



UNLOCKTALENT.GOV

Unlock the Value of **YOUR** Data

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Timeline of UnlockTalent.Gov

July 2014

OPM launched
UnlockTalent.gov for Senior
Leaders

August 2016

Executive User
Access added an
additional level of
FEVS data;

Created user access
for agencies that do
not participate in the
FEVS

Nov/Dec 2016

New Agency
Indicators Page
released
highlights the
overall health
of an agency's
workforce

September 2015

Public version
created;

Opened to all
Federal employees
in agencies that
participate in the
FEVS

November 2016

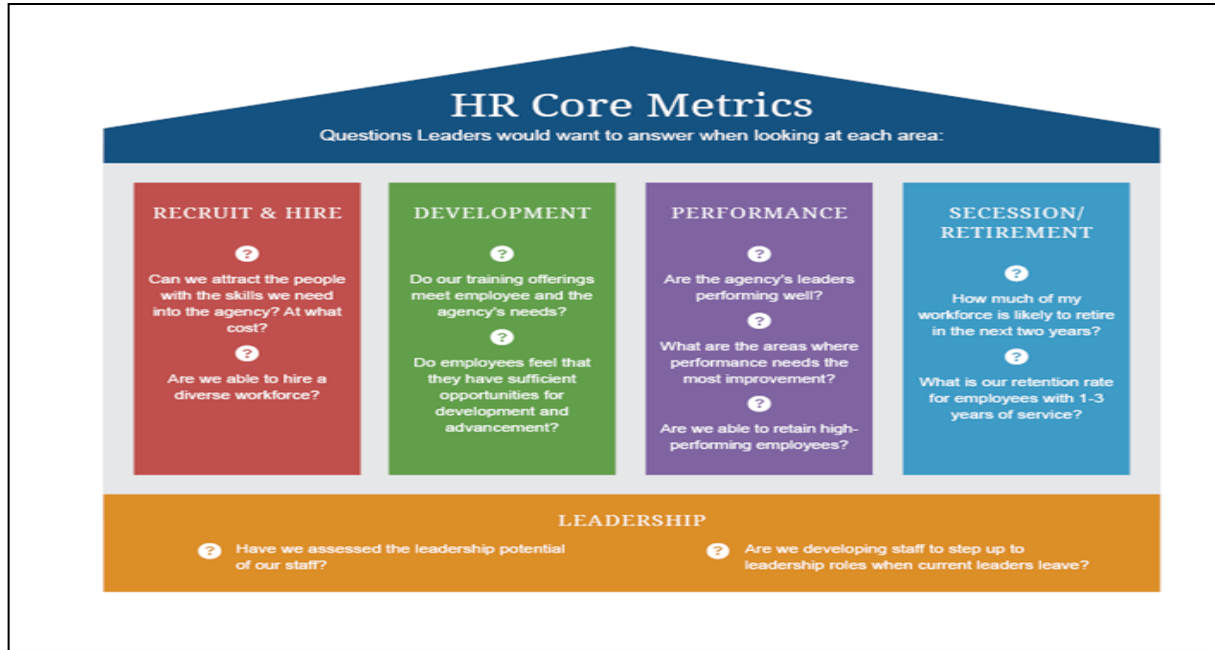
New Cross
Demographic
feature
incorporated for
the Employee
Engagement Index

April 2017

Secondary
pages added
for each
metric with
additional
data
breakouts



Original Agency Indicators Page





New Agency Indicators Page

WORKFORCE DEMOGRAPHICS

Definition

Filter: Governmentwide

Total Employees

Full-Time	424,024	56.4%
Part-Time	352,816	33.9%
Intermittent	33,456	6.3%
TOTAL	809,456	100%

Quick Stats

AVG. AGE
28.3

AVG. YEARS OF SERVICE
8.4

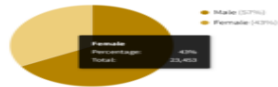
MEDIAN GRADE
13

Updated as of July 12, 2016 from [EHR](#)

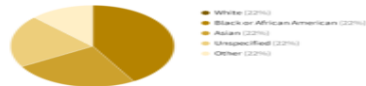
Age

[View More](#)Updated as of July 12, 2016 from [EHR](#)

Gender

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Race

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Veterans Status

[View More](#)Updated as of July 12, 2016 from [EHR](#)

Disability Status

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TALENT MANAGEMENT

Definition

Filter: Governmentwide

Mission Critical Occupations (MCOs)

Cybersecurity	24,004	18.4%
Auditor	12,456	13.9%
HR Specialist	11,819	9.4%
Contract Specialist	22,239	8.7%
Economist	9,003	6.3%
TOTAL	159,647	29%

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STEM Occupations

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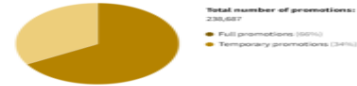
PERFORMANCE CULTURE

Definition

Filter: Governmentwide

Promotions

FULL VS. TEMPORARY PROMOTIONS (YEAR-TO-DATE)

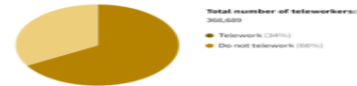
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QUARTERLY TREND

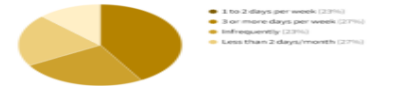
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Telework

PERCENTAGE OF PEOPLE WHO TELEWORK

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OF THOSE WHO REPORT THEY TELEWORK:

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STRATEGIC PLANNING & ALIGNMENT

Definition

Filter: Governmentwide

Retirement Eligibility

ELIGIBLE VS. NOT ELIGIBLE

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OCCUPATION SERIES WITH HIGHEST PERCENTAGE OF ELIGIBILITY

1.	0301 - Miscellaneous Administration and Program	23.8%
2.	2230 - Information Technology Management	22.5%
3.	0610 - Nurse	20.7%
4.	0340 - Management and Program Analysis	14.3%
5.	1811 - Criminal Investigation	13.0%
6.	0303 - Miscellaneous Clerk and Assistant	8.9%

Updated as of July 12, 2016 from [EHR](#)

EVALUATION

Definition

Filter: Governmentwide

New Inclusion Quotient (the New IQ)

2016 SCORE: 68% (OVERALL)

Fair Environment	58%
Open Environment	62%
Cooperative Environment	62%
Supportive Environment	62%
Empowering Environment	67%

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YEARLY TREND

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Agency Indicators Secondary Pages

Veteran Status



■ Veteran (20.3%)
■ Not a Veteran (79.7%)

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Veterans Status

Updated as of September 2016 from [EHRI](#)

DESCRIPTION: The graphs below display the following information related to Veterans

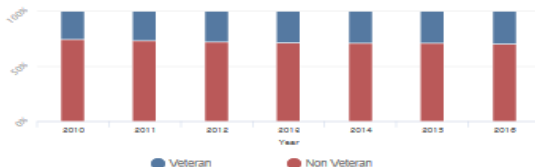
Status:

- the number of Veterans onboard by year compared to non-Veterans

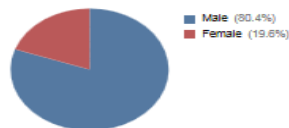
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COMMENTS: The information on this page is from the Enterprise Human Resources Integration Database (EHRI) and can be used to enhance the recruitment of Veterans and promote their employment opportunities.

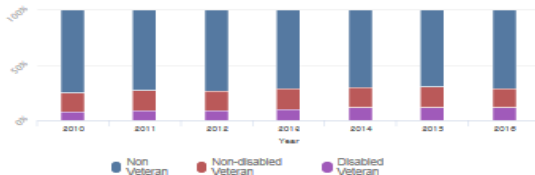
VETERANS BY YEAR



VETERAN STATUS BY GENDER



NEW HIRES BY YEAR



DISABLED VETERANS BY YEAR



Updated as of September 2016

[NEXT](#)
Disability Status

Updated as of September 2016



Agency Indicators Secondary Pages

TALENT MANAGEMENT

Mission Critical Occupations (MCOs)

IT Specialist	53,879	4%
Auditor	12,039	0.6%
HR Specialist	29,567	1.4%
Contract Specialist	37,526	1.8%
Economist	4,599	0.2%

TOTAL **167,510** **8%**

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Updated as of September 2010 from [EHR](#)

STEM Occupations



Total number of STEM Jobs:
276,555

- Engineering (38.2%)
- Technology (30.4%)
- Science (24.7%)
- Mathematics (6.8%)

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Updated as of September 2010 from [EHR](#)

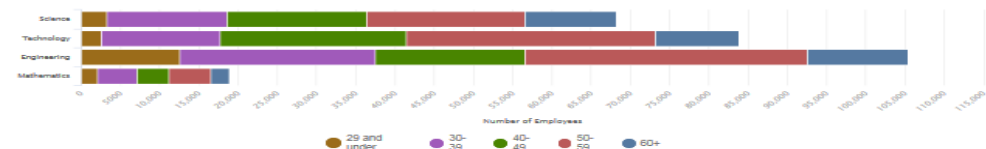
STEM Occupations

Updated as of September 2010 from [EHR](#)

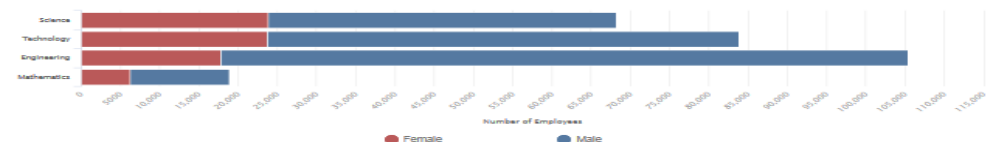
COMMENTS: The graphs below display the percentage of Federal employees working in STEM Occupations by age and by gender.

DEFINITIONS: STEM Occupations are Mission Critical Occupations in the areas of Science, Technology, Engineering, and Mathematics. Gaps in these occupations can significantly impact the Federal government and its agencies' [Show more](#)

STEM AGE DISTRIBUTION



STEM GENDER DISTRIBUTION





Agency Indicators Secondary Pages

EVALUATION

New Inclusion Quotient (the New IQ)

2016 SCORE: 58% (OVERALL)

Supportive Environment	75.0%
Open Environment	57.0%
Cooperative Environment	54.0%
Empowered Environment	58.0%
Fair Environment	45.0%

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FUTURE OF UNLOCKTALENT





Thank you!

Questions?
Email Us

UnlockTalent@opm.gov