

REPORT

to the

PRESIDENT'S MANAGEMENT COUNCIL

on

Hispanic Employment in the Federal Government

March 3, 1999

Submitted by the PMC Interagency Work Group

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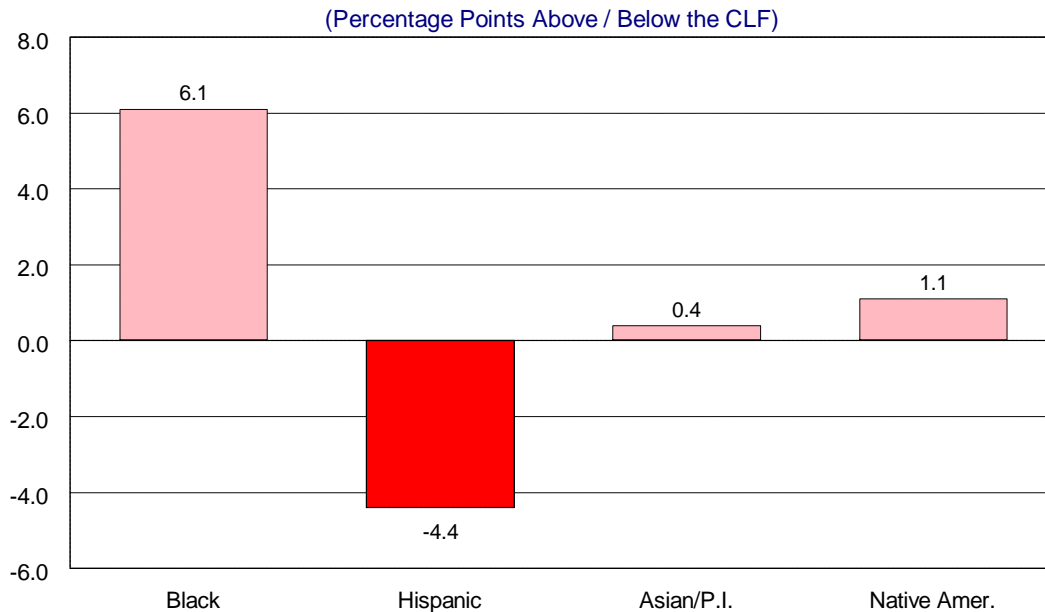
INTRODUCTION

“One of the things that I have tried to do...is to try to make this administration look more like America.” President Clinton, July 18, 1994.

President Clinton posed the challenge of creating a government for the 21st century that looks like America. A fully diverse Federal workforce strengthens our democracy by providing all Americans with representation in the Federal Government. It also fortifies our nation by taking advantage of the best and brightest among all segments of our nation, fostering better communication and service to the public, and by providing role models for our children.

While Hispanics are the fastest growing segment of our population, it is the most underrepresented in our government. Hispanics comprise 11.0 percent of the civilian labor force and only 6.2 percent of the Federal workforce -- the only minority group underrepresented in the Federal civil service.

Hispanics are Underrepresented in the Federal Workforce (WF)
Relative to the Total Civilian Labor Force (CLF)
September 30, 1998



Source: U.S. Personnel
BLS Current Population Survey.

OPM's Central Data File and the

To close this gap and achieve a fully diverse workforce, the President's Management Council (PMC) Work Group on Hispanic Employment Initiative recommends that the PMC call on all independent Federal agencies and executive branch departments to work together to implement sound strategies that would improve Hispanic representation.¹

¹ The Office of Management and Budget directs Executive Branch departments and agencies to furnish data on the racial and ethnic background of Federal employees for the following minority groups: American Indian or Alaskan Native, Asian or Pacific Islander, Black (not of Hispanic origin), Hispanic, and White (not of Hispanic origin). The data is provided voluntarily by the employee. A Hispanic is defined as a “person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish cultures or origins.”

At the November, 1998 meeting, the PMC called for the establishment of an interagency work group to develop recommendations for the PMC that would address the problem of Hispanic underrepresentation in the Federal Government, including the Senior Executive Service (SES). OPM Director Janice Lachance and Social Security Administration Commissioner Kenneth Apfel were asked to create this work group. The proposed strategy is the result of meetings and consultations of the work group.

By the year 2010, Hispanics will be the largest minority group in the nation. To address an increasing underrepresentation of Hispanics in the Federal workforce, we must redouble our efforts to attract, recruit, and retain the qualified Hispanic labor pool that the civilian labor force is already using so effectively. Success requires that agencies aggressively recruit to ensure a significant pool of Hispanic applicants. This will ultimately lead to an overall increase in Hispanic representation in the Federal workforce.

On September 18, 1997, the U.S. Office of Personnel Management (OPM) issued a memorandum to Heads of Executive Departments and Independent Agencies which raised serious concerns about Hispanic representation. In its memorandum, OPM proposed an Hispanic Employment Initiative – "a Nine-Point Plan" to improve the representation of Hispanics in the Federal workforce. By providing educational opportunities for Hispanics to learn and gain work experience in government, this plan also builds on the White House Initiative on Educational Excellence for Hispanic Americans. The Congressional Hispanic Caucus, and Federico Peña then Secretary of Energy, all endorsed this initiative and its goals.

OPM's Hispanic Employment Initiative provided the Federal government with a blueprint for developing more effective recruitment and career development strategies. To strengthen this effort, OPM also launched on October 8, 1998, a new 10-point plan for itself that includes specific strategies to improve Hispanic representation in the agency's own workforce. The 10-point plan, also supported by the Congressional Hispanic Caucus, has two main focuses – developing applicant pools that are rich in qualified Hispanic candidates for job vacancies at all levels; and providing all employees with career development opportunities. Specifically, the 10-point plan centers on the following areas: Employment, Student Employment and Academic Relations, and Career Development. The strategies called for in the plan were carefully designed to uphold both veterans' preference in hiring practices, and merit principles. OPM is actively encouraging Federal agencies and executive departments to do the same within their own organizations.

The PMC should strongly encourage Federal agencies and executive branch departments to use this document to improve Hispanic representation. In addition, we have recommended that senior management, employees and their union representatives meet often to share expertise and discuss the details of the plan for their organization. Discussions held with a spirit of cooperation and in conformity with current human resource management strategies will certainly facilitate the success of these efforts.

Hiring opportunities will increase as Federal employees retire. Projected retirement eligibility will increase from 10% of Federal employees covered by CSRS and FERS to 29% within five years.² The PMC should strongly encourage departments and agencies to keep in mind their diversity plan when engaging in succession planning, so they can better mesh their needs in both areas. Succession planning is an essential part of work force planning in that over 258,000 executive branch Federal employees are 55 years of age or older.³ This represents a tremendous opportunity to increase the diversity of the Federal work force, including addressing Hispanic underrepresentation.

Each organization's political and career leadership team is ultimately responsible for the planning, development, implementation, and evaluation of these employment strategies. A sound agency plan allocates organization resources to meet both short-term objectives – by making use of existing programs and policies; and long-term goals – including necessary succession planning and other strategies which are part of the agency's operational mission. Certainly, strategies must comply with relevant laws and regulations and meet all applicable collective bargaining requirements. To ensure legal compliance and conformity with the merit principles, senior managers, supervisors, and human resources personnel should consult with the agency's legal counsel office and the equal employment opportunity or civil rights office.

The success of this Hispanic employment initiative will be, in large part, a direct result of each agency's leadership and commitment to diversity. Human resources managers and supervisors should review periodically the progress made in their organization and to determine which strategies are most effective.

OPM will assess departments' and agencies' effectiveness in implementing the Hispanic Employment Initiatives in two ways. First, the Office of Merit Systems Oversight and Effectiveness will review these plans as part of its overall assessment of the effectiveness of personnel management in each agency. These findings will be published as part of the oversight report to the specific department or agency. Second, OPM itself will review and report on the progress of each agency's Hispanic employment initiatives, with the results included in OPM's "Annual Report to Congress: Federal Equal Opportunity Recruitment Program." OPM will also collect summary data from all departments and agencies and provide summary reports to the PMC on a regular basis.

The PMC should ask department and agency heads to give serious consideration to implementing the following strategies within their organizations. Working together, we can fulfill President Clinton's call to build a workforce for the 21st century – one that looks like America, and one that is also the most efficient and cost-effective in the world.

² See Appendix I

³ See Appendix II

SENIOR EXECUTIVE SERVICE

Efforts to increase the representation of Hispanics in the SES should focus on three primary objectives:

- C Increase the number of Hispanics in the selection pool.
- C Help prepare Hispanics to become more competitive for SES opportunities.
- C Improve outreach efforts for SES vacancies to people and groups outside of the agency and the Federal Government.

The PMC should encourage departments and agencies to pursue these objectives. The PMC should also encourage departments and agencies to work with OPM to develop similar agency-specific initiatives. Hispanic representation in the SES should increase if all or some of the recommendations listed below are followed.

Objective: Increase the number of Hispanics in the SES selection pool.

Departments and agencies should:

- C Ensure that Hispanics and other minority group members are made aware of and have an equal opportunity to compete for managerial and executive training and career developmental opportunities at the GS-13 through GS-15 level, including attending training programs at OPM's Federal Executive Institute and Management Development Centers.
- C Use appropriate Hispanic recruitment sources that will yield potential senior level candidates (e.g., Hispanic Association of Colleges and Universities (HACU) Talent Bank, National Association of Hispanic Federal Executives, National Hispanic Bar Association).

Objective: Help prepare Hispanics to become more competitive for SES opportunities.

Departments and agencies should:

- C Sponsor a joint agency-OPM workshop on the Executive Core Qualifications. Sponsoring agencies should make a special effort to ensure that Hispanic and other minority managers at the GS-13 through GS-15 level are provided an opportunity to attend such a workshop. In addition, OPM could provide briefings to members of the agency's internal Hispanic employee organization or other minority organizations.

OPM will:

- C Conduct workshops on the Executive Core Qualifications and how to prepare for a career in the SES at national Hispanic conferences (e.g., National Association of Hispanic Federal Employees, National IMAGE, Inc.) and for Hispanic professional societies (e.g., Society for Professional Hispanic Engineers, Society of Hispanic MBAs).

Objective: Improve outreach efforts for SES vacancies to people and groups outside the agency and the Federal Government.

Departments and agencies should:

- C Expand the recruiting area from government-wide to all sources when filling SES vacancies. When considering applicants from all public and private sector sources, ensure that outreach efforts are made to Hispanic and other minority sources that will yield potential candidates.
- C Ensure that Hispanics and other minority senior executives participate in key departmental executive boards such as Executive Resources Boards, Performance Review Boards, and on OPM administered Qualifications Review Boards.

OPM will:

- C Include questions to assess the executives' experiences, efforts, and awareness relative to Hispanic employment in the upcoming survey of SES members.
- C Ensure that initiatives designed to improve the SES include flexibilities which will contribute to the appointment of Hispanic and other minority executives.
- C Work with agencies to make them aware of flexibilities to retain talented senior managers and executives (e.g., performance bonuses, retention allowances, executive developmental assignments, sabbaticals, etc.).

In addition, senior executives need to embrace the new emphasis on Life-Long Learning. Executives need to pursue self-development, grasp the essence of new information, and master new technical and business knowledge. To help senior executives do this, OPM recommends that departments and agencies:

- C Develop and participate in diversity training and development efforts for all levels of agency management. Such training should include promoting cultural awareness, communication, and transforming organizations to accommodate cultural differences. OPM also recommends that agencies work with OPM's Federal Executive Institute and Management Development Centers to pilot diversity training initiatives for senior management.

EMPLOYMENT

Develop department-wide or agency-wide recruitment strategies.

Departments and agencies should:

- C Explore ways to recruit from all sources, for all position vacancies, including positions in the Senior Executive Service and managerial and supervisory positions at GS 13-15.
- C Use the Outstanding Scholar and Bilingual/Bicultural hiring authorities as a supplement to competitive examination to recruit at the GS 5 and GS 7 level for positions covered by the Luevano consent decree, when possible and appropriate.
- C Issue an all employee memorandum publicizing efforts to increase Hispanic representation and outline each department's and agency's diversity efforts.
- C Request OMB approval to allow the voluntary use of self-identification forms by job applicants to assess the effectiveness of outreach efforts.
- C Educate managers and supervisors about the various hiring programs and flexibilities that are available to them in recruiting and retaining employees.
- C Post all vacancies on OPM's USAJOBS website.⁴

Develop recruitment strategies in partnership with other Federal departments and agencies.

Departments and agencies should:

- C Establish an entry-level intern program to recruit and develop groups of professional and administrative trainees. Use line managers, human resources and civil rights\EEO professionals to help develop this intern program.
- C Use reimbursable agreements, as authorized by law, to develop recruitment strategies that include: visiting college campuses, interviewing potential candidates, and assessing applicants for entry-level positions into the agencies.
- C Consult with OPM on what relevant services and assistance are available from OPM.

⁴ Use USAJOBS and discover the ease of self-service employment information. Choose one of these methods:

USAJOBS World Wide Web (www.usajobs.opm.gov)

USAJOBS Automated Telephone System (call 912-757-3000 or TDD 912-744-2299 or check blue pages for local numbers)

USAJOBS Touch Screen Kiosk (government locations nationwide)

Provide employment information to students, faculty, and the Hispanic community.

Departments and agencies should:

- C Sponsor Federal Employment Information Touch Screen Computer kiosks and place them in Hispanic Serving Institutions (HSI) that meet agency's occupational needs. These computers provide Federal job vacancies nationwide and are updated daily. Attached is the list of participating agencies and location of Touch Screens.⁵
- C Organize press events, such as ribbon-cutting ceremonies, to garner local media coverage and increase public awareness of Federal Employment Information Touch Screen Computer kiosks.
- C Analyze Federal Employment Information Touch Screen Computer kiosks usage at sponsored locations to determine if location is providing desired results.

OPM will:

- C Identify staff in its seventeen Service Centers to promote the Nine-Point Plan and other Hispanic employment initiatives and to serve as liaisons to the community and Federal agencies.
- C Assist departments and agencies to analyze touchscreen usage data.

Review vacancy announcements, ranking factors, and selection panels.

Departments and agencies should:

- C Review the language used in vacancy announcements to ensure that Hispanics are not discouraged from applying by improving outreach to people and organizations outside of the agency and the Federal Government.
- C Review ranking factors to ensure that they do not unnecessarily exclude Hispanics, for example, that they have previous agency experience. Since Hispanics are underrepresented in 12 of the 17 executive departments, this requirement often eliminates the opportunity for Hispanics without specific agency experience to apply and be considered.⁶
- C Ensure that the composition of selection panels is diverse and when available, include Hispanic representation.

⁵ See Appendix III.

⁶ Fiscal Year 1997 Federal Equal Opportunity Recruitment Program Report.

- C Use Hispanic Federal employees from other departments and agencies to serve on selection panels when Hispanic employees at the appropriate levels are not available, as authorized.

Use the Presidential Management Intern (PMI) Program for recruiting and advancing Hispanic college graduates.

Departments and agencies should:

- C Continue to support the use of the Presidential Management Intern (PMI) program.

OPM will:

- C Continue to seek commitments for the PMI program from departments and agencies.
- C Include into its PMI recruitment activities institutions graduating significant numbers of Hispanics.
- C Continue to expand the range of academic disciplines from which PMIs are drawn and to expand the racial and ethnic background of PMI applicants consistent with Executive Order 12364.⁷
- C Visit more Hispanic Serving Institutions (HSIs), including colleges and universities, and Hispanic student organizations to heighten their interest in the PMI program.
- C Expand the use of program managers to conduct visits to HSIs and Hispanic student organizations.
- C Expand recruitment strategies to include more targeting of professional organizations, publications, and relevant community organizations.
- C Identify successful PMI candidate development programs and share information with HSIs.

Dissemination of information in Spanish to Hispanic Media.

Some positions require bilingual/bicultural abilities. In recruiting for those positions,

⁷ E.O. 12364 established the Presidential Management Intern (PMI) Program. The purpose of the Program is to attract outstanding men and women from a variety of academic disciplines to work in Federal service. To be eligible, individuals must have pursued a course of study at the graduate level.

Departments and agencies should:

- C Translate summary information about their job vacancies into Spanish and provide that to the Hispanic media for dissemination to the Hispanic community in order to increase awareness about the availability of Federal positions. (Of course, English proficiency remains a basic requirement for any Federal position.)

Encourage departments and agencies to appoint Hispanic Employment Program (HEP) Manager(s) on full-time basis and assure that HEP Manager(s) are integral members of the agency's management team.

Department and agency executives should appoint full-time HEP managers and give them the visibility and support they need to do their jobs effectively. They should urge their managers and supervisors to work closely with the Hispanic Employment Program Manager to develop recruitment strategies for Hispanics and to explore career development opportunities for those Hispanics already employed. The HEP manager should be completely involved in the development and implementation of the department's or agency's succession plan. OPM can assist agencies in identifying best practices in this area.

Incorporate these activities into your department's and agency's Federal Equal Opportunity Recruitment Program (FEORP) accomplishment report to OPM.

OPM will:

- C Continue to monitor and report agencies' progress and successes in recruiting, employing, and training Hispanics in its Annual Report to Congress on the Federal Equal Opportunity Recruitment Program (FEORP).
- C Continue to request data from departments and agencies on the use of the Student Employment Program, PMI, Outstanding Scholar/Bilingual-Bicultural appointing authorities.
- C Continue to request departments and agencies to report how they are implementing the Hispanic Employment Initiatives.
- C Compile and release information on departments' and agencies' diversity activities under separate cover and summarize them in the annual FEORP report.
- C Provide to the PMC a summary report on progress made by the various departments and agencies.

Departments and agencies should:

- C Incorporate information about their recruitment strategies into the department's or agency's FEORP plan.

OPM will:

- C Use the Interagency Advisory Group Planning Committee as a vehicle to identify and report on successful agency initiatives and those that have been less effective.

OPM will and departments and agencies should:

- C Regularly monitor the composition of the department's or agency's workforce and any progress made to achieve greater diversity.

Departments and agencies should:

- C Conduct exit interviews of Hispanic employees leaving the agency to determine their reason(s) for leaving. This will help the agency develop appropriate retention plans.

Develop uniform means to assess the representation of minorities in the Federal workforce.

- C OPM will explore, with EEOC, ways to assist departments and agencies in conducting workforce analysis through the use of common data.

STUDENT EMPLOYMENT AND ACADEMIC RELATIONS

Support and implement the White House Initiative on Educational Excellence for Hispanic Americans.

Departments and agencies should:

- C Use the guidance on recruiting strategies for Hispanic students that OPM developed in support of Executive Order 12900, the *White House Initiative on Educational Excellence for Hispanic Americans*.

OPM will:

- C Explore with departments and agencies the establishment of a faculty fellowship program and appointments under the Intergovernmental Personnel Act (IPA), as authorized by law, in order to provide a direct link between colleges and universities and appropriate positions.

Participate in the HACU National Internship Program.

The intern program is a paid program that is administered by the Hispanic Association of Colleges and Universities (HACU) for Federal agencies. HACU interns are college students who are active in academic and community activities, possess Grade Point Average's of 3.0 or higher and are recommended by their faculty advisors or professors.

Departments and agencies should:

- C Participate in Internship Programs that emphasize diversity.

OPM will:

- C Continue to work with HACU and other appropriate organizations to identify how their intern programs can be adapted to meet the regulatory requirements of the Student Educational Employment Program for non-competitive conversion under cooperative education programs (Student Career Experience 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.

Departments and agencies should:

- C Use the Student Educational Employment Program (SEEP) appointing authorities to develop additional student, intern, or fellowship programs to meet their specific needs. (OPM has consolidated the Cooperative Education, Stay-in-School, Federal Junior Fellowship, and Summer Aid Programs into a more effective new program which would be easier to use.

OPM will:

- C Continue promotional efforts already underway to bring attention to the SEEP. OPM will continue to: reach out to Hispanic colleges and universities for participation in SEEP; establish master agreements with the schools so that departments and agencies can tailor them to their specific needs; serve as a clearinghouse for all students interested in SEEP opportunities; develop additional materials for the Hispanic community, including some in Spanish, that encourage the use of SEEP as a way of paying for college education.

Develop mentoring programs to motivate young people to pursue higher education and Federal careers.

Departments and agencies should:

- C Establish a mentoring program. Hispanic youth could greatly benefit from the advice and direction provided to them by Federal mentors. A mentoring experience can have a positive, long-term impact on students both personally and in their career development. There is a great need for role models and for opportunities to "shadow" a mentor in a Federal department or agency as he or she does his or her job.

CAREER DEVELOPMENT

Promote participation of Hispanic employees in career development programs.

The PMC should encourage departments and agencies to develop, implement, and monitor career development programs and intergovernmental rotational programs for senior executives and mid-level management (e.g. general management occupational series) and professional/technical occupations so that the pool of candidates includes a representative number of Hispanics.

Departments and agencies should:

- C Ensure that internal agency employees have an opportunity to be considered for entry-level intern programs. Entry level could include GS-5, GS-7, and GS-9. Target those trying to transition from clerical to professional, administrative, and technical positions.
- C Create a middle-level Management Development Program to advance the careers of those at the GS-9, GS-11, and GS-12 levels for mission critical occupations.
- C Create an Executive Development Program for GS-13, GS-14, and GS-15 positions as part of the agency's succession planning. Agencies would identify position(s) at the beginning of the program. OPM could assist departments and agencies in their efforts, as authorized by law. At the end of the program, the participants would be better prepared to compete for employment vacancies.
- C Establish a direct link between the departments' and agencies' succession planning and the recruitment, training, and development of Hispanic staff.

OPM will:

- C Expand occupational analyses already begun for certain key occupations. The results can serve as the basis for design of recruitment and retention strategies discussed throughout this document.

Departments and agencies should:

- C Invite employees to apply directly for career development programs, in addition to being nominated by managers and supervisors.
- C Establish formal mentoring programs and ask employees to volunteer to serve as mentors for graduates of career development programs and other interested employees.
- C Ensure that Hispanic employees at grades GS-13, GS-14, and GS-15 receive full consideration for developmental opportunities to enhance their leadership skills and for career advancement, including moving on to the SES.
- C Ensure that review panels are diverse and when available, include Hispanic representation.

- C As part of their orientation, ensure that new supervisors are aware of their roles and responsibilities for meeting the department's or agency's strategic goals, including the recruitment, development, and management of a diverse workforce. Arrange for periodic meetings with all supervisors to review developments and progress related to the strategic goals of the department or agency.

ACCOUNTABILITY

To succeed in increasing the level of Hispanic representation in the Federal civil service, the heads of departments and agencies must hold their executives, managers, and supervisors accountable for implementing effective strategies.

Department and agency leadership is ultimately responsible for the planning, development, management, and evaluation of work force composition. Allocation of effort and resources should take into account what can be resolved in the near-term with use of existing programs/policies (e.g., student employment programs) and what can be pursued long-term as a part of the agency's operational mission.

Guidance to managers and supervisors.

Departments and agencies should:

C Issue guidance to managers and supervisors on procedures for hiring at the GS 13 through SES levels. At a minimum, guidance should include having a:

< targeted recruitment plan to achieve diversity in the applicant pool.

C Also include review of:

< proposed vacancy announcements that include all selection factors, and

< proposed crediting plan, when appropriate, and a diverse selection panel.

Departments and agencies should have their Office of Diversity and/or EEO:

C Provide current workforce data identifying occupational and grade representation as compared to Civilian Labor Force (CLF). Also, include trend data on hiring and retention rates to determine impact on Hispanic employment.

C Provide impact analysis of selections on the diversity of the workforce.

Conduct progress reviews.

Accountability should be applied using two standards: net employment and hiring opportunities⁸ to impact Hispanic representation.

⁸ Net employment is the figure remaining after subtracting all separations (e.g. Transfer Out, Quit, Discharge, Reduction-in-Force, Termination, Retirement, and Death) from all hires (e.g. accessions: Transfer In and New Hire). Opportunities are defined as the actual number of vacancies during a given period.

Departments and agencies should:

- C Collect and distribute relevant employment, educational, and other related socioeconomic information and data on Hispanics for identifying existing and potential problems, measuring success of current program activities, and planning outreach efforts.
- C Regularly review results of recruitment and employment efforts, including promotions and career development. For example, review the number of opportunities and compare them to results. Was progress made? If not, review targeted recruitment plan and modify if necessary.

Hold managers and supervisors accountable for a diverse work force, including Hispanic representation.

The President's Management Council (PMC) should request that departments and agencies submit to OPM semi-annual reports on their initiatives to improve Hispanic representation. OPM will then report government-wide accomplishments to the PMC.

Departments and agencies should:

- C Ensure that managers' and supervisors' performance standards include specific language related to diversity recruitment, career development, and retention.
- C Semi-annually, review each manager's and supervisor's accomplishments in this area and communicate the outcome. Managers and supervisors need to know that they are accountable and will be evaluated accordingly.
- C Recognize managers and supervisors who are exemplary in their efforts to recruit, hire, and promote a diverse work force, including Hispanics.

CONCLUSION

According to the recent Federal Equal Opportunity Recruitment Program Report, we are making progress in our efforts to increase Federal workforce diversity. The representation of Hispanics in Federal service has increased steadily since this Administration came into office. Yet, progress in many Federal agencies has been slow. Efforts to achieve a Federal workforce that looks like America will continue to be challenged by the unprecedented demographic changes our nation is going through.

As Hispanic All-Star baseball player Roberto Clemente once said, "Any time you have the opportunity to accomplish something and you don't, you are wasting your time on this earth." Through this report, each agency of the Federal Government has the opportunity to accomplish something. We must all resolve to ensure that Hispanic Americans enjoy the same representation in the Federal Government as they have in other areas of our society. Otherwise, as Clemente said, "we are wasting our time upon this earth."

We invite and strongly encourage ALL Federal agencies to use this report as a starting point in their own workforce diversity efforts. We must never forget our obligation to provide the American people with the Federal Government they want and deserve -- one that does more and costs less, and one that looks like America.

FEDERAL EMPLOYMENT INFORMATION TOUCHSCREEN INITIATIVE

*A List of Participating Federal Departments, Agencies, and Educational
Institutions*



U.S. OFFICE OF PERSONNEL MANAGEMENT
EMPLOYMENT SERVICE
OFFICE OF DIVERSITY

February 24, 1999

Point 2 of the Nine-Point Plan to address Hispanic underrepresentation in the Federal Government, states:

"2. Provide employment information to students, faculty, and the Hispanic community.

Agencies can reach out to broader numbers of candidates for our future workforce by sponsoring Federal Employment Information (Touch Screen) Computer kiosks and placing them in Hispanic-serving institutions that feed your occupations. These computers provide Federal *job vacancies nationwide*, and are updated daily. OPM, the Department of the Interior and the Department of the Treasury have taken the lead in placing Federal Employment Information (Touch Screen) Computer kiosks in 24 Hispanic Association of Colleges and Universities (HACU) institutions. We encourage other agencies to do the same."

The following list identifies our accomplishments to date. It provides a list by state of participating institutions and departments/agencies.¹ If you require additional information, please contact the Office of Diversity at (202) 606-2817.

¹

School affiliation status is noted by: HACU (member of Hispanic Association of Colleges and Universities), HBCU (member of Historically Black Colleges and Universities), HSI (Hispanic Serving Institution), HHE (high Hispanic enrollment), or HAE (High Asian/Pacific Islander enrollment).

FEDERAL EMPLOYMENT INFORMATION TOUCHSCREEN INITIATIVE

California California State Polytechnic University, Pomona Pomona, California 91768-4020 Sponsor: U.S. Department of the Interior	HHE
California California State University, Bakersfield Bakersfield, California 93311-1099 Sponsor: U.S. Office of Personnel Management	HACU
California California State University, Fresno Fresno, California 93740-8027 Sponsor: U.S. Department of the Treasury	HACU
California University of California, Los Angeles Los Angeles, California 90095-1405 Sponsor: U.S. Department of the Treasury	HHE
Colorado Metropolitan State College of Denver Denver, Colorado 80217-3362 Sponsor: U.S. Department of the Treasury	HHE
District of Columbia Howard University Washington, District of Columbia Sponsor: U.S. Department of the Treasury	HBCU
Florida Barry University Miami, Florida 33161 Sponsor: U.S. Office of Personnel Management	HACU
Florida Florida A&M University Tallahassee, Florida 32307 Sponsor: U.S. Department of the Interior	HBCU

FEDERAL EMPLOYMENT INFORMATION TOUCHSCREEN INITIATIVE

Florida HACU
Florida International University
Miami, Florida 33199
Sponsor: U.S. Office of Personnel Management

Florida HACU
Miami-Dade Community College, Kendall Campus
Miami, Florida 33176-2297
Sponsor: U.S. Department of the Treasury

Florida HACU
Miami-Dade Community College, Wolfson Campus
Miami, Florida 33132-2297
Sponsor: U.S. Department of the Treasury

Florida HACU
University of Miami at Coral Gables
Coral Gables, Florida 33124
Sponsor: U.S. Department of the Treasury

Georgia HBCU
Morris Brown College
Atlanta, Georgia 30314
Sponsor: U.S. Department of the Treasury

Illinois HHE
Northeastern Illinois University, Chicago
Chicago, Illinois
Sponsor: U.S. Office of Personnel Management

Illinois HHE
University of Illinois, Chicago
Chicago, Illinois 60607-7127
Sponsor: U.S. Department of the Treasury

Louisiana HBCU
Southern University A&M College
Baton Rouge, Louisiana 70802
Sponsor: U.S. Department of the Treasury

FEDERAL EMPLOYMENT INFORMATION TOUCHSCREEN INITIATIVE

Mississippi Jackson State University Jackson, Mississippi 39217-0280 Sponsor: U.S. Department of the Treasury	HBCU
New Mexico New Mexico Highlands University Las Vegas, New Mexico 87701 Sponsor: U.S. Department of the Interior	HACU
New Mexico University of New Mexico Albuquerque, New Mexico 87131-0001 Sponsor: U.S. Office of Personnel Management	HACU
New York City College, University of New York New York, New York 10031 Sponsor: U.S. Department of the Treasury	HACU
New York Herbert H. Lehman College Bronx, New York 10468-1598 Sponsor: U.S. Office of Personnel Management	HACU
New York John Jay College of Criminal Justice New York, New York 10019 Sponsor: U.S. Department of the Treasury	HACU
New York Bernard M. Baruch College New York, New York 10010 Sponsor: U.S. Department of Labor	HAE
New York John Jay College of Criminal Justice New York, New York 10019 Sponsor: U.S. Department of the Treasury	HACU

FEDERAL EMPLOYMENT INFORMATION TOUCHSCREEN INITIATIVE

North Carolina North Carolina Central University Durham, North Carolina 27707 Sponsor: U.S. Department of the Treasury	HBCU
Puerto Rico American University of Puerto Rico, Bayamon Bayamon, Puerto Rico 00960-2037 Sponsor: U.S. Department of the Treasury	HACU
Puerto Rico American University of Puerto Rico, Manati Manati, Puerto Rico 00674 Sponsor: U.S. Department of the Treasury	HSI
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