ARS Permanent Women Workforce
(An adult female person)
(National Finance Center data as of 03-16-2017)

ARS Total Permanent Workforce 5,669
ARS Female Perm Workforce (2348) 41.42% (0.13% decrease from FY16)

- Hispanic or Latino female 1.66% or 94
- White female 30.29% or 1717
- Black or African American female 5.52% or 313
- Asian female 3.30% or 187
- Native Hawaiian or Other Pacific Islander female 0.11% or 6
- American Indian or Alaska Native female 0.32% or 18
- Two or More Races female 0.23% or 13

Average age of permanent Female workgroup: 49 years old (51 years old is average age for total permanent workforce).

Females with Bachelor’s degree or higher: 27% of total permanent workforce (38.1% of total permanent workforce with Bachelor’s degree or higher).

Female New Hires – 51 [43.59% of total permanent New Hires (117)]. Note: Percentages for the females in following Race/Ethnicity groups are based on the total permanent New Hires).

- Hispanic or Latino females – 3 (2.56%)
- White females – 35 (29.91%)
- Black or African American females - 9 (7.69%)
- Asian females – 2 (1.71%)
- Native Hawaiian or Other Pacific Islander females – 0 (0%)
- American Indian or Alaska Native females – 0 (0%)
- Two or More Races females – 2 (1.71%)

Female Separations - 71 [45.22% of total permanent Separations (157)]. Note: Percentages for females in the following Race/Ethnicity groups are based on the total permanent Separations).

- Hispanic or Latino – 3 (1.91%)
- White – 52 (33.12%)
- Black or African American – 12 (7.64%)
- Asian – 3 (1.91%)
- Native Hawaiian or Other Pacific Islander – 0 (0%)
- American Indian or Alaska Native – 1 (0.64%)
- Two or More Races – 0 (0%)
### GS-13 and Above Participation Rates

<table>
<thead>
<tr>
<th></th>
<th>GS-13</th>
<th>GS-14</th>
<th>GS-15</th>
<th>SES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>All</td>
<td>Female</td>
<td>All</td>
<td>Female</td>
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<tr>
<td>GS-13</td>
<td>462</td>
<td>173</td>
<td>577</td>
<td>162</td>
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<tr>
<td>GS-14</td>
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<tr>
<td>GS-15</td>
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<tr>
<td>SES</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All Females</td>
<td>100%</td>
<td>37.45%</td>
<td>100%</td>
<td>28.08%</td>
</tr>
<tr>
<td>SES Females</td>
<td>100%</td>
<td>33.33%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### GS-13 and Above Participation Rates by Percentage
### GS-13 and Above Participation Rates of Females by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>GS-13</th>
<th>GS-14</th>
<th>GS-15</th>
<th>SES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Females</td>
<td>37.45%</td>
<td>28.08%</td>
<td>17.20%</td>
<td>33.33%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>1.30%</td>
<td>1.04%</td>
<td>0.94%</td>
<td>3.03%</td>
</tr>
<tr>
<td>White</td>
<td>25.54%</td>
<td>19.76%</td>
<td>13.71%</td>
<td>21.21%</td>
</tr>
<tr>
<td>Black/AA</td>
<td>6.06%</td>
<td>2.08%</td>
<td>0.67%</td>
<td>6.06%</td>
</tr>
<tr>
<td>Asian</td>
<td>4.11%</td>
<td>0.03%</td>
<td>1.07%</td>
<td>0%</td>
</tr>
<tr>
<td>NH/OPI</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>AI/AN</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Officials/Managers Workforce Distribution

Executive/Senior Level (Grades 15 and Above)
Total Executive/Senior Level Females – 21.74%
- Hispanic or Latino – 3 (1.19%)
- White – 42 (16.60%)
- Black or African American – 6 (2.37%)
- Asian – 2 (0.79%)
- Native Hawaiian or Other Pacific Islander – 0 (0%)
- American Indian or Alaska Native – 2 (0.79%)
- Two or More Races – 0 (0%)
**Mid-Level (Grades 13 - 14)**

*Total Mid-Level Females – 63 (53.39%)*

- Hispanic or Latino – 1 (0.85%)
- White – 43 (36.44%)
- Black or African American – 15 (12.71%)
- Asian – 3 (2.54%)
- Native Hawaiian or Other Pacific Islander – 0 (0%)
- American Indian or Alaska Native – 1 (0.85%)
- Two or More Races 0 (0%)
First Level (Grades 12 and Below)

Total First Level Females – 29 (31.87%)

- Hispanic or Latino – 1 (1.10%)
- White – 24 (26.37%)
- Black or African American – 2 (2.20%)
- Asian – 1 (1.10%)
- Native Hawaiian or Other Pacific Islander – 1 (1.10%)
- American Indian or Alaska Native – 0 (0%)
- Two or More Races – 0 (0%)