

Blacks in the Federal Government

- A Statistical Profile -



United States Office of
Personnel Management

Employment Service
Office of Diversity

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PREFACE

- As a part of the Federal Equal Opportunity Recruitment Program (FEORP), 5 U.S.C. sec. 7201 provides that the U.S. Office of Personnel Management conduct a continuing program of assistance to Federal agencies in carrying out programs to eliminate underrepresentation of minorities and women in the civil service. Part of that continuing program includes providing agencies with data to conduct workforce analyses. This profile is a part of an ongoing effort to furnish agencies with up-to-date information to develop strategic affirmative recruiting plans, and make informed and cost effective human resource management decisions. This profile contains statistics on Blacks in the nation and the Federal civilian workforce.
- Copies of this profile may be obtained by calling OPM's Diversity Office at 202-606-1059.
- A list of agencies appears at the end of this profile.

- **NOTE: STATISTICS IN THIS PROFILE MAY VARY FROM OTHER RELEASES DUE TO DIFFERENCES IN COVERAGE (e.g., AGENCY, WORK SCHEDULE, PAY PLAN, TENURE, AND AS-OF DATES).**

PROFILE HIGHLIGHTS

Blacks constitute 17.1 percent of the permanent Federal civilian workforce (FW) compared to 11.0 percent of the civilian labor force (CLF). Blacks are fully represented in 38 of 39 Federal executive departments and independent agencies (with 500+ employees) compared to the relevant civilian labor force (RCLF).^{*} Highlights of this profile include:

Geographic Distribution -- The District of Columbia (Washington, DC) and Virginia each employ more than 10 percent of all Black Federal employees.

Average General Schedule Grade -- The predominant white-collar pay plan in the Federal Government is the General Schedule (GS). The average GS grade level of a Federal employee is 9.4, while Blacks have an average GS grade level of 8.1.

Educational Attainment -- Less than one in four (23 percent) Blacks have earned a bachelor's degree or higher compared to 40 percent for all Federal civilian employees. This lower attainment of college degrees supports the continued need for student employment programs and other inter-governmental programs serving Blacks and other minorities, as higher education will be more important for future Federal jobs.

Gender -- Women represent 44 percent of the Federal workforce overall, while they represent 62 percent of Federally employed Blacks.

Occupations -- Sixty-four percent of all Blacks are in either Professional, Administrative or Technical occupations. Blacks exceed their overall CLF representation rate of 11.0 percent in 8 of the top 15 "growing occupations" and 11 of the top 15 "declining occupations." Among the most populous occupations in the FW, Blacks represent 28 percent of all Tax Examiners.

Salaries -- The average salary for Federally employed Blacks is \$37,456 compared to \$44,886 for all Federal civilian employees.

^{*}NOTE: Relevant Civilian Labor Force (RCLF) refers to that portion of the CLF which is "relevant" or comparable to what is being examined. For example, if we are analyzing Black engineers in the FW, the RCLF would be only Black engineers in the CLF. The charts in this profile use the RCLF for comparing minority representation in Federal departments and independent agencies with the total civilian labor force.

BLACKS

**IN THE NATION AND THE
FEDERAL WORKFORCE**

BLACKS IN THE NATION

1998

- ◆ **A Black individual is a person having origins in any of the black racial groups of Africa.**
- ◆ **According to the Bureau of the Census, Blacks numbered 33.9 million and made up 12.7 percent of the nation's 268 million population in 1997.**
- ◆ **The number of Blacks is projected to reach 40.1 million by 2010, and 47.5 million by 2025.**
- ◆ **According to data for 1997 from the Bureau of the Census, 13.3 percent of all Blacks (age 25 and older) had earned a Bachelor's degree or higher, compared with 23.9 percent of the overall population.**

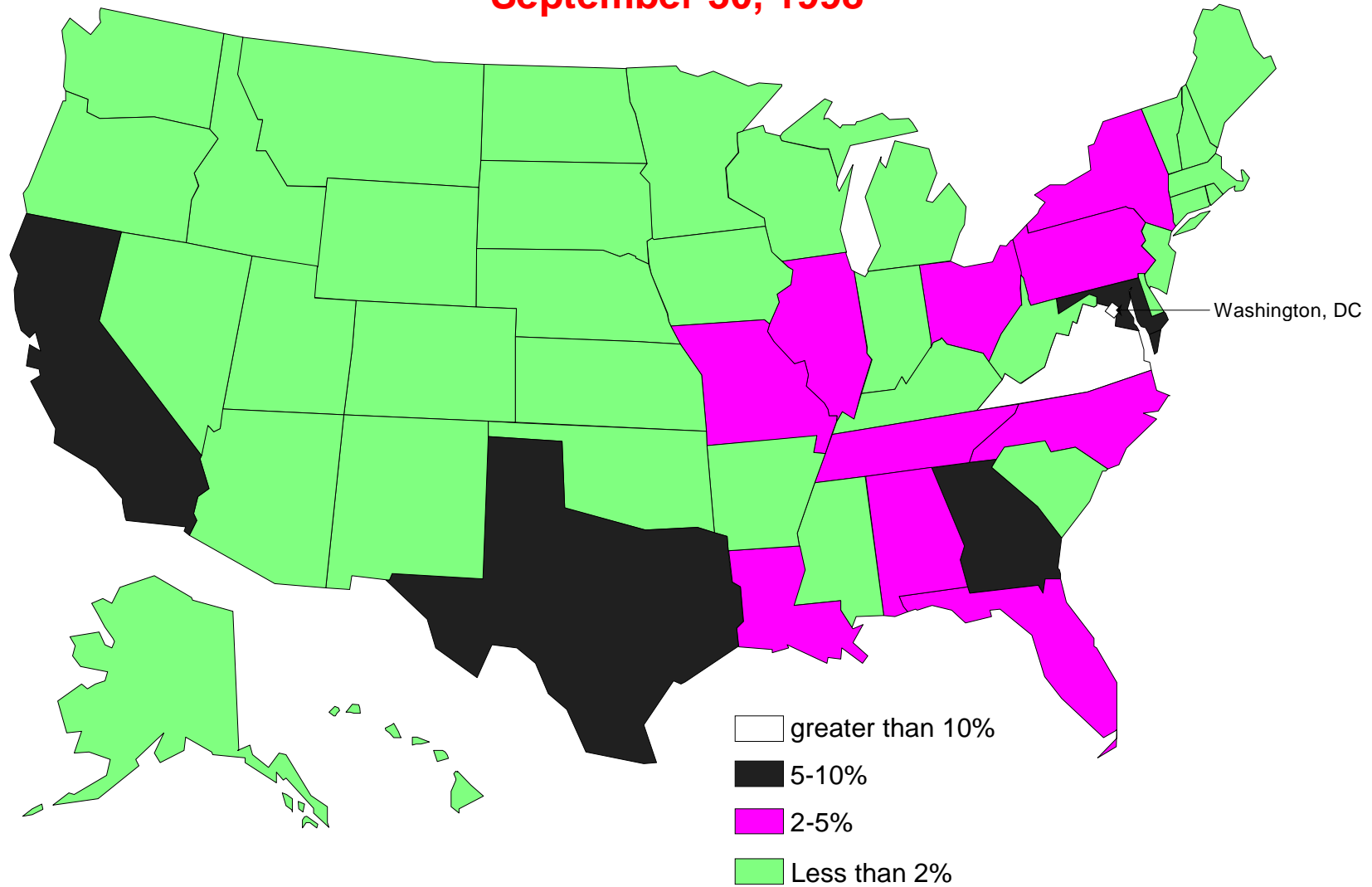
DISTRIBUTION OF FEDERALLY EMPLOYED BLACKS BY STATE

1998

- ◆ **The District of Columbia (Washington, DC) and Virginia each employ more than 10 percent of all Black Federal employees.**
- ◆ **California, Georgia, Maryland and Texas each employ between 5 and 10 percent of all Black Federal employees.**
- ◆ **Alabama, Florida, Illinois, Louisiana, Missouri, New York, North Carolina, Ohio, and Pennsylvania, and Tennessee each employ between 2 and 5 percent of all Black Federal employees.**

Distribution of Black Federal Employees by State

September 30, 1998



BLACKS IN THE FEDERAL WORKFORCE

- ◆ **As of September 30, 1998, there are 275,864 Blacks in the permanent Federal workforce.**
- ◆ **Less than one in four (23 percent) Black employees in the Federal workforce have earned a Bachelor's Degree or higher compared to 40 percent of the overall Federal workforce.**
- ◆ **Women represent 44 percent of the Federal workforce while they represent 62 percent of Federally employed Blacks.**
- ◆ **The average General Schedule (GS) grade level for a Federal employee is 9.4, while Black Federal employees have an average GS grade level of 8.1.**
- ◆ **Twenty-seven percent (75,018) of all Black employees in the permanent Federal workforce are age 50 or older.**
- ◆ **Blacks make up 17.1 percent of the permanent Federal civilian workforce, and 11.0 percent of the civilian labor force (CLF).**

BLACKS IN THE FEDERAL EXECUTIVE BRANCH WORKFORCE

1998

Demographic Indicator	Average Federal Civilian Employee	Average Federal Black Employee	Average Federal Black Employee (Men)	Average Federal Black Employee (Women)
Average Age (years)	45.6	44.2	45.6	43.3
Average Years of Service	16.6	16.5	16.8	16.4
Education Level (percent Bachelor's Degree or higher)	40	23	26	22
Gender (percent)				
- Men	56	38	100	0
- Women	44	62	0	100
Veterans with Preference (percent)	25.0	22.5	51.6	4.7
Vietnam Era Veterans (percent)	14.4	13.2	32.1	1.7
Disabled (percent)	7.1	6.8	8.9	5.5

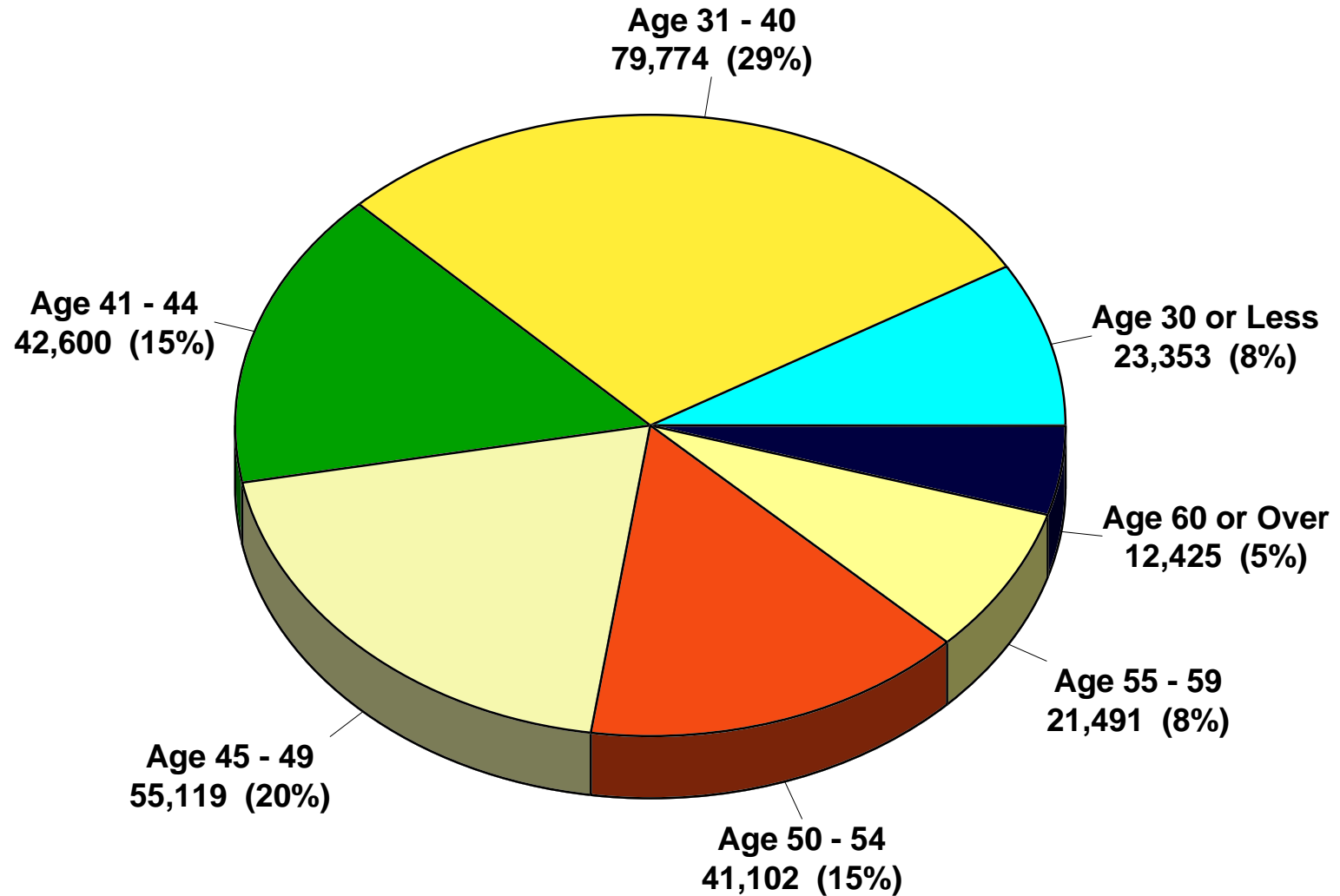
BLACKS IN THE FEDERAL EXECUTIVE BRANCH WORKFORCE (Continued)

1998

Employment Indicator	Average Federal Civilian Employee	Average Federal Black Employee	Average Federal Black Employee (Men)	Average Federal Black Employee (Women)
Average Adjusted Basic Pay (\$)				
- Worldwide	44,886	37,456	39,498	36,205
- Washington, DC MSA	57,371	43,538	46,719	42,063
Average GS Grade	9.4	8.1	8.9	7.8
Pay Systems (percent)				
- General Schedule	72	76	60	86
- Wage	14	16	32	5
- Others	14	8	8	8
Work Schedule (percent)				
- Full-time	93	95	96	94
- Part-time	3	3	3	4
- Intermittent	4	2	2	2
Tenure (percent)				
- Permanent	90	91	91	91
- Temporary	10	9	9	9
Service Category (percent)				
- Competitive	76.8	82.7	81.5	83.4
- Excepted	22.8	17.1	18.2	16.5
- Senior Executive Service	0.4	0.2	0.3	0.1
Supervisory Status (percent)	10.9	7.4	10.4	5.5

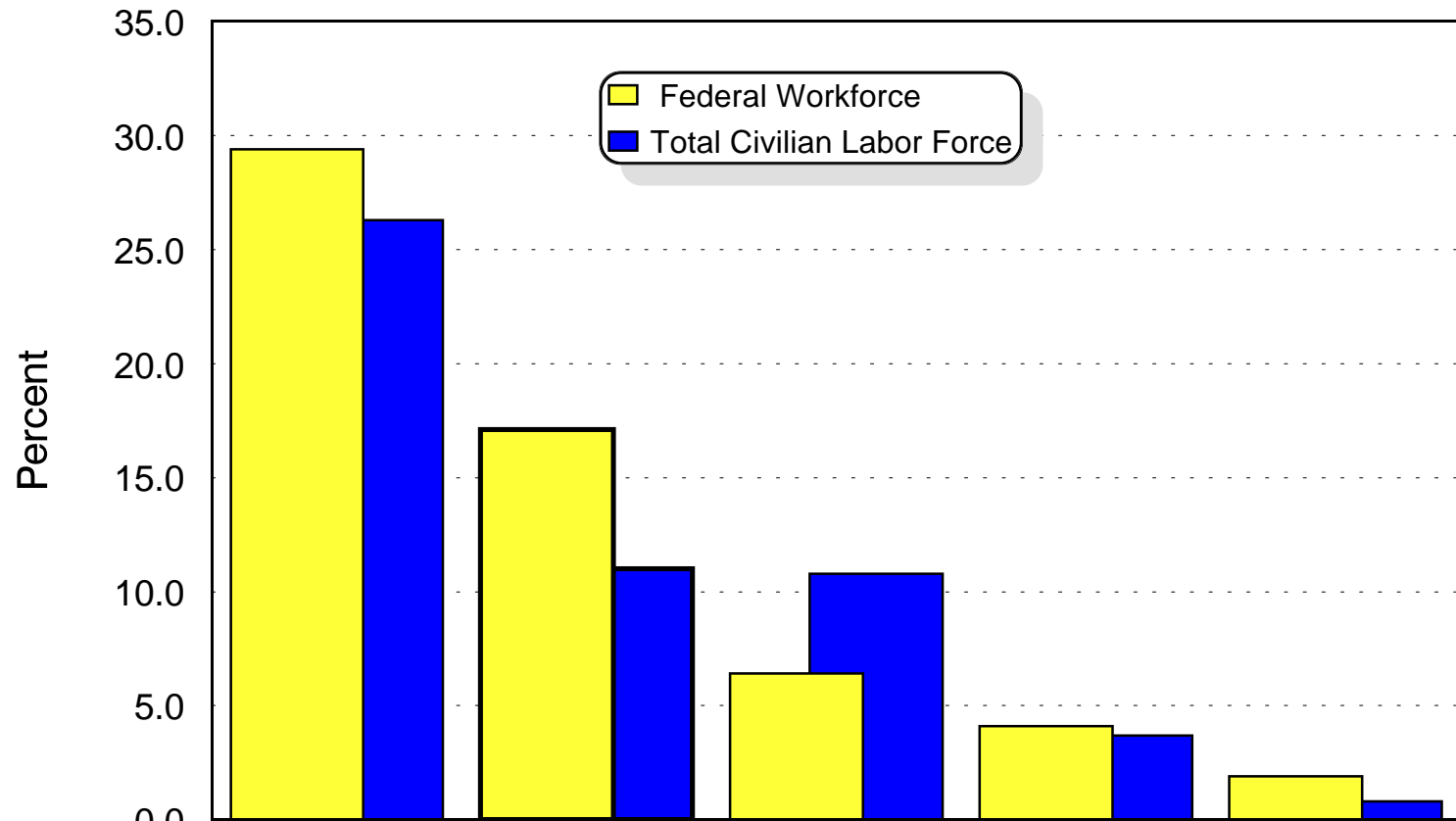
Distribution of Blacks in the Permanent Federal Civilian Workforce Within Selected Age Groups

September 30, 1998



Blacks Are Better Represented in the Permanent Federal Workforce Than in the Civilian Labor Force

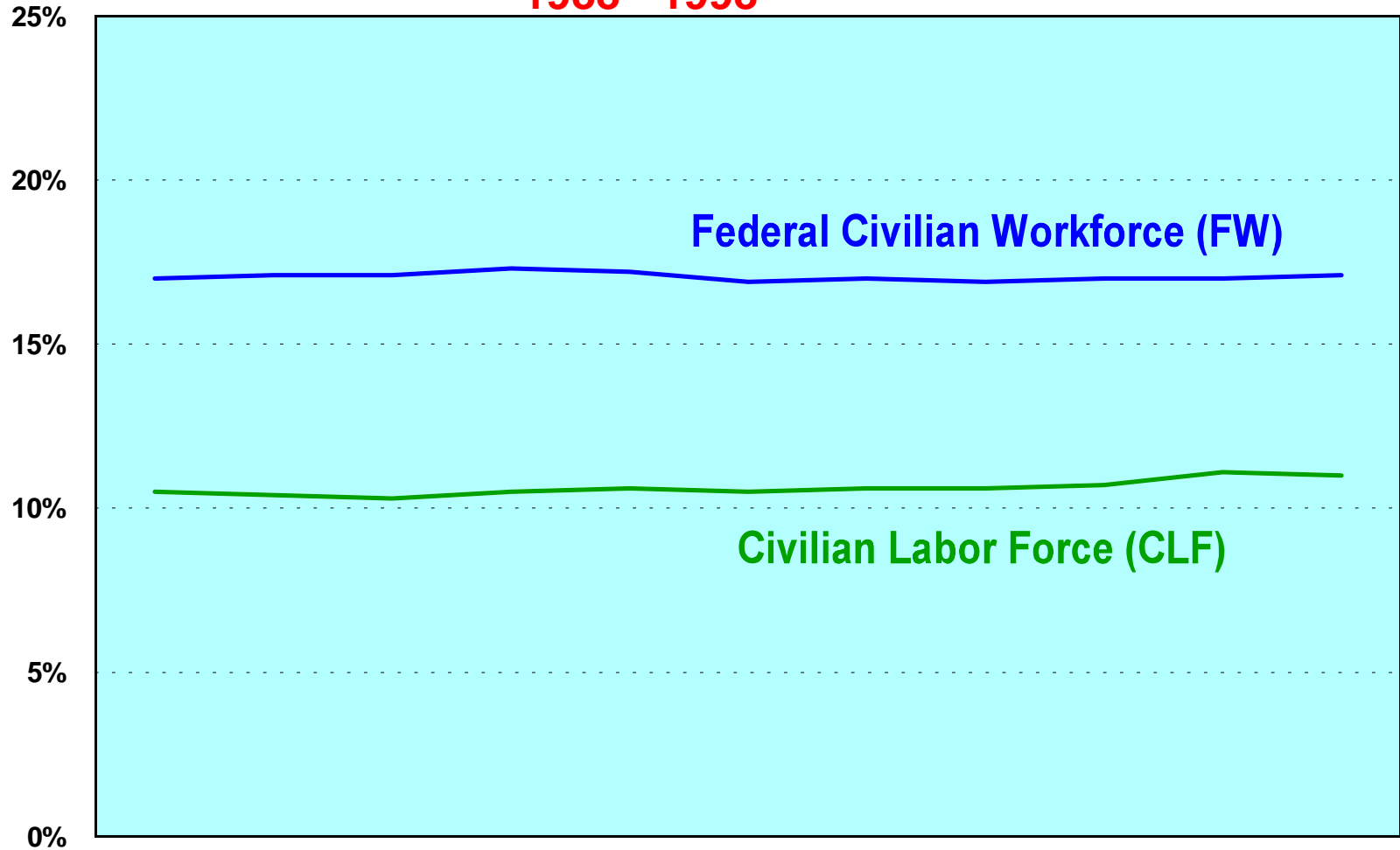
September 30, 1998



	Total Min.	Black	Hispanic	Asian/P.I.	Nat. Amer.
Federal Workforce	29.4	17.1	6.4	4.1	1.9
Total Civilian Labor Force	26.3	11.0	10.8	3.7	0.8

Trend of Black Representation in the FW and CLF

1988 - 1998



	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
% in the FW	17.0	17.1	17.1	17.3	17.2	16.9	17.0	16.9	17.0	17.0	17.1
% in the CLF	10.5	10.4	10.3	10.5	10.6	10.5	10.6	10.6	10.7	11.1	11.0
Difference (FW-CLF)	6.5	6.7	6.8	6.8	6.6	6.4	6.4	6.3	6.3	5.9	6.1

Data Sources: Federal - U.S. Office of Personnel Management's Central Personnel Data File (Permanent Employment); Civilian - Bureau of Labor Statistics' Current Population Survey. Both sources of data are as of September of each year.

DISTRIBUTION OF BLACKS AMONG FEDERAL AGENCIES

September 30, 1998

- ◆ **The following agencies employ 50 percent of the Federal Executive Branch workforce and 55 percent of Blacks:**

**Veterans Affairs
Navy**

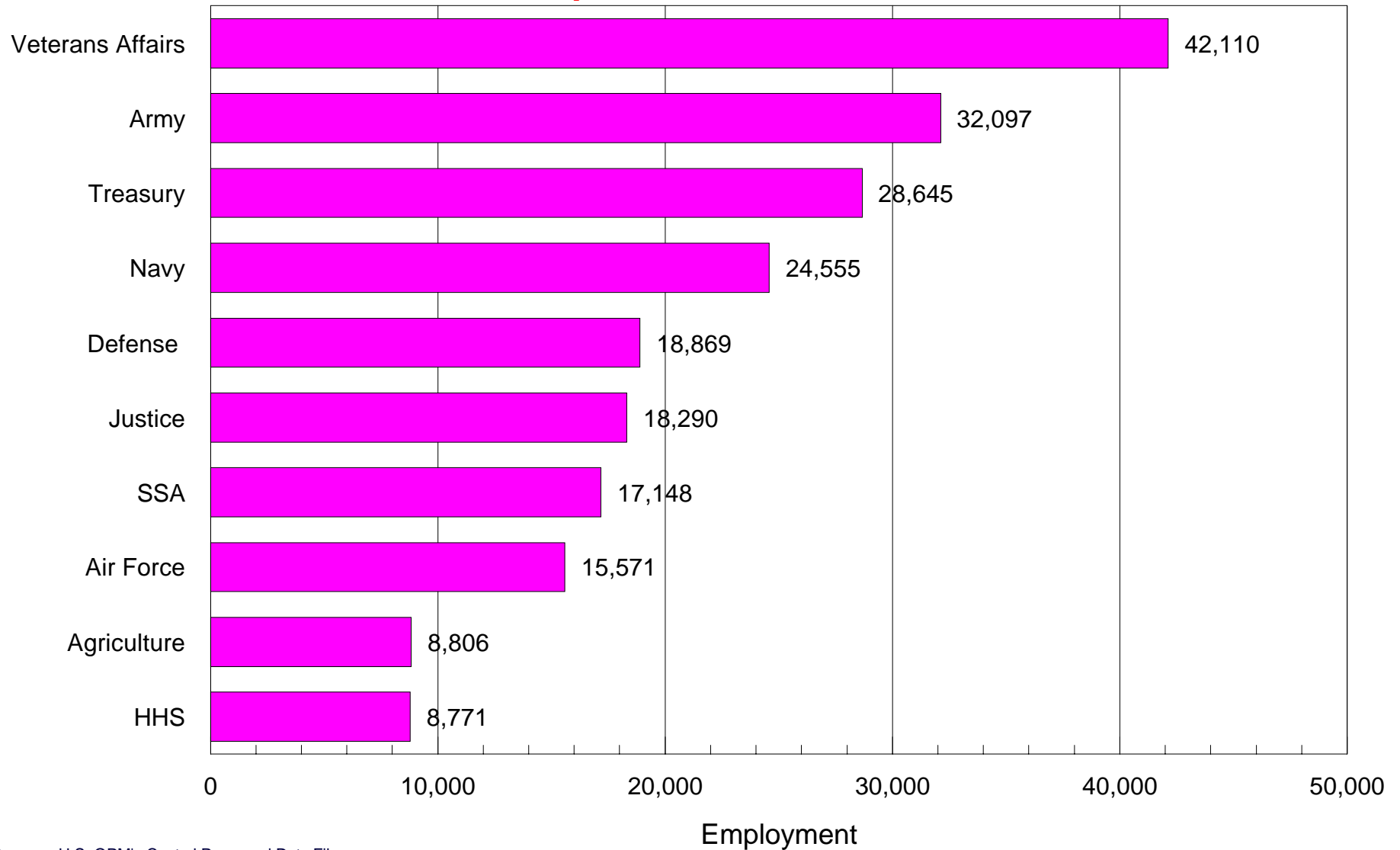
**Army
Defense**

Treasury

- ◆ **Veterans Affairs is the largest employer of Blacks. The 42,110 Blacks in the Department of Veterans Affairs represent 26.8 percent of their permanent workforce.**
- ◆ **The representation of Blacks in 16 of 17 Executive Departments exceeds their relevant civilian labor force (RCLF) percentage.**
- ◆ **The representation of Blacks in the permanent workforce in all of the Executive Branch independent agencies (with 500 or more employees) exceeds their RCLF percentage.**
- ◆ ***NOTE: Relevant Civilian Labor Force (RCLF) refers to that portion of the CLF which is "relevant" or comparable to what is being examined. For example, if we are analyzing Black engineers in the FW, the RCLF would be only Black engineers in the CLF. The charts in this profile use the RCLF for comparing minority representation in Federal departments and independent agencies with the total civilian labor force.**

Federal Executive Branch Agencies With the Largest Employment of Blacks in Their Permanent Workforce

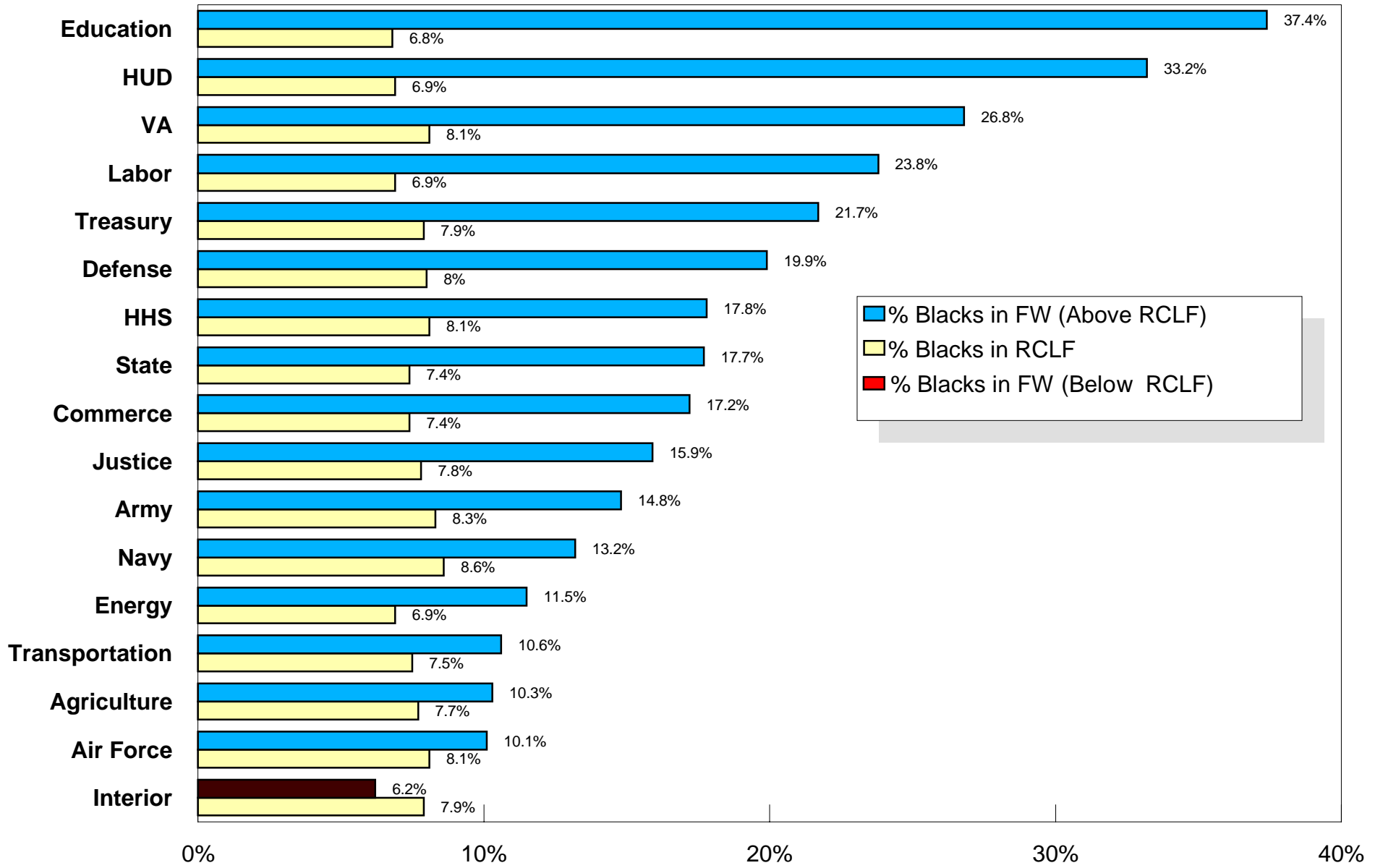
September 30, 1998



Sources: U.S. OPM's Central Personnel Data File
FY98 Federal Equal Opportunity Recruitment Program Report to Congress

Representation of Blacks in Executive Departments

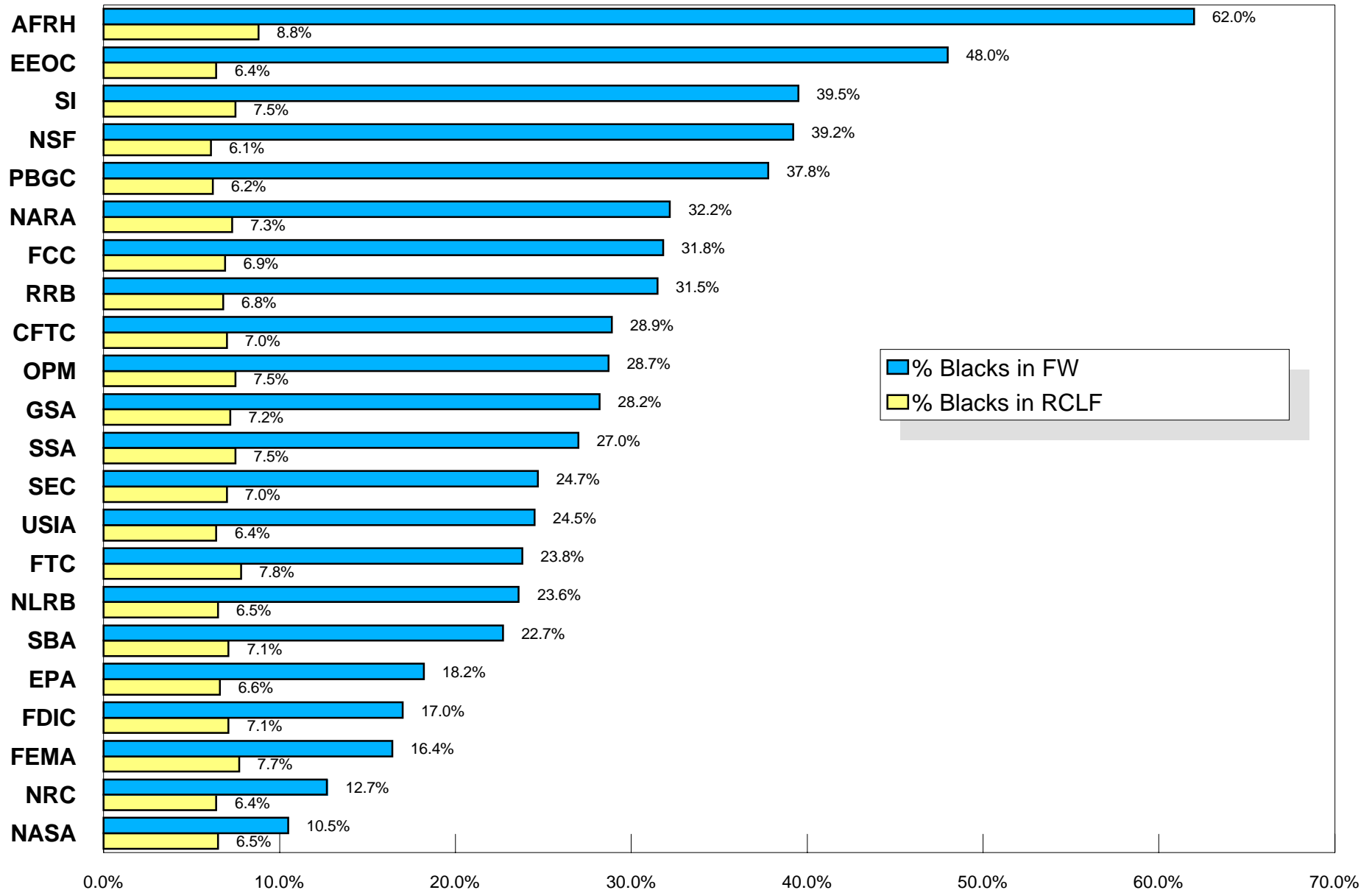
(RCLF percentages are unique to each agency based on agency specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1998. Civilian data derived from the 1990 Census

Representation of Blacks in Independent Agencies (500+ Employees)

(RCLF percentages are unique to each agency based on agency specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1998.
 Civilian data derived from the 1990 Census

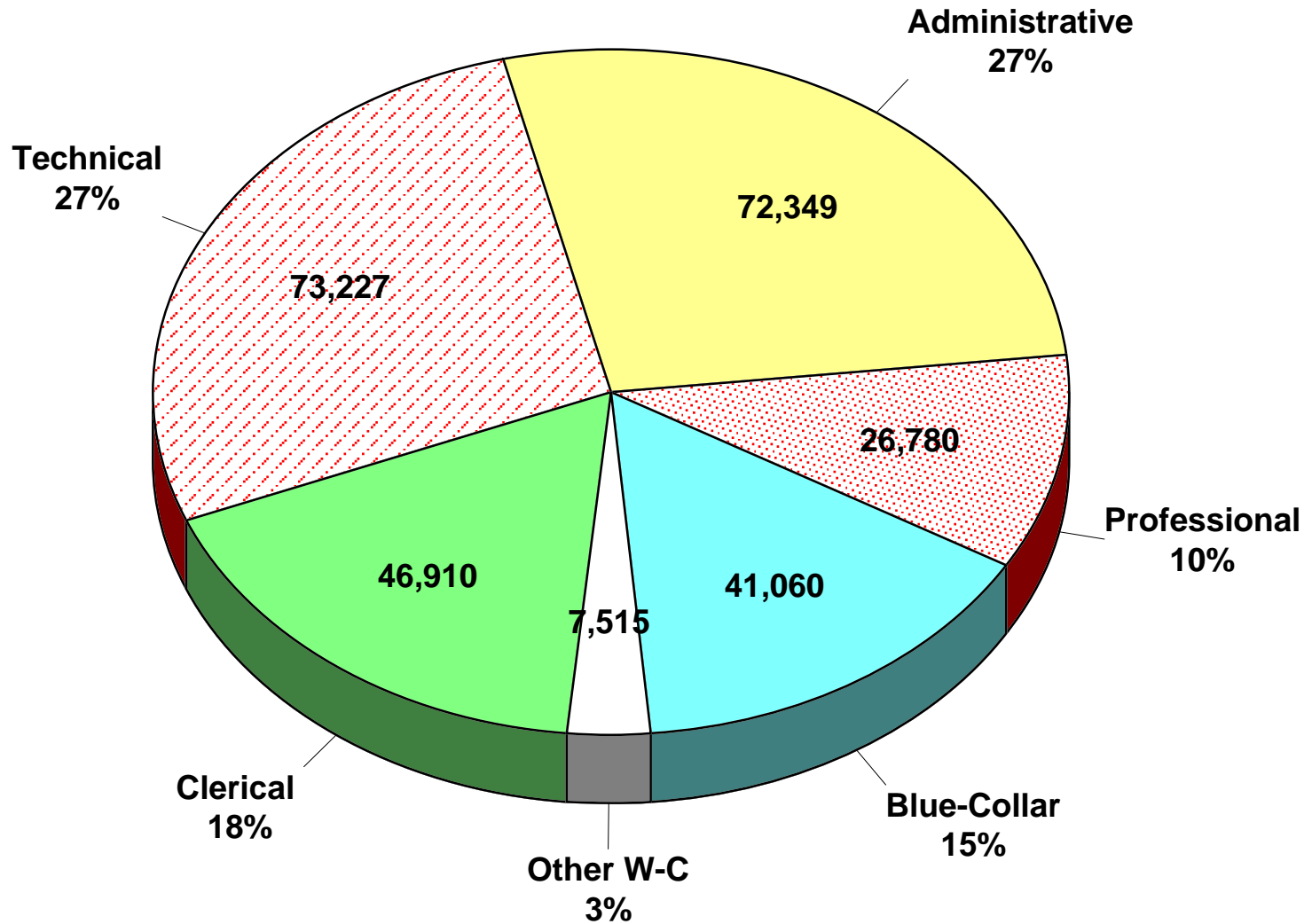
DISTRIBUTION OF BLACKS BY OCCUPATION AND GRADE

1998

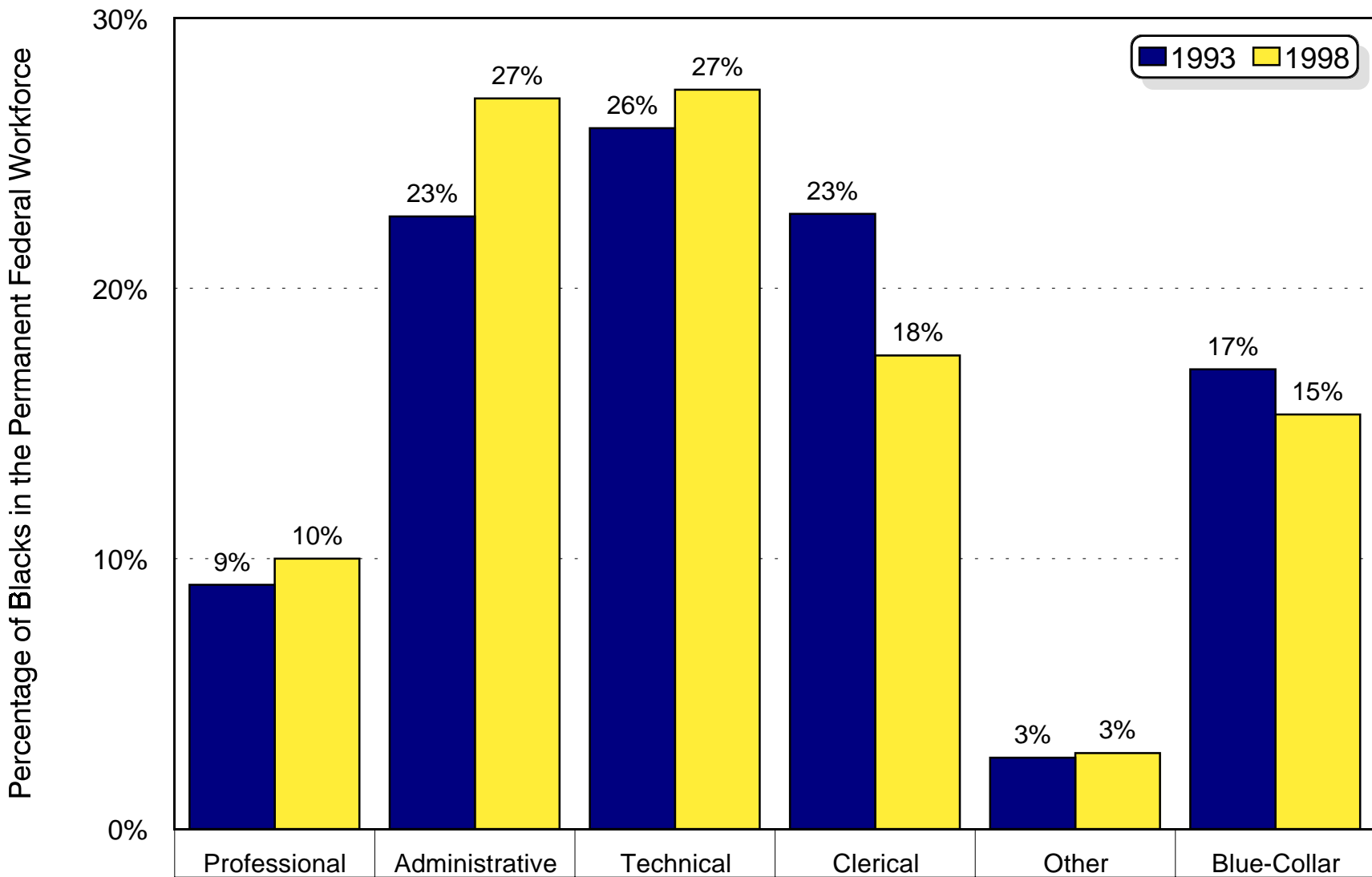
- ◆ **Sixty-four percent of Blacks held permanent positions in professional, administrative or technical occupations in General Schedule and Related (GSR) Grades and Senior Pay Levels.**
- ◆ **Despite downsizing, the percentage of all Black Federal employees in professional, administrative, and technical occupations has increased since 1993.**
- ◆ **Two-thirds of Black employees in the permanent Federal workforce are in GSR Grades 5 through 12.**

Sixty-four Percent of Blacks Held Permanent Positions in Professional, Administrative and Technical Occupations in General Schedule and Related Grades and Senior Pay Levels

September 30, 1998



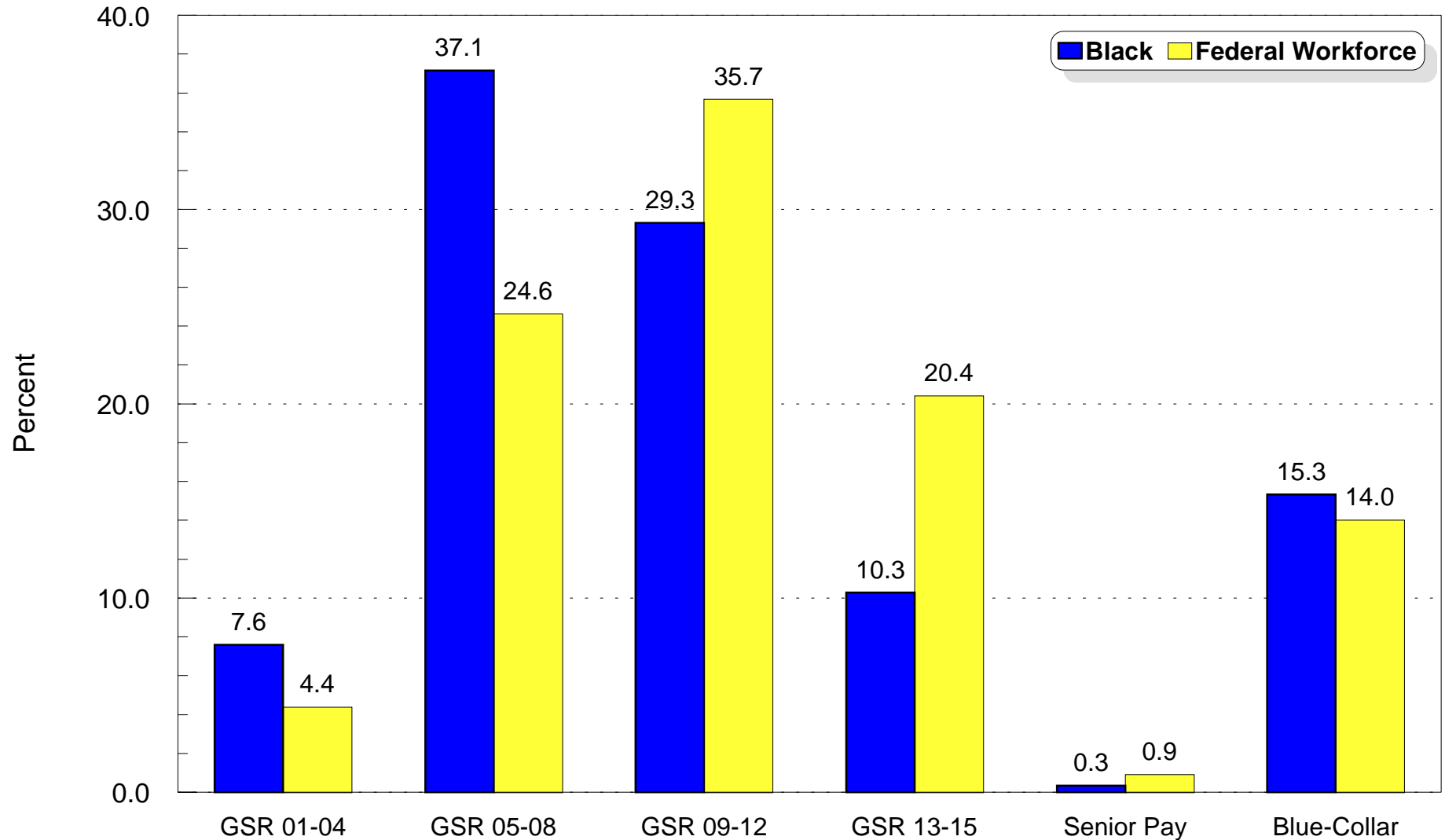
The Percentage of All Black Federal Employees in Professional, Administrative, and Technical Occupations Increased During Downsizing



Sources: U.S. OPM's Central Personnel Data File
Federal Equal Opportunity Recruitment Program Report to Congress (FY93 & FY98)

Two-thirds of Black Employees in the Permanent Federal Workforce are in General Schedule and Related Grades 5 through

12
September 30, 1998

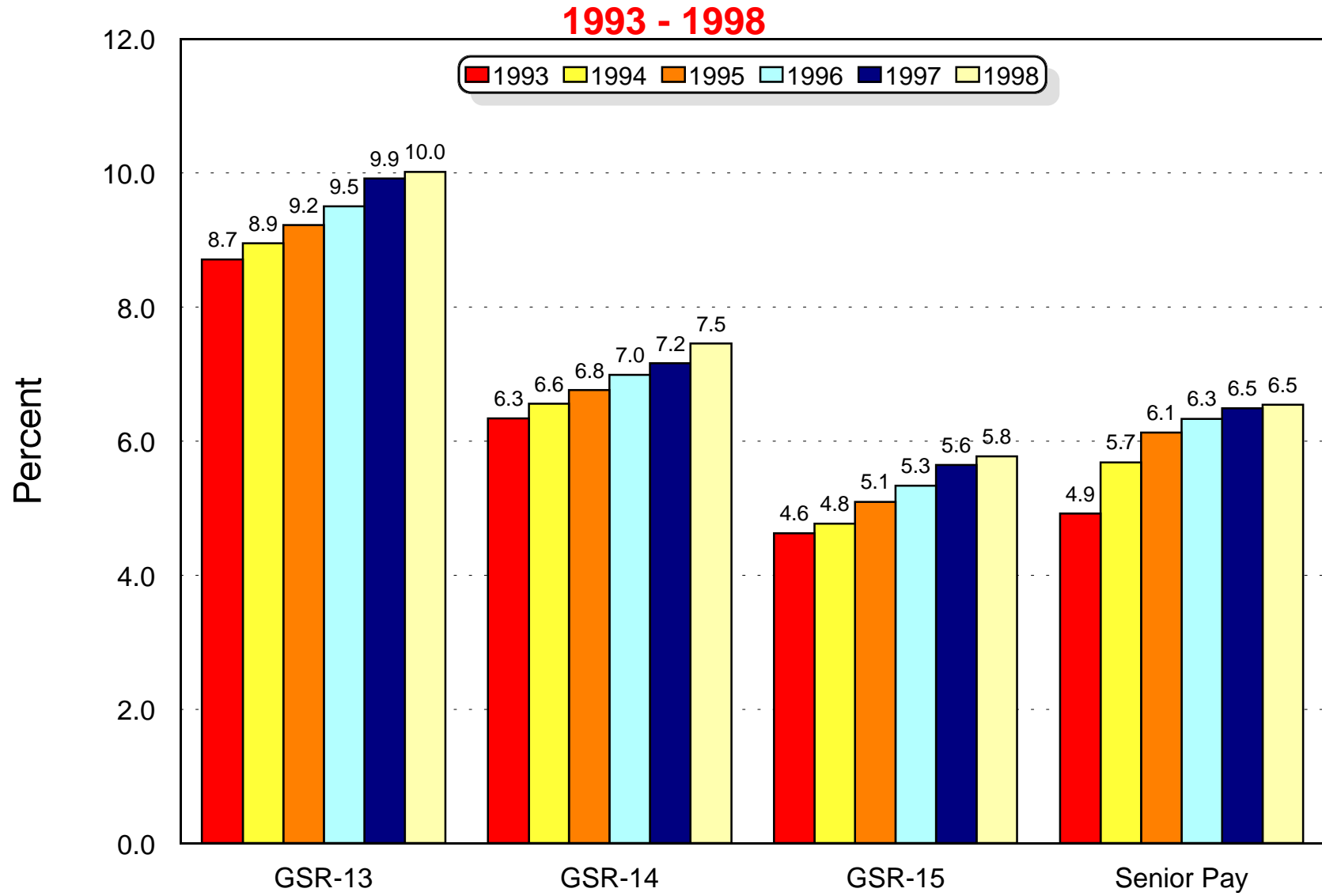


PERMANENT EMPLOYMENT OF BLACKS IN SELECTED PAY LEVELS

1993 - 1998

- ◆ **The overall representation of Blacks at General Schedule and Related (GSR) Grades 13-15 and Senior Pay Levels has continuously increased in the last six years.**
- ◆ **Blacks made up 10.0 percent of GSR Grade 13 permanent Federal workforce in 1998 compared to 8.7 percent in 1993.**
- ◆ **Blacks made up 7.5 percent of GSR Grade 14 permanent Federal workforce in 1998 compared to 6.3 percent in 1993.**
- ◆ **Blacks made up 5.8 percent of GSR Grade 15 permanent Federal workforce in 1998 compared to 4.6 percent in 1993.**
- ◆ **Blacks made up 6.5 percent of Senior Pay Levels permanent Federal workforce in 1998 compared to 4.9 percent in 1993.**

Representation of Blacks at General Schedule and Related Grades 13-15 and Senior Pay Levels Increased in the Last Six Years



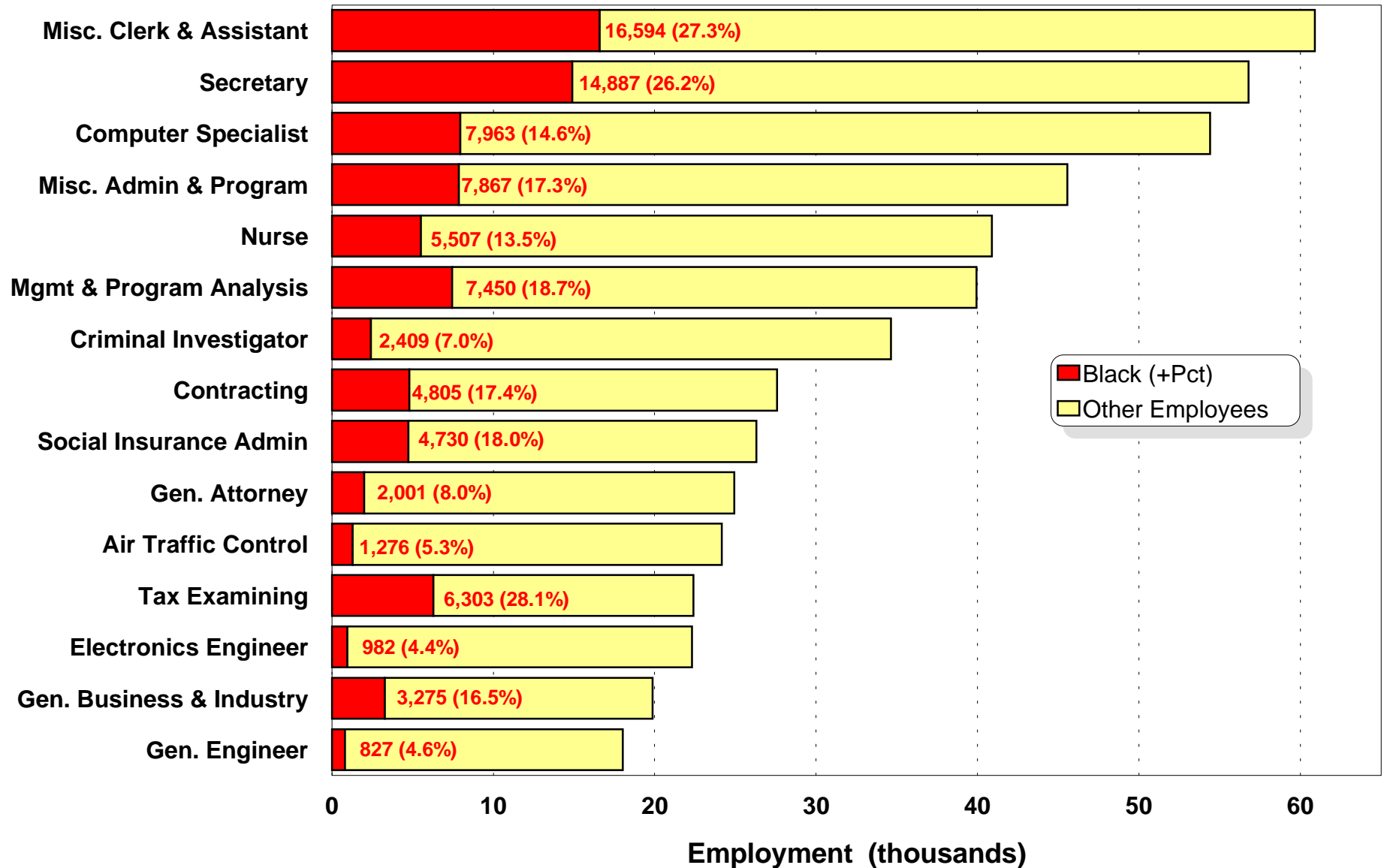
BLACKS IN SELECTED FEDERAL OCCUPATIONS

1998

- ◆ **Among the most populous occupations in the permanent Federal workforce, Blacks are best represented in the Tax Examining (28.1 percent), Miscellaneous Clerk & Assistants (27.3 percent), and Secretary (26.2 percent) series.**
- ◆ **Among growing occupations (i.e., occupations with 5,000 or more employees with the largest net gain from 1994 to 1998) in the permanent Federal workforce, Blacks represented 28.1 percent of all Tax Examiners.**
- ◆ **Among declining occupations (i.e., occupations with 5,000 or more employees with the largest net decline from 1994 to 1998) in the permanent Federal workforce, Blacks represented 51.4 percent of all Nursing Assistants and 51.0 percent of Food Service Workers.**

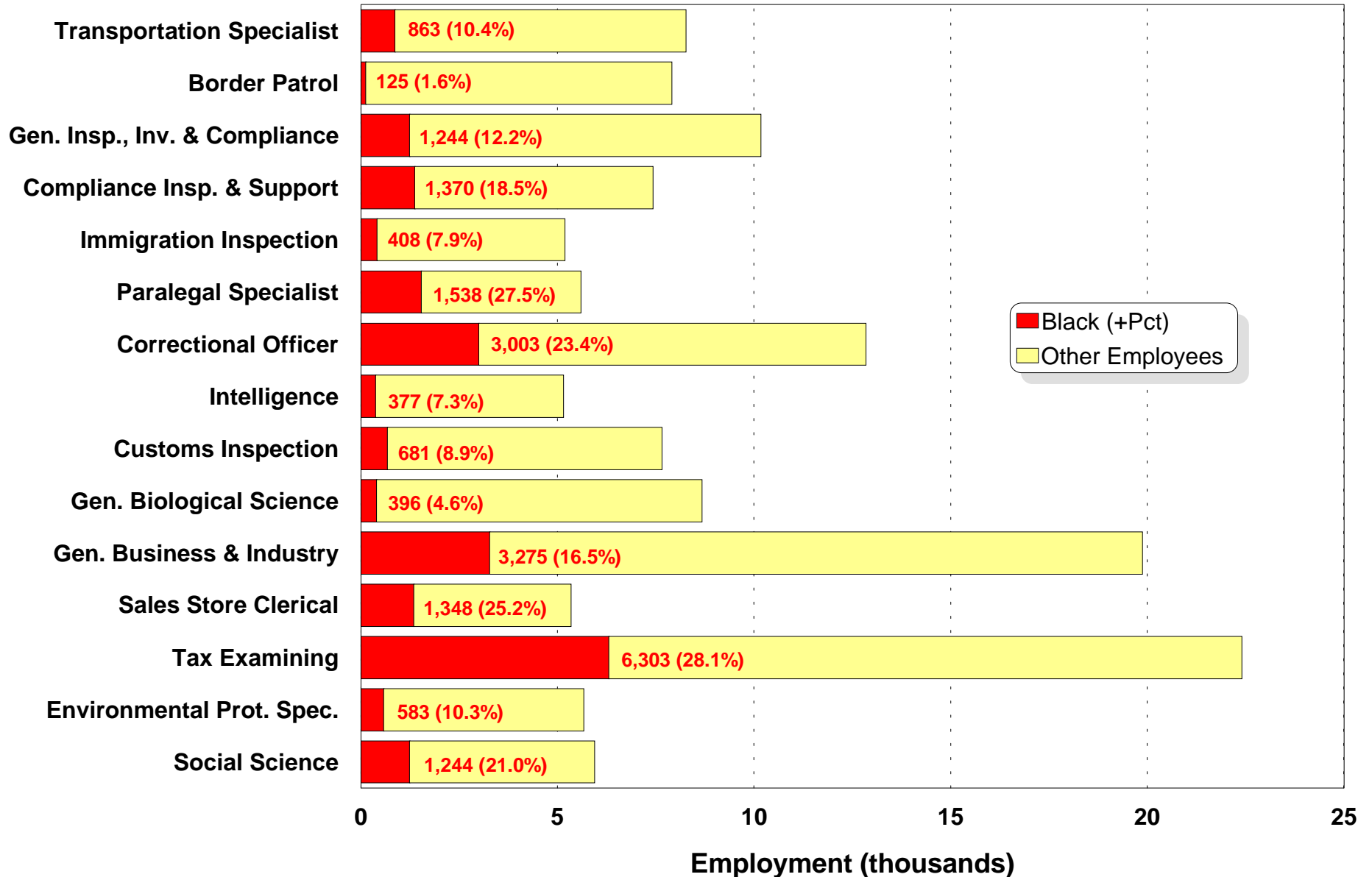
Representation of Blacks in the 15 Most Populous Occupations in the Permanent Federal Workforce

September 30, 1998



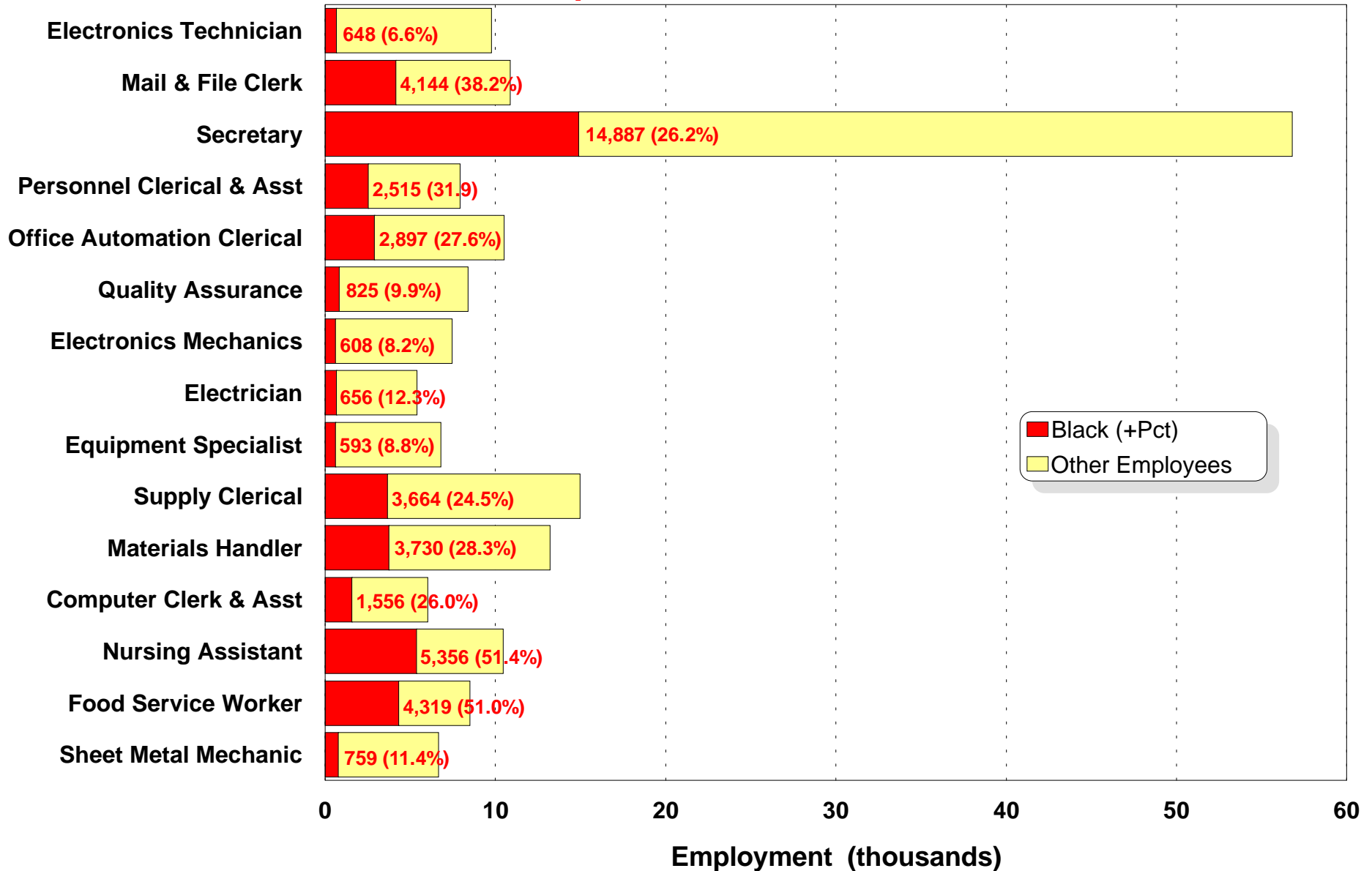
Representation of Blacks in Growing Occupations in the Permanent Federal Workforce

September 30, 1998



Representation of Blacks in Declining Occupations in the Permanent Federal Workforce

September 30, 1998



BLACKS

**FEDERAL WORKFORCE
DYNAMICS**

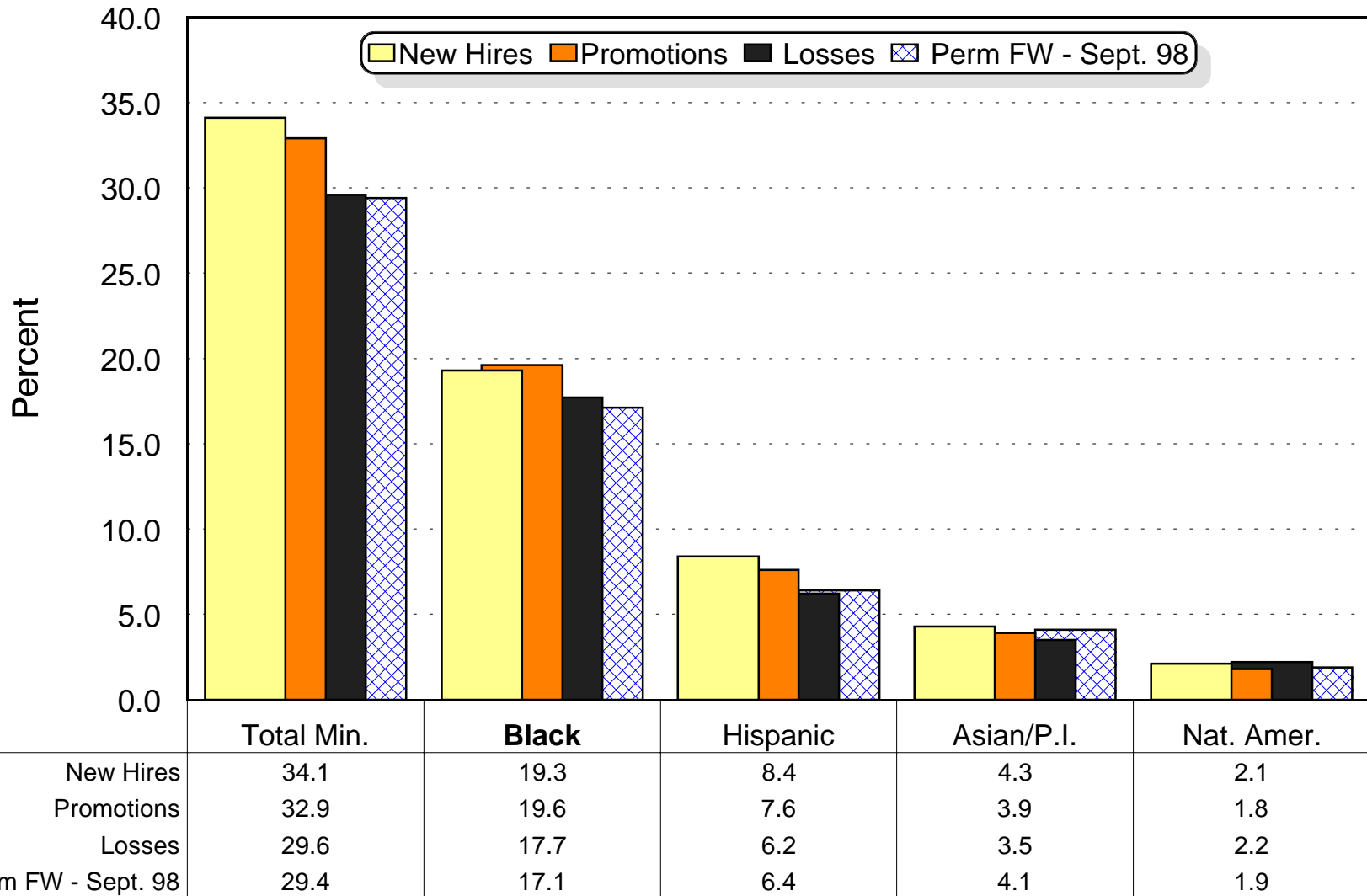
HIRING, LOSS, AND PROMOTION TRENDS FOR BLACKS IN THE FEDERAL GOVERNMENT

Fiscal Year 1998

- ◆ **Blacks accounted for 19.3 percent of permanent new hires.**
- ◆ **Blacks accounted for 17.7 percent of permanent losses.**
- ◆ **Blacks accounted for 19.6 percent of permanent promotions.**
- ◆ **Blacks averaged 11.3 percent of all permanent promotions at General Schedule and Related (GSR) grades 13-15 and Senior Pay levels.**
- ◆ **The representation of Blacks among all permanent new hires remained above their Federal workforce representation during government downsizing.**
- ◆ **Data Transcribers topped the list of occupations into which Black permanent hires were made.**
- ◆ **Over forty-eight percent of the white-collar permanent new hires of Blacks were in GSR Grades 1-4.**

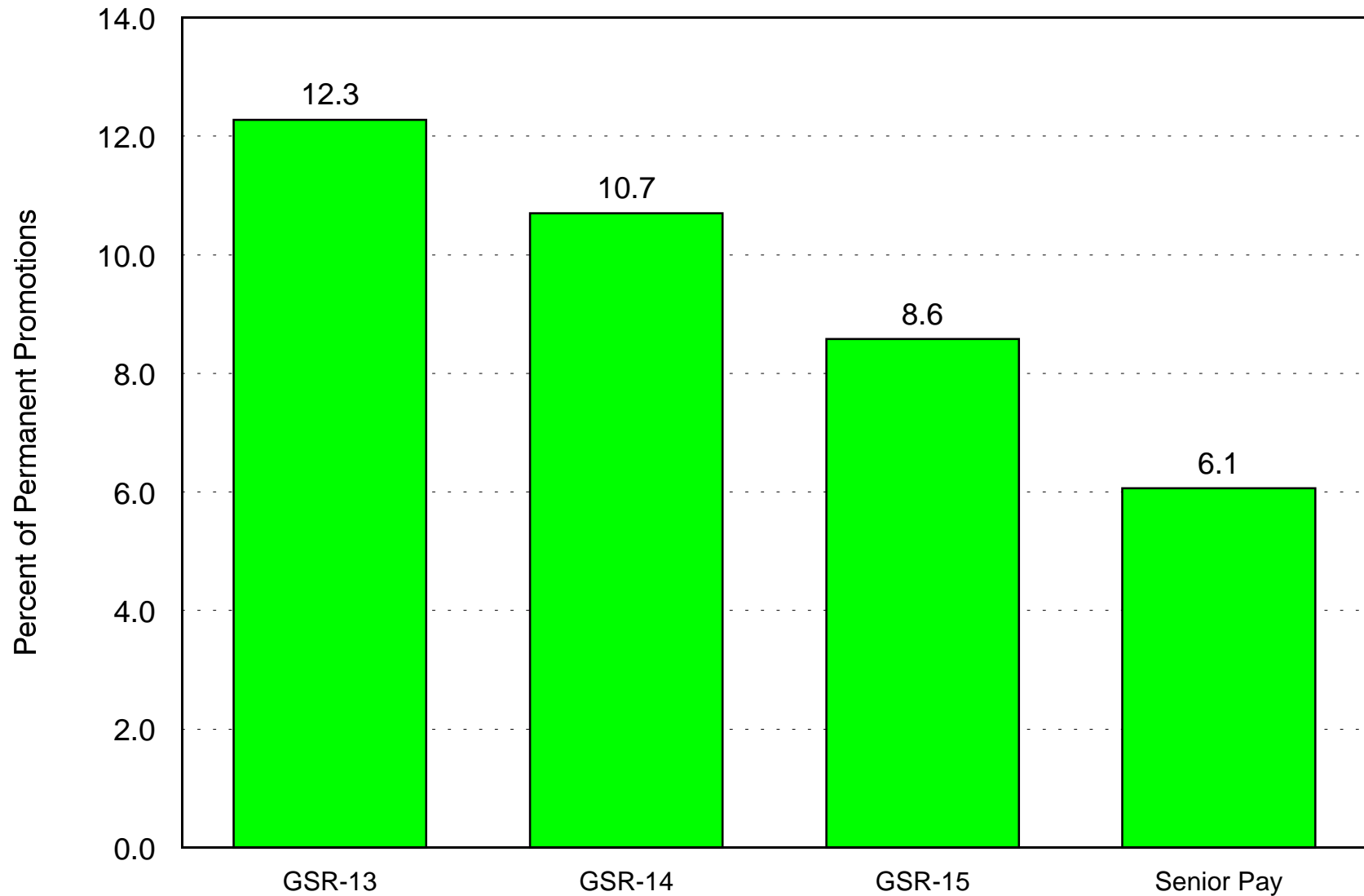
Black Percentage of Permanent New Hires Was Above Their Representation in the Federal Workforce

Fiscal Year 1998

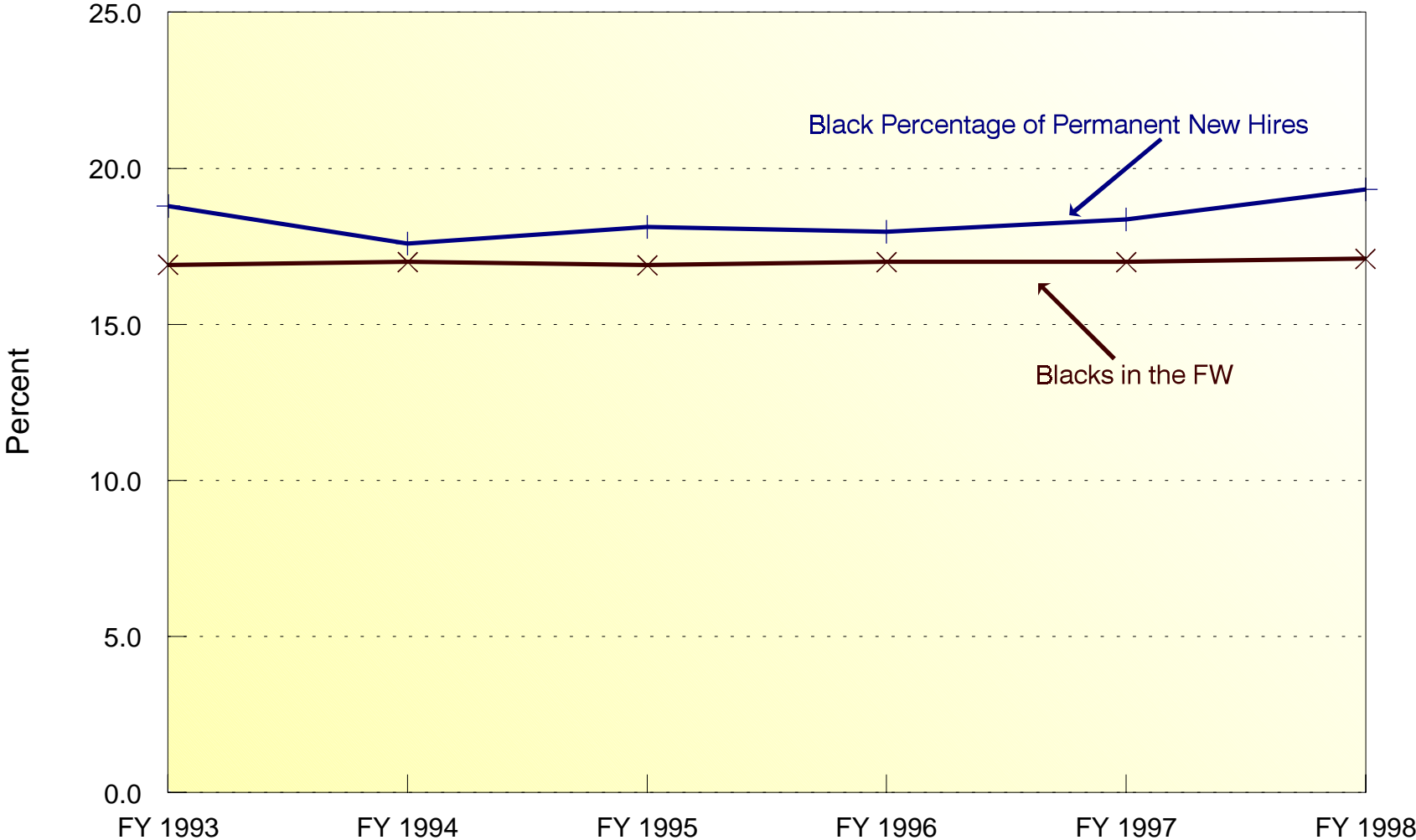


Blacks Averaged 11.3 Percent of all Permanent Promotions at General Schedule and Related Grades 13-15 and Senior Pay Levels

Fiscal Year 1998



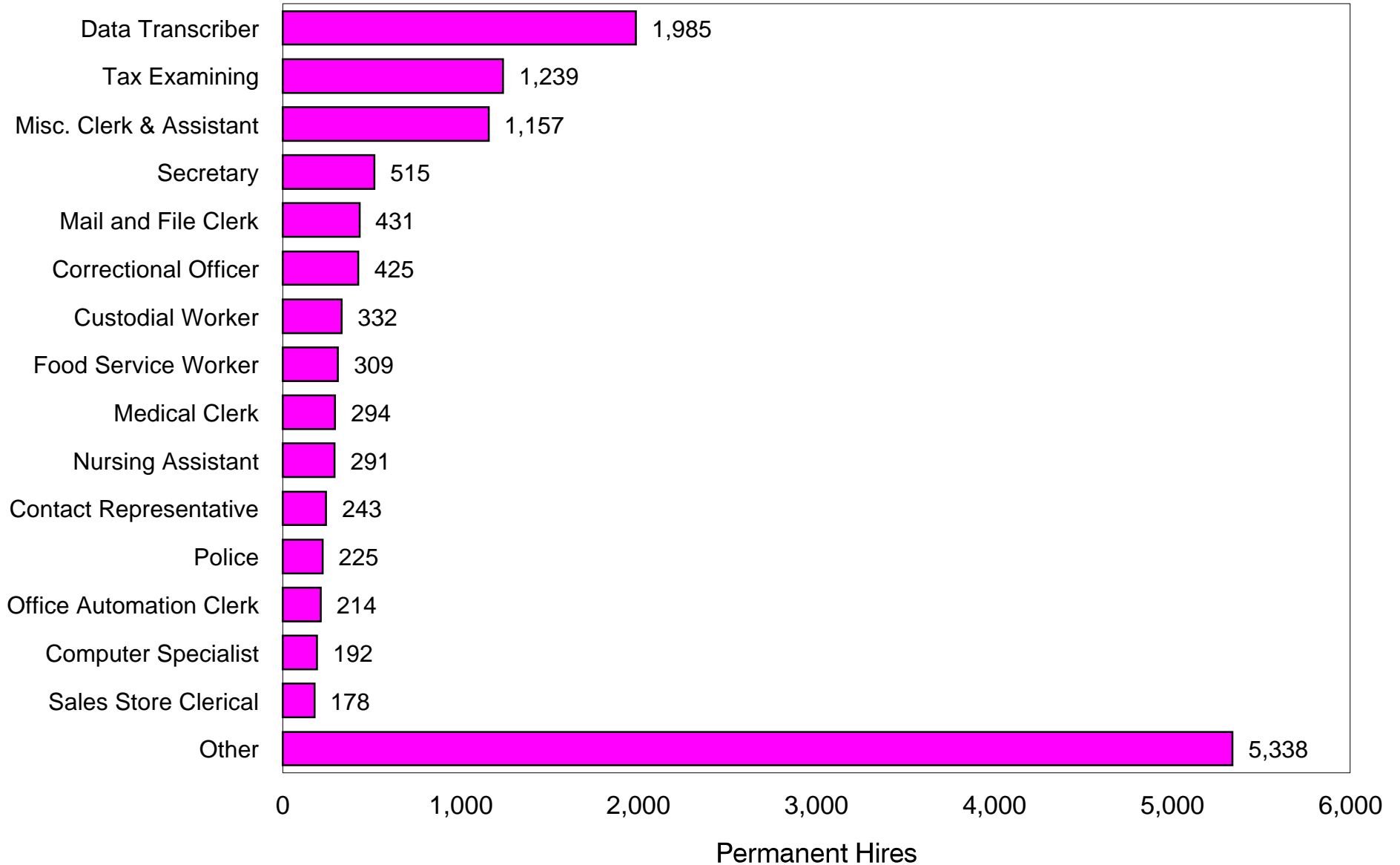
The Representation of Blacks Among All Permanent New Hires Remained Above Their Federal Workforce Representation During Government Downsizing



Sources: U.S. OPM's Central Personnel Data File
FY98 Federal Equal Opportunity Recruitment Program Report to Congress

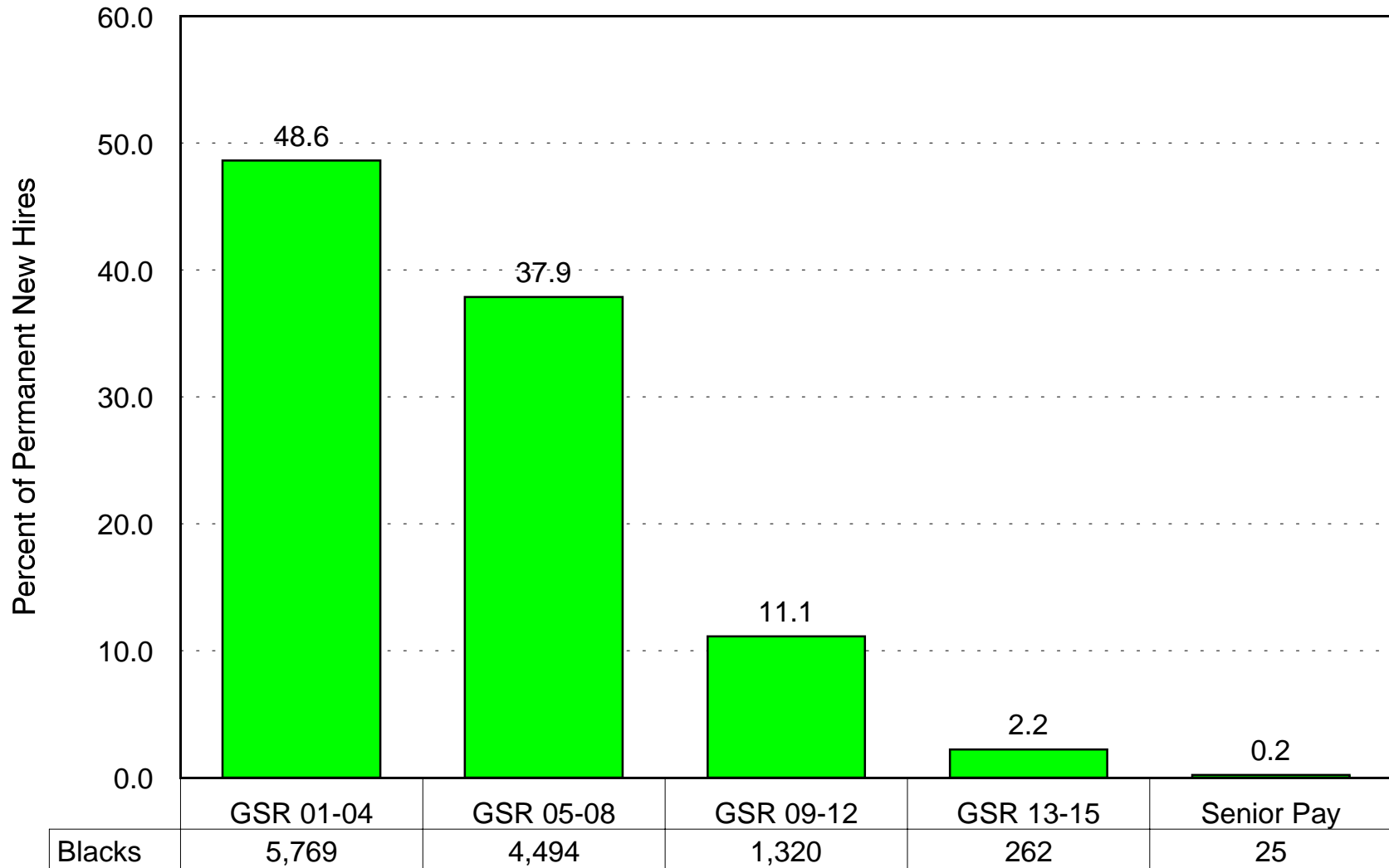
Top 15 Occupations for Black Permanent Hires

Fiscal Year 1998



Over Forty-Eight Percent of the White-Collar Permanent New Hires of Blacks were in General Schedule and Related Grades 1-4

Fiscal Year 1998



HIRING OF BLACKS IN SELECTED STUDENT EMPLOYMENT PROGRAMS

Fiscal Year 1998

- ◆ There were 818 Black hires into the Student Career Experience (formerly Cooperative Education) Program during 1998; representing 20 percent of all (4,113) program hires during the period. The six agencies below hired 69 percent of the total participants and 57 percent of the Black participants:

**Navy
Agriculture**

**Justice
Interior**

**Army
NASA**

- ◆ There were 4,306 Black hires into the Student Temporary Employment Program during 1998; representing 28 percent of all (15,575) program hires during the period. The six agencies below hired 59 percent of the total participants and 56 percent of the Black participants.

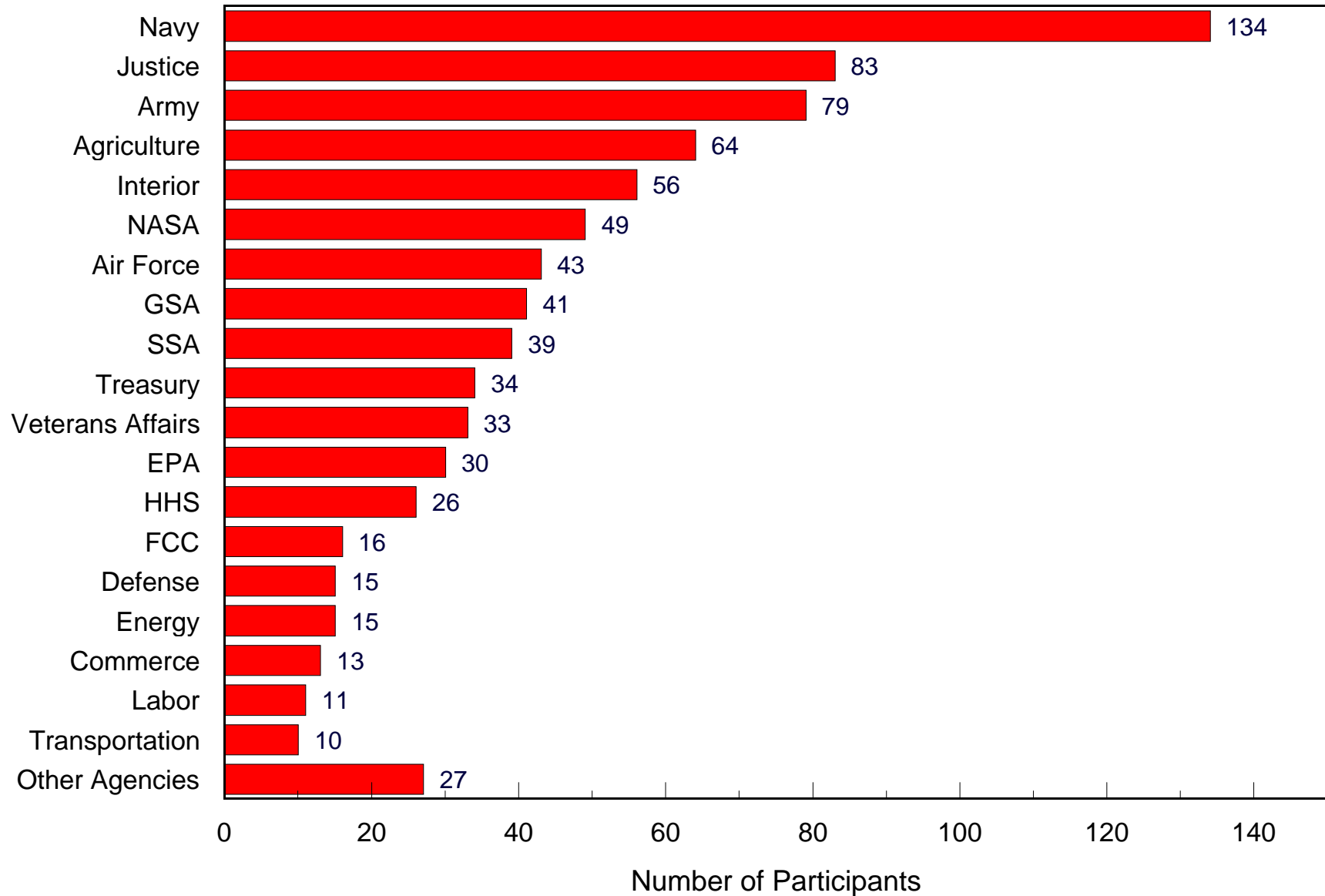
**Justice
HHS**

**SSA
Army**

**Agriculture
Air Force**

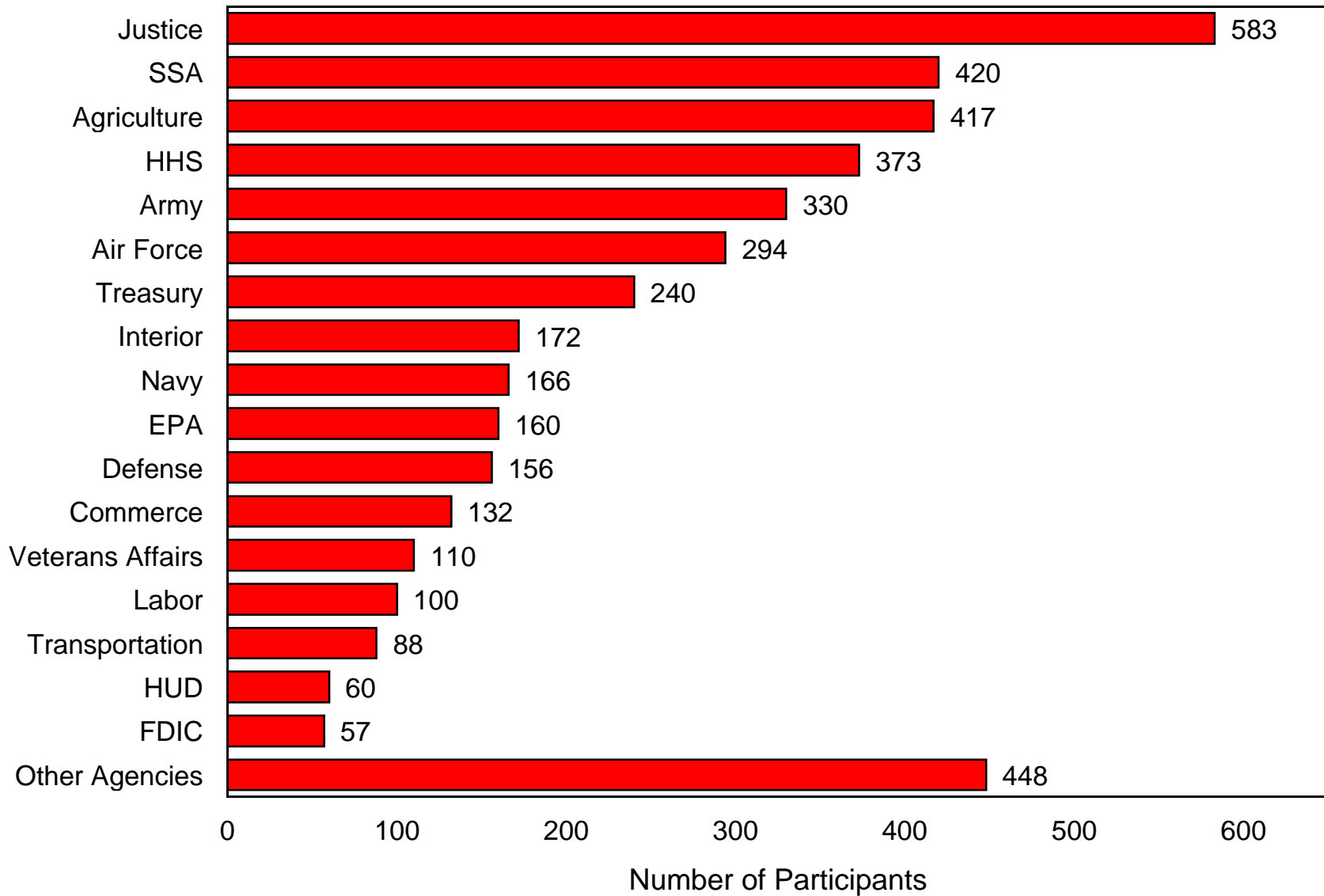
Participation of Blacks in the Student Career Experience Program

Fiscal Year 1998



Participation of Blacks in the Student Temporary Employment Program

Fiscal Year 1998



LIST OF AGENCY ABBREVIATIONS

EXECUTIVE DEPARTMENTS

Air Force - Department of the Air Force
Agriculture - Department of Agriculture
Army - Department of the Army
Commerce - Department of Commerce
Defense - Department of Defense (does not include Army, Air Force, Navy)
Education - Department of Education
Energy - Department of Energy
HHS - Department of Health and Human Services
HUD - Department of Housing and Urban Development

Interior - Department of Interior
Justice - Department of Justice
Labor - Department of Labor
Navy - Department of the Navy
State - Department of State
Transportation - Department of Transportation
Treasury - Department of Treasury
VA - Department of Veterans Affairs

INDEPENDENT AGENCIES (500+ EMPLOYEES)

AFRH - Armed Forces Retirement Home
CFTC - Commodity Futures Trading Commission
EEOC - Equal Employment Opportunity Commission
EPA - Environmental Protection Agency
FCC - Federal Communications Commission
FDIC - Federal Deposit Insurance Corporation
FEMA - Federal Emergency Management Agency
FTC - Federal Trade Commission
GSA - General Services Administration
NARA - National Archives Records Administration
NASA - National Aeronautics Space Administration

NLRB - National Labor Relations Board
NRC - Nuclear Regulatory Commission
NSF - National Science Foundation
OPM - Office of Personnel Management
PBGC - Pension Benefit Guaranty Corporation
RRB - Railroad Retirement Board
SBA - Small Business Administration
SEC - Securities and Exchange Commission
SI - Smithsonian Institute
SSA - Social Security Administration
USIA - United States Information Agency