

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



2010
Governmentwide
Hispanic Employment Data

September 2011

a New Day for Federal Service



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

September 30, 2011

The President
The White House
Washington, DC 20500

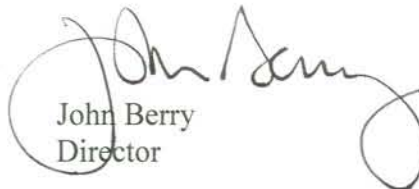
Dear Mr. President:

Please find attached the U.S. Office of Personnel Management's (OPM) *Tenth 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.

In fiscal year 2010, the total permanent Federal employment for Hispanics increased by 7,000, with the percentage of Hispanics in the Federal workforce remaining steady at 8%. Your Executive Order to promote diversity and inclusion gives OPM and agencies Government-wide the tools we need to do better, and I look forward to continuing our work together toward that end and to reporting back to you on our progress.

We believe that creating a Federal workforce that reflects the diverse communities it serves is imperative and well within our reach.

Respectfully submitted,



John Berry
Director

Enclosure

Executive Summary

The U.S. Office of Personnel Management (OPM) is submitting the *Tenth Annual Report on Hispanic Employment in the Federal Government* pursuant to Executive Order 13171, issued in October 2000. The data on Hispanic employment in the Federal Government comes from OPM's Central Personnel Data File and spans the period from July 1, 2009 to September 30, 2010.¹

Although the total permanent Federal employment for Hispanics increased from 146,714 at the end of fiscal year (FY) 2009 to 153,740 at the end of FY 2010, the percentage of Hispanics in the permanent Federal workforce remained constant at 8.0 percent. Nationwide, Hispanics make up 14.8 percent of the civilian labor force.

The Department of Homeland Security, the Department of the Treasury, the Department of Veterans Affairs, and the Army hired over 60 percent of all Hispanic permanent new hires in FY 2010. Among the 23 large agencies and departments, 10 increased the percentage of Hispanics onboard, seven posted declines, and six remained unchanged compared to FY 2009. Three of the seven with percentage declines actually increased in the total number of Hispanics employed.

OPM continues to actively and visibly promote the Federal Government as an “ideal employer” by working with agencies and providing guidance on effective human resources practices to achieve a Federal civilian workforce that reflects the many communities it serves. OPM is leading an aggressive effort to reform Federal hiring to meet the workforce challenges of the 21st century and recruit a more diverse pool of candidates.

On February 11, 2011, OPM launched the Hispanic Council on Federal Employment (Council) to advise the Director of OPM on the recruitment, hiring, retention, and advancement of Hispanics in the Federal workplace. This body brings together leaders of the Hispanic community and HR and diversity professionals, both inside and outside government. The Council will help develop concrete strategies to better engage the Hispanic community, get highly qualified candidates to apply for Federal jobs, and create a more inclusive atmosphere to retain and promote Hispanics once they are onboard.

The Council will review leading practices in strategic human resources management planning; provide advice on ways to increase outreach to Hispanic communities; recommend any further actions to address the underrepresentation of Hispanics in the Federal workforce where it occurs; recommend any further actions to promote successful retention and advancement efforts including training of department and agency personnel; and develop recommendations for innovative ways to improve the dissemination of information about Federal employment to the Hispanic communities.

¹ This report spans the period from July 1, 2009 to September 30, 2010, in an effort to align the report with fiscal year reporting.

Through these efforts and others like them, OPM continues to work with agencies to ensure they have the tools required to succeed in extending Federal employment opportunities to all Americans.

Introduction

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

At the end of fiscal year (FY) 2010, total permanent Federal employment for Hispanics increased from 146,714 in FY 2009 to 153,740. Among the 23 large agency and department workforces, 10 increased their percentage of Hispanics on-board at the end of FY 2010, seven posted declines, and six remained unchanged from FY 2009. Three of the seven 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 20.8 percent of its total workforce identified as Hispanic, followed by the Social Security Administration (14.1 percent), the Equal Employment Opportunity Commission (13.7 percent), and the Department of Treasury (9.0 percent).

The total number of Hispanics among new permanent hires was lower in FY 2010 (10,042 or 6.3 percent of all permanent hires) than in FY 2009 (11,459 or 7.0 percent of all permanent hires). However, due to relatively high retention rates, Hispanics in the permanent Federal workforce remained steady at 8.0 percent. The current data indicate increases in the percentage of Hispanics among permanent new hires in 10 of the 23 large agency and department workforces. The Department of Homeland Security saw the largest increase in the percentage of Hispanic hires and in the number of Hispanics on-board.

¹ Data for this report are derived from OPM's Central Personnel Data File (CPDF) as of September 30, 2010.

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 below illustrates that Hispanic representation in the permanent Federal civilian workforce steadily increased between FY 2000 and FY 2009, from 6.5 percent in FY 2000 to 8.0 percent in FY 2009. In FY 2010, Hispanic representation did not increase beyond the 8.0 percent achieved in FY 2009.

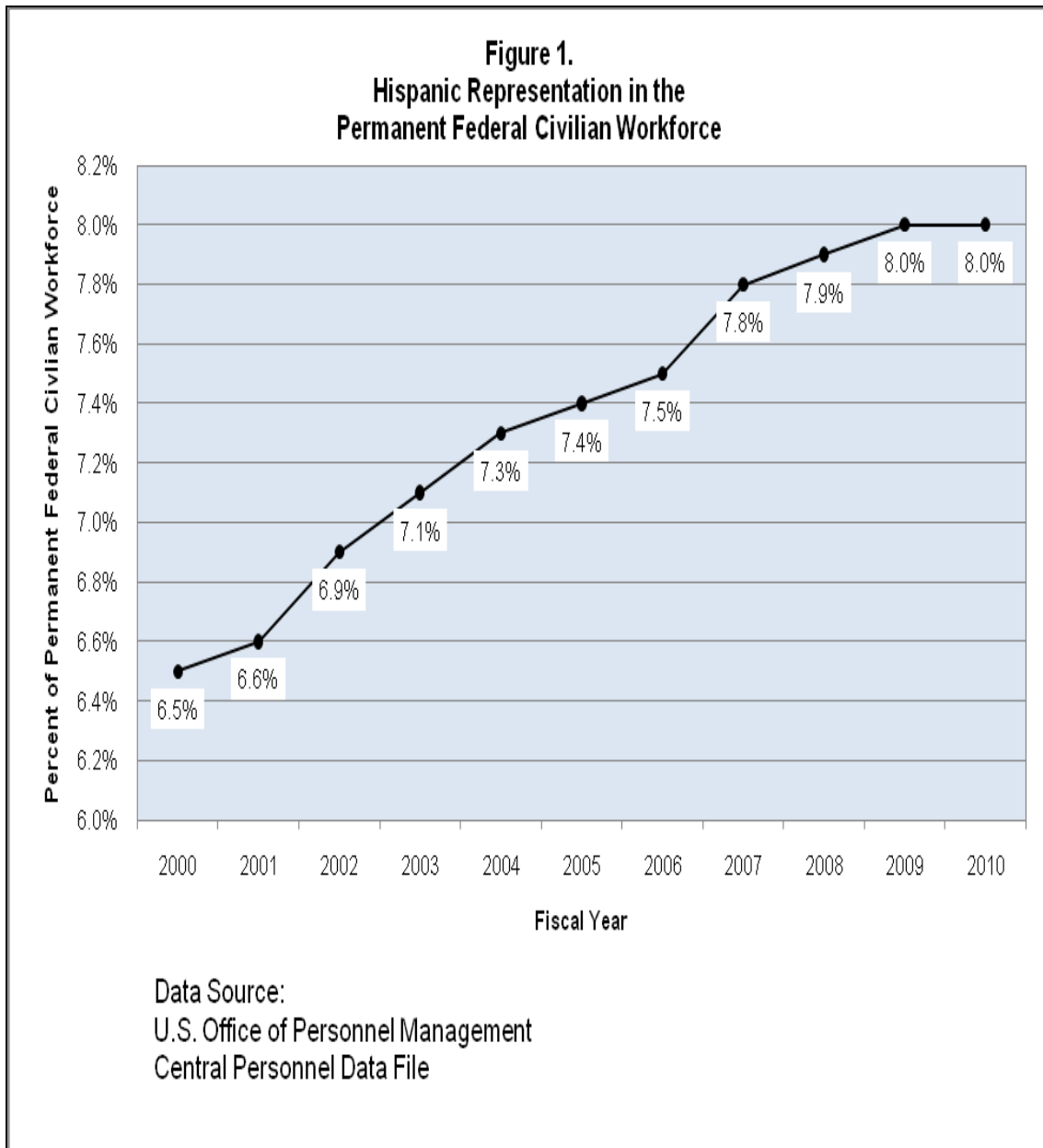


Figure 2 illustrates the distribution of all permanent Federal employees as of September 30, 2010. Hispanics represented 8.0 percent of the total Federal workforce. Blacks represented 18 percent, Asian/Pacific Islanders 5.8 percent, American Indians 2.0 percent, 0.1 percent was unspecified and, whites 66.1 percent.

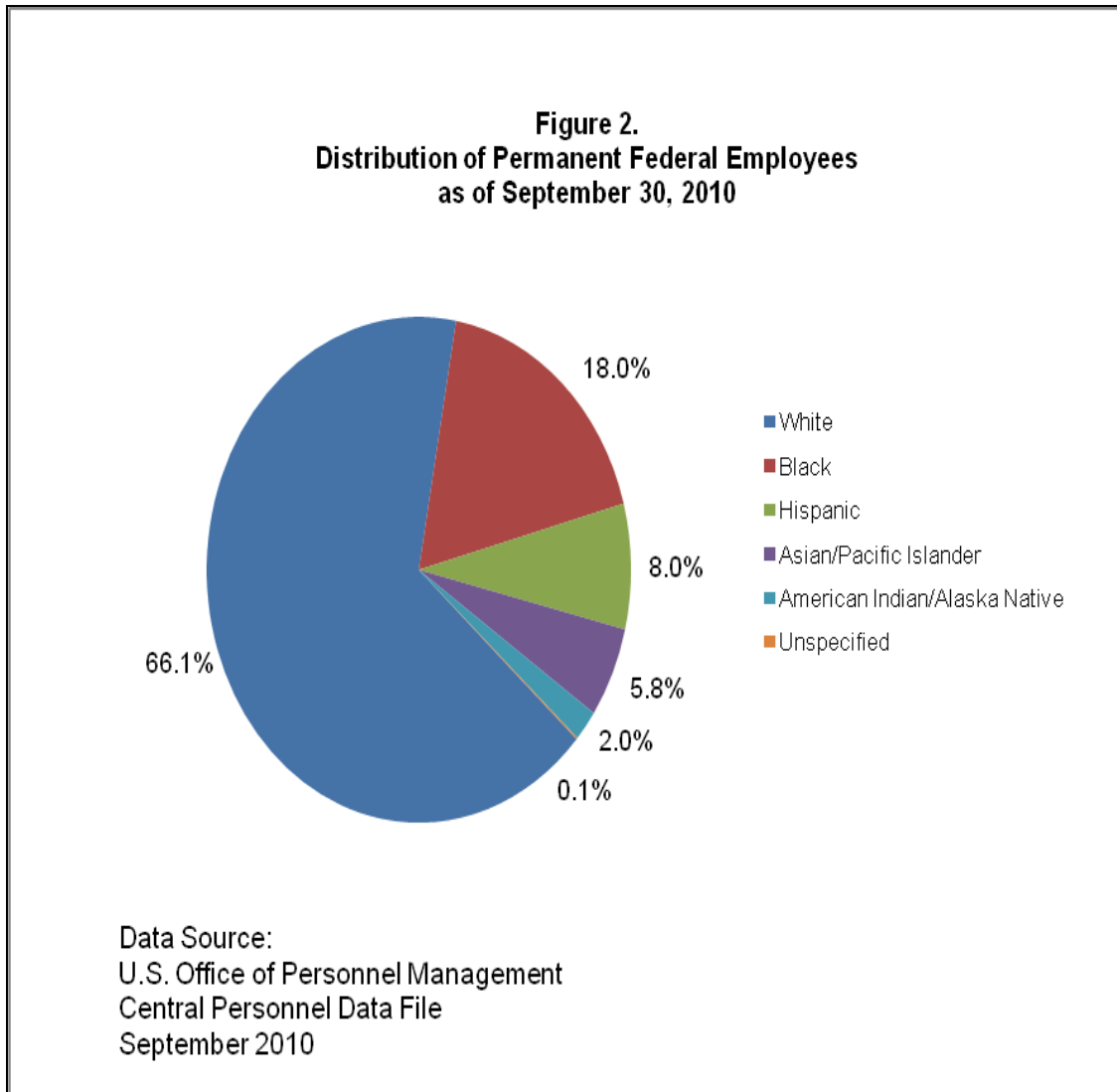


Table 1. FY 2010 Hispanic Representation in the Permanent Federal Workforce

Permanent Workforce by Department and Federal Agencies	Hispanics On-Board		Hispanics On-Board		TREND
	Sep 30, 2009		Sep 30, 2010		
	Number	%	Number	%	
AGRICULTURE	5,326	6.3	5,356	6.2	▼
COMMERCE	1,622	4.0	1,573	3.8	▼
EDUCATION	174	4.5	206	5.0	▲
ENERGY	1,004	6.5	1,031	6.5	■
HEALTH AND HUMAN SERVICES	1,895	3.3	1,965	3.3	■
HOMELAND SECURITY	33,067	19.5	35,989	20.8	▲
HOUSING AND URBAN DEVELOPMENT	662	7.2	644	6.8	▼
INTERIOR	3,240	5.6	3,346	5.7	▲
JUSTICE	9,864	9.0	9,796	8.6	▼
LABOR	1,130	7.4	1,212	7.6	▲
STATE (MINUS FOREIGN SVC)	451	5.1	474	5.2	▲
AIR FORCE	10,540	7.0	10,891	6.8	▼
ARMY	17,339	7.1	18,623	7.1	■
NAVY	8,720	4.8	9,298	4.9	▲
TRANSPORTATION	3,621	6.5	3,720	6.6	▲
TREASURY	9,670	9.0	9,759	9.0	■
VETERANS AFFAIRS	18,759	6.9	19,614	6.9	■
ENVIRONMENTAL PROTECTION AGENCY	956	5.6	979	5.7	▲
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	331	14.2	344	13.7	▼
GENERAL SERVICES ADMINISTRATION	659	5.3	654	5.2	▼
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	1,010	5.9	1,029	5.9	■
OFFICE OF PERSONNEL MANAGEMENT	261	4.6	285	4.7	▲
OTHER DEPARTMENT OF DEFENSE	5,003	5.5	5,095	5.3	▼
SOCIAL SECURITY ADMINISTRATION	9,055	13.7	9,554	14.1	▲
ALL OTHER AGENCIES	2,355	5.0	2,303	4.8	▼
GOVERNMENT-WIDE	146,714	8.0	153,740	8.0	■

As shown in Table 1, Hispanic representation in the onboard Federal permanent workforce remained at 8.0 percent. The permanent Federal workforce included 153,740 Hispanics at the end of FY 2010, compared with 146,714, in FY 2009, an increase of 7,026. Among the 23 large agency and department workforces⁴, 10 increased their percentage of Hispanics onboard; seven posted declines; and six remained unchanged from the previous reporting period. Three of the seven with percentage declines actually increased in the total number of Hispanics employed.

⁴ Not including Other Department of Defense agencies and All Other Agencies

Table 2. FY 2010 Hispanic Permanent New Hires in Major Agencies

Agency	Hispanic Hires		Hispanic Hires		TRENDS
	FY 2009		FY 2010		
	Number	%	Number	%	
HOMELAND SECURITY	3,016	17.2	1,674	14.8	▼
TREASURY	1,584	12.5	1,663	14.7	▲
SOCIAL SECURITY ADMINISTRATION	687	11.0	750	12.8	▲
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	37	13.4	28	10.0	▼
LABOR	134	10.3	139	9.9	▼
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	35	7.9	35	7.9	■
COMMERCE	179	5.3	173	6.3	▲
JUSTICE	543	7.5	466	5.8	▼
ARMY	1,557	5.6	1,470	5.7	▲
ENVIRONMENTAL PROTECTION AGENCY	27	3.8	38	5.5	▲
ENERGY	69	5.3	50	5.4	▲
EDUCATION	4	2.4	24	5.4	▲
VETERANS AFFAIRS	1,430	5.5	1,333	5.4	▼
TRANSPORTATION	115	4.7	95	4.5	▼
AGRICULTURE	191	4.8	211	4.4	▼
STATE (MINUS FOREIGN SVC)	13	3.0	23	4.4	▲
NAVY	605	3.7	686	3.9	▲
HOUSING AND URBAN DEVELOPMENT	16	4.1	22	3.7	▼
AIR FORCE	482	3.7	581	3.5	▼
ALL OTHER AGENCIES	125	4.0	105	3.4	▼
INTERIOR	125	4.0	96	3.2	▼
OFFICE OF PERSONNEL MANAGEMENT	29	5.8	22	3.1	▼
GENERAL SERVICES ADMINISTRATION	44	4.4	20	2.4	▼
OTHER DEPARTMENT OF DEFENSE	330	3.7	216	2.2	▼
HEALTH AND HUMAN SERVICES	82	1.6	122	2.2	▲
GOVERNMENT-WIDE	11,459	7.0	10,042	6.3	▼

As shown in Table 2, current data indicates that overall Governmentwide hiring for the reporting period decreased from 7 percent (11,459) in FY 2009 to 6.3 percent (10,042) in FY 2010. During FY 2010, the number of Hispanic permanent new hires decreased by 1,417 (or 12.3 percent). The Departments of Treasury, Homeland Security, Veterans Affairs, and Defense hired over 73 percent of all Hispanic permanent new hires.

Table 3. FY 2010 Hispanic Representation - Permanent New Hires, by Pay System

Pay System	Number of Permanent New Hires		Number of Hispanic Permanent New Hires		Percentage of Hispanic Permanent New Hires	
	FY 2009	FY 2010	FY 2009	FY 2010	FY 2009	FY 2010
Pay Plans GS, GL, GM	109,118	108,369	8,702	7,017	8.0	6.5
Other White Collar	39,870	35,376	1,836	2,089	4.6	5.9
Blue Collar	14,141	15,311	899	924	6.4	6.0
SES	511	374	19	10	3.7	2.7
Unspecified	33	33	3	2	9.1	6.1
TOTAL	163,673	159,463	11,459	10,042	7.0	6.3

**Note: The total number of Federal new hires shown in this table includes all permanent Federal new hires. However, the total number of permanent new hires used to calculate the percentage of Hispanic new hires does not include individuals designated as "Unspecified Ethnicity and Race." Therefore, the percentage of Hispanic new hires is not a direct calculation from total new hires displayed in this table.*

Table 3 compares Governmentwide Hispanic hiring to permanent positions for FY 2009 with FY 2010, by pay plan. The data shows that the percentage of permanent Hispanic new hires declined from 7.0 percent in FY 2009 to 6.3 percent in FY 2010. Hispanic hiring decreased in all pay plans except Other White Collar occupations. The number of Hispanics in GS, GL and GM pay plans decreased from 8.0 percent in FY 2009 to 6.5 percent in FY 2010. Hispanics hired in Other White Collar occupations increased from 4.6 percent in FY 2009 to 5.9 percent in FY 2010. Hispanics hired in Blue Collar occupations decreased from 6.4 percent in FY 2009 to 6.0 percent in FY 2010. SES Hispanic hires declined from 3.7 percent in FY 2009 to 2.7 percent in FY 2010.

Table 4. FY 2010 Hispanic Permanent On-Board Workforce by Pay Group

Pay System	Governmentwide Permanent On-Board Total		Hispanic Permanent On-Board Total		Hispanic Permanent On-Board Percentage	
	FY 2009	FY 2010	FY 2009	FY 2010	FY 2009	FY 2010
Pay Plans GS, GL, GM	1,154,824	1,365,022	98,938	113,530	8.6	8.3
Other White Collar	495,703	356,823	33,332	25,600	6.7	7.2
Blue Collar	184,699	188,367	14,152	14,317	7.7	7.6
SES	7,469	7,671	278	290	3.7	3.8
Unspecified	294	101	14	3	4.8	3.0
TOTAL	1,842,989	1,917,984	146,714	153,740	8.0	8.0

Table 4 shows that overall Hispanic representation in the permanent Federal workforce remained at 8.0 percent in FY 2010, the same as in FY 2009. The data shows a net gain of 7,026 Hispanics in FY 2010 compared to FY 2009. In FY 2010, the on-board percentages of Hispanic permanent employees decreased slightly in the GS, GL and GM pay plans and Blue Collar occupations and increased in the Other White Collar occupations and the Senior Executive Service (SES).

Table 5. FY 2010 Hispanic Hiring into Professional and Administrative Occupations

Occupational Group	Governmentwide Total		Hispanic Number		Hispanic Percentage	
	FY 2009	FY 2010	FY 2009	FY 2010	FY 2009	FY 2010
Professional Occupations	39,464	35,954	1,421	1,247	3.6	3.5
Administrative Occupations	44,849	45,492	2,154	1,933	4.8	4.2
TOTAL	84,313	81,446	3,575	3,180	4.2	3.9

**Note: The Governmentwide total includes all new hires into professional and administrative occupations. However, the total Governmentwide number used to calculate the percentage of Hispanic new hires into these occupations does not include individuals designated as "Unspecified Race and Ethnicity." Therefore, the percentage of Hispanics is not a direct calculation from the Governmentwide total displayed in this table.*

Table 5 indicates that Hispanic hiring into professional and administrative occupations declined from 4.2 percent in FY 2009 to 3.9 percent in FY 2010. Positions in professional occupations (e.g., accounting, psychology, engineering, etc.) 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. The percentage of Hispanic new hires into professional occupations decreased slightly from 3.6 percent in FY 2009 to 3.5 percent in FY 2010. The percentage of Hispanic new hires into administrative occupations decreased from 4.8 percent in FY 2009 to 4.2 percent in FY 2010.

Table 6. FY 2010 Hispanic Hiring Into the Top Professional Occupations*

Occupational Series	Governmentwide Number	Hispanic Number	Hispanic Percentage
All Professional Occupations	35,954	1,247	3.5
Internal Revenue Agent (0512)	1,194	77	6.4
Electric Engineering (0850)	505	31	6.1
Medical Officer (0602)	2,528	117	4.6
Social Science (0101)	674	31	4.6
Civil Engineering (0810)	945	40	4.2
Psychology (0180)	589	23	3.9
Social Work (0185)	1,304	50	3.8
Nurse (0610)	5,399	200	3.7
Electronics Engineering (0855)	1,117	39	3.5
General Health Science (0601)	646	21	3.3
General Attorney (0905)	1,970	63	3.2
Mechanical Engineering (0830)	1,120	34	3.0
General Engineering (0801)	1,703	50	2.9
General Natural Resources Management and Biological Science (0401)	712	21	2.9
Pharmacist (0660)	650	19	2.9
Auditing (0511)	1,107	30	2.7
contracting (1102)	3,483	79	2.3
Accounting (0510)	814	19	2.3
Computer Science (1550)	543	12	2.2
Operations Research (1515)	484	9	1.9

Note: The Governmentwide total includes all new hires into professional occupations. However, the total Governmentwide number used to calculate the percentage of Hispanic new hires into these occupations does not include individuals designated as "Unspecified Race and Ethnicity." Therefore, the percentage of Hispanics is not a direct calculation from the Governmentwide total displayed in this table.

Table 6 shows the 20 professional occupations with the most new hires Governmentwide. The number of new hires (27,487) into these occupations represents 76.4 percent of all new hires in professional occupations Governmentwide during FY 2010. While the largest number of Hispanic new hires was into the nursing profession (200), the greatest percentage of Hispanic new hires was into the internal revenue agent occupation (6.4 percent) and the electric engineering occupation (6.1 percent), followed by the medical officer and social science occupations (4.6 percent each).

Table 7. FY 2010 Hispanic Hiring Into the Top Administrative Occupations*

Occupational Series	Governmentwide Number	Hispanic Number	Hispanic Percentage
All Administrative Occupations	45,492	1,933	4.2
Social Insurance Administration (0105)	1,536	261	17.0
General Inspection, investigation, Enforcement (1801)	1,555	135	8.7
Training Instruction (1712)	950	46	4.8
General Legal and Kindred Administration (0901)	605	28	4.6
Telecommunications (0391)	450	20	4.4
Criminal Investigation (1811)	1,712	73	4.3
Human Resources Management (0201)	1,526	64	4.2
Financial Administration and Program (0501)	1,368	55	4.0
Budget Analysis (0560)	653	26	4.0
Veterans Claims Examining (0996)	1,228	48	3.9
Safety and Occupation Health Management (0018)	441	17	3.9
Miscellaneous Administration and Program (0301)	5,885	221	3.8
Logistics Management (0346)	1,808	59	3.3
Intelligence (0132)	1,321	40	3.0
Security Administration (0080)	1,107	31	2.8
Information Technology Management (2210)	7,304	199	2.7
General Business and Industry (1101)	1,171	28	2.4
Quality Assurance (1910)	544	12	2.2
Management and Program Analysis (0343)	4,991	107	2.1
Program Management (0340)	478	9	1.9

**Note: The Governmentwide total includes all new hires into administrative occupations. However, the total Governmentwide number used to calculate the percentage of Hispanic new hires into these occupations does not include individuals designated as "Unspecified Race and Ethnicity." Therefore, the percentage of Hispanics is not a direct calculation from the Governmentwide total displayed in this table.*

Table 7 shows the 20 administrative occupations with the most new hires Governmentwide. The number of new hires (36,633) in these occupations represents 80.5 percent of all new hires in administrative occupations. The largest number of Hispanic new hires, 261, was into the social insurance administration occupation (representing 17 percent of all hires into that occupation), followed by the general inspection, investigation, and compliance occupation, which had 135 new Hispanic hires, representing 8.7 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, 2010					
State	% Hispanic	State	% Hispanic	State	% Hispanic
New Mexico	28.0%	Oregon	3.8%	Nebraska	2.4%
Texas	26.5%	Wyoming	3.7%	Ohio	2.3%
Arizona	16.8%	North Carolina	3.7%	Indiana	2.3%
California	16.3%	Kansas	3.7%	Montana	2.1%
Florida	15.4%	D.C.	3.6%	Alabama	2.1%
Colorado	9.5%	Delaware	3.6%	Kentucky	2.1%
New York	9.5%	Virginia	3.5%	New Hampshire	2.1%
Nevada	7.7%	Georgia	3.4%	Vermont	1.9%
New Jersey	7.4%	Rhode Island	3.3%	Minnesota	1.9%
Connecticut	7.0%	Louisiana	3.3%	Tennessee	1.9%
Utah	6.0%	Maryland	3.1%	Iowa	1.9%
Illinois	5.6%	Alaska	3.0%	Mississippi	1.8%
Massachusetts	4.9%	Pennsylvania	2.9%	North Dakota	1.6%
Hawaii	4.2%	Wisconsin	2.9%	Arkansas	1.5%
Oklahoma	4.2%	South Carolina	2.8%	South Dakota	1.2%
Washington	4.1%	Michigan	2.8%	West Virginia	1.1%
Idaho	4.1%	Missouri	2.6%	Maine	1.0%

Table 8 shows the percentage of Hispanics in the permanent Federal civilian workforce by state. New Mexico and Texas have the highest percentage of Hispanics in the workforce, closely followed by Arizona, California, and Florida.

Next Steps

OPM formed the Hispanic Council on Federal Employment (Council) on February 11, 2011, in accordance with the provisions of the Federal Advisory Committee Act (FACA). The Council brings together leaders from the Hispanic community, as well as from the human resources and diversity fields, to advise the Director of OPM on leading employment practices designed to remove any existing barriers to the recruitment, hiring, retention and advancement of Hispanics in the Federal workplace.

To date, the Council has identified six focus areas:

- Fostering accountability;
- Better utilizing Hispanic Employment Program Managers;
- Increasing the use of internship programs;
- Creating tools and strategies for recruitment within Hispanic communities;
- Developing leaders for the Senior Executive Service (SES), including among Hispanics in General Schedule (GS) grades 13 and 14; and
- Developing a strategic communication plan for Hispanic communities.

OPM, in coordination with the Council's co-chair, Department of Veterans Affairs, is working closely with the Council members to develop a comprehensive implementation plan in the six focus areas.

OPM will continue to find ways to proactively support agencies by developing new recruiting and outreach strategies to extend Federal employment opportunities to all Americans.



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