%	18,586	3,145	16.9%
Defense Activities	4,072	910	22.3%	5,475	1,109	20.3%
Education	162	22	13.6%	251	17	6.8%
Energy	511	81	15.9%	872	139	15.9%
HHS	3,513	199	5.7%	4,547	261	5.7%
Homeland Security	3,518	610	17.3%	5,513	989	17.9%
HUD	356	69	19.4%	293	50	17.1%
Interior	1,363	253	18.6%	2,220	364	16.4%
Justice	4,872	553	11.4%	5,792	688	11.9%
Labor	632	135	21.4%	880	190	21.6%
State	410	64	15.6%	576	107	18.6%
Transportation	1,865	493	26.4%	2,393	522	21.8%
Treasury	1,301	204	15.7%	1,106	155	14.0%
Veterans Affairs	26,741	7,029	26.3%	32,459	7,967	24.5%
AID	86	3	3.5%	91	10	11.0%
EPA	108	13	12.0%	460	53	11.5%
GSA	244	44	18.0%	431	60	13.9%
NASA	377	36	9.5%	415	64	15.4%
NSF	54	9	16.7%	69	7	10.1%
OPM	153	25	16.3%	323	42	13.0%
NRC	179	19	10.6%	129	16	12.4%
SSA	5,938	1,319	22.2%	4,200	853	20.3%
SBA	54	22	40.7%	122	31	25.4%
Total Executive Order Agencies	86,651	17,406	20.1%	116,721	21,894	18.8%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 4D

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

	FY 2014			FY 2015		
	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	88,589	11,202	12.6%	119,633	14,880	12.4%
Executive Order Agencies						
Agriculture	1,844	165	8.9%	3,922	317	8.1%
Commerce	1,895	70	3.7%	1,805	84	4.7%
Defense	30,475	4,208	13.8%	47,852	6,516	13.6%
Air Force	6,485	702	10.8%	10,115	1,312	13.0%
Army	9,648	1,418	14.7%	13,676	2,063	15.1%
Navy	10,270	1,453	14.1%	18,586	2,314	12.5%
Defense Activities	4,072	635	15.6%	5,475	827	15.1%
Education	162	15	9.3%	251	8	3.2%
Energy	511	32	6.3%	872	74	8.5%
HHS	3,513	132	3.8%	4,547	173	3.8%
Homeland Security	3,518	389	11.1%	5,513	635	11.5%
HUD	356	48	13.5%	293	36	12.3%
Interior	1,363	147	10.8%	2,220	235	10.6%
Justice	4,872	303	6.2%	5,792	429	7.4%
Labor	632	94	14.9%	880	123	14.0%
State	410	37	9.0%	576	73	12.7%
Transportation	1,865	319	17.1%	2,393	328	13.7%
Treasury	1,301	122	9.4%	1,106	100	9.0%
Veterans Affairs	26,741	3,894	14.6%	32,459	4,652	14.3%
AID	86	3	3.5%	91	4	4.4%
EPA	108	9	8.3%	460	35	7.6%
GSA	244	23	9.4%	431	40	9.3%
NASA	377	22	5.8%	415	43	10.4%
NSF	54	6	11.1%	69	4	5.8%
OPM	153	19	12.4%	323	34	10.5%
NRC	179	10	5.6%	129	11	8.5%
SSA	5,938	949	16.0%	4,200	643	15.3%
SBA	54	15	27.8%	122	19	15.6%
Total Executive Order Agencies	86,651	11,031	12.7%	116,721	14,616	12.5%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 5
Veteran New Hires by Veteran Appointing Authorities

	FY 2014			FY 2015		
	VRA	VEOA	30.0%	VRA	VEOA	30.0%
Total Executive Branch Agencies	7,740	11,010	1,731	8,451	15,879	2,497
Executive Order Agencies						
Agriculture	122	104	20	244	158	62
Commerce	51	33	26	90	51	27
Defense	2,787	6,764	779	3,368	10,742	1,512
Air Force	56	2,105	201	172	3,579	468
Army	1,291	2,157	316	1,267	3,066	568
Navy	1,217	1,686	181	1,693	2,968	303
Defense Activities	223	816	81	236	1,129	173
Education	9	4	3	5	4	1
Energy	44	37	10	82	62	12
HHS	28	78	8	44	86	23
Homeland Security	271	202	64	308	370	107
HUD	6	14	3	3	14	3
Interior	117	84	33	217	143	31
Justice	63	29	19	144	71	27
Labor	61	18	6	83	31	22
State	11	38	9	42	44	13
Transportation	23	13	0	29	18	5
Treasury	35	25	13	70	36	13
Veterans Affairs	2,756	3,448	706	2,877	3,907	596
AID	7	3	4	3	6	5
EPA	4	2	2	25	7	4
GSA	7	29	5	13	32	9
NASA	0	4	0	5	7	3
NSF	0	3	1	2	3	0
OPM	7	6	0	8	11	5
NRC*	0	0	0	0	0	0
SSA	1,295	9	5	739	6	1
SBA	8	6	0	11	4	4
Total Executive Order Agencies	7,712	10,953	1,716	8,412	15,813	2,485

Starting FY 2014, data excludes AID Foreign Service employees.

*NRC is an excepted Service Agency.

Table 6
Veteran New Hires Under Other Appointing Authorities

	FY 2014								FY 2015							
	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	2,348	91	1,108	59,992	9,390	354	1,769	120,570	2,909	49	1,157	71,867	11,682	311	2,307	149,299
Executive Order Agencies																
Agriculture	72	6	6	1,847	663	30	93	15,345	140	1	15	2,435	945	13	145	17,483
Commerce	24	0	6	679	137	9	20	4,463	37	1	6	1,079	186	21	46	6,401
Defense	968	15	96	24,274	3,741	13	395	24,479	1,419	0	185	34,136	5,538	12	576	36,632
Air Force	153	0	15	4,944	824	2	73	3,750	302	0	36	7,817	1,567	3	137	6,066
Army	315	6	9	8,622	1,139	2	71	7,209	518	0	44	10,762	1,724	5	107	10,401
Navy	346	1	49	6,563	1,179	1	114	6,891	369	0	75	10,439	1,463	0	160	12,143
Defense Activities	154	8	23	4,145	599	8	137	6,629	230	0	30	5,118	784	4	172	8,022
Education	6	1	1	51	18	8	9	257	2	0	0	42	7	3	12	341
Energy	40	3	2	268	106	4	1	483	54	1	4	396	122	5	14	724
HHS	51	4	9	615	453	39	156	6,049	82	10	17	743	775	47	343	7,340
Homeland Security	66	6	13	2,646	303	6	69	6,929	128	6	14	3,557	275	26	81	9,407
HUD	12	21	2	126	63	79	8	364	7	6	3	88	43	11	10	274
Interior	138	1	7	2,456	779	15	73	11,546	167	1	10	2,708	857	10	103	13,339
Justice	34	0	5	2,768	194	1	12	3,597	62	0	4	2,294	346	1	44	5,779
Labor	33	0	1	316	134	15	27	587	41	0	4	417	140	18	37	727
State	25	3	0	250	120	26	11	659	35	10	4	362	80	21	28	726
Transportation	34	1	2	1,527	94	8	24	1,754	21	0	1	1,633	97	8	19	2,123
Treasury	21	5	24	1,012	71	11	95	6,781	34	4	25	785	130	22	97	5,117
Veterans Affairs	345	5	880	17,009	612	14	362	28,089	245	4	807	17,286	347	9	352	33,061
AID	4	1	0	23	10	20	7	125	2	0	0	29	5	18	12	132
EPA	11	1	2	35	64	7	6	278	42	0	1	133	206	8	12	719
GSA	22	1	2	111	18	0	13	237	49	0	2	157	57	1	21	461
NASA	64	3	1	103	203	2	7	341	63	1	2	135	159	2	4	344
NSF	8	0	0	19	63	2	3	216	11	0	0	25	66	3	3	219
OPM	2	0	0	60	9	2	8	133	27	1	1	109	37	4	17	329
NRC	0	0	1	81	0	0	0	208	0	0	0	63	0	0	0	173
SSA	231	7	33	2,863	801	6	304	4,230	124	2	28	2,122	657	3	218	3,363
SBA	1	0	0	79	1	3	2	198	2	0	0	112	0	9	2	286
Total Executive Order Agencies	2,212	84	1,093	59,218	8,657	320	1,705	117,348	2,794	48	1,133	70,846	11,075	275	2,196	145,500

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.

Starting FY 2014, data excludes AID Foreign Service employees.

Table 7

Disabled Veteran New Hires Under Veteran and Other Appointing Authorities

Appointments	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
30 Percent or More Disabled	1,903	1,711	1,622	1,731	2,497
VRA (no conversions)	2,405	2,849	2,476	3,725	4,196
VEOA	4,718	3,954	3,610	4,033	5,908
Subtotal	9,026	8,514	7,708	9,489	12,601
*All Other Appointments	11,587	13,075	13,130	16,201	19,015
Total Disabled Veteran Hires	20,613	21,589	20,838	25,690	31,616

*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 2015				
		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse Appointment*
SES		0.40%	0.22%	0.09%	0.13%	0.00%
GS, GM, GL	Grade 1-4	2.72%	1.87%	2.17%	4.94%	16.31%
	Grade 5-8	17.53%	19.45%	22.39%	32.01%	53.62%
	Grade 9-12	29.92%	32.84%	36.72%	30.95%	23.89%
	Grade 13-15	20.72%	16.64%	15.13%	13.74%	1.64%
Blue Collar Pay Plans		8.43%	14.29%	12.86%	6.93%	3.31%
Other White Collar Pay Plans		20.29%	14.69%	10.65%	11.29%	1.24%

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 2015					
	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	Military Spouse*
Professional	27.52%	13.57%	10.94%	10.04%	14.85%	9.12%
Administrative	37.27%	44.35%	47.75%	50.68%	37.30%	18.57%
Technical	17.64%	16.57%	17.17%	17.13%	24.36%	30.95%
Clerical	5.10%	5.23%	7.00%	7.15%	13.97%	37.39%
Other White Collar	4.04%	5.98%	4.28%	4.23%	2.58%	0.67%
Blue Collar	8.43%	14.29%	12.86%	10.77%	6.93%	3.31%

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 2014			FY 2015		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	180,562	372	0.2%	221,166	434	0.20%
Executive Order Agencies						
Agriculture	17,192	23	0.1%	19,918	20	0.10%
Commerce	5,142	7	0.1%	7,480	9	0.12%
Defense	48,753	147	0.3%	70,768	211	0.30%
Air Force	8,694	23	0.3%	13,883	43	0.31%
Army	15,831	37	0.2%	21,163	65	0.31%
Navy	13,454	54	0.4%	22,582	61	0.27%
Defense Activities	10,774	33	0.3%	13,140	42	0.32%
Education	308	0	0.0%	383	1	0.26%
Energy	751	1	0.1%	1,120	2	0.18%
HHS	6,664	7	0.1%	8,083	5	0.06%
Homeland Security	9,575	12	0.1%	12,964	10	0.08%
HUD	490	3	0.6%	362	0	0.00%
Interior	14,002	15	0.1%	16,047	16	0.10%
Justice	6,365	8	0.1%	8,073	14	0.17%
Labor	903	0	0.0%	1,144	2	0.17%
State	909	4	0.4%	1,088	3	0.28%
Transportation	3,281	2	0.1%	3,756	12	0.32%
Treasury	7,793	12	0.2%	5,902	5	0.08%
Veterans Affairs	45,098	98	0.2%	50,347	95	0.19%
AID	148	1	0.7%	161	0	0.00%
EPA	313	0	0.0%	852	2	0.23%
GSA	348	3	0.9%	618	4	0.65%
NASA	444	1	0.2%	479	0	0.00%
NSF	235	0	0.0%	244	0	0.00%
OPM	193	0	0.0%	438	2	0.46%
NRC	289	0	0.0%	236	0	0.00%
SSA	7,093	19	0.3%	5,485	14	0.26%
SBA	277	1	0.4%	398	1	0.25%
Total Executive Order Agencies	176,566	364	0.2%	216,346	428	0.20%

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

Starting FY 2014, data excludes AID Foreign Service employees.

Table 11

Noncompetitive Appointment of Certain Military Spouses

	FY 2014			FY 2015		
	Federal New Hires	Total Military Spouse Appointments	%	Federal New Hires	Total Military Spouse Appointments	%
Total Executive Branch Agencies	180,562	1,211	0.67%	221,166	1,708	0.77%
Executive Order Agencies						
Agriculture	17,192	2	0.01%	19,918	0	0.00%
Commerce	5,142	0	0.00%	7,480	0	0.00%
Defense	48,753	1,133	2.32%	70,768	1,638	2.31%
Air Force	8,694	321	3.69%	13,883	370	2.67%
Army	15,831	584	3.69%	21,163	822	3.88%
Navy	13,454	98	0.73%	22,582	237	1.05%
Defense Activities	10,774	130	1.21%	13,140	209	1.59%
Education	308	0	0.00%	383	3	0.78%
Energy	751	0	0.00%	1,120	1	0.09%
HHS	6,664	0	0.00%	8,083	4	0.05%
Homeland Security	9,575	4	0.04%	12,964	10	0.08%
HUD	490	1	0.20%	362	0	0.00%
Interior	14,002	5	0.04%	16,047	3	0.02%
Justice	6,365	1	0.02%	8,073	3	0.04%
Labor	903	0	0.00%	1,144	0	0.00%
State	909	1	0.11%	1,088	0	0.00%
Transportation	3,281	1	0.03%	3,756	0	0.00%
Treasury	7,793	0	0.00%	5,902	0	0.00%
Veterans Affairs	45,098	36	0.08%	50,347	28	0.06%
AID	148	0	0.00%	161	0	0.00%
EPA	313	0	0.00%	852	0	0.00%
GSA	348	0	0.00%	618	3	0.49%
NASA	444	0	0.00%	479	0	0.00%
NSF	235	0	0.00%	244	0	0.00%
OPM	193	1	0.52%	438	2	0.46%
NRC	289	0	0.00%	236	0	0.00%
SSA	7,093	22	0.31%	5,485	4	0.07%
SBA	277	0	0.00%	398	1	0.25%
Total Executive Order Agencies	176,566	1,207	0.68%	216,346	1,700	0.79%

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

Starting FY 2014, data excludes AID Foreign Service employees.

Table 12
New Hire Retention Rates

Executive Order Agencies	FY 2014		FY 2015	
	Non-Veterans	Veterans	Non-Veterans	Veterans
Agriculture	83.29%	74.08%	77.85%	66.87%
Commerce	81.93%	68.23%	79.64%	69.86%
Defense	75.56%	76.48%	77.62%	74.25%
Education	79.73%	79.31%	89.47%	79.69%
Energy	84.56%	81.50%	86.70%	81.21%
HHS	77.23%	72.85%	77.47%	68.33%
Homeland Security	85.98%	80.58%	80.82%	76.86%
HUD	85.07%	77.97%	81.00%	76.47%
Interior	79.72%	74.02%	78.30%	71.36%
Justice	86.74%	79.58%	81.86%	76.72%
Labor	83.11%	75.24%	84.35%	69.89%
State	82.12%	84.96%	85.23%	75.38%
Transportation	87.01%	83.33%	82.20%	81.41%
Treasury	84.94%	73.22%	84.98%	72.02%
Veterans Affairs	80.30%	73.23%	80.03%	71.62%
AID	84.92%	78.26%	85.32%	71.11%
EPA	84.15%	76.00%	87.37%	83.87%
GSA	88.35%	78.75%	78.82%	74.78%
NASA	79.00%	88.41%	70.29%	73.20%
NSF	80.65%	75.00%	80.36%	68.42%
OPM	83.56%	73.68%	77.39%	71.71%
NRC	96.77%	88.24%	86.96%	88.00%
SSA	87.33%	74.43%	80.70%	72.55%
SBA	87.59%	61.54%	83.44%	67.24%

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.

Starting FY 2014, data excludes AID Foreign Service employees.

Table 13
Profile of Veterans and Non-Veterans

	FY 2014		FY 2015	
	Veteran	Not a Veteran	Veteran	Not a Veteran
Male	81.0%	45.6%	80.8%	45.7%
Female	19.0%	54.4%	19.2%	54.3%
Average Age	48.8	46.3	48.8	46.3
White	65.9%	64.8%	65.3%	64.3%
Black	21.0%	17.8%	19.8%	16.7%
Hispanic	8.4%	8.1%	8.5%	8.3%
Asian/Pacific Islander	3.6%	7.2%	3.7%	7.4%
Native American/Alaskan Native	1.0%	2.1%	1.0%	2.1%
Multi-Racial	1.5%	1.1%	1.7%	1.2%
Retired Enlisted Military	19.8%	0.0%	20.2%	0.0%
Retired Military Officers	6.0%	0.0%	6.0%	0.0%
Not Retired Military	74.2%	100.0%	73.8%	100.0%
Veterans' Preference	80.7%	0.0%	81.8%	0.0%
No Veterans' Preference	19.3%	100.0%	18.2%	100.0%
Bachelors degree or higher	39.3%	54.7%	40.6%	55.3%
Length of Service	11.4	13.9	11.2	13.7
Adjusted Basic Pay*	73,675	83,958	74,327	85,187
General Schedule	68.0%	69.7%	68.0%	68.9%
Average GS Grade	10.2	10.5	10.2	10.5
Other Pay Systems	16.1%	23.9%	16.2%	24.6%
Competitive Service	75.1%	68.7%	74.9%	67.6%
Excepted Service	24.7%	30.8%	24.9%	31.9%
SES	0.2%	0.5%	0.2%	0.5%
Supervisors	13.7%	12.3%	13.6%	12.3%
Located Outside DC Metro	85.2%	77.3%	90.4%	83.0%
Located in DC Metro	10.0%	17.5%	9.6%	17.0%
Total On-Board	31.3%	68.7%	31.5%	68.5%

*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
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
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
SBA	Small Business Administration
SSA	Social Security Administration
VEOA	Veterans Employment Opportunity Act of 1998
VRA	Veterans' Recruitment Appointment



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