# Annual Report to the President Hispanic Employment in the Federal Government

Fiscal Year 2013



OPM.GOV OCTOBER 2015



#### UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

OCT 2 2 2015

The Director

The Honorable Barack Obama President of the United States The White House 1600 Pennsylvania Avenue Washington, DC 20500

Dear Mr. President:

Please find enclosed the U.S. Office of Personnel Management's (OPM) *Annual Report on Hispanic Employment in the Federal Government for Fiscal Year 2013*. In compliance with Executive Order 13171, *Hispanic Employment in the Federal Government*, this report provides data on Hispanic representation in the Federal workforce.

Data reflects that the percentage of Hispanics on-board in the permanent Federal workforce increased slightly from 8.2 percent in FY 2012 to 8.3 percent in FY 2013. Among the 24 large agency and department workforces, 17 increased their percentage of Hispanic employees on-board; three posted declines; and four remained unchanged from FY 2012 to FY 2013. In FY 2013, the percentage of Hispanic permanent new hires in major agencies increased slightly to 7 percent from 6.6 percent in FY 2012. Hispanic permanent new hires in the Senior Executive Service (SES) increased from 2.0 percent in FY 2012 to 3.5 percent in FY 2013. While this represents an increase, the percentage of on-board Hispanic SES remains steady at 4.1 percent.

To address the Government's utilization of Hispanic talent, OPM will utilize strategies outlined in the Recruitment, Engagement, Diversity, Inclusion (REDI) initiative. OPM developed REDI to reach out to all communities to recruit and retain Federal employees, and this includes Hispanic communities. In addition to REDI, I am also working to implement the President's Management Agenda, People and Culture Platform to:

- Develop an improved USAJOBS that meets the needs of diverse job seekers and agencies;
- Use data to more efficiently and effectively inform strategies and identify areas of focus to best align efforts;
- Expand our reach to job applicants by increasing our use of social media;
- Improve the strategies in the manner we attract people to the purpose-driven mission of Federal service;
- Work with agencies to make job descriptions clearer, more understandable and compelling;
- Ensure the hiring process is streamlined, effective, and transparent;
- Support and build a transformational SES capable of leading and engaging a world-class Federal workforce;
- Provide employees with Government-wide career enrichment opportunities; and

• Support agencies in measuring and acting on key drivers of employee inclusion and engagement.

OPM also continues to implement Executive Order 13583, *Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*, as well as Executive Order 13171.

Additionally, the Hispanic Council on Federal Employment Council(Council), which will be renewed through 2016 brings together leaders from the Hispanic community and the Federal Government. The Council has advised and collaborated with OPM to implement successful practices related to the recruitment and advancement of Hispanics in the Federal workplace, consistent with merit system principles.

Despite the fact that the Federal workforce is facing serious challenges, OPM is committed to working with agencies and national Hispanic organizations to address Hispanic representation in the Federal workforce. We look forward to reporting back to you on our progress in the next report.

Respectfully submitted,

Beth F. Cobert Acting Director

Enclosure

### **Executive Summary**

In compliance with Executive Order 13171, this report provides the most recent statistical data on Hispanic representation in the permanent Federal workforce. In FY 2013, the representation of Hispanics improved; however, we must continue our efforts to be a Federal workforce drawn from all segments of society.

In support of the President's Management agenda, during FY 2013, the Office of Personnel Management (OPM) focused on developing meaningful applicant flow data, and placed special emphasis on recruitment, hiring, and retention, consistent with merit system principles, of groups that are underrepresented in the Federal workforce, including Hispanics.

In FY 2013, the percentage of on-board Hispanic permanent Federal employees increased to 8.3 percent, up slightly from 8.2 percent in FY 2012. Overall, 17 of the 24 largest agencies reported increases in the number of Hispanic employees, three posted declines, and four reported no change.

In FY 2013, the Department of Homeland Security topped the list of agencies with the highest percentage of Hispanic employees, followed by the Department of Labor, the Department of Justice and the Department of Treasury, respectively. Together, these four agencies represent nearly 50 percent of all new hires of permanent Hispanic Federal employees.

OPM continues to monitor the retention of Hispanics. In FY 2013, the percentage of Hispanic Federal employees resigning from Federal service increased from 7.8 percent in FY 2012 to 8.1 percent.

The top five professions for which Hispanic employees were hired into Federal service are nurse, auditor, medical technologist, patent examiner, and psychologist. The top administrative professions for new Hispanic employees are customs and border protection agent, general inspector, investigative enforcement officer, and veterans' claims examiner. The states with the highest percentages of permanent Hispanic Federal workers included New Mexico leading the list with nearly 28 percent, followed by Texas, Arizona, California, Florida, Colorado, New York, New Jersey, and Nevada.

#### **Looking Ahead**

OPM is working on the issue of Hispanic representation in the Federal workforce as part of its Recruitment, Engagement, Diversity and Inclusion (REDI) initiative. REDI is a comprehensive and data-driven effort designed to transform the way the Federal Government engages with sources of top talent, job applicants, and employees. Core to this transformation will be strengthening how the Federal Government works to attract, recruit, and hire a purpose-driven workforce by reaching all segments of society. To accomplish this, we are strengthening recruiting and outreach efforts; capitalizing on social media; building strategic partnerships with colleges, universities, and other post-secondary training programs and affiliated organizations enhancing the USAJOBS platform; and leveraging best practices from both inside and outside of Government. We are also working with agency partners across Government to strengthen employee engagement through the use of transformational leadership and career enhancement

tools. Finally, we are working to ensure that agencies have the data, tools, support, and training they need to invest in the existing Government workforce, while supporting the emergence of new generations of Federal leaders.

The success of OPM's efforts will be achieved through the following goals:

- OPM is establishing itself as a leader in data-driven strategic recruiting and transforming
  the way the Federal Government recruits to build a Federal workforce drawn from all
  segments of society, including attracting students through the Pathways Program for
  Interns and Recent Graduates, and closing skill gaps in areas such as Information
  Technology (IT) and Science, Technology, Engineering, and Math (STEM).
- OPM is developing an improved USAJOBS that meets the needs of diverse jobs seekers and agencies; is easier to use; provides feedback and information to improve transparency in the application process; promotes equity in access; and reflects how diverse populations find out about and apply for jobs.
- In line with the President's Management Agenda, OPM is helping agencies address barriers to recruiting and hiring the talent they need, with a focus on continuously improving the quality and diversity of hires.
- OPM is leading the development of transformational leaders in the Federal Government who are capable of engaging, motivating, and inspiring a multi-generational workforce that reflects today's America.
- OPM is charting a course for Federal employees in building and cultivating key skills that lead to greater individual and organizational performance and job satisfaction. This effort provides support and builds collaboration with Federal Affinity and Employee Resource Groups and non-profits to provide unique development experiences for employees. These employee experiences include leadership training and mentoring programs.

#### Conclusion

While there has been significant progress in recruiting and hiring of Hispanic Americans into the Federal workforce, more work remains to be done to ensure we draw on the talents of all parts of our society. OPM is committed to continuing to work with agencies and stakeholders to continue to address this important effort to increase the representation of Hispanics in the Federal workforce.

For more information about the Recruitment, Engagement, Diversity and Inclusion (REDI) initiative, USAJOBS Next Generation, or other work being conducted by OPM for the advancement of Hispanics in the Federal Government, please email <a href="mailto:diversityandinclusion@opm.gov">diversityandinclusion@opm.gov</a>.

## **Table of Contents**

•	Hispanic Representation in the Permanent Federal Civilian Workforce	3
•	Distribution of All Permanent Federal Employees	4
•	Hispanic Representation in the Permanent Federal Workforce by Agency	5
•	Hispanic Permanent New Hires in Major Agencies	6
•	Hispanic Representation - Permanent New Hires, by Pay System	7
•	Hispanic Permanent On-Board Workforce by Pay System	7
•	Hispanic Separations Among the Permanent Federal Civilian Workforce	8
•	Hispanic Representation Among Permanent Employees Transfers Out	9
•	Hispanic Representation Among Permanent Employees Resigning	9
•	Hispanic Retirements Among Permanent Employees	10
•	Hispanic Hiring into Professional and Administrative Occupations	10
•	Hispanic Hiring Into the Top Professional Occupations	11
•	Hispanic Hiring Into the Top Administrative Occupations	12
•	Permanent Federal Civilian Workforce That is Hispanic By State	13

#### 1. FY 2013 Hispanic Representation in the Permanent Federal Civilian Workforce

#### 2000-2013

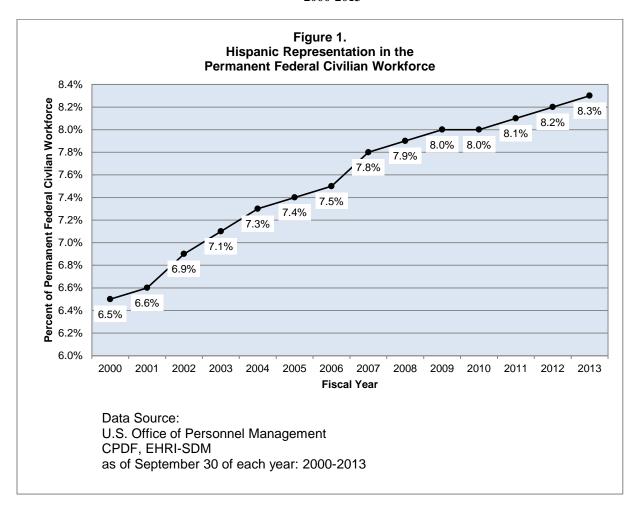


Figure 1 illustrates that Hispanic representation in the permanent Federal civilian workforce steadily increased between FY 2000 and FY 2013 from 6.5 percent in FY 2000, to 8.3 percent in FY 2013.

#### 2. FY 2013 Distribution of all Permanent Federal Employees

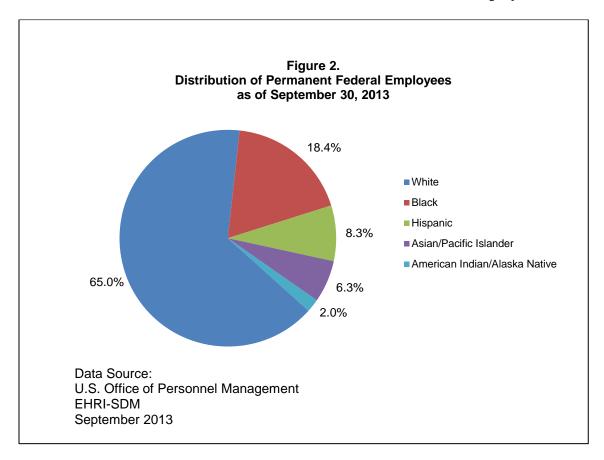


Figure 2 illustrates the distribution of all permanent Federal employees as of September 30, 2013. Hispanics in FY 2013 represented 8.3 percent of the total Federal workforce, while Whites represented 65.0 percent, Blacks represented 18.4 percent, Asian/Pacific Islanders represented 6.3 percent, and American Indians represented 2 percent.

#### 3. FY 2013 Hispanic Representation in the Permanent Federal Workforce by Agency

	Hispanics On-	Hispanic Boar 30-Sep	TREND		
AGENCY	Number	%	Number	%	
HOMELAND SECURITY	38,327	20.9	38,398	21.1	<b>A</b>
VETERANS AFFAIRS	20,556	6.8	21,202	6.7	▼
ARMY	18,569	7.3	17,982	7.4	<b>A</b>
AIR FORCE	11,275	6.9	11,321	7.1	<b>A</b>
JUSTICE	9,984	8.8	10,018	8.9	<b>A</b>
NAVY	9,981	5.1	10,105	5.3	<b>A</b>
TREASURY	9,806	9.5	9,261	9.5	_
SOCIAL SECURITY ADMINISTRATION	9,209	14.5	8,931	14.7	<b>A</b>
AGRICULTURE	5,555	6.8	5,458	6.9	<b>A</b>
DEFENSE <sup>1</sup>	5,536	5.4	5,543	5.4	•
TRANSPORTATION	3,863	6.9	3,886	7.1	<b>A</b>
INTERIOR	3,422	5.9	3,348	6	<b>A</b>
ALL OTHER AGENCIES	2,445	5	2,531	5.1	<b>A</b>
HEALTH AND HUMAN SERVICES	2,098	3.4	2,097	3.3	▼
COMMERCE	1,965	4.5	1,987	4.6	<b>A</b>
LABOR	1,346	8.3	1,353	8.5	<b>A</b>
NAT AERONAUTICS AND SPACE ADMINISTRATION	1,142	6.5	1,167	6.6	<b>A</b>
ENERGY	991	6.5	974	6.5	_
ENVIRONMENTAL PROTECTION AGENCY	968	5.8	932	5.9	<b>A</b>
HOUSING AND URBAN DEVELOPMENT	661	7.3	628	7.3	_
GENERAL SERVICES ADMINISTRATION	642	5.2	620	5.3	<b>A</b>
STATE (MINUS FOREIGN SVC)	514	5.2	558	5.4	<b>A</b>
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	308	13.6	296	13.9	<b>A</b>
OFFICE OF PERSONNEL MANAGEMENT	287	5.1	291	5.3	<u> </u>
EDUCATION	201	5.1	197	5	<b>V</b>
Government-wide	159,651	8.2	159,084	8.3	<u> </u>

Legend: ▲ = Increase ▼ = Decrease ■ = No change

As shown in Table 3, Hispanic representation in the Federal permanent workforce increased to 8.3 percent in FY 2013. Among the 24 large agency and department workforces, 17 increased their percentage of Hispanics on-board; 3 posted declines; and 4 remained unchanged from the previous reporting period.

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<sup>&</sup>lt;sup>1</sup> "Defense" as defined herein includes all Department of Defense agencies with the exception of the Departments of Army, Air Force and Navy.

#### 4. FY 2013 Hispanic Permanent New Hires in Major Agencies

	Hispani New Hiro 30-Sep-	es	Hispani New Hir 30-Sep-	TREND	
AGENCY	Number	%	Number	%	
HOMELAND SECURITY	1,958	16.6	1,845	19.5	<b>A</b>
VETERANS AFFAIRS	1,355	5.4	1,667	5.7	<b>V</b>
TREASURY	411	11.3	484	10.9	<b>A</b>
JUSTICE	427	8.1	453	11.3	<b>A</b>
ARMY	633	4.8	366	3.7	<b>A</b>
AIR FORCE	412	5.3	364	5.2	<b>A</b>
NAVY	404	3.2	309	3.8	_
DEFENSE	404	5.5	308	5.6	<b>A</b>
COMMERCE	290	7.3	224	8.1	<b>A</b>
ALL OTHER AGENCIES	114	4.5	115	4.4	•
AGRICULTURE	163	7.6	80	4.9	<b>A</b>
LABOR	129	10.6	73	11	<b>A</b>
TRANSPORTATION	77	5.5	71	6.3	<b>A</b>
HEALTH AND HUMAN SERVICES	61	1.6	67	1.8	▼
NAT AERONAUTICS AND SPACE ADMINISTRATION	44	10.1	51	8.7	<b>A</b>
INTERIOR	99	4.5	38	2.9	<b>A</b>
STATE (MINUS FOREIGN SVC)	23	3.9	36	5.5	<b>A</b>
ENERGY	18	3.3	18	3.5	_
HOUSING AND URBAN DEVELOPMENT	17	8.9	6	6.5	<b>A</b>
EDUCATION	5	3.3	5	3.3	•
OFFICE OF PERSONNEL MANAGEMENT	4	1.5	5	3.3	<b>A</b>
SOCIAL SECURITY ADMINISTRATION	48	5.2	5	5.3	<b>A</b>
ENVIRONMENTAL PROTECTION AGENCY	6	3.3	3	3.2	<b>A</b>
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0	0	1	8.3	<b>A</b>
GENERAL SERVICES ADMINISTRATION	25	4.6	1	0.6	<b>V</b>
Government-wide	7,127	6.6	6,595	7	<b>A</b>

Legend: ▲ = Increase ▼ = Decrease ■ = No change

As shown in Table 4, current data indicates that the percentage of Hispanic permanent new hires into major agencies Government-wide has increased from 6.6 percent in FY 2012 to 7 percent in FY 2013. In FY 2013, the Department of Homeland Security, Department of Labor, Department of Justice and Department of Treasury accounted for approximately half of all Hispanic permanent new hires.

5	FY 2013 Hispanio	Representation	Permanent N	Jew Hires	hy Pay System <sup>2</sup>	2
J.	TI ZUIS IIISPAIII	l ixcpi esciitativii	- 1 Ci illalicili i	1CW 1111C3,	DY I AY SYSTEM	

Pay System	Number of New I		Number of Permanent		Percentage of Hispanic Permanent New Hires		
	FY 2012	FY 2013	FY 2012	FY 2013	FY 2012	FY 2013	
Pay Plans GS, GL, GM	75,034	61,892	4,410	3,788	5.9	6.1	
Other White Collar	21,279	21,178	2,069	2,226	9.7	10.5	
Blue Collar	11,369	10,544	643	571	5.7	5.4	
SES	255	283	5	10	2.0	3.5	
Unspecified	2	4	0	0	0.0	0.0	
TOTAL	107,939	93,901	7,127	6,595	6.6	7.0	

Table 5 compares Government-wide Hispanic hiring to permanent positions for FY 2012 with FY 2013 by pay plan. The data shows that Hispanic hires, as a percentage of permanent new hires, increased from 6.6 percent in FY 2012, to 7.0 percent in FY 2013. The percentage of new hires who were Hispanic increased in all pay plans except those identified as Blue Collar. The percentage of Hispanic permanent new hires in GS, GL, and GM<sup>3</sup> pay plans increased from 5.9 percent in FY 2012, to 6.1 percent in FY 2013. The percentage of new hires accounted for by Hispanics in other white-collar occupations increased from 9.7 percent in FY 2012 to 10.5 percent in FY 2013. Hispanics as a percentage of those hired in blue-collar occupations decreased from 5.7 percent of new hires in FY 2012 to 5.4 percent in FY 2013. Hispanics as a percentage of SES hires increased from 2.0 percent in FY 2012 to 3.5 percent in FY 2013.

6. FY 2013 Hispanic Permanent On-Board Workforce by Pay System

Pay System	Governm Permanent O	ent-wide n-Board Total	Hispanic F On-Boa	Permanent rd Total	Hispanic Permanent On-Board Percentage		
	FY 2012	FY 2013	FY 2012	FY 2013	FY 2012	FY 2013	
Pay Plans GS, GL, GM	1,400,033	1,378,398	118,002	117,042	8.4	8.5	
Other White Collar	349,382	350,491	27,183	27,909	7.8	8.0	
Blue Collar	185,147	181,196	14,139	13,810	7.6	7.6	
SES	7,874	7,815	324	320	4.1	4.1	
Unspecified	92	40	3	3	3.3	7.5	
TOTAL	1,942,528	1,917,940	159,651	159,084	8.2	8.3	

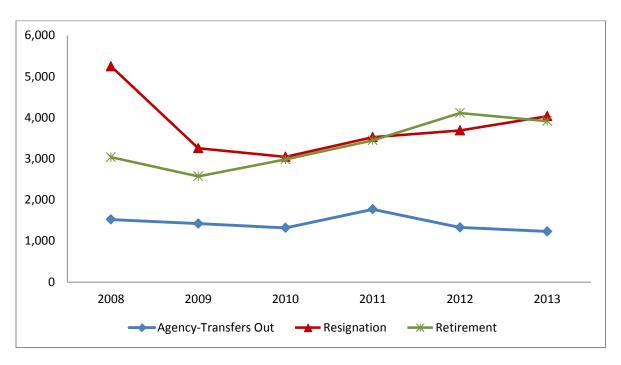
Table 6 compares Government-wide Hispanic on-board permanent employment for FY 2012 with FY 2013 by pay plan and shows that Hispanic representation in the permanent Federal workforce increased from 8.2 percent in FY 2012 to 8.3 percent in FY 2013. In FY 2013, the percentages of on-board permanent employees who were Hispanic increased in the GS, GL, and GM pay plans and in the other white-collar occupations compared to FY 2012, while percentages of Hispanic permanent employees in SES and blue-collar remained the same.

<sup>&</sup>lt;sup>2</sup> **Table 3**: The percentage of Hispanics does not include individuals designated as "Unspecified Ethnicity and Race." Therefore, the percentages used to represent Hispanic new hires are not a direct calculation from the total Federal Workforce.

<sup>&</sup>lt;sup>3</sup> GS – General Schedule; GL – pay plan code for law enforcement employees; GM – General Management

# 7. FY 2013 Hispanic Separations among the Permanent Federal Civilian Workforce<sup>4</sup>

#### FY 2008-2013



Type of	2008 Type of		2009		2010		2011		2012		2013	
Separation	#	%	#	%	#	%	#	%	#	%	#	%
Transfers out	1,522	6.90%	1,423	7.20%	1,321	6.80%	1,772	7.00%	1,330	6.70%	1,233	6.90%
Resignation	5,249	11.60%	3,258	9.60%	3,049	8.60%	3,528	8.50%	3,690	7.80%	4037	8.10%
Retirement	3,039	5.50%	2,573	6.00%	2,985	6.10%	3,449	5.80%	4,116	6.00%	3916	6.10%

Figure 7 illustrates both the percentages and actual number of permanent Hispanic federal employees who separated from federal service in FY 2013. Hispanics represented 6.9 percent of permanent employees who transferred to another agency and 8.1 percent of permanent employees who resigned from Federal service. Among permanent employees who retired, Hispanics represented 6.1 percent in FY 2013.

<sup>&</sup>lt;sup>4</sup> Separations are actions that end employment with an agency. Actions covered in Figure 7 include: transfers to another agency; resignations; and retirement. Counts and percentages for separations are subject to small changes overtime as delayed/late actions can be processed past the year they are posted in a report.

8. FY 2013 Hispanic Represen	ntation Among Perman	ent Employees Transfers
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Pay System		ent-wide ers Out	Number o	f Hispanic ers Out	Percen Hispanic O	Transfers
	FY 2012	FY 2013	FY 2012	FY 2013	FY 2012	FY 2013
Pay Plans GS, GL, GM	16,616	14,484	1,100	977	6.6	6.7
Other White Collar	2,159	2,341	145	177	6.7	7.6
Blue Collar	1,069	972	76	76	7.1	7.8
SES	154	128	9	3	5.8	2.3
TOTAL	19,998	17,925	1,330	1,233	6.7	6.9

Table 8 compares Government-wide Hispanic representation among permanent employees who transfer to other agencies by pay plan and shows that government-wide Hispanic representation among permanent employees who have transferred to other agencies in FY 2012 to FY 2013 by pay plan. The data shows that Hispanic representation among Federal employees who have transferred slightly increased from 6.7 percent in FY 2012 to 6.9 percent in FY 2013.

#### 9. FY 2013 Hispanic Representation Among Permanent Employees Resigning

	Government-wide Resignation		Number of Resign		Percentage of Hispanic Resignation		
Pay System	FY 2012	FY 2013	FY 2012	FY 2013	FY 2012	FY 2013	
Pay Plans GS, GL, GM	32,917	33,949	2,389	2,503	7.3	7.4	
Other White Collar	10,268	11,161	1,016	1,174	9.9	10.5	
Blue Collar	4,139	4,573	278	346	6.7	7.6	
SES	211	244	7	14	3.3	5.7	
Unspecified	1	1	0	0	0	0	
TOTAL	47,536	49,928	3,690	4,037	7.8	8.1	

Table 9 compares Government-wide Hispanic representation among permanent employees who have resigned from government employment in FY 2012 to FY 2013, by pay plan. The data shows that Hispanic representation among Federal employees who have resigned has increased from 7.8 percent in FY 2012 to 8.1 percent in FY 2013. The data indicates an increase of 347 Hispanics resigning in FY 2013 compared to FY 2012. In FY 2013, the percentage of Hispanic permanent employees who were resigning increased in all occupations compared to FY 2012.

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<sup>&</sup>lt;sup>5</sup> Resigned is defined as employees who permanently separate from Federal service.

Pay System	Governm Retire	ent-wide ments	Number o		Percentage of Hispanic Retirements		
	FY 2012	FY 2013	FY 2012	FY 2013	FY 2012	FY 2013	
Pay Plans GS, GL, GM	49,626	45,368	2,984	2,779	6.0	6.1	
Other White Collar	10,123	11,097	508	549	5.0	4.9	
Blue Collar	8,021	7,211	598	560	7.5	7.8	
SES	598	597	25	28	4.2	4.7	
Unspecified	7	2	1	0	14.3	0.0	
TOTAL	68,375	64,275	4,116	3,916	6.0	6.1	

Table 10 compares Government-wide Hispanic retirement among permanent employees for FY 2012 to FY 2013 by pay plan. The data shows that Hispanic representation among Federal employees who retired has slightly increased from 6.0 percent in FY 2012 to 6.1 percent in FY 2013. The data indicates a decrease of 200 in the number of Hispanics retiring in FY 2013 compared to FY 2012.

11. FY 2013 Hispanic Hiring into Professional and Administrative Occupations

Occupational Group	Government-wide Total		Hispanic Number		Hispanic Percentage	
	FY 2012	FY 2013	FY 2012	FY 2013	FY 2012	FY 2013
Professional	25,558	24,849	1,162	1,036	4.5	4.2
Administrative	25,747	19,264	1,148	923	4.5	4.8
TOTAL	51,305	44,113	2,310	1,959	4.5	4.4

Table 11 compares Government-wide Hispanic representation among professional and administrative occupations between FY 2012 to FY 2013 and shows that Hispanic hiring, as a percentage of total hiring into professional occupations, decreased slightly from 4.5 percent in FY 2012 to 4.4 percent in FY 2013. Hispanic hiring as a percentage of new hires into professional occupations decreased from 4.5 percent in FY 2012 to 4.2 percent in FY 2013. Hispanic hiring as a percentage of new hires into administrative occupations increased from 4.5 percent in FY 2012 to 4.8 percent in FY 2013.

#### 12. FY 2013 Hispanic Hiring Into the Top Professional Occupations

Occupational Series	Government- wide Number	Hispanic Number	Hispanic Percentage
All Professional Occupations	24,849	1036	4.2
NURSE (0610)	6,816	268	3.9
MEDICAL OFFICER (0602)	2,753	94	3.4
CONTRACTING (1102)	1,505	41	2.7
SOCIAL WORK (0185)	1,451	65	4.5
GENERAL ATTORNEY (0905)	1,154	28	2.4
GENERAL ENGINEERING (0801)	642	18	2.8
SOCIAL SCIENCE (0101)	640	33	5.2
PSYCHOLOGY (0180)	629	36	5.7
GENERAL HEALTH SCIENCE (0601)	580	19	3.3
PHARMACIST (0660)	567	9	1.6
PATENT EXAMINING (1224)	537	33	6.1
ELECTRONICS ENGINEERING (0855)	436	13	3.0
ACCOUNTING (0510)	428	18	4.2
MECHANICAL ENGINEERING (0830)	410	14	3.4
MEDICAL TECHNOLOGIST (0644)	406	26	6.4
COMPUTER SCIENCE (1550)	336	14	4.2
GENERAL NATURAL RESOURCES MANAGEMENT AND BIOLOGICAL SCIENCE (0401)	301	12	4.0
AUDITING (0511)	300	121	40.3
OPERATIONS RESEARCH (1515)	261	7	2.7
CIVIL ENGINEERING (0810)	247	12	4.9

Table 12 shows the 20 professional occupations with the most new hires Government-wide. The data shows that the number of new hires (24,849) into these occupations represents 26.5 percent of all new hires Government-wide in FY 2013. While the largest number of Hispanic new hires were found in the nursing profession (268), the greatest percentage of Hispanic new hires were found in the auditing occupation (40.3 percent) and the medical technologist occupation (6.4 percent), followed by the patent examining occupation (6.1 percent) and the psychology occupation (5.7 percent).

#### 13. FY 2013 Hispanic Hiring Into the Top Administrative Occupations

Occupational Series	Government- wide Number	Hispanic Number	Hispanic Percentage
All Administrative Occupations	19,264	923	4.8
INFORMATION TECHNOLOGY MANAGEMENT (2210)	3,330	144	4.3
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301)	2,717	106	3.9
MANAGEMENT AND PROGRAM ANALYSIS (0343)	1,613	62	3.8
GENERAL INSPECTION, INVESTIGATION, ENFORCEMENT (1801)	720	62	8.6
INTELLIGENCE (0132)	638	26	4.1
HUMAN RESOURCES MANAGEMENT (0201)	602	35	5.8
QUALITY ASSURANCE (1910)	539	15	2.8
SECURITY ADMINISTRATION (0080)	522	21	4.0
CUSTOMS AND BORDER PROTECTION (1895)	522	45	8.6
FINANCIAL INSTITUTION EXAMINING (0570)	492	30	6.1
LOGISTICS MANAGEMENT (0346)	461	24	5.2
FINANCIAL ADMINISTRATION AND PROGRAM (0501)	405	16	4.0
VETERANS CLAIMS EXAMINING (0996)	395	31	7.8
CRIMINAL INVESTIGATION (1811)	326	9	2.8
GENERAL BUSINESS AND INDUSTRY (1101)	325	15	4.6
PHYSICIAN ASSISTANT (0603)	308	15	4.9
BUDGET ANALYSIS (0560)	295	23	7.8
TRAINING INSTRUCTION (1712)	275	17	6.2
TRANSPORTATION SPECIALIST (2101)	253	14	5.5
PROGRAM MANAGEMENT (0340)	251	5	2.0

Table 13 shows the 20 administrative occupations with the most new hires Government-wide. The data shows the number of new hires (19,264) in these occupations represents 20.5 percent of all new hires Government-wide in FY 2013. While the largest number of Hispanic new hires were found in the information technology management occupation (144), the greatest percentage of Hispanic new hires in administrative occupations were found in both the Customs and Border Protection occupation (8.6 percent) and the General Inspection, Investigation, Enforcement occupation (8.6 percent), followed by Veterans Claims Examining (7.8 percent), and Budget Analysis (7.8 percent).

# 14. Percentage of Permanent Federal Civilian Workforce That is Hispanic By State

Percentage of Permanent Federal Civilian Workforce That Is Hispanic by State as of September 30, 2013					
	%		%		%
State	Hispanic	State	Hispanic	State	Hispanic
NEW MEXICO	27.8%	WASHINGTON	4.3%	MISSOURI	2.7%
TEXAS	25.7%	OREGON	4.2%	NEBRASKA	2.7%
ARIZONA	17.3%	KANSAS	4.0%	OHIO	2.5%
CALIFORNIA	16.8%	VIRGINIA	4.0%	MONTANA	2.4%
FLORIDA	16.0%	NORTH CAROLINA	3.9%	INDIANA	2.4%
COLORADO	9.9%	WYOMING	3.9%	VERMONT	2.3%
NEW YORK	9.7%	DISTRICT OF COLUMBIA	3.9%	ALABAMA	2.3%
NEW JERSEY	8.9%	DELAWARE	3.8%	KENTUCKY	2.2%
NEVADA	8.3%	MARYLAND	3.5%	MINNESOTA	2.1%
CONNECTICUT	7.2%	GEORGIA	3.5%	MISSISSIPPI	2.0%
ILLINOIS	6.2%	ALASKA	3.5%	IOWA	2.0%
UTAH	5.9%	LOUISIANA	3.3%	TENNESSEE	1.9%
MASSACHUSETTS	5.2%	NEW HAMPSHIRE	3.2%	NORTH DAKOTA	1.8%
HAWAII	4.7%	PENNSYLVANIA	3.2%	ARKANSAS	1.8%
IDAHO	4.4%	WISCONSIN	3.1%	SOUTH DAKOTA	1.5%
RHODE ISLAND	4.4%	SOUTH CAROLINA	2.9%	WEST VIRGINIA	1.1%
OKLAHOMA	4.3%	MICHIGAN	2.9%	MAINE	1.1%

Table 14 shows the percentage of Hispanics in the permanent Federal civilian workforce by State. In FY 2013 New Mexico and Texas had the highest percentages of Hispanics in the permanent Federal civilian workforce, closely followed by Arizona, California, and Florida.



## **U.S. Office of Personnel Management**

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