



HHS Hispanic Employee Organization Town Hall

Hispanic Recruitment

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Our Vision: Deliver integrated, strategic human capital solutions as an innovative, value-added partner.
Our Mission: Fuel the Goddard mission by igniting human and organizational excellence.



Today, We Will Discuss:

Things We Already Know.

Things We Might or Might Not Know.

**Things We Should Familiarize Ourselves
With and Better Understand.**



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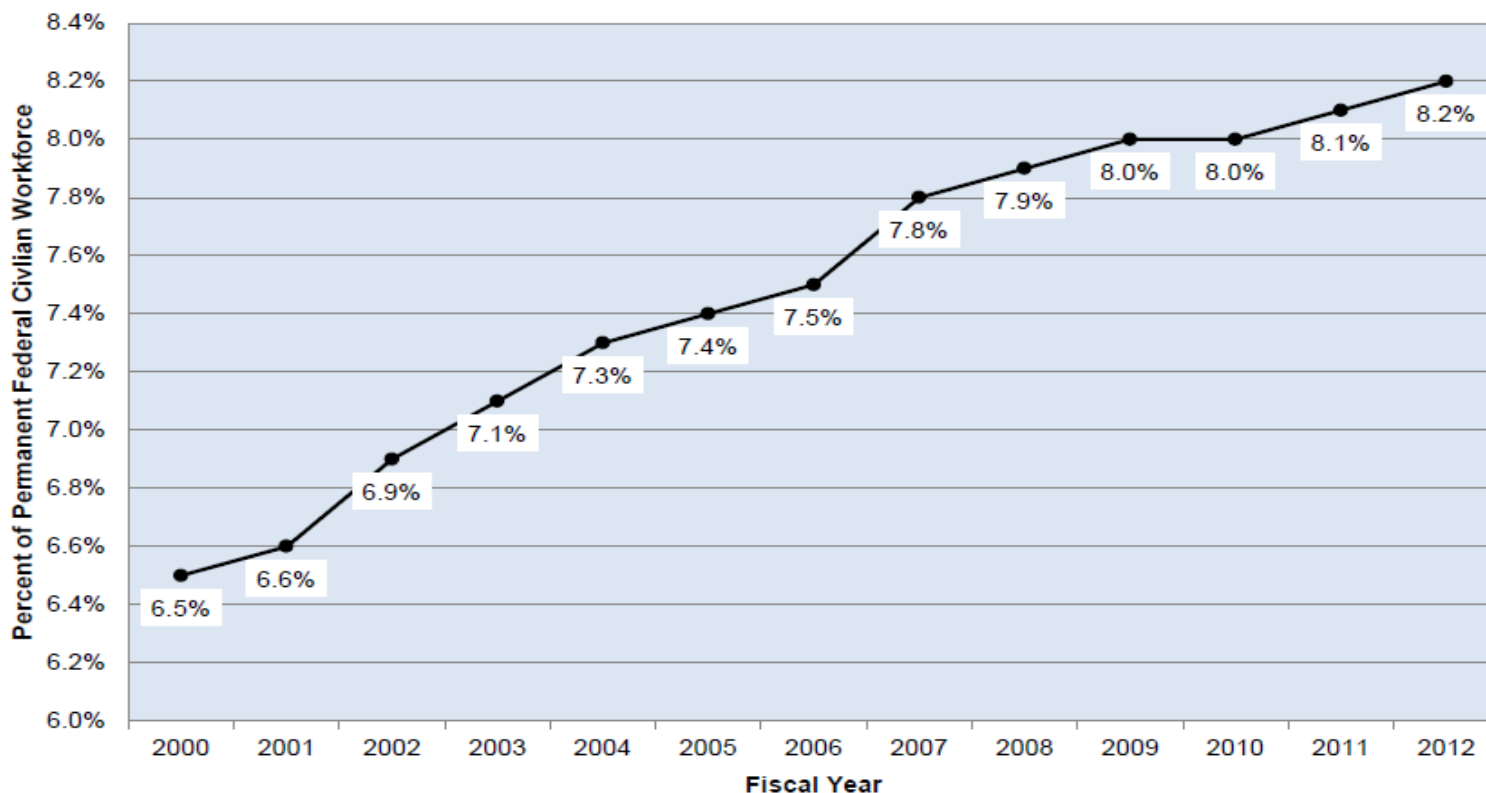
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Things We Already Know

2000-2012

Figure 1.
Hispanic Representation in the
Permanent Federal Civilian Workforce



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DOL Onboard Hispanic Data

FY	Count	Hispanic/Latino	
		Female	Male
2008	15,385	3.7%	3.3%
2009	16,155	4.1%	3.5%
2010	16,597	4.3%	3.6%
2011	16,447	4.4%	3.6%
2012	16,869	4.6%	4.1%
9th grade standard		5.1%	6.8%

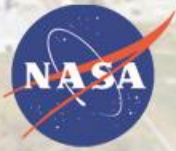
Federal Average As of FY 12 is 8.2%

9th Grade Standard is 11.9%

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Things We Might or Might Not Know

In 1969 Executive Order 11478 establishes Equal Employment Opportunity in the Federal Government.

In 1978 Spanish-speaking program renamed, Hispanic Employment Program.

In Sept. 1997 President Clinton and Office of Personnel Management established the 9-Point Plan.

October 12, 2000, President Clinton issues Executive Order 13171. Possible Renewal and update in the near future.

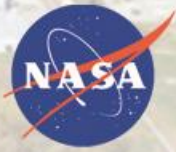
October 2001 Executive Order 13230, the White House Initiative on Educational Excellence for Hispanic Americans is passed.

October 2010 President Obama signs Executive Order 13555, renewing the White House Initiative on Educational Excellence for Hispanic Americans.

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1997 OPM Hispanic Employment Nine-Point Plan

The Nine-Point Plan encourages Federal agencies to:

- Support and implement the White House Initiative on Educational Excellence for Hispanic Americans;
- Provide employment information to students, faculty, and the Hispanic community;
- Use the Presidential Management Intern (PMI) Program for recruiting, converting, and advancing Hispanic college graduates;
- Participate in the Hispanic Association of Colleges and Universities (HACU) National Internship Program;
- Use the flexibilities of the Student Educational Employment Program to bring Hispanic students into agency's shortage category occupations, as well as other occupations;
- Develop mentoring programs to motivate young people to pursue higher education and Federal careers;
- Promote participation of Hispanic employees in career development programs;
- Assess agency needs for full-time, part-time, or collateral Hispanic Employment Program (HEP) Managers and ensure that HEP Managers are integral members of the agency's management team;
- Incorporate these activities into agency's Federal Equal Opportunity Recruitment Program (FEORP) accomplishment report to OPM.

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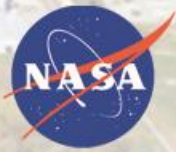




2010 Census

- There were 308.7 Million people that resided in the U.S. on April 1, 2010. Of these, 50.5 million classified themselves as of Hispanic or Latino origin (16.3%).
- More than half of the growth in the total population of the U.S. between 2000 and 2010 was due to the increase in the Hispanic population.
- 63% classified themselves as Mexican, 9.2% Puerto Rican, 3.5% Cuban and 24.3% were from other Hispanic or Latino origin.
- Over half of the Hispanic population in the U.S. resided in just three states; California, Texas, and Florida.
- FYI: Puerto Rico was not incorporated within these numbers.

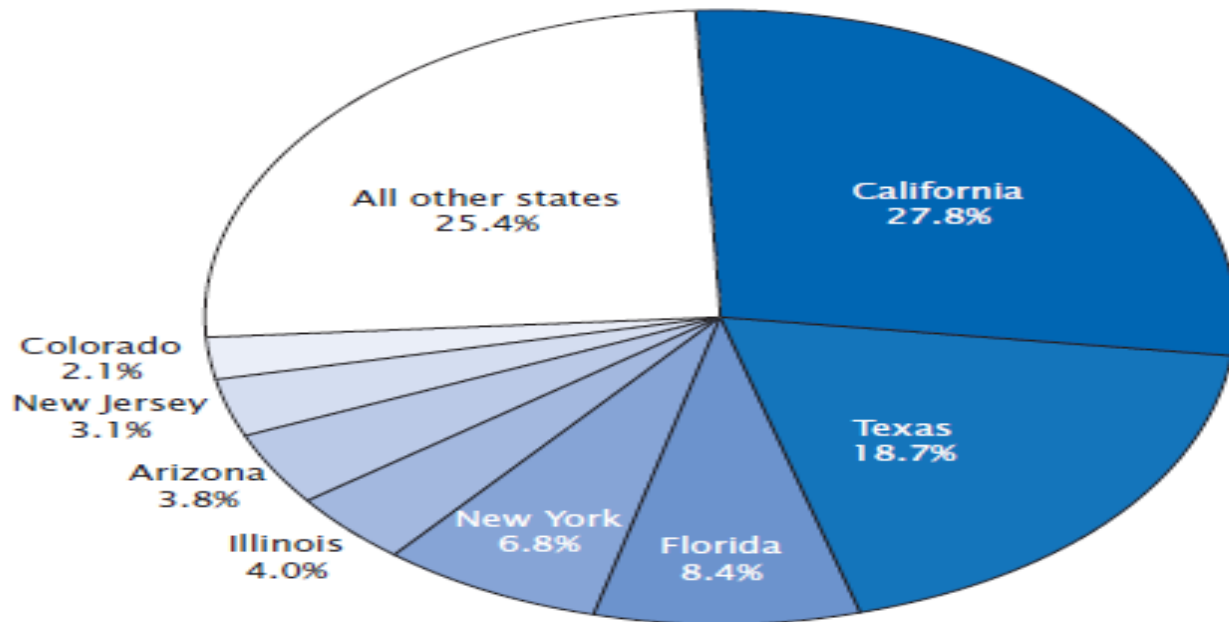




2010 Census Continued

Figure 3.
**Percent Distribution of the Hispanic Population
by State: 2010**

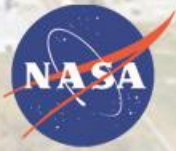
(For more information on confidentiality protection, nonsampling error,
and definitions, see www.census.gov/prod/cen2010/doc/sf1.pdf)



Source: U.S. Census Bureau, 2010 Census Summary File 1.



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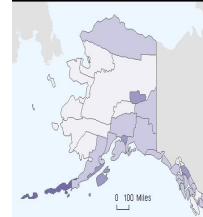


Census 2000 and 2010



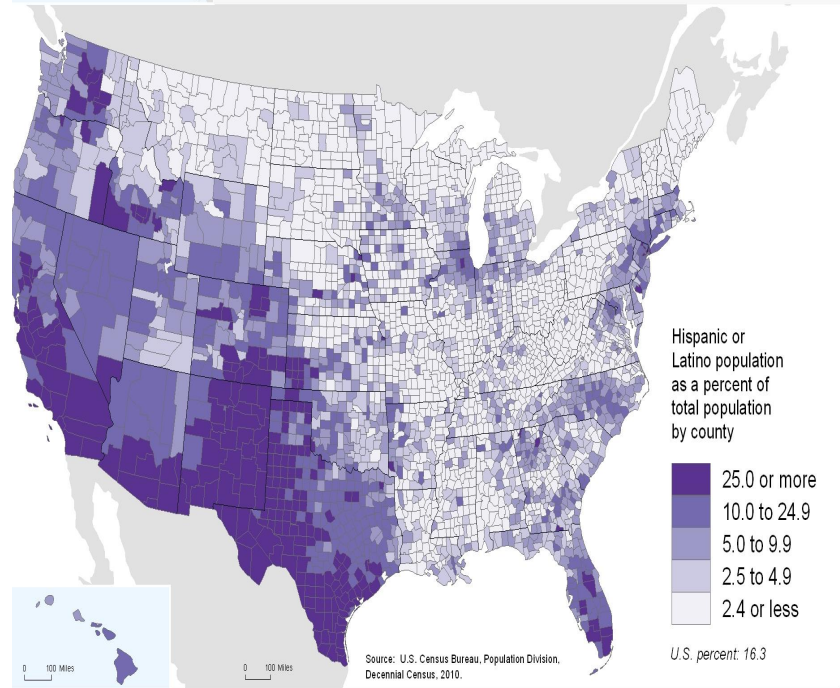
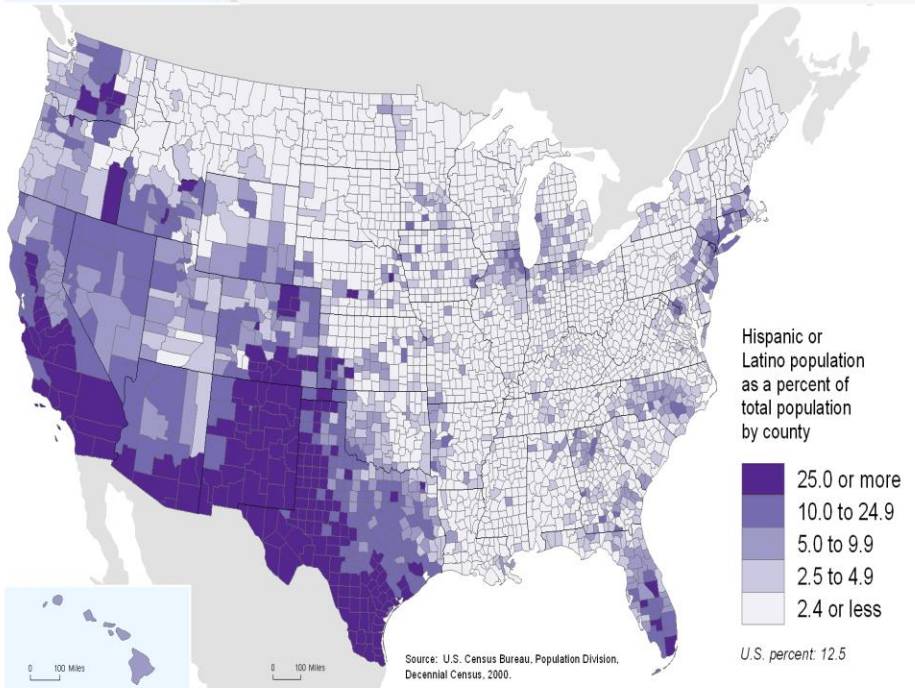
Percent of Population: 2000

Hispanic or Latino



Percent of Population: 2010

Hispanic or Latino

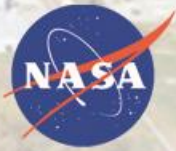




Things We Should Familiarize Ourselves With and Better Understand

- Hispanics will not apply to your vacancies or invest in applying to your organization if they have not heard or know about your organization.
- Hispanics will not apply if they do not trust or understand your organization.
- Hispanics will not apply if they do not see you investing, not necessarily financially, in their development or organization they are members of.



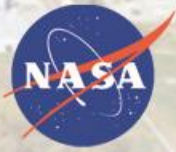


Government Wide Best Practices

- Developing faculty fellowship programs and appointments.
- Developing external mentoring programs.
- Using intern and mentoring programs through third party vendors, such as HACU, SHPE.
- Translating summary information about job vacancies into Spanish.
- Appointing regional Hispanic Employment Program Manager on a full-time.
- Developing partnerships and cooperative agreements.



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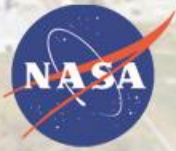


DOL Agency Best Practices

- Addition of Bilingual requirement on vacancy announcements.
- Agency employees/MSI Partnerships.
- Marketing material translation.
- Utilization of Hispanic social media.
- Magazine articles (Latino Magazine, Latina Style, Hispanic Link).
- Active membership in organizations such as NCLR, LULAC, NAHFE.
- Establishing Hispanic Employment/Diversity Program Managers.



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Hispanic Federal Employment Barriers

- Competition from the Private, industry Sectors, and other government agencies.
- “Geo-Demographic” Barriers.
- Lack of Direct Hiring Authority.
- Low Participation at Higher Levels.
- Lack of Retention.
- Scarcity of Agency Resources to Take Comprehensive, Top-down Action.
- Lack of Concrete, Government-wide Initiatives for Meeting This Challenge.
- Vacancies are at high grade levels.



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Recommendations



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Exclusive Posting

Veterans and Persons with Disabilities may be considered for special noncompetitive appointments for which they are eligible :

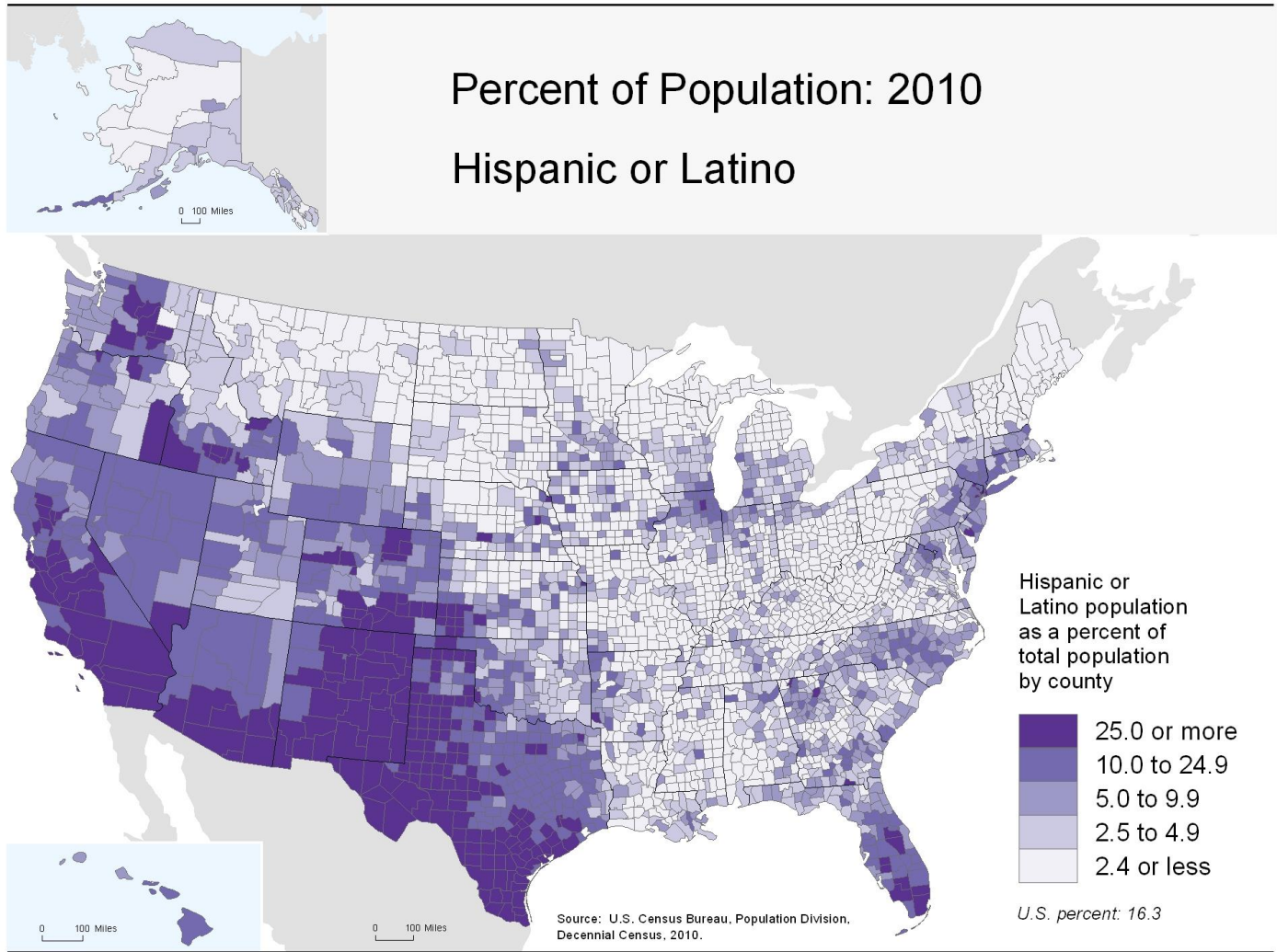
- **Veterans Recruitment Appointment (VRA)**
- **30 Percent or More Disabled Veteran Appointing Authority**
- **Veterans Employment Opportunities Act of 1998 (VEOA)**
- **Schedule A**

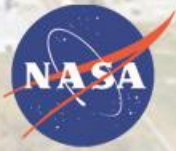
Utilizing “Exclusive Posting” for vacancies in highly concentrated Hispanic populations.





Post vacancy announcements with a bilingual requirement, utilize “Exclusive Posting, and Student pathways in highly concentrated Hispanic areas of the country.





Establish regional Hispanic Employment Program Managers (HEPM's)

- Hispanic Employment Program Managers can provide assistance in the following areas:
- Develop partnerships among Federal, Public and private sector employers/organizations.
- Communicate specific region needs and barriers.
- Educate management of options on increasing Hispanic employment percentages.
- HEPM's linked with your Diversity and Inclusion Plans.
- HEPM's will be able to develop your own Hispanic employment and outreach plans, regional list serv, and work with regional recruitment coordinators and DOL HEPM.

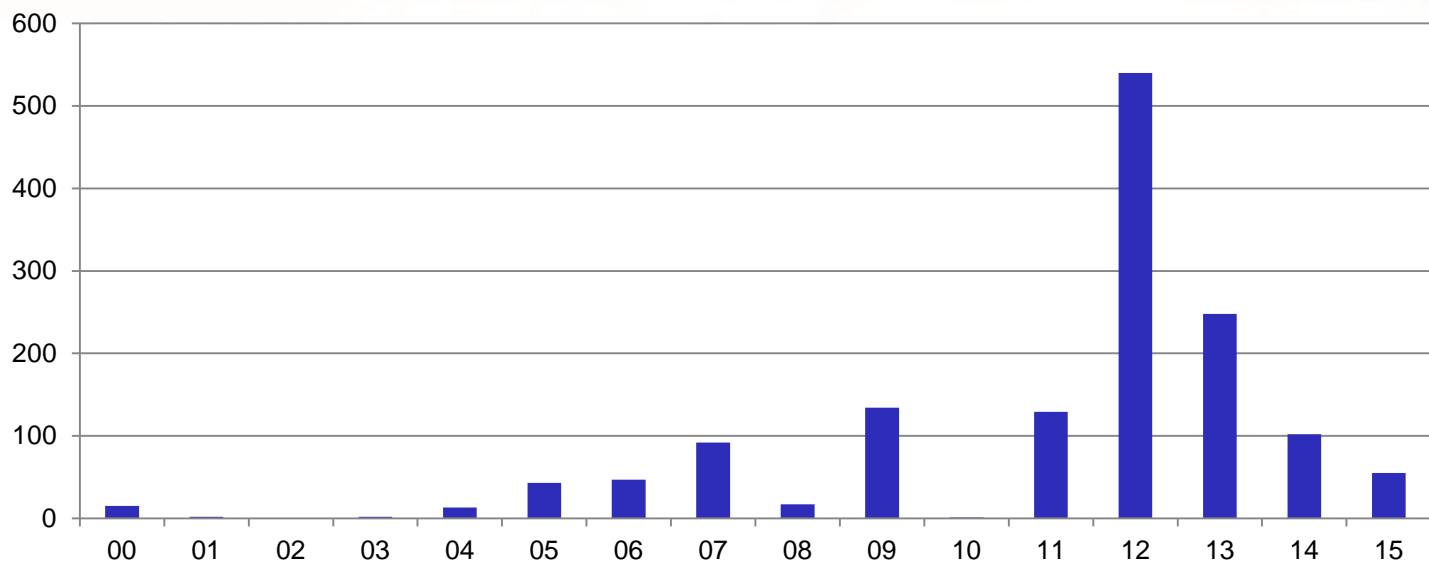


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DEVELOP A SUCCESSION PLAN

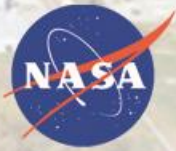
FY 12 DOL Hispanics by Grade Level



- Utilize Career Development and Training Programs, Internal and External.
- Utilize Formal and Develop Informal Mentoring Programs.



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RESOURCES

- **Hispanic Executive Orders.**
- **OPM Nine Point Plan.**
- **Hispanic Organizations Listing.**
- **Hispanic Serving Institutions Fact Sheet and Listing.**
- **Hispanic Employment and Outreach Power Point Presentation**
- **Survey**



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HISPANIC VETERANS ORGANIZATIONS

- American GI Forum
- The Chicano Veterans Organization
- The GI Go Fund
- National Veterans Foundation
- The Society of Hispanic Veterans
- American Legion – Phoenix
- California Association of County Veterans Services Officers
- Texas Coalition of Veterans Organizations
- United Mexican American Veteran Association (UMAVA)
- **Hispanic War Veterans of America**

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