

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Employment of Veterans in the Federal Executive Branch Fiscal Year 2014

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July 2015

Employment of Veterans in the Federal Executive Branch Fiscal Year 2014

Message from the Acting 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. The Initiative outlines the most comprehensive approach to improving employment opportunities for veterans ever undertaken by the Executive Branch. It seizes on three central themes: 1) honor our 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 that can serve as model for the private sector.

In Fiscal Year (FY) 2014, the Executive Branch of the Federal government increased the percentage of veteran new hires to 33.2 percent, surpassing the FY 2013 rate of 31 percent. Additionally, FY 2014 marked the first time, since the President established the Veterans Employment Initiative, that the Federal government increased its overall new employee hires in the executive branch. In FY 2014, we hired approximately 180,000 new employees as compared to approximately 162,000 new employees in FY 2013 — an increase of approximately 18,000 total hires. Of those 180,000 hired, approximately 59,000 were veterans, equaling 33.2 percent of total new hires. This was a 9.2 percentage point increase over the FY 2009 baseline of 24.0 percent, and approximately 2.2 percentage points higher than the 31 percent realized in FY 2013.

In FY 2014, as the number of total Federal employees onboard dropped from 2,015,000 in FY 2013 to 1,990,000, the total number of veterans onboard saw an increase from 607,000 to approximately 612,000. Veterans currently represent 30.8 percent of the workforce, as compared to 25.8 percent in FY 2009, when veterans represented approximately 512,000 out of 1,983,000 employees.

In FY 2014, the Council on Veterans Employment published the second iteration of the [Government-wide Veterans Recruitment and Employment Strategic Plan for FY 2014 – FY 2017](#) and established a new Veteran Employment Performance Model for FY 2015 - 2017. In addition to advancing actions to improve employment opportunities for Veterans, the strategic plan and performance model introduces information on veteran retention. FY 2014 sets a baseline for the new Veteran Employment Performance Model, which rates agencies based on four veteran employment elements: Veteran New Hires, Disabled Veteran New Hires, Veterans Onboard, and Veteran Retention Rates. These improvements and changes are a direct reflection of the hard work and leadership of the Council on Veterans Employment. I feel confident that we have the right commitment and infrastructure to carry out the intent of the Veterans Employment Initiative.



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, 2014.

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.

Starting with FY 2014 Employment of Veterans in the Federal Executive Branch reporting, we added two new tables to capture veteran retention rates (Table 12) per a new focus of the [Government-wide Veterans Recruitment and Employment Strategic Plan for FY 2014- FY 2017](#) and the new Veteran Employment Performance Model for FY 2015 - 2017. We have also added Table 13 which provides a broad profile of the veteran workforce in the Executive Branch.

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2014

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Table 1
Total On-Board Employees

Category	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Total Employees	2,061,435	2,079,258	2,058,670	2,015,225	1,990,033
Total Veterans	542,641	567,314	611,784	607,145	612,661
% of All Employees	26.3%	27.3%	29.7%	30.1%	30.8%
Veterans with Preference	484,806	502,887	511,749	510,991	516,075
% of All Employees	23.5%	24.2%	24.9%	25.4%	25.9%
% of All Veterans	89.3%	88.6%	83.6%	84.2%	84.2%
Disabled Veterans	145,062	159,082	200,938	213,265	226,013
% of All Employees	7.0%	7.7%	9.8%	10.6%	11.4%
% of All Veterans	26.7%	28.0%	32.8%	35.1%	36.9%
30% or more Disabled Veterans	88,778	100,386	111,303	121,200	132,434
% of All Employees	4.3%	4.8%	5.4%	6.0%	6.7%
% of All Veterans	16.4%	17.7%	18.2%	20.0%	21.6%

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 2013			FY 2014		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	2,015,225	607,145	30.1%	1,990,033	612,661	30.8%
Executive Order Agencies						
Agriculture	97,231	11,366	11.7%	95,917	11,450	11.9%
Commerce	46,257	5,435	11.7%	45,380	5,384	11.9%
Defense	682,238	317,251	46.5%	668,964	313,881	46.9%
Air Force	145,080	82,360	56.8%	141,847	80,707	56.9%
Army	233,330	114,764	49.2%	225,249	111,982	49.7%
Navy	194,301	82,371	42.4%	193,293	82,453	42.7%
Defense Activities	109,527	37,756	34.5%	108,575	38,739	35.7%
Education	4,232	440	10.4%	4,195	444	10.6%
Energy	15,447	3,414	22.1%	14,992	3,426	22.9%
HHS	86,463	6,003	6.9%	84,588	6,054	7.2%
Homeland Security	193,867	53,692	27.7%	189,341	52,732	27.9%
HUD	8,747	1,240	14.2%	8,444	1,239	14.7%
Interior	71,766	11,701	16.3%	69,955	11,572	16.5%
Justice	114,699	28,004	24.4%	113,240	31,892	28.2%
Labor	16,231	3,343	20.6%	15,940	3,316	20.8%
State	12,891	2,532	19.6%	12,694	2,516	19.8%
Transportation	55,263	19,774	35.8%	54,776	19,914	36.4%
Treasury	98,499	11,108	11.3%	92,619	10,523	11.4%
Veterans Affairs	337,683	109,525	32.4%	348,724	114,740	32.9%
AID	3,850	357	9.3%	1,698	248	14.6%
EPA	16,950	1,365	8.1%	15,852	1,267	8.0%
GSA	11,824	2,556	21.6%	11,501	2,492	21.7%
NASA	18,009	2,124	11.8%	17,691	2,091	11.8%
NSF	1,480	121	8.2%	1,425	123	8.6%
OPM	5,582	1,313	23.5%	4,977	1,173	23.6%
NRC	3,849	808	21.0%	3,871	825	21.3%
SSA	62,543	7,386	11.8%	64,684	9,127	14.1%
SBA	4,910	818	16.7%	4,549	756	16.6%
Total Executive Order Agencies	1,970,511	601,676	30.5%	1,946,017	607,185	31.2%

Starting FY 2014, data excludes AID Foreign Service employees.

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

	FY 2013			FY 2014		
	All Employees	Veterans with Preference	%	All Employees	Veterans with Preference	%
Total Executive Branch Agencies	2,015,225	510,991	25.4%	1,990,033	516,075	25.9%
Executive Order Agencies						
Agriculture	97,231	10,448	10.7%	95,917	10,519	11.0%
Commerce	46,257	4,665	10.1%	45,380	4,633	10.2%
Defense	682,238	273,245	40.1%	668,964	271,094	40.5%
Air Force	145,080	70,253	48.4%	141,847	68,865	48.5%
Army	233,330	99,120	42.5%	225,249	97,086	43.1%
Navy	194,301	72,368	37.2%	193,293	72,575	37.5%
Defense Activities	109,527	31,504	28.8%	108,575	32,568	30.0%
Education	4,232	365	8.6%	4,195	369	8.8%
Energy	15,447	2,844	18.4%	14,992	2,879	19.2%
HHS	86,463	5,729	6.6%	84,588	5,714	6.8%
Homeland Security	193,867	44,297	22.8%	189,341	43,736	23.1%
HUD	8,747	1,144	13.1%	8,444	1,142	13.5%
Interior	71,766	10,336	14.4%	69,955	10,203	14.6%
Justice	114,699	20,999	18.3%	113,240	21,751	19.2%
Labor	16,231	3,107	19.1%	15,940	3,093	19.4%
State	12,891	2,188	17.0%	12,694	2,195	17.3%
Transportation	55,263	14,644	26.5%	54,776	15,031	27.4%
Treasury	98,499	9,106	9.2%	92,619	8,629	9.3%
Veterans Affairs	337,683	88,894	26.3%	348,724	94,782	27.2%
AID	3,850	331	8.6%	1,698	235	13.8%
EPA	16,950	1,153	6.8%	15,852	1,068	6.7%
GSA	11,824	2,142	18.1%	11,501	2,088	18.2%
NASA	18,009	1,567	8.7%	17,691	1,555	8.8%
NSF	1,480	91	6.1%	1,425	92	6.5%
OPM	5,582	1,145	20.5%	4,977	1,025	20.6%
NRC	3,849	630	16.4%	3,871	652	16.8%
SSA	62,543	6,468	10.3%	64,684	8,181	12.6%
SBA	4,910	729	14.8%	4,549	677	14.9%
Total Executive Order Agencies	1,970,511	506,267	25.7%	1,946,017	511,343	26.3%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 1C
Total On-Board Employees — Disabled Veterans

	FY 2013			FY 2014		
	All Employees	Disabled Veterans	%	All Employees	Disabled Veterans	%
Total Executive Branch Agencies	2,015,225	213,265	10.6%	1,990,033	226,013	11.4%
Executive Order Agencies						
Agriculture	97,231	3,662	3.8%	95,917	3,877	4.0%
Commerce	46,257	1,466	3.2%	45,380	1,589	3.5%
Defense	682,238	115,300	16.9%	668,964	118,578	17.7%
Air Force	145,080	27,579	19.0%	141,847	27,902	19.7%
Army	233,330	46,242	19.8%	225,249	46,659	20.7%
Navy	194,301	27,752	14.3%	193,293	28,928	15.0%
Defense Activities	109,527	13,727	12.5%	108,575	15,089	13.9%
Education	4,232	146	3.4%	4,195	153	3.6%
Energy	15,447	1,025	6.6%	14,992	1,079	7.2%
HHS	86,463	2,193	2.5%	84,588	2,310	2.7%
Homeland Security	193,867	13,572	7.0%	189,341	14,504	7.7%
HUD	8,747	523	6.0%	8,444	572	6.8%
Interior	71,766	3,831	5.3%	69,955	4,055	5.8%
Justice	114,699	5,716	5.0%	113,240	6,435	5.7%
Labor	16,231	1,581	9.7%	15,940	1,616	10.1%
State	12,891	862	6.7%	12,694	901	7.1%
Transportation	55,263	4,651	8.4%	54,776	5,006	9.1%
Treasury	98,499	3,684	3.7%	92,619	3,620	3.9%
Veterans Affairs	337,683	47,453	14.1%	348,724	52,806	15.1%
AID	3,850	116	3.0%	1,698	102	6.0%
EPA	16,950	404	2.4%	15,852	411	2.6%
GSA	11,824	844	7.1%	11,501	883	7.7%
NASA	18,009	535	3.0%	17,691	574	3.2%
NSF	1,480	43	2.9%	1,425	50	3.5%
OPM	5,582	537	9.6%	4,977	502	10.1%
NRC	3,849	156	4.1%	3,871	172	4.4%
SSA	62,543	2,925	4.7%	64,684	4,010	6.2%
SBA	4,910	282	5.7%	4,549	279	6.1%
Total Executive Order Agencies	1,970,511	211,507	10.7%	1,946,017	224,084	11.5%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 1D

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

	FY 2013			FY 2014		
	All Employees	30% or More Disabled Veterans	%	All Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,015,225	121,200	6.0%	1,990,033	132,434	6.7%
Executive Order Agencies						
Agriculture	97,231	1,768	1.8%	95,917	1,942	2.0%
Commerce	46,257	602	1.3%	45,380	711	1.6%
Defense	682,238	70,763	10.4%	668,964	74,713	11.2%
Air Force	145,080	15,213	10.5%	141,847	15,343	10.8%
Army	233,330	30,532	13.1%	225,249	31,707	14.1%
Navy	194,301	16,707	8.6%	193,293	18,149	9.4%
Defense Activities	109,527	8,311	7.6%	108,575	9,514	8.8%
Education	4,232	75	1.8%	4,195	84	2.0%
Energy	15,447	492	3.2%	14,992	537	3.6%
HHS	86,463	1,118	1.3%	84,588	1,239	1.5%
Homeland Security	193,867	7,017	3.6%	189,341	7,608	4.0%
HUD	8,747	285	3.3%	8,444	333	3.9%
Interior	71,766	1,761	2.5%	69,955	1,981	2.8%
Justice	114,699	2,884	2.5%	113,240	3,399	3.0%
Labor	16,231	948	5.8%	15,940	1,010	6.3%
State	12,891	461	3.6%	12,694	508	4.0%
Transportation	55,263	1,978	3.6%	54,776	2,299	4.2%
Treasury	98,499	1,882	1.9%	92,619	1,953	2.1%
Veterans Affairs	337,683	25,184	7.5%	348,724	29,090	8.3%
AID	3,850	78	2.0%	1,698	72	4.2%
EPA	16,950	193	1.1%	15,852	188	1.2%
GSA	11,824	485	4.1%	11,501	521	4.5%
NASA	18,009	269	1.5%	17,691	304	1.7%
NSF	1,480	24	1.6%	1,425	31	2.2%
OPM	5,582	332	5.9%	4,977	320	6.4%
NRC	3,849	62	1.6%	3,871	71	1.8%
SSA	62,543	1,524	2.4%	64,684	2,339	3.6%
SBA	4,910	141	2.9%	4,549	150	3.3%
Total Executive Order Agencies	1,970,511	120,326	6.1%	1,946,017	131,403	6.8%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 2

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

Category	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Total Employees	1,786,749	1,812,417	1,805,831	1,786,558	1,778,445
Total Veterans	504,985	529,317	572,239	571,410	578,849
% of All Employees	28.3%	29.2%	31.7%	32.0%	32.5%
Veterans with Preference	451,379	469,538	478,990	481,114	487,942
% of All Employees	25.3%	25.9%	26.5%	26.9%	27.4%
% of All Veterans	89.4%	88.7%	83.7%	84.2%	84.3%
Disabled Veterans	134,162	148,215	186,818	199,863	213,021
% of All Employees	7.5%	8.2%	10.3%	11.2%	12.0%
% of All Veterans	26.6%	28.0%	32.6%	35.0%	36.8%
30% or more Disabled Veterans	81,501	93,132	103,592	113,843	124,953
% of All Employees	4.6%	5.1%	5.7%	6.4%	7.0%
% of All Veterans	16.1%	17.6%	18.1%	19.9%	21.6%

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 2013			FY 2014		
	Employees	Veterans	%	Employees	Veterans	%
Total Executive Branch Agencies	1,786,558	571,410	32.0%	1,778,445	578,849	32.5%
Executive Order Agencies						
Agriculture	74,117	9,479	12.8%	72,889	9,501	13.0%
Commerce	34,550	4,236	12.3%	34,857	4,314	12.4%
Defense	632,011	302,183	47.8%	625,357	300,508	48.1%
Air Force	140,579	80,004	56.9%	137,628	78,742	57.2%
Army	217,254	108,142	49.8%	210,459	106,031	50.4%
Navy	188,599	80,411	42.6%	187,723	80,536	42.9%
Defense Activities	85,579	33,626	39.3%	89,547	35,199	39.3%
Education	3,865	427	11.0%	3,815	430	11.3%
Energy	14,739	3,358	22.8%	14,341	3,372	23.5%
HHS	62,086	5,570	9.0%	62,099	5,615	9.0%
Homeland Security	168,348	50,226	29.8%	167,422	49,634	29.6%
HUD	8,547	1,228	14.4%	8,255	1,220	14.8%
Interior	50,959	9,050	17.8%	49,082	8,806	17.9%
Justice	112,342	27,811	24.8%	110,427	31,251	28.3%
Labor	15,354	3,195	20.8%	15,077	3,162	21.0%
State	10,142	2,138	21.1%	10,068	2,156	21.4%
Transportation	54,374	19,493	35.8%	53,684	19,515	36.4%
Treasury	89,852	10,278	11.4%	86,049	9,827	11.4%
Veterans Affairs	297,528	102,132	34.3%	308,176	107,330	34.8%
AID	2,669	275	10.3%	1,518	234	15.4%
EPA	15,485	1,338	8.6%	14,536	1,234	8.5%
GSA	11,562	2,544	22.0%	11,283	2,483	22.0%
NASA	17,645	2,085	11.8%	17,375	2,052	11.8%
NSF	1,248	112	9.0%	1,202	112	9.3%
OPM	5,099	1,197	23.5%	4,866	1,163	23.9%
NRC	3,601	781	21.7%	3,616	796	22.0%
SSA	59,643	6,903	11.6%	61,946	8,732	14.1%
SBA	2,365	448	18.9%	2,275	427	18.8%
Total Executive Order Agencies	1,748,131	566,487	32.4%	1,740,215	573,874	33.0%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 2B

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

	FY 2013			FY 2014		
	Employees	Veterans with Preference	%	Employees	Veterans with Preference	%
Total Executive Branch Agencies	1,786,558	481,114	26.9%	1,778,445	487,942	27.4%
Executive Order Agencies						
Agriculture	74,117	8,688	11.7%	72,889	8,699	11.9%
Commerce	34,550	3,541	10.2%	34,857	3,639	10.4%
Defense	632,011	260,947	41.3%	625,357	260,179	41.6%
Air Force	140,579	68,271	48.6%	137,628	67,234	48.9%
Army	217,254	93,459	43.0%	210,459	91,969	43.7%
Navy	188,599	70,826	37.6%	187,723	71,036	37.8%
Defense Activities	85,579	28,391	33.2%	89,547	29,940	33.4%
Education	3,865	355	9.2%	3,815	357	9.4%
Energy	14,739	2,798	19.0%	14,341	2,830	19.7%
HHS	62,086	5,370	8.6%	62,099	5,355	8.6%
Homeland Security	168,348	41,309	24.5%	167,422	41,078	24.5%
HUD	8,547	1,134	13.3%	8,255	1,123	13.6%
Interior	50,959	7,945	15.6%	49,082	7,721	15.7%
Justice	112,342	20,832	18.5%	110,427	21,496	19.5%
Labor	15,354	2,968	19.3%	15,077	2,944	19.5%
State	10,142	1,849	18.2%	10,068	1,882	18.7%
Transportation	54,374	14,396	26.5%	53,684	14,674	27.3%
Treasury	89,852	8,412	9.4%	86,049	8,034	9.3%
Veterans Affairs	297,528	83,109	27.9%	308,176	88,820	28.8%
AID	2,669	258	9.7%	1,518	222	14.6%
EPA	15,485	1,130	7.3%	14,536	1,039	7.1%
GSA	11,562	2,132	18.4%	11,283	2,080	18.4%
NASA	17,645	1,534	8.7%	17,375	1,521	8.8%
NSF	1,248	88	7.1%	1,202	89	7.4%
OPM	5,099	1,038	20.4%	4,866	1,017	20.9%
NRC	3,601	606	16.8%	3,616	626	17.3%
SSA	59,643	6,008	10.1%	61,946	7,811	12.6%
SBA	2,365	422	17.8%	2,275	405	17.8%
Total Executive Order Agencies	1,748,131	476,869	27.3%	1,740,215	483,641	27.8%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 2C

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

	FY 2013			FY 2014		
	Employees	Disabled Veterans	%	Employees	Disabled Veterans	%
Total Executive Branch Agencies	1,786,558	199,863	11.2%	1,778,445	213,021	12.0%
Executive Order Agencies						
Agriculture	74,117	3,245	4.4%	72,889	3,449	4.7%
Commerce	34,550	1,082	3.1%	34,857	1,230	3.5%
Defense	632,011	109,301	17.3%	625,357	113,235	18.1%
Air Force	140,579	26,534	18.9%	137,628	26,995	19.6%
Army	217,254	43,452	20.0%	210,459	44,136	21.0%
Navy	188,599	26,978	14.3%	187,723	28,265	15.1%
Defense Activities	85,579	12,337	14.4%	89,547	13,839	15.5%
Education	3,865	144	3.7%	3,815	150	3.9%
Energy	14,739	1,001	6.8%	14,341	1,058	7.4%
HHS	62,086	2,116	3.4%	62,099	2,213	3.6%
Homeland Security	168,348	12,796	7.6%	167,422	13,744	8.2%
HUD	8,547	518	6.1%	8,255	563	6.8%
Interior	50,959	2,989	5.9%	49,082	3,084	6.3%
Justice	112,342	5,639	5.0%	110,427	6,312	5.7%
Labor	15,354	1,498	9.8%	15,077	1,530	10.1%
State	10,142	810	8.0%	10,068	850	8.4%
Transportation	54,374	4,525	8.3%	53,684	4,867	9.1%
Treasury	89,852	3,381	3.8%	86,049	3,362	3.9%
Veterans Affairs	297,528	43,828	14.7%	308,176	48,987	15.9%
AID	2,669	92	3.4%	1,518	97	6.4%
EPA	15,485	394	2.5%	14,536	402	2.8%
GSA	11,562	838	7.2%	11,283	877	7.8%
NASA	17,645	519	2.9%	17,375	555	3.2%
NSF	1,248	42	3.4%	1,202	50	4.2%
OPM	5,099	502	9.8%	4,866	498	10.2%
NRC	3,601	149	4.1%	3,616	166	4.6%
SSA	59,643	2,706	4.5%	61,946	3,806	6.1%
SBA	2,365	171	7.2%	2,275	172	7.6%
Total Executive Order Agencies	1,748,131	198,286	11.3%	1,740,215	211,257	12.1%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 2D

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

	FY 2013			FY 2014		
	Employees	30% or More Disabled Veterans	%	Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,786,558	113,843	6.4%	1,778,445	124,953	7.0%
Executive Order Agencies						
Agriculture	74,117	1,608	2.2%	72,889	1,781	2.4%
Commerce	34,550	498	1.4%	34,857	597	1.7%
Defense	632,011	66,841	10.6%	625,357	71,026	11.4%
Air Force	140,579	14,475	10.3%	137,628	14,675	10.7%
Army	217,254	28,615	13.2%	210,459	29,888	14.2%
Navy	188,599	16,192	8.6%	187,723	17,682	9.4%
Defense Activities	85,579	7,559	8.8%	89,547	8,781	9.8%
Education	3,865	74	1.9%	3,815	82	2.1%
Energy	14,739	480	3.3%	14,341	526	3.7%
HHS	62,086	1,083	1.7%	62,099	1,190	1.9%
Homeland Security	168,348	6,666	4.0%	167,422	7,239	4.3%
HUD	8,547	282	3.3%	8,255	326	3.9%
Interior	50,959	1,373	2.7%	49,082	1,516	3.1%
Justice	112,342	2,835	2.5%	110,427	3,315	3.0%
Labor	15,354	898	5.8%	15,077	953	6.3%
State	10,142	443	4.4%	10,068	491	4.9%
Transportation	54,374	1,902	3.5%	53,684	2,214	4.1%
Treasury	89,852	1,728	1.9%	86,049	1,809	2.1%
Veterans Affairs	297,528	23,480	7.9%	308,176	27,173	8.8%
AID	2,669	61	2.3%	1,518	67	4.4%
EPA	15,485	189	1.2%	14,536	184	1.3%
GSA	11,562	483	4.2%	11,283	515	4.6%
NASA	17,645	258	1.5%	17,375	289	1.7%
NSF	1,248	24	1.9%	1,202	31	2.6%
OPM	5,099	311	6.1%	4,866	318	6.5%
NRC	3,601	57	1.6%	3,616	68	1.9%
SSA	59,643	1,394	2.3%	61,946	2,216	3.6%
SBA	2,365	87	3.7%	2,275	92	4.0%
Total Executive Order Agencies	1,748,131	113,055	6.5%	1,740,215	124,018	7.1%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 3
Total New Hires — Veteran New Hires

Category	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Total Employees	281,651	229,853	195,139	162,839	180,562
Total Veterans	72,133	65,030	56,422	50,502	59,992
% of All Employees	25.6%	28.3%	28.9%	31.0%	33.2%
Veterans with Preference	64,747	58,550	50,165	45,569	53,608
% of All Employees	23.0%	25.5%	25.7%	28.0%	29.7%
% of All Veterans	89.8%	90.0%	88.9%	90.2%	89.4%
Disabled Veterans	23,140	20,613	21,589	20,838	25,690
% of All Employees	8.2%	9.0%	11.1%	12.8%	14.2%
% of All Veterans	32.1%	31.7%	38.3%	41.3%	42.8%
30% or more Disabled Veterans	15,435	13,969	12,926	12,427	16,301
% of All Employees	5.5%	6.1%	6.6%	7.6%	9.0%
% of All Veterans	21.4%	21.5%	22.9%	24.6%	27.2%

New Hires do not include transfers between agencies.

Table 3A
Total New Hires — Veteran New Hires

	FY 2013			FY 2014		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	162,839	50,502	31.0%	180,562	59,992	33.2%
Executive Order Agencies						
Agriculture	15,665	1,605	10.2%	17,192	1,847	10.7%
Commerce	6,689	901	13.5%	5,142	679	13.2%
Defense	39,219	20,964	53.5%	48,753	24,274	49.8%
Air Force	7,940	5,263	66.3%	8,694	4,944	56.9%
Army	12,538	7,071	56.4%	15,831	8,622	54.5%
Navy	9,599	5,087	53.0%	13,454	6,563	48.8%
Defense Activities	9,142	3,543	38.8%	10,774	4,145	38.5%
Education	243	57	23.5%	308	51	16.6%
Energy	751	280	37.3%	751	268	35.7%
HHS	6,766	666	9.8%	6,664	615	9.2%
Homeland Security	11,862	2,914	24.6%	9,575	2,646	27.6%
HUD	175	32	18.3%	490	126	25.7%
Interior	11,960	2,152	18.0%	14,002	2,456	17.5%
Justice	4,880	1,732	35.5%	6,365	2,768	43.5%
Labor	775	303	39.1%	903	316	35.0%
State	1,235	338	27.4%	909	250	27.5%
Transportation	1,857	712	38.3%	3,281	1,527	46.5%
Treasury	8,457	1,140	13.5%	7,793	1,012	13.0%
Veterans Affairs	43,592	14,877	34.1%	45,098	17,009	37.7%
AID	259	42	16.2%	148	23	15.5%
EPA	253	37	14.6%	313	35	11.2%
GSA	248	84	33.9%	348	111	31.9%
NASA	679	176	25.9%	444	103	23.2%
NSF	239	19	7.9%	235	19	8.1%
OPM	220	108	49.1%	193	60	31.1%
NRC	227	62	27.3%	289	81	28.0%
SSA	1,329	510	38.4%	7,093	2,863	40.4%
SBA	1,513	190	12.6%	277	79	28.5%
Total Executive Order Agencies	159,093	49,901	31.4%	176,566	59,218	33.5%

Starting FY 2014, data excludes AID Foreign Service employees.

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

	FY 2013			FY 2014		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	162,839	45,569	28.0%	180,562	53,608	29.7%
Executive Order Agencies						
Agriculture	15,665	1,527	9.7%	17,192	1,730	10.1%
Commerce	6,689	842	12.6%	5,142	631	12.3%
Defense	39,219	18,633	47.5%	48,753	21,614	44.3%
Air Force	7,940	4,564	57.5%	8,694	4,256	49.0%
Army	12,538	6,341	50.6%	15,831	7,707	48.7%
Navy	9,599	4,651	48.5%	13,454	5,980	44.4%
Defense Activities	9,142	3,077	33.7%	10,774	3,671	34.1%
Education	243	53	21.8%	308	48	15.6%
Energy	751	243	32.4%	751	238	31.7%
HHS	6,766	642	9.5%	6,664	563	8.4%
Homeland Security	11,862	2,623	22.1%	9,575	2,344	24.5%
HUD	175	29	16.6%	490	121	24.7%
Interior	11,960	1,964	16.4%	14,002	2,250	16.1%
Justice	4,880	1,639	33.6%	6,365	1,816	28.5%
Labor	775	292	37.7%	903	307	34.0%
State	1,235	269	21.8%	909	205	22.6%
Transportation	1,857	660	35.5%	3,281	1,425	43.4%
Treasury	8,457	1,077	12.7%	7,793	947	12.2%
Veterans Affairs	43,592	13,362	30.7%	45,098	15,442	34.2%
AID	259	40	15.4%	148	21	14.2%
EPA	253	34	13.4%	313	34	10.9%
GSA	248	75	30.2%	348	82	23.6%
NASA	679	160	23.6%	444	97	21.8%
NSF	239	18	7.5%	235	15	6.4%
OPM	220	102	46.4%	193	56	29.0%
NRC	227	60	26.4%	289	74	25.6%
SSA	1,329	501	37.7%	7,093	2,768	39.0%
SBA	1,513	170	11.2%	277	73	26.4%
Total Executive Order Agencies	159,093	45,015	28.3%	176,566	52,901	30.0%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 3C
Total New Hires — Disabled Veteran New Hires

	FY 2013			FY 2014		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	162,839	20,838	12.8%	180,562	25,690	14.2%
Executive Order Agencies						
Agriculture	15,665	506	3.2%	17,192	560	3.3%
Commerce	6,689	324	4.8%	5,142	234	4.6%
Defense	39,219	7,029	17.9%	48,753	8,448	17.3%
Air Force	7,940	1,537	19.4%	8,694	1,398	16.1%
Army	12,538	2,408	19.2%	15,831	3,016	19.1%
Navy	9,599	1,756	18.3%	13,454	2,335	17.4%
Defense Activities	9,142	1,328	14.5%	10,774	1,699	15.8%
Education	243	23	9.5%	308	26	8.4%
Energy	751	110	14.6%	751	97	12.9%
HHS	6,766	268	4.0%	6,664	251	3.8%
Homeland Security	11,862	951	8.0%	9,575	916	9.6%
HUD	175	14	8.0%	490	81	16.5%
Interior	11,960	780	6.5%	14,002	963	6.9%
Justice	4,880	543	11.1%	6,365	606	9.5%
Labor	775	174	22.5%	903	170	18.8%
State	1,235	103	8.3%	909	86	9.5%
Transportation	1,857	306	16.5%	3,281	613	18.7%
Treasury	8,457	559	6.6%	7,793	504	6.5%
Veterans Affairs	43,592	8,321	19.1%	45,098	9,996	22.2%
AID	259	18	6.9%	148	7	4.7%
EPA	253	16	6.3%	313	18	5.8%
GSA	248	52	21.0%	348	51	14.7%
NASA	679	74	10.9%	444	44	9.9%
NSF	239	9	3.8%	235	10	4.3%
OPM	220	51	23.2%	193	28	14.5%
NRC	227	22	9.7%	289	23	8.0%
SSA	1,329	259	19.5%	7,093	1,525	21.5%
SBA	1,513	75	5.0%	277	50	18.1%
Total Executive Order Agencies	159,093	20,587	12.9%	176,566	25,307	14.3%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 3D

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

	FY 2013			FY 2014		
	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	162,839	12,427	7.6%	180,562	16,301	9.0%
Executive Order Agencies						
Agriculture	15,665	262	1.7%	17,192	294	1.7%
Commerce	6,689	127	1.9%	5,142	120	2.3%
Defense	39,219	4,974	12.7%	48,753	6,226	12.8%
Air Force	7,940	1,176	14.8%	8,694	1,030	11.8%
Army	12,538	1,713	13.7%	15,831	2,267	14.3%
Navy	9,599	1,174	12.2%	13,454	1,782	13.2%
Defense Activities	9,142	911	10.0%	10,774	1,147	10.6%
Education	243	14	5.8%	308	19	6.2%
Energy	751	55	7.3%	751	44	5.9%
HHS	6,766	155	2.3%	6,664	170	2.6%
Homeland Security	11,862	565	4.8%	9,575	579	6.0%
HUD	175	8	4.6%	490	57	11.6%
Interior	11,960	405	3.4%	14,002	521	3.7%
Justice	4,880	320	6.6%	6,365	341	5.4%
Labor	775	120	15.5%	903	124	13.7%
State	1,235	56	4.5%	909	48	5.3%
Transportation	1,857	188	10.1%	3,281	395	12.0%
Treasury	8,457	278	3.3%	7,793	296	3.8%
Veterans Affairs	43,592	4,381	10.1%	45,098	5,608	12.4%
AID	259	12	4.6%	148	7	4.7%
EPA	253	11	4.3%	313	12	3.8%
GSA	248	34	13.7%	348	29	8.3%
NASA	679	46	6.8%	444	29	6.5%
NSF	239	7	2.9%	235	7	3.0%
OPM	220	35	15.9%	193	20	10.4%
NRC	227	12	5.3%	289	13	4.5%
SSA	1,329	170	12.8%	7,093	1,080	15.2%
SBA	1,513	42	2.8%	277	32	11.6%
Total Executive Order Agencies	159,093	12,277	7.7%	176,566	16,071	9.1%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 4

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

Category	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Total Employees	135,682	105,325	87,017	73,763	88,589
Total Veterans	53,203	47,093	39,136	34,011	42,009
% of All Employees	39.2%	44.7%	45.0%	46.1%	47.4%
Veterans with Preference	47,604	42,285	34,897	30,710	37,499
% of All Employees	35.1%	40.1%	40.1%	41.6%	42.3%
% of All Veterans	89.5%	89.8%	89.2%	90.3%	89.3%
Disabled Veterans	16,353	14,306	14,285	13,363	17,695
% of All Employees	12.1%	13.6%	16.4%	18.1%	20.0%
% of All Veterans	30.7%	30.4%	36.5%	39.3%	42.1%
30% or more Disabled Veterans	10,564	9,387	8,440	7,885	11,202
% of All Employees	7.8%	8.9%	9.7%	10.7%	12.6%
% of All Veterans	19.9%	19.9%	21.6%	23.2%	26.7%

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 2013			FY 2014		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	73,763	34,011	46.1%	88,589	42,009	47.4%
Executive Order Agencies						
Agriculture	1,297	510	39.3%	1,844	591	32.0%
Commerce	1,277	298	23.3%	1,895	339	17.9%
Defense	24,992	15,690	62.8%	30,475	18,174	59.6%
Air Force	5,843	4,087	69.9%	6,485	4,099	63.2%
Army	7,832	5,008	63.9%	9,648	6,219	64.5%
Navy	7,452	4,267	57.3%	10,270	5,568	54.2%
Defense Activities	3,865	2,328	60.2%	4,072	2,288	56.2%
Education	146	49	33.6%	162	40	24.7%
Energy	508	241	47.4%	511	236	46.2%
HHS	3,600	562	15.6%	3,513	489	13.9%
Homeland Security	3,944	1,770	44.9%	3,518	1,509	42.9%
HUD	92	26	28.3%	356	106	29.8%
Interior	1,146	461	40.2%	1,363	515	37.8%
Justice	4,013	1,621	40.4%	4,872	2,485	51.0%
Labor	593	240	40.5%	632	252	39.9%
State	643	270	42.0%	410	170	41.5%
Transportation	1,090	475	43.6%	1,865	933	50.0%
Treasury	1,353	383	28.3%	1,301	363	27.9%
Veterans Affairs	25,537	10,431	40.8%	26,741	12,403	46.4%
AID	91	28	30.8%	86	14	16.3%
EPA	93	25	26.9%	108	17	15.7%
GSA	180	80	44.4%	244	101	41.4%
NASA	573	154	26.9%	377	85	22.5%
NSF	55	14	25.5%	54	15	27.8%
OPM	137	84	61.3%	153	54	35.3%
NRC	142	52	36.6%	179	64	35.8%
SSA	94	49	52.1%	5,938	2,481	41.8%
SBA	176	83	47.2%	54	31	57.4%
Total Executive Order Agencies	71,772	33,596	46.8%	86,651	41,467	47.9%

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 2013			FY 2014		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	73,763	30,710	41.6%	88,589	37,499	42.3%
Executive Order Agencies						
Agriculture	1,297	496	38.2%	1,844	544	29.5%
Commerce	1,277	271	21.2%	1,895	315	16.6%
Defense	24,992	13,974	55.9%	30,475	16,186	53.1%
Air Force	5,843	3,535	60.5%	6,485	3,549	54.7%
Army	7,832	4,472	57.1%	9,648	5,535	57.4%
Navy	7,452	3,894	52.3%	10,270	5,042	49.1%
Defense Activities	3,865	2,073	53.6%	4,072	2,060	50.6%
Education	146	46	31.5%	162	37	22.8%
Energy	508	209	41.1%	511	207	40.5%
HHS	3,600	542	15.1%	3,513	449	12.8%
Homeland Security	3,944	1,629	41.3%	3,518	1,386	39.4%
HUD	92	24	26.1%	356	101	28.4%
Interior	1,146	424	37.0%	1,363	478	35.1%
Justice	4,013	1,536	38.3%	4,872	1,658	34.0%
Labor	593	231	39.0%	632	246	38.9%
State	643	214	33.3%	410	139	33.9%
Transportation	1,090	437	40.1%	1,865	855	45.8%
Treasury	1,353	367	27.1%	1,301	341	26.2%
Veterans Affairs	25,537	9,395	36.8%	26,741	11,329	42.4%
AID	91	27	29.7%	86	13	15.1%
EPA	93	22	23.7%	108	16	14.8%
GSA	180	72	40.0%	244	73	29.9%
NASA	573	140	24.4%	377	81	21.5%
NSF	55	14	25.5%	54	13	24.1%
OPM	137	81	59.1%	153	51	33.3%
NRC	142	50	35.2%	179	57	31.8%
SSA	94	46	48.9%	5,938	2,399	40.4%
SBA	176	81	46.0%	54	31	57.4%
Total Executive Order Agencies	71,772	30,328	42.3%	86,651	37,005	42.7%

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 2013			FY 2014		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	73,763	13,363	18.1%	88,589	17,695	20.0%
Executive Order Agencies						
Agriculture	1,297	230	17.7%	1,844	266	14.4%
Commerce	1,277	106	8.3%	1,895	129	6.8%
Defense	24,992	4,713	18.9%	30,475	5,809	19.1%
Air Force	5,843	988	16.9%	6,485	1,002	15.5%
Army	7,832	1,510	19.3%	9,648	1,958	20.3%
Navy	7,452	1,368	18.4%	10,270	1,939	18.9%
Defense Activities	3,865	847	21.9%	4,072	910	22.3%
Education	146	20	13.7%	162	22	13.6%
Energy	508	92	18.1%	511	81	15.9%
HHS	3,600	221	6.1%	3,513	199	5.7%
Homeland Security	3,944	668	16.9%	3,518	610	17.3%
HUD	92	12	13.0%	356	69	19.4%
Interior	1,146	181	15.8%	1,363	253	18.6%
Justice	4,013	498	12.4%	4,872	553	11.4%
Labor	593	121	20.4%	632	135	21.4%
State	643	88	13.7%	410	64	15.6%
Transportation	1,090	218	20.0%	1,865	493	26.4%
Treasury	1,353	187	13.8%	1,301	204	15.7%
Veterans Affairs	25,537	5,568	21.8%	26,741	7,029	26.3%
AID	91	12	13.2%	86	3	3.5%
EPA	93	8	8.6%	108	13	12.0%
GSA	180	50	27.8%	244	44	18.0%
NASA	573	66	11.5%	377	36	9.5%
NSF	55	6	10.9%	54	9	16.7%
OPM	137	41	29.9%	153	25	16.3%
NRC	142	19	13.4%	179	19	10.6%
SSA	94	20	21.3%	5,938	1,319	22.2%
SBA	176	36	20.5%	54	22	40.7%
Total Executive Order Agencies	71,772	13,181	18.4%	86,651	17,406	20.1%

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 2013			FY 2014		
	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	73,763	7,885	10.7%	88,589	11,202	12.6%
Executive Order Agencies						
Agriculture	1,297	137	10.6%	1,844	165	8.9%
Commerce	1,277	58	4.5%	1,895	70	3.7%
Defense	24,992	3,221	12.9%	30,475	4,208	13.8%
Air Force	5,843	709	12.1%	6,485	702	10.8%
Army	7,832	1,037	13.2%	9,648	1,418	14.7%
Navy	7,452	884	11.9%	10,270	1,453	14.1%
Defense Activities	3,865	591	15.3%	4,072	635	15.6%
Education	146	12	8.2%	162	15	9.3%
Energy	508	46	9.1%	511	32	6.3%
HHS	3,600	123	3.4%	3,513	132	3.8%
Homeland Security	3,944	380	9.6%	3,518	389	11.1%
HUD	92	8	8.7%	356	48	13.5%
Interior	1,146	99	8.6%	1,363	147	10.8%
Justice	4,013	287	7.2%	4,872	303	6.2%
Labor	593	75	12.6%	632	94	14.9%
State	643	51	7.9%	410	37	9.0%
Transportation	1,090	138	12.7%	1,865	319	17.1%
Treasury	1,353	98	7.2%	1,301	122	9.4%
Veterans Affairs	25,537	2,884	11.3%	26,741	3,894	14.6%
AID	91	7	7.7%	86	3	3.5%
EPA	93	7	7.5%	108	9	8.3%
GSA	180	33	18.3%	244	23	9.4%
NASA	573	41	7.2%	377	22	5.8%
NSF	55	5	9.1%	54	6	11.1%
OPM	137	26	19.0%	153	19	12.4%
NRC	142	11	7.7%	179	10	5.6%
SSA	94	13	13.8%	5,938	949	16.0%
SBA	176	21	11.9%	54	15	27.8%
Total Executive Order Agencies	71,772	7,781	10.8%	86,651	11,031	12.7%

Starting FY 2014, data excludes AID Foreign Service employees.

Table 5
Veteran New Hires by Veteran Appointing Authorities

	FY 2013			FY 2014		
	VRA	VEOA	30.0%	VRA	VEOA	30.0%
Total Executive Branch Agencies	5,106	11,214	1,622	7,740	11,010	1,731
Executive Order Agencies						
Agriculture	90	84	21	122	104	20
Commerce	21	35	8	51	33	26
Defense	2,059	6,851	765	2,787	6,764	779
Air Force	78	2,436	302	56	2,105	201
Army	1,015	1,940	252	1,291	2,157	316
Navy	814	1,603	141	1,217	1,686	181
Defense Activities	152	872	70	223	816	81
Education	8	2	1	9	4	3
Energy	48	73	6	44	37	10
HHS	29	88	10	28	78	8
Homeland Security	226	356	98	271	202	64
HUD	3	3	0	6	14	3
Interior	112	100	31	117	84	33
Justice	101	44	16	63	29	19
Labor	52	24	26	61	18	6
State	10	47	3	11	38	9
Transportation	21	19	5	23	13	0
Treasury	50	26	7	35	25	13
Veterans Affairs	2,145	3,341	606	2,756	3,448	706
AID	14	2	5	7	3	4
EPA	6	4	1	4	2	2
GSA	12	17	1	7	29	5
NASA	6	3	0	0	4	0
NSF	0	3	0	0	3	1
OPM	15	13	4	7	6	0
NRC	1	0	0	0	0	0
SSA	40	0	2	1,295	9	5
SBA	11	14	0	8	6	0
Total Executive Order Agencies	5,080	11,149	1,616	7,712	10,953	1,716

Starting FY 2014, data excludes AID Foreign Service employees.

Table 6
Veteran New Hires Under Other Appointing Authorities

	FY 2013								FY 2014							
	Veteran				Non-Veteran				Veteran				Non-Veteran			
	Pathway	PMF	Sched A	Total	Pathway	PMF	Sched A	Total	Pathway	PMF	Sched A	Total	Pathway	PMF	Sched A	Total
Total Executive Branch Agencies	1,400	65	968	50,502	5,042	194	1,389	112,337	2,348	91	1,108	59,992	9,390	354	1,769	120,570
Executive Order Agencies																
Agriculture	77	4	7	1,605	629	9	66	14,060	72	6	6	1,847	663	30	93	15,345
Commerce	14	0	3	901	98	3	12	5,788	24	0	6	679	137	9	20	4,463
Defense	496	2	95	20,964	1,192	3	250	18,255	968	15	96	24,274	3,741	13	395	24,479
Air Force	139	0	39	5,263	205	0	86	2,677	153	0	15	4,944	824	2	73	3,750
Army	173	1	14	7,071	519	1	37	5,467	315	6	9	8,622	1,139	2	71	7,209
Navy	142	0	33	5,087	425	0	58	4,512	346	1	49	6,563	1,179	1	114	6,891
Defense Activities	42	1	9	3,543	43	2	69	5,599	154	8	23	4,145	599	8	137	6,629
Education	7	2	0	57	3	12	5	186	6	1	1	51	18	8	9	257
Energy	41	0	1	280	102	2	19	471	40	3	2	268	106	4	1	483
HHS	40	12	9	666	519	22	187	6,100	51	4	9	615	453	39	156	6,049
Homeland Security	29	8	7	2,914	146	36	49	8,948	66	6	13	2,646	303	6	69	6,929
HUD	0	1	1	32	0	5	0	143	12	21	2	126	63	79	8	364
Interior	78	1	4	2,152	375	8	74	9,808	138	1	7	2,456	779	15	73	11,546
Justice	33	1	6	1,732	171	4	24	3,148	34	0	5	2,768	194	1	12	3,597
Labor	28	2	3	303	34	12	36	472	33	0	1	316	134	15	27	587
State	25	5	0	338	112	35	11	897	25	3	0	250	120	26	11	659
Transportation	28	0	7	712	77	3	22	1,145	34	1	2	1,527	94	8	24	1,754
Treasury	32	2	14	1,140	47	3	150	7,317	21	5	24	1,012	71	11	95	6,781
Veterans Affairs	248	12	796	14,877	533	10	337	28,715	345	5	880	17,009	612	14	362	28,089
AID	2	3	0	42	17	18	9	217	4	1	0	23	10	20	7	125
EPA	0	0	1	37	1	0	8	216	11	1	2	35	64	7	6	278
GSA	18	2	0	84	46	0	8	164	22	1	2	111	18	0	13	237
NASA	73	0	1	176	211	0	6	503	64	3	1	103	203	2	7	341
NSF	12	0	0	19	66	0	1	220	8	0	0	19	63	2	3	216
OPM	7	0	0	108	6	0	17	112	2	0	0	60	9	2	8	133
NRC	0	0	0	62	0	0	0	165	0	0	1	81	0	0	0	208
SSA	2	0	8	510	1	0	64	819	231	7	33	2,863	801	6	304	4,230
SBA	2	1	0	190	4	6	4	1,323	1	0	0	79	1	3	2	198
Total Executive Order Agencies	1,292	58	963	49,901	4,390	191	1,359	109,192	2,212	84	1,093	59,218	8,657	320	1,705	117,348

This category reflects the total number of veterans hired under other appointing authorities.

Pathways Program authority became effective July 10, 2012.

Starting FY 2014, data excludes AID Foreign Service employees.

Table 7

Disabled Veteran New Hires Under Veteran and Other Appointing Authorities

Appointments	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
30 Percent or More Disabled	1,945	1,903	1,711	1,622	1,731
VRA (no conversions)	2,673	2,405	2,849	2,476	3,725
VEOA	5,068	4,718	3,954	3,610	4,033
Subtotal	9,686	9,026	8,514	7,708	9,489
*All Other Appointments	13,454	11,587	13,075	13,130	16,201
Total Disabled Veteran Hires	23,140	20,613	21,589	20,838	25,690

*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 2014				
		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse Appointment
SES		0.4%	0.2%	0.1%	0.1%	0.0%
GS, GM, GL	Grade 1-4	2.9%	2.1%	2.5%	4.9%	18.9%
	Grade 5-8	17.4%	19.2%	22.2%	32.9%	52.3%
	Grade 9-12	30.5%	32.7%	36.6%	30.1%	23.1%
	Grade 13-15	20.6%	16.8%	15.1%	13.6%	1.4%
Blue Collar Pay Plans		8.4%	14.4%	12.9%	7.5%	3.3%
Other White Collar Pay Plans		19.9%	14.6%	10.5%	11.0%	1.0%

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 2014					
	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	Military Spouse*
Professional	27.2%	13.5%	10.9%	10.0%	14.4%	9.5%
Administrative	37.5%	44.3%	47.6%	50.7%	36.6%	16.7%
Technical	17.9%	16.7%	17.4%	17.3%	25.1%	32.3%
Clerical	5.0%	5.2%	7.0%	7.2%	14.0%	37.7%
Other White Collar	4.1%	6.0%	4.2%	4.1%	2.5%	0.5%
Blue Collar	8.4%	14.4%	12.9%	10.8%	7.5%	3.3%

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 2013			FY 2014		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	162,839	281	0.2%	180,562	372	0.2%
Executive Order Agencies						
Agriculture	15,665	15	0.1%	17,192	23	0.1%
Commerce	6,689	15	0.2%	5,142	7	0.1%
Defense	39,219	79	0.2%	48,753	147	0.3%
Air Force	7,940	20	0.3%	8,694	23	0.3%
Army	12,538	24	0.2%	15,831	37	0.2%
Navy	9,599	17	0.2%	13,454	54	0.4%
Defense Activities	9,142	18	0.2%	10,774	33	0.3%
Education	243	1	0.4%	308	0	0.0%
Energy	751	0	0.0%	751	1	0.1%
HHS	6,766	4	0.1%	6,664	7	0.1%
Homeland Security	11,862	13	0.1%	9,575	12	0.1%
HUD	175	0	0.0%	490	3	0.6%
Interior	11,960	11	0.1%	14,002	15	0.1%
Justice	4,880	7	0.1%	6,365	8	0.1%
Labor	775	2	0.3%	903	0	0.0%
State	1,235	10	0.8%	909	4	0.4%
Transportation	1,857	3	0.2%	3,281	2	0.1%
Treasury	8,457	22	0.3%	7,793	12	0.2%
Veterans Affairs	43,592	79	0.2%	45,098	98	0.2%
AID	259	1	0.4%	148	1	0.7%
EPA	253	2	0.8%	313	0	0.0%
GSA	248	1	0.4%	348	3	0.9%
NASA	679	1	0.2%	444	1	0.2%
NSF	239	0	0.0%	235	0	0.0%
OPM	220	0	0.0%	193	0	0.0%
NRC	227	0	0.0%	289	0	0.0%
SSA	1,329	3	0.2%	7,093	19	0.3%
SBA	1,513	3	0.2%	277	1	0.4%
Total Executive Order Agencies	159,093	272	0.2%	176,566	364	0.2%

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 2013			FY 2014		
	Federal New Hires	Total Military Spouse Appointments	%	Federal New Hires	Total Military Spouse Appointments	%
Total Executive Branch Agencies	162,839	1,067	0.63%	180,562	1,211	0.67%
Executive Order Agencies						
Agriculture	15,665	0	0.00%	17,192	2	0.01%
Commerce	6,689	1	0.01%	5,142	0	0.00%
Defense	39,219	1,005	2.56%	48,753	1,133	2.32%
Air Force	7,940	287	3.61%	8,694	321	3.69%
Army	12,538	488	3.89%	15,831	584	3.69%
Navy	9,599	127	1.32%	13,454	98	0.73%
Defense Activities	9,142	103	1.13%	10,774	130	1.21%
Education	243	0	0.00%	308	0	0.00%
Energy	751	0	0.00%	751	0	0.00%
HHS	6,766	0	0.00%	6,664	0	0.00%
Homeland Security	11,862	10	0.08%	9,575	4	0.04%
HUD	175	0	0.00%	490	1	0.20%
Interior	11,960	3	0.03%	14,002	5	0.04%
Justice	4,880	0	0.00%	6,365	1	0.02%
Labor	775	0	0.00%	903	0	0.00%
State	1,235	0	0.00%	909	1	0.11%
Transportation	1,857	2	0.11%	3,281	1	0.03%
Treasury	8,457	0	0.00%	7,793	0	0.00%
Veterans Affairs	43,592	32	0.07%	45,098	36	0.08%
AID	259	0	0.00%	148	0	0.00%
EPA	253	0	0.00%	313	0	0.00%
GSA	248	0	0.00%	348	0	0.00%
NASA	679	0	0.00%	444	0	0.00%
NSF	239	0	0.00%	235	0	0.00%
OPM	220	3	1.36%	193	1	0.52%
NRC	227	0	0.00%	289	0	0.00%
SSA	1,329	8	0.60%	7,093	22	0.31%
SBA	1,513	1	0.07%	277	0	0.00%
Total Executive Order Agencies	159,093	1,065	0.64%	176,566	1,207	0.68%

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.

*There are 103 additional individuals who were converted from other appointments yielding a total of 933 appointments under this authority.

Table 12
New Hire Retention Rates

Executive Order Agencies	FY 2013		FY 2014	
	Non-Veterans	Veterans	Non-Veterans	Veterans
Agriculture	84.34%	74.04%	83.29%	74.08%
Commerce	83.26%	67.92%	81.93%	68.23%
Defense	77.75%	78.26%	75.56%	76.48%
Education	79.92%	77.78%	79.73%	79.31%
Energy	83.19%	82.14%	84.56%	81.50%
HHS	80.71%	74.12%	77.23%	72.85%
Homeland Security	83.09%	79.57%	85.98%	80.58%
HUD	83.80%	77.17%	85.07%	77.97%
Interior	82.97%	74.14%	79.72%	74.02%
Justice	85.15%	78.80%	86.74%	79.58%
Labor	83.05%	78.47%	83.11%	75.24%
State	85.87%	74.69%	82.12%	84.96%
Transportation	86.24%	81.07%	87.01%	83.33%
Treasury	84.02%	77.58%	84.94%	73.22%
Veterans Affairs	80.30%	74.51%	80.30%	73.23%
AID	84.18%	78.95%	84.92%	78.26%
EPA	89.72%	82.91%	84.15%	76.00%
GSA	81.32%	78.65%	88.35%	78.75%
NASA	91.94%	83.78%	79.00%	88.41%
NSF	75.76%	83.33%	80.65%	75.00%
OPM	86.48%	77.78%	83.56%	73.68%
NRC	91.80%	90.63%	96.77%	88.24%
SSA	85.87%	76.47%	87.33%	74.43%
SBA	77.05%	78.00%	87.59%	61.54%

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., FY13 retention calculates retention for hires and transfer ins from FY11).

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

	2013		2014	
	Veteran	Not a Veteran	Veteran	Not a Veteran
Male	81.6%	45.4%	81.0%	45.6%
Female	18.4%	54.6%	19.0%	54.4%
Average Age	48.9	46.2	48.8	46.3
White	66.3%	65.1%	65.9%	64.8%
Black	20.7%	17.7%	21.0%	17.8%
Hispanic	8.3%	8.0%	8.4%	8.1%
Asian/Pacific Islander	3.6%	7.0%	3.6%	7.2%
Native American/Alaskan Native	1.1%	2.1%	1.0%	2.1%
Retired Enlisted Military	19.9%	0.0%	19.8%	0.0%
Retired Military Officers	6.0%	0.0%	6.0%	0.0%
Not Retired Military	74.1%	100.0%	74.2%	100.0%
Veterans' Preference	80.8%	0.0%	80.7%	0.0%
No Veterans' Preference	19.2%	100.0%	19.3%	100.0%
Bachelors degree or higher	38.4%	53.9%	39.3%	54.7%
Length of Service	11.4	13.8	11.4	13.9
Adjusted Basic Pay*	72,812	82,526	73,675	83,958
General Schedule	67.5%	69.8%	68.0%	69.7%
Average GS Grade	10.2	10.4	10.2	10.5
Other Pay Systems	16.4%	23.9%	16.1%	23.9%
Competitive Service	76.3%	68.9%	75.1%	68.7%
Excepted Service	23.5%	30.6%	24.7%	30.8%
SES	0.2%	0.5%	0.2%	0.5%
Supervisors	13.6%	12.1%	13.7%	12.3%
Located Outside DC Metro	85.2%	77.2%	85.2%	77.3%
Located in DC Metro	9.9%	17.6%	10.0%	17.5%
Total On-Board	30.6%	69.4%	31.3%	68.7%

*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

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
PMF	Presidential Management Fellows
SBA	Small Business Administration
SCEP	Student Career Experience Program
SSA	Social Security Administration
STEP	Student Temporary Employment Program
VEOA	Veterans Employment Opportunity Act of 1998
VRA	Veterans' Recruitment Appointment



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