



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

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

**Fiscal Year 2023
Foreign Service Promotion Statistics
by Cone, Ethnicity, Race and Gender**

Foreign Service Promotion Statistics for 2023
Generalist Cone: CONSULAR

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	14	0	0.0
FE-MC to FE-CM	Female	8	0	0.0
FE-OC to FE-MC	Male	11	2	18.2
FE-OC to FE-MC	Female	8	6	75.0
FS-01 to FE-OC	Male	41	10	24.4
FS-01 to FE-OC	Female	29	13	44.8
FS-02 to FS-01	Male	137	15	10.9
FS-02 to FS-01	Female	142	17	12.0
FS-03 to FS-02	Male	196	27	13.8
FS-03 to FS-02	Female	150	36	24.0
FS-04 to FS-03	Male	65	39	60.0
FS-04 to FS-03	Female	66	32	48.5
Totals By Gender	Male	464	93	20.0
Totals By Gender	Female	403	104	25.8
Totals for CONSULAR	Combined	867	197	22.7

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	1	0	0.0
FE-MC to FE-CM	Not Hispanic	21	0	0.0
FE-OC to FE-MC	Hispanic	1	0	0.0
FE-OC to FE-MC	Not Hispanic	18	8	44.4
FS-01 to FE-OC	Hispanic	3	1	33.3
FS-01 to FE-OC	Not Hispanic	67	22	32.8
FS-02 to FS-01	Hispanic	15	2	13.3
FS-02 to FS-01	Not Hispanic	264	30	11.4
FS-03 to FS-02	Hispanic	22	5	22.7
FS-03 to FS-02	Not Hispanic	324	58	17.9
FS-04 to FS-03	Hispanic	11	9	81.8
FS-04 to FS-03	Not Hispanic	120	62	51.7
Totals By Ethnicity	Hispanic	53	17	32.1
Totals By Ethnicity	Not Hispanic	814	180	22.1
Totals for CONSULAR	Combined	867	197	22.7

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	21	0	0.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	1	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-OC to FE-MC	White	18	8	44.4
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FE-OC to FE-MC	Unspecified	1	0	0.0
FS-01 to FE-OC	White	60	20	33.3
FS-01 to FE-OC	African American	3	1	33.3
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	4	1	25.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	2	0	0.0
FS-01 to FE-OC	Unspecified	1	1	100.0
FS-02 to FS-01	White	240	31	12.9
FS-02 to FS-01	African American	10	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	20	0	0.0
FS-02 to FS-01	Native Hawaiian	1	0	0.0
FS-02 to FS-01	Multi-race	3	0	0.0
FS-02 to FS-01	Unspecified	5	1	20.0
FS-03 to FS-02	White	298	58	19.5
FS-03 to FS-02	African American	10	0	0.0
FS-03 to FS-02	American Indian	3	0	0.0
FS-03 to FS-02	Asian	19	3	15.8
FS-03 to FS-02	Native Hawaiian	1	0	0.0
FS-03 to FS-02	Multi-race	13	1	7.7
FS-03 to FS-02	Unspecified	2	1	50.0
FS-04 to FS-03	White	106	59	55.7
FS-04 to FS-03	African American	5	1	20.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	9	5	55.6
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	10	5	50.0
FS-04 to FS-03	Unspecified	1	1	100.0
Totals By Race	White	743	177	23.8
Totals By Race	African American	28	2	7.1
Totals By Race	American Indian	3	0	0.0
Totals By Race	Asian	53	8	15.1
Totals By Race	Native Hawaiian	2	0	0.0
Totals By Race	Multi-race	28	6	21.4
Totals By Race	Unspecified	10	4	40.0
Totals for CONSULAR	Combined	867	197	22.7

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2023
Generalist Cone: ECONOMIC

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	17	0	0.0
FE-MC to FE-CM	Female	9	0	0.0
FE-OC to FE-MC	Male	20	8	40.0
FE-OC to FE-MC	Female	13	6	46.2
FS-01 to FE-OC	Male	44	13	29.5
FS-01 to FE-OC	Female	26	11	42.3
FS-02 to FS-01	Male	173	15	8.7
FS-02 to FS-01	Female	104	17	16.3
FS-03 to FS-02	Male	204	42	20.6
FS-03 to FS-02	Female	96	13	13.5
FS-04 to FS-03	Male	55	34	61.8
FS-04 to FS-03	Female	35	22	62.9
Totals By Gender	Male	513	112	21.8
Totals By Gender	Female	283	69	24.4
Totals for ECONOMIC	Combined	796	181	22.7

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	0	0	0.0
FE-MC to FE-CM	Not Hispanic	26	0	0.0
FE-OC to FE-MC	Hispanic	3	0	0.0
FE-OC to FE-MC	Not Hispanic	30	14	46.7
FS-01 to FE-OC	Hispanic	5	3	60.0
FS-01 to FE-OC	Not Hispanic	65	21	32.3
FS-02 to FS-01	Hispanic	15	1	6.7
FS-02 to FS-01	Not Hispanic	261	31	11.9
FS-02 to FS-01	Unspecified	1	0	0.0
FS-03 to FS-02	Hispanic	20	3	15.0
FS-03 to FS-02	Not Hispanic	280	52	18.6
FS-04 to FS-03	Hispanic	8	4	50.0
FS-04 to FS-03	Not Hispanic	82	52	63.4
Totals By Ethnicity	Hispanic	51	11	21.6
Totals By Ethnicity	Not Hispanic	744	170	22.8
Totals By Ethnicity	Unspecified	1	0	0.0
Totals for ECONOMIC	Combined	796	181	22.7

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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	24	0	0.0
FE-MC to FE-CM	African American	1	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	1	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-OC to FE-MC	White	27	11	40.7
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	3	3	100.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	1	0	0.0
FE-OC to FE-MC	Unspecified	2	0	0.0
FS-01 to FE-OC	White	58	21	36.2
FS-01 to FE-OC	African American	4	1	25.0
FS-01 to FE-OC	American Indian	1	0	0.0
FS-01 to FE-OC	Asian	4	1	25.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	1	0	0.0
FS-01 to FE-OC	Unspecified	2	1	50.0
FS-02 to FS-01	White	222	29	13.1
FS-02 to FS-01	African American	14	1	7.1
FS-02 to FS-01	American Indian	3	0	0.0
FS-02 to FS-01	Asian	20	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	7	1	14.3
FS-02 to FS-01	Unspecified	11	1	9.1
FS-03 to FS-02	White	231	40	17.3
FS-03 to FS-02	African American	20	3	15.0
FS-03 to FS-02	American Indian	1	0	0.0
FS-03 to FS-02	Asian	32	8	25.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	13	4	30.8
FS-03 to FS-02	Unspecified	3	0	0.0
FS-04 to FS-03	White	66	45	68.2
FS-04 to FS-03	African American	8	6	75.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	10	2	20.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	6	3	50.0
Totals By Race	White	628	146	23.2
Totals By Race	African American	47	11	23.4
Totals By Race	American Indian	5	0	0.0
Totals By Race	Asian	70	14	20.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	28	8	28.6
Totals By Race	Unspecified	18	2	11.1
Totals for ECONOMIC	Combined	799	173	21.7

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2023

Generalist Cone: MANAGEMENT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	19	0	0.0
FE-MC to FE-CM	Female	8	0	0.0
FE-OC to FE-MC	Male	10	1	10.0
FE-OC to FE-MC	Female	9	6	66.7
FS-01 to FE-OC	Male	38	13	34.2
FS-01 to FE-OC	Female	23	8	34.8
FS-02 to FS-01	Male	139	12	8.6
FS-02 to FS-01	Female	68	11	16.2
FS-03 to FS-02	Male	140	21	15.0
FS-03 to FS-02	Female	71	19	26.8
FS-04 to FS-03	Male	44	24	54.5
FS-04 to FS-03	Female	31	22	71.0
Totals By Gender	Male	390	71	18.2
Totals By Gender	Female	210	66	31.4
Totals for MANAGEMENT	Combined	600	137	22.8

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	2	0	0.0
FE-MC to FE-CM	Not Hispanic	25	0	0.0
FE-OC to FE-MC	Hispanic	1	0	0.0
FE-OC to FE-MC	Not Hispanic	18	7	38.9
FS-01 to FE-OC	Hispanic	3	0	0.0
FS-01 to FE-OC	Not Hispanic	58	21	36.2
FS-02 to FS-01	Hispanic	13	0	0.0
FS-02 to FS-01	Not Hispanic	194	23	11.9
FS-03 to FS-02	Hispanic	6	1	16.7
FS-03 to FS-02	Not Hispanic	205	39	19.0
FS-04 to FS-03	Hispanic	6	4	66.7
FS-04 to FS-03	Not Hispanic	69	42	60.9
Totals By Ethnicity	Hispanic	31	5	16.1
Totals By Ethnicity	Not Hispanic	569	132	23.2
Totals for MANAGEMENT	Combined	600	137	22.8

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	24	0	0.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	1	0	0.0
FE-MC to FE-CM	Asian	0	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	1	0	0.0
FE-MC to FE-CM	Unspecified	1	0	0.0
FE-OC to FE-MC	White	13	4	30.8
FE-OC to FE-MC	African American	2	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	3	3	100.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	1	0	0.0
FS-01 to FE-OC	White	54	18	33.3
FS-01 to FE-OC	African American	1	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	5	3	60.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-01 to FE-OC	Unspecified	1	0	0.0
FS-02 to FS-01	White	156	18	11.5
FS-02 to FS-01	African American	8	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	26	5	19.2
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	8	0	0.0
FS-02 to FS-01	Unspecified	9	0	0.0
FS-03 to FS-02	White	165	30	18.2
FS-03 to FS-02	African American	16	3	18.8
FS-03 to FS-02	American Indian	1	0	0.0
FS-03 to FS-02	Asian	20	6	30.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	8	1	12.5
FS-03 to FS-02	Unspecified	1	0	0.0
FS-04 to FS-03	White	59	39	66.1
FS-04 to FS-03	African American	6	2	33.3
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	4	2	50.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	5	3	60.0
FS-04 to FS-03	Unspecified	1	0	0.0
Totals By Race	White	471	109	23.1
Totals By Race	African American	33	5	15.2
Totals By Race	American Indian	2	0	0.0
Totals By Race	Asian	58	19	32.8
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	23	4	17.4
Totals By Race	Unspecified	13	0	0.0
Totals for MANAGEMENT	Combined	600	137	22.8

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2023
Generalist Cone: POLITICAL

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	42	2	4.8
FE-MC to FE-CM	Female	16	1	6.3
FE-OC to FE-MC	Male	38	10	26.3
FE-OC to FE-MC	Female	16	10	62.5
FS-01 to FE-OC	Male	80	12	15.0
FS-01 to FE-OC	Female	36	12	33.3
FS-02 to FS-01	Male	217	21	9.7
FS-02 to FS-01	Female	169	24	14.2
FS-03 to FS-02	Male	237	39	16.5
FS-03 to FS-02	Female	112	21	18.8
FS-04 to FS-03	Male	78	46	59.0
FS-04 to FS-03	Female	55	35	63.6
Totals By Gender	Male	692	130	18.8
Totals By Gender	Female	404	103	25.5
Totals for POLITICAL	Combined	1,096	233	21.3

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	5	0	0.0
FE-MC to FE-CM	Not Hispanic	53	3	5.7
FE-OC to FE-MC	Hispanic	5	2	40.0
FE-OC to FE-MC	Not Hispanic	49	18	36.7
FS-01 to FE-OC	Hispanic	5	1	20.0
FS-01 to FE-OC	Not Hispanic	111	23	20.7
FS-02 to FS-01	Hispanic	19	2	10.5
FS-02 to FS-01	Not Hispanic	367	43	11.7
FS-03 to FS-02	Hispanic	43	10	23.3
FS-03 to FS-02	Not Hispanic	306	50	16.3
FS-04 to FS-03	Hispanic	17	10	58.8
FS-04 to FS-03	Not Hispanic	116	71	61.2
Totals By Ethnicity	Hispanic	94	25	26.6
Totals By Ethnicity	Not Hispanic	1,002	208	20.8
Totals for POLITICAL	Combined	1,096	233	21.3

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	51	2	3.9
FE-MC to FE-CM	African American	1	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	1	1	100.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	2	0	0.0
FE-MC to FE-CM	Unspecified	3	0	0.0
FE-OC to FE-MC	White	44	15	34.1
FE-OC to FE-MC	African American	4	1	25.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	4	3	75.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FE-OC to FE-MC	Unspecified	2	1	50.0
FS-01 to FE-OC	White	102	18	17.6
FS-01 to FE-OC	African American	6	3	50.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	6	2	33.3
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-01 to FE-OC	Unspecified	2	1	50.0
FS-02 to FS-01	White	315	30	9.5
FS-02 to FS-01	African American	18	6	33.3
FS-02 to FS-01	American Indian	2	0	0.0
FS-02 to FS-01	Asian	34	7	20.6
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	10	1	10.0
FS-02 to FS-01	Unspecified	7	1	14.3
FS-03 to FS-02	White	261	45	17.2
FS-03 to FS-02	African American	23	5	21.7
FS-03 to FS-02	American Indian	3	0	0.0
FS-03 to FS-02	Asian	32	5	15.6
FS-03 to FS-02	Native Hawaiian	1	0	0.0
FS-03 to FS-02	Multi-race	22	4	18.2
FS-03 to FS-02	Unspecified	7	1	14.3
FS-04 to FS-03	White	75	49	65.3
FS-04 to FS-03	African American	29	14	48.3
FS-04 to FS-03	American Indian	2	0	0.0
FS-04 to FS-03	Asian	13	9	69.2
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	14	9	64.3
Totals By Race	White	848	159	18.8
Totals By Race	African American	81	29	35.8
Totals By Race	American Indian	7	0	0.0
Totals By Race	Asian	90	27	30.0
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	48	14	29.2
Totals By Race	Unspecified	21	4	19.0
Totals for POLITICAL	Combined	1,096	233	21.3

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2023
Generalist Cone: PUBLIC DIPLOMACY

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	10	0	0.0
FE-MC to FE-CM	Female	19	0	0.0
FE-OC to FE-MC	Male	13	6	46.2
FE-OC to FE-MC	Female	12	5	41.7
FS-01 to FE-OC	Male	43	9	20.9
FS-01 to FE-OC	Female	38	9	23.7
FS-02 to FS-01	Male	142	13	9.2
FS-02 to FS-01	Female	174	24	13.8
FS-03 to FS-02	Male	113	19	16.8
FS-03 to FS-02	Female	170	37	21.8
FS-04 to FS-03	Male	44	24	54.5
FS-04 to FS-03	Female	65	44	67.7
Totals By Gender	Male	365	71	19.5
Totals By Gender	Female	478	119	24.9
Totals for PUBLIC DIPLOMACY	Combined	843	190	22.5

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	2	0	0.0
FE-MC to FE-CM	Not Hispanic	27	0	0.0
FE-OC to FE-MC	Hispanic	2	1	50.0
FE-OC to FE-MC	Not Hispanic	23	10	43.5
FS-01 to FE-OC	Hispanic	5	0	0.0
FS-01 to FE-OC	Not Hispanic	76	18	23.7
FS-02 to FS-01	Hispanic	14	1	7.1
FS-02 to FS-01	Not Hispanic	302	36	11.9
FS-03 to FS-02	Hispanic	23	3	13.0
FS-03 to FS-02	Not Hispanic	260	53	20.4
FS-04 to FS-03	Hispanic	12	6	50.0
FS-04 to FS-03	Not Hispanic	97	62	63.9
Totals By Ethnicity	Hispanic	58	11	19.0
Totals By Ethnicity	Not Hispanic	785	179	22.8
Totals for PUBLIC DIPLOMACY	Combined	843	190	22.5

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	26	0	0.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	1	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	1	0	0.0
FE-MC to FE-CM	Unspecified	1	0	0.0
FE-OC to FE-MC	White	19	10	52.6
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	4	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	1	0	0.0
FE-OC to FE-MC	Unspecified	1	1	100.0
FS-01 to FE-OC	White	67	16	23.9
FS-01 to FE-OC	African American	6	0	0.0
FS-01 to FE-OC	American Indian	1	0	0.0
FS-01 to FE-OC	Asian	2	1	50.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	2	1	50.0
FS-01 to FE-OC	Unspecified	3	0	0.0
FS-02 to FS-01	White	252	30	11.9
FS-02 to FS-01	African American	25	2	8.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	24	4	16.7
FS-02 to FS-01	Native Hawaiian	1	0	0.0
FS-02 to FS-01	Multi-race	8	0	0.0
FS-02 to FS-01	Unspecified	6	1	16.7
FS-03 to FS-02	White	209	46	22.0
FS-03 to FS-02	African American	26	6	23.1
FS-03 to FS-02	American Indian	2	0	0.0
FS-03 to FS-02	Asian	19	4	21.1
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	26	0	0.0
FS-03 to FS-02	Unspecified	1	0	0.0
FS-04 to FS-03	White	71	48	67.6
FS-04 to FS-03	African American	21	8	38.1
FS-04 to FS-03	American Indian	2	0	0.0
FS-04 to FS-03	Asian	6	5	83.3
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	9	7	77.8
Totals By Race	White	644	150	23.3
Totals By Race	African American	78	16	20.5
Totals By Race	American Indian	5	0	0.0
Totals By Race	Asian	56	14	25.0
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	47	8	17.0
Totals By Race	Unspecified	12	2	16.7
Totals for PUBLIC DIPLOMACY	Combined	843	190	22.5

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: CONSTRUCTION ENGR

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	2	0	0.0
FE-MC to FE-CM	Female	0	0	0.0
FE-OC to FE-MC	Male	4	0	0.0
FE-OC to FE-MC	Female	0	0	0.0
FS-01 to FE-OC	Male	3	1	33.3
FS-01 to FE-OC	Female	4	3	75.0
FS-02 to FS-01	Male	8	3	37.5
FS-02 to FS-01	Female	4	3	75.0
FS-03 to FS-02	Male	16	8	50.0
FS-03 to FS-02	Female	5	2	40.0
Totals By Gender	Male	33	12	36.4
Totals By Gender	Female	13	8	61.5
Totals for CONSTRUCTION ENGR	Combined	46	20	43.5

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	0	0	0.0
FE-MC to FE-CM	Not Hispanic	2	0	0.0
FE-OC to FE-MC	Hispanic	1	0	0.0
FE-OC to FE-MC	Not Hispanic	3	0	0.0
FS-01 to FE-OC	Hispanic	2	2	100.0
FS-01 to FE-OC	Not Hispanic	5	2	40.0
FS-02 to FS-01	Hispanic	1	1	100.0
FS-02 to FS-01	Not Hispanic	11	5	45.5
FS-03 to FS-02	Hispanic	4	1	25.0
FS-03 to FS-02	Not Hispanic	17	9	52.9
Totals By Ethnicity	Hispanic	8	4	50.0
Totals By Ethnicity	Not Hispanic	38	16	42.1
Totals for CONSTRUCTION ENGR	Combined	46	20	43.5

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	2	0	0.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	0	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-OC to FE-MC	White	2	0	0.0
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	1	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FE-OC to FE-MC	Unspecified	1	0	0.0
FS-01 to FE-OC	White	4	2	50.0
FS-01 to FE-OC	African American	1	1	100.0
FS-01 to FE-OC	American Indian	1	1	100.0
FS-01 to FE-OC	Asian	1	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	11	6	54.5
FS-02 to FS-01	African American	0	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	1	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-03 to FS-02	White	17	7	41.2
FS-03 to FS-02	African American	2	1	50.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	1	1	100.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	1	1	100.0
Totals By Race	White	36	15	41.7
Totals By Race	African American	3	2	66.7
Totals By Race	American Indian	1	1	100.0
Totals By Race	Asian	3	1	33.3
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	1	1	100.0
Totals By Race	Unspecified	1	0	0.0
Totals for CONSTRUCTION ENGR	Combined	46	20	43.5

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: DIPLOMATIC COURIER

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Male	2	0	0.0
FS-01 to FE-OC	Female	1	0	0.0
FS-02 to FS-01	Male	4	0	0.0
FS-02 to FS-01	Female	1	1	100.0
FS-03 to FS-02	Male	5	1	20.0
FS-03 to FS-02	Female	3	3	100.0
FS-04 to FS-03	Male	26	5	19.2
FS-04 to FS-03	Female	8	0	0.0
Totals By Gender	Male	37	6	16.2
Totals By Gender	Female	13	4	30.8
Totals for DIPLOMATIC COURIER	Combined	50	10	20.0

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	3	0	0.0
FS-02 to FS-01	Hispanic	0	0	0.0
FS-02 to FS-01	Not Hispanic	5	1	20.0
FS-03 to FS-02	Hispanic	3	2	66.7
FS-03 to FS-02	Not Hispanic	5	2	40.0
FS-04 to FS-03	Hispanic	6	0	0.0
FS-04 to FS-03	Not Hispanic	28	5	17.9
Totals By Ethnicity	Hispanic	9	2	22.2
Totals By Ethnicity	Not Hispanic	41	8	19.5
Totals for DIPLOMATIC COURIER	Combined	50	10	20.0

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	White	2	0	0.0
FS-01 to FE-OC	African American	1	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	4	1	25.0
FS-02 to FS-01	African American	0	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	1	0	0.0
FS-03 to FS-02	White	6	3	50.0
FS-03 to FS-02	African American	1	1	100.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	0	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	1	0	0.0
FS-04 to FS-03	White	24	3	12.5
FS-04 to FS-03	African American	2	1	50.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	4	1	25.0
FS-04 to FS-03	Native Hawaiian	1	0	0.0
FS-04 to FS-03	Multi-race	2	0	0.0
FS-04 to FS-03	Unspecified	1	0	0.0
Totals By Race	White	36	7	19.4
Totals By Race	African American	4	2	50.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	4	1	25.0
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	4	0	0.0
Totals By Race	Unspecified	1	0	0.0
Totals for DIPLOMATIC COURIER	Combined	50	10	20.0

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: ENGLISH LANG PGMS

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Male	2	0	0.0
FS-01 to FE-OC	Female	0	0	0.0
FS-02 to FS-01	Male	9	0	0.0
FS-02 to FS-01	Female	5	1	20.0
FS-03 to FS-02	Male	0	0	0.0
FS-03 to FS-02	Female	2	2	100.0
Totals By Gender	Male	11	0	0.0
Totals By Gender	Female	7	3	42.9
Totals for ENGLISH LANG PGMS	Combined	18	3	16.7

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	2	0	0.0
FS-02 to FS-01	Hispanic	0	0	0.0
FS-02 to FS-01	Not Hispanic	14	1	7.1
FS-03 to FS-02	Hispanic	1	1	100.0
FS-03 to FS-02	Not Hispanic	1	1	100.0
Totals By Ethnicity	Hispanic	1	1	100.0
Totals By Ethnicity	Not Hispanic	17	2	11.8
Totals for ENGLISH LANG PGMS	Combined	18	3	16.7

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	White	2	0	0.0
FS-01 to FE-OC	African American	0	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	14	1	7.1
FS-02 to FS-01	African American	0	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-03 to FS-02	White	1	1	100.0
FS-03 to FS-02	African American	0	0	0.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	0	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	1	1	100.0
Totals By Race	White	17	2	11.8
Totals By Race	African American	0	0	0.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	0	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	1	1	100.0
Totals for ENGLISH LANG PGMS	Combined	18	3	16.7

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: FACILITIES MGMT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Male	13	4	30.8
FS-01 to FE-OC	Female	0	0	0.0
FS-02 to FS-01	Male	22	6	27.3
FS-02 to FS-01	Female	0	0	0.0
FS-03 to FS-02	Male	62	6	9.7
FS-03 to FS-02	Female	6	1	16.7
FS-04 to FS-03	Male	29	10	34.5
FS-04 to FS-03	Female	4	1	25.0
Totals By Gender	Male	126	26	20.6
Totals By Gender	Female	10	2	20.0
Totals for FACILITIES MGMT	Combined	136	28	20.6

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Hispanic	1	0	0.0
FS-01 to FE-OC	Not Hispanic	12	4	33.3
FS-02 to FS-01	Hispanic	1	1	100.0
FS-02 to FS-01	Not Hispanic	21	5	23.8
FS-03 to FS-02	Hispanic	8	0	0.0
FS-03 to FS-02	Not Hispanic	60	7	11.7
FS-04 to FS-03	Hispanic	5	2	40.0
FS-04 to FS-03	Not Hispanic	28	9	32.1
Totals By Ethnicity	Hispanic	15	3	20.0
Totals By Ethnicity	Not Hispanic	121	25	20.7
Totals for FACILITIES MGMT	Combined	136	28	20.6

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	White	10	3	30.0
FS-01 to FE-OC	African American	1	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	2	1	50.0
FS-02 to FS-01	White	15	5	33.3
FS-02 to FS-01	African American	4	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	2	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-02 to FS-01	Unspecified	1	1	100.0
FS-03 to FS-02	White	58	6	10.3
FS-03 to FS-02	African American	1	1	100.0
FS-03 to FS-02	American Indian	1	0	0.0
FS-03 to FS-02	Asian	4	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	2	0	0.0
FS-03 to FS-02	Unspecified	2	0	0.0
FS-04 to FS-03	White	22	7	31.8
FS-04 to FS-03	African American	6	2	33.3
FS-04 to FS-03	American Indian	2	1	50.0
FS-04 to FS-03	Asian	1	1	100.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	1	0	0.0
FS-04 to FS-03	Unspecified	1	0	0.0
Totals By Race	White	105	21	20.0
Totals By Race	African American	12	3	25.0
Totals By Race	American Indian	3	1	33.3
Totals By Race	Asian	7	1	14.3
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	5	1	20.0
Totals By Race	Unspecified	4	1	25.0
Totals for FACILITIES MGMT	Combined	136	28	20.6

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: FINANCE

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	0	0	0.0
FE-MC to FE-CM	Female	1	0	0.0
FE-OC to FE-MC	Male	2	0	0.0
FE-OC to FE-MC	Female	1	0	0.0
FS-01 to FE-OC	Male	9	0	0.0
FS-01 to FE-OC	Female	6	2	33.3
FS-02 to FS-01	Male	45	4	8.9
FS-02 to FS-01	Female	15	0	0.0
FS-03 to FS-02	Male	14	6	42.9
FS-03 to FS-02	Female	5	2	40.0
Totals By Gender	Male	70	10	14.3
Totals By Gender	Female	28	4	14.3
Totals for FINANCE	Combined	98	14	14.3

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	1	0	0.0
FE-MC to FE-CM	Not Hispanic	0	0	0.0
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	3	0	0.0
FS-01 to FE-OC	Hispanic	1	0	0.0
FS-01 to FE-OC	Not Hispanic	14	2	14.3
FS-02 to FS-01	Hispanic	5	0	0.0
FS-02 to FS-01	Not Hispanic	55	4	7.3
FS-03 to FS-02	Hispanic	1	1	100.0
FS-03 to FS-02	Not Hispanic	18	7	38.9
Totals By Ethnicity	Hispanic	8	1	12.5
Totals By Ethnicity	Not Hispanic	90	13	14.4
Totals for FINANCE	Combined	98	14	14.3

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	0	0	0.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	0	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-MC to FE-CM	Unspecified	1	0	0.0
FE-OC to FE-MC	White	2	0	0.0
FE-OC to FE-MC	African American	1	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	11	2	18.2
FS-01 to FE-OC	African American	0	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	2	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	1	0	0.0
FS-01 to FE-OC	Unspecified	1	0	0.0
FS-02 to FS-01	White	39	4	10.3
FS-02 to FS-01	African American	7	0	0.0
FS-02 to FS-01	American Indian	1	0	0.0
FS-02 to FS-01	Asian	9	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	2	0	0.0
FS-02 to FS-01	Unspecified	2	0	0.0
FS-03 to FS-02	White	12	6	50.0
FS-03 to FS-02	African American	5	1	20.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	2	1	50.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
Totals By Race	White	64	12	18.8
Totals By Race	African American	13	1	7.7
Totals By Race	American Indian	1	0	0.0
Totals By Race	Asian	13	1	7.7
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	3	0	0.0
Totals By Race	Unspecified	4	0	0.0
Totals for FINANCE	Combined	98	14	14.3

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: GENERAL SERVICES

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Male	6	0	0.0
FS-01 to FE-OC	Female	1	0	0.0
FS-02 to FS-01	Male	35	1	2.9
FS-02 to FS-01	Female	9	1	11.1
FS-03 to FS-02	Male	32	8	25.0
FS-03 to FS-02	Female	14	2	14.3
FS-04 to FS-03	Male	12	3	25.0
FS-04 to FS-03	Female	3	2	66.7
Totals By Gender	Male	85	12	14.1
Totals By Gender	Female	27	5	18.5
Totals for GENERAL SERVICES	Combined	112	17	15.2

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Hispanic	1	0	0.0
FS-01 to FE-OC	Not Hispanic	6	0	0.0
FS-02 to FS-01	Hispanic	7	1	14.3
FS-02 to FS-01	Not Hispanic	37	1	2.7
FS-03 to FS-02	Hispanic	6	2	33.3
FS-03 to FS-02	Not Hispanic	40	8	20.0
FS-04 to FS-03	Hispanic	3	1	33.3
FS-04 to FS-03	Not Hispanic	12	4	33.3
Totals By Ethnicity	Hispanic	17	4	23.5
Totals By Ethnicity	Not Hispanic	95	13	13.7
Totals for GENERAL SERVICES	Combined	112	17	15.2

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	White	6	0	0.0
FS-01 to FE-OC	African American	1	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	33	1	3.0
FS-02 to FS-01	African American	6	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	1	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	1	0	0.0
FS-02 to FS-01	Unspecified	3	1	33.3
FS-03 to FS-02	White	27	4	14.8
FS-03 to FS-02	African American	9	2	22.2
FS-03 to FS-02	American Indian	1	1	100.0
FS-03 to FS-02	Asian	4	1	25.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	2	1	50.0
FS-03 to FS-02	Unspecified	3	1	33.3
FS-04 to FS-03	White	11	3	27.3
FS-04 to FS-03	African American	3	2	66.7
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	0	0	0.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	0	0	0.0
FS-04 to FS-03	Unspecified	1	0	0.0
Totals By Race	White	77	8	10.4
Totals By Race	African American	19	4	21.1
Totals By Race	American Indian	1	1	100.0
Totals By Race	Asian	5	1	20.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	3	1	33.3
Totals By Race	Unspecified	7	2	28.6
Totals for GENERAL SERVICES	Combined	112	17	15.2

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: HUMAN RESOURCES

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Male	2	1	50.0
FS-01 to FE-OC	Female	6	2	33.3
FS-02 to FS-01	Male	8	2	25.0
FS-02 to FS-01	Female	22	6	27.3
FS-03 to FS-02	Male	2	0	0.0
FS-03 to FS-02	Female	10	5	50.0
FS-04 to FS-03	Male	6	4	66.7
FS-04 to FS-03	Female	8	5	62.5
Totals By Gender	Male	18	7	38.9
Totals By Gender	Female	46	18	39.1
Totals for HUMAN RESOURCES	Combined	64	25	39.1

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Hispanic	1	1	100.0
FS-01 to FE-OC	Not Hispanic	7	2	28.6
FS-02 to FS-01	Hispanic	5	1	20.0
FS-02 to FS-01	Not Hispanic	25	7	28.0
FS-03 to FS-02	Hispanic	1	0	0.0
FS-03 to FS-02	Not Hispanic	11	5	45.5
FS-04 to FS-03	Hispanic	2	1	50.0
FS-04 to FS-03	Not Hispanic	12	8	66.7
Totals By Ethnicity	Hispanic	9	3	33.3
Totals By Ethnicity	Not Hispanic	55	22	40.0
Totals for HUMAN RESOURCES	Combined	64	25	39.1

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	White	5	2	40.0
FS-01 to FE-OC	African American	2	1	50.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	1	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	19	6	31.6
FS-02 to FS-01	African American	5	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	4	1	25.0
FS-02 to FS-01	Unspecified	2	1	50.0
FS-03 to FS-02	White	9	3	33.3
FS-03 to FS-02	African American	2	1	50.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	1	1	100.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
FS-04 to FS-03	White	9	4	44.4
FS-04 to FS-03	African American	3	3	100.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	2	2	100.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	0	0	0.0
Totals By Race	White	42	15	35.7
Totals By Race	African American	12	5	41.7
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	4	3	75.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	4	1	25.0
Totals By Race	Unspecified	2	1	50.0
Totals for HUMAN RESOURCES	Combined	64	25	39.1

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: INFO MGMT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Male	237	23	9.7
FS-03 to FS-02	Female	24	5	20.8
FS-04 to FS-03	Male	166	30	18.1
FS-04 to FS-03	Female	25	6	24.0
Totals By Gender	Male	403	53	13.2
Totals By Gender	Female	49	11	22.4
Totals for INFO MGMT	Combined	452	64	14.2

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Hispanic	37	1	2.7
FS-03 to FS-02	Not Hispanic	224	27	12.1
FS-04 to FS-03	Hispanic	24	3	12.5
FS-04 to FS-03	Not Hispanic	167	33	19.8
Totals By Ethnicity	Hispanic	61	4	6.6
Totals By Ethnicity	Not Hispanic	391	60	15.3
Totals for INFO MGMT	Combined	452	64	14.2

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	White	166	22	13.3
FS-03 to FS-02	African American	34	2	5.9
FS-03 to FS-02	American Indian	5	1	20.0
FS-03 to FS-02	Asian	30	2	6.7
FS-03 to FS-02	Native Hawaiian	1	0	0.0
FS-03 to FS-02	Multi-race	16	1	6.3
FS-03 to FS-02	Unspecified	9	0	0.0
FS-04 to FS-03	White	132	25	18.9
FS-04 to FS-03	African American	25	4	16.0
FS-04 to FS-03	American Indian	6	1	16.7
FS-04 to FS-03	Asian	21	5	23.8
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	5	1	20.0
FS-04 to FS-03	Unspecified	2	0	0.0
Totals By Race	White	298	47	15.8
Totals By Race	African American	59	6	10.2
Totals By Race	American Indian	11	2	18.2
Totals By Race	Asian	51	7	13.7
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	21	2	9.5
Totals By Race	Unspecified	11	0	0.0
Totals for INFO MGMT	Combined	452	64	14.2

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: INFO MGMT TECH

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Male	40	6	15.0
FS-03 to FS-02	Female	0	0	0.0
FS-04 to FS-03	Male	11	5	45.5
FS-04 to FS-03	Female	0	0	0.0
Totals By Gender	Male	51	11	21.6
Totals By Gender	Female	0	0	0.0
Totals for INFO MGMT TECH	Combined	51	11	21.6

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Hispanic	2	0	0.0
FS-03 to FS-02	Not Hispanic	38	6	15.8
FS-04 to FS-03	Hispanic	1	1	100.0
FS-04 to FS-03	Not Hispanic	10	4	40.0
Totals By Ethnicity	Hispanic	3	1	33.3
Totals By Ethnicity	Not Hispanic	48	10	20.8
Totals for INFO MGMT TECH	Combined	51	11	21.6

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	White	26	5	19.2
FS-03 to FS-02	African American	9	1	11.1
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	3	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	2	0	0.0
FS-04 to FS-03	White	7	3	42.9
FS-04 to FS-03	African American	3	2	66.7
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	1	0	0.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	0	0	0.0
Totals By Race	White	33	8	24.2
Totals By Race	African American	12	3	25.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	4	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	2	0	0.0
Totals for INFO MGMT TECH	Combined	51	11	21.6

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: INFO TECH MGMT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	3	1	33.3
FE-OC to FE-MC	Female	2	2	100.0
FS-01 to FE-OC	Male	16	2	12.5
FS-01 to FE-OC	Female	7	2	28.6
FS-02 to FS-01	Male	152	4	2.6
FS-02 to FS-01	Female	23	4	17.4
Totals By Gender	Male	171	7	4.1
Totals By Gender	Female	32	8	25.0
Totals for INFO TECH MGMT	Combined	203	15	7.4

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	1	0	0.0
FE-OC to FE-MC	Not Hispanic	4	3	75.0
FS-01 to FE-OC	Hispanic	3	0	0.0
FS-01 to FE-OC	Not Hispanic	20	4	20.0
FS-02 to FS-01	Hispanic	18	0	0.0
FS-02 to FS-01	Not Hispanic	157	8	5.1
Totals By Ethnicity	Hispanic	22	0	0.0
Totals By Ethnicity	Not Hispanic	181	15	8.3
Totals for INFO TECH MGMT	Combined	203	15	7.4

Department of State
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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	3	2	66.7
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	1	1	100.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FE-OC to FE-MC	Unspecified	1	0	0.0
FS-01 to FE-OC	White	16	3	18.8
FS-01 to FE-OC	African American	4	1	25.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	1	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-01 to FE-OC	Unspecified	2	0	0.0
FS-02 to FS-01	White	111	5	4.5
FS-02 to FS-01	African American	25	0	0.0
FS-02 to FS-01	American Indian	1	0	0.0
FS-02 to FS-01	Asian	24	3	12.5
FS-02 to FS-01	Native Hawaiian	1	0	0.0
FS-02 to FS-01	Multi-race	4	0	0.0
FS-02 to FS-01	Unspecified	9	0	0.0
Totals By Race	White	130	10	7.7
Totals By Race	African American	29	1	3.4
Totals By Race	American Indian	1	0	0.0
Totals By Race	Asian	26	4	15.4
Totals By Race	Native Hawaiian	1	0	0.0
Totals By Race	Multi-race	4	0	0.0
Totals By Race	Unspecified	12	0	0.0
Totals for INFO TECH MGMT	Combined	203	15	7.4

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: MEDICAL LABORATORY SCIENTIST

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Male	2	0	0.0
FS-03 to FS-02	Female	1	0	0.0
FS-04 to FS-03	Male	1	1	100.0
FS-04 to FS-03	Female	1	1	100.0
Totals By Gender	Male	3	1	33.3
Totals By Gender	Female	2	1	50.0
Totals for MEDICAL LABORATORY SCIENTIST	Combined	5	2	40.0

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	Hispanic	1	0	0.0
FS-03 to FS-02	Not Hispanic	2	0	0.0
FS-04 to FS-03	Hispanic	0	0	0.0
FS-04 to FS-03	Not Hispanic	2	2	100.0
Totals By Ethnicity	Hispanic	1	0	0.0
Totals By Ethnicity	Not Hispanic	4	2	50.0
Totals for MEDICAL LABORATORY SCIENTIST	Combined	5	2	40.0

Department of State
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Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-03 to FS-02	White	2	0	0.0
FS-03 to FS-02	African American	1	0	0.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	0	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
FS-04 to FS-03	White	2	2	100.0
FS-04 to FS-03	African American	0	0	0.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	0	0	0.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	0	0	0.0
Totals By Race	White	4	2	50.0
Totals By Race	African American	1	0	0.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	0	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	0	0	0.0
Totals for MEDICAL LABORATORY SCIENTIST	Combined	5	2	40.0

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: MEDICAL OFFICER

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	8	0	0.0
FE-MC to FE-CM	Female	2	0	0.0
FE-OC to FE-MC	Male	7	2	28.6
FE-OC to FE-MC	Female	2	2	100.0
FS-01 to FE-OC	Male	1	0	0.0
FS-01 to FE-OC	Female	1	1	100.0
Totals By Gender	Male	16	2	12.5
Totals By Gender	Female	5	3	60.0
Totals for MEDICAL OFFICER	Combined	21	5	23.8

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	1	0	0.0
FE-MC to FE-CM	Not Hispanic	9	0	0.0
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	9	4	44.4
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	2	1	50.0
Totals By Ethnicity	Hispanic	1	0	0.0
Totals By Ethnicity	Not Hispanic	20	5	25.0
Totals for MEDICAL OFFICER	Combined	21	5	23.8

Department of State
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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	7	0	0.0
FE-MC to FE-CM	African American	1	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	1	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	1	0	0.0
FE-OC to FE-MC	White	8	4	50.0
FE-OC to FE-MC	African American	1	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	2	1	50.0
FS-01 to FE-OC	African American	0	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
Totals By Race	White	17	5	29.4
Totals By Race	African American	2	0	0.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	1	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	1	0	0.0
Totals for MEDICAL OFFICER	Combined	21	5	23.8

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: MEDICAL PROVIDER

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	1	0	0.0
FE-OC to FE-MC	Female	0	0	0.0
FS-01 to FE-OC	Male	1	0	0.0
FS-01 to FE-OC	Female	5	4	80.0
FS-02 to FS-01	Male	9	2	22.2
FS-02 to FS-01	Female	22	2	9.1
FS-03 to FS-02	Male	4	2	50.0
FS-03 to FS-02	Female	21	6	28.6
Totals By Gender	Male	15	4	26.7
Totals By Gender	Female	48	12	25.0
Totals for MEDICAL PROVIDER	Combined	63	16	25.4

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	1	0	0.0
FS-01 to FE-OC	Hispanic	0	0	0.0
FS-01 to FE-OC	Not Hispanic	6	4	66.7
FS-02 to FS-01	Hispanic	1	0	0.0
FS-02 to FS-01	Not Hispanic	30	4	13.3
FS-03 to FS-02	Hispanic	0	0	0.0
FS-03 to FS-02	Not Hispanic	25	8	32.0
Totals By Ethnicity	Hispanic	1	0	0.0
Totals By Ethnicity	Not Hispanic	62	16	25.8
Totals for MEDICAL PROVIDER	Combined	63	16	25.4

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	1	0	0.0
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
FS-01 to FE-OC	White	5	4	80.0
FS-01 to FE-OC	African American	1	0	0.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	0	0	0.0
FS-02 to FS-01	White	26	4	15.4
FS-02 to FS-01	African American	4	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	1	0	0.0
FS-03 to FS-02	White	22	6	27.3
FS-03 to FS-02	African American	1	1	100.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	0	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	2	1	50.0
Totals By Race	White	54	14	25.9
Totals By Race	African American	6	1	16.7
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	0	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	3	1	33.3
Totals for MEDICAL PROVIDER	Combined	63	16	25.4

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: OFFICE MGMT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	Male	0	0	0.0
FS-02 to FS-01	Female	5	0	0.0
FS-03 to FS-02	Male	4	0	0.0
FS-03 to FS-02	Female	20	3	15.0
FS-04 to FS-03	Male	14	2	14.3
FS-04 to FS-03	Female	151	23	15.2
FS-05 to FS-04	Male	35	2	5.7
FS-05 to FS-04	Female	281	68	24.2
Totals By Gender	Male	53	4	7.5
Totals By Gender	Female	457	94	20.6
Totals for OFFICE MGMT	Combined	510	98	19.2

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	Hispanic	0	0	0.0
FS-02 to FS-01	Not Hispanic	5	0	0.0
FS-03 to FS-02	Hispanic	3	1	33.3
FS-03 to FS-02	Not Hispanic	21	2	9.5
FS-04 to FS-03	Hispanic	13	3	23.1
FS-04 to FS-03	Not Hispanic	152	22	14.5
FS-05 to FS-04	Hispanic	34	3	8.8
FS-05 to FS-04	Not Hispanic	282	67	23.8
Totals By Ethnicity	Hispanic	50	7	14.0
Totals By Ethnicity	Not Hispanic	460	91	19.8
Totals for OFFICE MGMT	Combined	510	98	19.2

Department of State
Bureau of Global Talent Management

Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FS-02 to FS-01	White	4	0	0.0
FS-02 to FS-01	African American	1	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-03 to FS-02	White	18	3	16.7
FS-03 to FS-02	African American	2	0	0.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	1	0	0.0
FS-03 to FS-02	Native Hawaiian	1	0	0.0
FS-03 to FS-02	Multi-race	1	0	0.0
FS-03 to FS-02	Unspecified	1	0	0.0
FS-04 to FS-03	White	117	17	14.5
FS-04 to FS-03	African American	27	5	18.5
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	13	2	15.4
FS-04 to FS-03	Native Hawaiian	1	1	100.0
FS-04 to FS-03	Multi-race	4	0	0.0
FS-04 to FS-03	Unspecified	3	0	0.0
FS-05 to FS-04	White	226	54	23.9
FS-05 to FS-04	African American	38	6	15.8
FS-05 to FS-04	American Indian	0	0	0.0
FS-05 to FS-04	Asian	27	7	25.9
FS-05 to FS-04	Native Hawaiian	2	0	0.0
FS-05 to FS-04	Multi-race	15	3	20.0
FS-05 to FS-04	Unspecified	8	0	0.0
Totals By Race	White	365	74	20.3
Totals By Race	African American	68	11	16.2
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	41	9	22.0
Totals By Race	Native Hawaiian	4	1	25.0
Totals By Race	Multi-race	20	3	15.0
Totals By Race	Unspecified	12	0	0.0
Totals for OFFICE MGMT	Combined	510	98	19.2

Produced by GTM/OTA

Foreign Service Promotion Statistics for 2023
Specialist Occupation: PSYCHIATRIST

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Male	3	1	33.3
FE-OC to FE-MC	Female	0	0	0.0
Totals By Gender	Male	3	1	33.3
Totals By Gender	Female	0	0	0.0
Totals for PSYCHIATRIST	Combined	3	1	33.3

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	Hispanic	0	0	0.0
FE-OC to FE-MC	Not Hispanic	3	1	33.3
Totals By Ethnicity	Hispanic	0	0	0.0
Totals By Ethnicity	Not Hispanic	3	1	33.3
Totals for PSYCHIATRIST	Combined	3	1	33.3

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FE-OC to FE-MC	White	3	1	33.3
FE-OC to FE-MC	African American	0	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	0	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	0	0	0.0
Totals By Race	White	3	1	33.3
Totals By Race	African American	0	0	0.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	0	0	0.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	0	0	0.0
Totals for PSYCHIATRIST	Combined	3	1	33.3

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: PUBLIC ENGAGEMENT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	Male	0	0	0.0
FS-02 to FS-01	Female	5	1	20.0
FS-03 to FS-02	Male	1	0	0.0
FS-03 to FS-02	Female	4	2	50.0
Totals By Gender	Male	1	0	0.0
Totals By Gender	Female	9	3	33.3
Totals for PUBLIC ENGAGEMENT	Combined	10	3	30.0

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	Hispanic	0	0	0.0
FS-02 to FS-01	Not Hispanic	5	1	20.0
FS-03 to FS-02	Hispanic	0	0	0.0
FS-03 to FS-02	Not Hispanic	5	2	40.0
Totals By Ethnicity	Hispanic	0	0	0.0
Totals By Ethnicity	Not Hispanic	10	3	30.0
Totals for PUBLIC ENGAGEMENT	Combined	10	3	30.0

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	White	3	0	0.0
FS-02 to FS-01	African American	0	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	2	1	50.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-03 to FS-02	White	5	2	40.0
FS-03 to FS-02	African American	0	0	0.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	0	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	0	0	0.0
Totals By Race	White	8	2	25.0
Totals By Race	African American	0	0	0.0
Totals By Race	American Indian	0	0	0.0
Totals By Race	Asian	2	1	50.0
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	0	0	0.0
Totals for PUBLIC ENGAGEMENT	Combined	10	3	30.0

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: SECURITY ENGINEER

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Male	11	2	18.2
FS-01 to FE-OC	Female	1	0	0.0
FS-02 to FS-01	Male	80	2	2.5
FS-02 to FS-01	Female	6	1	16.7
FS-03 to FS-02	Male	10	4	40.0
FS-03 to FS-02	Female	0	0	0.0
FS-04 to FS-03	Male	6	4	66.7
FS-04 to FS-03	Female	2	0	0.0
Totals By Gender	Male	107	12	11.2
Totals By Gender	Female	9	1	11.1
Totals for SECURITY ENGINEER	Combined	116	13	11.2

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	Hispanic	2	0	0.0
FS-01 to FE-OC	Not Hispanic	10	2	20.0
FS-02 to FS-01	Hispanic	4	0	0.0
FS-02 to FS-01	Not Hispanic	82	3	3.7
FS-03 to FS-02	Hispanic	2	2	100.0
FS-03 to FS-02	Not Hispanic	8	2	25.0
FS-04 to FS-03	Hispanic	1	0	0.0
FS-04 to FS-03	Not Hispanic	7	4	57.1
Totals By Ethnicity	Hispanic	9	2	22.2
Totals By Ethnicity	Not Hispanic	107	11	10.3
Totals for SECURITY ENGINEER	Combined	116	13	11.2

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FS-01 to FE-OC	White	9	1	11.1
FS-01 to FE-OC	African American	1	1	100.0
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	0	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	1	0	0.0
FS-01 to FE-OC	Unspecified	1	0	0.0
FS-02 to FS-01	White	58	2	3.4
FS-02 to FS-01	African American	12	0	0.0
FS-02 to FS-01	American Indian	1	0	0.0
FS-02 to FS-01	Asian	9	0	0.0
FS-02 to FS-01	Native Hawaiian	1	1	100.0
FS-02 to FS-01	Multi-race	3	0	0.0
FS-02 to FS-01	Unspecified	2	0	0.0
FS-03 to FS-02	White	6	1	16.7
FS-03 to FS-02	African American	0	0	0.0
FS-03 to FS-02	American Indian	0	0	0.0
FS-03 to FS-02	Asian	3	2	66.7
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	1	1	100.0
FS-04 to FS-03	White	3	2	66.7
FS-04 to FS-03	African American	1	0	0.0
FS-04 to FS-03	American Indian	0	0	0.0
FS-04 to FS-03	Asian	3	2	66.7
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	1	0	0.0
Totals By Race	White	76	6	7.9
Totals By Race	African American	14	1	7.1
Totals By Race	American Indian	1	0	0.0
Totals By Race	Asian	15	4	26.7
Totals By Race	Native Hawaiian	1	1	100.0
Totals By Race	Multi-race	6	1	16.7
Totals By Race	Unspecified	3	0	0.0
Totals for SECURITY ENGINEER	Combined	116	13	11.2

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: SECURITY TECHNICIAN

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	Male	2	0	0.0
FS-02 to FS-01	Female	0	0	0.0
FS-03 to FS-02	Male	54	1	1.9
FS-03 to FS-02	Female	0	0	0.0
FS-04 to FS-03	Male	33	5	15.2
FS-04 to FS-03	Female	0	0	0.0
Totals By Gender	Male	89	6	6.7
Totals By Gender	Female	0	0	0.0
Totals for SECURITY TECHNICIAN	Combined	89	6	6.7

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	Hispanic	1	0	0.0
FS-02 to FS-01	Not Hispanic	1	0	0.0
FS-03 to FS-02	Hispanic	7	0	0.0
FS-03 to FS-02	Not Hispanic	47	1	2.1
FS-04 to FS-03	Hispanic	7	2	28.6
FS-04 to FS-03	Not Hispanic	26	3	11.5
Totals By Ethnicity	Hispanic	15	2	13.3
Totals By Ethnicity	Not Hispanic	74	4	5.4
Totals for SECURITY TECHNICIAN	Combined	89	6	6.7

Grade Level	Race	Number Competed	Number Promoted	Promotion Rate %
FS-02 to FS-01	White	2	0	0.0
FS-02 to FS-01	African American	0	0	0.0
FS-02 to FS-01	American Indian	0	0	0.0
FS-02 to FS-01	Asian	0	0	0.0
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	0	0	0.0
FS-03 to FS-02	White	41	0	0.0
FS-03 to FS-02	African American	4	0	0.0
FS-03 to FS-02	American Indian	1	1	100.0
FS-03 to FS-02	Asian	2	0	0.0
FS-03 to FS-02	Native Hawaiian	0	0	0.0
FS-03 to FS-02	Multi-race	4	0	0.0
FS-03 to FS-02	Unspecified	2	0	0.0
FS-04 to FS-03	White	24	3	12.5
FS-04 to FS-03	African American	3	1	33.3
FS-04 to FS-03	American Indian	1	0	0.0
FS-04 to FS-03	Asian	1	1	100.0
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	3	0	0.0
FS-04 to FS-03	Unspecified	1	0	0.0
Totals By Race	White	67	3	4.5

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Totals By Race	African American	7	1	14.3
Totals By Race	American Indian	2	1	50.0
Totals By Race	Asian	3	1	33.3
Totals By Race	Native Hawaiian	0	0	0.0
Totals By Race	Multi-race	7	0	0.0
Totals By Race	Unspecified	3	0	0.0
Totals for SECURITY TECHNICIAN	Combined	89	6	6.7

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Foreign Service Promotion Statistics for 2023
Specialist Occupation: SPECIAL AGENT

Grade Level	Gender	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Male	1	0	0.0
FE-MC to FE-CM	Female	0	0	0.0
FE-OC to FE-MC	Male	11	1	9.1
FE-OC to FE-MC	Female	3	1	33.3
FS-01 to FE-OC	Male	56	9	16.1
FS-01 to FE-OC	Female	13	7	53.8
FS-02 to FS-01	Male	277	17	6.1
FS-02 to FS-01	Female	27	9	33.3
FS-03 to FS-02	Male	618	57	9.2
FS-03 to FS-02	Female	68	14	20.6
FS-04 to FS-03	Male	171	74	43.3
FS-04 to FS-03	Female	19	12	63.2
Totals By Gender	Male	1,134	158	13.9
Totals By Gender	Female	130	43	33.1
Totals for SPECIAL AGENT	Combined	1,264	201	15.9

Grade Level	Ethnicity	Number Competed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	Hispanic	1	0	0.0
FE-MC to FE-CM	Not Hispanic	0	0	0.0
FE-OC to FE-MC	Hispanic	1	0	0.0
FE-OC to FE-MC	Not Hispanic	13	2	15.4
FS-01 to FE-OC	Hispanic	5	3	60.0
FS-01 to FE-OC	Not Hispanic	64	13	20.3
FS-02 to FS-01	Hispanic	27	5	18.5
FS-02 to FS-01	Not Hispanic	277	21	7.6
FS-03 to FS-02	Hispanic	62	11	17.7
FS-03 to FS-02	Not Hispanic	624	60	9.6
FS-04 to FS-03	Hispanic	25	11	44.0
FS-04 to FS-03	Not Hispanic	165	75	45.5
Totals By Ethnicity	Hispanic	121	30	24.8
Totals By Ethnicity	Not Hispanic	1,143	171	15.0
Totals for SPECIAL AGENT	Combined	1,264	201	15.9

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Grade Level	Race	Number Completed	Number Promoted	Promotion Rate %
FE-MC to FE-CM	White	0	0	0.0
FE-MC to FE-CM	African American	0	0	0.0
FE-MC to FE-CM	American Indian	0	0	0.0
FE-MC to FE-CM	Asian	0	0	0.0
FE-MC to FE-CM	Native Hawaiian	0	0	0.0
FE-MC to FE-CM	Multi-race	0	0	0.0
FE-MC to FE-CM	Unspecified	1	0	0.0
FE-OC to FE-MC	White	11	2	18.2
FE-OC to FE-MC	African American	1	0	0.0
FE-OC to FE-MC	American Indian	0	0	0.0
FE-OC to FE-MC	Asian	1	0	0.0
FE-OC to FE-MC	Native Hawaiian	0	0	0.0
FE-OC to FE-MC	Multi-race	1	0	0.0
FS-01 to FE-OC	White	55	11	20.0
FS-01 to FE-OC	African American	9	3	33.3
FS-01 to FE-OC	American Indian	0	0	0.0
FS-01 to FE-OC	Asian	2	0	0.0
FS-01 to FE-OC	Native Hawaiian	0	0	0.0
FS-01 to FE-OC	Multi-race	1	1	100.0
FS-01 to FE-OC	Unspecified	2	1	50.0
FS-02 to FS-01	White	236	13	5.5
FS-02 to FS-01	African American	23	7	30.4
FS-02 to FS-01	American Indian	3	0	0.0
FS-02 to FS-01	Asian	14	2	14.3
FS-02 to FS-01	Native Hawaiian	0	0	0.0
FS-02 to FS-01	Multi-race	7	0	0.0
FS-02 to FS-01	Unspecified	21	4	19.0
FS-03 to FS-02	White	531	41	7.7
FS-03 to FS-02	African American	46	15	32.6
FS-03 to FS-02	American Indian	4	0	0.0
FS-03 to FS-02	Asian	41	3	7.3
FS-03 to FS-02	Native Hawaiian	3	2	66.7
FS-03 to FS-02	Multi-race	32	5	15.6
FS-03 to FS-02	Unspecified	29	5	17.2
FS-04 to FS-03	White	153	66	43.1
FS-04 to FS-03	African American	8	4	50.0
FS-04 to FS-03	American Indian	3	1	33.3
FS-04 to FS-03	Asian	11	8	72.7
FS-04 to FS-03	Native Hawaiian	0	0	0.0
FS-04 to FS-03	Multi-race	14	6	42.9
FS-04 to FS-03	Unspecified	1	1	100.0
Totals By Race	White	986	133	13.5
Totals By Race	African American	87	29	33.3
Totals By Race	American Indian	10	1	10.0
Totals By Race	Asian	69	13	18.8
Totals By Race	Native Hawaiian	3	2	66.7
Totals By Race	Multi-race	55	12	21.8
Totals By Race	Unspecified	54	11	20.4
Totals for SPECIAL AGENT	Combined	1,264	201	15.9