

FY 2024 Employment of Veterans and Military-Connected Spouses and Survivors in the Federal Executive Branch Report



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

I am pleased to present the U.S. Office of Personnel Management's (OPM) Employment of Veterans and Military-Connected Spouses and Survivors in the Federal Executive Branch Annual Report for Fiscal Year (FY) 2024. This report offers a comprehensive look at the employment of veterans and military-connected family members across the Federal agencies, outlining our continued efforts to improve access and employment opportunities. The report includes updates on Disabled Veterans' Affirmative Action Program (DVAAP) initiatives and agency accomplishments.

OPM proudly champions our nation's Federal workforce, which includes 2.2 million dedicated employees serving the American public. We oversee programs and deliver services that help agencies recruit, retain, and manage employees with mission-critical skills. These efforts help agencies meet staffing demands and expand employment opportunities for veterans, military spouses, and eligible family members as outlined in numerous Executive Orders (EOs).

As Director, I believe that an effective workforce begins with strong recruitment, hiring, and talent management practices. Veterans and military-connected individuals bring valuable experience, discipline, and commitment to public service, qualities that directly support agency operation and mission delivery. Strategies to attract and retain talent are critical to improving workforce performance and ensuring continuity in essential government functions.

In FY 2024, the Executive Branch of the Federal Government hired 256,684 new employees. This included 56,318 veterans, 5,853 military spouses, and 392 individuals with derived preferences. We are committed to supporting veterans and military-connected families, honoring their ability to lead, adapt, and perform under pressure to address critical staffing needs across the government.

OPM remains committed to strengthening the Federal workforce through effective recruitment, hiring, and retention strategies that support veterans, military spouses, and military connected families. On behalf of a grateful nation, I thank them for their service and continued commitment to serving the American people.

Scott Kupor
Director
U.S. Office of Personnel Management

Table of Contents

Message from the Director of the U.S. Office of Personnel Management.....	i
Overview	3
Total On-Board –Veterans and Military-Connected Families	4
Total New Hires Veterans and Military - Connected Families	6
Total New Hires Under Other Appointing Authorities	7
Total New Hires Under Other Veteran Appointing Authorities	7
Employment by New Grade and Salary Group	8
Employment Distribution by Occupational Category	8
Mission Critical Occupations.....	9
New Hire Retention Rates	9
Agency Spotlight	10
Appendix 1: Organizations Included:	14
Appendix 2: Organizations Excluded	17
Appendix 3: List of Abbreviations and Terms	18

Overview

The FY 2024 report presents a detailed analysis of Federal employment data, submitted in accordance with reporting requirement under EO 13518¹. This EO directed the Veterans Chief Financial Officer (CFO) Act agencies² to establish Veterans Employment Program Offices (VEPOs) to strengthen veterans' hiring and career progression within their workforce.

Each year, Executive Branch agencies are required to report to OPM on their progress under Disabled Veterans' Affirmative Action Program (DVAAP) and to submit certified plans for the following fiscal year. These reports identified promising practices and outlined recruitment strategies while also detailing efforts to support career advancement for disabled veterans. These strategies were reviewed and evaluated, and agencies were required to explain any gaps and propose corrective measures to meet established objectives. Throughout the report, disabled veterans are spotlighted in comparison to the broader veteran population, providing additional insight into hiring outcomes and challenges.

The report also addresses the progress made under President Trump's EO 13832³, which facilitated non-competitive civil service appointments for military spouses. EO 14100⁴ expanded on these efforts, by emphasizing the importance of employment opportunities for military spouses, caregivers, and survivors. Federal agencies were encouraged to strengthen recruitment and retention strategies for this demographic, thereby addressing a vital component of military family support. In addition, this report satisfies the Disabled Veteran Affirmative Action under 5 United States Code (U.S.C.) 720, Subpart C. Page 14 spotlights some of the agencies' recruitment efforts.

A detailed review of FY 2024 employment trends within the Federal Executive Branch revealed significant findings. As shown in [Table 1](#) below, the number of on-board employees increased from 2,215,879 in FY 2023 to 2,267,091 in FY 2024, representing 51,212 employees (2.3%). However, the number of veteran employees decreased slightly from 621,946 to 621,751, 195 employees (0.03%). Meanwhile, the number of veterans with preference increased by 1,922 (0.4%), with disabled veterans accounting for the highest growth of 17,265 employees (4.8%). Military spouse employment increased from 25,734 to 27,347, a total of 1,613 employees (6.3%). The percentage of military spouses under the noncompetitive hiring authority increased from 27.4% to 28.4%, reflecting a higher utilization of the military spouse hiring authority, while employees with derived preference declined slightly from 3,640 to 3,631 (0.2%).

¹ [Executive Order 13518](#), Employment of Veterans in the Federal Government

² The 24 agencies are those identified in the Chief Financial Officers Act of 1990, as amended (31 U.S.C. § 901(b)), representing the largest Federal agencies.

³ [Executive Order 13832](#), Noncompetitive Appointment of Certain Military Spouses

⁴ [Executive Order 14100](#), Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors

Table 1: Total On-Board Veterans and Military-Connected Families

Category	FY 2023	FY 2024
Total Employees	2,215,879	2,267,091
Total Veteran Employees	621,946	621,751
% of All Employees	28.1%	27.4%
Veterans with Preference	543,430	545,352
% of All Employees	24.5%	24.1%
% of All Veterans	87.4%	87.7%
Disabled Veterans	361,226	378,491
% of All Employees	16.3%	16.7%
% of All Veterans	58.1%	60.9%
30% + Disabled Veterans	246,546	262,385
% of All Employees	11.1%	11.6%
% of All Veterans	39.6%	42.2%
Total Military Spouses	25,734	27,347
% of All Employees	1.2%	1.2%
% of Military Spouse Hiring Authority	27.4%	28.4%
Total Derived Preference	3,640	3,631
% of All Employees	0.2%	0.2%

Total On-Board –Veterans and Military-Connected Families

[Table 2](#) shows the total number of on-board employees in the Executive Branch as of FY 2024, with a focus on veterans and military-connected families. The data includes numbers and percentages for total veterans, military spouses, individuals hired through the military spouse hiring authority and those with derived preference.

Table 2: Total On-Board- Veterans and Military-Connected Families

Agency	FY 2024 Veterans and Military Connected Families									
	All Employees	Total Veterans	%	Total Military Spouses	%	Military Spouse Hiring Authority	%	Derived Preference	%	
Total Executive Branch Agencies	2,267,091	621,751	27.4%	27,346	1.2%	7,754	0.3%	3,631	0.2%	
USDA	98,475	13,368	13.6%	372	0.4%	111	0.1%	132	0.1%	
DOC	48,442	5,494	11.3%	123	0.3%	29	0.1%	46	0.1%	

Agency	FY 2024 Veterans and Military Connected Families								
	On-Board Employees	Veterans	Veteran Population	Spouse	Spouse Population	Military Connected Families	Preference Population	Disabled Veterans	Preference Population
DOW	730,618	314,311	43.0%	20,905	2.9%	6,178	0.8%	1,373	0.2%
Air Force	157,136	79,721	50.7%	6,043	3.8%	2,354	1.5%	283	0.2%
Army	193,812	94,519	48.8%	4,468	2.3%	1,764	0.9%	355	0.2%
Navy	220,772	83,552	37.8%	2,942	1.3%	1,127	0.5%	334	0.2%
Defense Activities	158,898	56,519	35.6%	7,452	4.7%	933	0.6%	401	0.3%
ED	4,209	466	11.1%	32	0.8%	16	0.4%	11	0.3%
DOE	17,373	4,302	24.8%	67	0.4%	20	0.1%	22	0.1%
HHS	92,620	7,499	8.1%	384	0.4%	101	0.1%	60	0.1%
DHS	227,566	55,112	24.2%	748	0.3%	265	0.1%	254	0.1%
HUD	8,843	1,567	17.7%	71	0.8%	31	0.4%	19	0.2%
DOI	69,367	11,841	17.1%	304	0.4%	79	0.1%	96	0.1%
DOJ	117,129	24,620	21.0%	268	0.2%	59	0.1%	162	0.1%
DOL	14,578	3,394	23.3%	128	0.9%	37	0.3%	24	0.2%
State	14,593	2,659	18.2%	88	0.6%	24	0.2%	45	0.3%
DOT	57,014	19,530	34.3%	122	0.2%	7	0.0%	57	0.1%
Treasury	113,992	11,829	10.4%	239	0.2%	54	0.0%	196	0.2%
VA	482,831	122,094	25.3%	2,721	0.6%	468	0.1%	939	0.2%
USAID	2,291	281	12.3%	13	0.6%	4	0.2%	0	0.0%
EPA	16,839	1,755	10.4%	54	0.3%	7	0.0%	9	0.1%
GSA	13,371	3,509	26.2%	99	0.7%	15	0.1%	21	0.2%
NASA	18,150	2,108	11.6%	41	0.2%	1	0.0%	13	0.1%
NSF	1,717	148	8.6%	13	0.8%	10	0.6%	3	0.2%
OPM	3,011	514	17.1%	63	2.1%	20	0.7%	8	0.3%
NRC	2,947	603	20.5%	6	0.2%	0	0.0%	1	0.0%
SSA	58,409	8,395	14.4%	259	0.4%	155	0.3%	79	0.1%
SBA	7,827	861	11.0%	35	0.4%	11	0.1%	16	0.2%
Total Executive Order Agencies	2,222,212	616,260	27.7%	27,155	1.2%	7,702	0.3%	3,586	0.2%

(The Total EO Agencies are the 24 CFO Act Agencies listed in EO 13518.)

The current Federal workforce consists of 2,267,091 total employees with a 27.4% veteran population. The data indicates that the DOW is the largest CFO Act agency in the government with 730,618 on-board employees, with a veteran population represented at 43.0%. In contrast, the smallest CFO Act agency is NSF, which had a workforce of 1,717 total on-board employees and a veteran population of 8.6%. The data also indicates that the government has a workforce of military spouses at 1.2% and military-connected families with derived preference at less than 0.2%. For additional details, [Table 3](#) highlights the total on-board data for veterans with preference, including data on disabled veterans.

Total New Hires Veterans and Military - Connected Families

[Table 3](#) displays data on total new hires of veterans and military-connected families across agencies for FYs 2023 and 2024 and showed a 13.24% decrease in the total number of new hires across the Federal Government.

Table 3: Total New Hires-Veterans and Military-Connected Families

Category	FY 2023	FY 2024
Total Employees	295,866	256,684
Total Veterans	63,129	56,318
% of All Employees	21.0%	22.0%
Veterans with Preference	53,093	47,634
% of All Employees	18.0%	19.0%
% of All Veterans	84.0%	85.0%
Disabled Veterans	44,953	41,819
% of All Employees	15.0%	16.0%
% of All Veterans	71.0%	74.0%
30% + Disabled Veterans	30,734	29,064
% of All Employees	10.0%	11.0%
% of All Veterans	49.0%	52.0%
Total Military Spouses	6,003	5,853
% of All Employees	2.0%	2.0%
% of Military Spouse Hiring Authority	38.0%	38.0%
Total Derived Preference	485	392
% of All Employees	0	0

Veteran hiring declined from 16.4% in FY 2023 to 10.8% in FY2024, while the proportion of veterans among total new hires rose slightly from 21.0% to 22.0%. Veterans with preference decreased by 10.3% in total workforce representation, while disabled veterans experienced a 7.0% decrease compared to FY 2023, despite a 9.2% increase in new hires. Their overall workforce proportion remained at 16%. The percentage of disabled veterans among all veterans increased slightly, which indicated a growing representation within the veteran category. Military-Connected Families also exhibited a 2.5% decrease in new hires, making up 2.0% of the workforce. Additionally, the appointments of personnel with derived preference declined by 19.2%. The decreases in various categories highlighted the need for continued focus on maintaining or improving the proportion of

veterans in the overall workforce. [Table 5](#) and [Table 6](#) provide additional details on military spouses, derived preference, disabled veterans, and veterans with preference.

Total New Hires Under Other Appointing Authorities

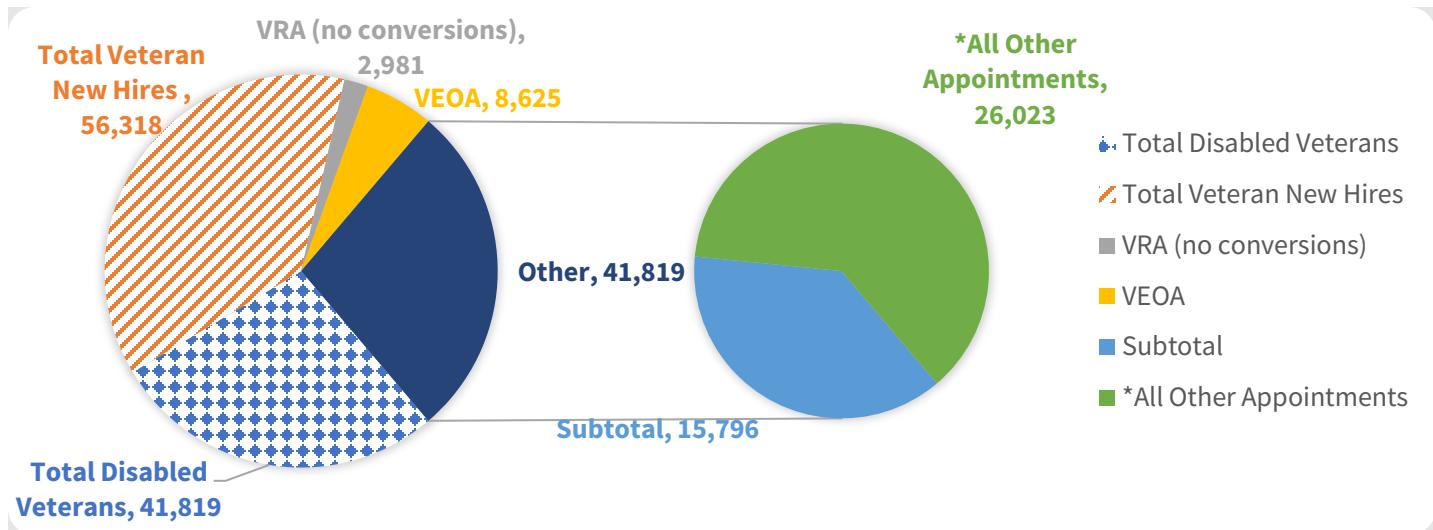
The summary of FY 2024 hiring data for the total new hires in Executive Branch agencies indicated a total of 256,684 hires across all agencies. This included:

- 8,414 individuals through the Pathways Programs,
- 294 through the PMF (Presidential Management Fellows) Program, and
- 6,238 through the Schedule A hiring authority for individuals with disabilities (Schedule A.)

Among the hires, 753 veterans were hired through the Pathways Program, with 47 through PMF, and 727 via Schedule A. Additionally, 12 military spouses came in through the Pathways Program, with 1 through PMF and 46 through Schedule A; along with 3 hires who benefited from derived preference through Pathways, 1 through PMF and 3 through Schedule A.

Overall, these figures highlighted differences in how agencies utilized hiring authorities to meet workforce needs while showcasing an emphasis on recruiting veterans and military spouses across many departments and other appointing authorities.

Table 10: Total New Hires Under Other Veteran Appointing Authorities



In FY 2024, the Federal Government hired 41,819 new disabled veterans through a range of appointment authorities. Of that total, 2,981 were hired under the Veterans Recruitment Appointment (VRA) authority, which included those converted to permanent status. An additional 8,625 new hires were made under the Veterans Employment Opportunities Act (VEOA). Combined,

these two categories accounted for 15,796 of the total new disabled veteran hires. The remaining 26,023 appointments were made through other methods, such as competitive examining or non-competitive authorities like the Pathways Programs, Schedule A, and Direct Hire. This data highlighted the hiring mechanisms utilized to integrate disabled veterans into Federal employment. Refer to [Table 10: Total New Hires – Under Other Appointing Authorities](#), [Table 11](#), and [Table 12](#) for a more detailed overview.

Employment by New Grade and Salary Group

[Table 13](#) provides the percentage breakdown of various groups within the Federal civilian workforce, including veterans, disabled veterans, those with derived preferences, and military spouses. These figures were distributed across employment categories such as Senior Executive Service (SES), General Schedule (GS), and various pay plans such as blue collar and other white collar pay plans.

SES positions consisted of a small portion of the workforce, that accounted for 0.39% of the Federal employees. Veterans and individuals with derived preference appeared in these positions in limited numbers. Representation of military spouses in SES roles stood at .08%. Within the GS pay system, military spouses were more frequently represented in lower GS grades (5-8) and mid-level GS grades (9-12). As GS levels increased (13-15), the proportion of veterans, individuals with derived preference, and military spouses decreased.

Overall, veterans and individuals with derived preferences were consistently present across various pay plans and grade levels, particularly within other white collar pay plans and mid-level GS positions. Military spouses were primarily found in mid GS grades, with some increase in higher levels. This information highlighted the workforce regarding the military-connected population and provided insight into how these groups were distributed across different job categories and grades.

Employment Distribution by Occupational Category

In the Federal Civilian Workforce, veterans, including those with disabilities, were most concentrated in administrative roles. More than 54% of veterans and 58% disabled veterans were employed in this category, compared to 40% of the overall workforce. Professional positions accounted for 29% of all employees but included only 14% of veterans and 12% of disabled veterans, while military spouses were represented at 20%. Technical occupations accounted for 13% of veterans and showed greater representation among derived preference employees at 18% and military spouses at 21%. Veterans were also present in blue-collar jobs, where they represented 10% compared to 7% of the workforce overall. Overall, veterans were more heavily concentrated in administrative occupations while military spouses showed a balanced distribution across

administrative, professional, and technical categories. [Table 14: Distribution by Occupational Category](#) offers a comprehensive overview.

Mission Critical Occupations

The Mission Critical Occupations (MCOs) profile for FY 2024 revealed the number of veteran new hires compared to all new hires and the percentage of veterans in each occupation. The data showed a significant presence of veterans in key roles, especially in Human Resource Management (43.8%), Information Technology Management (41.2%), and Cyber Security (37.0%), where they accounted for over 30% of new hires. Contracting also had veteran representation at 25.9%. While the STEM fields included a substantial number of veterans (2,161), they represented 11.0% of total new hires in that sector. Auditing and Economics had low percentages of veteran new hires, at 14.0% and 2.7%.

Table 4: Profile of Mission Critical Occupations

FY 2024 Mission Critical Occupations	Not a Veteran	Veteran	All New Hires	Percent of Veterans	Military Spouse	Percent of Spouse
Cyber Security	6,872	4,030	10,902	37.0%	77	0.7%
STEM	17,503	2,161	19,664	11.0%	272	1.4%
Contracting	3,177	1,110	4,287	25.9%	80	1.9%
Human Resource Management	1,434	1,118	2,552	43.8%	147	5.8%
Information Technology Management	513	360	873	41.2%	10	1.1%
Auditing	690	112	802	14.0%	8	1.0%
Economist	397	11	408	2.7%	1	0.2%
Grand Total	30,586	8,902	39,488	22.5%	595	1.5%

The data also highlighted the representation of veterans and military spouses in MCO, showing that out of 39,488 new hires, 8,902 were veterans (22.5%), and 595 were military spouses (1.5%).

New Hire Retention Rates

The data presented FY 2024 retention rates for non-veterans, veterans, and military spouses across various government agencies. Overall, the total retention rate for EO agencies stood at 77.53% for non-veterans, 73.83% for veterans, and 65.78% for military spouses. Similarly, Executive Branch agencies showed a retention rate of 77.60% for non-veterans, 73.79% for veterans, and 65.78% for military spouses.

Some agencies exhibited high retention rates. Among non-veterans, NASA (92.89%), NSF (90.65%), and the EPA (89.54%) had the highest rates. Veterans also showed strong retention at NSF (85.71%), NASA (80.49%), and the DOE at (86.84%). Military spouses, who generally had the lowest retention, showed full retention (100%) at USAID, EPA, and NSF, while the DOI also maintained a strong 80% retention rate.

Conversely, some agencies reported lower retention rates, particularly among veterans and military spouses. The SSA had the lowest retention for veterans at 54.66%, followed by the SBA (73.33%) and the DOJ (73.05%). Military spouses had the lowest retention at HUD (50%) and the DOE (50%), with SSA also reporting a lower-than-average retention rate at 59.02%. Additionally, some agencies did not record hires for military spouses.

The data highlighted a trend where military spouses had consistently lower retention rates than both non-veterans and veterans across agencies. This suggested that, despite efforts to integrate them into the workforce, challenges remain in maintaining their long-term employment within government agencies.

Agency Spotlight

Spotlighting Federal agencies provided an opportunity to recognize the work completed across the government and to better understand the specific roles each agency fulfilled. Through a series of targeted initiatives aimed at expanding employment opportunities for veterans and military-connected families, agencies such as the DOW, DOL, GSA, and HUD, worked to reduce barriers. These efforts included hiring outcomes and the development of support resources which demonstrated a broader commitment to strengthening the Federal workforce as an employer of choice for those who served our nation. Below are a few key strategies implemented.

DOW

The DOW supported military spouse employment through targeted hiring, outreach, and policy implementation. Efforts included job fairs, social media, and partnerships with Hiring Our Heroes in coordination with agencies such as the VA, USDA, and the OPM. Key actions included the release of a military spouse fact sheet, updates to administrative leave guidance, and designation of a Domestic Employees Teleworking Overseas (DETO) program manager. Supervisors received the Hiring Toolkit and hiring managers were trained on military spouse policies. Platforms such as Yello and Handshake were used to broaden candidate reach.

DOW and its components hosted virtual and in-person career fairs, leveraging programs such as Operation Warfighter, the Workforce Recruitment Program, DOW SkillBridge, and the DOW Shared List for Disabled Veteran to support the hiring of disabled veterans. DOW utilized the Radancy

Program to promote Math (STEM), IT and recent graduate hiring in FY 2024. Outreach efforts targeted veteran populations by helping recruiters connect with student veterans. These efforts reinforced performance planning, mentoring, and regular evaluations.

DOL

DOL supported military spouse engagement through outreach, specialized training, and interagency collaboration. The agency participated in 42 hiring events, provided résumé and application support and trained participants on Federal hiring processes. The agency also engaged in nine interagency working groups and increased visibility of employment opportunities through platforms like LinkedIn, Twitter, and Handshake which contributed to the appointment of eight military spouses. To support veterans and disabled veterans DOL sent weekly outreach emails via GovDelivery attended job fairs and led workshops on the Federal application process. The agency partnered with veteran service organizations and educational institutions and used virtual platforms to expand its reach. Additional efforts included mentorship programs and training focused on technical, leadership and professional skills.

GSA

GSA supported military spouse hiring by posting job announcements on USAJOBS with relevant eligibility details and by speaking with hiring managers about how to use special hiring authorities. The agency also helped develop a military spouse hiring guide as part of the Joining Forces Interagency Policy Committee and carried out outreach to increase awareness of available opportunities. In FY 2024, GSA held four training sessions on Special Hiring Authority for 146 hiring officials and introduced *Federal Hiring 101* to 72 supervisors and managers. The agency also joined outreach events aimed at connecting veterans, individuals with disabilities, and military spouses to strengthen its recruitment efforts.

HUD

HUD expanded outreach to raise awareness of Federal employment opportunities for military spouses. The agency collaborated with stakeholders, including the Military Spouse Employment Partnership and military installations, and hosted two virtual information sessions: a HUD Virtual Veteran and Military Job Fair. It also participated in spouse-focused hiring events at Fort Belvoir and Fort Meade. During career fairs the Special Employment Programs Team consistently promoted the Military Spouse Program. Hiring managers engaged directly with candidates, reviewed qualifications on site, and shared information about available positions. HUD positioned military spouses as a skilled talent resource and conducted targeted outreach to encourage interest employment opportunities.

ED

ED

ED focused on the recruitment and hiring of disabled veterans by leveraging non-competitive special hiring authorities and veteran preferences through the Delegated Examination and Pathways programs. The Office of Human Resources (OHR) trained managers on these flexible hiring flexibilities and expanded outreach efforts to strengthen engagement. ED participated in the Federal Interagency Military Spouse Career Expo and collaborated with the Joining Forces White House initiative to support military families. ED also offered a range of training opportunities including instructor-led computer-based courses, self-paced learning, traditional classroom instruction, and web-based training—to support the professional growth of disabled veteran employees.

NSF

The NSF expanded job access by opening Merit Promotion job announcements to eligible military spouse candidates and conducting strategic outreach through partnerships with military transition centers, state and Federal veteran employment offices, and local military installations. NSF participated in targeted outreach events hosted by organizations such as Hire Our Heroes, Virginia Values Veterans, and the Department of War and supported recruitment at events linked to the White House Initiative on HBCUs and the Partnership for Public Service HBCU Initiative. NSF also supported research strategies to strengthen military spouse representation in STEM fields and used the Pathways Programs to engage with potential candidates. These efforts were supported by Selective Placement Program resources and a tracking system to evaluate outreach effectiveness.

VA

The VA, through the Veteran and Military Spouse Talent Engagement Program (VMSTEP) collaborated with the National Cemetery Administration (NCA), Veterans Benefits Administration (VBA), and Veterans Health Administration (VHA) to recruit and employ disabled Veterans. HR offices emphasized reforming Selective Placement Programs to increase non-competitive hiring for veterans with 30 percent or greater service-connected disabilities. Veteran hiring databases were used to refer disabled Veterans for consideration under new hiring initiatives such as Medical Support Assistant (MSA) "hire right, hire fast". Additional recruitment efforts included military briefings, monthly Transition Assistance Program (TAP) events and job fairs aimed at recruiting and hiring veterans and disabled veterans. These included Hiring Our Heroes, National Guard Veterans Job Fairs, Employee Day at various military installations throughout the Nation, and Military Career and Resource Fairs around the Nation.

In addition to the CFO Act agencies, several smaller agencies also self-reported for the DVAAP Report. Agencies such as the Chemical Safety and Hazard Investigation Board (CSB), Federal Permitting Improvement Steering Council (FPISC), Federal Retirement Thrift Investment Board

(FRTIB), Selective Service System and the United States Postal Service (USPS). Below are some of the key highlights from their submissions:

CSB, FPISC, FRTIB, USPS, and SSS supported veteran and disabled veteran hiring through targeted recruitment, training, and the use of non-competitive hiring authorities. **CSB** hosted informational sessions and webinars, emphasized workplace accommodation, and offered training to support career growth. **FPISC** advertised positions with veteran hiring preferences and referred qualified applicants to hiring managers. **FRTIB** promoted special hiring authorities and directed applicants to USAJOBS for available opportunities. **SSS** provided training on veteran hiring authorities, collaborated with the Department of the Interior, and offered development tools such as Individual Development Plans and online learning resources. **USPS** participated in veteran-focused job fairs, improved outreach through media, and hosted virtual roundtables to guide applicants through the hiring process. **SSS** provided training on veteran hiring authorities, collaborated with the Department of the Interior, and offered development tools such as Individual Development Plans and online learning resources.

These collective efforts reflected a continued commitment to expanding access to Federal employment opportunities for veterans through strategic hiring, outreach, and workforce development initiatives.

Appendix 1: Organizations Included:

Agencies and Departments	
Administrative Conference of the United States	Advisory Council on Historic Preservation
African Development Foundation	American Battle Monuments Commission
AmeriCorps	Appalachian Regional Commission
Architectural and Transportation Barriers Compliance Board	Arctic Research Commission
Armed Forces Retirement Home	Barry Goldwater Scholarship and Excellence in Education Foundation
Bureau of Consumer Financial Protection	Chemical Safety and Hazard Investigation Board
Christopher Columbus Fellowship Foundation	Civil Rights Cold Case Review Board (CRCCRB)
Commission for the Preservation of America's Heritage Abroad	Bureau of Consumer Financial Protection
Chemical Safety and Hazard Investigation On-Board	Commission on Executive, Legislative, and Judicial Salaries
Commission on the Prevention of Weapons of Mass Destruction Proliferation and Terrorism	Commission on the State of U.S. Olympics and Paralympics (CSUSOP)
Committee for Purchase from People Who are Blind or Severely Disabled	Commodity Futures Trading Commission
Consumer Product Safety Commission	Council of Economic Advisers
Council of the Inspectors General on Integrity and Efficiency	Council on Environmental Quality/Office of Environmental Quality
Court Services and Offender Supervision Agency for the District of Columbia	Defense Nuclear Facilities Safety Board
Delta Regional Authority	Denali Commission
Department of Agriculture (USDA)	Department of Commerce (DOC)
Department of War (DOW) (Also known as the Department of Defense)	Department of Education (ED)
Department of the Army	Department of Health and Human Services (HHS)
Department of the Navy	Department of Housing and Urban Development (HUD)
Department of the Air Force	Department of Labor (DOL)
Department of Energy (DOE)	Department of the Interior (DOI)
Department of Homeland Security (DHS)	Department of Transportation
Department of Justice (DOJ)	Department of the Treasury (TREASURY)
Department of State (State)	Department of Veterans Affairs (VA)
Development Finance Corporation	Dwight D. Eisenhower Memorial Commission
Election Assistance Commission	Environmental Protection Agency (EPA)
Equal Employment Opportunity Commission	Export-Import Bank of the United States
Farm Credit Administration	Farm Credit System Insurance Corporation FCSIC)
Federal Communications Commission	Federal Compensation Board
Federal Deposit Insurance Corporation	Federal Election Commission

Agencies and Departments	
Federal Financial Institutions Examination Council	Federal Housing Finance Agency
Federal Labor Relations Authority	Federal Maritime Commission
Federal Mediation and Conciliation Service	Federal Mine Safety and Health Review Commission
Federal Permitting Improvement Steering Council	Federal Reserve System
Federal Retirement Thrift Investment Board	Federal Trade Commission (FTC)
Financial Crisis Inquiry Commission	Financial Stability Oversight Council
General Services Administration (GSA)	Government Printing Office
Gulf Coast Ecosystem Restoration Council	Harry S. Truman Scholarship Foundation
Intellectual Property Enforcement Coordinator (IPEC)	Inter-American Foundation
International Boundary Commission: United States and Canada	International Joint Commission: United States and Canada
James Madison Memorial Fellowship Foundation	Japan-United States Friendship Commission
Judicial Branch	Marine Mammal Commission
Medicaid and CHIP Payment and Access Commission	Medicare Payment Advisory Commission
Merit Systems Protection Board	Millennium Challenge Corporation
Morris K. Udall Scholarship and Excellence in National Environmental Policy Foundation	National Aeronautics and Space Administration (NASA)
National Archives and Records Administration	National Capital Planning Commission
National Commission on Fiscal Responsibility and Reform	National Commission on Libraries and Information Science
National Council on Disability	National Credit Union Administration
National Foundation on the Arts and The Humanities	National Labor Relations Board
National Mediation Board	National Science Foundation (NSF)
National Security Council	National Transportation Safety Board
Northern Border Regional Commission	Nuclear Regulatory Commission (NRC)
Nuclear Waste Technical Review Board	Occupational Safety and Health Review Commission
Office of Administration	Office of Cooperative Programs
Office of Government Ethics	Office of Intelligence and Analysis
Office of Management and Budget (OMB)	Office of National Drug Control Policy
Office of Navajo and Hopi Indian Relocation	Office of Pandemic Preparedness and Response Policy
Office of Personnel Management (OPM)	Office of Science and Technology Policy
Office of Special Counsel	Office of the Director
Office of the Federal Coordinator for Alaska Natural Gas Transportation Projects	Office of the National Cyber Director
Office of the U.S. Trade Representative	Open-Source Center
Peace Corps	Pension Benefit Guaranty Corporation
Presidio Trust	Pretrial Services Agency
Privacy and Civil Liberties Oversight Board	Public Buildings Reform Board
Public Interest Declassification Board	Railroad Retirement Board
Recovery Act Accountability and Transparency Board	Ronald Reagan Centennial Commission
Securities and Exchange Commission	Selective Service System
Small Business Administration (SBA)	Smithsonian Institution

Agencies and Departments	
Social Security Administration (SSA)	Southeast Crescent Regional Commission
Southwest Border Regional Commission	Surface Transportation Board
The Public Defender Service for the District of Columbia	The US Semi Quincentennial Commission
The Women's Suffrage Centennial Commission	Trade and Development Agency
U.S. Agency for Global Media	U.S. Agency for International Development (USAID)
U.S. Commission on International Religious Freedom	U.S. Holocaust Memorial Museum
U.S. Interagency Council on Homelessness	U.S. International Trade Commission
U.S. Section, International Boundary and Water Commission	U.S. Tax Court
United States-China Economic and Security Review Commission	Utah Reclamation Mitigation and Conservation Commission
Valles Caldera Trust	Vietnam Education Foundation
Western Hemisphere Drug Policy Commission	White House Commission on the National Moment of Remembrance
World War 1 Centennial Commission	

Appendix 2: Organizations Excluded

Agencies and Departments	
Architect of the Capitol	Central Intelligence Agency (CIA)
Board of Governors of the Federal Reserve	Commission on the People's Republic of China
Centennial of Flight Commission	Department of State (Foreign Service Personnel) (State)
Commission of Security and Cooperation in Europe	Library of Congress
Congressional Budget Office	National Space Council (NSpC)
Government Accountability Office (GAO)	Office of the Vice President
Office of Policy Development	Public Health Service's Commissioned Officer Corps
Office of the Director of National Intelligence	Tennessee Valley Authority
Postal Regulatory Commission (PRC)	U.S. Courts
Supreme Court of the United States	United States Botanic Garden
U.S. Postal Service (USPS)	White House Office

Appendix 3: List of Abbreviations and Terms

Abbreviations	Terms
CFO	Chief Financial Officer
CSB	Chemical Safety and Hazard Investigation Board
DVAAP	Disabled Veterans' Affirmative Actions
EHRI	OPM's Enterprise Human Resources Integration
EO	Executive Order
FPISC	Federal Permitting Improvement Steering Council
FRTIB	Federal Retirement Thrift Investment Board
FY	Fiscal Year
GL	General Schedule (Law Enforcement officers and special base rates at grades 3-10 under section 403 of the Federal Employees Pay Comparability Act of 1990 (FEPCA))
GM	General Schedule (Covered by the Performance Management and Recognition System (PMRS) termination provisions of Public Law 103)
GS	General Schedule (Established under the Classification Act of 1949, as amended. (5 U.S.C. chapter 53, subchapter III, and 5 CFR part 531))
MCOs	Mission Critical Occupations
MSA	Medical Support Assistant
MSEP	Military Spouse Employment Partnership
NCA	National Cemetery Administration
OHR	Office of Human Resources
Pathways	Internships and Recent Graduates Programs
PMF	Presidential Management Fellows Program
SES	Senior Executive Service
SSS	Selective Service System
TAP	Transition Assistance Program
USPS	United States Postal Service
VBA	Veterans' Benefits Administration
VHA	Veterans' Health Administration
VEOA	Veterans Employment Opportunity Act of 1998
VEPO	Veteran Employment Program Office
VMSTEP	VA's Veteran and Military Spouse Talent Engagement Program
VRA	Veterans' Recruitment Appointment

Table 5: Veterans On-Board

	FY 2024 Veterans On-board								
	All Employees	Total Veterans	%	Veterans with Preference	%	Disabled Veterans	%	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,267,091	621,751	27.4%	545,352	24.1%	378,491	16.7%	262,385	11.6%
USDA	98,475	13,368	13.6%	12,378	12.6%	8,630	8.8%	6,032	6.1%
DOC	48,442	5,494	11.3%	5,019	10.4%	3,085	6.4%	2,035	4.2%
DOW	730,618	314,311	43.0%	278,359	38.1%	198,269	27.1%	140,315	19.2%
Air Force	157,136	79,721	50.7%	69,027	43.9%	47,905	30.5%	31,788	20.2%
Army	193,812	94,519	48.8%	84,916	43.8%	62,806	32.4%	48,037	24.8%
Navy	220,772	83,552	37.8%	74,964	34.0%	51,872	23.5%	34,564	15.7%
Defense Activities	158,898	56,519	35.6%	49,452	31.1%	35,686	22.5%	25,926	16.3%
ED	4,209	466	11.1%	410	9.7%	290	6.9%	204	4.8%
DOE	17,373	4,302	24.8%	3,760	21.6%	2,454	14.1%	1,562	9.0%
HHS	92,620	7,499	8.1%	6,745	7.3%	4,796	5.2%	3,232	3.5%
DHS	227,566	55,112	24.2%	47,736	21.0%	28,113	12.4%	19,527	8.6%
HUD	8,843	1,567	17.7%	1,435	16.2%	1,127	12.7%	881	10.0%
DOI	69,367	11,841	17.1%	10,637	15.3%	7,552	10.9%	4,781	6.9%
DOJ	117,129	24,620	21.0%	21,923	18.7%	10,960	9.4%	7,339	6.3%
DOL	14,578	3,394	23.3%	3,219	22.1%	2,360	16.2%	1,866	12.8%
State	14,593	2,659	18.2%	2,324	15.9%	1,478	10.1%	1,040	7.1%
DOT	57,014	19,530	34.3%	16,055	28.2%	8,210	14.4%	5,247	9.2%
Treasury	113,992	11,829	10.4%	10,437	9.2%	7,681	6.7%	5,647	5.0%
VA	482,831	122,094	25.3%	103,601	21.5%	78,700	16.3%	52,375	10.8%
USAID	2,291	281	12.3%	262	11.4%	162	7.1%	128	5.6%
EPA	16,839	1,755	10.4%	1,599	9.5%	1,180	7.0%	870	5.2%
GSA	13,371	3,509	26.2%	3,243	24.3%	2,344	17.5%	1,786	13.4%
NASA	18,150	2,108	11.6%	1,721	9.5%	1,154	6.4%	729	4.0%
NSF	1,717	148	8.6%	136	7.9%	94	5.5%	72	4.2%
OPM	3,011	514	17.1%	462	15.3%	360	12.0%	251	8.3%
NRC	2,947	603	20.5%	516	17.5%	261	8.9%	146	5.0%
SSA	58,409	8,395	14.4%	7,683	13.2%	5,333	9.1%	3,630	6.2%
SBA	7,827	861	11.0%	759	9.7%	584	7.5%	374	4.8%

FY 2024 Veterans On-board										
Total Executive Order Agencies	2,222,212	616,260	27.7%	540,419	24.3%	375,177	16.9%	260,069	11.7%	

Count of all employees in pay status taken at the last pay period or last day of September.

Table 6: Employment Profile- Veterans and Military Spouses

	FY 2024 Veterans and Military Spouses				
	Not a Veteran or Military-Connected	All Veteran	All Military Spouse	Derived Preference	
Retired Enlisted Military	0.0%	19.4%	2.0%	6.2%	
Retired Military Officers	0.0%	5.9%	0.3%	1.7%	
Not Retired Military	100.0%	74.6%	97.7%	92.2%	
Veterans' Preference	0.0%	85.5%	17.0%	0%	
No Veterans' Preference	100.0%	14.5%	83.0%	100.0%	
Bachelor's degree or higher	55.9%	47.0%	57.1%	47.3%	
Length of Service	11.7	12.0	10.0	11.9	
Adj. Basic Pay	110,347	103,856	84,154	96,797	
General Schedule	65.8%	68.5%	82.5%	77.6%	
Average GS Grade	10.6	10.9	9.3	10.2	
Other Pay Systems	27.7%	20.3%	15.5%	16.1%	
Competitive Service	64.5%	76.1%	78.4%	76.8%	
Excepted Service	35.0%	23.6%	21.5%	22.9%	
SES	0.4%	0.2%	0.1%	0.3%	
Supervisors	10.6%	13.9%	8.2%	10.1%	
Located Outside DC Metro	84.8%	90.1%	91.3%	89.9%	
Located in DC Metro	15.2%	9.9%	8.7%	10.1%	
Total On-Board	72.2%	27.8%	1.2%	0.2%	

Table 7: Total New Hires-Veteran and Military-Connected Families

Category	FY 2023	FY 2024
Total Employees	295,866	256,684
Total Veterans	63,129	56,318

Category	FY 2023	FY 2024
% of All Employees	21.0%	22.0%
Veterans with Preference	53,093	47,634
% of All Employees	18.0%	19.0%
% of All Veterans	84.0%	85.0%
Disabled Veterans	44,953	41,819
% of All Employees	15.0%	16.0%
% of All Veterans	71.0%	74.0%
30% + Disabled Veterans	30,734	29,064
% of All Employees	10.0%	11.0%
% of All Veterans	49.0%	52.0%
Total Military Spouses	6,003	5,853
% of All Employees	2.0%	2.0%
% of Military Spouse Hiring Authority	38.0%	38.0%
Total Derived Preference	485	392
% of All Employees	0	0

New Hires do not include transfers between agencies.

Table 8: Total New-Hires-Veteran and Military-Connected Families

	FY 2024 Veteran and Military Connected Families								
	Total New Hires	Total Veterans	%	Total Military Spouse	%	Military Spouse Hiring Authority	%	Derived Preference	%
Total Executive Branch Agencies	256,684	56,318	21.9%	5,853	2.3%	2,198	0.9%	392	0.2%
USDA	16,968	1,718	10.1%	40	0.2%	17	0.1%	10	0.1%
DOC	6,045	661	10.9%	22	0.4%	12	0.2%	5	0.1%
DOW	83,997	29,816	35.5%	4,865	5.8%	1,738	2.1%	196	0.2%
Air Force	19,296	8,191	42.4%	1,162	6.0%	728	3.8%	50	0.3%
Army	20,384	8,868	43.5%	732	3.6%	416	2.0%	52	0.3%
Navy	21,741	6,822	31.4%	463	2.1%	273	1.3%	40	0.2%
Defense Activities	22,576	5,935	26.3%	2,508	11.1%	321	1.4%	54	0.2%
ED	282	18	6.4%	7	2.5%	7	2.5%	1	0.4%
DOE	2,048	428	20.9%	14	0.7%	11	0.5%	5	0.2%
HHS	8,317	821	9.9%	70	0.8%	36	0.4%	5	0.1%
DHS	22,875	4,480	19.6%	129	0.6%	70	0.3%	23	0.1%
HUD	760	131	17.2%	8	1.1%	5	0.7%	2	0.3%

	FY 2024 Veteran and Military Connected Families								
	Total New Hires	Total Veterans	%	Total Military Spouse	%	Military Spouse Hiring Authority	%	Derived Preference	%
DOI	13,700	1,696	12.4%	41	0.3%	18	0.1%	19	0.1%
DOJ	8,813	1,320	15.0%	26	0.3%	12	0.1%	13	0.1%
DOL	726	160	22.0%	10	1.4%	7	1.0%	1	0.1%
State	2,598	277	10.7%	14	0.5%	6	0.2%	4	0.2%
DOT	5,557	1,323	23.8%	18	0.3%	3	0.1%	3	0.1%
Treasury	20,065	1,559	7.8%	42	0.2%	13	0.1%	27	0.1%
VA	51,383	10,337	20.1%	478	0.9%	211	0.4%	66	0.1%
USAID	371	39	10.5%	3	0.8%	2	0.5%	0	0.0%
EPA	1,866	201	10.8%	8	0.4%	2	0.1%	2	0.1%
GSA	1,155	324	28.1%	11	1.1%	4	0.3%	0	0.0%
NASA	1,128	151	13.4%	3	0.3%	0	0.0%	2	0.2%
NSF	250	14	5.6%	4	1.6%	4	1.6%	0	0.0%
OPM	333	52	15.6%	8	2.4%	4	1.2%	0	0.0%
NRC	345	65	18.8%	1	0.3%	0	0.0%	0	0.0%
SSA	1,594	90	5.6%	3	0.2%	0	0.0%	2	0.1%
SBA	827	115	13.9%	3	0.4%	2	0.2%	1	0.1%
Total Executive Order Agencies	252,003	55,796	22.1%	5,828	2.3%	2,184	0.9%	387	0.2%

New Hires do not include transfers between agencies.

Table 9: Total New Hires-Veteran New Hires

	FY 2024								
	Total New Hires	Total Veterans	%	Veterans with Preference	%	Disabled Veterans	%	30% or More Disabled Veterans	%
Total Executive Branch Agencies	256,684	56,318	21.9%	47,634	18.6%	41,819	16.3%	29,064	11.3%
USDA	16,968	1,718	10.1%	1,428	8.4%	1,350	8.0%	804	4.7%
DOC	6,045	661	10.9%	603	10.0%	510	8.4%	341	5.6%
DOW	83,997	29,816	35.5%	25,379	30.2%	21,705	25.8%	16,149	19.2%
Air Force	19,296	8,191	42.4%	6,847	35.5%	6,060	31.4%	4,227	21.9%
Army	20,384	8,868	43.5%	7,604	37.3%	6,177	30.3%	5,075	24.9%
Navy	21,741	6,822	31.4%	5,825	26.8%	5,063	23.3%	3,501	16.1%
Defense Activities	22,576	5,935	26.3%	5,103	22.6%	4,405	19.5%	3,346	14.8%

		FY 2024									
		Total New Hires	Total Veterans	%	Veterans with Preference		%	Disabled Veterans	%	30% or More Disabled Veterans	%
ED	282	18	6.4%		17	6.0%		15	5.3%	13	4.6%
DOE	2,048	428	20.9%		381	18.6%		305	14.9%	203	9.9%
HHS	8,317	821	9.9%		676	8.1%		612	7.4%	439	5.3%
DHS	22,875	4,480	19.6%		3,676	16.1%		3,097	13.5%	1,947	8.5%
HUD	760	131	17.2%		125	16.4%		120	15.8%	92	12.1%
DOI	13,700	1,696	12.4%		1,454	10.6%		1,319	9.6%	769	5.6%
DOJ	8,813	1,320	15.0%		1,101	12.5%		773	8.8%	511	5.8%
DOL	726	160	22.0%		152	20.9%		144	19.8%	107	14.7%
State	2,598	277	10.7%		221	8.5%		173	6.7%	125	4.8%
DOT	5,557	1,323	23.8%		985	17.7%		773	13.9%	552	9.9%
Treasury	20,065	1,559	7.8%		1,407	7.0%		1,319	6.6%	992	4.9%
VA	51,383	10,337	20.1%		8,607	16.8%		8,365	16.3%	5,081	9.9%
USAID	371	39	10.5%		34	9.2%		30	8.1%	22	5.9%
EPA	1,866	201	10.8%		184	9.9%		164	8.8%	133	7.1%
GSA	1,155	324	28.1%		306	26.5%		273	23.6%	226	19.6%
NASA	1,128	151	13.4%		128	11.3%		116	10.3%	75	6.6%
NSF	250	14	5.6%		14	5.6%		11	4.4%	9	3.6%
OPM	333	52	15.6%		45	13.5%		42	12.6%	35	10.5%
NRC	345	65	18.8%		58	16.8%		44	12.8%	29	8.4%
SSA	1,594	90	5.6%		79	5.0%		72	4.5%	48	3.0%
SBA	827	115	13.9%		97	11.7%		87	10.5%	57	6.9%
Total Executive Order Agencies	252,003	55,796	22.1%		47,157	18.7%		41,419	16.4%	28,759	11.4%

New hires do not include transfers between agencies.

Table 10: Total New-Hires-Under Other Appointed Authorities

Agencies	FY 2024						
	All Employees				Veteran		
	Total New Hires	Pathways	PMF	Schedule A*	Pathways	PMF	Schedule A*
Total Executive Branch Agencies	256,684	8,411	293	6,235	753	47	727
USDA	16,968	902	28	596	51	1	32
DOC	6,045	183	17	250	18	7	9
DOW	83,997	1,701	12	952	55	1	152

Air Force	19,296	872	4	306	10	1	53
Army	20,384	331	2	222	24	0	31
Navy	21,741	159	0	192	10	0	44
Defense Activities	22,576	339	6	232	11	0	24
ED	282	6	0	8	0	0	0
DOE	2,048	184	6	136	33	3	2
HHS	8,317	589	72	783	56	7	43
DHS	22,875	591	16	661	71	4	63
HUD	760	52	8	77	7	0	3
DOI	13,700	674	19	437	50	0	26
DOJ	8,813	343	6	317	32	0	23
DOL	726	63	7	45	8	0	2
State	2,598	153	41	191	10	14	10
DOT	5,557	149	9	64	16	0	7
Treasury	20,065	253	8	162	63	1	23
VA	51,383	179	8	1,007	47	3	286
USAID	371	65	2	33	2	0	3
EPA	1,866	554	5	124	24	2	13
GSA	1,155	395	4	83	78	2	3
NASA	1,128	238	1	18	31	0	3
NSF	250	48	0	23	1	0	0
OPM	333	78	8	35	9	0	4
NRC	345	0	0	0	0	0	0
SSA	1,594	24	2	9	2	0	2
SBA	827	10	5	48	2	2	2
Total Executive Order Agencies	252,003	7,434	284	6,059	666	47	711

Table 11: Total New Hires-Under Other Appointed Authorities Military Spouse

	FY 2024						
		Military Spouses			Derived Preference		
		Total New Hires	Pathway	PMF	Schedule A*	Pathway	PMF
Total Executive Branch Agencies	256,684	12	1	46	3	1	3
USDA	16,968	0	0	0	0	0	0
DOC	6,045	0	0	1	0	0	1
DOW	83,997	1	0	14	2	0	0

	FY 2024						
		Military Spouses			Derived Preference		
		Total New Hires	Pathway	PMF	Schedule A*	Pathway	PMF
Air Force	19,296	1	0	6	0	0	0
Army	20,384	0	0	2	1	0	0
Navy	21,741	0	0	3	0	0	0
Defense Activities	22,576	0	0	3	1	0	0
ED	282	0	0	0	0	0	0
DOE	2,048	0	0	1	0	0	0
HHS	8,317	1	1	4	0	0	0
DHS	22,875	0	0	5	0	0	1
HUD	760	0	0	1	0	0	0
DOI	13,700	0	0	6	0	0	0
DOJ	8,813	1	0	2	0	0	0
DOL	726	1	0	0	0	0	0
State	2,598	0	0	2	0	0	0
DOT	5,557	0	0	0	0	0	0
Treasury	20,065	1	0	0	0	1	0
VA	51,383	2	0	9	0	0	1
USAID	371	0	0	0	0	0	0
EPA	1,866	1	0	0	1	0	0
GSA	1,155	2	0	0	0	0	0
NASA	1,128	0	0	0	0	0	0
NSF	250	0	0	0	0	0	0
OPM	333	0	0	0	0	0	0
NRC	345	0	0	0	0	0	0
SSA	1,594	0	0	0	0	0	0
SBA	827	0	0	0	0	0	0
Total Executive Order Agencies	252,003	10	1	45	3	1	3

*This category reflects the total number of veterans hired under the Schedule A appointment authority for people with disabilities.

Table 12: Total New Hires-Other Veteran-Appointing Authorities

Appointments	FY 2024
Total Disabled Veteran New Hires	41,819

Appointments	FY 2024
VRA (no conversions)	2,981
VEOA	8,625
Subtotal	15,796
* All Other Appointments	26,023

All Other Appointments include those hired under competitive examining and others such as Schedule A, and Pathways Programs etc.

Table 13: Employment by New Grade and Salary Group

Category	Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	All Military Spouses
SES	0.39%	0.25%	0.16%	0.30%	0.08%
GS, GM, GL	Grade 1-4	1.37%	0.66%	0.73%	1.40%
	Grade 5-8	15.70%	12.96%	14.01%	21.43%
	Grade 9-12	29.35%	35.88%	39.12%	36.57%
	Grade 13-15	21.65%	20.44%	20.27%	18.67%
Blue Collar Pay Plans	7.26%	10.32%	9.13%	6.44%	2.00%
Other White Collar Pay Plans	24.28%	19.48%	16.57%	15.17%	15.40%

This table is revised since General Schedule and Related (GSR) Pay Plans are no longer generated.

Table 14: Distribution by Occupational Category

Category	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	All Military Spouse*
Professional	28.91%	14.14%	12.26%	11.21%	16.52%	20.25%
Administrative	39.98%	54.76%	58.18%	61.50%	49.22%	44.94%
Technical	15.77%	12.79%	12.93%	12.50%	18.04%	21.18%
Clerical	4.38%	2.99%	3.43%	3.36%	7.24%	11.13%

Category	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	All Military Spouse*
Other White Collar	3.65%	4.93%	4.00%	3.82%	2.48%	0.45%
Blue Collar	7.26%	10.32%	9.13%	7.54%	6.44%	2.00%

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 EO 13473.

Table 15: New Hire Retention Rates

Agencies	FY 2024		
	Non-Veterans	Veterans	Military Spouses
Total Executive Branch Agencies	77.60%	73.79%	65.78%
USDA	78.61%	72.44%	60.00%
Commerce	75.91%	71.43%	62.50%
DOW	77.20%	74.74%	64.59%
ED	86.32%	86.84%	50.00%
DOE	86.77%	79.58%	77.78%
HHS	82.65%	74.61%	82.98%
DHS	71.49%	76.07%	69.37%
HUD	81.13%	81.18%	80.00%
DOI	80.16%	73.05%	65.57%
Justice	82.30%	79.81%	75.00%
DOL	71.27%	74.80%	78.13%
State	88.41%	76.81%	76.47%
DOT	86.47%	82.85%	78.57%
Treasury	66.38%	68.77%	69.09%
VA	79.43%	69.58%	71.85%
USAID	82.12%	70.83%	100.00%
EPA	89.54%	76.70%	100.00%
GSA	81.37%	78.80%	77.78%
NASA	92.89%	80.49%	66.67
NSF	90.65%	85.71%	100.00%
OPM	78.20%	74.63%	90.00%
NRC	87.31%	87.50%	No Hires

Agencies	FY 2024		
	Non-Veterans	Veterans	Military Spouses
SSA	66.45%	54.66%	59.02%
SBA	76.23%	73.33%	No Hires
Total Executive Order Agencies	77.53%	73.83%	65.78%

Retention rates are from all full-time permanent, non-seasonal, non-student new hires and transfer-ins hired in the 2 years prior to the measurement year (e.g., FY24 retention calculates retention for hires and transfer ins from FY22). This is an element in the Performance Model.



U.S. Office of Personnel Management

Workforce Policy and Innovation
1900 E Street NW, Washington DC 20415
OPM.gov