Who are the Civilian Federal Employees in
Alabama - 2022

Federal Workers in Alabama: 42,390

Percentage Who Are Veterans: 31.75%

Non-Federal Workers in Alabama: 2,223,000 [1]

Percentage Who Are Veterans: 7.96% [1]

Five Largest Federal Employers

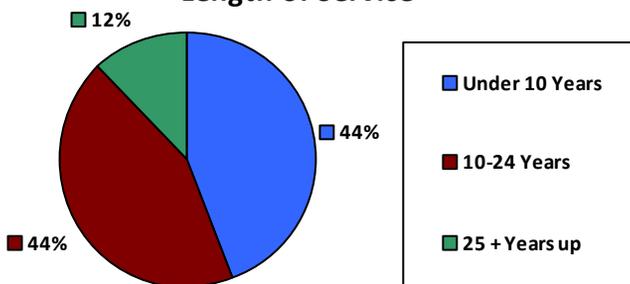| Army: 17,232	VA: 7,361	Defense: 4,168	SSA: 2,509	Justice: 2,439

Race and Ethnicity

White, non-Hispanic	25,489	60.1%
Black/African American, non-Hispanic	13,810	32.6%
Hispanic or Latino	1,251	3.0%
Asian, non-Hispanic	679	1.6%
Two or more races	713	1.7%
American Indian and Alaska Native	269	0.6%
Native Hawaiian and Other Pacific Islander	70	0.2%

Gender

M	23,480	55.4%
F	18,910	44.6%

Age

<35	6,700	15.8%
35-54	22,226	52.4%
55+	13,464	31.8%

Length of Service

- Under 10 Years — 44%
- 10-24 Years — 44%
- 25 + Years up — 12%

Average Salary (in thousands)

Number of Employees: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	10,189	24.0%
Occupational Program	661	1.6%
Between HS and Bachelors	5,734	13.5%
Bachelors + Post Bachelors	14,322	33.8%
Masters and Post Grad	10,129	23.9%
Doctorate and Post Doc	1,296	3.1%
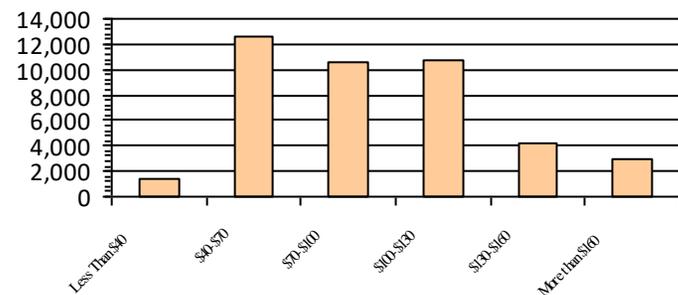
Type of Employment [2]

Administrative	16,918	39.9%
Professional	13,846	32.7%
Technical	5,392	12.7%
Clerical	1,628	3.8%
Other White Collar	1,182	2.8%
Blue Collar	3,406	8.0%

Who are the Civilian Federal Employees in

Alaska - 2022

Federal Workers in Alaska: 11,826

Percentage Who Are Veterans: 38.83%

Non-Federal Workers in Alaska: 338,000 [1]

Percentage Who Are Veterans: 11.54% [1]

Five Largest Federal Employers

Air Force: 2,341	Army: 1,994	DOI: 1,907	DOT: 1,084	DHS: 1,047

Race and Ethnicity

White, non-Hispanic	8,969	75.8%
Black/African American, non-Hispanic	633	5.4%
Hispanic or Latino	681	5.8%
Asian, non-Hispanic	449	3.8%
Two or more races	428	3.6%
American Indian and Alaska Native	430	3.6%
Native Hawaiian and Other Pacific Islander	122	1.0%

Gender

M	7,256	61.4%
F	4,570	38.6%

Age

<35	2,156	18.2%
35-54	6,336	53.6%
55+	3,334	28.2%

Length of Service

- Under 10 Years — 52%
- 10-24 Years — 38%
- 25 + Years up — 10%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
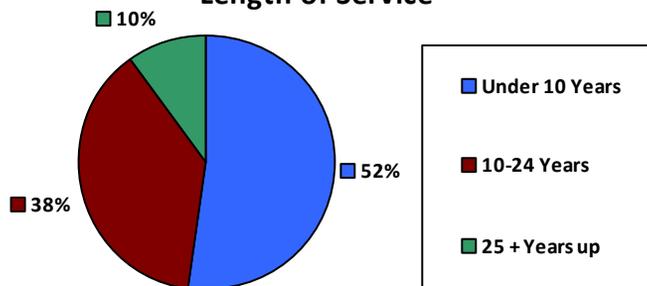
Educational Attainment

HS or Below	4,431	37.5%
Occupational Program	144	1.2%
Between HS and Bachelors	1,950	16.5%
Bachelors + Post Bachelors	3,248	27.5%
Masters and Post Grad	1,721	14.5%
Doctorate and Post Doc	312	2.6%
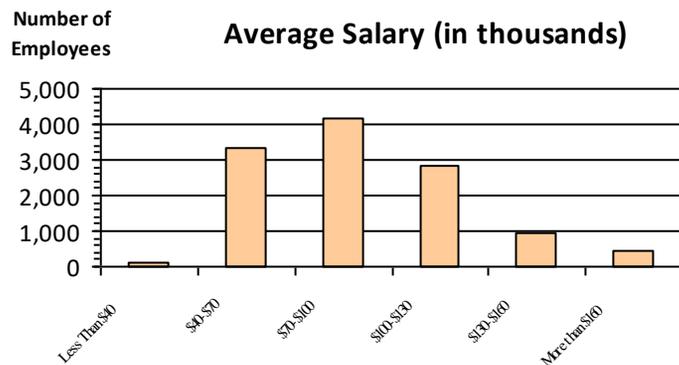
Type of Employment [2]

Administrative	4,590	38.8%
Professional	2,871	24.3%
Technical	1,853	15.7%
Clerical	628	5.3%
Other White Collar	363	3.1%
Blue Collar	1,517	12.8%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Arizona - 2022

Federal Workers in Arizona: 43,934

Percentage Who Are Veterans: 31.69%

Non-Federal Workers in Arizona: 3,439,000 [1]

Percentage Who Are Veterans: 5.90% [1]

Five Largest Federal Employers
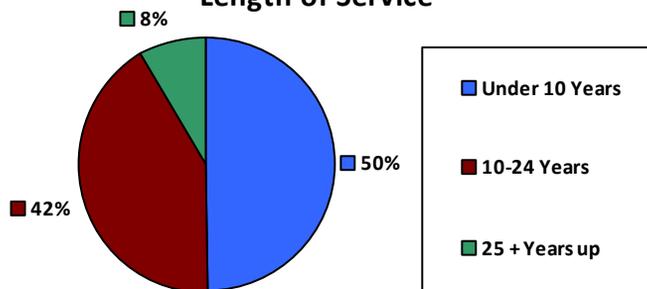
VA: 10,347	DHS: 9,131	HHS: 4,428	DOI: 3,684	Army: 3,590

Race and Ethnicity

White, non-Hispanic	24,775	56.4%
Black/African American, non-Hispanic	2,907	6.6%
Hispanic or Latino	8,225	18.7%
Asian, non-Hispanic	1,642	3.7%
Two or more races	796	1.8%
American Indian and Alaska Native	5,170	11.8%
Native Hawaiian and Other Pacific Islander	236	0.5%

Gender

M	25,780	58.7%
F	18,154	41.3%

Age

<35	7,705	17.5%
35-54	24,692	56.2%
55+	11,537	26.3%

Length of Service

- Under 10 Years: 50%
- 10-24 Years: 42%
- 25 + Years up: 8%

Average Salary (in thousands)

Number of Employees — bars: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	14,289	32.5%
Occupational Program	1,096	2.5%
Between HS and Bachelors	9,770	22.2%
Bachelors + Post Bachelors	12,159	27.7%
Masters and Post Grad	5,338	12.1%
Doctorate and Post Doc	1,173	2.7%
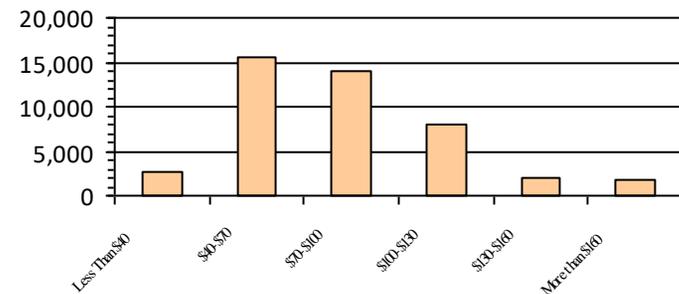
Type of Employment [2]

Administrative	13,705	31.2%
Professional	10,040	22.9%
Technical	7,843	17.8%
Clerical	3,071	7.0%
Other White Collar	5,319	12.1%
Blue Collar	3,918	8.9%

Who are the Civilian Federal Employees in
Arkansas - 2022

Federal Workers in Arkansas: 14,676

Percentage Who Are Veterans: 25.60%

Non-Federal Workers in Arkansas: 1,298,000 [1]

Percentage Who Are Veterans: 6.86% [1]

Five Largest Federal Employers

VA: 6,390	Army: 2,245	Agriculture: 1,666	Justice: 900	Air Force: 873

Race and Ethnicity

White, non-Hispanic	10,192	69.4%
Black/African American, non-Hispanic	3,236	22.0%
Hispanic or Latino	407	2.8%
Asian, non-Hispanic	373	2.5%
Two or more races	210	1.4%
American Indian and Alaska Native	198	1.3%
Native Hawaiian and Other Pacific Islander	31	0.2%

Gender

M	7,596	51.8%
F	7,079	48.2%

Age

<35	2,551	17.4%
35-54	8,252	56.2%
55+	3,873	26.4%

Length of Service

- Under 10 Years: 52%
- 10-24 Years: 39%
- 25 + Years up: 9%

Average Salary (in thousands)

Number of Employees — Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
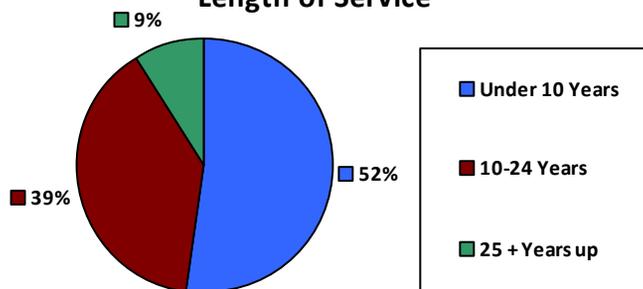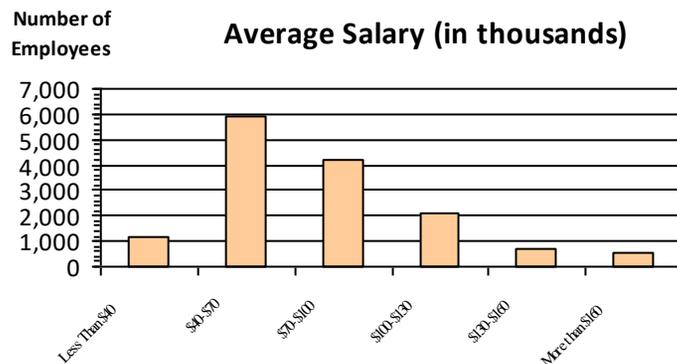
Educational Attainment

HS or Below	4,796	32.7%
Occupational Program	431	2.9%
Between HS and Bachelors	2,688	18.3%
Bachelors + Post Bachelors	4,323	29.5%
Masters and Post Grad	1,844	12.6%
Doctorate and Post Doc	582	4.0%

Type of Employment [2]

Administrative	3,879	26.4%
Professional	4,567	31.1%
Technical	3,022	20.6%
Clerical	1,007	6.9%
Other White Collar	530	3.6%
Blue Collar	1,648	11.2%

Who are the Civilian Federal Employees in

California - 2022

Federal Workers in California: 174,739

Percentage Who Are Veterans: 28.47%

Non-Federal Workers in California: 18,162,000 [1]

Percentage Who Are Veterans: 3.33% [1]

Five Largest Federal Employers

| VA: 36,194 | Navy: 35,283 | DHS: 23,674 | Justice: 9,359 | Air Force: 9,049 |

Race and Ethnicity

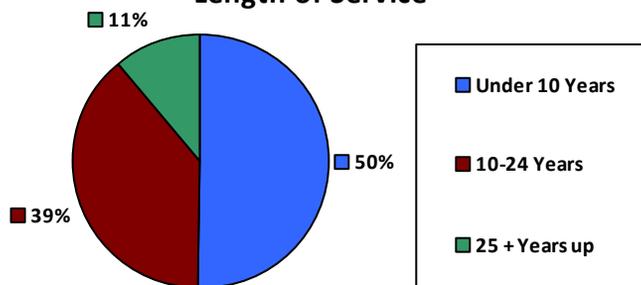| Race and Ethnicity		
White, non-Hispanic	78,893	45.1%
Black/African American, non-Hispanic	18,354	10.5%
Hispanic or Latino	34,972	20.0%
Asian, non-Hispanic	32,414	18.5%
Two or more races	4,956	2.8%
American Indian and Alaska Native	2,446	1.4%
Native Hawaiian and Other Pacific Islander	1,824	1.0%

Gender

Gender		
M	101,887	58.3%
F	72,852	41.7%

Age

Age		
<35	34,582	19.8%
35-54	93,505	53.5%
55+	46,652	26.7%

Length of Service

- Under 10 Years: 50%
- 10-24 Years: 39%
- 25 + Years up: 11%

Average Salary (in thousands)

Number of Employees — categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

Educational Attainment		
HS or Below	49,906	28.6%
Occupational Program	3,323	1.9%
Between HS and Bachelors	32,131	18.4%
Bachelors + Post Bachelors	57,383	32.8%
Masters and Post Grad	25,487	14.6%
Doctorate and Post Doc	6,122	3.5%

Type of Employment [2]
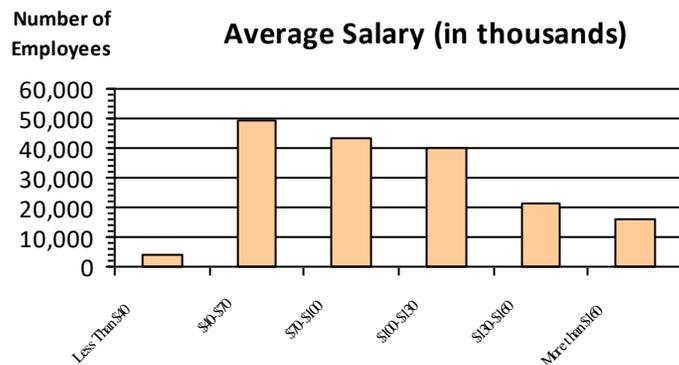
Type of Employment [2]		
Administrative	62,471	35.7%
Professional	48,964	28.0%
Technical	32,985	18.9%
Clerical	8,550	4.9%
Other White Collar	8,096	4.6%
Blue Collar	13,564	7.8%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Colorado - 2022

Federal Workers in Colorado: 42,189
Percentage Who Are Veterans: 33.65%

Non-Federal Workers in Colorado: 3,067,000 [1]
Percentage Who Are Veterans: 6.49% [1]

Five Largest Federal Employers

VA: 7,569	DOI: 6,013	Air Force: 5,623	Agriculture: 3,277	Defense: 2,926

Race and Ethnicity

White, non-Hispanic	30,817	73.0%
Black/African American, non-Hispanic	3,121	7.4%
Hispanic or Latino	4,663	11.1%
Asian, non-Hispanic	1,523	3.6%
Two or more races	1,067	2.5%
American Indian and Alaska Native	511	1.2%
Native Hawaiian and Other Pacific Islander	191	0.5%

Gender

M	23,690	56.1%
F	18,499	43.8%

Age

<35	6,813	16.1%
35-54	23,283	55.2%
55+	12,093	28.7%

Length of Service

- Under 10 Years: 50%
- 10-24 Years: 40%
- 25 + Years up: 10%

Average Salary (in thousands)

Number of Employees — categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
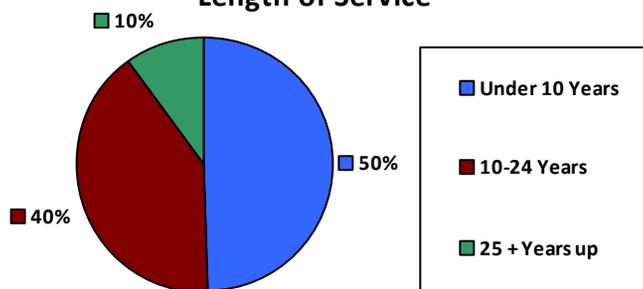
Educational Attainment

HS or Below	10,857	25.7%
Occupational Program	498	1.2%
Between HS and Bachelors	6,139	14.5%
Bachelors + Post Bachelors	13,950	33.1%
Masters and Post Grad	8,416	19.9%
Doctorate and Post Doc	2,268	5.4%
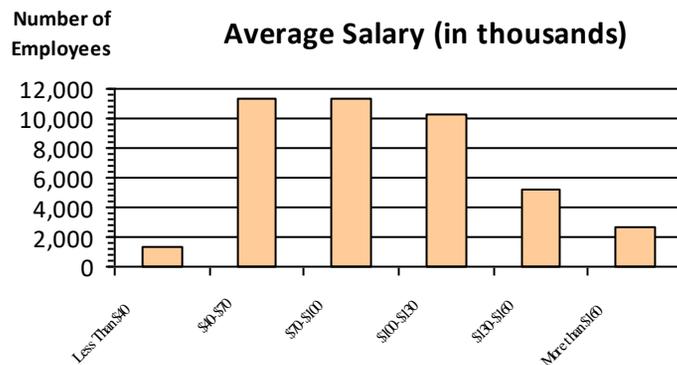
Type of Employment [2]

Administrative	17,209	40.8%
Professional	13,217	31.3%
Technical	5,910	14.0%
Clerical	2,236	5.3%
Other White Collar	1,606	3.8%
Blue Collar	1,996	4.7%

Who are the Civilian Federal Employees in
Connecticut - 2022

Federal Workers in Connecticut: 9,874
Percentage Who Are Veterans: 25.82%

Non-Federal Workers in Connecticut: 1,815,000 [1]
Percentage Who Are Veterans: 3.86% [1]

Five Largest Federal Employers

| VA: 3,928 | Navy: 1,136 | DHS: 922 | Justice: 777 | Defense: 645 |

Race and Ethnicity

White, non-Hispanic	6,841	69.3%
Black/African American, non-Hispanic	1,335	13.5%
Hispanic or Latino	893	9.0%
Asian, non-Hispanic	572	5.8%
Two or more races	141	1.4%
American Indian and Alaska Native	58	0.6%
Native Hawaiian and Other Pacific Islander	13	0.1%

Gender

M	5,276	53.4%
F	4,598	46.6%

Age

<35	1,785	18.1%
35-54	5,233	53.0%
55+	2,856	28.9%

Length of Service

- Under 10 Years — 53%
- 10-24 Years — 35%
- 25 + Years up — 12%

Average Salary (in thousands)

Number of Employees

(Bar chart, horizontal axis categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160; vertical axis 0 to 3,000)
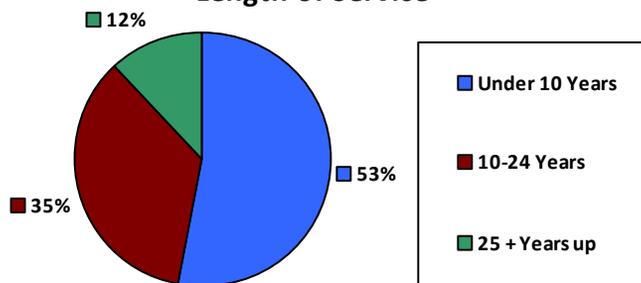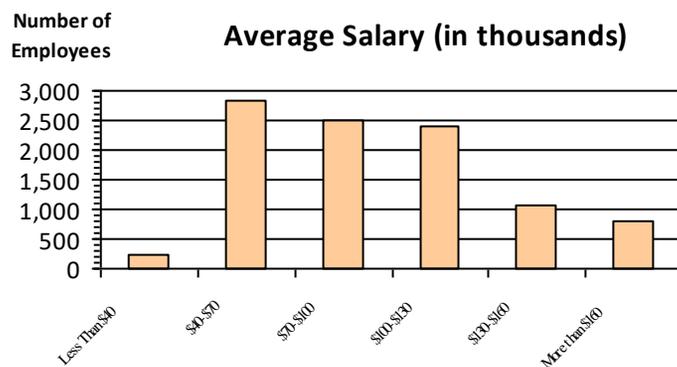
Educational Attainment

HS or Below	2,615	26.5%
Occupational Program	279	2.8%
Between HS and Bachelors	1,494	15.1%
Bachelors + Post Bachelors	3,347	33.9%
Masters and Post Grad	1,637	16.6%
Doctorate and Post Doc	479	4.9%

Type of Employment [2]

Administrative	3,168	32.1%
Professional	3,343	33.9%
Technical	1,624	16.4%
Clerical	603	6.1%
Other White Collar	293	3.0%
Blue Collar	839	8.5%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Delaware - 2022

Federal Workers in Delaware: 3,734

Percentage Who Are Veterans: 34.33%

Non-Federal Workers in Delaware: 460,000 [1]

Percentage Who Are Veterans: 5.87% [1]

Five Largest Federal Employers

VA: 1,382	Air Force: 907	Agriculture: 256	Army: 235	Defense: 155

Race and Ethnicity

White, non-Hispanic	2,236	59.9%
Black/African American, non-Hispanic	1,074	28.8%
Hispanic or Latino	180	4.8%
Asian, non-Hispanic	156	4.2%
Two or more races	54	1.4%
American Indian and Alaska Native	9	0.2%
Native Hawaiian and Other Pacific Islander	2	0.1%

Gender

M	1,908	51.1%
F	1,826	48.9%

Age

<35	524	14.0%
35-54	1,971	52.8%
55+	1,239	33.2%

Length of Service

- Under 10 Years: 51%
- 10-24 Years: 39%
- 25 + Years up: 10%

Average Salary (in thousands)

Number of Employees — categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
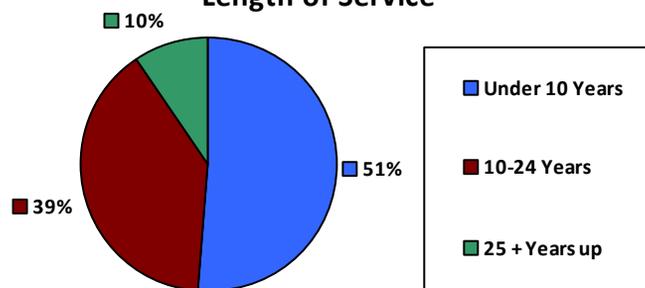
Educational Attainment

HS or Below	1,204	32.2%
Occupational Program	77	2.1%
Between HS and Bachelors	623	16.7%
Bachelors + Post Bachelors	1,101	29.5%
Masters and Post Grad	608	16.3%
Doctorate and Post Doc	118	3.2%
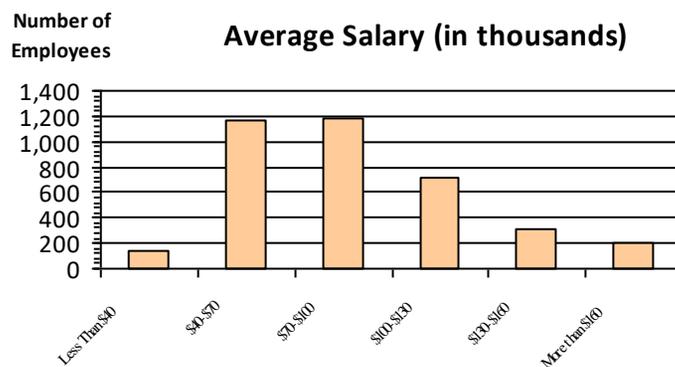
Type of Employment [2]

Administrative	1,177	31.5%
Professional	1,005	26.9%
Technical	685	18.3%
Clerical	261	7.0%
Other White Collar	60	1.6%
Blue Collar	539	14.4%

Who are the Civilian Federal Employees in

District Of Columbia - 2022

Federal Workers in District Of Columbia: 142,214

Percentage Who Are Veterans: 17.24%

Non-Federal Workers in District Of Columbia: 353,000 [1]

Percentage Who Are Veterans: 3.97% [1]

Five Largest Federal Employers
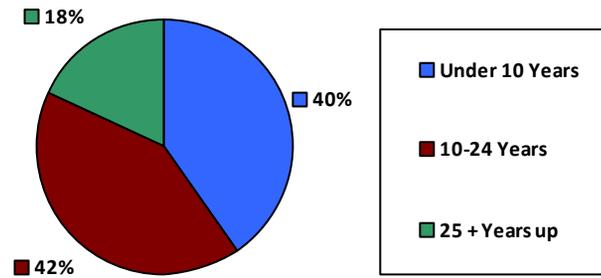
DHS: 19,224	Justice: 16,462	Navy: 10,180	State: 9,886	VA: 7,750

Race and Ethnicity

White, non-Hispanic	75,928	53.4%
Black/African American, non-Hispanic	42,856	30.1%
Hispanic or Latino	8,180	5.8%
Asian, non-Hispanic	10,606	7.5%
Two or more races	3,334	2.3%
American Indian and Alaska Native	698	0.5%
Native Hawaiian and Other Pacific Islander	216	0.2%

Gender

M	70,608	49.6%
F	71,605	50.3%

Age

<35	23,046	16.2%
35-54	77,533	54.5%
55+	41,635	29.3%

Length of Service

- 40% Under 10 Years
- 42% 10-24 Years
- 18% 25 + Years up

Average Salary (in thousands)

Number of Employees

(x-axis: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160)

Educational Attainment

HS or Below	28,181	19.8%
Occupational Program	1,248	0.9%
Between HS and Bachelors	14,331	10.1%
Bachelors + Post Bachelors	52,485	36.9%
Masters and Post Grad	37,167	26.1%
Doctorate and Post Doc	8,328	5.9%
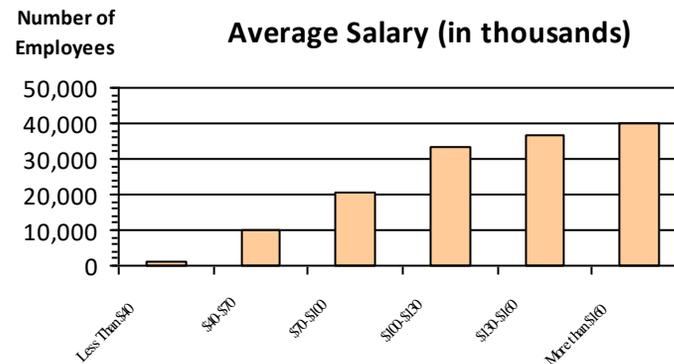
Type of Employment [2]

Administrative	87,540	61.5%
Professional	41,080	28.9%
Technical	4,117	2.9%
Clerical	1,533	1.1%
Other White Collar	5,052	3.6%
Blue Collar	2,824	2.0%

Who are the Civilian Federal Employees in

Florida - 2022

Federal Workers in Florida: 108,202

Percentage Who Are Veterans: 36.23%

Non-Federal Workers in Florida: 10,294,000 [1]

Percentage Who Are Veterans: 5.89% [1]

Five Largest Federal Employers
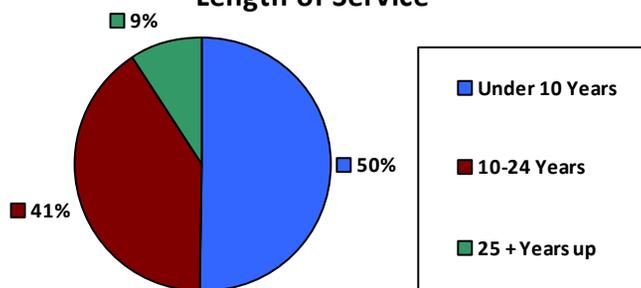
| VA: 34,571 | DHS: 14,972 | Navy: 12,811 | Air Force: 12,184 | Justice: 5,900 |

Race and Ethnicity

White, non-Hispanic	59,405	54.9%
Black/African American, non-Hispanic	21,907	20.2%
Hispanic or Latino	18,384	17.0%
Asian, non-Hispanic	5,047	4.7%
Two or more races	1,894	1.8%
American Indian and Alaska Native	782	0.7%
Native Hawaiian and Other Pacific Islander	313	0.3%

Gender / Age

Gender			Age		
M	60,091	55.5%	<35	15,856	14.7%
			35-54	57,961	53.6%
F	48,111	44.5%	55+	34,385	31.8%

Length of Service

- 9% 25 + Years up
- 50% Under 10 Years
- 41% 10-24 Years

Average Salary (in thousands)

Number of Employees

(categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160)

Educational Attainment

HS or Below	29,661	27.4%
Occupational Program	2,114	2.0%
Between HS and Bachelors	19,846	18.3%
Bachelors + Post Bachelors	33,769	31.2%
Masters and Post Grad	19,162	17.7%
Doctorate and Post Doc	3,510	3.2%
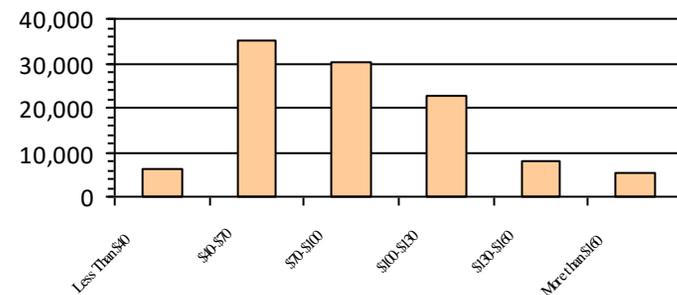
Type of Employment [2]

Administrative	38,020	35.1%
Professional	32,126	29.7%
Technical	19,888	18.4%
Clerical	7,334	6.8%
Other White Collar	3,726	3.4%
Blue Collar	6,978	6.4%

Who are the Civilian Federal Employees in

Georgia - 2022

Federal Workers in Georgia: 84,900

Percentage Who Are Veterans: 32.18%

Non-Federal Workers in Georgia: 5,030,000 [1]

Percentage Who Are Veterans: 6.40% [1]

Five Largest Federal Employers
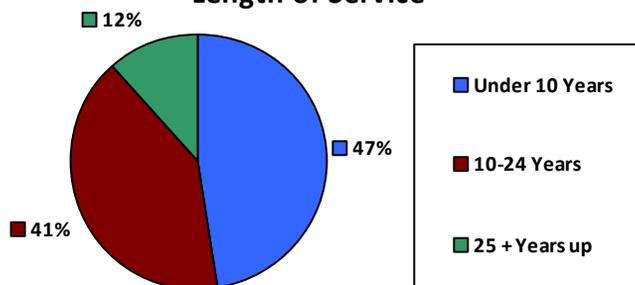
| Air Force: 14,496 | VA: 13,506 | HHS: 10,099 | Army: 8,410 | DHS: 6,624 |

Race and Ethnicity

White, non-Hispanic	39,617	46.7%
Black/African American, non-Hispanic	35,967	42.4%
Hispanic or Latino	3,940	4.6%
Asian, non-Hispanic	2,982	3.5%
Two or more races	1,512	1.8%
American Indian and Alaska Native	368	0.4%
Native Hawaiian and Other Pacific Islander	165	0.2%

Gender

M	42,924	50.6%
F	41,975	49.4%

Age

<35	12,883	15.2%
35-54	45,413	53.5%
55+	26,604	31.3%

Length of Service

- Under 10 Years — 47%
- 10-24 Years — 41%
- 25 + Years up — 12%

Average Salary (in thousands)

Number of Employees. X-axis: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	24,383	28.7%
Occupational Program	3,430	4.0%
Between HS and Bachelors	13,292	15.7%
Bachelors + Post Bachelors	22,927	27.0%
Masters and Post Grad	17,033	20.0%
Doctorate and Post Doc	3,791	4.5%
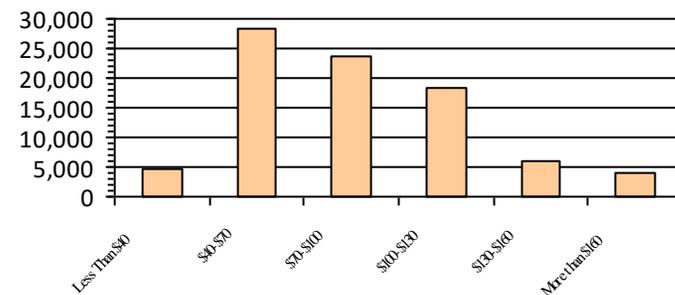
Type of Employment [2]

Administrative	33,841	39.9%
Professional	21,270	25.1%
Technical	14,501	17.1%
Clerical	3,747	4.4%
Other White Collar	2,413	2.8%
Blue Collar	9,080	10.7%

Who are the Civilian Federal Employees in
Hawaii - 2022

Federal Workers in Hawaii: 26,816

Percentage Who Are Veterans: 29.61%

Non-Federal Workers in Hawaii: 638,000 [1]

Percentage Who Are Veterans: 7.21% [1]

Five Largest Federal Employers

Navy: 11,960   Defense: 3,321   Army: 3,028   DHS: 1,998   VA: 1,894

Race and Ethnicity

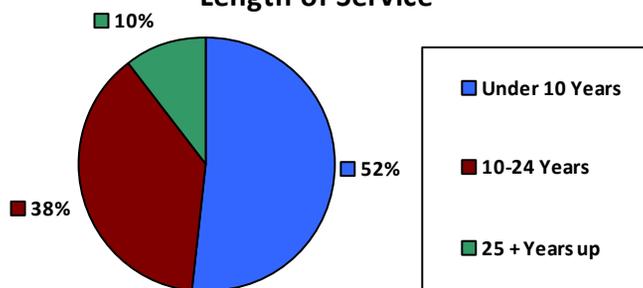|		
White, non-Hispanic	7,578	28.3%
Black/African American, non-Hispanic	1,082	4.0%
Hispanic or Latino	1,738	6.5%
Asian, non-Hispanic	9,924	37.0%
Two or more races	3,230	12.0%
American Indian and Alaska Native	168	0.6%
Native Hawaiian and Other Pacific Islander	2,979	11.1%

Gender

M	17,462	65.1%
F	9,354	34.9%

Age

<35	5,270	19.7%
35-54	13,885	51.8%
55+	7,661	28.6%

Length of Service

- Under 10 Years: 52%
- 10-24 Years: 38%
- 25 + Years up: 10%

Average Salary (in thousands)

Number of Employees

Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	8,044	30.0%
Occupational Program	412	1.5%
Between HS and Bachelors	5,872	21.9%
Bachelors + Post Bachelors	8,226	30.7%
Masters and Post Grad	3,470	12.9%
Doctorate and Post Doc	740	2.8%
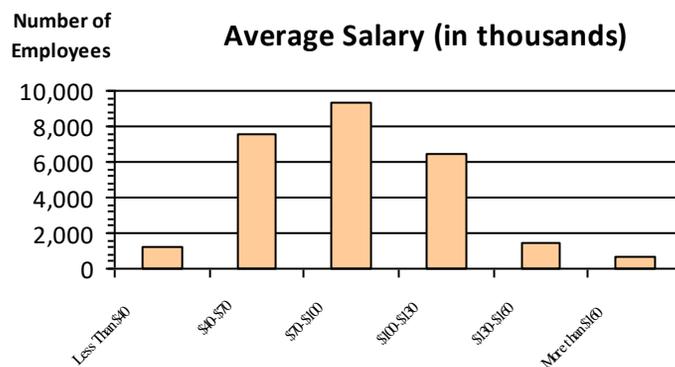
Type of Employment [2]

Administrative	8,687	32.4%
Professional	5,969	22.3%
Technical	4,249	15.8%
Clerical	1,180	4.4%
Other White Collar	866	3.2%
Blue Collar	5,865	21.9%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in

Idaho - 2022

Federal Workers in Idaho: 9,690

Percentage Who Are Veterans: 25.09%

Non-Federal Workers in Idaho: 921,000 [1]

Percentage Who Are Veterans: 5.86% [1]

Five Largest Federal Employers

| Agriculture: 2,396 | VA: 2,184 | DOI: 1,903 | Army: 625 | Air Force: 621 |

Race and Ethnicity

White, non-Hispanic	8,291	85.6%
Black/African American, non-Hispanic	105	1.1%
Hispanic or Latino	686	7.1%
Asian, non-Hispanic	144	1.5%
Two or more races	164	1.7%
American Indian and Alaska Native	212	2.2%
Native Hawaiian and Other Pacific Islander	36	0.4%

Length of Service

- Under 10 Years — 50%
- 10-24 Years — 40%
- 25 + Years up — 10%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	2,599	26.8%
Occupational Program	181	1.9%
Between HS and Bachelors	1,940	20.0%
Bachelors + Post Bachelors	3,355	34.6%
Masters and Post Grad	1,327	13.7%
Doctorate and Post Doc	259	2.7%

Type of Employment [2]

Administrative	3,037	31.3%
Professional	2,947	30.4%
Technical	2,217	22.9%
Clerical	522	5.4%
Other White Collar	177	1.8%
Blue Collar	781	8.1%

Gender

M	5,915	61.0%
F	3,775	39.0%

Age

<35	1,792	18.5%
35-54	5,669	58.5%
55+	2,229	23.0%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Illinois - 2022

Federal Workers in Illinois: 50,601

Percentage Who Are Veterans: 25.92%

Non-Federal Workers in Illinois: 6,066,000 [1]

Percentage Who Are Veterans: 3.51% [1]

Five Largest Federal Employers

| VA: 14,965 | Army: 7,007 | DHS: 4,883 | Justice: 3,641 | Air Force: 3,439 |

Race and Ethnicity

White, non-Hispanic	31,309	61.9%
Black/African American, non-Hispanic	9,990	19.7%
Hispanic or Latino	4,188	8.3%
Asian, non-Hispanic	3,739	7.4%
Two or more races	747	1.5%
American Indian and Alaska Native	314	0.6%
Native Hawaiian and Other Pacific Islander	105	0.2%

Gender

M	26,190	51.8%
F	24,410	48.2%

Age

<35	8,913	17.6%
35-54	27,692	54.7%
55+	13,996	27.7%

Length of Service

- 50% Under 10 Years
- 39% 10-24 Years
- 11% 25 + Years up

Average Salary (in thousands)

Number of Employees: categories Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
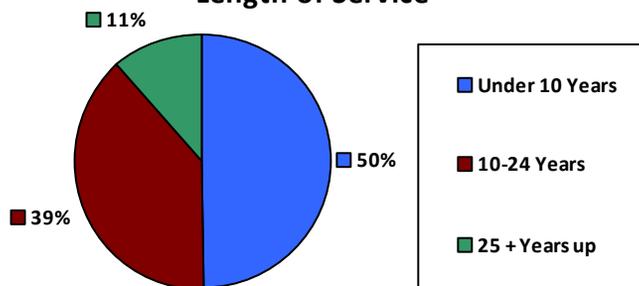
Educational Attainment

HS or Below	12,322	24.3%
Occupational Program	971	1.9%
Between HS and Bachelors	8,956	17.7%
Bachelors + Post Bachelors	17,935	35.4%
Masters and Post Grad	8,903	17.6%
Doctorate and Post Doc	1,465	2.9%
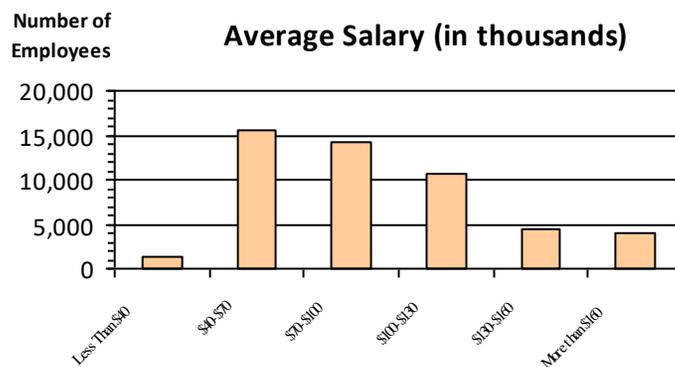
Type of Employment [2]

Administrative	20,745	41.0%
Professional	14,312	28.3%
Technical	8,049	15.9%
Clerical	2,607	5.2%
Other White Collar	1,595	3.2%
Blue Collar	3,252	6.4%

Who are the Civilian Federal Employees in
Indiana - 2022

Federal Workers in Indiana: 26,177
Percentage Who Are Veterans: 25.83%

Non-Federal Workers in Indiana: 3,246,000 [1]
Percentage Who Are Veterans: 5.67% [1]

Five Largest Federal Employers

VA: 7,005   Navy: 4,448   Defense: 4,292   Army: 1,962   Justice: 1,325

Race and Ethnicity

White, non-Hispanic	20,375	77.8%
Black/African American, non-Hispanic	3,741	14.3%
Hispanic or Latino	813	3.1%
Asian, non-Hispanic	689	2.6%
Two or more races	350	1.3%
American Indian and Alaska Native	104	0.4%
Native Hawaiian and Other Pacific Islander	42	0.2%

Gender

M	14,196	54.2%
F	11,981	45.8%

Age

<35	4,915	18.8%
35-54	13,912	53.1%
55+	7,350	28.1%

Length of Service

- Under 10 Years: 52%
- 10-24 Years: 38%
- 25 + Years up: 10%

Average Salary (in thousands)

Number of Employees — categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
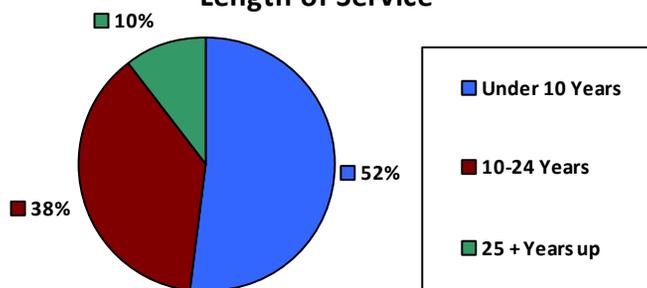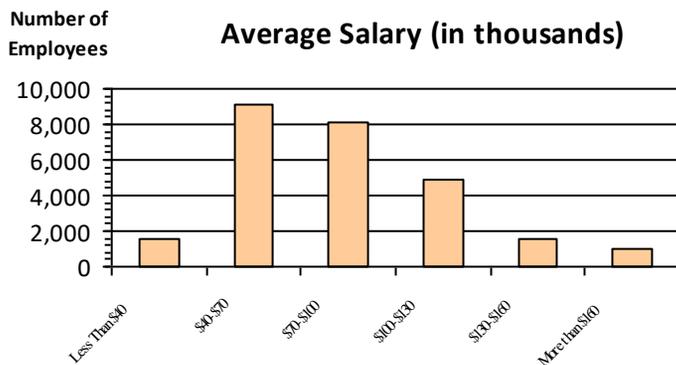
Educational Attainment

HS or Below	7,031	26.9%
Occupational Program	415	1.6%
Between HS and Bachelors	4,963	19.0%
Bachelors + Post Bachelors	9,133	34.9%
Masters and Post Grad	3,954	15.1%
Doctorate and Post Doc	641	2.4%

Type of Employment [2]

Administrative	9,133	34.9%
Professional	7,447	28.4%
Technical	4,926	18.8%
Clerical	1,935	7.4%
Other White Collar	735	2.8%
Blue Collar	1,991	7.6%

Who are the Civilian Federal Employees in

Iowa - 2022

Federal Workers in Iowa: 9,692

Percentage Who Are Veterans: 20.71%

Non-Federal Workers in Iowa: 1,641,000 [1]

Percentage Who Are Veterans: 6.22% [1]

Five Largest Federal Employers

VA: 4,432	Agriculture: 1,950	Army: 1,031	DHS: 356	SSA: 264

Race and Ethnicity

White, non-Hispanic	8,574	88.5%
Black/African American, non-Hispanic	368	3.8%
Hispanic or Latino	328	3.4%
Asian, non-Hispanic	240	2.5%
Two or more races	114	1.2%
American Indian and Alaska Native	48	0.5%
Native Hawaiian and Other Pacific Islander	8	0.1%

Gender

M	4,803	49.6%
F	4,889	50.4%

Age

<35	2,008	20.7%
35-54	5,168	53.3%
55+	2,516	26.0%

Length of Service

- Under 10 Years — 57%
- 10-24 Years — 34%
- 25 + Years up — 9%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
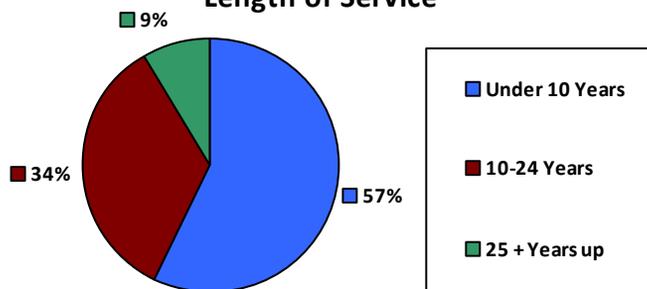
Educational Attainment

HS or Below	2,683	27.7%
Occupational Program	173	1.8%
Between HS and Bachelors	1,848	19.1%
Bachelors + Post Bachelors	3,368	34.7%
Masters and Post Grad	1,173	12.1%
Doctorate and Post Doc	437	4.5%
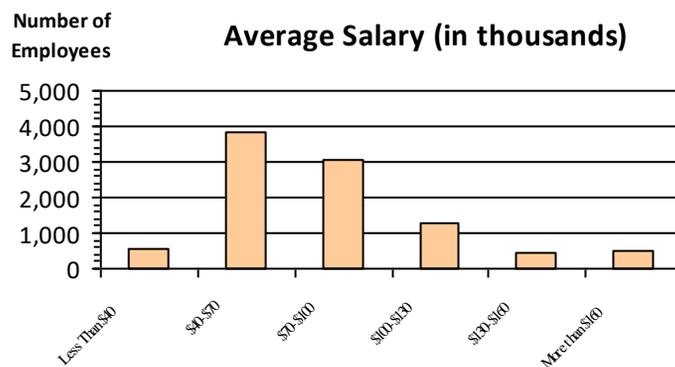
Type of Employment [2]

Administrative	2,692	27.8%
Professional	3,353	34.6%
Technical	2,118	21.9%
Clerical	513	5.3%
Other White Collar	101	1.0%
Blue Collar	900	9.3%

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Who are the Civilian Federal Employees in
Kansas - 2022

Federal Workers in Kansas: 18,437
Percentage Who Are Veterans: 34.84%

Non-Federal Workers in Kansas: 1,431,000 [1]
Percentage Who Are Veterans: 6.08% [1]

Five Largest Federal Employers

VA: 5,571   Army: 4,515   Agriculture: 1,556   Defense: 1,285   DHS: 849

Race and Ethnicity

White, non-Hispanic	14,237	77.2%
Black/African American, non-Hispanic	1,841	10.0%
Hispanic or Latino	963	5.2%
Asian, non-Hispanic	512	2.8%
Two or more races	387	2.1%
American Indian and Alaska Native	386	2.1%
Native Hawaiian and Other Pacific Islander	53	0.3%

Gender

M	9,695	52.6%
F	8,742	47.4%

Age

<35	2,859	15.5%
35-54	10,066	54.6%
55+	5,512	29.9%

Length of Service

- Under 10 Years: 53%
- 10-24 Years: 39%
- 25 + Years up: 8%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
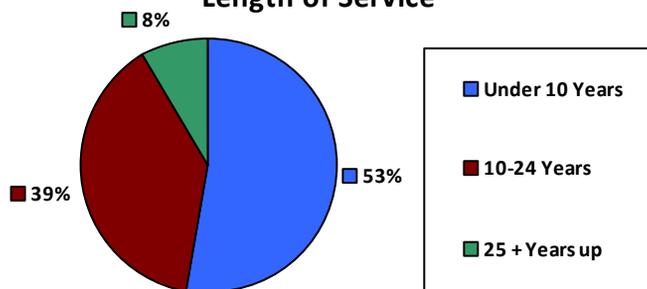
Educational Attainment

HS or Below	5,471	29.7%
Occupational Program	363	2.0%
Between HS and Bachelors	3,409	18.5%
Bachelors + Post Bachelors	5,259	28.5%
Masters and Post Grad	3,215	17.4%
Doctorate and Post Doc	708	3.8%
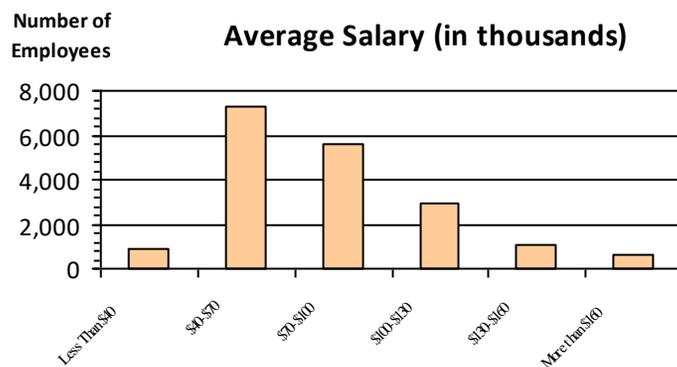
Type of Employment [2]

Administrative	6,786	36.8%
Professional	4,839	26.2%
Technical	3,662	19.9%
Clerical	1,031	5.6%
Other White Collar	580	3.1%
Blue Collar	1,529	8.3%

Who are the Civilian Federal Employees in
Kentucky - 2022

Federal Workers in Kentucky: 24,794
Percentage Who Are Veterans: 34.22%

Non-Federal Workers in Kentucky: 1,933,000 [1]
Percentage Who Are Veterans: 6.78% [1]

Five Largest Federal Employers

| Army: 7,606 | VA: 5,569 | Treasury: 2,850 | Justice: 2,454 | Defense: 1,791 |

Race and Ethnicity

White, non-Hispanic	19,598	79.0%
Black/African American, non-Hispanic	3,351	13.5%
Hispanic or Latino	759	3.1%
Asian, non-Hispanic	413	1.7%
Two or more races	376	1.5%
American Indian and Alaska Native	127	0.5%
Native Hawaiian and Other Pacific Islander	65	0.3%

Gender

M	13,366	53.9%
F	11,428	46.1%

Age

<35	4,065	16.4%
35-54	13,651	55.1%
55+	7,078	28.5%

Length of Service

- Under 10 Years: 49%
- 10-24 Years: 42%
- 25 + Years up: 9%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
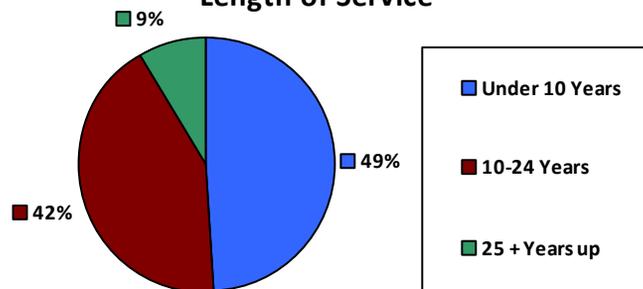
Educational Attainment

HS or Below	9,306	37.5%
Occupational Program	423	1.7%
Between HS and Bachelors	4,078	16.4%
Bachelors + Post Bachelors	6,914	27.9%
Masters and Post Grad	3,426	13.8%
Doctorate and Post Doc	617	2.5%
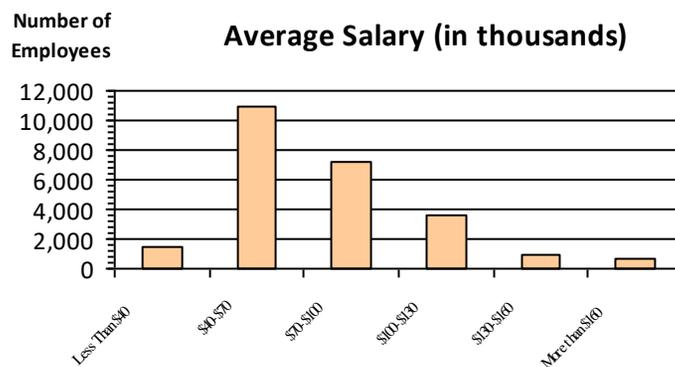
Type of Employment [2]

Administrative	8,372	33.8%
Professional	5,671	22.9%
Technical	5,838	23.5%
Clerical	1,301	5.2%
Other White Collar	1,648	6.6%
Blue Collar	1,954	7.9%

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Who are the Civilian Federal Employees in
Louisiana - 2022

Federal Workers in Louisiana: 21,962
Percentage Who Are Veterans: 29.39%

Non-Federal Workers in Louisiana: 1,994,000 [1]
Percentage Who Are Veterans: 5.67% [1]

Five Largest Federal Employers

VA: 6,197	Army: 3,076	DHS: 2,227	Agriculture: 2,091	Justice: 1,935

Race and Ethnicity

White, non-Hispanic	12,180	55.5%
Black/African American, non-Hispanic	7,712	35.1%
Hispanic or Latino	900	4.1%
Asian, non-Hispanic	503	2.3%
Two or more races	390	1.8%
American Indian and Alaska Native	170	0.8%
Native Hawaiian and Other Pacific Islander	43	0.2%

Gender

M	11,389	51.9%
F	10,573	48.1%

Age

<35	3,572	16.3%
35-54	11,938	54.4%
55+	6,452	29.4%

Length of Service

- Under 10 Years: 52%
- 10-24 Years: 37%
- 25 + Years up: 11%

Average Salary (in thousands)

Number of Employees — categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
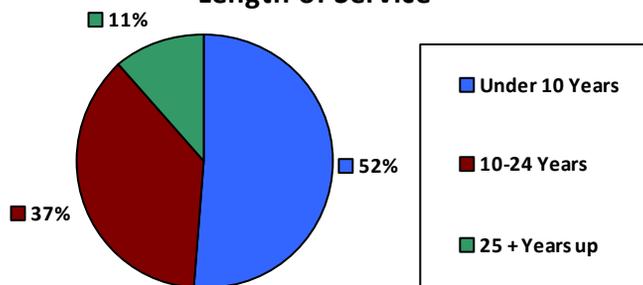
Educational Attainment

HS or Below	7,275	33.1%
Occupational Program	601	2.7%
Between HS and Bachelors	3,774	17.2%
Bachelors + Post Bachelors	6,795	30.9%
Masters and Post Grad	2,940	13.4%
Doctorate and Post Doc	562	2.6%
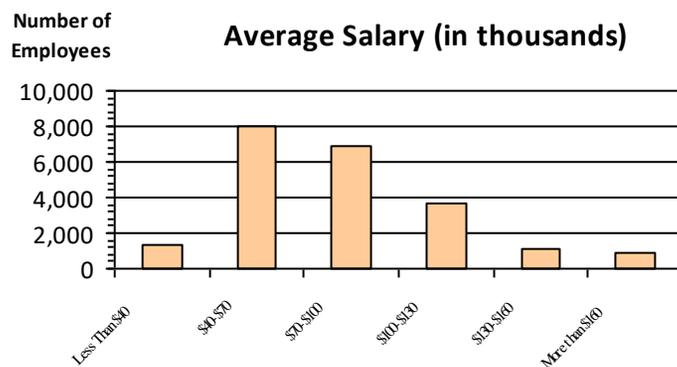
Type of Employment [2]

Administrative	7,620	34.7%
Professional	5,695	25.9%
Technical	3,995	18.2%
Clerical	1,379	6.3%
Other White Collar	1,278	5.8%
Blue Collar	1,978	9.0%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Maine - 2022

Federal Workers in Maine: 13,261
Percentage Who Are Veterans: 22.93%

Non-Federal Workers in Maine: 638,000 [1]
Percentage Who Are Veterans: 6.43% [1]

Five Largest Federal Employers

Navy: 7,206	VA: 2,345	DHS: 1,015	Defense: 867	Army: 300

Race and Ethnicity

White, non-Hispanic	12,458	93.9%
Black/African American, non-Hispanic	129	1.0%
Hispanic or Latino	289	2.2%
Asian, non-Hispanic	138	1.0%
Two or more races	119	0.9%
American Indian and Alaska Native	73	0.6%
Native Hawaiian and Other Pacific Islander	13	0.1%

Gender

M	9,347	70.5%
F	3,914	29.5%

Age

<35	3,536	26.7%
35-54	6,661	50.2%
55+	3,063	23.1%

Length of Service

- Under 10 Years — 57%
- 10-24 Years — 37%
- 25 + Years up — 6%

Average Salary (in thousands)

Number of Employees. Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
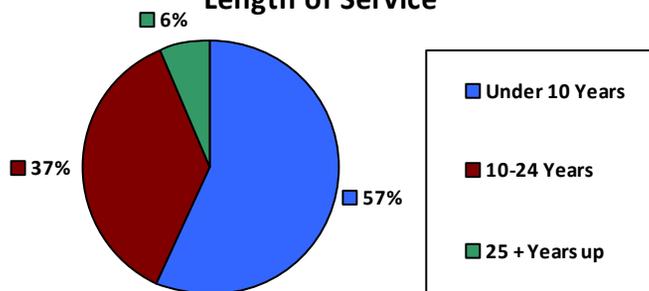
Educational Attainment

HS or Below	5,914	44.6%
Occupational Program	203	1.5%
Between HS and Bachelors	2,322	17.5%
Bachelors + Post Bachelors	3,614	27.3%
Masters and Post Grad	1,026	7.7%
Doctorate and Post Doc	177	1.3%
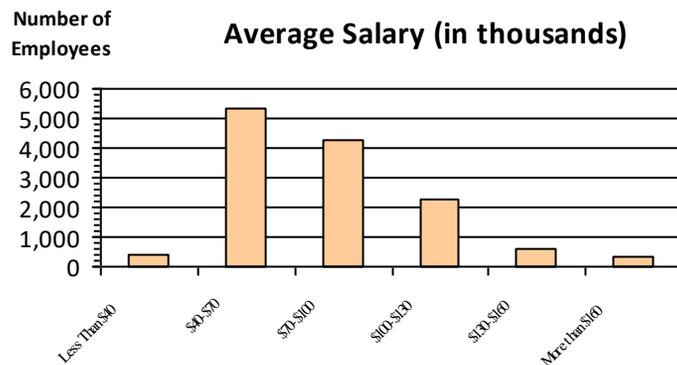
Type of Employment [2]

Administrative	3,502	26.4%
Professional	2,914	22.0%
Technical	2,164	16.3%
Clerical	479	3.6%
Other White Collar	360	2.7%
Blue Collar	3,835	28.9%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. ²Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in

Maryland - 2022

Federal Workers in Maryland: 145,798

Percentage Who Are Veterans: 17.39%

Non-Federal Workers in Maryland: 3,060,000 [1]

Percentage Who Are Veterans: 7.45% [1]

Five Largest Federal Employers

HHS: 41,366   Navy: 17,721   Army: 15,630   Commerce: 12,700   Defense: 10,109

Race and Ethnicity

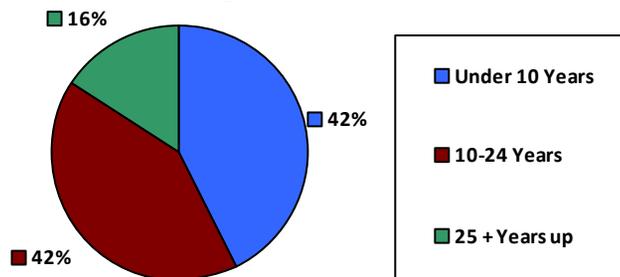|		
White, non-Hispanic	78,913	54.1%
Black/African American, non-Hispanic	39,199	26.9%
Hispanic or Latino	6,914	4.7%
Asian, non-Hispanic	16,654	11.4%
Two or more races	2,848	2.0%
American Indian and Alaska Native	723	0.5%
Native Hawaiian and Other Pacific Islander	250	0.2%

Gender

M	71,492	49.0%
F	74,306	51.0%

Age

<35	20,420	14.0%
35-54	78,014	53.5%
55+	47,364	32.5%

Length of Service

- Under 10 Years: 42%
- 10-24 Years: 42%
- 25 + Years up: 16%

Average Salary (in thousands)

Number of Employees

Educational Attainment

HS or Below	26,056	17.9%
Occupational Program	1,531	1.0%
Between HS and Bachelors	16,970	11.6%
Bachelors + Post Bachelors	49,027	33.6%
Masters and Post Grad	32,690	22.4%
Doctorate and Post Doc	19,423	13.3%
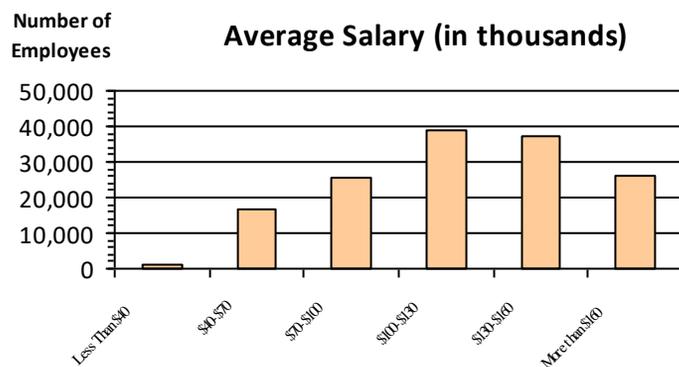
Type of Employment [2]

Administrative	69,503	47.7%
Professional	57,962	39.8%
Technical	10,095	6.9%
Clerical	2,291	1.6%
Other White Collar	2,401	1.6%
Blue Collar	3,527	2.4%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. ²Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in

Massachusetts - 2022

Federal Workers in Massachusetts: 28,871

Percentage Who Are Veterans: 20.06%

Non-Federal Workers in Massachusetts: 3,511,000 [1]

Percentage Who Are Veterans: 3.56% [1]

Five Largest Federal Employers

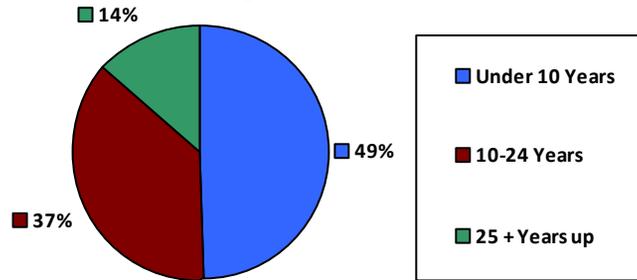| VA: 8,478	Air Force: 3,189	DHS: 3,073	Treasury: 2,353	Army: 2,140

Race and Ethnicity

White, non-Hispanic	21,697	75.1%
Black/African American, non-Hispanic	2,610	9.0%
Hispanic or Latino	2,097	7.3%
Asian, non-Hispanic	1,689	5.8%
Two or more races	397	1.4%
American Indian and Alaska Native	152	0.5%
Native Hawaiian and Other Pacific Islander	47	0.2%

Gender

M	14,849	51.4%
F	14,022	48.6%

Age

<35	5,826	20.2%
35-54	14,279	49.5%
55+	8,766	30.4%

Length of Service

- Under 10 Years — 49%
- 10-24 Years — 37%
- 25 + Years up — 14%

Average Salary (in thousands)

Number of Employees
8,000 / 6,000 / 4,000 / 2,000 / 0

Less Than $40 / $40-$70 / $70-$100 / $100-$130 / $130-$160 / More than $160

Educational Attainment

HS or Below	7,573	26.2%
Occupational Program	561	1.9%
Between HS and Bachelors	3,718	12.9%
Bachelors + Post Bachelors	10,075	34.9%
Masters and Post Grad	5,534	19.1%
Doctorate and Post Doc	1,376	4.8%
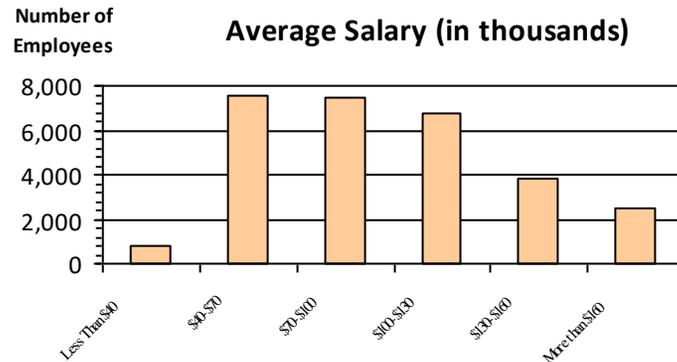
Type of Employment [2]

Administrative	10,107	35.0%
Professional	9,841	34.1%
Technical	4,899	17.0%
Clerical	1,443	5.0%
Other White Collar	798	2.8%
Blue Collar	1,770	6.1%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. ²Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Michigan - 2022

Federal Workers in Michigan: 33,205
Percentage Who Are Veterans: 25.21%

Non-Federal Workers in Michigan: 4,563,000 [1]
Percentage Who Are Veterans: 5.41% [1]

Five Largest Federal Employers

VA: 11,104	Army: 7,143	DHS: 4,080	Justice: 1,595	Defense: 1,526

Race and Ethnicity

White, non-Hispanic	24,702	74.4%
Black/African American, non-Hispanic	5,337	16.1%
Hispanic or Latino	1,161	3.5%
Asian, non-Hispanic	1,196	3.6%
Two or more races	457	1.4%
American Indian and Alaska Native	265	0.8%
Native Hawaiian and Other Pacific Islander	51	0.2%

Gender

M	17,983	54.2%
F	15,222	45.8%

Age

<35	5,420	16.3%
35-54	19,173	57.7%
55+	8,612	25.9%

Length of Service

- Under 10 Years: 48%
- 10-24 Years: 43%
- 25 + Years up: 9%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
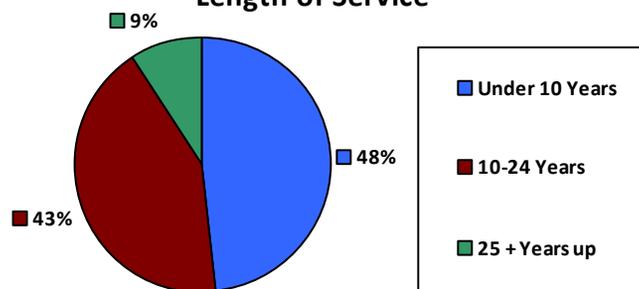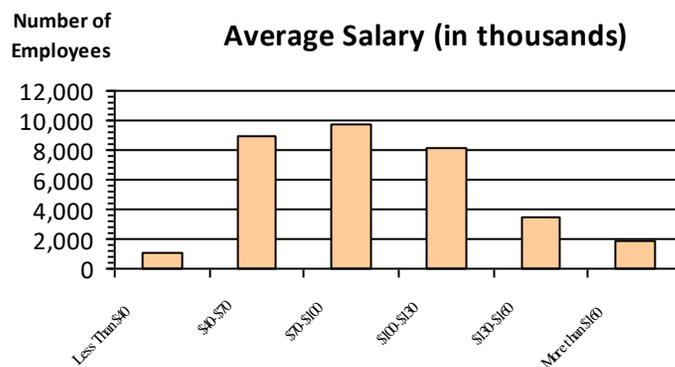
Educational Attainment

HS or Below	7,262	21.9%
Occupational Program	724	2.2%
Between HS and Bachelors	6,560	19.8%
Bachelors + Post Bachelors	11,776	35.5%
Masters and Post Grad	5,851	17.6%
Doctorate and Post Doc	1,000	3.0%

Type of Employment [2]

Administrative	13,723	41.3%
Professional	9,975	30.0%
Technical	4,924	14.8%
Clerical	1,961	5.9%
Other White Collar	832	2.5%
Blue Collar	1,751	5.3%

Who are the Civilian Federal Employees in

Minnesota - 2022

Federal Workers in Minnesota: 19,792

Percentage Who Are Veterans: 22.42%

Non-Federal Workers in Minnesota: 2,919,000 [1]

Percentage Who Are Veterans: 4.42% [1]

Five Largest Federal Employers

VA: 8,111	DHS: 1,995	Agriculture: 1,771	Army: 1,486	Justice: 1,480

Race and Ethnicity

White, non-Hispanic	16,421	83.0%
Black/African American, non-Hispanic	1,048	5.3%
Hispanic or Latino	605	3.1%
Asian, non-Hispanic	839	4.2%
Two or more races	343	1.7%
American Indian and Alaska Native	474	2.4%
Native Hawaiian and Other Pacific Islander	28	0.1%

Gender

M	10,138	51.2%
F	9,654	48.8%

Age

<35	4,103	20.7%
35-54	11,147	56.3%
55+	4,542	22.9%

Length of Service

- Under 10 Years — 53%
- 10-24 Years — 39%
- 25 + Years up — 8%

Average Salary (in thousands)

Number of Employees: 7,000 / 6,000 / 5,000 / 4,000 / 3,000 / 2,000 / 1,000 / 0

(Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160)
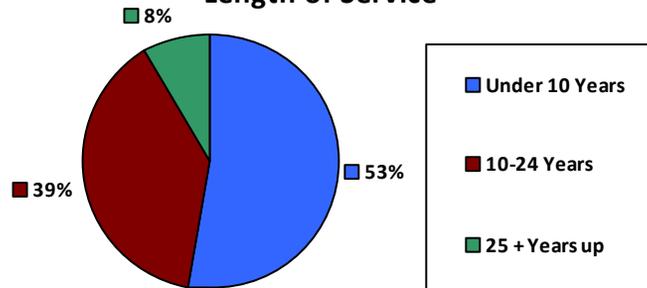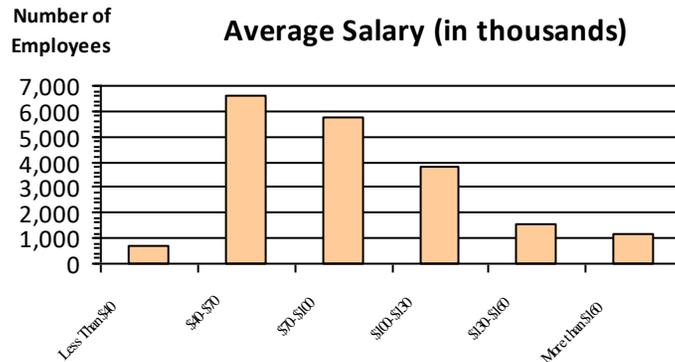
Educational Attainment

HS or Below	4,855	24.5%
Occupational Program	562	2.8%
Between HS and Bachelors	3,855	19.5%
Bachelors + Post Bachelors	7,182	36.3%
Masters and Post Grad	2,488	12.6%
Doctorate and Post Doc	794	4.0%

Type of Employment [2]

Administrative	6,877	34.7%
Professional	5,886	29.7%
Technical	3,690	18.6%
Clerical	1,194	6.0%
Other White Collar	582	2.9%
Blue Collar	1,516	7.7%

Who are the Civilian Federal Employees in
Mississippi - 2022

Federal Workers in Mississippi: 19,936
Percentage Who Are Veterans: 28.28%

Non-Federal Workers in Mississippi: 1,200,000 [1]
Percentage Who Are Veterans: 6.75% [1]

Five Largest Federal Employers

VA: 4,741	Army: 4,096	Navy: 2,575	Air Force: 2,143	Agriculture: 1,494

Race and Ethnicity

White, non-Hispanic	11,837	59.4%
Black/African American, non-Hispanic	6,784	34.0%
Hispanic or Latino	515	2.6%
Asian, non-Hispanic	326	1.6%
Two or more races	240	1.2%
American Indian and Alaska Native	99	0.5%
Native Hawaiian and Other Pacific Islander	31	0.2%

Gender

M	11,094	55.6%
F	8,842	44.3%

Age

<35	3,661	18.4%
35-54	10,502	52.7%
55+	5,773	29.0%

Length of Service

- Under 10 Years: 53%
- 10-24 Years: 37%
- 25 + Years up: 10%

Average Salary (in thousands)

Number of Employees: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
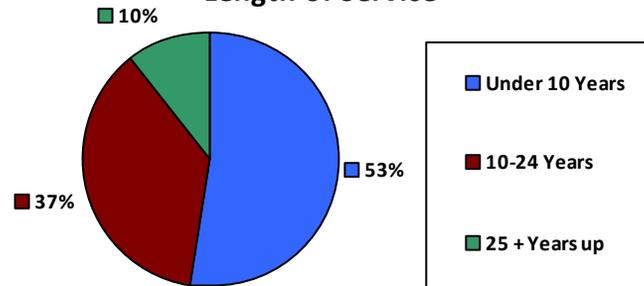
Educational Attainment

HS or Below	6,221	31.2%
Occupational Program	356	1.8%
Between HS and Bachelors	3,645	18.3%
Bachelors + Post Bachelors	5,761	28.9%
Masters and Post Grad	3,155	15.8%
Doctorate and Post Doc	779	3.9%
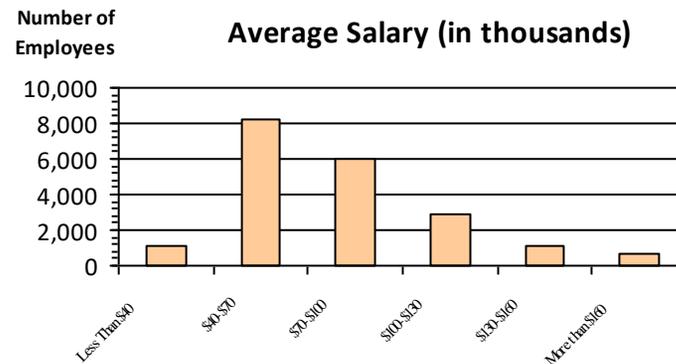
Type of Employment [2]

Administrative	5,666	28.4%
Professional	5,867	29.4%
Technical	3,712	18.6%
Clerical	1,065	5.3%
Other White Collar	926	4.6%
Blue Collar	2,687	13.5%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Missouri - 2022

Federal Workers in Missouri: 39,605
Percentage Who Are Veterans: 25.38%

Non-Federal Workers in Missouri: 2,914,000 [1]
Percentage Who Are Veterans: 6.04% [1]

Five Largest Federal Employers
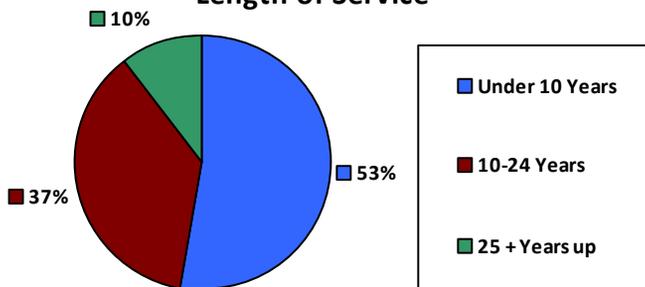
VA: 11,366	Treasury: 5,954	Army: 4,798	Agriculture: 3,162	DHS: 2,597

Race and Ethnicity

White, non-Hispanic	27,877	70.4%
Black/African American, non-Hispanic	8,264	20.9%
Hispanic or Latino	1,317	3.3%
Asian, non-Hispanic	998	2.5%
Two or more races	697	1.8%
American Indian and Alaska Native	285	0.7%
Native Hawaiian and Other Pacific Islander	82	0.2%

Gender

M	18,706	47.2%
F	20,899	52.8%

Age

<35	6,639	16.8%
35-54	21,239	53.6%
55+	11,727	29.6%

Length of Service

- Under 10 Years: 53%
- 10-24 Years: 37%
- 25 + Years up: 10%

Average Salary (in thousands)

Number of Employees — categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	13,398	33.8%
Occupational Program	765	1.9%
Between HS and Bachelors	6,900	17.4%
Bachelors + Post Bachelors	11,985	30.3%
Masters and Post Grad	5,544	14.0%
Doctorate and Post Doc	974	2.5%
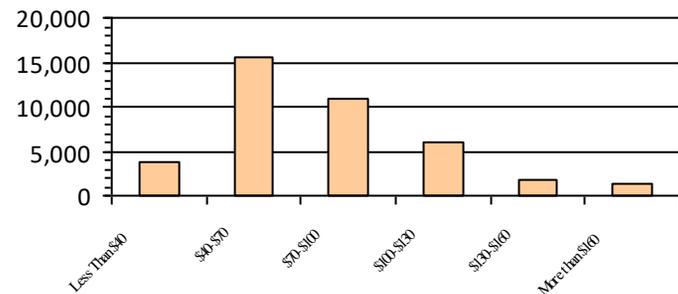
Type of Employment [2]

Administrative	13,341	33.7%
Professional	9,422	23.8%
Technical	8,898	22.5%
Clerical	4,393	11.1%
Other White Collar	938	2.4%
Blue Collar	2,565	6.5%

Who are the Civilian Federal Employees in
Montana - 2022

Federal Workers in Montana: 10,395
Percentage Who Are Veterans: 23.11%

Non-Federal Workers in Montana: 553,000 [1]
Percentage Who Are Veterans: 8.50% [1]

Five Largest Federal Employers

| Agriculture: 2,601 | VA: 1,810 | DOI: 1,771 | HHS: 1,163 | DHS: 711 |

Race and Ethnicity

White, non-Hispanic	8,276	79.6%
Black/African American, non-Hispanic	73	0.7%
Hispanic or Latino	393	3.8%
Asian, non-Hispanic	91	0.9%
Two or more races	220	2.1%
American Indian and Alaska Native	1,273	12.2%
Native Hawaiian and Other Pacific Islander	18	0.2%

Gender

M	5,785	55.6%
F	4,610	44.3%

Age

<35	1,805	17.4%
35-54	5,944	57.2%
55+	2,646	25.5%

Length of Service

- Under 10 Years: 48%
- 10-24 Years: 42%
- 25 + Years up: 10%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
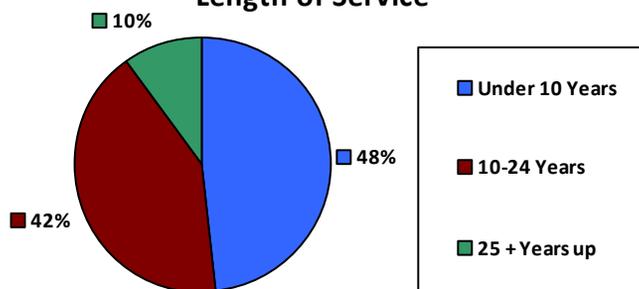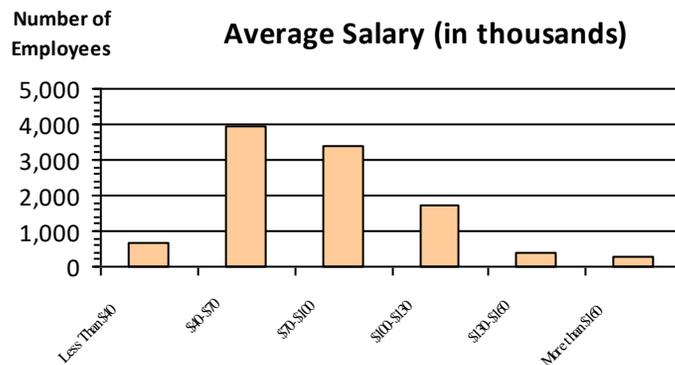
Educational Attainment

HS or Below	2,987	28.7%
Occupational Program	170	1.6%
Between HS and Bachelors	2,210	21.3%
Bachelors + Post Bachelors	3,437	33.1%
Masters and Post Grad	1,173	11.3%
Doctorate and Post Doc	381	3.7%

Type of Employment [2]

Administrative	3,155	30.3%
Professional	3,063	29.5%
Technical	2,215	21.3%
Clerical	607	5.8%
Other White Collar	384	3.7%
Blue Collar	963	9.3%

Who are the Civilian Federal Employees in
Nebraska - 2022

Federal Workers in Nebraska: 11,818
Percentage Who Are Veterans: 35.34%

Non-Federal Workers in Nebraska: 1,015,000 [1]
Percentage Who Are Veterans: 6.40% [1]

Five Largest Federal Employers

VA: 3,166	Air Force: 2,404	DHS: 1,729	Army: 1,357	Agriculture: 1,354

Race and Ethnicity

White, non-Hispanic	9,973	84.4%
Black/African American, non-Hispanic	609	5.2%
Hispanic or Latino	515	4.4%
Asian, non-Hispanic	322	2.7%
Two or more races	192	1.6%
American Indian and Alaska Native	128	1.1%
Native Hawaiian and Other Pacific Islander	18	0.2%

Gender

M	6,760	57.2%
F	5,058	42.8%

Age

<35	2,020	17.1%
35-54	6,303	53.3%
55+	3,495	29.6%

Length of Service

- Under 10 Years: 52%
- 10-24 Years: 39%
- 25 + Years up: 9%

Average Salary (in thousands)

Number of Employees

(x-axis categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160)
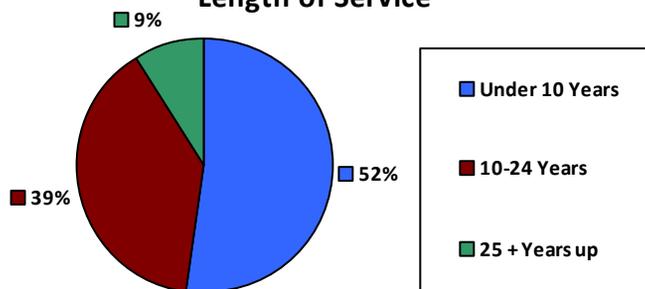
Educational Attainment

HS or Below	3,001	25.4%
Occupational Program	159	1.3%
Between HS and Bachelors	1,961	16.6%
Bachelors + Post Bachelors	4,277	36.2%
Masters and Post Grad	2,026	17.1%
Doctorate and Post Doc	372	3.1%
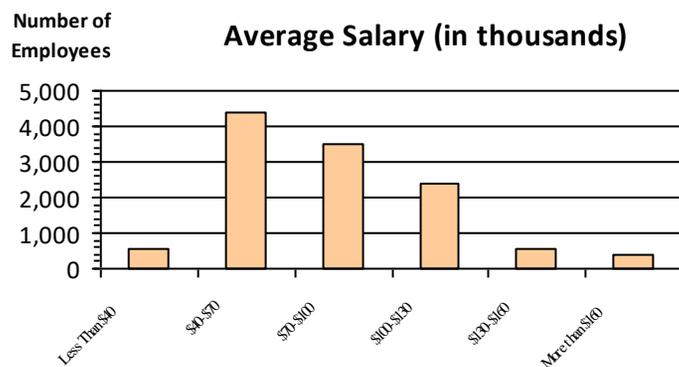
Type of Employment [2]

Administrative	5,130	43.4%
Professional	3,097	26.2%
Technical	2,049	17.3%
Clerical	529	4.5%
Other White Collar	182	1.5%
Blue Collar	814	6.9%

Who are the Civilian Federal Employees in
Nevada - 2022

Federal Workers in Nevada: 15,543

Percentage Who Are Veterans: 32.01%

Non-Federal Workers in Nevada: 1,449,000 [1]

Percentage Who Are Veterans: 7.80% [1]

Five Largest Federal Employers

VA: 6,295	DHS: 2,064	DOI: 1,903	Air Force: 1,527	Justice: 553

Race and Ethnicity

White, non-Hispanic	8,531	54.9%
Black/African American, non-Hispanic	2,049	13.2%
Hispanic or Latino	1,763	11.3%
Asian, non-Hispanic	2,101	13.5%
Two or more races	453	2.9%
American Indian and Alaska Native	296	1.9%
Native Hawaiian and Other Pacific Islander	264	1.7%

Gender

M	8,114	52.2%
F	7,429	47.8%

Age

<35	3,022	19.4%
35-54	8,389	54.0%
55+	4,132	26.6%

Length of Service

Under 10 Years: 58%
10-24 Years: 36%
25 + Years up: 6%

Average Salary (in thousands)

Number of Employees (x-axis categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160)
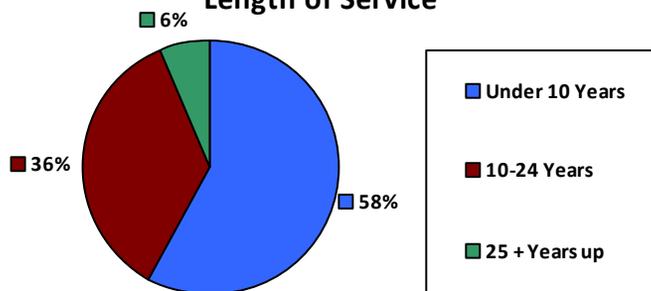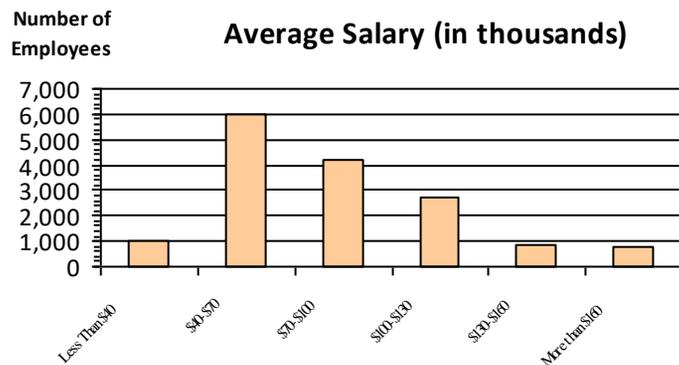
Educational Attainment

HS or Below	4,659	30.0%
Occupational Program	462	3.0%
Between HS and Bachelors	3,255	20.9%
Bachelors + Post Bachelors	4,638	29.8%
Masters and Post Grad	2,063	13.3%
Doctorate and Post Doc	439	2.8%

Type of Employment [2]

Administrative	4,686	30.1%
Professional	4,300	27.7%
Technical	3,819	24.6%
Clerical	1,285	8.3%
Other White Collar	318	2.0%
Blue Collar	1,128	7.3%

Who are the Civilian Federal Employees in
New Hampshire - 2022

Federal Workers in New Hampshire: 5,158

Percentage Who Are Veterans: 24.93%

Non-Federal Workers in New Hampshire: 728,000 [1]

Percentage Who Are Veterans: 6.59% [1]

Five Largest Federal Employers

VA: 1,431	DOT: 662	Army: 437	State: 404	Justice: 366

Race and Ethnicity

White, non-Hispanic	4,637	89.9%
Black/African American, non-Hispanic	88	1.7%
Hispanic or Latino	196	3.8%
Asian, non-Hispanic	132	2.6%
Two or more races	60	1.2%
American Indian and Alaska Native	20	0.4%
Native Hawaiian and Other Pacific Islander	6	0.1%

Gender

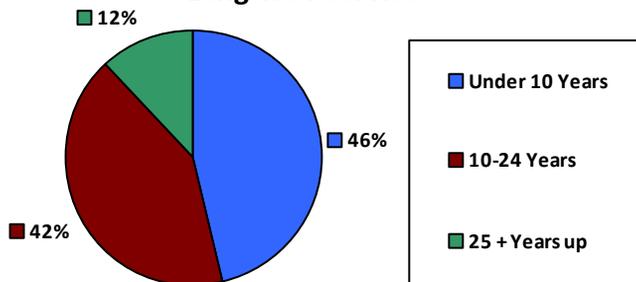|		
M	2,871	55.7%
F	2,287	44.3%

Age

<35	841	16.3%
35-54	2,825	54.8%
55+	1,492	28.9%

Length of Service

- Under 10 Years: 46%
- 10-24 Years: 42%
- 25 + Years up: 12%

Average Salary (in thousands)

Number of Employees

x-axis: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	1,574	30.5%
Occupational Program	77	1.5%
Between HS and Bachelors	815	15.8%
Bachelors + Post Bachelors	1,723	33.4%
Masters and Post Grad	774	15.0%
Doctorate and Post Doc	191	3.7%
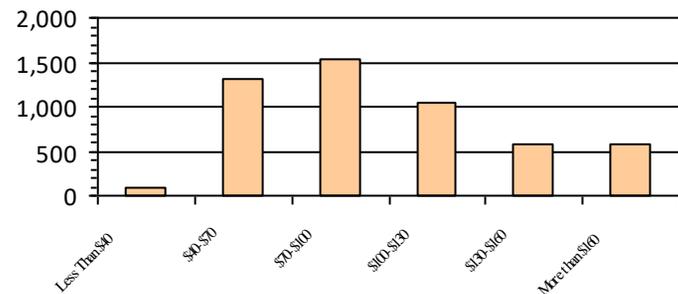
Type of Employment [2]

Administrative	2,377	46.1%
Professional	1,403	27.2%
Technical	616	11.9%
Clerical	291	5.6%
Other White Collar	206	4.0%
Blue Collar	260	5.0%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
New Jersey - 2022

Federal Workers in New Jersey: 27,923
Percentage Who Are Veterans: 20.23%

Non-Federal Workers in New Jersey: 4,456,000 [1]
Percentage Who Are Veterans: 2.54% [1]

Five Largest Federal Employers

Army: 5,375	DHS: 4,822	VA: 4,243	Navy: 2,408	Justice: 2,198

Race and Ethnicity

White, non-Hispanic	16,870	60.4%
Black/African American, non-Hispanic	4,726	16.9%
Hispanic or Latino	3,274	11.7%
Asian, non-Hispanic	2,399	8.6%
Two or more races	388	1.4%
American Indian and Alaska Native	135	0.5%
Native Hawaiian and Other Pacific Islander	53	0.2%

Gender

M	16,985	60.8%
F	10,938	39.2%

Age

<35	5,613	20.1%
35-54	14,402	51.6%
55+	7,908	28.3%

Length of Service

- Under 10 Years — 44%
- 10-24 Years — 41%
- 25 + Years up — 15%

Average Salary (in thousands)

Number of Employees: 8,000 / 6,000 / 4,000 / 2,000 / 0

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

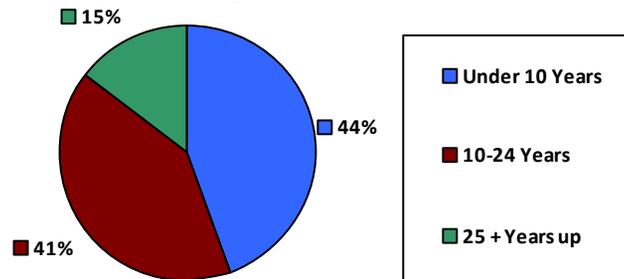|		
HS or Below	6,852	24.5%
Occupational Program	563	2.0%
Between HS and Bachelors	3,946	14.1%
Bachelors + Post Bachelors	10,462	37.5%
Masters and Post Grad	5,336	19.1%
Doctorate and Post Doc	721	2.6%
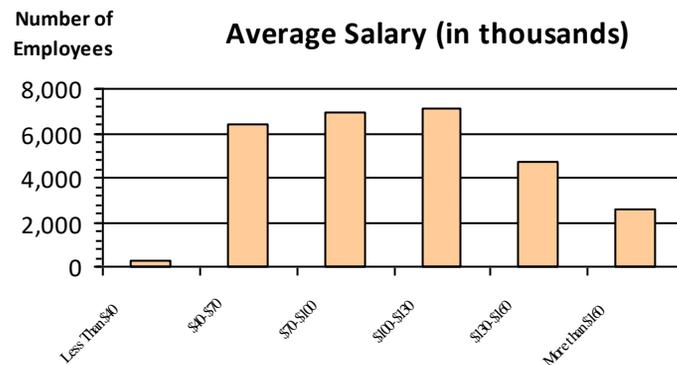
Type of Employment [2]

Administrative	11,160	40.0%
Professional	9,320	33.4%
Technical	3,583	12.8%
Clerical	1,197	4.3%
Other White Collar	924	3.3%
Blue Collar	1,732	6.2%

Who are the Civilian Federal Employees in
New Mexico - 2022

Federal Workers in New Mexico: 24,711

Percentage Who Are Veterans: 25.64%

Non-Federal Workers in New Mexico: 883,000 [1]

Percentage Who Are Veterans: 7.59% [1]

Five Largest Federal Employers

HHS: 3,506	Air Force: 3,466	DOI: 3,412	VA: 3,355	Agriculture: 2,416

Race and Ethnicity

White, non-Hispanic	11,136	45.1%
Black/African American, non-Hispanic	923	3.7%
Hispanic or Latino	6,553	26.5%
Asian, non-Hispanic	529	2.1%
Two or more races	450	1.8%
American Indian and Alaska Native	4,898	19.8%
Native Hawaiian and Other Pacific Islander	72	0.3%

Gender

M	13,409	54.3%
F	11,302	45.7%

Age

<35	4,231	17.1%
35-54	13,114	53.1%
55+	7,366	29.8%

Length of Service

- 46% Under 10 Years
- 42% 10-24 Years
- 12% 25 + Years up

Average Salary (in thousands)

Number of Employees

(bar chart with y-axis 0–10,000; x-axis categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160)
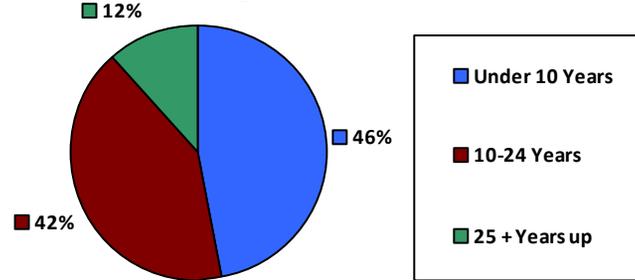
Educational Attainment

HS or Below	7,291	29.5%
Occupational Program	726	2.9%
Between HS and Bachelors	5,248	21.2%
Bachelors + Post Bachelors	6,864	27.8%
Masters and Post Grad	3,679	14.9%
Doctorate and Post Doc	867	3.5%
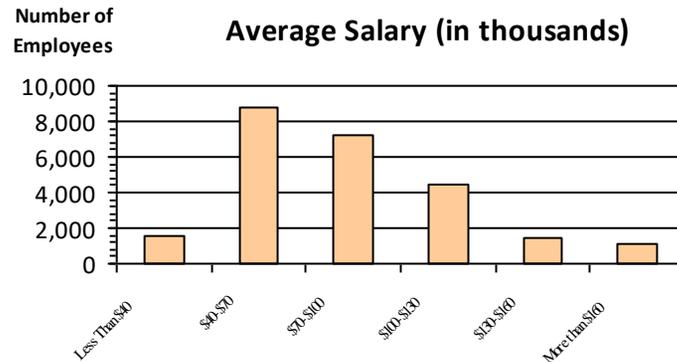
Type of Employment [2]

Administrative	7,694	31.1%
Professional	7,229	29.3%
Technical	4,776	19.3%
Clerical	1,400	5.7%
Other White Collar	1,885	7.6%
Blue Collar	1,714	6.9%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in

New York - 2022

Federal Workers in New York: 68,837
Percentage Who Are Veterans: 18.01%

Non-Federal Workers in New York: 8,982,000 [1]
Percentage Who Are Veterans: 3.08% [1]

Five Largest Federal Employers
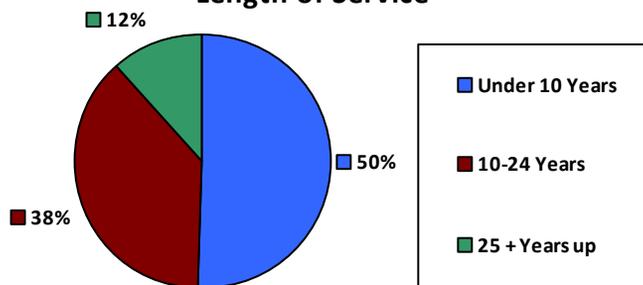
| VA: 19,190 | DHS: 11,991 | Treasury: 6,645 | Army: 6,301 | Justice: 5,497 |

Race and Ethnicity

White, non-Hispanic	43,218	62.8%
Black/African American, non-Hispanic	11,252	16.3%
Hispanic or Latino	7,401	10.8%
Asian, non-Hispanic	5,222	7.6%
Two or more races	842	1.2%
American Indian and Alaska Native	468	0.7%
Native Hawaiian and Other Pacific Islander	111	0.2%

Gender

M	35,787	52.0%
F	33,050	48.0%

Age

<35	14,014	20.4%
35-54	36,194	52.6%
55+	18,629	27.1%

Length of Service

- 50% Under 10 Years
- 38% 10-24 Years
- 12% 25 + Years up

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	21,496	31.2%
Occupational Program	1,338	1.9%
Between HS and Bachelors	11,902	17.3%
Bachelors + Post Bachelors	22,535	32.7%
Masters and Post Grad	9,390	13.6%
Doctorate and Post Doc	2,031	3.0%
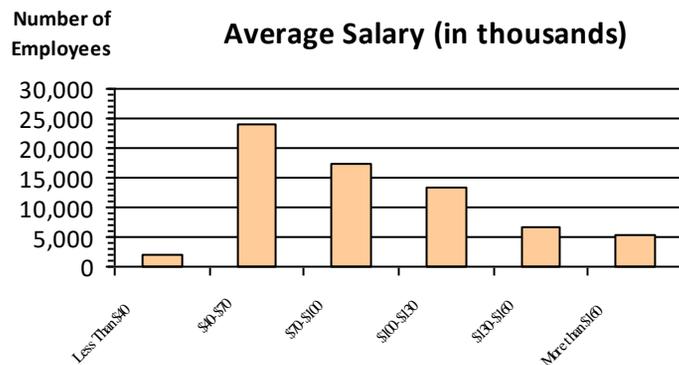
Type of Employment [2]

Administrative	26,033	37.8%
Professional	17,481	25.4%
Technical	14,165	20.6%
Clerical	3,774	5.5%
Other White Collar	2,423	3.5%
Blue Collar	4,933	7.2%

Who are the Civilian Federal Employees in

North Carolina - 2022

Federal Workers in North Carolina: 52,345

Percentage Who Are Veterans: 38.07%

Non-Federal Workers in North Carolina: 4,879,000 [1]

Percentage Who Are Veterans: 6.07% [1]

Five Largest Federal Employers

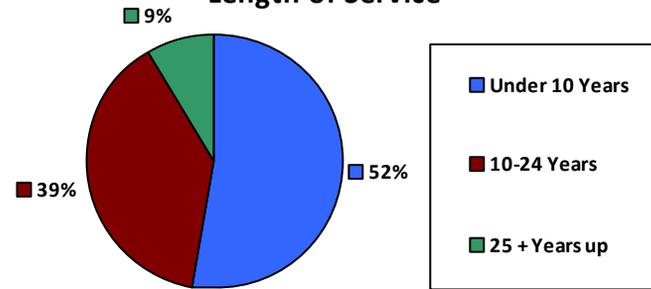| VA: 15,176 | Army: 7,832 | Navy: 7,172 | Defense: 5,864 | DHS: 3,098 |

Race and Ethnicity

White, non-Hispanic	32,475	62.0%
Black/African American, non-Hispanic	13,412	25.6%
Hispanic or Latino	2,680	5.1%
Asian, non-Hispanic	1,713	3.3%
Two or more races	1,021	2.0%
American Indian and Alaska Native	608	1.2%
Native Hawaiian and Other Pacific Islander	164	0.3%

Gender

M	26,929	51.4%
F	25,416	48.5%

Age

<35	7,691	14.7%
35-54	29,051	55.5%
55+	15,603	29.8%

Length of Service

- Under 10 Years — 52%
- 10-24 Years — 39%
- 25 + Years up — 9%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	14,709	28.1%
Occupational Program	1,042	2.0%
Between HS and Bachelors	9,887	18.9%
Bachelors + Post Bachelors	15,866	30.3%
Masters and Post Grad	8,469	16.2%
Doctorate and Post Doc	2,343	4.5%
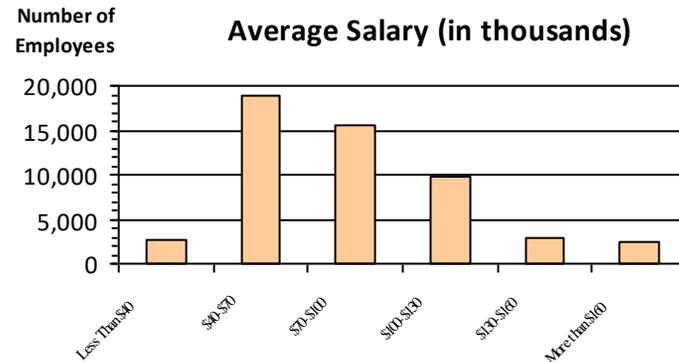
Type of Employment [2]

Administrative	17,362	33.2%
Professional	15,030	28.7%
Technical	9,523	18.2%
Clerical	3,368	6.4%
Other White Collar	1,913	3.7%
Blue Collar	5,085	9.7%

Who are the Civilian Federal Employees in
North Dakota - 2022

Federal Workers in North Dakota: 6,326
Percentage Who Are Veterans: 23.33%

Non-Federal Workers in North Dakota: 396,000 [1]
Percentage Who Are Veterans: 6.82% [1]

Five Largest Federal Employers

| VA: 1,448 | Air Force: 1,031 | DOI: 808 | Agriculture: 727 | DHS: 686 |

Race and Ethnicity

White, non-Hispanic	4,976	78.7%
Black/African American, non-Hispanic	121	1.9%
Hispanic or Latino	176	2.8%
Asian, non-Hispanic	102	1.6%
Two or more races	78	1.2%
American Indian and Alaska Native	813	12.9%
Native Hawaiian and Other Pacific Islander	22	0.3%

Gender

M	3,361	53.1%
F	2,965	46.9%

Age

<35	1,293	20.4%
35-54	3,401	53.8%
55+	1,632	25.8%

Length of Service

- Under 10 Years: 54%
- 10-24 Years: 37%
- 25 + Years up: 9%

Average Salary (in thousands)

Number of Employees

(Bar chart with categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160)
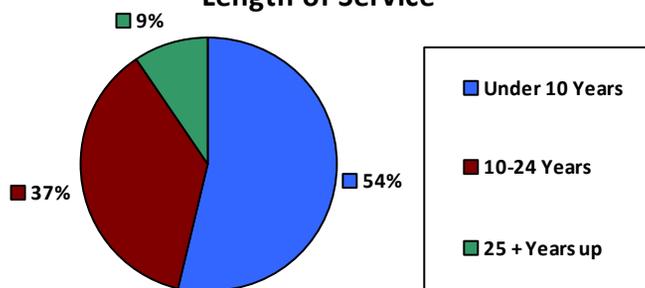
Educational Attainment

HS or Below	1,830	28.9%
Occupational Program	121	1.9%
Between HS and Bachelors	1,421	22.5%
Bachelors + Post Bachelors	2,076	32.8%
Masters and Post Grad	647	10.2%
Doctorate and Post Doc	222	3.5%

Type of Employment [2]

Administrative	1,918	30.3%
Professional	1,816	28.7%
Technical	1,216	19.2%
Clerical	388	6.1%
Other White Collar	224	3.5%
Blue Collar	750	11.9%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Ohio - 2022

Federal Workers in Ohio: 56,849
Percentage Who Are Veterans: 28.27%

Non-Federal Workers in Ohio: 5,395,000 [1]
Percentage Who Are Veterans: 6.30% [1]

Five Largest Federal Employers

VA: 16,313   Air Force: 15,354   Defense: 9,516   Treasury: 1,848   DHS: 1,807

Race and Ethnicity

White, non-Hispanic	42,744	75.2%
Black/African American, non-Hispanic	9,279	16.3%
Hispanic or Latino	1,764	3.1%
Asian, non-Hispanic	1,587	2.8%
Two or more races	912	1.6%
American Indian and Alaska Native	211	0.4%
Native Hawaiian and Other Pacific Islander	78	0.1%

Gender

M	30,161	53.1%
F	26,687	46.9%

Age

<35	10,227	18.0%
35-54	30,057	52.9%
55+	16,565	29.1%

Length of Service

- Under 10 Years: 49%
- 10-24 Years: 39%
- 25 + Years up: 12%

Average Salary (in thousands)

Number of Employees — categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
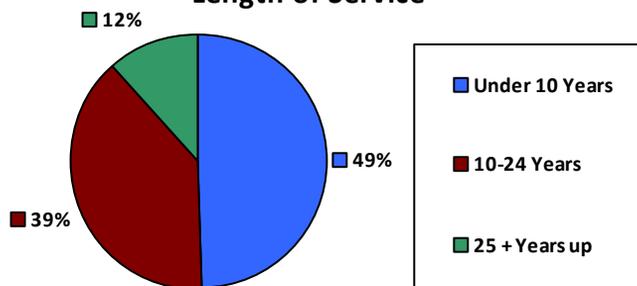
Educational Attainment

HS or Below	12,437	21.9%
Occupational Program	1,162	2.0%
Between HS and Bachelors	8,289	14.6%
Bachelors + Post Bachelors	18,510	32.6%
Masters and Post Grad	13,648	24.0%
Doctorate and Post Doc	2,740	4.8%
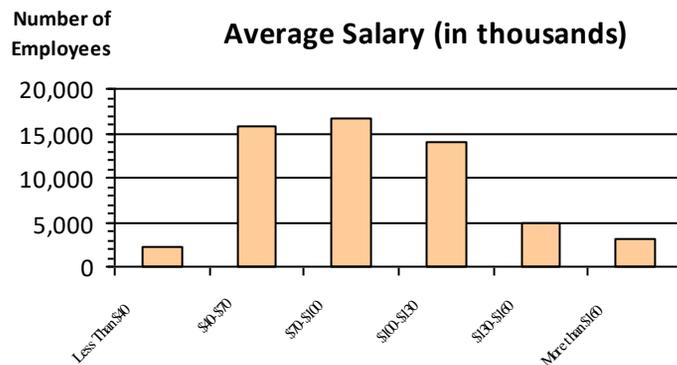
Type of Employment [2]

Administrative	21,270	37.4%
Professional	20,280	35.7%
Technical	8,905	15.7%
Clerical	2,534	4.5%
Other White Collar	991	1.7%
Blue Collar	2,828	5.0%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. ²Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in

Oklahoma - 2022

Federal Workers in Oklahoma: 42,397

Percentage Who Are Veterans: 29.74%

Non-Federal Workers in Oklahoma: 1,791,000 [1]

Percentage Who Are Veterans: 6.42% [1]

Five Largest Federal Employers
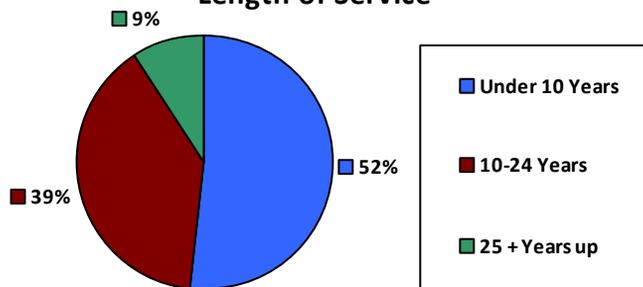
| Air Force: 17,385 | VA: 6,832 | Army: 4,761 | DOT: 3,403 | Defense: 2,687 |

Race and Ethnicity

White, non-Hispanic	27,410	64.6%
Black/African American, non-Hispanic	4,399	10.4%
Hispanic or Latino	2,250	5.3%
Asian, non-Hispanic	2,169	5.1%
Two or more races	2,005	4.7%
American Indian and Alaska Native	3,699	8.7%
Native Hawaiian and Other Pacific Islander	106	0.2%

Gender

M	26,829	63.3%
F	15,568	36.7%

Age

<35	8,072	19.0%
35-54	22,649	53.4%
55+	11,676	27.5%

Length of Service

- 9% — 25 + Years up
- 52% — Under 10 Years
- 39% — 10-24 Years

Average Salary (in thousands)

Number of Employees

X-axis: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	16,310	38.5%
Occupational Program	1,494	3.5%
Between HS and Bachelors	7,074	16.7%
Bachelors + Post Bachelors	10,883	25.7%
Masters and Post Grad	5,921	14.0%
Doctorate and Post Doc	673	1.6%
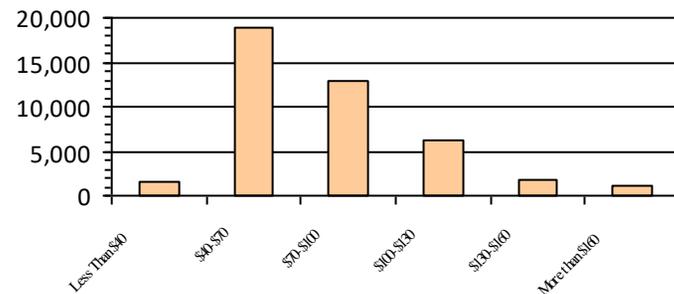
Type of Employment [2]

Administrative	14,559	34.3%
Professional	8,757	20.7%
Technical	6,259	14.8%
Clerical	1,528	3.6%
Other White Collar	1,015	2.4%
Blue Collar	10,241	24.2%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Oregon - 2022

Federal Workers in Oregon: 20,050
Percentage Who Are Veterans: 23.16%

Non-Federal Workers in Oregon: 2,067,000 [1]
Percentage Who Are Veterans: 6.68% [1]

Five Largest Federal Employers

VA: 6,133	Agriculture: 3,449	DOI: 2,394	Army: 2,223	Energy: 1,267

Race and Ethnicity

White, non-Hispanic	16,070	80.1%
Black/African American, non-Hispanic	499	2.5%
Hispanic or Latino	1,204	6.0%
Asian, non-Hispanic	1,036	5.2%
Two or more races	549	2.7%
American Indian and Alaska Native	510	2.5%
Native Hawaiian and Other Pacific Islander	100	0.5%

Gender

M	11,063	55.2%
F	8,987	44.8%

Age

<35	3,619	18.0%
35-54	11,487	57.3%
55+	4,944	24.7%

Length of Service

- Under 10 Years: 51%
- 10-24 Years: 40%
- 25 + Years up: 9%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
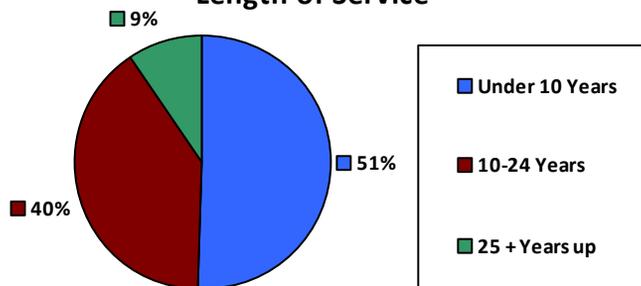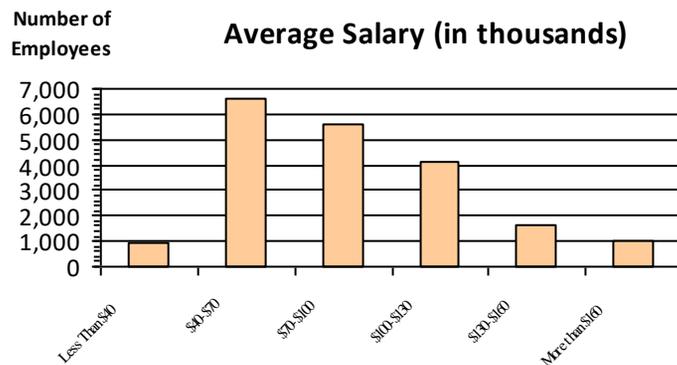
Educational Attainment

HS or Below	5,030	25.1%
Occupational Program	402	2.0%
Between HS and Bachelors	3,912	19.5%
Bachelors + Post Bachelors	6,991	34.9%
Masters and Post Grad	2,856	14.2%
Doctorate and Post Doc	816	4.1%

Type of Employment [2]

Administrative	5,864	29.2%
Professional	6,716	33.5%
Technical	4,187	20.9%
Clerical	1,085	5.4%
Other White Collar	349	1.7%
Blue Collar	1,833	9.1%

Who are the Civilian Federal Employees in
Pennsylvania - 2022

Federal Workers in Pennsylvania: 70,917
Percentage Who Are Veterans: 22.31%

Non-Federal Workers in Pennsylvania: 6,076,000 [1]
Percentage Who Are Veterans: 4.79% [1]

Five Largest Federal Employers
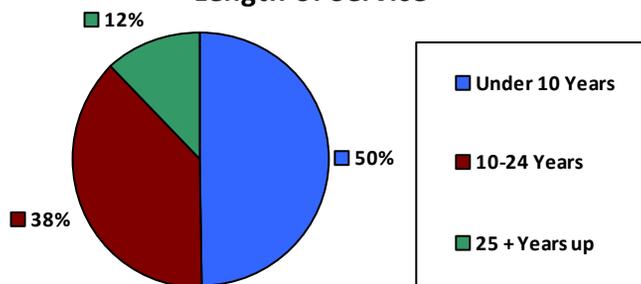
| VA: 18,492 | Defense: 8,231 | Navy: 7,788 | Army: 7,697 | Treasury: 6,429 |

Race and Ethnicity

White, non-Hispanic	52,526	74.1%
Black/African American, non-Hispanic	11,443	16.1%
Hispanic or Latino	3,220	4.5%
Asian, non-Hispanic	2,382	3.4%
Two or more races	847	1.2%
American Indian and Alaska Native	256	0.4%
Native Hawaiian and Other Pacific Islander	109	0.2%

Gender

M	38,020	53.6%
F	32,897	46.4%

Age

<35	13,994	19.7%
35-54	37,644	53.1%
55+	19,279	27.2%

Length of Service

- Under 10 Years: 50%
- 10-24 Years: 38%
- 25 + Years up: 12%

Average Salary (in thousands)

Number of Employees

X-axis categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	23,522	33.2%
Occupational Program	1,928	2.7%
Between HS and Bachelors	10,751	15.2%
Bachelors + Post Bachelors	23,267	32.8%
Masters and Post Grad	9,653	13.6%
Doctorate and Post Doc	1,739	2.5%
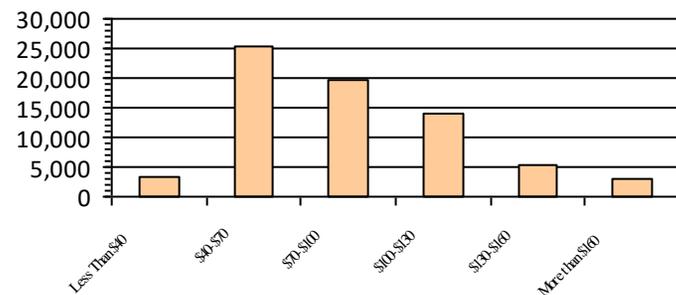
Type of Employment [2]

Administrative	25,507	36.0%
Professional	17,856	25.2%
Technical	13,883	19.6%
Clerical	3,707	5.2%
Other White Collar	2,588	3.6%
Blue Collar	7,300	10.3%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in

Rhode Island - 2022

Federal Workers in Rhode Island: 8,608

Percentage Who Are Veterans: 22.59%

Non-Federal Workers in Rhode Island: 551,000 [1]

Percentage Who Are Veterans: 4.72% [1]

Five Largest Federal Employers
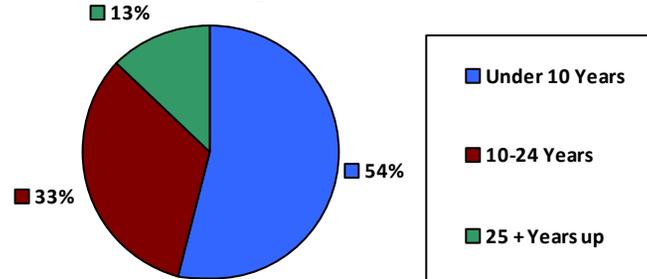
Navy: 4,532	VA: 2,200	DHS: 356	Army: 220	Defense: 211

Race and Ethnicity

White, non-Hispanic	7,046	81.8%
Black/African American, non-Hispanic	480	5.6%
Hispanic or Latino	540	6.3%
Asian, non-Hispanic	294	3.4%
Two or more races	153	1.8%
American Indian and Alaska Native	44	0.5%
Native Hawaiian and Other Pacific Islander	12	0.1%

Gender

M	5,334	62.0%
F	3,274	38.0%

Age

<35	2,179	25.3%
35-54	3,837	44.6%
55+	2,592	30.1%

Length of Service

- 13% — 25 + Years up
- 54% — Under 10 Years
- 33% — 10-24 Years

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	1,599	18.6%
Occupational Program	114	1.3%
Between HS and Bachelors	1,077	12.5%
Bachelors + Post Bachelors	3,409	39.6%
Masters and Post Grad	1,868	21.7%
Doctorate and Post Doc	520	6.0%
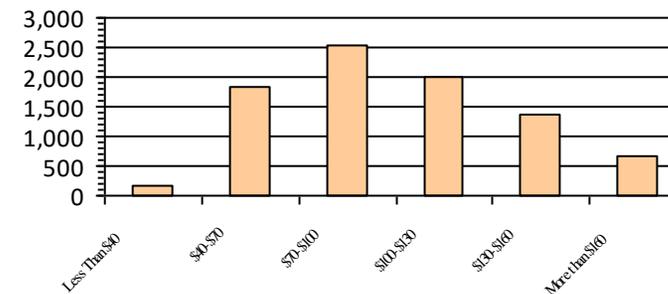
Type of Employment [2]

Administrative	2,328	27.0%
Professional	4,403	51.1%
Technical	979	11.4%
Clerical	345	4.0%
Other White Collar	135	1.6%
Blue Collar	417	4.8%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
South Carolina - 2022

Federal Workers in South Carolina: 25,498

Percentage Who Are Veterans: 38.91%

Non-Federal Workers in South Carolina: 2,254,000 [1]

Percentage Who Are Veterans: 7.76% [1]

Five Largest Federal Employers

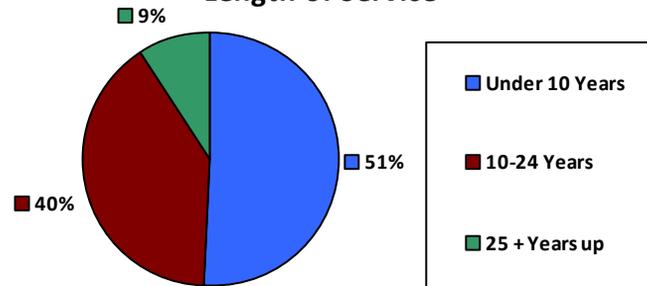| VA: 7,689	Navy: 4,168	Army: 3,021	Air Force: 1,807	Justice: 1,602

Race and Ethnicity

White, non-Hispanic	14,776	57.9%
Black/African American, non-Hispanic	8,312	32.6%
Hispanic or Latino	944	3.7%
Asian, non-Hispanic	618	2.4%
Two or more races	402	1.6%
American Indian and Alaska Native	233	0.9%
Native Hawaiian and Other Pacific Islander	83	0.3%

Gender

M	13,617	53.4%
F	11,881	46.6%

Age

<35	3,700	14.5%
35-54	14,016	55.0%
55+	7,782	30.5%

Length of Service

- Under 10 Years: 51%
- 10-24 Years: 40%
- 25 + Years up: 9%

Average Salary (in thousands)

Number of Employees — categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	7,249	28.4%
Occupational Program	443	1.7%
Between HS and Bachelors	4,051	15.9%
Bachelors + Post Bachelors	8,114	31.8%
Masters and Post Grad	4,814	18.9%
Doctorate and Post Doc	803	3.1%
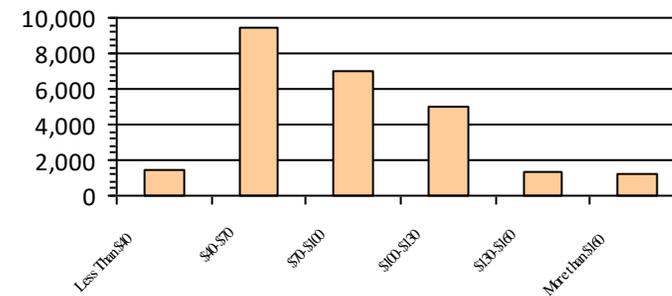
Type of Employment [2]

Administrative	8,915	35.0%
Professional	7,188	28.2%
Technical	4,486	17.6%
Clerical	1,645	6.5%
Other White Collar	1,066	4.2%
Blue Collar	2,167	8.5%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
South Dakota - 2022

Federal Workers in South Dakota: 8,807
Percentage Who Are Veterans: 22.63%

Non-Federal Workers in South Dakota: 465,000 [1]
Percentage Who Are Veterans: 7.96% [1]

Five Largest Federal Employers

VA: 2,893	HHS: 1,432	DOI: 1,209	Agriculture: 945	Air Force: 667

Race and Ethnicity

White, non-Hispanic	6,438	73.1%
Black/African American, non-Hispanic	128	1.5%
Hispanic or Latino	158	1.8%
Asian, non-Hispanic	101	1.1%
Two or more races	159	1.8%
American Indian and Alaska Native	1,758	20.0%
Native Hawaiian and Other Pacific Islander	17	0.2%

Gender

M	4,217	47.9%
F	4,590	52.1%

Age

<35	1,645	18.7%
35-54	4,722	53.6%
55+	2,440	27.7%

Length of Service

- Under 10 Years: 54%
- 10-24 Years: 36%
- 25 + Years up: 10%

Average Salary (in thousands)

Number of Employees

X-axis categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
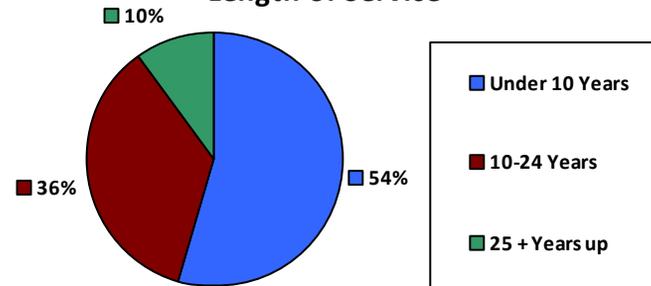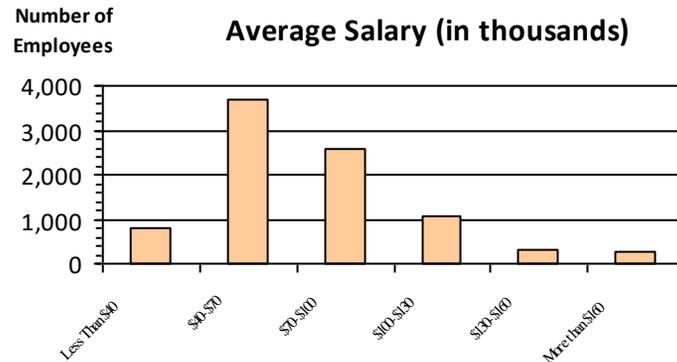
Educational Attainment

HS or Below	2,541	28.8%
Occupational Program	251	2.8%
Between HS and Bachelors	1,955	22.2%
Bachelors + Post Bachelors	2,770	31.4%
Masters and Post Grad	1,001	11.4%
Doctorate and Post Doc	264	3.0%

Type of Employment [2]

Administrative	2,242	25.5%
Professional	2,736	31.1%
Technical	1,921	21.8%
Clerical	661	7.5%
Other White Collar	229	2.6%
Blue Collar	1,009	11.5%

Who are the Civilian Federal Employees in
Tennessee - 2022

Federal Workers in Tennessee: 32,342
Percentage Who Are Veterans: 26.73%

Non-Federal Workers in Tennessee: 3,192,000 [1]
Percentage Who Are Veterans: 6.89% [1]

Five Largest Federal Employers

VA: 12,626	Treasury: 4,745	Army: 2,764	DHS: 1,591	Agriculture: 1,423

Race and Ethnicity

White, non-Hispanic	19,378	59.9%
Black/African American, non-Hispanic	10,393	32.1%
Hispanic or Latino	911	2.8%
Asian, non-Hispanic	749	2.3%
Two or more races	480	1.5%
American Indian and Alaska Native	252	0.8%
Native Hawaiian and Other Pacific Islander	50	0.2%

Gender

M	14,517	44.9%
F	17,825	55.1%

Age

<35	5,831	18.0%
35-54	17,403	53.8%
55+	9,108	28.2%

Length of Service

- Under 10 Years: 55%
- 10-24 Years: 35%
- 25 + Years up: 10%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
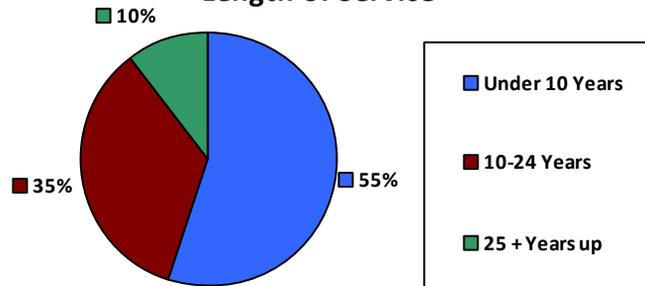
Educational Attainment

HS or Below	11,152	34.5%
Occupational Program	860	2.7%
Between HS and Bachelors	5,034	15.6%
Bachelors + Post Bachelors	9,691	30.0%
Masters and Post Grad	4,595	14.2%
Doctorate and Post Doc	983	3.0%
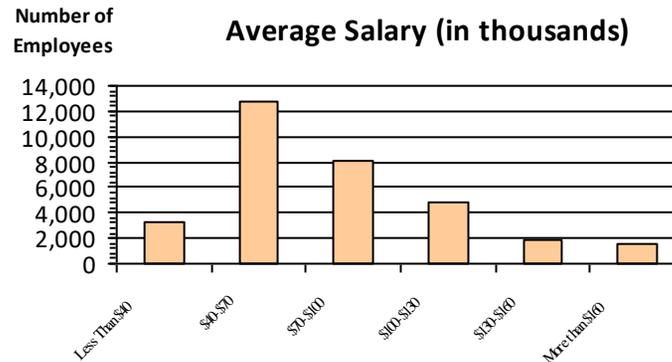
Type of Employment [2]

Administrative	9,621	29.7%
Professional	8,893	27.5%
Technical	8,558	26.5%
Clerical	2,481	7.7%
Other White Collar	615	1.9%
Blue Collar	2,129	6.6%

Who are the Civilian Federal Employees in
Texas - 2022

Federal Workers in Texas: 159,117
Percentage Who Are Veterans: 35.96%

Non-Federal Workers in Texas: 13,919,000 [1]
Percentage Who Are Veterans: 6.42% [1]

Five Largest Federal Employers

VA: 34,699	DHS: 31,288	Army: 16,673	Air Force: 16,144	Defense: 12,194

Race and Ethnicity

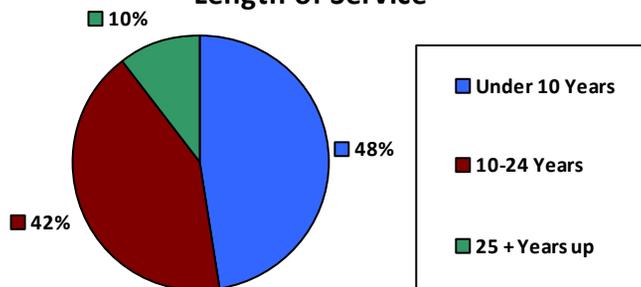|		
White, non-Hispanic	71,323	44.8%
Black/African American, non-Hispanic	33,458	21.0%
Hispanic or Latino	40,735	25.6%
Asian, non-Hispanic	8,225	5.2%
Two or more races	2,824	1.8%
American Indian and Alaska Native	1,446	0.9%
Native Hawaiian and Other Pacific Islander	612	0.4%

Gender

M	89,597	56.3%
F	69,520	43.7%

Age

<35	23,608	14.8%
35-54	90,069	56.6%
55+	45,440	28.6%

Length of Service

- Under 10 Years — 48%
- 10-24 Years — 42%
- 25 + Years up — 10%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	50,858	32.0%
Occupational Program	2,975	1.9%
Between HS and Bachelors	31,344	19.7%
Bachelors + Post Bachelors	45,338	28.5%
Masters and Post Grad	24,245	15.2%
Doctorate and Post Doc	4,174	2.6%
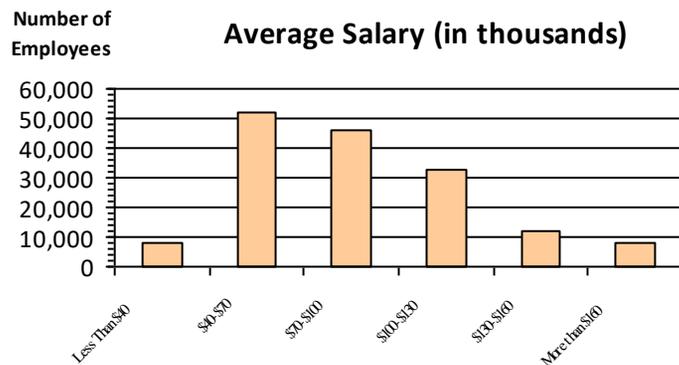
Type of Employment [2]

Administrative	59,798	37.6%
Professional	35,936	22.6%
Technical	28,167	17.7%
Clerical	10,116	6.4%
Other White Collar	13,425	8.4%
Blue Collar	11,522	7.2%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in

Utah - 2022

Federal Workers in Utah: 33,067

Percentage Who Are Veterans: 21.53%

Non-Federal Workers in Utah: 1,643,000 [1]

Percentage Who Are Veterans: 4.63% [1]

Five Largest Federal Employers

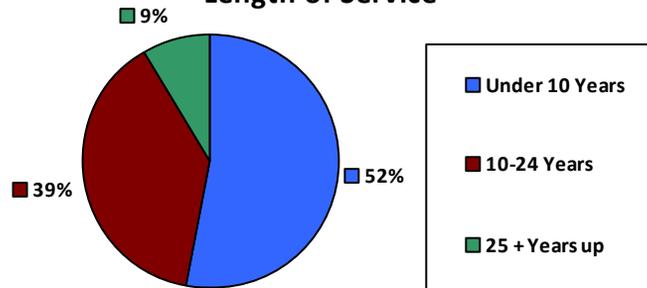| Air Force: 12,398	Treasury: 7,302	VA: 3,810	Army: 1,910	DOI: 1,878

Race and Ethnicity

White, non-Hispanic	27,311	82.6%
Black/African American, non-Hispanic	593	1.8%
Hispanic or Latino	2,656	8.0%
Asian, non-Hispanic	889	2.7%
Two or more races	599	1.8%
American Indian and Alaska Native	381	1.2%
Native Hawaiian and Other Pacific Islander	196	0.6%

Gender

M	20,504	62.0%
F	12,563	38.0%

Age

<35	7,683	23.2%
35-54	17,832	53.9%
55+	7,552	22.8%

Length of Service

- Under 10 Years: 52%
- 10-24 Years: 39%
- 25 + Years up: 9%

Average Salary (in thousands)

Number of Employees / Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	15,591	47.1%
Occupational Program	654	2.0%
Between HS and Bachelors	4,413	13.3%
Bachelors + Post Bachelors	7,685	23.2%
Masters and Post Grad	4,181	12.6%
Doctorate and Post Doc	513	1.6%
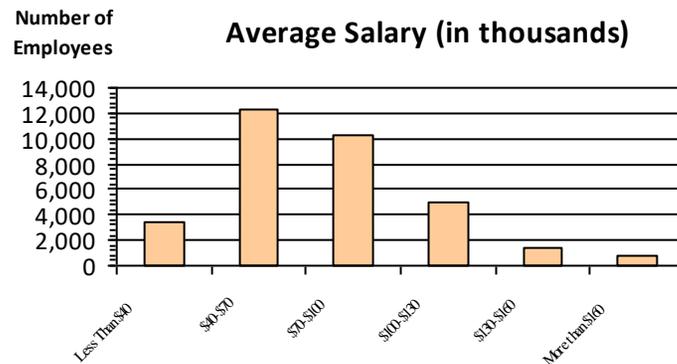
Type of Employment [2]

Administrative	11,425	34.5%
Professional	6,535	19.8%
Technical	6,261	18.9%
Clerical	3,488	10.5%
Other White Collar	490	1.5%
Blue Collar	4,852	14.7%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. ²Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Vermont - 2022

Federal Workers in Vermont: 5,273

Percentage Who Are Veterans: 19.47%

Non-Federal Workers in Vermont: 327,000 [1]

Percentage Who Are Veterans: 4.89% [1]

Five Largest Federal Employers
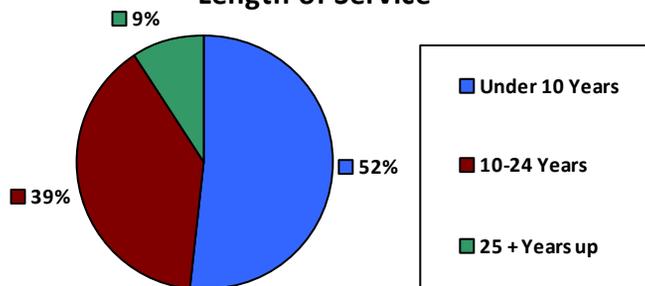
DHS: 2,653   VA: 1,336   Agriculture: 267   Army: 255   Air Force: 171

Race and Ethnicity

White, non-Hispanic	4,807	91.2%
Black/African American, non-Hispanic	102	1.9%
Hispanic or Latino	165	3.1%
Asian, non-Hispanic	89	1.7%
Two or more races	66	1.3%
American Indian and Alaska Native	33	0.6%
Native Hawaiian and Other Pacific Islander	4	0.1%

Gender

M	2,670	50.6%
F	2,603	49.4%

Age

<35	1,008	19.1%
35-54	2,920	55.4%
55+	1,345	25.5%

Length of Service

- Under 10 Years: 52%
- 10-24 Years: 39%
- 25 + Years up: 9%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160

Educational Attainment

HS or Below	1,466	27.8%
Occupational Program	60	1.1%
Between HS and Bachelors	1,076	20.4%
Bachelors + Post Bachelors	1,856	35.2%
Masters and Post Grad	653	12.4%
Doctorate and Post Doc	152	2.9%
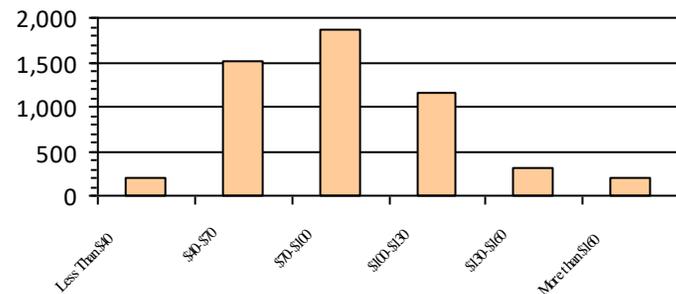
Type of Employment [2]

Administrative	2,994	56.8%
Professional	1,115	21.1%
Technical	509	9.7%
Clerical	259	4.9%
Other White Collar	168	3.2%
Blue Collar	220	4.2%

Who are the Civilian Federal Employees in
Virginia - 2022

Federal Workers in Virginia: 161,428

Percentage Who Are Veterans: 36.62%

Non-Federal Workers in Virginia: 4,241,000 [1]

Percentage Who Are Veterans: 9.74% [1]

Five Largest Federal Employers

Navy: 45,867   Defense: 28,699   Army: 16,519   DHS: 15,903   VA: 10,625

Race and Ethnicity

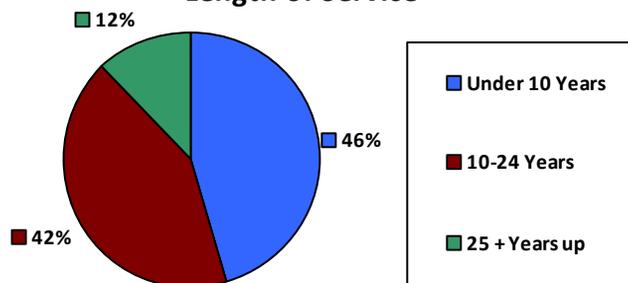|		
White, non-Hispanic	93,440	57.9%
Black/African American, non-Hispanic	40,808	25.3%
Hispanic or Latino	9,475	5.9%
Asian, non-Hispanic	11,524	7.1%
Two or more races	3,948	2.4%
American Indian and Alaska Native	830	0.5%
Native Hawaiian and Other Pacific Islander	604	0.4%

Gender

M	95,954	59.4%
F	65,474	40.6%

Age

<35	24,731	15.3%
35-54	84,306	52.2%
55+	52,391	32.5%

Length of Service

- Under 10 Years: 46%
- 10-24 Years: 42%
- 25 + Years up: 12%

Average Salary (in thousands)

Number of Employees (Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160)

Educational Attainment

HS or Below	43,783	27.1%
Occupational Program	1,663	1.0%
Between HS and Bachelors	22,336	13.8%
Bachelors + Post Bachelors	51,413	31.8%
Masters and Post Grad	35,744	22.1%
Doctorate and Post Doc	6,075	3.8%
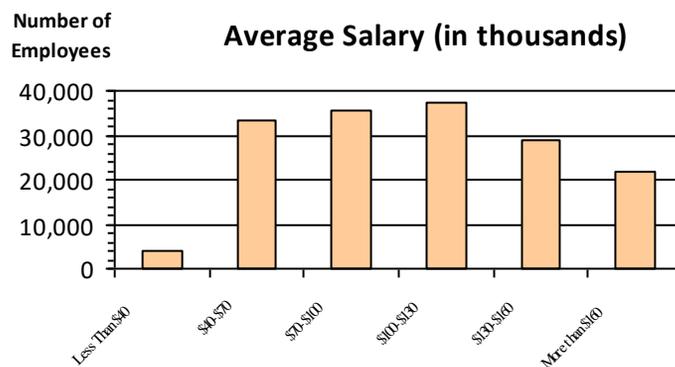
Type of Employment [2]

Administrative	81,467	50.5%
Professional	41,997	26.0%
Technical	14,411	8.9%
Clerical	3,828	2.4%
Other White Collar	3,862	2.4%
Blue Collar	15,816	9.8%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. ²Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Washington - 2022

Federal Workers in Washington: 60,603

Percentage Who Are Veterans: 34.79%

Non-Federal Workers in Washington: 3,769,000 [1]

Percentage Who Are Veterans: 6.29% [1]

Five Largest Federal Employers

Navy: 19,502	VA: 9,679	Army: 5,659	DHS: 4,590	Defense: 4,380

Race and Ethnicity

White, non-Hispanic	43,860	72.4%
Black/African American, non-Hispanic	3,416	5.6%
Hispanic or Latino	3,579	5.9%
Asian, non-Hispanic	5,341	8.8%
Two or more races	2,271	3.7%
American Indian and Alaska Native	978	1.6%
Native Hawaiian and Other Pacific Islander	928	1.5%

Gender

M	38,312	63.2%
F	22,291	36.8%

Age

<35	12,125	20.0%
35-54	32,070	52.9%
55+	16,408	27.1%

Length of Service

- Under 10 Years — 50%
- 10-24 Years — 41%
- 25 + Years up — 9%

Average Salary (in thousands)

Number of Employees: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
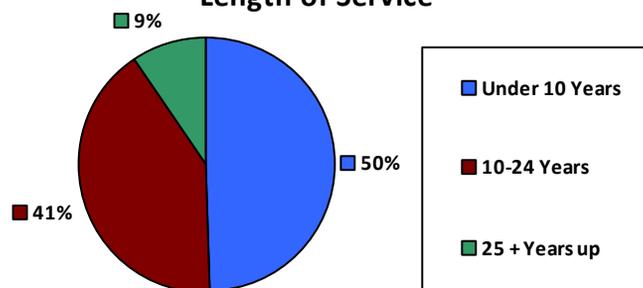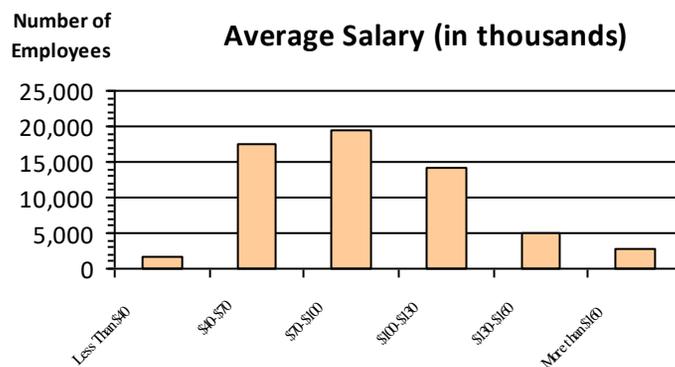
Educational Attainment

HS or Below	19,377	32.0%
Occupational Program	1,362	2.2%
Between HS and Bachelors	13,121	21.6%
Bachelors + Post Bachelors	17,714	29.2%
Masters and Post Grad	7,261	12.0%
Doctorate and Post Doc	1,727	2.8%

Type of Employment [2]

Administrative	18,736	30.9%
Professional	15,069	24.9%
Technical	9,574	15.8%
Clerical	2,743	4.5%
Other White Collar	1,746	2.9%
Blue Collar	12,711	21.0%

Who are the Civilian Federal Employees in

West Virginia - 2022

Federal Workers in West Virginia: 21,470

Percentage Who Are Veterans: 20.29%

Non-Federal Workers in West Virginia: 745,000 [1]

Percentage Who Are Veterans: 8.72% [1]

Five Largest Federal Employers

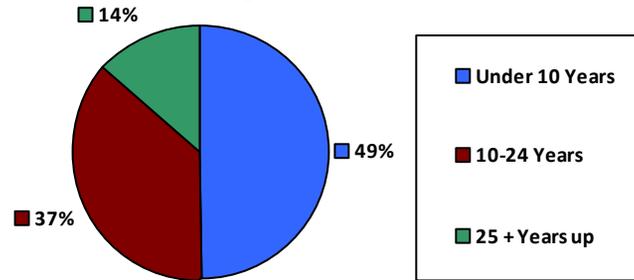| VA: 6,778	Justice: 5,504	Treasury: 3,278	Army: 1,422	DHS: 935

Race and Ethnicity

White, non-Hispanic	19,464	90.6%
Black/African American, non-Hispanic	962	4.5%
Hispanic or Latino	378	1.8%
Asian, non-Hispanic	317	1.5%
Two or more races	188	0.9%
American Indian and Alaska Native	70	0.3%
Native Hawaiian and Other Pacific Islander	36	0.2%

Gender

M	10,943	51.0%
F	10,527	49.0%

Age

<35	4,054	18.9%
35-54	12,284	57.2%
55+	5,132	23.9%

Length of Service

- 49% Under 10 Years
- 37% 10-24 Years
- 14% 25 + Years up

Average Salary (in thousands)

Number of Employees; categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $60

Educational Attainment

HS or Below	7,471	34.8%
Occupational Program	647	3.0%
Between HS and Bachelors	4,249	19.8%
Bachelors + Post Bachelors	6,222	29.0%
Masters and Post Grad	2,318	10.8%
Doctorate and Post Doc	515	2.4%
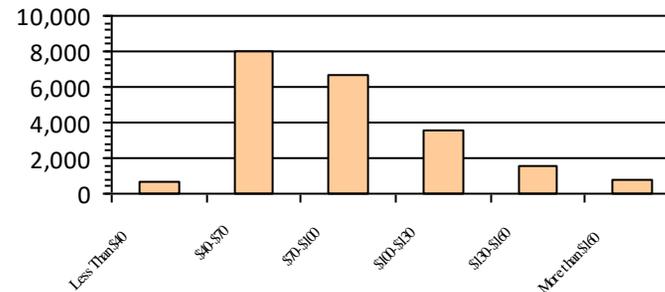
Type of Employment [2]

Administrative	8,325	38.8%
Professional	5,153	24.0%
Technical	4,235	19.7%
Clerical	924	4.3%
Other White Collar	1,308	6.1%
Blue Collar	1,506	7.0%

Who are the Civilian Federal Employees in

Wisconsin - 2022

Federal Workers in Wisconsin: 18,195

Percentage Who Are Veterans: 23.78%

Non-Federal Workers in Wisconsin: 2,875,000 [1]

Percentage Who Are Veterans: 4.56% [1]

Five Largest Federal Employers

VA: 10,088	Army: 1,812	Agriculture: 1,629	DHS: 746	Justice: 733

Race and Ethnicity

White, non-Hispanic	15,009	82.5%
Black/African American, non-Hispanic	1,392	7.6%
Hispanic or Latino	752	4.1%
Asian, non-Hispanic	580	3.2%
Two or more races	231	1.3%
American Indian and Alaska Native	176	1.0%
Native Hawaiian and Other Pacific Islander	24	0.1%

Gender

M	8,278	45.5%
F	9,917	54.5%

Age

<35	3,714	20.4%
35-54	10,027	55.1%
55+	4,454	24.5%

Length of Service

- Under 10 Years: 57%
- 10-24 Years: 36%
- 25 + Years up: 7%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
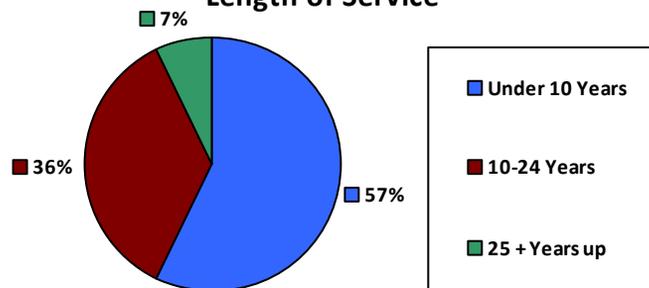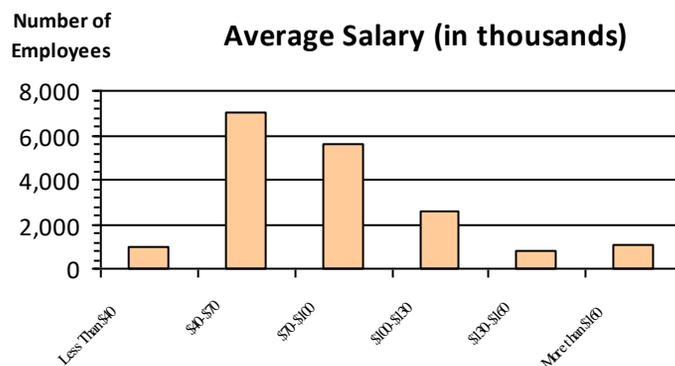
Educational Attainment

HS or Below	4,172	22.9%
Occupational Program	500	2.7%
Between HS and Bachelors	3,802	20.9%
Bachelors + Post Bachelors	6,536	35.9%
Masters and Post Grad	2,399	13.2%
Doctorate and Post Doc	770	4.2%

Type of Employment [2]

Administrative	4,968	27.3%
Professional	6,333	34.8%
Technical	3,873	21.3%
Clerical	1,232	6.8%
Other White Collar	372	2.0%
Blue Collar	1,389	7.6%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . [1]Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. [2]Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.

Who are the Civilian Federal Employees in
Wyoming - 2022

Federal Workers in Wyoming: 5,992
Percentage Who Are Veterans: 26.37%

Non-Federal Workers in Wyoming: 275,000 [1]
Percentage Who Are Veterans: 9.09% [1]

Five Largest Federal Employers

VA: 1,867   DOI: 1,620   Agriculture: 843   Air Force: 699   Army: 246

Race and Ethnicity

White, non-Hispanic	5,147	85.9%
Black/African American, non-Hispanic	77	1.3%
Hispanic or Latino	330	5.5%
Asian, non-Hispanic	68	1.1%
Two or more races	103	1.7%
American Indian and Alaska Native	179	3.0%
Native Hawaiian and Other Pacific Islander	11	0.2%

Gender

M	3,313	55.3%
F	2,679	44.7%

Age

<35	1,146	19.1%
35-54	3,204	53.5%
55+	1,642	27.4%

Length of Service

- Under 10 Years: 54%
- 10-24 Years: 38%
- 25 + Years up: 8%

Average Salary (in thousands)

Number of Employees

Categories: Less Than $40, $40-$70, $70-$100, $100-$130, $130-$160, More than $160
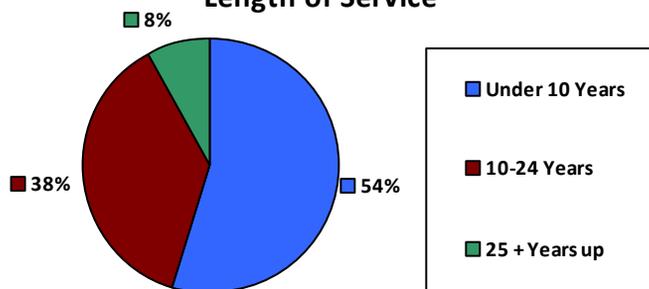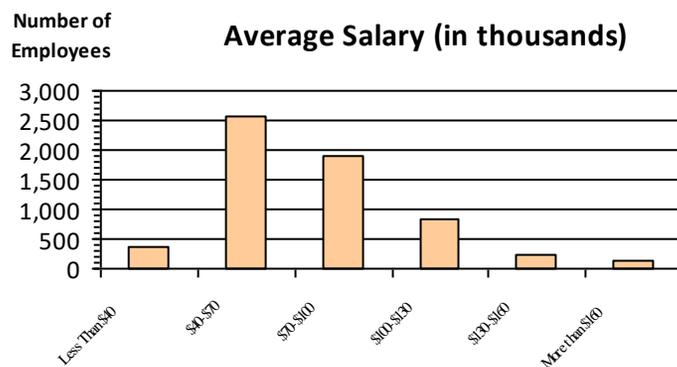
Educational Attainment

HS or Below	1,808	30.2%
Occupational Program	134	2.2%
Between HS and Bachelors	1,354	22.6%
Bachelors + Post Bachelors	1,815	30.3%
Masters and Post Grad	720	12.0%
Doctorate and Post Doc	149	2.5%

Type of Employment [2]

Administrative	1,697	28.3%
Professional	1,786	29.8%
Technical	1,281	21.4%
Clerical	381	6.4%
Other White Collar	90	1.5%
Blue Collar	752	12.5%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2022 reporting period . ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2022 Annual Averages https://www.bls.gov/news.release/pdf/vet.pdf. ²Employment categories consistent with the definitions given by the US Office of Personnel Management "Introduction to the Position Classification Standards" 2009. For a description of the employment categories, refer to http://www.opm.gov/policy-data-oversight/classification-qualifications/classifying-general-schedule-positions/positionclassificationintro.pdf.