

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Annual Report to the President Hispanic Employment in the Federal Government

Fiscal Year 2015





UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

SEP 16 2016

The Honorable Barack Obama
President of the United States
The White House
1600 Pennsylvania Avenue, NW
Washington, DC 20500

Dear Mr. President:

Please find enclosed the U.S. Office of Personnel Management's (OPM) *Fifteenth Annual Report on Hispanic Employment in the Federal Government for Fiscal Year 2015*. This report provides data on Hispanic representation in the Federal workforce in compliance with Executive Order 13171.

The total number of Hispanics on-board in the permanent Federal workforce increased from 159,545 in FY 2014 to 163,257 in FY 2015, representing an increase from 8.4 percent to 8.5 percent.

Among the agencies and departments reported, 20 increased their percentage of Hispanic employees on-board, one agency decreased and three remained unchanged when compared to FY 2014. In FY 2015, the percentage of Hispanic permanent new hires remained at 7.5 percent, consistent with FY 2014.

In light of the persistent low representation of Hispanics in the Federal workforce, OPM and the U.S. Equal Employment Opportunity Commission (EEOC) agreed to a recommendation from the Hispanic Council on Federal Employment (HCFE), to require Federal agencies with at least 1,000 full-time equivalent employees (FTEs) to conduct a barrier analysis on Hispanic employment. This analysis will include employees at the GS-12 through Senior Executive Service (SES) levels to identify and eradicate barriers to equal employment opportunity (EEO). The barrier analysis will consist of the following elements: Workforce Analysis, Root Cause Analysis, Solution Development, and Best Practices. OPM is currently working with EEOC to finalize the memorandum instructing agencies to conduct the analysis. We expect to start the analysis in 2017.

Although the Federal workforce is faced with addressing considerable challenges, OPM continues to be committed to working across the Government on the recruitment, hiring, retention, and advancement of Hispanics in the Federal workplace, consistent with the merit system.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Beth F. Cobert", written over a horizontal line.

Beth F. Cobert
Acting Director

Executive Summary

In compliance with Executive Order 13171, this report provides the most recent statistical data on Hispanic representation in the career Federal workforce. The U.S. Office of Personnel Management (OPM) continues to move forward to fulfill the People and Culture pillar of the President's Management Agenda which seeks to help agencies address any barriers that inhibit recruiting and hiring new talent. In Fiscal Year (FY) 2015, OPM highlighted improving the quality and diversity of new hires, with special emphasis placed on the recruitment, hiring and retention of Hispanic talent into the Federal workforce.

The percentage of on-board Hispanic permanent Federal employees increased to 8.5 percent in FY 2015, up slightly from 8.4 percent in FY 2014.

Recruiting Hispanics in the Senior Executive Service (SES) was challenging in FY 2015, which resulted in a decrease of new hires from 5.5 percent in FY 2014 to 4.1 percent in FY 2015. However, the total percentage of on-board SES employees remained at 4.4 percent, unchanged from FY 2014.

OPM continues efforts on monitoring the retention of Hispanics. The percentage of Federal employees resigning from Federal service who were Hispanic decreased from 8.5 percent in FY 2014 to 8.2 percent in FY 2015.

The top professions in which Hispanic individuals were hired into Federal service were:

- Nurse,
- Medical Officer,
- Auditing,
- Contracting, and
- Social Work.

The top administrative professions included:

- Customs and Border Patrol Agent,
- Information Technology Management,
- Miscellaneous Administration and Program Series,
- General Inspection, Investigation, Enforcement, and Compliance Series, and
- Social Insurance Administration Series.

In terms of states with the highest percentage of Hispanics among permanent Federal workers, New Mexico led with 27 percent of the workforce. Rounding out the top ten states were Texas, Arizona, California, Florida, Colorado, New York, New Jersey, Nevada, and Connecticut.

Next Steps

As part of the People and Culture Cross-Agency Priority Goal of the President's Management Agenda, OPM, the U.S. Office of Management and Budget (OMB), and the Presidential Personnel Office (PPO) started the planning and analysis for a nationwide Hiring Excellence

Campaign (the Campaign or HEC) to prepare agencies to “Connect with Top Talent” from communities across America. Pilot sessions were successfully conducted in FY 2015. The campaign was officially launched in FY 2016.

The Campaign emphasizes the need for collaboration between hiring managers and human resources professionals and focuses their efforts on using the full-range of recruitment and hiring tools to attract top talent from diverse communities and hire highly-qualified individuals. Through the Campaign’s virtual and in-person sessions, hiring managers and HR professionals receive expert guidance on how to:

- Establish effective collaborative relationships to improve outreach, recruitment, and hiring outcomes
- Use USAJOBS tools to attract and recruit diverse, qualified applicants
- Design and use assessments to identify top candidates
- Leverage hiring authorities and flexibilities to select quality candidates
- Strategically use data to analyze hiring trends and inform recruitment and hiring decisions

OPM will continue to collaborate and fully support the Hispanic Council on Federal Employment (Council). The Council meets quarterly to bring together leaders from the Hispanic community, Human Resources (HR), Equal Employment Opportunity (EEO), and Diversity and Inclusion (D&I). The Council advises the Director of OPM on specific practices and recommendations related to the recruitment, hiring, retention, and advancement of Hispanics in the Federal workplace.

In addition to the initiatives described, OPM continues to provide technical assistance to agencies on applicant flow data. OPM recognizes applicant flow data as an important tool that can be used to assess the effectiveness of recruitment and outreach, and thus inform future hiring efforts. Analysis of applicant flow data assists agencies in identifying barriers and implementing successful practices at each stage of the hiring process, including application, qualification, referral and selection.

Looking Ahead

In light of the persistent low representation of Hispanics in the Federal workforce, OPM and the Equal Employment Opportunity Commission (EEOC) agreed to a recommendation from the Hispanic Council on Federal Employment (HCFE), to require Federal agencies with at least 1,000 full-time equivalent employees to conduct a barrier analysis on Hispanic employment. This analysis will include employees at the GS-12 through SES levels to identify and eradicate barriers to equal employment opportunity. The barrier analysis will consist of the following elements: Workforce Analysis, Root Cause Analysis, Solution Development, and Best Practices. OPM is currently working with EEOC to finalize the memorandum instructing agencies to conduct the analysis. We expect to start the analysis in 2017.

OPM will continue its work to foster equal opportunity for all those seeking to join the Federal workforce, including Hispanic Americans who want to advance to higher career levels and SES appointments.

Conclusion

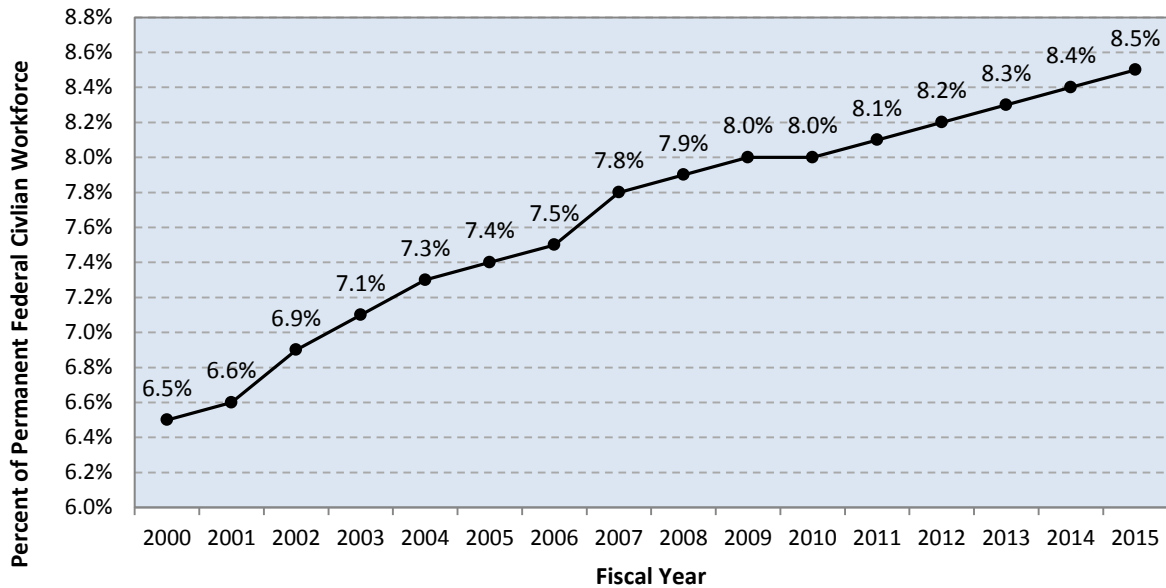
OPM is committed to continuing to work across the Government on the recruitment, hiring, advancement, and retention of Hispanics in the Federal Government, consistent with the merit system.

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1. FY2015 Hispanic Representation in the Permanent Federal Civilian Workforce

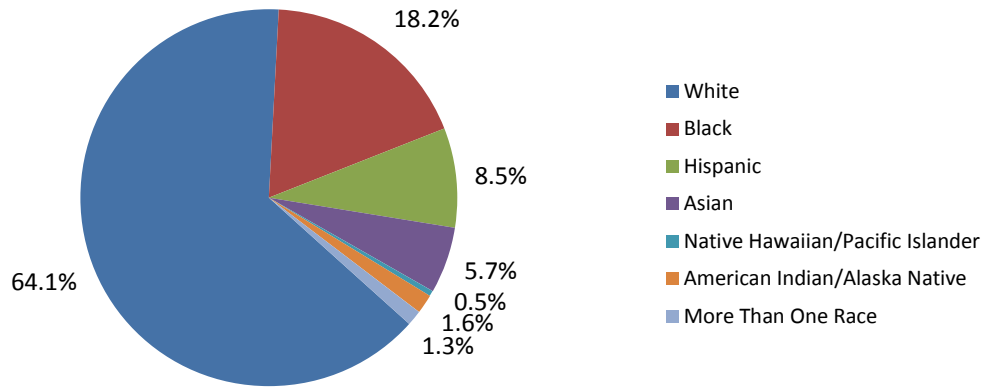
2000-2015



Data Source:
U.S. Office of Personnel Management
CPDF, EHRI-SDM

Figure 1 illustrates that Hispanic representation in the permanent Federal civilian workforce steadily increased between FY 2000 and FY 2015, from 6.5 percent in FY 2000, to 8.5 percent in FY 2015.

2. FY2015 Distribution of all Permanent Federal Employees



Data Source:
 U.S. Office of Personnel Management
 EHRI-SDM
 September 2015

¹Figure 2 illustrates the distribution of all permanent Federal employees as of September 30, 2015. Hispanics in FY 2015 represented 8.5 percent of the total Federal workforce, while Whites represented 64.1 percent, Blacks represented 18.2 percent, Asians represented 5.7 percent, Native Hawaiians/Pacific Islanders represented 0.5 percent, American Indians represented 1.6 percent, and employees two or more races represented 1.3 percent.

¹ The race categories in Figure 2 have increased from previous years. Native Hawaiian Pacific Islanders is a separate category, previously it was included in the Asian totals. Additionally, a two or more races category has been added.

3. FY 2015 Hispanic Representation in the Permanent Federal Workforce by Agency

Agency	Hispanics On-Board Sep 30, 2014		Hispanics On-Board Sep 30, 2015		TREND
	Number	Percent	Number	Percent	
HOMELAND SECURITY	37,750	21.2%	38,055	21.6%	▲
SOCIAL SECURITY ADMINISTRATION	9,469	15.1%	9,686	15.2%	▲
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	314	14.3%	327	14.5%	▲
TREASURY	8,791	9.6%	8,849	9.8%	▲
LABOR	1,386	8.9%	1,419	9.1%	▲
JUSTICE	10,037	9.0%	10,213	9.1%	▲
HOUSING AND URBAN DEVELOPMENT	621	7.5%	616	7.6%	▲
TRANSPORTATION	3,910	7.2%	4,051	7.5%	▲
ARMY	17,629	7.4%	17,573	7.5%	▲
AIR FORCE	11,098	7.1%	11,620	7.4%	▲
AGRICULTURE	5,482	7.1%	5,695	7.3%	▲
NAT AERONAUTICS AND SPACE ADMINISTRATION	1,189	6.8%	1,178	6.9%	▲
VETERANS AFFAIRS	22,153	6.8%	23,947	6.9%	▲
ENERGY	959	6.6%	974	6.7%	▲
ENVIRONMENTAL PROTECTION AGENCY	964	6.5%	962	6.6%	▲
DEFENSE ²	5,987	5.9%	6,135	6.1%	▲
INTERIOR	3,286	6.1%	3,265	6.1%	■
GENERAL SERVICES ADMINISTRATION	602	5.3%	590	5.4%	▲
NAVY	10,109	5.3%	10,755	5.4%	▲
EDUCATION	203	5.2%	208	5.3%	▲
ALL OTHER AGENCIES	2,579	5.2%	2,662	5.3%	▲
OFFICE OF PERSONNEL MANAGEMENT	264	5.4%	257	5.2%	▼
COMMERCE	2,078	4.8%	2,084	4.8%	■
HEALTH AND HUMAN SERVICES	2,088	3.3%	2,136	3.3%	■
STATE (MINUS FOREIGN SVC)	597	5.9%	N/A	N/A	N/A
Government-wide	159,545	8.4%	163,257	8.5%	▲

Legend: ▲ = Increase ▼ = Decrease ■ = No change

² “Defense” as defined herein includes all Department of Defense agencies with the exception of the Department of Army, Air Force, and Navy.

As shown in Table 3, Hispanic representation in the Federal permanent workforce increased to 8.5 percent in FY 2015. Among the agencies and departments reported, 20 increased their percentage of Hispanics on-board; 1 agency decreased their percentage of Hispanics on-board, and 3 remained unchanged from the previous reporting period.

4. FY 2015 Hispanic Permanent New Hires in Major Agencies

Agency	Hispanic New Hires FY 2014		Hispanic New Hires FY 2015		TREND
	Number	Percent	Number	Percent	
	HOMELAND SECURITY	1,403	18.3%	2,532	
TREASURY	413	9.1%	482	12.6%	▲
NAT AERONAUTICS AND SPACE ADMINISTRATION	45	11.5%	53	12.0%	▲
SOCIAL SECURITY ADMINISTRATION	790	13.3%	481	11.4%	▼
JUSTICE	517	10.6%	602	10.3%	▼
LABOR	88	12.1%	89	9.4%	▼
STATE (MINUS FOREIGN SVC) ³	28	6.6%	30	8.1%	▲
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	13	6.2%	22	7.8%	▲
AGRICULTURE	134	6.0%	349	7.7%	▲
TRANSPORTATION	123	6.5%	178	7.3%	▲
AIR FORCE	444	5.7%	769	6.7%	▲
VETERANS AFFAIRS	2,017	6.6%	2,439	6.7%	▲
HOUSING AND URBAN DEVELOPMENT	23	6.5%	18	6.1%	▼
DEFENSE	692	10.5%	474	5.8%	▼
ENERGY	25	4.8%	50	5.7%	▲
ALL OTHER AGENCIES	119	5.4%	175	5.5%	▲
COMMERCE	225	6.6%	185	5.3%	▼
ARMY	615	5.0%	759	4.8%	▼
ENVIRONMENTAL PROTECTION AGENCY	1	0.9%	19	4.1%	▲
NAVY	400	3.4%	819	4.1%	▲
INTERIOR	91	5.7%	99	3.6%	▼
OFFICE OF PERSONNEL MANAGEMENT	11	7.1%	12	3.5%	▼
GENERAL SERVICES ADMINISTRATION	4	1.6%	14	3.2%	▲
HEALTH AND HUMAN SERVICES	80	2.2%	113	2.5%	▲
EDUCATION	3	1.9%	5	2.0%	▲
Government-wide	8,304	7.5%	10,768	7.5%	■

Legend: ▲ = Increase ▼ = Decrease ■ = No change

As shown in Table 4, current data indicates that the percentage of Hispanic permanent new hires into major agencies Government-wide has remained unchanged from FY 2014. In FY 2015, the Department of Homeland Security, Treasury, National Aeronautics and Space Administration

³ State data for FY 2015 is as of May 2015

and Social Security Administration, accounted for 32.9 percent of all Hispanic permanent new hires.

5. FY 2015 Hispanic Representation - Permanent New Hires, by Pay System⁴

Pay System	Number of Permanent New Hires		Number of Hispanic Permanent New Hires		Percent of Hispanic Permanent New Hires	
	FY 2014	FY 2015	FY 2014	FY 2015	FY 2014	FY 2015
Pay Plans GS, GL, GM	73,853	95,163	5,411	6,638	7.3%	7.0%
Other White Collar	21,246	28,436	1,987	3,028	9.4%	10.6%
Blue Collar	14,839	18,781	887	1,087	6.0%	5.8%
SES	343	367	19	15	5.5%	4.1%
Unspecified	4	3	0	0	0.0%	0.0%
TOTAL	110,285	142,750	8,304	10,768	7.5%	7.5%

Table 5 compares Government-wide Hispanic hiring to permanent positions for FY 2014 with FY 2015, by pay plan. The data shows that Hispanic hires, as a percentage of permanent new hires, has remain unchanged from FY 2014. The percentage of Hispanic permanent new hires in GS, GL, and GM⁵ pay plans decreased from 7.3 percent in FY 2014, to 7.0 percent in FY 2015. The percentage of new hires accounted for by Hispanics in other white-collar occupations increased from 9.4 percent in FY 2014 to 10.6 percent in FY 2015. Hispanics as a percentage of those hired in blue-collar occupations decreased from 6.0 percent of new hires in FY 2014 to 5.8 percent in FY 2015. Although there was a decrease in the percentages of new hires for these pay plans, there was an increase in the number of actual hires.

Hispanics as a percentage of SES hires decreased from 5.5 percent in FY 2014 to 4.1 percent in FY 2015.

6. FY 2015 Hispanic Permanent On-Board Workforce by Pay System

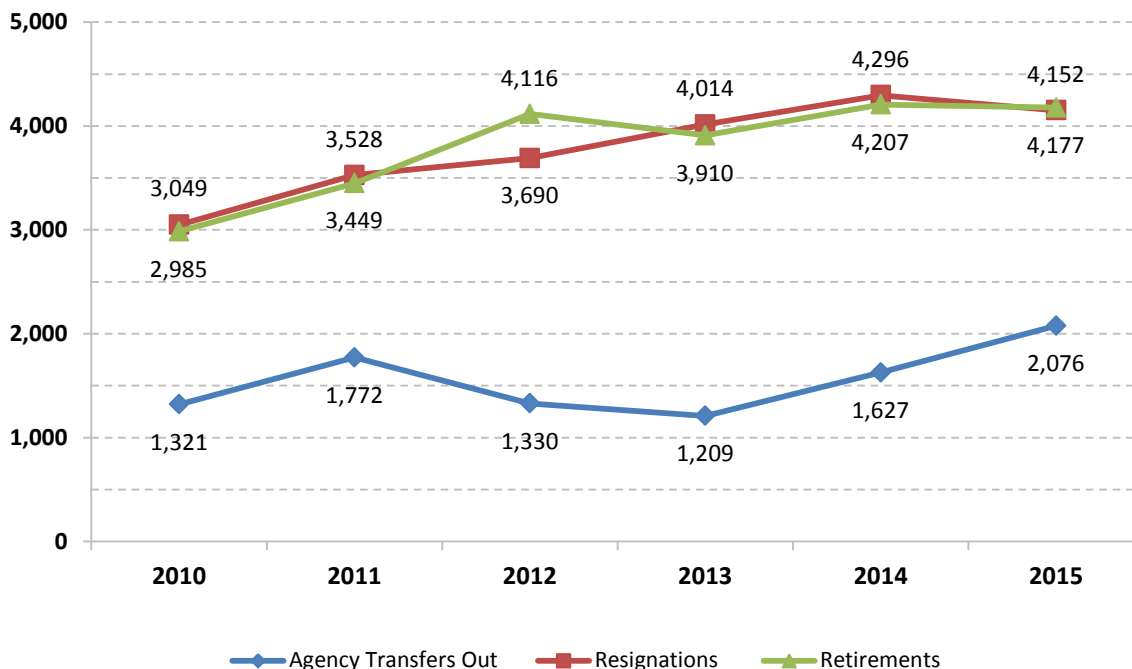
Pay System	Government-wide Permanent On-Board Total		Hispanic Permanent On-Board Total		Hispanic Permanent On-Board Percent	
	FY 2014	FY 2015	FY 2014	FY 2015	FY 2014	FY 2015
Pay Plans GS, GL, GM	1,366,461	1,369,501	117,782	119,809	8.6%	8.7%
Other White Collar	347,917	356,133	27,835	29,462	8.0%	8.3%
Blue Collar	179,805	181,373	13,587	13,640	7.6%	7.5%
SES	7,696	7,703	339	342	4.4%	4.4%
Unspecified	32	31	2	4	6.3%	12.9%
TOTAL	1,901,911	1,914,741	159,545	163,257	8.4%	8.5%

⁴ **Table 3:** The percentage of Hispanics does not include individuals designated as "Unspecified Ethnicity and Race." Therefore, the percentages used to represent Hispanic new hires are not a direct calculation from the total Federal Workforce.

⁵ GS – General Schedule; GL – pay plan code for law enforcement employees; GM – General Management

Table 6 compares Government-wide Hispanic on-board permanent employment for FY 2014 with FY 2015, by pay plan and shows that Hispanic representation in the permanent Federal workforce increased from 8.4 percent in FY 2014 to 8.5 percent in FY 2015.

7. FY2015 Hispanic Separations and Transfers among the Permanent Federal Civilian Workforce⁶ FY 2010-2015



Type of Separation	2010		2011		2012		2013		2014		2015	
	#	%	#	%	#	%	#	%	#	%	#	%
Transfers Out	1,321	6.8%	1,772	7.0%	1,330	6.7%	1,209	6.8%	1,627	8.0%	2,076	7.7%
Resignations	3,049	8.6%	3,528	8.5%	3,690	7.8%	4,014	8.1%	4,296	8.5%	4,152	8.2%
Retirements	2,985	6.1%	3,449	5.8%	4,116	6.0%	3,910	6.1%	4,207	6.2%	4,177	6.5%

Figure 7 illustrates both the percentage and actual number of permanent Hispanic Federal employees who transferred agencies or separated from Federal service via resignation or retirement in FY 2015. Hispanics represented 7.7 percent of permanent employees who transferred to another agency and 8.2 percent of permanent employees who resigned from Federal service. Among permanent employees who retired, Hispanics represented 6.5 percent in FY 2015.

⁶ Separations are actions that end employment with an agency. Actions covered in Figure 7 include: transfers to another agency; resignations; and retirements. Counts and percentages for separations are subject to small changes over time as delayed/late actions can be processed past the year they are posted in a report.

8. FY 2015 Hispanic Representation among Permanent Employees Transfers

Pay System	Government-wide Transfers Out		Number of Hispanic Transfers Out		Percentage of Hispanic Transfers Out	
	FY 2014	FY 2015	FY 2014	FY 2015	FY 2014	FY 2015
Pay Plans GS, GL, GM	16,864	22,380	1,341	1,687	8.0%	7.5%
Other White Collar	2,101	2,804	209	276	9.9%	9.8%
Blue Collar	1,152	1,652	71	108	6.2%	6.5%
SES	156	167	6	5	3.8%	3.0%
Unspecified	1	1	0	0	0.0%	0.0%
TOTAL	20,274	27,004	1,627	2,076	8.0%	7.7%

Table 8 compares Government-wide transfers to Hispanic transfers among permanent employees who transfer to other agencies by pay plan and shows that Government-wide Hispanic representation among permanent employees who have transferred to other agencies in FY 2014 to FY 2015, by pay plan. The data shows that Hispanic representation among Federal employees who have transferred decreased from 8.0 percent in FY 2014 to 7.7 percent in FY 2015. In FY 2015, the percentage of Hispanic permanent employees who transferred to other agencies decreased in Pay Plans GS, GL, and GM, Other White Collar pay plans, and SES occupations and increased in Blue Collar occupations compared to FY 2014.

9. FY 2015 Hispanic Representation among Permanent Employees Resigning

Pay System	Government-wide Resignations		Number of Hispanic Resignations		Percentage of Hispanic Resignations	
	FY 2014	FY 2015	FY 2014	FY 2015	FY 2014	FY 2015
Pay Plans GS, GL, GM	33,957	34,269	2,529	2,558	7.4%	7.5%
Other White Collar	11,551	11,241	1,361	1,220	11.8%	10.9%
Blue Collar	4,973	4,945	399	366	8.0%	7.4%
SES	237	213	7	7	3.0%	3.3%
Unspecified	3	2	0	1	0.0%	50.0%
TOTAL	50,721	50,670	4,296	4,152	8.5%	8.2%

Table 9 compares Government-wide Hispanic representation among permanent employees who have resigned from Government employment in FY 2014 to FY 2015, by pay plan. The data shows that Hispanic representation among Federal employees who have resigned has decreased from 8.5 percent in FY 2014 to 8.2 percent in FY 2015. The data indicates a decrease of 144 Hispanics resigning in FY 2015 compared to FY 2014.

10. FY 2015 Hispanic Retirements among Permanent Employees

Pay System	Government-wide Retirements		Number of Hispanic Retirements		Percentage of Hispanic Retirements	
	FY 2014	FY 2015	FY 2014	FY 2015	FY 2014	FY 2015
Pay Plans GS, GL, GM	48,534	45,965	3,013	3,026	6.2%	6.6%
Other White Collar	11,500	11,246	574	609	5.0%	5.4%
Blue Collar	7,015	6,452	586	518	8.4%	8.0%
SES	630	564	34	23	5.4%	4.1%
Unspecified	5	5	0	1	0.0%	20.0%
TOTAL	67,684	64,232	4,207	4,177	6.2%	6.5%

Table 10 compares Government-wide Hispanic retirements among permanent employees for FY 2014 to FY 2015, by pay plan. The data shows that Hispanic representation among Federal employees who retired has slightly increased from 6.2 percent in FY 2014 to 6.5 percent in FY 2015. The data indicates a decrease of 30 in the number of Hispanics retiring in FY 2015 compared to FY 2014.

11. FY 2015 Hispanic Hiring into Professional and Administrative Occupations

Occupational Group	Government-wide Total		Hispanic Number		Hispanic Percent	
	FY 2014	FY 2015	FY 2014	FY 2015	FY 2014	FY 2015
Professional	27,464	36,596	1,577	1,878	5.7%	5.1%
Administrative	23,081	30,062	1,302	1,826	5.6%	6.1%
TOTAL	50,545	66,658	2,879	3,704	5.7%	5.6%

Table 11 compares Government-wide Hispanic representation among professional and administrative occupations between FY 2014 to FY 2015 and shows that Hispanic hiring, as a percentage of total hiring into professional and administrative occupations, decreased from 5.7 percent in FY 2014 to 5.6 percent in FY 2015. Hispanic hiring as a percentage of new hires into professional occupations decreased from 5.7 percent in FY 2014 to 5.1 percent in FY 2015. Hispanic hiring as a percentage of new hires into administrative occupations increased from 5.6 percent in FY 2014 to 6.1 percent in FY 2015.

12. FY 2015 Hispanic Hiring into the Top Professional Occupations

Occupational Series	Government-wide Total	Hispanic Number	Hispanic Percent
All Professional Occupations	36,596	1,878	5.1%
0610-NURSE	9,345	504	5.4%
0602-MEDICAL OFFICER	3,544	165	4.7%
1102-CONTRACTING	2,288	99	4.3%
0905-GENERAL ATTORNEY	1,697	72	4.2%
0185-SOCIAL WORK	1,638	92	5.6%
0830-MECHANICAL ENGINEERING	1,118	62	5.5%
0801-GENERAL ENGINEERING	993	50	5.0%
0660-PHARMACIST	947	36	3.8%
0855-ELECTRONICS ENGINEERING	926	50	5.4%
0101-SOCIAL SCIENCE	758	27	3.6%
1550-COMPUTER SCIENCE	685	23	3.4%
0601-GENERAL HEALTH SCIENCE	667	35	5.2%
0401-GENERAL NATURAL RESOURCES MANAGEMENT AND BIOLOGICAL SCIENCES	631	44	7.0%
0510-ACCOUNTING	571	21	3.7%
0180-PSYCHOLOGY	557	25	4.5%
0511-AUDITING	530	153	28.9%
0644-MEDICAL TECHNOLOGIST	524	52	9.9%
0810-CIVIL ENGINEERING	505	22	4.4%
0861-AEROSPACE ENGINEERING	480	15	3.1%
0850-ELECTRICAL ENGINEERING	439	30	6.8%

Table 12 shows the top 20 professional occupations with the most new hires Government-wide. In FY 2015, Hispanics represented 1,878 or 5.1 percent of hiring in the top professional occupations. The largest number of Hispanic new hires were found in the Nursing occupation (504). The highest percentage of Hispanic new hires were found in the Auditing occupation (28.9%) followed by the Medical Technologist (9.9%), General Natural Resources (7.0%), Electrical Engineering (6.8%), and social work (5.6%).

13. FY 2015 Hispanic Hiring into the Top Administrative Occupations

Occupational Series	Government-wide Total	Hispanic Number	Hispanic Percent
All Administrative Occupations	30,062	1,826	6.1%
2210-INFORMATION TECHNOLOGY MANAGEMENT	4,659	202	4.3%
0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM SERIES	3,432	159	4.6%
0343-MANAGEMENT AND PROGRAM ANALYSIS	2,262	84	3.7%
1801-GENERAL INSPECTION, INVESTIGATION, ENFORCEMENT, AND COMPLIANCE SERIES	1,288	134	10.4%
0201-HUMAN RESOURCES MANAGEMENT	1,011	58	5.7%
0346-LOGISTICS MANAGEMENT	939	38	4.0%
0132-INTELLIGENCE	866	37	4.3%
1811-CRIMINAL INVESTIGATION	849	39	4.6%
1895-CUSTOMS AND BORDER PROTECTION	840	227	27.0%
0501-FINANCIAL ADMINISTRATION AND PROGRAM	766	36	4.7%
0105-SOCIAL INSURANCE ADMINISTRATION SERIES	727	102	14.0%
0080-SECURITY ADMINISTRATION	704	41	5.8%
0901-GENERAL LEGAL AND KINDRED ADMINISTRATION	648	38	5.9%
1101-GENERAL BUSINESS AND INDUSTRY	637	21	3.3%
0996-VETERANS CLAIMS EXAMINING	587	25	4.3%
2152-AIR TRAFFIC CONTROL	563	46	8.2%
1910-QUALITY ASSURANCE	503	18	3.6%
0603-PHYSICIAN ASSISTANT	417	11	2.6%
2101-TRANSPORTATION SPECIALIST	417	42	10.1%
1712-TRAINING INSTRUCTION	392	20	5.1%

Table 13 shows the top 20 administrative occupations with the most new hires Government-wide. In FY 2015, Hispanics represented 1,826 or 6.1 percent of the hiring in the top administrative occupations. The largest number of Hispanic new hires were found in the Customs and Border Protection occupation (227). The greatest percentage of Hispanic new hires in administrative occupations were also found in the Customs and Border Protection (27.0 %) followed by the Social Insurance Administration Series (14%), General Inspection (10.4%), Transportation Specialist (10.1%) and Air Traffic Control (8.2%).

**14. FY 2015 Percentage of Permanent Federal Civilian Workforce that is Hispanic
by State**

Percentage of Permanent Federal Civilian Workforce That Is Hispanic by State as of September 30, 2015					
State	% Hispanic	State	% Hispanic	State	% Hispanic
NEW MEXICO	27.6%	OKLAHOMA	4.4%	NEBRASKA	2.9%
TEXAS	25.6%	WASHINGTON	4.4%	MONTANA	2.8%
ARIZONA	17.7%	VIRGINIA	4.4%	MISSOURI	2.7%
CALIFORNIA	17.2%	OREGON	4.3%	OHIO	2.6%
FLORIDA	16.3%	WYOMING	4.2%	ALABAMA	2.5%
COLORADO	9.9%	DISTRICT OF COLUMBIA	4.1%	INDIANA	2.5%
NEW YORK	9.9%	NORTH CAROLINA	4.1%	VERMONT	2.4%
NEW JERSEY	9.4%	ALASKA	4.0%	MINNESOTA	2.3%
NEVADA	8.6%	MARYLAND	3.7%	KENTUCKY	2.2%
CONNECTICUT	7.7%	DELAWARE	3.6%	IOWA	2.2%
ILLINOIS	6.6%	GEORGIA	3.6%	MISSISSIPPI	2.1%
UTAH	6.1%	PENNSYLVANIA	3.5%	TENNESSEE	2.1%
MASSACHUSETTS	5.4%	LOUISIANA	3.4%	ARKANSAS	1.8%
HAWAII	4.8%	WISCONSIN	3.2%	NORTH DAKOTA	1.8%
IDAHO	4.8%	NEW HAMPSHIRE	3.2%	SOUTH DAKOTA	1.7%
KANSAS	4.7%	SOUTH CAROLINA	3.2%	WEST VIRGINIA	1.3%
RHODE ISLAND	4.4%	MICHIGAN	3.0%	MAINE	1.1%

Table 14 shows the percentage of Hispanics in the permanent Federal civilian workforce by State. In FY 2015, New Mexico and Texas had the highest percentages of Hispanics in the permanent Federal civilian workforce, closely followed by Arizona, California, and Florida.



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