

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

**Ninth Annual Report to the President
on Hispanic Employment
in the
Federal Government**

A New Day for the Civil Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
APRIL 2010

The President
The White House
Washington, DC 20500

Dear Mr. President:

Please find attached the U.S. Office of Personnel Management's (OPM) *Ninth Annual Report on Hispanic Employment in the Federal Government*, prepared pursuant to Executive Order 13171.

This Administration is setting a strong example from the top with record-breaking numbers of Hispanic appointments and nominations to political positions in the first year. The report shows progress with respect to higher level career positions as well. The percentage of new hires who are Hispanic increased or remained the same at all grades GS 9 and above. In the Senior Executive Service, Hispanics increased from 2.0 to 3.2 percent of new hires. At the senior pay levels, the increase was from 2.1 percent to 4.9 percent.

While we have made some progress, there is room for improvement in fully drawing on the talents and energies of America's Hispanic citizens at all levels of Federal Government. Of greatest concern is that for the year ending June 30, 2009, the percentage of Hispanic new hires decreased from 9.2 percent to 7.3 percent. This is well below the Civilian Labor Force representation of 13.2 percent. OPM is leading an interagency task force on diversity that will develop recommendations for improving our efforts towards a Federal Government drawn from the diversity of our Nation.

OPM is committed to reflecting this Nation's diverse and talented citizenry. We have created three new offices which reflect this commitment—The Office of Diversity and Inclusion, the Senior Executive Service Office and the Student Programs Office.

OPM also recently reversed a previous policy that Federal agencies should not collect demographic data from applicants for Federal employment. The absence of such data significantly hampers agencies' ability to analyze whether they are effectively recruiting Americans of diverse backgrounds and to identify and, where possible, eliminate barriers that deny equal access to employment opportunities.

Finally, OPM has launched an ambitious interagency effort to develop a strategic plan regarding diversity in the Federal workplace, which will be presented to me in April of this year. I look forward to continuing our work together to build a Federal workforce that truly reflects the diverse communities it serves.

Respectfully submitted,

/s/

John Berry
Director

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Executive Summary

The U.S. Office of Personnel Management (OPM) submits the *Ninth Annual Report on Hispanic Employment in the Federal Government* pursuant to Executive Order 13171, issued in October 2000. This report presents data on Hispanic employment in the Federal Government for the reporting period running from July 1, 2008, through June 30, 2009.

Some progress has been made with respect to higher level positions. Hispanic hiring increased at the GS-15, Senior Executive Service (SES) level, and senior pay levels. The number of Hispanics among new SES hires doubled and the percentage increased from 2.0 percent to 3.2 percent. Additionally, the number of Hispanic permanent new hires into higher level positions (GS 9-13) increased by 22.0 percent.

Overall, a great concern that remains is that the percentage of Hispanics in the permanent Federal workforce is 8.0 percent, while Hispanics make up 13.2 percent of the Nationwide Civilian Labor Force. There were two factors that appear to contribute to an overall Hispanic representation of 8.0 percent for a second year in a row. While there was a decrease in Hispanic representation among permanent new hires from 9.2 percent (14,142) to 7.3 percent (12,091), there was also an increase in the number of Hispanic employees in the permanent Federal workforce, from 137,767 in June 2008 to 144,288 as of June 30, 2009, increase of 6,521. This suggests that the higher retention of Hispanics helped to offset the overall decrease in Hispanic new hires, maintaining the same relative percentage at 8.0 percent.

The Department of Homeland Security, the Department of the Treasury, the Department of Veterans Affairs, and the Department of Defense hired over three-fourths of all Hispanic permanent new hires. Among the 23 large agencies' and departments' workforces, 10 increased their percentage of Hispanics on-board as of June 30, 2009; seven posted declines; and six remained unchanged from the previous reporting period. Five of the seven with percentage declines actually increased in the total number of Hispanics employed.

Overall Hispanic student hiring utilizing the Student Career Experience Program (SCEP) increased by 39 students, from 238 in June 2008, to 277 in June 2009. While there was a slight increase in Hispanic student hiring, in relation to overall SCEP hires, Hispanic new hires under this program decreased from 5.1 percent to 4.9 percent.

OPM is committed to ensuring we reach and include this Nation's diverse and talented citizens. To help us build upon our success and to tackle some of our more serious challenges, OPM has created three new offices—The Office of Diversity and Inclusion, the Senior Executive Service Office and the Student Programs Office.

OPM also recently reversed the position it took in the previous Administration that Federal agencies should not collect demographic data from applicants for Federal employment. It has also launched an ambitious effort to develop a strategic plan and

comprehensive set of recommendations for Director John Berry regarding diversity in the Federal workplace, by April 2009.

OPM Commitment

In support of E.O. 13171, OPM continues to actively and visibly promote the Federal Government as a “model employer” by working with agencies and providing guidance on effective human resources practices to achieve a Federal civilian workforce that reflects the many communities it serves. OPM is leading an aggressive effort to reform Federal hiring to meet the workforce challenges of the 21st century and recruit a more diverse pool of candidates. We launched the Veterans Employment Initiative to increase the number of veterans employed by the Federal Government by enhancing recruitment and training. To attract the next generation of Federal workers, OPM is developing a new college recruitment initiative that will increase the presence of Federal agencies on college campuses nationwide.

While some progress has been made, the Federal Government is not fully tapping the talent in the Hispanic community for public service. At OPM, we are leading efforts to provide employment opportunities to Americans from all segments of society. We have established three offices specifically designed to build upon our success and tackle the serious challenges that lay in front of us. The Office of Diversity and Inclusion will focus on driving an integrated diversity and inclusion throughout the Federal Government to help build a diverse Federal workforce, while respecting organizational cultures. The Senior Executive Service Office will work to build upon the existing base and the Student Programs Office will increase the Federal government’s presence on college campuses through a student ambassador program and regional college recruiters.

OPM also recently reversed the position it took in the previous Administration that Federal agencies should not collect demographic data from applicants for Federal employment. The absence of such data significantly hampers agencies’ ability to analyze whether they are effectively recruiting Federal employees of diverse backgrounds and to identify and, where possible, eliminate barriers that deny equal access to employment opportunities.

Finally, OPM has launched an ambitious effort to develop a strategic plan and comprehensive set of recommendations for creating a diverse Federal workplace. The effort will be spearheaded by our new Deputy Director, Christine Griffin, through an Interagency Work Group staffed by experts from across the executive branch, and which will receive input from outside stakeholders and experts.

These combined efforts will create a comprehensive strategy, covering areas such as recruitment, hiring, career development, mentoring, promotions, retention, and accountability—providing a very strong foundation for the Federal Government to ensure a diverse workforce throughout its Federal departments and agencies.

Introduction

In compliance with Executive Order (E.O.) 13171, this report provides the most recent statistical data¹ on Hispanic representation in the permanent Federal workforce². Data are presented Governmentwide, in addition to being broken down by agency, pay plan, and occupation. Data for the Department of State was not available in its entirety for this report. However, when comparing the results with the available data versus without the available data, no significant changes were revealed. Thus, the Department of State was excluded entirely.

As of June 30, 2009, total permanent Federal employment for Hispanics increased from 137,767 in June 2008 to 144,288 in June 2009. The relative percentage of Hispanics³ in the permanent Federal workforce remained unchanged at 8.0 percent. (Figure 1) Among the 23 large agencies' and departments' workforces, 10 increased their percentage of Hispanics on-board as of June 30, 2009; seven posted declines; and six remained unchanged from the previous reporting period. Five of the seven with percentage declines actually increased in the total number of Hispanics employed. (Table 1) The Department of Homeland Security continued to employ the largest percentage of Hispanics with 19.5 percent of its total workforce, followed by the Equal Employment Opportunity Commission (14.0 percent), the Social Security Administration (13.7 percent), the Department of Justice (9.1 percent), and the Department of the Treasury (9.1 percent).

Overall Governmentwide hiring for this reporting period increased 7 percent, from 154,604 (July 1, 2007, to June 30, 2008) to 164,859 (July 1, 2008, to June 30, 2009) (Table 3). The percentage of Hispanics among the new permanent hires decreased during this same period. Hispanic representation among permanent new hires decreased from 14,142 (9.2 percent of all permanent hires) to 12,091 (7.3 percent of all permanent hires) (Table 2). Current data show increases in the percentages among permanent new hires in only 5 of the 23 large agencies' and departments' workforces. The Department of Labor and the Department of Army saw increases in the percentage of Hispanic hires and in the Hispanic on-board representation.

¹ Fiscal Year data were not available at the time this report was prepared. Data for this report are derived from OPM's Central Personnel Data File (CPDF).

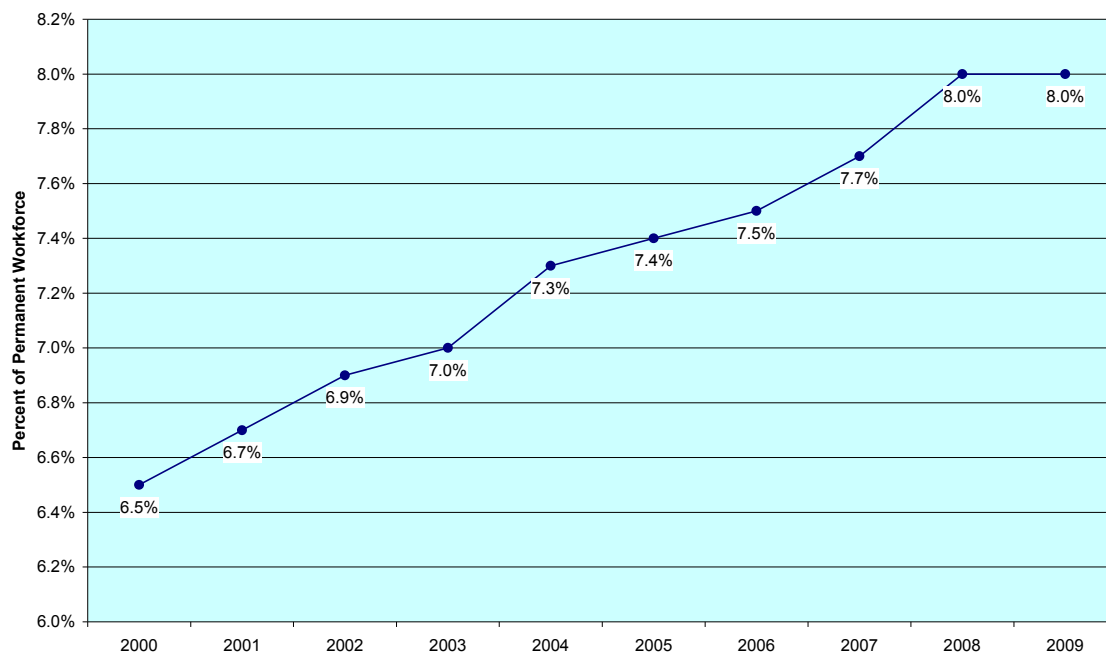
² The permanent Federal workforce is defined as the total number of career and career conditional employees, regardless of work schedule, on Federal agency employment rolls as of a particular date. It does not include employees in temporary positions.

³ *Hispanics* refers to all persons who identify themselves as of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.



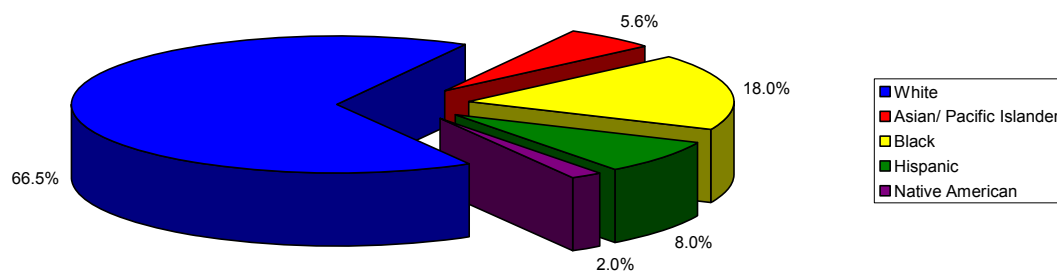
Governmentwide Hispanic Employment Data

Figure 1. Hispanic Representation in the Permanent Federal Civilian Workforce



Data Source: U.S. Office of Personnel Management CPDF as of September of each year from 1998-2004, and June 2005-2009

**Figure 2. Distribution of Permanent Federal Employees
(As of June 30, 2009)**



**Table 1. Hispanic Representation in the Permanent Federal Workforce
(As of June 30, 2009)**

Agency	Hispanics on-Board June 30, 2008		Hispanics on-Board June 30, 2009		Trend
	Number	Percentage	Number	Percentage	
Homeland Security	31,003	19.7	32,629	19.5	▼
EEOC	309	14.1	309	14.0	▼
Social Security Administration	8,394	13.6	8,873	13.7	▲
Justice	9,541	9.2	9,806	9.1	▼
Treasury	9,363	8.8	9,900	9.1	▲
Housing & Urban Development	669	7.2	676	7.2	■
Air Force	10,463	7.3	10,424	7.1	▼
Army	15,822	7.0	17,005	7.1	▲
Labor	1,038	7.0	1,050	7.1	▲
Veterans Affairs	16,944	6.9	18,436	6.9	■
Energy	962	6.6	1,008	6.5	▼
Transportation	3,416	6.4	3,595	6.5	▲
Agriculture	5,305	6.3	5,373	6.3	■
Department of Defense (Total)	38,769	6.2	40,613	6.2	■
NASA	987	5.8	997	5.8	■
Interior	3,140	5.6	3,249	5.6	■
Environmental Protection Agency	865	5.2	940	5.6	▲
Defense-Other ⁴	4,524	5.6	4,684	5.5	▼
General Services Administration	626	5.3	649	5.4	▲
State ⁵	420	4.9	*	*	*
All Other Agencies	2,163	4.9	2,280	5.0	▲
Navy	7,960	4.6	8,500	4.7	▲
Office of Personnel Management	244	4.3	264	4.6	▲
Education	170	4.4	173	4.5	▲
Commerce	1,564	3.9	1,578	3.9	■
Health & Human Services	1,875	3.5	1,890	3.4	▼
Governmentwide	137,767	8.0	144,288	8.0	■

As shown in Table 1, Hispanic representation in the on-board Federal permanent workforce remained at 8.0 percent. The permanent Federal workforce included 144,288 Hispanics as of June 30, 2009, compared with 137,767, as of June 2008, an increase of 6,521. Among the 23 large agencies' and departments' workforces⁶, 10 increased their percentage of Hispanics on-board; seven posted declines; and six remained unchanged from the previous reporting period. Five of the seven with percentage declines actually increased in the total number of Hispanics employed.

⁵ Data from the Department of State was not available for this report

⁶ Not including Department of Defense (Total), Department of State, and All Other Agencies

Table 2. Hispanic Permanent New Hires in Major Agencies

Agency	Hispanics Hires		Hispanics Hires		
	July 1, 2007 to June 30, 2008		July 1, 2008 to June 30, 2009		
	Number	Percentage	Number	Percentage	
Homeland Security	5,985	21.9	3,237	16.7	▼
Treasury	1,724	16.7	1,719	13.6	▼
EEOC	27	15.9	25	12.6	▼
SSA	798	15.3	744	11.5	▼
State ⁷	87	11.3	*	*	*
Justice	537	10.3	614	8.8	▼
Labor	47	4.8	71	7.3	▲
Veterans Affairs	1,543	5.4	1,686	5.8	▲
Army	1,059	5.1	1,513	5.8	▲
OPM	33	5.5	27	5.3	▼
Energy	76	7.2	69	5.1	▼
Agriculture	205	5.8	201	5.0	▼
Transportation	199	6.1	122	4.9	▼
NASA	34	8.0	19	4.8	▼
Dept. of Defense (Total)	2,379	4.7	2,951	4.7	■
Interior	113	4.4	145	4.7	▲
GSA	24	4.6	40	4.4	▼
Air Force	390	4.7	492	4.3	▼
All Other Agencies	114	3.3	126	3.9	▲
HUD	24	5.4	18	3.8	▼
Navy	622	4.4	627	3.8	▼
Defense - Other	308	3.9	319	3.8	■
Commerce	87	2.4	151	3.7	▲
EPA	21	4.0	28	3.6	▼
Education	13	5.1	4	2.4	▼
HHS	72	1.8	94	1.8	■
Governmentwide	14,142	9.2	12,091	7.3	▼

Current data shows that overall Governmentwide hiring for the reporting period increased 7 percent. However, the Governmentwide percentage of Hispanic permanent new hires decreased from 14,142 (9.2 percent) to 12,091 (7.3 percent). The number of Hispanic permanent new hires decreased by 2,051 (or 15 percent). The Department of Homeland Security, the Department of the Treasury, the Department of Veterans Affairs, and the Department of Defense hired over three-fourths of all Hispanic permanent new hires.

⁷ Data from the Department of State was not available for this report

Table 3. Hispanic Representation among Permanent New Hires, by Pay Plan**

Pay Group	Number of Permanent New Hires		Number of Hispanic Permanent New Hires		Percentage of Hispanic Permanent New Hires*	
	7/1/2007 to 6/30/2008	7/1/2008 to 6/30/2009	7/1/2007 to 6/30/2008	7/1/2008 to 6/30/2009	7/1/2007 to 6/30/2008	7/1/2008 to 6/30/2009
GSR 1-4	15,994	17,009	1,786	1,674	11.2	9.9
GSR 5-8	51,822	58,036	6,136	6,014	11.9	10.4
GSR 9-12	27,614	32,442	1,137	1,358	4.1	4.2
GSR 13	5,205	6,161	115	167	2.2	2.7
GSR 14	2,116	2,514	47	56	2.2	2.2
GSR 15	2,314	2,614	73	117	3.2	4.5
SES	294	404	6	13	2.0	3.2
Senior Pay⁸	981	1,033	20	49	2.1	4.9
Blue-Collar⁹	16,101	14,587	1,034	1,017	6.4	7.0
Other White-Collar¹⁰	32,163	30,059	3,788	1,626	11.8	5.4
Total	154,604	164,859	14,142	12,091	9.2	7.3

*Note: The total number of Federal new hires shown in this table includes all permanent Federal new hires. However, the total number of permanent new hires used to calculate the percentage of Hispanic new hires does not include individuals designated as "Unspecified Ethnicity and Race". Therefore, the percentage of Hispanic new hires is not a direct calculation from total new hires displayed in this table.

** Data from the Department of State was not available for this report

Table 3 compares Governmentwide Hispanic hiring to permanent positions for July 1, 2007, through June 30, 2008, with July 1, 2008, through June 30, 2009, by grade groups within General Schedule and Related (GSR) pay plans and other pay systems. GSR pay plans cover most White-Collar occupations.

Current data shows 7.3 percent of all permanent new hires from July 1, 2008, through June 30, 2009, were Hispanic. Hispanic hiring increased at the GS-15, senior executive service (SES) level, and senior pay. The number of Hispanics among new SES hires doubled and the percentage increased from 2.0 percent to 3.2 percent. Additionally, the number of Hispanic permanent new hires into higher level positions (GS 9-13) increased by 22 percent.

⁸ The senior-level (SL) pay system includes high-level positions without executive responsibilities, as well as positions the law or the President excludes from the SES. Agency heads may set the pay of a SL employee at any rate within a range fixed by statute. Some Schedule C employees are under the SL pay system.

⁹ The Blue-Collar category covers trades and labor occupations under the Federal Wage System.

¹⁰ The category designated Other White-Collar includes alternative and agency-determined pay plans

Table 4. Hispanic Permanent On-Board Workforce by Pay Group**
(As of June 30, 2009)

Pay Group	Governmentwide Permanent On-Board Total		Hispanic Permanent On-Board Total		Hispanic Permanent On-Board Percentage	
	6/30/2008	6/30/2009	6/30/2008	6/30/2009	6/30/2008	6/30/2009
GSR 1-4	47,986	48,308	4,287	4,307	8.9	8.9
GSR 5-8	330,411	344,540	32,678	33,653	9.9	9.8
GSR 9-12	486,967	501,186	43,594	46,420	9.0	9.3
GSR 13	174,604	175,110	10,070	10,427	5.8	6.0
GSR 14	87,453	88,284	4,111	4,313	4.7	4.9
GSR 15	58,115	59,705	2,448	2,579	4.2	4.3
SES	7,400	7,242	263	270	3.6	3.7
Senior Pay	12,523	13,281	524	565	4.2	4.3
Blue Collar	183,592	183,784	14,156	14,146	7.7	7.7
Other White-Collar	343,560	384,306	25,636	27,608	7.5	7.2
Total	1,732,611	1,805,746	137,767	144,288	8.0	8.0

**Data from the Department of State was not available for this report

Table 4 shows that overall Hispanic representation in the permanent workforce remained at 8.0 percent as of June 30, 2009, as compared to June 30, 2008, even though agencies have 6,521 more Hispanics on board. The on-board percentages of Hispanic permanent employees (as of June 30, 2009) increased in all of the higher pay groups (GSR 9-12, GSR 13, GSR 14, GSR 15, Senior Executive Service (SES), and Senior Pay).

Hispanic Hiring in Professional and Administrative Occupations

This report provides data on professional and administrative occupational groups that lead to higher-graded and management positions.

Table 5. Hispanic Hiring into Professional and Administrative Occupations**

Occupational Group	Governmentwide Total		Hispanic Number		Hispanic Percentage*	
	7/1/2007 to 6/30/2008	7/1/2008 to 6/30/2009	7/1/2007 to 6/30/2008	7/1/2008 to 6/30/2009	7/1/2007 to 6/30/2008	7/1/2008 to 6/30/2009
Professional Occupations	29,165	38,107	1,025	1,438	3.5	3.8
Administrative Occupations	36,577	43,329	2,141	1,974	5.9	4.6
Total	65,742	81,436	3,166	3,412	4.8	4.2

**Note: The Governmentwide total includes all new hires into professional and administrative occupations. However, the total Governmentwide number used to calculate the percentage of Hispanic new hires into these occupations does not include individuals designated as "Unspecified Race and Ethnicity". Therefore, the percentage of Hispanics is not a direct calculation from the Governmentwide total displayed in this table.*

*** Data from the Department of State was not available for this report*

Positions in professional occupations (e.g., accounting, psychology, engineering, etc.) and administrative occupations (e.g., human resources management, information technology, program analysis) typically have higher-graded career ladders and are more likely to lead to management and SES positions.

Table 5 shows the percentage of Hispanic new hires into professional occupations increased from 3.5 percent (July 1, 2007, through June 30, 2008) to 3.8 percent (July 1, 2008, through June 30, 2009). The data show the percentage of Hispanic new hires into administrative occupations decreased from 5.9 percent to 4.6 percent during that same time period.

Table 6. Hispanic Hiring Into the Top Professional Occupations**

July 1, 2008 to June 30, 2009			
Occupation and Series	Governmentwide Total	Hispanic Number	Hispanic Percentage*
All Professional Occupations	38,107	1,438	3.8
Internal Revenue Agent (0512)	1,803	114	6.3
Auditing (0511)	1,048	65	6.3
Social Science (0101)	654	40	6.1
Medical Officer (0602)	2,827	148	5.3
Civil Engineering (0810)	1,227	60	4.9
Consumer Safety (0696)	689	30	4.4
Pharmacist (0660)	726	31	4.3
Nurse (0610)	5,837	221	3.8
General Engineering (0801)	1,216	45	3.7
Social Work (0185)	1,542	57	3.7
Electronics Engineering (0855)	968	33	3.4
General Health Science (0601)	780	26	3.4
General Physical Science (1301)	496	16	3.3
Mechanical Engineering (0830)	1,109	36	3.2
Contracting (1102)	3,158	99	3.1
General Attorney (0905)	2,165	63	2.9
Accounting (0510)	757	21	2.8
Psychology (0180)	531	14	2.6
Biological Sciences (0401)	1,079	22	2.0
Patent Examining (1224)	983	16	1.6

**Note: The Governmentwide total includes all new hires into professional occupations. However, the total Governmentwide number used to calculate the percentage of Hispanic new hires into these occupations does not include individuals designated as "Unspecified Race and Ethnicity". Therefore, the percentage of Hispanics is not a direct calculation from the Governmentwide total displayed in this table.*

*** Data for the Department of State was not available for this report*

Table 6 shows the 20 professional occupations with the most new hires Governmentwide. The number of new hires (29,595) into these occupations represents 78 percent of all new hires in professional occupations Governmentwide between July 1, 2008, and June 30, 2009.

While the largest number of Hispanic new hires was into the nursing profession (221), the greatest percentage of Hispanic new hires was into the internal revenue agent occupation (6.3 percent) and the auditing occupation (6.3 percent), followed by the social science occupation (6.1 percent).

The largest percentage increase of Hispanic new hires was into the medical officer occupation which increased from 2.9 percent (July 1, 2007 to June 30, 2008) to 5.3 percent (July 1, 2008, and June 30, 2009). The second largest percentage increase of Hispanic new hires was into the auditing occupation which increased from 4.0 percent (July 1, 2007 to June 30, 2008) to 6.3 percent (July 1, 2008, and June 30, 2009).

Table 7. Hispanic Hiring Into the Top Administrative Occupations**

July 1, 2008 to June 30, 2009			
Occupation and Series	Governmentwide Total	Hispanic Number	Hispanic Percentage*
All Administrative Occupations	43,329	1,974	4.6
Social Insurance Administration (0105)	1,477	187	12.7
General Inspection, Investigation, and Compliance (1801)	2,352	208	8.9
Criminal Investigating (1811)	1,638	89	5.5
Human Resources Management (0201)	1,428	77	5.4
General Legal and Kindred Administration (0901)	910	48	5.3
Security Administration (0080)	1,208	64	5.3
Veterans Claims Examining (0996)	1,401	65	4.6
Miscellaneous Administration and Program (0301)	5,290	199	3.8
Intelligence (0132)	1,550	55	3.6
Logistics Management (0346)	1,257	44	3.5
Information Technology Management (2210)	4,801	158	3.3
Financial Administration and Program (0501)	1,236	41	3.3
Customs and Border Protection (1895)	2,663	77	2.9
General Business & Industry (1101)	713	21	2.9
Management and Program Analysis (0343)	3,597	99	2.8

**Note: The Governmentwide total includes all new hires into administrative occupations. However, the total Governmentwide number used to calculate the percentage of Hispanic new hires into these occupations does not include individuals designated as "Unspecified Race and Ethnicity". Therefore, the percentage of Hispanics is not a direct calculation from the Governmentwide total displayed in this table.*

*** Data from the Department of State was not available for this report.*

Table 7 shows the 15 administrative occupations with the most new hires Governmentwide. The number of new hires (31,521) in these occupations represents 73 percent of all new hires in administrative occupations. The largest percentage (12.7) of Hispanic new hires into permanent administrative positions was in the social insurance administration occupation, followed by the general inspection, investigation, and compliance occupation, with 8.9 percent. The number of Hispanic permanent new hires into the customs and border protection occupation decreased from 437 during July 1, 2007 to June 30, 2009, to 77 during July 1, 2008 to June 30, 2009.

Hispanic Hiring under the Student Career Experience Program

Table 8. Hispanic Permanent New Hires under the SCEP**

Agency	7/1/2007 to 6/30/2008			7/1/2008 to 6/30/2009		
	All Hires Number	Hispanics Number	Hispanics Percentage*	All Hires Number	Hispanics Number	Hispanics Percentage*
FCC	9	2	22.2	10	4	40.0
DOJ	80	7	8.8	50	8	16.0
DOT	86	12	14.0	74	11	14.9
Treasury	113	8	7.1	81	11	13.6
Energy	43	8	18.6	76	9	11.8
SSA	48	5	10.4	36	4	11.1
DOL	49	3	6.1	47	5	10.6
USDA	319	23	7.2	391	25	6.4
Interior	244	24	9.8	303	17	5.6
NASA	157	19	12.1	226	12	5.3
Other Agencies	3,404	117	3.4	4,172	166	4.0
DHS	72	7	9.7	147	5	3.4
State	45	3	7.0	*	*	*
Total	4,669	238	5.1	5,613	277	4.9

*Note: The number of all hires includes new hires under the SCEP. However, the number of hires used to calculate the percentage of Hispanic new hires under the SCEP does not include individuals designated as "Unspecified Ethnicity and Race". Therefore, the percentage of Hispanics is not a direct calculation from the Governmentwide total displayed in this table.

** Data from the Department of State was not available for this report.

As shown in Table 8, Governmentwide SCEP usage increased 20 percent. The number of Hispanic new hires under SCEP increased by 39, from 238 (July 1, 2007, through June 30, 2008) to 277 (July 1, 2008, through June 30, 2009). However, the percentage of Hispanic new hires under this program decreased from 5.1 percent to 4.9 percent.



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

Employee Services
Recruitment & Diversity

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