

Who are the Civilian Federal Employees in Massachusetts - 2021

Federal Workers in Massachusetts: 29,059

Percentage Who Are Veterans: 20.77%

Non-Federal Workers in Massachusetts: 3,402,000¹

Percentage Who Are Veterans: 3.76%¹

Five Largest Federal Employers

VA: 8,465



Air Force: 3,289



DHS: 3,068



Treasury: 2,424



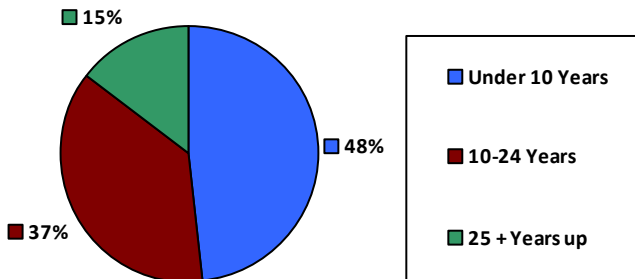
Army: 2,199



Race and Ethnicity

White, non-Hispanic	22,213	76.4%
Black/African American, non-Hispanic	2,596	8.9%
Hispanic or Latino	1,948	6.7%
Asian, non-Hispanic	1,589	5.5%
Two or more races	369	1.3%
American Indian and Alaska Native	148	0.5%
Native Hawaiian and Other Pacific Islander	42	0.1%

Length of Service



Educational Attainment

HS or Below	7,721	26.6%
Occupational Program	593	2.0%
Between HS and Bachelors	3,849	13.2%
Bachelors + Post Bachelors	10,146	34.9%
Masters and Post Grad	5,425	18.7%
Doctorate and Post Doc	1,292	4.4%

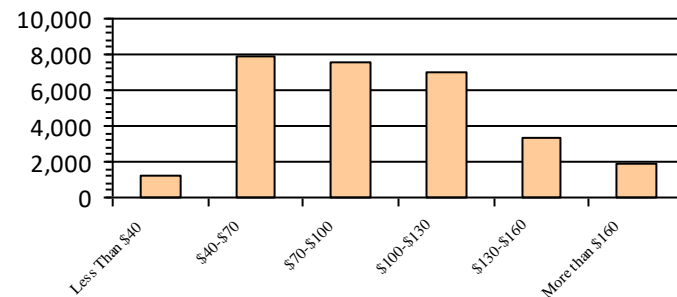
Gender

M	15,143	52.1%
F	13,916	47.9%

Age

<35	5,955	20.5%
35-54	14,175	48.8%
55+	8,929	30.7%

Average Salary (in thousands)



Type of Employment²

Administrative	9,660	33.2%
Professional	5,173	17.8%
Technical	1,426	4.9%
Clerical	821	2.8%
Other White Collar	1,877	6.5%
Blue Collar	1,958	6.7%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2015 reporting period. ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2015 Annual Averages https://www.bls.gov/news.release/archives/vet_03222016.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 - 2020

Federal Workers in Massachusetts: 29,288

Percentage Who Are Veterans: 21.09%

Non-Federal Workers in Massachusetts: 3,285,000¹

Percentage Who Are Veterans: 4.02%¹

Five Largest Federal Employers

VA: 8,420



Air Force: 3,414



DHS: 3,222



Treasury: 2,440



Army: 2,290



Race and Ethnicity

White, non-Hispanic	22,517	76.9%
Black/African American, non-Hispanic	2,560	8.7%
Hispanic or Latino	1,938	6.6%
Asian, non-Hispanic	1,549	5.3%
Two or more races	361	1.2%
American Indian and Alaska Native	151	0.5%
Native Hawaiian and Other Pacific Islander	44	0.2%

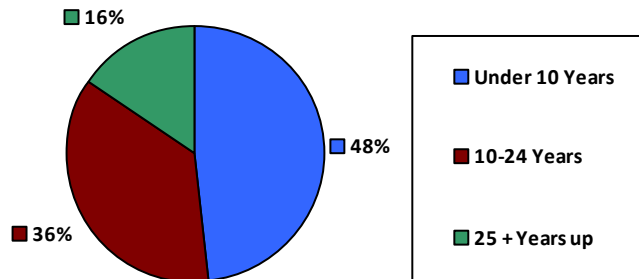
Gender

M	15,365	52.5%
F	13,923	47.5%

Age

<35	6,349	21.7%
35-54	13,980	47.7%
55+	8,959	30.6%

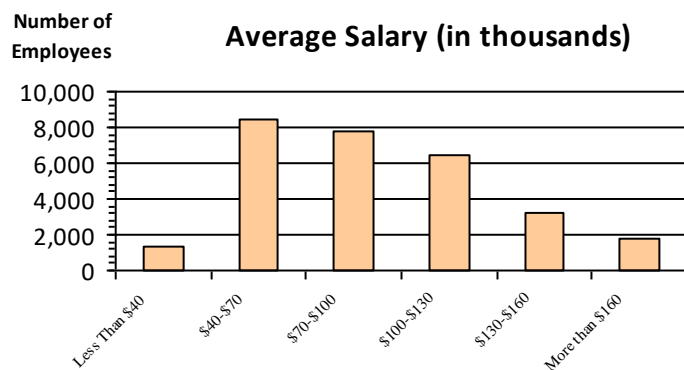
Length of Service



Educational Attainment

HS or Below	7,923	27.0%
Occupational Program	616	2.1%
Between HS and Bachelors	4,056	13.8%
Bachelors + Post Bachelors	10,046	34.3%
Masters and Post Grad	5,344	18.2%
Doctorate and Post Doc	1,227	4.2%

Average Salary (in thousands)



Type of Employment²

Administrative	10,120	34.5%
Professional	9,422	32.2%
Technical	5,381	18.4%
Clerical	1,551	5.3%
Other White Collar	845	2.9%
Blue Collar	1,958	6.7%

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Who are the Civilian Federal Employees in Massachusetts - 2019

Federal Workers in Massachusetts: 29,256

Percentage Who Are Veterans: 21.28%

Non-Federal Workers in Massachusetts: 3,673,000¹

Percentage Who Are Veterans: 3.48%¹

Five Largest Federal Employers

VA: 8,260



Air Force: 3,372



DHS: 3,347



Treasury: 2,421



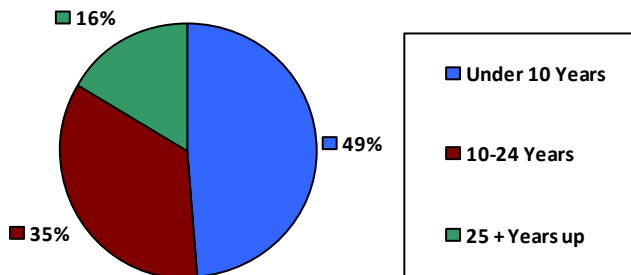
Army: 2,285



Race and Ethnicity

White, non-Hispanic	22,690	77.5%
Black/African American, non-Hispanic	2,473	8.5%
Hispanic or Latino	1,932	6.6%
Asian, non-Hispanic	1,476	5.0%
Two or more races	343	1.2%
American Indian and Alaska Native	149	0.5%
Native Hawaiian and Other Pacific Islander	41	0.1%

Length of Service



Educational Attainment

HS or Below	7,372	25.2%
Occupational Program	969	3.3%
Between HS and Bachelors	4,398	15.0%
Bachelors + Post Bachelors	10,053	34.4%
Masters and Post Grad	5,135	17.5%
Doctorate and Post Doc	1,247	4.3%

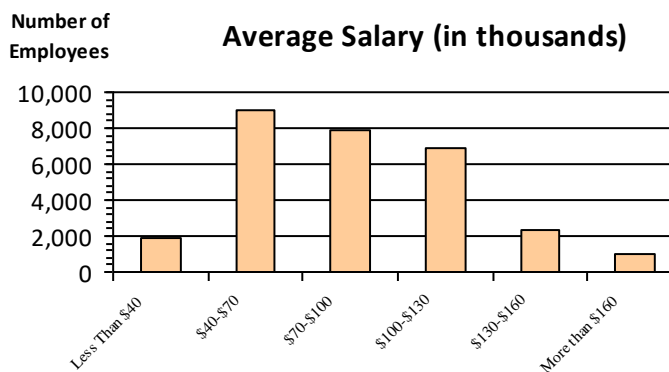
Gender

M	15,470	52.9%
F	13,784	47.1%

Age

<35	6,302	21.5%
35-54	13,943	47.7%
55+	9,011	30.8%

Average Salary (in thousands)



Type of Employment²

Administrative	9,917	33.9%
Professional	9,318	31.8%
Technical	5,300	18.1%
Clerical	1,872	6.4%
Other White Collar	862	2.9%
Blue Collar	1,975	6.8%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2015 reporting period. ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2015 Annual Averages https://www.bls.gov/news.release/archives/vet_03222016.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 - 2018

Federal Workers in Massachusetts: 28,679

Percentage Who Are Veterans: 22.02%

Non-Federal Workers in Massachusetts: 3,637,000¹

Percentage Who Are Veterans: 4.10%¹

Five Largest Federal Employers

VA: 8,104



Air Force: 3,200



DHS: 3,156



Treasury: 2,471



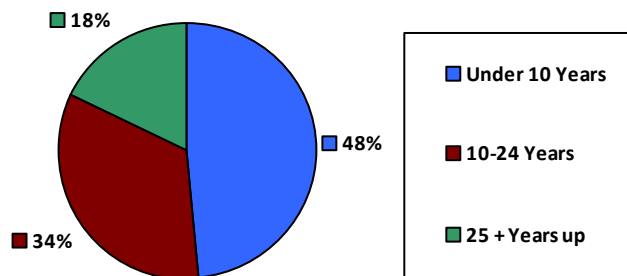
Army: 2,275



Race and Ethnicity

White, non-Hispanic	22,574	78.7%
Black/African American, non-Hispanic	2,309	8.1%
Hispanic or Latino	1,829	6.4%
Asian, non-Hispanic	1,410	4.9%
Two or more races	310	1.1%
American Indian and Alaska Native	143	0.5%
Native Hawaiian and Other Pacific Islander	39	0.1%

Length of Service



Educational Attainment

HS or Below	6,855	23.9%
Occupational Program	1,023	3.6%
Between HS and Bachelors	4,498	15.7%
Bachelors + Post Bachelors	9,994	34.8%
Masters and Post Grad	5,071	17.7%
Doctorate and Post Doc	1,200	4.2%

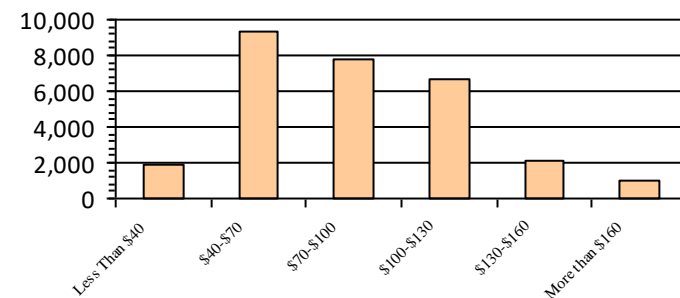
Gender

M	15,204	53.0%
F	13,462	47.0%

Age

<35	6,012	21.0%
35-54	13,742	47.9%
55+	8,925	31.1%

Average Salary (in thousands)



Type of Employment²

Administrative	9,741	34.0%
Professional	9,061	31.6%
Technical	5,350	18.7%
Clerical	1,707	6.0%
Other White Collar	741	2.6%
Blue Collar	2,067	7.2%

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Who are the Civilian Federal Employees in Massachusetts - 2017

Federal Workers in Massachusetts: 28,728

Percentage Who Are Veterans: 22.19%

Non-Federal Workers in Massachusetts: 3,473,000¹

Percentage Who Are Veterans: 5.08%²

Five Largest Federal Employers

VA: 7,946



Air Force: 3,177



DHS: 3,060



Treasury: 2,429



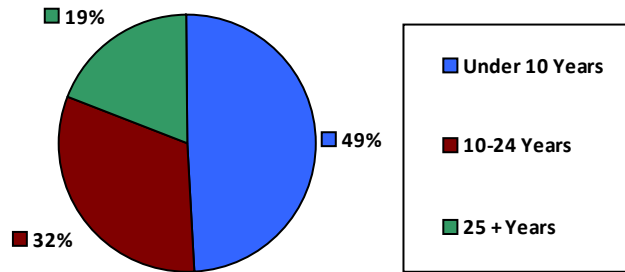
Army: 2,255



Race and Ethnicity

White, non-Hispanic	22,937	79.8%
Black/African American, non-Hispanic	2,264	7.9%
Hispanic or Latino	1,684	5.9%
Asian, non-Hispanic	1,340	4.7%
Two or more races	298	1.0%
American Indian and Alaska Native	146	0.5%
Native Hawaiian and Other Pacific Islander	45	0.2%

Length of Service



Educational Attainment

HS or Below	6,677	23.2%
Occupational Program	1,076	3.7%
Between HS and Bachelors	4,631	16.1%
Bachelors + Post Bachelors	10,035	34.9%
Masters and Post Grad	5,104	17.8%
Doctorate and Post Doc	1,156	4.0%

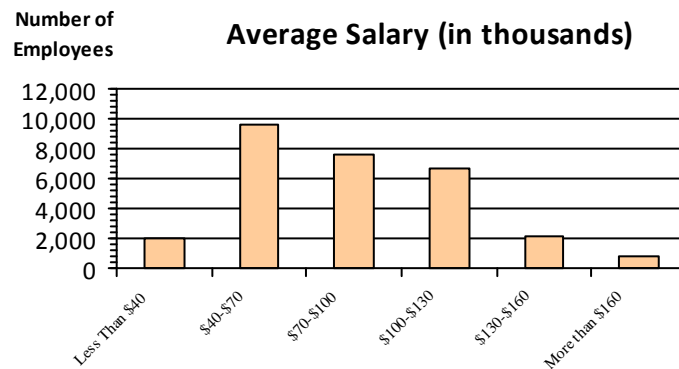
Gender

M	15,329	53.4%
F	13,397	46.6%

Age

<35	5,932	20.6%
35-54	13,830	48.1%
55+	8,966	31.2%

Average Salary (in thousands)



Type of Employment²

Administrative	9,714	33.8%
Professional	9,054	31.5%
Technical	5,408	18.8%
Clerical	1,611	5.6%
Other White Collar	781	2.7%
Blue Collar	2,159	7.5%

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Who are the Civilian Federal Employees in Massachusetts - 2016

Federal Workers in Massachusetts: 29,100

Percentage Who Are Veterans: 22.21%

Non-Federal Workers in Massachusetts: 3,407,000¹

*Percentage Who Are Veterans: 4.64%*¹

Five Largest Federal Employers

VA: 7,828



Air Force: 3,153



DHS: 3,036



Treasury: 2,755



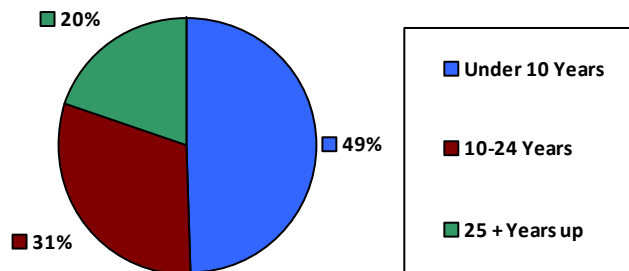
Army: 2,298



Race and Ethnicity

White, non-Hispanic	23,516	80.8%
Black/African American, non-Hispanic	2,193	7.5%
Hispanic or Latino	1,605	5.5%
Asian, non-Hispanic	1,312	4.5%
Two or more races	280	1.0%
American Indian and Alaska Native	144	0.5%
Native Hawaiian and Other Pacific Islander	39	0.1%

Length of Service



Educational Attainment

HS or Below	6,898	23.7%
Occupational Program	1,122	3.9%
Between HS and Bachelors	4,776	16.4%
Bachelors + Post Bachelors	10,061	34.6%
Masters and Post Grad	5,046	17.3%
Doctorate and Post Doc	1,153	4.0%

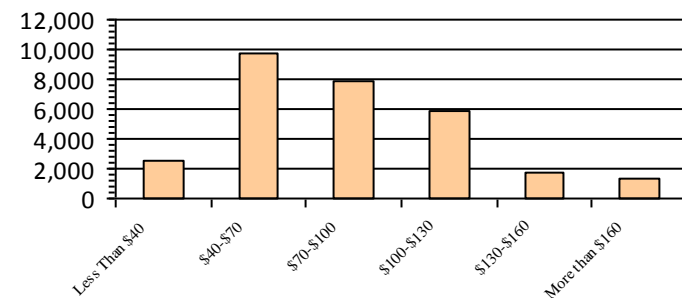
Gender

M	15,518	53.3%
F	13,578	46.7%

Age

<35	6,051	20.8%
35-54	14,111	48.5%
55+	8,938	30.7%

Average Salary (in thousands)



Type of Employment²

Administrative	9,708	33.4%
Professional	9,058	31.1%
Technical	5,667	19.5%
Clerical	1,715	5.9%
Other White Collar	804	2.8%
Blue Collar	2,147	7.4%

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Who are the Civilian Federal Employees in Massachusetts - 2015

Federal Workers in Massachusetts: 28,920

Percentage Who Are Veterans: 22.30%

Non-Federal Workers in Massachusetts: 3,355,000¹

Percentage Who Are Veterans: 4.50%¹

Five Largest Federal Employers

VA: 7,494



Air Force: 3,192



DHS: 2,958



Treasury: 2,864



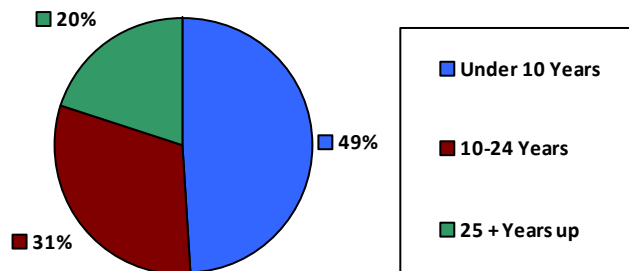
Army: 2,302



Race and Ethnicity

White, non-Hispanic	23,667	81.8%
Black/African American, non-Hispanic	2,059	7.1%
Hispanic or Latino	1,520	5.3%
Asian, non-Hispanic	1,238	4.3%
Two or more races	251	0.9%
American Indian and Alaska Native	143	0.5%
Native Hawaiian and Other Pacific Islander	36	0.1%

Length of Service



Educational Attainment

HS or Below	6,915	23.9%
Occupational Program	1,159	4.0%
Between HS and Bachelors	4,872	16.8%
Bachelors + Post Bachelors	9,950	34.4%
Masters and Post Grad	4,867	16.8%
Doctorate and Post Doc	1,101	3.8%

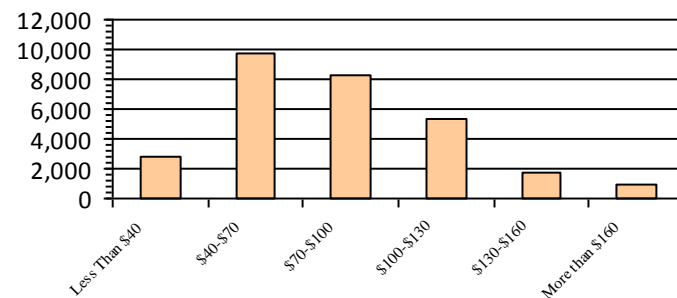
Gender

M	15,538	53.7%
F	13,380	46.3%

Age

<35	5,853	20.2%
35-54	14,187	49.1%
55+	8,880	30.7%

Average Salary (in thousands)



Type of Employment²

Administrative	9,730	33.6%
Professional	8,783	30.4%
Technical	5,820	20.1%
Clerical	1,562	5.4%
Other White Collar	821	2.8%
Blue Collar	2,203	7.6%

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Who are the Civilian Federal Employees in Massachusetts - 2014

Federal Workers in Massachusetts: 28,512

Percentage Who Are Veterans: 22.49%

Non-Federal Workers in Massachusetts: 3,289,000¹

Percentage Who Are Veterans: 4.96%¹

Five Largest Federal Employers

VA: 7,158



Air Force: 3,146



DHS: 2,965



Treasury: 2,788



Army: 2,321



Race and Ethnicity

White, non-Hispanic	23,528	82.5%
Black/African American, non-Hispanic	1,969	6.9%
Hispanic or Latino	1,479	5.2%
Asian, non-Hispanic	1,143	4.0%
Two or more races	218	0.8%
American Indian and Alaska Native	140	0.5%
Native Hawaiian and Other Pacific Islander	34	0.1%

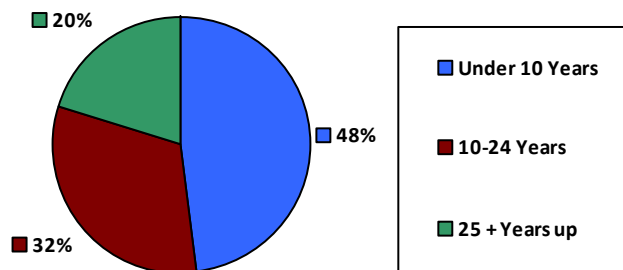
Gender

M	15,414	54.1%
F	13,098	45.9%

Age

<35	5,672	19.9%
35-54	14,146	49.6%
55+	8,694	30.5%

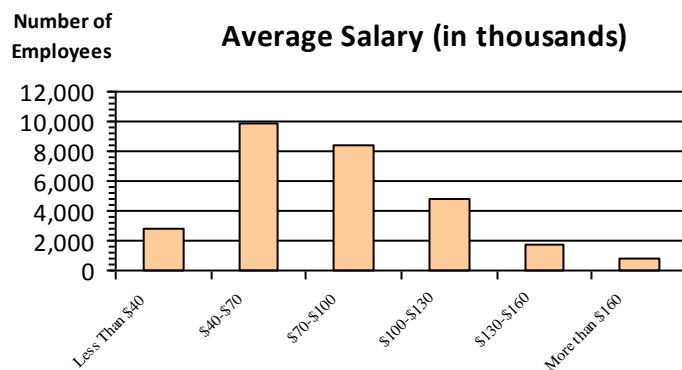
Length of Service



Educational Attainment

HS or Below	6,857	24.0%
Occupational Program	1,169	4.1%
Between HS and Bachelors	4,892	17.2%
Bachelors + Post Bachelors	9,802	34.4%
Masters and Post Grad	4,688	16.4%
Doctorate and Post Doc	1,054	3.7%

Average Salary (in thousands)



Type of Employment²

Administrative	9,699	34.0%
Professional	8,554	30.0%
Technical	5,794	20.3%
Clerical	1,471	5.2%
Other White Collar	764	2.7%
Blue Collar	2,228	7.8%

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Who are the Civilian Federal Employees in Massachusetts - 2013

Federal Workers in Massachusetts: 29,124

Percentage Who Are Veterans: 22.12%

Non-Federal Workers in Massachusetts: 3,182,000¹

Percentage Who Are Veterans: 4.87%¹

Five Largest Federal Employers

VA: 7,168



Air Force: 3,092



DHS: 3,085



Treasury: 3,077



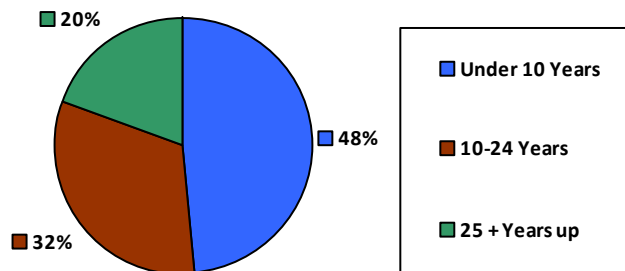
Army: 2,333



Race and Ethnicity

White, non-Hispanic	24,175	83.0%
Black/African American, non-Hispanic	1,953	6.7%
Hispanic or Latino	1,469	5.0%
Asian, non-Hispanic	1,144	3.9%
Two or more races	216	0.7%
American Indian and Alaska Native	149	0.5%
Native Hawaiian and Other Pacific Islander	16	0.1%

Length of Service



Educational Attainment

HS or Below	7,286	25.0%
Occupational Program	1,211	4.2%
Between HS and Bachelors	4,980	17.1%
Bachelors + Post Bachelors	9,911	34.0%
Masters and Post Grad	4,581	15.7%
Doctorate and Post Doc	1,064	3.7%

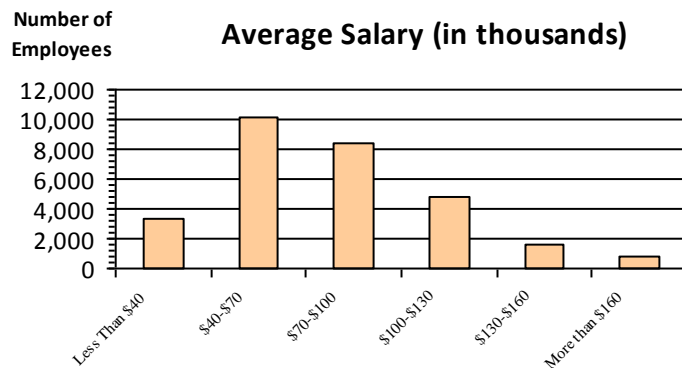
Gender

M	15,737	54.0%
F	13,387	46.0%

Age

<35	5,858	20.1%
35-54	14,428	49.5%
55+	8,838	30.3%

Average Salary (in thousands)



Type of Employment²

Administrative	9,772	33.5%
Professional	8,568	29.4%
Technical	5,728	19.7%
Clerical	2,050	7.0%
Other White Collar	733	2.5%
Blue Collar	2,272	7.8%

All data unless otherwise noted is provided by the US Office of Personnel Management for the December 2013 reporting period. ¹Non-Federal Workers Data calculated from the US Bureau of Labor Statistics 2013 Annual Averages https://www.bls.gov/news.release/archives/vet_03202014.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>.