

Fiscal Year 2013 Applicant Flow Data Analysis

HHS Hispanic Employment Organization

Town Hall

January 30, 2014

Applicant Flow Data Overview

- The Office of Personnel Management started collecting data on the applicant process in FY 2012.
- Data provides information on the total number of applicants for each job announcement and throughout the application process.
- First full fiscal year of available data was FY 2013.
- Data available for applicants who chose to provide their gender, race, ethnicity and disability status.

All Applicants who Voluntarily Self-Identified

- In FY 2013, 385,783 applicants self-identified
- 55% of the total were qualified (n= 213270)
- .9% of qualified applicants were selected

Applicant Flow Across Ethnicity

	Total	Hispanic	White	Black	Asian	Hawaiian	Native A.	Multi –E.
Id.	385753	8365	113553	144498	40959	561	6771	71046
		2.2%	29.4%	37.5%	10.6%	.2%	1.8%	18.4%
Q.	213270	4270	64240	79575	23734	276	2263	38912
		2%	30.1%	37.1%	11.1%	.1%	1.1%	18.2%
S.	1883	31	731	453	201	1	179	287
		1.6%	38.8%	24%	10.7%	.05%	9.5%	15.2%

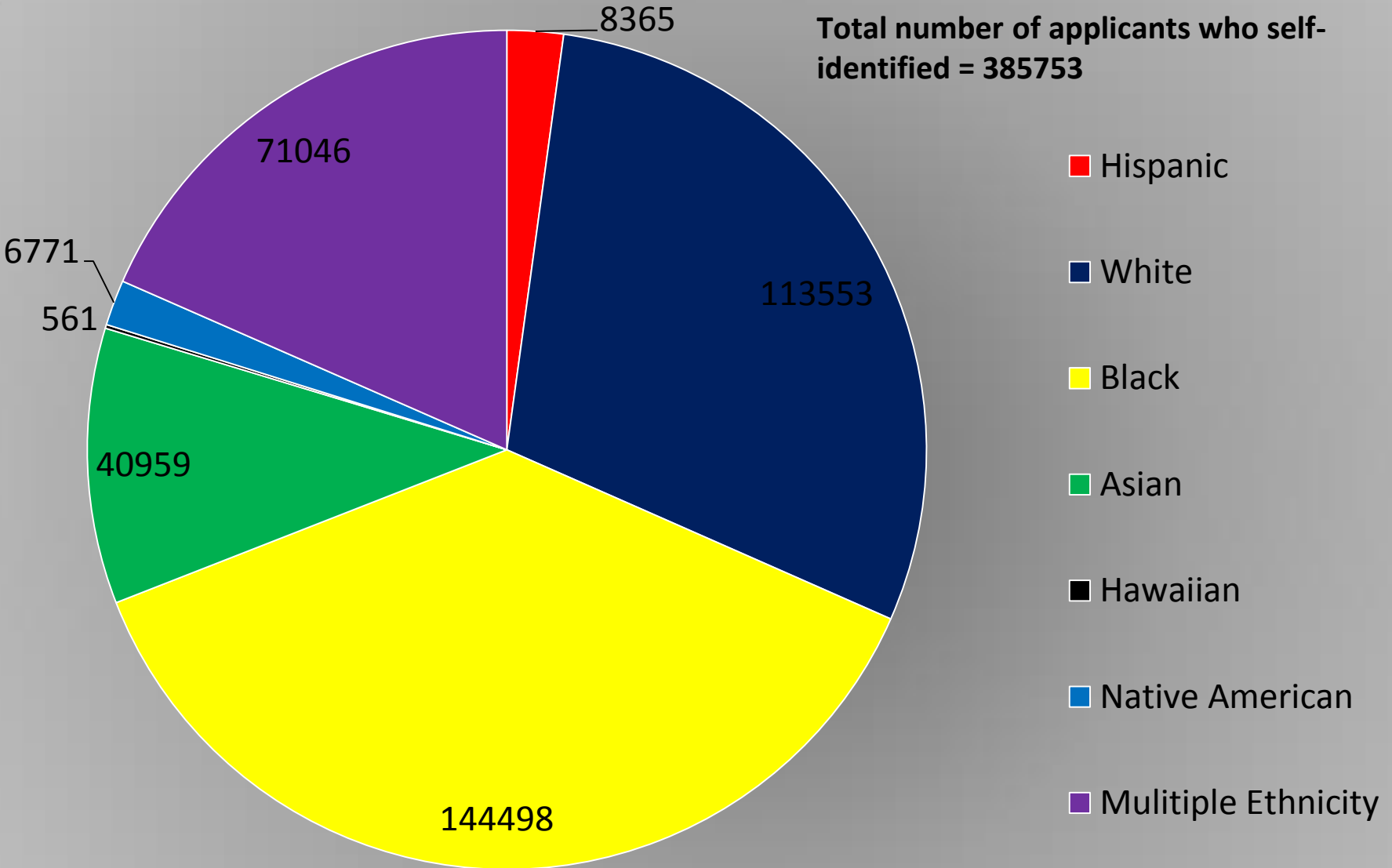
This chart presents each ethnicity's percentage of the whole number of Voluntarily Identified, Qualified and Selected applicants.

Hispanic/Latino Applicants who Voluntarily Self-Identified

- Hispanics/Latinos comprise 2.2% of all applicants who voluntarily self-identified
- Hispanics/Latinos comprise 2% of all qualified applicants (4270/213270)
- 51% of Hispanic/Latino applicants are qualified
- Hispanics/Latinos comprise 1.6% of all selected applicants (31/1883)
- Of the qualified Hispanic/Latinos applicants .7% were selected (31/4270)

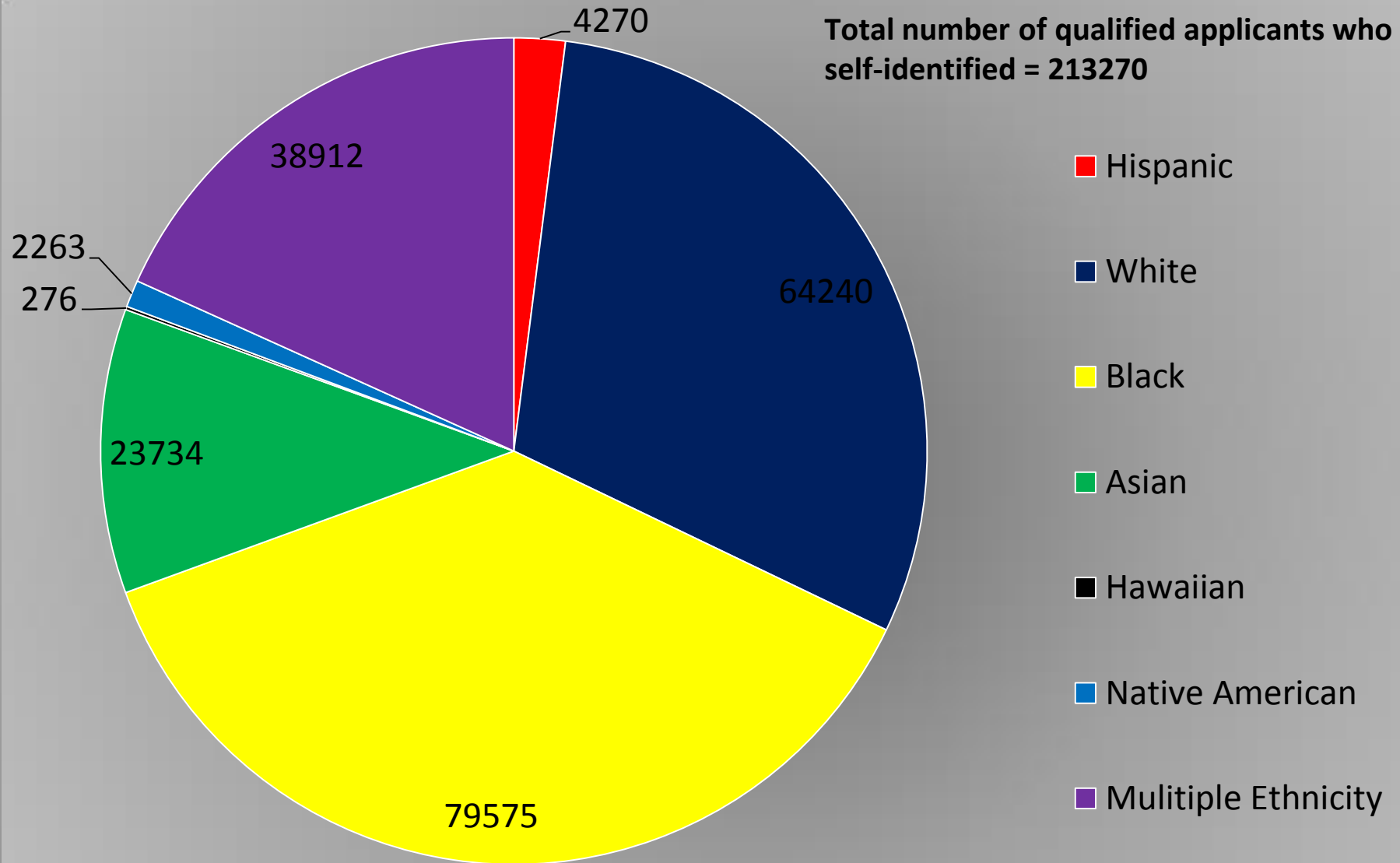
Applicants Who Self-Identified by the Numbers

Total number of applicants who self-identified = 385753



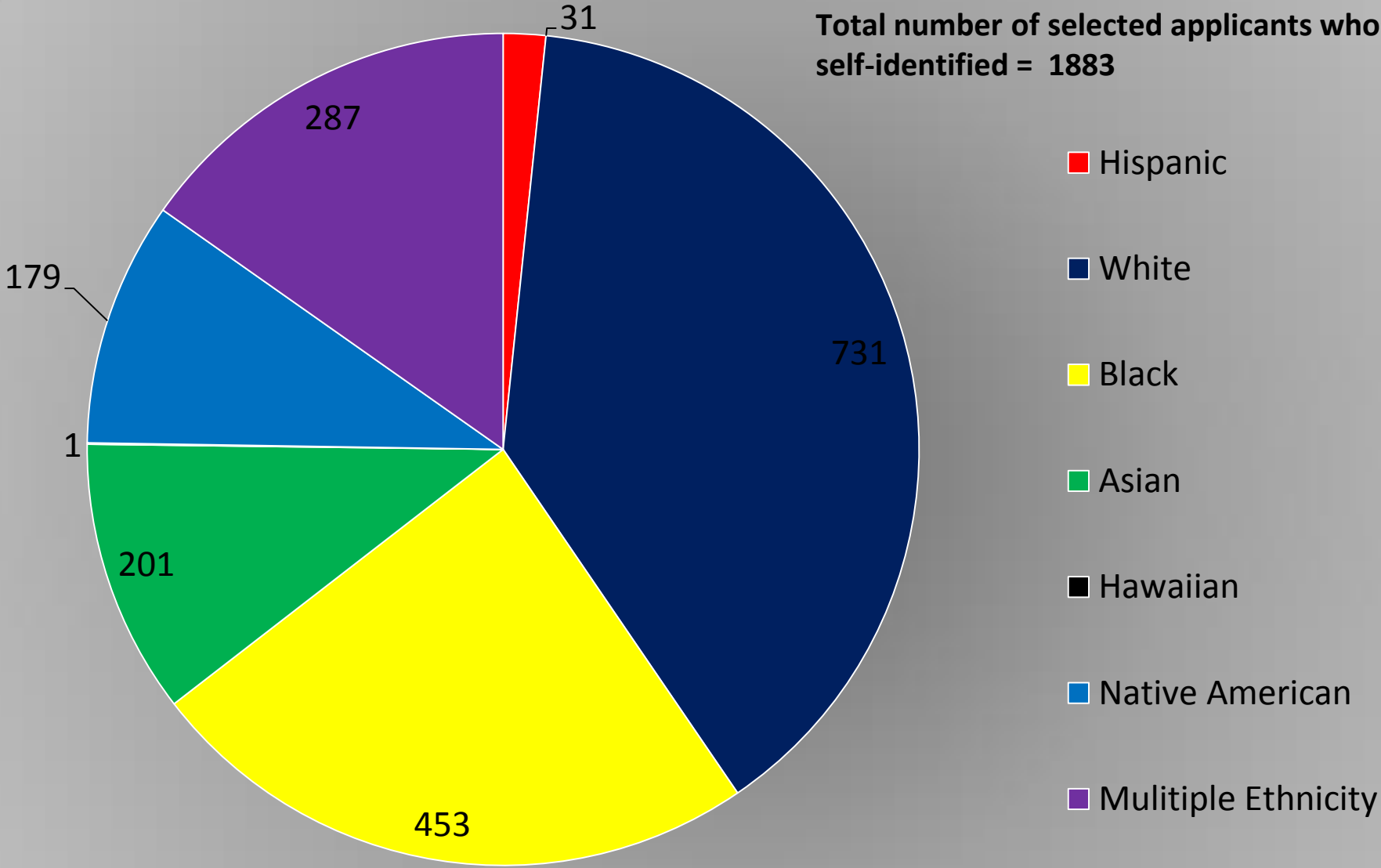
Qualified Applicants Who Self-Identified by the Numbers

Total number of qualified applicants who self-identified = 213270



Selected Applicants Who Self-Identified by the Numbers

Total number of selected applicants who self-identified = 1883

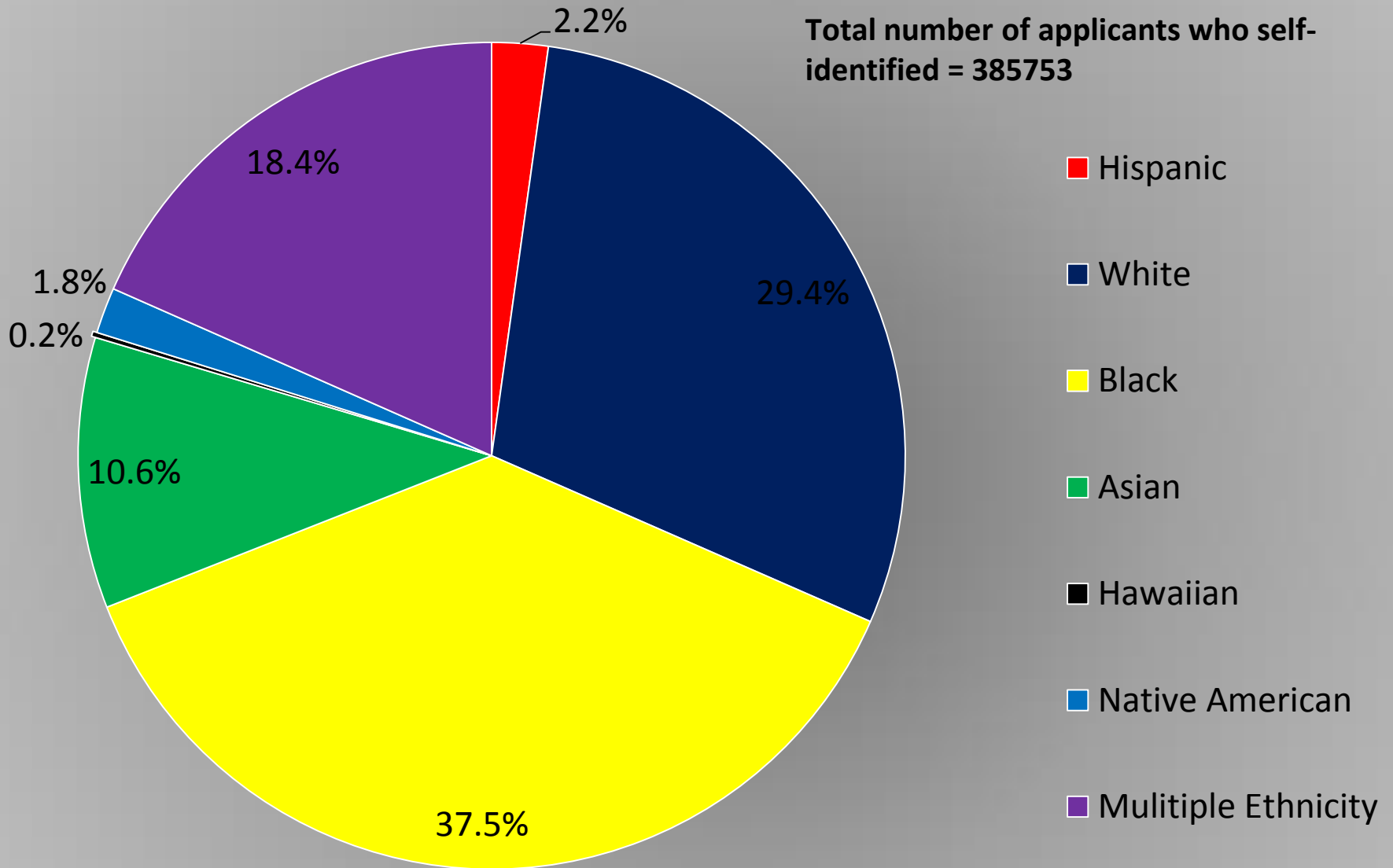


Applicant Flow Rate Within Identified Ethnicity

	Total	Hispanic	White	Black	Asian	Hawaiian	Native A.	Multi –E.
Id.	385753	8365	113553	144498	40959	561	6771	71046
		2.2%	29.4%	37.5%	10.6%	.2%	1.8%	18.4%
Q.	213270	4270	64240	79575	23734	276	2263	38912
	55.2%	51%	56.6%	55%	58%	49.2%	33.4%	54.8%
S.	1883	31	731	453	201	1	179	287
	.9%	.7%	1.1%	.6%	.8%	.4%	7.9%	.73%

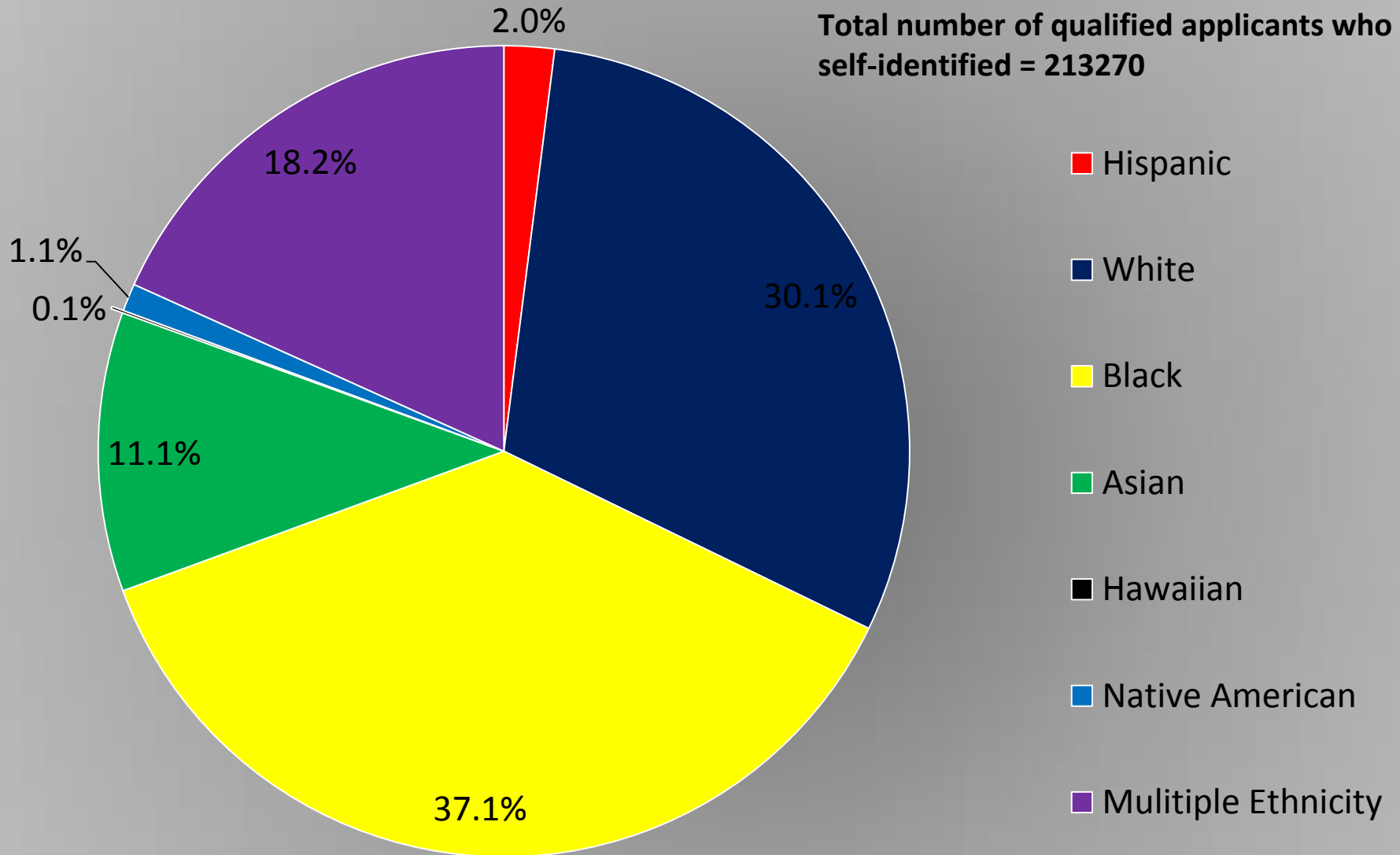
This chart presents the rate at which each ethnicity applicant progresses from Identified to Qualified to Selected. The first column presents the “average applicant’s” rate of progression.

Applicants Who Self-Identified Percentages



Qualified Applicants Who Self-Identified Percentages

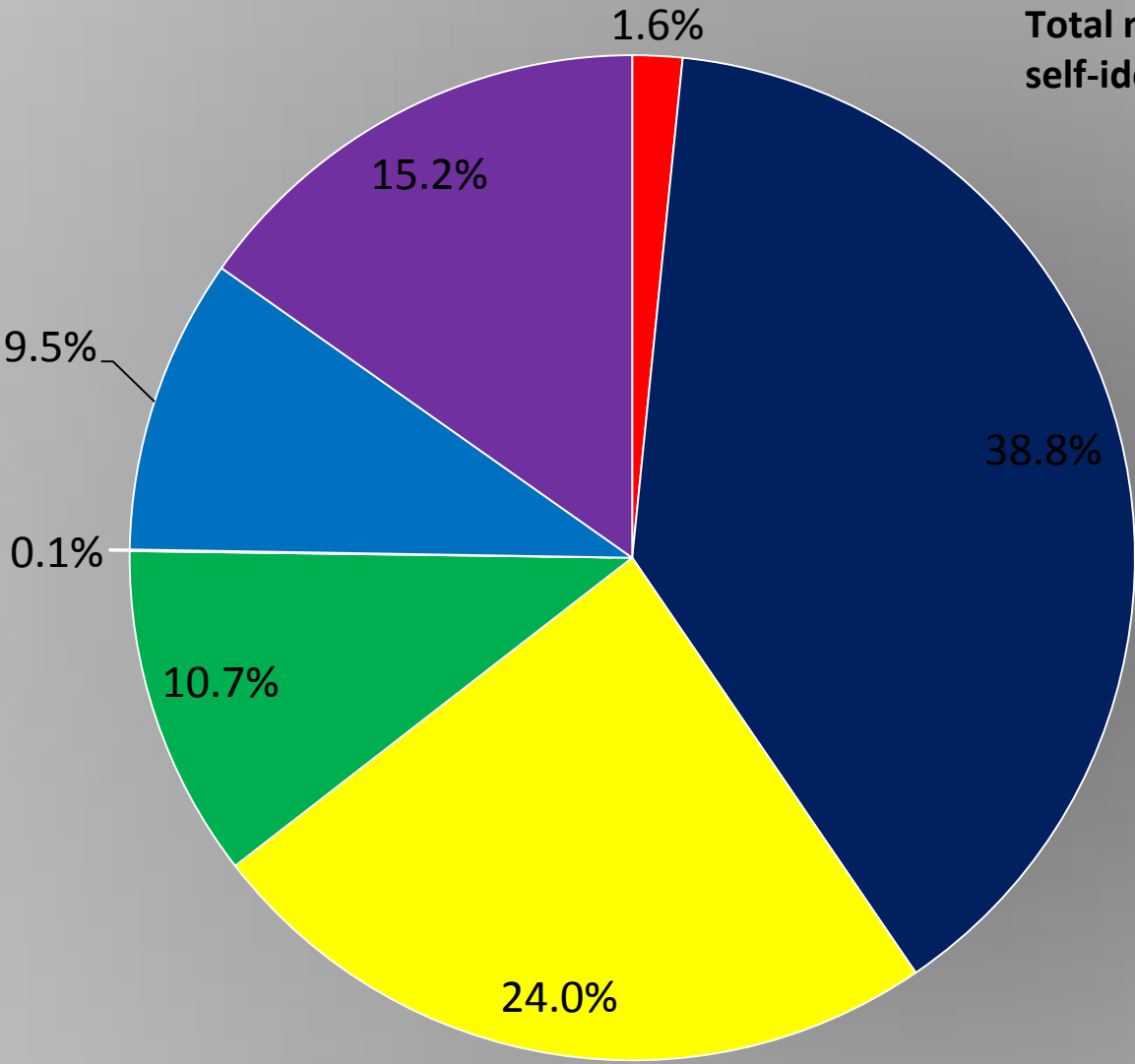
Total number of qualified applicants who self-identified = 213270



Selected Applicants Who Self-Identified Percentages

Total number of selected applicants who self-identified = 1883

- Hispanic
- White
- Black
- Asian
- Hawaiian
- Native American
- Multitple Ethnicity



Next Steps

- Share information with HHS OPDIVs and conduct further analysis
- Develop action plan to address lack of applicants
- Continue to collect and disseminate applicants flow data