

Hispanics in the Federal Government

- A Statistical Profile –



United States Office of
Personnel Management

Employment Service
Office of Diversity

Theodore Roosevelt Building
1900 E Street, NW.
Washington, DC 20415-9800

WWW.OPM.GOV

ES DO-6C
July 1999

PREFACE

- As a part of the Federal Equal Opportunity Recruitment Program (FEORP), 5 U.S.C. sec. 7201 provides that the U.S. Office of Personnel Management conduct a continuing program of assistance to Federal agencies in carrying out programs to eliminate underrepresentation of minorities in the civil service. Part of that continuing program includes providing agencies with data to conduct workforce analyses. This profile is a part of an ongoing effort to furnish agencies with up-to-date information to develop strategic affirmative recruiting plans, and make informed and cost effective human resource management decisions. This profile contains statistics on Hispanics in the nation and the Federal workforce.
- Copies of this profile may be obtained by calling OPM's Diversity Office at 202-606-1059.
- A list of agencies appears at the end of this profile.
- **NOTE: STATISTICS IN THIS PROFILE MAY VARY FROM OTHER RELEASES DUE TO DIFFERENCES IN COVERAGE (e.g., AGENCY, WORK SCHEDULE, PAY PLAN, TENURE, AND AS-OF DATES).**

PROFILE HIGHLIGHTS

Despite some progress, Hispanics remain the only underrepresented minority group in the Federal Government. Hispanics constitute 6.4 percent of the permanent Federal civilian workforce (FW) compared to 10.8 percent of the civilian labor force (CLF). Compared to their relevant civilian labor force (RCLF), Hispanics are underrepresented in 28 of the 39 Federal executive departments and independent agencies (with 500+ employees).^{*} Highlights of this profile include:

Geographic Distribution -- California and Texas each employ more than 10 percent of all Hispanic Federal employees.

Average General Schedule Grade -- The predominant white-collar pay plan in the Federal Government is the General Schedule (GS). The average GS grade level of a Federal employee is 9.4, while Hispanics have an average GS grade of 8.6.

Educational Attainment -- Less than one-third (30 percent) of Hispanics in Federal civilian service have a bachelor's degree or higher compared to 40 percent for all Federal civilian employees. This lower academic attainment supports the continued need for student employment programs and other inter-governmental programs serving Hispanics and other minorities, as higher education will be more important for future Federal jobs.

Occupations -- Hispanics equal or exceed their overall CLF representation rate (10.8 percent) in 6 of the top 15 "growing occupations" and 1 of the top 15 "declining occupations."

Salaries -- The average salary for Federally employed Hispanics is \$39,144 compared to \$44,886 for the average Federal civilian employee.

^{*}NOTE: Relevant Civilian Labor Force (RCLF) refers to that portion of the CLF which is "relevant" or comparable to what is being examined. For example, if we are analyzing Black engineers in the FW, the RCLF would be only Black engineers in the CLF. The charts in this profile use the RCLF for comparing minority representation in Federal departments and independent agencies with the total civilian labor force.

HISPANICS



**IN THE NATION
AND
FEDERAL WORKFORCE**

HISPANICS IN THE NATION

1998

- ◆ **A Hispanic is a person of Mexican, Puerto Rican, Cuban, Central or South America, or other Spanish culture or origin, regardless of race.**
- ◆ **According to 1997 data from the Bureau of the Census, there were 29.3 million Hispanics or an estimated 11.0 percent nation's 268 million population.**
- ◆ **The number of Hispanics is projected to reach 41.1 million by 2010, and 52.7 million by 2020. These figures do not include the population living in Puerto Rico.**
- ◆ **According to 1997 data from the Bureau of the Census, 10.3 percent of Hispanics 25 years of age and over have a college degree or higher, compared to 23.9 percent for the general population.**

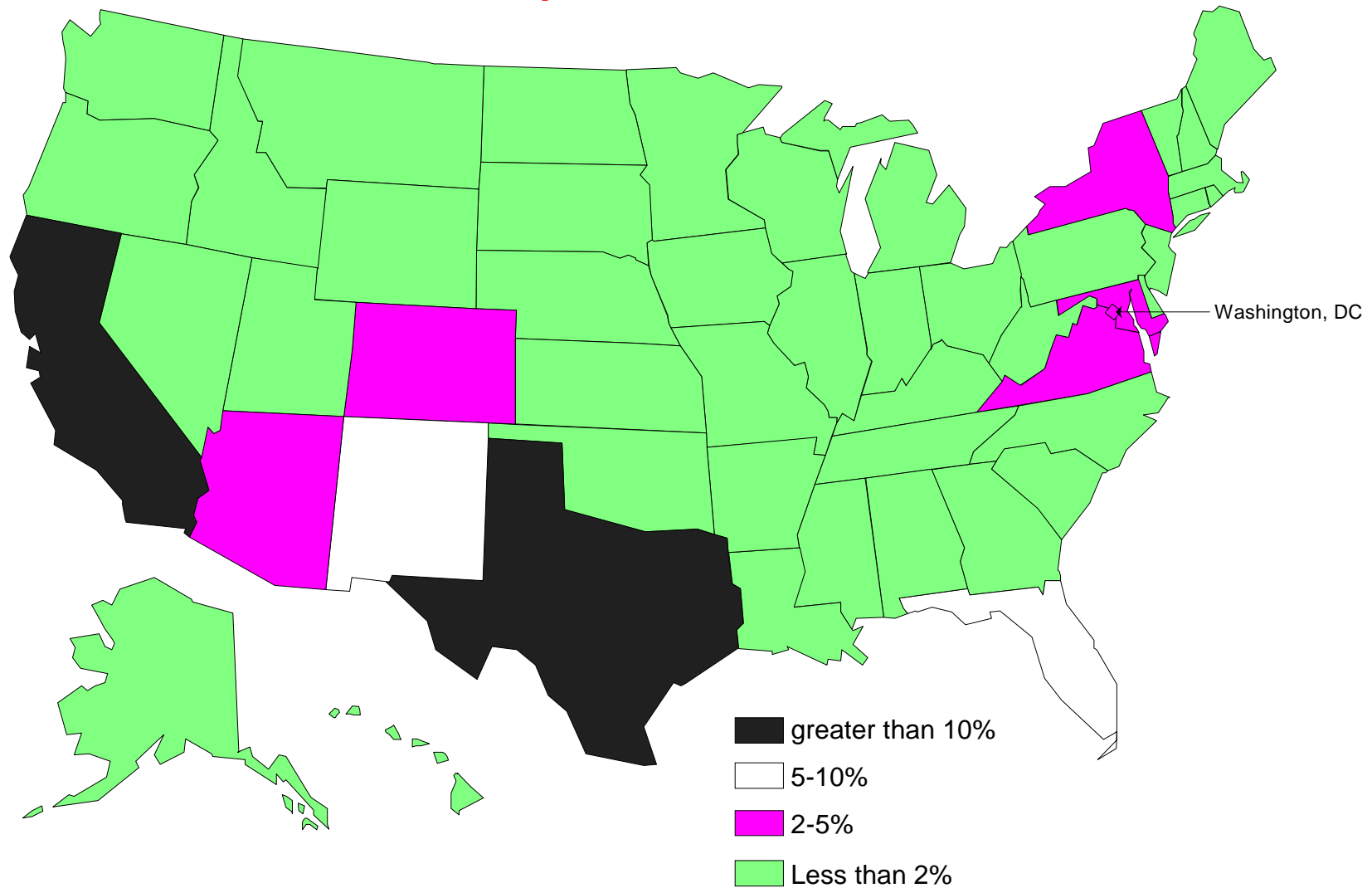
DISTRIBUTION OF FEDERALLY EMPLOYED HISPANICS BY STATE

1998

- ◆ **California and Texas each employ more than 10 percent of all Hispanic Federal employees.**
- ◆ **Florida and New Mexico each employ between 5 and 10 percent of all Hispanic Federal employees.**
- ◆ **Arizona, District of Columbia (Washington, DC), Colorado, Maryland, New York, Virginia, and each employ between 2 and 5 percent of all Hispanic Federal employees.**

Distribution of Hispanic Federal Employees by State

September 30, 1998



HISPANICS IN THE FEDERAL WORKFORCE

1998

- ◆ **As of September 30, 1998, there are 102,775 Hispanics in the permanent Federal civilian workforce (FW).**
- ◆ **Thirty percent of Hispanic employees in the FW have earned a bachelor's degree or higher compared to 40 percent of the overall Federal workforce.**
- ◆ **The average General Schedule (GS) grade for all Federal employees is 9.4, while Hispanic employees have an average GS grade of 8.6.**
- ◆ **Twenty-seven percent (27,374) of all Hispanics in the permanent FW are 50 years of age or older.**
- ◆ **Hispanics make up 6.4 percent of the permanent (FW), and 10.8 percent of the civilian labor force (CLF).**
- ◆ **Hispanics made up 5.2 percent of the permanent FW in 1988 compared to 6.4 percent in 1998.**

HISPANICS IN THE FEDERAL EXECUTIVE BRANCH WORKFORCE

1998

Demographic Indicator	Average Federal Civilian Employee	Average Federal Hispanic Employee	Average Federal Hispanic Employee (Men)	Average Federal Hispanic Employee (Women)
Average Age (years)	45.6	43.7	44.4	42.7
Average Years of Service	16.6	15.2	15.9	14.2
Education Level (percent with Bachelor's Degree or higher)	40	30	32	27
Gender (percent)				
- Men	56	58	100	0
- Women	44	42	0	100
Veterans with Preference (percent)	25.0	27.2	43.9	4.2
Vietnam Era Veterans (percent)	14.4	14.5	23.9	1.5
Disabled (percent)	7.1	6.4	7.0	5.6

HISPANICS IN THE FEDERAL EXECUTIVE BRANCH WORKFORCE

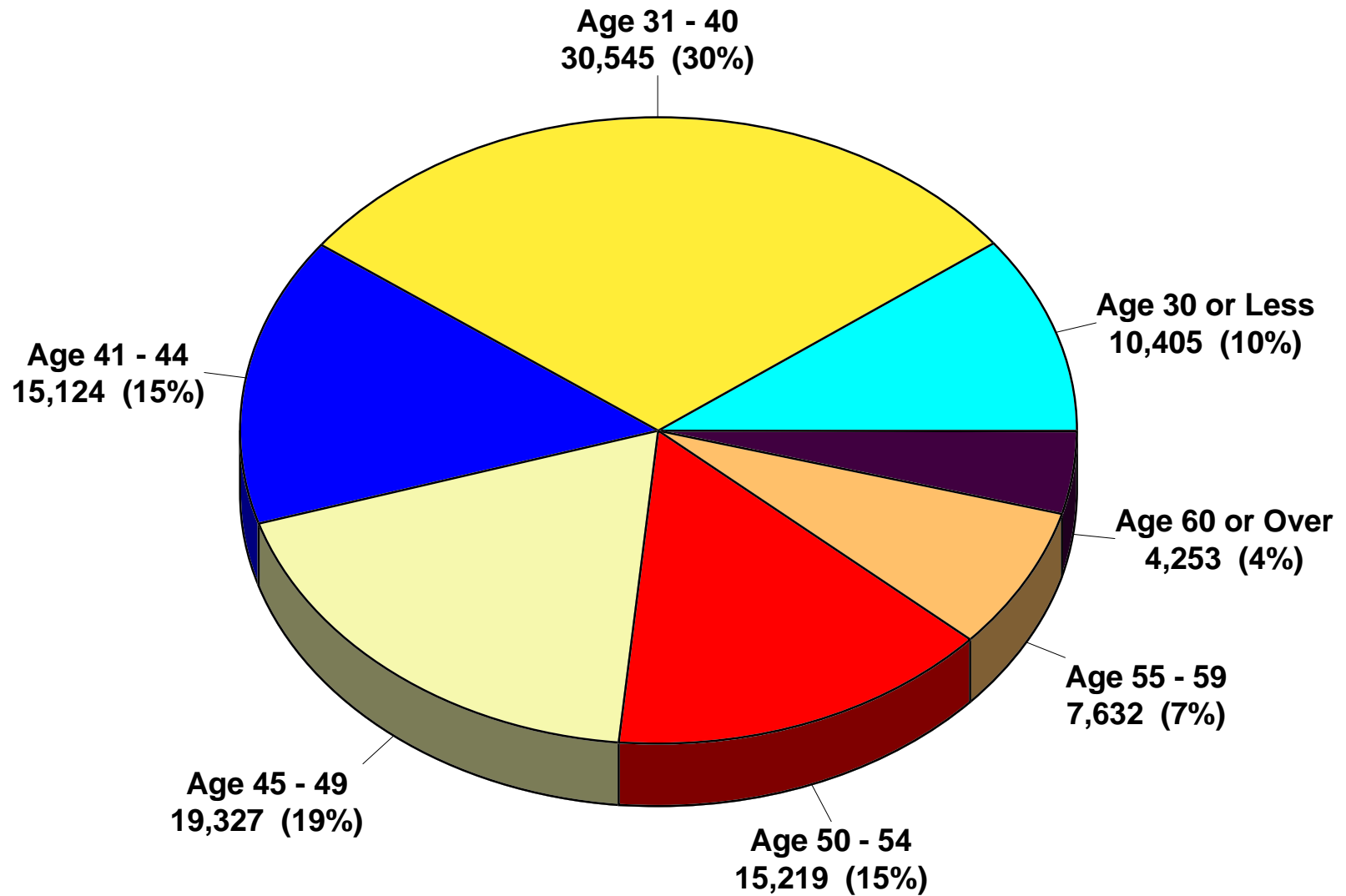
(Continued)

1998

Employment Indicator	Average Federal Civilian Employee	Average Federal Hispanic Employee	Average Federal Hispanic Employee (Men)	Average Federal Hispanic Employee (Women)
Average Adjusted Basic Pay (\$)				
- Worldwide	44,886	39,144	41,594	35,760
- Washington, DC MSA	57,371	56,002	60,929	50,606
Average GS Grade	9.4	8.6	9.4	7.8
Pay Systems (percent)				
- General Schedule	72	71	62	83
- Wage	14	17	27	4
- Others	14	12	11	13
Work Schedule (percent)				
- Full-time	93	93	95	90
- Part-time	3	4	2	6
- Intermittent	4	4	3	4
Tenure (percent)				
- Permanent	90	89	90	87
- Temporary	10	11	10	13
Service Category (percent)				
- Competitive	76.8	77.6	77.5	77.6
- Excepted	22.8	22.3	22.3	22.3
- Senior Executive Service	0.4	0.2	0.2	0.1
Supervisors or Managers (percent)	10.9	8.9	11.3	5.6

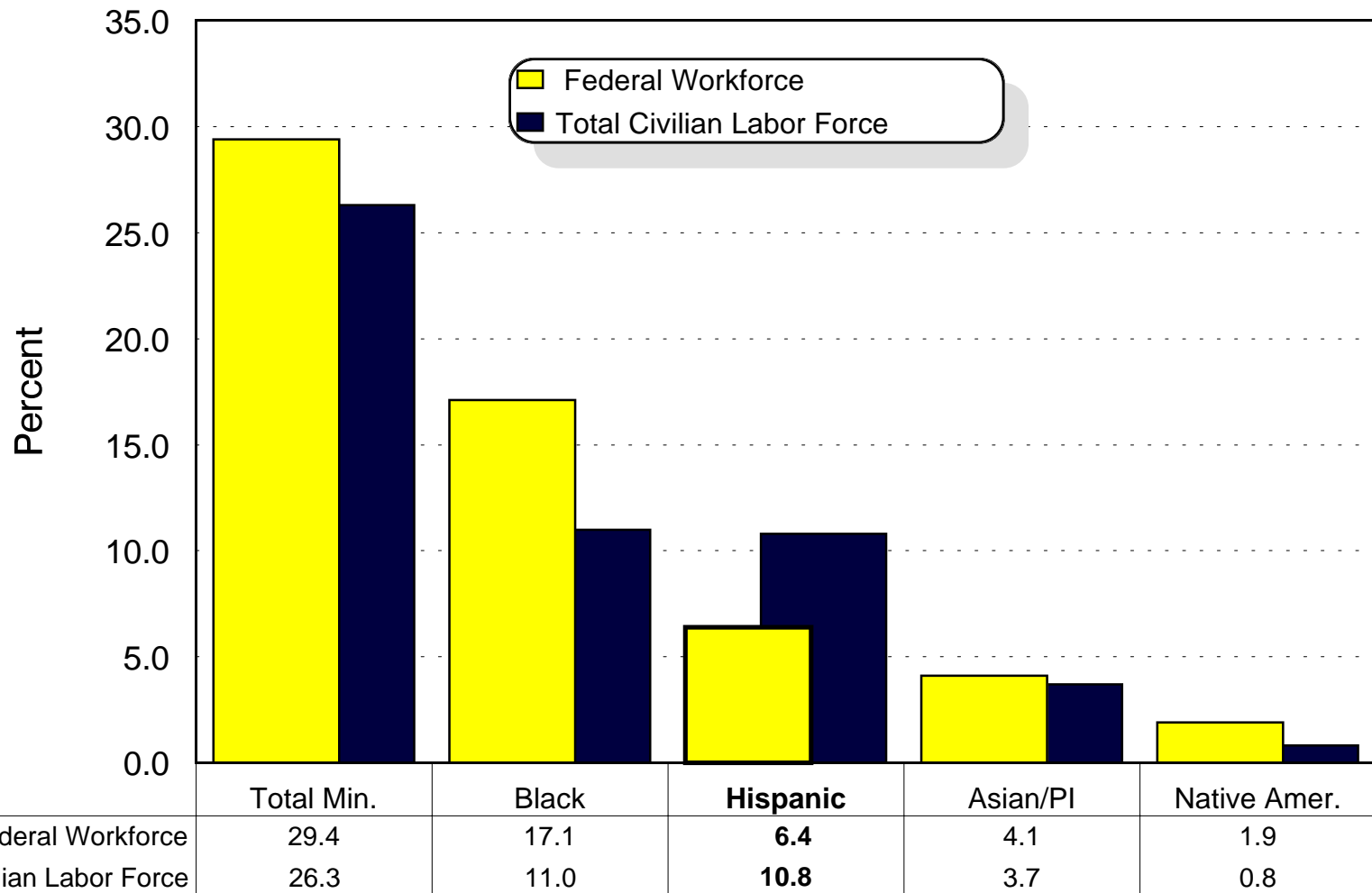
Distribution of Hispanics in the Permanent Federal Civilian Workforce Within Selected Age Groups

September 30, 1998



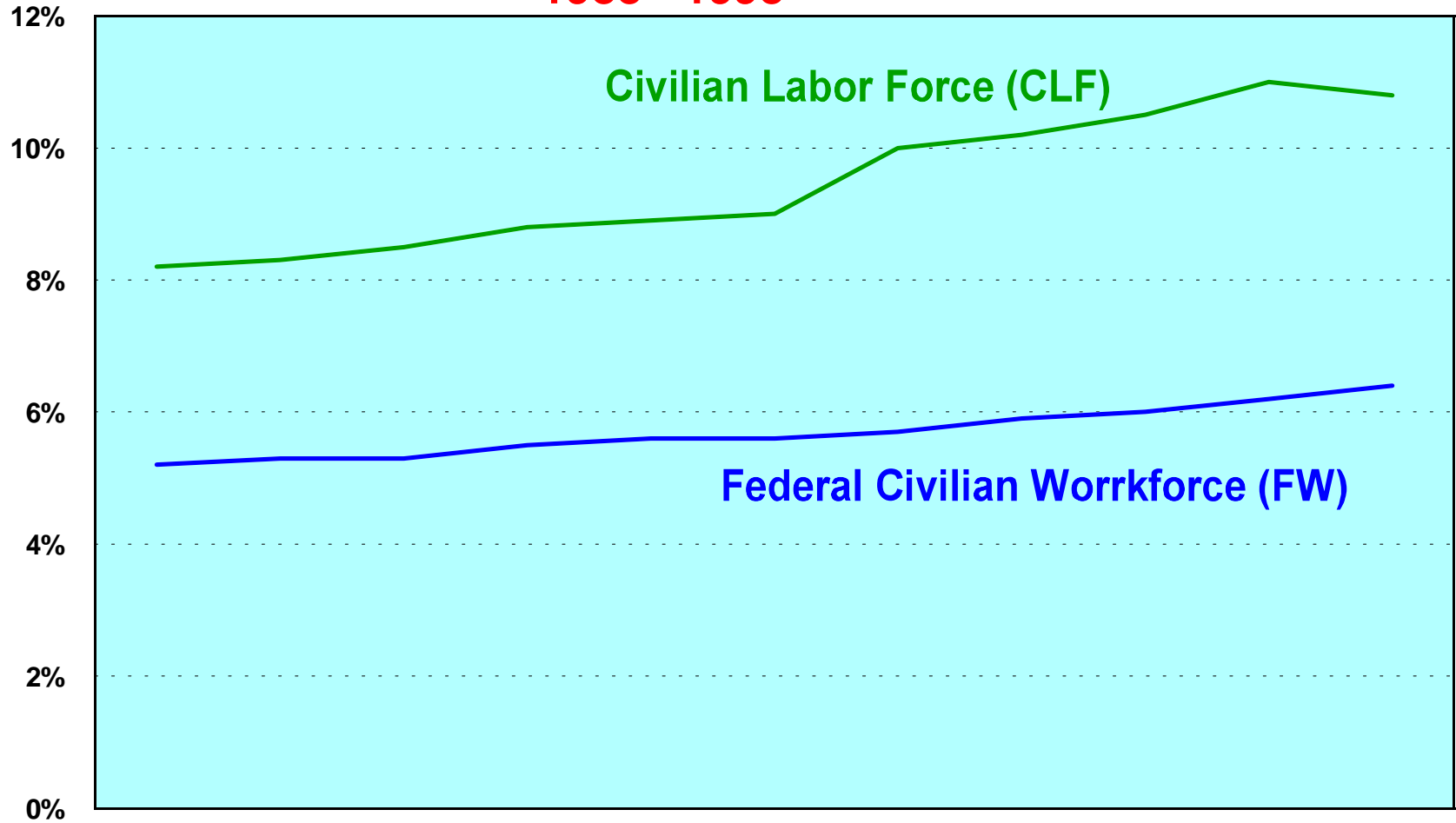
Hispanics Are Better Represented in the Civilian Labor Force Than in the Permanent Federal Workforce

September 30, 1998



Trend of Hispanic Representation in the FW and CLF

1988 - 1998



	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998
% in the FW	5.2%	5.3%	5.3%	5.5%	5.6%	5.6%	5.7%	5.9%	6.0%	6.2%	6.4%
% in the CLF	8.2%	8.3%	8.5%	8.8%	8.9%	9.0%	10.0%	10.2%	10.5%	11.0%	10.8%
Difference (FW-CLF)	-3.0%	-3.0%	-3.2%	-3.3%	-3.3%	-3.4%	-4.3%	-4.3%	-4.5%	-4.8%	-4.4%

Data Sources: Federal - U.S. Office of Personnel Management's Central Personnel Data File (Permanent Employment); Civilian - Bureau of Labor Statistics' Current Population Survey. Both sources of data are as of September of each year.

DISTRIBUTION OF HISPANICS AMONG FEDERAL AGENCIES

September 30, 1998

- ◆ **The following agencies employ 61 percent of the permanent Federal Executive Branch workforce and 70 percent of Hispanics:**

**Air Force
Treasury**

**Justice
Veterans Affairs**

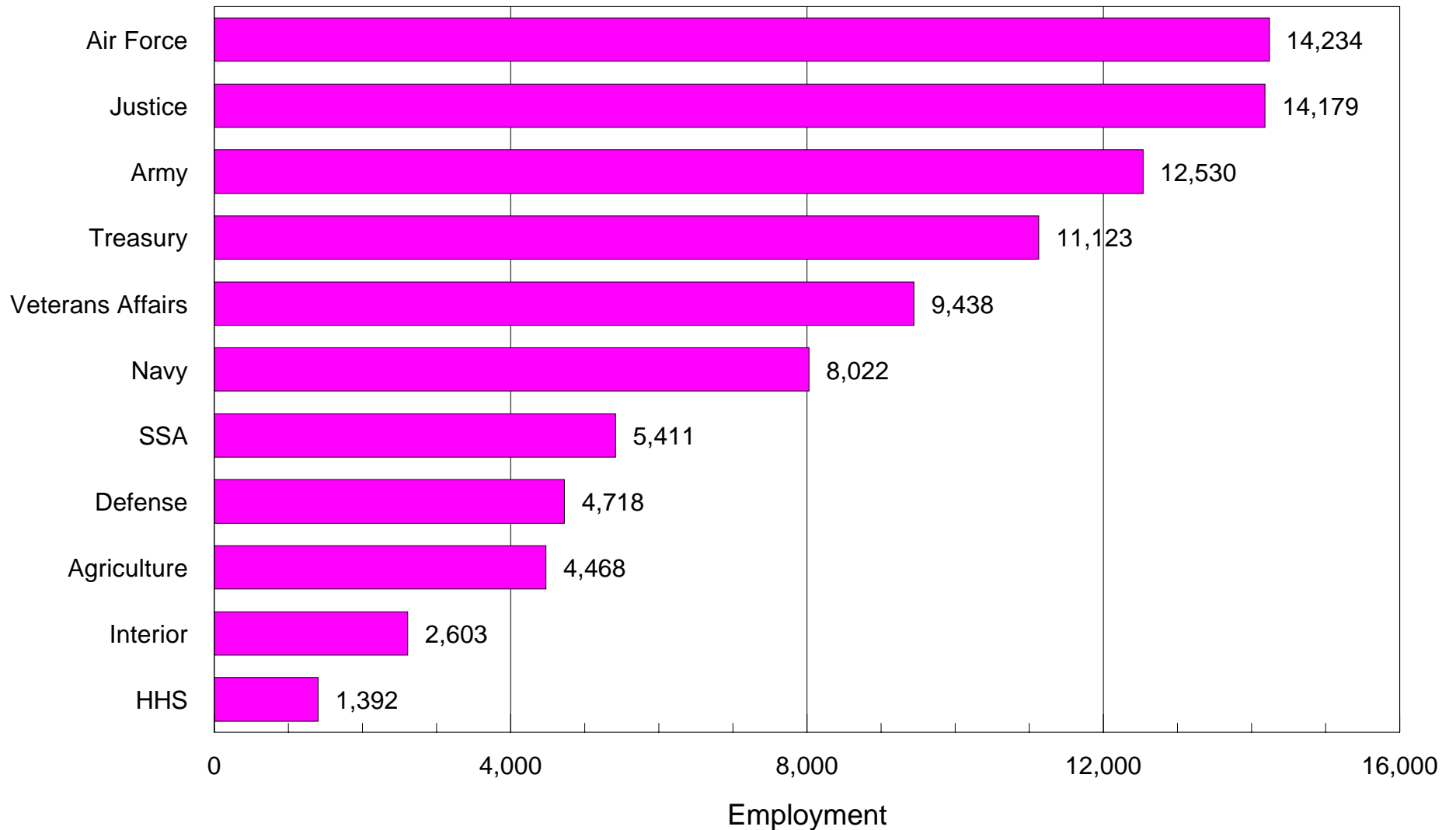
**Army
Navy**

- ◆ **The Department of the Air Force is the largest employer of Hispanics. The Air Force's 14,234 Hispanic employees represent 9.2 percent of their permanent civilian workforce.**
- ◆ **The representation of Hispanics in the permanent Federal workforce equals or exceeds their relevant civilian labor force (RCLF) percentage in 6 of 17 Executive Departments.**
- ◆ **The representation of Hispanics in the permanent workforce equals or exceeds their RCLF percentage in 5 of 22 Executive Branch independent agencies (with 500 or more permanent employees).**

***NOTE: Relevant Civilian Labor Force (RCLF) refers to that portion of the CLF which is "relevant" or comparable to what is being examined. For example, if we are analyzing Black engineers in the FW, the RCLF would be only Black engineers in the CLF. The charts in this profile use the RCLF for comparing minority representation in Federal departments and independent agencies with the total civilian labor force.**

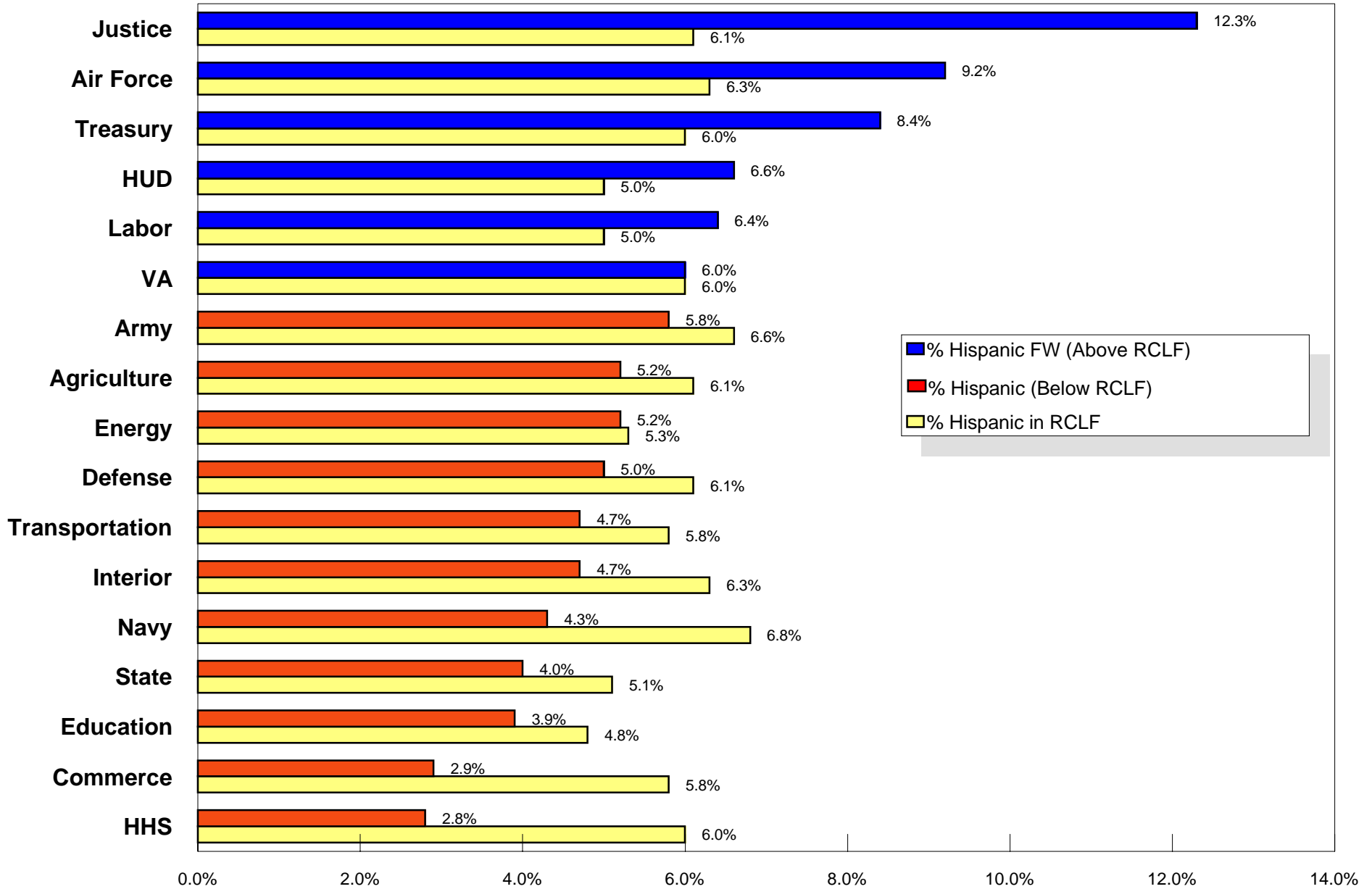
Federal Executive Branch Agencies With the Largest Employment of Hispanics in Their Permanent Workforce

September 30, 1998



Representation of Hispanics in Executive Departments

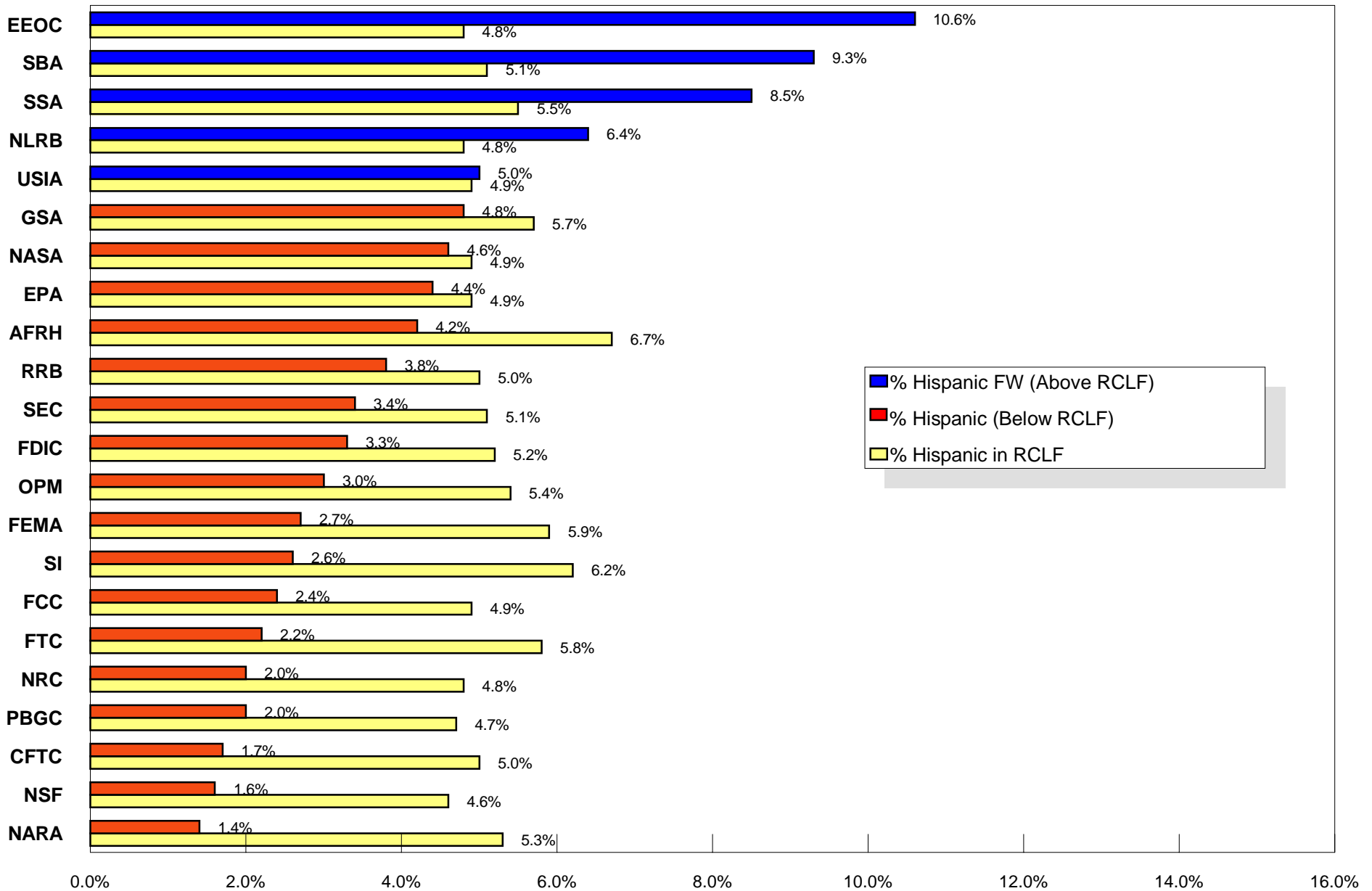
(RCLF percentages are unique to each agency based on agency specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1998.
 Civilian data derived from the 1990 Census

Representation of Hispanics in Independent Agencies (500+ Employees)

(RCLF percentages are unique to each agency based on agency specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 1997.
 Civilian data derived from the 1990 Census

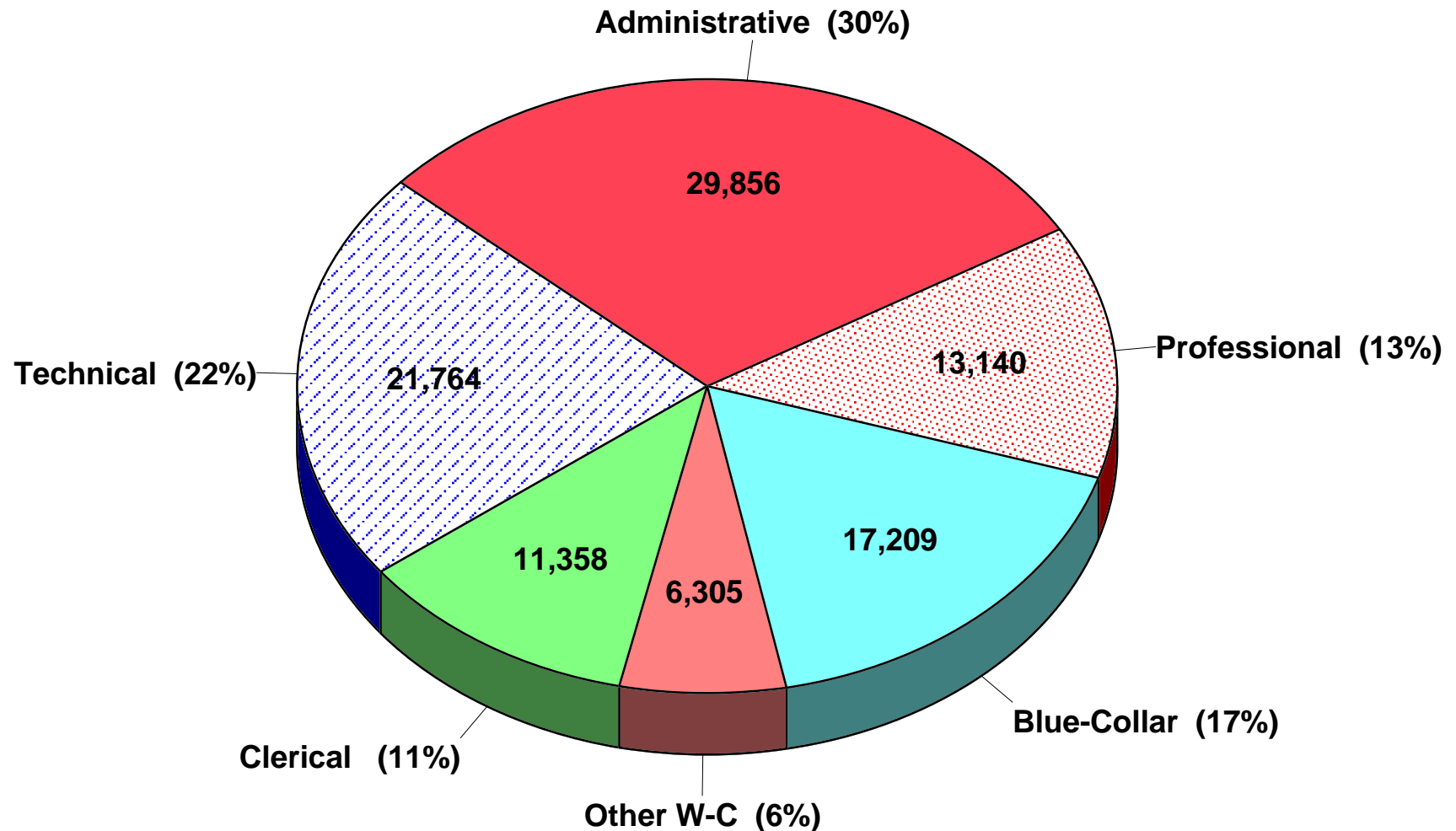
DISTRIBUTION OF HISPANICS BY OCCUPATION AND GRADE

1998

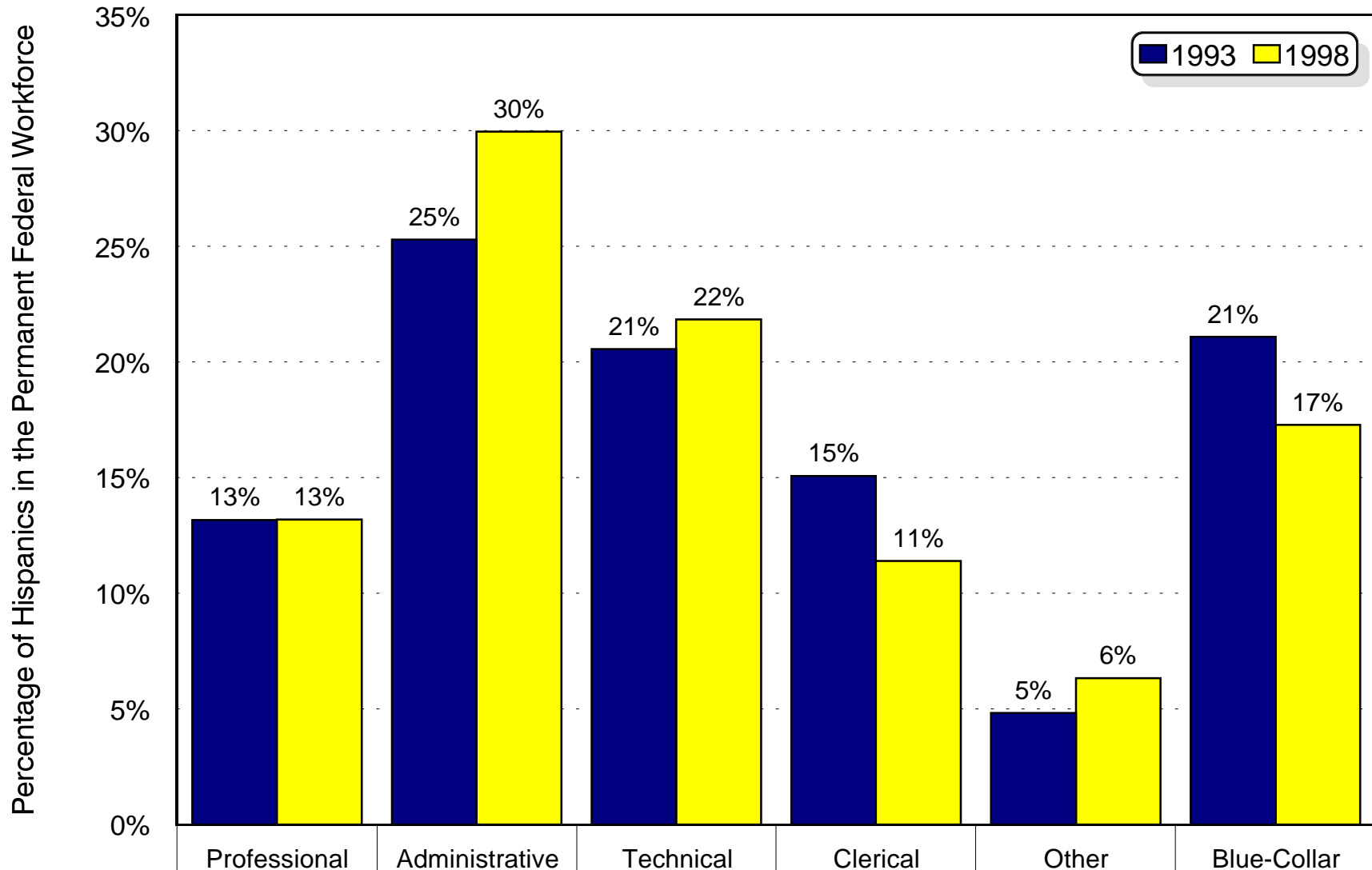
- ◆ **Almost two-thirds (65 percent) of all Hispanics hold permanent positions in professional, administrative or technical occupations in GS and Related (GSR) and Senior Pay Plans in the Federal workforce.**
- ◆ **Despite downsizing, the percentage of all Hispanic Federal employees in administrative and technical occupations has increased since 1993.**
- ◆ **Sixty-five percent of Hispanics employed in the permanent Federal Workforce are in GSR Grades 5 through 12.**

Sixty-five Percent of Hispanics Held Permanent Positions in Professional, Technical or Administrative Occupations in General Schedule and Related (GSR) Grades and Senior Pay Levels

September 30, 1998

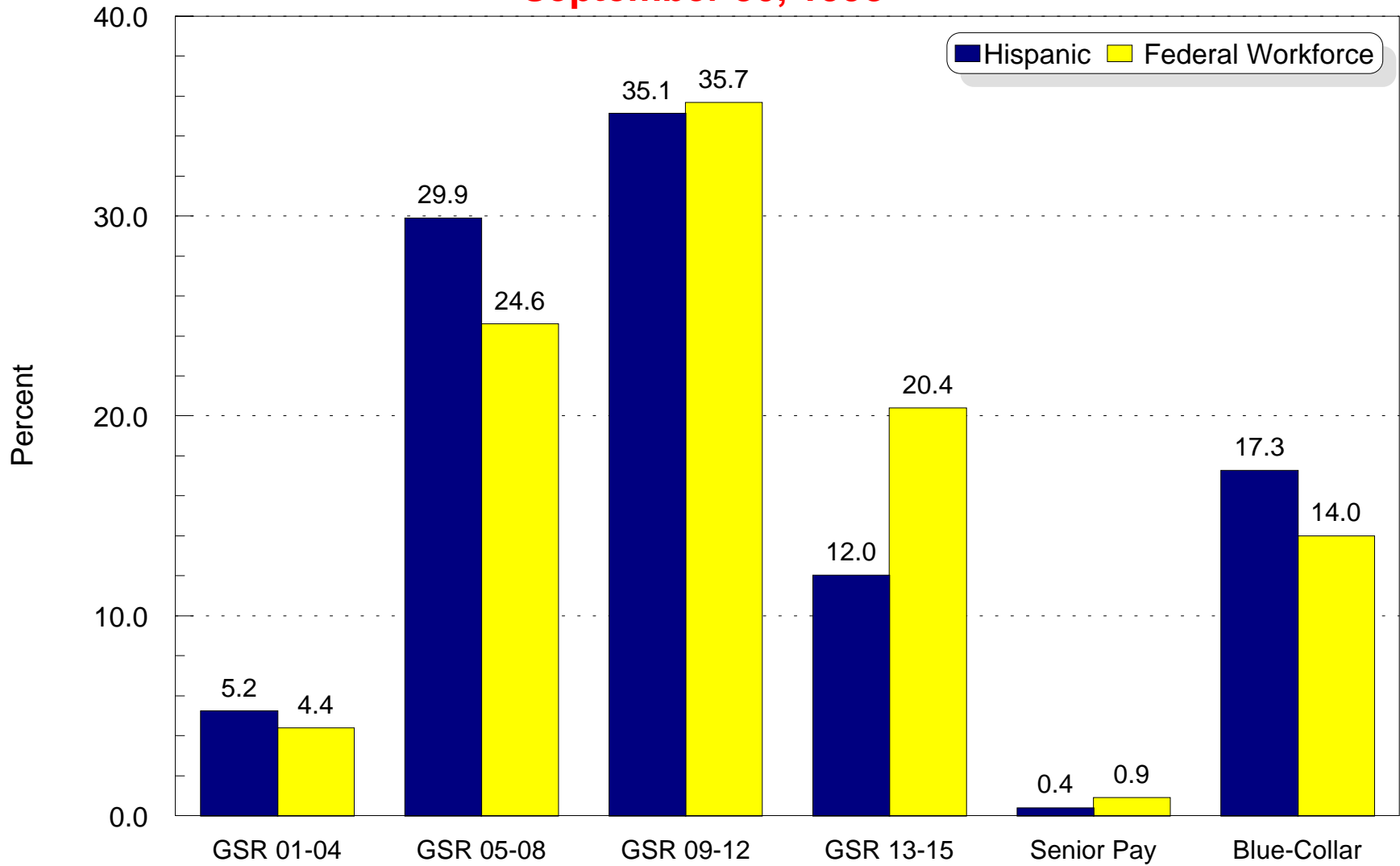


The Percentage of All Hispanic Federal Employees in Administrative and Technical Occupations Has Increased during Downsizing



Sixty-Five percent of Hispanics Employed in the Permanent Federal Workforce are in General Schedule and Related Grades 5 through 12

September 30, 1998



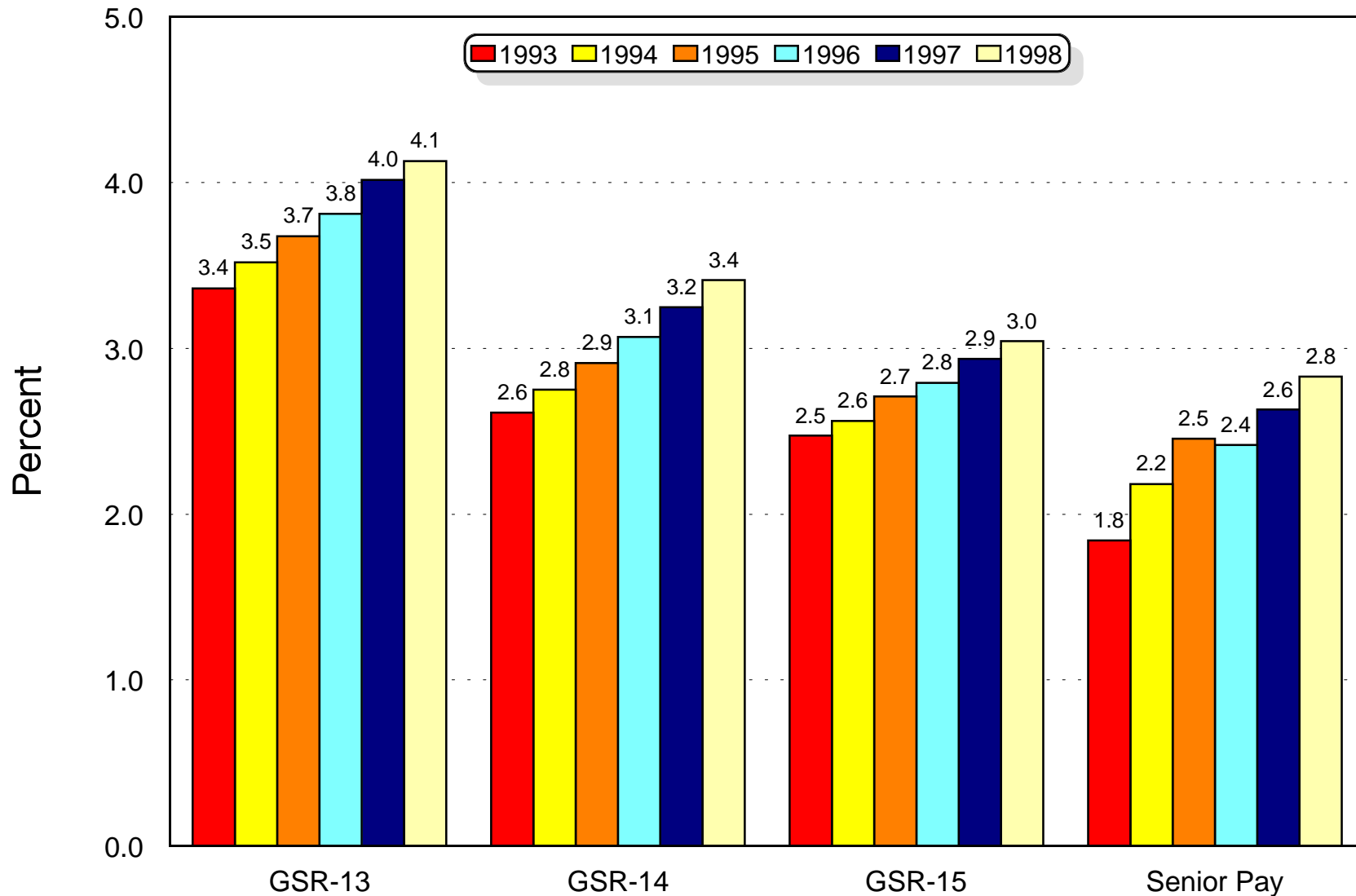
PERMANENT EMPLOYMENT OF HISPANICS IN SELECTED PAY LEVELS

1993 - 1998

- ◆ **The overall representation of Hispanics at General Schedule and Related (GSR) Grades 13-15 and Senior Pay Levels has steadily increased in the last six years.**
- ◆ **Hispanics made up 4.1 percent of GSR Grade 13 permanent Federal workforce in 1998 compared to 3.4 percent in 1993.**
- ◆ **Hispanics made up 3.4 percent of GSR Grade 14 permanent Federal workforce in 1998 compared to 2.6 percent in 1993.**
- ◆ **Hispanics made up 3.0 percent of GSR Grade 15 permanent Federal workforce in 1998 compared to 2.5 percent in 1993.**
- ◆ **Hispanics made up 2.8 percent of Senior Pay Levels permanent Federal workforce in 1998 compared to 1.8 percent in 1993.**

Representation of Hispanics at General Schedule Related (GSR) Grades 13-15 and Senior Pay Levels Increased in the Last Six Years

1993 - 1998



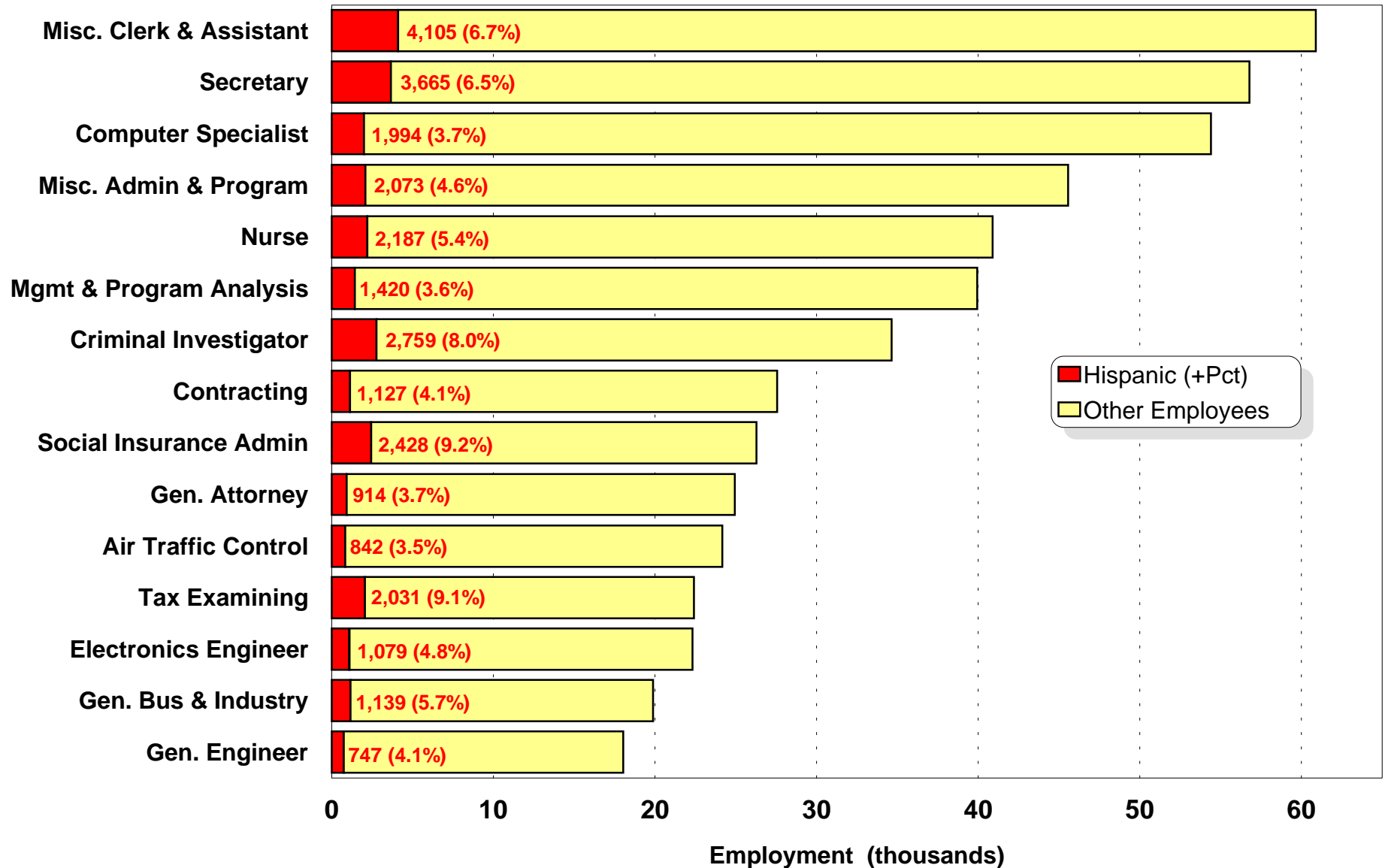
HISPANICS IN SELECTED FEDERAL OCCUPATIONS

1998

- ◆ **Among the most populous occupations in the permanent Federal workforce, Hispanics are best represented in the Social Insurance Administration (9.2 percent), Tax Examining (9.1 percent), and Criminal Investigator (8.0 percent) series.**
- ◆ **Among growing occupations (i.e., occupations with 5,000 or more employees with the largest net gain from 1994 to 1998) in the permanent Federal workforce, 37.8 percent of all Border Patrol Agents are Hispanics.**
- ◆ **Among declining occupations (i.e., occupations with 5,000 or more employees with the largest net decline from 1994 to 1998) in the permanent Federal workforce, Hispanics represent 11.4 percent of Sheet Metal Mechanics.**

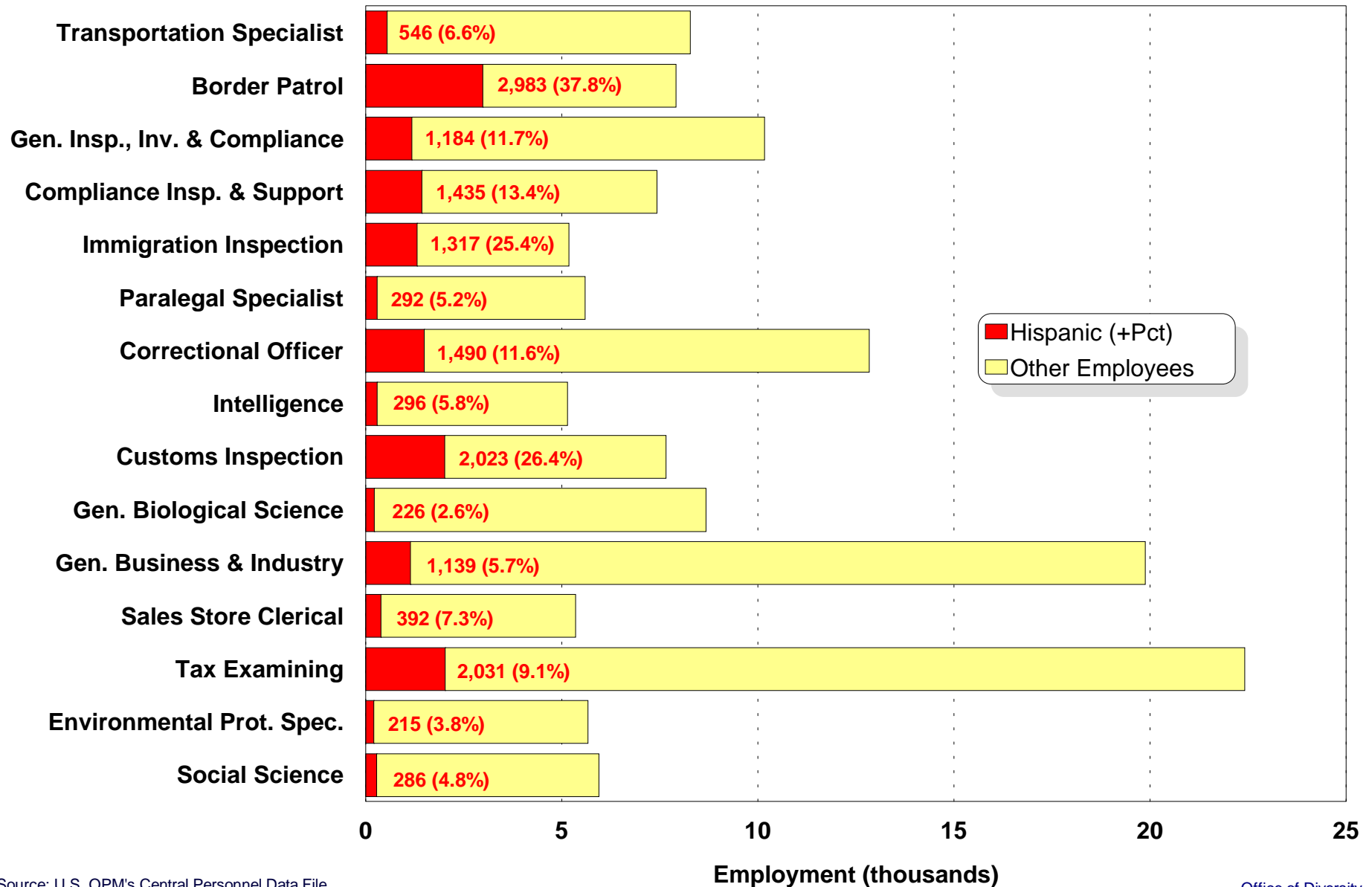
Representation of Hispanics in the 15 Most Populous Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



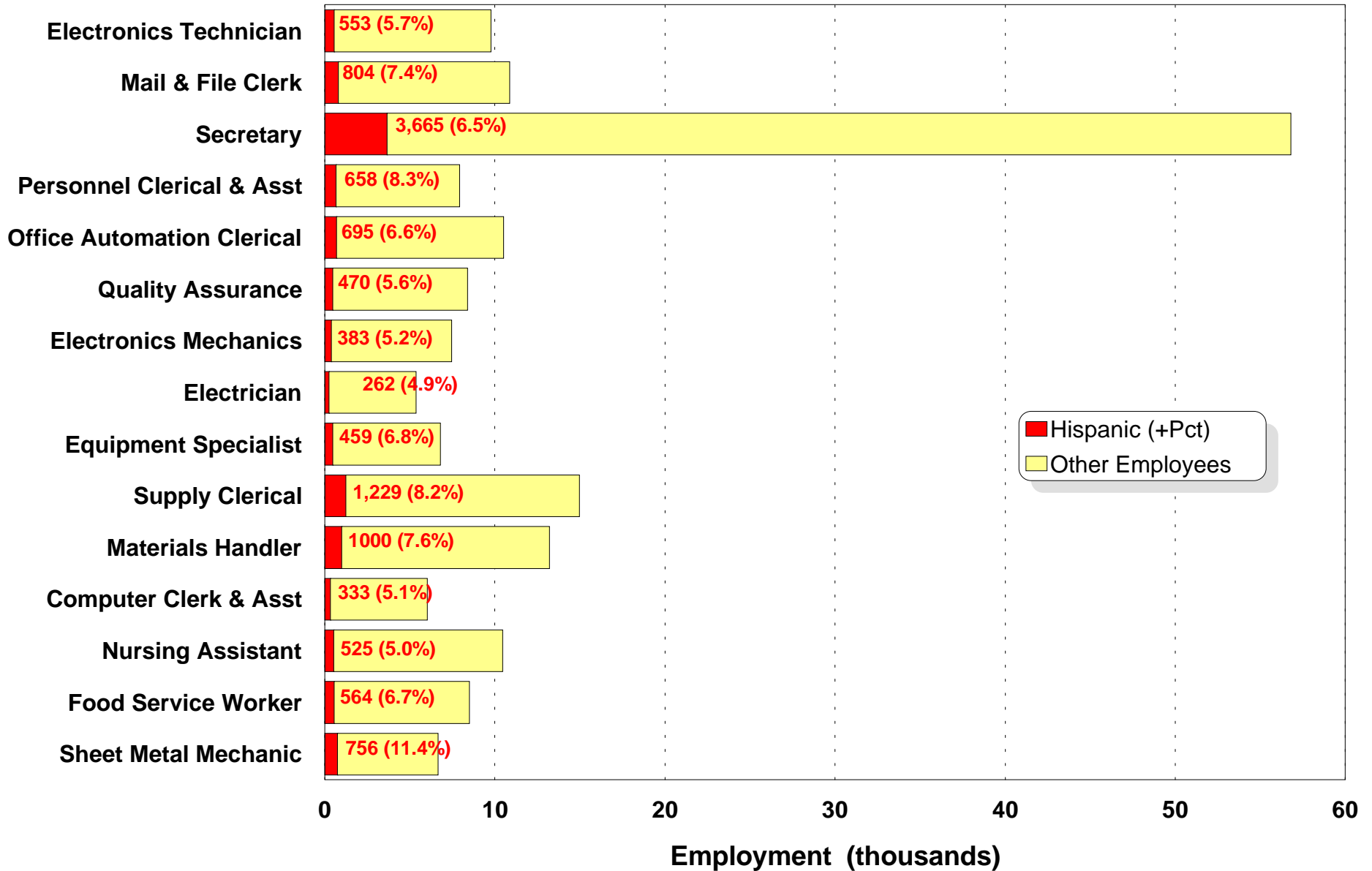
Representation of Hispanics in Growing Federal Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



Representation of Hispanics in Declining Federal Occupations in the Permanent Federal Civilian Workforce

September 30, 1998



HISPANICS

**FEDERAL WORKFORCE
DYNAMICS**

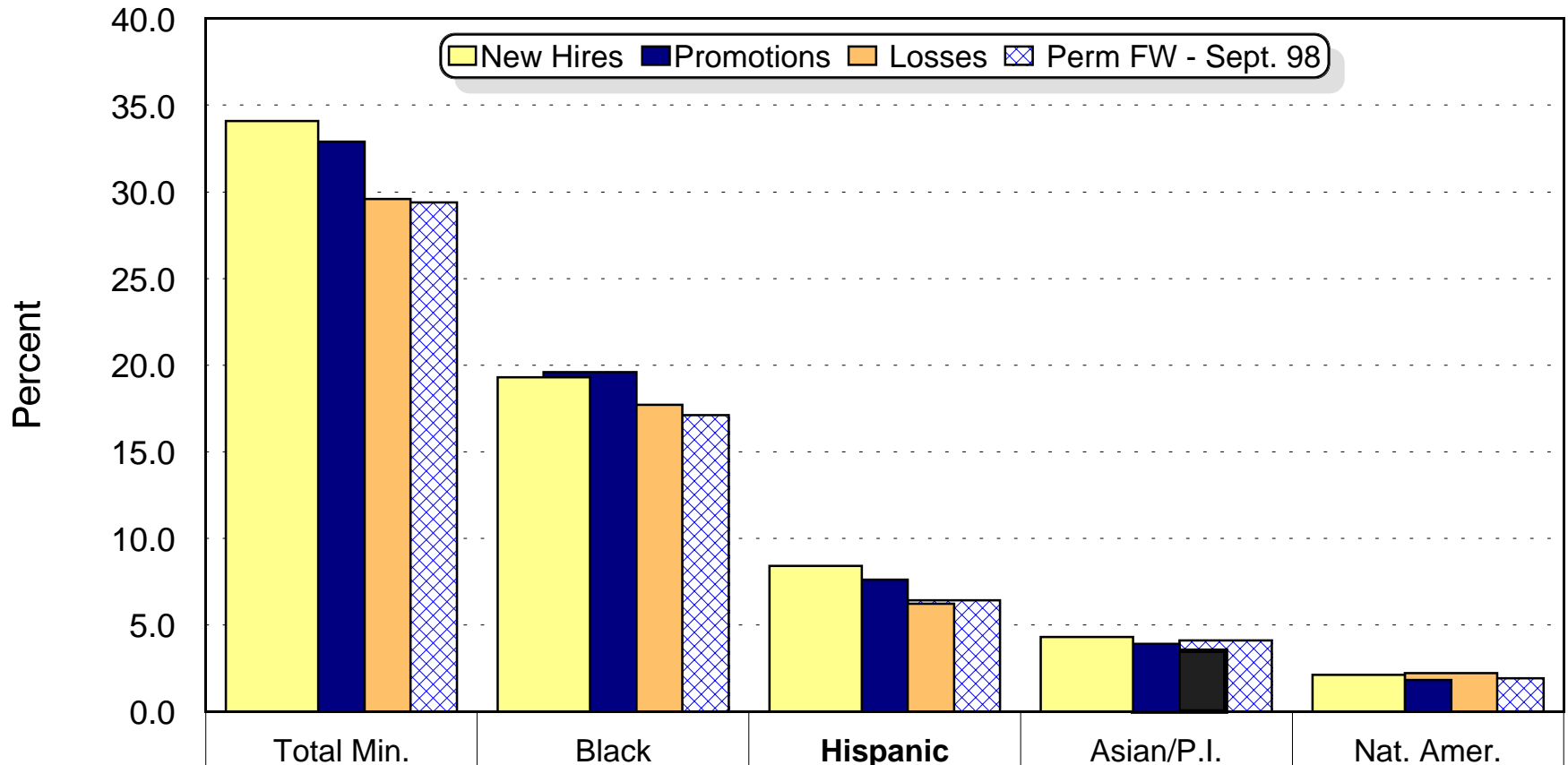
HISPANIC HIRING, LOSS, and PROMOTION TRENDS IN THE FEDERAL GOVERNMENT

Fiscal Year 1998

- ◆ **Hispanics accounted for 8.4 percent of permanent new hires.**
- ◆ **Hispanics accounted for 6.2 percent of permanent losses.**
- ◆ **Hispanics accounted for 7.6 percent of permanent promotions.**
- ◆ **Hispanics averaged 4.6 percent of all permanent promotions at GS and Related Grades 13-15 and Senior Pay levels.**
- ◆ **The representation of Hispanics among all permanent new hires remained above their Federal workforce representation during government downsizing.**
- ◆ **Data Transcribers topped the list of occupations into which Hispanic permanent hires were made during FY 1998.**
- ◆ **Over 52 percent of the white-collar permanent hires of Hispanic Federal employees were in GSR Grades 5-8 during FY 1998.**

Hispanics Percentage of Permanent New Hires Was Above Their Representation in the Federal Civilian Workforce

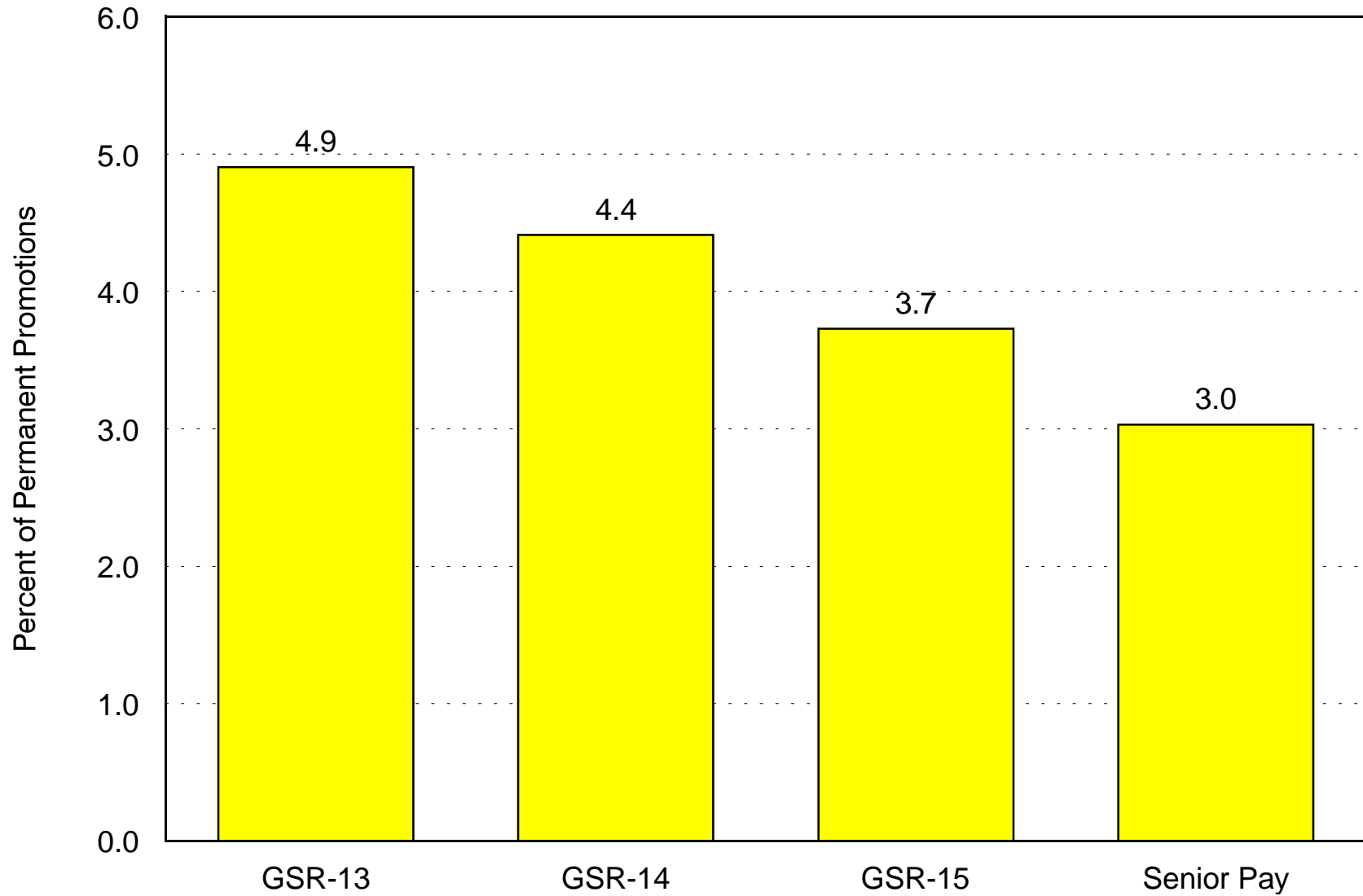
Fiscal Year 1998



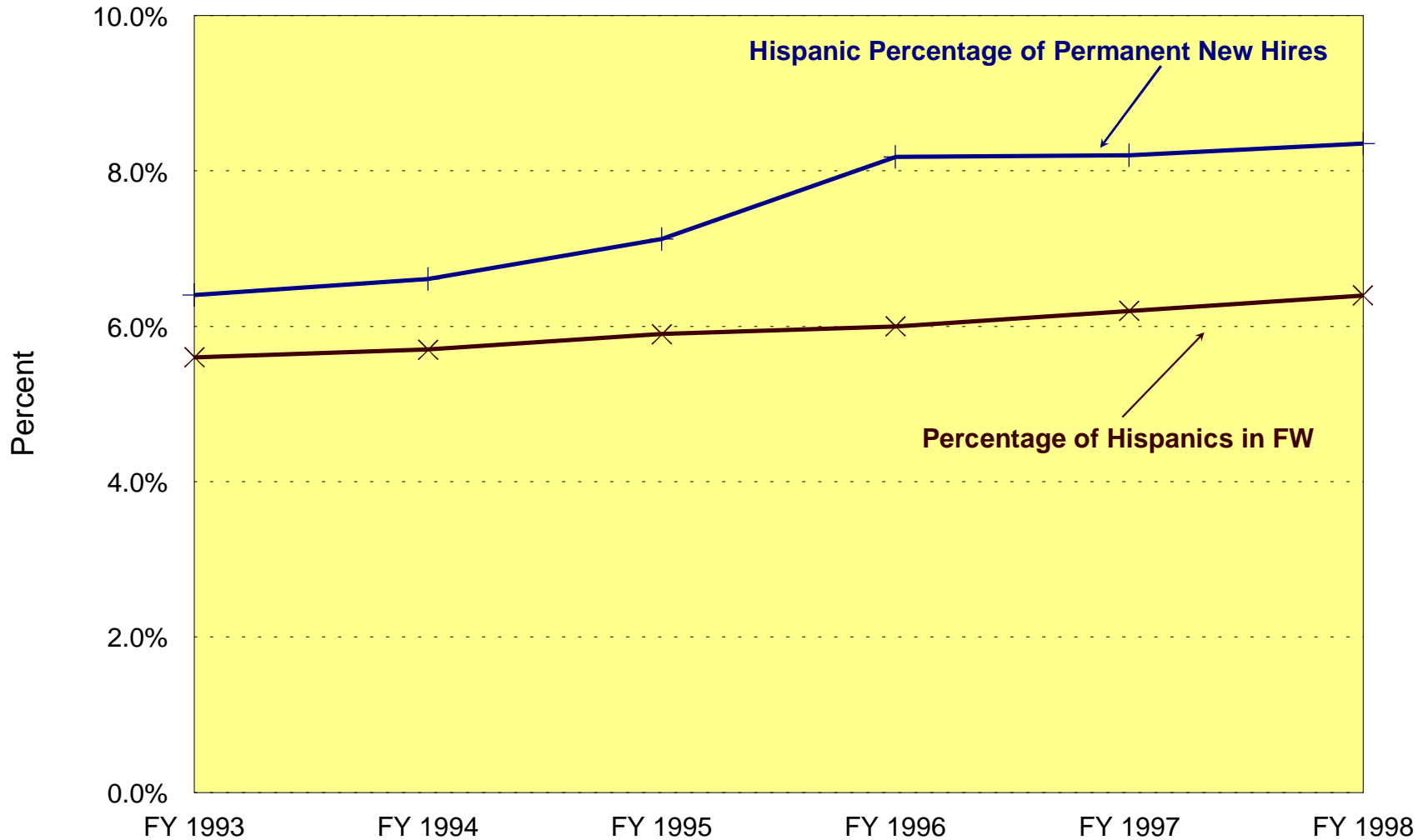
	Total Min.	Black	Hispanic	Asian/P.I.	Nat. Amer.
New Hires	34.1	19.3	8.4	4.3	2.1
Promotions	32.9	19.6	7.6	3.9	1.8
Losses	29.6	17.7	6.2	3.5	2.2
Perm FW - Sept. 98	29.4	17.1	6.4	4.1	1.9

Hispanics Averaged 4.6 Percent of all Permanent Promotions at GS and Related Grades 13-15 and Senior Pay Levels

Fiscal Year 1998

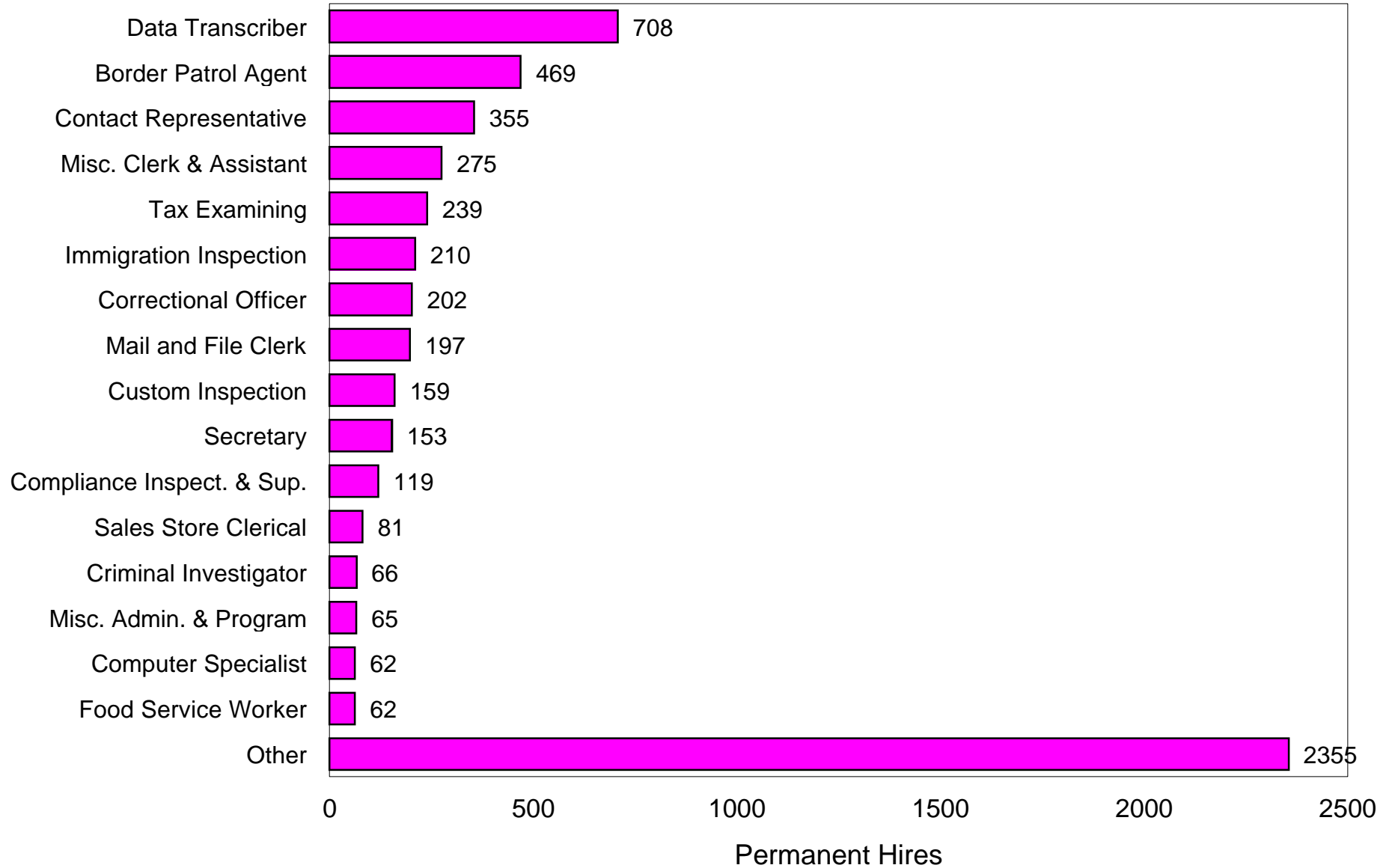


The Representation of Hispanics among All Permanent New Hires Remained Above their Federal Workforce Representation during Government Downsizing.



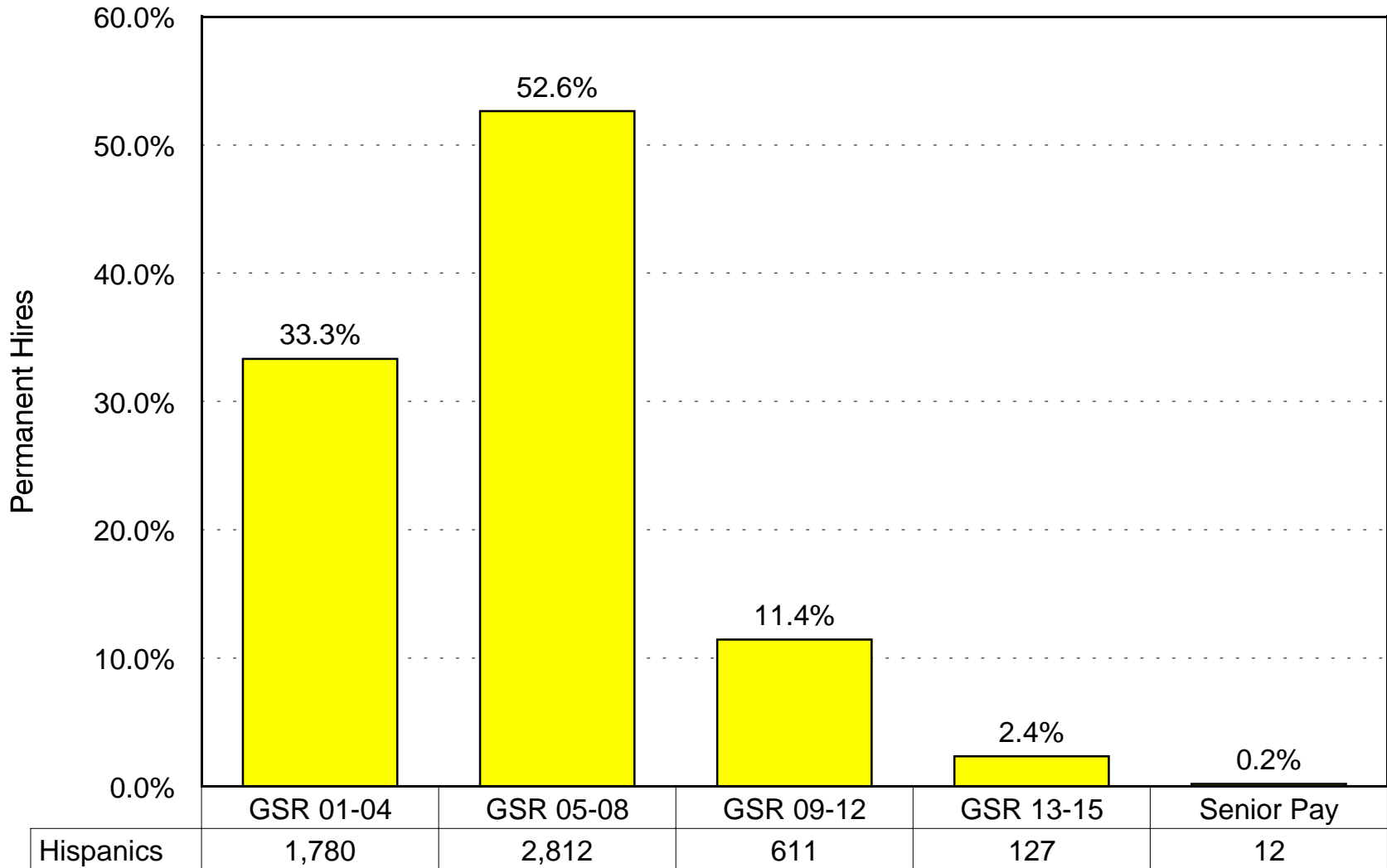
Top 15 Occupations for Hispanic Permanent Hires

Fiscal Year 1998



Over Fifty-Two Percent of the White-Collar Permanent Hires of Hispanics were in General Schedule and Related (GSR) Grades 5-8

Fiscal Year 1998



HIRING OF HISPANICS IN SELECTED STUDENT EMPLOYMENT PROGRAMS

Fiscal Year 1998

- ◆ There were 423 Hispanic new hires into the Student Career Experience (formerly Cooperative Education) Program during FY 1998; representing 10 percent of all (4,113) program hires during the period. The six agencies below hired 70 percent of the total participants and 64 percent of the Hispanic participants:

**Interior
Air Force**

**Agriculture
Justice**

**Navy
Army**

- ◆ There were 1,709 Hispanic new hires into the Student Temporary Employment Program during FY 1998; representing 11 percent of all (15,575) program hires during the period. The six agencies below hired 64 percent of the total participants and 72 percent of the Hispanic participants.

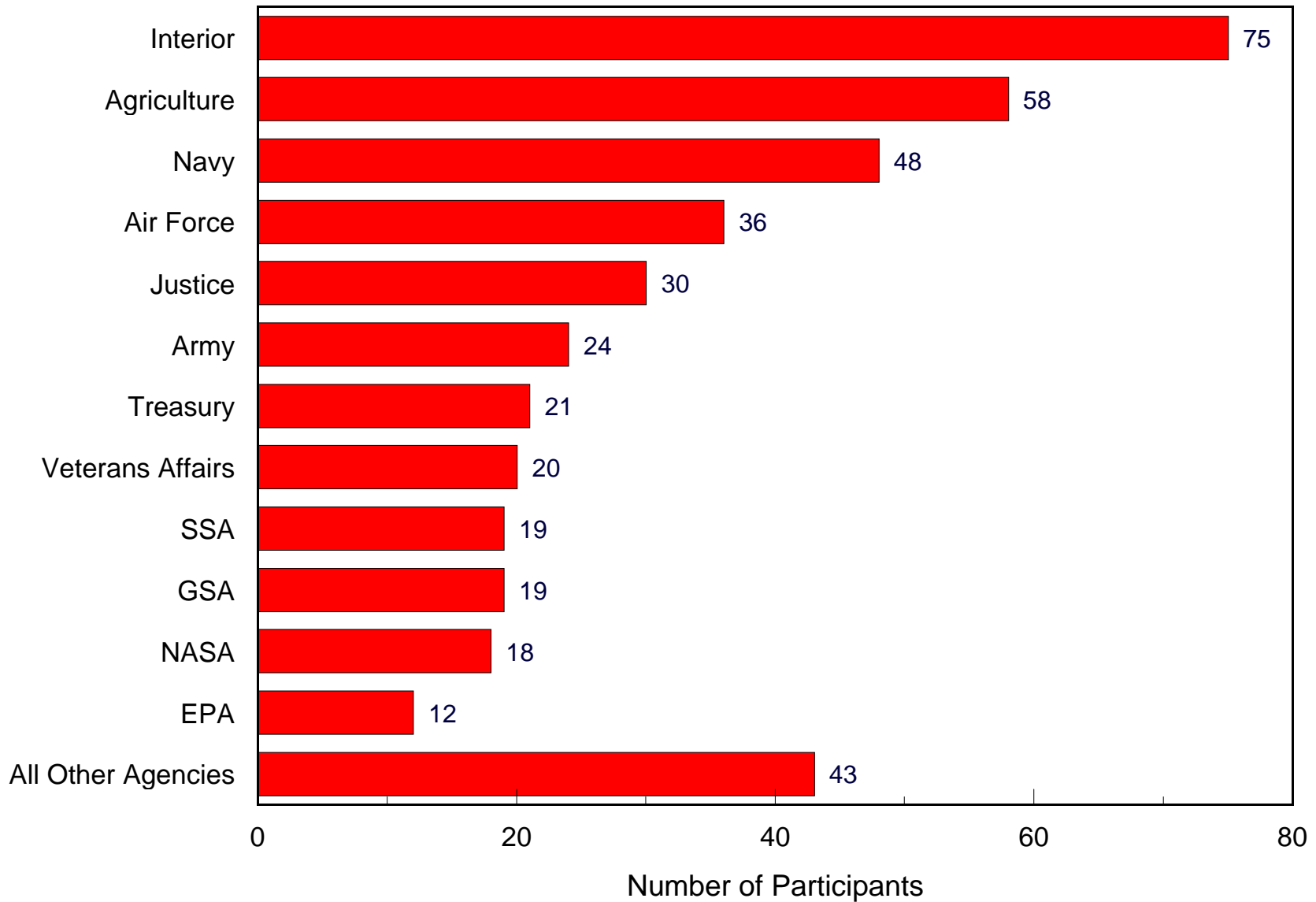
**Air Force
Interior**

**Justice
SSA**

**Agriculture
Army**

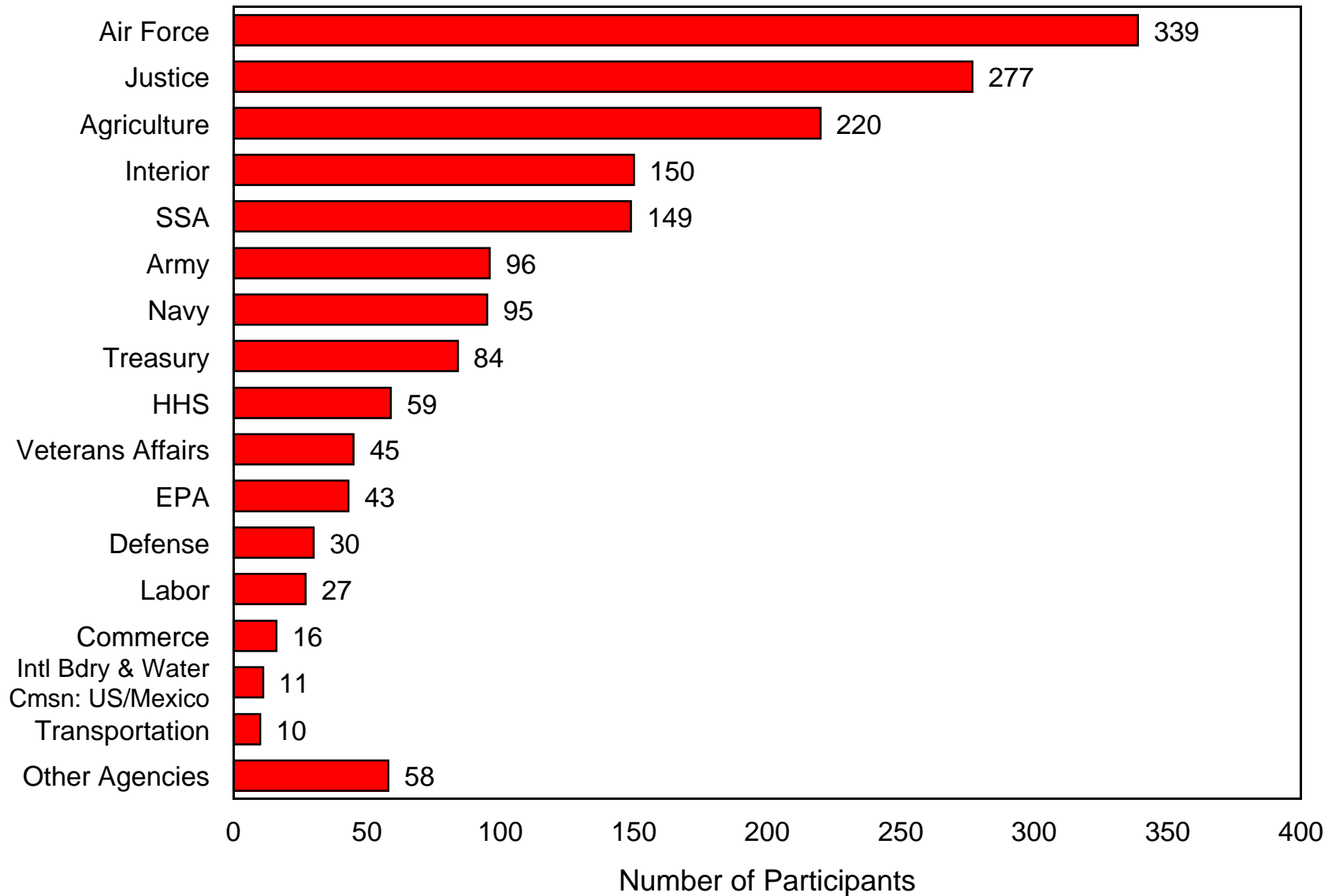
Participation of Hispanics in the Student Career Experience Program

Fiscal Year 1998



Participation of Hispanics in the Student Temporary Employment Program

Fiscal Year 1998



LIST OF AGENCY ABBREVIATIONS

EXECUTIVE DEPARTMENTS

Air Force - Department of the Air Force
Agriculture - Department of Agriculture
Army - Department of the Army
Commerce - Department of Commerce
Defense - Department of Defense (does not include Army, Air Force, Navy)
Education - Department of Education
Energy - Department of Energy
HHS - Department of Health and Human Services
HUD - Department of Housing and Urban Development

Interior - Department of Interior
Justice - Department of Justice
Labor - Department of Labor
Navy - Department of the Navy
State - Department of State
Transportation - Department of Transportation
Treasury - Department of Treasury
VA - Department of Veterans Affairs

INDEPENDENT AGENCIES (500+ EMPLOYEES)

AFRH - Armed Forces Retirement Home
CFTC - Commodity Futures Trading Commission
EEOC - Equal Employment Opportunity Commission
EPA - Environmental Protection Agency
FCC - Federal Communications Commission
FDIC - Federal Deposit Insurance Corporation
FEMA - Federal Emergency Management Agency
FTC - Federal Trade Commission
GSA - General Services Administration
NARA - National Archives Records Administration
NASA - National Aeronautics Space Administration

NLRB - National Labor Relations Board
NRC - Nuclear Regulatory Commission
NSF - National Science Foundation
OPM - Office of Personnel Management
PBGC - Pension Benefit Guaranty Corporation
RRB - Railroad Retirement Board
SBA - Small Business Administration
SEC - Securities and Exchange Commission
SI - Smithsonian Institute
SSA - Social Security Administration
USIA - United States Information Agency