ARS Black/African American (AA) Permanent Workforce
(A person having origins in any of the black racial groups of Africa)
(National Finance Center data as of 01-31-2017)

ARS Total Permanent Workforce 5,704
ARS Black/AA Perm Workforce (541) 9.49% (0.17% increased from FY16)
Gender of Black/AA Perm Workforce 3.93% (224) males (increased 0.16% from FY16)
5.56% (317) females (decreased 0.01% from FY16)

- The average full-time Black/AA employee is 49 years old (Males: 51 yrs. old; Females: 48 yrs. old)
- Blacks/AAs with Bachelor's degree or higher: Approximately 44%
- Black/AA Hires and Separations: Males: 12 hires and 5 separations;
Females: 7 hires and 7 separations

GS-13 and Above Perm Workforce

<table>
<thead>
<tr>
<th></th>
<th>GS-13</th>
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<th>GS-14</th>
<th></th>
<th>GS-15</th>
<th></th>
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<tbody>
<tr>
<td></td>
<td>Males</td>
<td>Females</td>
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<td>Females</td>
<td>Males</td>
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<td>Males</td>
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<tr>
<td>Overall</td>
<td>286</td>
<td>178</td>
<td>419</td>
<td>162</td>
<td>623</td>
<td>129</td>
<td>21</td>
</tr>
<tr>
<td>Black/AA</td>
<td>17</td>
<td>29</td>
<td>21</td>
<td>13</td>
<td>12</td>
<td>5</td>
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</tbody>
</table>
Officials/Managers Workforce Distribution
(Based on ARS Total Permanent Workforce – 5,704)

Executive/Senior Level (Grades 15 and Above)

Overall – 255 (Males – 200; Females – 55);
Black/AA – 13 (Males – 7, Females – 6)
Mid-Level (Grades 13 - 14)

*Overall* – 116 (Males – 55; Females – 61)
*Black/AA* – 20 (Males – 5; Females – 15)

First Level (Grades 12 and Below)

*Overall* – 88 (Males – 60; Females – 28)
*Black/AA* – 3 (Males – 1; Females – 2)