

By the Numbers

HR Releases 2012 Foreign Service Promotion Data

By Victor Villones, analyst, Bureau of Human Resources

The primary factor in determining the number of promotion opportunities is service need. The methodology for determining this compares current and projected Foreign Service position requirements with estimated personnel numbers. A computer model simulates the movement of employees through the Foreign Service career system and averages promotion opportunities over multiple years to create a smoothing effect in closing projected staffing gaps. If the Department were to promote to fill only the gaps occurring in the current year, promotion opportunities would vary significantly from year to year, especially for many specialist skill groups.

The Department began offering classwide promotions in 2005 for generalists from the levels of FS-03 to FS-02, FS-02 to FS-01 and FS-01 to Counselor (OC), in addition to promotion opportunities within job cones. Generalist opportunities are first determined for each grade level and then divided between classwide and promotions within job cones. Specialist promotion opportunities are determined individually for each skill group by grade level. The Director General directs the promotion planning process and authorizes the final generalist and specialist promotion opportunities.

The Bureau of Human Resources has compiled the 2012 Foreign Service Selection Board results by class and cone for generalists and specialists. The tables show promotion numbers, rates, average time in class and average time in service for each competition group. The bureau also analyzed and compared certain 2012 promotion rates and levels to the 2011 results and the five-year averages. While the number of generalist and specialists promoted in 2012 was higher than 2011 and the five-year average, the number of eligible employees increased at a faster rate. Thus, the overall 2012 promotion rate for all eligible Foreign Service employees was 23 percent, lower than the 2011 rate of 24 percent and the five-year average rate of 25 percent.

Generalists

The overall Foreign Service generalist promotion rate was 31.4 percent in 2012, nearly the same as in 2011 (31.6 percent). The number of 2012 promotions into and within the Senior Foreign Service increased from 2011 and was greater than the five-year average. Due to an increase in retirements, the number of promotion-eligible employees actually decreased from 2011 and was less than the five-year average. Thus, the resulting Senior Foreign Service promotion rate increased to 20.7 percent, higher than 2011 (16 percent) and the five-year average (15.5 percent).

The FS-02 to FS-01 promotion rate in 2012 was 17.6 percent with 179 promotions, lower than the promotion rate and number in 2011 (19.3 percent and 181). While the 2012 promotion rate was lower than the five-year average of 18.8 percent, the number of promotions in 2012 was 10 higher (179 vs. 169).

The 2012 promotion rate from FS-03 to FS-02 was 40.1 percent, lower than the 2011 rate of 45.4 percent with 29 fewer promotions (289 vs. 318) but 15 more than the five-year average of 27.4. Yet, the 2012 promotion rate was lower than the five-year average of 46.2 percent.

Generalist promotions from FS-04 to FS-03 increased to 330 in 2012 from 294 in 2011, slightly lower than the five-year average of 336 per year. Since more FS-04 generalists were eligible, the promotion rate decreased to 62.7 percent, down from 68.5 percent in 2011 and lower than the five-year average of 65 percent.

Specialists

Nearly 16 percent of all eligible Foreign Service specialists were promoted in 2012, lower than 2011 average (17 percent) and five-year average (18 percent). The number of promotions in 2012 was only slightly lower than the five-year average.

The 2012 promotion rates and numbers for many specialist skill groups were at or slightly below the 2011 levels and five-year averages. While the number of promotions remained steady for many specialist occupations, the number of eligible employees often increased, affecting the promotion rates. For example, 27 security engineers were promoted in 2012, one more than the number promoted in 2011 as well as the five-year average. However, the number of eligible employees increased by nine in 2012, resulting in a promotion rate of 22.5 percent, lower than 2011 (23.2 percent) and the five-year average (26 percent).

Nineteen financial management officers were promoted in 2012, the same as in 2011 and higher than the five-year average of 16 per year. Their promotion rate remained at 17 percent, the same as in 2011 and higher than the five-year average of 14.8 percent.

Gender and Ethnicity/Race

For the first time, last year's Foreign Service promotion article (*State Magazine*, June 2012) published promotion statistics by gender, ethnicity and race. The promotion statistics for the latest year, 2012, have been aggregated by Foreign Service grade level, as last year, but now there are new racial categories, including native Hawaiian and multi-race. Since last year's article, these promotion statistics were further broken out by grade level for the 19 specialist occupations. Also new: Results are broken out by grade level for the generalist cones. Promotion results by gender, ethnicity and race, including additional detail by grade level for generalist cones and specialist occupations, are available online at <http://intranet.hr.state.sba/offices/rma/Pages/DiversityStats.aspx>. 

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