

From: Tucker, Tiffany
Sent: 18 Oct 2016 13:38:37 +0000
To: AdministrationTransition
Subject: ED Presidential Transition-Workforce Demographics & Profile Trends
Attachments: ED Current Workforce Demographics, 9-30-16.pdf, ED Profile Trends, 2012-2015, 9-28-16.pdf, Presidential Transition POC Point Paper, ED-Wide, 9-16-16.docx

ED-Current Workforce Demographics

9/30/2016

Total # Employees: 4,378
Current Vacancies: 6%
Retirement Eligible: 20%
Avg Length of Service: 15 years
Supervisory Ratio: 1:6
FY16 Attrition: 9%

Work Schedule	#
Full Time	4212
Part Time	62
Intermittent	104
Total	4378

Location	#
HQ	3203
Field	1175
Total	4378

Gender	#
Female	2745
Male	1633
Total	4378

Veterans	#
Veterans	406
Non-Veterans	3972
Total	4378

Age by Group	#
20-29	234
30-39	1043
40-49	1192
50-59	1223
60-69	612
70-79	68
80-89	6
Total	4378

Pay Plan Summary	#
Administrative Law Judge (AL)	2
Administratively Determined (AD)	239
Committee/Board Member	50
Consultant/Advisor	46
Executive Level (PAS)	8
General Schedule (GS, GL, GM)	3936
IPA/Fellow	7
Senior Executive Service (SES)	87
Senior Level (SL)	3
Total	4378

Grade (GL, GM, GS) Distribution	#
GS-2	3
GS-4	19
GS-5	12
GS-6	16
GS-7	96
GS-8	36
GS-9	152
GS-10	1
GL/GS-11	198
GS-12	784
GS-13	1118
GM/GS-14	973
GM/GS-15	528
Total	3936

Length of Service by Group	#
0-5 yrs	1071
6-10 yrs	871
11-19 yrs	951
20-29 yrs	873
30-39 yrs	513
40-49 yrs	94
50-59 yrs	5
Total	4378

Tenure	#
Permanent	4076
Temporary	302
Total	4378

Mission Critical Occupations	#
0101-Vocational Rehabilitation Specialist	29
0110-Economist	4
0201-Human Resources Management	77
0343-Management & Program Analyst	875
0360-Equal Opportunity Specialist	138
0511-Auditing	88
0905-Attorney	515
1101-Loan Analyst, Institutional Review Specialists, Grants Analyst	413
1102-Contracting	129
1720-Education Program Specialist	325
1730-Education Research Analyst	98
2210-IT Management	241
Non-MCO	1446
Total	4378

Education Level	#
Unknown	95
Some HS	29
High School or Equivalent	488
Some College	261
Associate's	148
Bachelor's	1346
Master's	1714
Doctoral	297
Total	4378

SES 2015 Performance	#
Fully Successful	7
Exceeds Fully Successful	20
Outstanding	41
Not Rated	19
Total	87

2015 REACH	#
Unsatisfactory Results	4
Results Achieved	1006
High Results Achieved	1119
Exceptional Results Achieved	1469
Not Rated	693
Total	4291

	FY12	FY13	FY14	FY15
Total # Employees:	4,412	4,230	4,161	4,224
Retirement Eligible:	17.6%	18.0%	18.3%	17.8%
Supervisory Ratio:	1:7	1:7	1:7	1:7

Work Schedule	FY12	FY13	FY14	FY15
Full Time	4171	4031	3998	4066
Part Time	93	79	69	64
Intermittent	148	120	94	94

Location	FY12	FY13	FY14	FY15
HQ	3303	3148	3105	3149
Field	1109	1082	1056	1075

Gender	FY12	FY13	FY14	FY15
Female	2722	2628	2608	2662
Male	1690	1602	1553	1562

Veterans	FY12	FY13	FY14	FY15
Veterans	354	358	369	385
Non-Veterans	4058	3872	3792	3839

Age by Group	FY12	FY13	FY14	FY15
< 19	3	0	0	0
20 - 29	330	248	226	202
30 - 39	842	831	832	909
40 - 49	1223	1197	1158	1162
50 - 59	1215	1186	1197	1233
60 - 69	735	696	671	648
70 - 79	60	67	71	64
80 - 89	4	5	6	6

Tenure	FY12	FY13	FY14	FY15
Permanent	4099	4009	3953	3984
Temporary	313	221	208	240

Education Level	FY12	FY13	FY14	FY15
Unknown	162	123	107	112
Some HS	41	36	36	31
High School, Equal	498	480	478	500
Some College	302	267	267	256
Associate's	154	145	144	149
Bachelor's	1388	1364	1352	1353
Master's	1522	1502	1487	1540
Doctoral	345	313	290	283

Attrition/Retention	FY12	FY13	FY14	FY15
Separations	588	385	397	400
Retention	87%	91%	90%	91%
Attrition	13%	9%	10%	9%

Pay Plan Summary	FY12	FY13	FY14	FY15
Administrative Law Judge (AL)	1	2	1	2
Administratively Determined (AD)	227	208	216	236
Committee/Board Member (EH/EI)	64	57	39	32
Consultant/Advisor (EF, ZZ)	13	13	9	35
Executive Level (EX)	13	8	9	8
General Schedule (GS, GL, GM)	3946	3813	3754	3784
Senior Executive Service (ES)	77	80	85	91
Senior Level (SL)	4	3	2	4
Wage Grade (WG)	2	1	1	
Without Compensation (ZZ)	65	45	45	32

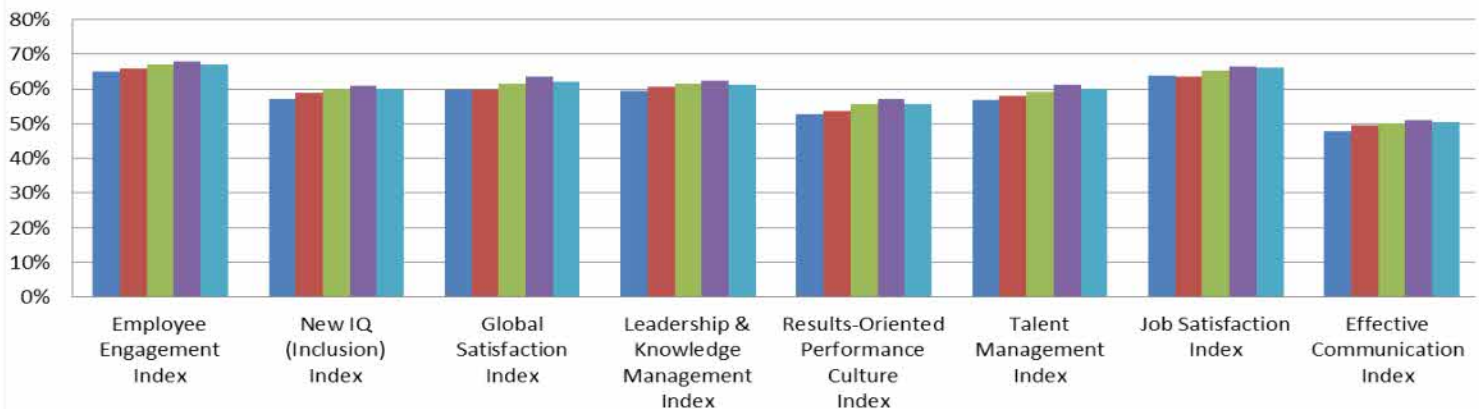
Grade (GL, GM, GS) Distribution	FY12	FY13	FY14	FY15
GS-1/2/3	21	14	11	4
GS-4	35	19	24	25
GS-5	29	12	17	18
GS/WG-6	20	13	13	11
GS/GL-7	100	91	90	90
GS/WG-8	48	41	39	37
GS/GL-9	162	150	150	136
GS-10	1	1	1	1
GL/GS-11	300	221	198	204
GS-12	706	764	745	754
GS-13	1056	1053	1055	1064
GM/GS-14	924	912	915	921
GM/GS-15	546	523	497	519

Length of Service by Group	FY12	FY13	FY14	FY15
0-5 yrs	1187	1010	935	1000
6-10 yrs	581	625	725	731
11-19 yrs	942	950	855	924
20-29 yrs	1072	1019	978	917
30-39 yrs	547	545	563	546
40-49 yrs	79	76	98	99
50-59 yrs	4	5	7	7

Mission Critical Occupations	FY12	FY13	FY14	FY15
0101-Voc Rehab Specialist	40	43	40	20
0110-Economist	3	3	4	3
0201-Human Resources Mgt	50	45	54	77
0343-Mgt & Program Analyst	948	902	886	880
0360-Equal Opportunity Spec	170	160	153	135
0511-Auditing	115	99	90	85
0905-Attorney	405	406	395	420
1101-Loan Analyst, Inst Rev Spec	378	384	384	393
1102-Contracting	93	98	107	122
1720-Education Program Spec	349	327	314	317
1730-Education Research Analyst	87	80	84	98
2210-IT Management	264	258	247	254
Non-MCO	1510	1425	1403	1420

ED Trends by FEVS Index

■ 2012 ■ 2013 ■ 2014 ■ 2015 ■ 2016





Presidential Transition

Agency Transition Point Paper

POC: Agency-Wide

Type of Initiative (mark one): Policy Management

Title of the Initiative: _____

Background:

- **Order of Succession:** Deputy Secretary; Principal Senior Advisor to the Secretary, Office of the Secretary; Under Secretary; Chief of Staff to the Secretary.
- **Details:** Three employees are currently on Detail outside the agency: one from FSA is Detailed to the Senate and returns 10/1/16; one from OESE is at USAID and returns 11/11/16; one from OPEPD is at the WH Domestic Policy Council and returns 1/12/17. Seven employees from other agencies are currently Detailed to ED and two additional Details are projected in the near term: five individuals are Detailed to the White House Initiative on Asian Americans and Pacific Islanders and will return to SSA on 9/23/16, Navy on 9/24/16, State on 11/14/16 & 12/13/16, and DOJ on 12/13/16; one Detail in the White House Initiative on Historically Black Colleges and Universities will return to NASA 10/28/16; and one in OESE will return to DOL 11/14/16. The two new Details will begin in October 2016: one from HUD will work in ODS through 1/30/17 and one from the U.S. Census Bureau will work in OPEPD through 1/31/17.
- **Workforce Demographics and Trends:** Refer to workforce dashboards.
- **OPM Limits on Schedule Cs and Non-Career SES:** The White House Presidential Personnel Office (PPO), the head of the agency or their designee and OPM work cooperatively to create Schedule C positions and to recruit and select qualified candidates. The White House PPO decides how many Schedule C positions each agency will have. The number of Schedule Cs in an agency will vary from one Presidential administration to another and will change during the President's term based on the President's goals, objectives and priorities. When a Schedule C position becomes vacant the authority for the position is automatically revoked, unless the position was created by law or Executive order.
 - When the authority is revoked, the agency must request new authority from OPM to establish a position, and seek clearance from the White House PPO to fill the position with their proposed incumbent.
 - As of June 30, 2016, the Department had a total of 20 non-career SES members onboard and 118 Schedule C employees onboard.

Current State:

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Future Plans in Progress:

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Challenges:

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Critical Decisions Pending (if any):

- **Decision Deadline:**

External Stakeholder Points of Interest:

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