Navigating a Flexible Federal Career

A look at women in the federal workplace

Mika J. Cross

12 March 2021
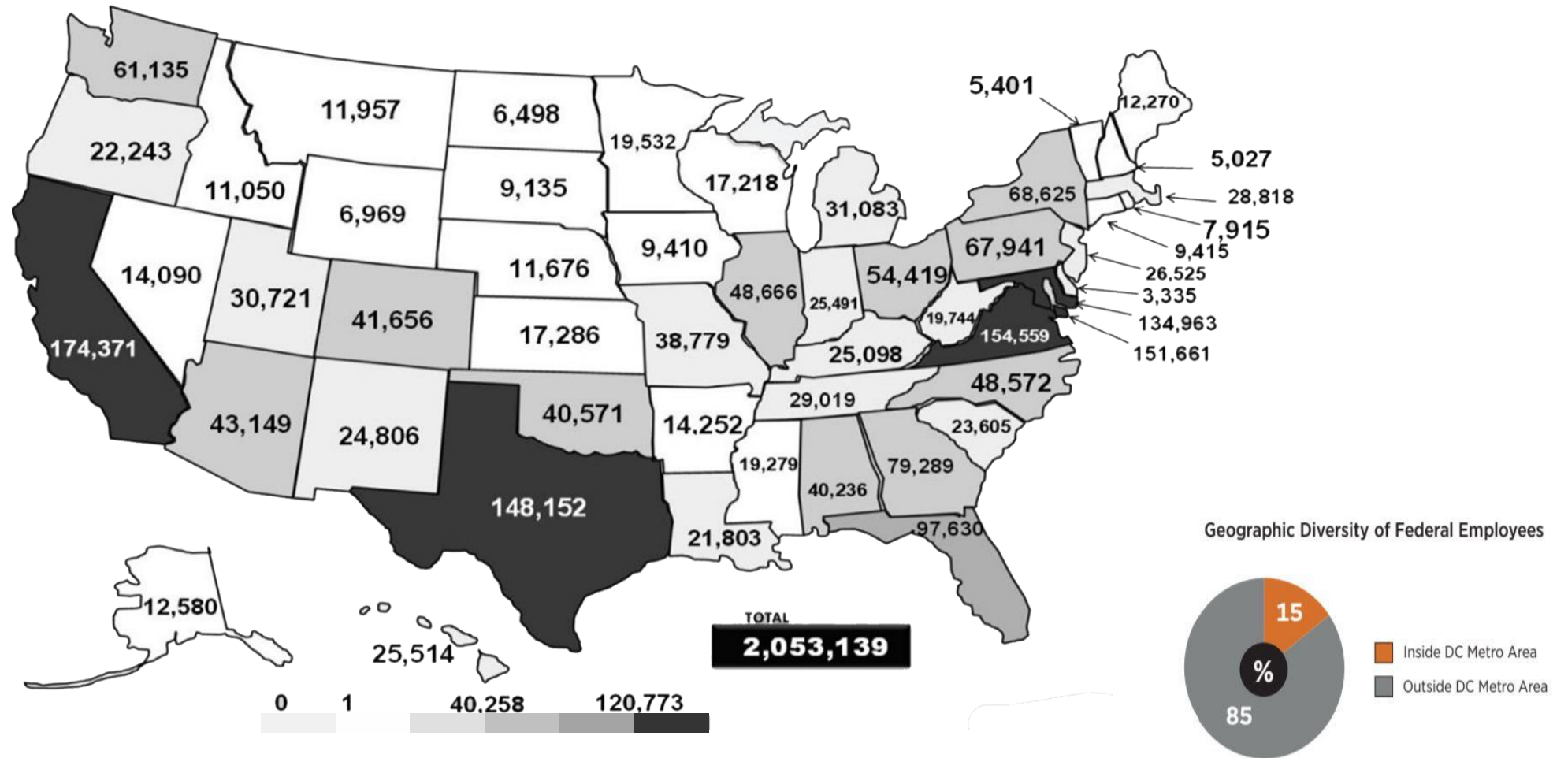
Warm Up

What's Your Cover Story?

- What kind of work environment are you looking for?

- How will co-workers describe your workplace?

- How will it feel to work here?

INSIDE: Worldwide recognition for a global workforce   Give back to your staff with branded incentives

YOURWORKPLACE

Inspired People. Outstanding Results.

The Open-Concept

A Distributed Workforce

Women
In the Federal Workforce

897,892 women employed in the government account for **44%** of our total workforce.

70,047 women employed in Federal Government **STEM** career fields (as of September 2015)
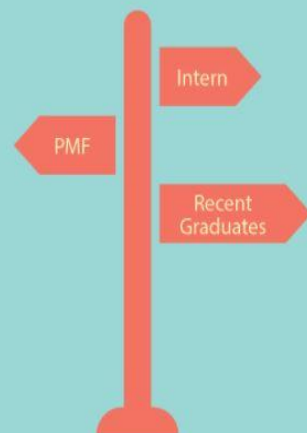
16,163 Women Hired between 2012 and 2015
PATHWAYS PROGRAMS

Intern
PMF
Recent Graduates

Looking for a Federal Career? Explore our Top 6 Mission Critical Occupations:

STEM (Science, Technology, Engineering and Math)
Cyber Security/IT   Economist   Contract Specialist
Auditor   Human Resources

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Leading A Distributed Workforce

Endless Career Opportunities

Age of Federal Employees in Mission-Critical Occupations

IT Specialist
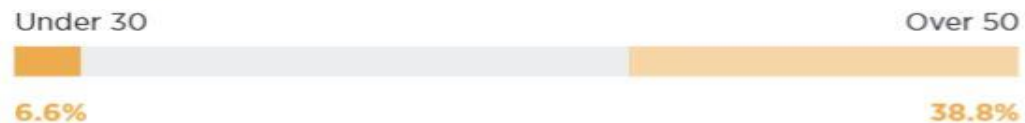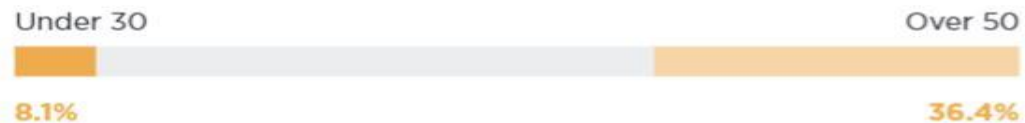
Under 30	Over 50
2.8%	52.3%

HR Specialist

Under 30	Over 50
4.1%	46.4%

Auditor

Under 30	Over 50
5.5%	38.8%

Contract Specialist

Under 30	Over 50
6.6%	38.8%

Economist

Under 30	Over 50
8.1%	36.4%
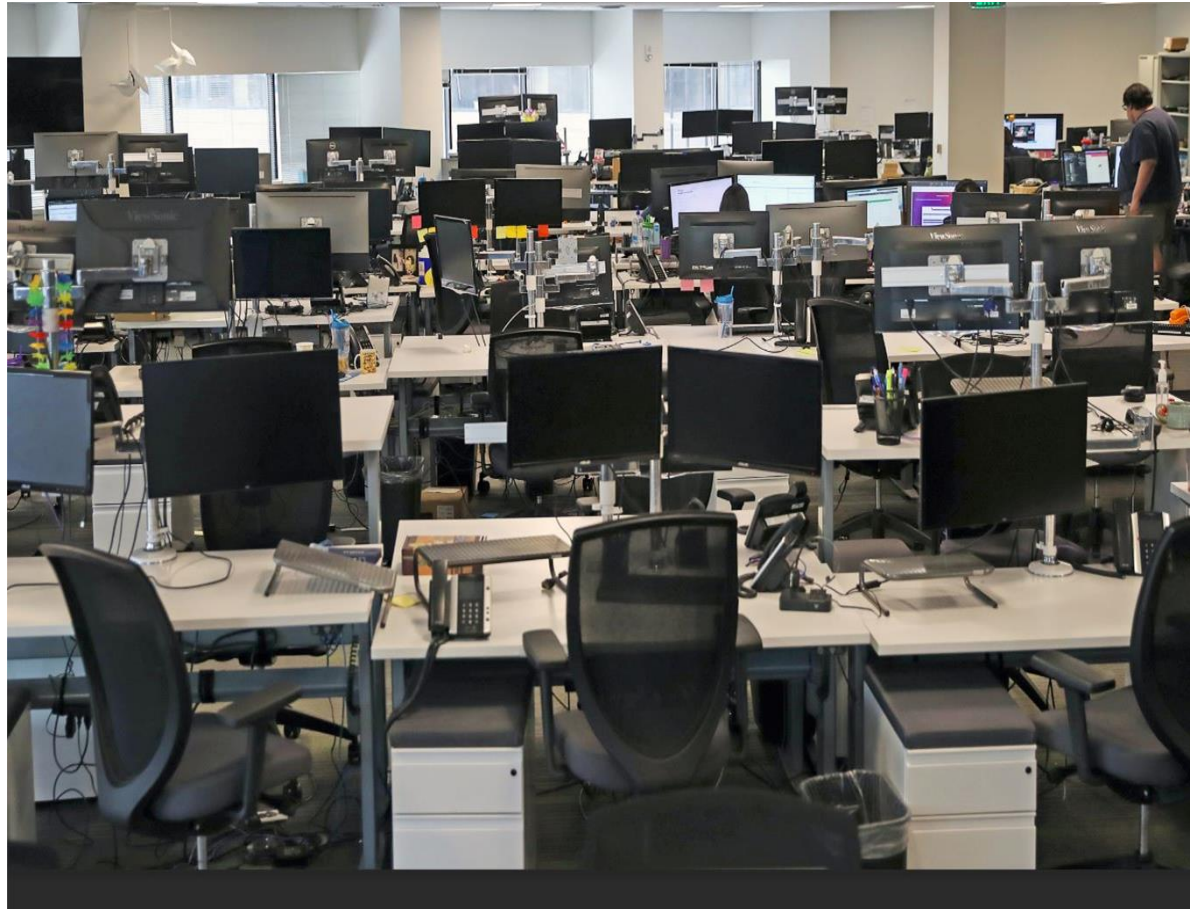
**Bracing for Future Possibilities
And the Future of Work**

Flexibilities At Work

LEADERSHIP

14.6% Women Executives in Private Sector

34% Women Executives (SES) in Federal Workforce

WORKPLACE FLEXIBILITIES

- Male satisfaction
- Female satisfaction

Telework | Child Care | Alternative Work Schedule

(Chart axis: 0% to 100%)
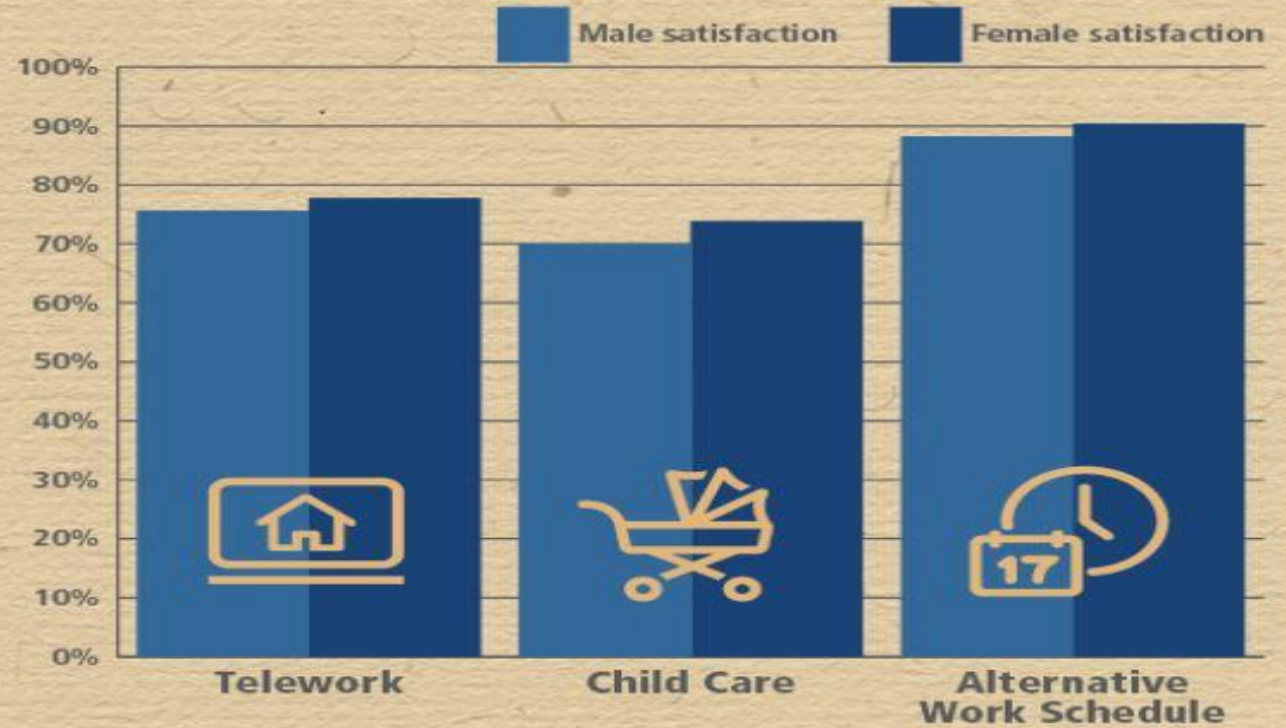
Our work-life policies are continually evolving to make the balance of caring for families and pursuing a career complementary, rather than contradictory.

A closer look

Addressing the Pay Gap

Women
In the Federal Workforce

The U.S. Government continues to make strides in narrowing the gender pay gap.

*-- The gender pay gap for the Federal Government's civilian white-collar workforce is **smaller** than the national gender pay gap.*

Nationally, women make $0.79/$1 compared to men (2014).

In the Federal Government, women in white collar jobs make $0.89/$1.00 compared to men (2015).

Senior Executive Service women are paid **equally** with their male counterparts (2015).

THANK YOU

Mika J. Cross

🐦 @Mika_Cross

💼 worklifechampionoftheuniverse

✉️ strategicworking@gmail.com