

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

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

a New Day for Federal Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
JULY 2012



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

JUL 26 2012

The President
The White House
Washington, DC 20500

Dear Mr. President:

Please find attached the U.S. Office of Personnel Management's (OPM) *Eleventh Annual Report on Hispanic Employment in the Federal Government*. Prepared pursuant to Executive Order 13171, this report provides data on Hispanic representation in the Federal workforce.

By the end of fiscal year (FY) 2011, total permanent Federal employment for Hispanics had increased from 153,740 in FY 2010 to 157,693. This represents an increase in number of 3,953, with the percentage of the Federal workforce represented by Hispanics increasing slightly from 8.0 to 8.1 percent. The proportion of new hires into the Senior Executive Service who were Hispanic also increased from 2.7 percent in FY 2010 to 5.4 percent in FY 2011.

Over the past eight months OPM has been implementing Executive Order 13583, which establishes a coordinated Governmentwide initiative to promote diversity and inclusion in the Federal workforce. OPM is working with executive departments and agencies to develop and implement a more comprehensive, integrated, and strategic focus on diversity and inclusion as a key component of their human resources strategies. This approach includes efforts to identify and adopt best practices, implemented in an integrated manner, to promote diversity and remove barriers to equal employment opportunity, consistent with merit system principles and applicable law.

We need to cultivate, foster and develop a workplace that is both diverse and inclusive – a workplace that sustains that diverse and inclusive culture over time. I look forward to achieving that goal and reporting back to you on our progress.

Respectfully submitted,

A handwritten signature in blue ink that reads "John Berry".

John Berry
Director

Enclosure

Executive Summary

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

At the end of fiscal year (FY) 2011, total permanent Federal employment for Hispanics increased from 153,740 in FY 2010 to 157,693, an increase of 3,953. Among the 23 large agency and department workforces, 13 increased their percentage of Hispanics on board, 5 posted declines, and 8 remained unchanged from FY 2010. Four of the 5 with percentage declines actually increased in the total number of Hispanics employed.

The Department of Homeland Security continued to employ the largest percentage of Hispanics, with 20.9 percent of its total workforce identified as Hispanic, followed by the Social Security Administration (14.3 percent), the Equal Employment Opportunity Commission (13.4 percent), and the Department of Treasury (9.1 percent).

The percentage of Hispanic new hires Governmentwide in major agencies has increased from 6.3 percent in FY 2010 to 6.7 percent in FY 2011.

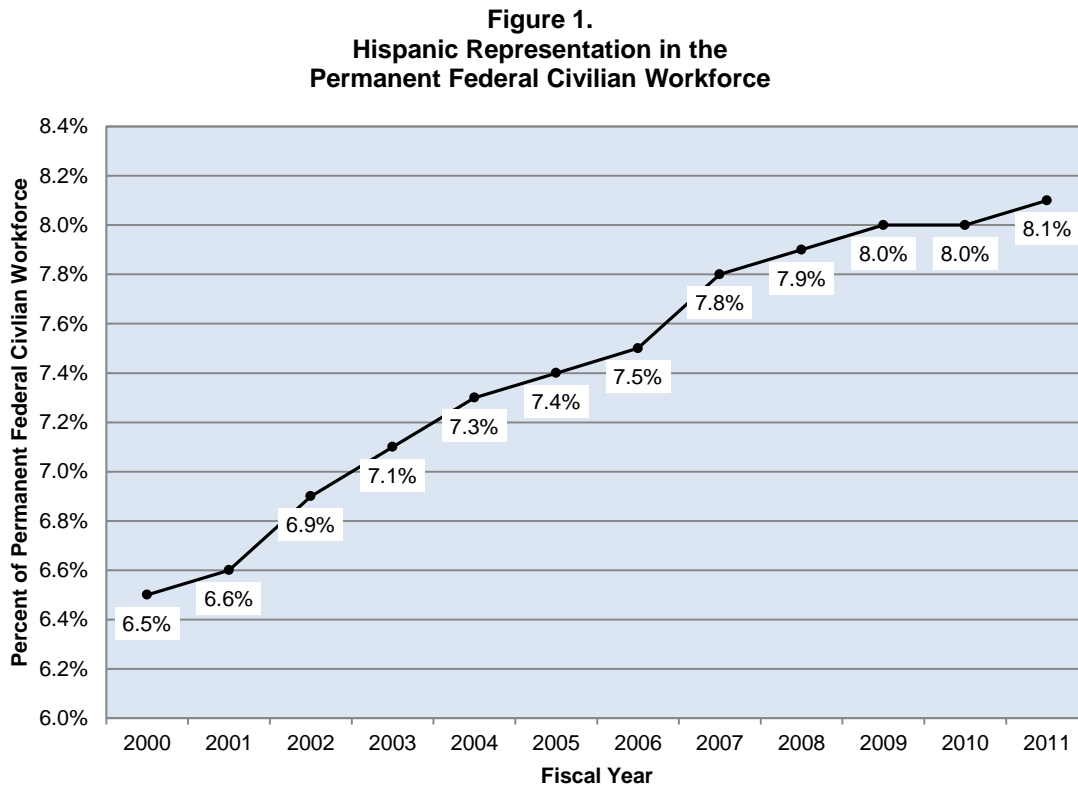
Due to relatively high retention rates, the number of Hispanics on board in the permanent Federal workforce has increased to 8.1 percent in FY 2011. The permanent new hires data also indicates percentage increases in Hispanics among 14 of the 23 large agency and department workforces. The Department of Homeland Security had the largest percentage of Hispanic new hires and the largest number of Hispanics on board in FY 2011 and FY 2010.

¹ Data for this report are derived from OPM's Central Personnel Data File (CPDF) as of September 30, 2011.

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

³ The permanent Federal workforce is defined as the total number of career and career conditional employees, regardless of work schedule, on Federal agency employment rolls as of a particular date. It does not include employees in temporary positions.

Figure 1. FY2011 Hispanic Representation in the Permanent Federal Civilian Workforce

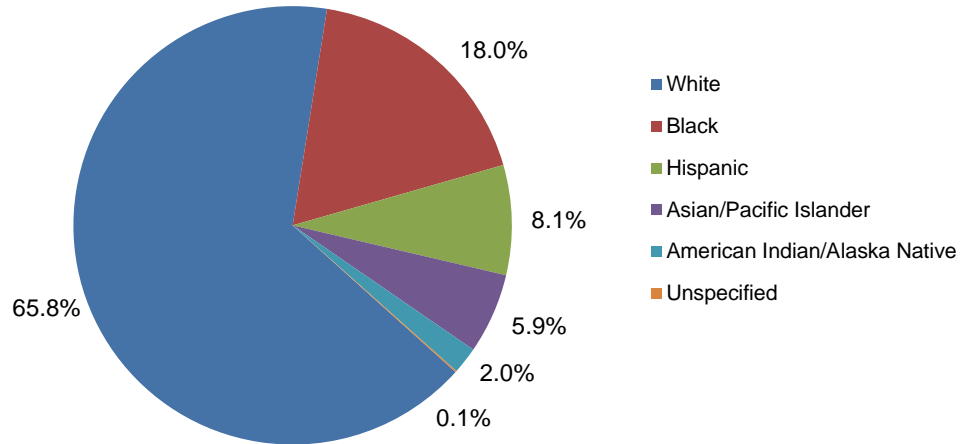


Data Source:
U.S. Office of Personnel Management
Central Personnel Data File
as of September 30 of each year: 2000-

Figure 1 illustrates that Hispanic representation in the permanent Federal civilian workforce steadily increased between FY 2000 and FY 2011, from 6.5 percent in FY 2000 to 8.1 percent in FY 2011. In FY 2011, Hispanic representation increased beyond the 8.0 percent achieved between FY 2009 and FY 2010.

Figure 2. FY2011 Distribution of all Permanent Federal Employees

Figure 2.
Distribution of Permanent Federal Employees
as of September 30, 2011



Data Source:
U.S. Office of Personnel Management
Central Personnel Data File
September 2011

Figure 2 illustrates the distribution of all permanent Federal employees as of September 30, 2011. Hispanics in FY 2011 represented 8.1 percent of the total Federal workforce. Whites made up 66.1 percent, Blacks represented 18 percent, Asian/Pacific Islanders 5.9 percent, American Indians 2.0 percent, and 0.1 percent of the workforce was of unspecified ethnicity.

Table 1. FY 2011 Hispanic Representation in the Permanent Federal Workforce

Permanent Workforce by Department and Federal Agencies	Hispanics On-Board Sep 30, 2010		Hispanics On-Board Sep 30, 2011		TREND
	Number	%	Number	%	
	HOMELAND SECURITY	35,989	20.8	37,966	
SOCIAL SECURITY ADMINISTRATION	9,554	14.1	9,349	14.3	▲
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	344	13.7	328	13.4	▼
TREASURY	9,759	9.0	9,527	9.1	▲
JUSTICE	9,796	8.6	9,884	8.7	▲
LABOR	1,212	7.6	1,242	7.9	▲
ARMY	18,623	7.1	18,701	7.2	▲
HOUSING AND URBAN DEVELOPMENT	644	6.8	656	7.0	▲
TRANSPORTATION	3,720	6.6	3,830	6.8	▲
AIR FORCE	10,891	6.8	11,453	6.8	■
VETERANS AFFAIRS	19,614	6.9	20,095	6.8	▼
ENERGY	1,031	6.5	1,024	6.5	■
AGRICULTURE	5,356	6.2	5,522	6.4	▲
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1,029	5.9	1,117	6.2	▲
ENVIRONMENTAL PROTECTION AGENCY	979	5.7	988	5.7	■
INTERIOR	3,346	5.7	3,353	5.7	■
GENERAL SERVICES ADMINISTRATION	654	5.2	657	5.2	■
OTHER DEPARTMENT OF DEFENSE	5,095	5.3	5,321	5.2	▼
EDUCATION	206	5.0	212	5.1	▲
STATE (MINUS FOREIGN SVC)	474	5.2	475	5.0	▼
NAVY	9,298	4.9	9,560	4.9	■
ALL OTHER AGENCIES	2,303	4.8	2,357	4.8	■
OFFICE OF PERSONNEL MANAGEMENT	285	4.7	291	4.7	■
COMMERCE	1,573	3.8	1,799	4.2	▲
HEALTH AND HUMAN SERVICES	1,965	3.3	1,986	3.2	▼
GOVERNMENTWIDE	153,740	8.0	157,693	8.1	▲

As shown in Table 1, Hispanic representation in the on-board Federal permanent workforce increased to 8.1 percent in FY 2011. The permanent Federal workforce included 157,693 Hispanics at the end of FY 2011, compared with 153,740 in FY 2010, an increase of 3,953. Among the 23 large agency and department workforces, 13 increased their percentage of Hispanics on board; 5 posted declines; and 8 remained unchanged from the previous reporting period. Four of the 5 with percentage declines actually increased the total number of Hispanics they employed.

Table 2. FY 2011 Hispanic Permanent New Hires in Major Agencies

Agency	Hispanic Hires FY 2010		Hispanic Hires FY 2011		TREND
	Number	%	Number	%	
HOMELAND SECURITY	1,674	14.8	2,851	17.8	▲
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	35	7.9	52	12.6	▲
TREASURY	1,663	14.7	596	10.0	▼
LABOR	139	9.9	80	9.5	▼
SOCIAL SECURITY ADMINISTRATION	750	12.8	47	7.5	▼
JUSTICE	466	5.8	325	7.3	▲
COMMERCE	173	6.3	263	6.7	▲
HOUSING AND URBAN DEVELOPMENT	22	3.7	27	6.3	▲
VETERANS AFFAIRS	1,333	5.4	1,465	6.0	▲
TRANSPORTATION	95	4.5	98	5.8	▲
ARMY	1,470	5.7	1,078	5.4	▼
ENVIRONMENTAL PROTECTION AGENCY	38	5.5	32	5.3	▼
AGRICULTURE	211	4.4	182	5.0	▲
OFFICE OF PERSONNEL MANAGEMENT	22	3.1	28	4.7	▲
ENERGY	50	5.4	31	4.6	▼
AIR FORCE	581	3.5	588	4.1	▲
EDUCATION	24	5.4	10	4.1	▼
INTERIOR	96	3.2	99	3.9	▲
ALL OTHER AGENCIES	105	3.4	109	3.8	▲
GENERAL SERVICES ADMINISTRATION	20	2.4	17	3.7	▲
NAVY	686	3.9	513	3.6	▼
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	28	10.0	2	2.9	▼
OTHER DEPARTMENT OF DEFENSE	216	2.2	151	2.2	■
HEALTH AND HUMAN SERVICES	122	2.2	89	2.1	▼
STATE (MINUS FOREIGN SVC)	23	4.4	14	2.0	▼
GOVERNMENTWIDE	10,042	6.3	8,747	6.7	▲

As shown in Table 2, current data indicates that the percentage of new hires who are Hispanic, Governmentwide in major agencies, has increased from 6.3 percent in FY 2010 to 6.7 percent in FY 2011. During FY 2011, however, the number of permanent new hires who were Hispanic, in major agencies, has decreased by 1,295, from 10,042 in FY 2010 to 8,747 in FY 2011. The decrease in the number of Hispanics hired, and the increase in percentage hired, is due to reductions in Governmentwide hiring, which saw decreases in new hires from 159,463 in FY 2010 to 130,415 in FY 2011.

In FY 2011, the Department of the Treasury, the Department of Homeland Security, NASA, and the Department of Labor accounted for approximately 50 percent of all Hispanic permanent new hires.

Table 3. FY 2011 Hispanic Representation - Permanent New Hires, by Pay System⁴

Pay System	Number of Permanent New Hires		Number of Hispanic Permanent New Hires		Hispanics as Percentage of Permanent New Hires	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
Pay Plans GS, GL, GM	108,369	88,576	7,017	4,905	6.5	5.5
Other White Collar	35,376	27,591	2,089	3,025	5.9	11.0
Blue Collar	15,311	13,883	924	797	6.0	5.7
SES	374	353	10	19	2.7	5.4
Unspecified	33	12	2	1	6.1	8.3
TOTAL	159,463	130,415	10,042	8,747	6.3	6.7

Table 3 compares Governmentwide Hispanic hiring to permanent positions for FY 2010 with FY 2011, by pay plan. The data shows that Hispanic hires, as a percentage of permanent new hires increased from 6.3 percent in FY 2010 to 6.7 percent in FY 2011. The percentage of new hires who were Hispanic decreased in all pay plans except those covering the Senior Executive Service (SES) and other white-collar occupations. The percentage of new hires who were Hispanics in GS, GL and GM⁵ pay plans decreased from 6.5 percent in FY 2010 to 5.5 percent in FY 2011. The percentage of new hires accounted for by Hispanics in other white-collar occupations increased from 5.9 percent in FY 2010 to 11 percent in FY 2011. Hispanics as a percentage of those hired in blue-collar occupations decreased from 6.0 percent in FY 2010 to 5.7 percent in FY 2011. Hispanics as a percentage of SES hires increased from 2.7 percent in FY 2010 to 5.4 percent in FY 2011.

Table 4. FY 2011 Hispanic Permanent On-Board Workforce by Pay System

Pay System	Governmentwide Permanent On-Board Total		Hispanic Permanent On-Board Total		Hispanic Permanent On-Board Percentage	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
Pay Plans GS, GL, GM	1,365,022	1,397,974	113,530	116,233	8.3	8.3
Other White Collar	356,823	352,978	25,600	26,841	7.2	7.6
Blue Collar	188,367	187,958	14,317	14,268	7.6	7.6
SES	7,671	7,795	290	317	3.8	4.1
Unspecified	101	348	3	34	3.0	9.8
TOTAL	1,917,984	1,947,053	153,740	157,693	8.0	8.1

Table 4 shows that overall Hispanic representation in the permanent Federal workforce increased to 8.1 percent in FY 2011, compared to 8.0 in FY 2010. The data shows a net gain of 3,953 Hispanics in FY 2011 compared to FY 2010. In FY 2011, the percentages of on-board permanent employees who were Hispanic stayed the same in the GS, GL and GM pay plans and

⁴ ***Note** Table 5:** The percentage of Hispanics does not include individuals designated as "Unspecified Ethnicity and Race." Therefore, the percentages used to represent Hispanic new hires is not a direct calculation from the total Federal Workforce.

⁵ GS – General Schedule; GL – pay plan code for law enforcement employees; GM – General Management

in the blue-collar occupations compared to FY 2010, while all other occupations saw increases in percentages of Hispanic permanent employees in FY 2011.

Table 5. FY 2011 Hispanic Hiring into Professional and Administrative Occupations

Occupational Group	Governmentwide Total		Hispanic Number		Hispanic Percentage	
	FY 2010	FY 2011	FY 2010	FY 2011	FY 2010	FY 2011
Professional Occupations	35,954	27,233	1,247	994	3.5%	3.6%
Administrative Occupations	45,492	34,743	1,933	1,489	4.2%	4.3%
TOTAL	81,446	61,976	3,180	2,483	3.9%	4.0%

Table 5 indicates that Hispanic hiring as a percentage of total hiring into professional and administrative occupations increased from 3.9 percent in FY 2010 to 4.0 percent in FY 2011. Positions in professional occupations (e.g., accounting, psychology, engineering) and administrative occupations (e.g., human resources management, information technology, program analysis) typically have higher-graded career ladders and are more likely to lead to management and SES positions. Hispanic hiring as a percentage of new hires into professional occupations increased slightly from 3.5 percent in FY 2010 to 3.6 percent in FY 2011. Hispanics as a percentage of new hires into administrative occupations increased slightly from 4.2 percent in FY 2010 to 4.3 percent in FY 2011.

Table 6. FY 2011 Hispanic Hiring Into the Top Professional Occupations

Occupational Series	Governmentwide Number	Hispanic Number	Hispanic Percentage
All Professional Occupations	27,233	994	3.6
NURSE (0610)	5,284	221	4.2
MEDICAL OFFICER (0602)	2,340	111	4.7
CONTRACTING (1102)	2,140	66	3.1
SOCIAL WORK (0185)	1,272	46	3.6
GENERAL ATTORNEY (0905)	1,194	37	3.1
GENERAL ENGINEERING (0801)	970	29	3.0
PATENT EXAMINING (1224)	832	52	6.3
ELECTRONICS ENGINEERING (0855)	734	22	3.0
AUDITING (0511)	646	15	2.3
PHARMACIST (0660)	627	18	2.9
PSYCHOLOGY (0180)	590	27	4.6
MECHANICAL ENGINEERING (0830)	582	22	3.8
SOCIAL SCIENCE (0101)	552	17	3.1
GENERAL HEALTH SCIENCE (0601)	546	13	2.4
ACCOUNTING (0510)	537	12	2.2
CIVIL ENGINEERING (0810)	487	16	3.3
COMPUTER SCIENCE (1550)	418	5	1.2
GENERAL NATURAL RESOURCES MANAGEMENT AND BIOLOGICAL SCIENCE (0401)	417	7	1.7
GENERAL EDUCATION AND TRAINING (1701)	403	9	2.2
EDUCATION AND VOCATIONAL TRAINING (1710)	365	9	2.5

Table 6 shows the 20 professional occupations with the most new hires Governmentwide. The number of new hires (27,233) into these occupations represents 20.9 percent of all new hires Governmentwide in FY 2011. While the largest number of Hispanic new hires were found in the nursing profession (221), the greatest percentage of Hispanic new hires were found in the patent examining occupation (6.4 percent) and the electric engineering occupation (6.3 percent), followed by the medical officer (4.6) and psychology occupations (4.6 percent).

Table 7. FY 2011 Hispanic Hiring Into the Top Administrative Occupations

Occupational Series	Governmentwide Number	Hispanic Number	Hispanic Percentage
All Administrative Occupations	34,743	1,489	4.3
INFORMATION TECHNOLOGY MANAGEMENT (2210)	6,560	217	3.3
MISCELLANEOUS ADMINISTRATION AND PROGRAM (0301)	4,716	165	3.5
MANAGEMENT AND PROGRAM ANALYSIS (0343)	3,923	95	2.4
INTELLIGENCE (0132)	1,706	75	4.4
GENERAL INSPECTION, INVESTIGATION, ENFORCEMENT (1801)	1,359	187	13.8
LOGISTICS MANAGEMENT (0346)	1,201	51	4.2
CRIMINAL INVESTIGATION (1811)	1,000	51	5.1
FINANCIAL ADMINISTRATION AND PROGRAM (0501)	941	41	4.4
HUMAN RESOURCES MANAGEMENT (0201)	928	52	5.6
SECURITY ADMINISTRATION (0080)	880	37	4.2
GENERAL BUSINESS AND INDUSTRY (1101)	825	22	2.7
TRAINING INSTRUCTION (1712)	753	26	3.5
BUDGET ANALYSIS (0560)	506	25	4.9
CUSTOMS AND BORDER PROTECTION (1895)	462	50	10.8
TRANSPORTATION SPECIALIST (2101)	459	31	6.8
PROGRAM MANAGEMENT (0340)	423	16	3.8
VETERANS CLAIMS EXAMINING (0996)	420	34	8.1
TELECOMMUNICATIONS (0391)	419	5	1.2
FINANCIAL INSTITUTION EXAMINING (0570)	351	10	2.8
EQUIPMENT SERVICES (1670)	335	9	2.7

Table 7 shows the 20 administrative occupations with the most new hires Governmentwide. The number of new hires (34,743) in these occupations represents 28.5 percent of all new hires in Governmentwide. The largest count of Hispanic new hires, 217, was in the information technology management occupation (representing 3.3 percent of all Hispanic hires), followed by the general inspection, investigation, and compliance occupation, which had 187 new Hispanic hires, representing 13.8 percent of all new hires in that occupation.

**Table 8. Percentage of Permanent Federal Civilian Workforce That is Hispanic
By State**

Percentage of Permanent Federal Civilian Workforce That Is Hispanic by State as of September 30, 2011					
State	% Hispanic	State	% Hispanic	State	% Hispanic
NEW MEXICO	27.7%	WYOMING	3.9%	NEBRASKA	2.5%
TEXAS	26.1%	OREGON	3.8%	NEW HAMPSHIRE	2.5%
ARIZONA	16.8%	DELAWARE	3.8%	OHIO	2.4%
CALIFORNIA	16.3%	NORTH CAROLINA	3.7%	INDIANA	2.3%
FLORIDA	15.7%	VIRGINIA	3.7%	MONTANA	2.3%
COLORADO	9.5%	KANSAS	3.7%	ALABAMA	2.2%
NEW YORK	9.5%	RHODE ISLAND	3.7%	KENTUCKY	2.1%
NEW JERSEY	8.3%	D.C.	3.6%	VERMONT	2.1%
NEVADA	8.0%	GEORGIA	3.3%	IOWA	2.1%
CONNECTICUT	7.2%	LOUISIANA	3.3%	MINNESOTA	2.0%
UTAH	6.0%	MARYLAND	3.3%	TENNESSEE	1.9%
ILLINOIS	5.8%	ALASKA	3.2%	MISSISSIPPI	1.9%
MASSACHUSETTS	4.9%	PENNSYLVANIA	3.0%	ARKANSAS	1.6%
HAWAII	4.4%	WISCONSIN	3.0%	NORTH DAKOTA	1.5%
IDAHO	4.4%	SOUTH CAROLINA	2.9%	SOUTH DAKOTA	1.4%
WASHINGTON	4.1%	MICHIGAN	2.8%	WEST VIRGINIA	1.1%
OKLAHOMA	4.1%	MISSOURI	2.6%	MAINE	1.0%

Table 8 shows the percentage of Hispanics in the permanent Federal civilian workforce by State. In both FY 2010 and FY 2011, New Mexico and Texas had the highest percentages of Hispanics in the workforce, closely followed by Arizona, California, and Florida.

Next Steps

On February 11, 2011, the Office of Personnel Management's (OPM) Director, John Berry, established the Hispanic Council on Federal Employment (Council or HCFE) under the provisions of the Federal Advisory Committee Act (FACA), as amended (5 U.S.C. App.). The Council is comprised of Federal executives and individuals representing national Hispanic organizations that have experience working on issues related to the employment of members of the Hispanic community. The purpose of the Council is to advise the Director on leading employment practices in an effort to remove any unnecessary barriers to the recruitment, hiring, retention and advancement of Hispanics in the Federal workforce. The Council was renewed on December 30, 2011, for one additional year.

In December 2011, the Council provided three sets of recommendations regarding communications, student Pathways Programs and accountability. OPM's Office of Diversity and Inclusion (ODI) developed a 12-month action plan to track progress.

Pursuant to the recommendations on communications, OPM has created a comprehensive Hispanic messaging plan to raise awareness in the Hispanic community about Federal employment opportunities. OPM will also develop messaging on the Council, the Pathways Programs, Veterans, and the Executive Orders on Hispanic Employment and Diversity and Inclusion. The communications plan focuses on the following 3 groups:

1. Potential Applicants, generally
2. Hispanic Veterans and Students
3. Agencies/Managers and Supervisors

As part of the recommendations about recruiting a diverse workforce that emerged from the development of the Pathways Programs for students and recent graduates, OPM will conduct outreach with Hispanic serving institutions.

In addition, implementation of the accountability recommendations requires OPM to work with agencies to develop policies to hold agency officials accountable for removing any identified barriers to the recruitment, hiring, retention and advancement of Hispanics in their workplaces. To promote its effective implementation, the Federal Hispanic Accountability Model will be shared with the President's Management Council and the Chief Human Capital Officers (CHCO) Council. OPM will work with the CHCO Council to form a work group that will make sure the CHCOs in every Federal agency are held accountable, consistent with the merit system principles, for fashioning recruitment plans that are inclusive of Hispanics and for addressing any identified barriers to Hispanic employment.

In addition, as part of the accountability recommendations, OPM plans to revitalize and enhance the Hispanic Employment Program Manager (HEPM) role and work with the National Council of Hispanic Employment Program Managers. This will include meaningful training, a home for the HEPM meetings and the credibility that comes with active engagement from OPM, EEOC, and all the Federal agencies. To make sure we have clear guidelines for those who hold the

position of HEPM, OPM has created standard position descriptions at high grade levels like GS-13 and GS-14. OPM will also continue to participate in formalized training programs to assist GS-15s who have an interest in the SES and with agencies and nonprofits to ensure that such training programs are inclusive. Finally, OPM will continue to provide guidance to agencies on developing management performance standards that appropriately encompass agency diversity and inclusion efforts, consistent with merit system principles.



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Diversity and Inclusion
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