

Town Hall

HHS Hispanic Employee Experience:
Hiring, Retention and Working Conditions

HHS-Hispanic Employee Organization www.hhsheo.org

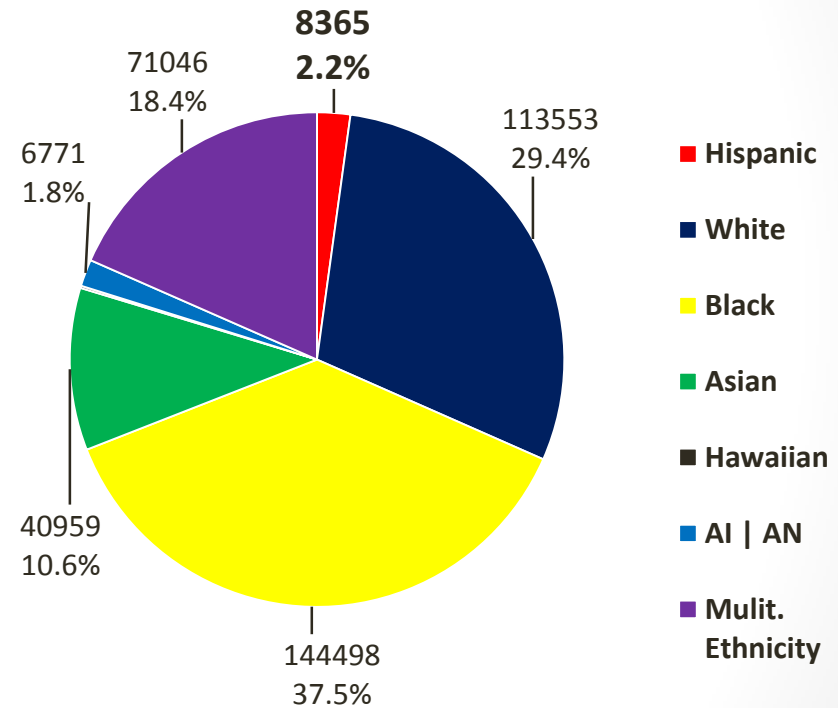


Current State of HHS

New Hires and Separations

	2010	2011	2012
HHS New Hires	5,955	4,732	4,433
Hispanic	140 2%	114 2%	76 1.7%
African Amer.	1,216 20%	1,023 22%	898 20%
Asians	536 9%	371 8%	346 8%
Separations	3,823	4,055	4,295
Hispanic Net Gain/Loss	86 +54	118 -4	101 -25
African Amer.	592	717	658
Asians	164	195	248

Total Applicants who Self Identified in FY 2013



Total number of applicants who self-identified = 385,753

HHS HEO Recommendations

Retention

1. Promote from within the current Hispanic HHS Workforce
2. Provide training, mentoring and career advancement opportunities for current HHS Hispanic employees
3. Survey current HHS Hispanic employees to identify retention barriers
4. Institutionalize anonymous exit interviews for all Hispanic employees separating from HHS which may provide insight on systemic factors

Recruitment

1. Hire or appoint a new HHS HEPM
2. Promote 2014-2020 HHS Hispanic Employment Program Strategic Plan with hiring managers stressing the importance and value of recruiting Hispanics
3. Hold H.R. Directors Accountable
4. Regular Review Applicant Flow Data for diversity and Hispanic representation