WFDI SHOW & TELL - #3

The hidden capacity inside the U.S. federal government.

What if the U.S. federal government recovered just 1% more work capacity?

A federal work-capacity scenario, not a headcount-reduction forecast.

Swipe →

BEFORE YOU SCROLL

“Those numbers seem huge. Are they real?”

Fair question. Here's how to read what you're about to see — so the numbers land as signal, not hype.

Modeled, not audited

Independent estimates from publicly available data using WFDI. Not the companies' internal figures.

Work, not people

These numbers measure recoverable work capacity — not layoffs. Capacity you can redeploy before you hire or buy.

Enterprise-wide & annual

Full-organization scope, per year. That's why they're large — they span thousands of employees.

Big because the waste is big

20–40% of enterprise work is manufactured by how processes interact. Across a whole company, it compounds fast.

Ranges, not promises

Every figure is a conservative-to-aggressive absorption scenario — a decision range, not a guarantee.

THE BASELINE · THE FEDERAL CAPACITY PLATFORM

At federal scale, even a 1% capacity gain becomes enormous.

WFDI treats the existing workforce as a capacity platform, not just a headcount total.

2.674M

Federal civilian employees in August 2026

A one-point improvement can create agency-sized capacity without adding labor.

POINT 1 · THE 1% EFFECT

Just 1% Work Absorption would create capacity equal to 26,740 federal workers.

The percentage looks small. The recovered capacity does not.

1%

Work Absorption scenario

26,740

Federal worker equivalents

~55.6M

Recoverable labor hours annually

The largest federal workforce opportunity may already be employed.

POINT 2 · THE PRICE OF 1%

At an average federal salary of $106,382, that 1% is worth ~$2.845B a year.

The same 1% scenario, valued at what the federal government already pays for it.

26,740

Federal worker equivalents

$106,382

Average US Federal Worker Salary

~$2.845B

Recoverable annual labor hour dollars

That is roughly $2.8 billion in work the government is already paying for.

POINT 3 · THE 5% THRESHOLD

At 5% Work Absorption, federal capacity would approach an entire month of U.S. job growth.

Capacity can increase materially without expanding the workforce.

133,700

Federal worker-equivalent capacity at 5%

~278M

Annual labor hours represented

~83%

Of the 162,000 U.S. payroll jobs added in August

Work redesign could create capacity comparable to national hiring gains without adding federal headcount.

POINT 4 · THE DOGE GAP

DOGE pursued cost reduction. WFDI would pursue capacity recovery before cuts.

The 1% and 5% scenarios you have already seen, extended to their full range.

26,740

Worker equivalents at 1% Work Absorption

133,700

Worker equivalents at 5% Work Absorption

267,400

Worker equivalents at 10% Work Absorption

Even the 10% scenario sits below the 20-40% of work WFDI typically finds recoverable across industries.

POINT 5 · WHERE THE WORK HIDES

The largest opportunity sits inside high-volume administrative work, not necessarily the largest budgets.

Claims, cases, documents and coordination expose where processes manufacture workforce demand.

CASE WORK

Claims, eligibility, benefits and constituent service

DOCUMENT FLOW

Intake, validation, reconciliation, approvals and reporting

COORDINATION

Scheduling, handoffs, status management and knowledge retrieval

VA, SSA, IRS, HHS and civilian DoD are logical starting scopes, but agency work evidence must determine the opportunity.

THE WFDI CONCLUSION

~267,400 FTEs of federal work capacity

could be recovered at a 10% Work Absorption scenario.

- **Worth approximately $28.4 billion a year at the average federal salary.**
- **About 1.65 times the total U.S. payroll jobs added in August 2026.**
- **THE MANDATE: recover capacity before adding labor, cutting jobs or buying more software.**

YOUR TURN

What if you measured work before cutting jobs?

WFDI measures how much workforce demand is manufactured by the interaction of processes, then shows how much work can be absorbed before adding labor or software.

Find your federal Work Absorption number→

BASIS & METHOD

Modeled entirely from public information.

Every figure in this analysis is an independent estimate built from publicly available sources and not confidential or client-provided data.

BLS Employment Situation

Federal civilian employment of 2.674 million, seasonally adjusted, August 2026.

Published federal pay data

An average federal salary of $106,382 used to value recoverable capacity.

Standard annual hours

2,080 hours per worker to convert capacity into hours and worker equivalents.

The WFDI work-absorption model

Maps how processes manufacture workforce demand, then models what's recoverable.

Independent estimates modeled from publicly available data using the Work-First Decision Intelligence (WFDI) framework. Figures represent government-wide recoverable capacity, not validated savings or a headcount-reduction forecast, and are not based on confidential information from, or affiliation with, any federal agency.