

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

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

a New Day for Federal Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
September 2013



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

SEP 18 2013

The Director

The President
The White House
Washington, DC 20500

Dear Mr. President:

Please find attached the U.S. Office of Personnel Management's (OPM) *Twelfth Annual Report on Hispanic Employment in the Federal Government*. Prepared pursuant to Executive Order 13171, this report provides data on Hispanic representation in the Federal workforce. At the end of fiscal year (FY) 2012, total permanent Federal employment for Hispanics increased from 157,693 in FY 2011 to 159,651 in FY 2012, an increase of 1,958 Hispanic employees. Among the 25 large agency and department workforces, 20 increased their percentage of Hispanics on-board; none posted declines; and 5 remained unchanged from FY 2011 to FY 2012, with 3 of the 5 increasing the total number of Hispanics employed.

Hispanic new hires in the Senior Executive Service (SES) decreased from 5.4 percent in FY 2011 to 2.0 percent in FY 2012. A number of efforts are ongoing to address these challenges. OPM continues to develop and implement training for SES candidates within the Hispanic community and improve data analytics and transparency for SES selections.

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, *Hispanic Employment in the Federal Government*. In addition, OPM renewed the Hispanic Council on Federal Employment (Council) through December 2014. This Council, which brings together leaders from the Hispanic community with Federal agencies, is actively advising me and working collaboratively to implement successful practices related to the recruitment, hiring, retention, and advancement of Hispanics in the Federal workplace.

In FY 2012, several agencies developed long-term collaborations with Hispanic Serving Institutions (HSI). OPM, for example, entered into collaboration with California State University, Fullerton and California State University, Dominguez Hills. Through this program, Federal Executive Boards in California are creating relationships with the university, serving as adjunct professors, and sharing internship opportunities with the university's student body. In addition, OPM conducted Find and Apply Workshops at HSIs, minority-serving institutions, and with Hispanic Chambers of Commerce around the country. We are happy to report that we received positive feedback from workshop attendees, and some have even contacted us to notify us that they were hired for Federal positions.

Although the Federal workforce is facing serious challenges, OPM and other Federal agencies are committed to working with the Hispanic community to make progress on Hispanic representation in the Federal workforce. We look forward to reporting back to you on our progress.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Elaine Kaplan".

Elaine Kaplan
Acting Director

Enclosure

Executive Summary

In compliance with Executive Order 13171, this report provides the most recent statistical data¹ on Hispanic² representation in the permanent Federal workforce.³ Data is presented Governmentwide in addition to being broken down by agency, pay plan, and occupation.

At the end of fiscal year (FY) 2012, total permanent Federal employment for Hispanics increased from 157,693 in FY 2011 to 159,651 in FY 2012, an increase of 1,958. Among the 25 large agency and department workforces, twenty (20) increased their percentage of Hispanics on-board, zero (0) posted declines, and five (5) remained unchanged from FY 2011 to FY 2012. Three of the five (5) with unchanged percentages actually increased the total number of Hispanics employed.

The Department of Homeland Security continued to employ the largest percentage of Hispanics, with 20.9 percent of its total workforce identified as Hispanic, followed by the Social Security Administration (14.5 percent), the Equal Employment Opportunity Commission (13.6 percent), and the Department of Treasury (9.5 percent).

The number of Hispanics on-board in the permanent Federal workforce increased to 8.2 percent in FY 2012 from 8.1 percent in FY 2011. Of note, in FY 2012, Hispanics represented 7.8 percent of permanent employees who resigned or quit working for the Federal Government, as well as 6.0 percent of those who retired.

The percentage of Hispanic new hires Governmentwide in major agencies decreased slightly from 6.7 percent in FY 2011 to 6.6 percent in FY 2012. However, the permanent new hire data also indicates percentage increases in Hispanics among 12 of the 25 large agency and department workforces. The Department of Homeland Security had the largest percentage of Hispanic new hires.

¹ Data for this report are derived from OPM's Enterprise Human Resource Index (EHRI) as of September 30, 2012.

² *Hispanics* refers to all persons who identify themselves as Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

³ 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.

Figure 1. FY 2012 Hispanic Representation in the Permanent Federal Civilian Workforce

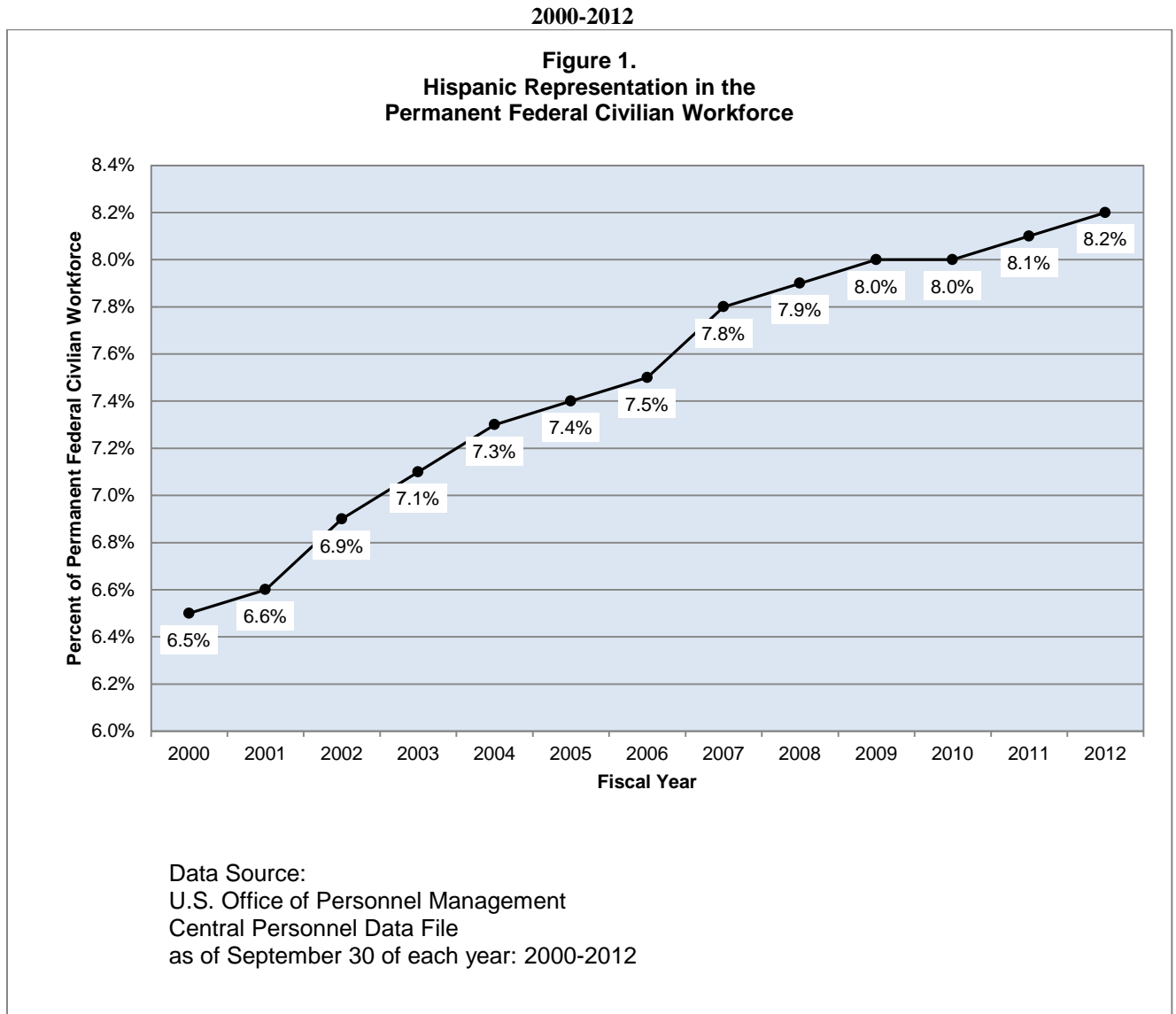


Figure 1 illustrates that Hispanic representation in the permanent Federal civilian workforce steadily increased between FY 2000 and FY 2012, from 6.5 percent in FY 2000 to 8.2 percent in FY 2012.

Figure 2. FY 2012 Distribution of all Permanent Federal Employees

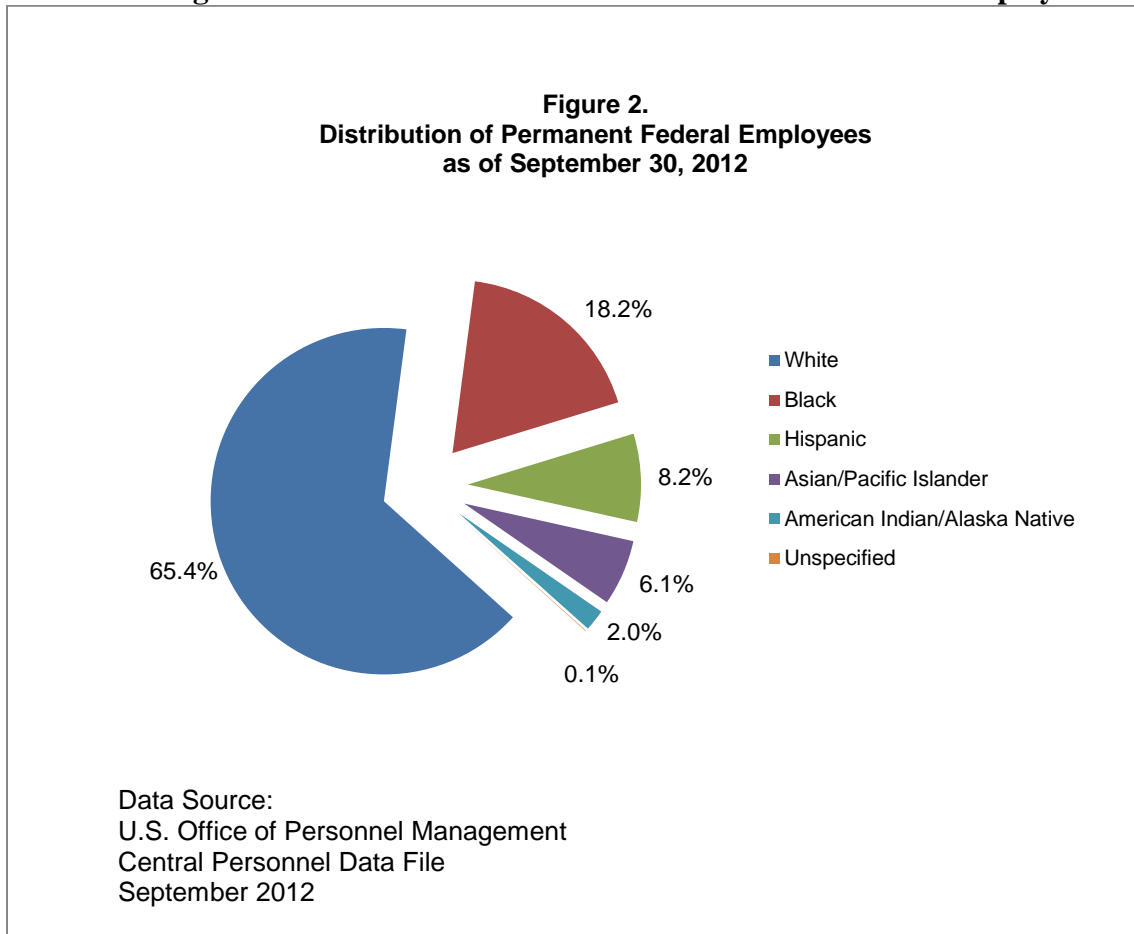
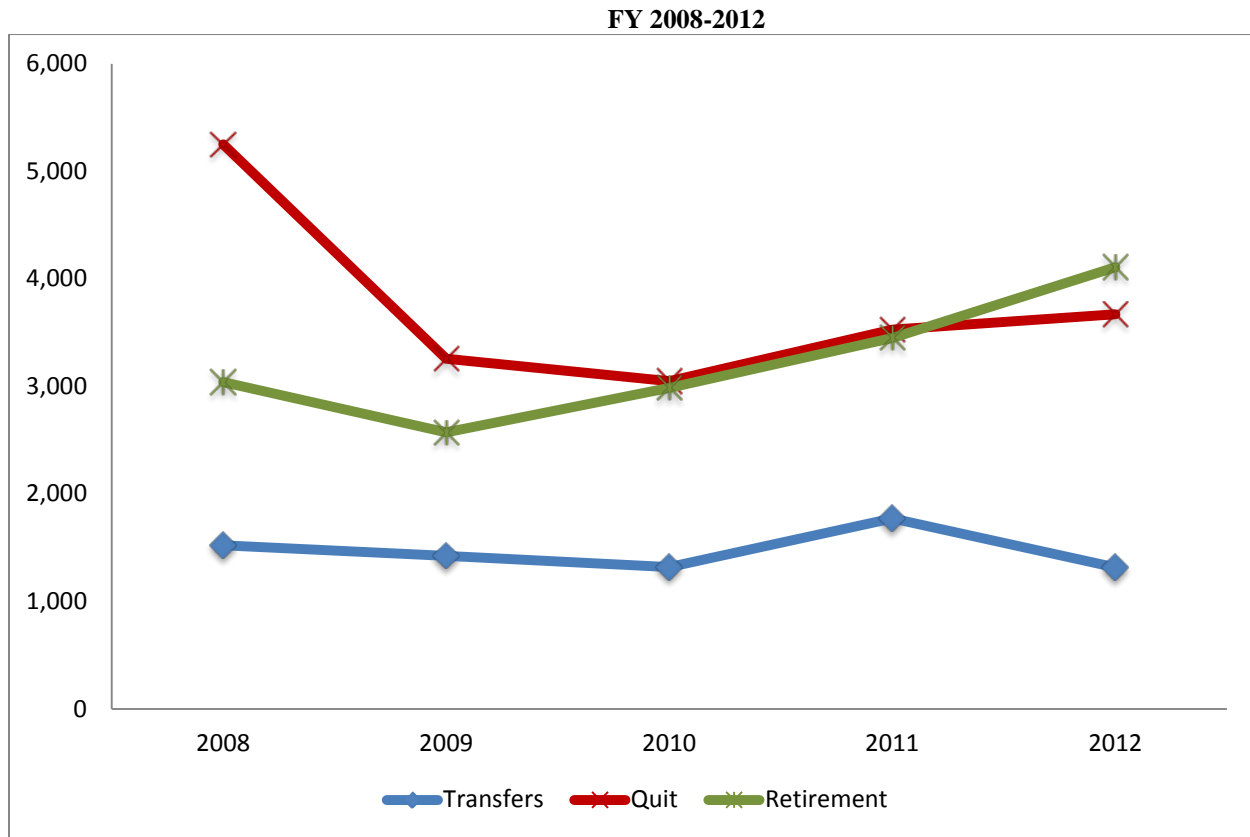


Figure 2 illustrates the distribution of all permanent Federal employees as of September 30, 2012. Hispanics in FY 2012 represented 8.2 percent of the total Federal workforce. Whites made up 65.4 percent, Blacks represented 18.2 percent, Asian/Pacific Islanders 6.1 percent, American Indians 2.0 percent, and 0.1 percent of the workforce was of unspecified ethnicity.

Figure 3. FY 2012 Hispanic Separations among the Permanent Federal Civilian Workforce⁴



Type of Separation	2008		2009		2010		2011		2012	
	#	%	#	%	#	%	#	%	#	%
Transfers	1,522	6.5%	1,423	6.7%	1,321	6.4%	1,772	6.7%	1,318	6.6%
Quit	5,249	10.4%	3,258	8.8%	3,049	7.9%	3,528	7.9%	3,672	7.8%
Retirement	3,039	5.2%	2,573	5.7%	2,985	5.8%	3,449	5.4%	4,107	6.0%

Figure 3 illustrates the count and percentage of Hispanic separations among permanent employees for FY 2008 to FY 2012 by type of separation. In FY 2012, Hispanics represented 6.6 percent of permanent employees who transferred to another agency. In FY 2012, Hispanics represented 7.8 percent of permanent employees who quit working for the Federal government. Among permanent employees who retired Hispanics represented 6.0 percent in FY 2012.

⁴ Separations are actions that end employment with an agency. Actions covered in Figure 3 include: transfers to another agency; resignations or quitting ; and retirement.

Table 1. FY 2012 Hispanic Representation in the Permanent Federal Workforce

AGENCY	Hispanics On-Board Sep 30, 2011		Hispanics On-Board Sep 30, 2012		TREND
	Number	%	Number	%	
	HOMELAND SECURITY	37,966	20.9	38,327	
SOCIAL SECURITY ADMINISTRATION	9,349	14.3	9,209	14.5	▲
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	328	13.4	308	13.6	▲
TREASURY	9,527	9.1	9,806	9.5	▲
JUSTICE	9,884	8.7	9,984	8.8	▲
LABOR	1,242	7.9	1,346	8.3	▲
ARMY	18,701	7.2	18,569	7.3	▲
HOUSING AND URBAN DEVELOPMENT	656	7.0	661	7.3	▲
AIR FORCE	11,453	6.8	11,275	6.9	▲
TRANSPORTATION	3,830	6.8	3,863	6.9	▲
VETERANS AFFAIRS	20,095	6.8	20,556	6.8	■
AGRICULTURE	5,522	6.4	5,555	6.8	▲
ENERGY	1,024	6.5	991	6.5	■
NAT'L AERONAUTICS AND SPACE ADMINISTRATION	1,117	6.2	1,142	6.5	▲
INTERIOR	3353	5.7	3422	5.9	▲
ENVIRONMENTAL PROTECTION AGENCY	988	5.7	968	5.8	▲
DEFENSE ⁵	5321	5.2	5536	5.4	▲
GENERAL SERVICES ADMINISTRATION	657	5.2	642	5.2	■
STATE (MINUS FOREIGN SVC)	475	5.0	514	5.2	▲
EDUCATION	212	5.1	201	5.1	■
NAVY	9,560	4.9	9,981	5.1	▲
OFFICE OF PERSONNEL MANAGEMENT	291	4.7	287	5.1	▲
ALL OTHER AGENCIES	2357	4.8	2445	5.0	▲
COMMERCE	1,799	4.2	1,965	4.5	▲
HEALTH AND HUMAN SERVICES	1,986	3.2	2,098	3.4	▲
Governmentwide	157,693	8.1	159,651	8.2	▲

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

As shown in Table 1, Hispanic representation in the on-board Federal permanent workforce slightly increased to 8.2 percent in FY 2012. The permanent Federal workforce included 159,651 Hispanics at the end of FY 2012, compared with 157,693 in FY 2011, an increase of 1,958. Among the 25 large agency and department workforces, 20 increased their percentage of Hispanics on-board; 0 posted declines; and 5 remained unchanged from the previous reporting period. Three of the 5 with unchanged percentages actually saw an increase in the total number of Hispanics employed.

⁵ "Defense" as defined herein includes all Department of Defense agencies with the exception of the Departments of Army, Air Force and Navy.

Table 2. FY 2012 Hispanic Permanent New Hires in Major Agencies

AGENCY	Hispanic Hires FY 2011		Hispanic Hires FY 2012		TREND
	Number	Percentage	Number	Percentage	
HOMELAND SECURITY	2,851	17.8	1,958	16.6	▼
TREASURY	596	10.0	411	11.3	▲
LABOR	80	9.5	129	10.6	▲
NAT'L AERONAUTICS AND SPACE ADMINISTRATION	52	12.6	44	10.1	▼
HOUSING AND URBAN DEVELOPMENT	27	6.3	17	8.9	▲
JUSTICE	325	7.3	427	8.1	▲
AGRICULTURE	182	5.0	163	7.6	▲
COMMERCE	263	6.7	290	7.3	▲
TRANSPORTATION	98	5.8	77	5.5	▼
DEFENSE	151	2.2	404	5.5	▲
VETERANS AFFAIRS	1,465	6.0	1,355	5.4	▼
AIR FORCE	588	4.1	412	5.3	▲
SOCIAL SECURITY ADMINISTRATION	47	7.5	48	5.2	▼
ARMY	1078	5.4	633	4.8	▼
GENERAL SERVICES ADMINISTRATION	17	3.7	25	4.6	▲
INTERIOR	99	3.9	99	4.5	▲
ALL OTHER AGENCIES	109	3.8	114	4.5	▲
STATE (MINUS FOREIGN SVC)	14	2.0	23	3.9	▲
ENVIRONMENTAL PROTECTION AGENCY	32	5.3	6	3.3	▼
ENERGY	31	4.6	18	3.3	▼
EDUCATION	10	4.1	5	3.3	▼
NAVY	513	3.6	404	3.2	▼
HEALTH AND HUMAN SERVICES	89	2.1	61	1.6	▼
OFFICE OF PERSONNEL MANAGEMENT	28	4.7	4	1.5	▼
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2	2.9	0	0.0	▼
Governmentwide	8,747	6.7	7,127	6.6	▼

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

As shown in Table 2, current data indicates that the percentage of new hires who are Hispanic, Governmentwide in major agencies, has decreased from 6.7 percent in FY 2011 to 6.6 percent in FY 2012. During FY 2012, the number of permanent new hires who were Hispanic, in major agencies, decreased by 1,620, from 8,747 in FY 2011 to 7,127 in FY 2012. The decrease in the number of Hispanics hired reflects reductions in Governmentwide hiring, which saw decreases in new hires from 130,415 in FY 2011 to 107,939 in FY 2012.

In FY 2012, the Department of Homeland Security, the Department of the Treasury, the Department of Labor, and the National Aeronautics and Space Administration (NASA) accounted for approximately 50 percent of all Hispanic permanent new hires.

Table 3. FY 2012 Hispanic Representation - Permanent New Hires, by Pay System⁶

Pay System	Number of Permanent New Hires		Number of Hispanic Permanent New Hires		Percentage of Hispanic Permanent New Hires	
	FY 2011	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012
Pay Plans GS, GL, GM⁷	88,576	75,034	4,905	4,410	5.5	5.9
Other White Collar	27,591	21,279	3,025	2,069	11.0	9.7
Blue Collar	13,883	11,369	797	643	5.7	5.7
SES	353	255	19	5	5.4	2.0
Unspecified	12	2	1	0	8.3	0.0
TOTAL	130,415	107,939	8,747	7,127	6.7	6.6

Table 3 compares Governmentwide Hispanic hiring to permanent positions for FY 2011 with FY 2012, by pay plan. The data shows that Hispanic hires, as a percentage of permanent new hires, decreased slightly from 6.7 percent in FY 2011 to 6.6 percent in FY 2012. The percentage of new hires who were Hispanic increased in GS, GL, and GM pay plans, and stayed the same in the blue collar pay plan, while decreasing in all other pay plans. The percentage of new hires who were Hispanics in GS, GL and GM pay plans increased from 5.5 percent in FY 2011 to 5.9 percent in FY 2012. Hispanics as a percentage of those hired in blue-collar occupations remained the same at 5.7 percent of new hires in both FY 2011 and FY 2012. The percentage of new hires accounted for by Hispanics in other white-collar occupations decreased from 11 percent in FY 2011 to 9.7 percent in FY 2012. Hispanics as a percentage of Senior Executive Service (SES) hires decreased from 5.4 percent in FY 2011 to 2.0 percent in FY 2012.

Table 4. FY 2012 Hispanic Permanent On-Board Workforce by Pay System

Pay System	Governmentwide Permanent On-Board Total		Hispanic Permanent On-Board Total		Hispanic Permanent On-Board Percentage	
	FY 2011	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012
Pay Plans GS, GL, GM	1,397,974	1,400,033	116,233	118,002	8.3	8.4
Other White Collar	352,978	349,382	26,841	27,183	7.6	7.8
Blue Collar	187,958	185,147	14,268	14,139	7.6	7.6
SES	7,795	7,874	317	324	4.1	4.1
Unspecified	348	92	34	3	9.8	3.3
TOTAL	1,947,053	1,942,528	157,693	159,651	8.1	8.2

Table 4 compares Governmentwide Hispanic on-board permanent employment for FY 2011 with FY 2012, by pay plan. The data shows that Hispanic representation in the permanent Federal workforce increased from 8.1 percent in FY 2011 to 8.2 in FY 2012. The data shows a net gain of 1,958 Hispanics on-board in FY 2012 compared to FY 2011. In FY 2012, 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 2011, while percentages of Hispanic permanent employees in SES and blue-collar remained the same.

⁶ **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 is not a direct calculation from the total Federal workforce.

⁷ GS – General Schedule; GL – pay plan code for law enforcement employees; GM – General Management

Table 5. FY 2012 Hispanic Hiring into Professional and Administrative Occupations

Occupational Group	Governmentwide Total		Hispanic Number		Hispanic Percentage	
	FY 2011	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012
Professional Occupations	27,233	25,558	994	1162	3.6	4.5
Administrative Occupations	34,743	25,747	1,489	1,148	4.3	4.5
TOTAL	61,976	51,305	2,483	2,310	4.0	4.5

Table 5 indicates that Hispanic hiring as a percentage of total hiring into professional and administrative occupations increased from 4.0 percent in FY 2011 to 4.5 percent in FY 2012. Positions in professional occupations (e.g., accounting, psychology, engineering) 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. Hispanic hiring as a percentage of new hires into professional occupations increased from 3.6 percent in FY 2011 to 4.5 percent in FY 2012. Hispanics as a percentage of new hires into administrative occupations increased from 4.3 percent in FY 2011 to 4.5 percent in FY 2012.

Table 6. FY 2012 Hispanic Representation among Permanent Employee Transfers

Pay System	Governmentwide Transfers		Number of Hispanic Transfers		Percentage of Hispanic Transfers	
	FY 2011	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012
Pay Plans GS, GL, GM	20,767	16,398	1,384	1,088	6.7	6.6
Other White Collar	4,308	2,139	229	145	5.3	6.8
Blue Collar	1,926	1,056	155	76	8.0	7.2
SES	170	154	4	9	2.4	5.8
Unspecified	3	0	0	0	0.0	0.0
TOTAL	27,174	19,747	1,772	1,318	6.5	6.7

Table 6 indicates Governmentwide Hispanic representation among permanent employees who have transferred out of their agency in FY 2011 to FY 2012, by pay plan. The data shows that Hispanic representation among Federal employees who have transferred increased from 6.5 percent in FY 2011 to 6.7 in FY 2012. However, due to the overall decline in the Federal workforce, the data indicates a decrease of 454 Hispanics transferring in FY 2012 compared to FY 2011.

Table 7. FY 2012 Hispanic Representation among Permanent Employees Quitting

Pay System	Governmentwide Quits		Number of Hispanic Quits		Percentage of Hispanic Quits	
	FY 2011	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012
Pay Plans GS, GL, GM	31,208	32,702	2,425	2,376	7.8	7.3
Other White Collar	9,849	10,229	824	1013	8.4	9.9
Blue Collar	3660	4112	266	276	7.3	6.7
SES	199	211	13	7	6.5	3.3
Unspecified	10	1	0	0	0.0	0.0
TOTAL	44,926	47,255	3,528	3,672	7.9	7.8

Table 7 indicates Governmentwide Hispanic representation among permanent employees who have quit working for the Government in FY 2011 to FY 2012, by pay plan. The data shows that Hispanic representation among Federal employees who are quitting has decreased from 7.9 percent in FY 2011 to 7.8 in FY 2012. The data indicates a decrease of 144 Hispanics quitting in FY 2012 compared to FY 2011. In FY 2012, the percentage of Hispanic permanent employees who were quitting increased in the other white-collar occupations compared to FY 2011, while percentages of Hispanic permanent employees quitting in all other pay plans decreased.

Table 8. FY 2012 Hispanic Retirements among Permanent Employees

Pay System	Governmentwide Retirements		Number of Hispanic Retirements		Percentage of Hispanic Retirements	
	FY 2011	FY 2012	FY 2011	FY 2012	FY 2011	FY 2012
Pay Plans GS, GL, GM	45,746	49,555	2,471	2,978	5.4	6.0
Other White Collar	9,756	10,114	451	506	4.6	5.0
Blue Collar	7285	8006	502	597	6.9	7.5
SES	574	596	25	25	4.4	4.2
Unspecified	8	7	0	1	0.0	14.3
TOTAL	63,369	68,278	3,449	4,107	5.4	6.0

Table 8 indicates Governmentwide Hispanic retirement among permanent employees for FY 2011 to FY 2012, by pay plan. The data shows that Hispanic representation among Federal employees who are retiring has increased from 5.4 percent in FY 2011 to 6.0 in FY 2012. The data indicates an increase of 658 Hispanics retiring in FY 2012 compared to FY 2011.

Table 9. FY 2012 Hispanic Hiring Into the Top Professional Occupations

Occupational Series	Governmentwide Number	Hispanic Number	Hispanic Percentage
All Professional Occupations	25,558	1,162	4.5
NURSE (0610)	6,017	243	4.0
MEDICAL OFFICER (0602)	2,426	105	4.3
CONTRACTING (1102)	1,701	54	3.2
PATENT EXAMINING (1224)	1,494	102	6.8
SOCIAL WORK (0185)	1,340	55	4.1
GENERAL ATTORNEY (0905)	1,316	30	2.3
AUDITING (0511)	691	175	25.3
GENERAL HEALTH SCIENCE (0601)	600	14	2.3
GENERAL ENGINEERING (0801)	562	31	5.5
ELECTRONICS ENGINEERING (0855)	561	22	3.9
PHARMACIST (0660)	552	10	1.8
PSYCHOLOGY (0180)	539	18	3.3
SOCIAL SCIENCE (0101)	521	25	4.8
MECHANICAL ENGINEERING (0830)	435	17	3.9
ACCOUNTING (0510)	397	15	3.8
COMPUTER SCIENCE (1550)	367	13	3.5
GENERAL EDUCATION AND TRAINING (1701)	361	26	7.2
MEDICAL TECHNOLOGIST (0644)	323	30	9.3
GENERAL NATURAL RESOURCES MANAGEMENT AND BIOLOGICAL SCIENCE (0401)	309	11	3.6
EDUCATION AND VOCATIONAL TRAINING (1710)	297	15	5.1

Table 9 shows the 20 professional occupations with the most new hires Governmentwide. The number of new hires (25,558) into these occupations represents 23.7 percent of all new hires Governmentwide in FY 2012. While the largest number of Hispanic new hires were found in the nursing profession (243), the greatest percentage of Hispanic new hires were found in the auditing occupation (25.3 percent) and the medical technologist occupation (9.3 percent), followed by the general education and training occupation (7.2 percent) and the patent examining occupation (6.8 percent).

Table 10. FY 2012 Hispanic Hiring Into the Top Administrative Occupations

Occupational Series	Governmentwide Number	Hispanic Number	Hispanic Percentage
All Administrative Occupations	25,747	1,148	4.5
INFORMATION TECHNOLOGY MANAGEMENT (2210)	4,593	163	3.5
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301)	3,461	133	3.8
MANAGEMENT AND PROGRAM ANALYSIS (0343)	2,363	69	2.9
GENERAL INSPECTION, INVESTIGATION, ENFORCEMENT (1801)	1,221	113	9.3
CUSTOMS AND BORDER PROTECTION (1895)	1,152	129	11.2
INTELLIGENCE (0132)	931	12	1.3
CRIMINAL INVESTIGATION (1811)	859	43	5
LOGISTICS MANAGEMENT (0346)	697	18	2.6
SECURITY ADMINISTRATION (0080)	665	36	5.4
VETERANS CLAIMS EXAMINING (0996)	601	33	5.5
HUMAN RESOURCES MANAGEMENT (0201)	544	27	5
FINANCIAL ADMINISTRATION AND PROGRAM (0501)	536	10	1.9
TRAINING INSTRUCTION (1712)	476	27	5.7
QUALITY ASSURANCE (1910)	416	18	4.3
GENERAL BUSINESS AND INDUSTRY (1101)	395	14	3.5
FINANCIAL INSTITUTION EXAMINING (0570)	344	16	4.7
TRANSPORTATION SPECIALIST (2101)	324	18	5.6
BUDGET ANALYSIS (0560)	308	14	4.5
PROGRAM MANAGEMENT (0340)	289	5	1.7
HEALTH SYSTEM SPECIALIST (0671)	285	11	3.9

Table 10 shows the 20 administrative occupations with the most new hires Governmentwide. The number of new hires (25,747) in these occupations represents 23.8 percent of all new hires Governmentwide in FY 2012. While the largest number of Hispanic new hires were found in the information technology management occupation (163), the greatest percentage of Hispanic new hires were found in the Customs and Border Protection occupation (11.2 percent) and the General Inspection, Investigation, Enforcement occupation (9.3 percent), followed by Training Instruction (5.7 percent).

Table 11. 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, 2012					
State	% Hispanic	State	% Hispanic	State	% Hispanic
NEW MEXICO	27.6%	OREGON	4.1%	MISSOURI	2.6%
TEXAS	25.9%	RHODE ISLAND	4.0%	NEBRASKA	2.6%
ARIZONA	17.1%	WYOMING	4.0%	OHIO	2.5%
CALIFORNIA	16.6%	KANSAS	3.9%	INDIANA	2.4%
FLORIDA	15.9%	VIRGINIA	3.9%	MONTANA	2.3%
COLORADO	9.7%	NORTH CAROLINA	3.8%	ALABAMA	2.3%
NEW YORK	9.6%	WASHINGTON D.C.	3.8%	IOWA	2.2%
NEW JERSEY	8.6%	DELAWARE	3.7%	KENTUCKY	2.2%
NEVADA	7.9%	GEORGIA	3.4%	VERMONT	2.2%
CONNECTICUT	7.1%	MARYLAND	3.4%	MINNESOTA	2.1%
ILLINOIS	6.0%	LOUISIANA	3.4%	MISSISSIPPI	2.0%
UTAH	6.0%	ALASKA	3.3%	TENNESSEE	1.9%
MASSACHUSETTS	5.1%	PENNSYLVANIA	3.1%	ARKANSAS	1.7%
IDAHO	4.6%	WISCONSIN	3.1%	NORTH DAKOTA	1.5%
HAWAII	4.5%	SOUTH CAROLINA	2.9%	SOUTH DAKOTA	1.4%
WASHINGTON	4.2%	MICHIGAN	2.9%	WEST VIRGINIA	1.1%
OKLAHOMA	4.2%	NEW HAMPSHIRE	2.7%	MAINE	1.1%

Table 11 shows the percentage of Hispanics in the permanent Federal civilian workforce by State. In FY 2012, New Mexico and Texas had the highest percentages of Hispanics in the workforce, closely followed by Arizona, California, and Florida. Notably, New Mexico and Texas also had the highest percentage of Hispanics in their workforce in FY 2010 and FY 2011.

NEXT STEPS

On February 11, 2011, the U.S. Office of Personnel Management's (OPM) former Director, John Berry, established the Hispanic Council on Federal Employment (Council or HCFE) under the provisions of the Federal Advisory Committee Act (FACA), as amended (5 U.S.C. App.). The Council is comprised of Federal executives and individuals representing national Hispanic organizations that have experience working on issues related to the employment of members of the Hispanic community. The purpose of the Council is to advise the Director on leading employment practices in an effort to remove any unnecessary barriers to the recruitment, hiring, retention and advancement of Hispanics in the Federal workforce. The Council's Charter was renewed for two more years on March 21, 2013.

In December 2011, the Council provided three sets of recommendations regarding accountability, student employment and strategic communications. OPM's Office of Diversity and Inclusion (ODI) developed a 12-month action plan to track progress and implement those recommendations with feedback from the HCFE. Below is information about the implementation efforts:

Accountability

The HCFE Accountability work group developed a Hispanic Accountability Model that helps agencies analyze various parts of the hiring process from recruitment through selection to determine where barriers may exist. In order to implement this model, agencies must be able to analyze applicant flow data related to an applicant's race, ethnicity, and sex.⁸ Accordingly, OPM's USA Staffing developed business tools for agency customers to provide them with access to this data after the hiring process has been completed.

In addition, the Chief Human Capital Officer (CHCO) Council created a Hispanic Work Group to assist the CHCOs with implementation of the HCFE's recommendations. The CHCOs have also designated a CHCO and Deputy CHCO to serve as liaisons between the CHCO Council and the HCFE.

In FY 2012, ODI held "Feedback Assistance Roundtables" with 57 agencies to discuss progress on the implementation of the agency-specific Diversity and Inclusion (D&I) Strategic Plans, to include efforts related to Hispanic employment. During these feedback sessions, ODI discussed progress and provided guidance to each agency regarding their Hispanic recruitment, hiring, retention and development; provided information about the "D&I Dashboard;" and shared information about the New IQ (Inclusion Quotient), a training developed by ODI, in partnership with the Department of Veterans Affairs, to help agencies develop more inclusive cultures within their workplaces.

⁸ This data is based on an applicant's self-identification and is not linked in any way to the application. In addition, the information is not shared with hiring managers, if requested, until the vacancy has closed.

In an effort to better inform agencies as to the effectiveness of their efforts, ODI developed the “D&I Dashboard,” which includes three year trend data on race, ethnicity, sex, disability, veteran status, and Lesbian, Gay, Bisexual, Transgender (LGBT) status. Through the dashboard, agencies will be able to view information in an infographic format on: (1) representation rates, (2) GS level by sex and race and ethnicity, (3) attrition and new hire rates, (4) SES representation, and (5) GS levels. The D&I Dashboard will be prepopulated for agency use and placed on the OPM website.

As part of Hispanic Employment Program Managers (HEPM) Revitalization and Enhancement, OPM developed position descriptions for HEPMs at the GS-13 and -14 levels. In addition, ODI developed six HEPM webinars and career enhancement training modules, hosted National Council of HEPMs meetings, and provided professional candidate development training for SES positions at four national Hispanic conferences. OPM continues to participate in formalized training programs to assist GS-15s who have an interest in the SES and works with agencies and nonprofits to ensure that such training programs are inclusive.

Pathways Programs for Students and Recent Graduates

President Barack Obama signed Executive Order 13562, entitled "Recruiting and Hiring Students and Recent Graduates," on December 27, 2010. This Executive Order established two new programs and modified another. They are the Internship Program for current students; the Recent Graduates Program for people who have recently graduated from qualifying educational institutions or programs (two years from the date the graduate completed an academic course of study); and the reinvigorated Presidential Management Fellows (PMF) Program for people who obtained an advanced degree (e.g., graduate or professional degree) within the preceding two years. These programs, collectively the Pathways Programs, are streamlined developmental programs tailored to promote employment opportunities for students and recent graduates in the Federal workforce.

In order to ascertain Hispanic participation in the Pathways Programs, the HCFE requested that OPM collect data regarding the race, ethnicity, and sex of individuals hired through the program. Since the program began on July 10, 2012, agencies have been collecting this data and submitting it to OPM for analysis.

On October 19, 2012, OPM issued a memorandum to CHCO’s on the Use of Third-Party Intern Providers under the OPM Pathways Program. Said memorandum stated:

Third-party provided interns have the same type of path to a permanent Federal job as they had previously. Thus, as they previously could under the Student Career Experience Program, agencies continue to have the ability to hire third-party provided interns into the agency Internship program, so long as they follow the regulatory requirements for filling Internship positions (which now include a public notification requirement). Once in the agency’s Internship program, the student could then convert to a permanent Federal job upon graduation and completion of 640 hours of work. In that circumstance, the agency could count up to 320 of the hours that the intern worked as a third-party provided intern

toward the 640-hour requirement for conversion.

There is also a new path to a Federal job under the Recent Graduates program. Third-party provided interns who graduate are now eligible to be hired into any agency's Recent Graduates program, so long as the agency follows the regulatory requirements for filling Recent Graduate positions.

Regarding outreach under the OPM Pathways Programs, OPM is working with Hispanic Serving Institutions (HSI), among others, to share information about Pathways with students who may not be familiar with the programs. For example, OPM developed a long-term collaboration with certain California state universities. Through that program, the Los Angeles, California Federal Executive Board (FEB) is creating relationships with the participating universities, serving as adjunct professors, and sharing information about internship and entry-level opportunities with the university's student body.

Strategic Communications

OPM created a comprehensive Hispanic messaging plan to raise awareness in the Hispanic community about Federal employment opportunities focused on three groups: future potential applicants, Hispanic veterans and students, and agencies' managers and supervisors.

OPM worked with the White House to spread the word about webinars with topics, such as "Veterans Thinking Ahead" and "Students Bringing Talent to the Government." OPM also used webinars and other outreach venues to focus on using USAJOBS and writing Federal resumes.

OPM also conducted Find and Apply Workshops at HSIs, minority serving institutions, and with the Hispanic Chamber of Commerce, as part of its overall recruitment efforts. Locations visited in FY 2012 included: El Paso, Texas; San Antonio, Texas; Brownsville, Texas; Arlington, Virginia; Washington, DC; Chicago, Illinois; Portland, Oregon; Atlanta, Georgia; College Park, Maryland; Los Angeles, California; Miami, Florida; San Francisco, California; and Denver, Colorado.

OPM is also developing a social media campaign to increase interest in Federal employment for those in underutilized communities. Communications will be focused on the careers and interests of Federal employees throughout the United States. For more information, please contact diversityandinclusion@opm.gov.

Conclusion

While some progress has been made, more work remains to be done to increase the hiring, retention, and development of Hispanics in the Federal workforce. OPM is committed to continuing to work with agencies and national Hispanic organizations to make progress on this important effort.

For more information about the Hispanic Council on Federal Employment or work being conducted under the subject Executive order, please email diversityandinclusion@opm.gov.



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