

Black federal workers by state

Fact Sheet • By **Valerie Wilson** • April 9, 2025

Among the most harmful actions taken by the Trump Administration have been DOGE's illegal and arbitrary cuts to the federal workforce. Though much of the attention has been on D.C.-based federal workers, **over 90%** of federal workers are employed outside the nation's capital. The ripple effects from large-scale job cuts are expected to show up in higher unemployment and the disruption of critical public services and government functions throughout the nation.

For Black Americans, public sector employment has historically provided a pathway to better, more equitable job opportunities for skilled and often highly educated Black workers compared with available private-sector jobs. This fact sheet gives a snapshot of Black federal workers in each state (excluding USPS employees), offering context for the potential impact **planned agency cuts**—particularly at the Department of Veterans Affairs (up to 80,900 cut jobs), Social Security Administration (about 7,000), and civilian employees at the Department of Defense (up to 39,000)—could have on Black workers across the country.

Figure A presents the Black worker share of each state's federal employees (excluding USPS) along with the share who are veterans and their average years of employment in the federal government. While 18.7% of all federal workers are Black, they account for at least one-fifth of the state's federal workforce in 15 states and the District of Columbia.¹ The Black worker share of state federal employment is highest in Georgia (43.8%), Louisiana (37.6%), Mississippi (34.8%), and Tennessee (34.6%).

Black federal workers average 10 or more years of service in 36 states and the District of Columbia. Black workers in D.C. (16.4 years) and Maryland (15.3) have the longest average tenure in federal employment, reflecting a commitment to non-political career service across various agency headquarters. Nationally, Black federal workers average 12.3 years of service.

Table 1 provides a breakdown of each state's agency-level employment. Cabinet-level agencies employ the largest number of workers in each state. These include the 15 executive departments that advise the President, including the Departments of Labor, Justice, State, Treasury, Health and Human Services, Education, and Transportation. The second largest federal employers are large independent agencies existing outside of the executive branch and that were (until recently) intended to be independent of presidential control, such as the U.S. Agency for International Development, Equal Employment Opportunity Commission, Environmental Protection Agency, and Federal Reserve.

The largest cabinet-level employers in each state are related to the military, including the Department of Veterans Affairs, armed forces (i.e., Departments of the Air Force, Army, and Navy), and the Department of Defense. The nature of these agencies (along with veterans' preference policies for federal employment) contribute to the high percentage of veterans employed with the federal government. As veterans, 29.5% of Black federal workers have continued to serve the country beyond their time in the U.S. armed forces. In 27 states, more than 30% of Black federal workers are veterans (see Figure A). Along with defense-related agencies, the U.S. Department of Agriculture and the Social Security

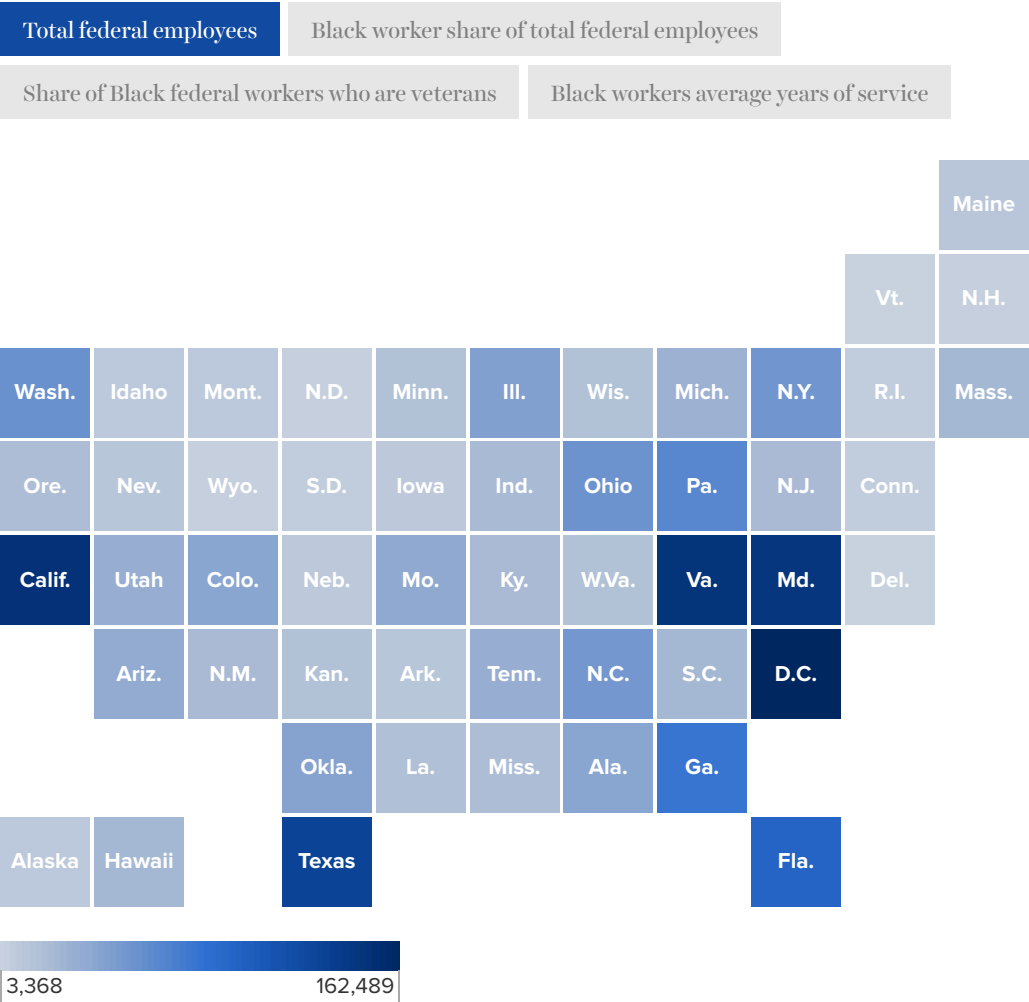
Administration have a presence in nearly every state and collectively employ most of eachstate’s Black federal workers.

1. The 15 states where Black workers are at least one-fifth of the state’s federal workforce are Illinois, Florida, Missouri, Arkansas, Texas, North Carolina, Virginia, Maryland, Delaware, Alabama, South Carolina, Tennessee, Mississippi, Louisiana, and Georgia.

Figure A

DOGE cuts will impact Black federal workers in every state

Black worker share of total federal employees, share of Black federal workers who are veterans, and Black workers' average years of service by state



Note: Figures are for Black alone, non-Hispanic individuals.
Source: Office of Personnel Management, [FedScope - Federal Workforce Data](#), last updated September 2024. FedScope does not include the U.S. Postal Service in its data.
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Table 1

Total employee counts and Black worker shares for cabinet-level agencies, large independent agencies, and agency share of states' Black federal employees for select agencies

State	Cabinet level agencies		Large independent agencies		Agency share of state's Black federal employees (select agencies)				
	Total employees	Black worker share	Total employees	Black worker share	Department of Veterans Affairs	Departments of Armed Forces	Department of Defense	Department of Agriculture	Social Security Administration
Alabama	35,956	32.5%	5,337	42.7%	36.6%	31.5%	6.9%	2.6%	13.0%
Alaska	11,499	4.5%	133	3.8%	17.2%	49.1%	10.1%	0.8%	0.0%
Arizona	33,293	7.4%	1,069	9.1%	50.3%	20.0%	6.0%	2.8%	2.4%
Arkansas	13,645	21.9%	612	29.2%	63.7%	14.8%	0.7%	6.4%	4.1%
California	138,462	10.3%	11,634	12.3%	39.9%	25.6%	5.6%	2.0%	5.9%
Colorado	38,517	7.3%	2,445	6.5%	37.9%	23.2%	8.5%	2.9%	1.9%
Connecticut	6,856	15.8%	437	12.4%	76.5%	9.3%	3.3%	0.9%	4.0%
Delaware	3,769	30.4%	209	36.4%	53.1%	17.5%	3.2%	7.3%	3.9%
Florida	88,368	21.4%	6,655	19.3%	8.1%	7.2%	1.4%	2.6%	0.9%
Georgia	76,268	43.6%	4,952	47.2%	53.2%	19.6%	3.8%	1.3%	3.8%
Hawaii	24,509	4.2%	284	5.6%	27.3%	20.8%	7.3%	3.2%	2.2%
Idaho	10,751	1.2%	232	1.7%	13.6%	59.2%	17.4%	1.2%	1.0%
Illinois	38,867	18.8%	5,573	27.8%	37.4%	13.0%	6.1%	16.8%	0.0%
Indiana	23,482	14.5%	988	16.0%	49.1%	11.6%	2.1%	2.1%	11.8%
Iowa	9,462	4.1%	430	3.0%	46.3%	8.1%	26.6%	1.7%	3.3%
Kansas	16,592	9.8%	1,211	9.0%	61.4%	5.5%	0.0%	15.4%	2.0%
Kentucky	22,486	14.7%	940	8.9%	45.1%	24.3%	8.4%	3.5%	1.3%
Louisiana	18,460	37.3%	997	43.6%	31.8%	27.9%	9.3%	2.0%	2.1%
Maine	12,446	1.0%	253	0.0%	48.6%	15.3%	2.2%	12.1%	4.0%
Maryland	125,109	26.1%	18,547	39.6%	26.8%	54.3%	8.7%	0.0%	0.0%
Massachusetts	23,096	9.8%	2,548	5.8%	7.4%	13.2%	8.5%	3.1%	12.0%
Michigan	27,778	16.9%	1,989	20.2%	64.5%	11.5%	1.5%	0.9%	2.8%
Minnesota	17,342	5.3%	753	8.9%	55.4%	16.5%	2.6%	1.4%	6.0%
Mississippi	18,218	35.2%	1,304	29.8%	68.1%	6.7%	0.7%	5.6%	4.8%
Missouri	32,823	21.5%	4,326	24.4%	43.5%	25.5%	2.6%	8.7%	3.4%
Montana	11,108	0.7%	224	0.0%	38.2%	4.8%	1.5%	5.6%	7.0%
Nebraska	10,135	5.4%	266	2.3%	27.4%	22.6%	0.0%	19.0%	0.0%

Table 1 (cont.)

State	Cabinet level agencies		Large independent agencies		Agency share of state's Black federal employees (select agencies)				
	Total employees	Black worker share	Total employees	Black worker share	Department of Veterans Affairs	Departments of Armed Forces	Department of Defense	Department of Agriculture	Social Security Administration
Nevada	13,532	12.5%	423	24.3%	47.6%	32.5%	2.4%	7.8%	0.9%
New Hampshire	4,877	1.9%	298	1.7%	60.2%	16.3%	2.8%	1.4%	4.2%
New Jersey	20,977	16.2%	1,641	17.9%	36.1%	11.3%	0.0%	4.1%	0.0%
New Mexico	21,718	4.0%	946	3.5%	45.4%	20.4%	2.0%	2.8%	5.2%
New York	47,267	15.3%	6,599	19.9%	26.3%	36.7%	4.3%	10.4%	3.2%
North Carolina	48,301	26.0%	3,527	25.9%	50.8%	6.1%	1.8%	0.9%	10.5%
North Dakota	5,569	2.1%	156	0.0%	45.8%	20.8%	11.6%	4.0%	3.7%
Ohio	51,945	16.9%	4,051	14.2%	33.6%	40.3%	0.0%	5.0%	0.0%
Oklahoma	41,477	10.5%	723	15.6%	48.1%	14.3%	20.8%	0.9%	3.1%
Oregon	20,253	2.4%	671	3.4%	27.9%	48.2%	9.2%	1.0%	1.7%
Pennsylvania	59,615	16.4%	6,912	18.1%	52.3%	5.1%	0.0%	9.1%	1.8%
Rhode Island	8,328	5.7%	262	3.8%	33.5%	9.5%	9.4%	0.8%	8.5%
South Carolina	23,947	34.0%	882	35.9%	48.5%	38.0%	3.1%	1.2%	1.4%
South Dakota	8,788	1.5%	148	0.0%	46.5%	26.7%	5.9%	4.0%	2.8%
Tennessee	31,156	35.0%	1,375	25.1%	35.9%	9.9%	4.6%	19.1%	0.0%
Texas	118,401	24.2%	11,825	25.0%	36.1%	8.8%	1.9%	4.9%	2.1%
Utah	33,523	1.7%	408	2.9%	40.4%	17.7%	7.9%	2.1%	3.2%
Vermont	3,263	1.5%	100	0.0%	22.0%	41.3%	7.0%	2.7%	0.9%
Virginia	139,244	26.3%	7,394	20.6%	34.0%	20.0%	0.0%	16.0%	0.0%
Washington	55,947	5.4%	2,487	8.8%	12.6%	46.0%	21.3%	1.2%	0.7%
Washington D.C.	125,754	28.0%	28,320	32.7%	32.7%	33.4%	9.9%	1.6%	4.1%
West Virginia	16,726	4.9%	549	7.8%	58.7%	2.5%	0.0%	3.4%	2.6%
Wisconsin	17,095	7.9%	824	10.2%	82.0%	3.2%	0.5%	2.9%	4.6%
Wyoming	6,769	1.2%	60	0.0%	38.8%	30.0%	10.0%	5.0%	0.0%

Notes: Shares represent Black alone, non-Hispanic individuals. Large independent agencies are agencies that employ more than 1,000 workers. Departments of Armed Forces includes the Department of the Air Force, Department of the Army, and the Department of the Navy.

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