

REPORT ON THE
PROJECT ALPHA-4
SURVEY



NATIONAL ASSOCIATION OF
HISPANIC FEDERAL EXECUTIVES

MAY 2002

Hispanic Representation in Government Agencies



*Hay hombres que luchan un día
y son buenos.*

*Hay otros que luchan un año
y son mejores.*

*Hay quienes luchan muchos años
y son muy buenos.*

*Pero hay los que luchan toda la vida:
esos son los imprescindibles.*

**There are men who fight one day
and are good.**

**There are men who fight one year
and are better.**

**There are some who fight many years
and they are even better.**

**But there are those who fight their entire lives,
those are the ones who are indispensable.**

Bertolt Brecht

*This report is dedicated to the memory of the late Federico Perez Molina—an untiring
fighter for the Hispanic agenda in the federal sector.*

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Introduction

Project Alpha was designed to collect information from federal agencies regarding the progress made toward increasing the representation of Hispanics in grades GS 13-15 and SES. In addition, Project Alpha objectively reports information on the efforts of executive departments and agencies to conform to the requirements of Executive Order 13171, which reads the following:

“... to increase the number of Hispanic candidates in the selection pool for the Senior Executive Service.”

On May 25, 2002, the NAHFE President sent the Project Alpha survey to the largest executive departments, with the State Department being the only unresponsive agency. The following is a list of federal agencies that participated in the survey:

- ! Agriculture
- ! Army
- ! Air Force
- ! Commerce
- ! Labor
- ! Education
- ! Energy
- ! Housing & Urban Development
- ! Interior
- ! Justice
- ! Navy
- ! Treasury
- ! Veterans Affairs

We note that NAHFE did not receive an adequate number of responses to some questions on the survey to make meaningful observations or conclusions, and they were omitted from the report. We also note that some agencies did not respond to all of the questions on the survey, while others provided feedback that was not in the format that NAHFE had requested.

All data collected in this survey is valid through September 30, 2000, and is based upon each the agencies' self-report. This is the fourth time that NAHFE has conducted Project Alpha.

Background

According to data from the 2000 Census, Hispanics are already the largest minority group in the country. Excluding Puerto Rico, Hispanics (of any race) make up 12.5% of the U.S. population. Including Puerto Rico, Hispanics (of any race) make up 13.7% of the U.S. population. More importantly, according to the research division of Hispanic Business Inc., the Hispanic purchasing power in June 2001 exceeded \$492.5 billion. Thus, federal agencies can neither afford to have Hispanics underrepresented in their workforces nor ignore the needs of this group.

Despite their growing representation in the U.S. population, Hispanics remain the only underrepresented minority group in the federal sector. Whether one uses the Civilian Labor Workforce for Hispanics of 11.8%, which is derived from the Bureau of Labor Statistics September 2001 Current Population Survey, or the 8.1% figure derived from the 1990 Census, Hispanics in the federal sector are below both benchmarks. According to the Federal Equal Opportunity Recruitment Program (FEORP) Report for FY 2001, Hispanics represented 6.7% (101,973) of the permanent federal workforce.

While the representation of Hispanics in the Civilian Labor Force has increased by 3.7%--from 8.2% in 1988 to 11.9% in 2001--the Hispanic representation in the federal workforce has only increased by 1.5%--from 5.2% in 1988 to 6.7% in 2001. At this rate, there will never be parity between Hispanics in the Civilian Labor Force and their representation in the federal workforce.

Even when the senior executives in the executive branch have intervened to ameliorate the Hispanic representation, the improvement has been anemic. For example, a Report on the Hispanic Employment in the Federal Government was presented, on March 3, 1992, to the President's Management Council (hereinafter, the PMC Report). Similarly, on October 12, 2002, the President signed Executive Order 13171, which directed the heads of executive departments and agencies to increase their outreach efforts to increase the number of Hispanics in the federal workforce. However, the Hispanic representation in the federal sector from 1999 to 2000 increased by only 0.2%--from 6.4% in 1999 to 6.6% in 2000.

There is an inverse relationship between the grade levels and the Hispanic representation. The higher the grades, the lower the Hispanic representation. The FEORP Report for FY 2001 shows the following grade distribution for Hispanics in the federal workforce:

GS 1-4	8.1%
GS 5-8	8.5%
GS 9-12	6.8%
GS 13-15	4.1%
SES	3.0%

A report by the General Accounting Office (GAO-01-377), released in March 2001, also indicated that the percentage of Hispanics decreased as the federal grade scale increased. For instance, while the number of Hispanic GS-14s increased from 2.93% to 3.67%, which indicates a 0.74% increase between 1995 and 2000; the number of Hispanic GS-15s increased from 2.70% to 3.25% and SES employees moved from 2.46% to 2.64%, thereby increasing by only 0.55% and 0.18%, respectively. The importance of these statistics for career appointments is that they cover the entire federal sector.

According to another General Accounting Office's Report (GAO-01-509), issued in April 2001, about 31 percent (493,000 people) of agency employees working in 1998, who are subject to the Chief Financial Officer Act, will be eligible to retire by 2006, and about half of these employees (236,000 employees, or 15 percent of the 1998 workforce) will actually retire. This is an ideal

time for managers to increase the representation of Hispanics in the federal workforce to a level at least equal to their representation in the Civilian Federal Workforce.

When Hispanics were offered a choice among merit, seniority, connections, and luck as the primary reason for promotions by their employer, 30.8% of Hispanics cited **connections** and 26.6% **seniority**. Only 22% of Hispanics think that **merit** counts most in order for people to be promoted at their agencies, as reported in a recent national telephone survey conducted by J. Howard & Associates. Whether these assumptions are true or false, management has to be aware of them and address them accordingly.

Collection of Applicant Flow Information

Collection of applicant flow data is an excellent way to measure the effectiveness of recruitment initiatives like attendance at job fairs and conferences. Access to this information is also helpful to differentiate between managers who are serious about considering Hispanics for their job vacancies and those who are unwilling to give Hispanic applicants a chance. While the former may not have Hispanic applicants on referral lists, the latter may have several. This data also serves to identify barriers that impede the hiring and/or promotion of Hispanic employees.

The Departments of Army, Labor, and Interior reported that they collected applicant flow data. Indeed, the Department of Labor indicated that it had referred 156 Hispanic applicants for various jobs, and 12 were selected. However, the Departments of Commerce, Education, Energy, Navy, and Veterans Affairs do not collect this type of information.

Workforce Profiles (GS 13 - SES)

By using the more conservative CLF benchmark of 8.10% for Hispanics, the Justice Department (8.24%) was the only executive agency in the Project Alpha survey that was above it in grade 13 through the SES. The Department of Housing and Urban Development was in second place (5.99%), and the Treasury Department (4.97%) was in third. The Interior Department (2.97%) occupied the last place.

According to the Office of Personnel Management's draft report to be released in 2002--Statistical Report to the President on Hispanic Employment in Federal Agencies (hereinafter, the Draft OPM Report), the government-wide average of Hispanics in grades 13-SES was 4.05% in 2001.

Hispanic GS-13's

The Justice Department had the best record (10.29%) of Hispanics in GS-13, followed by the Department of Housing and Urban Development (6.73%), and the Department of Energy (6.27%). The Department of Commerce was in last place (2.69%).

According to the Draft OPM Report, the government wide average of Hispanics in a GS-13 was 4.5% in 2001.

Hispanic GS-14's

Once again, the Justice Department had the best record (7.86%) of Hispanics in GS-14, followed by the Department of Labor (6.72%), and the Department of Housing and Urban Development (5.15%). The Department of Education was in last place (2.21%).

According to the Draft OPM Report, the government wide average of Hispanics in GS-13 was 3.8% in 2001.

Hispanic GS-15's

The Department of Housing and Urban Development had the best record (5.04%) of Hispanics in grade 15, followed by the Justice Department (4.70%), and the Department of Education (3.52%). The Department of Labor was in last place (1.03%).

According to the Draft OPM Report, the government wide average of Hispanics in grade 15 was 3.4% in 2001.

Hispanics in the SES

The Department of Housing and Urban Development had the best record (6.93%) of Hispanics in the SES ranks, followed by the Department of Labor (6.00%), and the Department of Education (3.85%). The Department of the Air Force was in last place with no Hispanics at all in the SES ranks.

According to the Draft OPM Report, the government wide average of Hispanics in the SES ranks was 3.0% in 2001.

Hispanic Participation in Prestigious Training Courses

The Federal Executive Institute (FEI) and the Management Development Centers, both part of the Office of Personnel Management, are dedicated to developing career leaders for the Federal Government. The three Centers are located at Charlottesville, Virginia, Shepherdstown, West Virginia, and Denver, Colorado. Both target high performing supervisors, managers, and executives who are looking to enhance their leadership and management skills. FEI and the

Centers are excellent institutions to train employees who are interested in becoming managers and SESers.

Following is an analysis of the Hispanic participation at FEI:

Air Force: 1998: 1%; 1999: 1%; 2000: 0%

Labor: 1998: 16%; 1999: 8%; 2000: 0%

Education: 98, 99, 00: 0%

Energy: 98: 8.7%; 99: 0%; 2000: 5.56%

HUD: 99: 7.8%; 2000: 17.1%
VA: 98: 3.4%; 99: 2.3%; 2000: 4.3%

And, the following is a listing of the Hispanic participation in the OPM Management Development Centers:

Air Force: 1999: 0.72% (20); 2000: 0.91% (24).
Energy: 12% (4 of 34 for 40 and 80 hour programs)
VA: 98: 3.6%; 99: 5.3%; 2000: 1.1%

SES Candidate Development Programs

The Departments of Commerce, Labor, Housing and Urban Development, Interior, Treasury, and Veterans Affairs indicated that they had SES Candidate Development Programs. The Departments of the Army, Air Force, Education, Energy, Justice, and Navy do not have these types of programs in place.

Six applications (4.5%) from Hispanics were received at the Department of Labor's SES Candidate Development Program, of which 3 (13%) were selected.

One Hispanic applicant (10%) was selected to participate in the Department of Housing and Urban Development's SES Candidate Development Program.

The Internal Revenue Service (IRS) and the Bureau of Engraving and Printing (BEP), both bureaus at the Department of the Treasury, reported information on their SES Candidate Development Programs. IRS received 248 applications, while BEP received 31 applications, one of which was from a Hispanic. IRS selected 15 employees and BEP 8, but none were Hispanics.

Hispanic Career Development Participation

While recruiting Hispanics into the federal workforce is usually the first action item in a Hispanic Action Plan, developing and retaining Hispanic employees are two items that are just as important. Agencies that have a revolving door policy for Hispanic employees are not helping to diversify their workforces. Thus, career development programs are an important tool to ensure that Hispanic employees acquire the necessary skills to advance to the next grade levels and to ensure a good return on the investment made in recruiting and hiring them.

According to this survey, the Department of Justice had the best record in offering career development programs to Hispanics at grade 13, while the Department of Justice had the best record in grade 14, and the Department of Veterans Affairs in grade 15.

Minority Conversions from Political to Career

Agencies that are serious about increasing the Hispanic representation in their workforces use a myriad of appointing and conversion authorities. More importantly, they prefer to recruit Hispanics who have a proven record in demonstrating their abilities and skills with these

agencies. Thus, they convert summer interns to year-round Student Career Experience Program (SCEP) employees, and political appointees into permanent, career employees. The Department of Energy had an outstanding record in converting Hispanic political appointees to permanent, career positions.

HEPM Overview

One of the recommendations of the PMC Report was to appoint Hispanic Employment Program Managers (HEPM) on a full time basis and assure that HEPMs were integral members of the agency's management team.

NAHFE recognizes the importance of designating HEPMs, at least at headquarters, on a full-time basis. Moreover, it encourages agencies to designate HEPMs who are Hispanics, at least while this group remains underrepresented. Not only is the likelihood higher that Hispanic HEPMs will be more effective in executing the Hispanic agenda, but it will help these agencies to enhance their credibility with Hispanic organizations and applicants.

All responding agencies reported having a full-time HEPM. The grades of the HEPMs ranged from GS-13 to GS-15. The Department of the Interior was the sole agency with a GS-15 HEPM. Eleven out of twelve HEPMs were Hispanics, with the Department of Housing and Urban Development being the only agency with a non-Hispanic HEPM.

The Departments of the Army, Commerce, Labor, Justice, Navy, Treasury and Veterans Affairs had full-time HEPMs, while the Department of the Air Force, Energy, Housing and Urban Development, and Interior had collateral-duty HEPMs. The HEPM at the Department of Energy was hired on a 1-year mobility assignment.

The HEPMs at the Department of the Army, Air Force, Commerce, Education, Energy, Interior, Justice, Treasury, and Veterans Affairs had direct access to the top executives. The HEPM at the Department of Labor was the only HEPM who did not have direct access to the agency's top leadership.

The HEPM grade level at the Departments of the Army, Air Force, Commerce, Labor, Housing and Urban Development, Interior, Justice, Navy, Treasury, and Veterans Affairs was comparable or higher than the grade levels for other Special Emphasis Program Managers.

Hispanic Participation in Intern Programs

Army: 49 (7%)

Air Force: Palace Acquire Intern Program - 186 (5.2%)

Labor: Student Career Employment Program: 11 (12.1%); Student Temporary Employment Program: 16 (5.7%); Presidential Management Intern Program: 1 (4.5%); HACU National Internship Program: 20 (100%)

Energy: 2 (11.7%) in the Technical Leadership Development Program

Interior: 76.

Veterans Affairs: 60

Conversion Rate of Hispanic Interns to Permanent Positions

Army: All.

Air Force: 5%

Energy: All interns hired as a part of the Technical Leadership Development Program

Interior: 45 (11.1%)

Presidential Rank Awards

The President annually awards the rank of Distinguished Executive and Meritorious Executive to a select group of career members of the Senior Executive Service (SES) who have provided exceptional service to the American people over an extended period of time. Agency heads nominate these executives from across the Government, who are subsequently evaluated by citizen panels, and, finally, designated by the President.

There are two categories of awards. The *Distinguished Executive* rank is awarded to leaders who achieve extraordinary results. Only 1 percent of the SES may earn this award. Distinguished Executives receive a lump-sum payment of 35 percent of their base salary, a gold pin, and a framed certificate signed by the President. The *Meritorious Executive* rank is awarded to leaders for sustained accomplishments. Only 5 percent of SES members may receive the award, which includes a lump-sum payment of 20 percent of the executive's base salary, a silver pin, and a framed certificate signed by the President. The percent of career SES members who may receive each award is based on the government-wide SES population as of September 30, 2001.

According to OPM data, 2.82% (7) of Hispanic SESers received the Meritorious Executive award in 1999, while only 1.39% (4) received it in 2000. With respect to the more prestigious Distinguished Executive award, 5.66% (3) received in 1999, while there were no Hispanic recipients in 2000. The numbers are not only low, but they have decreased from 1999 to 2000. Agency heads should be more proactive in nominating more Hispanics for these prestigious awards.

Actions Taken to Implement Executive Order 13171 (Hispanic Employment in the Federal Government)

At the Department of Agriculture, the Secretary's Hispanic Advisory Council and the Office of Human Resources Management collaborated on recruitment activities. Among the highlights of this collaborative effort were the development and implementation of a Hispanic Employment Plan.

The Air Force Performance Measures Reporting System provided additional attention and awareness from the top leadership with regards to the representation of women and minorities. By using the Outstanding Scholar direct hiring authority, it made 242 selections, of which 10 (4%) were Hispanic.

At the Department of Labor, three (13%) Hispanics were selected for the FY 2000 SES Candidate Development Program, and two of them have already been appointed to the Senior Executive Service. Moreover, a Management Development Program for GS-12s, 13s, and 14s was created, and three (23%) of thirteen candidates selected were Hispanics. In addition, managers' performance plans have a job element requiring them to collaborate in achieving the agency's EEO goals through recruiting, training, promoting diversity, and recognizing staff.

The Department of the Interior (DOI) entered into a memorandum of understanding with the National Hispanic Coalition, a consortium of nonprofit national Hispanic organizations that represent approximately three million members. The MOU called for the establishment of a Hispanic Advisory Council made up of DOI employees and National Hispanic Coalition members.

The Department of the Treasury asked its bureaus to develop procedures to ensure that all managers and supervisors received periodic diversity training.

The Department of Veterans Affairs established an Executive Steering Committee, which is comprised of senior officials, as well as Hispanic Association of Colleges and Universities (HACU) and NAHFE representatives, to address Hispanic issues.

Actions Taken to Implement Executive Order 13162 (Federal Career Intern Program)

Most federal agencies were in the process of developing policy guidance on establishing a Federal Career Intern Program at the time this survey was taken. Only the Department Energy had issued its final policy guidance on April 10, 2001. We note that Executive Order 13162 was issued on July 10, 2000.

Outreach Efforts Used to Recruit Hispanics

A) Hispanic Serving Institutions: Army; Air Force; Commerce; Education; Energy; Labor; Interior; Justice; Navy; Treasury; Veterans Affairs

B) Hispanic Association of Colleges and Universities (HACU): Army; Air Force; Commerce; Education; Energy; Labor; Interior; Justice; Navy; Treasury; Veterans Affairs

C) Federal Career Intern Program: Energy

D) Outstanding Scholar Program: Army; Air Force; Education; Energy; Labor; Interior; Justice; Navy; Veterans Affairs

E) Bilingual/Bicultural Program: Army; Education; Energy; Labor; Treasury; Veterans Affairs

F) Touch Screen Computer Kiosk Program: Army; Interior; Labor; Treasury; Veterans Affairs

With respect to the Touch Screen Computer Kiosk Program, the following passage is taken from the OPM's 9-Point Plan:

“Agencies can reach out to broader numbers of candidates for our future workforce by sponsoring Federal Employment Information (Touch Screen) Computer kiosks and placing them in Hispanic-serving institutions that feed your occupations. These computers provide federal *job vacancies nationwide*, and are updated daily. OPM has taken the lead in placing Federal Employment Information (Touch Screen) Computer kiosks in five Hispanic Association of Colleges and Universities (HACU) institutions and is working with other agencies to do the same.”

The Touch Screen Computer Kiosk Program was also prominently mentioned in the PMC Report. However, the Office of Personnel Management inexplicably discontinued supporting this program, even after several federal agencies were participating in it. We recommend reconsideration with regards to discontinuing that valuable initiative to the Office of Personnel Management.

Prepared a Hispanic Employment Plan

The Departments of Agriculture, Commerce, Air Force, Energy, Labor, Treasury, and Veterans Affairs have developed their own Hispanic Employment Plans. The Department of the Air Force indicated that the closing of Kelly AFB, Texas, and McClellan AFB, CA, in 2001 affected the Air Force Hispanic demographics.

The Department of Education did not have a separate Affirmative Employment Plan for Hispanics.

The Department of the Interior stated that its Hispanic Employment Initiatives were an integral part of the Department's Strategic Plan for Improving Diversity.

The Department of Justice prepared an Eight-Point Plan to enhance its diversity, which is designed to address the recruitment of Hispanics and other minorities for attorney positions.

The Department of the Navy established a Five Point Program for recruiting Hispanics whom aimed to have an 8% Hispanic representation by 2003.

The Department of the Treasury is in the process of developing its Hispanic Employment Plan.

MOUs with NAHFE

Executive Order 13171 calls for federal agencies to “further partnerships and cooperation among ... appropriate Hispanic organizations whenever such partnerships and cooperation are possible and would promote the Federal employment of qualified individuals.”

NAHFE has a proven track record in helping federal agencies to increase their Hispanic representation in grades 13-SES. It is no accident that out of the three federal agencies in this

survey with the highest Hispanic representation in these grades (Justice, HUD, and Treasury), two (HUD and Treasury) had signed memorandums of understanding with NAHFE. In addition, the agency with no Hispanic in the SES rank (Air Force) had not signed one.

Recommendations

There are a plethora of reports that provide everything that one wants and needs to know on how to increase the representation of Hispanics in the federal sector. NAHFE officials are eager to assist supervisors, managers, and senior executives who are searching for ways to accomplish this task. For those seeking these resources, we refer them to the NAHFE website at <http://www.NAHFE.org>, and to the Hispanic Employment section in the OPM webpage at <http://www.opm.gov>.

NAHFE has been informed that one of the barriers that contributes to the low number of Hispanics in the SES ranks is the association between ability and a foreign accent. Some supervisors automatically conclude that Hispanics with foreign accents are not as knowledgeable as applicants without accents. Of course, this is not true. While Hispanics may speak with an accent, they do not think with one. Moreover, Hispanics and other non-Hispanic employees should be hired because of the contributions that they will make to the workplace, and not because of their accents. While Dr. Antonia Novello had a noticeable accent, she became the first woman and the first Hispanic Surgeon General. Dr. Novello was an unusually popular Surgeon General, and won special praise for her campaigns to address the health problems of America's young people, whom she called "a generation at risk." This country would have been denied the talents of Dr. Novello if some short-sighted person would have treated her accent as a disqualifying liability.

NAHFE recognizes the leadership role played by the Office of Personnel Management regarding the Hispanic Employment Program. Executive Order 13171 assigned important tasks to the Office of Personnel Management in addressing the Hispanic underrepresentation. Consequently, NAHFE is concerned that the Office of Personnel Management has advertised its HEPM position at the GS 11/12 level. The Alpha-Survey showed that the average grade for HEPMs in the federal sector ranged from GS 13 through GS 15. Thus, NAHFE officials opine that the OPM HEPM will have a credibility problem in interacting and leading other higher-graded HEPMs in the federal sector. To remedy this anomaly, NAHFE recommends that OPM should upgrade its HEPM position to a GS-15, and make this person the OPM point of contact with HEPMs at other federal agencies.

As stated previously, Hispanic representation in the federal workforce has increased from 5.2% in 1988 to 6.7% in 2001. NAHFE officials believe, however, that there is an inverse relationship between the size of Hispanic Employment Plans and the results attained: the more lengthy the reports, the less impressive the results. The best Hispanic Employment Plans usually have two action items in common: getting the support from the top leadership and implementing some type of accountability measures.

Thus, NAHFE officials conclude that a "Just Get It Done" Plan is much more effective than a lengthy Hispanic Employment Plan in bringing about results. In other words, A "Just Get It Done" Plan is much effective than a "Wishful Thinking and Creative Writing" Plan.

APPENDIX A

5. What actions have you taken to implement the Executive Order 13171 (Hispanic Employment in the Federal Government)? If you need more space use a sheet of paper or an attachment and include the question number.

6. What actions have you taken to implement the Executive Order 13162 (Federal Career Intern Program)? If you need more space use a sheet of paper or an attachment and include the question number.

8. Which outreach efforts have you used successfully to recruit Hispanics?

- Hispanic Serving Institutions
- Hispanic Association of Colleges and Universities(HACU)
- Federal Career Intern Program
- Outstanding Scholar Program
- Bilingual/Bicultural Program
- Touch Screen Computer Kiosk Program
- Other Specify _____

8a. Have you established a special program or plan to recruit Hispanics?

- Yes
- No
- Specify _____

If you need more space use a sheet of paper or an attachment and include the question number.

9. Have you prepared a Hispanic Employment Plan?

- Yes
- No

If yes, what are the main action items, and what progress have you made in meeting those action items?

10. Do you have a Hispanic Employment Program Manager (HEPM)?

- Yes
- No

11. What is the grade level of the HEPM?

12. Is the HEPM a Hispanic individual?

- Yes
- No

13. Is the HEPM employed on a full-time or collateral duty basis?

14. Does the HEPM have direct access to the top executives in your agency?

- Yes
- No

15. What are the grade levels of the other Special Emphasis Program Managers?

16. Do you have a Federal Career Intern Program?

Other _____ Specify _____

17. How many Hispanics participated in the Intern Program? (Please indicate the total number and the percentage)

Total _____

Percentage _____

18. What percentage of interns are converted to permanent employment in the most recent Intern Program?

Hispanics _____

Other _____

19. What percentage of Hispanics attended the Federal Executive Institute for FY 1998, 1999, 2000 as of September 30th?

FY 1998 _____

FY 1999 _____

FY 2000 _____

20. What Percentage of Hispanics attended the OPM Management Development Centers for FY 1998, 1999, 2000 as of September 30th?

FY 1998 _____

FY 1999 _____

FY 2000 _____

21. Does your agency have a SES Candidate Development Program?

- Yes
- No

If yes, how many Hispanics applied?

Total _____

Percentage _____

How many were selected?

Total _____

Percentage _____

22. Have you signed a memorandum of understanding (MOU) with the National Association of Hispanic Federal Executives (NAHFE)?

- Yes
- No

If yes, how have you used the MOU to energize your Hispanic program?

If no, would you like to sign one?

- Yes

No

Is your agency or department collecting applicant flow information?

Yes

No

If your answer is yes, please provide the following:

◆ How many Hispanic candidates are actually referred?

◆ How many were selected?

Please print the following:

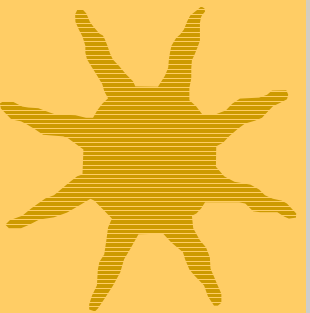
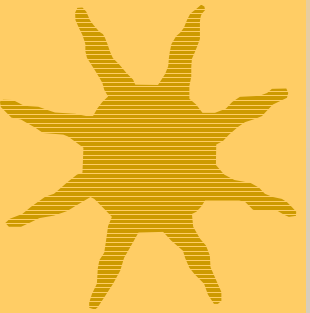
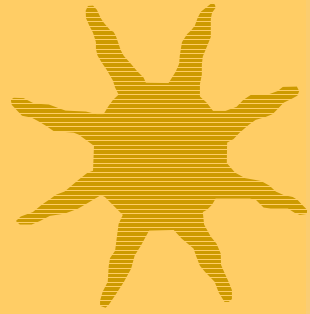
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Department Name _____

Your first and last name _____

Title _____ Date _____

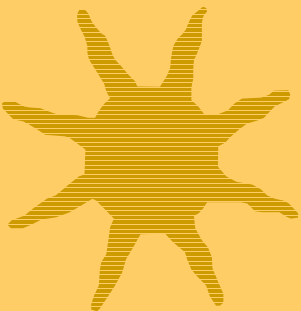
APPENDIX B



The Hispanic Population in the U.S.



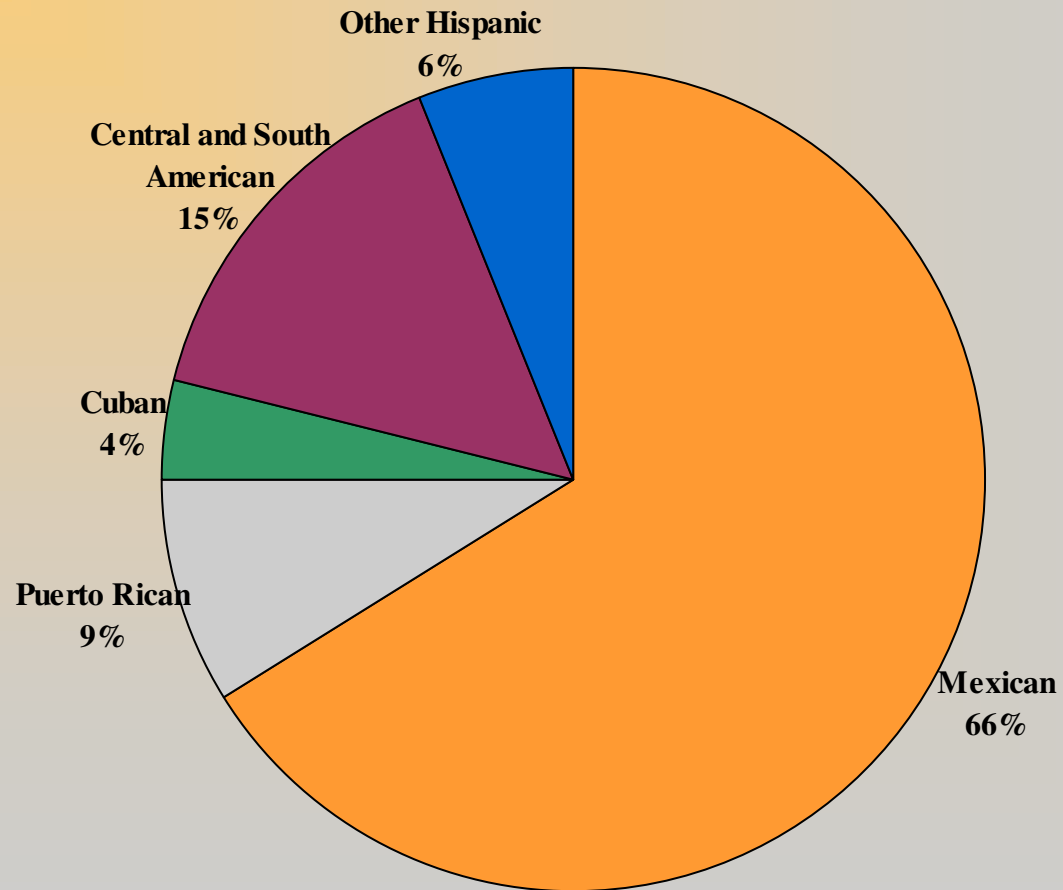
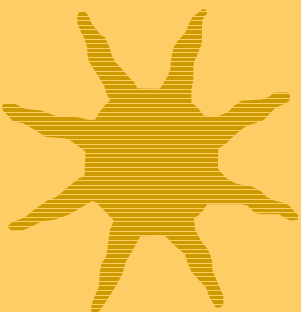
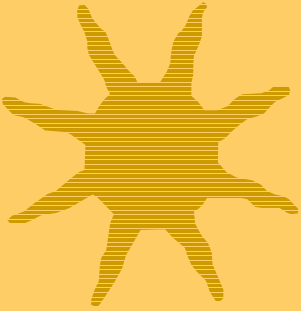
Definition in the 2000 Census



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- ★ According to OMB, Hispanic or Latino(a) is “a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.”



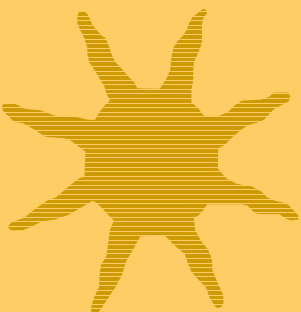
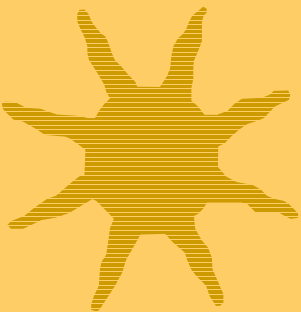
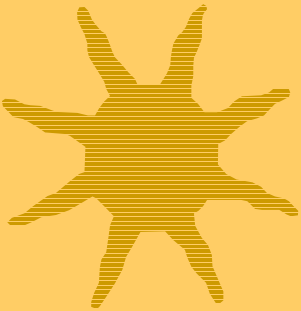
Percent Distribution of Hispanics by Type: 2000



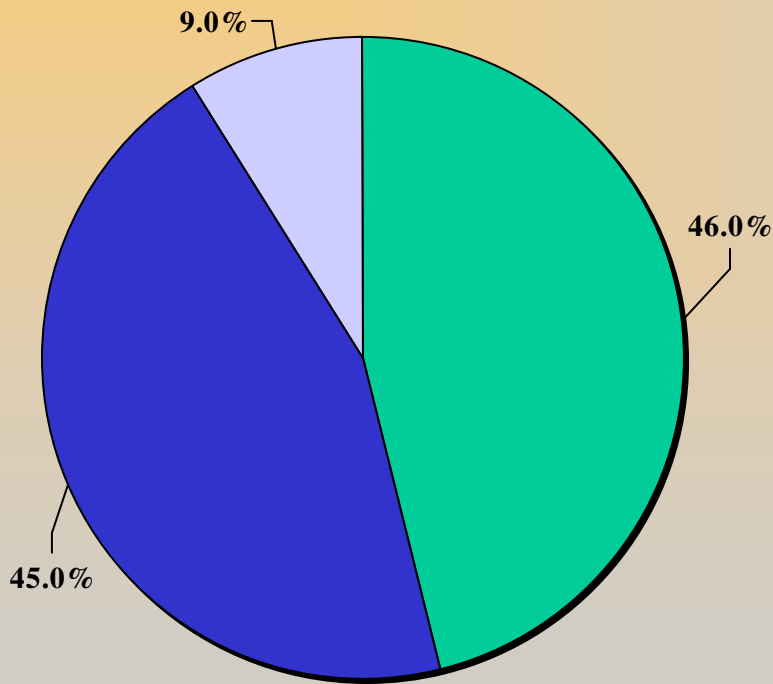
Source: Current Population Survey, March 2000, PGP-4



Type of Metropolitan Residence by Hispanic Origin: 2000

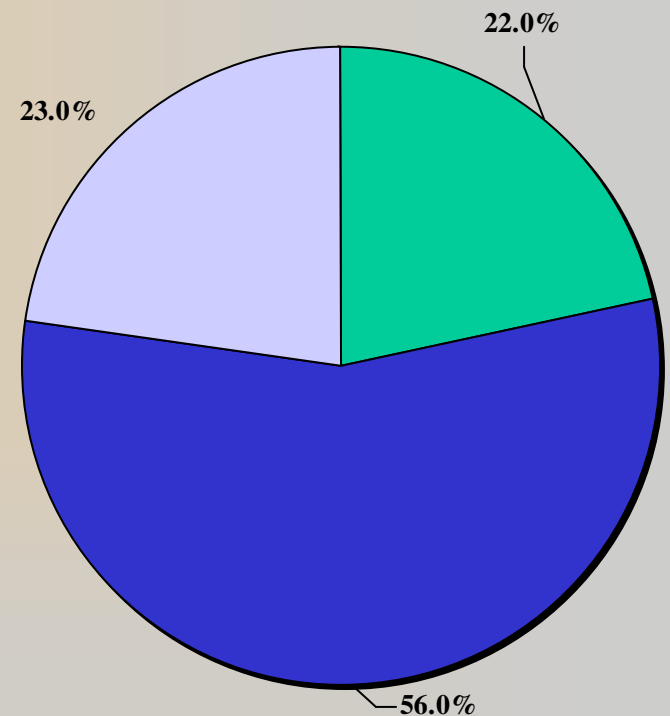


Hispanic



- Metropolitan area, inside central city
- Metropolitan area, outside central city
- Nonmetropolitan area

Non-Hispanic White

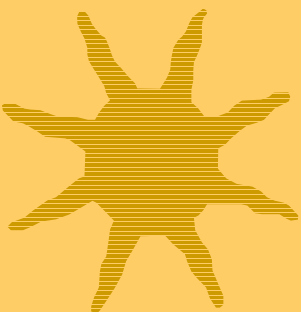
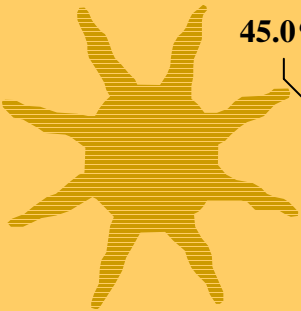
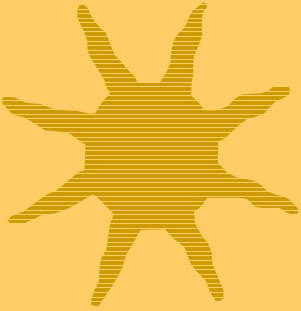


- Metropolitan area, inside central city
- Metropolitan area, outside central city
- Nonmetropolitan area

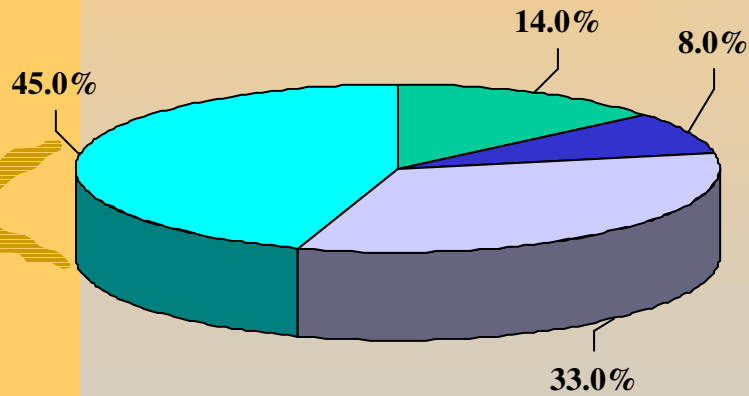
Source: Current Population Survey, March 2000, PGP-4



Regional Population Distribution by Hispanic Origin: 2000

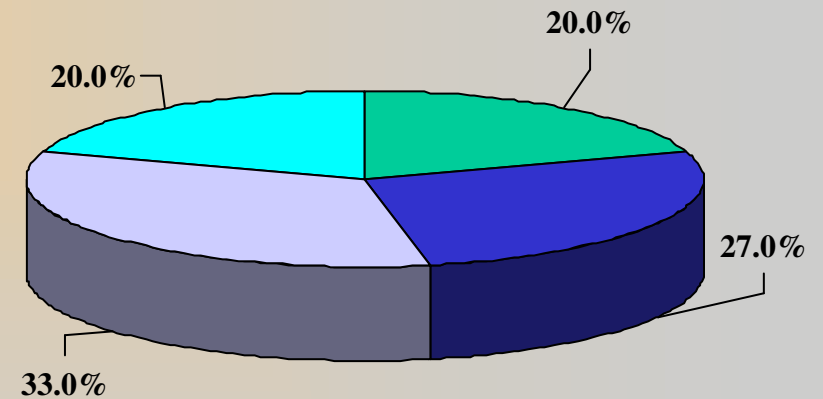


Hispanic



■ Northeast ■ Midwest ■ South ■ West

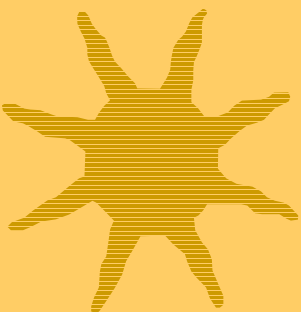
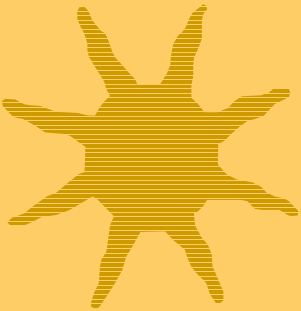
Non-Hispanic White



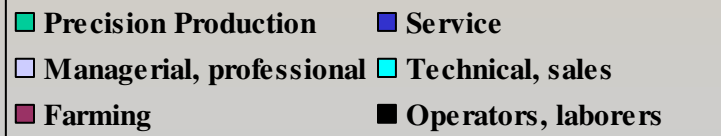
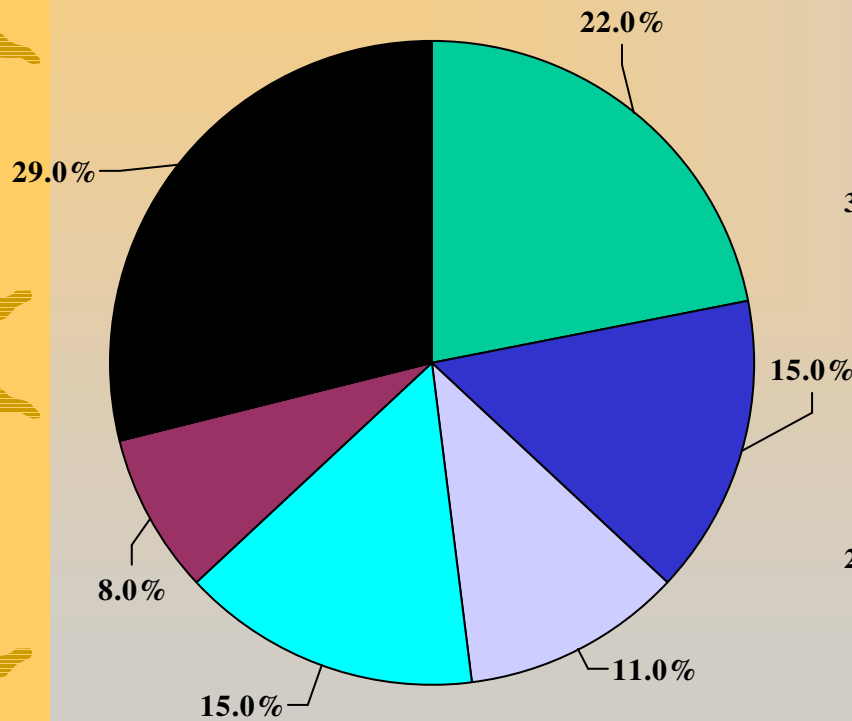
■ Northeast ■ Midwest ■ South ■ West



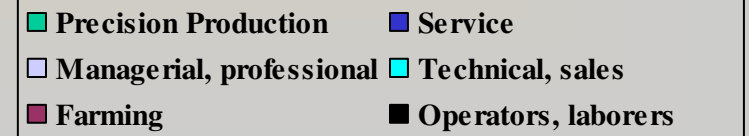
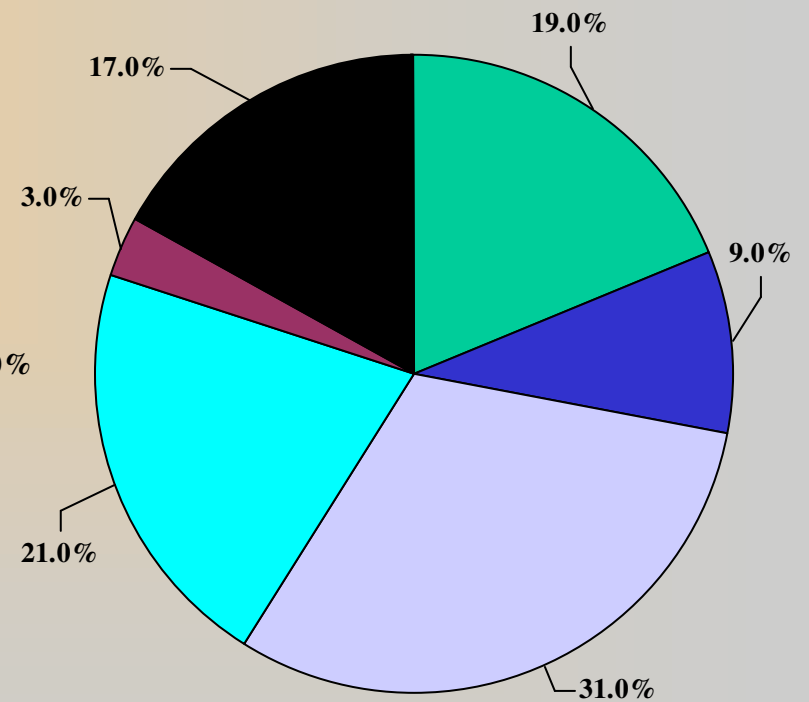
Current Occupation for Men by Hispanic Origin: 2000



Hispanic



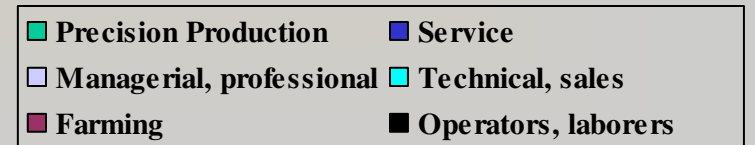
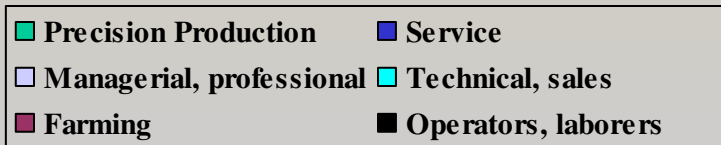
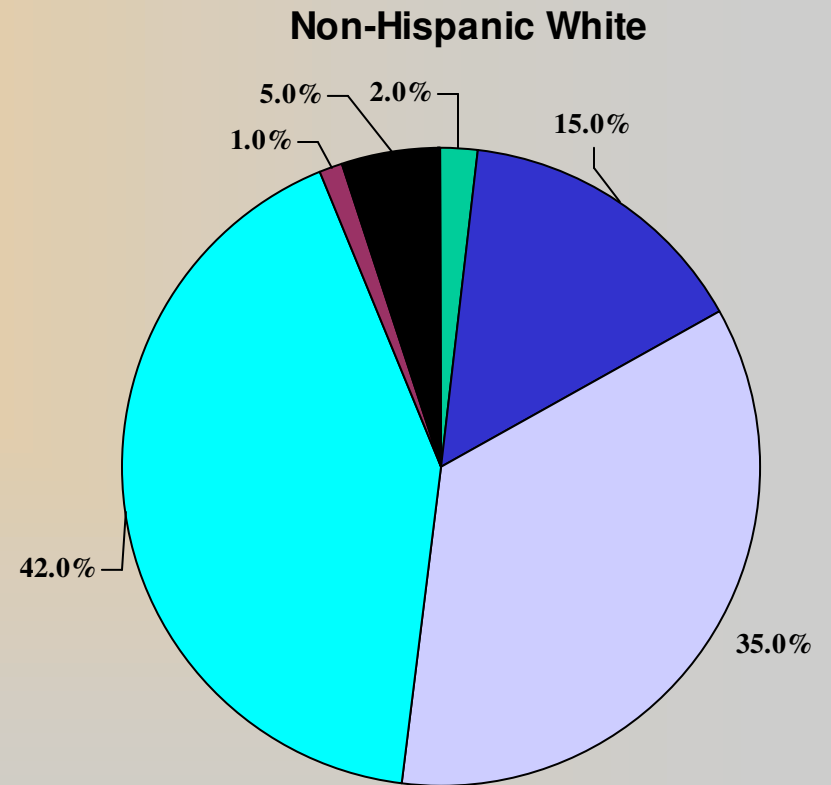
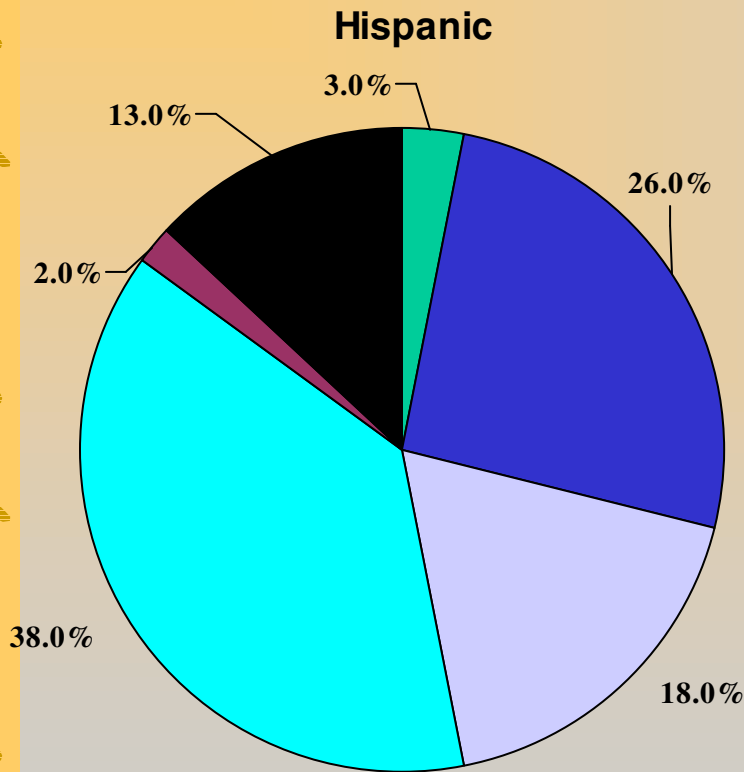
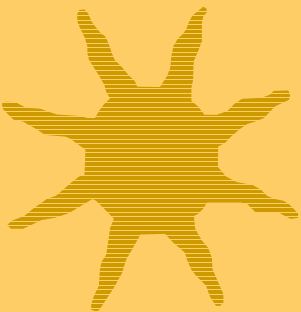
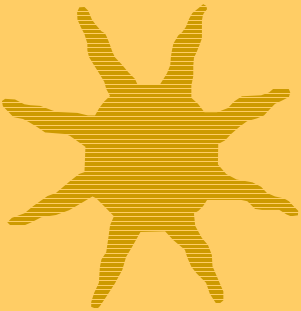
Non-Hispanic White



Source: Current Population Survey, March 2000, PGP-4



Current Occupation for Women by Hispanic Origin: 2000



Source: Current Population Survey, March 2000, PGP-4



High School and College Graduates by Race and Hispanic Origin: 1999

(Percent of the population aged 25 and older)



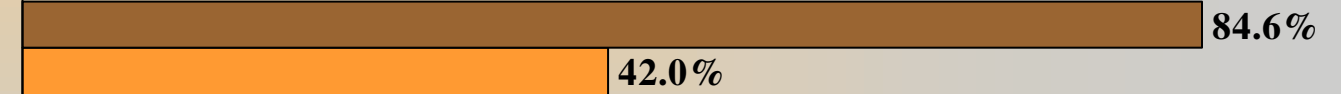
White Non-Hispanic



African American



Asian and Pacific Islander



Hispanic (of any race)



0.0% 15.0% 30.0% 45.0% 60.0% 75.0% 90.0%

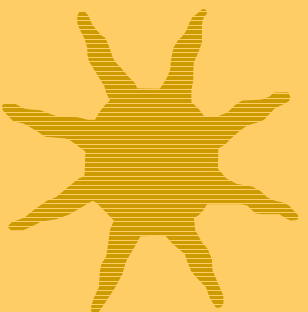
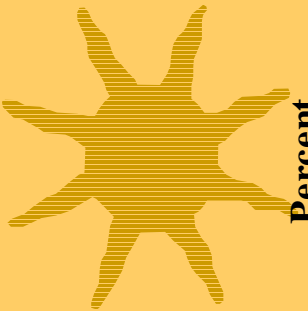
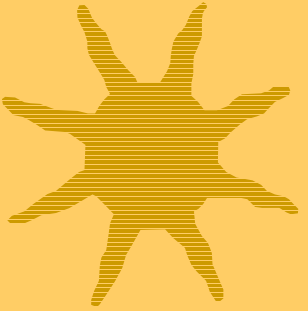
■ Bachelor's degree or more ■ High school diploma or more

Source: U.S. Census Bureau, Current Population Survey, March 1999

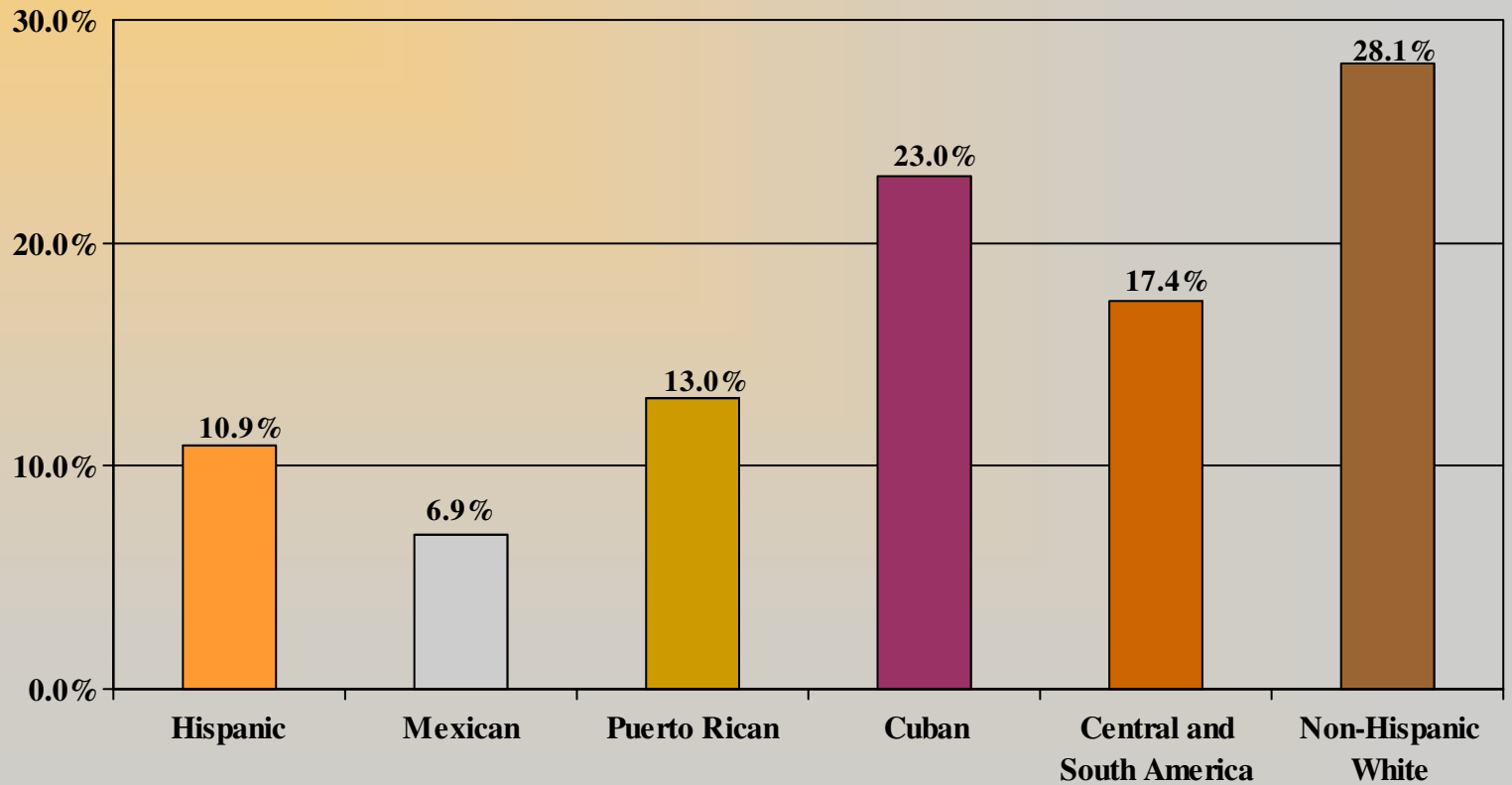


Percent of Population with a Bachelor's Degree or Higher by Hispanic Origin: 2000

(Population 25 years or older)



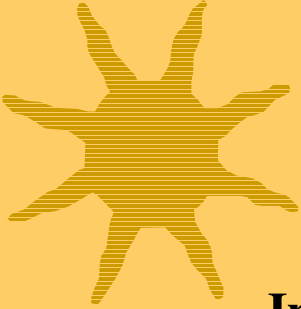
Percent



Source: Current Population Survey, March 2000, PGP-4



Computer & Internet Access Among Children 6-17 Years Old

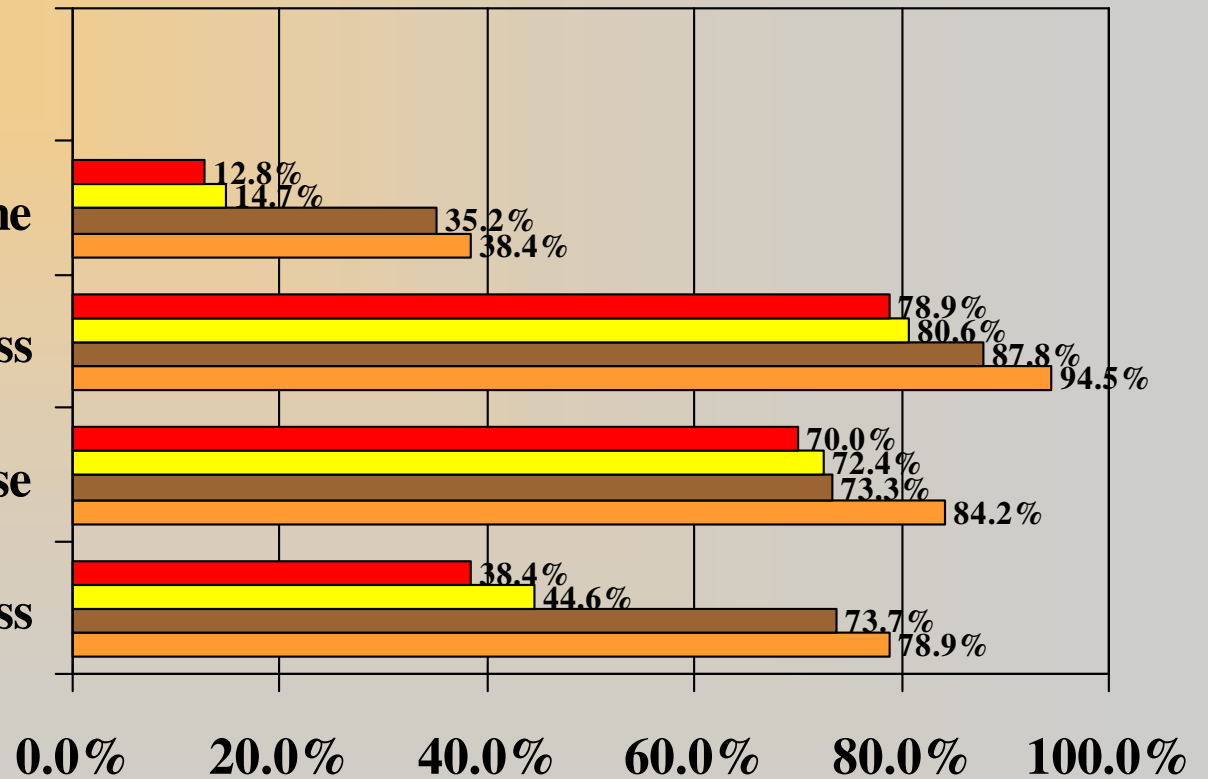


Internet Use at Home

Total Access

School Computer Use

Home Computer Access



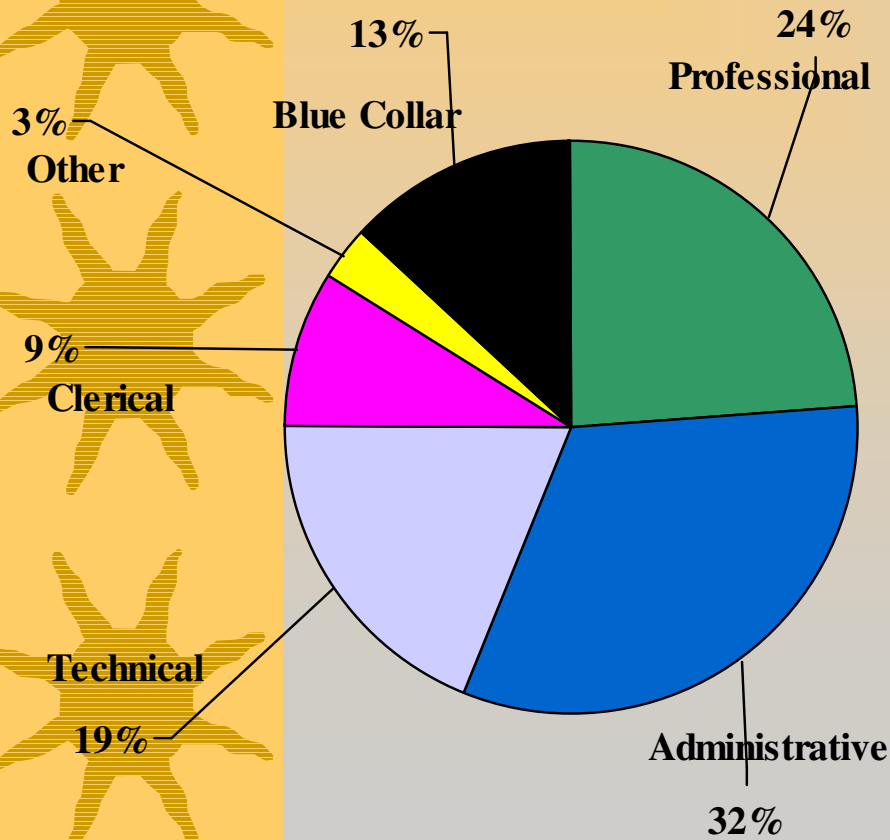
Whites Asians/Pacific Islanders Blacks Hispanics

Source: U.S. Census Bureau, Current Population Survey, March 2000 & August 2000.

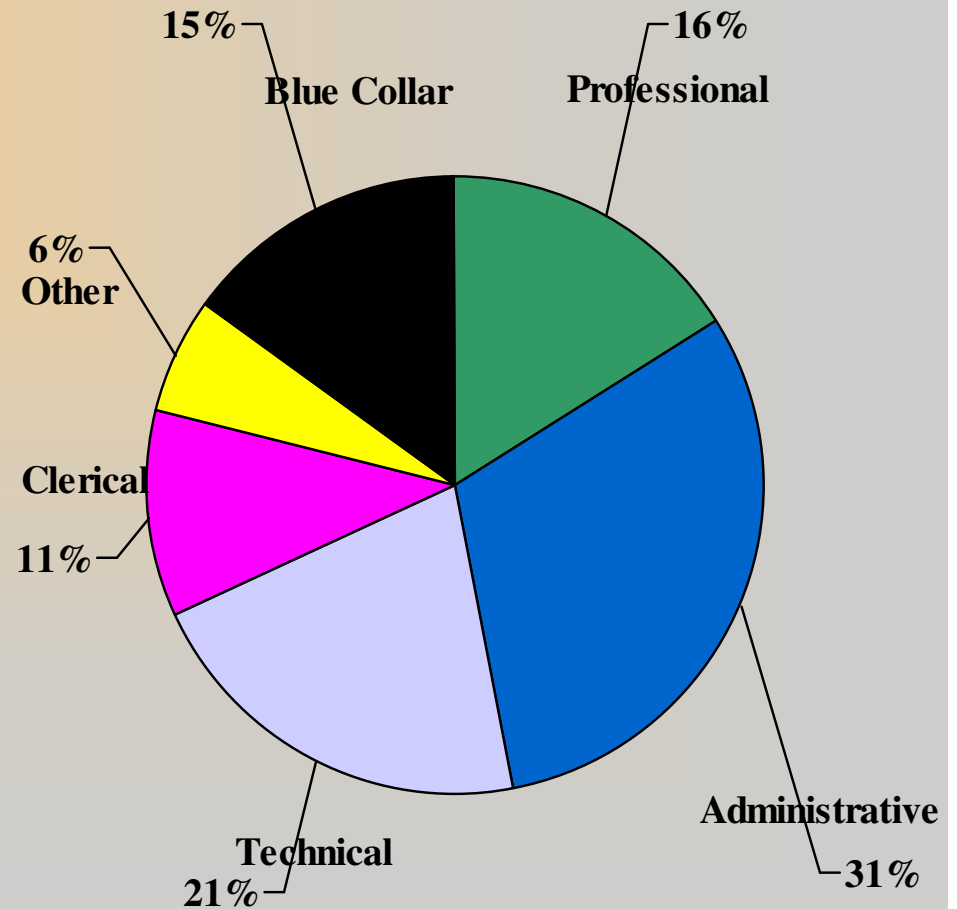


1999 Hispanic Population vs. Government-wide Population

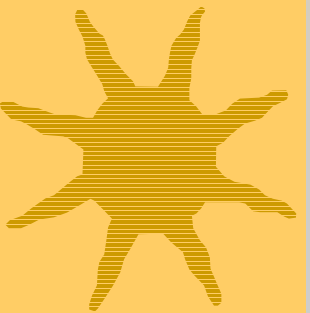
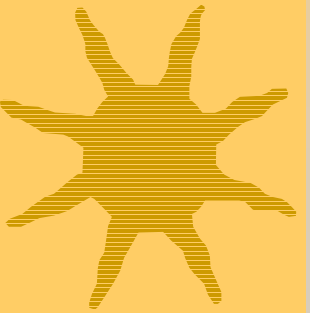
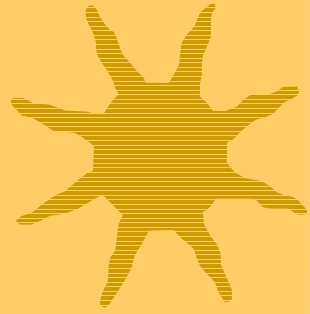
1999 Governmentwide Population



1999 Hispanic Population



Source: EEOC's Annual Report on the Employment of Minorities, Women ... for 1999

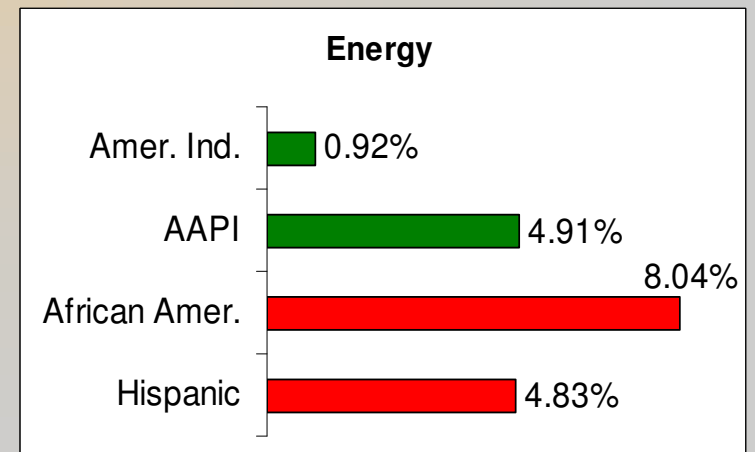
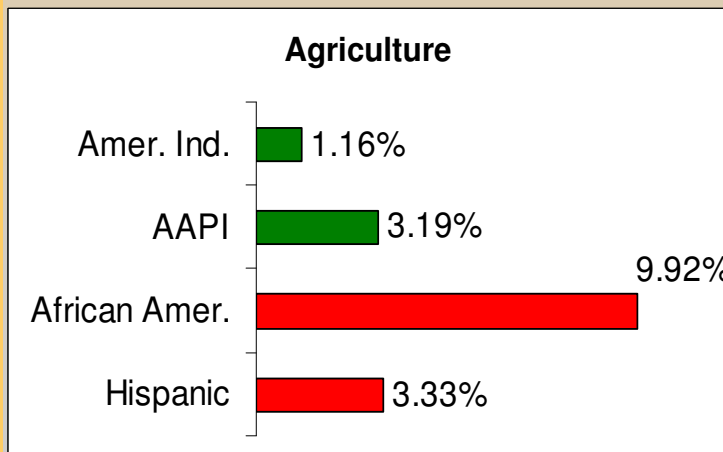
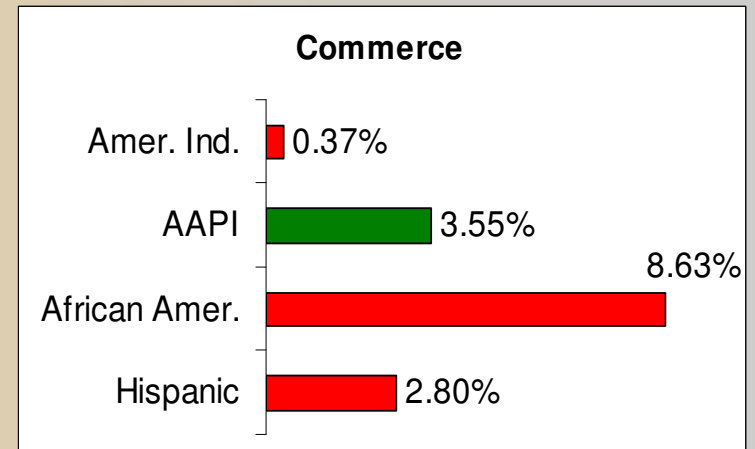
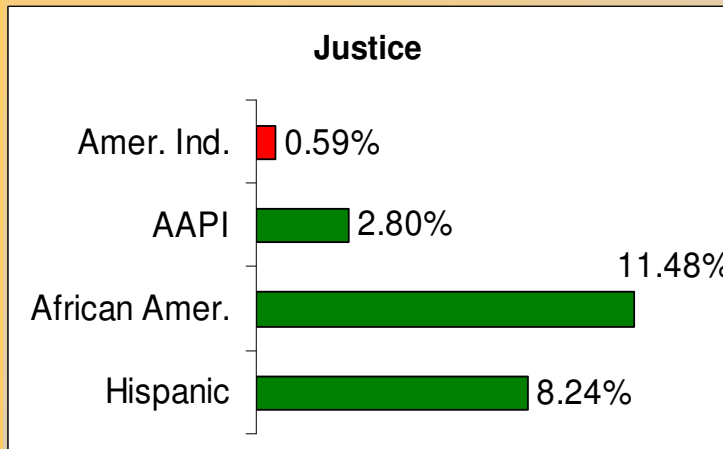
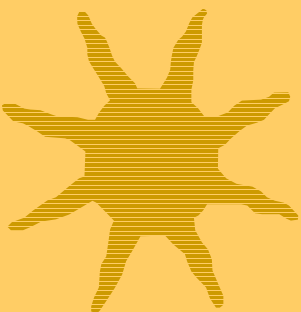


*An Analysis of the Project
Alpha Survey*

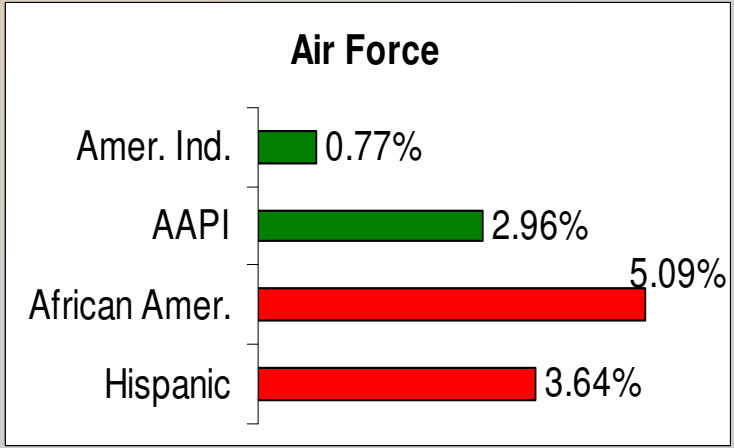
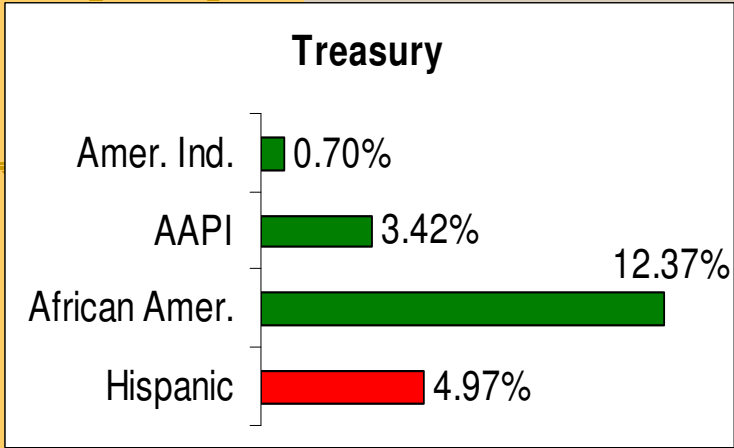
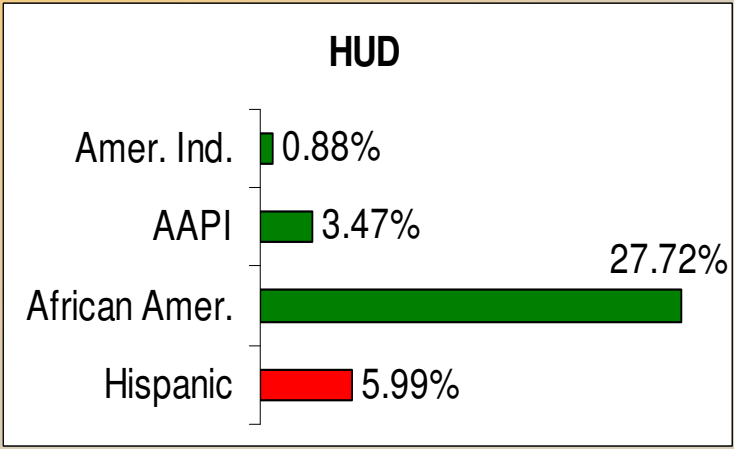
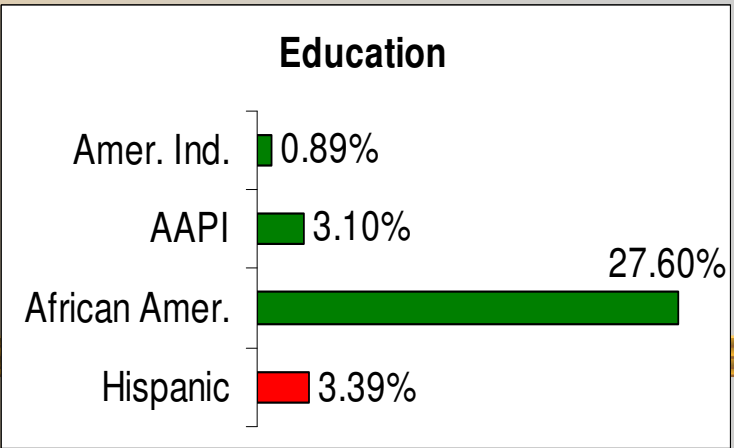
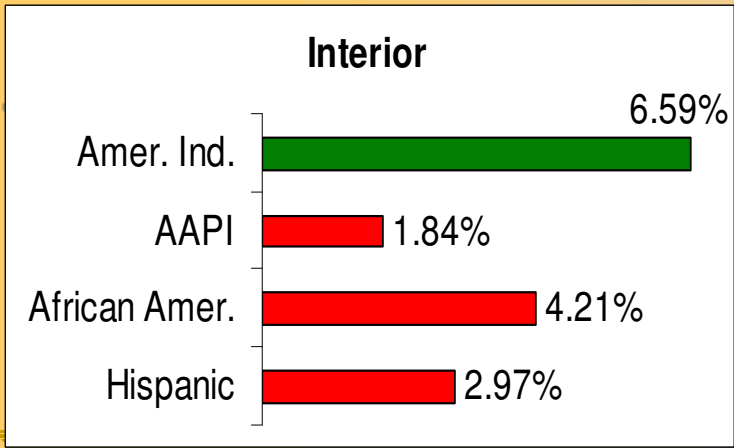


Workforce Profiles (GS-13 – SES)

(Permanent Employees)



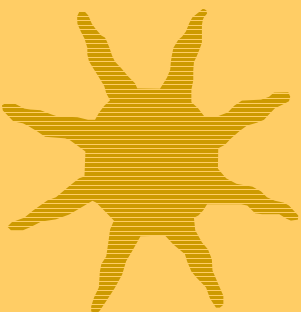
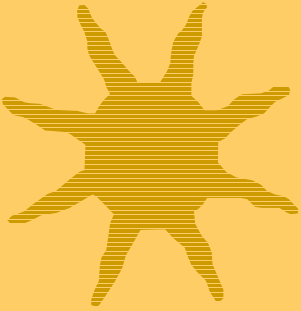
Bars in green are above or equal to the CLF, and bars in red are below the CLF, using the following data:
American Indian: 0.60%; AAPI: 2.80%; African American: 10.30%; Hispanic: 8.10%.



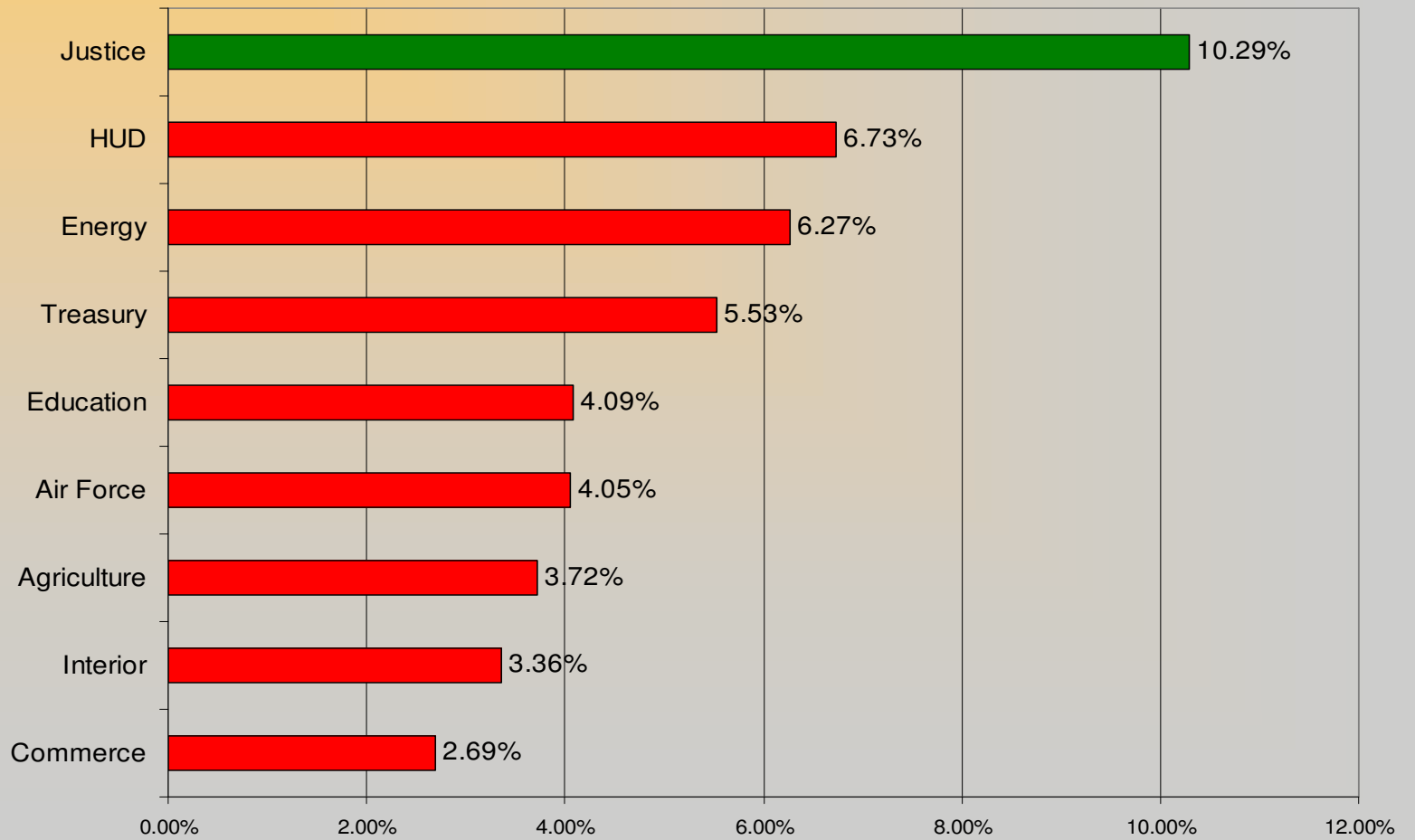


Hispanic GS-13's

(Permanent Employees)



Hispanics GS-13's - Percent of Total Workforce

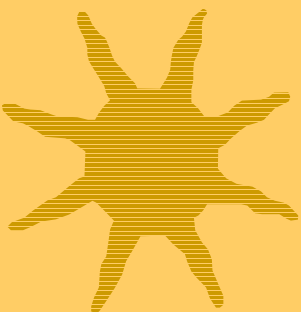
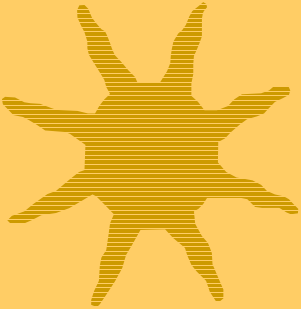
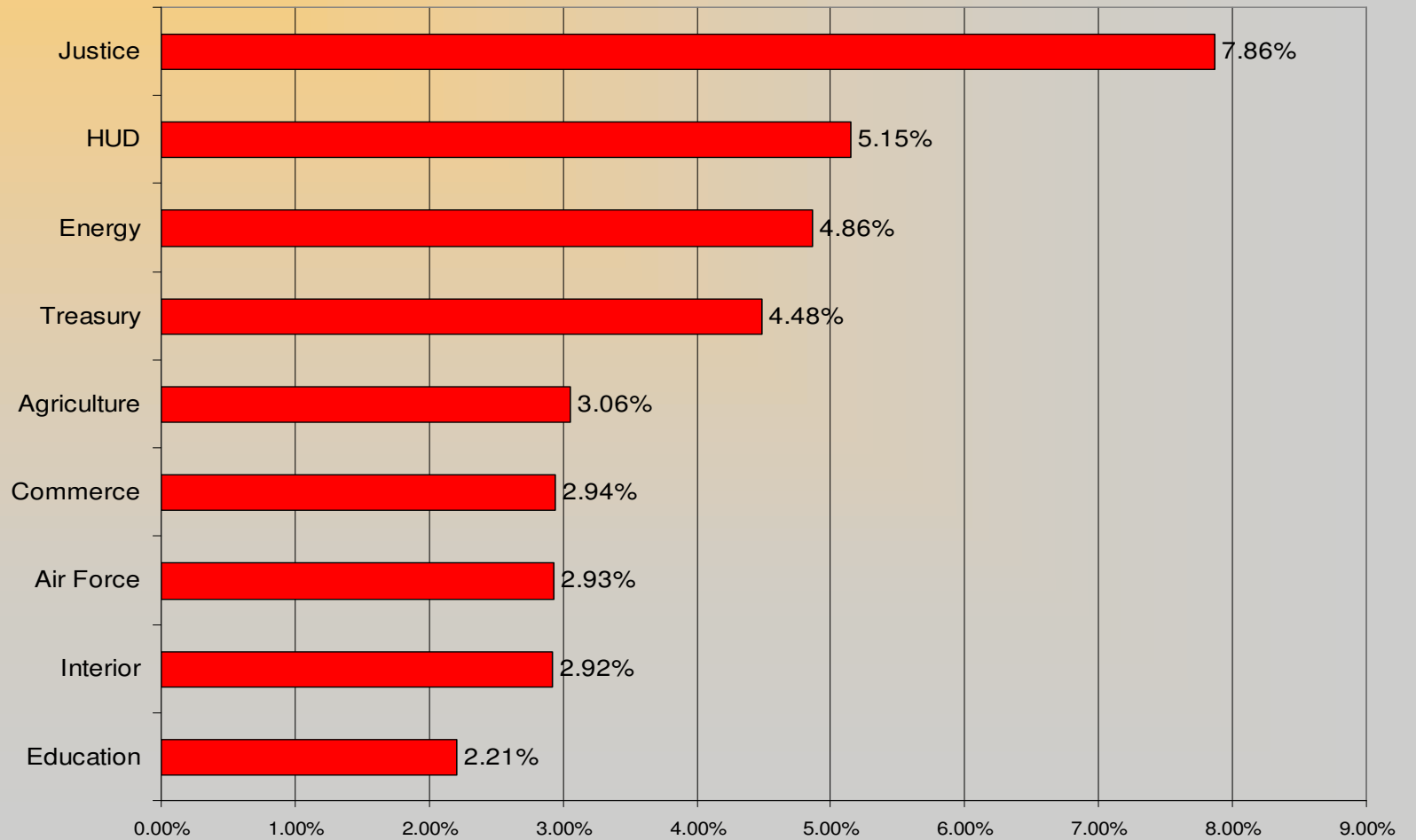




Hispanic GS-14's

(Permanent Employees)

Hispanic GS-14's - Percent of Total Workforce

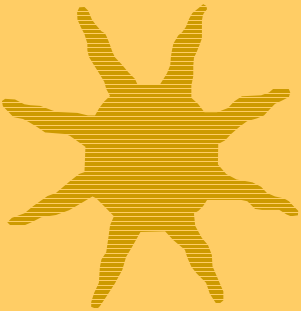
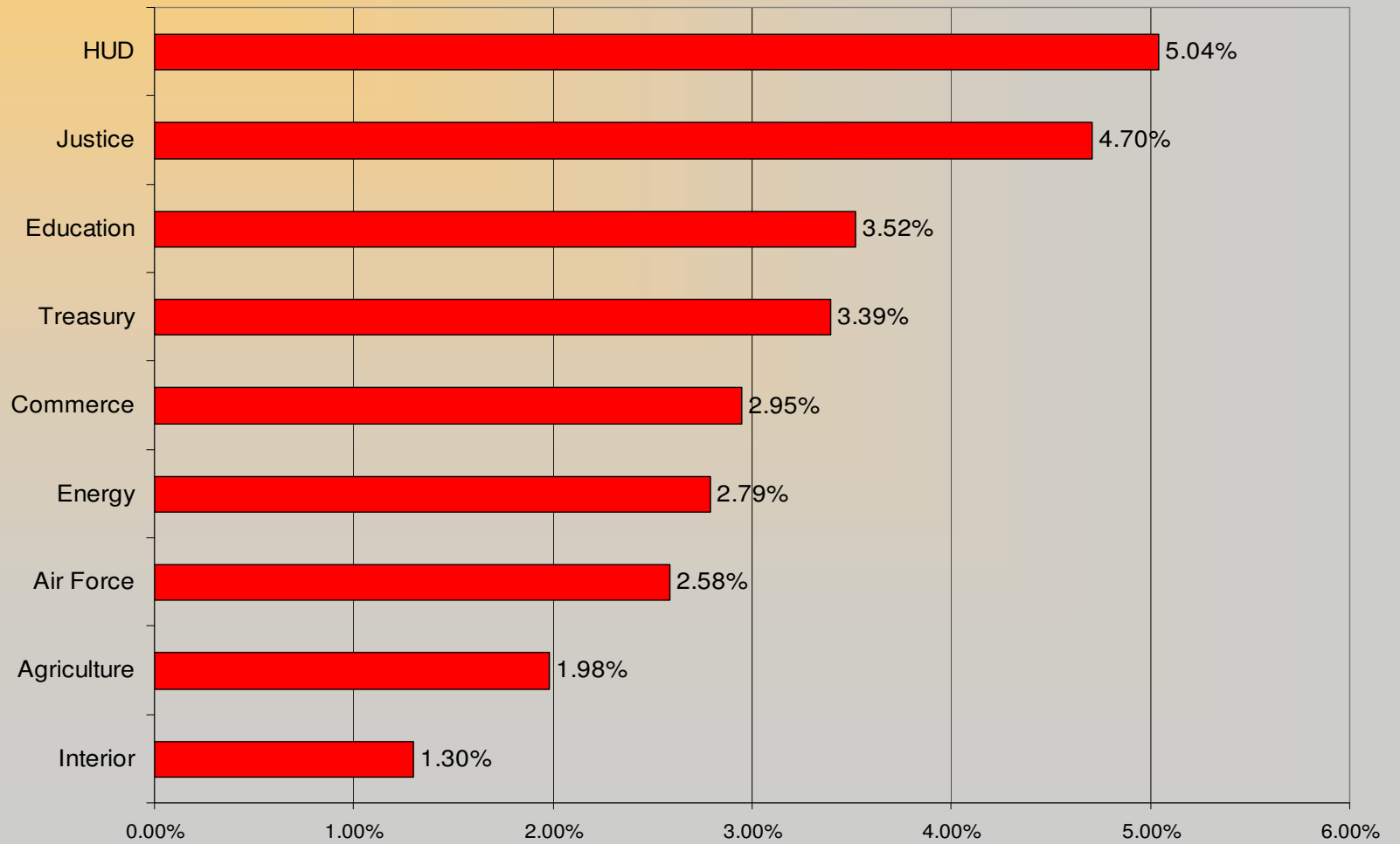




Hispanic GS-15's

(Permanent Employees)

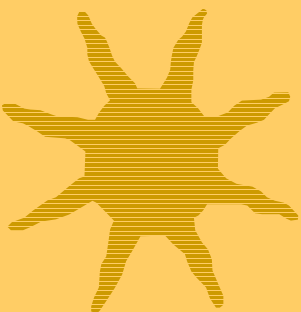
Hispanic GS-15's - Percent of Total Workforce



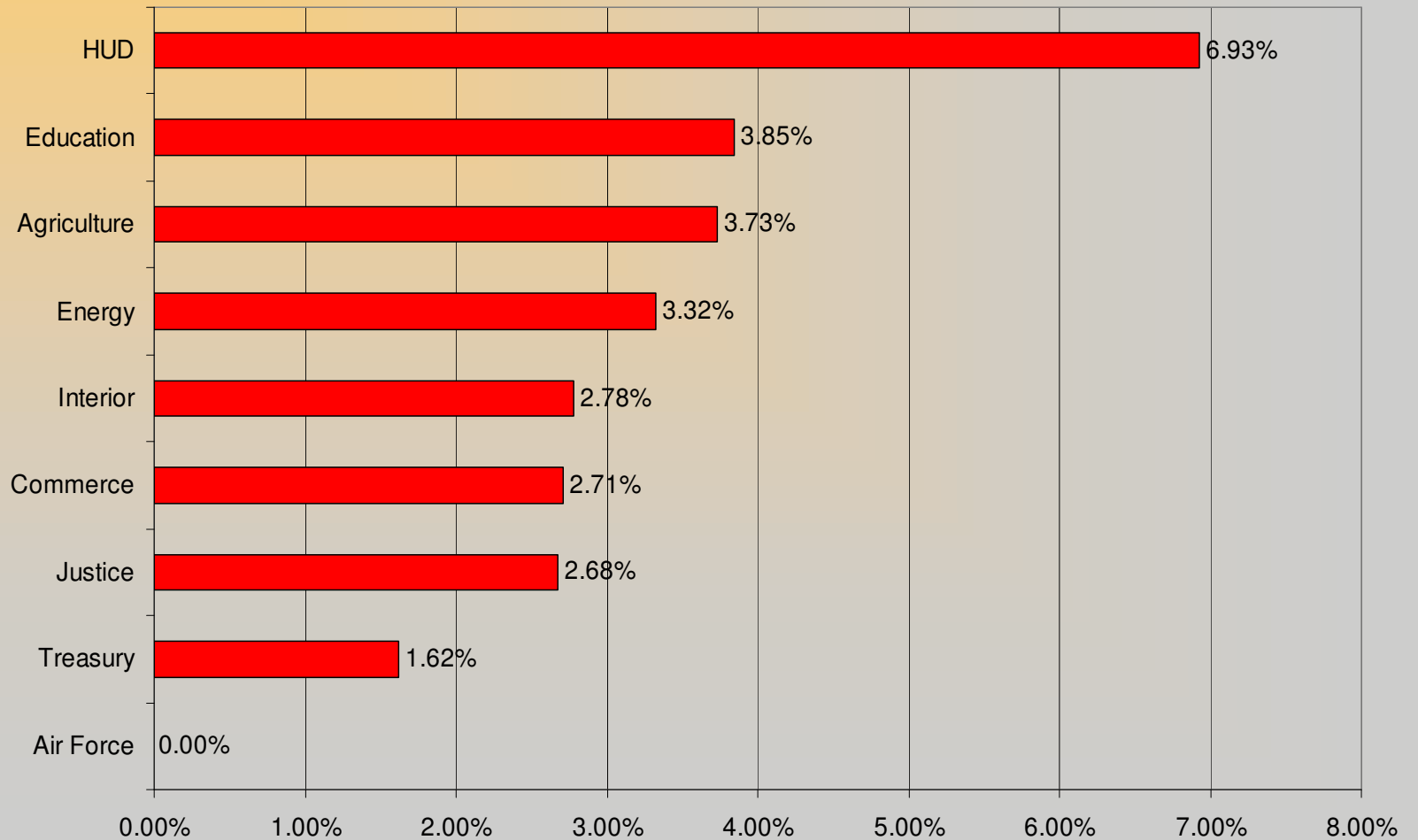


Hispanics in the SES

(Permanent Employees)



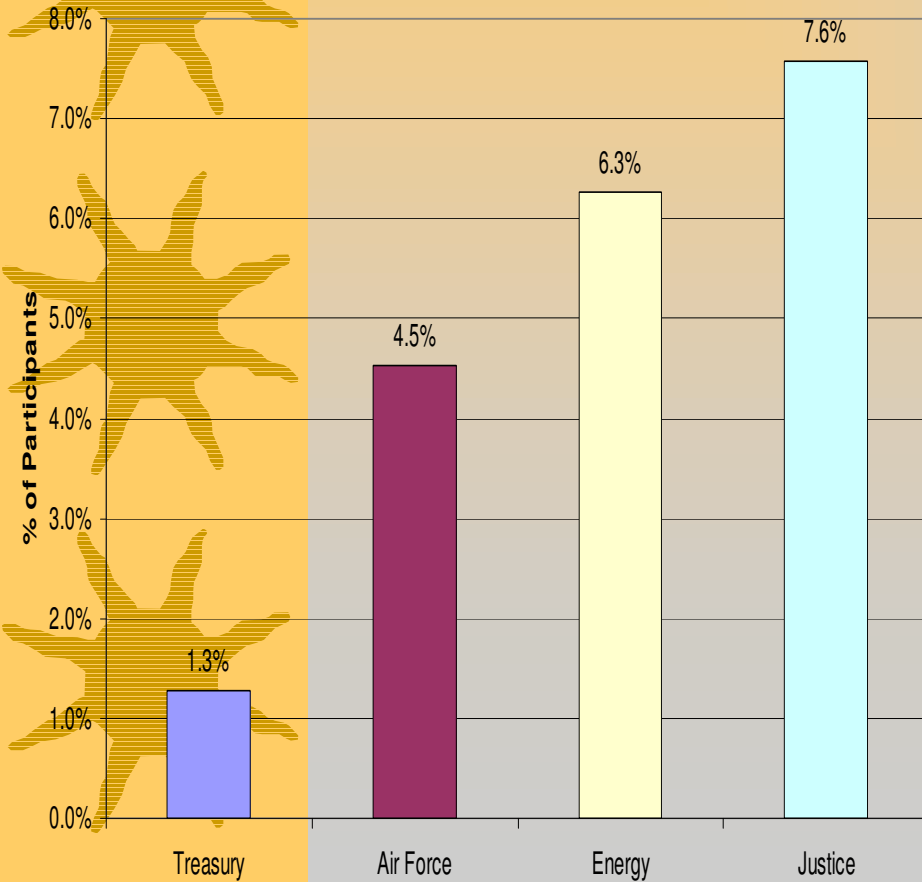
Hispanic Senior Executive Service - Percent of Total Workforce



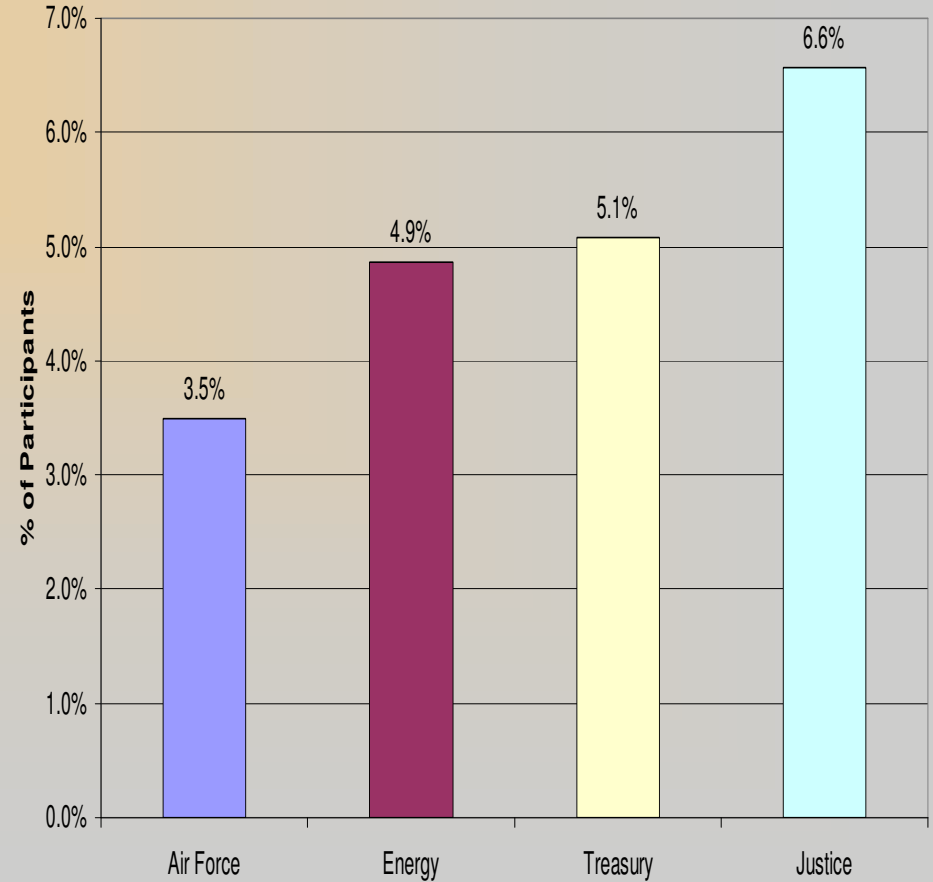


Hispanic Career Development Participation

Hispanic GS-13's



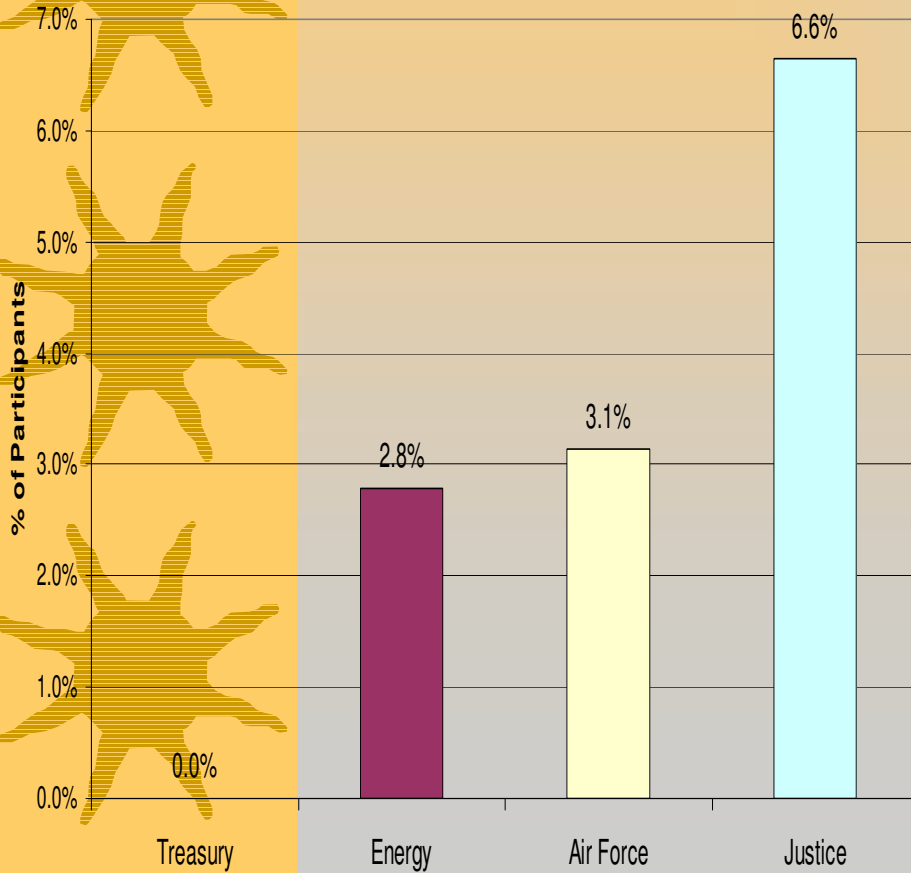
Hispanic GS-14's



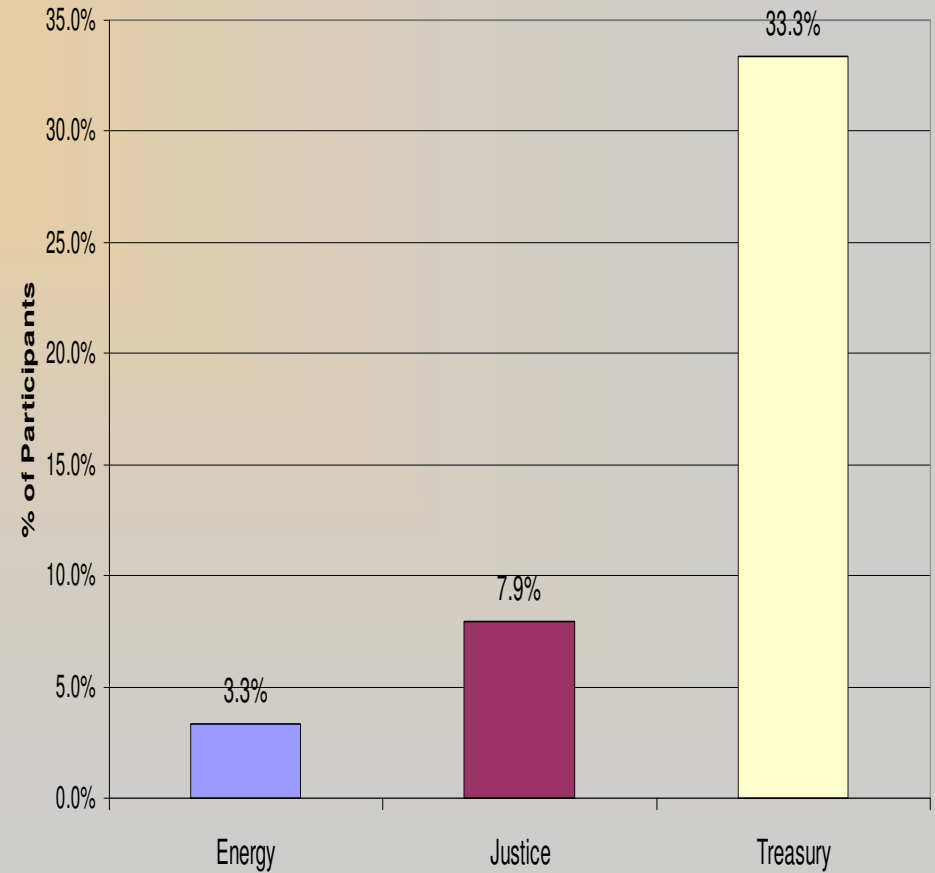


Hispanic Career Development Participation (Cont.)

Hispanic GS-15's

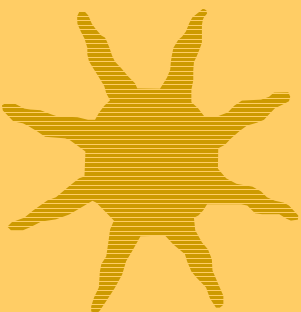
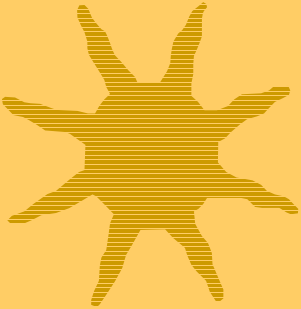


Hispanics in the SES

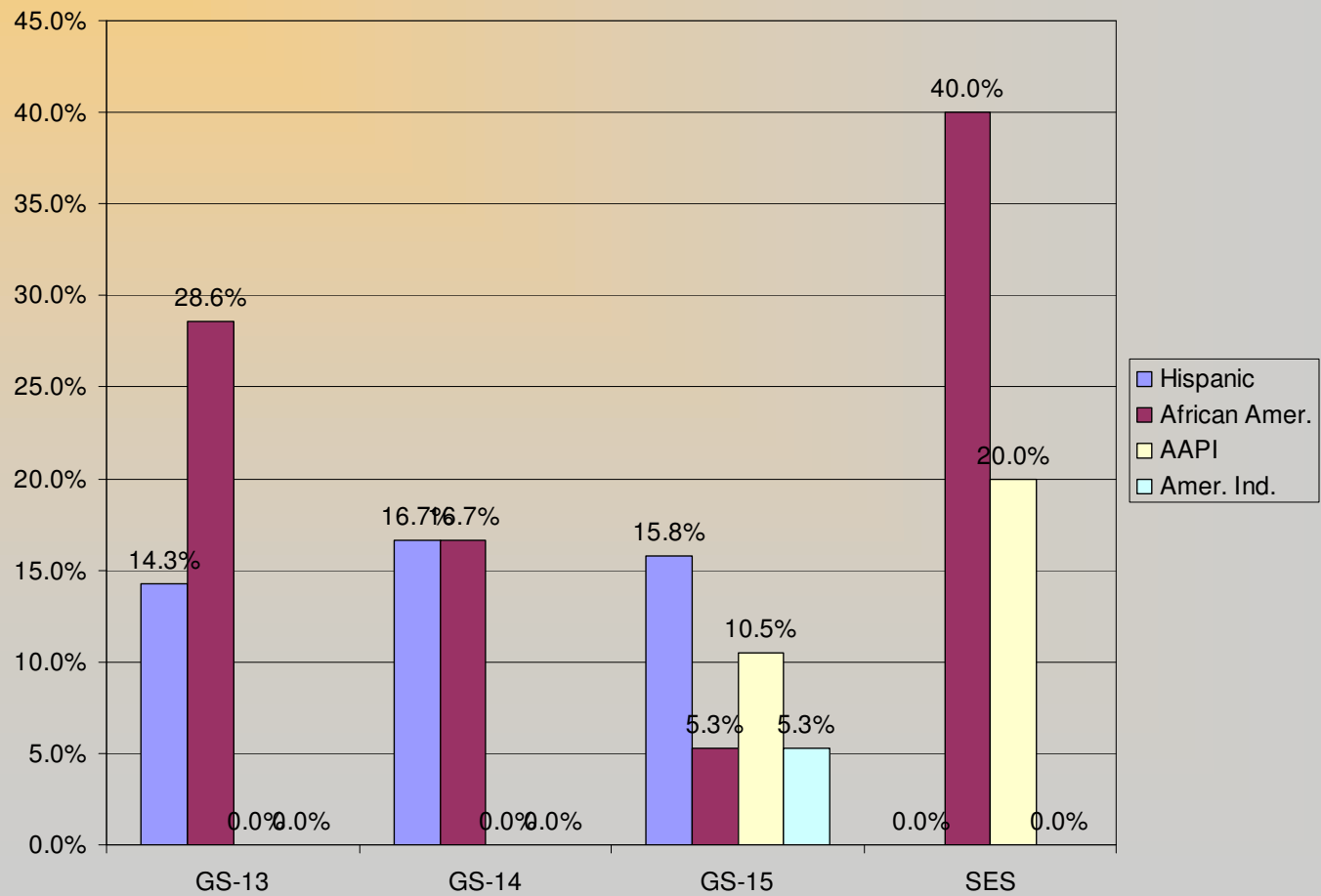




Minority Conversions from Political to Career

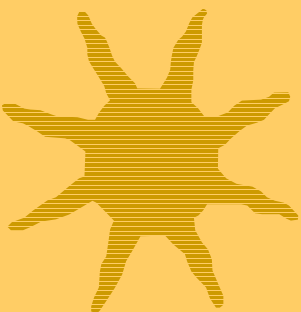
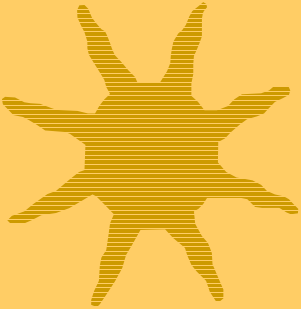


Department of Energy - Minority Conversions from Political to Career





HEPMs Overview

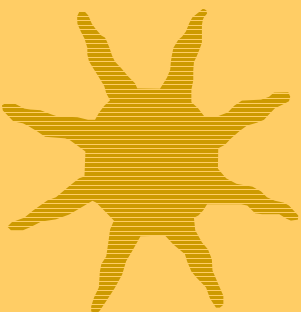
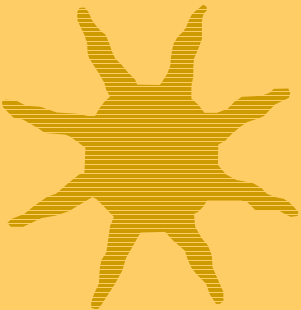


Agency	Have a HEPM?	What grade is the HEPM?	Is the HEPM Hispanic?
Commerce	Y	14	Y
Education	Y	N/A	Y
Justice	Y	14	Y
Treasury	Y	14	Y
Interior	Y	15	Y
HUD	Y	13	N
Air Force	Y	13	Y
Labor	Y	13	Y
Agriculture	Y	14	Y
Navy	Y	13	Y
Army	Y	14	Y

- ★ All responding agencies reported having a full-time HEPM
- ★ Grades ranged from GS-13 to GS-15
- ★ 10 out of 11 HEPMs were Hispanic



MOUs with NAHFE



Agency	Signed
Agriculture	Y
Air Force	N
Army	N
Commerce	Y
Education	N
Interior	Y
Justice	N
Labor	Y
NAVSEA	Y
Treasury	Y
VA	Y
HUD	Y
Energy	Y

★ 9 out of 13 responding agencies reported having signed a MOU with NAHFE.