

Asian/Pacific Islanders 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 (OPM) 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 Asian/Pacific Islanders in the nation and the Federal 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

Asian/Pacific Islanders constitute 4.1 percent of the permanent Federal civilian workforce (FW) compared to 3.7 percent of the civilian labor force (CLF). However, Asian/Pacific Islanders are underrepresented, when compared to the relevant civilian labor force (RCLF)*, in 13 of the 39 Federal executive departments and independent agencies (with 500+ employees). Highlights of this profile include:

Geographic Distribution -- California and Hawaii each employ more than 10 percent of all Asian/Pacific Islander Federal employees.

Average General Schedule Grade -- The predominant white-collar pay plan in the Federal Government is the General Schedule (GS). Asian/Pacific Islanders have an average GS grade of 9.3, which is the highest average grade of any minority group and almost equal to the average grade of Federal employees overall (9.4).

Educational Attainment -- Over half (54 percent) of all Asian/Pacific Islanders in Federal civilian service earned a bachelor's degree or higher compared to 40 percent for all Federal civilian employees. This high level of academic achievement is reflected in the high percentage (34 percent) of Asian/Pacific Islanders in professional occupations and their significant representation in higher pay levels.

Occupations -- Asian/Pacific Islanders equal or exceed their overall CLF representation rate (3.7 percent) in 6 of the top 15 "growing occupations" and 7 of the top 15 "declining occupations." Almost three-quarters of all Federally employed Asian/Pacific Islanders are in Professional, Administrative or Technical occupations.

Salaries -- The average salary for Federally employed Asian/Pacific Islanders is \$45,566 compared to \$44,886 for the average Federal civilian employee.

*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.

ASIAN/PACIFIC ISLANDERS

**IN THE NATION
AND
FEDERAL WORKFORCE**

ASIAN/PACIFIC ISLANDERS IN THE NATION

1998

- ◆ **An Asian/Pacific Islander is a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.**
- ◆ **According to 1997 Bureau of the Census figures, there were 10.0 million Asian/Pacific Islanders, an estimated 3.7 percent of the nation's 268 million population.**
- ◆ **The number of Asian/Pacific Islanders is projected to reach 15.3 million by 2010, and 19.7 million by 2020.**
- ◆ **According to 1997 Bureau of the Census data, 42.2 percent of all Asian/Pacific Islanders (age 25 and older) had earned a bachelor's degree or higher, compared with 23.9 percent of the overall population.**

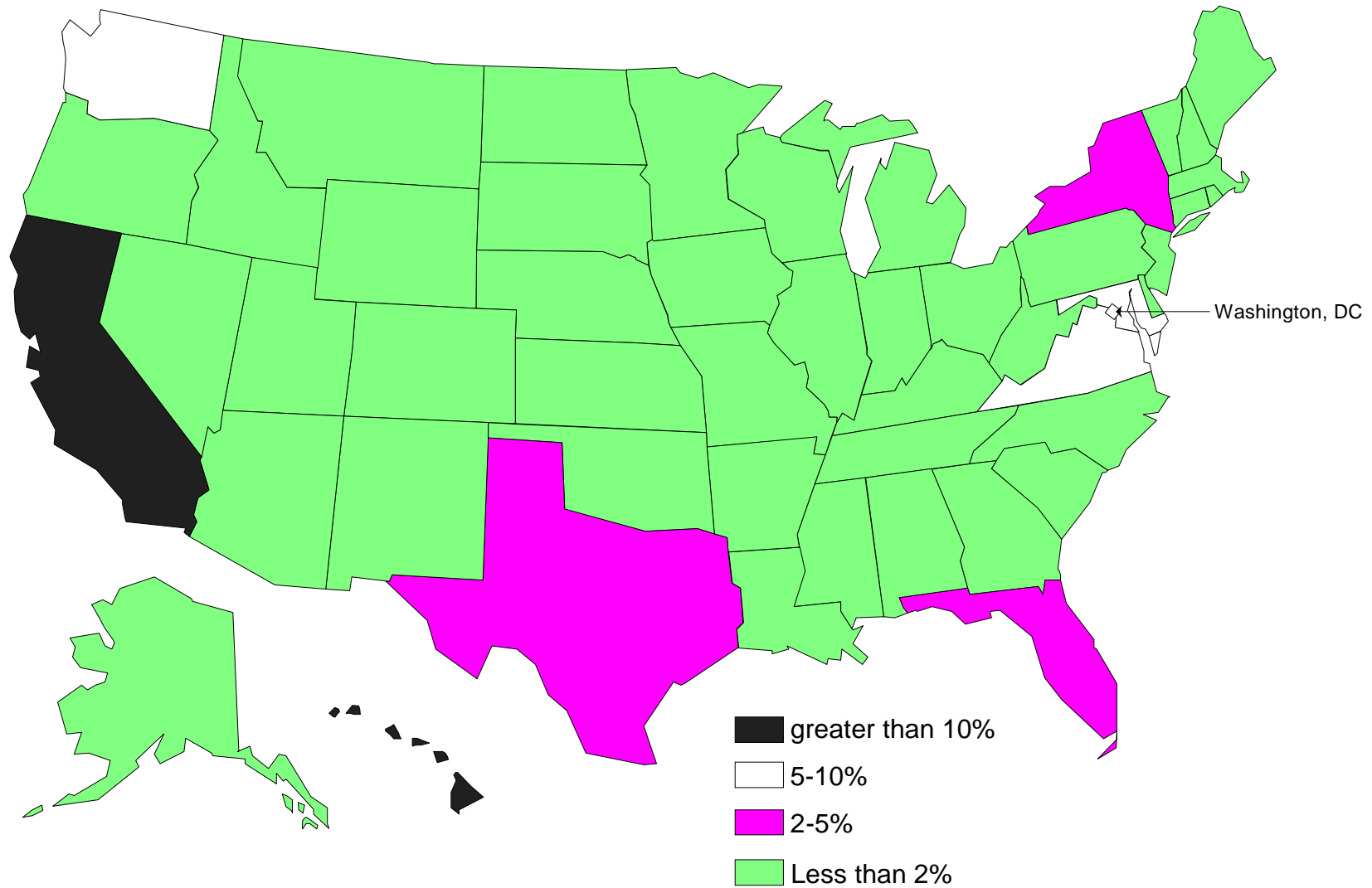
DISTRIBUTION OF FEDERALLY EMPLOYED ASIAN/PACIFIC ISLANDERS BY STATE

1998

- ◆ **California and Hawaii each employ more than 10 percent of all Asian/Pacific Islander Federal employees.**
- ◆ **The District of Columbia (Washington DC), Maryland, Virginia and Washington each employ between 5 and 10 percent of all Asian/Pacific Islander Federal employees.**
- ◆ **Florida, New York, and Texas each employ between 2 and 5 percent of all Asian/Pacific Islander Federal employees.**

Distribution of Asian/Pacific Islander Federal Employees by State

September 30, 1998



ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE

1998

- ◆ **As of September 30, 1998, there are 68,380 Asian/Pacific Islanders in the permanent Federal civilian workforce (FW).**
- ◆ **Over half (54 percent) of Federally employed Asian/Pacific Islanders have a bachelor's degree or higher compared to 40 percent of the overall FW.**
- ◆ **Federally employed Asian/Pacific Islanders have a higher average salary (\$45,566) than the average Federal employee (\$44,886).**
- ◆ **Thirty-seven percent (25,255) of Asian/Pacific Islanders in the permanent FW are age 50 or older.**
- ◆ **Asian/Pacific Islanders make up 4.1 percent of the permanent FW, and 3.7 percent of the civilian labor force (CLF).**
- ◆ **Asian/Pacific Islanders made up 3.1 percent of the permanent FW in 1988 compared to 4.1 percent in 1998.**

ASIAN/PACIFIC ISLANDERS IN THE FEDERAL EXECUTIVE BRANCH WORKFORCE

1998

Demographic Indicator	Average Federal Civilian Employee	Average Federal Asian/PI Employee	Average Federal Asian/PI Employee (Men)	Average Federal Asian/PI Employee (Women)
Average Age (years)	45.6	46.1	46.9	45
Average Years of Service	16.6	14.3	15	13.2
Education Level (percent with Bachelor's Degree or higher)	40	54	57	50.2
Gender (percent)				
- Men	56	57	100	0
- Women	44	43	0	100
Veterans with Preference (percent)	25	18.6	30.5	2.6
Vietnam Era Veterans (percent)	14.4	12.3	20.9	0.9
Disabled (percent)	7.1	5.0	5.8	4.0

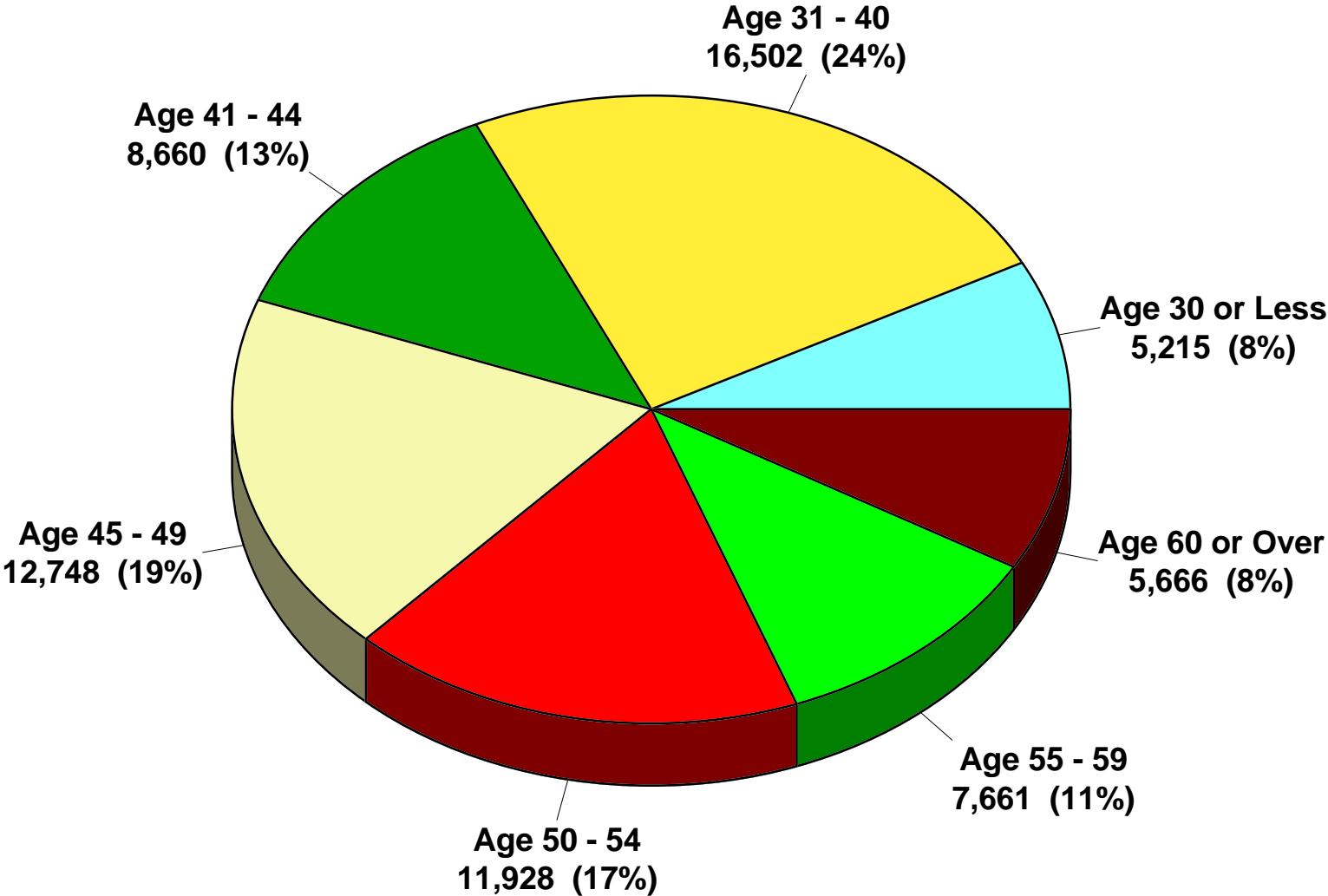
ASIAN/PACIFIC ISLANDERS IN THE FEDERAL EXECUTIVE BRANCH WORKFORCE (Continued)

1998

Employment Indicator	Average Federal Civilian Employee	Average Federal Asian/PI Employee	Average Federal Asian/PI Employee (Men)	Average Federal Asian/PI Employee (Women)
Average Adjusted Basic Pay (\$)				
- Worldwide	44,886	45,566	48,981	40,999
- Washington, DC MSA	57,371	57,957	62,653	51,822
Average GS Grade	9.4	9.3	10.3	8.3
Pay Systems (percent)				
- General Schedule	72	64	56	73.5
- Wage	14	15	23	3.3
- Others	14	22	21	23.2
Work Schedule (percent)				
- Full-time	93	88	89	87
- Part-time	3	5	3	7
- Intermittent	4	7	8	6
Tenure (percent)				
- Permanent	90	84	85	84
- Temporary	10	16	15	16
Service Category (percent)				
- Competitive	76.8	70.8	72.2	68.8
- Excepted	22.8	29.1	27.6	31.1
- Senior Executive Service	0.4	0.2	0.2	0.1
Supervisors or Managers (percent)	10.9	7.3	9.0	4.9

Distribution of Asian/Pacific Islanders in the Permanent Federal Civilian Workforce Within Selected Age Groups

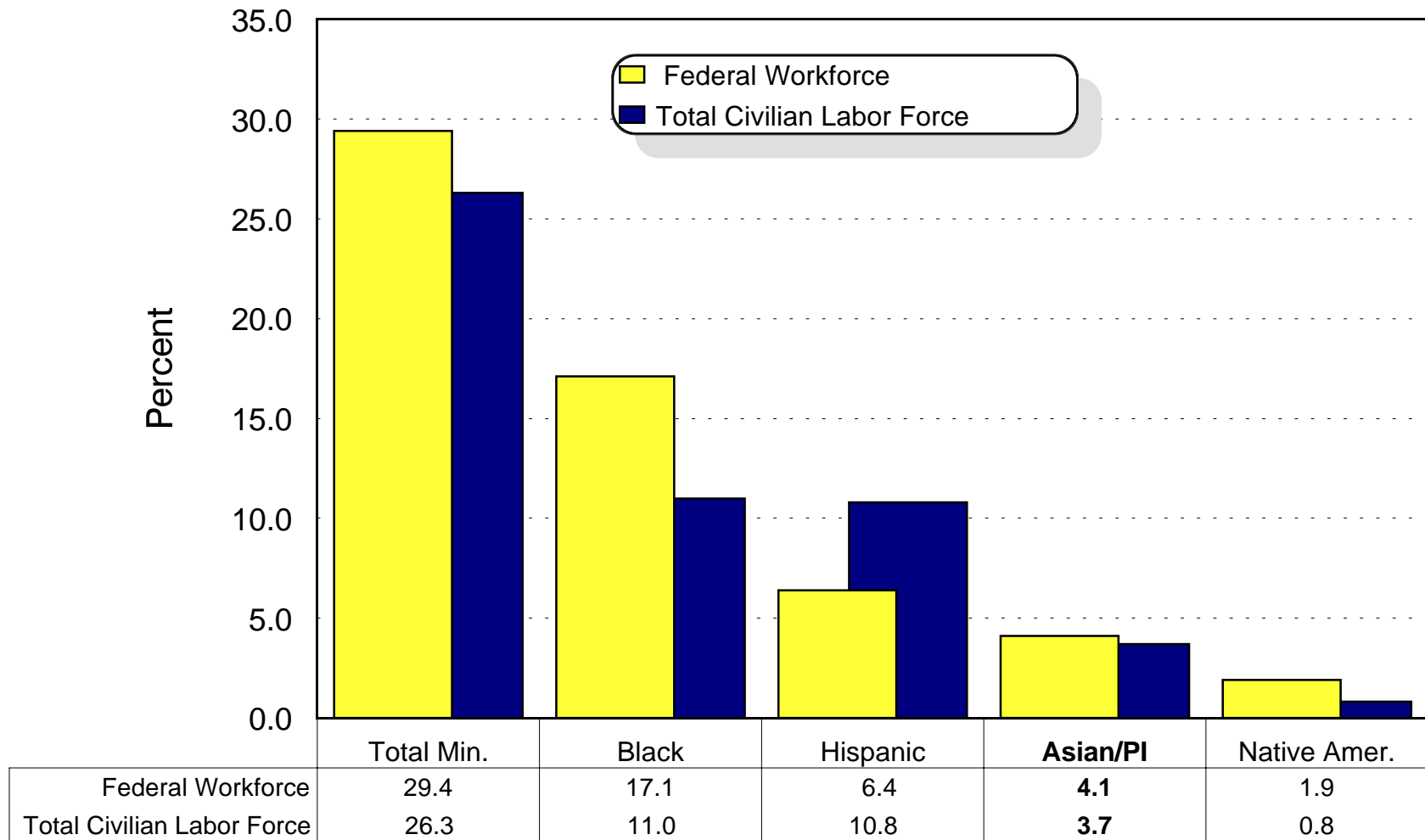
September 30, 1998



Source: U.S. OPM's Central Personnel Data File

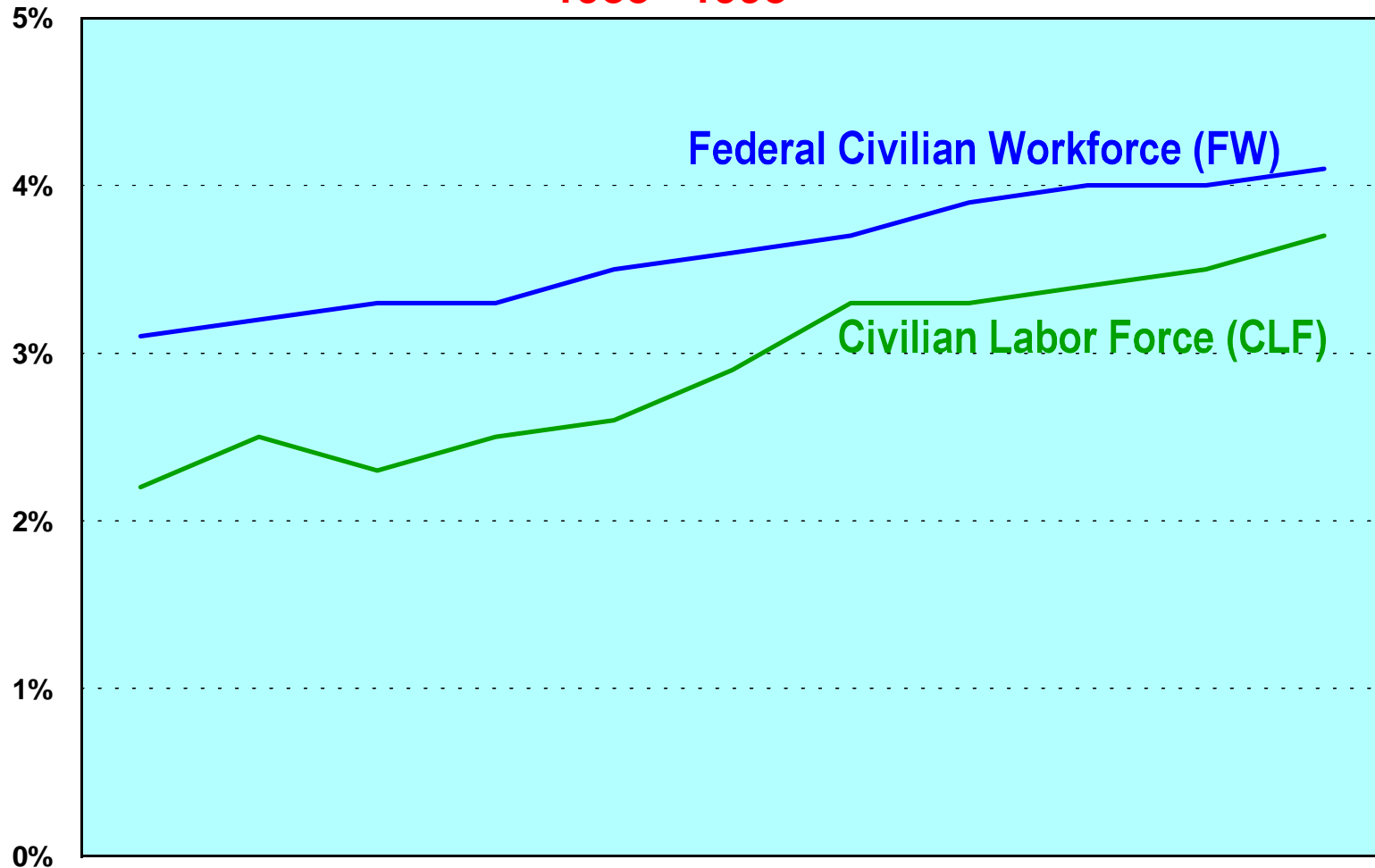
Asian/Pacific Islanders Are Better Represented in the Permanent Federal Workforce Than in the Civilian Labor Force

September 30, 1998



Trend in Asian/Pacific Islander Representation in the FW and CLF

1988 - 1998



	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
% in the FW	3.1	3.2	3.3	3.3	3.5	3.6	3.7	3.9	4.0	4.0	4.1
% in the CLF	2.2	2.5	2.3	2.5	2.6	2.9	3.3	3.3	3.4	3.5	3.7
Difference (FW-CLF)	0.9	0.7	1.0	0.8	0.9	0.7	0.4	0.6	0.6	0.5	0.4

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 ASIAN/PACIFIC ISLANDERS AMONG FEDERAL AGENCIES

September 30, 1998

- ◆ The following agencies employ 52 percent of the permanent Federal civilian workforce (FW) and 64 percent of Asian/Pacific Islanders:

**Navy
Air Force**

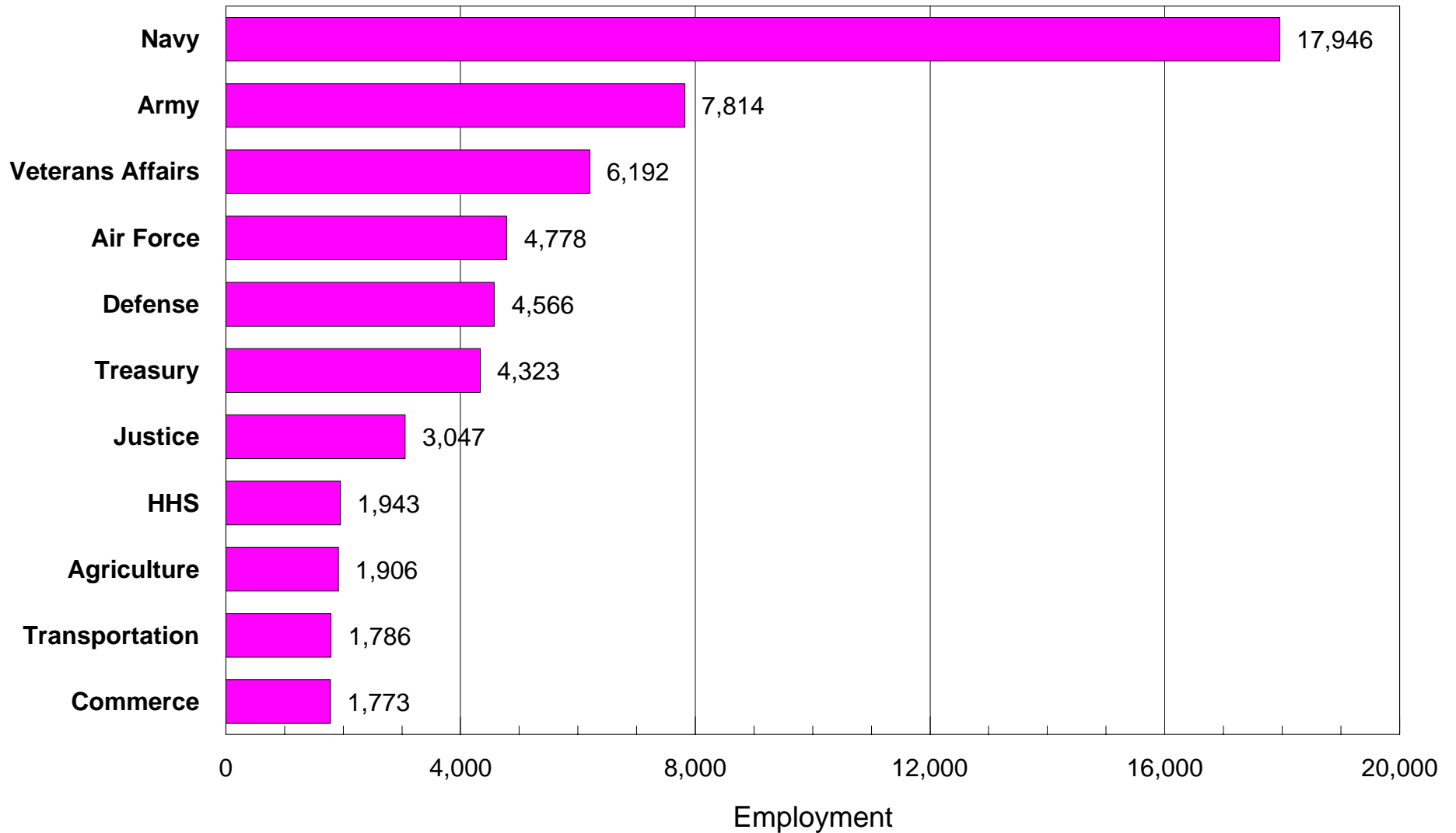
**Army
Defense**

Veterans Affairs

- ◆ Navy is the largest employer of Asian/Pacific Islanders. Navy's 17,946 Asian/Pacific Islander employees represented 9.6 percent of their permanent FW.
- ◆ The representation of Asian/Pacific Islanders in the permanent FW equals or exceeds their relevant civilian labor force (RCLF) percentage in 14 of 17 Executive Departments.
- ◆ The representation of Asian/Pacific Islanders in the permanent FW equals or exceeds their RCLF percentage in 12 of 22 independent agencies (with 500 or more 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.

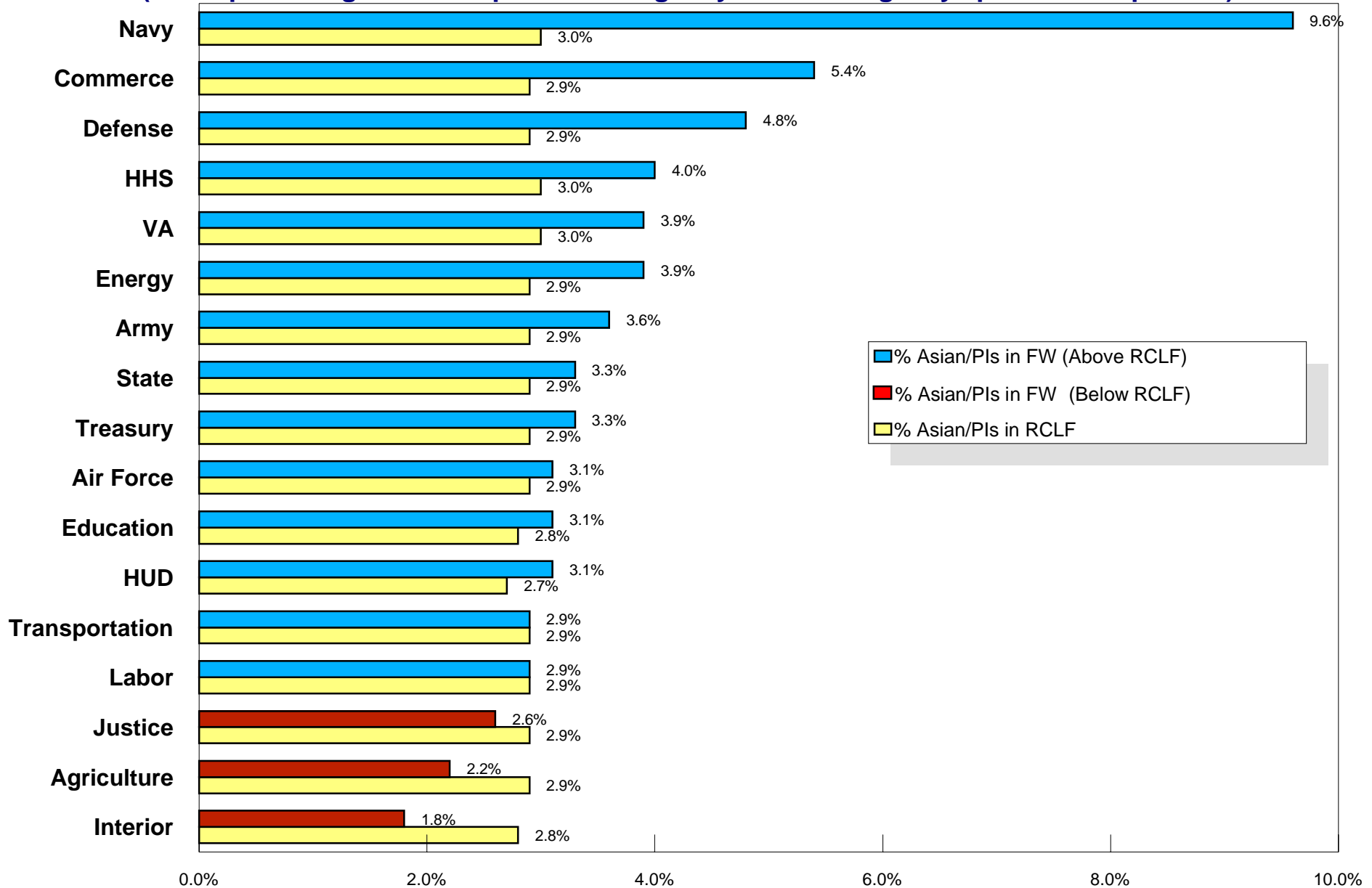
Federal Executive Branch Agencies With the Largest Employment of Asian/Pacific Islanders in Their Permanent Workforce

September 30, 1998



Representation of Asian/Pacific Islanders in Executive Departments

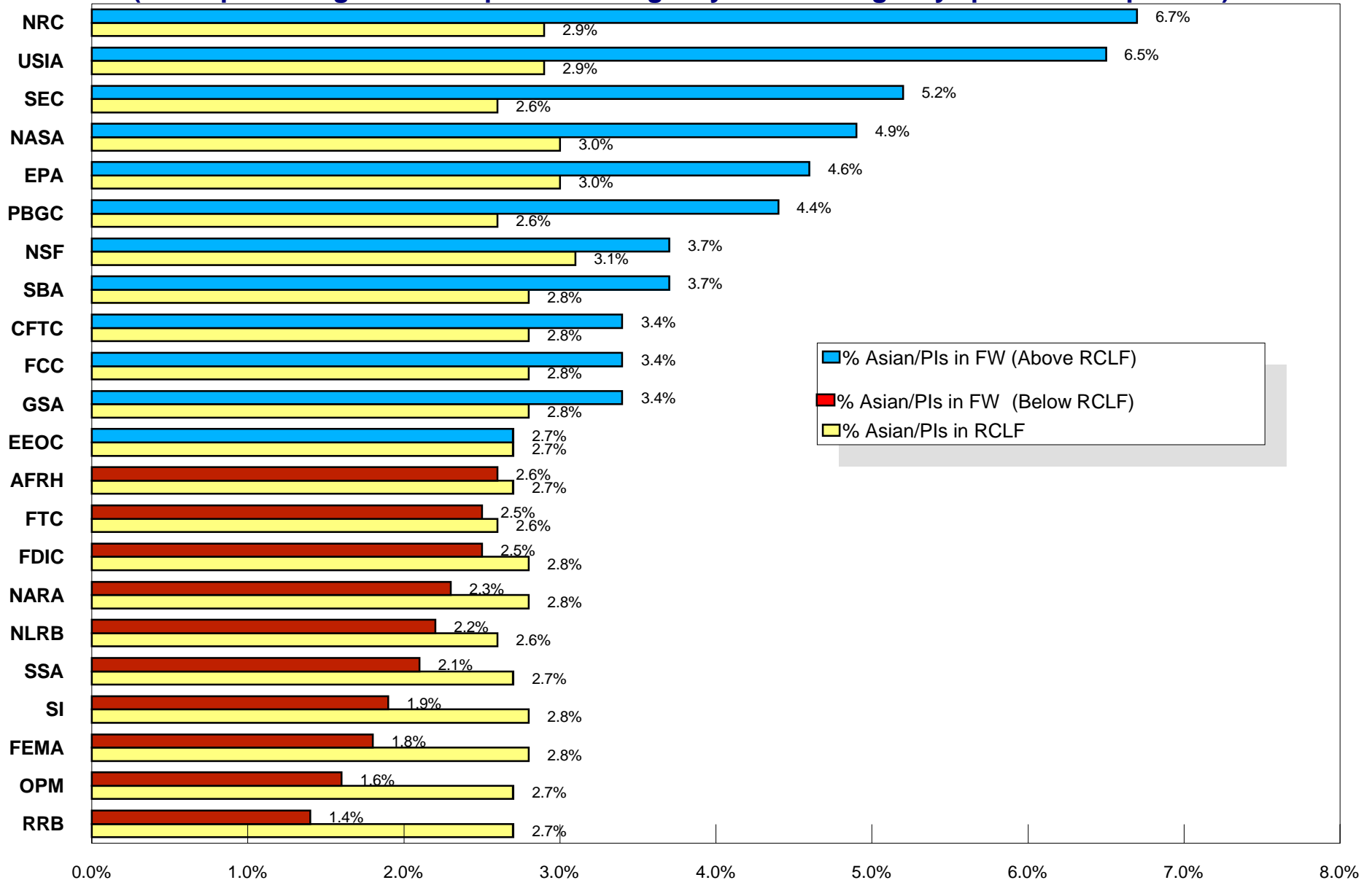
(RCLF percentages are unique to each agency based on agency specific occupations)



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 Asian/Pacific Islanders 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

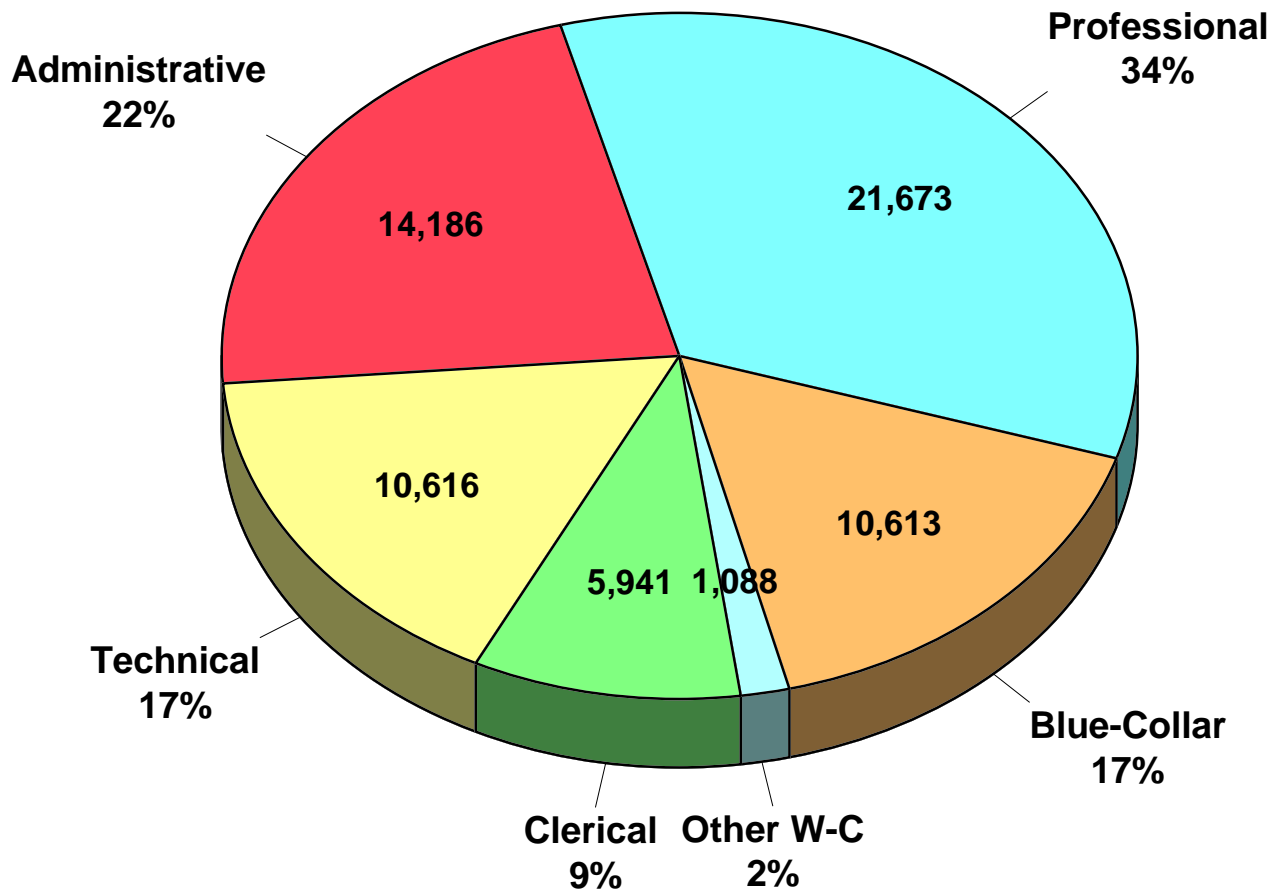
DISTRIBUTION OF ASIAN/PACIFIC ISLANDERS BY OCCUPATION AND GRADE

1998

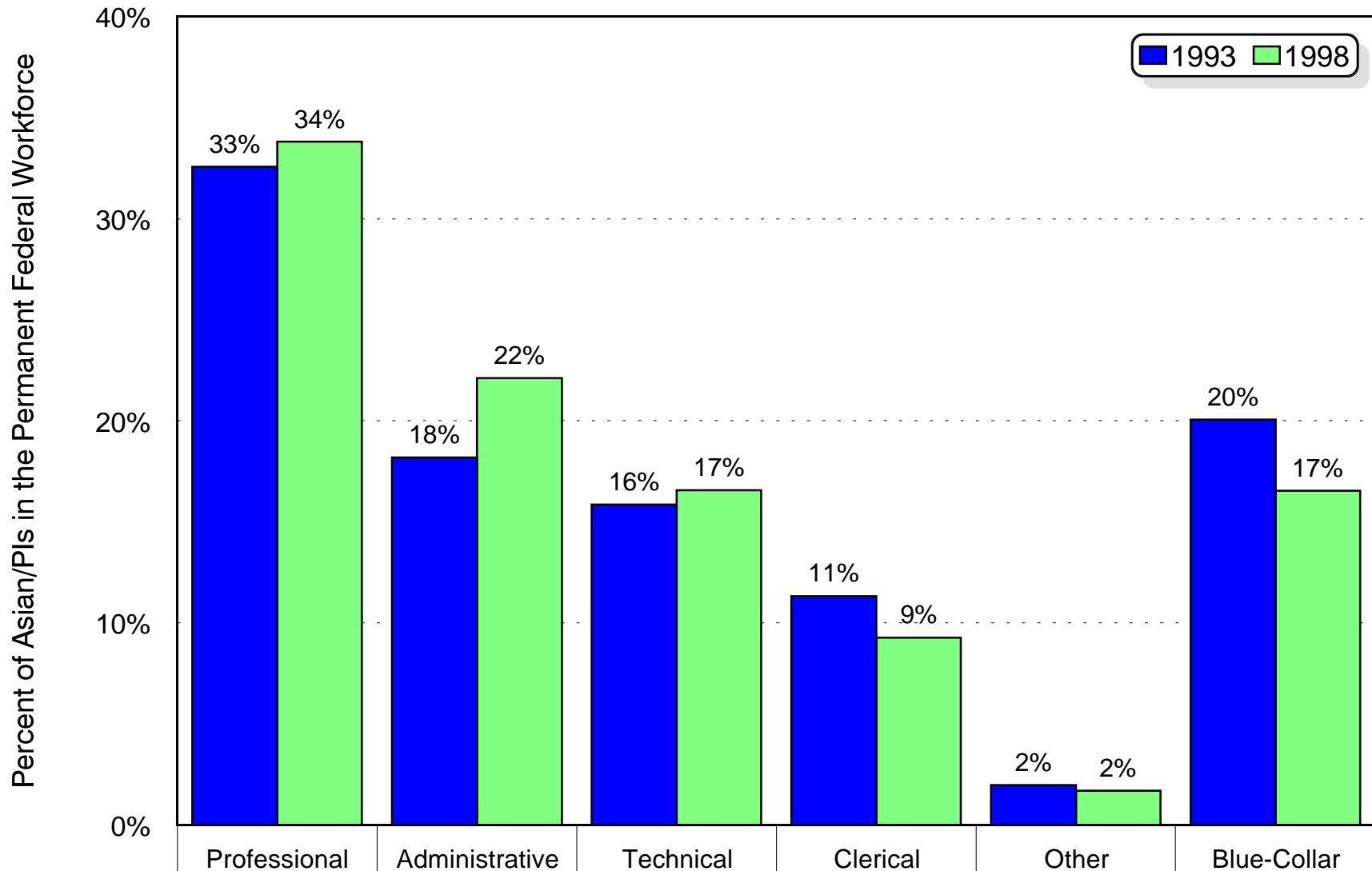
- ◆ **Seventy-three percent of Asian/Pacific Islanders hold permanent positions in professional, administrative or technical occupations in General Schedule and Related (GSR) and Senior Pay Levels.**
- ◆ **Despite downsizing, the percentage of all Asian/Pacific Islander employees in professional, administrative, and technical occupations has increased since 1993.**
- ◆ **One out of five (20 percent) Asian/Pacific Islanders employed in the permanent Federal civilian workforce is at GSR Grade 13 or above.**

Seventy-Three Percent of Asian/Pacific Islanders Hold Permanent Positions in Professional, Technical or Administrative Occupations in General Schedule and Related (GSR) Grades and Senior Pay Levels

September 30, 1998

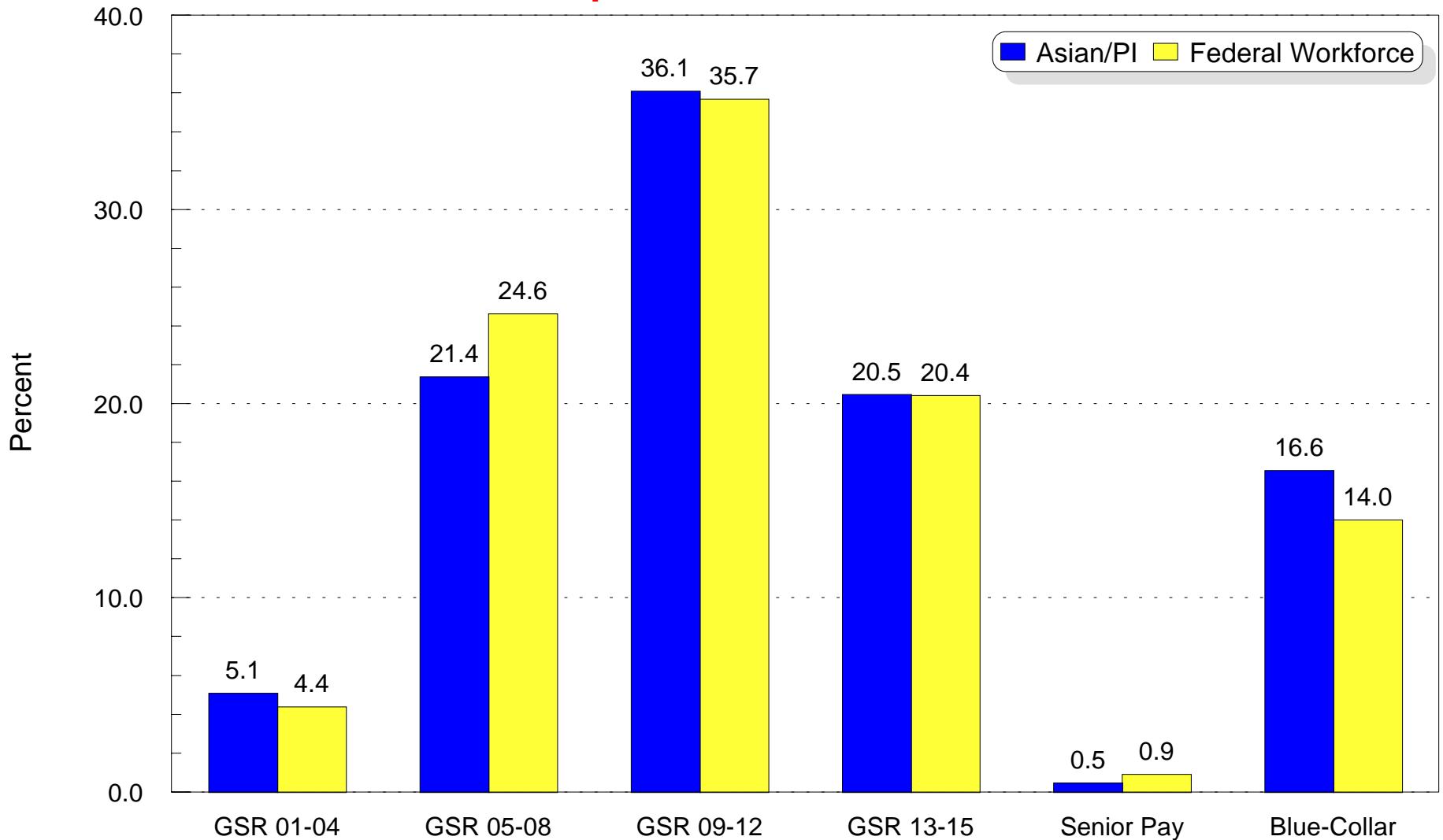


The Percentage of All Asian/Pacific Islander Federal Employees in Professional, Administrative, and Technical Occupations Has Increased During Downsizing



Twenty-One Percent of Asian/Pacific Islanders Employed in the Permanent Federal Civilian Workforce are in General Schedule and Related Grade 13 or Above

September 30, 1998



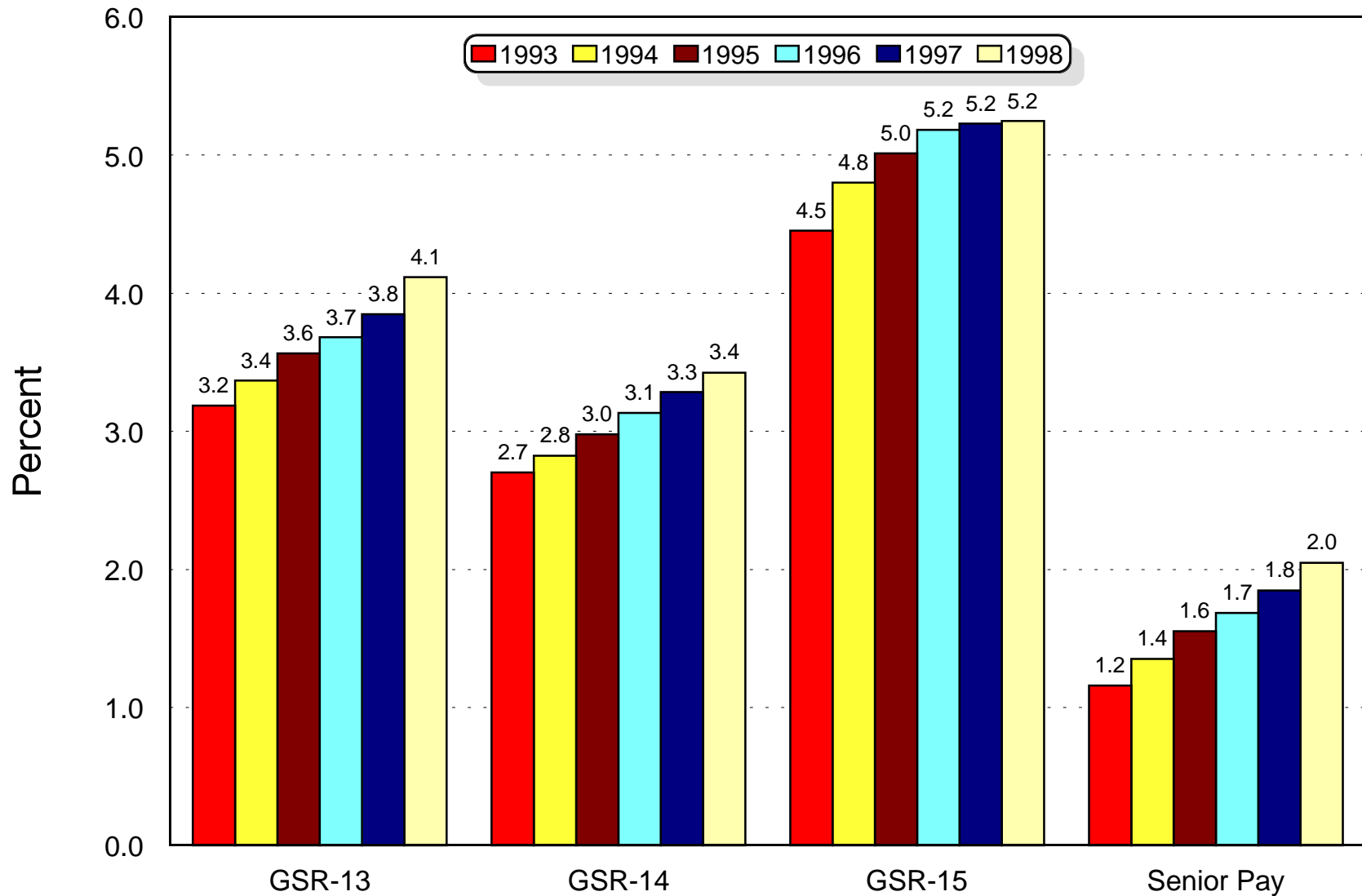
PERMANENT EMPLOYMENT OF ASIAN/PACIFIC ISLANDERS IN SELECTED PAY LEVELS

1993 - 1998

- ◆ **The overall representation of Asian/Pacific Islanders at General Schedule and Related (GSR) Grades 13-15 and Senior Pay Levels has steadily increased in the last six years.**
- ◆ **Asian/Pacific Islanders made up 4.1 percent of GSR Grade 13 permanent Federal civilian workforce in 1998 compared to 3.2 percent in 1993.**
- ◆ **Asian/Pacific Islanders made up 3.4 percent of GSR Grade 14 permanent Federal civilian workforce in 1998 compared to 2.7 percent in 1993.**
- ◆ **Asian/Pacific Islanders made up 5.2 percent of GSR Grade 15 permanent Federal civilian workforce in 1998 compared to 4.5 percent in 1993.**
- ◆ **Asian/Pacific Islanders made up 2.0 percent of Senior Pay Levels employment in the permanent Federal civilian workforce in 1998 compared to 1.2 percent in 1993.**

Representation of Asian/Pacific Islanders at General Schedule and Related (GSR) Grades 13-15 and Senior Pay Levels Increased in the Last Six Years

1993 - 1998



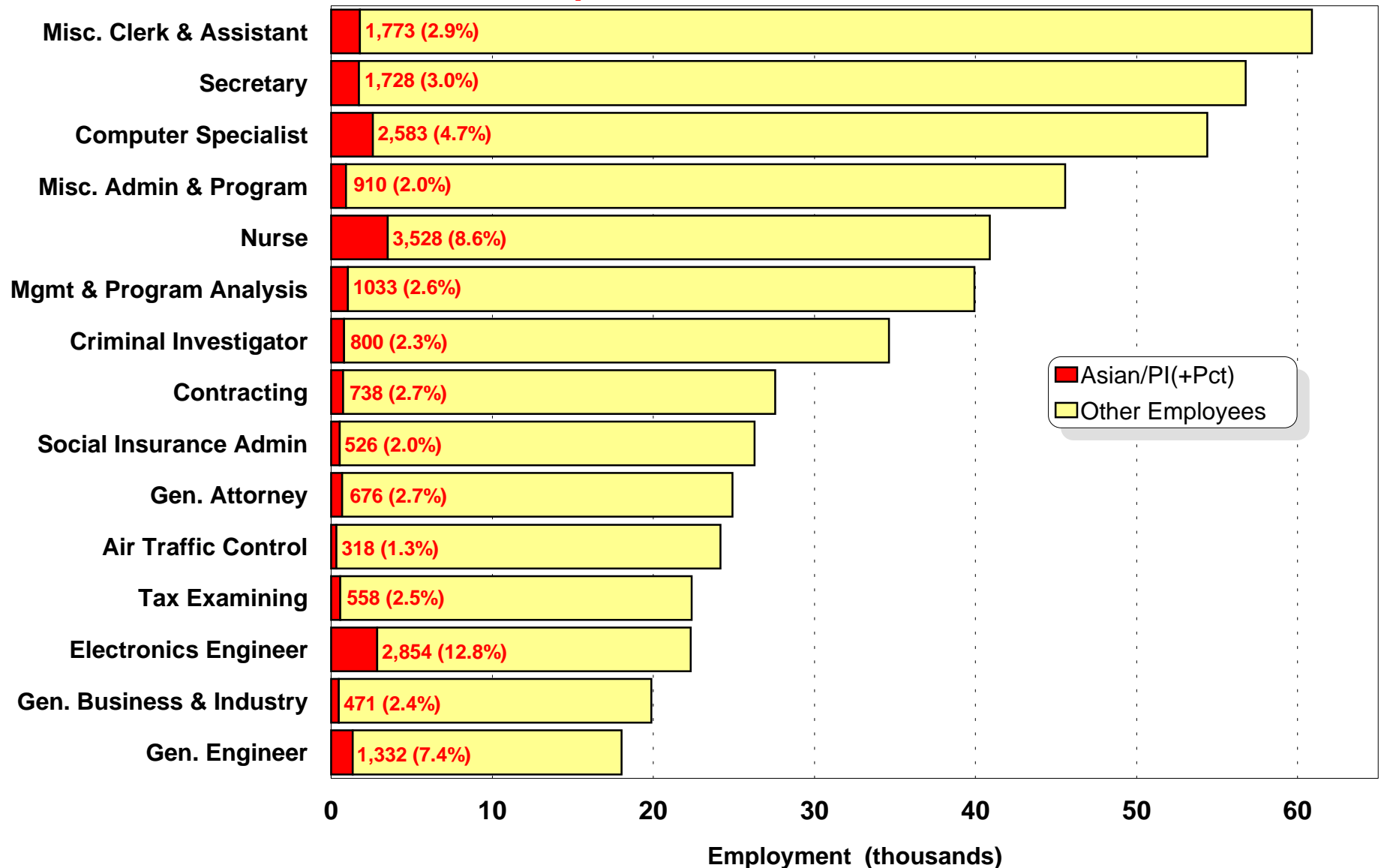
ASIAN/PACIFIC ISLANDERS IN SELECTED FEDERAL OCCUPATIONS

1998

- ◆ Among the most populous occupations in the permanent Federal civilian workforce, Asian/Pacific Islanders are best represented in the Electronics Engineer (12.8 percent), Nurse (8.6 percent), and General Engineer (7.4 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 civilian workforce, Asian/Pacific Islanders represent 14.3 percent of all Sales Store Clerks.
- ◆ 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 civilian workforce, Asian/Pacific Islanders represent 8.7 percent of Electricians.

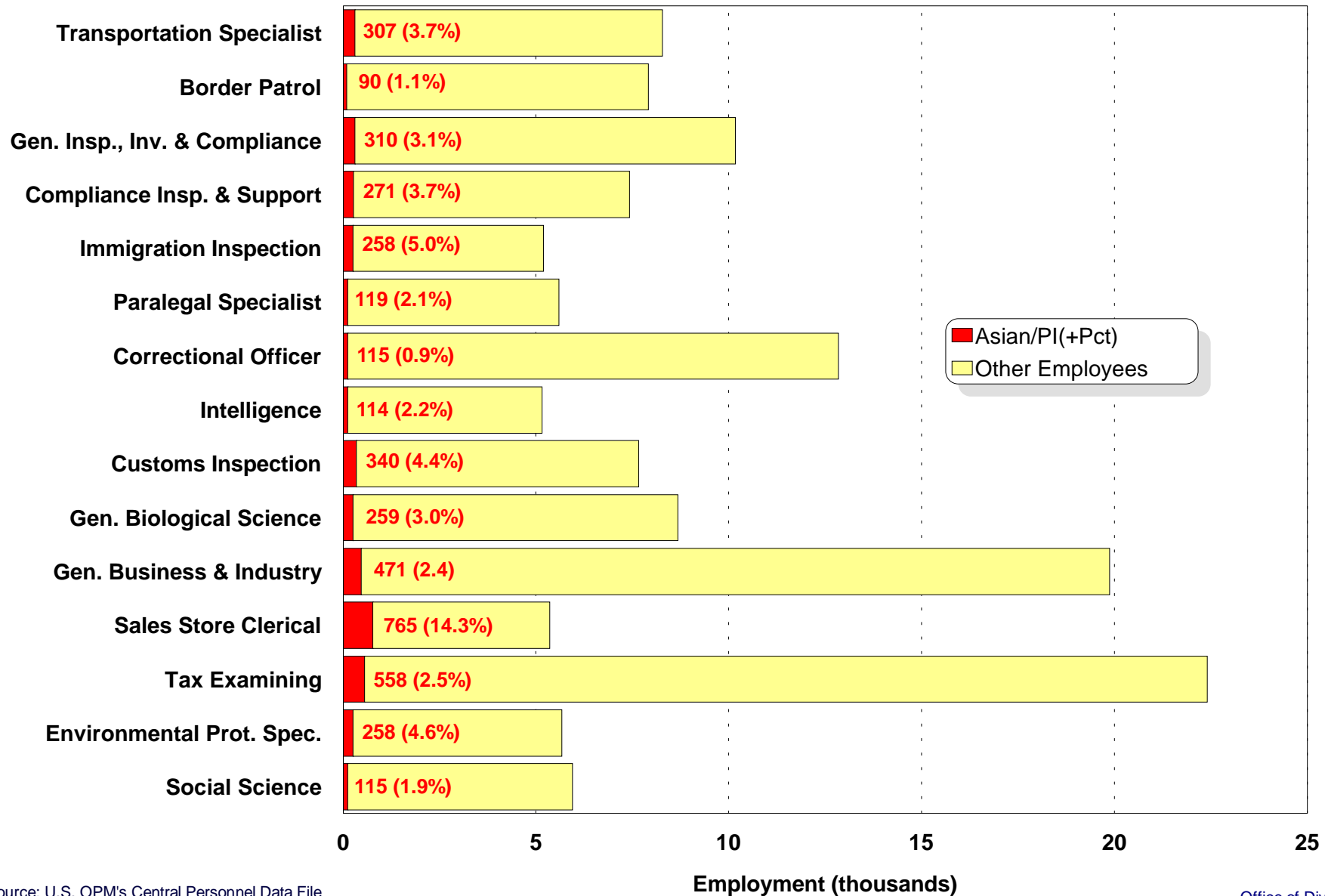
Representation of Asian/Pacific Islanders in the 15 Most Populous Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



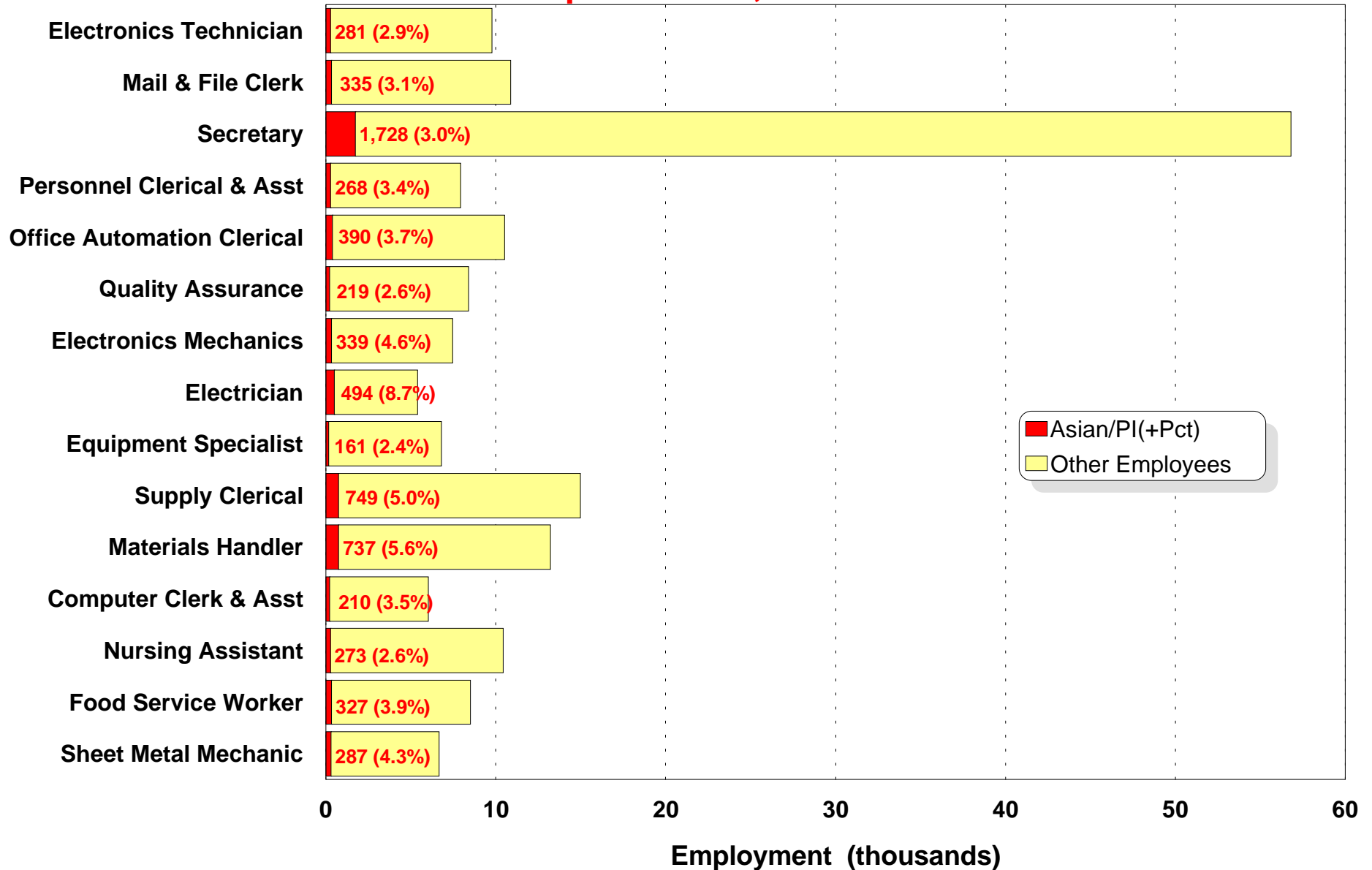
Representation of Asian/Pacific Islanders in Growing Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



Representation of Asian/Pacific Islanders in Declining Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



ASIAN/PACIFIC ISLANDERS

FEDERAL WORKFORCE DYNAMICS

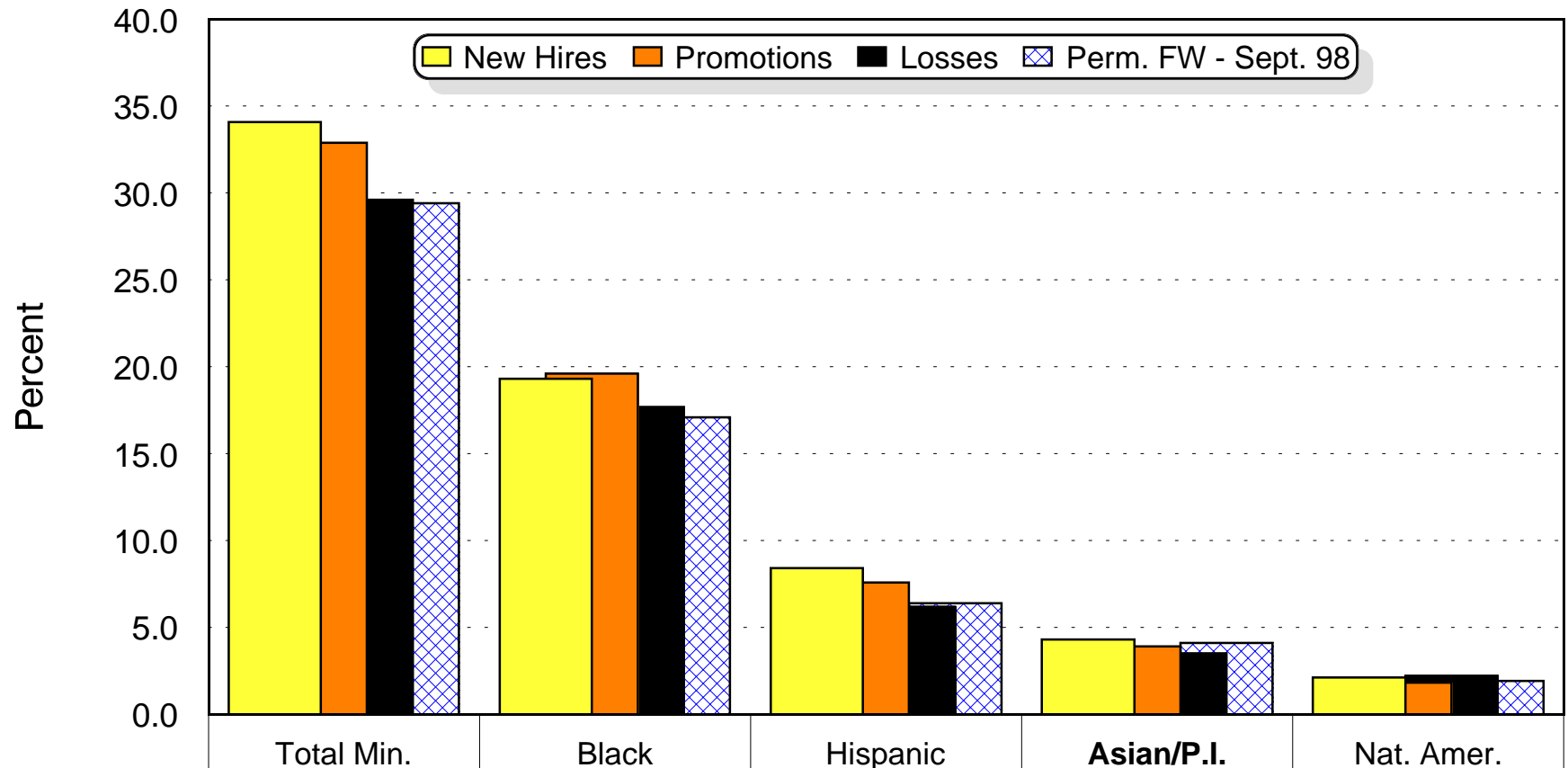
ASIAN/PACIFIC ISLANDER HIRING, LOSS, AND PROMOTION TRENDS IN THE FEDERAL CIVILIAN GOVERNMENT

1998

- ◆ **Asian/Pacific Islanders accounted for 4.3 percent of permanent new hires.**
- ◆ **Asian/Pacific Islanders accounted for 3.5 percent of permanent losses.**
- ◆ **Asian/Pacific Islanders accounted for 3.9 percent of permanent promotions.**
- ◆ **Asian/Pacific Islanders accounted for 4.2 percent of permanent promotions at General Schedule and Related (GSR) Grades 13-15 and Senior Pay Levels.**
- ◆ **The representation of Asian/Pacific Islanders among all permanent new hires remained above their Federal workforce representation during government downsizing.**
- ◆ **Patent Examining topped the list of occupations into which Asian/Pacific Islanders permanent hires were made.**
- ◆ **Forty-two percent of the white-collar permanent new hires of Asian/Pacific Islanders were in GSR Grades 5-8.**

Asian/Pacific Islanders Percentage of Permanent New Hires Was Above Their Representation in the Permanent Federal Civilian Workforce

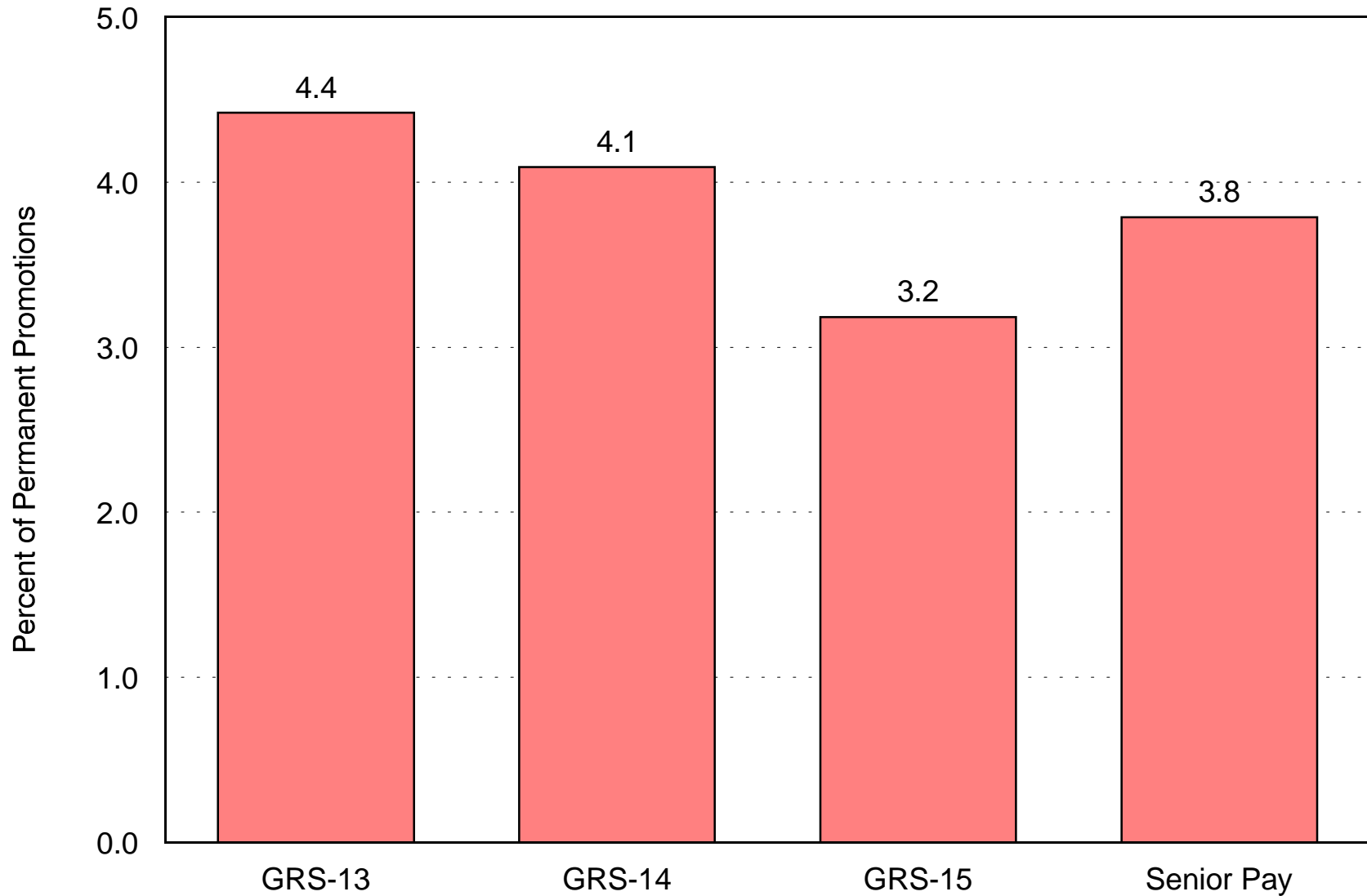
Fiscal Year 1998



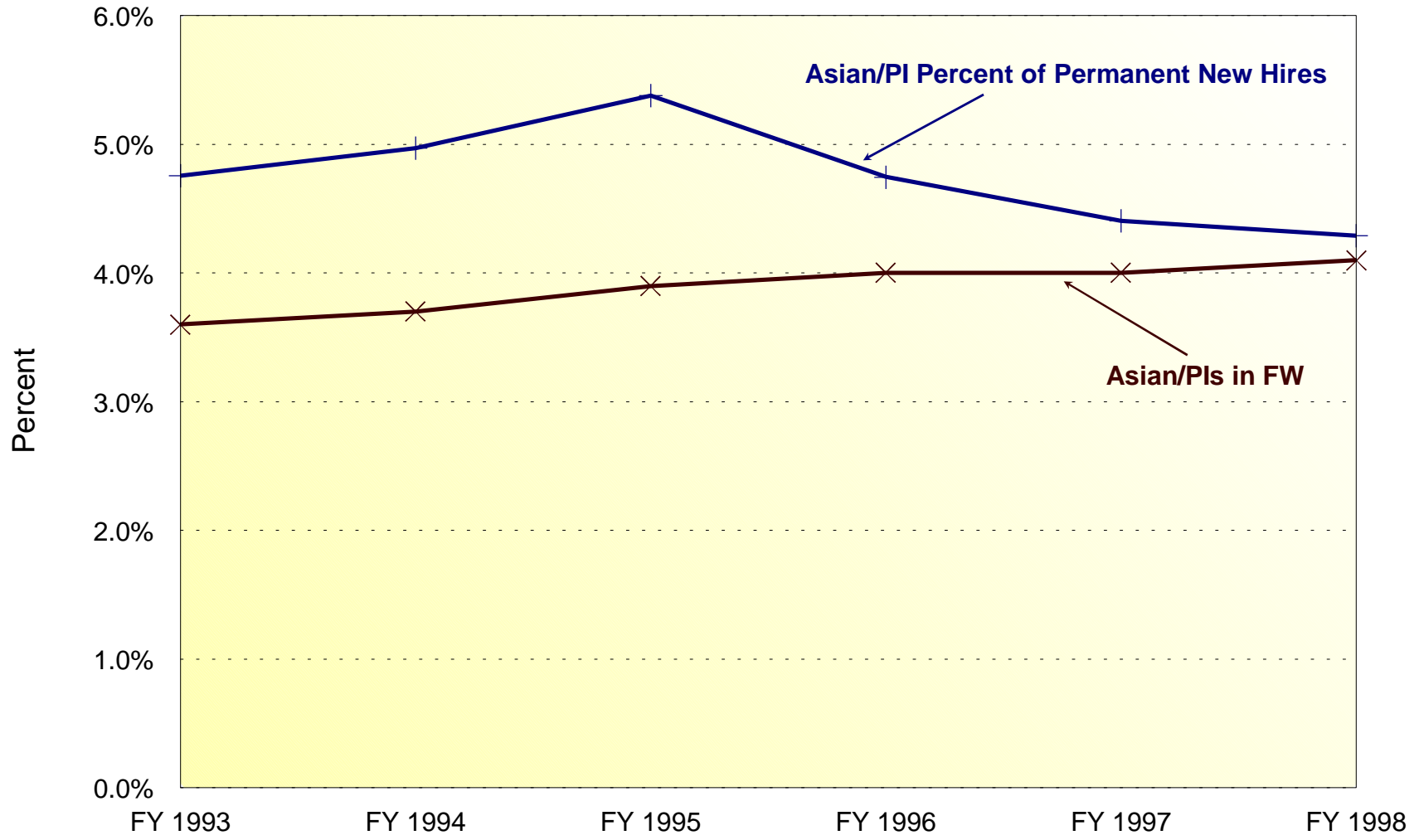
	Total Min.	Black	Hispanic	Asian/P.I.	Nat. Amer.
New Hires	34.1	19.3	8.4	4.3	2.1
Promotions	32.9	19.6	7.6	3.9	1.8
Losses	29.6	17.7	6.2	3.5	2.2
Perm. FW - Sept. 98	29.4	17.1	6.4	4.1	1.9

Asian/Pacific Islanders Averaged 4.2 Percent of all Permanent Promotions at General Schedule and Related Grades 13-15 and Senior Pay Levels

Fiscal Year 1998

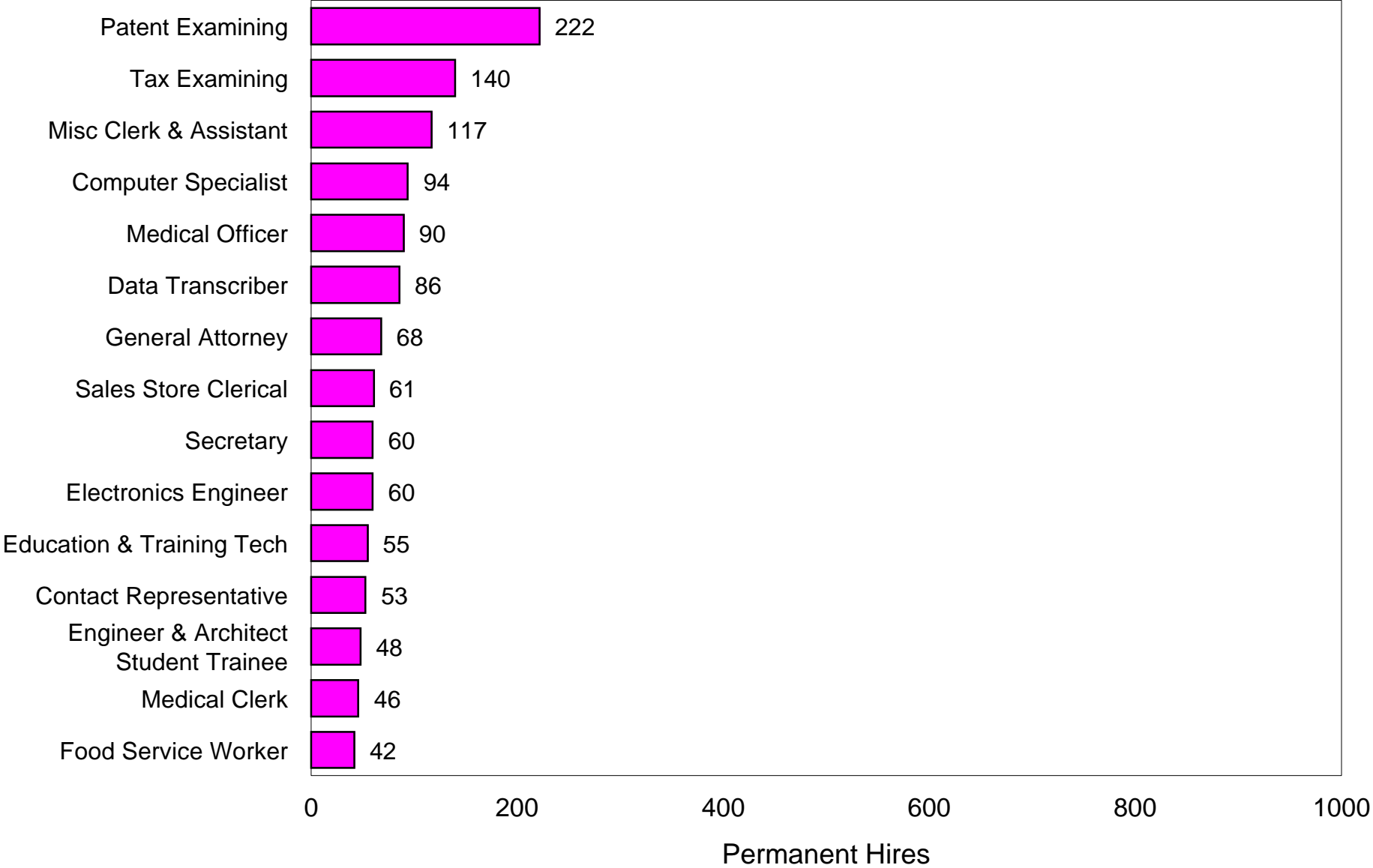


The Representation of Asian/Pacific Islanders among All Permanent New Hires Remained Above Their Federal Workforce Representation During Government Downsizing



Top 15 Occupations for Asian/Pacific Islander Permanent Hires

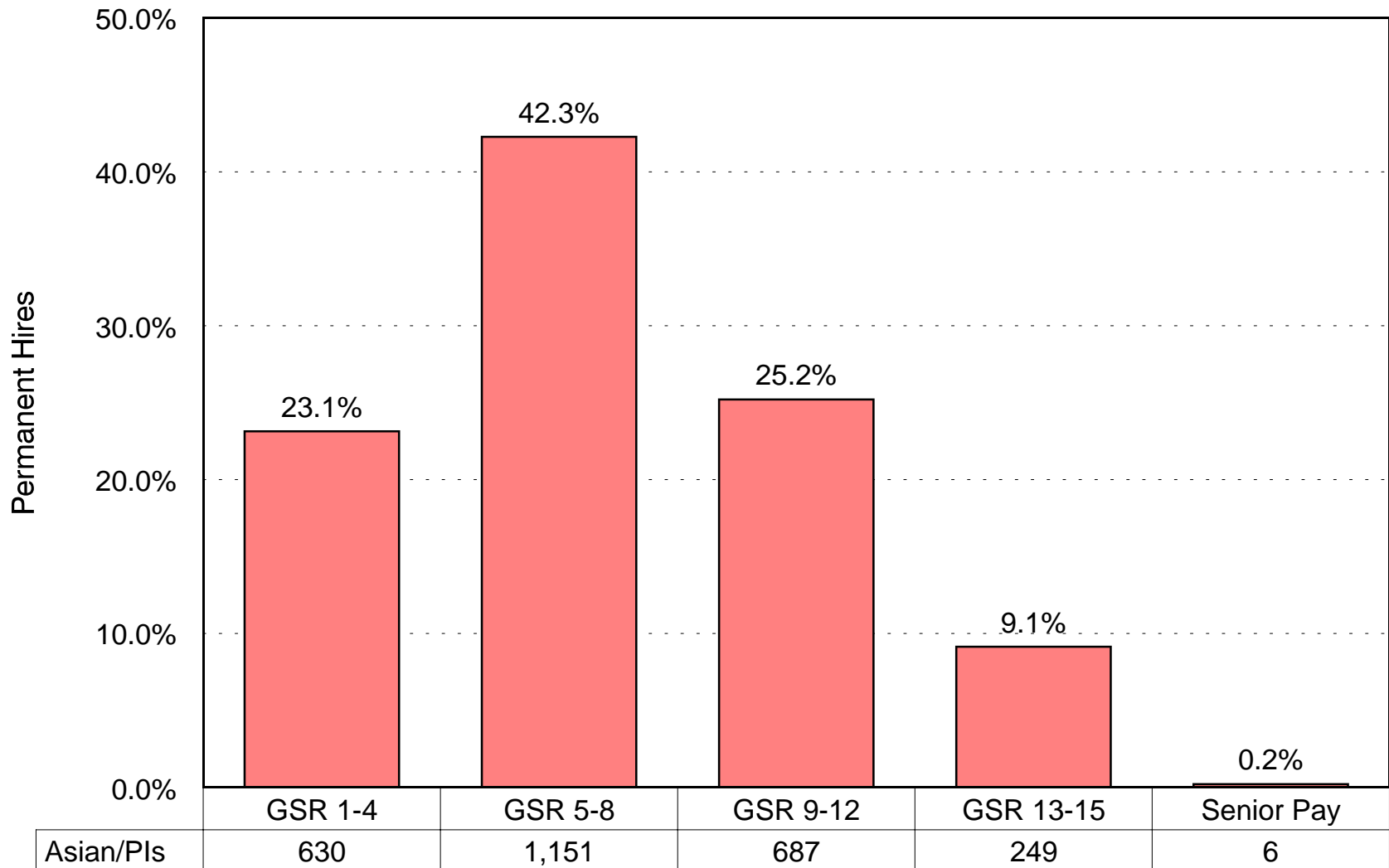
Fiscal Year 1998



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

Forty-Two Percent of the White-Collar Permanent New Hires of Asian/Pacific Islanders were in General Schedule and Related Grades 5-8

Fiscal Year 1998



HIRING OF ASIAN/PACIFIC ISLANDERS IN SELECTED STUDENT EMPLOYMENT PROGRAMS

Fiscal Year 1998

- ◆ There were 235 Asian/Pacific Islander hires into the Student Career Experience (formerly Cooperative Education) Program during FY 1998; representing 6 percent of all (4,113) program hires during the period. The agencies below hired 66 percent of the total participants and 71 percent of the Asian/PI participants:

**Navy
Interior**

**Army
Agriculture**

**HHS
Air Force**

- ◆ There were 1,015 Asian/Pacific Islander hires into the Student Temporary Employment Program during FY 1998; representing 7 percent of all (15,575) program hires during the period. The agencies below hired 56 percent of the total participants and 57 percent of the Asian/PI participants.

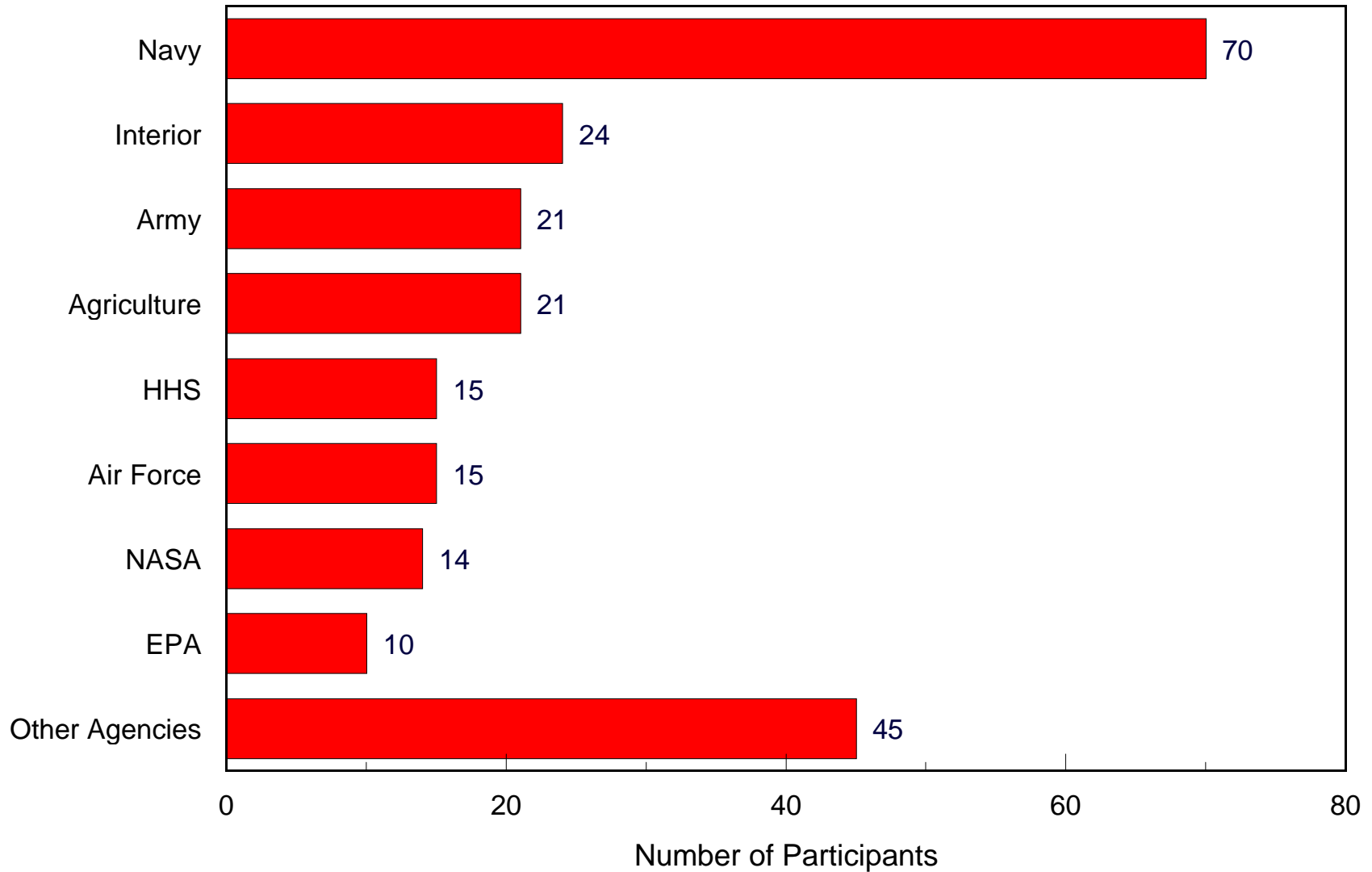
**HHS
Navy**

**Agriculture
Justice**

Interior

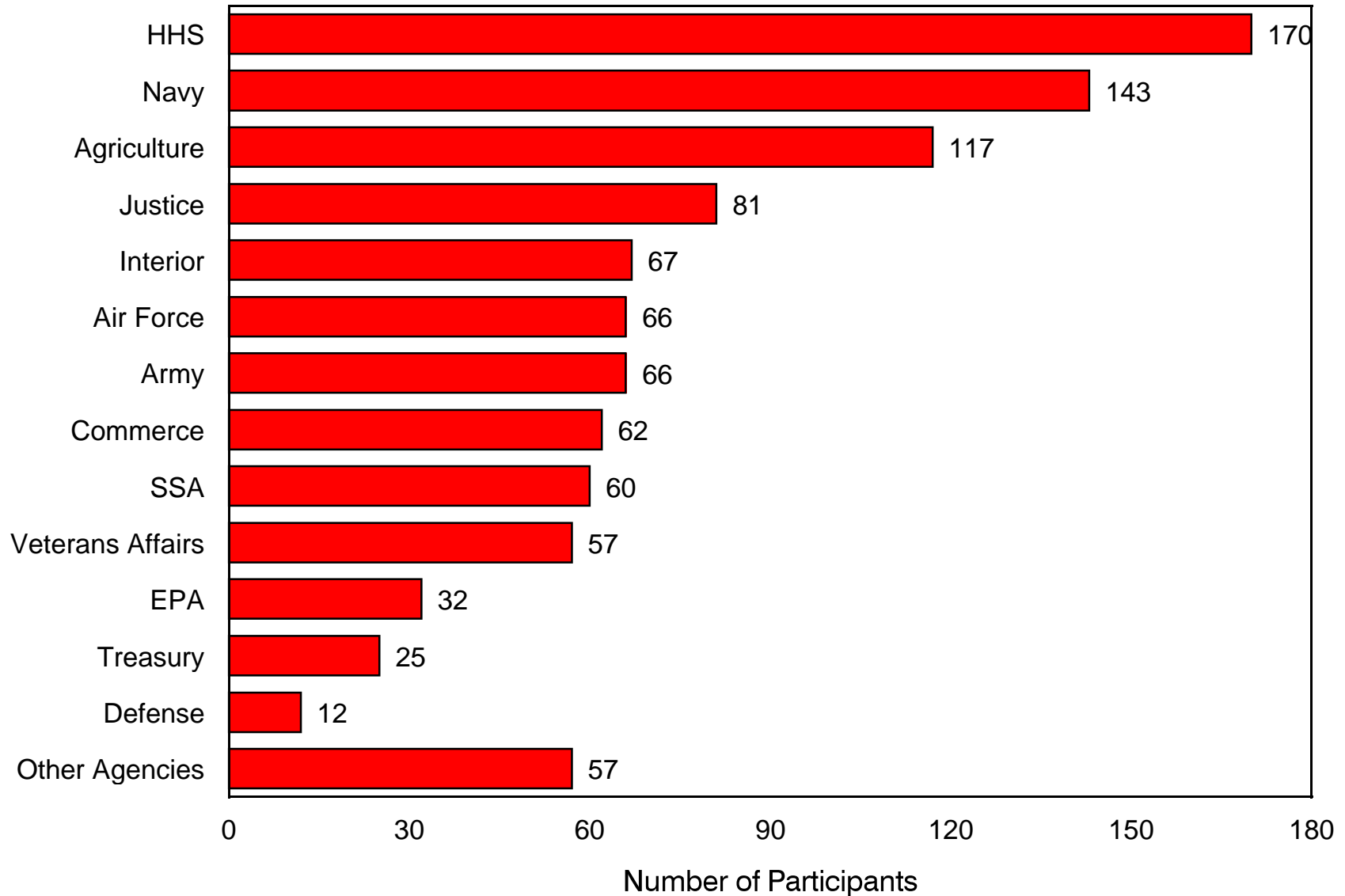
Participation of Asian/Pacific Islanders in the Student Career Experience Program

Fiscal Year 1998



Participation of Asian/Pacific Islanders 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