

Native Americans 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 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 Native Americans 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

Native Americans constitute 1.9 percent of the permanent Federal civilian workforce (FW) compared to 0.8 percent of the civilian labor force (CLF). However, compared to the relevant civilian labor force (RCLF), they are underrepresented in 12 of the 39 Federal executive departments and independent agencies (with 500+ employees).^{*} Highlights of this profile include:

Geographic Distribution -- Arizona and New Mexico each employ more than 10 percent of all Native American 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 Native Americans have an average GS grade of 7.8, the lowest average grade of any minority group in the Federal Government.

Educational Attainment -- Only one in five (21 percent) Native Americans in Federal civilian service have a Bachelor's degree or higher compared to 40 percent for all Federal civilian employees. This low academic achievement supports the continued need for student employment programs and other inter-governmental programs serving Native Americans and other minorities, as higher education will be more important for future Federal jobs.

Occupations -- Native Americans equal or exceed their overall CLF representation rate (0.8 percent) in 9 of the top 15 "growing occupations" and all of the top 15 "declining occupations."

Salaries -- The average salary for Federally employed Native Americans is \$35,962 compared to \$44,886 for the average Federal civilian employee.

Tenure -- Twenty percent of Native American Federal employees are in temporary positions compared to ten percent for the average Federal 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.

NATIVE AMERICANS

**IN THE NATION AND THE
FEDERAL WORKFORCE**

NATIVE AMERICANS IN THE NATION

1998

- ◆ **A Native American is a person having origins in any of the original people of North America, and who maintains cultural identification through community recognition or tribal affiliation. American Indians or Alaskan Natives are usually identified as Native Americans.**
- ◆ **According to 1997 Bureau of the Census data, there were 2.3 million Native Americans, an estimated 0.9 percent of the nation's 268 million population.**
- ◆ **The number of Native Americans is estimated to reach 2.8 million by 2010, and 3.1 million by 2020.**
- ◆ **The majority of Native Americans live in the central and western regions of the United States.**
- ◆ **According to 1990 Bureau of the Census data, 9.4 percent of all Native Americans (age 25 and older) had earned a Bachelor's degree or higher, compared with 21.3 percent of the overall population.**

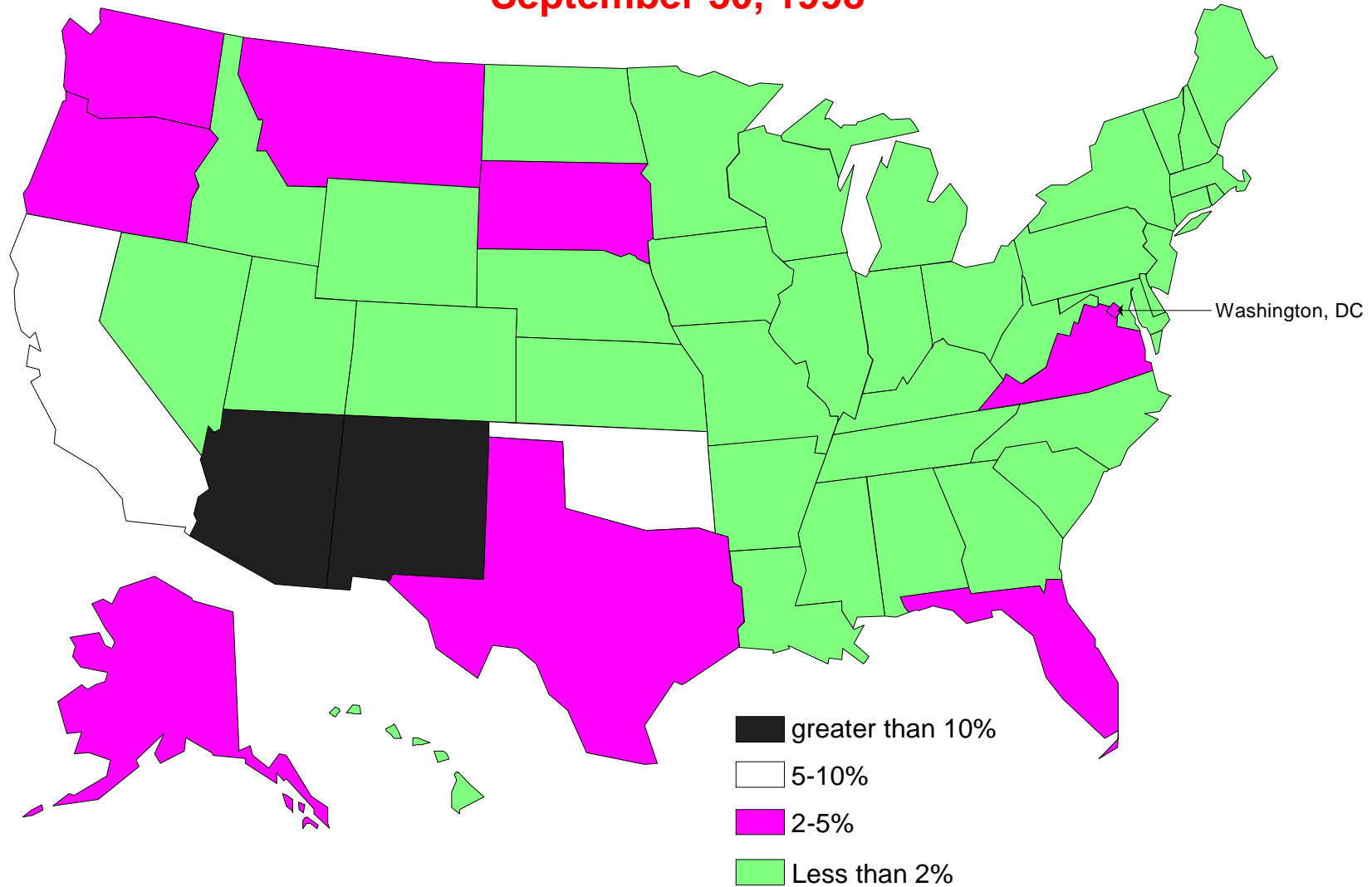
DISTRIBUTION OF FEDERALLY EMPLOYED NATIVE AMERICANS BY STATE

1998

- ◆ **Arizona and New Mexico each employ more than 10 percent of all Native American Federal employees.**
- ◆ **California and Oklahoma each employ between 5 and 10 percent of all Native American Federal employees.**
- ◆ **Alaska, District of Columbia (Washington, DC), Florida, Montana, Oregon, South Dakota, Texas, Virginia, and Washington, each employ between 2 and 5 percent of all Native American Federal employees.**

Distribution of Native American Federal Employees by State

September 30, 1998



NATIVE AMERICANS IN THE FEDERAL WORKFORCE

1998

- ◆ **As of September 30, 1998, there are 30,090 Native Americans in the permanent Federal civilian workforce (FW).**
- ◆ **One in five (21 percent) of Native Americans in the FW have a bachelor's degree or higher compared to 40 percent of the overall Federal workforce.**
- ◆ **The average General Schedule (GS) grade for all Federal employees is 9.4, while Native American employees have an average GS grade of 7.8, the lowest average grade of any minority group.**
- ◆ **Thirty-four percent (10,214) of all Native Americans in the permanent FW are 50 years of age or older.**
- ◆ **Native Americans make up 1.9 percent of the permanent FW, and 0.8 percent of the civilian labor force (CLF).**
- ◆ **Native Americans made up 1.8 percent of the permanent FW in 1988 compared to 1.9 percent in 1998.**

NATIVE AMERICANS IN THE FEDERAL EXECUTIVE BRANCH WORKFORCE

1998

Demographic Indicator	Average Federal Civilian Employee	Native Americans in Federal Civilian Service	Average Federal Native American Employee (Men)	Average Federal Native American Employee (Women)
Average Age (Years)	45.6	45.4	46.3	44.5
Average years of Service	16.6	15.4	16.5	14.3
Education (percent Bachelor's Degree or higher)	40	21	26	17
Gender (percent)				
- Men	56	48	100	0
- Women	44	52	0	100
Veteran's Preference (percent)	25.0	20.7	39.9	3.2
Vietnam Era Veterans (percent)	14.4	10.9	21.7	1.2
Disabled (percent)	7.1	7.7	9.4	6.2

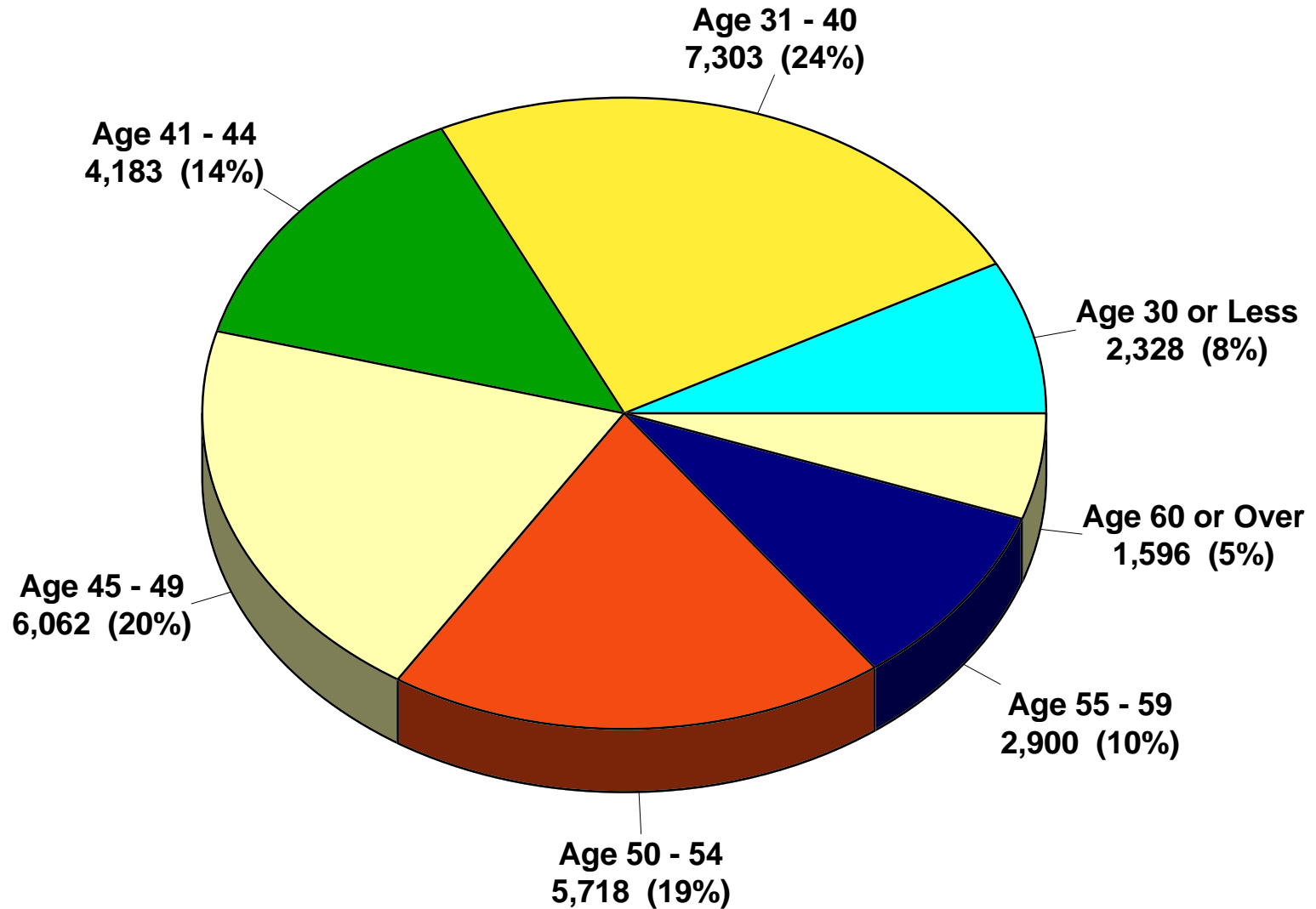
NATIVE AMERICANS IN THE FEDERAL EXECUTIVE BRANCH WORKFORCE (Continued)

1998

Employment Indicators	Average Federal Civilian Employee	Native Americans in Federal Civilian Service	Average Federal Native American Employee (Men)	Average Federal Native American Employee (Women)
Avg Adjusted Basic Pay (\$)				
- Worldwide	44,886	35,962	39,682	32,591
- Washington, DC MSA	57,371	54,922	61,117	49,363
Average GS Grade	9.4	7.8	8.9	7.1
Pay Systems (percent)				
- General Schedule	72	69	57	80
- Wage	14	17	30	5
- Others	14	14	13	15
Work Schedule (percent)				
- Full-time	93	94	94	94
- Part-time	3	3	2	3
- Intermittent	4	4	5	3
Tenure (percent)				
- Permanent	90	80	81	79
- Temporary	10	20	19	11
Service Category (percent)				
- Competitive	76.8	68.7	70.1	67.5
- Excepted	22.8	31.1	29.6	32.4
- Senior Executive Service	0.4	0.2	0.3	0.1
Supervisory Status (percent)	10.9	9.4	12.7	6.4

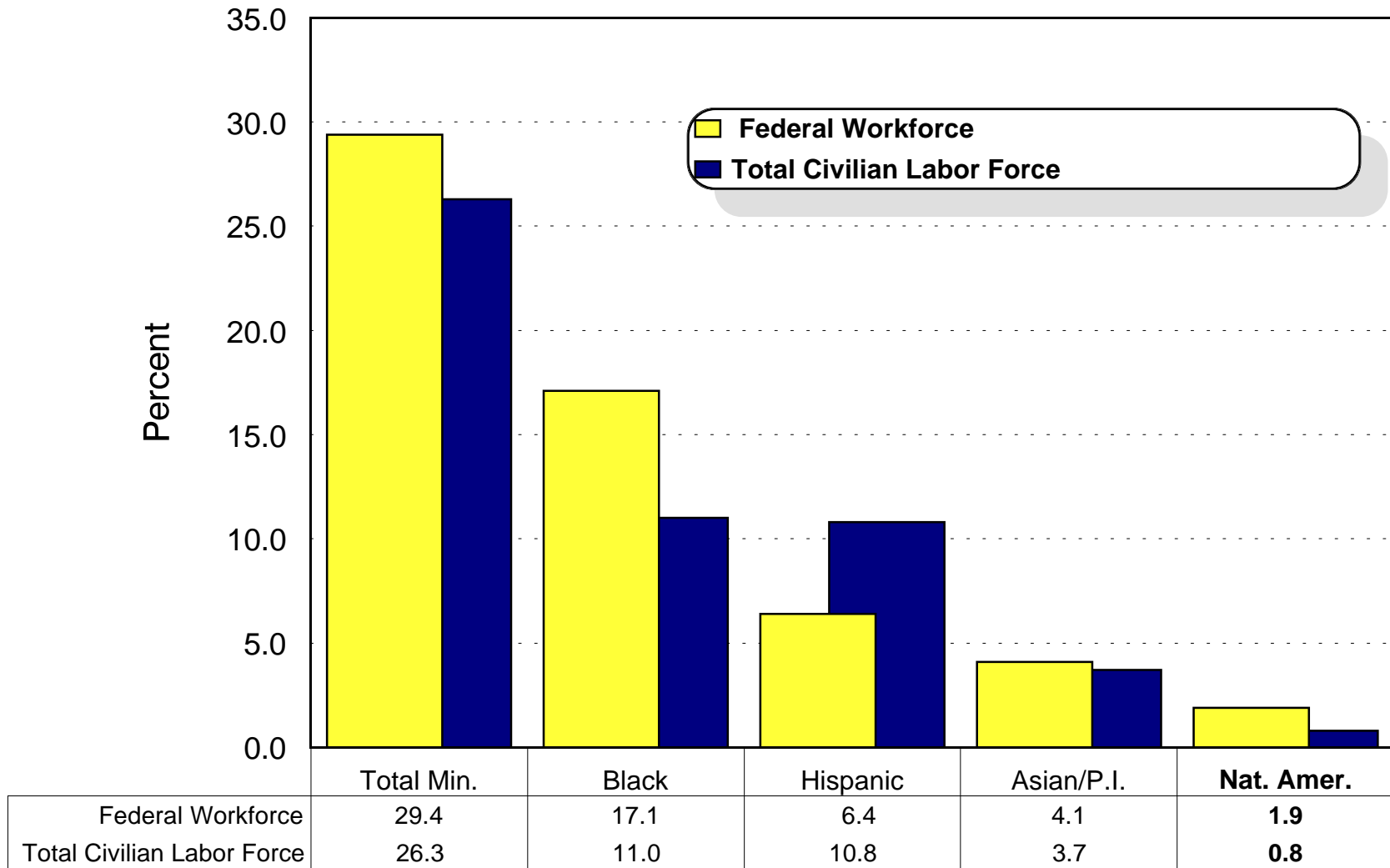
Distribution of Native Americans in the Permanent Federal Civilian Workforce Within Selected Age Groups

September 30, 1998



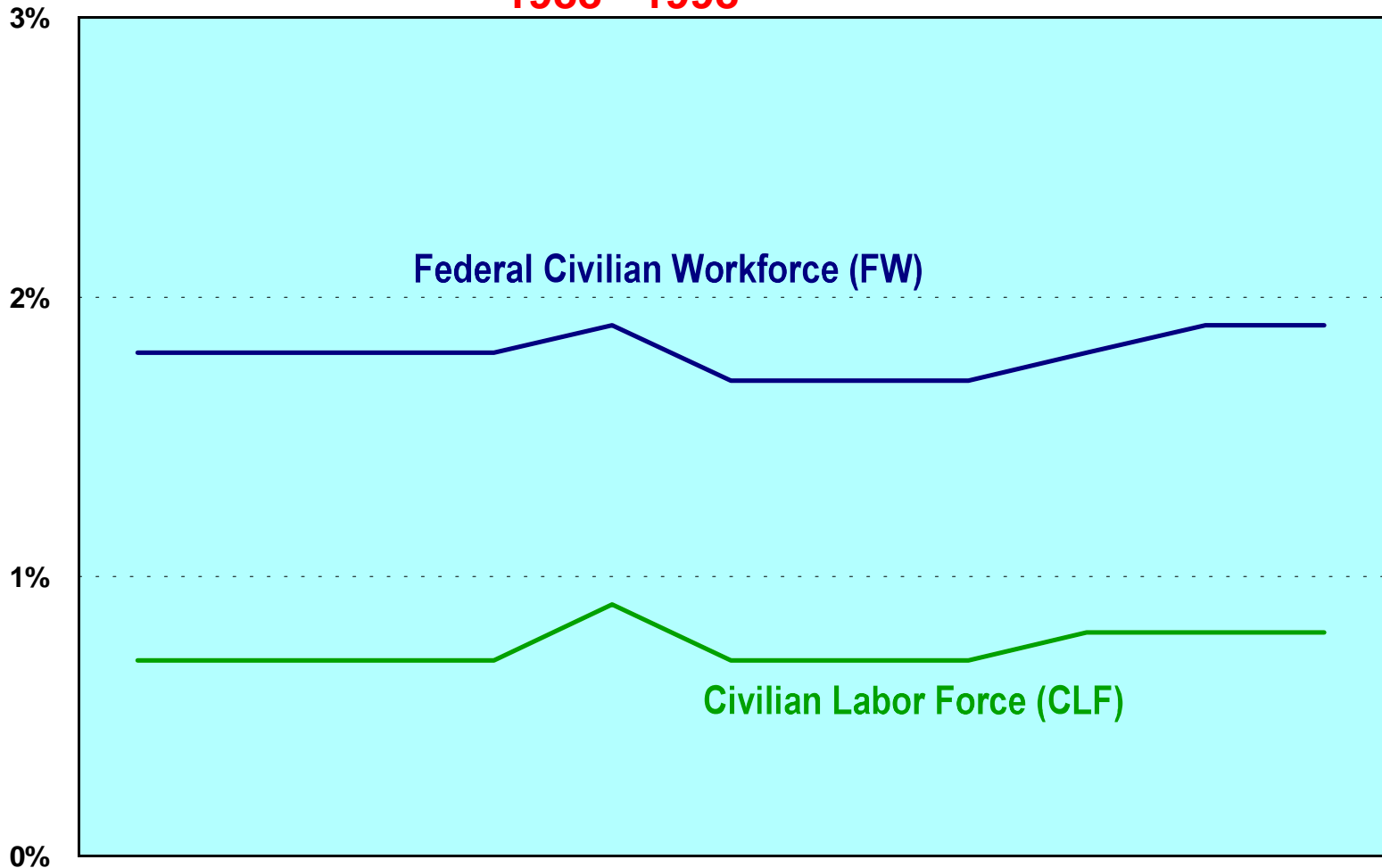
Native Americans Are Better Represented in the Permanent Federal Workforce than in the Civilian Labor Force

September 30, 1998



Trend in Native American Representation in the FW and CLF

1988 - 1998



	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
% in the FW —	1.8%	1.8%	1.8%	1.8%	1.9%	1.7%	1.7%	1.7%	1.8%	1.9%	1.9%
% in the CLF —	0.7%	0.7%	0.7%	0.7%	0.9%	0.7%	0.7%	0.7%	0.8%	0.8%	0.8%
Difference (FW-CLF)	1.1	1.1	1.1	1.1	1.0	1.0	1.0	1.0	1.0	1.1	1.1

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 NATIVE AMERICANS AMONG FEDERAL AGENCIES

September 30, 1998

- ◆ The following agencies employ 36 percent of the permanent Federal civilian workforce (FW) and 72 percent of Native Americans:

**HHS
Agriculture**

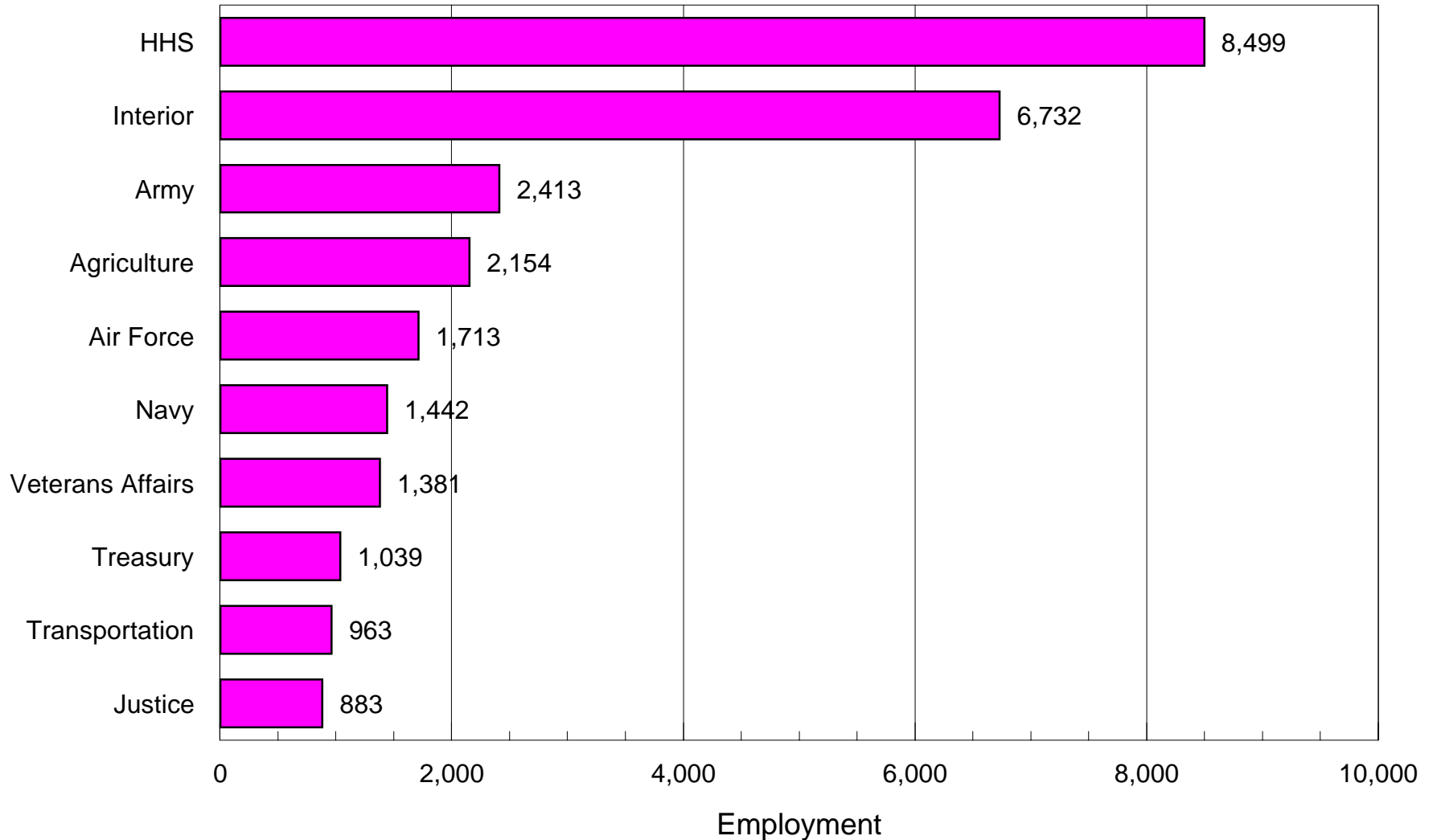
**Interior
Air Force**

Army

- ◆ HHS is the largest employer of Native Americans. HHS's 8,499 Native American employees represent 17.3 percent of their permanent workforce.
- ◆ The representation of Native Americans in the permanent FW equals or exceeds their relevant civilian labor force (RCLF) percentage in 16 of 17 Executive Departments.
- ◆ The representation of Native Americans in the permanent FW equals or exceeds their RCLF percentage in 11 of 22 Executive Branch 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.**

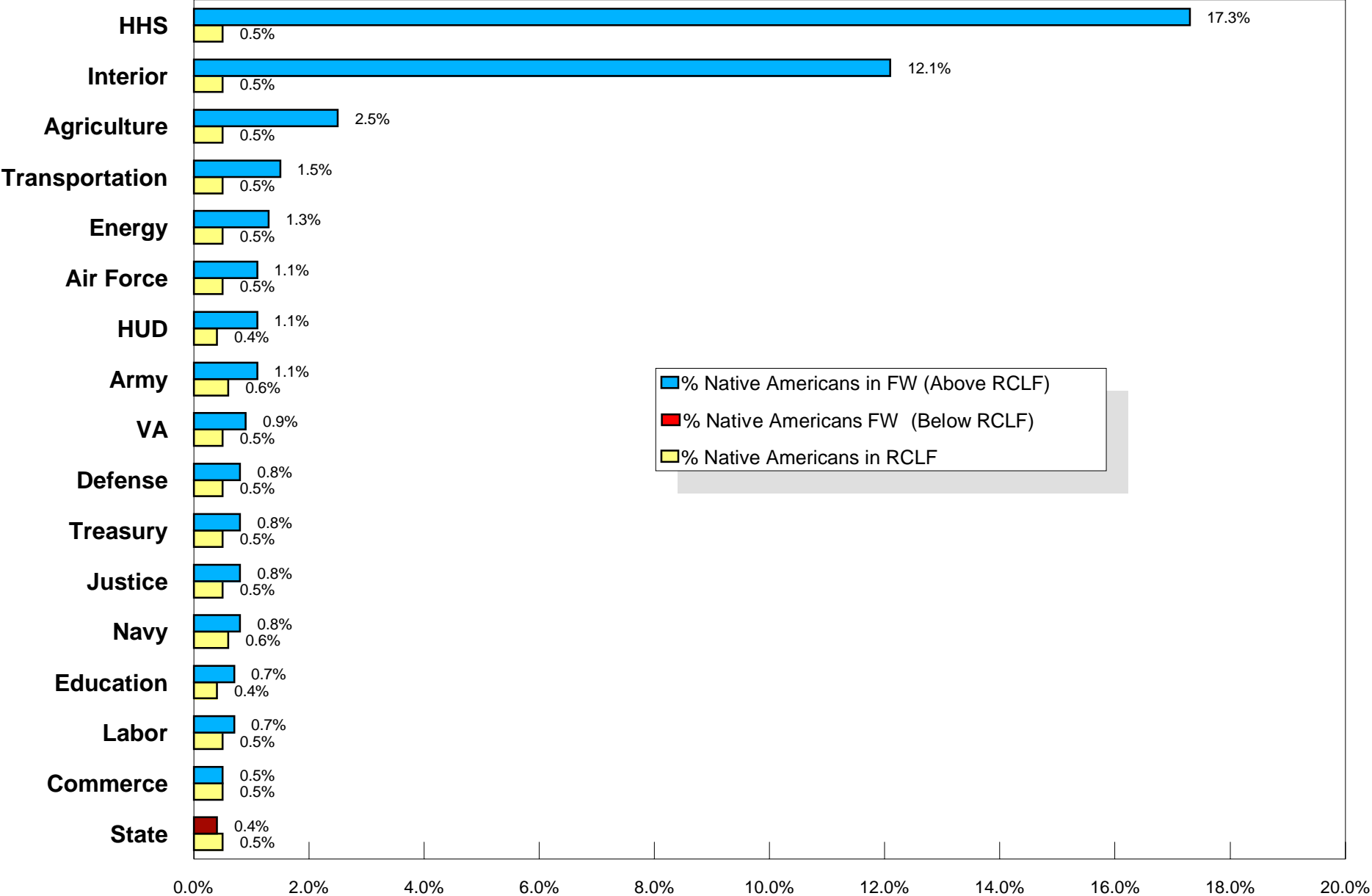
Federal Executive Branch Agencies With the Largest Employment of Native Americans in Their Permanent Workforce

September 30, 1998



Representation of Native Americans in Executive Departments

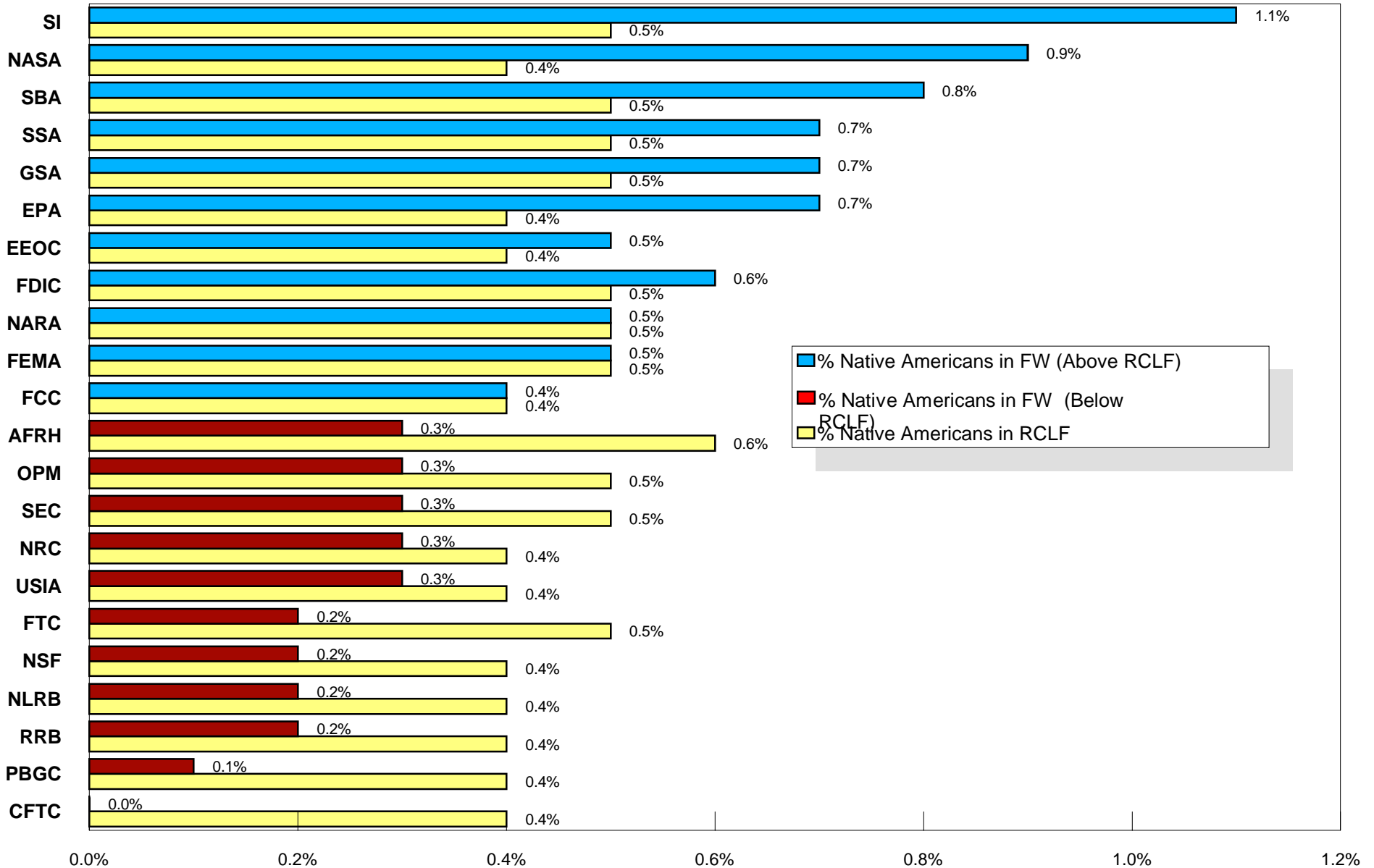
(RCLF percentages are unique to each agency based on agency specific occupations)



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 Native Americans 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

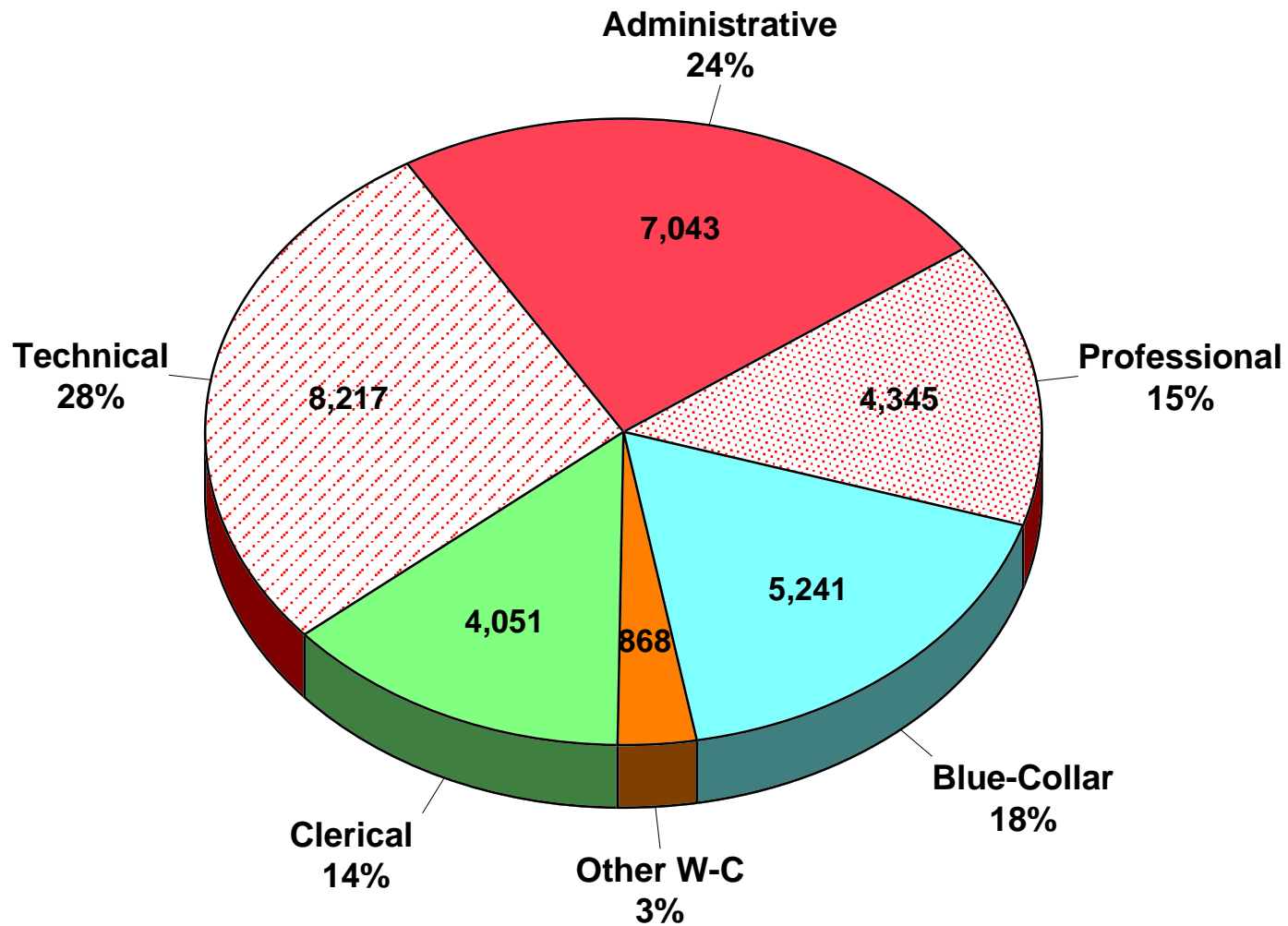
DISTRIBUTION OF NATIVE AMERICANS BY OCCUPATION AND GRADE

1998

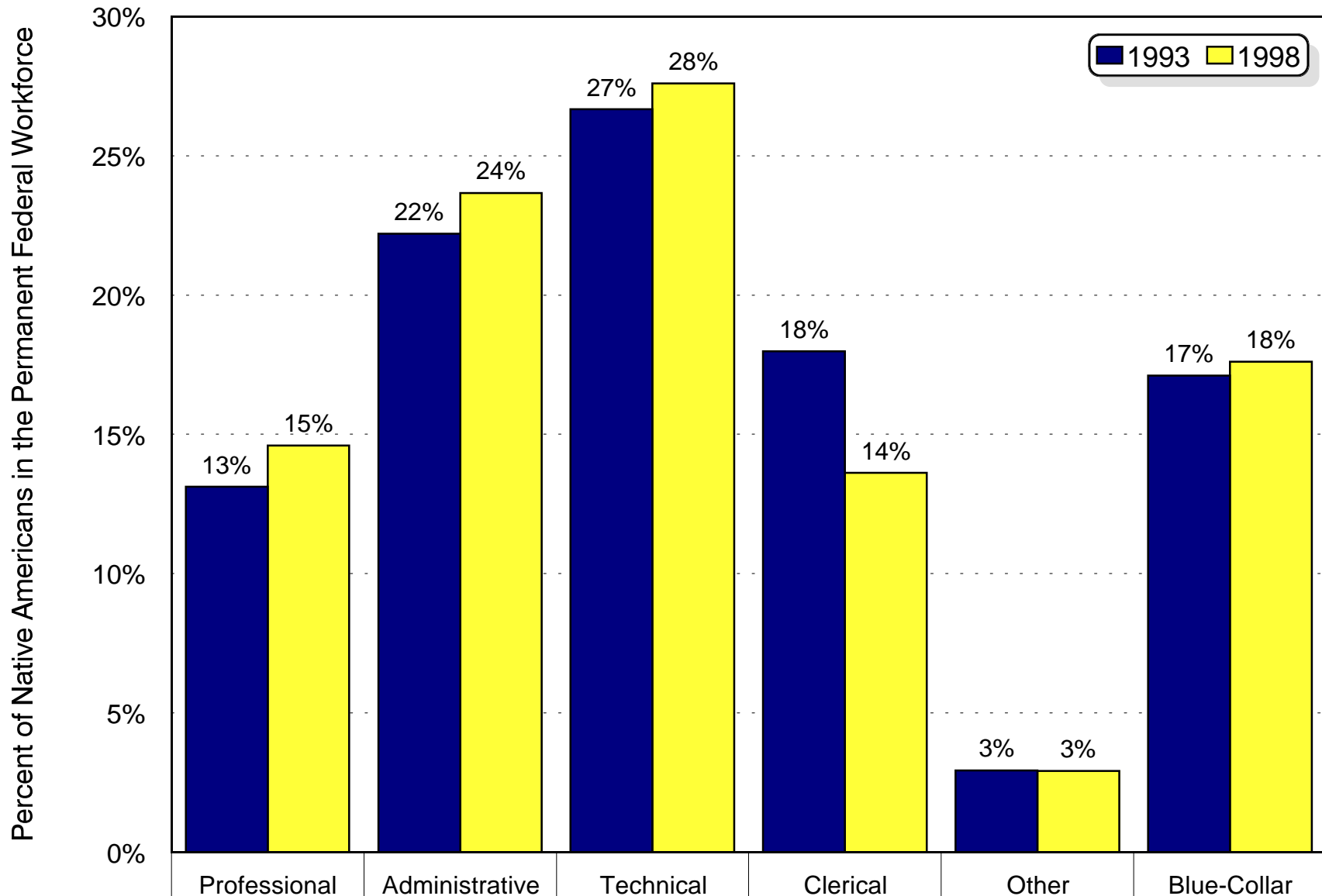
- ◆ **Sixty-seven percent of all Native Americans hold permanent positions in professional, administrative or technical occupations in General Schedule and Related (GSR) Pay Plans and Senior Pay Levels.**
- ◆ **Despite downsizing, the percentage of Native American Federal employees in professional, administrative, and technical occupations has increased since 1993.**
- ◆ **Fifty-nine percent of Native Americans in the permanent Federal workforce in GSR grades 1 through 8 or blue-collar positions.**

Sixty-seven Percent of Native Americans Hold Permanent Positions in Professional, Technical or Administrative Occupations in General Schedule and Related Grades and Senior Pay Levels

September 30, 1998

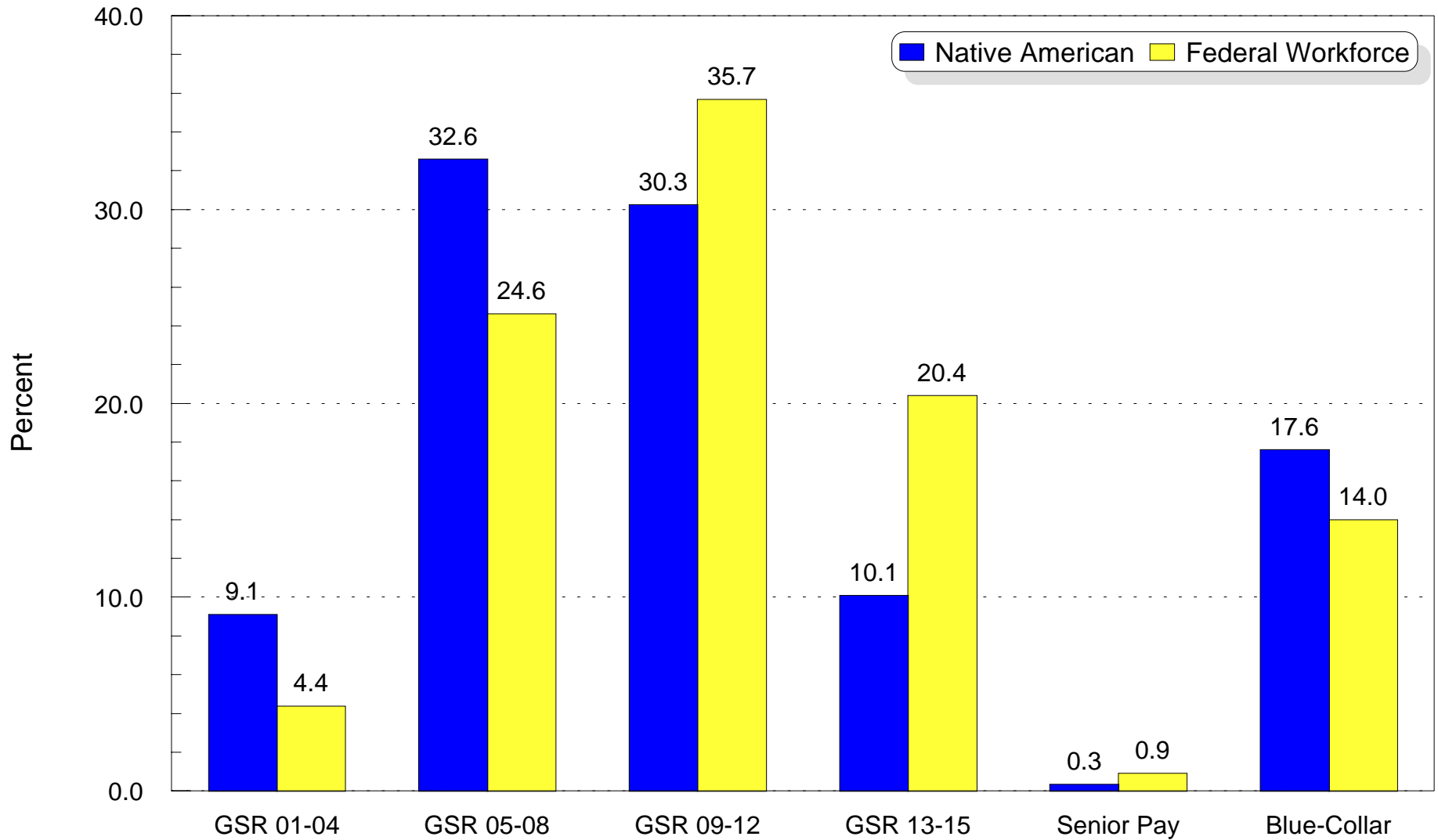


The Percentage of Federally Employed Native Americans in Professional, Administrative, and Technical Occupations has Increased During Downsizing



Fifty-Nine Percent of Native Americans in the Permanent Federal Civilian Workforce are in Blue-Collar or General Schedule and Related Grades 1-8

September 30, 1998



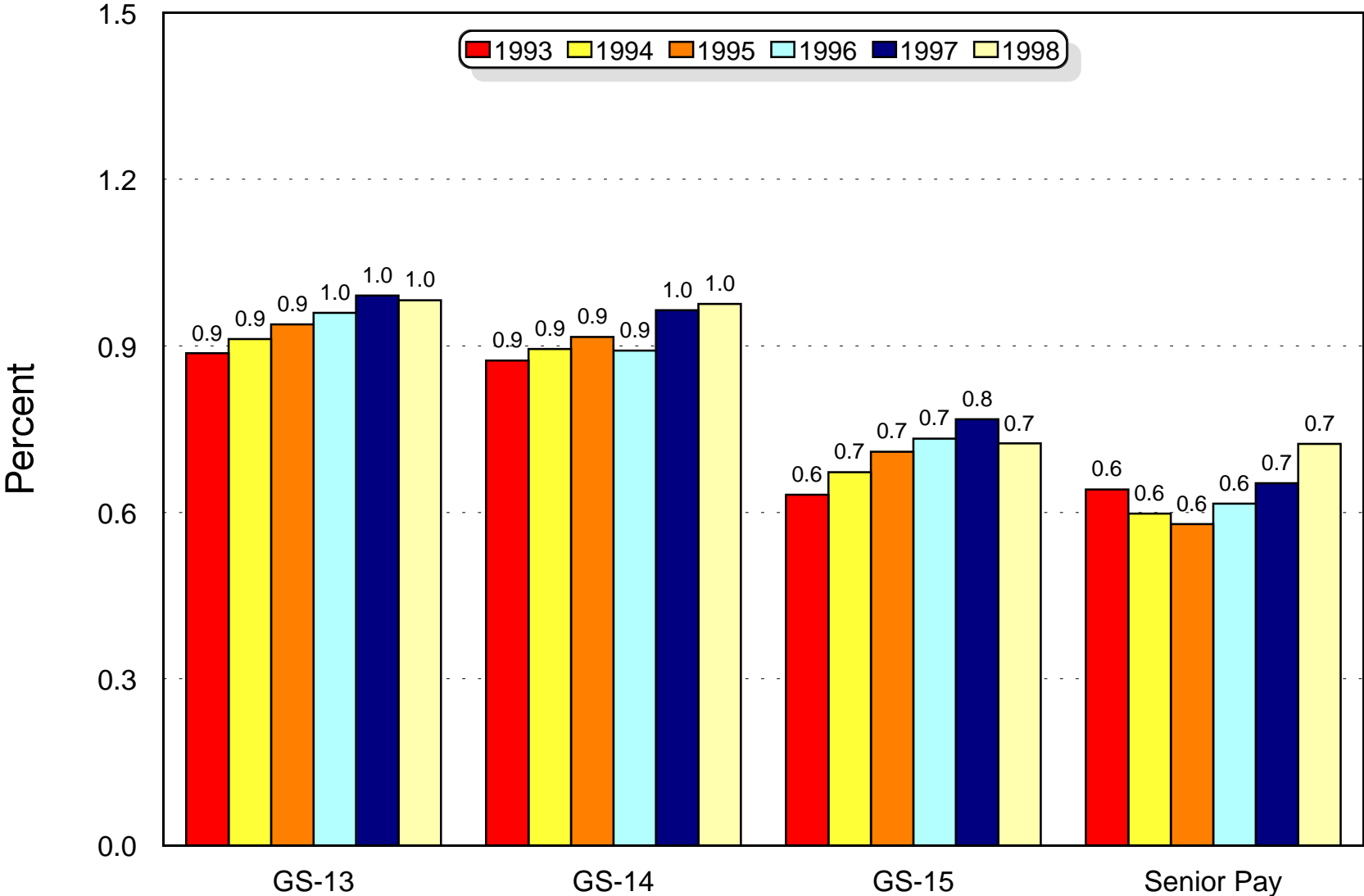
PERMANENT EMPLOYMENT OF NATIVE AMERICANS IN SELECTED PAY LEVELS

1993 - 1998

- ◆ **The overall representation of Native Americans at General Schedule and Related (GSR) Grades 13-15 and Senior Pay Levels increased in the last six years.**
- ◆ **Native Americans made up 1.0 percent of GSR Grade 13 permanent Federal workforce in 1998 compared to 0.9 percent in 1993.**
- ◆ **Native Americans made up 1.0 percent of GSR Grade 14 permanent Federal workforce in 1998 compared to 0.9 percent in 1993.**
- ◆ **Native Americans made up 0.7 percent of GSR Grade 15 permanent Federal workforce in 1998 compared to 0.6 percent in 1993.**
- ◆ **Native Americans made up 0.7 percent of Senior Pay Level permanent Federal workforce in 1998 compared to 0.6 percent in 1993.**

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

1993 - 1998



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

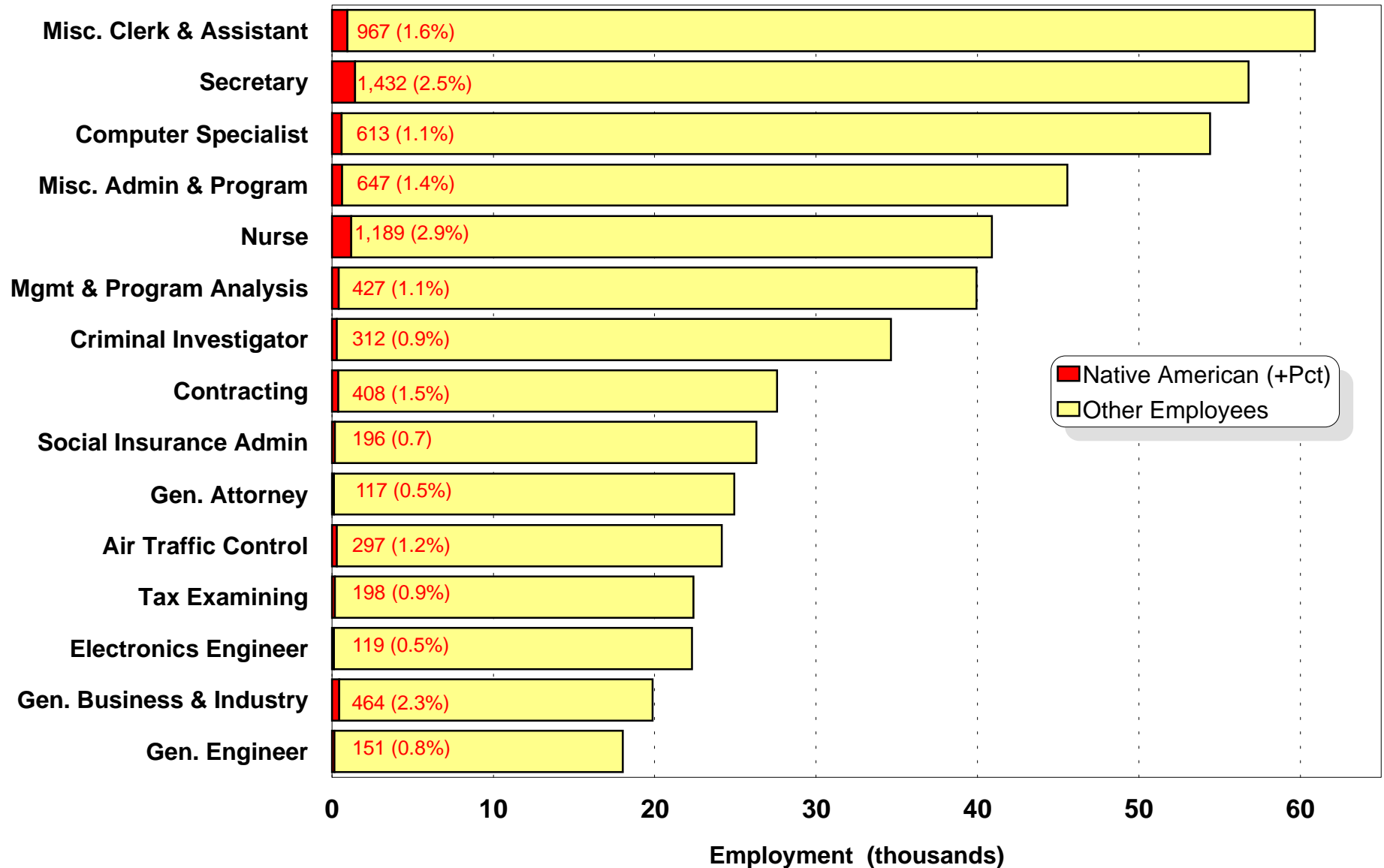
NATIVE AMERICANS IN SELECTED FEDERAL OCCUPATIONS

1998

- ◆ **Among the most populous occupations in the permanent Federal workforce, Native Americans are best represented in the Nurse (2.9%), Secretary (2.5%) and General Business and Industry (2.3%) 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, Native Americans represent 3.0 percent of all Social Scientists.**
- ◆ **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, Native Americans represent 3.9 percent of all Nursing Assistants.**

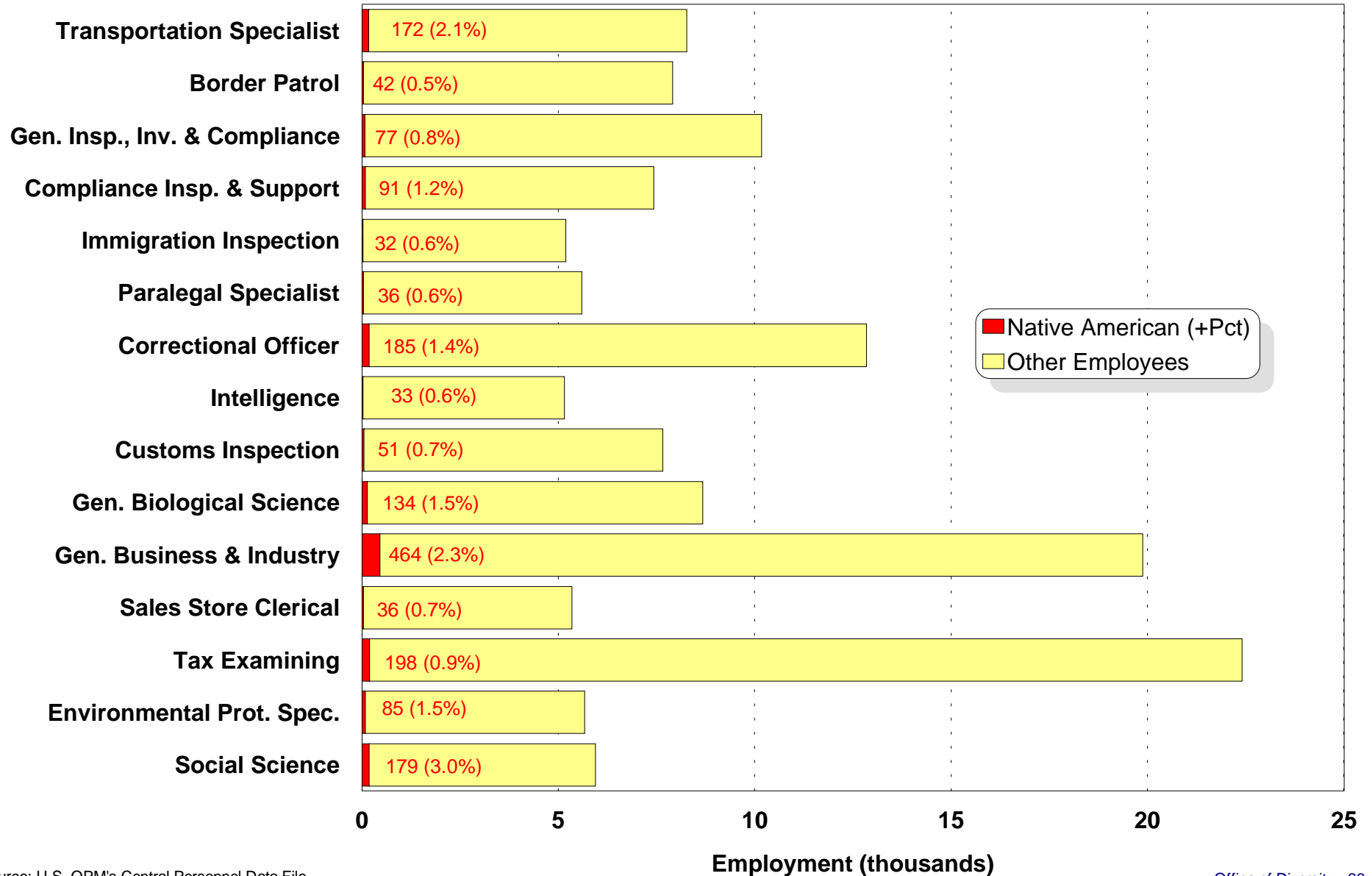
Representation of Native Americans in the 15 Most Populous Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



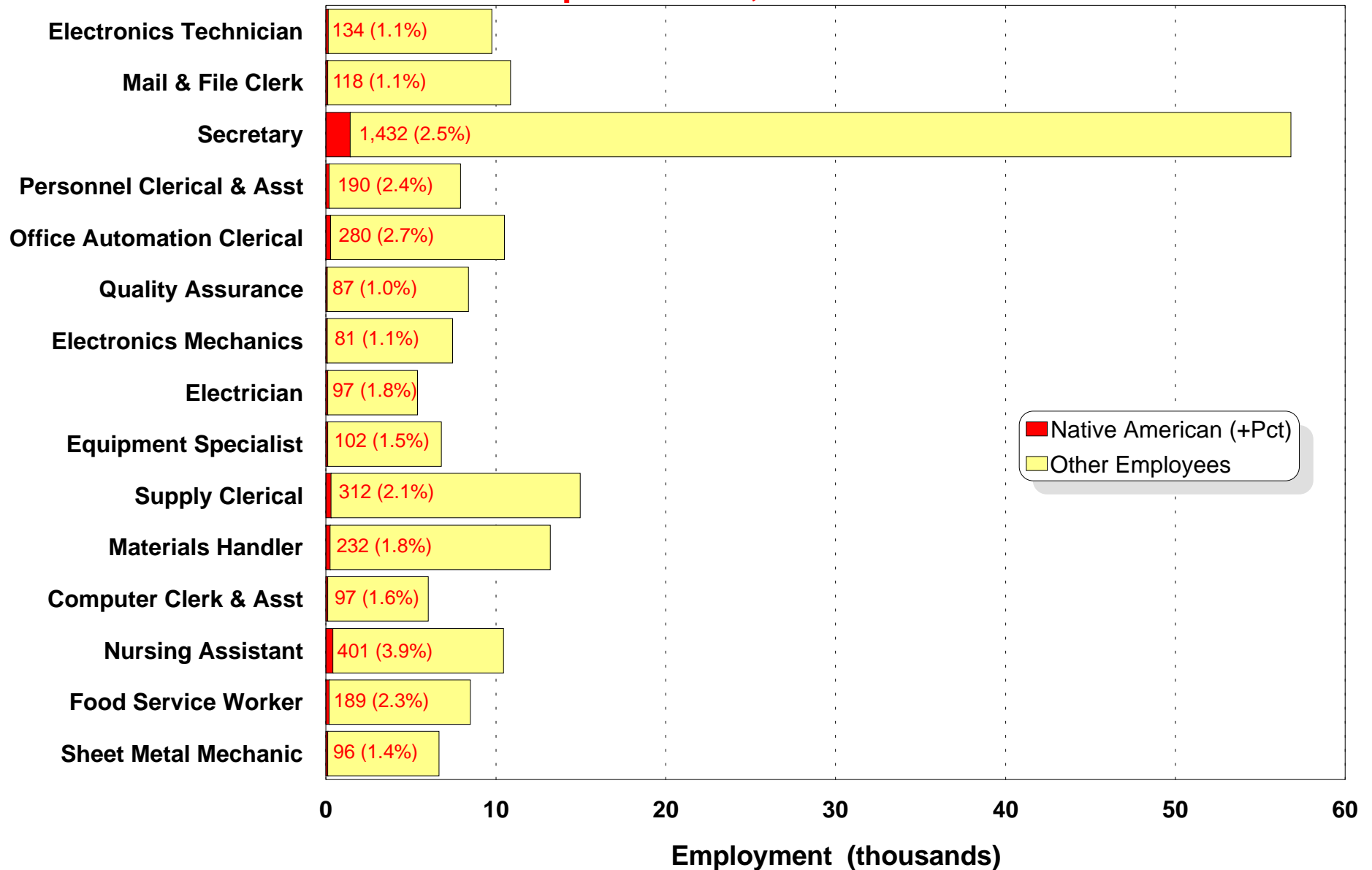
Representation of Native Americans in Growing Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



Representation of Native Americans in Declining Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



NATIVE AMERICANS

**FEDERAL WORKFORCE
DYNAMICS**

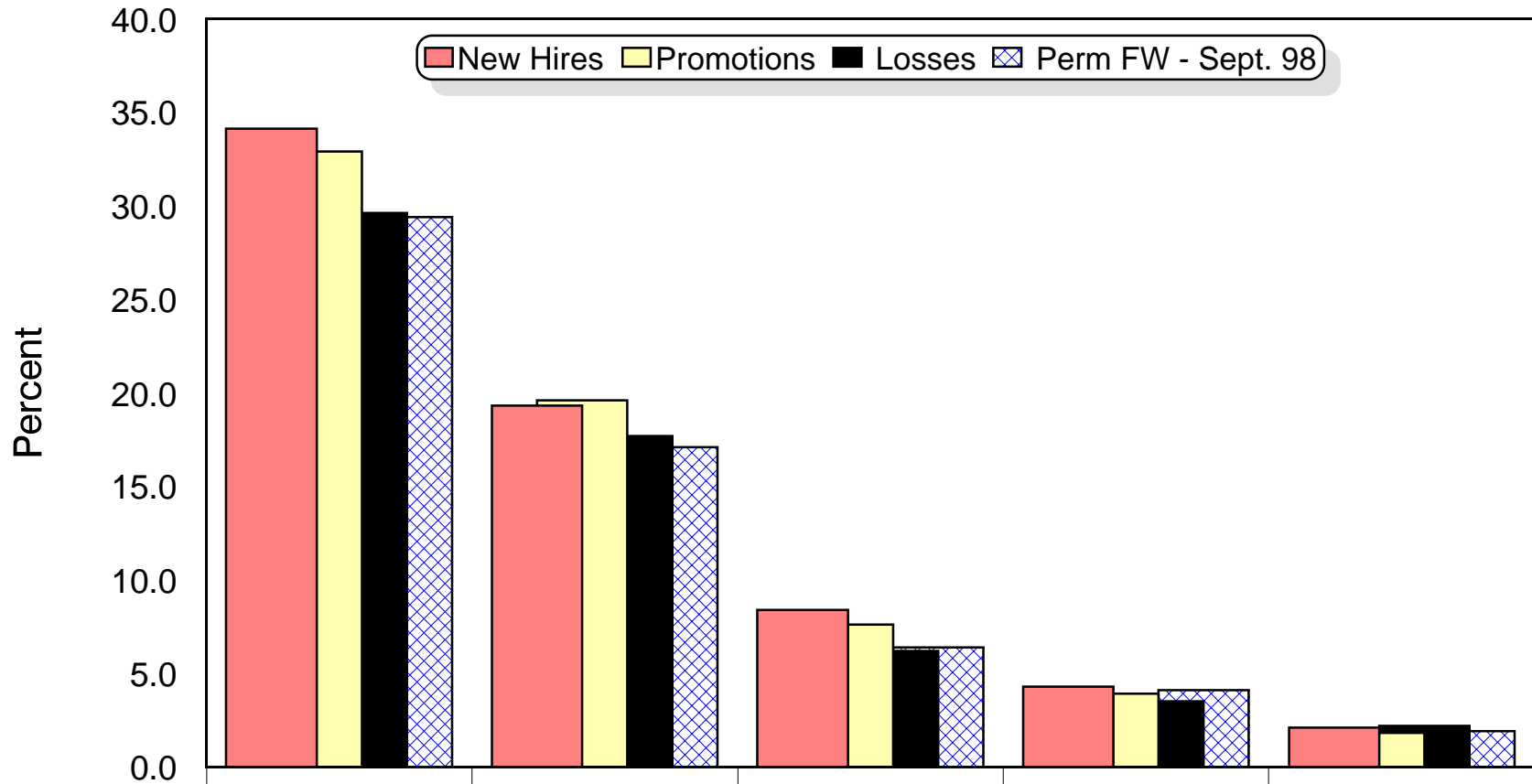
NATIVE AMERICAN HIRING, LOSS, AND PROMOTION TRENDS IN THE FEDERAL GOVERNMENT

Fiscal Year 1998

- ◆ **Native Americans accounted for 2.1 percent of permanent new hires.**
- ◆ **Native Americans accounted for 2.2 percent of permanent losses.**
- ◆ **Native Americans accounted for 1.8 percent of permanent promotions.**
- ◆ **Native Americans averaged 1.1 percent of all permanent promotions at General Schedule and Related (GSR) Grades 13-15 and Senior Pay levels.**
- ◆ **The representation of Native Americans among all permanent new hires remained above their Federal workforce representation during Government downsizing.**
- ◆ **Nurses topped the list of occupations into which Native American permanent hires were made.**
- ◆ **Forty percent of the white-collar permanent new hires of Native Americans were in GSR Grades 5-8.**

Native Americans Percentage of Permanent New Hires Was Above Their Representation in the Federal Civilian Workforce

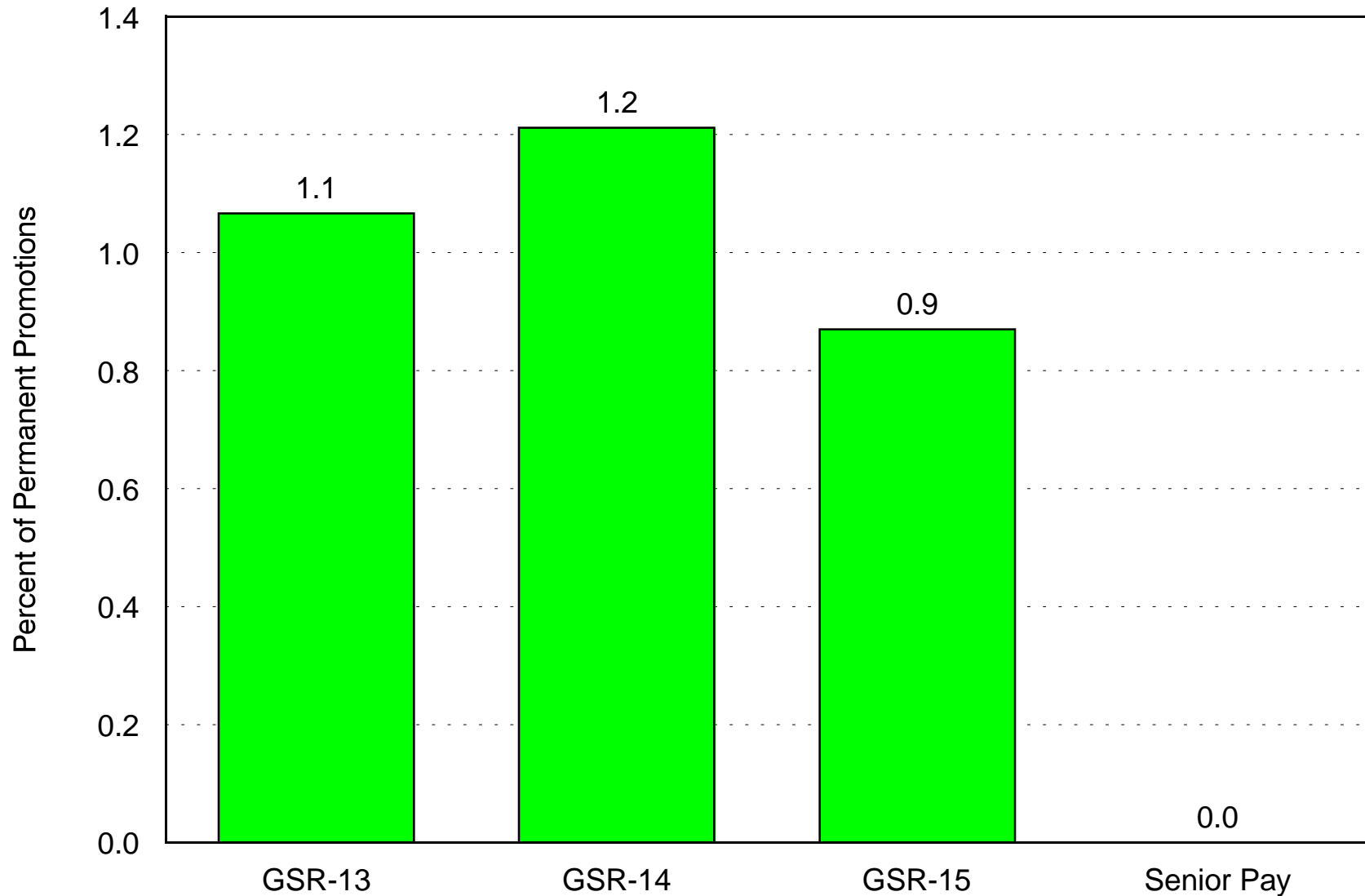
Fiscal Year 1998



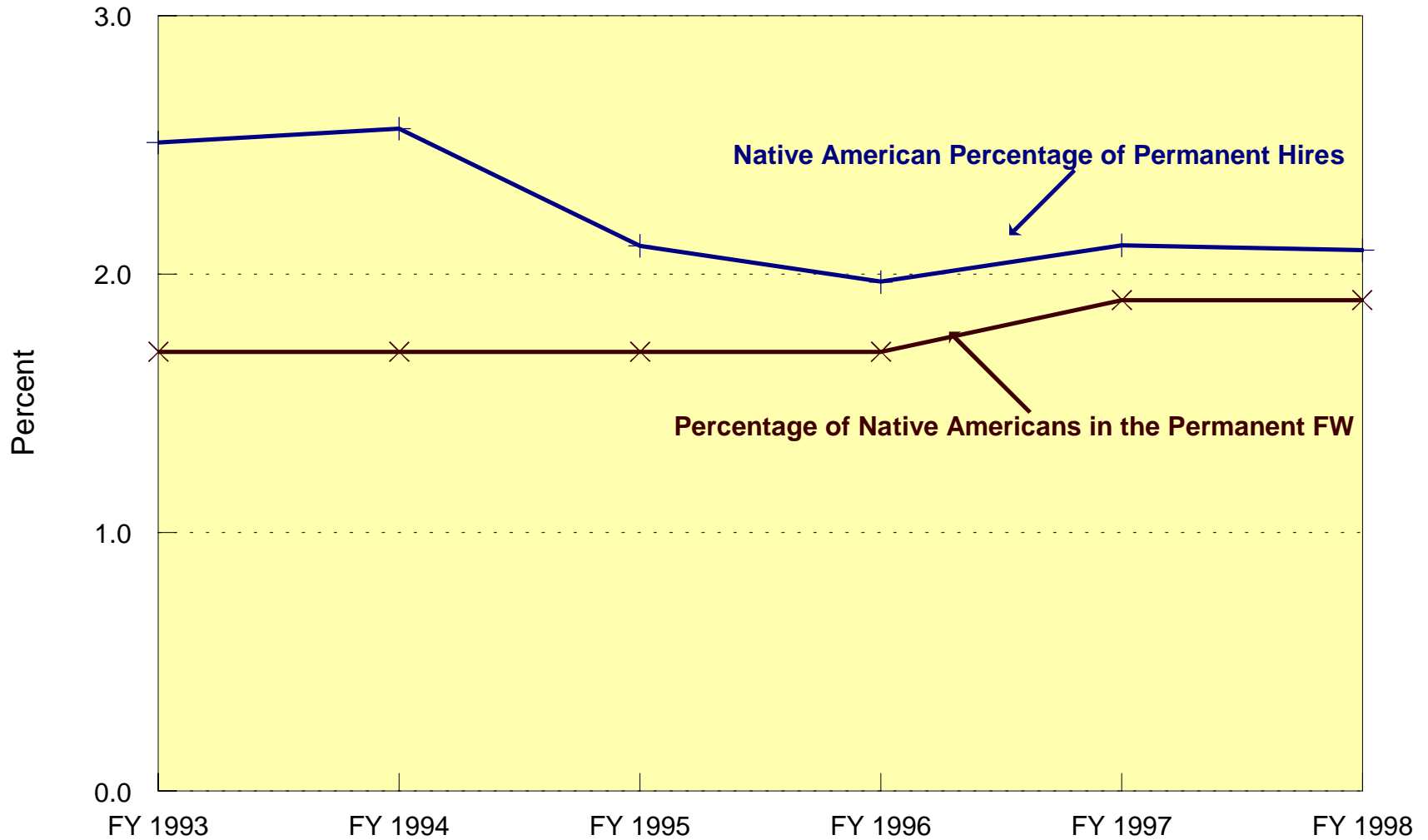
	Total Min.	Black	Hispanic	Asian/P.I.	Nat. Amer.
New Hires	34.1	19.3	8.4	4.3	2.1
Promotions	32.9	19.6	7.6	3.9	1.8
Losses	29.6	17.7	6.2	3.5	2.2
Perm FW - Sept. 98	29.4	17.1	6.4	4.1	1.9

Native Americans Averaged 1.1 Percent of all Permanent Promotions at General Schedule and Related Grades 13-15 and Senior Pay Levels

Fiscal Year 1998

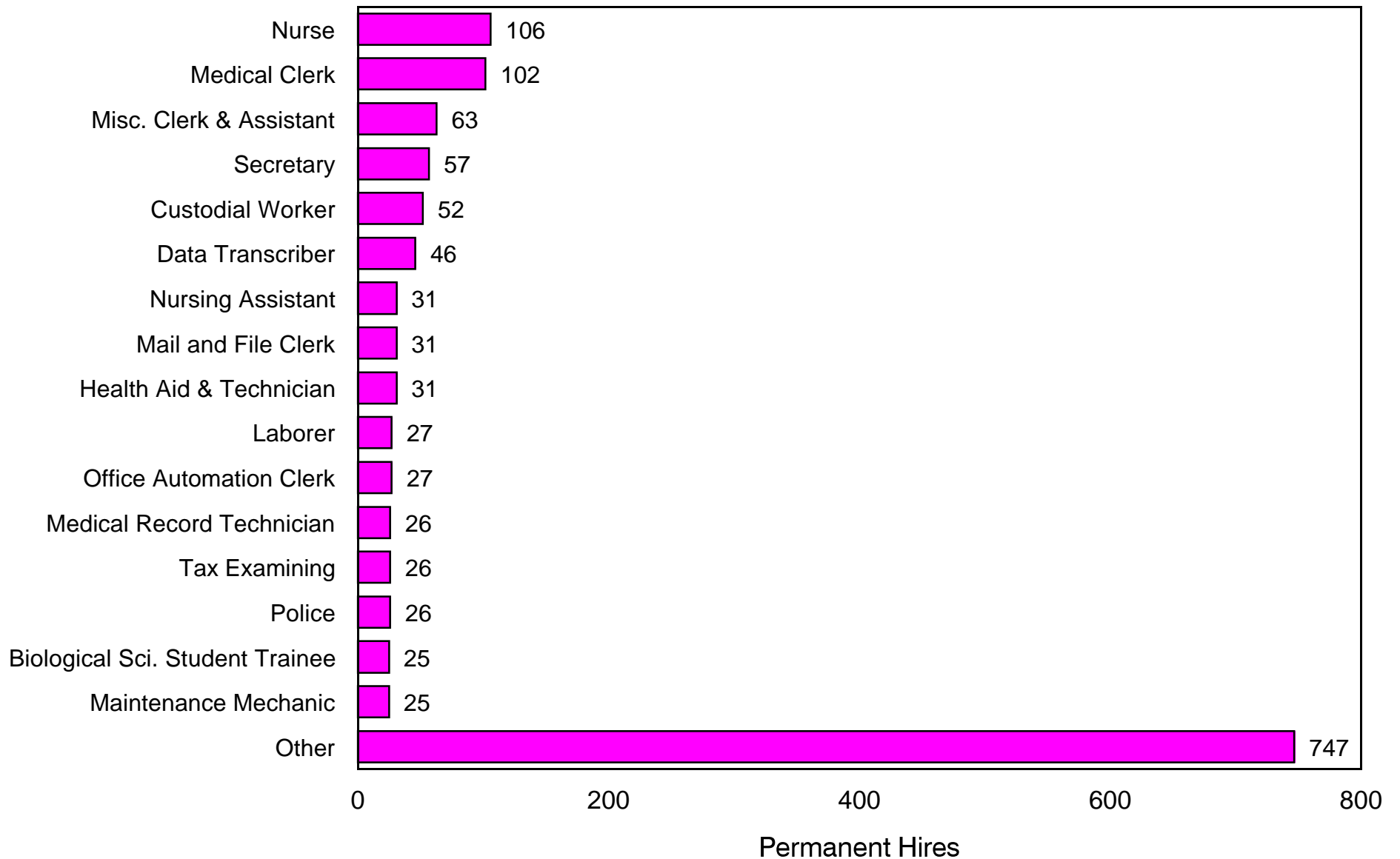


The Representation of Native Americans among All Permanent New Hires Remained Above Their Federal Workforce Representation During Government Downsizing



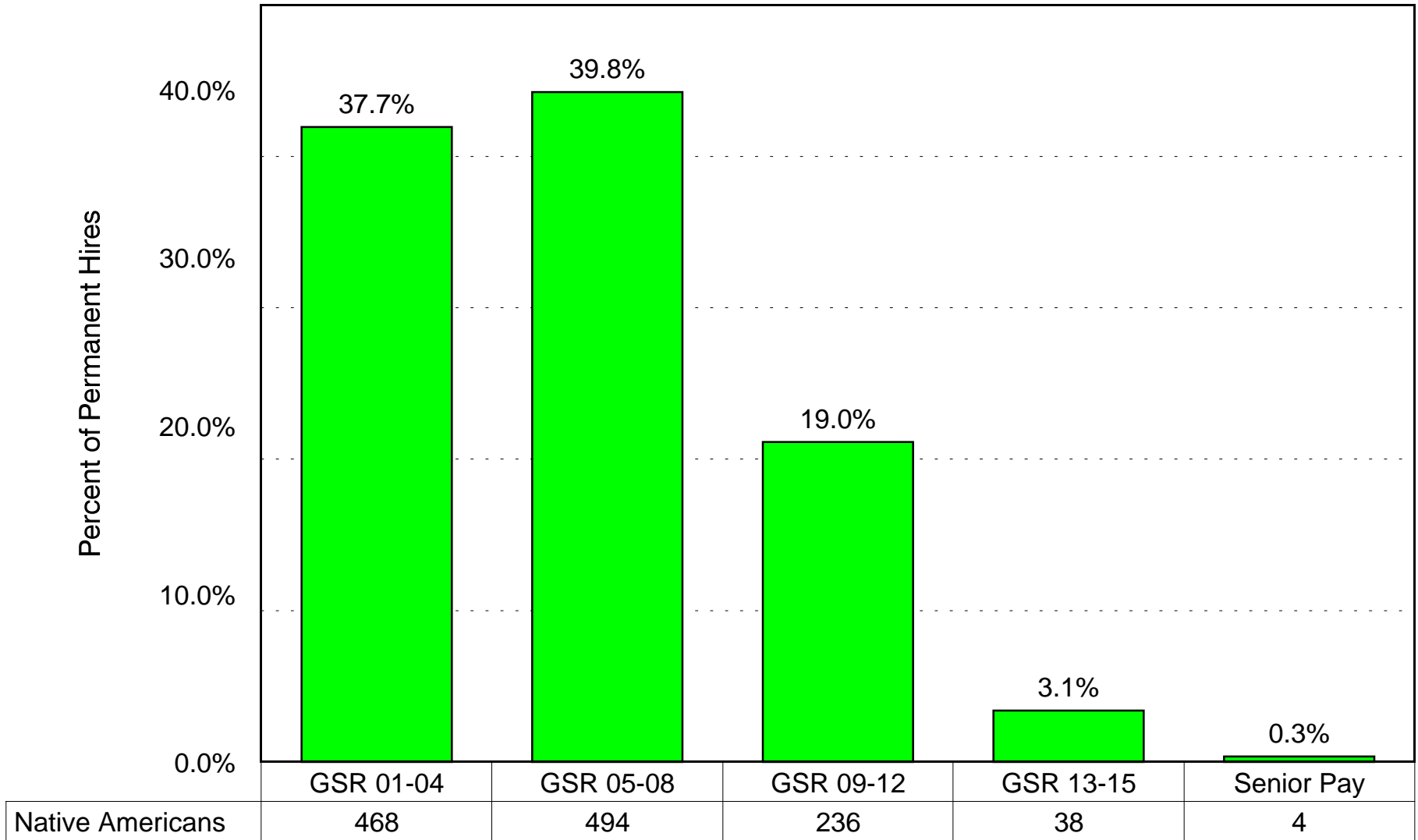
Top 15 Occupations for Permanent Hires of Native Americans

Fiscal Year 1998



Almost Forty Percent of the White-Collar Permanent Hires of Native Americans were in General Schedule and Related Grades 5-8

Fiscal Year 1998



HIRING OF NATIVE AMERICANS IN SELECTED STUDENT EMPLOYMENT PROGRAMS

Fiscal Year 1998

- ◆ There were 102 Native American new hires into the Student Career Experience (formerly Cooperative Education) Program during FY 1998; representing 2.5 percent of all (4,113) program hires during the period. The three agencies below hired 46 percent of the total participants and 84 percent of the Native American participants:

Navy

Interior

Agriculture

- ◆ There were 215 Native American new hires in the Student Temporary Employment Program during 1998; representing 1.3 percent of all (15,575) program hires during the period. The seven agencies below hired 67 percent of the total participants and 92 percent (197) of the Native American participants.

**Agriculture
HHS**

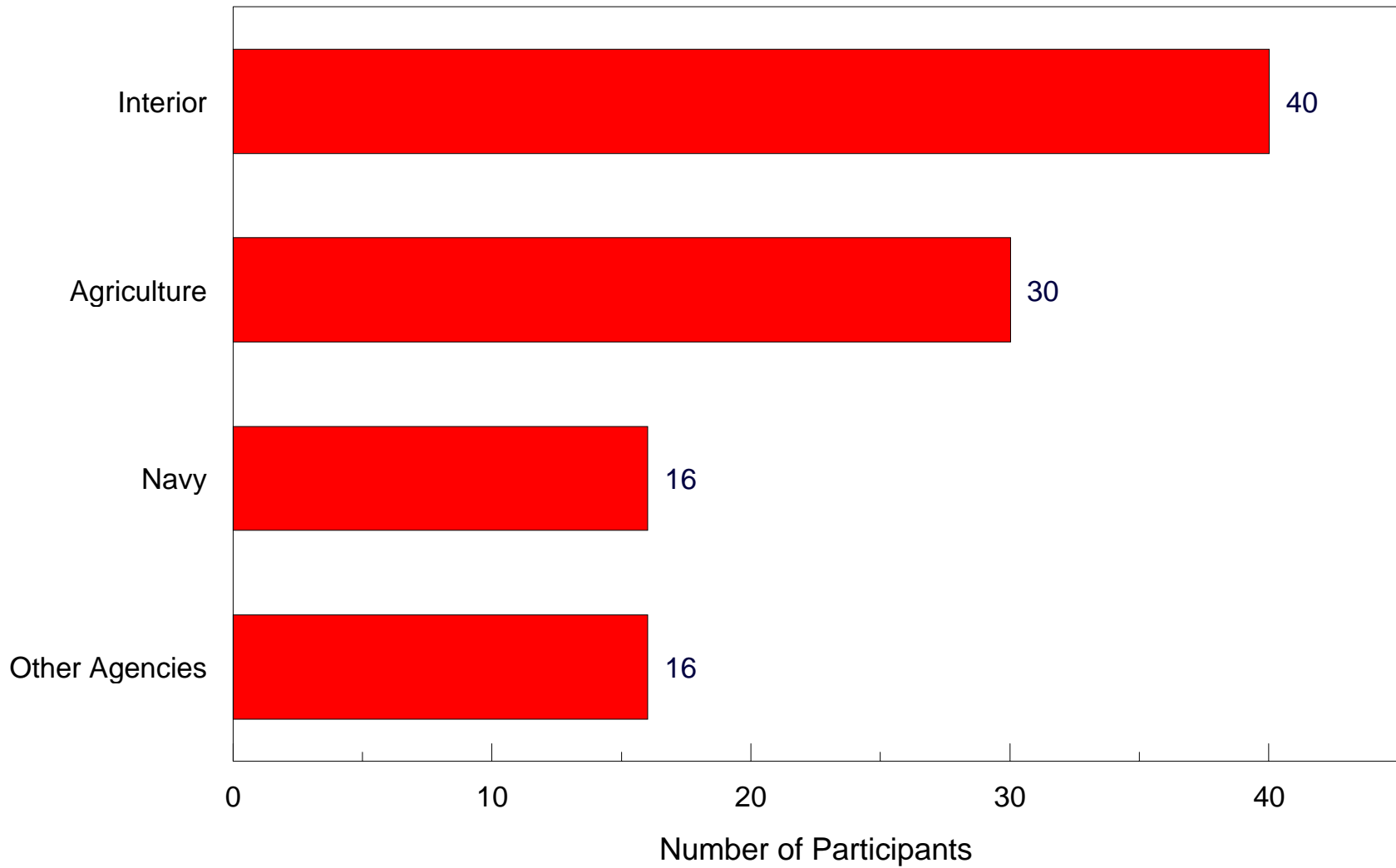
**Interior
Justice**

**Army
EPA**

Air Force

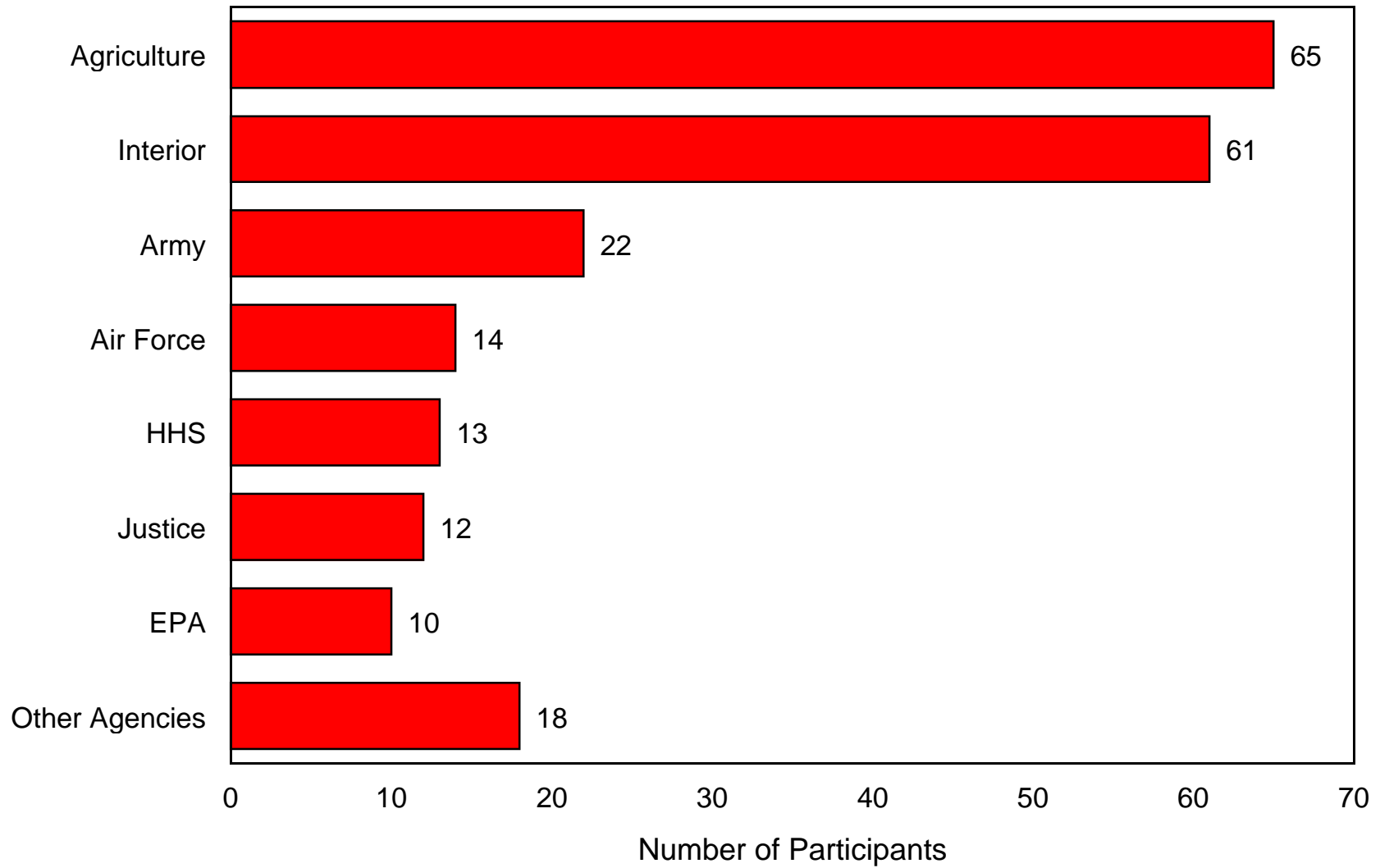
Participation of Native Americans in the Student Career Experience Program

Fiscal Year 1998



Participation of Native Americans 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