



U.S. Department of Justice
Justice Management Division
Equal Employment Opportunity Staff

Hispanic Employment Program Summit

Presented to

LULAC Federal Training Institute

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FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM (FEORP) BACKGROUND

- The Office of Personnel Management (OPM) has the responsibility to annually report to Congress on progress under the FEORP plans that agencies develop.
- The FEORP report also highlights human capital practices Federal agencies are using to recruit, develop, and retain a diverse, high-quality, citizen-centered, and results oriented workforce.
- Previous FEORP reports submitted to Congress by OPM can be obtained at: http://www.opm.gov/About_OPM/Reports/FEORP/index.asp.
- Each agency must develop an annual FEORP Plan covering recruitment, advancement and developmental initiatives at various organizational levels and geographic locations.

Hispanic Employment Statistical Annual Reports

- OPM is also responsible for providing reports to the President on the progress of Hispanic employment in the Federal workforce. The annual report is prepared in compliance with Executive Order 13171 and contains information on the representation of Hispanics within the Federal Government and best practices of Federal agencies.
- Data for this report are derived from agency submissions and OPM's Central Personnel Data File (CPDF).
- Previous government wide reports can be obtained at: <http://www.opm.gov/Diversity/Hispanic/index.asp>

Affirmative Employment Programs (AEP) – Model EEO Programs

In compliance with EEOC's Management Directive 715, agencies are required to designate affirmative employment subject matter experts towards the implementation of a model EEO program.

- Workforce analysis and strategies in the areas of talent acquisition, talent management, workforce diversity, compliance and strategic commitment.
- Makes reference to partnerships both internal and external affiliates to promote inclusion.

FORM 715-01 PART I: EEO Plan To Eliminate Identified Barrier

- Barrier identification and elimination is the process by which agencies uncover, examine and remove barriers to equal participation at all levels of the workforce. A barrier is an agency policy, principle or practice that limits or tends to limit employment opportunities for members of a particular sex, race, or ethnic background, or based on an individual's disability status. Barrier removal is vital to achieving the common goal of making the federal government a model employer.

Barriers

- Can result from prejudice, stereotyping, fear, comfort level or customer preference.
- For example, an agency may recruit new attorneys from a limited number of law schools. If these law schools enroll only a few or no Hispanic students, the agency's hiring pool will be limited to all or virtually all non-Hispanic applicants. This practice and policy is a barrier as it will have the effect of limiting the employment opportunities of well-qualified Hispanic attorneys. It also will unnecessarily limit the pool of talented individuals from which agency officials may draw.

Major Focus Areas of Affirmative Employment

- Numbers and percentages of accessions (new hires)
- Numbers and percentages of promotions (advancement)
- Numbers and percentages of separations and the reasons therein
- Level of representation in the agency's workforce with regard to grade levels, with much emphasis on GS-13 through GS-15 and the Senior Executive Service
- Level of representation in the civilian labor force
- Level of representation in mission-critical occupations
- Distribution of awards
- Participation in training and career development programs
- Identification of workplace barriers (attitudinal, institutional, and physical)
- Type of EEO complaint activity for which age, race, sex, national origin, disability status, parental status, sexual orientation, and genetic information is a basis for alleged discrimination
- Engagement of stakeholders – internal and external

Composition of the Federal Workforce

- 2.8 million employees
 - 1,572,659 Men
 - 43.35% Women
 - 64.08% Whites
 - 18.63% Blacks or African Americans
 - 8.14% Hispanics or Latinos
 - 5.96% Asians
 - 0.33 % Native Hawaiians/Other Pacific Islanders
 - 1.52% American Indians/Alaska Natives
 - 0.62 % Persons of Two or More Races
 - 0.69% Individuals with Targeted Disabilities

Source: U.S. Equal Employment Opportunity Commission - FY 2009 Annual Report

Top Five Projected Hires by Professional Field within the Federal Government {FY 2010-2012}

Professional Field	Projected Hires	# of Agencies Hiring
Medical and Public Health	54,114	9
Security and Protection	52,077	11
Compliance and Enforcement	31,276	15
Legal	23,596	21
Admin./Program Management	17,287	27

Source: Partnership for Public Service (<http://www.ourpublicservice.org/OPS/>)
Research Reports/Surveys - Where the Jobs Are: Mission Critical Opportunities for America (2009)

Resources for Affirmative Employment

1. Agency's Strategic Plan
2. EEO Strategic Plans
3. Human Capital Plans and Succession Plans
4. OPM guidelines and various Executive Orders
5. OPM annual-government-wide reports including Federal Equal Opportunity Recruitment Plan Report and Annual Report to the President on Hispanic Employment
6. Policies and initiatives governing the Affirmative Employment Program(s) to include 29 CFR 1614 and EEOC Management Directive 715
7. Agency's Affirmative Employment Program Manager (full time or collateral)
8. Agency leadership and management officials