



FLASH REPORT

Review of U.S. Department of Education Changes in Staffing and Operations

JUNE 2026 | F25DC0245

U.S. Department of Education, Office of Inspector General

Office of Inspector General

June 2026

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**UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF INSPECTOR GENERAL**

Audit Services

June 22, 2026

TO: The Honorable Linda McMahon
Secretary of Education

FROM: Keith Cummins /s/
Assistant Inspector General for Audit

SUBJECT: Final Flash Report, "Review of U.S. Department of Education Changes in Staffing and Operations," Control Number ED-OIG/F25DC0245

Attached is the subject final report that consolidates the results of our review of changes in staffing and operations at the U.S. Department of Education. We received the Department's comments responding to our draft report. The comments are summarized in the body of the report and the complete text is included as an attachment. If you have any questions, please contact me at (202) 245-6957 or Keith.Cummins@ed.gov.

Attachment

Results in Brief

WHY DID THE OIG PERFORM THIS WORK?

In February 2025, the White House issued two Executive Orders with the goals of transforming the Federal workforce and Federal spending on contracts, grants, and loans. Agencies were instructed to prepare for large-scale reductions in force (RIF), develop Agency Reorganization Plans, and review all existing contracts and grants and, where appropriate and consistent with applicable law, terminate or modify contracts and grants to reduce overall Federal spending or reallocate spending to promote efficiency and advance the policies of the Administration.

As part of its workforce optimization efforts, the Department of Education (Department) offered several voluntary separation programs in January and February 2025, including the deferred resignation program (DRP), Voluntary Early Retirement Authority (VERA), and Voluntary Separation Incentive Payment (VSIP). On March 11, 2025, the Department initiated a RIF and subsequently notified impacted staff that their position was being abolished. As part of its cost efficiency initiative, the Department terminated and modified many contracts and grants.

The purpose of our review was to describe changes in staffing and operations at Department offices as a result of these efforts. This review covers changes to staffing, operations, contracts, and grants from January 20, 2025, through March 31, 2025.

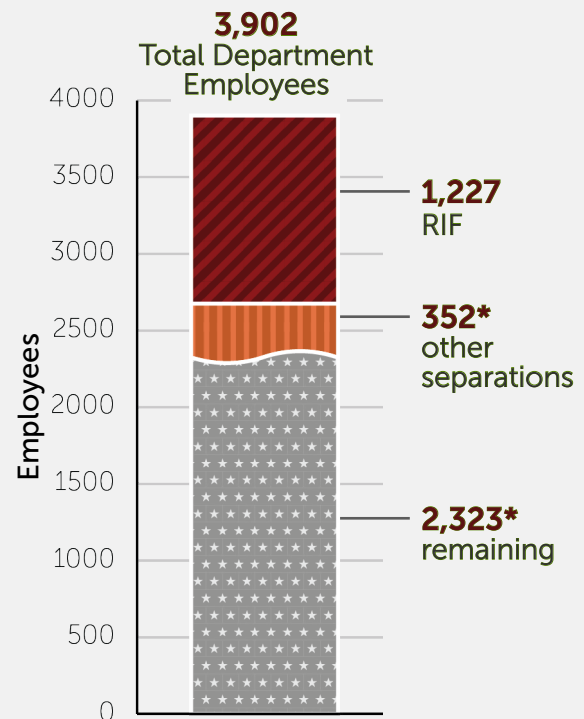
SCOPE LIMITATION

The Department did not provide all requested information, or permit unfettered access to Department staff, which limited our ability to fully address our review objective, including making definitive determinations in several areas.

WHAT DID THE OIG FIND?

We found that the Department's workforce optimization efforts resulted in staffing changes in 16 of the Department's 17 offices and an overall reduction in the workforce of at least 1,579 of its 3,902 employees (40 percent). Specifically, 1,227 employees were separated by RIF actions and at least 352 employees voluntarily separated through other available options.

FIGURE I
OVERALL REDUCTION
IN WORKFORCE



*Due to the scope limitation, these numbers are approximated.

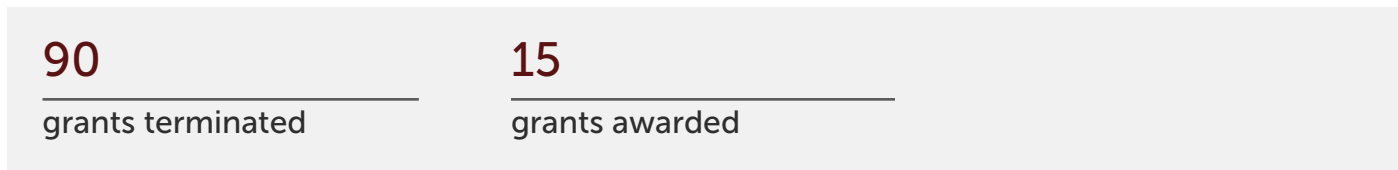
We found the Department’s cost efficiency initiatives resulted in changes in contracts and grants. Regarding changes in contracts, we found that the Department

- terminated 129 contracts with a total value of \$1.3 billion;
- descoped an additional 27 contracts;
- awarded 77 new contracts with a total value of \$610.4 million; and
- reversed 3 previously terminated contracts with a total value of \$100.2 million.



Regarding changes in grants, we found that the Department

- terminated 90 grants with total obligations totaling \$504 million;
- identified 223 additional grants totaling \$252 million for termination;
- moved 84 grants totaling \$316 million in obligated funds to closeout;
- awarded 15 new grants totaling \$22 million; and
- modified the terms and conditions of 21 grants totaling \$18 million awarded to 2 grantees.



WHAT IS THE IMPACT?

Staffing changes resulted in the elimination of several suboffices in 15 of the 17 Department offices, including some that appear to have been performing statutory functions or oversight and monitoring functions. Remaining suboffices could be indirectly impacted should staff be reassigned or the suboffices’ functions be expanded. The terminated contracts with the highest total contract value were related to various educational studies, some of which appear to have been statutorily required. The grant programs most impacted by the terminations include those related to teacher training and mental health services.

We provided a draft of this report to the Department for comment. The Department emphasized its commitment to cooperating in good faith and providing information in response to our requests, while also ensuring compliance with ongoing judicial proceedings and relevant court orders. The Department expressed its concerns that the report did not make it clear enough that the constraints described in the scope limitation were due to binding judicial orders and that the report could be interpreted as suggesting that certain statutory responsibilities were no longer being executed as a result of the RIF.

Although the Department has repeatedly cited concerns about ongoing judicial proceedings and court orders, it has not explained how granting us access to requested documents and to staff would place it at risk of noncompliance with those proceedings and court orders. We have sought such clarification since the start of the review. Further, no corroborating evidence has been provided by the Department to support its assertion that it has continued to discharge the responsibilities referenced in the report since the RIF. We did not make any changes to the report as a result of the Department’s comments.

We summarize the Department’s comments and provide our response in the body of the report (see [Department Comments on Draft Report & OIG Response](#)). The full text of the Department’s comments is included at the end of the report (see [Department Comments](#)).



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PURPOSE

The objective of this flash review was to describe changes in staffing and operations at U.S. Department of Education (Department) offices resulting from recent workforce optimization and cost efficiency initiatives. This review covers changes to staffing, operations, contracts, and grants from January 20, 2025, through March 31, 2025.¹

SCOPE LIMITATION

The Department did not provide all requested information for this review to the Office of Inspector General (OIG) or permit unfettered access to Department staff, which limited our ability to fully address our review objective. Specifically, although information that we were otherwise able to obtain allowed for certain analyses, we could not make definitive determinations in several areas, to include

- all employee statuses after January 20, 2025;
- the total number and types of separations other than reduction in force (RIF)-related separations in each office;
- the extent to which suboffices not impacted by the RIF were impacted by other separations;
- major activities being performed by Department offices and suboffices following implementation of the Department’s workforce optimization and cost efficiency initiatives; and
- the reasons for and impact of any contract and grant terminations and descopings.

Further, the Department cancelled interviews that we scheduled with Department staff and insisted that lawyers with its Office of the General Counsel (OGC) be present for any rescheduled interviews. However, it has been the longstanding practice of our office not to allow Department lawyers to attend or participate in interviews with other Department staff (unless specifically requested to do so by the OIG) as it could impact the completeness or reliability of the information provided.²

The Council of the Inspectors General on Integrity and Efficiency’s “Quality Standards for Federal Offices of Inspector General” sets forth the overall quality framework for managing, operating, and conducting the work of OIGs, and incorporates by reference the existing professional standards for audit, investigation, and inspection and evaluation efforts. The standards, in referencing the IG Act at 5 United States Code (U.S.C.) sections 401–424, provide for OIGs to conduct audits, evaluations, inspections, investigations, and other reviews relating to the programs and operations of their agencies. OIGs should have direct and timely access to all available records, reports, audits, reviews, documents, papers, recommendations, or other materials which relate to agency programs and operations. OIGs are also authorized to request such information or assistance as may be necessary for carrying out their duties and responsibilities. Existing professional standards require that OIG reports provide the reader with the context under which the subject matter reported on should be viewed.

1 Since April 1, 2025, the Department has taken additional steps to change its staffing and operations. These include executing interagency agreements with other Federal agencies to move a significant portion of the work historically performed by the Department to those agencies; making new grant and contract awards; announcing additional reductions in force that were later reversed by Congress; announcing that it was bringing back more than 200 employees who were subject to the March 2025 reduction in force actions; and announcing additional grant terminations.

2 This matter was previously disclosed in OIG’s [Semiannual Report to Congress, No. 91](#), Tables 6 and 7.

WORKFORCE OPTIMIZATION INITIATIVE

On February 11, 2025, the President signed Executive Order 14210, "Implementing the President's 'Department of Government Efficiency' Workforce Optimization Initiative," which commenced a critical transformation of the Federal bureaucracy to restore accountability to the American public. It stated that, "Agency Heads shall promptly undertake preparations to initiate large-scale [RIFs] consistent with applicable law." It also directed that, no later than March 13, 2025, agencies were to develop Agency Reorganization Plans.³

On February 26, 2025, the Director of the Office of Management and Budget (OMB) and the Acting Director of the Office of Personnel Management (OPM) issued guidance to agencies regarding their Agency RIF and Reorganization Plans. The guidance stated that

agencies should focus on the maximum elimination of functions that are not statutorily mandated while driving the highest-quality, most efficient delivery of their statutorily required functions. Agencies should also seek to consolidate areas of the agency organization chart that are duplicative; consolidate management layers where unnecessary layers exist; seek reductions in components and positions that are non-critical; implement technological solutions that automate routine tasks while enabling staff to focus on higher-value activities; close and/or consolidate regional field offices to the extent consistent with efficient service delivery; and maximally reduce the use of outside consultants and contractors.

Phase 1, Agency RIF and Reorganization Plans were due to OMB and OPM no later than March 13, 2025, and were to focus on initial agency cuts and reductions. Phase 2, Agency RIF and Reorganization Plans were due to OMB and OPM for review and approval no later than April 14, 2025, and were to outline a positive vision for more productive and efficient agency operations going forward, with implementation by September 30, 2025.

Voluntary Separation Programs

As part of its workforce optimization efforts, the Department offered several voluntary separation programs. These offers included the following.

- On January 28, 2025, OPM sent a government-wide email presenting a deferred resignation program (DRP) offer to Federal employees. The program was available to all Federal employees until February 6 (subsequently extended to February 10). Employees were informed that if they resigned under this program, they would retain all pay and benefits and be exempted from all applicable in-person work requirements until September 30, 2025. On January 31, 2025, the Department's Chief Human Capital Officer notified Department employees that this program would be honored by the Department and that employees who accepted the deferred resignation offer would not be subject to a RIF or other premature separation.
- On February 5, 2025, the Department notified employees that it had been given approval for the Voluntary Early Retirement Authority (VERA). This early retirement opportunity was being offered to all employees who met eligibility criteria and had opted into the DRP by the deadline.

³ On March 20, 2025, the President also signed Executive Order 14242, directing the Secretary of Education to take all necessary steps to facilitate the closure of the Department and return authority over education to the States and local communities, to the maximum extent appropriate and permitted by law.

- On February 25, 2025, the Department offered the VERA to all eligible employees who had not opted into the DRP. Employees were given until March 25, 2025, to submit a retirement application package and were required to agree to separate from the Department by March 31, 2025.
- On February 28, 2025, the Department notified employees that it was offering a Voluntary Separation Incentive Payment (VSIP) up to \$25,000, including to those who wished to retire. The offer expired on Monday, March 3, 2025. The notification stated that this was a one-time offer in advance of a very significant RIF for the Department. The effective date for the separations was March 31, 2025.

Reduction in Force Efforts

On March 11, 2025, the Department initiated its RIF. Impacted Department staff were notified via email that their position was being abolished and they were subject to RIF action. Staff were placed on administrative leave beginning March 21, 2025, and given a separation date of June 10, 2025—however, in response to subsequent litigation, a Federal district court granted a preliminary injunction on May 22, 2025, and ordered the reinstatement of the impacted Department employees. On July 14, 2025, the U.S. Supreme Court ruled that the Department could continue with its RIF actions. The Department subsequently notified affected employees that their new separation date was August 1, 2025.

COST EFFICIENCY INITIATIVE

On February 26, 2025, the White House issued Executive Order 14222, “Implementing the President’s ‘Department of Government Efficiency’ Cost Efficiency Initiative,” to commence “a transformation in Federal spending on contracts, grants, and loans to ensure Government spending is transparent and Government employees are accountable to the American public.”

The Executive Order specified that within 30 days

each Agency Head, in consultation with the agency’s [Department of Government Efficiency] DOGE Team Lead, shall review all existing covered contracts and grants and, where appropriate and consistent with applicable law, terminate or modify (including through renegotiation) such covered contracts and grants to reduce overall Federal spending or reallocate spending to promote efficiency and advance the policies of my Administration.

WHAT WE DID

We reviewed changes in staffing and operations at the Department from January 20, 2025, through March 31, 2025. This included employee separations, both through RIF and other means; contract awards, terminations, and scope changes; and grant awards, terminations, and modifications.

WHAT WE FOUND

Our observations regarding the Department’s workforce optimization and cost efficiency efforts are summarized below. Table 1 shows the acronyms associated with Department offices included in this review, which are used throughout the report.

TABLE 1: DEPARTMENT OFFICES AND ACRONYMS

Office	Acronym
Federal Student Aid	FSA
Institute of Education Sciences	IES
Office of the Chief Information Officer	OCIO
Office of Communications and Outreach	OCO
Office for Civil Rights	OCR
Office of Career, Technical, and Adult Education	OCTAE
Office of the Deputy Secretary	ODS
Office of English Language Acquisition	OELA
Office of Elementary and Secondary Education	OESE
Office of Finance and Operations	OFO
Office of the General Counsel	OGC
Office of Legislation and Congressional Affairs	OLCA
Office of Postsecondary Education	OPE
Office of Planning, Evaluation, and Policy Development	OPEPD
Office of the Secretary	OS
Office of Special Education and Rehabilitative Services	OSERS
Office of the Under Secretary	OUS

Details specific to individual offices and suboffices are included, organized by office in the following pages. The tables in Appendix A provide further information.

SUMMARY OF STAFFING AND OPERATIONS CHANGES

STAFFING CHANGES BY OFFICE

We found that the Department’s workforce optimization efforts resulted in staffing changes in 16 of the Department’s 17 offices and an overall reduction in the workforce of at least 1,579 of its 3,902 employees (40 percent).⁴ Specifically, a total of 1,227 employees were separated by RIF actions and at least 352 employees voluntarily separated through other available options.^{5, 6}

4 Since the OIG cannot be independent of its own activities, it is not one of the offices included in this review. As of January 20, 2025, the Department had 4,098 total employees, including OIG employees.

5 We identified other separations (DRP, VERA, VSIP) only within principal office suboffices that were impacted by reduction in force actions; therefore, the overall number of other separations is likely higher than reported in Table 2. Information publicly posted by the Department indicated a total of 572 employees separated under the DRP and VSIP options. See [March 2025 Press Release](#).

6 Many of these employees were still employed after March 31, 2025, but were no longer performing any work for the Department. Employees separated by RIF actions were placed on administrative leave and initially given a separation date of June 10, 2025. Employees who accepted the DRP offer remained employed by the Department and retained all pay and benefits through their separation date of September 30, 2025.

Offices that were left with less than half of their employees remaining include IES, OCIO, OCO, OCR, OELA, OGC, and OUS. FSA had the largest number of employees impacted by the RIF and other separations, as shown in Table 2.

TABLE 2. SUMMARY OF STAFFING CHANGES BY OFFICE (IN ALPHABETICAL ORDER)

Office	Total Employees (as of 1/20/25) ⁷	Reduction in Force	Other Separations	Remaining Employees	Percentage Remaining
FSA	1,446	411	174	861	60%
IES	191	131	30	30	16%
OCIO	92	32	16	44	48%
OCO	67	26	15	26	39%
OCR	598	291	55	252	42%
OCTAE	54	11	7	36	67%
ODS	77	23	7	47	61%
OELA	16	12	3	1	6%
OESE	294	61	7	226	77%
OFO	413	74	11	328	79%
OGC	115	70	9	36	31%
OLCA	14	0	0	14	100%
OPE	176	29	5	142	81%
OPEPD	113	26	2	85	75%
OS	50	8	1	41	82%
OSERS	177	19	5	153	86%
OUS	9	3	5	1	11%
Total	3,902	1,227	352	2,323 ⁸	60%

CHANGES IN CAPACITY TO PERFORM STATUTORY FUNCTIONS

Staffing changes resulted in the elimination of several suboffices in 15 of the 16 offices that were impacted by the RIF, including some that appear to have been performing statutory functions⁹ or oversight and monitoring functions. Remaining suboffices could be indirectly impacted should staff be reassigned or the suboffices’ functions be expanded.¹⁰

Table 3 lists the noteworthy statutory or oversight functions that were performed by suboffices with no remaining employees.

7 We requested this data as of January 20, 2025; data provided by the Department was as of pay period 2025-04, which began on January 26, 2025.

8 As noted in footnote 5, we did not review suboffices for other separations if those suboffices were not directly impacted by the RIF. Therefore, the number of remaining employees is likely lower.

9 Statutory functions are established by law and Federal agencies must implement them.

10 See the following sections and Appendix A for individual analysis of each Department office and impacted suboffices and functions.

TABLE 3. NOTEWORTHY STATUTORY OR OVERSIGHT FUNCTIONS PERFORMED BY SUBOFFICES WITH NO REMAINING EMPLOYEES

Office	Noteworthy Statutory or Oversight Functions Performed by Suboffices with No Remaining Employees
FSA	<ul style="list-style-type: none"> Overseeing guaranty agencies, lending institutions, and servicers participating in the Department’s Title IV loan programs. Administering a program of eligibility, certification, financial analysis, and oversight of schools participating in FSA programs.¹¹
IES	<ul style="list-style-type: none"> Performing congressionally mandated collection, analysis, and reporting of statistics on the condition of American education.
OCIO	<ul style="list-style-type: none"> Conducting annual and ongoing Department-wide security reviews and risk assessments mandated by the Federal Information Security Modernization Act (FISMA) and managing and maintaining the Department’s official repository for plans of action and milestones to address weaknesses disclosed by FISMA reviews, OIG audits, security control assessments and authorizations, and Federal Managers Financial Management Integrity Act annual certifications related to information technology (IT) security matters. Coordinating and supporting agency compliance with investment management practices in accordance with the goals and objectives prescribed by the Federal IT Acquisition Reform Act. Developing and promoting Department-wide IT investment performance measures to assess agency progress in meeting requirements under the Government Performance and Results Act (GPRA), the IT Reform Act, and other relevant legislation. Developing and implementing policies, strategies, and programs designed to operate the Department’s Capital Planning and Investment Control program, as required by the Clinger-Cohen Act of 1996. Overseeing and monitoring all operational enterprise IT infrastructures, platforms, and software provisioned and authorized for use by the Department.
OCR	<ul style="list-style-type: none"> Conducting complaint investigations and compliance reviews of preschool, elementary and secondary institutions, vocational technical schools, institutions of postsecondary education, vocational rehabilitation agencies and providers under Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975. Also conducting complaint investigations and compliance reviews of public entities for which the Department serves as the designated agency under the regulations implementing Title II of the Americans with Disabilities Act of 1990.¹²

11 FSA had eight suboffices performing this function. While six have no remaining employees, there are two others that had some remaining employees and are likely still performing this function.

12 While six regional offices have no remaining employees, there are four other regional offices that were not directly impacted by the RIF and are likely still performing similar functions.

Office Noteworthy Statutory or Oversight Functions Performed by Suboffices with No Remaining Employees

ODS

- Developing educational technology policy and establishing strategies for encouraging the development and use of educational technology that transforms teaching and learning and that empowers students and families, as authorized under section 218 of the Department of Education Organization Act.

OELA

- Leading responsibility for English learner activities and English Language Acquisition State Grants—Title III, Part A programs and activities to strengthen and enhance the work of the office and others in supporting and addressing services to English learner students.
- Overseeing critical office and Department requirements under Title III, Part A of the Elementary and Secondary Education Act, as amended (ESEA), including strategic planning, GPRA requirements and Performance Indicators for Title III under the Planning and Performance Management Database, the National Clearinghouse for English Language Acquisition, and other appropriate resources.
- Overseeing the management of all Department multilingual initiatives, the National Professional Development Program, special initiatives to support multilingualism, and the Native American and Alaska Native Children in School Program.
- Developing and implementing annually a program of monitoring and technical assistance for Title III grantees.
- Carrying out grants management responsibilities for OELA, including maintaining G5 grant files, monitoring drawdowns, maintaining grant contacts, completing closeouts, reviewing and approving waiver requests, and establishing grant conditions.

OESE

- Providing primary oversight over budget formulation, grants, contracts, personnel, small purchase procurement, Freedom of Information Act (FOIA) requests, travel, and asset management (property and technology) for OESE.
- Providing primary oversight over audit resolution, fiscal monitoring, grant clearances, organizational development, professional learning, and establishing more efficient, effective, and data-driven operations for OESE.
- Administering fiscal protocols during State educational agency monitoring reviews and coordinating the resolution of OESE audit findings.

Office Noteworthy Statutory or Oversight Functions Performed by Suboffices with No Remaining Employees

OFO

- Overseeing and administering the Federal Real Property Assistance Program, which assists eligible education organizations in the acquisition, development, and management of former Federal surplus real property.
- Overseeing external audit follow-up for the Department and serving as the central point in the Department for information regarding external audit follow-up in accordance with OMB Circular A-50.
- Managing the non-procurement debarment and suspension process to ensure the integrity of Department programs.
- Coordinating with the Department's offices in identifying grantee risks and taking effective action to manage and mitigate risks that may adversely affect the advancement of the Department's mission and programs.
- Establishing the departmental travel policy and procedures, administering and monitoring the agency's travel system and program, and conducting training to ensure the Department's compliance with Federal travel regulations.

OGC

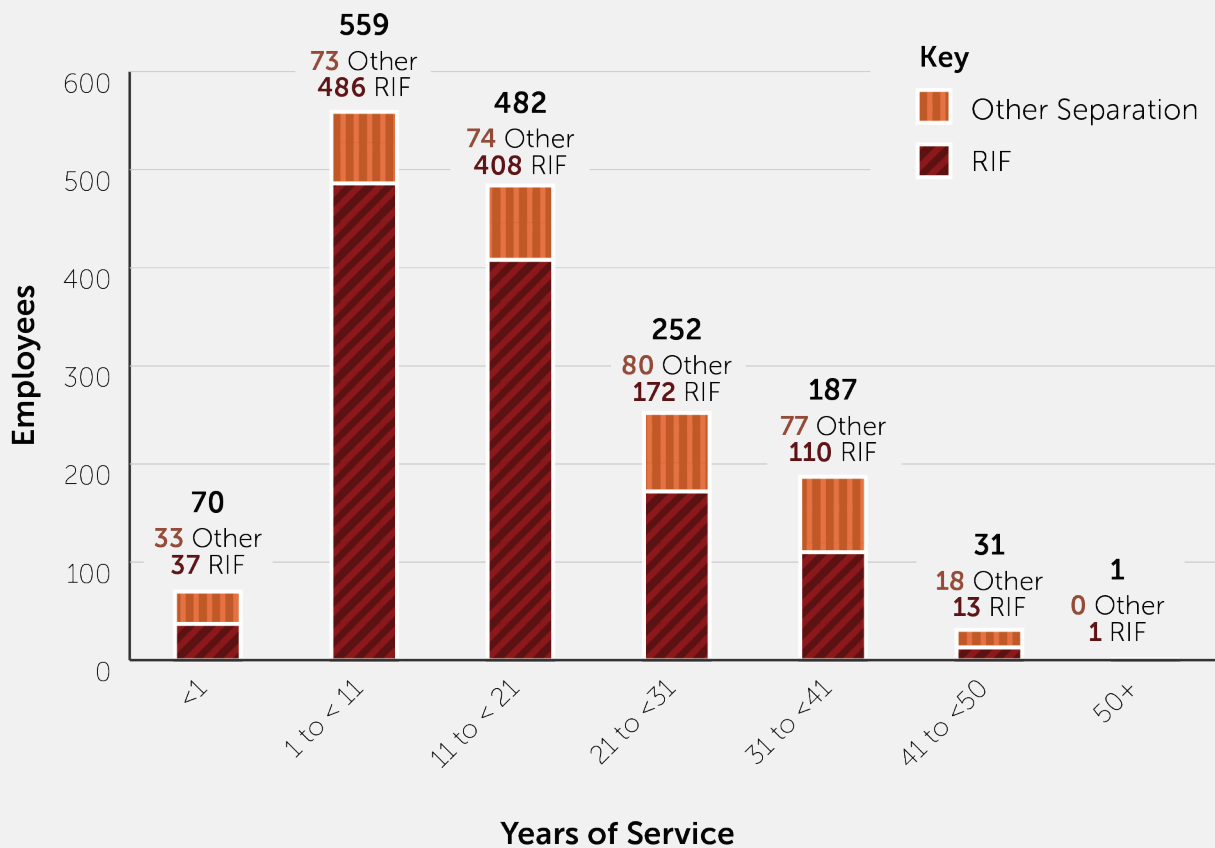
- Assisting the General Counsel in providing legal assistance to the Secretary and Deputy Secretary in connection with the civil rights enforcement activities of the Department pertaining to race, national origin, sex, handicap, and age discrimination.
 - Providing legal assistance to Department officials in connection with the administration of equal educational opportunity programs, including those related to the provision of educational services to individuals with disabilities under the Individuals with Disabilities Education Act (IDEA).
 - Providing legal services for elementary and secondary education programs (except educational equity programs); special education and rehabilitative services programs; and career, technical, and adult education programs.
 - Providing legal services to Department officials concerning business management and administrative activities throughout the Department, including contracts, grants, procurement, standards of conduct, labor relations, appropriations, budget, compensation, employment and travel, FOIA, the Privacy Act, the Federal Advisory Committee Act, the Government in Sunshine Act, the Hatch Act, the Family Educational Rights and Privacy Act, and the Equal Access to Justice Act. This includes providing advice and representation regarding matters involving the Department, and claims by and against the Department.
 - Counseling current and past Department employees on ethics matters and regulations and advising the Department on actions necessary to ensure compliance with ethics laws and policies.
 - Serving as the Department's monitor and coordinator for compliance with the publication and rulemaking requirements of the Administrative Procedure Act, section 431 of the General Education Provisions Act, the Regulatory Flexibility Act, the Paperwork Reduction Act of 1980, Executive Order 12291, and other requirements, including the scheduling dates for the publication of regulations.
-

- OPE**
- Planning, policy development, and pre- and post- grant administration functions for domestic international education programs authorized by Title VI of the Higher Education Act, as amended (HEA) and the overseas international education programs authorized by the Mutual Educational and Cultural Exchange Act of 1961 (also known as the Fulbright-Hays Act).
 - Planning and developing program guidance, policy, and procedures for assessing the extent to which grantees’ projects are in alignment with the legislative purposes and intent for the International and Foreign Language Education programs.

BREAKDOWN OF EMPLOYEE SEPARATIONS

The majority of separated employees overall and the majority of employees subject to the RIF had between 1 and 20 years of Federal service, as shown in Figure 1.

FIGURE 1.
SEPARATED EMPLOYEES BY YEARS OF FEDERAL SERVICE

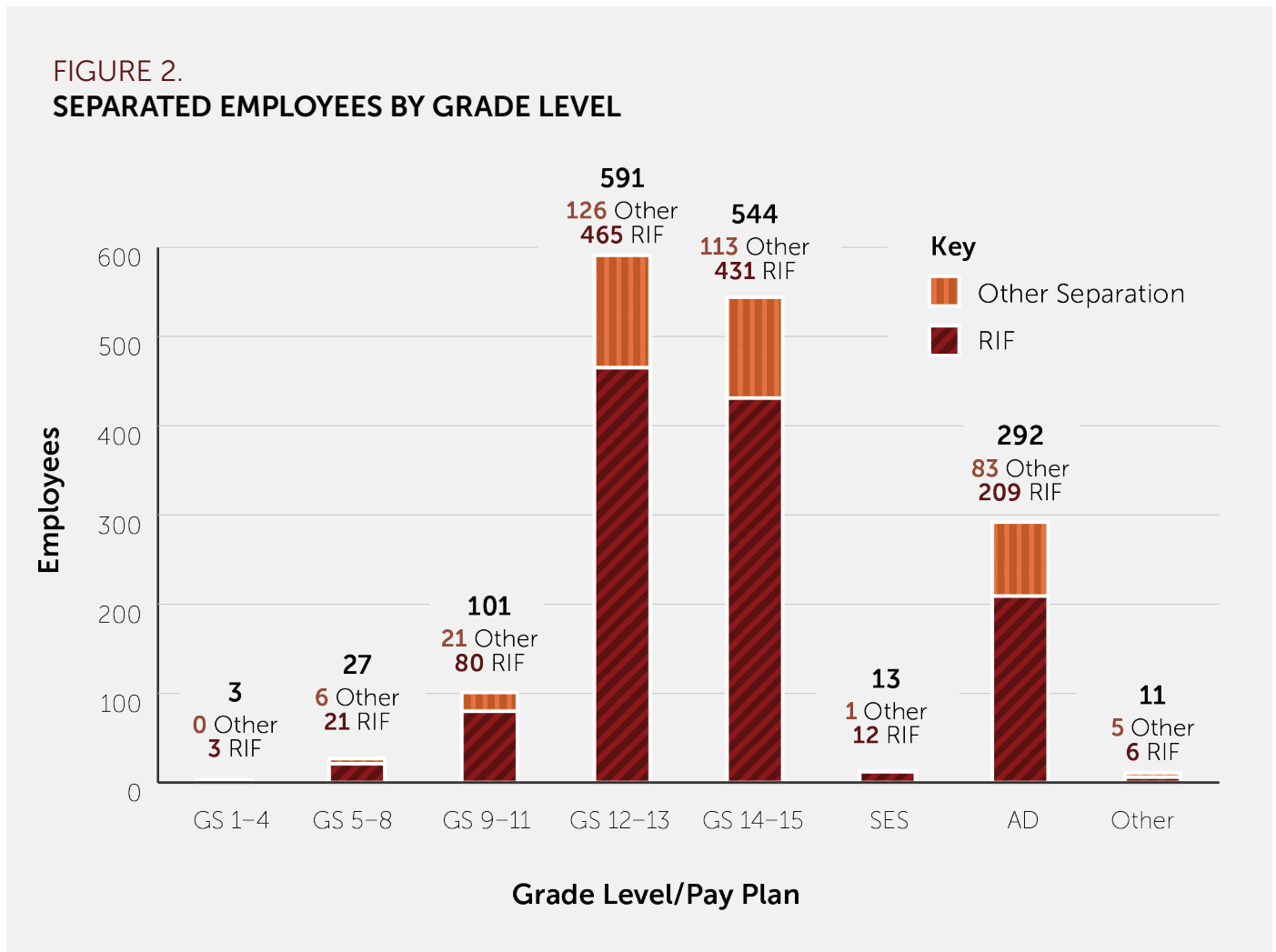


Employees who had between 31 and up to 50 years of Federal service as of January 20, 2025, separated from the Department at higher percentage rates than all other employees, as shown in Table 4.

TABLE 4. YEARS OF FEDERAL SERVICE OF DEPARTMENT EMPLOYEES AS OF JANUARY 20, 2025

Years of Service	<1	1 to <11	11 to <21	21 to < 31	31 to < 41	41 to <50	50+	Total
Total Number of Employees	195	1,378	1,216	625	421	62	5	3,902
Separated Employees (Figure 1) as Percentage of Total	35.9%	40.6%	39.6%	40.3%	44.4%	50.0%	20.0%	40.5%

Additionally, the majority of separated employees were at the GS-12 through GS-15 levels, as shown in Figure 2.

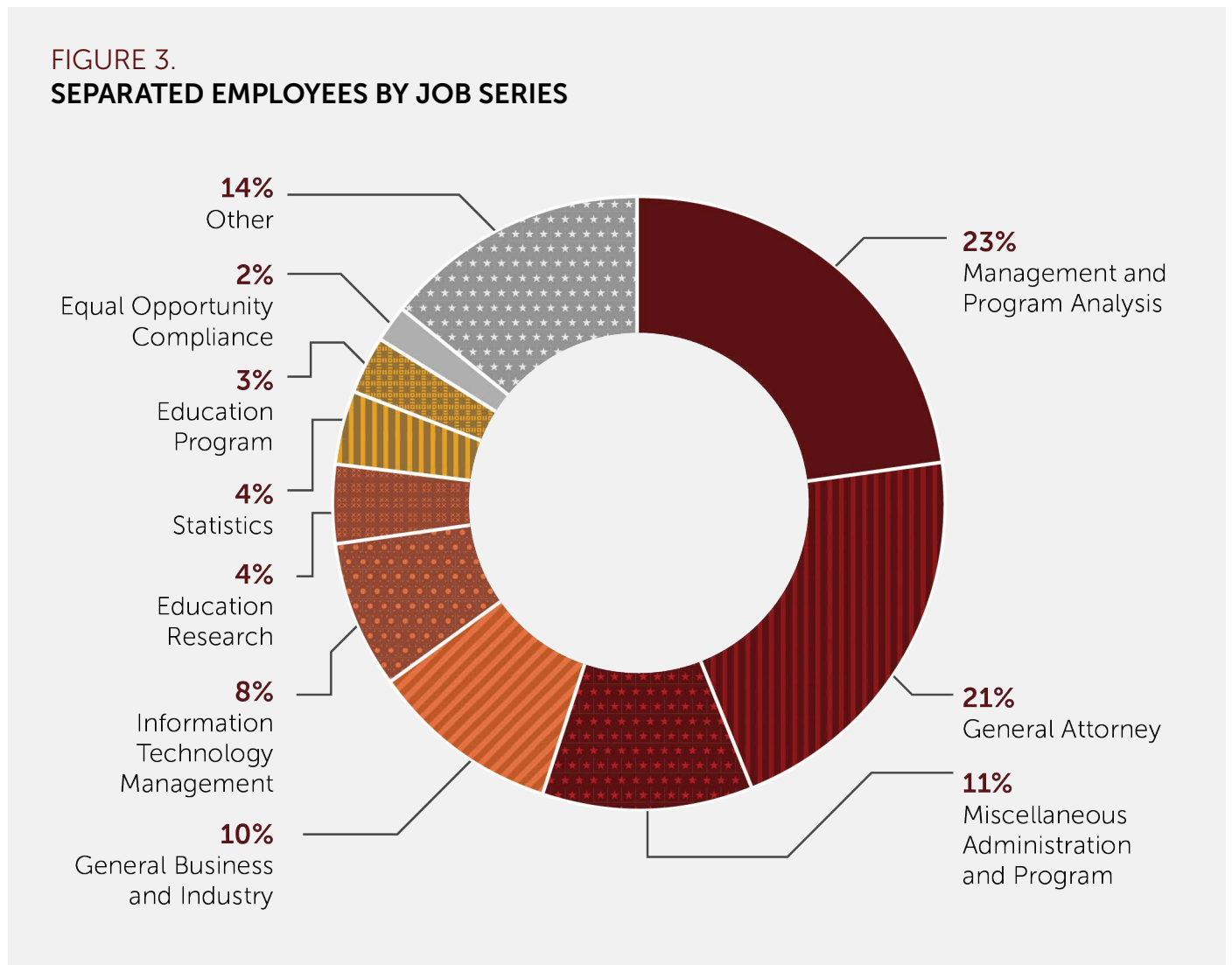


Employee separations across grade levels were relatively consistent, with the exception of employees on the Senior Executive Service (SES) pay plan, which separated from the Department at a rate that was roughly half that of the rest of the Department, as shown in Table 5.

TABLE 5. GRADE/PAY PLAN OF DEPARTMENT EMPLOYEES AS OF JANUARY 20, 2025

Grade/Pay Plan	Grades 1-4	Grades 5-8	Grades 9-11	Grades 12-13	Grades 14-15	SES	AD	Other	Total
Total Number of Employees	10	65	250	1,468	1,372	67	611	59	3,902
Separated Employees (Figure 2) as Percentage of Total	30.0%	41.5%	40.4%	40.3%	39.7%	19.4%	47.8%	18.6%	40.5%

Employees falling under the general attorney and management and program analysis job series comprised the largest percentage of separations, as shown in Figure 3.¹³



¹³ "Other" comprises multiple job series that were individually affected by less than 2 percent.

CHANGES IN CONTRACTS

Between January 20, 2025, and March 31, 2025, the Department

- terminated 129 contracts with a total contract value¹⁴ of \$1.3 billion;
- descoped an additional 27 contracts;¹⁵
- awarded 77 new contracts with a total contract value of \$610.4 million; and
- reversed 3 previously terminated contracts with a total contract value of \$100.2 million.

The office most significantly impacted by these changes in contracting activity was IES, as shown in Table 6.

TABLE 6. SUMMARY OF CONTRACTING ACTIVITY

Office	Terminated Contracts	Terminated Contracts Total Contract Value	New Contracts Awarded	New Awards Total Contract Value	Reversed Contract Termination	Reversed Contracts Total Contract Value	Descoped Contracts
IES	97	\$1.1B	45	\$91.3M	2	\$77.4M	5
OFO	13	\$30.3M	13	\$41.5M	0	\$0	7
FSA	4	\$52.0M	9	\$461.4M	0	\$0	4
OCIO	4	\$6.0M	4	\$3.9M	0	\$0	11
OCTAE	3	\$10.9M	0	\$0	0	\$0	0
CAM	2	\$108.7M	0	\$0	0	\$0	0
OGC	2	\$85,803	1	\$321,300	0	\$0	0
OPE	2	\$25,800	0	\$0	0	\$0	0
OPEPD	1	\$22.8M	1	\$238,543	1	\$22.8M	0
OCO	1	\$112,069	0	\$0	0	\$0	0
OSERS	0	\$0	2	\$22,000	0	\$0	0
OS	0	\$0	1	\$24,997	0	\$0	0
OESE	0	\$0	1	\$11.7M	0	\$0	0
Total	129	\$1.3B	77	\$610.4M	3	\$100.2M	27

The five terminated contracts with the highest total contract value were all from IES and related to various educational studies, some of which appear to have been statutorily required, as shown in Table 7. All were initially awarded between 2018 and 2022. One of the contract terminations was subsequently reversed.

¹⁴ The total contract value represents the mutually agreed-upon total estimated contract or order value, including the base contract and all options, whether exercised or not.

¹⁵ We were unable to identify the monetary impact associated with the descoped contracts.

TABLE 7. TOP FIVE TERMINATED CONTRACTS BY TOTAL CONTRACT VALUE AT TERMINATION

Contract Description	Date of Award	Total Contract Value at Time of Award	Total Contract Value at Termination	Termination Reversed
Early Childhood Longitudinal Study, Kindergarten Class of 2022–2023 cohort—will provide important information on children’s early learning and development, preschool and early care and education experiences, transition into kindergarten, and progress through the elementary grades, building upon knowledge acquired from the previous Early Childhood Longitudinal Studies.	1/4/19	\$93.5M	\$106.0M	-
High School and Beyond 2020 Study—large, complex data collection.	5/14/18	\$87.0M	\$98.5M	-
National Postsecondary Student Aid Study 2020—designed to fulfill a requirement to conduct a series of studies to comply with the Higher Education Opportunity Act of 2008.	7/25/18	\$76.2M	\$76.2M	-
National Center for Education Statistics—requirement for a series of studies to comply with the HEA.	2/15/22	\$81.7M	\$75.0M	-
National Center for Education Statistics—requirement to participate in and gather data from three international assessments: the Program for International Student Assessment, Progress in International Reading Study, and Program for the International Assessment of Adult Competencies.	6/27/19	\$53.9M	\$67.6M	Yes

The largest new contract awards were in FSA for student loan servicing and debt management activities as well as in IES for National Assessment of Educational Progress (NAEP) State coordinators. See Table 8 for details.

TABLE 8. TOP FIVE NEW CONTRACT AWARDS BY INITIAL TOTAL AWARD AMOUNT

Office	Contract Description	Initial Total Award Amount
FSA	Perkins Loan Servicing	\$247.4M
FSA	The purpose of the Debt Management and Collections System is to manage the defaulted loan portfolio, and store, manage, protect, and provide student loan debtors in default with available information under the HEA.	\$188.5M
IES	NAEP State coordinator ¹⁶	\$91.3M
OFO	Office of Business Support Services operations and maintenance services	\$38.5M
OESE	Nita M. Lowey 21st Century Community Learning Centers (21st CCLC) State monitoring activities and technical assistance services	\$11.7M

¹⁶ The Department awarded individual contracts to 44 States and U.S. territories. Total contract values ranged from \$1.3 million to \$3.9 million.

CHANGES IN GRANTS

Between January 20, 2025, and March 31, 2025, the Department

- terminated 90 grants with total obligations¹⁷ totaling \$503.8 million
- identified 223 additional grants totaling \$252.0 million for termination;
- moved 84 grants totaling \$316.5 million in obligated funds to closeout;¹⁸
- awarded 15 new grants totaling \$22.3 million; and
- modified the terms and conditions of 21 grants totaling \$18.3 million awarded to 2 grantees.¹⁹

The office most significantly impacted by these actions was OESE, as shown in Table 9.

TABLE 9. SUMMARY OF GRANT ACTIVITY

Office	Total Terminated ²⁰ Grants	Terminated Grants Total Obligations	Total Grants Identified for Termination	Grants Identified for Termination Total Obligations	Total Grants Moved to Closeout	Grants Moved to Closeout Total Obligations	Total New Grant Awards	New Grant Award Total Obligations
OESE	73	\$482.5M	223	\$252.0M	84	\$316.5M	15	\$22.3M
OPE	10	\$7.3M	0	\$0	0	\$0	0	\$0
OSERS	3	\$2.2M	0	\$0	0	\$0	0	\$0
IES	4	\$11.8M	0	\$0	0	\$0	0	\$0
Total	90	\$503.8M	223	\$252.0M	84	\$316.5M	15	\$22.3M

Grant programs most impacted by the terminations include those related to teacher training and mental health services, as shown in Table 10.

¹⁷ Total obligations is the total amount of funds that have been legally committed.

¹⁸ Closeout is the formal process of finalizing all administrative actions and financial obligations associated with a grant after it has been completed or terminated.

¹⁹ Payment requests made by these grantees need program office approval before the funds are sent to their accounts.

²⁰ Termination is the cancellation of a grant, either fully or partially, before the original end date.

TABLE 10. LARGEST GRANT PROGRAMS TERMINATED, IDENTIFIED FOR TERMINATION, OR MOVED TO CLOSEOUT

Office	Program	Status	Total Awards	Total Value of Awards
OESE	Supporting Effective Educator Development	Moved to Closeout	24	\$171.5M
OESE	Teacher and School Leader Incentive Grants	Terminated	24	\$153.5M
OESE	Ready to Learn Programming	Terminated	2	\$150.9M
OESE	Mental Health Service Professionals Demonstration Program	Identified for Termination	153	\$145.3M
OESE	Teacher Quality Partnerships	Moved to Closeout	57	\$127.4M

New grants were awarded under two programs specific to charter schools and safe and supportive schools, as shown in Table 11.

TABLE 11. NEW GRANT AWARDS

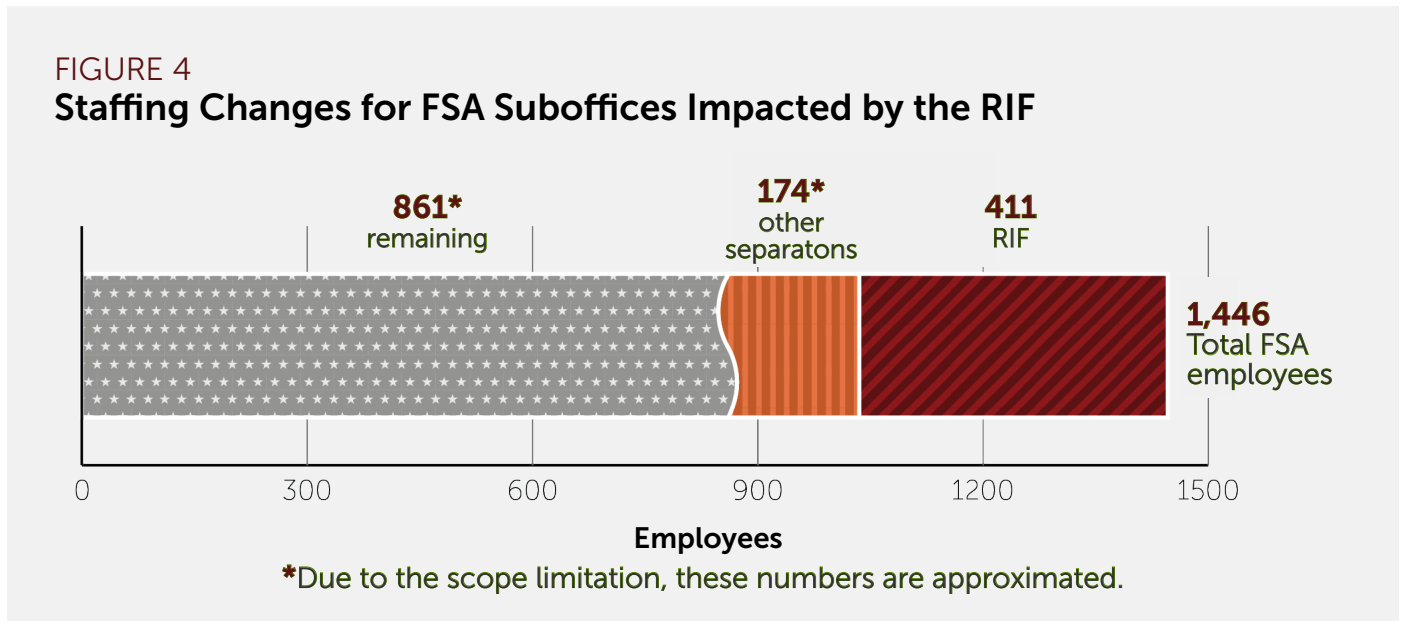
Office	Program	Total Awards	Total Value of Awards
OESE	Grants to Charter Management Organizations for the Replication and Expansion of High-Quality Charter Schools	8	\$21.4M
OESE	School Emergency Response to Violence (Project SERV)	7	\$938,117

FEDERAL STUDENT AID

MISSION AND RESPONSIBILITIES

FSA was established under Title I, Part D of the HEA, as amended (P.L. 89-329), and is responsible for managing the operational functions supporting Title IV programs (e.g., the Direct Loan, Pell, Federal Supplemental Educational Opportunity Grant, and Federal Work-Study programs). In fiscal year 2025, FSA processed approximately 19.2 million Free Application for Federal Student Aid (FAFSA) forms, resulting in the delivery of more than \$131.1 billion in Title IV aid to 10.5 million postsecondary students and their families. These students attended 5,280 institutions of higher education that participate in federal student aid programs and which are accredited by agencies recognized by the Secretary.

STAFFING CHANGES



As of January 20, 2025, FSA had 1,446 employees within 136 suboffices. Seventy-two suboffices, consisting of 918 employees, were impacted by the Department’s RIF on March 11, 2025. From these 72 suboffices, 411 employees were separated through the RIF and another 174 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 4, resulting in an overall reduction of at least 40 percent of FSA employees. Further details may be found in [Appendix A, Table 12](#).

Of the 72 FSA suboffices impacted by the RIF, 55 have 50 percent or fewer of their employees remaining—23 suboffices have some remaining employees and 32 suboffices have no employees remaining.

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF



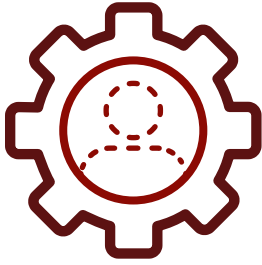
Statutory Functions, No Remaining Employees

As highlighted above in Table 3, statutory or oversight functions performed by FSA suboffices with no remaining employees include the following.

- Overseeing guaranty agencies, lending institutions, and servicers

participating in the Department's Title IV loan programs.²¹

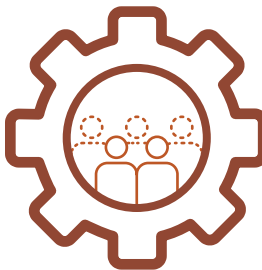
- Administering a program of eligibility, certification, financial analysis, and oversight of schools participating in FSA programs.²²



Other Functions, No Remaining Employees

Following are some of the other functions that were performed by the 32 FSA suboffices with no remaining employees.

- Designing and executing FSA's enterprise risk management system, which utilizes systematic processes for identifying, assessing, monitoring, and responding to risks that impact FSA's accomplishment of its strategic objective.
- Managing the full spectrum of FSA's human resources operational functions and programs, as well as human capital planning, governance, and risk.
- Managing processes for Cohort Default Rates, ScoreCards, and Gainful Employment rates.
- Developing and managing FSA's strategic performance measurement initiatives and data to track program and organizational performance.



Other Functions, Some Remaining Employees

Following are some of the other functions that were performed by the 23 FSA suboffices that have 50 percent or fewer employees remaining.

- Monitoring data collection to ensure Partner Participation and Oversight systems have the quality data necessary for the oversight of institutional eligibility and FSA-serviced loan portfolios and that data are available and accurate.
- Supporting the identification, assessment, analysis, aggregation, reporting, and monitoring of risk throughout FSA.
- Managing FSA's customer website, the myStudentAid mobile application, and the Marketing and Communications platform.
- Providing management services and support related to the performance of the Title IV portfolio and administering oversight of institutions participating in the Department's Federal student aid programs.
- Managing all aspects of the Next Gen FSA program.
- Providing primary IT services for all FSA systems, promoting the effective use of technology to achieve FSA's strategic objectives through sound planning, investment, integrated technology architectures and standards, effective systems development, production support, and cybersecurity services.

²¹ The Financial Institution Oversight Services Group was divided into three divisions, all of which have no remaining employees.

²² FSA had eight School Participation Divisions specializing in the business processes necessary for managing accountability in schools' administration of the Federal student financial aid programs. Six of these divisions have no remaining employees. The remaining two are likely still performing this function.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the 64 FSA suboffices not directly impacted by the RIF:

- Managing the Direct Loan program and the Teach Grant Origination and Disbursement processes maintained on the Common Origination Disbursement (COD) system and the COD website, including functionality available to FSA, schools, and servicers.
- Implementing the Secretary's authority to fine, limit, suspend, and impose emergency actions against institutions of higher education, guaranty agencies, lenders, and servicers that participate in the Department's Federal student aid programs.
- Initiating administrative enforcement actions regarding a school's eligibility under 34 C.F.R. section 668.13, (i.e., denial of recertification or reinstatement applications; revocation of provisional Program Participation Agreements).
- Implementing the Secretary's authority to initiate debarment and suspension proceedings against individuals and other parties.
- Implementing the Secretary's authority to resolve appeals of final audit and final program review determinations.
- Considering and issuing decisions on claims by individual borrowers who assert a defense to repayment of Federal student loans based on an act or omission of an institution of higher education that give rise to a cause of action under State law or Federal regulations, as applicable.
- Overseeing Campus Safety and Security Reporting by institutions of higher education participating in the Title IV programs.
- Leading FSA accounting and financial operations, managing the accounting lifecycle, overseeing FSA payment processing, managing FSA financial statement audit activities, overseeing internal control and improper payment programs, and developing FSA Accounting policies and procedures.
- Providing program management for the grants provided under Title IV of the HEA—including Pell Grants, Iraq or Afghanistan Service Grants, and the Children of Fallen Heroes Scholarship; and the three Title IV Campus-Based programs—the Federal Supplemental Education Opportunity Grant, Federal Work Study, and the Federal Perkins Loan programs.
- Identifying and coordinating the investigation of, and response to, indicators of potential misconduct or high-risk conduct on the part of institutions of higher education and third-party servicers.
- Developing, updating, and disseminating detailed and comprehensive guidance for the institutions of higher education participating in the Federal student financial aid programs. Implementing and overseeing statutory and regulatory policies and requirements concerning the delivery of Federal student aid, such as the FAFSA processing and verification, loan servicing, and issues with the systems used to deliver aid.

CHANGES IN CONTRACTS

4

contracts terminated

4

contracts descoped

9

new contract awards

Between January 20, 2025, and March 31, 2025, four FSA contracts were terminated and another four were descoped. Services provided by these contracts included Diversity, Equity, Inclusion, and Accessibility trainings; contract and procurement reviews; internal control assessments; and maintenance of FSA's Digital and Customer Care application. During this same timeframe, nine new FSA contracts were awarded related to loan servicing, default management, and software licenses.

CHANGES IN GRANTS

0

grants terminated

0

grants awarded

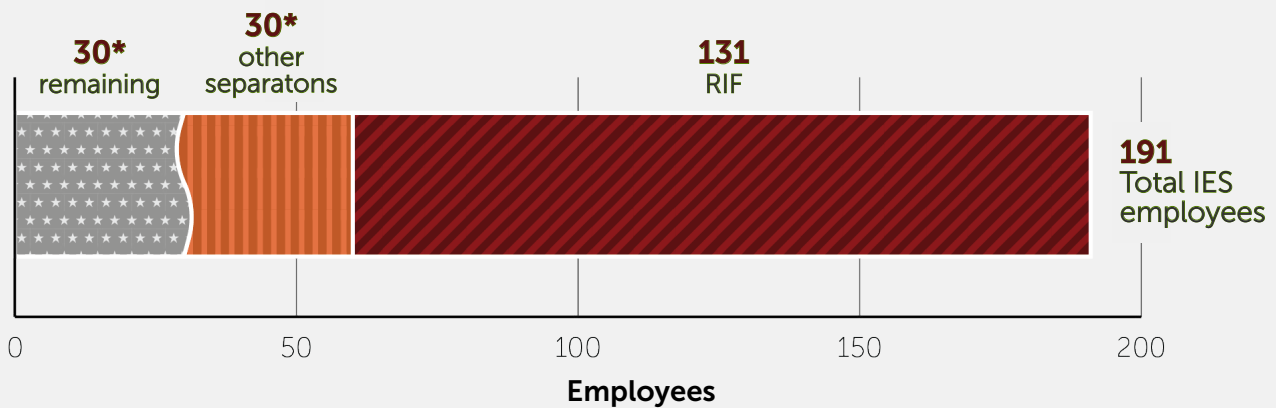
Between January 20, 2025, and March 31, 2025, no FSA grants were terminated and no new FSA grants were awarded.

MISSION AND RESPONSIBILITIES

IES provides parents, educators, students, researchers, policymakers, and the general public with information about educational opportunities for all children, the condition and progress of education in the U.S., and the effectiveness of Federal education programs. Through its activities, IES compiles statistics and develops products with the aim of ensuring that educational programs conform to high standards of quality, integrity, and accuracy and remain objective, nonideological and free of partisan political influence and cultural biases.

STAFFING CHANGES

FIGURE 5
Staffing Changes for IES Suboffices Impacted by the RIF



*Due to the scope limitation, these numbers are approximated.

As of January 20, 2025, IES had 191 employees within 30 suboffices. Twenty-four of these suboffices, consisting of 161 employees, were impacted by the Department’s RIF on March 11, 2025. From these 24 suboffices, 131 IES employees were separated through the RIF and another 30 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 5, resulting in an overall reduction of at least 84 percent of IES employees. Further details may be found in [Appendix A, Table 13](#).

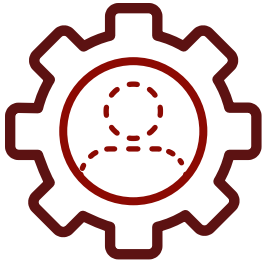
FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF



Statutory Functions, No Remaining Employees

As highlighted above in Table 3, statutory or oversight functions performed by the 24 IES suboffices with no remaining employees include the following.

- Performing congressionally mandated collection, analysis, and reporting of statistics on the condition of American education.



Other Functions, No Remaining Employees

The following are some other functions that were performed by the IES suboffices that have no remaining employees.

- Conducting large-scale evaluations of education programs supported by Federal funds.
- Providing training and coaching to States, districts, and institutions of higher education.
- Conducting programs such as the What Works Clearinghouse, Regional Educational Laboratories, Education Resource Information Center, and the National Library of Education.
- Funding research to improve education practices, programs, policies, and systems, particularly in areas that are education-insecure due to poverty, family circumstances, and limited language proficiency.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the six IES suboffices not directly impacted by the RIF.

- Providing special education research grant programs for support and intervention for children from birth to postsecondary education, families of students with disabilities, and professional development for teachers and other instructional personnel.
- Supporting special education research and development centers that conduct focused programs of research in specific topic areas.
- Providing guidance and leadership related to the scientific quality of IES activities, special projects and analyses, and performance evaluation related to GPRA.

The current version (May 8, 2025) of the IES organizational chart includes the National Center for Education Evaluation and Regional Assistance, the National Center for Education Statistics, and the National Center for Education Research. Each of these suboffices has between one and three employees remaining as of July 14, 2025, and all of the related suboffices have been eliminated. We were unable to determine what functions these few remaining employees are performing.

CHANGES IN CONTRACTS

97

contracts terminated

5

contracts descoped

45

new contract awards

Between January 20, 2025, and March 31, 2025, 97 IES contracts were terminated and 5 were descoped. Services provided by these contracts included outreach and dissemination for reports and data products, producing findings for congressionally mandated reports, conducting studies, and collecting data. The Department reported that terminations were reversed for 2 of the 97 cancelled contracts and 3 of the 5 descoped contracts. During this same timeframe, 45 new IES contracts were awarded, primarily for NAEP State coordinators.

CHANGES IN GRANTS

4

grants terminated

0

grants awarded

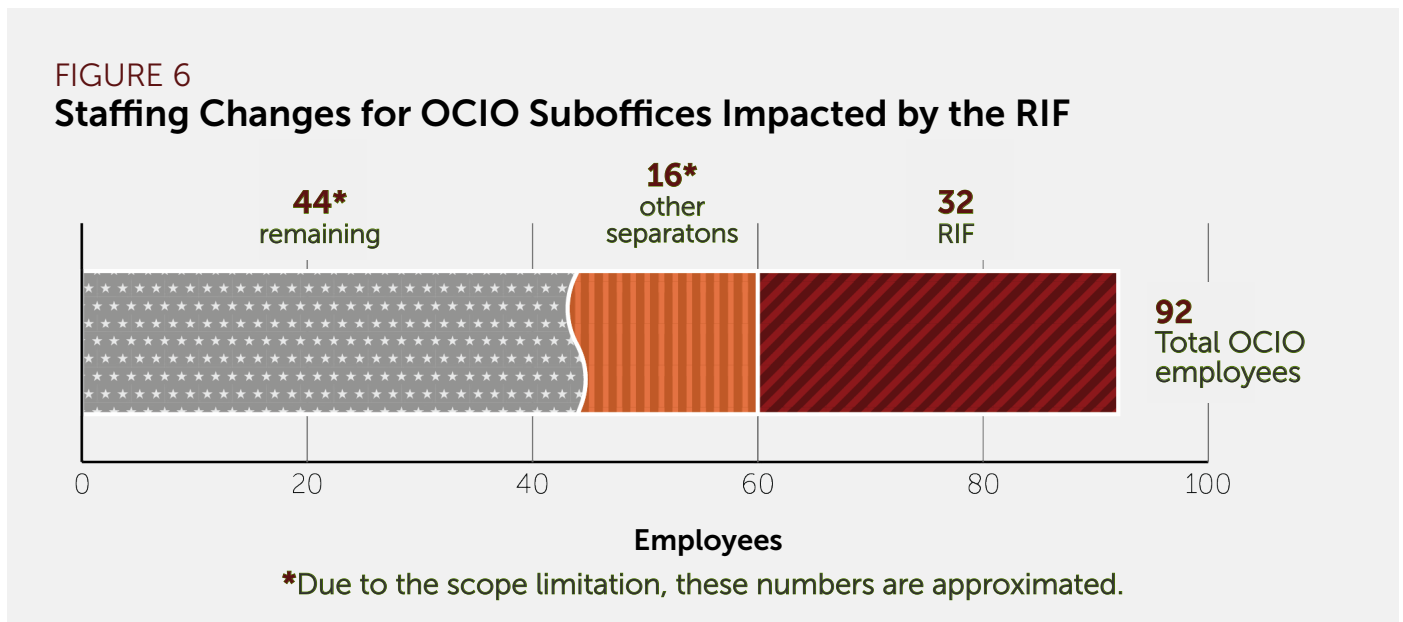
Between January 20, 2025, and March 31, 2025, four grants under the Education, Research, Development, and Dissemination Program were terminated. In addition, seven grants under the Education Research and Special Education Research Program were placed on route payment, which requires the institution to seek the Department's prior authorization and describe how it intends to use the grant funds before accessing funds and drawing them down. No new IES grants were awarded between January 20, 2025, and March 31, 2025.

OFFICE OF THE CHIEF INFORMATION OFFICER

MISSION AND RESPONSIBILITIES

OCIO aims to ensure that IT is acquired and information resources are managed in a manner that is consistent with the requirements of the IT Management Reform Act of 1996, the Federal IT Acquisition Reform Act of 2014, FISMA, and other applicable laws and regulations. The Chief Information Officer is charged with implementing the operative principles established by legislation and regulation, establishing a management framework to improve the planning and control of IT investments, and leading change to improve the efficiency and effectiveness of departmental operations.

STAFFING CHANGES



As of January 20, 2025, OCIO had 92 employees within 13 suboffices. Seven of these suboffices, consisting of 50 employees, were impacted by the Department’s RIF on March 11, 2025. From these 7 suboffices, 32 employees were separated through the RIF and another 16 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 6, resulting in an overall reduction of at least 52 percent of OCIO employees. Further details may be found in [Appendix A, Table 14](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF

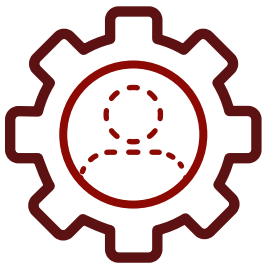


Statutory Functions, No Remaining Employees

As highlighted above in Table 3, statutory or oversight functions performed by the five OCIO suboffices with no remaining employees include the following.

- Conducting annual and ongoing Department-wide security reviews and risk assessments mandated by the FISMA and managing and maintaining the Department’s official repository for plans of action and milestones to address weaknesses disclosed by FISMA reviews, OIG audits, security control assessments and authorizations and Federal Managers Financial Management Integrity Act annual certifications related to IT security matters.

- Coordinating and supporting agency compliance with investment management practices in accordance with the goals and objectives prescribed by the Federal IT Acquisition Reform Act.
- Developing and promoting Department-wide IT investment performance measures to assess agency progress in meeting requirements under GPRA, the IT Reform Act, and other relevant legislation.
- Developing and implementing policies, strategies, and programs designed to operate the Department's Capital Planning and Investment Control program, as required by the Clinger-Cohen Act of 1996.
- Overseeing and monitoring all operational enterprise IT infrastructures, platforms, and software provisioned and authorized for use by the Department.



Other Functions, No Remaining Employees

Following are some of the other functions that were performed by the OCIO suboffices with no remaining employees.

- Developing and maintaining Department-level cybersecurity policies that govern the implementation of the Department's cybersecurity program.
- Providing agency-wide leadership in enterprise oversight of IT management functions and defining the standards, building, and maintaining an Enterprise Architecture and establishing policies and processes to implement a sound and integrated IT Governance program for the lifecycle management of the Department's IT systems and information therein.
- Developing and implementing strategies and programs designed to ensure compliance with Federal information management requirements and accessibility requirements.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by OCIO suboffices not directly impacted by the RIF.

- Overseeing the implementation and operations of privacy technical safeguards related to applicable Federal statutes and guidelines.
- Establishing and implementing the operational processes for detecting, protecting, and responding to cybersecurity threats and vulnerabilities and providing privacy safeguards in accordance with the Department's privacy program.
- Performing ongoing verification and validation activities to facilitate the identification of information system weaknesses, determination of risks, and identification of remediation actions to minimize organizational risk and improve the Department's ability to recovery from cybersecurity incidents.
- Developing and maintaining the cybersecurity portion of the Department's enterprise architecture and providing Department-wide expertise for the integration of security tools and capabilities into system designs and architectures.

CHANGES IN CONTRACTS

4

contracts terminated

11

contracts descoped

4

new contract awards

Between January 20, 2025, and March 31, 2025, 4 OCIO contracts were terminated and 11 were descoped. Services provided by these contracts included risk management, vulnerability management, risk assessment, and monitoring. During this same timeframe, four new contracts were awarded.

CHANGES IN GRANTS

0

grants terminated

0

grants awarded

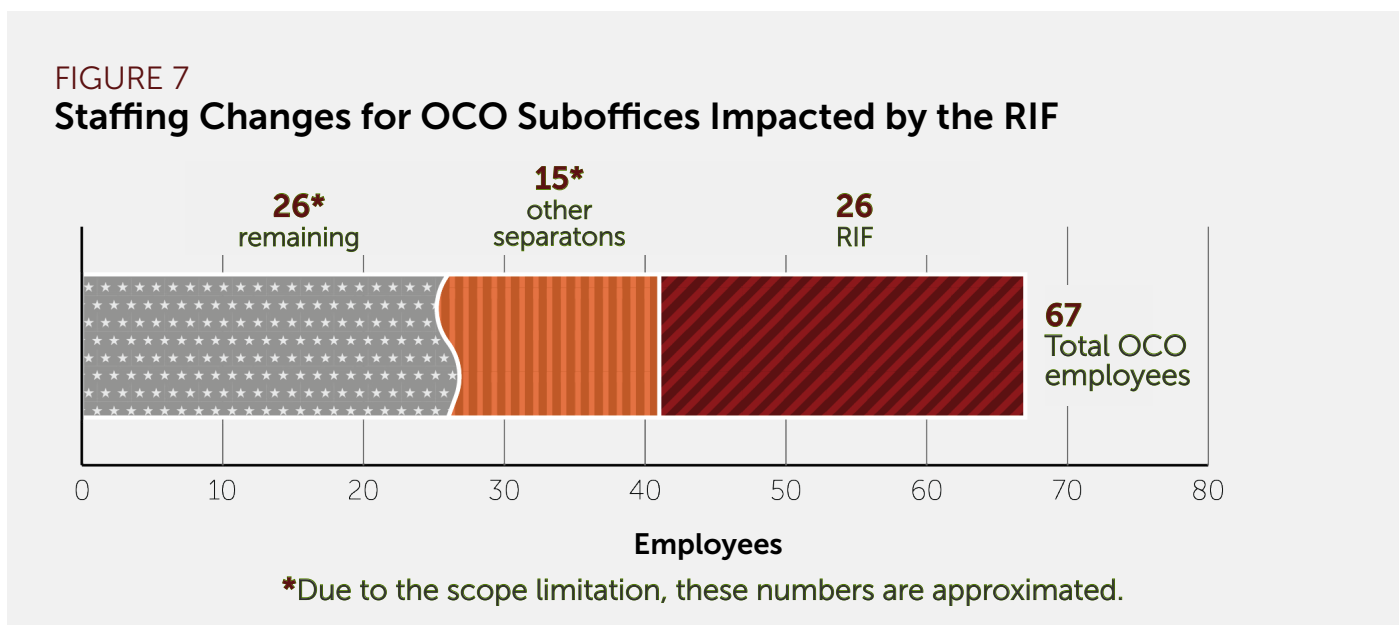
Between January 20, 2025, and March 31, 2025, no OCIO grants were terminated and no new OCIO grants were awarded.

OFFICE OF COMMUNICATIONS AND OUTREACH

MISSION AND RESPONSIBILITIES

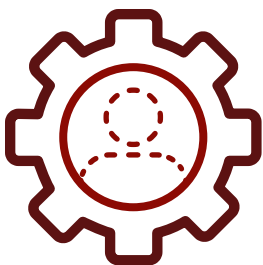
OCO is responsible for the Department’s communications and outreach activities, including interacting and collaborating with the media and intergovernmental and interagency organizations. OCO directs, coordinates, and recommends strategies for activities designed to ensure that the public understands the Department’s policies and programs and the Secretary’s priorities; initiates and oversees public outreach relating to the Department’s mission; develops working relationships with the press, State and local governments, nongovernmental organizations, and other Federal agencies; manages and creates high-quality digital, web, and multimedia content; and manages core Federal recognition programs in collaboration with the States.

STAFFING CHANGES



As of January 20, 2025, OCO had 67 employees within 8 suboffices. Five of these suboffices, consisting of 41 employees, were impacted by the Department’s RIF on March 11, 2025. From these 5 suboffices, 26 employees were separated through the RIF and another 15 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 7, resulting in an overall reduction of at least 61 percent of OCO employees. Further details may be found in [Appendix A, Table 15](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF



Other Functions, No Remaining Employees

Following are some of the functions that were performed by the five OCO suboffices that have no remaining employees.

- Customizing communication to key stakeholders, communities, and citizens at the national level, including engaging with grades PreK–12, higher education, and rural communities; coordinating with parents, teachers, students, and youth; communicating with advocacy groups, think tanks, associations, foundations, businesses, and professional associations;

and communicating with military families, military-connected students, and veterans.

- Facilitating meetings between stakeholders and Department officials to ensure transparent communication, keep the public well-informed, and foster meaningful networking opportunities among participants.
- Supporting outreach efforts of the White House Initiatives and coordinating with policy and program offices to ensure accurate information is disseminated.
- Creating and disseminating news releases, media advisories, and responses to media requests.
- Handling translation requests for the Secretary and other senior officials and overseeing phone translation services, interpretation, and the Department's language assistance program.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the three OCO suboffices not directly impacted by the RIF.

- Managing the creative direction of the Department's web, social media, and studio products as well as governance of the Department's digital content.
- Establishing and enforcing digital content governance policy and standards.
- Creating and managing content for the Department's enterprise-level social media accounts.
- Customizing communication to key stakeholders, communities, and citizens at the State and local levels.
- Coordinating with the White House Intergovernmental Affairs Office and other Federal agencies.

CHANGES IN CONTRACTS

1

contracts terminated

0

contracts descoped

0

new contract awards

Between January 20, 2025, and March 31, 2025, OCO terminated one contract. Services provided by the contract included gathering "up-to-date news to include what's being said in State houses, school board rooms, and on the streets around the country, in order to react and determine Department actions best suited to promote educational excellence." OCO awarded no new contracts during the same timeframe.

CHANGES IN GRANTS

0

grants terminated

0

grants awarded

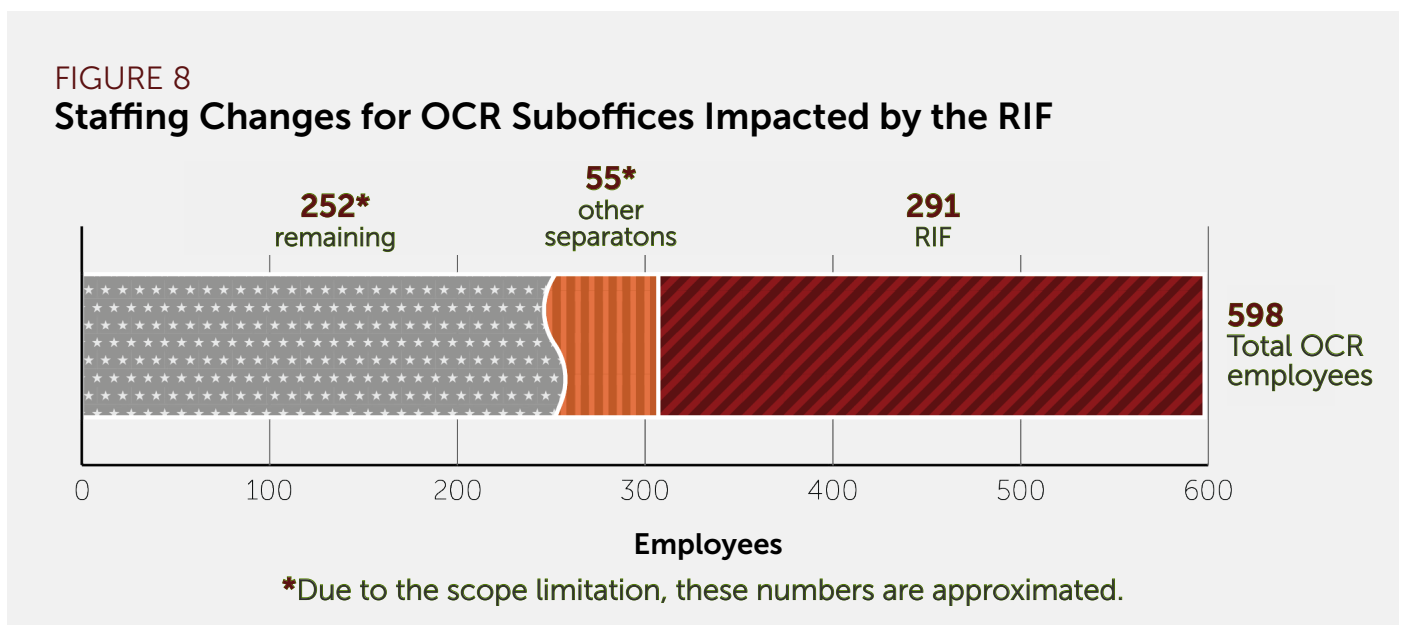
Between January 20, 2025, and March 31, 2025, no OCO grants were terminated or awarded.

OFFICE FOR CIVIL RIGHTS

MISSION AND RESPONSIBILITIES

OCR directs, coordinates, and recommends policies to administer the provisions of legislation and Department policies prohibiting discrimination on the basis of race, color, national origin, sex, handicap, or age; develops and recommends the adoption of regulations and policies regarding civil rights; conducts investigations, negotiations, and administrative enforcement proceedings to secure compliance with legislative and regulatory civil rights requirements; conducts research and surveys on civil rights issues; and assists recipients of Department funding and beneficiaries of programs and activities to understand their responsibilities and rights consistent with statutory and regulatory requirements.

STAFFING CHANGES



As of January 20, 2025, OCR had 598 employees within 11 regional offices²³ and 18 suboffices. Six regional offices and 7 suboffices, consisting of 346 employees, were impacted by the Department’s RIF on March 11, 2025. From these impacted regional offices and suboffices, 291 employees were separated through the RIF²⁴ and another 55 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 8, resulting in an overall reduction of at least 58 percent of OCR employees. Further details may be found in [Appendix A, Table 16](#).

23 The Department’s employee roster as of January 20, 2025, listed the Cleveland office as a component of the Chicago regional office. Therefore, we do not report on the Cleveland office separately.

24 The Government Accountability Office’s report, *Department of Education: Full Costs and Savings Estimate Needed for Reduction-in-Force and Restructuring of the Office for Civil Rights*, GAO-26-108320, dated January 29, 2026, stated that the Department rescinded RIF actions for OCR staff in early January 2026 and reinstated staff to their positions of record, but noted that the Department did not provide information on the number of OCR staff who ultimately returned to work.

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF



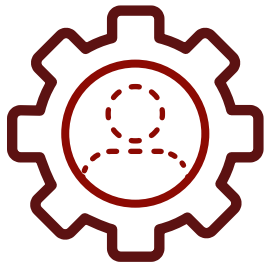
Statutory Functions, No Remaining Employees

As highlighted above in Table 3, statutory or oversight functions performed by the 13 OCR regional offices and suboffices with no remaining employees include the following.

- Conducting complaint investigations and compliance reviews of preschool, elementary and secondary institutions, vocational technical schools, institutions of postsecondary education, vocational rehabilitation agencies and providers under Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975, and conducting complaint investigations and compliance reviews of public entities for which the Department serves as the designated agency under the regulations implementing Title II of the Americans with Disabilities Act of 1990.²⁵

Other Functions, No Remaining Employees

Following are some of the other functions that were performed by OCR regional offices and suboffices that have no remaining employees:



- Supporting OCR's public-facing communications and serving as a central point of contact for public information requests, including FOIA requests, Privacy Act requests, requests for technical assistance, and media and press questions.
- Receiving, routing, and tracking all correspondence with external parties received by OCR, including emails and OCR hotline phone correspondence. Developing recurring annual reports, monthly data reports, and ad-hoc reports, as requested by Management, and conducting customer service surveys to identify areas in need of improvement in OCR's customer services.
- Managing OCR's resources, including budget, human resources, and technology.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the 16 OCR regional offices and suboffices that were not directly impacted by the RIF.

- Conducting complaint investigations and compliance reviews of preschool, elementary and secondary institutions, vocational technical schools, institutions of postsecondary education, and vocational rehabilitation agencies and providers.²⁶
- Developing regulations, guidelines, legal standards, and policies pertaining to civil rights compliance; conduct of complaint investigations and compliance reviews; and the provision of program training and technical assistance.
- Disseminating materials and information in a variety of formats to audiences both within and outside OCR for the purpose of explaining OCR policies, regulations, and related legal concepts and case law.

²⁵ While six regional offices have no remaining employees, there are four other regional offices that were not directly impacted by the RIF and are likely still performing similar functions.

²⁶ See previous footnote.

CHANGES IN CONTRACTS

0

contracts terminated

0

contracts descope

0

new contract awards

Between January 20, 2025, and March 31, 2025, no OCR contracts were terminated or descope and no new OCR contracts were awarded.

CHANGES IN GRANTS

0

grants terminated

0

grants awarded

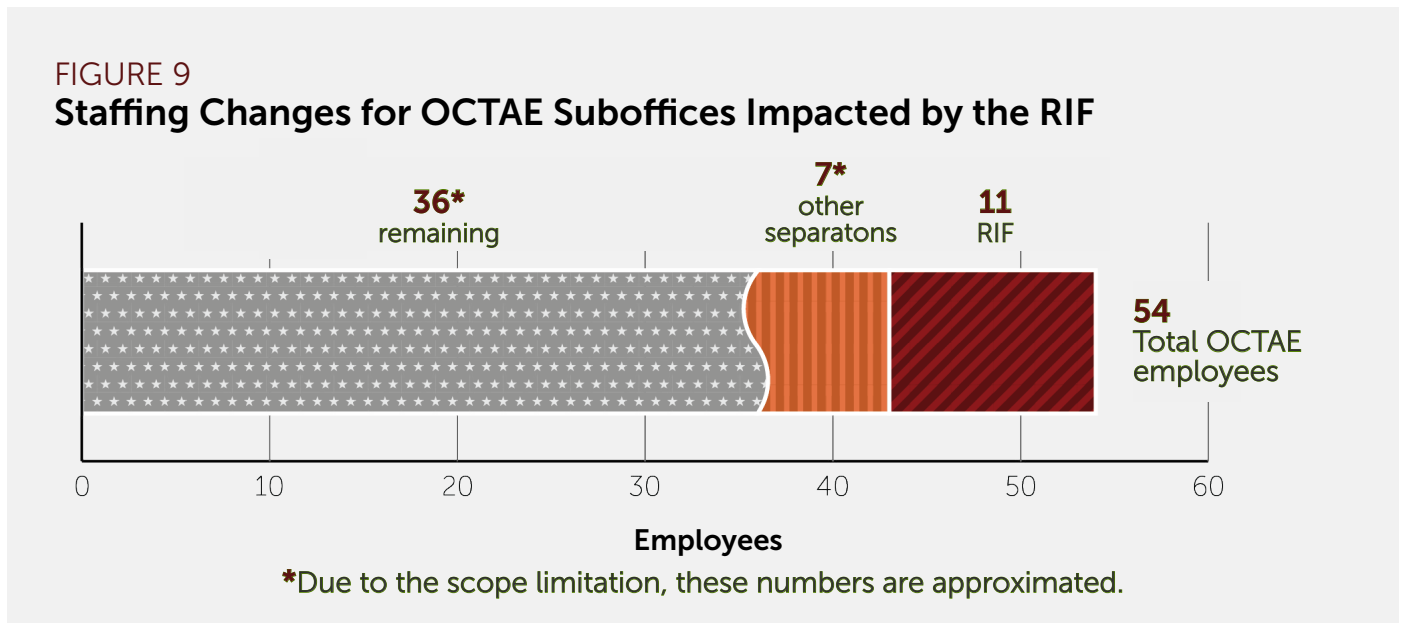
Between January 20, 2025, and March 31, 2025, no OCR grants were terminated and no new OCR grants were awarded.

OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION

MISSION AND RESPONSIBILITIES

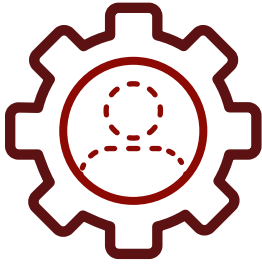
OCTAE advises the Secretary on departmental matters related to high school, career, technical, and adult education, as well as lifelong learning, correctional education, community colleges, and workforce and economic development. OCTAE administers, coordinates, and recommends policy for improving quality and excellence of programs designed to prepare students for postsecondary education and careers through high school programs and career and technical education; provides opportunities for adults to increase their literacy skills; promotes identification and dissemination of effective practices in raising student achievement in high schools, community colleges, and adult education programs; promotes collaboration, communication, and coordination among the Department, States, local agencies, and organizations to ensure that programs and activities prepare youth and adults for postsecondary education and high-skill, high-wage, or high-demand occupations; and promotes the implementation of education technology.

STAFFING CHANGES



As of January 20, 2025, OCTAE had 54 employees within 11 suboffices. Three of these suboffices, consisting of 18 employees, were impacted by the Department’s RIF on March 11, 2025. From these 3 suboffices, 11 OCTAE employees were separated through the RIF and another 7 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 9, resulting in an overall reduction of at least 33 percent of OCTAE employees. Further details may be found in [Appendix A, Table 17](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF



Other Functions, No Remaining Employees

Following are some of the functions that were performed by the three OCTAE suboffices with no remaining employees.

- Providing leadership and support for efficient and effective planning and administration of adult education and literacy grant programs.
- Assisting States on adult education programs, with special emphasis on serving educationally disadvantaged adults and individuals with barriers to employment.
- Supporting projects and initiatives to improve instructional programs and services, staff and teacher training, distance learning, integrated English Literacy and Civics Education programs, workplace initiatives, and other strategies to improve services to adults who can benefit from basic skills instruction.
- Providing national information services for adult education and literacy through the Literacy Information and Communications website, which shares evidence-based research and best practices for educational programs for adults with basic skills needs.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the eight OCTAE suboffices not directly impacted by the RIF.

- Administering formula and discretionary programs authorized in the Carl D. Perkins Career and Technical Education Act.
- Executing national activities authorized under statute to support the development and implementation of career and technical education programs.
- Coordinating all correctional education programs within the Department and providing an annual report to Congress on the status of correctional education in the United States.
- Collecting information from States regarding individuals who complete a vocational education sequence, earn a high school or general equivalency diploma, or earn a postsecondary degree while incarcerated and the correlation with job placement, job retention, and recidivism.
- Managing accountability requirements related to adult education and literacy, including GPRA and on-going reporting to Congress.

CHANGES IN CONTRACTS

3

contracts terminated

0

contracts descope

0

new contract awards

Between January 20, 2025, and March 31, 2025, three OCTAE contracts were terminated. Services provided by these contracts included providing a collection of online resources for adult educators at the State and local levels, training and technical assistance for States and local adult education programs to support immigrant integration, and implementing Integrated Education and Training programs in correctional systems. During this same timeframe, no OCTAE contracts were descope or awarded.

CHANGES IN GRANTS

0

grants terminated

0

grants awarded

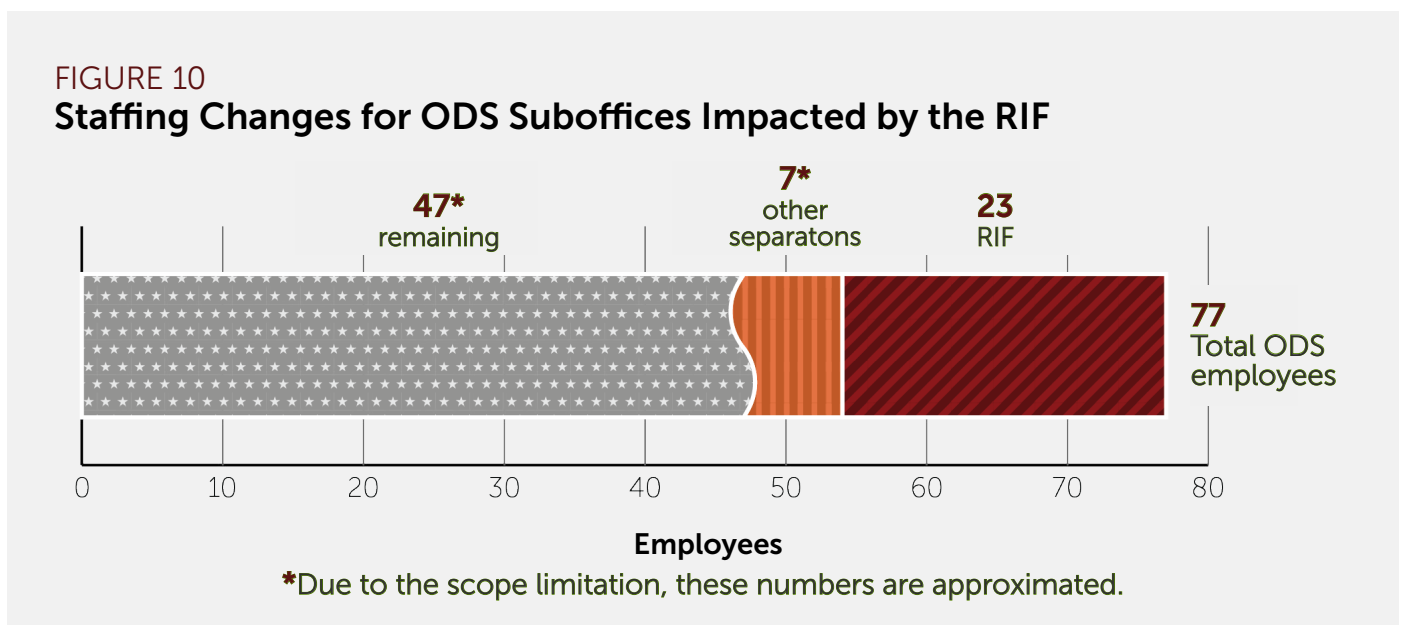
Between January 20, 2025, and March 31, 2025, no OCTAE grants were terminated and no new OCTAE grants were awarded.

OFFICE OF THE DEPUTY SECRETARY

MISSION AND RESPONSIBILITIES

ODS assists the Secretary in the discharge of Secretarial duties and responsibilities. The Deputy Secretary coordinates policies, programs, and activities related to educational equity, elementary and secondary education, special education and rehabilitative services, and the education of students with linguistically and culturally diverse backgrounds. The Deputy Secretary serves as Chief Operating Officer for the Department, acting on behalf of the Secretary with senior Department leaders in developing and executing effective management and in identifying key organizational vulnerabilities and executing effective approaches to manage risks across the Department’s programs, grants, loans, contracts, IT, and related services.

STAFFING CHANGES



As of January 20, 2025, ODS had 77 employees within 9 suboffices. Three of these suboffices, consisting of 30 employees, were impacted by the Department’s RIF on March 11, 2025. From these 3 suboffices, 23 employees were separated through the RIF and another 7 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 10, resulting in an overall reduction of at least 39 percent of ODS employees. Further details may be found in [Appendix A, Table 18](#).

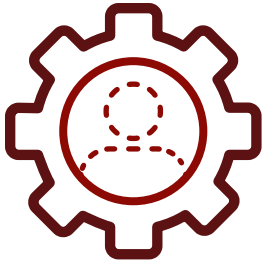
FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF



Statutory Functions, No Remaining Employees

As highlighted above in Table 3, statutory or oversight functions performed by the three ODS suboffices with no remaining employees include the following.

- As authorized under section 218 of the Department of Education Organization Act, developing educational technology policy and establishing strategies for encouraging the development and use of educational technology that transforms teaching and learning and that empowers students and families.



Other Functions, No Remaining Employees

Following are some of the other functions that were performed by the ODS suboffices with no remaining employees.

- Developing, executing, and monitoring the OS and ODS budget and contracts; developing internal administrative policies and operating procedures; providing support and guidance in human resources management, IT, telecommunications and office equipment services; office space planning and utilization; travel authorizations and reimbursements, etc.
- Coordinating emergency preparedness activities as they relate to the Secretary's Continuity of Government responsibilities.
- Performing records management and serving as custodian of classified documents for client offices, including maintaining proper protocols and secure phones and related equipment.
- Overseeing the development and implementation of the Department's strategic plan, annual performance plans, and annual performance reporting.
- Collaborating with a diverse group of stakeholders (including local and State education leaders; teachers, librarians, students, and parents; education technology companies and nonprofits; researchers; and other Federal offices and agencies) to improve learning outcomes by encouraging the development and use of transformative and empowering educational technology.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the six ODS suboffices not directly impacted by the RIF.

- Administering the equal employment opportunity program in the Department, in compliance with Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq.; the Rehabilitation Act of 1973, as amended, 29 U.S.C. 701 et seq.; the Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. 621 et seq.; the Equal Pay Act of 1963, as amended, 29 U.S.C. 206(d); Title II of the Genetic Information Nondiscrimination Act of 2008; and applicable regulations.
- Enforcing nondiscrimination on the basis of disability in programs or activities conducted by the Department, in compliance with section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794 and 34 C.F.R. Part 105.

CHANGES IN CONTRACTS

0 contracts terminated	0 contracts descope	0 new contract awards
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Between January 20, 2025, and March 31, 2025, no ODS contracts were terminated or descope and no new ODS contracts were awarded.

CHANGES IN GRANTS

<u>0</u> grants terminated	<u>0</u> grants awarded
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Between January 20, 2025, and March 31, 2025, no ODS grants were terminated and no new ODS grants were awarded.

OFFICE OF ENGLISH LANGUAGE ACQUISITION

MISSION AND RESPONSIBILITIES

OELA advises the Secretary on departmental matters related to the education initiatives of multilingual and English learners and administers Title III programs authorized by the ESEA. OELA establishes and implements policy and national technical assistance efforts of the language instructional educational programs that serve English learners and Limited English proficient adults and leads national efforts to support multilingual education. OELA also coordinates with other programs in the Department serving English learners and provides national leadership and support for the programs and activities for which authority has been delegated by the Secretary.

STAFFING CHANGES

FIGURE 11
Staffing Changes for OELA Suboffices Impacted by the RIF



*Due to the scope limitation, these numbers are approximated.

As of January 20, 2025, OELA had 16 employees within 3 suboffices. Two of these suboffices, consisting of 15 employees, were impacted by the Department’s RIF on March 11, 2025. From these 2 suboffices, 12 employees were separated through the RIF and another 3 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 11, resulting in an overall reduction of 94 percent of OELA employees. Further details may be found in [Appendix A, Table 19](#).²⁷

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF



Statutory Functions, No Remaining Employees

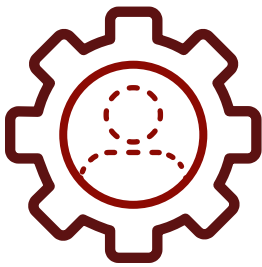
Only one employee from OELA, the Deputy Assistant Secretary, remained after the RIF and other separations. As highlighted above in Table 3, statutory or oversight functions performed by the two OELA suboffices with no remaining employees include the following.

- Leading responsibility for English learner activities and English Language

²⁷ In the Department’s organizational chart dated March 17, 2025, OELA was shown as combined with OESE. The May 8, 2025, organizational chart (and most current on the Department’s website) shows it as a separate office again that includes the two suboffices noted here that were eliminated via the RIF and other separations.

Acquisition State Grants—Title III, Part A programs and activities to strengthen and enhance the work of the office and others in supporting and addressing services to English learner students.

- Overseeing critical office and Department requirements under Title III, Part A of the ESEA, including strategic planning, GPRA requirements and Performance Indicators for Title III under the Planning and Performance Management Database, the National Clearinghouse for English Language Acquisition, and other appropriate resources.
- Overseeing the management of all Department multilingual initiatives, the National Professional Development Program, special initiatives to support multilingualism, and the Native American and Alaska Native Children in School Program.
- Developing and implementing, on an annual basis, a program of monitoring and technical assistance for Title III grantees.
- Carrying out OELA grants management responsibilities, including maintaining G5 grant files, monitoring drawdowns, maintaining grant contacts, completing closeouts, reviewing, and approving waiver requests, and establishing grant conditions.



Other Functions, No Remaining Employees

Some other functions that had been performed by the OELA suboffices with no remaining employees include the following.

- Carrying out OELA data management responsibilities, including data quality reviews (EDFacts and Consolidated State Performance Reports) and technical assistance to grantees on data collection and reporting.
- Reviewing and recommending approval of discretionary program applications, negotiating changes, and issuing and recommending grant awards, contracts, and cooperative agreements administered by OELA.

CHANGES IN CONTRACTS

0	0	0
contracts terminated	contracts descope	new contract awards

Between January 20, 2025, and March 31, 2025, no OELA contracts were terminated or descope and no new OELA contracts were awarded.

CHANGES IN GRANTS

0	0
grants terminated	grants awarded

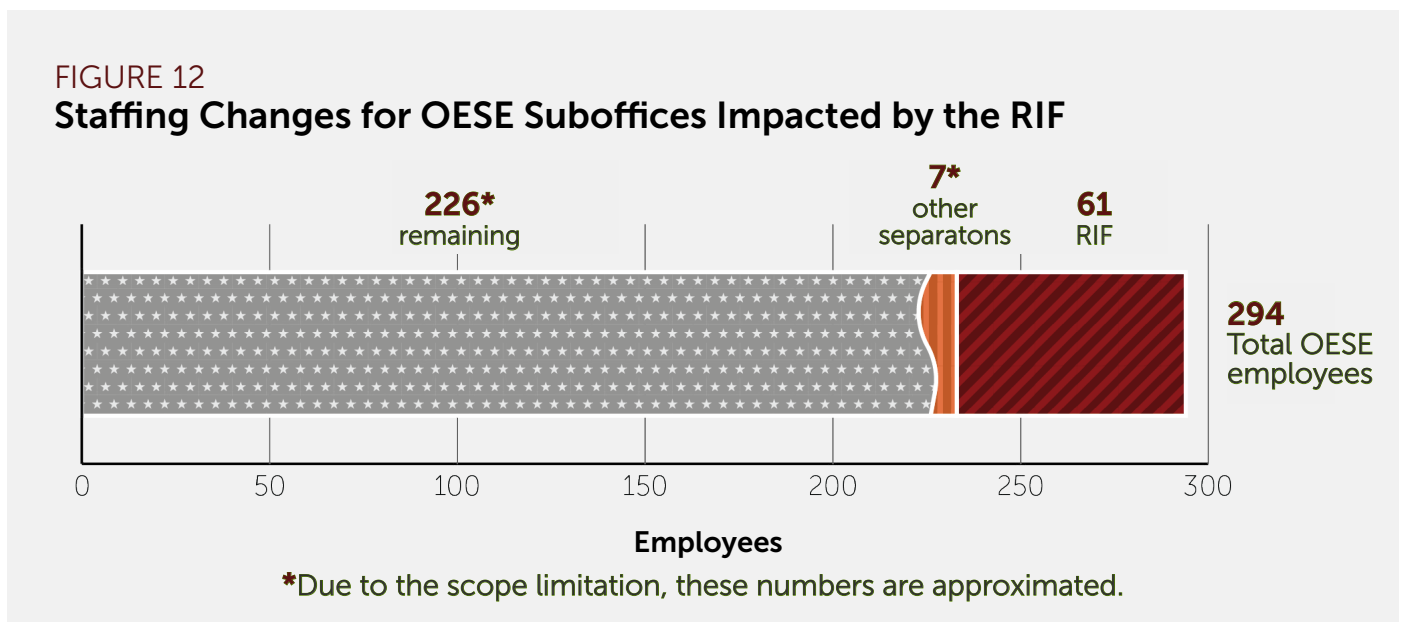
Between January 20, 2025, and March 31, 2025, no OELA grants were terminated and no new OELA grants were awarded.

OFFICE OF ELEMENTARY AND SECONDARY EDUCATION

MISSION AND RESPONSIBILITIES

OESE advises the Secretary on all matters related to elementary and secondary education. OESE provides leadership, oversight, and direction for implementing policies, processes, and strategies related to the administration and management of discretionary and formula grants and interagency agreements; identifying and promoting effective practices for internal and external stakeholders to support academic and program excellence; ensuring educational opportunities and equity for all children; improving the quality of teaching and learning; and providing front-line support and customer service to States and grantees.

STAFFING CHANGES



As of January 20, 2025, OESE had 294 employees within 58 suboffices. Ten of these suboffices, consisting of 68 employees, were impacted by the Department’s RIF on March 11, 2025. From these 10 suboffices, 61 employees were separated through the RIF and another 7 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 12, resulting in an overall reduction of at least 23 percent of OESE employees. Further details may be found in [Appendix A, Table 20](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF



Statutory Functions, No Remaining Employees

As highlighted above in Table 3, statutory or oversight functions performed by the 10 OESE suboffices with no remaining employees include the following.

- Providing primary oversight over areas such as budget formulation, grants, contracts, personnel, small purchase procurement, FOIA requests, travel, and asset management (property and technology) for OESE.
- Providing primary oversight over areas such as audit resolution, fiscal monitoring, grant clearances, organizational development, professional

learning, and establishing more efficient, effective, and data-driven operations for OESE.

- Administering fiscal protocols during State educational agency monitoring reviews and coordinating the resolution of OESE audit findings.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by OESE suboffices not directly impacted by the RIF.

- Administering OESE formula and discretionary grant programs.
- Serving as the project managers for OESE formula and discretionary grants and cooperative and interagency agreements, which includes managing the grants through all cycles of the grants process, including all pre-award (planning), award, post-award, and close-out activities.
- Managing OESE IT and data collections tasks under contractors for priorities that support the office’s policy priorities, and programmatic and grantee needs.
- Managing contracts and procurement for OESE-wide operations and initiatives.
- Coordinating and managing OESE personnel, physical, and IT security; coordinating and managing OESE IT and telecommunications services; OESE web administration; and managing OESE IT and telecommunications assets.
- Administering the Indian Education Program of the ESEA (Title VII, Part A), which establishes policies and provides financial and technical assistance for supporting local educational agencies, Indian Tribes and organizations, post-secondary institutions and other entities in meeting the special educational and culturally related academic needs of American Indians and Alaska Natives.
- Administering programs for migratory children authorized under Parts C and B of Title I of the ESEA; the High School Equivalency Program and the College Assistance and Migrant Program authorized under Title IV of the HEA; and section 418A, Special Educational Programs for migrants and other seasonal farm workers.

CHANGES IN CONTRACTS

0	0	1
contracts terminated	contracts descope	new contract awards

Between January 20, 2025, and March 31, 2025, no OESE contracts were terminated or descope. During this same timeframe, one contract was awarded under the 21st CCLC State Monitoring Activities and Technical Assistance Services. This program supports the creation of community learning centers that provide academic enrichment opportunities during non-school hours for children, particularly students who attend high-poverty and low-performing schools. The program helps students meet State and local academic standards in core academic subjects, such as reading and math; offers students a broad array of enrichment activities that can complement their regular academic programs; and offers literacy and other educational services to the families of participating children.

CHANGES IN GRANTS

73

grants terminated

15

grants awarded

Between January 20, 2025, and March 31, 2025, 73 grants were terminated in the following programs:

- Teacher and School Leader Incentive Grants (24 grants)
- Comprehensive Centers (18 grants)
- Teacher Quality Partnerships (15 grants)
- Supporting Effective Educator Development (7 grants)
- Equity Assistance Centers (4 grants)
- Ready to Learn Programming (2 grants)
- School Safety National Activities (1 grant)
- Education Innovation and Research (1 grant)
- Full-Service Community Schools (1 grant)

There were 223 grants identified for termination in the following programs:

- Mental Health Service Professional Demonstration Grant Program (153 grants)
- School Based Mental Health (70 grants)

There were 84 grants moved to closeout in the following programs:

- Teacher Quality Partnerships (57 grants)
- Supporting Effective Educator Development (24 grants)
- Teacher and School Leader Incentive Grants (3 grants)

One grant award to one grantee was placed on route payment in the following program:

- Javits Gifted and Talented Students Education program

There were 15 new grants awarded in the following programs:

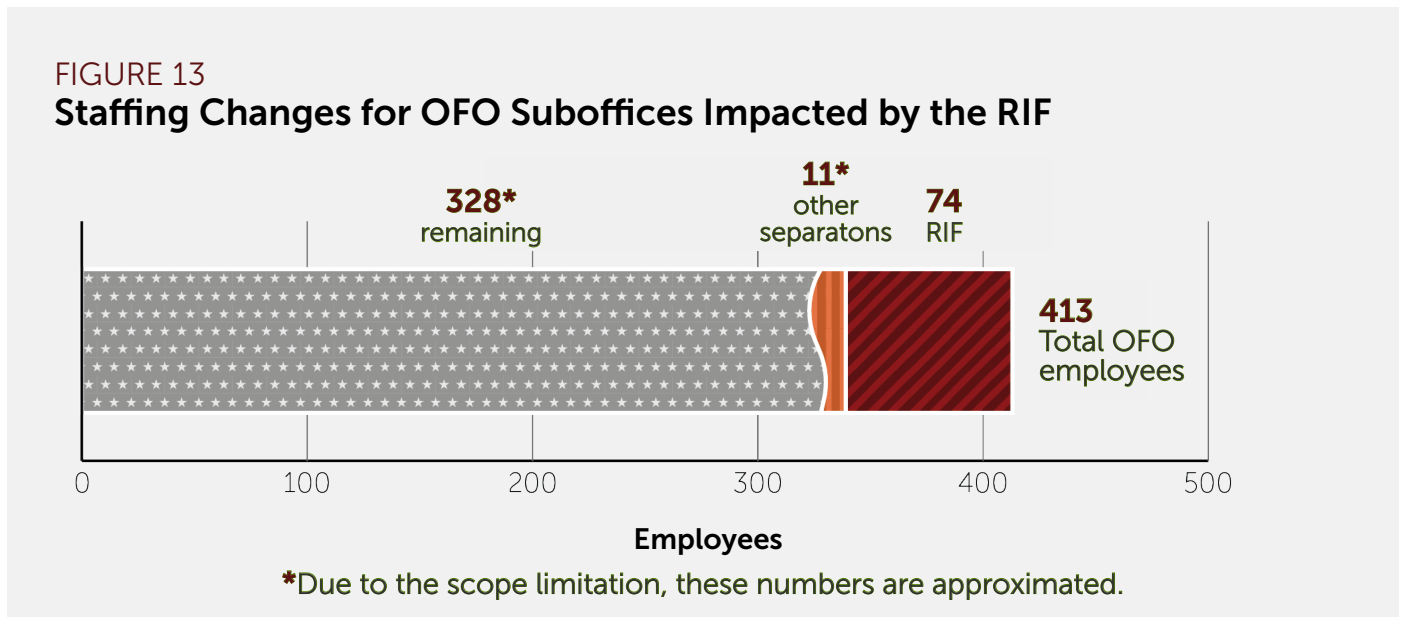
- Grants to Charter Management Organizations for the Replication and Expansion of High-Quality Charter Schools (8 grants)
- Project SERV (7 grants)

OFFICE OF FINANCE AND OPERATIONS

MISSION AND RESPONSIBILITIES

The mission of OFO is to transform the Department into a high-performance, customer-focused organization by providing services that help customers do a better job of managing their people, processes, and overall strategy. Functions performed by OFO include developing and implementing Department-wide systems and procedures for strategic accountability and performance management; overseeing all financial management activities related to the programs and operations of the Department; managing the Department's contracts and purchasing activities; strengthening the effectiveness with which Federal funds are spent through mandated oversight, appeal, and review authorities; analyzing current and proposed education policy; and coordinating policy for management reform initiatives, such as the President's Management Agenda, human capital management, and GPRA.

STAFFING CHANGES



As of January 20, 2025, OFO had 413 employees within 73 suboffices. Eighteen of these suboffices, consisting of 91 employees, were impacted by the Department's RIF on March 11, 2025. From these 18 suboffices, 74 employees were separated through the RIF and another 11 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 13, resulting in an overall reduction of at least 21 percent of OFO employees. Further details may be found in [Appendix A, Table 21](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF

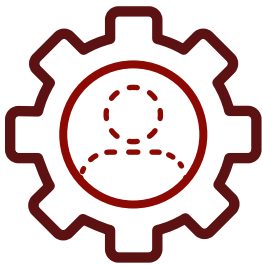


Statutory Functions, No Remaining Employees

As highlighted above in Table 3, statutory or oversight functions performed by the 16 OFO suboffices with no remaining employees include the following.

- Overseeing and administering the Federal Real Property Assistance Program, a statutorily mandated program. This program assists eligible education organizations in the acquisition, development, and management of former Federal surplus real property.

- Overseeing external audit follow-up for the Department and serving as the central point in the Department for information regarding external audit follow-up in accordance with OMB Circular A-50.
- Managing the non-procurement debarment and suspension process to ensure the integrity of Department programs.
- Coordinating with the Department's offices in identifying grantee risks and taking effective action to manage and mitigate risks that may adversely affect the advancement of the Department's mission and programs.
- Establishing the departmental travel policy and procedures, administering and monitoring the agency's travel system and program, and conducting training to ensure the Department's compliance with Federal travel regulations.



Other Functions, No Remaining Employees

Following are some of the other functions performed by the OFO suboffices that have no remaining employees.

- Developing and disseminating Department grants management and administration policies, regulations, and procedures and providing leadership and support for reform, innovation, and improvement in Department grants management.
- Overseeing all loan, grant, and administrative program accounting activities—including ensuring the accuracy of accounting adjustments and estimates included in the Department's financial statements.
- Developing and issuing Department-wide procurement policy, regulations, and guidance, including the Education Department's Acquisition Regulations.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the 55 OFO suboffices not directly impacted by the RIF.

- Overseeing Department-wide internal controls for compliance with laws and regulations in accordance with the Federal Managers' Financial Integrity Act of 1982.
- Managing the Department's Payment Integrity Monitoring Application to help prevent, detect, and recover improper payments.
- Ensuring that existing financial systems comply with the Standard General Ledger requirements and OMB and Treasury guidance as it relates to such systems.
- Processing payment requests, award updates, adjustments, and recipient expenditure data.
- Initiating background investigations for applicants, appointees, employees, and contractors and coordinating the implementation of the personnel security portion of Homeland Security Presidential Directive-12, which includes screening of current employees, applicants, and contractors for personal identity verification.

CHANGES IN CONTRACTS

13

contracts terminated

7

contracts descope

13

new contract awards

Between January 20, 2025, and March 31, 2025, 13 OFO contracts were terminated and 7 were descope. Services provided by these contracts included those in support of the Department's grants management line of business (G6 grants management system), eLearning licenses for employees, Education Department central automated processing system help desk and training support, and the Department's A-123 Internal Controls Program Support for FY 2025. During this same timeframe, OFO awarded 13 new contracts. The contracts were for various services including help desk support and IT operations and maintenance, as well as furniture.

CHANGES IN GRANTS

0

grants terminated

0

grants awarded

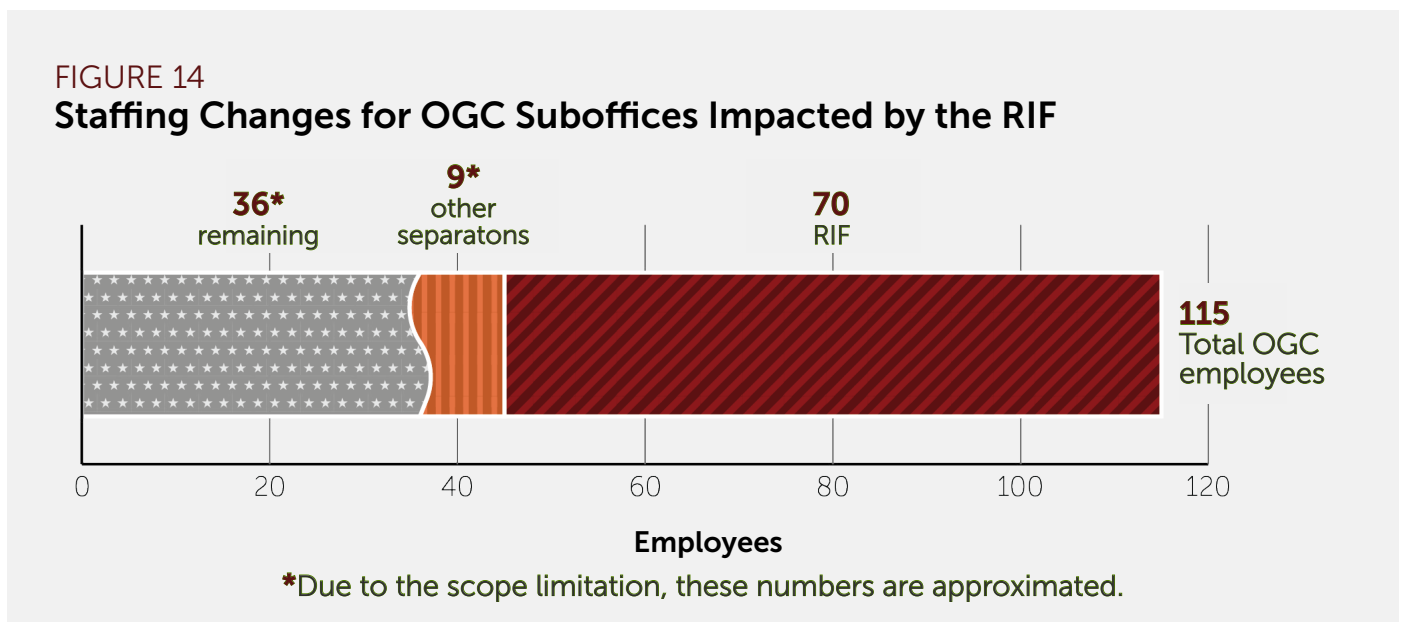
Between January 20, 2025, and March 31, 2025, no OFO grants were terminated and no new OFO grants were awarded.

OFFICE OF THE GENERAL COUNSEL

MISSION AND RESPONSIBILITIES

OGC advises the Secretary on all legal matters affecting departmental programs and activities. OGC directs, coordinates, and recommends policy for activities that are designed to provide legal advice and services to the Secretary, Deputy Secretary, and Principal Officers of the Department; prepares or reviews for legal form and effect public documents, rules, regulations, and legal instruments; represents the Secretary, the Department, or any of its officers or units in court or administrative litigation; serves as liaison to other Federal agencies in connection with legal matters involving the Department; drafts legislative proposals and reviews the legal aspects of proposed or pending litigation; and prepares or reviews pleadings, briefs, memoranda, and other legal documents for proceedings involving the Department.

STAFFING CHANGES



As of January 20, 2025, OGC had 115 employees within 10 suboffices. Seven of these suboffices, consisting of 79 employees, were impacted by the Department’s RIF on March 11, 2025. From these 7 suboffices, 70 employees were separated through the RIF and another 9 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 14, resulting in an overall reduction of at least 69 percent of OGC employees. Further details may be found in [Appendix A, Table 22](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF

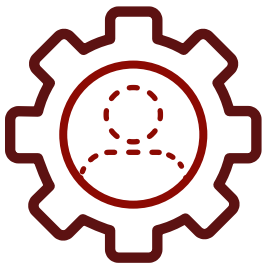


Statutory Functions, No Remaining Employees

As highlighted above in Table 3, statutory or oversight functions performed by the seven OGC suboffices with no remaining employees include the following.

- Assisting the General Counsel in providing legal assistance to the Secretary and Deputy Secretary in connection with the civil rights enforcement activities of the Department pertaining to race, national origin, sex, handicap, and age discrimination.

- Providing legal assistance to Department officials in connection with the administration of equal educational opportunity programs, including those related to the provision of educational services to individuals with disabilities under the IDEA.
- Providing legal services for elementary and secondary education programs (except educational equity programs); special education and rehabilitative services programs; and career, technical, and adult education programs.
- Providing legal services to Department officials concerning business management and administrative activities throughout the Department, including contracts, grants, procurement, standards of conduct, labor relations, appropriations, budget, compensation, employment and travel and FOIA, the Privacy Act, the Federal Advisory Committee Act, the Government in Sunshine Act, the Hatch Act, the Family Educational Rights and Privacy Act, and the Equal Access to Justice Act. This includes providing advice and representation regarding matters involving the Department, and claims by and against the Department.
- Counseling current and past Department employees on ethics matters and regulations and advising the Department on actions necessary to ensure compliance with ethics laws and policies.
- Serving as the Department’s monitor and coordinator for compliance with the publication and rulemaking requirements of the Administrative Procedure Act, section 431 of the General Education Provisions Act, the Regulatory Flexibility Act, the Paperwork Reduction Act of 1980, Executive Order 12291, and other requirements, including the scheduling dates for the publication of regulations.



Other Functions, No Remaining Employees

Following are some of the other functions performed by the OGC suboffices that have no remaining employees.

- Prescribing procedures to govern the routing and review, within the Department, of material relating to proposed or pending legislation.
- Developing policies, systems, methods, and procedures for the development and processing of regulatory documents of the Department.
- Ensuring that all regulatory documents conform to the policies and requirements of the Department, the Office of the Federal Register, and the OMB.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the three OGC suboffices not directly impacted by the RIF:

- Drafting or reviewing drafts of legislation, regulations, preambles, responses to public comment, and other supporting documents, and participating in public hearings necessary for the development of regulations for the Department.

- Providing legal services for postsecondary education programs administered by the Assistant Secretary for Postsecondary Education.

CHANGES IN CONTRACTS

2 contracts terminated	0 contracts descoped	1 new contract awards
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Between January 20, 2025, and March 31, 2025, OGC terminated two contracts. Services provided by these contracts included ethics division team training. During this same timeframe, OGC awarded one new contract related to the electronic filing system for ethics forms.

CHANGES IN GRANTS

0 grants terminated	0 grants awarded
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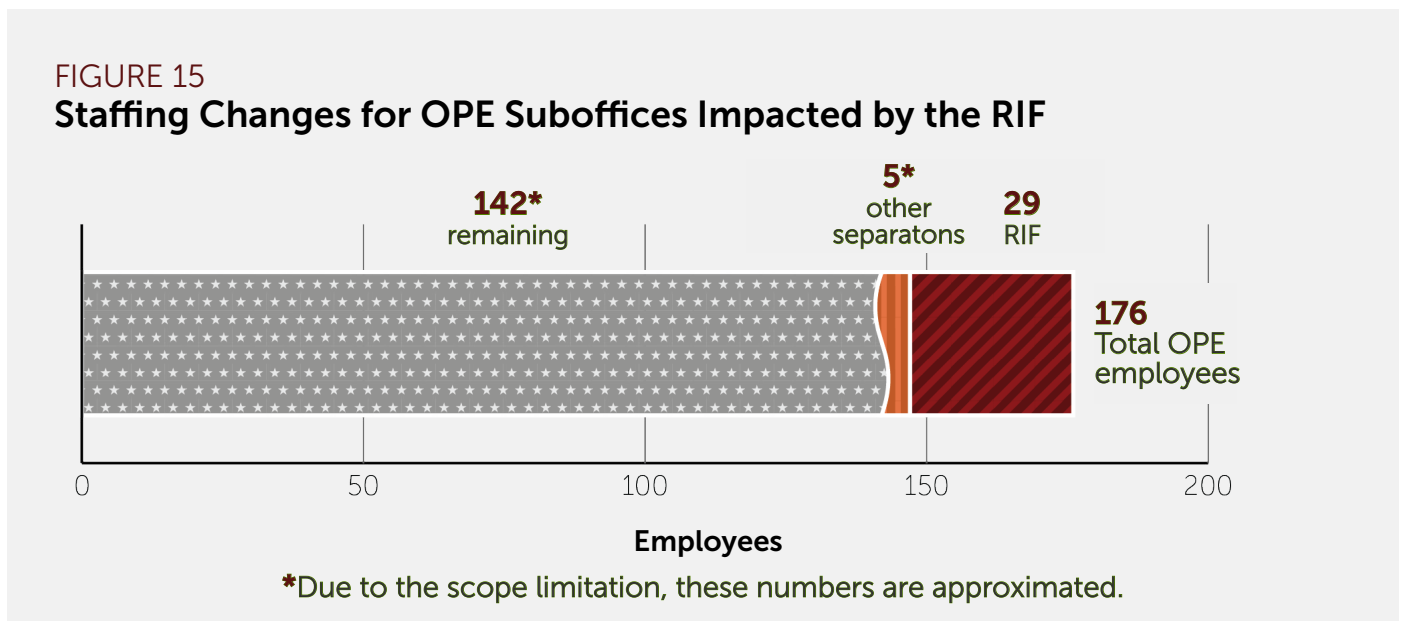
Between January 20, 2025, and March 31, 2025, no OGC grants were terminated or awarded.

OFFICE OF POSTSECONDARY EDUCATION

MISSION AND RESPONSIBILITIES

OPE advises the Secretary on departmental matters related to postsecondary education. OPE directs, coordinates, and recommends policies for programs that are designed to provide financial assistance to eligible students enrolled in postsecondary educational institutions, improve postsecondary educational facilities and programs through the provision of financial support to eligible institutions, recruit and prepare disadvantaged students for the successful completion of postsecondary educational programs, and promote the domestic study of foreign languages and international affairs and support international educational research and exchange activities.

STAFFING CHANGES



As of January 20, 2025, the OPE had 176 employees within 23 suboffices. Six of these suboffices, consisting of 34 employees, were impacted by the Department’s RIF on March 11, 2025. From these 6 suboffices, 29 employees were separated through the RIF and another 5 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 15, resulting in an overall reduction of at least 19 percent of OPE employees. Further details may be found in [Appendix A, Table 23](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF

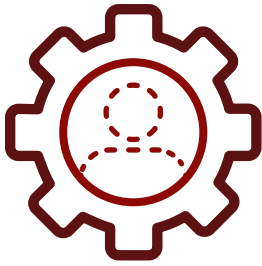


Statutory Functions, No Remaining Employees

As highlighted above in Table 3, statutory or oversight functions performed by the six OPE suboffices with no remaining employees include the following:

- Planning, policy development, and pre- and post-grant administration functions for domestic international education programs authorized by Title VI of the HEA and the overseas international education programs authorized by the Mutual Educational and Cultural Exchange Act of 1961 (also known as the Fulbright-Hays Act).

- Planning and developing program guidance, policy, and procedures for assessing the extent to which grantees’ projects are in alignment with the legislative purposes and intent for the International and Foreign Language Education programs.



Other Functions, No Remaining Employees

Following are some of the other functions performed by the OPE suboffices that have no remaining employees.

- Working closely with the International Affairs Office in OS as well as other principal operating components to advise on or assist with international activities that include international organizations and the educational systems of other countries as well as U.S. postsecondary education.
- Advancing national security by developing a pipeline of highly proficient linguists and experts in critical world regions.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the 17 OPE suboffices not directly impacted by the RIF.

- Developing postsecondary education policy and legislative proposals and budget formulation and forecasting for programs administered by OPE. Leading OPE strategic planning efforts, developing OPE program performance measures, and conducting data collections.
- Administering the Department’s review process of accrediting agencies and State approval agencies for postsecondary vocational education and nurse education seeking to obtain initial and continued recognition by the Secretary of Education.
- Administering programs that broaden access to higher education and strengthen the capacity of colleges and universities. Coordinating higher education-related activities with States.
- Administering programs to facilitate access of low-income, first-generation students and individuals with disabilities in higher education; encouraging low-income students in elementary, middle, and secondary schools to attend college; and facilitating quality graduate education to address national needs.

CHANGES IN CONTRACTS

2 <hr/> contracts terminated	0 <hr/> contracts descoped	0 <hr/> new contract awards
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Between January 20, 2025, and March 31, 2205, two OPE contracts were terminated related to the Excellence in Government Fellows Program. No OPE contracts were awarded or descoped during this same timeframe.

CHANGES IN GRANTS

10

grants terminated

0

grants awarded

Between January 20, 2025, and March 31, 2025, 10 OPE grants awarded to 1 grantee were terminated in the following programs:

- International Education and Foreign Languages—Domestic (6 grants)
- International Education and Foreign Language—Overseas (2 grants)
- Federal TRIO Programs (Talent Search) (1 grant)
- Fund for the Improvement of Postsecondary Education (1 grant)

Thirteen grants, awarded to two grantees, were placed on route payment in the following programs:

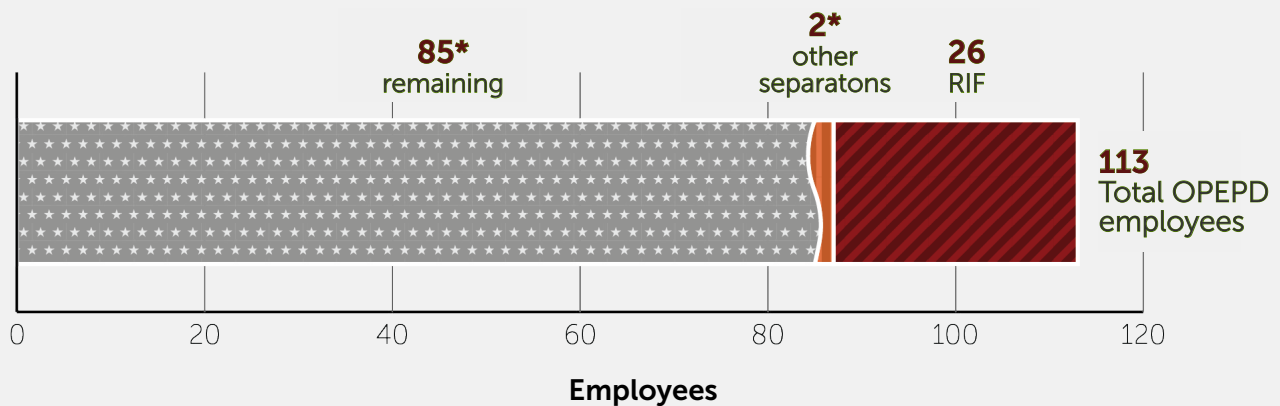
- Fulbright-Hays Doctoral Dissertation Research Abroad Fellowship Program (4 grants)
- National Resource Centers (2 grants)
- Foreign Language and Area Studies Program (2 grants)
- Upward Bound Program (2 grants)
- Graduate Assistance in Areas of National Need (1 grant)
- McNair Postbaccalaureate Achievement Program (1 grant)
- Undergraduate International Studies and Foreign Language Program (1 grant)

MISSION AND RESPONSIBILITIES

OPEPD advises the Secretary on all matters relating to policy development, implementation, evaluation and review, budget proposals and processes, data strategy and governance, and student privacy. Responsibilities include overseeing policy development and analyzing current and proposed education policy; managing a repository of evidence, data, and policies necessary to formulate, develop, validate, and recommend policy positions including legislative proposals and program reauthorizations; and clarifying and enforcing laws related to student privacy.

STAFFING CHANGES

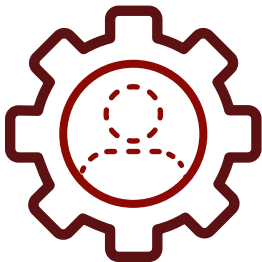
FIGURE 16
Staffing Changes for OPEPD Suboffices Impacted by the RIF



*Due to the scope limitation, these numbers are approximated.

As of January 20, 2025, OPEPD had 113 employees within 20 suboffices. Four of these suboffices, consisting of 28 employees, were impacted by the Department’s RIF on March 11, 2025. From these 4 suboffices, 26 employees were separated through the RIF and another 2 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 16, resulting in an overall reduction of at least 25 percent of OPEPD employees. Further details may be found in [Appendix A, Table 24](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF



Other Functions, No Remaining Employees

Following are some of the functions performed by the four OPEPD suboffices that have no remaining employees.

- Serving as the principal staff of the Assistant Secretary in developing, coordinating, and implementing internal administrative matters such as personnel, budget, financial management, organization, contracts, facilities, correspondence control, clearance processes, and support services.
- Developing and enforcing the Department’s data strategy and governance policies. Providing oversight and strategic review of the Department’s

information collections and clearance processes. The head of the division served as the Department Data Governance Board’s program manager and represented the Chief Data Officer, as needed, on the Department’s Planning and Investment Review Working Group.

- Developing, publishing, and overseeing implementation of the Department’s Open Data Plan. Supporting the Chief Data Officer in coordinating with other agencies on the use of agency data, engaging with the public and private sector to improve data use and on obtaining and using data. Developing tactical solutions to emerging data challenges for broader agency deployment.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the 16 OPEPD suboffices not directly impacted by the RIF.

- Leading responsibility for (1) developing and implementing the Department’s budget; (2) formulating budget and related legislative policy proposals for Department programs; (3) presenting the Department’s budget and related policy proposals to the public and Congress; (4) establishing and maintaining a Department-wide performance-based budget formulation, execution, and management system; (5) reviewing and analyzing Department program operations, including budget and policy implementation; and (6) serving as the managing partner for the government-wide Budget Line of Business.
- Developing and maintaining a technological and analytical infrastructure to be responsive to the strategic data needs of the Department’s staff. Providing analytic support and data expertise to the Assistant Secretary and Department offices, supporting the improvement of decision making, optimization of programs for desired outcomes, and reduction of burden, improper payments, and other risks.
- Leading Department efforts to protect privacy. Providing leadership, oversight, and coordination to ensure Department and field compliance with several Federal privacy laws and regulations, including the Family Educational Rights and Privacy Act; Protection of Pupil Rights Amendment; the Privacy Act of 1974, as amended; section 208 of the E-Government Act of 2002; the Social Security Number Fraud Prevention Act of 2017; the privacy portion of the annual FISMA Privacy Report; and other applicable OMB requirements.

CHANGES IN CONTRACTS

1	0	1
_____	_____	_____
contracts terminated	contracts descoped	new contract awards

Between January 20, 2025, and March 31, 2025, one OPEPD contract was terminated related to the ED Facts IT system. The Department reported that this termination was reversed. During this same timeframe, one new contract was awarded to perform operations and maintenance of the IDEA website. No OPEPD contracts were descoped.

CHANGES IN GRANTS

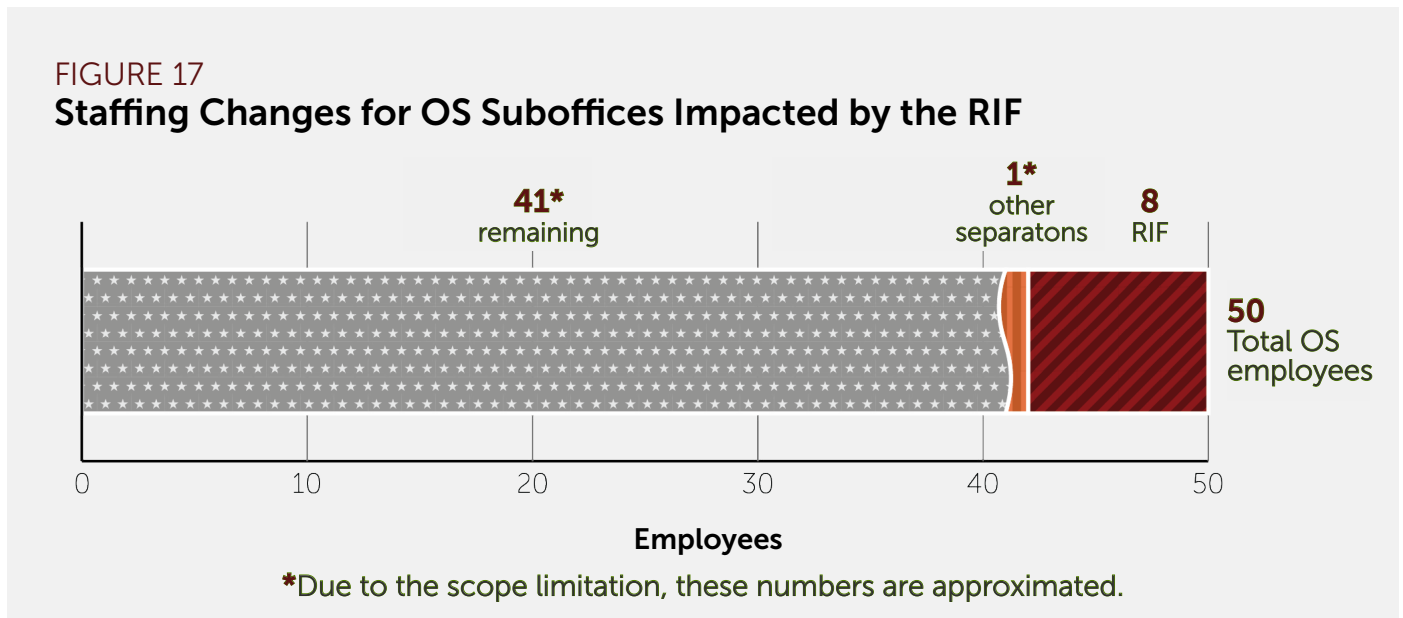
0 _____	0 _____
grants terminated	grants awarded

Between January 20, 2025, and March 31, 2025, there were no grant terminations or awards in OPEPD.

MISSION AND RESPONSIBILITIES

OS’s mission, and the overall mission of the Department, is to ensure equal access to education and to promote educational excellence throughout the nation by ensuring equal opportunities to participate for all eligible students, teachers, and other program beneficiaries in any project or activity carried out under an applicable program and promoting the ability of such students, teachers, and beneficiaries to meet high standards.

STAFFING CHANGES



As of January 20, 2025, OS had 50 employees within 11 suboffices. Two of these suboffices, consisting of nine employees, were impacted by the Department’s RIF on March 11, 2025. From these two suboffices, eight employees were separated through the RIF and another one separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 17, resulting in an overall reduction of at least 18 percent of OS employees. Further details may be found in [Appendix A, Table 25](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF

The Department’s functional statements for OS do not address what specific functions were performed by the two suboffices with no remaining employees, the Operations Team and the Executive Office.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the nine OS suboffices not directly impacted by the RIF.

- Providing advisory and logistical support to the Secretary and Deputy Secretary.
- Working with the White House on a variety of policy matters coming before the Secretary.
- Providing advice to the Secretary and Deputy Secretary to inform decision-making on the Department’s strategic direction and program and policy goals.

- Implementing White House initiatives, including the White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity through Historically Black Colleges and Universities and The Office of Faith-Based and Neighborhood Partnerships.

CHANGES IN CONTRACTS

0 _____	0 _____	1 _____
contracts terminated	contracts descope	new contract awards

Between January 20, 2025, and March 31, 2025, no OS contracts were terminated or descope. During this same timeframe, one OS contract was awarded for licensing for six users to an EEO IT platform and related training and support for users and administrators.

CHANGES IN GRANTS

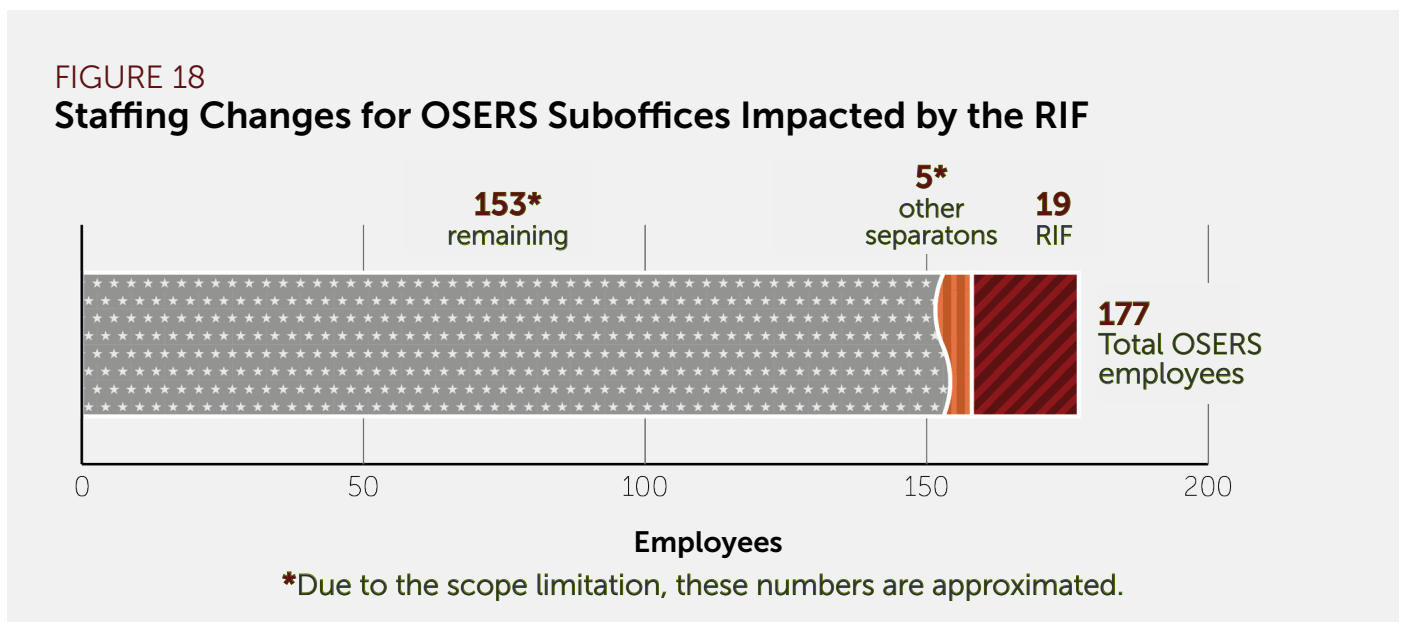
0 _____	0 _____
grants terminated	grants awarded

Between January 20, 2025, and March 31, 2025, no OS grants were terminated and no new OS grants were awarded.

MISSION AND RESPONSIBILITIES

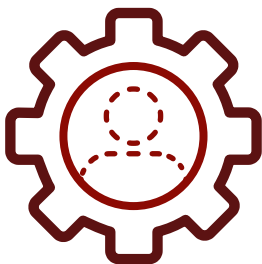
OSERS directs, coordinates, and recommends policy for programs that are designed to meet the needs and develop the full potential of children with disabilities; reduce dependency and enhance the productive capabilities of persons with disabilities through the provision of independent living and vocational rehabilitation services; increase knowledge about, foster innovation in, and improve the delivery of services for persons with disabilities through performance of rehabilitative and special education research and demonstration activities; and disseminate information about services, programs, and laws affecting persons with disabilities.

STAFFING CHANGES



As of January 20, 2025, OSERS had 177 employees within 16 suboffices. Three of these suboffices, consisting of 24 employees, were impacted by the Department’s RIF on March 11, 2025. From these 3 suboffices, 19 employees were separated through the RIF and another 5 separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 18, resulting in an overall reduction of at least 14 percent of OSERS employees. Further details may be found in [Appendix A, Table 26](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF



Other Functions, No Remaining Employees

Following are some of the functions performed by the three OSERS suboffices that have no remaining employees.

- Developing a variety of materials, publications, and other vehicles to ensure that its customers were apprised of OSERS initiatives, priorities, and accomplishments. Ensuring that OSERS marketing material on the internet was substantive and up to date. Coordinating and overseeing the clearance of publications developed by OSERS or its three program components.

- Providing services to OSERS in the areas of budget, audit resolution, automatic data processing, management analysis, personnel services, and administrative services.
- Coordinating, monitoring, and overseeing all OSERS activities relating to policy formulation, program planning, regulations, evaluation, and grants and contract scheduling activities.

FUNCTIONS OF SUBOFFICES NOT DIRECTLY IMPACTED BY THE RIF

Following are some of the functions performed by the 13 OSERS suboffices not directly impacted by the RIF.

- Administering IDEA, which authorizes formula grants to State agencies and discretionary grants to institutions of higher education and other nonprofit organizations to support technical assistance and dissemination, technology, personnel development and parent-training and information centers.
- Providing leadership and fiscal resources to assist State and other agencies with the provision of vocational rehabilitation and other services to individuals with disabilities. Administering programs and activities under the Randolph-Sheppard Act, as amended. The programs develop and implement comprehensive and coordinated programs of vocational rehabilitation and supported employment for individuals with disabilities through services, training, and advocacy, to maximize their employment, independence and integration into the community and the competitive labor market.

CHANGES IN CONTRACTS

0 _____	0 _____	2 _____
contracts terminated	contracts descoped	new contract awards

Between January 20, 2025, and March 31, 2025, two OSERS contracts were awarded to fulfill requirements specific to convening and conducting arbitration panels under the Randolph-Sheppard Act. No OSERS contracts were terminated or descoped during this same timeframe.

CHANGES IN GRANTS

3 _____	0 _____
grants terminated	grants awarded

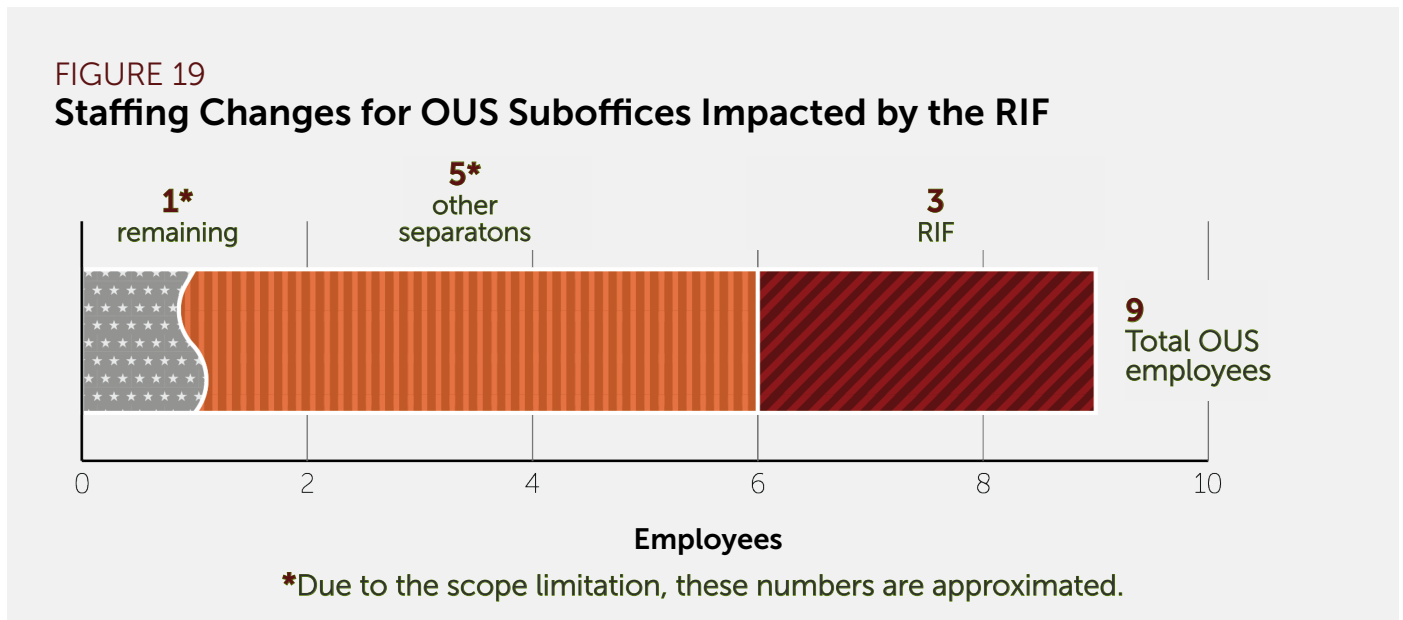
Between January 20, 2025, and March 31, 2025, three OSERS grants to one grantee were terminated in the Special Education Personnel Preparation program. No new grants were awarded.

OFFICE OF THE UNDER SECRETARY

MISSION AND RESPONSIBILITIES

OUS assists the Secretary in the discharge of Secretarial duties and responsibilities. The Under Secretary coordinates policies, programs, and activities related to vocational and adult education, postsecondary education, college grant aid, and Federal student aid.

STAFFING CHANGES

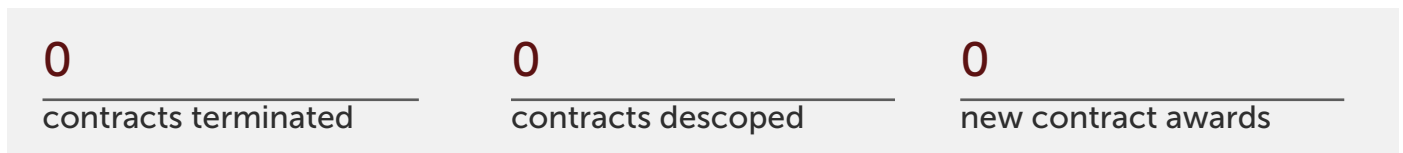


As of January 20, 2025, OUS had nine employees. Three employees were separated through the RIF and another five separated through other means between January 20, 2025, and March 31, 2025, as shown in Figure 19, resulting in an overall reduction of 89 percent of OUS employees. Further details may be found in [Appendix A, Table 27](#).

FUNCTIONS OF SUBOFFICES DIRECTLY IMPACTED BY THE RIF

Only one of the employees from OUS remains with the Department—the Acting Under Secretary, who was later also named Acting Chief Operating Officer for FSA on April 2, 2025.²⁸ The OUS is responsible for overseeing OPE, OCTAE, and FSA.

CHANGES IN CONTRACTS



Between January 20, 2025, and March 31, 2025, no OUS contracts were awarded, terminated, or descoped.

²⁸ On August 4, 2025, a new Under Secretary was sworn in. In November 2025, the prior Acting Under Secretary was no longer serving as FSA's Acting Chief Operating Officer and is currently serving as the Department's Principal Deputy Under Secretary.

CHANGES IN GRANTS

0 _____	0 _____
grants terminated	grants awarded

Between January 20, 2025, and March 31, 2025, no OUS grants were awarded, terminated, or moved to closeout.

DEPARTMENT COMMENTS ON DRAFT REPORT & OIG RESPONSE

DEPARTMENT COMMENTS

The Department noted its appreciation for the work that we conducted and the information presented in the draft report. It emphasized its commitment to cooperating in good faith and providing information in response to our requests, while also ensuring compliance with ongoing judicial proceedings and relevant court orders. The Department noted that providing additional information beyond what had already been shared or permitting employee interviews without the presence of OGC representatives posed risks of prejudicing or interfering with its litigation posture and could potentially violate existing preliminary injunctions or other court orders.

Regarding the content of the draft report, the Department highlighted that it could be interpreted as suggesting that certain statutory responsibilities were no longer being executed as a result of the RIF. The Department stated that this characterization is inconsistent with its continued fulfillment of these responsibilities for more than a year following the RIF. It requested that we acknowledge that some or all of these duties were carried out either by the same office listed in the report, other offices within the Department, other agencies, or through alternative means. Additionally, the Department agreed that we should report any limitations encountered during the review but asked that the scope limitation section be revised to clarify that binding judicial orders applied to the entire Department, including OIG personnel, and substantially contributed to the constraints described.

OIG RESPONSE

The Department has consistently stated that the information we requested is involved in ongoing administrative and court litigation and, therefore, cannot be provided. However, we maintain that a claim that information is the subject of litigation does not justify withholding documents from the OIG, particularly since we are a component of the Department and have a long-standing history of reviewing and protecting sensitive Department information, including materials related to ongoing litigation. The only limitations on an OIG's access to documents are those established by laws enacted by Congress that specifically reference the Inspector General and restrict access rights (5 U.S.C. section 406(a)(1)(B)). None of these statutory limitations apply to the current review.

Additionally, although the Department has repeatedly cited concerns about ongoing judicial proceedings and court orders, it has not explained how granting us access to requested documents and to staff would place it at risk of noncompliance with those proceedings and court orders. We have sought such clarification since the start of the review but have yet to receive a response from the Department. Consequently, we did not modify the scope limitation with the Department's suggested language.

Further, we cannot acknowledge, as requested by the Department, that some or all of the responsibilities referenced in the report were fulfilled by the Department, other agencies, or through other means, as no corroborating evidence has been provided to support the Department's assertion that it has continued to discharge those responsibilities since the RIF. As stated in the scope limitation, because the Department did not provide all requested information or permit unrestricted access to its staff, we were unable to make definitive determinations in several areas, including major activities being performed by Department offices and suboffices following the implementation of its workforce optimization and cost efficiency initiatives.

SCOPE AND METHODOLOGY

The objective of this flash review was to describe changes in staffing and operations at Department offices resulting from workforce optimization and cost efficiency initiatives. This review covers changes to staffing, operations, contracts, and grants from January 20, 2025, through March 31, 2025.

As noted, we were presented with a scope limitation for our review due to the Department not providing all requested information to the OIG, or permitting us unfettered access to Department staff, which limited our ability to fully address our review objective. Regarding staffing, the Department provided an employee roster as of January 20, 2025, but did not provide a listing of Department employees as of March 31, 2025. To identify employees who were subject to the RIF and those who separated during this timeframe, we used internal Department systems, including Microsoft Office and Teams. We reviewed employees listed on a Microsoft Outlook distribution list for employees subject to the RIF, reviewed employee out-of-office messages to indicate if they had separated from the Department, and identified when employees were last active on Microsoft Teams. For separations other than the RIF, we reviewed whether employees had separated only if their suboffice was impacted by the RIF. We identified the functions of suboffices through the Department's functional statements, obtained from the Department's website.

Regarding summaries of contract and grant actions that occurred between January 20, 2025, and March 31, 2025, we used documentation provided by the Department. For contract actions, this included lists of terminated contracts, new contract awards, and contracts with changes in scope. For grant actions, this included lists of new grant awards, grants terminated or moved to closeout, grants identified for termination, and grants subject to changes in terms and conditions. We used publicly accessible sources, including the Federal Procurement Data System and SAM.gov to identify contract award dates and contract values at the time of award and at termination.

We discussed the results of our review with Department officials on January 15, 2026.

COMPLIANCE WITH STANDARDS

We conducted our work in accordance with OIG quality control standards and the Council of the Inspectors General on Integrity and Efficiency's "Quality Standards for Federal Offices of Inspector General," which require that we conduct our work with integrity, objectivity, and independence. We believe that the information obtained provides a reasonable basis for our conclusions.

APPENDIX A. TABLES OF DETAILED STAFFING CHANGES BY OFFICE

FEDERAL STUDENT AID

TABLE 12. STAFFING CHANGES FOR FSA SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Multi-Regional and Foreign School Participation Section	30	27	3	0	0%
Atlanta School Participation Section	32	25	7	0	0%
Kansas City School Participation Section	19	17	2	0	0%
San Francisco/Seattle School Participation Section	20	15	5	0	0%
New York/Boston School Participation Section	19	13	6	0	0%
Dallas School Participation Section	15	10	5	0	0%
Management Services Directorate	8	8	0	0	0%
Change Management Division	11	7	4	0	0%
Human Capital Operations Division	8	7	1	0	0%
Human Capital Group	7	7	0	0	0%
Human Capital Policy and Planning Division	7	7	0	0	0%
Partner Technical Support Branch	7	6	1	0	0%
Financial Institution Oversight Services Group, Chicago Division	6	6	0	0	0%
Financial Institution Oversight Services Group, New York Division	6	5	1	0	0%
Enterprise Process and Management Consulting Group	5	5	0	0	0%
Business Process Reengineering Division	5	4	1	0	0%
Facilities and Logistics Management Division	5	4	1	0	0%
Workforce Development Division	5	3	2	0	0%
Employee Communications Group	4	3	1	0	0%
Enterprise Risk Management Division	4	3	1	0	0%
Physical Security and Emergency Management Division	4	3	1	0	0%

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Resource and Admin Management Liaison Group	4	3	1	0	0%
Enterprise Performance Intelligence Group	3	3	0	0	0%
Financial Institution Oversight Services Group, Dallas Division	5	2	3	0	0%
Enterprise Testing and Business Analysis Division	3	2	1	0	0%
Strategic Planning and Performance Division	3	2	1	0	0%
Vendor Oversight and Program Accountability Service Directorate	3	2	1	0	0%
Workforce Relations Division	2	2	0	0	0%
Conference Management Group	4	1	3	0	0%
Human Capital Information Systems Division	1	1	0	0	0%
Strategic Planning and Reporting Directorate	1	1	0	0	0%
Technology Standards Division	1	1	0	0	0%
Vendor and Program Oversight Group	60	43	12	5	8%
School Eligibility and Oversight Service Group	11	3	7	1	9%
Operational Improvement and Oversight Directorate	6	5	0	1	17%
Program Contract Management Division	6	3	2	1	17%
Office Of Strategic Planning and Policy Implementation	10	4	4	2	20%
Decision Support Directorate	5	1	3	1	20%
Strategy, Analysis and Integration Group	13	7	3	3	23%
Office of the Chief Operating Officer	42	26	6	10	24%
Extended Workforce Onboarding Group	41	24	7	10	24%
IT Project Management Division	4	2	1	1	25%
Data Center Division	11	5	3	3	27%
Office of Customer Contact Center Management	15	4	7	4	27%
Digital Delivery Division	6	2	2	2	33%
Collaboration Services Division	3	1	1	1	33%
Partner Management and Support Service Directorate	8	4	1	3	38%

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Technical Business Services Support Division	10	2	4	4	40%
Network Support Division	5	2	1	2	40%
Institution Enforcement Division	7	2	2	3	43%
Operations and Scheduling Division	9	2	3	4	44%
Nextgen FSA Program Office	20	6	5	9	45%
Enterprise Technology Directorate	27	6	8	13	48%
Office of Institutions of Higher Education Oversight and Enforcement	12	3	3	6	50%
Technology Architecture Division	2	1	0	1	50%
Office of The Deputy Chief Operating Officer	19	6	2	11	58%
Extended Workforce Management and Training Group	30	1	11	18	60%
Institution Oversight Division	10	1	3	6	60%
Product Management Group	25	6	3	16	64%
Partner Business Support Branch	11	1	3	7	64%
Ombudsman Group	52	16	1	35	67%
Acquisition Directorate	3	1	0	2	67%
Enterprise Project Management Group	3	1	0	2	67%
Resolution and Referral Management Group	13	2	2	9	69%
Product Management, Design and Delivery Directorate	4	1	0	3	75%
Execution and Delivery Directorate	26	3	3	20	77%
Partner Production Division	10	2	0	8	80%
Application Systems Division	16	1	2	13	81%
Customer Outreach Division	18	2	1	15	83%
Chicago/Denver School Participation Section	19	1	2	16	84%
Borrower Processing Division	54	2	4	48	89%
Engine Room Group	15	1	0	14	93%
Total	918	411	174	333	-

INSTITUTE OF EDUCATION SCIENCES

TABLE 13. STAFFING CHANGES FOR IES SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Teaching & Learning Division	11	10	1	0	0%
National Assessment Branch	10	10	0	0	0%
Elementary & Secondary Branch	9	9	0	0	0%
Cross-sectional Surveys Branch	11	8	3	0	0%
Regional Educational Laboratories	8	8	0	0	0%
Administrative Support Services Branch	8	7	1	0	0%
K-12 Studies	8	7	1	0	0%
Policy & Systems Division	8	7	1	0	0%
Reporting & Dissemination Branch	7	7	0	0	0%
Statistical Standards & Data Confidentiality Staff	12	6	6	0	0%
Postsecondary, Adult, Career & Choice Studies	9	6	3	0	0%
Administrative Data Division	8	6	2	0	0%
Knowledge Synthesis	7	5	2	0	0%
Longitudinal Surveys Branch	7	5	2	0	0%
Postsecondary Branch	7	5	2	0	0%
Deputy For Administration & Policy	6	5	1	0	0%
Annual Report & Information Staff	5	4	1	0	0%
International Assessment Branch	5	4	1	0	0%
Management Operations Staff	5	3	2	0	0%
State Longitudinal Data Systems Branch	3	3	0	0	0%
Evaluation Division	2	2	0	0	0%
Sample Surveys Division	2	2	0	0	0%
Communications Management	2	1	1	0	0%
Assessments Division	1	1	0	0	0%
Total	161	131	30	0	-

OFFICE OF THE CHIEF INFORMATION OFFICER

TABLE 14. STAFFING CHANGES FOR OCIO SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Operational Support Services Branch	13	7	6	0	0%
Technology Implementation and Integration Branch	10	7	3	0	0%
Information Management Branch	7	5	2	0	0%
Investment and Acquisition Management Branch	5	5	0	0	0%
Enterprise Project Management Branch	5	2	3	0	0%
Governance, Risk and Policy Branch	6	3	2	1	17%
IT Program Services Branch	4	3	0	1	25%
Total	50	32	16	2²⁹	-

²⁹ It appears that both of these employees are currently employed by the Department but do not work in these suboffices anymore.

OFFICE OF COMMUNICATIONS AND OUTREACH

TABLE 15. STAFFING CHANGES FOR OCO SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Press & Customer Relations Division	15	10	5	0	0%
Writing Division	6	5	1	0	0%
Executive Office	9	4	5	0	0%
Management Support Unit	4	4	0	0	0%
National Engagement Division	7	3	4	0	0%
Total	41	26	15	0	-

OFFICE FOR CIVIL RIGHTS

TABLE 16. STAFFING CHANGES FOR OCR REGIONAL OFFICES AND SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Region V (Chicago)	90	63	27	0	0%
Region VI (Dallas)	59	52	7	0	0%
Region IX (San Francisco)	47	44	3	0	0%
Region II (New York)	45	37	8	0	0%
Region III (Philadelphia)	36	34	2	0	0%
Region I (Boston)	35	32	3	0	0%
Technology and Records Management Team	9	8	1	0	0%
Open Center Customer Service Team	6	6	0	0	0%
Open Center Public Information Team	5	4	1	0	0%
Resource Management Group	4	4	0	0	0%
Budget and Planning Support Team	5	3	2	0	0%
Human Resources Team	4	3	1	0	0%
Office of Public Engagement for Nondiscrimination	1	1	0	0	0%
Total	346	291	55	0	-

OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION

TABLE 17. STAFFING CHANGES FOR OCTAE SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Monitoring & Administration Branch	5	5	0	0	0%
Innovation & Improvement Branch	6	4	2	0	0%
Executive Office	7	2	5	0	0%
Total	18	11	7	0	-

OFFICE OF THE DEPUTY SECRETARY

TABLE 18. STAFFING CHANGES FOR ODS SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Executive Office	15	9	6	0	0%
Performance Improvement Office	8	8	0	0	0%
Office of Educational Technology	7	6	1	0	0%
Total	30	23	7	0	-

OFFICE OF ENGLISH LANGUAGE ACQUISITION

TABLE 19. STAFFING CHANGES FOR OELA SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Office of Multilingual Initiatives	10	9	1	0	0%
Office of English Learners	5	3	2	0	0%
Total	15	12	3	0	-

OFFICE OF ELEMENTARY AND SECONDARY EDUCATION

TABLE 20. STAFFING CHANGES FOR OESE SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Executive Office	13	12	1	0	0%
Contracts Administration Office	9	8	1	0	0%
IT Group	8	8	0	0	0%
FOIA Receipt Clearance & Correspondence Group	8	7	1	0	0%
Data Management Group	6	6	0	0	0%
Fiscal Monitoring & Audit Group	6	6	0	0	0%
Knowledge Management & Program Development Group	6	5	1	0	0%
Grants Management & Monitoring Group	6	4	2	0	0%
Policy Accounting & Strategy Communications Group	5	4	1	0	0%
Management Support Office	1	1	0	0	0%
Total	68	61	7	0	-

OFFICE OF FINANCE AND OPERATIONS

TABLE 21. STAFFING CHANGES FOR OFO SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Grants Management Policy Division	11	11	0	0	0%
Grants Risk Management Services Division	12	9	3	0	0%
Budget And Contracts Management	7	7	0	0	0%
Administrative Operations Branch	8	6	2	0	0%
General Ledger Division	8	5	3	0	0%
Learning And Engagement Branch	5	5	0	0	0%
Strategic Acquisition Management Initiatives Division	5	4	1	0	0%
Transportation Services Branch	4	4	0	0	0%
Commercial and Federal Management Shared Services Branch	4	3	1	0	0%
Travel Management Branch	3	3	0	0	0%
Workforce Development Branch	3	3	0	0	0%
Cybersecurity Branch	3	2	1	0	0%
Alternative Dispute Resolution Center	2	2	0	0	0%
Federal Real Property Branch	2	2	0	0	0%
Talent Development Division	2	2	0	0	0%
Shared Services & Cyber Security Division	1	1	0	0	0%
Human Capital Policy & Accountability Division	6	4	0	2	33%
Business & Administration Services Division	5	1	0	4	80%
Total	91	74	11	6	-

OFFICE OF THE GENERAL COUNSEL

TABLE 22. STAFFING CHANGES FOR OGC SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Business and Administrative Law Division	19	18	1	0	0%
Education Program Division	18	18	0	0	0%
Educational Equity and Research Division	16	13	3	0	0%
Ethics Division	10	8	2	0	0%
Regulatory Services Division	10	8	2	0	0%
Legislative Counsel Division	5	4	1	0	0%
Program Service	1	1	0	0	0%
Total	79	70	9	0	-

OFFICE OF POSTSECONDARY EDUCATION

TABLE 23. STAFFING CHANGES FOR OPE SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
International Studies Group	8	8	0	0	0%
Executive Office	10	7	3	0	0%
Advanced Training & Research Group	6	6	0	0	0%
International & Foreign Language Education	5	4	1	0	0%
Management Support Unit	4	3	1	0	0%
Management and Planning	1	1	0	0	0%
Total	34	29	5	0	-

OFFICE OF PLANNING, EVALUATION, AND POLICY DEVELOPMENT

TABLE 24. STAFFING CHANGES FOR OPEPD SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Executive Office	7	7	0	0	0%
Governance and Strategy Division	8	7	1	0	0%
Innovation and Engagement Division	8	7	1	0	0%
Analytics and Infrastructure Division	5	5	0	0	0%
Total	28	26	2	0	-

OFFICE OF THE SECRETARY

TABLE 25. STAFFING CHANGES FOR OS SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Operations Team	6	6	0	0	0%
Executive Office	3	2	1	0	0%
Total	9	8	1	0	-

OFFICE OF SPECIAL EDUCATION AND REHABILITATIVE SERVICES

TABLE 26. STAFFING CHANGES FOR OSERS SUBOFFICES IMPACTED BY THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Suboffice	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
Management and Support Staff	11	7	4	0	0%
Communications & Customer Services Team	6	6	0	0	0%
Policy and Planning Staff	7	6	1	0	0%
Total	24	19	5	0	-

OFFICE OF THE UNDER SECRETARY

TABLE 27. STAFFING CHANGES FOR OUS FROM THE RIF BY PERCENTAGE OF EMPLOYEES REMAINING AND NUMBER SEPARATED BY RIF

Office	Employee Count (1/20/25)	Separated by RIF	Other Separations	Total Remaining (3/31/25)	Percentage Remaining
OUS	9	3	5	1	11%

APPENDIX B. ACRONYMS AND ABBREVIATIONS

Acronym	Definition
21st CCLC	21st Century Community Learning Centers
COD	Common Origination Disbursement
Department	U.S. Department of Education
DRP	deferred resignation program
ESEA	Elementary and Secondary Education Act, as amended
FAFSA	Free Application for Federal Student Aid
FISMA	Federal Information Security Modernization Act
FOIA	Freedom of Information Act
FSA	Federal Student Aid
GPRA	Government Performance Results Act
HEA	Higher Education Act, as amended
IDEA	Individuals with Disabilities Act
IES	Institute of Education Sciences
IT	information technology
NAEP	National Assessment of Educational Progress
OCIO	Office of the Chief Information Officer
OCO	Office of Communications and Outreach
OCR	Office for Civil Rights
OCTAE	Office of Career, Technical, and Adult Education
ODS	Office of the Deputy Secretary
OELA	Office of English Language Acquisition
OESE	Office of Elementary and Secondary Education
OFO	Office of Finance and Operations
OGC	Office of the General Counsel
OIG	Office of Inspector General
OLCA	Office of Legislation and Congressional Affairs
OMB	Office of Management and Budget
OPE	Office of Postsecondary Education
OPEPD	Office of Planning, Evaluation, and Policy Development
OPM	Office of Personnel Management
OS	Office of the Secretary
OSERS	Office of Special Education and Rehabilitative Services
OUS	Office of the Under Secretary
RIF	reduction in force
Project SERV	School Emergency Response to Violence

Acronym	Definition
SES	Senior Executive Service
U.S.C.	United States Code
VERA	Voluntary Early Retirement Authority
VSIP	Voluntary Separation Incentive Payment

DEPARTMENT COMMENTS



UNITED STATES DEPARTMENT OF EDUCATION

OFFICE OF THE GENERAL COUNSEL

May 27, 2026

Mr. Keith Cummings
Assistant Inspector General for Audit
Office of the Inspector General
U.S. Department of Education
Washington, DC 20202

Dear Keith: Good afternoon. I appreciate our recent conversations about our response to the draft flash report in this engagement involving a “Review of U.S. Department of Education Changes in Staffing and Operations,” (Control Number ED-OIG/F25DC0245), and the additional time you provided to us to respond. I am submitting our comments in an email and as Word and PDF attachments as you requested.

The Department appreciates the work of the Office of Inspector General’s inspection engagement, and the information in the draft “flash report, and recognizes OIG’s important oversight role. From the outset, we have endeavored to work cooperatively and in good faith to provide information responsive to OIG’s requests in this inspection, while balancing the need to act consistently with ongoing judicial proceedings and the orders of the courts governing them.

As the Department consistently explained, ongoing litigation was inextricably intertwined with the subject matter under review in this inspection—most notably the *New York* and *Somerville* cases and the *Victim’s Rights Law Center* matter. These cases concerned factual and legal issues that overlapped with OIG’s requests. Proceeding beyond what had been shared—including information contained in, or outside of, the litigation administrative records—risked prejudicing or interfering with the Department’s litigation posture and, critically, and potentially contravening the preliminary-injunctions or other orders then in effect.

During OIG’s engagement, ED provided formal notice of the court’s preliminary injunctions within 24 hours, and gave periodic briefings attended by OIG leadership including at monthly SES Cadre meetings to help focus Department operations on compliance (including the weekly status reports required by the orders) with the orders in the relevant court proceedings. These orders applied to “all... [Department] officers, agents, servants, employees, attorneys, and anyone acting in concert,” and therefore necessarily affected how and when ED staff could meet with OIG and discuss workforce changes.

Consistent with those obligations, ED asked that interviews touching on the RIF and related topics be paused until appellate relief altered the compliance posture, and requested that OIG centralize requests through ED’s audit liaisons. ED also conveyed that OGC attorneys should attend any rescheduled interviews to ensure real-time compliance with court directives (attendance only, not participation), which aligns with the Department’s need to avoid inadvertent prejudice to active litigation. OIG offered to allow OGC attorneys to sit outside the interviews but not attend them, and that would not necessarily align with the Department’s need to avoid inadvertent prejudice to active litigation. So, that was not a viable alternative in these unusual circumstances.

We acknowledge that OIG’s longstanding practice is to avoid agency counsel attendance at interviews; however, in this unique posture of binding judicial orders, attorney attendance was a necessary safeguard rather than a barrier—particularly while DOJ was actively pursuing relief in the First Circuit and at the Supreme Court. The draft report itself notes that on July 14, 2025, the Supreme Court ruled the Department could continue with its RIF actions. That decision and the intervening appellate activity framed ED’s calibrated disclosures and timing throughout the engagement.

Thus, in addition to our comments above, our two other specific comments on the draft report are the following:

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1. **Exit-conference feedback.** We are disappointed that the draft does not reflect the oral feedback ED provided during the exit conference. As we explained at that time, the draft suggests or could imply to a reader that certain statutory responsibilities may no longer be executed due to the reduction in force; that characterization risks confusing the public and stakeholders and is inconsistent with ED’s continued discharge of those responsibilities for more than a year since the RIF. We respectfully request that OIG incorporate ED’s clarifications and additional context shared at the exit conference.

For example, the following statement in the inspection report could help avoid misunderstandings:

In this report, OIG provided information about responsibilities assigned to each of the ED offices from January 20, through March 31, 2025. The IG acknowledges that some or all of these responsibilities were carried out by the same office listed, other offices, other agencies, or through other means. By summarizing them here, the IG does not take any position regarding whether these statutorily mandated functions were or were not carried out after the period ending March 31, 2025. That is beyond the scope of this inspection.

2. **Scope-limitation language.** We agree that OIG should report any limitations encountered. However, we respectfully request that the “Scope Limitation” section be modified to make clear that binding judicial orders applied to the entire Department—including OIG personnel—and substantially contributed to the constraints described. Suggested replacement paragraph for accuracy and context:
3. **Scope Limitation (proposed revision):** “During the review period, the Department and its personnel—including OIG employees as part of the Department—were subject to court-ordered preliminary injunctions in related litigation. Those judicial orders (which required immediate notice to all officers, agents, employees, and attorneys, as well as ongoing status reporting) materially constrained the timing, format, and content of certain interviews and document production requests. These legal constraints, independent of the Department’s cooperation posture, substantially contributed to the limitations noted in this review.”

The draft states ED canceled some interviews and “insisted” OGC be present for rescheduled interviews, characterizing this as inconsistent with OIG practice. We ask that the final report clarify that ED’s attorney attendance was intended solely to ensure compliance with live court orders and to avoid prejudice to ongoing cases, not to limit access or transparency.

ED remains committed to keeping OIG appropriately informed—consistent with judicial obligations and DOJ’s litigation strategy. As court orders evolve and filings are resolved, OIG will have the benefit of additional materials (including publicly filed records and orders) that further illuminate issues relevant to this engagement. We appreciate OIG’s oversight mission and look forward to continued and cooperative engagement at the appropriate juncture. Please let us know if you have any questions or comments or would like to discuss any of our comments. Thanks again for your work on this engagement.

Respectfully submitted,



Philip Rosenfelt
Deputy General Counsel