



# Homeland Security

NOV 05 2010

Ms. Carmen Andujar, Manager  
Recruitment Policy and Outreach  
Recruitment Diversity  
Employee Services  
ATTN: FY 2010 FEORP REPORT  
U.S. Office of Personnel Management  
1900 E Street, NW, Room 6547  
Washington, DC 20415-9800

Dear Ms. Andujar:

As requested, enclosed is the Department of Homeland Security's (DHS) Federal Equal Opportunity Recruitment Program (FEORP) Plan and Certification for Fiscal Year 2011 and Accomplishment Report for Fiscal Year 2010. Also, in response to Nancy H. Kichak's September 21, 2010 memorandum to Human Resources and Equal Employment Opportunity Directors, the FEORP report includes accomplishments in support of Executive Order 13171. This report reflects DHS's efforts to recruit, hire, and train a diverse workforce, including females, minorities, and Hispanics. These efforts show that improving representation of females, minorities, and Hispanics at DHS is embraced by the Departmental leadership and is a continuing priority at each individual DHS component.

Should you have any questions, please feel free to contact Ivelisse Reyes-Sainz, Senior EEO and Diversity Program Manager, Diversity Management Unit, at (202) 254-8227.

Sincerely,

A handwritten signature in black ink that reads "Chrystal R. Young".

Chrystal R. Young  
Acting Deputy Officer, and Director  
for Equal Employment Opportunity Programs  
Office for Civil Rights and Civil Liberties  
U.S. Department of Homeland Security

Enclosure

ANNUAL FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM  
(FEORP)  
PLAN CERTIFICATION – FY 2011

Please type or print clearly and return this sheet with an original signature to:

Ms. Carmen Andujar, Manager  
Recruitment Policy and Outreach  
Recruitment Diversity  
Employee Services  
U.S. Office of Personnel Management  
1900 E Street, NW, Room 6547  
Washington, DC 20415-9800

IDENTIFYING INFORMATION

A. Name and Address of Agency

U.S. Department of Homeland Security  
Office for Civil Rights and Civil Liberties  
245 Murray Ln, SW, Bldg. 410, MS-0191  
Washington, DC 20528

B. Name and Title of Designated FEORP Official  
(include address if different from above)

Chrystal R. Young  
Acting Deputy Officer, and Director  
for EEO and Diversity Programs

Telephone and Fax Numbers:

(202) 254-8211  
(202) 254-8240 (Fax)

C. Name and Title of Contact Person  
(include address if different from above)

Ivelisse Reyes-Sainz  
Sr. EEO & Diversity Manager

Telephone and Fax Numbers:

(202) 254-8227  
(202) 254-8240 (Fax)

**CERTIFICATION:**

I certify that the above named agency: (1) has a current Federal Equal Opportunity Recruitment Program (FEORP) plan and the program is being implemented as required by Public Law 95-454 and subsequent regulations and guidance issued by the Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a FEORP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan; and (4) that such plans are available upon request from field offices or installations.

SIGNATURE

Chrystal R. Young

DATE

11/5/10



# Homeland Security

## Federal Equal Opportunity Recruitment Program (FEORP) Plan for Fiscal Year 2011

### 1. Introduction

The Department of Homeland Security's overriding and urgent mission is to lead the unified national effort to secure the country and preserve our freedoms. This requires the dedication of more than 230,000 employees in jobs that range from aviation and border security to emergency response, from cybersecurity analyst to chemical facility inspector. Our duties are wide-ranging, but our goal is clear - keeping America safe. The very nature of the DHS mission requires agility of operations; our strategy for supporting and enabling this workforce has four key goals:

1. Building an effective, mission-focused, diverse, and inspiring cadre of leaders;
2. Recruiting a highly qualified and diverse workforce;
3. Retaining an engaged workforce; and
4. Solidifying a unified DHS culture of mission performance, adaptability, accountability, equity, and results.

DHS will implement these goals under a new Workforce Strategy that is in the final phase of review; when signed in FY 2011, it will supersede the extant Human Capital Strategic Plan. Both plans address the broad overall human capital strategy and goals for the Department and definitive measures that establish expectations for success which, when attained, will help move the Department toward its goal of becoming an employer of choice.

### 2. Workforce Analysis

The Department's Human Capital Leadership Council (HCLC) established a Workforce Planning Council to provide oversight of the Department's human capital efforts. This Council ensures that workforce planning and human capital initiatives are integrated consistently and cost-effectively throughout DHS. The Workforce Planning Council provides information, advice, and recommendations on cross-cutting Departmental workforce and human capital planning issues which include:

- Supporting DHS as it responds to mission critical issues by addressing them collaboratively; and
- Providing a forum to share and exchange relevant information about DHS issues at the earliest, practical pre-decisional state.

The DHS Office of the Chief Human Capital Officer (OCHCO):

- Assesses Department-wide recruitment activities;
- Coordinates Department-wide participation in recruitment events; and

# DHS FEORP Plan for FY 2011

- Develops Department-wide recruitment strategies and activities for cross-cutting occupations.

The Diversity Management Unit (DMU), in the Office for Civil Rights and Civil Liberties (CRCL), performs workforce analysis focusing on issues of ethnicity, race, gender, and disabilities, and writes the DHS-wide plans for addressing these issues. DMU has recently introduced a new automated tool to prepare required workforce data tables and to structure the related plans.

## 3. Trigger and Barrier Analysis

An analysis of the Department’s permanent workforce and major mission-critical occupations revealed that minorities and women are represented at rates below their availability in the Relevant Civilian Labor Force (RCLF), the average percent representation of all people in America employed in this and very closely related occupations, in many of DHS’s largest occupations. This underrepresentation constitutes what the EEOC terms a “trigger” – a data anomaly that could indicate the presence of barriers to equal opportunity. The chart that follows lists all of DHS’s largest mission-critical occupational series (an occupation is included if it applies to more than 5000 FTEs at DHS), and sets out the DHS and RCLF representation of all the American demographic/gender groups that represent over 1% of the labor force. Cells in the chart are red and marked with an asterisk if representation at DHS is less than four-fifths of what would be predicted using the RCLF as a benchmark. The full data tables are in Appendix A, and are the basis for DHS targeted recruitment efforts. Customs and Border Patrol Officers and Agents are required to be fluent in Spanish for initial placements along the southern border, South Florida, and in Puerto Rico, a requirement that is not present in the standard RCLF comparison.

| OCCUPATION  | All Male | All Female | Hispanic Male | Hispanic Female | White Male | White Female | Black Male | Black Female | Asian Male | Asian Female |
|---|----------|------------|---------------|-----------------|------------|--------------|------------|--------------|------------|--------------|
| <b>ALL (Permanent FTE = 191,063)</b>                              | 68.1     | 31.9       | 15.2          | 5.1             | 41.3       | 16.9         | 6.9        | 7.5          | 3.1        | 1.5          |
| 1802 Transportation Security<br><b>Permanent FTE = 51,459</b>     |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 58.5     | 41.5*      | 9.0           | 6.4             | 34.1       | 20.8*        | 10.8       | 11.6         | 3.2        | 1.5          |
| % RCLF  | 43.3     | 56.7       | 3.0           | 3.6             | 34.8       | 45.0         | 3.1        | 5.7          | 0.8        | 0.8          |
| 1801 Adjudication Officers<br><b>Permanent FTE = 24,478</b>       |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 74.1     | 25.9*      | 12.9          | 4.91            | 49.7       | 14.3*        | 6.5        | 4.3*         | 3.5        | 1.9          |
| % RCLF  | 53       | 46.9       | 4.2           | 3.5             | 41.3       | 34.1         | 4.5        | 6.9          | 1.7        | 1.4          |
| 1895 CBP Officer<br><b>Permanent FTE = 20,663</b>                 |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 81.4     | 18.6*      | 24.9          | 6.3             | 42.7       | 8.2*         | 5.0        | 2.2*         | 6.0        | 1.1*         |
| % RCLF  | 53.1     | 46.8       | 6.2           | 4.5             | 39.0       | 33.7         | 4.8        | 5.7          | 1.9        | 1.7          |
| 1896 Border Patrol Agent<br><b>Permanent FTE = 20,498</b>         |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 94.9     | 5.1*       | 48.2          | 2.8             | 41.9*      | 2.0*         | 1.6*       | 0.1*         | 0.9        | 0.04*        |
| % RCLF  | 79.0     | 21.1       | 7.1           | 2.0             | 62.3       | 14.7         | 7.0        | 3.6          | 1.0        | 0.3          |
| 1811 Criminal Investigation<br><b>Permanent FTE = 10,338</b>      |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 86.2     | 13.8*      | 12.6          | 2.2             | 65.4       | 9.5*         | 4.8*       | 1.4*         | 2.6        | 0.6          |
| % RCLF  | 79.0     | 21.1       | 7.1           | 2.0             | 62.3       | 14.7         | 7.0        | 3.6          | 1.0        | 0.3          |
| 1801 Immigration Enforcement Agent<br><b>Permanent FTE = 6955</b> |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 82.7     | 17.3*      | 23.6          | 5.3             | 47.7       | 8.7*         | 6.3        | 2.3*         | 3.9        | 0.7*         |
| % RCLF  | 53       | 46.9       | 4.2           | 3.5             | 41.3       | 34.1         | 4.5        | 6.9          | 1.7        | 1.4          |

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## 4. External Recruitment

DHS Components identified the following major/mission critical occupations for external recruitment:

### **U.S. Customs & Border Protection (CBP)** major frontline occupations:

1. Air Interdiction Agent
2. Border Patrol Agent
3. CBP Agriculture Specialist
4. CBP Officers
5. Marine Interdiction Agent

### **Federal Emergency Management Agency (FEMA)** mission critical occupations:

1. Emergency Management Program Specialist
2. Contract Specialist
3. Procurement Analyst
4. Human Resources Specialist
5. IT Specialist

### **Federal Law Enforcement Training Center (FLETC)** mission critical occupations:

1. Law Enforcement Specialist (Instruction)
2. Contract Specialist
3. Information Technology Specialist
4. Human Resources Specialist

### **U.S. Immigration & Customs Enforcement (ICE)** mission critical occupations:

1. General Attorney
2. Immigration Enforcement Agent
3. Criminal Investigator

### **U.S. Coast Guard (USCG)** mission critical occupations:

1. Contracting
2. IT Specialist
3. Professional Engineer

### **Transportation Security Administration (TSA)** mission critical occupations:

1. Contract Specialist
2. General Engineering
3. IT Specialist
4. Transportation Security Manager

### **U.S. Citizenship & Immigration Services (USCIS)** major occupations and mission critical occupations:

1. Immigration Status Verifier
2. Asylum Officer
3. Adjudications Officer
4. Immigration Information Officer

# DHS FEORP Plan for FY 2011

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**U.S. Secret Service (USSS)** major occupations:

1. Criminal Investigator
2. Uniformed Division Officer

The following recruitment programs will be utilized department-wide in an effort to increase the number of minority and women candidates applying for positions suitable for external recruitment:

- Federal Career Intern Program (FCIP)<sup>1</sup>
- FLETC College Intern Program
- FLETC Student Volunteer Program
- Hispanic Association of Colleges and Universities Internship Program (HACU IP)
- Minority Serving Institution Internship Program (MSIIP)
- Presidential Management Fellows (PMF)
- USCIS Summer Intern Enrichment Program
- Student Career Employment Program (SCEP)
- Student Temporary Employment Program (STEP)
- TSA Resident Program
- Tuition Assistance Program (TAP)
- USCG College Student Pre-Commissioning Initiative (CSPCI)
- Workforce Recruitment Program (WRP)

## 5. Internal Recruitment

It is likely that the following occupations will be filled through internal recruitment:

- Accountant
- Agriculture Specialist
- Aircraft Pilot
- Architecture
- Assistant Federal Security Director
- Auditor
- Border Patrol Agent
- CBP Officer
- Civil Engineering
- Contracting
- Contract Specialist
- Criminal Investigator
- Electrical Engineer
- Electronics Engineer
- Enforcement Aviation/Marine Supervisor
- Environmental Engineer
- Federal Security Director
- Fire Protection Engineer

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<sup>1</sup> DHS will ensure that all recruitment activities are in compliance with Title 5 hiring rules.

# DHS FEORP Plan for FY 2011

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- General Engineer
- Human Resources Specialist
- Import Specialist
- Intelligence Operations Specialist
- IT Specialist
- Law Enforcement Specialist
- Mechanical Engineer
- Naval Architecture
- Program/Management Analyst
- Security Managers
- Special Agent
- Transportation Security Inspectors
- Transportation Security Officer
- Transportation Security Specialist
- Uniformed Division Officer

DHS anticipates that posting vacancy announcements on USAJOBS, Component's career web page, and Component's email broadcasting/message boards will be the primary recruitment vehicles for these positions.

## 6. Job Progression Opportunities

DHS plans to assess the internal availability of candidates from underrepresented groups for higher job progression opportunities in FY 2011. The assessment will include job-related skills, knowledge, and abilities which may be obtained at lower levels in the same or similar occupational series, or through other experience.

## 7. Career Development Opportunities

DHS Components plan to promote participation in their career development programs, academic programs, and learning training programs sponsored by their organization and/or other government agencies. See Attachment 1 for a list of projected career development/training opportunities by grade level for FY 2011. In addition, DHS employees have or will have access to training/career development courses through:

- **DHScovery** – DHS, in partnership with SkillSoft, offers almost 20,000 online learning resources. These online resources can be used as quick references, as practical job aids, to gain in-depth knowledge, or to practice skills. These resources are subject to mapping to support competencies, job roles, or blended learning offerings.  
Online Courses – The courseware collection contains business skills courses that also provide downloadable job aids; IT skills courses that provide instruction and practice opportunities; various desktop application courses, including MS Office 2007; and Environmental Safety and Health courses offering guidance on practices, awareness, and regulations to ensure employees' safety in a variety of situations.  
Online Books – The Books24x7 collections provide full text searchable and web-device accessible books about Information Technology; business skills, from basic how-to information to leadership and change strategies; desktop software applications, including step-by-step quick reference tools; and four newly added collections:

# DHS FEORP Plan for FY 2011

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1. GovEssentials – designed for government workers, contractors, and consultants.
  2. Well-Being Essentials – focused on work-life balance and home and family needs.
  3. ExecSummaries – eight page summaries of leading business titles.
  4. Leadership Development Channel, a resource that includes videos with the most current ideas, information and know-how on business and leadership topics to address the informal learning needs of an organization.
- **CBP Leadership Institute** – prepares leaders at the GS-14 level for positions of greater complexity.
  - **FEMA Career Development Office** – plans to offer a “one-stop shop” for leadership development and training opportunities for FEMA employees.
  - **FLETC Law Enforcement Leadership Institute** – offers employee training opportunities.
  - **ICE Virtual University** – offers on-line training and career development opportunities to all ICE employees.
  - **TSA Online Learning Center** - provides career path information that identifies career competencies for success in TSA mission critical occupations.
  - **USCIS Training Academy** – promotes self-development training opportunities.

DHS’s SES Candidate Development Program and the DHS Fellows Program are promoted/advertised Department-wide.

Mentoring is another career development tool being utilized by most DHS Components. Different Components have programs for various grade groups of GS, or pay equivalent, employees. For example:

| Component  | Formal Program | Informal Program | Grade Groups of Mentees         |
|------------|----------------|------------------|---------------------------------|
| DHS HQ     | X              |                  | GS 1-4, 5-8, 9-12, 13-15        |
| DHS HQ-OIG | X              |                  | GS 5-8, 9-12, 13-15             |
| FLETC      | X              |                  | GS 9-12, 13-15                  |
| ICE        | X              |                  | GS 5-8, 9-12, 13-15, SES        |
| TSA        | X              |                  | GS 1-4, 5-8, 9-12, 13-15        |
| USCG       | X              | X                | USCG does not track grade level |
| USSS       | X              |                  | GS 13-15                        |

In addition, CBP plans to establish a Human Resources-wide Mentoring Program to assist mentors in developing targeted skills and knowledge to be used at particular points of the mentoring process. Mentors will learn diagnostic listening, strategic questioning, gap planning, wisdom-sharing, and productive feedback.

USCIS plan to implement its Management Directorate Mentoring Program Plan. This formal mentoring process capitalizes on the experiences of successful individuals (mentors) who are committed to developing a highly skilled and high-performing workforce. The participants will commit to a nine month formal mentoring partnership. There will be no more than 30 matches and the ideal mentee (GS 5-14) will possess a strong desire to expand his/her organizational knowledge and skills.



# DHS FEORP Plan for FY 2011

## 8. Community Outreach

DHS Components plan to promote the Department as an “Employer of Choice” through participation in numerous recruitment and community outreach activities, career/job fairs, conferences, and workshops. Additionally, Components plan to share employment information with Minority Serving Institutions (MSIs) students and faculty members, including: Historically Black Colleges and Universities (HBCUs); Tribal Colleges and Universities (TCUs); Hispanic Serving Institutions (HSIs); and local communities. See Attachment 2, DHS Projected Community Outreach Activities/Conference.

Component specific outreach plans include, but are not limited to, the following:

**CBP** created a MSI Implementation Plan to assist in building partnerships with MSIs and to create a diverse pool of candidates for student, intern and entry-level permanent positions. CBP plans to focus on attracting two of its most underrepresented groups by targeting HBCUs and TCUs. CBP’s implementation plan includes the following tasks:

**Classroom Visits** - Facilitate the scheduling of classroom visits at 10 HBCUs and six TCUs for students majoring in criminal justice, chemistry, agricultural and biological sciences, aviation, and other fields critical to CBP’s mission.

**Speaker Exchange Program** - Facilitate a speaker exchange program where MSI faculty from seven HBCUs and four TCUs will be guest speakers at CBP’s FY 2011 special observance programs.

**Reserve Officers’ Training Corps (ROTC)** - Schedule appointments at 12 HBCUs for CBP staff to address ROTC classes.

**FEMA** plans to offer two, three and one-half day courses for MSIs to provide college and university executives an introduction to emergency management, a basic overview of the Emergency Management Institute (EMI) Higher Education Program, and an opportunity to hear from some of the leading professionals in the field of emergency management. The primary goal of the workshop is to assist MSIs enhance their emergency preparedness, by showcasing career and professional opportunities for students, and by encouraging participation in EMI’s Higher Education Program.

**ICE** plans to sign a Memorandum of Understanding with the National Association for Equal Opportunity in Higher Education (NAFEO) to better provide internship opportunities to HBCUs predominantly black institutions and MSIs. Also, ICE plans to promote employment opportunities through online advertisement and print publications.

**USCG**’s civilian website (<http://www.uscg.mil/civilian>) provides applicants information on where and when civilian recruiters will be available to provide assistance.

**USCIS** plan to continue to utilize innovative online recruitment networks and other mediums including: Facebook, Twitter, MySpace, podcasts, snap-shot, pixel advertising (a form of display advertising), Experience, Inc., the National Association of Colleges and Employers (NACElink), College Central, and the Office of Personnel Management (OPM) and USAJobs, which has a feature to notify potential applicants of career opportunities.

# DHS FEORP Plan for FY 2011

In addition, USCIS will continue to maintain relationships with HBCUs, HSIs, and TCUs. USCIS commits to establishing two new partnerships with HSIs and/or organizations that serve persons with disabilities to attract and recruit Hispanics and individuals with disabilities.

USSS contracted with LeapFrog Solutions, an advertising agency, to begin the process of redesigning the USSS internet "Career Opportunities Section." The goal of this new initiative is to capture the attention of potential applicants when they visit the USSS internet website, and keep potential applicants engaged with a new redesigned format that is much more user-friendly and informative.

## 9. Requirement for Bilingual or Bicultural/Not Requiring English Fluency

**CBP** makes proficiency in Spanish a requirement for CBP Officers and Agriculture Specialists initially assigned to locations along the Southwest Border, primarily in Southern California, New Mexico, Arizona, Western and Southwestern Texas, as well as Miami. At these duty locations, the CBP Officers may be required to be proficient in reading, writing, and speaking a language other than English at the start of employment. CBP continues to make this proficiency a requirement in FY 2011 for these occupations.

**FEMA** makes proficiency in Spanish a requirement for Language Specialists positions assigned to their Office of External Affairs.

The Department plans to conduct an assessment of all positions that may require bilingual or bicultural/not requiring English fluency in FY 2011, and include the findings and activities, if applicable, in its FY 2012 FEORP plan.

## 10. Special Recruitment Priorities.

In FY 2011, the Department plans to conduct an assessment of:

- Immediate and longer-range job openings for each occupational grade-level grouping for which underrepresentation has been determined;
- Hiring authorities which may be used to fill such jobs;
- The possible impact of its actions on underrepresentation.

The Department's FY 2012 FEORP plan will include action items resulting from the assessment.

## 11. Training and Job Development Programs for Occupations/Grade Levels Significantly Underrepresented.

In FY 2011, DHS plans to conduct an assessment of occupations and grade levels where there is significant underrepresentation to identify skills, knowledge and abilities by occupation; employees' training needs; and applicable career development programs. The Department's FEORP plan for FY 2012 will include results of the assessment and recommendations.

# DHS FEORP Plan for FY 2011

## Attachment 1

### DHS Projected Training/Career Development Programs by Grade Level

#### GS 1-4 or equivalent

| <b>Course/Program Title</b>        | <b>Component</b> |
|------------------------------------|------------------|
| Support Advisory Group Empowerment | FEMA             |
| Tuition Assistance Program         | ICE              |
| Career Enrichment Seminar          | USCG             |

#### GS 5-8 or equivalent

| <b>Course/Program Title</b>        | <b>Component</b> |
|------------------------------------|------------------|
| Support Advisory Group Empowerment | FEMA             |
| Performance Excellence Series I    | FEMA             |
| Tuition Assistance Program         | FLETC            |
| Executive Leaders Program          | DHS HQ/NPPD      |
| Aspiring Leader Program            | ICE              |
| New Leader Program                 | ICE              |
| Tuition Assistance Program         | ICE              |
| Aspiring Leader Program            | USCG             |
| Career Enrichment Seminar          | USCG             |
| Civilian Orientation Program       | USCG             |
| New Leader Program                 | USCG             |

#### GS 9-12 or equivalent

| <b>Course/Program Title</b>                        | <b>Component</b> |
|--|------------------|
| Performance Excellence Series I                    | FEMA             |
| Future Leaders Program (FLP)                       | FLETC            |
| Tuition Assistance Program                         | FLETC            |
| Executive Leaders Program                          | DHS HQ/NPPD      |
| Emerging Leaders                                   | DHS HQ/OIG       |
| Foundation Of Team Leadership                      | DHS HQ/OIG       |
| Georgetown University-Public Policy Masters Degree | DHS HQ/OIG       |
| Aspiring Leader Program                            | ICE              |
| New Leader Program                                 | ICE              |
| Executive Leadership Program                       | ICE              |
| Supervisory Leadership Training                    | ICE              |
| Tuition Assistance Program                         | ICE              |
| Career Enrichment Seminar                          | USCG             |
| Civilian Orientation Program                       | USCG             |
| Executive Leadership Program                       | USCG             |
| Management Development Program                     | USCG             |
| New Leader Program                                 | USCG             |
| Seminar for New Managers                           | USCG             |
| Senior Leadership Principles & Skills              | USCG             |
| Supervisory Leadership Seminar                     | USCG             |

# DHS FEORP Plan for FY 2011

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## GS 13-15 or equivalent

| <b>Course/Program Title</b>   | <b>Component</b> |
|---|------------------|
| DHS Fellows   | CBP              |
| Federal Executive Institute   | CBP              |
| Industrial College Of Armed Forces  | CBP              |
| Joint Forces Staff College  | CBP              |
| National War College  | CBP              |
| Performance Excellence Series II  | FEMA             |
| Human Resources For Supervisors and Managers                                      | FEMA             |
| Performance Excellence Series (PES) - Level II, Leadership for Managerial Success | FEMA             |
| Performance Excellence Series (PES) - Level II, Representing the Agency           | FEMA             |
| Branch Chief Leadership Training Program  | FLETC            |
| DHS Fellows Program   | FLETC            |
| Future Leaders Program (FLP)  | FLETC            |
| Federal Executive Institute-Leadership for a Democratic Society                   | FLETC            |
| FLETC New Supervisor Training Program   | FLETC            |
| Treasury Executive Institute  | FLETC            |
| Tuition Assistance Program  | FLETC            |
| DHS Fellows Program   | DHS HQ/NPPD      |
| Executive Leaders Program   | DHS HQ/NPPD      |
| Federal Executive Program   | DHS HQ/NPPD      |
| Industrial College of the Armed Forces  | DHS HQ/NPPD      |
| Learning Development Coaching Program   | DHS HQ/NPPD      |
| DHS Academy Leadership Institute  | DHS HQ/OIG       |
| American Institute University   | DHS HQ/OIG       |
| DHS Fellows Rotation Program  | DHS HQ/OIG       |
| ICE Fellows Program   | ICE              |
| Executive Leadership Program  | ICE              |
| Executive Potential Program   | ICE              |
| FEI Leadership for a Democratic Society   | ICE              |
| Supervisory Leadership Training   | ICE              |
| Tuition Assistance Program  | ICE              |
| Mid-Level Leadership Development Program  | TSA              |
| Senior Leadership Development Program (SLDP1)                                     | TSA              |
| Senior Leadership Development Program (SLDP2)                                     | TSA              |
| Capitol Hill Program  | USCG             |
| Civilian Orientation Program  | USCG             |
| CEG & DHS Fellows Program   | USCG             |
| Executive Development Seminar   | USCG             |
| Executive Leadership Program  | USCG             |
| Executive Potential Program   | USCG             |
| Naval War College   | USCG             |
| Senior Leadership Principles & Skills   | USCG             |
| White House Workshop  | USCG             |
| Johns Hopkins Executive Development Program                                       | USSS             |
| SES Career Development Program  | USSS             |

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## SES or equivalent

| <b>Course/Program Title</b>                      | <b>Component</b> |
|--|------------------|
| Harvard University Senior Executive Fellows      | CBP              |
| Naval Postgraduate School Masters Degree Program | CBP              |
| NDU Capstone Program                             | CBP              |
| U.S. Army War College                            | CBP              |
| U.S. Naval War College                           | CBP              |
| ICE Fellows Program                              | ICE              |
| Senior Leadership Development Program            | TSA              |

# DHS FEORP Plan for FY 2011

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## Attachment 2

### DHS Projected Community Outreach Activities/Conferences

Adelante State of Hispanic Higher Education  
American GI Forum  
American Indian Science & Engineering Society  
Annual Thurgood Marshall College Fund Leadership Conference  
Annual Women of Color in Technology Awards Conference  
Asian American Government Executives Network (AAGEN) Annual Training Conference  
Association of Naval Services Offices  
Association of Latino Professionals in Finance & Accounting  
Congressional Hispanic Caucus Institute  
Blacks in Government (BIG) National Training Conference  
Great Minds in STEM Planning Conference  
Heroes & Heritage Leadership Summit  
Hispanic Association of Colleges & Universities (HACU)  
Latina Style Symposium  
League of United Latin American Citizens (LULAC)  
Military Officers of America  
National Capitol Wounded Warrior Hiring & Support Conference  
National Council of La Raza Conference  
National IMAGE Inc.  
National Organization for Mexican American Rights  
National Urban League (NUL) Conference  
National Native American Law Enforcement Training Conference  
Women in Federal Law Enforcement (WIFLE)  
People with Disabilities Expo  
Society of Hispanic Professional Engineers  
Society of Mexican America Engineers & Scientists  
University of Texas – El Paso Student Leadership Conference  
USCG Diversity Summit

# **DHS FEORP Accomplishment Report for FY 2010**



# Homeland Security

## Federal Equal Opportunity Recruitment Program (FEORP) Accomplishment Report for Fiscal Year 2010

### Executive Summary

The Fiscal Year (FY) 2010 Federal Equal Opportunity Recruitment Program (FEORP) Accomplishment Report is submitted in accordance with 5 U.S.C. § 7201.<sup>1</sup> This report compares FY 2009 and FY 2010 employment statistics and highlights the Department of Homeland Security (DHS) efforts to recruit, hire, and train a diverse workforce, including minorities and women.

The major findings are:

- The total permanent workforce covered by the FEORP report grew by 3,479 (2.0%) to 174,774 in FY 2010, from 171,295 in FY 2009.
- DHS continues to increase the number of minorities in its total permanent workforce. Specifically, the number of minorities in the total permanent workforce shows an increase from 39.5% in FY 2009 to 41.8% in FY 2010.
- DHS total permanent workforce is 14.4% Black, 20.3% Hispanic, 4.6% Asian, 0.3% Native Hawaiian/ Pacific Islander, 0.8% American Indian/Alaskan Native, 1.5% percent Two or More/Other Races, and 58.2% White. Men are 68.1% of all permanent employees and women 31.9%.
- Overall, DHS employment of women in the permanent workforce is below their representation in the National Civilian Labor Force (CLF). In FY 2010, women represented 31.9% of the DHS permanent workforce compared to 46.8% of the CLF.
- The representation of women and minorities at the Senior Pay<sup>2</sup> levels increased slightly. The proportion of women at the Senior Pay levels increased from 26.8% (178 out of 664) in 2009, to 28.5% (193 out of 678) in 2010. Representation of Hispanics at the Senior Pay levels remained the same (35), although decreasing in percentage (from 5.3% in

<sup>1</sup> In a memorandum dated September 21, 2010, the U.S. Office of Personnel Management (OPM) requested Federal agencies to submit the information necessary for the annual Hispanic Employment Report, required by Executive Order 13171, with their Federal Equal Employment Opportunity Recruitment Plan (FEORP) Report. This report contains the requested data as well.

<sup>2</sup> Senior Pay includes Senior Executive Service (SES) ranks and pay band equivalents for positions at TSA (SW) and at USSS (LE-10 and LE-11).



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2009 to 5.2% in 2010). The number of other minorities at the Senior Pay levels increased from 69 in 2009 (10.4%) to 87 in 2010 (12.8%).

- Total employment in GS grades 13 through 15, including equivalent pay bands, increased by 18.2% from 38,800 in 2009 to 45,879 in 2010. During this growth, the proportion of women and minorities (including Hispanics) in these grade levels increased from 32.1% to 33.1%, for women, and from 28.0% to 31.6%, for minorities (including Hispanics) respectively.

An analysis of the Department’s permanent workforce and major mission-critical occupations revealed that minorities and women are represented at rates below their availability in the Relevant Civilian Labor Force (RCLF), the average percent representation of all people in America employed in this and very closely related occupations, in many of DHS’s largest occupational series. This underrepresentation constitutes what the EEOC terms a “trigger” – a data anomaly that could possibly indicate the presence of barriers to equal opportunity. The chart that follows lists all of DHS’s largest mission-critical occupational series (an occupation is included if it applies to more than 5000 FTEs at DHS), and sets out the DHS and RCLF representation of all the American demographic/gender groups that represent over 1% of the labor force. Cells in the chart are red and marked with an asterisk if representation at DHS is less than four-fifths of what would be predicted using the RCLF as a benchmark. The full data tables are in Appendix A, and are used as the basis for DHS targeted recruitment efforts. CBP Officers and Border Patrol Agents are required to be fluent in Spanish for initial placements along the southern border, Florida, and in Puerto Rico, a requirement that is not present in the standard RCLF comparison.

| OCCUPATION  | All Male | All Female | Hispanic Male | Hispanic Female | White Male | White Female | Black Male | Black Female | Asian Male | Asian Female |
|---|----------|------------|---------------|-----------------|------------|--------------|------------|--------------|------------|--------------|
| <b>ALL (Permanent FTE = 191,063)</b>                              | 68.1     | 31.9       | 15.2          | 5.1             | 41.3       | 16.9         | 6.9        | 7.5          | 3.1        | 1.5          |
| 1802 Transportation Security<br><b>Permanent FTE = 51,459</b>     |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 58.5     | 41.5*      | 9.0           | 6.4             | 34.1       | 20.8*        | 10.8       | 11.6         | 3.2        | 1.5          |
| % RCLF  | 43.3     | 56.7       | 3.0           | 3.6             | 34.8       | 45.0         | 3.1        | 5.7          | 0.8        | 0.8          |
| 1801 Adjudication Officers<br><b>Permanent FTE = 24,478</b>       |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 74.1     | 25.9*      | 12.9          | 4.91            | 49.7       | 14.3*        | 6.5        | 4.3*         | 3.5        | 1.9          |
| % RCLF  | 53       | 46.9       | 4.2           | 3.5             | 41.3       | 34.1         | 4.5        | 6.9          | 1.7        | 1.4          |
| 1895 CBP Officer<br><b>Permanent FTE = 20,663</b>                 |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 81.4     | 18.6*      | 24.9          | 6.3             | 42.7       | 8.2*         | 5.0        | 2.2*         | 6.0        | 1.1*         |
| % RCLF  | 53.1     | 46.8       | 6.2           | 4.5             | 39.0       | 33.7         | 4.8        | 5.7          | 1.9        | 1.7          |
| 1896 Border Patrol Agent<br><b>Permanent FTE = 20,498</b>         |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 94.9     | 5.1*       | 48.2          | 2.8             | 41.9*      | 2.0*         | 1.6*       | 0.1*         | 0.9        | 0.04*        |
| % RCLF  | 79.0     | 21.1       | 7.1           | 2.0             | 62.3       | 14.7         | 7.0        | 3.6          | 1.0        | 0.3          |
| 1811 Criminal Investigation<br><b>Permanent FTE = 10,338</b>      |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 86.2     | 13.8*      | 12.6          | 2.2             | 65.4       | 9.5*         | 4.8*       | 1.4*         | 2.6        | 0.6          |
| % RCLF  | 79.0     | 21.1       | 7.1           | 2.0             | 62.3       | 14.7         | 7.0        | 3.6          | 1.0        | 0.3          |
| 1801 Immigration Enforcement Agent<br><b>Permanent FTE = 6955</b> |          |            |               |                 |            |              |            |              |            |              |
| % DHS   | 82.7     | 17.3*      | 23.6          | 5.3             | 47.7       | 8.7*         | 6.3        | 2.3*         | 3.9        | 0.7*         |
| % RCLF  | 53       | 46.9       | 4.2           | 3.5             | 41.3       | 34.1         | 4.5        | 6.9          | 1.7        | 1.4          |

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## DHS COMPONENTS INITIATIVES/ACCOMPLISHMENTS

### 1. Workforce Planning

The DHS Office of the Chief Human Capital Officer (OCHCO) established a Workforce Planning website which provides the Human Resources community and all DHS managers/supervisors the tools and guidance for ensuring that DHS has the right people with the right skills. This website includes essential tools such as the DHS Workforce Planning Guide which links critical issues and strategies associated with attracting, developing, and retaining people, and knowledge in conjunction with business strategies. Other available tools include the DHS Workforce Planning Manager's Toolkit – a companion to the DHS Workforce Planning Guide that provides tools for use at various stages of the workforce planning process – and the DHS Workforce Planning Train-the-Trainer Presentation, to be used when training other DHS managers/employees on the fundamentals of workforce planning.

#### Component-Specific Workforce Planning Strategies/Activities

**U.S. Customs & Border Protection (CBP)** developed the following tools and activities to identify strategies, solutions, and tools for managing human resources needs, including a focus on diversity improvement activities.

- Workforce Profiles – quarterly workforce data and analysis to assist the agency with its recruitment, hiring, and succession management activities
- Workforce Plans – identify short and long term strategies for building and sustaining a diverse and quality workforce
- Workforce Planning Training – provide a methodical process that allows managers to examine their current workforce, predict future needs and identify workforce and skill gaps
- Supervisor Profiles – at-a-glance views of supervisors' workforce data, covering grade level of GS 12 and higher
- Diversity Reports – reflect diversity data of occupations within CBP program offices at all grade levels
- Results of Workforce Analysis – in-depth data analysis from the aforementioned reports, to identify workforce strategies, including retention, succession management, competency development and other long term efforts
- Implementation Plans – monitor, evaluate and measure strategy effectiveness

**U.S. Citizenship and Immigration Services (USCIS)** established workforce planning procedures with program offices to identify strategies for addressing skill gaps, needs, and succession planning. USCIS also promoted career development programs designed to meet agency needs. Specifically, USCIS provided career development training courses via their Leadership Education and Development program, which provides employees with a wide array of professional development opportunities. Highlights of USCIS accomplishments include the following:

- Aligned organizational mission goals and strategic priorities with human resource policies

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- Established and monitored human capital management performance metrics – a mechanism for reporting progress, evaluating services delivered, assessing program effectiveness, and informed decision-making
- Determined critical workforce skills and competencies required to achieve current and future programmatic results
- Developed an employee recognition program strategically linked to career development, training, and performance-related milestones and achievements
- Recommended options for organizational design and development to improve performance and achieve organizational results
- Provided career development training courses via the leadership program, Leadership Education and Development (LEAD) – a comprehensive learning program that provides USCIS employees with a wide array of professional development opportunities, focusing on instilling core principles and cultivating skills in national security, leadership, ethics, decision-making, and interagency effectiveness

The **U.S. Coast Guard (USCG)** Acquisition Directorate adopted the U.S. Air Force's Sustainment Acquisition Composite Model (S/ACOM) to assist with forecasting current and future workforce needs. S/ACOM validated the need for program and project managers, business and financial managers, engineers, contracting specialist, and other personnel needed to provide direct support to these acquisition positions. In addition, the Office of Acquisition Workforce Management developed a human capital strategy to ensure they had the skill sets needed to execute the acquisition programs. Some of the initiatives to align human capital efforts to accomplish acquisition mission requirements include:

- Review of Human Capital Strategic Plan (HCSP) by the DHS Chief of Human Capital Officer (CHCO)
- Incorporation of out-year staffing requests into the budget planning process
- Adoption of the S/ACOM developed by the U.S. Air Force for assessing acquisition project workforce planning
- Administration of S/ACOM evaluations on current acquisition projects

The **Federal Emergency Management Agency (FEMA)** began a capabilities-driven workforce planning initiative designed to create the FEMA of the 21st Century and beyond. This initiative aligned FEMA's human capital strategy with the Quadrennial Homeland Security Review (QHSR), the Agency's mission, goals, and organizational objectives. There are three phases of this workforce planning effort: (1) identify the human capital requirements needed for FEMA to achieve its required operational capabilities; (2) identify gaps in its current workforce based upon identified requirements; and (3) develop workforce plans, strategies, and tools to ensure FEMA has the right people in the right place at the right time.

The **Federal Law Enforcement Training Center (FLETC)** continued building a new workforce planning framework to be launched in Fiscal Year (FY) 2011. This framework will enable managers to forecast their staffing needs, determine what may impact their organizations, resolve any differences in skills needs and requirements, and establish direction and objectives to achieve mission results.

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**U.S. Immigration & Customs Enforcement (ICE)** analyzed workforce trends and projections by monitoring levels of on-board staffing, attrition, and hiring activity across a broad range of mission critical occupations. ICE also participated in ongoing succession planning initiatives, including identifying critical senior management/operational/leadership positions, risk factors, measures to support succession, and mitigation strategies.

## **2. Recruitment, Community Outreach, & Recruitment/Retention Incentives<sup>3</sup>**

DHS Components continued to participate in numerous recruitment and community outreach activities, career/job fairs, conferences, and workshops throughout the reporting year. During these events, DHS Components shared employment information with students, faculty, and local communities. In addition, DHS Components also conducted outreach activities directly with Hispanic communities, schools, and national organizations. Through these efforts, the Components promoted the Department as an “Employer of Choice”. See Appendix B, *List of Component Conferences/Job Fairs/Career Activities*, for a breakdown by Component.

Components also utilized educational employment programs as a recruitment tool for entry-level positions. For example, DHS hired 11,325 students/interns under various educational and internship programs, of which 2,260 (20.0%) were women and 5,556 (49.1%) minorities. Hispanics made up 3,584 (31.6%) of the minority students/interns. We note that the highest number of women (1,442) and minorities (4,865) were hired under the Federal Career Intern Program (FCIP). Hispanic participation accounted for 3,411 (34.6%) of all minority participants in the FCIP program. CBP had the highest number of FCIP hires, 9,099 of which 1,229 (13.5%) were women, 3,348 (36.8%) Hispanics, and 1,017 (11.2%) other minorities.<sup>4</sup>

DHS hired 24 Presidential Management Fellows (PMFs), of which 10 (41.7%) were women, 3 (12.5%) Hispanics, and 7 (29.2%) other minorities. See Appendix C, *DHS Educational Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component.

In FY 2010, the Office for Civil Rights and Civil Liberties (CRCL) continued its participation in the National Security Internship program in partnership with the Federal Bureau of Investigation (FBI). A total of eight students participated in the FY 2010 program, of which two were women and two were minorities. The National Security Internship is an intensive nine-week, full immersion summer program that combines Arabic language, Homeland Security, Intelligence and Area Studies, and On-the-Job-Training experience at DHS or FBI Headquarters. The objectives of this program are not to develop a cadre of translators, but rather to build a national security workforce of individuals who possess a higher degree of cultural competency. For additional information, please visit [www.nationalsecurityinternship.com](http://www.nationalsecurityinternship.com).

DHS Components continued to add recruitment and retention incentives to their human capital plans in order to enhance the value of their recruitment and staffing portfolios. These incentives are designed to provide a monetary incentive for an individual or group to accept employment or remain employed in the Federal service in a current position(s). The use of these incentives

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<sup>3</sup> Incentives include, but are not limited to, recruitment, relocation, retention, superior qualifications appointments, enhanced annual leave accrual, student loan repayment, and tuition assistance program.

<sup>4</sup> Includes Black, Asian, Native Hawaiian/Other Pacific Islander, and American Indian/Alaskan Native men and women.

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more than doubled from 322 in FY 2009 to 774 in FY 2010. Of the 774 recipients, 302 (39.0%) were women, 223 (28.8%) minorities,<sup>5</sup> and 354 (45.7%) White men. Collectively, CBP, USCG, FEMA, FLETC, and DHS Headquarters (HQ) reported 501 appointments under the Superior Qualifications Appointments flexibility, including 175 (34.9%) women, 168 (33.59%) minorities<sup>6</sup>, and 225 (44.9%) White men. See Appendix D, *Recruitment and Retention Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component and recruitment/retention program.

## **Component-Specific Recruitment Outreach Efforts**

**CBP** outreach and recruitment initiatives enabled the Component to achieve the agency's applicant goals for the year. CBP's efforts attracted over 8,232 applications for CBP Officer positions; 7,498 applications for Enforcement Aviation/Marine Supervisor positions; 6,782 applications for Import Specialist positions; 1,451 applications for Border Patrol Agent positions; and 918 applications for Agriculture Specialist positions. CBP outreach efforts included numerous minority organizations including Minority Serving Institutions (MSIs), e.g., Historically Black Colleges & Universities (HBCUs), Hispanic Serving Institutions (HSIs), Tribal Colleges & Universities (TCUs), women colleges, community colleges, military organizations, and state employment centers throughout the country (e.g., Alabama, California, Michigan and New York). An aggressive advertising campaign was also conducted focusing on African American radio markets in Chicago, Cleveland, Detroit, Houston and Los Angeles along with postings on interactive web sites targeting minorities and women.

CBP implemented an integrated recruitment strategy that consolidates their message, mission, and career opportunities to attract and retain a quality, mission-ready workforce, and reduces overall recruitment costs for the agency. The goals include:

- Refocusing from quantity to quality of applicants
- Strengthening CBP's commitment to diversity
- Aligning recruitment strategy with CBP's mission integration strategy
- Applying the most effective, flexible approaches to recruiting (e.g., Behavior Mapping Software to research markets that would attract underrepresented groups and locate applicants for hard-to-fill occupations)
- Maintaining the ideal level of momentum

Border Patrol information was disseminated nationally via billboards, movie theaters, sporting events, state employment centers, colleges, and universities throughout the southwestern regions, and in rural and urban cities throughout the United States. CBP also utilized interactive advertising on websites including Hispanic Today, Careerbuilder, and Monster, as well as the following journals:

- Lovic Minority Career Journal Summer 2010
- Diversity Careers in Engineering and Information Technology (Minority College Issue) Summer/Fall 2010

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<sup>5</sup> Total number of minorities included 118 (15.2%) Blacks and 26 (3.4%) Hispanics.

<sup>6</sup> Total number of minorities included 77 (15.4%) Blacks and 12 (2.43%) Hispanics.

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- Diversity Careers in Engineering and Information Technology April/May 2010

CBP continued to support the Explorer Program, a non-profit program chartered by the Boy Scouts of America. The program offers opportunities in character building, good citizenship, and fitness for young men and women, ages 14 through 21, and is designed to provide young men and women with law enforcement career oriented hands-on experience and practical knowledge that may help them pursue future careers. The goals and objectives of the Explorer Program include: training young adults today for the future that awaits them in the law enforcement field of tomorrow, promoting self-confidence, and responsibility, improving and maintaining communications between CBP and the young adults in the community and instilling a sincere desire to become active and contributing members of their community.

CBP currently sponsors 1,100 participants at 68 Explorer posts across the country. There are 33 Border Patrol Explorer posts and 35 Field Operations Explorer posts, one Air Explorer post and one Marine Explorer post in Jacksonville, Florida. The table below depicts the FY 2010 CBP Explorer Program breakdown, as of June 2010, which includes 374 (34.0%) women and 796 (72.4%) minorities.

| FY 2010 CBP EXPLORER PROGRAM |          |       |                  |       |                        |       |                                |       |       |       |
|------------------------------|----------|-------|------------------|-------|------------------------|-------|--------------------------------|-------|-------|-------|
| Total No.                    | Hispanic |       | African American |       | Asian/Pacific Islander |       | American Indian/Alaskan Native |       | White |       |
| 1,017                        | 204      | Women | 78               | Women | 6                      | Women | 3                              | Women | 83    | Women |
|                              | 329      | Men   | 152              | Men   | 17                     | Men   | 7                              | Men   | 138   | Men   |
|                              | 533      | All   | 230              | All   | 23                     | All   | 10                             | All   | 221   | All   |

In addition, CBP continued supporting the *Parent Resources for Information, Development, and Education (PRIDE) Program* and attended 109 events. CBP collaborated with over 200 elementary, middle, and high schools surrounding San Diego, California, and El Paso, Texas, to implement PRIDE outreach objectives, many of which targeted students and groups in Hispanic communities. The purpose of the program is to develop a bond of understanding and respect between law enforcement and youth while providing information, life skills, and social opportunities for students to reduce their risk factors related to substance abuse and other high risk behaviors. Course instruction included drug awareness, gang resistance, self-esteem, peer pressure, decision-making, alcohol and tobacco advertisements, respect, citizenship, and internet security. The program also encourages youth to pursue career opportunities in law enforcement.

USCIS established new partnerships with HBCUs, HSIs, and TCUs. The schools included: Virginia State University (HBCU), Petersburg, VA; University of Texas El Paso (HSI), El Paso, TX; and Sinte Gleska University (TCU), Mission, SD. These partnerships serve as a means for addressing succession planning, needs, and skills gaps as well as educating the schools about USCIS' mission and job opportunities. USCIS created educational marketing pieces to present at the schools for the following occupations: Management & Program Analyst, Immigration Services Officer, Asylum Officer, Refugee Officer, Operations Support Specialist, Immigration Services Analyst, Information Technology Specialist, and Contract Specialist. The marketing material was also used by human resource professionals and management representatives at career fairs and other outreach activities.

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Additionally, Senior Executive Service (SES) vacancy announcements were posted in the following diversity publications to reach out to targeted communities:

- Saludos Hispanos
- Hispanic Network
- IM Diversity
- Hispanic Alliance for Career Enhancement (HACE)
- Immigration Weekly
- Nativejobs.com
- BlackPhD.com
- Congressional Hispanic Caucus Institute

USCG civilian recruiters visited at least five maritime academies to recruit entry-level applicants and to establish partnerships with the schools. The intent was to establish a pipeline into future vacancies for these graduates who are highly sought after because of their specialized education and hands-on training provided by the schools. As a result of the visits and partnerships, USCG made offers to 10 students from the maritime academies.

USCG established the Career Entry-Level Opportunity (CEO) Program to build a pipeline of high-potential candidates to meet future USCG civilian workforce needs. The CEO Program is a valuable tool that attracts talented and diverse new employees into the USCG and promotes the career growth of lower-graded USCG employees consistent with their demonstrated capabilities. The key feature of the CEO Program is that it provides hiring managers with a mechanism to hire talent at the entry-level without using their limited higher-grade, permanent positions. Upon successful completion of this developmental period, CEO participants are placed in permanent positions within their program areas. As of July 2010, 16 billets were filled. Current program participants include: 12 women (3 African-American, 1 Hispanic, 7 White, and 1 Asian) and 4 men (3 African-American and 1 White).

USCG also utilized the Minority Serving Institution Internship Program (MSIIP) in FY 2010. This program provided college students with the opportunity to experience the diversity of careers within the Coast Guard, and enabled the host office to provide program experience at the entry level. The goal was to enhance minority outreach by tapping into the pool of talented graduate and undergraduate students, beginning at the sophomore level, to work as interns. A total of 22 interns participated, including 10 Hispanics, 2 Asian and Pacific Islander, 9 African-Americans, and 1 unidentified.

USCG has a Memorandum of Understanding (MOU) with Hispanic Engineering National Achievement Awards Conference and also the Hispanic Association of Colleges and Universities (HACU). The USCG has dedicated full-time senior Officers at HACU's headquarters in San Antonio, TX, working with the staff and reaching out to the professional Hispanic community. Notably, the Coast Guard Liaison Officer to HACU worked with the Hispanic Television and Information Network to create an episode on the United States Coast Guard Academy for its course College 411 Series. The USCG anticipates that this episode will broadcast into four million Spanish speaking households nationwide during FY 2011.

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USCG military and civilian marketing teams created advertisements with minorities to show diversity and developed an aggressive and proactive media recruiting campaign in reaching out to Hispanic Americans. Also, the USCG placed full page color advertisements in major diversity and specialized publications such as:

- Society of Women Engineers (SWE)
- Society of Hispanic Professional Engineers (SHPE)
- National Society of Black Engineers (NSBE)
- Diversity/Careers Magazine
- Military Officer Magazine
- Corporate Gray

**FEMA** partnered with approximately 30 minority-serving colleges and universities to recruit a diverse pool of applicants for their career and student internship programs, i.e., the PMF; the FCIP; the Student Temporary Employment Program (STEP); and the Student Career Experience Program (SCEP). Their objective was to increase minority participation in these programs and hiring of minority candidates. FEMA also established an intern program supporting each of their ten regional offices. Outreach and recruiting efforts included Hispanics and other underrepresented populations.

In addition, FEMA conducted two 3½ day courses for MSIs to provide college and university executives an introduction to emergency management, a basic overview of the Emergency Management Institute's (EMI) Higher Education Program, and an opportunity to hear from some of the leading professionals in the field of emergency management. The primary goal of the workshop was to assist MSIs in enhancing emergency preparedness, by showcasing career and professional opportunities for its students and by encouraging participation in EMI's Higher Education Program.

Finally, FEMA's Diversity Outreach and Recruitment Coordinator, in partnership with DHS, engaged in several activities to expand participation in the EMI's Higher Education Program throughout the Agency. The Coordinator developed and conducted mandatory disability awareness and supervisory training sessions to educate FEMA's senior leadership and managers on the Wounded Warrior and Operation Warfighter Programs.

**FLETC** continued to pursue partnerships with various educational institutions, professional associations, and minority serving organizations to enhance equal opportunity program objectives. A new Cooperative (Co-op) Education and Employment Program was implemented as a potential "feeder" for employment opportunities through the STEP and SCEP in entry level positions. This program allows all students, including Hispanics, to gain skills and pursue "merit-based selections" for FLETC positions. The Co-op Program was implemented by the FLETC Director along with local academic institutions.

FLETC's on-going partnerships, particularly with St. Thomas University and Florida International University, resulted in increased interest from senior and graduate level students for the FLETC College Intern Program. A total of 20 interns participated in this program in overlapping Race/Gender/National Origin categories: 17 women, 1 Hispanic, 16 White, 2 African-Americans, and 1 Two or More/Other Race.



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The **DHS Headquarters (HQ)** EEO staff conducted outreach events at local schools and colleges, and with national organizations. The HQ EEO Office also established a relationship with Jefferson Middle School in Washington, DC, and is currently collaborating on outreach and events programs for the 2010-2011 school year. HQ EEO Office worked with Trinity University and provided information regarding DHS, Federal employment, and résumé-writing. In addition, HQ EEO is working on an MOU with the Federally Employed Women (FEW) organization and a partnership between HQ EEO and the American Association of University Women (AAUW).

During FY 2010, the HQ Federal Women's Program Manager and Selective Placement Coordinator conducted outreach and training geared toward the recruitment and advancement of women and individuals with disabilities in DHS HQ. Additionally, the EEO Office sponsored the following forum and workshops:

- Third Annual Women's Leadership Forum – “Paving the Way for Successful Leaders”. The goal was to increase the retention and advancement of women in DHS HQ and encourage women to become successful, effective leaders. Over 165 employees attended the day-long forum, consisting of panel discussions and speakers.
- Workshop, “Employment with DHS”, at the AAUW Leadership Conference, held in Washington, DC. The purpose of the workshop was to provide information on how to apply for positions with DHS. The goal was to educate female college students on the types of jobs available at DHS. Over 25 attendees were provided with information, ranging from preparation of a Federal résumé to tips and tools on how to locate and apply for career opportunities at DHS.
- Workshop: “Support of Work-Life Balance and Workplace Flexibility”. This workshop covered an emerging issue, as the Federal government employees strive to balance work and life responsibilities, while remaining productive and successful on the job.
- Workshop: “Effective Communication in the Workplace”. The goal was to encourage and help attendees to become more effective when communicating with peers and managers; to help them be more comfortable addressing difficult topics; and, to enable employees to achieve desired results from their communication.

**ICE** is a member of the Partnership for Public Service “*Call to Serve*” network of Federal agencies, universities, and colleges, which includes HSIs. *Call to Serve* is a collaborative effort of the Partnership for Public Service and the U.S. Office of Personnel Management, which educates a new generation about the importance of a strong civil service, reestablishing links between Federal agencies and campuses, and providing students with information about Federal jobs. In addition, ICE continued to enhance and utilize the “College Relations” program to target diverse candidates, including women and minorities. The program was designed to create, promote, and sustain long-term relations between ICE and diverse institutions.

ICE utilized the Student Volunteer Program to introduce potential applicants to the workforce and to the agency. The program offers unpaid training opportunities to undergraduate and graduate students, including women and students from MSIs. These opportunities expose students to new and emerging occupations and career options, allow them to earn academic

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credit and provide an experience that enhances their abilities to obtain full-time jobs in the future.

In addition, ICE participated in the Workforce Recruitment Program (WRP) for college students with disabilities.

**TSA** outreach efforts continued in the acquisition area in an effort to increase exposure to potential applicants on the opportunities available at TSA in this field. In addition, TSA continued to utilize two Realistic Job Previews (RJPs) for use in recruiting candidates for the Transportation Security Officer (TSO) and Federal Air Marshal Service (FAMS) positions. The RJPs is a tool used by recruiters to give candidates a close and realistic look at the duties and experiences of real TSOs and FAMS, so that fewer new hires enter the system with unrealistic job expectations, resulting in fewer no-shows and early-exiting employees. Through the images and activities shown in the videos, the RJPs reinforce TSA's commitment to establishing and maintaining a diverse workforce.

TSA recruitment advertisement included the following:

- Targeted Diversity National Flyer
- Targeted Online Recruiting
  - Retirementjobs.com & AARP.com
  - Disaboom.com & hires.com
  - Arabtimes.com
  - Twolingos.com
  - National Native American Law Enforcement Association (nnalea.org)
  - Military.com and LawEnforcementjobs.com
  - Monster.com/Yahoo.com/Careerbuilder.com
  - Search Engine Marketing (SEM)
  - Cox Cross Media
- Targeted Publications
  - Choices Magazines

**U.S. Secret Service (USSS)** established and maintained relationships with a variety of academic institutions, professional organizations, and associations that promote the employment of minorities, women, and persons with disabilities. For instance, USSS participated in the Virginia Tech Externship Program wherein students along with the faculty of several HBCUs were hosted for two days at the James J. Rowley Training Center (RTC) and headquarters building. The students received tours, demonstrations, and employment opportunity briefings. Also, USSS is working on a partnership with the Hispanic Heritage Foundation. This new partnership is part of a continuing effort to effectively engage the Hispanic community as partners and promote public service as a professional career.

USSS' recruitment and retention programs include the RTC's foreign language oral proficiency testing through the Defense Language Institute (DLI). This is a one-time 25 percent of basic annual pay recruitment bonus to be paid to newly hired special agents having a foreign language skill tested at the S-3 level with general professional proficiency (able to speak the language with sufficient structural accuracy and vocabulary to participate effectively in most formal and informal conversations on practical, social and professional topics). The foreign language

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proficiency test ratings are based on the Federal Interagency Language Roundtable (FILR) level description system. The test must be taken and scored before the “Entered on Duty Date” of the applicant. The recruitment bonus is paid as a lump sum, upon successful completion of all required training and graduation from the USSS’ RTC.

### **3. Hiring**

In response to the President’s Memorandum-Improving the Federal Recruitment and Hiring Process (May 10, 2010), the DHS OCHCO created a comprehensive action plan, which includes specific initiatives to improve the hiring processes. The specific tasks outlined in the DHS Action Plan will serve to promote four high-level objectives:

- Increase applicant satisfaction with the DHS hiring process;
- Increase hiring manager satisfaction with the DHS hiring process;
- Improve institutional understanding of Federal hiring; and
- Decrease the time required to hire new employees while increasing the applicant quality.

Also, at each step of the hiring reform process, DHS is reviewing and modifying its processes to ensure the widest possible scope of diversity within merit principles, especially at the Senior Executive Service (SES) ranks. To this end, the Department has taken specific actions that will improve our efforts to attract, hire, retain, and develop a diverse workforce, including the following:

- Establishing a Diversity Executive Steering Committee, led by Deputy Secretary Jane Holl Lute, which directs Department-wide efforts to prioritize diversity initiatives;
- Creating the Office of Diversity, Recruitment, and Veterans Outreach (DRVO) within OCHCO, which coordinates with the Office for Civil Rights and Civil Liberties to identify barriers to diversity. The DRVO also proposes and implements policy solutions and partners with minority and female groups to increase outreach and recruitment;
- Developing a diversity performance standard for all DHS managers and supervisors that will be implemented during the first quarter of FY 2011;
- Issuing a new policy for recognizing employee associations and affinity groups;
- Launching a diversity outreach process in recruitment for SES positions, which includes sharing SES vacancy announcements with minority organizations; and
- Conducting diversity forums on workplace issues affecting women, veterans, and persons with disabilities. The Department will use the forums to gain insights from minority organizations and to implement best practices for increasing diversity.

In FY 2010, DHS hired a total of 11,775 permanent employees. Women accounted for 3,837 (32.6%) of the permanent hires, Blacks 1,929 (16.4%), Hispanics 1,340 (11.4%) and other minorities 1,166 (9.9%). Of particular interest are the efforts of the following Components:

| <b>Component</b> | <b>Total Permanent Hires</b> | <b>Women</b>  | <b>Blacks</b> | <b>Hispanics</b> | <b>Other Minorities</b> |
|------------------|------------------------------|---------------|---------------|------------------|-------------------------|
| CBP              | 2,767                        | 572 (20.7%)   | 129 (4.7%)    | 504 (18.2%)      | 111 (4.0%)              |
| DHS-HQ           | 1,219                        | 565 (46.3%)   | 321 (26.3%)   | 36 (3.0%)        | 119 (9.8%)              |
| ICE              | 1,352                        | 492 (36.4%)   | 185 (13.7%)   | 129 (9.5%)       | 96 (7.1%)               |
| TSA              | 4,867                        | 1,530 (31.4%) | 966 (19.8%)   | 625 (12.8%)      | 745 (15.3%)             |
| USCG             | 627                          | 196 (31.3%)   | 83 (13.2%)    | 22 (3.5%)        | 43 (6.9%)               |

See Appendix E, *DHS New Hires by Type of Appointment – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component.

Five DHS Components reported a total 1,482 internal selections for senior level positions (GS 13/14, GS-15, and SES). Women accounted for 507 (34.2%) of those selected, Blacks for 213 (14.4%), Hispanics for 194 (13.1%), and other minorities for 84 (5.7%). Of particular interest are the efforts of the following Components:

| <b>Component</b> | <b>Total Internal Selections</b> | <b>Women</b> | <b>Blacks</b> | <b>Hispanics</b> | <b>Other Minorities</b> |
|------------------|----------------------------------|--------------|---------------|------------------|-------------------------|
| CBP              | 531                              | 133 (25.0%)  | 29 (5.5%)     | 138 (26.0%)      | 27 (5.1%)               |
| DHS HQ           | 470                              | 219 (46.6%)  | 121 (25.7%)   | 19 (4.0%)        | 33 (7.0%)               |
| TSA              | 471                              | 151 (32.1%)  | 61 (13.0%)    | 36 (7.6%)        | 24 (5.1%)               |

See Appendix F, *DHS Internal Selections Senior Level Positions – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component.

DHS Components also reported a total 8,659 selections for internal competitive promotions for major occupations. Women accounted for 3,819 (44.1%) of those promoted, Blacks for 1,723 (19.9%), Hispanics for 1,780 (20.6%), and other minorities for 367 (4.2%). Of particular interest are the efforts of the following Components:

| <b>Component</b> | <b>Total Competitive Promotions</b> | <b>Women</b>  | <b>Blacks</b> | <b>Hispanics</b> | <b>Other Minorities</b> |
|------------------|-------------------------------------|---------------|---------------|------------------|-------------------------|
| CBP              | 308                                 | 29 (9.4%)     | 4 (1.3%)      | 102 (33.1%)      | 13 (4.2%)               |
| TSA              | 8,228                               | 3,779 (45.6%) | 1,712 (20.7%) | 1,674 (20.2%)    | 407 (4.9%)              |

See Appendix G, *DHS Selections for Internal Competitive Promotions for Major Occupations – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component.

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## 4. Career Development/Training and Retention Programs

A total of 3,850 DHS employees participated in agency career development programs during the reporting period, of those women accounted for 959 (24.9%) of all participants, Blacks 360 (9.4%), Hispanics 945 (24.5%), and other minorities 195 (5.1%). The highest number of participants (2,414) occupied the GS 9-12, or equivalent pay band, of which 18.7% (451) were women, 151 (6.3%) were Blacks, 729 (30.2%) were Hispanics, and 135 (5.6%) were other minorities. See Appendix H, *DHS Participants in Formal Agency Development Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component and training program.

In addition, 984 DHS employees participated in Government-wide career development programs of which 393 (39.9%) were women, 164 (16.7%) were Blacks, 132 (13.4%) were Hispanics, and other minorities accounted for 456 (4.7%). The GS 13-15, or equivalent pay band, showed the highest number of participants (626), of those women accounted for 197 (31.5%), Blacks for 85 (13.6%), Hispanics for 77 (12.3%), and 40 (6.4%) were other minorities. See Appendix I, *DHS Participants in Formal Government-wide Career Development Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component and training program.

In addition, the number of Components participating in informal and/or formal mentoring programs increased from three in FY 2009 to six in FY 2010. The new participating Components include FLETC, USSS, and DHS HQs. In FY 2010, a total of 4,408 civilian and military employees participated in mentoring programs. Of those, 1,688 (38.3%) were women, 422 (9.6%) were Blacks, 277 (6.3%) were Hispanics, and 510 (11.6%) were other minorities. The highest number of participants was found in the GS 13-15, or equivalent pay band -- with a total of 137 participants, of which 52 (37.9%) were women, 36 (26.3%) were Blacks, 7 (5.1%) were Hispanics, and 9 (6.6%) were other minorities. In addition, the USCG reported that 411 military personnel participated in a formal mentoring program. The USCG has the only informal civilian mentoring program in DHS with a total of 3,955 participants -- 1,448 (36.6%) women, 398 (10.1%), 249 (6.3%) Hispanics, and 459 (11.6%) other minorities; unfortunately, a breakdown by pay grade is not currently available. See Appendix J, *DHS Mentoring Programs – Distribution by Race/Ethnicity and Sex*, for a complete breakdown by Component.

Additionally, the OCHCO reported that a DHS HQ Mentoring Program is scheduled to kick-off in January 2011. A contract was awarded to *The Training Connection* on September 22, 2010 to provide a web-based tool to allow DHS to effectively gather applications, match, launch, and track progress of participants. OCHCO/Enterprise Learning and Development (ELD) will market the mentoring program beginning in November 2010 with a target of January 2011 for the formal kick-off. In addition, "Speed Mentoring" has been used at DHS HQ since the beginning of 2010 with a total of 45 participants -- with 27 (60.0%) women and 30 (66.7%) minorities. Below is a breakdown of the types of mentoring programs OCHCO/ELD plan to implement during FY-11.

- **Formal.** The DHS HQs Formal Mentoring program will consist of 100 matched pairs for the FY 2011 nine month program (January – September 2011). In this program the mentors and mentees will be matched using an online assessment tool that will assist in the process of finding the right mentor/mentee relationship. Mentors and mentees will complete a short application process online. Once the application process has been

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completed the next step will require a selection panel to review the applicants and set the criteria to select the best possible candidates. Applicants who are not selected will be referred to the informal or situational mentoring programs to help them meet their needs for mentoring. The formal mentoring program will have mentors in the GS-13 through SES level and the mentees will be from GS-5 through GS-15 level. Mentors must be at least one grade level above their assigned mentor. The formal program will consist of three formal training sessions during the nine month period (January, May, and September). The formal process will also include two formal evaluation processes (May and September). This will allow for data to be gathered, processed, and recommended changes reviewed/implemented prior to the start of the FY-12 program. The DHS HQs Formal Mentoring Program is expected to commence in January 2011.

- **Informal.** The target audience for an informal program will be all employees in Headquarters Components who were not selected, or who did not apply, for the formal program, but still would like to benefit from an informal mentor. This program would be a self nomination and self select process where the potential mentor's bios would be available via an online website where the mentee would be allowed to search the mentor database by using core competencies as the search criteria. Once the mentee has reviewed the bios of possible mentors, he/she would then reach out directly to the mentor to initiate the conversation and see if the mentor is available to take on an informal mentoring relationship. In the event that the mentor is not available, the mentee would then go back to the list of potential mentors and repeat the process. An informal mentoring program requires no formalized training. The informal mentoring program would rollout within 45 days after the DHS HQs Formal Mentoring Program.
- **Situational.** Situational mentoring accommodates employees who want a mentor for a specific problem, event, or competency requirement, but do not have the need or time for a long-term relationship. A short-term mentoring commitment of just one or two hours can provide sufficient time for participants to benefit from the wisdom and experience of a valued colleague. All employees at DHS HQs can select a mentor from the online database of situational mentors -- professionals within DHS HQs that have agreed to provide mentoring to those employees in search of a mentor. The DHS HQs Mentoring Program Manager will maintain a database of available situational mentors and their professional biographies on The Mentoring Connection portal once established. The situational mentoring program would rollout within 45 days after the DHS HQs Formal Mentoring Program.
- **Speed Mentoring.** Modeled after speed dating, speed mentoring is a relatively new concept that focuses on quick-hit information, time-efficient networking, and the methodical pursuit of a mentor. It addresses many of the disadvantages of both informal and formal mentoring and by simply providing a venue and structured method for participants to seek out their own mentoring relationships during a fast-paced event, speed mentoring addresses (or solves) many disadvantages of formal mentoring programs. These disadvantages include high costs of program management and evaluation, and the potential lack of successfully matching mentor to mentee, due to a lack of natural affinity. Speed mentoring also addresses a challenge for people to establish informal relationships by cutting through the initial stages of developing a

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professional relationship and jumping right into the crux of the issue at hand. The Speed Mentoring Program is currently being used by DHS Components.

## 5. Accountability

Accountability is an element in the Annual Report to the President on Hispanic Employment in the Government and requires that diversity and inclusion training be provided for senior executives, managers, and supervisors. It also requires involvement of senior executives and managers in all phases of recruitment, outreach, and retention of a high-quality diverse workforce, and that human capital responsibilities are linked to the performance of managers and supervisors.

DHS Components reported that Diversity and Inclusion training was provided to senior executives, managers, and supervisors throughout their organizations, including field facilities. Examples of diversity and inclusion training conducted for agency managers and supervisors include, but is not limited to the following topics:

- Championing Diversity Seminar Series
- Essentials of Equal Employment Opportunity
- Why Our Differences Make a Difference
- Generational Differences
- Diversity Today – Inclusion Tomorrow
- Awareness Training
- Human Resources for Supervisors & Managers
- Conference on Cultural Diversity and Inclusion
- Supervisory Conference on Cultural Diversity and Inclusion

As to involvement of senior executives and managers in recruitment, outreach, and retention activities, the majority of DHS executives, managers, and supervisors were directly involved in the recruitment and/or outreach process.

Furthermore, DHS ensures that senior executives and managers are held accountable in their performance evaluations by requiring a commitment to building a high quality, diverse workforce ensuring fairness in employment and leadership practices. In addition, performance appraisals for senior executives and managers are directly linked to the DHS strategic plan and are cascaded appropriately throughout the Department. One of the leadership competencies on which executives are rated is their performance as a Diversity Advocate.

## **Appendix A**

**Table A-1, Total Workforce Distribution**  
**Table A-6, Participation Rates for Major Occupations**



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**Table A1: TOTAL WORKFORCE – Distribution by Race/Ethnicity and Sex**

This table is for All Agencies - - FY 2009 & 2010

|                      | Total Employees |         |        | Race/Ethnicity     |       |                         |              |                           |       |        |       |   |       |                                   |             |                         |        |             |
|----------------------|-----------------|---------|--------|--------------------|-------|-------------------------|--------------|---------------------------|-------|--------|-------|---|-------|-----------------------------------|-------------|-------------------------|--------|-------------|
|                      |                 |         |        | Hispanic or Latino |       | Non- Hispanic or Latino |              |                           |       |        |       |   |       |                                   |             |                         |        |             |
|                      |                 |         |        |                    |       | White                   |              | Black or African American |       | Asian  |       | Native Hawaiian or Other Pacific Islander |       | American Indian or Alaskan Native |             | Two or More/Other Races |        |             |
|                      |                 |         |        |                    |       | All                     | Male         | Female                    | Male  | Female | Male  | Female                                    | Male  | Female                            | Male        | Female                  | Male   | Female      |
| <b>TOTAL</b>         |                 |         |        |                    |       |                         |              |                           |       |        |       |   |       |                                   |             |                         |        |             |
| FY 2009 <sup>1</sup> | #               | 1888083 | 125987 | 62096              | 25658 | 8860                    | 80821        | 35019                     | 12568 | 14309  | 5024  | 2666                                      | 299   | 213                               | 1057        | 633                     | 560    | 396         |
|                      | %               | 100     | 66.98  | 33.01              | 13.64 | 4.71                    | 42.97        | 18.61                     | 6.88  | 7.60   | 2.67  | 1.41                                      | 0.15  | 0.11                              | 0.56        | 0.33                    | 0.29   | 0.21        |
| FY 2010 <sup>1</sup> | #               | 191063  | 128327 | 62736              | 27040 | 9370                    | 79410        | 34041                     | 13075 | 14693  | 5535  | 2829                                      | 463   | 350                               | 933         | 566                     | 1871   | 887         |
|                      | %               | 100     | 67.16  | <b>32.83</b>       | 14.15 | 4.90                    | 41.56        | <b>17.81</b>              | 6.84  | 7.69   | 2.89  | <b>1.48</b>                               | 0.24  | 0.18                              | 0.48        | <b>0.29</b>             | 0.97   | <b>0.46</b> |
| CLF (2000)           | %               | 100     | 53.1   | 46.8               | 6.2   | 4.5                     | 39.0         | 33.7                      | 4.8   | 5.7    | 1.9   | 1.7                                       | 0.1   | 0.1                               | 0.3         | 0.3                     | 0.8    | 0.8         |
| Difference           | #               | 2980    | 2340   | 640                | 1382  | 510                     | <b>-1411</b> | <b>-978</b>               | 507   | 384    | 511   | 163                                       | 164   | 137                               | <b>-124</b> | <b>-67</b>              | 1311   | 491         |
| Ratio Change         | %               | 0.00    | 0.18   | -0.18              | 0.51  | 0.19                    | -1.41        | -0.80                     | 0.16  | 0.09   | 0.22  | 0.07                                      | 0.09  | 0.07                              | -0.08       | -0.04                   | 0.68   | 0.25        |
| Net Change           | %               | 1.58    | 1.85   | 1.03               | 5.38  | 5.75                    | -1.74        | -2.79                     | 4.03  | 2.68   | 10.17 | 6.11                                      | 54.84 | 64.31                             | -11.73      | -10.58                  | 234.10 | 123.98      |
| <b>PERMANENT</b>     |                 |         |        |                    |       |                         |              |                           |       |        |       |   |       |                                   |             |                         |        |             |
| FY 2009              | #               | 171295  | 116284 | 55011              | 25024 | 8254                    | 73190        | 30433                     | 11479 | 12718  | 4842  | 2497                                      | 278   | 201                               | 963         | 553                     | 508    | 355         |
|                      | %               | 100     | 67.88  | 32.11              | 14.60 | 4.81                    | 42.72        | 17.76                     | 6.70  | 7.42   | 2.82  | 1.45                                      | 0.16  | 0.11                              | 0.56        | 0.32                    | 0.29   | 0.20        |

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| <b>Table A1: TOTAL WORKFORCE – Distribution by Race/Ethnicity and Sex</b> |             |                        |             |               |                           |               |                                |               |                                  |               |              |               |  |               |  |               |                                |             |
|---|-------------|------------------------|-------------|---------------|---------------------------|---------------|--------------------------------|---------------|----------------------------------|---------------|--------------|---------------|--|---------------|--|---------------|--------------------------------|-------------|
| <b>This table is for All Agencies - - FY 2009 &amp; 2010</b>              |             |                        |             |               |                           |               |                                |               |                                  |               |              |               |  |               |  |               |                                |             |
|   |             | <b>Race/Ethnicity</b>  |             |               |                           |               |                                |               |                                  |               |              |               |  |               |  |               |                                |             |
|   |             | <b>Total Employees</b> |             |               | <b>Hispanic or Latino</b> |               | <b>Non- Hispanic or Latino</b> |               |                                  |               |              |               |  |               |  |               |                                |             |
|   |             |                        |             |               |                           |               | <b>White</b>                   |               | <b>Black or African American</b> |               | <b>Asian</b> |               | <b>Native Hawaiian or Other Pacific Islander</b> |               | <b>American Indian or Alaskan Native</b> |               | <b>Two or More/Other Races</b> |             |
| <b>All</b>  | <b>Male</b> | <b>Female</b>          | <b>Male</b> | <b>Female</b> | <b>Male</b>               | <b>Female</b> | <b>Male</b>                    | <b>Female</b> | <b>Male</b>                      | <b>Female</b> | <b>Male</b>  | <b>Female</b> | <b>Male</b>                                      | <b>Female</b> | <b>Male</b>                              | <b>Female</b> |                                |             |
| <b>FY 2010</b>  | <b>#</b>    | 174774                 | 119002      | 55772         | 26531                     | 8891          | 72136                          | 29617         | 12011                            | 13075         | 5353         | 5666          | 316  | 202           | 839                                      | 488           | 1816                           | 833         |
|   | <b>%</b>    | 100                    | 68.08       | <b>31.91</b>  | 15.18                     | 5.08          | 41.27                          | <b>16.94</b>  | 6.87                             | 7.48          | 3.06         | <b>1.52</b>   | 0.18   | 0.11          | 0.48                                     | <b>0.27</b>   | 1.03                           | <b>0.47</b> |
| <b>Difference</b>   | <b>#</b>    | 3479                   | 2718        | 761           | 1507                      | 637           | <b>-1054</b>                   | <b>-816</b>   | 532                              | 357           | 511          | 169           | 38   | 1             | <b>-124</b>                              | <b>-65</b>    | 1308                           | 478         |
| <b>Ratio Change</b>   | <b>%</b>    | 0.00                   | 0.20        | -0.20         | 0.58                      | 0.27          | -1.45                          | -0.82         | 0.17                             | 0.06          | 0.24         | 0.07          | 0.02   | 0.00          | -0.08                                    | -0.05         | 0.74                           | 0.27        |
| <b>Net Change</b>   | <b>%</b>    | 1.58                   | 2.33        | 1.38          | 6.02                      | 7.71          | -1.44                          | -2.68         | 4.63                             | 2.80          | 10.55        | 6.76          | 13.66  | 0.49          | -12.87                                   | -11.75        | 257.48                         | 134.64      |
| <b>TEMPORARY</b>  |             |                        |             |               |                           |               |                                |               |                                  |               |              |               |  |               |  |               |                                |             |
| <b>FY 2009</b>  | <b>#</b>    | 16788                  | 9703        | 7085          | 634                       | 606           | 7631                           | 4586          | 1089                             | 1591          | 182          | 169           | 21   | 12            | 94                                       | 80            | 52                             | 41          |
|   | <b>%</b>    | 100                    | 57.79       | 42.20         | 3.77                      | 3.60          | 45.45                          | 27.31         | 6.48                             | 9.47          | 1.08         | 1.00          | 0.12   | 0.07          | 0.55                                     | 0.47          | 0.30                           | 0.24        |
| <b>FY 2010</b>  | <b>#</b>    | 16289                  | 9325        | 6964          | 509                       | 479           | 7274                           | 4424          | 1064                             | 1618          | 182          | 163           | 147  | 148           | 94                                       | 78            | 55                             | 54          |
|   | <b>%</b>    | 100                    | 57.24       | <b>42.75</b>  | <b>3.12</b>               | <b>2.94</b>   | 44.65                          | <b>27.15</b>  | 6.53                             | 9.93          | <b>1.11</b>  | <b>1.00</b>   | 0.90   | 0.90          | 0.57                                     | 0.47          | <b>0.33</b>                    | <b>0.33</b> |
| <b>NON-APPROPRIATED</b>   |             |                        |             |               |                           |               |                                |               |                                  |               |              |               |  |               |  |               |                                |             |
| <b>FY 2009 <sup>2</sup></b>   | <b>#</b>    | 0                      | 0           | 0             | 0                         | 0             | 0                              | 0             | 0                                | 0             | 0            | 0             | 0  | 0             | 0  | 0             | 0                              | 0           |
|   | <b>%</b>    |                        |             |               |                           |               |                                |               |                                  |               |              |               |  |               |  |               |                                |             |

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| <b>Table A1: TOTAL WORKFORCE – Distribution by Race/Ethnicity and Sex</b> |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |   |
|---|-----------------|--------|------|--------------------|------|-------------------------|------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|---|
| This table is for All Agencies - - FY 2009 & 2010                         |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |   |
|   | Total Employees |        |      | Race/Ethnicity     |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |   |
|   |                 |        |      | Hispanic or Latino |      | Non- Hispanic or Latino |      |                           |      |        |      |   |      |                                   |      |                         |   |
|   |                 |        |      |                    |      | White                   |      | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |   |
| All   | Male            | Female | Male | Female             | Male | Female                  | Male | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  |   |
| <b>FY 2010 <sup>2</sup></b>   | #               | 0      | 0    | 0                  | 0    | 0                       | 0    | 0                         | 0    | 0      | 0    | 0   | 0    | 0                                 | 0    | 0                       | 0 |
|   | %               |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |   |
| <b>Difference <sup>3</sup></b>  | #               | 0      | 0    | 0                  | 0    | 0                       | 0    | 0                         | 0    | 0      | 0    | 0   | 0    | 0                                 | 0    | 0                       | 0 |
| <b>Ratio Change</b>   | %               |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |   |
| <b>Net Change</b>   | %               |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |   |

NOTE: Percentages compute across rows and NOT down columns. <sup>1</sup> Excludes NAF data which was not available for this quarter. <sup>2</sup> NAF data was not available for this quarter. <sup>3</sup> Not computed for this quarter since NAF data was not available.  
 Report generated on October 14, 2010

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**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS – Distribution by Race/Ethnicity and Sex**

This table is for All Agencies - - FY 2009 & 2010 - - Permanent Employees

|  | Total Employees |      |       | Race/Ethnicity     |             |                         |       |                           |       |       |             |   |             |                                   |             |                         |             |             |
|--|-----------------|------|-------|--------------------|-------------|-------------------------|-------|---------------------------|-------|-------|-------------|---|-------------|-----------------------------------|-------------|-------------------------|-------------|-------------|
|  |                 |      |       | Hispanic or Latino |             | Non- Hispanic or Latino |       |                           |       |       |             |   |             |                                   |             |                         |             |             |
|  |                 |      |       |                    |             | White                   |       | Black or African American |       | Asian |             | Native Hawaiian or Other Pacific Islander |             | American Indian or Alaskan Native |             | Two or More/Other Races |             |             |
|  |                 |      |       |                    |             |                         |       |                           |       |       |             |   |             |                                   |             |                         |             | All         |
| <b>Mission Critical Jobs</b>                   |                 |      |       |                    |             |                         |       |                           |       |       |             |   |             |                                   |             |                         |             |             |
| <b>0080 – Security</b>                         | <b>#</b>        | 1890 | 1451  | 439                | 102         | 17                      | 1008  | 227                       | 287   | 174   | 25          | 10  | 3           | 0                                 | 10          | 2                       | 16          | 9           |
|  | <b>%</b>        | 100  | 76.77 | <b>23.22</b>       | 5.39        | <b>0.89</b>             | 53.33 | <b>12.01</b>              | 15.18 | 9.20  | <b>1.32</b> | <b>0.52</b>                               | 0.15        | <b>0.00</b>                       | 0.52        | <b>0.10</b>             | 0.84        | <b>0.47</b> |
| <b>Occupational CLF</b>                        | <b>%</b>        | 100  | 43.2  | 56.5               | 4.7         | 5.3                     | 30.2  | 39.7                      | 4.9   | 7.8   | 2.6         | 2.3                                       | 0.1         | 0.1                               | 0.2         | 0.4                     | 0.5         | 0.9         |
| <b>0083 – Police</b>                           | <b>#</b>        | 1069 | 972   | 97                 | 59          | 3                       | 736   | 58                        | 159   | 33    | 14          | 3   | 0           | 0                                 | 3           | 0                       | 1           | 0           |
|  | <b>%</b>        | 100  | 90.92 | <b>9.07</b>        | <b>5.51</b> | <b>0.28</b>             | 68.84 | <b>5.42</b>               | 14.87 | 3.08  | 1.30        | 0.28                                      | <b>0.00</b> | 0.00                              | <b>0.28</b> | <b>0.00</b>             | <b>0.09</b> | <b>0.00</b> |
| <b>Occupational CLF</b>                        | <b>%</b>        | 100  | 87.0  | 13.0               | 7.4         | 1.3                     | 67.6  | 8.4                       | 8.8   | 2.9   | 1.1         | 0.1                                       | 0.1         | 0.0                               | 0.7         | 0.1                     | 1.3         | 0.2         |
| <b>0132 – Intelligence Research Specialist</b> | <b>#</b>        | 1053 | 708   | 345                | 70          | 37                      | 558   | 231                       | 49    | 57    | 17          | 14  | 1           | 0                                 | 2           | 2                       | 11          | 4           |
|  | <b>%</b>        | 100  | 67.23 | <b>32.76</b>       | 6.64        | 3.51                    | 52.99 | <b>21.93</b>              | 4.65  | 5.41  | <b>1.61</b> | <b>1.31</b>                               | <b>0.09</b> | 0.00                              | <b>0.18</b> | <b>0.18</b>             | <b>1.04</b> | <b>0.37</b> |
| <b>Occupational CLF</b>                        | <b>%</b>        | 100  | 50.1  | 49.9               | 1.9         | 2.2                     | 42.0  | 40.4                      | 2.4   | 3.8   | 2.0         | 2.1                                       | 0.1         | 0.0                               | 0.6         | 0.5                     | 1.1         | 0.9         |

# DHS FEORP Accomplishment Report for FY 2010

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS – Distribution by Race/Ethnicity and Sex**

This table is for All Agencies - - FY 2009 & 2010 - - Permanent Employees

|   |   | Race/Ethnicity  |              |              |       |                    |              |                         |             |                           |             |             |             |   |             |                                   |             |                         |
|---|---|-----------------|--------------|--------------|-------|--------------------|--------------|-------------------------|-------------|---------------------------|-------------|-------------|-------------|---|-------------|-----------------------------------|-------------|-------------------------|
|   |   | Total Employees |              |              |       | Hispanic or Latino |              | Non- Hispanic or Latino |             |                           |             |             |             |   |             |                                   |             |                         |
|   |   |                 |              |              |       |                    |              | White                   |             | Black or African American |             | Asian       |             | Native Hawaiian or Other Pacific Islander |             | American Indian or Alaskan Native |             | Two or More/Other Races |
|   |   | All             | Male         | Female       | Male  | Female             | Male         | Female                  | Male        | Female                    | Male        | Female      | Male        | Female                                    | Male        | Female                            | Male        | Female                  |
| <b>0905 – General Attorneys</b>                 | # | 1946            | 971          | 975          | 60    | 76                 | 808          | 716                     | 48          | 93                        | 45          | 76          | 0           | 0   | 1           | 3                                 | 9           | 11                      |
|   | % | 100             | <b>49.89</b> | 50.10        | 3.08  | 3.90               | <b>41.52</b> | 36.79                   | 2.46        | 4.77                      | 2.31        | 3.90        | 0.00        | 0.00                                      | <b>0.05</b> | 0.15                              | <b>0.46</b> | 0.56                    |
| <b>Occupational CLF</b>                         | % | 100             | 71.1         | 28.5         | 2.0   | 1.2                | 65.2         | 23.9                    | 2.0         | 1.9                       | 1.2         | 1.0         | 0.0         | 0.0                                       | 0.1         | 0.1                               | 0.6         | 0.4                     |
| <b>1896 – Border Patrol Agents</b>              | # | 20498           | 19462        | 1036         | 9874  | 564                | 8587         | 411                     | 318         | 20                        | 176         | 9           | 18          | 2   | 79          | 3                                 | 410         | 27                      |
|   | % | 100             | 94.94        | <b>5.05</b>  | 48.17 | 2.75               | <b>41.89</b> | <b>2.00</b>             | <b>1.55</b> | <b>0.09</b>               | <b>0.85</b> | <b>0.04</b> | <b>0.08</b> | 0.00                                      | <b>0.38</b> | <b>0.01</b>                       | 2.00        | <b>0.13</b>             |
| <b>Occupational CLF</b>                         | % | 100             | 79.0         | 21.1         | 7.1   | 2.0                | 62.3         | 14.7                    | 7.0         | 3.6                       | 1.0         | 0.3         | 0.1         | 0.0                                       | 0.5         | 0.1                               | 1.0         | 0.4                     |
| <b>2210 – Information Technology Specialist</b> | # | 2843            | 2062         | 781          | 113   | 18                 | 1447         | 469                     | 294         | 189                       | 146         | 80          | 2           | 0   | 14          | 6                                 | 46          | 19                      |
|   | % | 100             | 72.52        | <b>27.47</b> | 3.97  | <b>0.63</b>        | 50.89        | <b>16.49</b>            | 10.34       | 6.64                      | <b>5.13</b> | <b>2.81</b> | <b>0.07</b> | 0.00                                      | 0.49        | 0.21                              | 1.61        | 0.66                    |
| <b>Occupational CLF</b>                         | % | 100             | 66.7         | 33.2         | 3.1   | 1.6                | 50.4         | 24.7                    | 4.3         | 3.5                       | 7.4         | 2.9         | 0.1         | 0.0                                       | 0.2         | 0.1                               | 1.2         | 0.4                     |
| <b>1801 – Immigration Enforcement Agent</b>     | # | 6955            | 5754         | 1201         | 1640  | 369                | 3316         | 608                     | 436         | 162                       | 271         | 48          | 13          | 0   | 50          | 10                                | 28          | 4                       |
|   | % | 100             | 82.73        | <b>17.26</b> | 23.58 | 5.30               | 47.67        | <b>8.74</b>             | 6.26        | <b>2.32</b>               | 3.89        | <b>0.69</b> | 0.18        | 0.00                                      | 0.71        | <b>0.14</b>                       | <b>0.40</b> | <b>0.05</b>             |
| <b>Occupational CLF</b>                         | % | 100             | 53.0         | 46.9         | 4.2   | 3.5                | 41.3         | 34.1                    | 4.5         | 6.9                       | 1.7         | 1.4         | 0.1         | 0.0                                       | 0.4         | 0.4                               | 0.8         | 0.6                     |

# DHS FEORP Accomplishment Report for FY 2010

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS – Distribution by Race/Ethnicity and Sex**

This table is for All Agencies - - FY 2009 & 2010 - - Permanent Employees

|  |   | Race/Ethnicity  |              |              |             |             |              |                         |             |             |      |                           |             |             |      |   |             |                                   |
|--|---|-----------------|--------------|--------------|-------------|-------------|--------------|-------------------------|-------------|-------------|------|---------------------------|-------------|-------------|------|---|-------------|-----------------------------------|
|  |   | Total Employees |              |              |             |             |              | Non- Hispanic or Latino |             |             |      |                           |             |             |      |   |             |                                   |
|  |   |                 |              |              |             |             |              | Hispanic or Latino      |             | White       |      | Black or African American |             | Asian       |      | Native Hawaiian or Other Pacific Islander |             | American Indian or Alaskan Native |
|  |   | All             | Male         | Female       | Male        | Female      | Male         | Female                  | Male        | Female      | Male | Female                    | Male        | Female      | Male | Female                                    | Male        | Female                            |
| <b>1102 – Contract Specialists</b>             | # | 1342            | 535          | 807          | 18          | 39          | 394          | 418                     | 92          | 287         | 19   | 37                        | 0           | 1           | 5    | 7   | 7           | 18                                |
|  | % | 100             | <b>39.86</b> | 60.13        | <b>1.34</b> | <b>2.90</b> | <b>29.35</b> | <b>31.14</b>            | 6.85        | 21.38       | 1.41 | 2.75                      | 0.00        | <b>0.07</b> | 0.37 | 0.52                                      | 0.52        | 1.34                              |
| <b>Occupational CLF</b>                        | % | 100             | 46.8         | 53.1         | 2.9         | 3.2         | 39.8         | 42.7                    | 2.5         | 4.7         | 1.0  | 1.3                       | 0.0         | 0.1         | 0.2  | 0.3                                       | 0.4         | 0.8                               |
| <b>1801 – Adjudication Officers</b>            | # | 24478           | 18141        | 6337         | 3159        | 1202        | 12161        | 3507                    | 1598        | 1044        | 864  | 463                       | 30          | 14          | 171  | 59  | 158         | 48                                |
|  | % | 100             | 74.11        | <b>25.88</b> | 12.90       | 4.91        | 49.68        | <b>14.32</b>            | 6.52        | <b>4.26</b> | 3.52 | 1.89                      | 0.12        | 0.05        | 0.69 | <b>0.24</b>                               | <b>0.64</b> | <b>0.19</b>                       |
| <b>Occupational CLF</b>                        | % | 100             | 53.0         | 46.9         | 4.2         | 3.5         | 41.3         | 34.1                    | 4.5         | 6.9         | 1.7  | 1.4                       | 0.1         | 0.0         | 0.4  | 0.4                                       | 0.8         | 0.6                               |
| <b>1802 – Transportation Security Officers</b> | # | 51469           | 30117        | 21342        | 4635        | 3274        | 17525        | 10684                   | 5536        | 5988        | 1654 | 784                       | 124         | 128         | 314  | 267                                       | 329         | 217                               |
|  | % | 100             | 58.52        | <b>41.47</b> | 9.00        | 6.36        | <b>34.05</b> | <b>20.76</b>            | 10.75       | 11.63       | 3.21 | 1.52                      | 0.24        | 0.24        | 0.61 | 0.51                                      | <b>0.63</b> | <b>0.42</b>                       |
| <b>Occupational CLF</b>                        | % | 100             | 43.3         | 56.7         | 3.0         | 3.6         | 34.8         | 45.0                    | 3.1         | 5.7         | 0.8  | 0.8                       | 0.2         | 0.1         | 0.4  | 0.5                                       | 1.0         | 1.0                               |
| <b>1811 – Criminal Investigators</b>           | # | 10338           | 8910         | 1428         | 1303        | 230         | 6765         | 987                     | 495         | 142         | 265  | 58                        | 9           | 2           | 53   | 7   | 20          | 2                                 |
|  | % | 100             | 86.18        | <b>13.81</b> | 12.60       | 2.22        | 65.43        | <b>9.54</b>             | <b>4.78</b> | <b>1.37</b> | 2.56 | 0.56                      | <b>0.08</b> | 0.01        | 0.51 | <b>0.06</b>                               | <b>0.19</b> | <b>0.01</b>                       |
| <b>Occupational CLF</b>                        | % | 100             | 79.0         | 21.1         | 7.1         | 2.0         | 62.3         | 14.7                    | 7.0         | 3.6         | 1.0  | 0.3                       | 0.1         | 0.0         | 0.5  | 0.1                                       | 1.0         | 0.4                               |

## DHS FEORP Accomplishment Report for FY 2010

| Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS – Distribution by Race/Ethnicity and Sex |                 |        |       |                    |             |                           |       |              |      |   |             |                                   |             |                         |      |             |      |             |
|--|-----------------|--------|-------|--------------------|-------------|---------------------------|-------|--------------|------|---|-------------|-----------------------------------|-------------|-------------------------|------|-------------|------|-------------|
| This table is for All Agencies - - FY 2009 & 2010 - - Permanent Employees                    |                 |        |       |                    |             |                           |       |              |      |   |             |                                   |             |                         |      |             |      |             |
|  | Total Employees |        |       | Race/Ethnicity     |             |                           |       |              |      |   |             |                                   |             |                         |      |             |      |             |
|  |                 |        |       | Hispanic or Latino |             | Non- Hispanic or Latino   |       |              |      |   |             |                                   |             |                         |      |             |      |             |
|  |                 |        | White |                    |             | Black or African American |       | Asian        |      | Native Hawaiian or Other Pacific Islander |             | American Indian or Alaskan Native |             | Two or More/Other Races |      |             |      |             |
| All  | Male            | Female | Male  | Female             | Male        | Female                    | Male  | Female       | Male | Female                                    | Male        | Female                            | Male        | Female                  | Male | Female      | Male | Female      |
| <b>1895 – Customs &amp; Border Protection Officers</b>                                       | #               | 20663  | 16830 | 3833               | 5150        | 1293                      | 8813  | 1691         | 1040 | 445                                       | 1234        | 232                               | 85          | 20                      | 79   | 21          | 429  | 131         |
|  | %               | 100    | 81.44 | <b>18.55</b>       | 24.92       | 6.25                      | 42.65 | <b>8.18</b>  | 5.03 | <b>2.15</b>                               | 5.97        | <b>1.12</b>                       | 0.41        | <b>0.09</b>             | 0.38 | <b>0.10</b> | 2.07 | <b>0.63</b> |
| <b>Occupational CLF</b>  | %               | 100    | 53.1  | 46.8               | 6.2         | 4.5                       | 39.0  | 33.7         | 4.8  | 5.7                                       | 1.9         | 1.7                               | 0.1         | 0.1                     | 0.3  | 0.3         | 0.8  | 0.8         |
| <b>0301 – Program Specialist (Response)</b>  | #               | 1696   | 992   | 704                | 36          | 30                        | 816   | 490          | 113  | 163                                       | 19          | 13                                | 1           | 0                       | 4    | 7           | 3    | 1           |
|  | %               | 100    | 58.49 | <b>41.50</b>       | <b>2.12</b> | <b>1.76</b>               | 48.11 | <b>28.89</b> | 6.66 | 9.61                                      | <b>1.12</b> | <b>0.76</b>                       | <b>0.05</b> | <b>0.00</b>             | 0.23 | 0.41        | 0.17 | <b>0.05</b> |
| <b>Occupational CLF</b>  | %               | 100    | 43.2  | 56.5               | 4.7         | 5.3                       | 30.2  | 39.7         | 4.9  | 7.8                                       | 2.6         | 2.3                               | 0.1         | 0.1                     | 0.2  | 0.4         | 0.5  | 0.9         |

## **Appendix B**

### **List of Component Conferences/Job Fairs/Career Fairs Activities**



# DHS FEORP Accomplishment Report for Fiscal Year 2010

| <b>U.S. Customs and Border Patrol</b>                              |  |
|--|--|
| <b>Career Fairs</b>  |  |
| Hudson County Community College, Jersey City, NY                   | Mercy College, Dobbs Ferry, NY   |
| Inter-Americana University, Barranquitas, Puerto Rico              | South Texas College Campus   |
| City University of New York John Jay College of Criminal Justice   | St. Peter's College  |
| La Guardia Community College, NY                                   | University of Puerto Rico, Utuado Campus   |
| Landrum Elementary School, San Benito, TX                          | Vaughn College of Aeronautic & Technology, NY                                      |
| Laredo Community College, South Campus, Laredo, TX                 | Villarreal Elementary School in Olmito, TX   |
| David L. Carrasco Job-Corps Job Fair, El Paso, TX                  |  |
| <b>Other Outreach Activities</b>                                   |  |
| Arizona Western College  | Miami Dade College   |
| Central Arizona College  | Mt. San Antonio College  |
| California State Polytechnic University-Pomona                     | New Mexico Highlands University  |
| California State University-Fresno                                 | New Mexico State University  |
| California State University-Fullerton                              | Passaic Community College  |
| California State University-Los Angeles                            | Union County College   |
| City College of the City University of New York                    | New Mexico Highlands University  |
| City University of New York Borough of Manhattan Community College | Southwest Texas Junior College   |
| City University of New York Bronx Community College                | Sul Ross State University  |
| El Camino College, CA  | Texas A&M International University   |
| Houston Community College  | University of Texas El Paso  |
| Imperial Valley College, CA  | University of Texas Pan American   |
| Los Medanos College, CA  |  |
| <b>U.S. Citizenship and Immigration Services</b>                   |  |
| <b>Career Fairs</b>  |  |
| Hispanic Chamber of Commerce Business Fair, WA                     |  |
| <b>Conference/Job Fairs</b>  |  |
| Hispanic Association of Colleges & Universities (HACU)             | National Association of Latino Elected & Appointed Officials Annual Conference, CO |
| Hispanic Leadership Conference & Award Ceremony, OH                |  |
| <b>Other Outreach Activities</b>                                   |  |
| Alabama A&M, AL  | Meeting w/ LULAC, TX   |
| Cinco the Mayo Festival, CA & TX                                   | Meeting w/ Mexican Consulate, FL   |
| Citizenship Outreach, OR   | Mexican-American Opportunity Foundation, CA  |
| Citizenship Workshop, FL   | Mexicans & Americans Thinking Together Meeting, TX                                 |
| Columbia Basin College, WA   | Miles College, AL  |
| Community Outreach Event, CA                                       | Naturalization Information Session, FL & TX  |
| Great Lakes Migrant Resource Council Meeting, MI                   | Naturalization Outreach, CA & OH   |
| Haskell Nations University, KS                                     | Oakland Coalition of Hispanic Service Agencies, MI                                 |
| Hispanic Outreach, VA  | Sinte Gleska University, SD  |
| Latino Business, Career, & Consumer Expo, WA                       | Virginia State University  |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

| <b>U.S. Coast Guard</b>   |   |
|---|---|
| <b>Career Fairs/Job Fairs</b>                                       |   |
| Careers & the disabled Career Expo                                  | National Society of Hispanic Professionals , DC                             |
| Corporate Gray Career Fair  | Students of All Races (CA, PR, & FL)  |
| Florida International University, FL (NSHMBA)                       | Texas Maritime Career Fair, TX  |
| Hispanic Engineering & Technology Week, TX                          | Thurgood Marshall College Fund Leadership Career Fair                       |
| Latinos for Hire Career Fair, DC                                    | University of Texas – El Paso   |
| Lincoln University Career Fair                                      | University of Texas – El Paso Engineer Career Fair                          |
| Mardi Gras Invitational Career Fair                                 | University of Texas – Pan American Career Fair                              |
| Maryland Hispanic Youth Symposium, MD                               | Viva Technology, OH   |
| National Association of College Fairs (GA, MA, IL, MI, CT, NY & PA) |   |
| <b>Conferences</b>  |   |
| Adelante State of Hispanic Higher Education (series)                | League of United Latin American Citizens (LULAC) Veterans Summit, CA        |
| American GI Forum   | LULAC Annual Conference, TX   |
| American Indian Science & Engineering Society                       | LULAC Women’s Conference, CA  |
| Annual Thurgood Marshall College Fund Leadership Conference         | Military Ambassadors Fiesta, TX   |
| Annual Women of Color in Technology Awards Conference               | Military Officers of America  |
| Association of Naval Services Offices, VA                           | National Capitol Wounded Warrior Hiring & Support Conference                |
| Association of Latino Professionals in Finance & Accounting, FL     | National Council of La Raza Conference, TX                                  |
| Congressional Hispanic Caucus Institute, DC                         | National IMAGE Inc., CA   |
| Great Minds in STEM Planning Conference, FL                         | National Organization for Mexican American Rights, FL                       |
| Heroes & Heritage Leadership Summit, TX                             | People with Disabilities Expo   |
| Hispanic Association of Colleges & Universities (HACU)              | Society of Hispanic Professional Engineers, DC                              |
| Hispanic Engineering National Achievement Awards, CA                | Society of Mexican America Engineers & Scientists, NV & TX                  |
| HACU Capitol Forum, DC  | University of Texas – El Paso Student Leadership Conference                 |
| Latina Style Symposium  | USCG Diversity Summit, VA   |
| <b>Other Outreach Activities</b>                                    |   |
| New Jersey City College, NJ   | Texas A&M University (ROTC Department), TX                                  |
| New Mexico State University, NM                                     | University of New Mexico, NM  |
| Nova Southeastern University, FL                                    | University of Texas – San Antonio Downtown Center                           |
| St. Mary’s University, San Antonio, TX                              | University of Texas – San Antonio Main Campus                               |
| Texas A&M Corpus Christi, TX  | University of Texas – Pan America, Edinburg, TX                             |
| Texas A&M Kingsville, TX  |   |
| <b>Federal Emergency Management Agency</b>                          |   |
| <b>Career/Job Fairs</b>   |   |
| BRAC Career Fair, VA  | Presidential Management Fellows Job Fair                                    |
| Fort Mead Job Fair, MD  | Operation Warfighter, Walter Reed Hospital, DC                              |
| LULAC National Convention & Exposition, NM                          | Senator Mark Warner Job Fair, University of Mary Washington College, VA     |
| <b>Conferences</b>  |   |
| Blacks in Government (BIG) National Training Conference, MO         | Diversity Forum: People w/ Disabilities, Partnership for Public Service, DC |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

| Federal Law Enforcement Training Center                                  |   |
|--|---|
| <b>Career Fairs</b>  |   |
| College of Coastal Georgia   | The 2 <sup>nd</sup> Congressional District College & Career Fair, MS                        |
| Florida International University   | The Tri Base Job Fair, FL   |
| Hiring Heroes Career Fair, Walter Reed Medical Center and Camp Pendleton |   |
| St. Thomas University  | Wounded Warrior Project   |
| <b>Conferences</b>   |   |
| Georgia Department of Labor  | United States Hispanic Chamber of Commerce  |
| LULAC Women's Conference, CA   | Society of American Indian Government Employees (SAIGE) Annual Employee Training Conference |
| National Native American Law Enforcement Training Conference             |   |
| <b>Other Outreach Activities</b>   |   |
| American GI Forum  | Northern Illinois University  |
| Barry University   | Nova Southern University  |
| Eastern New Mexico University  | St. Mary's University, San Antonio, TX  |
| Edward Waters College, Jacksonville, FL                                  | Texas A&M Corpus Christi, TX  |
| Federal Hispanic Law Enforcement Officers Association                    | Texas A&M Kingsville, TX  |
| Georgia Department of Labor  | Texas A&M University (ROTC Department), TX  |
| HACU   | St. Edward's University   |
| Hispanic American Police Command Officers Association (HAPCOA)           | University of New Mexico, NM  |
| John Jay College of Criminal Justice                                     | University of Texas – San Antonio Downtown Center   |
| LULAC Annual Conference, TX  | United States-Mexico Chamber of Commerce  |
| LULAC Veterans Summit, CA  | Texas A&M University  |
| National Association of Hispanic Federal Executives (NAFHE)              | University of Miami   |
| National Council of La Raza (NCLR)                                       | University of New Mexico  |
| National Latino Peace Officers Association (NLPOA)                       | University of Texas El Paso   |
| New Jersey City University   | University of Texas – San Antonio Main Campus   |
| New Mexico Highland University   | University of Texas – Pan America, Edinburg, TX   |
| New Mexico State University  |   |
| DHS Headquarters – Office of the Chief Human Capital Officer & HQs EEO   |   |
| <b>Career/Job Fairs</b>  |   |
| Gallaudet Internship & Career Fair, DC                                   | Office of Wounded Warrior Care & Transition Policy  |
| Fort George Meade Community Career Fair                                  | Operation Warfighter Program (OWF)  |
| Hiring Event for People with Disabilities                                | Senator Mark Warner Job Fair, University of Mary Washington College, VA                     |
| <b>Conferences/Forums/Summits</b>  |   |
| 2009 Out & Equal Workplace Summit  | LULAC Convention, NM  |
| 3 <sup>rd</sup> Intelligence Community Affinity Network Colloquium       | LULAC National Veterans Summit, CA  |
| Adolfo Carrion, White House Director of Urban Affairs, DC                | Pathway to Power, Engaging a New Generation of Women Leaders, DC                            |
| AARP 50+ Hispanic Workforce, DC  | Persons Living w/ Disabilities Forum, DC  |
| Call to Action: Hiring People w/ Disabilities Training                   | Women in the Workplace Forum, DC  |
| Latinos Leaders Network Luncheon Honoring Sec. Hilda Soliz, DC           | University Women's Leadership Conference  |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

| <b>Other Outreach Activities</b>  |  |
|---|--|
| American Association of University Women                                | Jefferson Middle School  |
| Federally Employed Women, FEW   | Trinity University   |
| <b>U.S. Immigration &amp; Customs Enforcement</b>                       |  |
| <b>Career Fairs/Job Fairs</b>   |  |
| Alcorn State University Career Fair                                     | Monroe College Career & Internship Fair  |
| Ana G. Mendez University Career Fair                                    | Monroe Community College Career Fair   |
| Bethune-Cookman University Career Fair                                  | National Capital Region Wound Warrior Hiring & Support Conference  |
| Borough of Manhattan Community College Criminal Justice                 | New Jersey City University Business & Technology Recruitment Event   |
| Bryant University Career Fair   | New York State Job Service Employer Committee Autumn Job & Career Fair                                       |
| California State University-Dominguez Hills Career Fair                 | New York State Senate Senator Eric Adams & the Brooklyn Chamber of Commerce Job Fair                         |
| Carnegie Mellon University Career Fair                                  | New York State Senate Senator John L. Sampson Career Fair  |
| Chicago Hires Job Fair  | New York State Senate Senator Joseph Addabbo Jr. Career Fair   |
| Clark Atlanta University Explorer Federal Careers Event                 | New York University Spring Job Fair & Diversity Expo   |
| Colorado State University Career Fair                                   | North Carolina Central University Career Fair  |
| Columbia University Not-for-Profit & Public Service Fair                | Northeastern University Diversity Career Fair  |
| Congressional Black Caucus (CBC) Diversity Job Fair                     | Ole Miss Career Fair   |
| Congressman Bennie G. Thompson Job Fair                                 | Operation Enduring/Operation Iraqi Freedom   |
| Congressman Gregory Meeks 2010 Career Fair                              | Orange County, CA Career Fair  |
| Congressman Lincoln Diaz-Balart Career Resources Expo                   | Patrick Henry College Career Day   |
| Congressman Jim Moran Job Fair  | Pennsylvania Governor's Advisory Committee for People w/ Disabilities – Recruit the Best Talent              |
| Congressman Steve Israel Federal Government Resource Day                | Pepperdine University Career Fair  |
| Coppin State University Exploration Day                                 | Personnel Strategies, Inc./National Association for the Advancement of Colored People Diversity Job Fair, CA |
| Cornell University Non-Profit & Government Career Fair                  | Recruit Military, LLC Opportunity Expo –IL, OH, & WA   |
| CUNY Big Apple Job Fair   | Rhode Island Universities Federal Career Day   |
| Curry College Career Fair   | Richard Stockton College of New Jersey Career Day  |
| DHS Cyber Security Virtual Job Fair                                     | Rider University Career Fair   |
| Fayetteville State University Career Fair                               | Rutgers University Federal Jobs Career Day   |
| Federal Executive Association of Western Massachusetts Federal Job Fair | Salish Kootenai Career Fair  |
| Florida A&M Career Expo   | Salve Regina University Career Fair  |
| Florida International University Career Fair                            | San Diego State University Career Day  |
| Florida Memorial University Career Fair                                 | Seattle University School of Law Career Fair   |
| Florida Statewide College Job Fair                                      | Seton Hall University Government & Non-Profit Career Fairs   |
| Fort Valley State University Career Fair                                | Shepherd University Career Fair  |
| 4 <sup>th</sup> Annual Illinois Statewide Veterans Job Fair             | Spelman College Career Fair  |
| Fort Carson, Colorado, Winter Career Fair                               | Stony Brook University Career Fair   |
| Fort Carson, Colorado, Warriors Transition Command Job Fair             | St. Cloud State University Criminal Justice Career & Internship Fair   |
| Fond Du Lac Tribal College Career Fair                                  | St. Johns College of New York Career Fair  |
| Fort Hood, Texas, On-the-Spot Hiring                                    | St. Josephs College of New York Career Fair  |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

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| Fort Lewis, Washington, OWF Career Fair   | St. Mary's Dominican High School Career Day  |
| Fort Mead, Maryland, Military Recruitment Event   | Thurgood Marshall Leadership Institute Career Fair   |
| Fort Myers, Virginia, Army Career Alumni Program Employment Panel                           | Towson University Career Fair  |
| Glendale Community College Career Fair  | Texas Southern University Career Fair  |
| Governors State University Government Career Fair   | University of Arizona Career Fair  |
| Grambling State University Career Fair  | University of California-Berkeley Diversity Career Fair  |
| Hillbert College Career Fair  | University of California-Irvine Career Fair  |
| Houston-Tillotson University  | University of California-Los Angeles Spring Career Roundup   |
| Howard University Public Service Career & Internship Fair                                   | University of Central Arkansas Career Fair   |
| Indiana Black Expo Employment Fair & Annual Exposition                                      | University of Georgia Government Sector Fair   |
| Jackson State University Career Fair  | University of Mary Washington Career Fair  |
| John Jay College Career Fair  | University of Minnesota Job Fair   |
| Joint Air Force & Navy Job Fair   | University of Nebraska-Kearney Criminal Justice Career Fair  |
| Kaplan University Career Fair   | University of Nevada-Reno Career Fair  |
| Kinborough Community College Career Fair  | University of New Mexico-Albuquerque Career Fair   |
| ITT Technical Institute Career Fair   | University of San Diego Career Fair  |
| Las VegasSun.com Career Fair  | University of Texas – San Antonio Career Fair  |
| Long Beach State University Career Fair   | University of Washington-Seattle Spring Career Fair  |
| Long Island University Career Fair  | Walter Reed Army Medical Center OWF Fair   |
| Los Angeles, CA Career Fair   | Washington University in St. Louis Career Fair   |
| Loyola University-Chicago Federal Executive Board Fair                                      | Weber State University Criminal Justice Job Fair   |
| Marywood University Government Career Fair  | Western University 2009 Law Enforcement Career Fair  |
| Michigan Collegiate Job Fair  | Westfield State College Career Fair  |
| Military Stars, LLC Career Expo-MD, FL, & CA  | Yellow Ribbon Career & Benefits Fair   |
| Military Officers Association of America Corporate Grey Job Fair, CA                        |  |
| <b>Conferences/Forums</b>   |  |
| Asian American Government Executives Network (AAGEN) Annual Training Conference             | National Asian Peace Officers Association (NAPOA) National Training Conference                       |
| Asian MBA 2 <sup>nd</sup> Annual Leadership Conference                                      | National Organization of Black Law Enforcement Executives (NOBLE) 34 <sup>th</sup> Annual Conference |
| BIG 32 <sup>nd</sup> Annual National Training Conference                                    | National Association of Blacks in Criminal Justice (NABCJ) 37 <sup>th</sup> Annual Conference        |
| 15 <sup>th</sup> Annual National Association of Women Law Enforcement Executives Conference | National Bar Association (NBA) 85 <sup>th</sup> Annual Convention                                    |
| FEW National Training Program   | National Native American Law Enforcement Association (NNALEA) 18 <sup>th</sup> Annual Conference     |
| HACU Annual Conference  | National Urban League (NUL) Conference   |
| International Association of Chiefs of Police Conference                                    | (SAIGE Annual Employee Training Conference   |
| International Educators' Conference   | 2010 Minnesota Law Enforcement Explorer Conference   |
| LULAC Annual Conference   | Women in Federal Law Enforcement (WIFLE)   |
| <b>Other Outreach Activities</b>  |  |
| Allenwood Federal Corrections Center Emergency Preparedness Career Day                      | Public Service Recognition Week  |
| American Indian Community House Storytelling for Healing                                    | Red Ribbon Week-Curie Elementary School  |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

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| A.P. Solis Middle School Career Fair                                      | Red Ribbon Week-Escondido Christian Academy                                      |
| Arizona Black History Month Expo  | Red Ribbon Week-Lenora B. Smith Elementary School                                |
| Arizona State university Transborder Colloquium                           | Red Ribbon Week-McMillin Elementary School                                       |
| Black Executive Exchange Program (BEEP)                                   | Red Ribbon Week-Urban Discovery Academy  |
| Brandeis University Government Careers Forum                              | Red Ribbon Week-Veterans Elementary School                                       |
| DeKalb Technical Institute Criminal Justice Career Symposium              | Red Ribbon Week-vista Grande Elementary School                                   |
| Enterprise Charter School Outreach Presentation                           | San Diego Crime Stoppers Light the Night 5K Run & Expo                           |
| Fresno, CA Law Enforcement Appreciation Day                               | Seattle, WA Youth Law Day  |
| Harlingen South High School ROTC Outreach Event                           | Tampa, FL Law Enforcement Appreciation Day                                       |
| Mall of America Government on Display Expo                                | The Catholic University of America Federal Career Panel                          |
| National Night Out-Dallas Event   | University of Texas – El Paso/New Mexico State University Border Showcase        |
| Neely-O’Brien Elementary School Coat & Toy Drive & Giveaway Fair          | Westwood College Outreach Event  |
| North Bergen High School Personalized Student Learning Program            | York College First Annual Resumania Event  |
| <b>Transportation Security Administration</b>                             |  |
| <b>Conferences/Forums</b>   |  |
| Association of Latino Professionals in Finance & Accounting               | NCLR Annual Conference   |
| HACU Annual Conference  | NOBLE Annual Conference  |
| Hispanic American Police Officers Association (HAPOA) Annual Conference   | U.S. Hispanic Chamber of Commerce  |
| NAPOA Annual Training Conference  | WIFLE Annual Conference  |
| <b>Other Outreach Activities</b>  |  |
| HACU-Annual National Capital Forum on Hispanic Higher Education           | University of Puerto Rico – TSA Resident Program                                 |
| <b>U.S. Secret Service</b>  |  |
| <b>Career Fairs/Job Fairs</b>   |  |
| ALANA Career Fair   | Pueblo of Isleta College Career Fair   |
| American Indian Science & Engineering Society Career Fair                 | Urban League Career Expo   |
| Asian Diversity Career Expo   | Robert Morris University Career Fair   |
| Bureau of Indian Education Summer Youth Leadership Challenge College Fair | 3 <sup>rd</sup> Annual Choctaw Nation of Oklahoma Career Expo                    |
| DeVry Spring Job Fair   | 7 <sup>th</sup> Annual Korean American Association of Northern Virginia Job Fair |
| Diversity & Bilingual Job Fair (2 events)                                 | Simmons College Spring Career Fair   |
| Diversity Employment Day Fair – Chicago                                   | Texas Women’s University Career Expo   |
| Diversity Hiring Expo   | 2009 Poly Job Fair   |
| Diversity Job Fair (3 events)   | 2010 Asian Fair  |
| Grambling University Fall Career Fair                                     | 2010 Pittsburgh NAACP Regional “Jr. Executive” Diversity Job Fair                |
| Haskell Indian Nations University Career Fair                             | Universidad del Sagrado Corazon Job Fair   |
| LatPro/NSHP.org Diversity Job Fair  | University of New Mexico Public Showcase Job Fair                                |
| EXPO EMPLEO   | University of Texas-Pan American Criminal Justice Career Day                     |
| Los Angeles Diversity Employment Day Career Fair                          | Virginia State University 39 <sup>th</sup> Annual Career Fair                    |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

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| Miami Dade College North Campus Job Fair (5 events)  | Virginia Union University Fall 2009 Career & Graduate School Fair                     |
| Metro Diversity Job Fair – EmploymentGuide.com   | Wellesley University Job Fair   |
| North Carolina Central University Annual Career Fall Fair                                    | Wellesley College Not for Profit Career Fair  |
| North Cobb Bilingual & Diversity Job Fair  | Women for Hire Career Fair (7 events)   |
| Oklahoma University Multicultural Career Fair  | WomenJobFairs   |
| <b>Conferences/Forums</b>  |   |
| Asian American Government Executives Leadership Training Conference                          | National Congress of American Indians 66 <sup>th</sup> Annual Convention & Trade Show |
| Federal Asian Pacific American Conference Expo   | NAPOA National Training Conference  |
| HACU 23 <sup>rd</sup> Annual Conference  | NOBLE 34 <sup>th</sup> Annual Training  |
| HAPCOA 36 <sup>th</sup> Annual National Training Conference & Expo                           | North Carolina Native American Youth Unity 31 <sup>st</sup> Conference                |
| Hispanic Alliance for Career Enhancement Conference & Expo (4 events)                        | 31 <sup>st</sup> National Indian & Native American Employment & Training Conference   |
| LULAC Training Conference  | 35 <sup>th</sup> Annual North Carolina Indian Unity Conference                        |
| 7 <sup>th</sup> International Conference on Asian Organized Crime & Terrorism                | 2010 Annual SAIGE Conference & Job Fair   |
| National Association of Asian American Professionals Conference                              | Thurgood Marshall College Fund – Leadership Institute & Recruitment Conference        |
| NCLR Conference  | WIFLE 11 <sup>th</sup> Annual Leadership Training Conference & Job Fair               |
| <b>Other Outreach Activities</b>   |   |
| BayPath College Information Session  | Mouth Holyoke University Information Session  |
| Booker T. Washington Senior High School  | NOVA Southeastern University  |
| Bowie State University Criminal Justice Classroom Presentations                              | Pine Manor College Information Session  |
| Broward College-Central Campus   | Regis College Information Session   |
| Charter Oaks High School Information Session   | Riley Elementary School Information Session   |
| College Career Centers of Boston 7 <sup>th</sup> Annual Government Careers Information Forum | Smith College Information Session   |
| Coppin State University  | St. Thomas University   |
| Florida International University   | Thurgood Marshall College Fund – Member Universities Professional Institute           |
| Hispanic Heritage Foundation   | St. Thomas University   |
| Historically Black Colleges & Universities Career Development Marketplace                    | Trinity Washington DC College Information Session                                     |
| Howard University Wisdom Wednesday Employment Briefings                                      | 2010 Fiesta de las Madres   |
| Law Enforcement Officer’s Memorial High School   | 2010 Mid Year National Congress of American Indians                                   |
| La Feria de la Familia   | University of Miami   |
| Miami-Dade College-Wolfson Campus  | University of Texas-Pan American Criminal Justice Career Day                          |
| Morgan State University  | Valencia Community College-West Campus  |

# **Appendix C**

## **DHS Educational Programs**



# DHS FEORP Accomplishment Report for FY 2010

## DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

|  |      | Race/Ethnicity  |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |      |
|--|------|-----------------|------|--------|--------------------|--------|-------------------------|--------|---------------------------|--------|-------|--------|---|--------|-----------------------------------|--------|-------------------------|------|
|  |      | Total Employees |      |        | Hispanic or Latino |        | Non- Hispanic or Latino |        |                           |        |       |        |   |        |                                   |        |                         |      |
|  |      |                 |      |        |                    |        | White                   |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaskan Native |        | Two or More/Other Races |      |
| All  | Male | Female          | Male | Female | Male               | Female | Male                    | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                              | Female |                         |      |
| <b>Student Career Employment Program (SCEP)</b>    |      |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |      |
| CBP  | #    | 131             | 51   | 80     | 6                  | 12     | 33                      | 47     | 8                         | 18     | 3     | 3      |   |        | 1                                 |        |                         |      |
|  | %    | 100             | 38.9 | 61.1   | 4.6                | 9.2    | 25.2                    | 35.9   | 6.1                       | 13.7   | 2.3   | 2.3    | 0.0                                       | 0.0    | 0.8                               | 0.0    | 0.0                     | 0.0  |
| CIS  | #    | 2               | 1    | 1      |                    |        |                         | 1      | 1                         |        |       |        |   |        |                                   |        |                         |      |
|  | %    | 100             | 50.0 | 50.0   | 0.0                | 0.0    | 0.0                     | 50.0   | 50.0                      | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0  |
| USCG   | #    | 15              | 5    | 10     |                    | 1      | 3                       | 6      | 2                         | 3      |       |        |   |        |                                   |        |                         |      |
|  | %    | 100             | 33.3 | 66.7   | 0.0                | 6.7    | 20.0                    | 40.0   | 13.3                      | 20.0   | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0  |
| FLETC  | #    | 12              | 3    | 9      |                    |        | 2                       | 7      |                           | 2      | 1     |        |   |        |                                   |        |                         |      |
|  | %    | 100             | 25.0 | 75.0   | 0.0                | 0.0    | 16.7                    | 58.3   | 0.0                       | 16.7   | 8.3   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0  |
| DHS HQ   | #    | 9               | 6    | 3      | 1                  |        | 4                       | 2      |                           |        | 1     |        |   |        |                                   |        | 1                       |      |
|  | %    | 100             | 66.7 | 33.3   | 11.1               | 0.0    | 44.4                    | 22.2   | 0.0                       | 0.0    | 11.1  | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 11.1 |
| ICE *  | #    | 38              | 20   | 18     | 2                  | 2      | 2                       | 2      |                           | 1      |       |        |   |        |                                   |        |                         |      |
|  | %    | 100             | 52.6 | 47.4   | 5.3                | 5.3    | 5.3                     | 5.3    | 0.0                       | 2.6    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0  |
| TSA  | #    | 19              | 4    | 15     |                    | 6      | 3                       | 6      |                           | 2      | 1     |        |   |        |                                   |        | 1                       |      |
|  | %    | 100             | 21.1 | 78.9   | 0.0                | 31.6   | 15.8                    | 31.6   | 0.0                       | 10.5   | 5.3   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 5.3  |
| <b>Student Temporary Employment Program (STEP)</b> |      |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |      |
| CBP  | #    | 248             | 110  | 138    | 20                 | 38     | 75                      | 73     | 9                         | 23     | 5     | 4      |   |        | 1                                 |        |                         |      |
|  | %    | 100             | 44.4 | 55.6   | 8.1                | 15.3   | 30.2                    | 29.4   | 3.6                       | 9.3    | 2.0   | 1.6    | 0.0                                       | 0.0    | 0.4                               | 0.0    | 0.0                     | 0.0  |
| CIS  | #    | 78              | 36   | 42     | 2                  | 2      | 18                      | 15     | 6                         | 13     | 9     | 6      |   |        |                                   | 3      | 1                       | 3    |
|  | %    | 100             | 46.2 | 53.8   | 2.6                | 2.6    | 23.1                    | 19.2   | 7.7                       | 16.7   | 11.5  | 7.7    | 0.0                                       | 0.0    | 0.0                               | 3.8    | 1.3                     | 3.8  |
| USCG   | #    | 148             | 65   | 83     | 5                  | 5      | 46                      | 49     | 8                         | 19     | 3     | 7      |   |        |                                   | 1      | 3                       | 2    |
|  | %    | 100             | 43.9 | 56.1   | 3.4                | 3.4    | 31.1                    | 33.1   | 5.4                       | 12.8   | 2.0   | 4.7    | 0.0                                       | 0.0    | 0.0                               | 0.7    | 2.0                     | 1.4  |
| FEMA   | #    | 127             | 52   | 75     | 1                  | 1      | 26                      | 33     | 24                        | 40     | 1     | 1      |   |        |                                   |        |                         |      |
|  | %    | 100             | 40.9 | 59.1   | 0.8                | 0.8    | 20.5                    | 26.0   | 18.9                      | 31.5   | 0.8   | 0.8    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0  |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

|   |      | Race/Ethnicity  |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |
|---|------|-----------------|------|--------|--------------------|--------|-------------------------|--------|---------------------------|--------|-------|--------|---|--------|-----------------------------------|--------|-------------------------|
|   |      | Total Employees |      |        | Hispanic or Latino |        | Non- Hispanic or Latino |        |                           |        |       |        |   |        |                                   |        |                         |
|   |      |                 |      |        |                    |        | White                   |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaskan Native |        | Two or More/Other Races |
| All   | Male | Female          | Male | Female | Male               | Female | Male                    | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                              | Female |                         |
| FLETC                                       | #    | 63              | 23   | 40     | 2                  | 4      | 16                      | 27     | 4                         | 8      | 1     | 1      |   |        |                                   |        |                         |
|   | %    | 100             | 36.5 | 63.5   | 3.2                | 6.3    | 25.4                    | 42.9   | 6.3                       | 12.7   | 1.6   | 1.6    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| DHS HQ                                      | #    | 66              | 34   | 32     |                    | 3      | 24                      | 16     | 9                         | 8      | 1     | 2      |   |        |                                   |        | 3                       |
|   | %    | 100             | 51.5 | 48.5   | 0.0                | 4.5    | 36.4                    | 24.2   | 13.6                      | 12.1   | 1.5   | 3.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| HQ-NPPD                                     | #    | 11              | 6    | 5      |                    |        | 4                       | 3      | 2                         | 2      |       |        |   |        |                                   |        |                         |
|   | %    | 100             | 54.5 | 45.5   | 0.0                | 0.0    | 36.4                    | 27.3   | 18.2                      | 18.2   | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| HQ-OIG                                      | #    | 53              | 24   | 29     | 4                  | 4      | 13                      | 17     | 4                         | 8      | 3     |        |   |        |                                   |        |                         |
|   | %    | 100             | 45.3 | 54.7   | 7.5                | 7.5    | 24.5                    | 32.1   | 7.5                       | 15.1   | 5.7   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| ICE *                                       | #    | 136             | 59   | 70     | 3                  | 5      | 6                       | 6      | 1                         | 2      |       |        |   |        |                                   |        |                         |
|   | %    | 100             | 43.4 | 51.5   | 2.2                | 3.7    | 4.4                     | 4.4    | 0.7                       | 1.5    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| TSA   | #    | 24              | 16   | 8      | 1                  | 3      | 10                      | 3      | 1                         | 2      | 4     |        |   |        |                                   |        |                         |
|   | %    | 100             | 66.7 | 33.3   | 4.2                | 12.5   | 41.7                    | 12.5   | 4.2                       | 8.3    | 16.7  | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| USSS  | #    | 124             | 39   | 85     |                    | 13     | 31                      | 52     | 6                         | 14     | 2     | 3      |   | 1      |                                   |        | 2                       |
|   | %    | 100             | 31.5 | 68.5   | 0.0                | 10.5   | 25.0                    | 41.9   | 4.8                       | 11.3   | 1.6   | 2.4    | 0.0                                       | 0.8    | 0.0                               | 0.0    | 0.0                     |
| <b>Federal Career Intern Program (FCIP)</b> |      |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |
| CBP   | #    | 9099            | 7870 | 1229   | 2931               | 417    | 4150                    | 584    | 382                       | 155    | 331   | 66     |   |        | 76                                | 7      |                         |
|   | %    | 100             | 86.5 | 13.5   | 32.2               | 4.6    | 45.6                    | 6.4    | 4.2                       | 1.7    | 3.6   | 0.7    | 0.0                                       | 0.0    | 0.8                               | 0.1    | 0.0                     |
| CIS   | #    | 44              | 11   | 33     |                    |        | 8                       | 23     | 2                         | 4      |       | 5      |   |        |                                   |        | 1                       |
|   | %    | 100             | 25.0 | 75.0   | 0.0                | 0.0    | 18.2                    | 52.3   | 4.5                       | 9.1    | 0.0   | 11.4   | 0.0                                       | 0.0    | 0.0                               | 0.0    | 2.3                     |
| USCG  | #    | 16              | 8    | 8      | 1                  |        | 5                       | 5      | 1                         | 2      | 1     | 1      |   |        |                                   |        |                         |
|   | %    | 100             | 50.0 | 50.0   | 6.3                | 0.0    | 31.3                    | 31.3   | 6.3                       | 12.5   | 6.3   | 6.3    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| FEMA  | #    | 6               | 2    | 4      | 1                  | 2      |                         | 2      | 1                         |        |       |        |   |        |                                   |        |                         |
|   | %    | 100             | 33.3 | 66.7   | 16.7               | 33.3   | 0.0                     | 33.3   | 16.7                      | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| FLETC                                       | #    | 1               | 0    | 1      |                    |        |                         |        |                           | 1      |       |        |   |        |                                   |        |                         |
|   | %    | 100             | 0.0  | 100    | 0.0                | 0.0    | 0.0                     | 0.0    | 0.0                       | 100    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

|  |   | Race/Ethnicity  |       |        |                         |        |       |        |                           |        |       |        |   |        |                                   |        |                         |        |
|--|---|-----------------|-------|--------|-------------------------|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|-----------------------------------|--------|-------------------------|--------|
|  |   | Total Employees |       |        | Non- Hispanic or Latino |        |       |        |                           |        |       |        |   |        |                                   |        |                         |        |
|  |   |                 |       |        | Hispanic or Latino      |        | White |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaskan Native |        | Two or More/Other Races |        |
|  |   | All             | Male  | Female | Male                    | Female | Male  | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                              | Female | Male                    | Female |
| DHS HQ                                       | # | 74              | 38    | 36     |                         | 2      | 32    | 27     | 1                         | 2      | 5     | 5      |   |        |                                   |        |                         |        |
|  | % | 100             | 51.4  | 48.6   | 0.0                     | 2.7    | 43.2  | 36.5   | 1.4                       | 2.7    | 6.8   | 6.8    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| HQ-NPPD                                      | # | 1               | 0     | 1      |                         |        |       | 1      |                           |        |       |        |   |        |                                   |        |                         |        |
|  | % | 100             | 0.0   | 100    | 0.0                     | 0.0    | 0.0   | 100    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| HQ-OIG                                       | # | 113             | 60    | 53     | 7                       | 8      | 38    | 30     | 7                         | 6      | 6     | 9      |   |        | 2                                 |        |                         |        |
|  | % | 100             | 53.10 | 46.90  | 6.19                    | 7.08   | 33.63 | 26.55  | 6.19                      | 5.31   | 5.31  | 7.96   | 0.00                                      | 0.00   | 1.77                              | 0.00   | 0.00                    | 0.00   |
| ICE *  | # | 516             | 434   | 77     | 40                      | 2      | 81    | 19     | 10                        |        |       |        |   |        |                                   |        |                         |        |
|  | % | 100             | 84.1  | 14.9   | 7.8                     | 0.4    | 15.7  | 3.7    | 1.9                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| <b>Presidential Management Fellows (PMF)</b> |   |                 |       |        |                         |        |       |        |                           |        |       |        |   |        |                                   |        |                         |        |
| CBP  | # | 4               | 2     | 2      |                         |        | 2     | 1      |                           | 1      |       |        |   |        |                                   |        |                         |        |
|  | % | 100             | 50.0  | 50.0   | 0.0                     | 0.0    | 50.0  | 25.0   | 0.0                       | 25.0   | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| CIS  | # | 1               | 0     | 1      |                         |        |       |        |                           |        | 1     |        |   |        |                                   |        |                         |        |
|  | % | 100             | 0.0   | 100    | 0.0                     | 0.0    | 0.0   | 0.0    | 0.0                       | 0.0    | 100   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| FEMA   | # | 5               | 4     | 1      | 2                       | 1      | 1     |        | 1                         |        |       |        |   |        |                                   |        |                         |        |
|  | % | 100             | 80.0  | 20.0   | 40.0                    | 20.0   | 20.0  | 0.0    | 20.0                      | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| DHS HQ                                       | # | 8               | 4     | 4      |                         |        | 4     | 4      |                           |        |       |        |   |        |                                   |        |                         |        |
|  | % | 100             | 50.0  | 50.0   | 0.0                     | 0.0    | 50.0  | 50.0   | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| HQ-OIG                                       | # | 1               | 0     | 1      |                         |        |       | 1      |                           |        |       |        |   |        |                                   |        |                         |        |
|  | % | 100             | 0.0   | 100    | 0.0                     | 0.0    | 0.0   | 100    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| ICE *  | # | 5               | 0     | 1      |                         |        |       | 1      |                           |        |       |        |   |        |                                   |        |                         |        |
|  | % | 100             | 0.0   | 20     | 0.0                     | 0.0    | 0.0   | 20     | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

|   | Total Employees |        |      | Race/Ethnicity     |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
|---|-----------------|--------|------|--------------------|------|-------------------------|------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|------|--------|
|   |                 |        |      | Hispanic or Latino |      | Non- Hispanic or Latino |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
|   |                 |        |      |                    |      | White                   |      | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |      |        |
| All   | Male            | Female | Male | Female             | Male | Female                  | Male | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  | Male | Female |
| <b>OTHER INTERN PROGRAMS</b>                                |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>COLLEGE STUDENT PRE-COMMISSIONING INITIATIVE (CSPCI)</b> |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>USCG</b>   | <b>#</b>        | 51     | 30   | 21                 | 5    | 4                       | 19   | 12                        | 2    | 3      | 1    | 1   | 1    | 1                                 | 2    |                         |      |        |
|   | <b>%</b>        | 100    | 58.8 | 41.2               | 9.8  | 7.8                     | 37.3 | 23.5                      | 3.9  | 5.9    | 2.0  | 2.0                                       | 2.0  | 2.0                               | 3.9  | 0.0                     | 0.0  | 0.0    |
| <b>COLLEGE INTERN PROGRAM</b>                               |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>FLETC</b>  | <b>#</b>        | 20     | 3    | 17                 | 1    |                         | 2    | 14                        |      | 2      |      |   |      |                                   |      |                         |      | 1      |
|   | <b>%</b>        | 100    | 15.0 | 85.0               | 5.0  | 0.0                     | 10.0 | 70.0                      | 0.0  | 10.0   | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |
| <b>STUDENT VOLUNTEER PROGRAM</b>                            |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>FLETC</b>  | <b>#</b>        | 3      | 1    | 2                  |      |                         | 1    | 1                         |      | 1      |      |   |      |                                   |      |                         |      |        |
|   | <b>%</b>        | 100    | 33.3 | 66.7               | 0.0  | 0.0                     | 33.3 | 33.3                      | 0.0  | 33.3   | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |
| <b>Workforce Recruitment Program (WRP)</b>                  |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>CIS</b>  | <b>#</b>        | 2      | 1    | 1                  |      |                         | 1    | 1                         |      |        |      |   |      |                                   |      |                         |      |        |
|   | <b>%</b>        | 100    | 50.0 | 50.0               | 0.0  | 0.0                     | 50.0 | 50.0                      | 0.0  | 0.0    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |
| <b>TSA Resident Program</b>                                 |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>TSA</b>  | <b>#</b>        | 50     | 27   | 23                 | 8    | 6                       | 11   | 7                         | 7    | 9      |      |   |      |                                   |      | 1                       | 1    |        |
|   | <b>%</b>        | 100    | 54.0 | 46.0               | 16.0 | 12.0                    | 22.0 | 14.0                      | 14.0 | 18.0   | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 2.0                     | 2.0  | 0.0    |
| <b>Information Assurance Scholarship Program (IASP)</b>     |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>USSS</b>   | <b>#</b>        | 1      | 0    | 1                  |      |                         |      |                           |      | 1      |      |   |      |                                   |      |                         |      |        |
|   | <b>%</b>        | 100    | 0.0  | 100                | 0.0  | 0.0                     | 0.0  | 0.0                       | 0.0  | 100    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS EDUCATIONAL PROGRAMS - Distribution by Race/Ethnicity and Sex

|                                    | Total Employees |        |       | Race/Ethnicity     |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
|------------------------------------|-----------------|--------|-------|--------------------|-------|-------------------------|-------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|------|--------|
|                                    |                 |        |       | Hispanic or Latino |       | Non- Hispanic or Latino |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
|                                    |                 |        |       |                    |       | White                   |       | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |      |        |
| All                                | Male            | Female | Male  | Female             | Male  | Female                  | Male  | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  | Male | Female |
| <b>SUMMARY</b>                     |                 |        |       |                    |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>Total SCEP</b>                  | #               | 226    | 90    | 136                | 9     | 21                      | 47    | 71                        | 11   | 26     | 6    | 3   | 0    | 0                                 | 1    | 0                       | 0    | 2      |
|                                    | %               | 100    | 39.8  | 60.2               | 4.0   | 9.3                     | 20.8  | 31.4                      | 4.9  | 11.5   | 2.7  | 1.3                                       | 0.0  | 0.0                               | 0.4  | 0.0                     | 0.0  | 0.9    |
| <b>Total STEP</b>                  | #               | 1078   | 464   | 607                | 38    | 78                      | 269   | 294                       | 74   | 139    | 29   | 24  | 0    | 1                                 | 1    | 4                       | 4    | 10     |
|                                    | %               | 100    | 43.0  | 56.3               | 3.5   | 7.2                     | 25.0  | 27.3                      | 6.9  | 12.9   | 2.7  | 2.2                                       | 0.0  | 0.1                               | 0.1  | 0.4                     | 0.4  | 0.9    |
| <b>Total FCIP</b>                  | #               | 9870   | 8423  | 1442               | 2980  | 431                     | 4314  | 691                       | 404  | 170    | 343  | 86  | 0    | 0                                 | 78   | 7                       | 1    | 1      |
|                                    | %               | 100    | 85.3  | 14.6               | 30.2  | 4.4                     | 43.7  | 7.0                       | 4.1  | 1.7    | 3.5  | 0.9                                       | 0.0  | 0.0                               | 0.8  | 0.1                     | 0.0  | 0.0    |
| <b>Total PMF</b>                   | #               | 24     | 10    | 10                 | 2     | 1                       | 7     | 7                         | 1    | 1      | 0    | 1   | 0    | 0                                 | 0    | 0                       | 0    | 0      |
|                                    | %               | 100    | 41.7  | 41.7               | 8.3   | 4.2                     | 29.2  | 29.2                      | 4.2  | 4.2    | 0.0  | 4.2                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |
| <b>Total Other Intern Programs</b> | #               | 127    | 62    | 65                 | 14    | 10                      | 34    | 35                        | 9    | 16     | 1    | 1   | 1    | 1                                 | 2    | 1                       | 1    | 1      |
|                                    | %               | 100    | 48.8  | 51.2               | 11.0  | 7.9                     | 26.8  | 27.6                      | 7.1  | 12.6   | 0.8  | 0.8                                       | 0.8  | 0.8                               | 1.6  | 0.8                     | 0.8  | 0.8    |
| <b>GRAND TOTALS</b>                |                 |        |       |                    |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
|                                    | #               | 11,325 | 9,049 | 2,260              | 3,043 | 541                     | 4,671 | 1,098                     | 499  | 352    | 379  | 115                                       | 1    | 2                                 | 82   | 12                      | 6    | 14     |
|                                    | %               | 100    | 79.9  | 20.0               | 26.9  | 4.8                     | 41.2  | 9.7                       | 4.4  | 3.1    | 3.3  | 1.0                                       | 0.0  | 0.0                               | 0.7  | 0.1                     | 0.1  | 0.1    |

\* The total for each program includes the employees whose gender and/or race and ethnicity are unknown. Specifically, SCEP (29), STEP (113), FCIP (364), and PMF (4).

# **Appendix D**

## **Recruitment & Retention Programs**

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

|                                   |   | Race/Ethnicity  |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |
|-----------------------------------|---|-----------------|------|--------|--------------------|--------|-------------------------|--------|---------------------------|--------|-------|--------|---|--------|-----------------------------------|--------|-------------------------|
|                                   |   | Total Employees |      |        | Hispanic or Latino |        | Non- Hispanic or Latino |        |                           |        |       |        |   |        |                                   |        |                         |
|                                   |   |                 |      |        |                    |        | White                   |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaskan Native |        | Two or More/Other Races |
|                                   |   | All             | Male | Female | Male               | Female | Male                    | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                              | Female | Male                    |
| <b>RECRUITMENT INCENTIVE (RI)</b> |   |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |
| CBP                               | # | 3               | 2    | 1      |                    |        | 2                       | 1      |                           |        |       |        |   |        |                                   |        |                         |
|                                   | % | 100             | 66.7 | 33.3   | 0.0                | 0.0    | 66.7                    | 33.3   | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| USCG                              | # | 16              | 9    | 7      |                    |        | 5                       | 6      | 2                         |        | 1     |        |   |        | 1                                 |        | 1                       |
|                                   | % | 100             | 56.3 | 43.8   | 0.0                | 0.0    | 31.3                    | 37.5   | 12.5                      | 0.0    | 6.3   | 0.0    | 0.0                                       | 0.0    | 6.3                               | 0.0    | 6.3                     |
| FEMA                              | # | 6               | 3    | 3      |                    |        | 3                       | 2      |                           | 1      |       |        |   |        |                                   |        |                         |
|                                   | % | 100             | 50.0 | 50.0   | 0.0                | 0.0    | 50.0                    | 33.3   | 0.0                       | 16.7   | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| FLETC                             | # | 2               | 2    | 0      |                    |        | 2                       |        |                           |        |       |        |   |        |                                   |        |                         |
|                                   | % | 100             | 100  | 0.0    | 0.0                | 0.0    | 100                     | 0.0    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| DHS HQ                            | # | 89              | 49   | 40     | 1                  | 2      | 39                      | 24     | 2                         | 5      | 5     | 7      | 1   |        |                                   | 1      | 2                       |
|                                   | % | 100             | 55.1 | 44.9   | 1.1                | 2.2    | 43.8                    | 27.0   | 2.2                       | 5.6    | 5.6   | 7.9    | 1.1                                       | 0.0    | 0.0                               | 0.0    | 1.1                     |
| DHS HQ-NPPD                       | # | 2               | 1    | 1      |                    |        | 1                       | 1      |                           |        |       |        |   |        |                                   |        |                         |
|                                   | % | 100             | 50.0 | 50.0   | 0.0                | 0.0    | 50.0                    | 50.0   | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| ICE *                             | # | 12              | 11   | 0      | 6                  |        | 5                       |        |                           |        |       |        |   |        |                                   |        |                         |
|                                   | % | 100             | 92   | 0.0    | 50.0               | 0.0    | 41.7                    | 0.0    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| <b>RELOCATION INCENTIVE</b>       |   |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |
| CBP                               | # | 7               | 6    | 1      |                    |        | 5                       | 1      |                           |        | 1     |        |   |        |                                   |        |                         |
|                                   | % | 100             | 85.7 | 14.3   | 0.0                | 0.0    | 71.4                    | 14.3   | 0.0                       | 0.0    | 14.3  | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| USCG                              | # | 1               | 1    | 0      |                    |        | 1                       |        |                           |        |       |        |   |        |                                   |        |                         |
|                                   | % | 100             | 100  | 0.0    | 0.0                | 0.0    | 100                     | 0.0    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| FEMA                              | # | 2               | 1    | 1      |                    |        | 1                       | 1      |                           |        |       |        |   |        |                                   |        |                         |
|                                   | % | 100             | 50.0 | 50.0   | 0.0                | 0.0    | 50.0                    | 50.0   | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| FLETC                             | # | 1               | 1    | 0      |                    |        | 1                       |        |                           |        |       |        |   |        |                                   |        |                         |
|                                   | % | 100             | 100  | 0.0    | 0.0                | 0.0    | 100                     | 0.0    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

|   |   | Race/Ethnicity  |      |        |                         |        |       |        |                           |        |       |        |   |        |                                   |        |                         |
|---|---|-----------------|------|--------|-------------------------|--------|-------|--------|---------------------------|--------|-------|--------|---|--------|-----------------------------------|--------|-------------------------|
|   |   | Total Employees |      |        | Non- Hispanic or Latino |        |       |        |                           |        |       |        |   |        |                                   |        |                         |
|   |   |                 |      |        | Hispanic or Latino      |        | White |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaskan Native |        | Two or More/Other Races |
|   |   | All             | Male | Female | Male                    | Female | Male  | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                              | Female | Male                    |
| DHS HQ                                      | # | 2               | 0    | 2      |                         |        |       | 1      |                           | 1      |       |        |   |        |                                   |        |                         |
|   | % | 100             | 0.0  | 100    | 0.0                     | 0.0    | 0.0   | 50.0   | 0.0                       | 50.0   | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| <b>RETENTION INCENTIVE</b>                  |   |                 |      |        |                         |        |       |        |                           |        |       |        |   |        |                                   |        |                         |
| USCG  | # | 3               | 2    | 1      |                         |        | 1     | 1      |                           |        | 1     |        |   |        |                                   |        |                         |
|   | % | 100             | 66.7 | 33.3   | 0.0                     | 0.0    | 33.3  | 33.3   | 0.0                       | 0.0    | 33.3  | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| FLETC                                       | # | 1               | 1    | 0      |                         |        | 1     |        |                           |        |       |        |   |        |                                   |        |                         |
|   | % | 100             | 100  | 0.0    | 0.0                     | 0.0    | 100   | 0.0    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| DHS HQ                                      | # | 4               | 3    | 1      | 1                       |        | 2     | 1      |                           |        |       |        |   |        |                                   |        |                         |
|   | % | 100             | 75.0 | 25.0   | 25.0                    | 0.0    | 50.0  | 25.0   | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| <b>STUDENT LOAN REPAYMENT (SLR)</b>         |   |                 |      |        |                         |        |       |        |                           |        |       |        |   |        |                                   |        |                         |
| CBP   | # | 5               | 3    | 2      |                         |        | 3     | 1      |                           | 1      |       |        |   |        |                                   |        |                         |
|   | % | 100             | 60.0 | 40.0   | 0.0                     | 0.0    | 60.0  | 20.0   | 0.0                       | 20.0   | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| FEMA  | # | 1               | 0    | 1      |                         |        |       | 1      |                           |        |       |        |   |        |                                   |        |                         |
|   | % | 100             | 0.0  | 100    | 0.0                     | 0.0    | 0.0   | 100    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| DHS HQ                                      | # | 128             | 59   | 69     |                         | 3      | 49    | 41     | 7                         | 19     | 3     | 4      |   |        | 2                                 |        |                         |
|   | % | 100             | 46.1 | 53.9   | 0.0                     | 2.3    | 38.3  | 32.0   | 5.5                       | 14.8   | 2.3   | 3.1    | 0.0                                       | 0.0    | 0.0                               | 1.6    | 0.0                     |
| DHS HQ-NPPD                                 | # | 2               | 0    | 2      |                         |        |       | 1      |                           | 1      |       |        |   |        |                                   |        |                         |
|   | % | 100             | 0.0  | 100    | 0.0                     | 0.0    | 0.0   | 50.0   | 0.0                       | 50.0   | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| DHS HQ-OIG                                  | # | 1               | 0    | 1      |                         |        |       |        |                           | 1      |       |        |   |        |                                   |        |                         |
|   | % | 100             | 0.0  | 100    | 0.0                     | 0.0    | 0.0   | 0.0    | 0.0                       | 100    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| ICE *                                       | # | 22              | 16   | 6      | 1                       |        | 6     | 2      | 1                         |        |       |        |   |        |                                   |        |                         |
|   | % | 100             | 72.7 | 27.3   | 4.5                     | 0.0    | 27.3  | 9.1    | 4.5                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |
| <b>ENHANCED ANNUAL LEAVE ACCRUAL (EALA)</b> |   |                 |      |        |                         |        |       |        |                           |        |       |        |   |        |                                   |        |                         |
| CBP   | # | 2               | 0    | 2      |                         |        |       | 2      |                           |        |       |        |   |        |                                   |        |                         |
|   | % | 100             | 0.0  | 100    | 0.0                     | 0.0    | 0.0   | 100    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     |



# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

|   |   | Race/Ethnicity  |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |
|---|---|-----------------|------|--------|--------------------|--------|-------------------------|--------|---------------------------|--------|-------|--------|---|--------|-----------------------------------|--------|-------------------------|--------|
|   |   | Total Employees |      |        | Hispanic or Latino |        | Non- Hispanic or Latino |        |                           |        |       |        |   |        |                                   |        |                         |        |
|   |   |                 |      |        |                    |        | White                   |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaskan Native |        | Two or More/Other Races |        |
|   |   | All             | Male | Female | Male               | Female | Male                    | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                              | Female | Male                    | Female |
| USCG  | # | 3               | 2    | 1      |                    |        | 2                       | 1      |                           |        |       |        |   |        |                                   |        |                         |        |
|   | % | 100             | 66.7 | 33.3   | 0.0                | 0.0    | 66.7                    | 33.3   | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| DHS HQ-NPPD                                       | # | 1               | 0    | 1      |                    |        |                         | 1      |                           |        |       |        |   |        |                                   |        |                         |        |
|   | % | 100             | 0.0  | 100    | 0.0                | 0.0    | 0.0                     | 100    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| ICE *   | # | 8               | 5    | 2      |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |
|   | % | 100             | 62.5 | 25.0   | 0.0                | 0.0    | 0.0                     | 0.0    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| <b>SUPERIOR QUALIFICATIONS APPOINTMENTS (SQA)</b> |   |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |
| CBP   | # | 105             | 67   | 38     | 3                  |        | 56                      | 31     | 5                         | 4      | 2     | 3      |   |        | 1                                 |        |                         |        |
|   | % | 100             | 63.8 | 36.2   | 2.9                | 0.0    | 53.3                    | 29.5   | 4.8                       | 3.8    | 1.9   | 2.9    | 0.0                                       | 0.0    | 1.0                               | 0.0    | 0.0                     | 0.0    |
| USCG  | # | 52              | 37   | 15     | 1                  |        | 21                      | 8      | 1                         |        | 1     |        | 13  | 7      |                                   |        |                         |        |
|   | % | 100             | 71.2 | 28.8   | 1.9                | 0.0    | 40.4                    | 15.4   | 1.9                       | 0.0    | 1.9   | 0.0    | 25.0                                      | 13.5   | 0.0                               | 0.0    | 0.0                     | 0.0    |
| FEMA  | # | 41              | 29   | 12     |                    |        | 22                      | 8      | 7                         | 4      |       |        |   |        |                                   |        |                         |        |
|   | % | 100             | 70.7 | 29.3   | 0.0                | 0.0    | 53.7                    | 19.5   | 17.1                      | 9.8    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| FLETC   | # | 1               | 1    | 0      |                    |        | 1                       |        |                           |        |       |        |   |        |                                   |        |                         |        |
|   | % | 100             | 100  | 0.0    | 0.0                | 0.0    | 100                     | 0.0    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| DHS HQ  | # | 218             | 134  | 84     | 4                  | 4      | 93                      | 53     | 28                        | 21     | 5     | 3      |   |        |                                   |        | 4                       | 3      |
|   | % | 100             | 61.5 | 38.5   | 1.8                | 1.8    | 42.7                    | 24.3   | 12.8                      | 9.6    | 2.3   | 1.4    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 1.8                     | 1.4    |
| DHS HQ-NPPD                                       | # | 47              | 36   | 11     |                    |        | 29                      | 6      | 4                         | 3      | 3     | 2      |   |        |                                   |        |                         |        |
|   | % | 100             | 76.6 | 23     | 0.0                | 0.0    | 61.7                    | 12.8   | 8.5                       | 6.4    | 6.4   | 4.3    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| DHS HQ-OIG  | # | 2               | 1    | 1      |                    |        |                         | 1      |                           |        |       |        |   |        | 1                                 |        |                         |        |
|   | % | 100             | 50.0 | 50     | 0.0                | 0.0    | 0.0                     | 50.0   | 0.0                       | 0      | 0.0   | 0.0    | 0.0                                       | 0.0    | 50.0                              | 0.0    | 0.0                     | 0.0    |
| ICE *   | # | 31              | 12   | 13     |                    |        |                         |        |                           |        |       | 1      |   |        |                                   |        |                         |        |
|   | % | 100             | 38.7 | 41.9   | 0.0                | 0.0    | 0.0                     | 0.0    | 0.0                       | 0.0    | 0.0   | 3.2    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |
| TSA   | # | 4               | 3    | 1      |                    |        | 3                       | 1      |                           |        |       |        |   |        |                                   |        |                         |        |
|   | % | 100             | 75.0 | 25.0   | 0.0                | 0.0    | 75.0                    | 25.0   | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS RECRUITMENT & RETENTION PROGRAMS - Distribution by Race/Ethnicity and Sex

|   | Total Employees |        |      | Race/Ethnicity     |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |     |     |
|---|-----------------|--------|------|--------------------|------|-------------------------|------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|-----|-----|
|   |                 |        |      | Hispanic or Latino |      | Non- Hispanic or Latino |      |                           |      |        |      |   |      |                                   |      |                         |     |     |
|   |                 |        |      |                    |      | White                   |      | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |     |     |
| All                                     | Male            | Female | Male | Female             | Male | Female                  | Male | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  |     |     |
| <b>TUITION ASSISTANCE PROGRAM (TAP)</b> |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |     |     |
| <b>FLETC</b>                            | #               | 41     | 24   | 17                 |      | 4                       | 21   | 7                         | 1    | 6      |      |   | 1    |                                   | 1    |                         |     |     |
|   | %               | 100    | 59   | 41.5               | 0.0  | 9.8                     | 51   | 17.1                      | 2.4  | 14.6   | 0.0  | 0.0                                       | 2.4  | 0.0                               | 2.4  | 0.0                     | 0.0 | 0.0 |
| <b>ICE *</b>                            | #               | 86     | 53   | 33                 | 10   | 3                       | 31   | 14                        | 5    | 8      | 1    | 1   |      |                                   |      | 2                       |     |     |
|   | %               | 100    | 61.6 | 38.4               | 11.6 | 3.5                     | 36.0 | 16.3                      | 5.8  | 9.3    | 1.2  | 1.2                                       | 0.0  | 0.0                               | 0.0  | 2.3                     | 0.0 | 0.0 |
| <b>SUMMARY</b>                          |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |     |     |
| <b>Total Recruitment Incentive</b>      | #               | 130    | 77   | 52                 | 7    | 2                       | 57   | 34                        | 4    | 6      | 6    | 7   | 1    |                                   | 1    |                         | 1   | 3   |
|   | %               | 100    | 59.2 | 40.0               | 5.4  | 1.5                     | 43.8 | 26.2                      | 3.1  | 4.6    | 4.6  | 5.4                                       | 0.8  | 0.0                               | 0.8  | 0.0                     | 0.8 | 2.3 |
| <b>Total Relocation Incentive</b>       | #               | 13     | 9    | 4                  |      |                         | 8    | 3                         |      | 1      | 1    |   |      |                                   |      |                         |     |     |
|   | %               | 100    | 69.2 | 30.8               | 0.0  | 0.0                     | 61.5 | 23.1                      | 0.0  | 7.7    | 7.7  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0 | 0.0 |
| <b>Total Retention Incentive</b>        | #               | 8      | 6    | 2                  | 1    |                         | 4    | 2                         |      |        | 1    |   |      |                                   |      |                         |     |     |
|   | %               | 100    | 75.0 | 25.0               | 12.5 | 0.0                     | 50.0 | 25.0                      | 0.0  | 0.0    | 12.5 | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0 | 0.0 |
| <b>Total SRL</b>                        | #               | 159    | 78   | 81                 | 1    | 3                       | 58   | 46                        | 8    | 22     | 3    | 4   |      |                                   |      | 2                       |     |     |
|   | %               | 100    | 49.1 | 50.9               | 0.6  | 1.9                     | 36.5 | 28.9                      | 5.0  | 13.8   | 1.9  | 2.5                                       | 0.0  | 0.0                               | 0.0  | 1.3                     | 0.0 | 0.0 |
| <b>Total EALA</b>                       | #               | 14     | 7    | 6                  |      |                         | 2    | 4                         |      |        |      |   |      |                                   |      |                         |     |     |
|   | %               | 100    | 50.0 | 42.9               |      |                         | 14.3 | 28.6                      | 0.0  | 0.0    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0 | 0.0 |
| <b>Total SQA</b>                        | #               | 501    | 320  | 175                | 8    | 4                       | 225  | 108                       | 45   | 32     | 11   | 9   | 13   | 7                                 | 2    |                         | 4   | 3   |
|   | %               | 100    | 63.9 | 34.9               | 1.6  | 0.8                     | 44.9 | 21.6                      | 9.0  | 6.4    | 2.2  | 1.8                                       | 2.6  | 1.4                               | 0.4  | 0.0                     | 0.8 | 0.6 |
| <b>Total TAP</b>                        | #               | 127    | 77   | 50                 | 10   | 7                       | 52   | 21                        | 6    | 14     | 1    | 1   | 1    |                                   | 1    | 2                       |     |     |
|   | %               | 100    | 60.6 | 39.4               | 7.9  | 5.5                     | 40.9 | 16.5                      | 4.7  | 11.0   | 0.8  | 0.8                                       | 0.8  | 0.0                               | 0.8  | 1.6                     | 0.0 | 0.0 |
| <b>GRAND TOTALS</b>                     |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |     |     |
|   | #               | 774    | 472  | 302                | 17   | 9                       | 354  | 197                       | 57   | 61     | 22   | 20  | 14   | 7                                 | 3    | 2                       | 5   | 6   |
|   | %               | 100    | 61.0 | 39.0               | 2.2  | 1.2                     | 45.7 | 25.5                      | 7.4  | 7.9    | 2.8  | 2.6                                       | 1.8  | 0.9                               | 0.4  | 0.3                     | 0.6 | 0.8 |

\* The total for each program includes the employees whose gender and/or race and ethnicity are unknown. Specifically, Recruitment incentive (1), SRL (12), EALA (8), SQA (30), and TAP (11).

# **Appendix E**

## **DHS New Hires**

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

|  | Total Employees |        |       | Race/Ethnicity     |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
|--|-----------------|--------|-------|--------------------|-------|-------------------------|-------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|------|--------|
|  |                 |        |       | Hispanic or Latino |       | Non- Hispanic or Latino |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
|  |                 |        |       |                    |       | White                   |       | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |      |        |
| All  | Male            | Female | Male  | Female             | Male  | Female                  | Male  | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  | Male | Female |
| <b>DEPARTMENT-WIDE</b>                           |                 |        |       |                    |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
| Permanent  | #               | 11,775 | 7,938 | 3,837              | 1,001 | 339                     | 5,236 | 2,104                     | 912  | 1,017  | 304  | 165                                       | 28   | 17                                | 35   | 18                      | 422  | 177    |
|  | %               | 100    | 67.4  | 32.6               | 8.5   | 2.9                     | 44.5  | 17.9                      | 7.7  | 8.6    | 2.6  | 1.4                                       | 0.2  | 0.1                               | 0.3  | 0.2                     | 3.6  | 1.5    |
| CLF  | %               | 100    | 53.1  | 46.8               | 6.2   | 4.5                     | 39.0  | 33.7                      | 4.8  | 5.7    | 1.9  | 1.7                                       | 0.1  | 0.1                               | 0.3  | 0.3                     | 0.8  | 0.8    |
| <b>US Customs &amp; Border Protection</b>        |                 |        |       |                    |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
| Permanent  | #               | 2,767  | 2,195 | 572                | 446   | 58                      | 1,584 | 439                       | 82   | 47     | 35   | 17  | 5    | 3                                 | 10   | 2                       | 33   | 6      |
|  | %               | 100    | 79.3  | 20.7               | 16.1  | 2.1                     | 57.2  | 15.9                      | 3.0  | 1.7    | 1.3  | 0.6                                       | 0.2  | 0.1                               | 0.4  | 0.1                     | 1.2  | 0.2    |
| <b>US Citizenship &amp; Immigration Services</b> |                 |        |       |                    |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
| Permanent  | #               | 328    | 149   | 179                | 6     | 5                       | 107   | 126                       | 24   | 33     | 11   | 13  |      |                                   |      |                         | 1    | 2      |
|  | %               | 100    | 45.2  | 54.6               | 1.8   | 1.5                     | 32.6  | 38.4                      | 7.3  | 10.1   | 3.4  | 4.0                                       |      |                                   |      |                         | 0.3  | 0.6    |
| <b>US Coast Guard</b>                            |                 |        |       |                    |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
| Permanent  | #               | 627    | 431   | 196                | 15    | 7                       | 343   | 136                       | 47   | 36     | 12   | 8   | 3    | 1                                 | 4    |                         | 7    | 8      |
|  | %               | 100    | 68.7  | 31.3               | 2.4   | 1.1                     | 54.7  | 21.7                      | 7.5  | 5.7    | 1.9  | 1.3                                       | 0.5  | 0.1                               | 0.6  |                         | 1.1  | 1.3    |
| <b>Federal Emergency Management Agency</b>       |                 |        |       |                    |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
| Permanent  | #               | 430    | 234   | 196                | 2     | 1                       | 183   | 99                        | 40   | 90     | 5    | 4   | 1    |                                   | 1    | 1                       | 2    | 1      |
|  | %               | 100    | 54.4  | 45.6               | 0.5   | 0.2                     | 42.5  | 23.0                      | 9.3  | 20.9   | 1.2  | 0.9                                       | 0.2  |                                   | 0.2  | 0.2                     | 0.5  | 0.2    |
| <b>Federal Law Enforcement Training Center</b>   |                 |        |       |                    |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
| Permanent  | #               | 65     | 39    | 26                 | 2     | 1                       | 31    | 14                        | 3    | 11     |      |   |      |                                   | 1    |                         | 2    |        |
|  | %               | 100    | 60.0  | 40.0               | 3.1   | 1.5                     | 47.7  | 21.5                      | 4.6  | 16.9   |      |   |      |                                   | 1.5  |                         | 3.1  |        |
| <b>DHS Headquarters</b>                          |                 |        |       |                    |       |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |
| Permanent  | #               | 1,219  | 654   | 565                | 21    | 15                      | 443   | 300                       | 127  | 194    | 41   | 44  | 3    |                                   | 4    | 1                       | 15   | 11     |
|  | %               | 100    | 53.6  | 46.3               | 1.7   | 1.2                     | 36.3  | 24.6                      | 10.4 | 15.9   | 3.4  | 3.6                                       | 0.2  |                                   | 0.3  | 0.1                     | 1.2  | 0.9    |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

|   | Total Employees |        |       | Race/Ethnicity     |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |  |
|---|-----------------|--------|-------|--------------------|------|-------------------------|------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|------|--------|--|
|   |                 |        |       | Hispanic or Latino |      | Non- Hispanic or Latino |      |                           |      |        |      |   |      |                                   |      |                         |      |        |  |
|   |                 |        |       |                    |      | White                   |      | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |      |        |  |
| All   | Male            | Female | Male  | Female             | Male | Female                  | Male | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  | Male | Female |  |
| <b>US Immigration &amp; Customs Enforcement</b> |                 |        |       |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |  |
| Permanent #                                     | 1,352           | 860    | 492   | 83                 | 46   | 642                     | 300  | 79                        | 106  | 45     | 26   | 1   | 1    | 3                                 | 6    | 7                       | 7    |        |  |
| Permanent %                                     | 100             | 63.6   | 36.4  | 6.1                | 3.4  | 47.5                    | 22.2 | 5.8                       | 7.8  | 3.3    | 1.9  | 0.1                                       | 0.1  | 0.2                               | 0.4  | 0.5                     | 0.5  |        |  |
| <b>Transportation Security Administration</b>   |                 |        |       |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |  |
| Permanent #                                     | 4,867           | 3,337  | 1,530 | 425                | 200  | 1,879                   | 652  | 497                       | 469  | 155    | 49   | 15  | 11   | 12                                | 8    | 354                     | 141  |        |  |
| Permanent %                                     | 100             | 68.6   | 31.4  | 8.7                | 4.1  | 38.6                    | 13.4 | 10.2                      | 9.6  | 3.2    | 1.0  | 0.3                                       | 0.2  | 0.2                               | 0.2  | 7.3                     | 2.9  |        |  |
| <b>US Secret Service</b>                        |                 |        |       |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |  |
| Permanent #                                     | 120             | 39     | 81    | 1                  | 6    | 24                      | 38   | 13                        | 21   |        | 4    |   | 1    |                                   |      | 1                       | 1    |        |  |
| Permanent %                                     | 100             | 32.5   | 67.5  | 0.8                | 5.0  | 20.0                    | 31.7 | 10.8                      | 25.8 |        | 3.3  |   | 0.8  |                                   |      | 0.8                     | 0.8  |        |  |

# **Appendix F**

## **Internal Selections for Senior Level Positions**

# DHS FEORP Accomplishment Report for FY 2010

## DHS INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES)

|               | Total Employees |        |       | Race/Ethnicity     |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
|---------------|-----------------|--------|-------|--------------------|------|-------------------------|-------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|------|--------|-----|
|               |                 |        |       | Hispanic or Latino |      | Non- Hispanic or Latino |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
|               |                 |        |       |                    |      | White                   |       | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |      |        |     |
| All           | Male            | Female | Male  | Female             | Male | Female                  | Male  | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  | Male | Female |     |
| <b>CBP</b>    |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| <b>GS-13</b>  |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected      | #               | 325    | 254   | 71                 | 82   | 19                      | 156   | 38                        | 4    | 9      | 8    | 5   |      |                                   | 4    |                         |      |        |     |
|               | %               | 100    | 78.2  | 21.8               | 25.2 | 5.8                     | 48.0  | 11.7                      | 1.2  | 2.8    | 2.5  | 1.5                                       | 0.0  | 0.0                               | 1.2  | 0.0                     | 0.0  | 0.0    | 0.0 |
| <b>GS-14</b>  |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected      | #               | 171    | 115   | 56                 | 25   | 10                      | 81    | 31                        | 4    | 11     | 2    | 2   |      |                                   | 3    | 2                       |      |        |     |
|               | %               | 100    | 67.3  | 32.7               | 14.6 | 5.8                     | 47.4  | 18.1                      | 2.3  | 6.4    | 1.2  | 1.2                                       | 0.0  | 0.0                               | 1.8  | 1.2                     | 0.0  | 0.0    |     |
| <b>GS-15</b>  |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected      | #               | 31     | 25    | 6                  | 2    |                         | 22    | 5                         |      | 1      | 1    |   |      |                                   |      |                         |      |        |     |
|               | %               | 100    | 80.6  | 19.4               | 6.5  | 0.0                     | 71.0  | 16.1                      | 0.0  | 3.2    | 3.2  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 0.0 |
| <b>SES</b>    |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected      | #               | 4      | 4     | 0                  |      |                         | 4     |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
|               | %               | 100    | 100.0 | 0.0                | 0.0  | 0.0                     | 100.0 | 0.0                       | 0.0  | 0.0    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 0.0 |
| <b>USCG</b>   |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| <b>GS-13</b>  |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected      | #               | 4      | 3     | 1                  | 1    |                         | 2     | 1                         |      |        |      |   |      |                                   |      |                         |      |        |     |
|               | %               | 100    | 75.0  | 25.0               | 25.0 | 0.0                     | 50.0  | 25.0                      | 0.0  | 0.0    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 0.0 |
| <b>GS-14</b>  |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected      | #               | 4      | 1     | 3                  |      |                         | 1     | 2                         |      | 1      |      |   |      |                                   |      |                         |      |        |     |
|               | %               | 100    | 25.0  | 75.0               | 0.0  | 0.0                     | 25.0  | 50.0                      | 0.0  | 25.0   | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 0.0 |
| <b>FLETC</b>  |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| <b>GS-13</b>  |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected      | #               | 2      | 2     | 0                  |      |                         | 1     |                           | 1    |        |      |   |      |                                   |      |                         |      |        |     |
|               | %               | 100    | 100   | 0.0                | 0.0  | 0.0                     | 50.0  | 0.0                       | 50.0 | 0.0    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 0.0 |
| <b>DHS HQ</b> |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| <b>GS-13</b>  |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected      | #               | 141    | 71    | 70                 | 3    | 2                       | 47    | 37                        | 19   | 29     | 1    |   |      |                                   |      |                         |      | 1      | 2   |
|               | %               | 100    | 50.4  | 49.6               | 2.1  | 1.4                     | 33.3  | 26.2                      | 13.5 | 20.6   | 0.7  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.7    | 1.4 |
| <b>GS-14</b>  |                 |        |       |                    |      |                         |       |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected      | #               | 194    | 100   | 94                 | 4    | 5                       | 73    | 45                        | 17   | 32     | 6    | 9   |      |                                   |      |                         | 1    |        | 2   |
|               | %               | 100    | 51.5  | 48.5               | 2.1  | 2.6                     | 37.6  | 23.2                      | 8.8  | 16.5   | 3.1  | 4.6                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.5  | 0.0    | 1.0 |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS INTERNAL SELECTIONS FOR SENIOR LEVEL POSITIONS (GS 13/14, GS 15, and SES)

|                       | Total Employees |        |      | Race/Ethnicity     |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
|-----------------------|-----------------|--------|------|--------------------|------|-------------------------|------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|------|--------|-----|
|                       |                 |        |      | Hispanic or Latino |      | Non- Hispanic or Latino |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
|                       |                 |        |      |                    |      | White                   |      | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |      |        |     |
| All                   | Male            | Female | Male | Female             | Male | Female                  | Male | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  | Male | Female |     |
| <b>GS-15</b>          |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected              | #               | 118    | 68   | 50                 | 2    | 1                       | 54   | 29                        | 7    | 15     | 3    | 3   |      |                                   |      |                         |      | 2      | 2   |
|                       | %               | 100    | 57.6 | 42.4               | 1.7  | 0.8                     | 45.8 | 24.6                      | 5.9  | 12.7   | 2.5  | 2.5                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 1.7    | 1.7 |
| <b>SES</b>            |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected              | #               | 17     | 12   | 5                  | 2    |                         | 8    | 4                         | 1    | 1      |      |   |      |                                   | 1    |                         |      |        |     |
|                       | %               | 100    | 70.6 | 29.4               | 11.8 | 0.0                     | 47.1 | 23.5                      | 5.9  | 5.9    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 5.9  | 0.0                     | 0.0  | 0.0    | 0.0 |
| <b>TSA</b>            |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| <b>GS-14 (J Band)</b> |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected              | #               | 305    | 202  | 103                | 18   | 9                       | 143  | 72                        | 29   | 15     | 10   | 6   |      |                                   | 2    |                         |      |        | 1   |
|                       | %               | 100    | 66.2 | 33.8               | 5.9  | 3.0                     | 46.9 | 23.6                      | 9.5  | 4.9    | 3.3  | 2.0                                       | 0.0  | 0.0                               | 0.7  | 0.0                     | 0.0  | 0.0    | 0.3 |
| <b>GS-15 (K Band)</b> |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected              | #               | 151    | 107  | 44                 | 6    | 3                       | 93   | 28                        | 6    | 10     | 2    | 3   |      |                                   |      |                         |      |        |     |
|                       | %               | 100    | 70.9 | 29.1               | 4.0  | 2.0                     | 61.6 | 18.5                      | 4.0  | 6.6    | 1.3  | 2.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 0.0 |
| <b>SES (SW Band)</b>  |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| Selected              | #               | 15     | 11   | 4                  |      |                         | 10   | 4                         | 1    |        |      |   |      |                                   |      |                         |      |        |     |
|                       | %               | 100    | 73.3 | 26.7               | 0.0  | 0.0                     | 66.7 | 26.7                      | 6.7  | 0.0    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 0.0 |



## **Appendix G**

### **Selections for Internal Competitive Promotions for Major Occupations**

# DHS FEORP Accomplishment Report for FY 2010

## DHS SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

|  | Total Employees |     |      | Race/Ethnicity     |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
|--|-----------------|-----|------|--------------------|------|-------------------------|------|---------------------------|-----|-------|-----|---|-----|-----------------------------------|-----|-------------------------|-----|
|  |                 |     |      | Hispanic or Latino |      | Non- Hispanic or Latino |      |                           |     |       |     |   |     |                                   |     |                         |     |
|  |                 |     |      |                    |      | White                   |      | Black or African American |     | Asian |     | Native Hawaiian or Other Pacific Islander |     | American Indian or Alaskan Native |     | Two or More/Other Races |     |
|  |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| <b>CBP</b>   |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| <b>0401 - Agriculture Specialists</b>                |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| Selected   | #               | 6   | 5    | 1                  | 1    | 1                       | 4    |                           |     |       |     |   |     |                                   |     |                         |     |
|  | %               | 100 | 83.3 | 16.7               | 16.7 | 16.7                    | 66.7 | 0.0                       | 0.0 | 0.0   | 0.0 | 0.0                                       | 0.0 | 0.0                               | 0.0 | 0.0                     | 0.0 |
| <b>1801 - Enforcement Aviation/Marine Supervisor</b> |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| Selected   | #               | 10  | 10   | 0                  | 5    |                         | 5    |                           |     |       |     |   |     |                                   |     |                         |     |
|  | %               | 100 | 100  | 0.0                | 50.0 | 0.0                     | 50.0 | 0.0                       | 0.0 | 0.0   | 0.0 | 0.0                                       | 0.0 | 0.0                               | 0.0 | 0.0                     | 0.0 |
| <b>1895 - CBP Officer</b>                            |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| Selected   | #               | 93  | 79   | 14                 | 17   | 3                       | 57   | 9                         | 1   |       | 4   | 2   |     |                                   |     |                         |     |
|  | %               | 100 | 84.9 | 15.1               | 18.3 | 3.2                     | 61.3 | 9.7                       | 1.1 | 0.0   | 4.3 | 2.2                                       | 0.0 | 0.0                               | 0.0 | 0.0                     | 0.0 |
| <b>1896 - Border Patrol Agent</b>                    |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| Selected   | #               | 199 | 185  | 14                 | 69   | 6                       | 106  | 8                         | 3   |       | 2   |   |     |                                   | 5   |                         |     |
|  | %               | 100 | 93.0 | 7.0                | 34.7 | 3.0                     | 53.3 | 4.0                       | 1.5 | 0.0   | 1.0 | 0.0                                       | 0.0 | 0.0                               | 2.5 | 0.0                     | 0.0 |
| <b>USCG</b>  |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| <b>1102 - Contract Specialist</b>                    |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| Selected   | #               | 2   | 1    | 1                  |      |                         | 1    | 1                         |     |       |     |   |     |                                   |     |                         |     |
|  | %               | 100 | 50.0 | 50.0               | 0.0  | 0.0                     | 50.0 | 50.0                      | 0.0 | 0.0   | 0.0 | 0.0                                       | 0.0 | 0.0                               | 0.0 | 0.0                     | 0.0 |
| <b>0801 - General Engineer</b>                       |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| Selected   | #               | 1   | 1    | 0                  |      |                         | 1    |                           |     |       |     |   |     |                                   |     |                         |     |
|  | %               | 100 | 100  | 0.0                | 0.0  | 0.0                     | 100  | 0.0                       | 0.0 | 0.0   | 0.0 | 0.0                                       | 0.0 | 0.0                               | 0.0 | 0.0                     | 0.0 |
| <b>FLETC</b>   |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| <b>1801 - Law Enforcement Specialist</b>             |                 |     |      |                    |      |                         |      |                           |     |       |     |   |     |                                   |     |                         |     |
| Selected   | #               | 1   | 1    | 0                  |      |                         |      | 1                         |     |       |     |   |     |                                   |     |                         |     |
|  | %               | 100 | 100  | 0                  | 0.0  | 0                       | 0.0  | 0.0                       | 100 | 0.0   | 0.0 | 0.0                                       | 0.0 | 0.0                               | 0.0 | 0.0                     | 0.0 |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS SELECTIONS FOR INTERNAL COMPETITIVE PROMOTIONS FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

|   |      | Total Employees |       |        | Race/Ethnicity     |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |  |
|---|------|-----------------|-------|--------|--------------------|--------|-------------------------|--------|---------------------------|--------|-------|--------|---|--------|-----------------------------------|--------|-------------------------|--------|--|
|   |      |                 |       |        | Hispanic or Latino |        | Non- Hispanic or Latino |        |                           |        |       |        |   |        |                                   |        |                         |        |  |
|   |      |                 |       |        |                    |        | White                   |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaskan Native |        | Two or More/Other Races |        |  |
| All   | Male | Female          | Male  | Female | Male               | Female | Male                    | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                              | Female | Male                    | Female |  |
| <b>TSA</b>                                    |      |                 |       |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |  |
| <b>1802 - Transportation Security Officer</b> |      |                 |       |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |  |
| Selected                                      | #    | 8,282           | 4,503 | 3,779  | 899                | 775    | 2,638                   | 1,851  | 718                       | 994    | 190   | 95     | 10  | 10     | 48                                | 54     |                         |        |  |
|   | %    | 100             | 54.0  | 45.6   | 10.9               | 9.0    | 31.9                    | 22.3   | 9.0                       | 12.0   | 2.3   | 1.1    | 0.1                                       | 0.1    | 0.6                               | 0.7    | 0.0                     | 0.0    |  |
| <b>USSS</b>                                   |      |                 |       |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |  |
| <b>0083 - Uniformed Division Officer</b>      |      |                 |       |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |  |
| Selected                                      | #    | 16              | 13    | 3      | 1                  |        | 12                      | 3      |                           |        |       |        |   |        |                                   |        |                         |        |  |
|   | %    | 100             | 81    | 18.8   | 6.3                | 0.0    | 75                      | 18.8   | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |  |
| <b>1811 - Special Agent</b>                   |      |                 |       |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |  |
| Selected                                      | #    | 49              | 42    | 7      | 3                  |        | 35                      | 4      | 3                         | 3      | 1     |        |   |        |                                   |        |                         |        |  |
|   | %    | 100             | 86    | 14.3   | 6.1                | 0.0    | 71                      | 8.2    | 6.1                       | 6.1    | 2.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    |  |

## **Appendix H**

### **DHS Participants in Formal Agency Career Development Programs**

# DHS FEORP Accomplishment Report for FY 2010

## DHS PARTICIPANTS IN FORMAL AGENCY CAREER DEVELOPMENT PROGRAMS - Distribution by Race/Ethnicity and Sex

|                                  | Total Employees |        |      | Race/Ethnicity     |      |                         |        |                           |        |        |        |   |        |                                   |        |                         |        |      |
|----------------------------------|-----------------|--------|------|--------------------|------|-------------------------|--------|---------------------------|--------|--------|--------|---|--------|-----------------------------------|--------|-------------------------|--------|------|
|                                  |                 |        |      | Hispanic or Latino |      | Non- Hispanic or Latino |        |                           |        |        |        |   |        |                                   |        |                         |        |      |
|                                  |                 |        |      |                    |      | White                   |        | Black or African American |        | Asian  |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaskan Native |        | Two or More/Other Races |        |      |
|                                  |                 |        |      |                    |      | Male                    | Female | Male                      | Female | Male   | Female | Male                                      | Female | Male                              | Female | Male                    | Female | Male |
| All                              | Male            | Female | Male | Female             | Male | Female                  | Male   | Female                    | Male   | Female | Male   | Female                                    | Male   | Female                            | Male   | Female                  |        |      |
| <b>SUMMARY BY GRADE CATEGORY</b> |                 |        |      |                    |      |                         |        |                           |        |        |        |   |        |                                   |        |                         |        |      |
| <b>GS 1-4 or Equivalent</b>      | #               | 2      | 1    | 1                  | 0    | 0                       | 0      | 1                         | 0      | 0      | 1      | 0   | 0      | 0                                 | 0      | 0                       | 0      | 0    |
|                                  | %               | 100    | 50.0 | 50.0               | 0.0  | 0.0                     | 0.0    | 50.0                      | 0.0    | 0.0    | 50.0   | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0  |
| <b>GS 5-8 or Equivalent</b>      | #               | 155    | 43   | 112                | 4    | 11                      | 26     | 57                        | 7      | 30     | 4      | 7   | 1      | 3                                 | 1      | 3                       | 0      | 1    |
|                                  | %               | 100    | 27.7 | 72.3               | 2.6  | 7.1                     | 16.8   | 36.8                      | 4.5    | 19.4   | 2.6    | 4.5                                       | 0.6    | 1.9                               | 0.6    | 1.9                     | 0.0    | 0.6  |
| <b>GS 9-12 or Equivalent</b>     | #               | 2414   | 1963 | 451                | 612  | 117                     | 1147   | 252                       | 94     | 57     | 89     | 21  | 4      | 2                                 | 16     | 1                       | 1      | 1    |
|                                  | %               | 100    | 81.3 | 18.7               | 25.4 | 4.8                     | 47.5   | 10.4                      | 3.9    | 2.4    | 3.7    | 0.9                                       | 0.2    | 0.1                               | 0.7    | 0.0                     | 0.0    | 0.0  |
| <b>GS 13-15 or Equivalent</b>    | #               | 1268   | 877  | 391                | 138  | 63                      | 623    | 233                       | 87     | 85     | 26     | 5   | 1      | 3                                 | 2      | 2                       | 0      | 0    |
|                                  | %               | 100    | 69.2 | 30.8               | 10.9 | 5.0                     | 49.1   | 18.4                      | 6.9    | 6.7    | 2.1    | 0.4                                       | 0.1    | 0.2                               | 0.2    | 0.2                     | 0.0    | 0.0  |
| <b>Senior Pay</b>                | #               | 11     | 7    | 4                  | 0    | 0                       | 7      | 4                         | 0      | 0      | 0      | 0   | 0      | 0                                 | 0      | 0                       | 0      | 0    |
|                                  | %               | 100    | 63.6 | 36.4               | 0.0  | 0.0                     | 63.6   | 36.4                      | 0.0    | 0.0    | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0  |
| <b>GRAND TOTALS</b>              |                 |        |      |                    |      |                         |        |                           |        |        |        |   |        |                                   |        |                         |        |      |
| #                                | 3850            | 2891   | 959  | 754                | 191  | 1803                    | 547    | 188                       | 172    | 120    | 33     | 6   | 8      | 19                                | 6      | 1                       | 2      |      |
| %                                | 100             | 75.1   | 24.9 | 19.6               | 5.0  | 46.8                    | 14.2   | 4.9                       | 4.5    | 3.1    | 0.9    | 0.2                                       | 0.2    | 0.5                               | 0.2    | 0.0                     | 0.1    |      |

# Appendix I

## DHS Participants in Formal Government Career Development Programs

# DHS FEORP Accomplishment Report for FY 2010

## DHS PARTICIPANTS IN FORMAL GOVERNMENT CAREER DEVELOPMENT PROGRAMS - Distribution by Race/Ethnicity and Sex

|                                  | Total Employees |        |       | Race/Ethnicity     |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
|----------------------------------|-----------------|--------|-------|--------------------|------|-------------------------|------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|------|--------|-----|
|                                  |                 |        |       | Hispanic or Latino |      | Non- Hispanic or Latino |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
|                                  |                 |        |       |                    |      | White                   |      | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |      |        |     |
| All                              | Male            | Female | Male  | Female             | Male | Female                  | Male | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  | Male | Female |     |
| <b>SUMMARY BY GRADE CATEGORY</b> |                 |        |       |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
| <b>GS 1-4 or Equivalent</b>      | <b>#</b>        | 7      | 3     | 4                  | 1    | 0                       | 0    | 3                         | 1    | 1      | 1    | 0   | 0    | 0                                 | 0    | 0                       | 0    | 0      | 0   |
|                                  | <b>%</b>        | 100    | 42.9  | 57.1               | 14.3 | 0.0                     | 0.0  | 42.9                      | 14.3 | 14.3   | 14.3 | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 0.0 |
| <b>GS 5-8 or Equivalent</b>      | <b>#</b>        | 82     | 28    | 54                 | 4    | 5                       | 16   | 25                        | 5    | 17     | 2    | 1   | 0    | 0                                 | 0    | 0                       | 0    | 0      | 1   |
|                                  | <b>%</b>        | 100    | 34.1  | 65.9               | 4.9  | 6.1                     | 19.5 | 30.5                      | 6.1  | 20.7   | 2.4  | 1.2                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 1.2 |
| <b>GS 9-12 or Equivalent</b>     | <b>#</b>        | 297    | 147   | 150                | 40   | 5                       | 85   | 90                        | 11   | 44     | 4    | 7   | 1    | 0                                 | 1    | 0                       | 2    | 2      |     |
|                                  | <b>%</b>        | 100    | 49.5  | 50.5               | 13.5 | 1.7                     | 28.6 | 30.3                      | 3.7  | 14.8   | 1.3  | 2.4                                       | 0.3  | 0.0                               | 0.3  | 0.0                     | 0.7  | 0.7    |     |
| <b>GS 13-15 or Equivalent</b>    | <b>#</b>        | 626    | 429   | 197                | 53   | 24                      | 310  | 114                       | 36   | 49     | 15   | 5   | 1    | 0                                 | 2    | 0                       | 0    | 0      |     |
|                                  | <b>%</b>        | 100    | 68.5  | 31.5               | 8.5  | 3.8                     | 49.5 | 18.2                      | 5.8  | 7.8    | 2.4  | 0.8                                       | 0.2  | 0.0                               | 0.3  | 0.0                     | 0.0  | 0.0    |     |
| <b>Senior Pay<sup>7</sup></b>    | <b>#</b>        | 4      | 4     | 0                  | 0    | 0                       | 0    | 0                         | 0    | 0      | 0    | 0   | 0    | 0                                 | 0    | 0                       | 0    | 0      |     |
|                                  | <b>%</b>        | 100    | 100.0 | 0.0                | 0.0  | 0.0                     | 0.0  | 0.0                       | 0.0  | 0.0    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |     |
| <b>GRAND TOTALS</b>              |                 |        |       |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |     |
|                                  | <b>#</b>        | 984    | 591   | 393                | 98   | 34                      | 411  | 232                       | 53   | 111    | 22   | 13  | 2    | 0                                 | 3    | 0                       | 2    | 3      |     |
|                                  | <b>%</b>        | 100    | 60.1  | 39.9               | 10.0 | 3.5                     | 41.8 | 23.6                      | 5.4  | 11.3   | 2.2  | 1.3                                       | 0.2  | 0.0                               | 0.3  | 0.0                     | 0.2  | 0.3    |     |

<sup>7</sup> The ethnic race indicator and gender information was not collected by the reporting Component.

# **Appendix J**

## **DHS Mentoring Programs**



# DHS FEORP Accomplishment Report for FY 2010

## DHS MENTORING PROGRAMS - Distribution by Race/Ethnicity and Sex

|                         | Total Employees |        |      | Race/Ethnicity     |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
|-------------------------|-----------------|--------|------|--------------------|------|-------------------------|------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|------|--------|
|                         |                 |        |      | Hispanic or Latino |      | Non- Hispanic or Latino |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
|                         |                 |        |      |                    |      | White                   |      | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |      |        |
| All                     | Male            | Female | Male | Female             | Male | Female                  | Male | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  | Male | Female |
| <b>USCG</b>             |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>FORMAL PROGRAM *</b> |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| Civilian                | #               | 42     | 26   | 16                 | 3    | 1                       | 18   | 11                        | 1    | 3      | 3    | 1   |      |                                   |      |                         | 1    |        |
| Participants            | %               | 100    | 61.9 | 38.1               | 7.1  | 2.4                     | 42.9 | 26.2                      | 2.4  | 7.1    | 7.1  | 2.4                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 2.4  | 0.0    |
| Military                | #               | 411    | 187  | 224                | 12   | 12                      | 137  | 184                       | 16   | 4      | 6    | 8   |      |                                   | 2    | 1                       | 14   | 15     |
| Participants            | %               | 100    | 45.5 | 54.5               | 2.9  | 2.9                     | 33.3 | 44.8                      | 3.9  | 1.0    | 1.5  | 1.9                                       | 0.0  | 0.0                               | 0.5  | 0.2                     | 3.4  | 3.6    |
| <b>INFORMAL PROGRAM</b> |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| Civilian                | #               | 3955   | 2507 | 1448               | 134  | 115                     | 1958 | 891                       | 155  | 243    | 73   | 55  | 21   | 24                                | 32   | 13                      | 134  | 107    |
| Participants            | %               | 100    | 63.4 | 36.6               | 3.4  | 2.9                     | 49.5 | 22.5                      | 3.9  | 6.1    | 1.8  | 1.4                                       | 0.5  | 0.6                               | 0.8  | 0.3                     | 3.4  | 2.7    |
| <b>FLETC</b>            |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>FORMAL PROGRAM</b>   |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| GS 9-12 or              | #               | 1      | 0    | 1                  |      |                         |      |                           |      | 1      |      |   |      |                                   |      |                         |      |        |
| Equivalent              | %               | 100    | 0.0  | 100                | 0.0  | 0.0                     | 0.0  | 0.0                       | 0.0  | 100.0  | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |
| GS 13-15 or             | #               | 7      | 6    | 1                  |      |                         | 6    |                           |      | 1      |      |   |      |                                   |      |                         |      |        |
| Equivalent              | %               | 100    | 85.7 | 14.3               | 0.0  | 0.0                     | 85.7 | 0.0                       | 0.0  | 14.3   | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |
| <b>DHS HQ</b>           |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| <b>FORMAL PROGRAM</b>   |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |
| GS 1-4 or               | #               | 8      | 5    | 3                  |      | 1                       | 4    |                           | 1    | 1      |      |   |      |                                   |      |                         |      | 1      |
| Equivalent              | %               | 100    | 62.5 | 37.5               | 0.0  | 12.5                    | 50.0 | 0.0                       | 12.5 | 12.5   | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 12.5   |
| GS 5-8 or               | #               | 1      | 1    | 0                  |      |                         |      |                           | 1    |        |      |   |      |                                   |      |                         |      |        |
| Equivalent              | %               | 100    | 100  | 0.0                | 0.0  | 0.0                     | 0.0  | 0.0                       | 100  | 0.0    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |
| GS 9-12 or              | #               | 6      | 0    | 6                  |      | 1                       |      |                           |      | 5      |      |   |      |                                   |      |                         |      |        |
| Equivalent              | %               | 100    | 0.0  | 100                | 0.0  | 16.7                    | 0.0  | 0.0                       | 0.0  | 83.3   | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |
| GS 13-15 or             | #               | 30     | 12   | 18                 |      | 1                       | 7    | 4                         | 2    | 11     | 3    | 2   |      |                                   |      |                         |      |        |
| Equivalent              | %               | 100    | 40.0 | 60.0               | 0.0  | 3.3                     | 23.3 | 13.3                      | 6.7  | 36.7   | 10.0 | 6.7                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS MENTORING PROGRAMS - Distribution by Race/Ethnicity and Sex

|                               |          | Total Employees |      |        | Race/Ethnicity     |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |     |
|-------------------------------|----------|-----------------|------|--------|--------------------|--------|-------------------------|--------|---------------------------|--------|-------|--------|---|--------|-----------------------------------|--------|-------------------------|--------|-----|
|                               |          |                 |      |        | Hispanic or Latino |        | Non- Hispanic or Latino |        |                           |        |       |        |   |        |                                   |        |                         |        |     |
|                               |          |                 |      |        |                    |        | White                   |        | Black or African American |        | Asian |        | Native Hawaiian or Other Pacific Islander |        | American Indian or Alaskan Native |        | Two or More/Other Races |        |     |
| All                           | Male     | Female          | Male | Female | Male               | Female | Male                    | Female | Male                      | Female | Male  | Female | Male                                      | Female | Male                              | Female | Male                    | Female |     |
| <b>DHS HQ-OIG</b>             |          |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |     |
| <b>FORMAL PROGRAM</b>         |          |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |     |
| <b>GS 5-8 or Equivalent</b>   | <b>#</b> | 1               | 1    | 0      |                    |        | 1                       |        |                           |        |       |        |   |        |                                   |        |                         |        |     |
|                               | <b>%</b> | 100             | 100  | 0.0    | 0.0                | 0.0    | 100                     | 0.0    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0 |
| <b>GS 9-12 or Equivalent</b>  | <b>#</b> | 7               | 4    | 3      |                    |        | 4                       | 2      |                           | 1      |       |        |   |        |                                   |        |                         |        |     |
|                               | <b>%</b> | 100             | 57.1 | 42.9   | 0.0                | 0.0    | 57.1                    | 28.6   | 0.0                       | 14.3   | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0 |
| <b>GS 13-15 or Equivalent</b> | <b>#</b> | 4               | 0    | 4      |                    |        |                         | 3      |                           |        |       | 1      |   |        |                                   |        |                         |        |     |
|                               | <b>%</b> | 100             | 0.0  | 100    | 0.0                | 0.0    | 0.0                     | 75.0   | 0.0                       | 0.0    | 0.0   | 25.0   | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0 |
| <b>ICE</b>                    |          |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |     |
| <b>FORMAL PROGRAM</b>         |          |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |     |
| <b>GS 5-8 or Equivalent</b>   | <b>#</b> | 1               | 0    | 1      |                    |        |                         | 1      |                           |        |       |        |   |        |                                   |        |                         |        |     |
|                               | <b>%</b> | 100             | 0.0  | 100    | 0.0                | 0.0    | 0.0                     | 100    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0 |
| <b>GS 9-12 or Equivalent</b>  | <b>#</b> | 14              | 11   | 3      |                    |        | 8                       | 2      | 2                         | 1      | 1     |        |   |        |                                   |        |                         |        |     |
|                               | <b>%</b> | 100             | 78.6 | 21.4   | 0.0                | 0.0    | 57.1                    | 14.3   | 14.3                      | 7.1    | 7.1   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0 |
| <b>GS 13-15 or Equivalent</b> | <b>#</b> | 44              | 26   | 18     | 2                  | 2      | 21                      | 10     | 3                         | 6      |       |        |   |        |                                   |        |                         |        |     |
|                               | <b>%</b> | 100             | 59.1 | 40.9   | 4.5                | 4.5    | 47.7                    | 22.7   | 6.8                       | 13.6   | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0 |
| <b>Senior Pay</b>             | <b>#</b> | 4               | 2    | 2      |                    | 1      | 2                       | 1      |                           |        |       |        |   |        |                                   |        |                         |        |     |
|                               | <b>%</b> | 100             | 50.0 | 50.0   | 0.0                | 25.0   | 50.0                    | 25.0   | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0 |
| <b>TSA</b>                    |          |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |     |
| <b>FORMAL PROGRAM</b>         |          |                 |      |        |                    |        |                         |        |                           |        |       |        |   |        |                                   |        |                         |        |     |
| <b>GS 1-4 or Equivalent</b>   | <b>#</b> | 1               | 1    | 0      |                    |        | 1                       |        |                           |        |       |        |   |        |                                   |        |                         |        |     |
|                               | <b>%</b> | 100             | 100  | 0.0    | 0.0                | 0.0    | 100                     | 0.0    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0 |
| <b>GS 5-8 or Equivalent</b>   | <b>#</b> | 1               | 0    | 1      |                    |        |                         | 1      |                           |        |       |        |   |        |                                   |        |                         |        |     |
|                               | <b>%</b> | 100             | 0.0  | 100    | 0.0                | 0.0    | 0.0                     | 100    | 0.0                       | 0.0    | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 0.0    | 0.0                     | 0.0    | 0.0 |
| <b>GS 9-12 or Equivalent</b>  | <b>#</b> | 9               | 4    | 5      |                    |        | 3                       | 3      |                           | 2      |       |        |   |        |                                   | 1      |                         |        |     |
|                               | <b>%</b> | 100             | 44.4 | 55.6   | 0.0                | 0.0    | 33.3                    | 33.3   | 0.0                       | 22.2   | 0.0   | 0.0    | 0.0                                       | 0.0    | 0.0                               | 11.1   | 0.0                     | 0.0    | 0.0 |

# DHS FEORP Accomplishment Report for Fiscal Year 2010

## DHS MENTORING PROGRAMS - Distribution by Race/Ethnicity and Sex

|                                  | Total Employees |        |      | Race/Ethnicity     |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |      |
|----------------------------------|-----------------|--------|------|--------------------|------|-------------------------|------|---------------------------|------|--------|------|---|------|-----------------------------------|------|-------------------------|------|--------|------|
|                                  |                 |        |      | Hispanic or Latino |      | Non- Hispanic or Latino |      |                           |      |        |      |   |      |                                   |      |                         |      |        |      |
|                                  |                 |        |      |                    |      | White                   |      | Black or African American |      | Asian  |      | Native Hawaiian or Other Pacific Islander |      | American Indian or Alaskan Native |      | Two or More/Other Races |      |        |      |
| All                              | Male            | Female | Male | Female             | Male | Female                  | Male | Female                    | Male | Female | Male | Female                                    | Male | Female                            | Male | Female                  | Male | Female |      |
| <b>GS 13-15 or Equivalent</b>    | #               | 16     | 10   | 6                  | 1    | 1                       | 8    | 2                         | 1    | 1      |      | 2   |      |                                   |      |                         |      |        |      |
|                                  | %               | 100    | 62.5 | 37.5               | 6.3  | 6.3                     | 50.0 | 12.5                      | 6.3  | 6.3    | 0.0  | 12.5                                      | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 0.0  |
| <b>USSS</b>                      |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |      |
| <b>FORMAL PROGRAM</b>            |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |      |
| <b>GS 13-15 or Equivalent</b>    | #               | 36     | 31   | 5                  |      |                         | 20   | 4                         | 10   | 1      |      |   |      |                                   | 1    |                         |      |        |      |
|                                  | %               | 100    | 86.1 | 13.9               | 0.0  | 0.0                     | 55.6 | 11.1                      | 27.8 | 2.8    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 2.8  | 0.0                     | 0.0  | 0.0    | 0.0  |
| <b>SUMMARY BY GRADE CATEGORY</b> |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |      |
| <b>GS 1-4 or Equivalent</b>      | #               | 9      | 6    | 3                  | 0    | 1                       | 5    | 0                         | 1    | 1      | 0    | 0   | 0    | 0                                 | 0    | 0                       | 0    | 0      | 1    |
|                                  | %               | 100    | 66.7 | 33.3               | 0.0  | 11.1                    | 55.6 | 0.0                       | 11.1 | 11.1   | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 11.1 |
| <b>GS 5-8 or Equivalent</b>      | #               | 4      | 2    | 2                  | 0    | 0                       | 1    | 2                         | 1    | 0      | 0    | 0   | 0    | 0                                 | 0    | 0                       | 0    | 0      | 0    |
|                                  | %               | 100    | 50.0 | 50.0               | 0.0  | 0.0                     | 25.0 | 50.0                      | 25.0 | 0.0    | 0.0  | 0.0                                       | 0.0  | 0.0                               | 0.0  | 0.0                     | 0.0  | 0.0    | 0.0  |
| <b>GS 9-12 or Equivalent</b>     | #               | 37     | 19   | 18                 | 0    | 1                       | 15   | 7                         | 2    | 10     | 1    | 0   | 0    | 0                                 | 1    | 0                       | 0    | 0      | 0    |
|                                  | %               | 100    | 51.4 | 48.6               | 0.0  | 2.7                     | 40.5 | 18.9                      | 5.4  | 27.0   | 2.7  | 0.0                                       | 0.0  | 0.0                               | 2.7  | 0.0                     | 0.0  | 0.0    | 0.0  |
| <b>GS 13-15 or Equivalent</b>    | #               | 137    | 85   | 52                 | 3    | 4                       | 62   | 23                        | 16   | 20     | 3    | 5   | 0    | 0                                 | 1    | 0                       | 0    | 0      | 0    |
|                                  | %               | 100    | 62.0 | 38.0               | 2.2  | 2.9                     | 45.3 | 16.8                      | 11.7 | 14.6   | 2.2  | 3.6                                       | 0.0  | 0.0                               | 0.7  | 0.0                     | 0.0  | 0.0    | 0.0  |
| <b>GRAND TOTALS</b>              |                 |        |      |                    |      |                         |      |                           |      |        |      |   |      |                                   |      |                         |      |        |      |
|                                  | #               | 4595   | 2832 | 1763               | 152  | 134                     | 2196 | 1118                      | 192  | 281    | 86   | 69  | 21   | 24                                | 36   | 14                      | 149  | 123    |      |
|                                  | %               | 100    | 61.6 | 38.4               | 3.3  | 2.9                     | 47.8 | 24.3                      | 4.2  | 6.1    | 1.9  | 1.5                                       | 0.5  | 0.5                               | 0.8  | 0.3                     | 3.2  | 2.7    |      |

\* The US Coast Guard Formal Mentoring Program's data base combines Native Hawaiian/Other Pacific Islander with the Asian population and does not capture the pay grade of the participants.