



**U.S. Department of State  
Bureau of Global Talent Management**

**Office of Organization and Talent Analytics  
(GTM/OTA)**

**Fiscal Year 2021  
Foreign Service Promotion Statistics  
by Grade**

**Foreign Service Promotion Statistics for 2021**  
**Category: FE-MC to FE-CM**

Competition Group(s)	Number Completed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Completed	Avg Time-in-Class of Promotees	Avg Length of Service of Completed	Avg Length of Service of Promotees
CLASSWIDE CONSULAR	23	1	4.3	5.6	4.5	31.3	28.7
CLASSWIDE ECONOMIC	29	0	0.0	6.2	0.0	32.8	0.0
CLASSWIDE FINANCE	1	0	0.0	4.5	0.0	24.3	0.0
CLASSWIDE MANAGEMENT	27	0	0.0	5.8	0.0	31.3	0.0
CLASSWIDE MEDICAL OFFICER	6	0	0.0	6.9	0.0	17.5	0.0
CLASSWIDE POLITICAL	49	1	2.0	6.0	6.2	31.3	26.9
CLASSWIDE PUBLIC DIPLOMACY	35	2	5.7	6.5	5.9	30.5	28.8
CLASSWIDE SECURITY OFFICER	1	0	0.0	5.4	0.0	34.3	0.0
<b>CLASSWIDE TOTALS</b>	<b>171</b>	<b>4</b>	<b>2.3</b>	<b>6.1</b>	<b>5.6</b>	<b>30.9</b>	<b>28.3</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Generalist FE-OC to FE-MC**

Competition Group(s)	Number Completed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Completed	Avg Time-in-Class of Promotees	Avg Length of Service of Completed	Avg Length of Service of Promotees
CONSULAR	33	10	30.3	3.6	3.6	26.3	24.7
ECONOMIC	43	14	32.6	4.4	3.6	27.1	24.4
MANAGEMENT	30	11	36.7	4.0	3.2	25.4	23.0
POLITICAL	68	19	27.9	4.1	4.4	26.3	26.4
PUBLIC DIPLOMACY	33	11	33.3	4.3	3.8	26.4	25.2
<b>FUNCTIONAL TOTALS</b>	<b>207</b>	<b>65</b>	<b>31.4</b>	<b>4.1</b>	<b>3.8</b>	<b>26.3</b>	<b>24.9</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Generalist FS-01 to FE-OC**

Competition Group(s)	Number Completed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Completed	Avg Time-in-Class of Promotees	Avg Length of Service of Completed	Avg Length of Service of Promotees
CONSULAR	75	20	26.7	6.7	6.4	22.2	21.4
ECONOMIC	100	25	25.0	6.7	7.0	22.3	20.9
MANAGEMENT	80	19	23.8	7.1	6.4	20.7	19.1
POLITICAL	142	28	19.7	7.0	6.5	21.6	21.1
PUBLIC DIPLOMACY	91	24	26.4	7.6	7.5	20.8	20.3
<b>FUNCTIONAL TOTALS</b>	<b>488</b>	<b>116</b>	<b>23.8</b>	<b>7.0</b>	<b>6.8</b>	<b>21.5</b>	<b>20.6</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Generalist FS-02 to FS-01**

Competition Group(s)	Number Completed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Completed	Avg Time-in-Class of Promotees	Avg Length of Service of Completed	Avg Length of Service of Promotees
CONSULAR	259	33	12.7	6.0	6.2	15.7	15.1
ECONOMIC	278	34	12.2	6.9	8.1	16.4	16.8
MANAGEMENT	202	26	12.9	5.7	6.0	15.0	14.6
POLITICAL	395	46	11.6	6.5	8.3	15.5	16.8
PUBLIC DIPLOMACY	313	37	11.8	5.8	5.8	15.3	15.3
<b>FUNCTIONAL TOTALS</b>	<b>1,447</b>	<b>176</b>	<b>12.2</b>	<b>6.2</b>	<b>7.0</b>	<b>15.6</b>	<b>15.8</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Generalist FS-03 to FS-02**

Competition Group(s)	Number Completed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Completed	Avg Time-in-Class of Promotees	Avg Length of Service of Completed	Avg Length of Service of Promotees
CONSULAR	333	56	16.8	5.2	6.2	11.1	12.1
ECONOMIC	288	51	17.7	5.0	5.8	10.8	11.2
MANAGEMENT	202	38	18.8	4.6	4.7	10.6	10.3
POLITICAL	303	53	17.5	4.7	4.9	10.4	10.4
PUBLIC DIPLOMACY	277	49	17.7	4.8	5.3	10.9	11.3
<b>FUNCTIONAL TOTALS</b>	<b>1,403</b>	<b>247</b>	<b>17.6</b>	<b>4.9</b>	<b>5.4</b>	<b>10.8</b>	<b>11.1</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Generalist FS-04 to FS-03**

Competition Group(s)	Number Completed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Completed	Avg Time-in-Class of Promotees	Avg Length of Service of Completed	Avg Length of Service of Promotees
CLASSWIDE CONSULAR	172	80	46.5	4.9	5.0	5.7	6.0
CLASSWIDE ECONOMIC	84	48	57.1	5.0	4.8	5.8	5.7
CLASSWIDE MANAGEMENT	86	40	46.5	5.0	5.0	5.7	5.7
CLASSWIDE POLITICAL	120	68	56.7	4.5	4.6	5.7	6.0
CLASSWIDE PUBLIC DIPLOMACY	112	68	60.7	4.9	5.0	6.0	6.0
<b>CLASSWIDE TOTALS</b>	<b>574</b>	<b>304</b>	<b>53.0</b>	<b>4.9</b>	<b>4.9</b>	<b>5.8</b>	<b>5.9</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FE-OC to FE-MC**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Competed	Avg Time-in-Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSTRUCTION ENGR	4	1	25.0	3.6	6.2	20.9	21.5
DIPLOMATIC COURIER	1	0	0.0	5.4	0.0	22.1	0.0
FACILITIES MGMT	1	0	0.0	3.4	0.0	25.2	0.0
FINANCE	5	0	0.0	4.8	0.0	21.9	0.0
HUMAN RESOURCES	1	1	100.0	4.5	4.5	19.2	19.2
INFO TECH MGMT	5	2	40.0	4.2	4.0	29.3	26.4
MEDICAL OFFICER	6	2	33.3	4.4	3.5	12.6	10.7
MEDICAL PROVIDER	3	1	33.3	3.4	2.4	25.4	22.8
PSYCHIATRIST	2	1	50.0	2.9	2.4	9.6	10.1
SPECIAL AGENT	25	3	12.0	4.4	5.1	25.4	22.1
<b>FUNCTIONAL TOTALS</b>	<b>53</b>	<b>11</b>	<b>20.8</b>	<b>4.3</b>	<b>4.1</b>	<b>22.9</b>	<b>19.4</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FS-01 to FE-OC**

Competition Group(s)	Number Completed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Competed	Avg Time-in-Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSTRUCTION ENGR	6	2	33.3	8.0	4.1	18.5	15.8
DIPLOMATIC COURIER	3	0	0.0	6.0	0.0	24.7	0.0
ENGLISH LANG PGMS	2	0	0.0	7.2	0.0	17.7	0.0
FACILITIES MGMT	18	3	16.7	5.7	7.3	19.2	21.8
FINANCE	16	1	6.3	7.7	8.7	20.1	18.9
GENERAL SERVICES	6	0	0.0	6.0	0.0	21.7	0.0
HUMAN RESOURCES	7	2	28.6	8.0	5.2	21.8	14.9
INFO TECH MGMT	20	3	15.0	5.8	5.7	22.9	22.9
MEDICAL OFFICER	5	4	80.0	6.5	6.1	6.6	6.2
MEDICAL PROVIDER	7	1	14.3	6.4	3.6	20.0	15.6
PSYCHIATRIST	6	3	50.0	7.0	6.8	7.1	6.9
SECURITY ENGINEER	9	1	11.1	6.7	3.6	21.6	17.1
SPECIAL AGENT	77	10	13.0	5.7	5.9	22.2	21.8
<b>FUNCTIONAL TOTALS</b>	<b>182</b>	<b>30</b>	<b>16.5</b>	<b>6.2</b>	<b>5.9</b>	<b>20.6</b>	<b>17.0</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FS-02 to FS-01**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Competed	Avg Time-in-Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSTRUCTION ENGR	6	4	66.7	3.8	2.6	11.3	9.8
DIPLOMATIC COURIER	5	1	20.0	3.6	4.6	15.7	15.3
ENGLISH LANG PGMS	14	1	7.1	6.0	7.7	10.2	10.6
FACILITIES MGMT	22	5	22.7	4.5	2.8	13.9	10.5
FINANCE	61	4	6.6	6.6	6.2	11.2	10.2
GENERAL SERVICES	45	2	4.4	5.9	3.1	17.0	11.6
HUMAN RESOURCES	29	6	20.7	4.5	6.3	14.0	14.9
INFO TECH MGMT	169	8	4.7	6.5	5.9	19.6	18.2
MEDICAL LABORATORY SCIENTIST	2	0	0.0	3.6	0.0	19.3	0.0
MEDICAL PROVIDER	32	5	15.6	5.2	7.1	11.9	13.3
PUBLIC ENGAGEMENT	8	1	12.5	6.8	5.7	11.2	10.9
SECURITY ENGINEER	93	2	2.2	8.2	8.7	15.9	16.9
SPECIAL AGENT	313	25	8.0	6.8	8.8	18.9	20.4
<b>FUNCTIONAL TOTALS</b>	<b>799</b>	<b>64</b>	<b>8.0</b>	<b>6.5</b>	<b>6.7</b>	<b>17.1</b>	<b>16.2</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FS-03 to FS-02**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Competed	Avg Time-in-Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
CONSTRUCTION ENGR	24	6	25.0	3.7	4.3	4.8	5.9
DIPLOMATIC COURIER	6	1	16.7	3.8	2.6	13.6	10.2
ENGLISH LANG PGMS	4	2	50.0	3.2	3.9	3.3	4.1
FACILITIES MGMT	70	7	10.0	5.4	4.6	9.5	7.8
FINANCE	18	8	44.4	3.8	3.4	5.5	4.4
GENERAL SERVICES	65	9	13.8	6.6	5.0	12.6	10.4
HUMAN RESOURCES	10	7	70.0	5.3	4.5	13.5	14.6
INFO MGMT	274	26	9.5	6.6	5.7	14.3	12.5
INFO MGMT TECH	47	5	10.6	6.3	6.1	12.1	11.6
MEDICAL PROVIDER	25	6	24.0	4.0	4.8	4.8	4.9
OFFICE MGMT	8	3	37.5	7.6	6.0	27.9	23.4
PUBLIC ENGAGEMENT	3	1	33.3	2.7	2.8	2.9	3.0
SECURITY ENGINEER	19	8	42.1	4.8	4.5	10.2	9.5
SPECIAL AGENT	676	55	8.1	6.6	9.6	13.0	15.2
SECURITY TECHNICIAN	58	2	3.4	7.8	9.2	15.5	15.5
<b>FUNCTIONAL TOTALS</b>	<b>1,307</b>	<b>146</b>	<b>11.2</b>	<b>6.4</b>	<b>6.7</b>	<b>12.7</b>	<b>12.1</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FS-04 to FS-03**

Competition Group(s)	Number Competed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Competed	Avg Time-in-Class of Promotees	Avg Length of Service of Competed	Avg Length of Service of Promotees
DIPLOMATIC COURIER	47	3	6.4	6.7	4.6	9.9	7.4
FACILITIES MGMT	28	12	42.9	3.0	3.6	3.3	3.8
GENERAL SERVICES	20	9	45.0	3.8	4.2	5.1	4.5
HUMAN RESOURCES	15	5	33.3	3.0	3.5	6.6	10.0
INFO MGMT	161	34	21.1	4.6	4.7	6.4	6.6
INFO MGMT TECH	13	7	53.8	5.2	6.5	6.8	8.3
MEDICAL LABORATORY SCIENTIST	2	1	50.0	1.7	1.7	3.4	3.4
OFFICE MGMT	140	16	11.4	6.1	6.8	17.6	16.4
SECURITY ENGINEER	6	5	83.3	5.5	5.9	7.4	7.6
SPECIAL AGENT	220	105	47.7	2.4	2.4	5.2	5.1
SECURITY TECHNICIAN	39	6	15.4	6.0	6.7	8.7	9.5
<b>FUNCTIONAL TOTALS</b>	<b>691</b>	<b>203</b>	<b>29.4</b>	<b>4.3</b>	<b>3.7</b>	<b>8.5</b>	<b>6.6</b>

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**Foreign Service Promotion Statistics for 2021**  
**Category: Specialist FS-05 to FS-04**

Competition Group(s)	Number Completed	Number Promoted	Promotion Rate %	Avg Time-in-Class of Completed	Avg Time-in-Class of Promotees	Avg Length of Service of Completed	Avg Length of Service of Promotees
OFFICE MGMT	223	58	26.0	5.1	4.9	11.6	10.8
<b>FUNCTIONAL TOTALS</b>	<b>223</b>	<b>58</b>	<b>26.0</b>	<b>5.1</b>	<b>4.9</b>	<b>11.6</b>	<b>10.8</b>

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