

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Annual Report to the President Hispanic Employment in the Federal Government

Fiscal Year 2014





The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

October 21, 2015

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

Dear Mr. President:

Please find enclosed the U.S. Office of Personnel Management's (OPM) *Fourteenth Annual Report on Hispanic Employment in the Federal Government for Fiscal Year 2014*. In compliance with Executive Order 13171, *Hispanic Employment in the Federal Government*, this report provides data on Hispanic representation in the Federal workforce.

The data comprised in this report reflects the percentage of Hispanics on-board in the permanent Federal workforce increased slightly to 8.4 percent in FY 2014 from 8.3 percent in FY 2013. Among the 24 large agency and department workforces, 19 increased their percentage of Hispanic employees on board; zero posted declines; and 5 remained unchanged from FY 2013 to FY 2014. In FY 2014, the percentage of Hispanic permanent new hires in major agencies has increased to 7.5 percent from 7.0 percent in FY 2013. The Hispanic permanent new hires in the Senior Executive Service (SES) increased to 5.5 percent in FY 2014 from 3.5 percent in FY 2013. Additionally, the percentage of on-board Hispanic SES increased to 4.4 percent in FY 2014 compared to 4.1 percent in FY 2013.

As part of the President's Management Agenda and OPM's Strategic Plan, OPM established strategies outlined in the Recruitment, Engagement, Diversity, and Inclusion (REDI) initiative to transform the 21st century workforce. OPM developed the REDI initiative as both a short-and long-range initiative that will not only be immediately beneficial but also will establish a strong foundation for perpetuating the benefits of a Federal workforce drawn from all segments of society. The REDI initiative will help leverage best practices to recruit and retain Federal employees. In addition to REDI, I am also working to implement the President's Management Agenda, People and Culture Platform to:

- Develop an improved USAJOBS website that meets the needs of diverse job seekers and agencies;
- Use data to more efficiently and effectively inform strategies and identify areas of focus to best align efforts;
- Expand our reach to job applicants by increasing our use of social media;
- Improve the strategies in the manner we attract people to the purpose-driven mission of Federal service;
- Work with agencies to make job opportunity announcements clearer, more understandable and compelling;

- Ensure the hiring process is streamlined, effective, and transparent;
- Support and build a transformational SES cadre capable of leading and engaging a world-class Federal workforce;
- Provide employees with Government-wide career enrichment opportunities; and
- Support agencies in measuring and acting on key drivers of employee inclusion and engagement.

OPM also continues to support and implement Executive Order 13583, *Establishing a Coordinated Government-Wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*, as well as Executive Order 13171.

Additionally, in order to continue addressing statistical underrepresentation of Hispanics in the Federal workforce, OPM renewed the Hispanic Council on Federal Employment (Council) through December 2016. This Council, which brings together leaders from the Hispanic community, Human Resources, Equal Employment Opportunity, and Diversity and Inclusion, is actively advising me on specific practices and recommendations.

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 merit system principles. We look forward to submitting our progress to you in the next report.

Respectfully submitted,



Beth F. Cobert
Acting Director

Enclosure

Executive Summary

In compliance with Executive Order 13171, this report provides the most recent statistical data on Hispanic representation in the permanent 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) 2014, 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.

In FY 2014, the percentage of on-board Hispanic permanent Federal employees increased to 8.4 percent, up slightly from FY 2013's total of 8.3 percent. Overall, all of the 24 largest agencies reported either that there was an increase in the number of Hispanic employees at the agency, or that the number of Hispanic employees was unchanged.

Hispanics in the Senior Executive Service (SES) have increased. In FY 2014, Hispanic new hires in the SES increased to 5.5 percent from 3.5 percent in FY 2013. Additionally, the percentage of on-board Federal employees increased to 4.4 percent from 4.1 percent in FY 2013.

OPM continues to monitor the retention of Hispanics. In FY 2014, the percentage of Federal employees resigning from Federal service who were Hispanic increased from 8.1 percent in FY 2013 to 8.5 percent.

The top professions in which Hispanic individuals were hired into Federal service are: auditor, electrical engineering, medical technologist, accounting, and social work. The top administrative professions included: social insurance administrator, customs and border protection agent, transportation specialist, and general legal and kindred administrator. In terms of states with the highest percentage of Hispanics among permanent Federal workers, New Mexico leads with nearly 28 percent of the workforce. Rounding out the top ten are Texas, Arizona, California, Florida, Colorado, New York, New Jersey, Nevada, and Connecticut.

Next Steps

As part of the President's Management Agenda and [OPM's Strategic Plan](#), OPM has established the [Recruitment, Engagement, Diversity and Inclusion \(REDI\) Roadmap](#). REDI is a global, forward-looking strategy designed to lead the Federal Government toward using the latest data-driven expertise in collaboration with agencies, customers and stakeholders to strengthen the way we attract, recruit, engage and build leadership for our Federal workforce now and into the future. The REDI effort is not only immediately beneficial but also will establish a strong foundation for perpetuating the benefits of a Federal workforce drawn from all segments of society.

The REDI Roadmap highlights initiatives in the areas of Recruitment, Hiring, Engagement, and Development. Specifically, OPM is committed to do the following in each of these areas, consistent with merit system principles:

- **Recruitment:** Help agencies enhance strategic recruitment and improve USAJOBS to attract top talent and close critical skills gaps. Strengthen partnerships with colleges and universities, including Hispanic Serving Institutions (HSIs), to attract and recruit diverse talent, as part of an overall recruitment strategy. This will continue to be a major effort in FY 2016, especially with minority-serving institutions, including HSIs.
- **Hiring:** Partner with agencies to identify and eliminate any barriers to hiring the diverse talent they need.
- **Engagement:** Work with agencies to achieve high levels of engagement through evaluation of Federal Employee Viewpoint Survey data and by supporting the development of transformational leaders who can motivate and inspire a multi-generational workforce.
- **Development:** Support career enrichment and a world-class Senior Executive Service (SES) cadre and help chart a course for Federal employees that cultivates the key skills that lead to greater performance and job satisfaction.

OPM also is working with its partners across Government to strengthen employee engagement, inclusion, and leadership development strategies, ensuring that agencies have the support they need to invest in the existing workforce, while supporting the emergence of new Federal employees and leaders over time.

Looking Ahead

As OPM continues its work to foster equal opportunity for all those seeking to join the Federal workforce, including Hispanic Americans, the success of OPM's efforts will be measured and achieved through a variety of vehicles, culminating with the following outcomes:

- Using OPM's leverage as the expert in recruitment and retention of Federal employees to promote innovative and effective practices;
- Making USAJOBS more social media friendly (through improved sharing functionality, and richer media and engaging content throughout);
- Identifying and pursuing complementary actions/requirements for agencies to help improve the job application process;
- Building and strengthening strategic partnerships with colleges and universities, technical schools, and affinity groups to expand recruitment efforts, particularly related to statistically underrepresented groups¹, including Hispanics, and critical skills gap professions;

¹ In 5 U.S.C. 7201, Congress defined "underrepresentation" to mean "a situation in which the number of members of a minority group designation (determined by the Equal Employment Opportunity Commission in consultation with the Office of Personnel Management, on the basis of the policy set forth in subsection (b) of this section) within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage that the minority constituted within the labor force of the United States, as determined under the most recent decennial or mid-decade census, or current population survey, under title 13"

- Empowering human resources professionals and hiring managers through additional training;
- Providing resources/tools for hiring managers to understand roles, flexibilities, basic rules, and processes (e.g., fact sheets, online tools, video tutorials, etc.);
- Ensuring human resources professionals and hiring managers are educated on current recruitment and pay flexibilities to hire top talent; and
- Enhancing mentoring and leadership development programs Government-wide for employees at all levels with an emphasis on aspiring executive level employees.

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 merit system principles.

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1. FY 2014 Hispanic Representation in the Permanent Federal Civilian Workforce

2000-2014

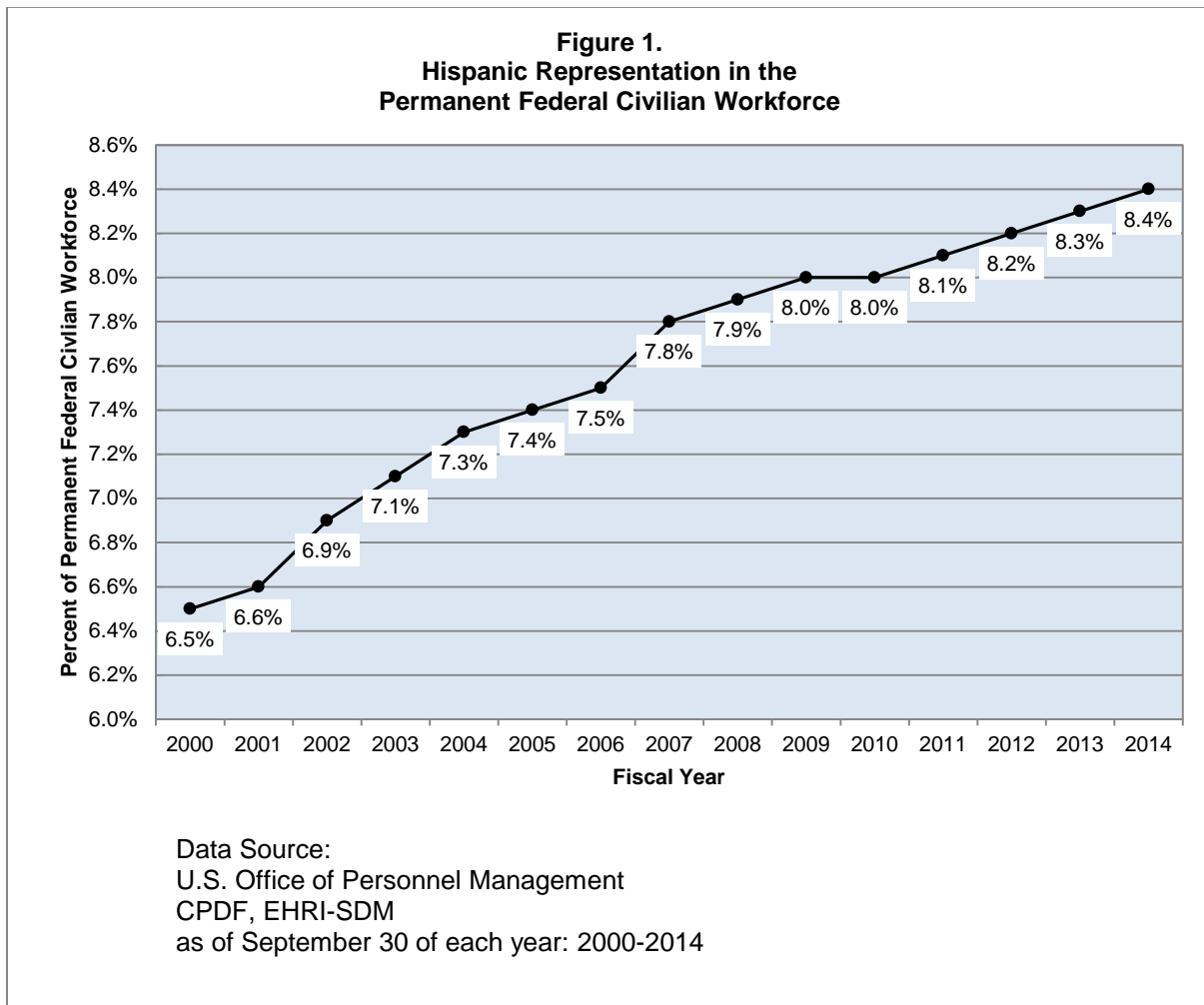


Figure 1 illustrates that Hispanic representation in the permanent Federal civilian workforce steadily increased between FY 2000 and FY 2014 from 6.5 percent in FY 2000 to 8.4 percent in FY 2014.

2. FY 2014 Distribution of all Permanent Federal Employees

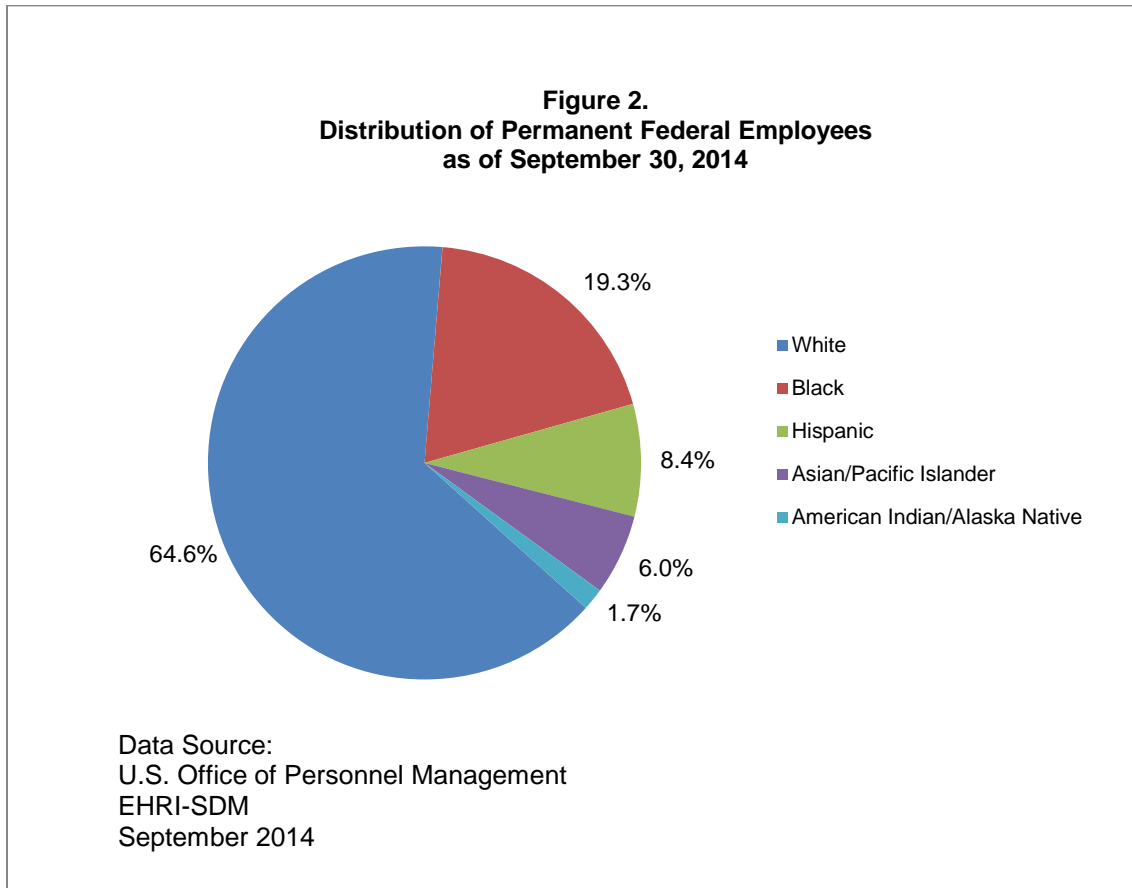


Figure 2 illustrates the distribution of all permanent Federal employees as of September 30, 2014. Hispanics in FY 2014 represented 8.4 percent of the total Federal workforce, while Whites represented 64.6 percent, Blacks represented 19.3 percent, Asian/Pacific Islanders represented 6.0 percent, and American Indians represented 1.7 percent.

3. FY 2014 Hispanic Representation in the Permanent Federal Workforce by Agency

Agency	Hispanics On-Board Sep 30, 2013		Hispanics On-Board Sep 30, 2014		TREND
	Number	%	Number	%	
	HOMELAND SECURITY	38,398	21.1%	37,750	
SOCIAL SECURITY ADMINISTRATION	8,931	14.7%	9,469	15.1%	▲
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	296	13.9%	314	14.3%	▲
TREASURY	9,261	9.5%	8,791	9.6%	▲
JUSTICE	10,018	8.9%	10,037	9.0%	▲
LABOR	1,353	8.5%	1,386	8.9%	▲
HOUSING AND URBAN DEVELOPMENT	628	7.3%	621	7.5%	▲
ARMY	17,982	7.4%	17,629	7.4%	■
TRANSPORTATION	3,886	7.1%	3,910	7.2%	▲
AGRICULTURE	5,458	6.9%	5,482	7.1%	▲
AIR FORCE	11,321	7.1%	11,098	7.1%	■
NAT AERONAUTICS AND SPACE ADMINISTRATION	1,167	6.6%	1,189	6.8%	▲
VETERANS AFFAIRS	21,202	6.7%	22,153	6.8%	▲
ENERGY	974	6.5%	959	6.6%	▲
ENVIRONMENTAL PROTECTION AGENCY	932	5.9%	964	6.5%	▲
INTERIOR	3,348	6.0%	3,286	6.1%	▲
DEFENSE ²	5,543	5.4%	5,987	5.9%	▲
STATE (MINUS FOREIGN SVC)	558	5.4%	597	5.9%	▲
OFFICE OF PERSONNEL MANAGEMENT	291	5.3%	264	5.4%	▲
GENERAL SERVICES ADMINISTRATION	620	5.3%	602	5.3%	■
NAVY	10,105	5.3%	10,109	5.3%	■
EDUCATION	197	5.0%	203	5.2%	▲
ALL OTHER AGENCIES	2,531	5.1%	2,579	5.2%	▲
COMMERCE	1,987	4.6%	2,078	4.8%	▲
HEALTH AND HUMAN SERVICES	2,097	3.3%	2,088	3.3%	■
Government-wide	159,084	8.3%	159,545	8.4%	▲

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

As shown in Table 3, Hispanic representation in the Federal permanent workforce increased to 8.4 percent in FY 2014. Among the 24 large agency and department workforces, 19 increased their percentage of Hispanics on-board and 5 remained unchanged from the previous reporting period.

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

4. FY 2014 Hispanic Permanent New Hires in Major Agencies

Agency	Hispanic New Hires FY 2013		Hispanic New Hires FY 2014		TREND
	Number	%	Number	%	
	HOMELAND SECURITY	1,845	19.5%	1,403	
SOCIAL SECURITY ADMINISTRATION	5	5.3%	790	13.3%	▲
LABOR	73	11.0%	88	12.1%	▲
NAT AERONAUTICS AND SPACE ADMINISTRATION	51	8.7%	45	11.5%	▲
JUSTICE	453	11.3%	517	10.6%	▼
DEFENSE	308	5.6%	692	10.5%	▲
TREASURY	484	10.9%	413	9.1%	▼
OFFICE OF PERSONNEL MANAGEMENT	5	3.3%	11	7.1%	▲
STATE (MINUS FOREIGN SVC)	36	5.5%	28	6.6%	▲
VETERANS AFFAIRS	1,667	5.7%	2,017	6.6%	▲
COMMERCE	224	8.1%	225	6.6%	▼
TRANSPORTATION	71	6.3%	123	6.5%	▲
HOUSING AND URBAN DEVELOPMENT	6	6.5%	23	6.5%	■
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1	8.3%	13	6.2%	▼
AGRICULTURE	80	4.9%	134	6.0%	▲
INTERIOR	38	2.9%	91	5.7%	▲
AIR FORCE	364	5.2%	444	5.7%	▲
ALL OTHER AGENCIES	115	4.4%	119	5.4%	▲
ARMY	366	3.7%	615	5.0%	▲
ENERGY	18	3.5%	25	4.8%	▲
NAVY	309	3.8%	400	3.4%	▼
HEALTH AND HUMAN SERVICES	67	1.8%	80	2.2%	▲
EDUCATION	5	3.3%	3	1.9%	▼
GENERAL SERVICES ADMINISTRATION	1	0.6%	4	1.6%	▲
ENVIRONMENTAL PROTECTION AGENCY	3	3.2%	1	0.9%	▼
Government-wide	6,595	7.0%	8,304	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 increased from 7.0 percent in FY 2013 to 7.5 percent in FY 2014. In FY 2014, the Department of Homeland Security, Social Security Administration, Department of Labor, and National Aeronautics and Space Administration accounted for 55.2 percent of all Hispanic permanent new hires.

5. FY 2014 Hispanic Representation - Permanent New Hires, by Pay System³

Pay System	Number of Permanent New Hires		Number of Hispanic Permanent New Hires		Percentage of Hispanic Permanent New Hires	
	FY 2013	FY 2014	FY 2013	FY 2014	FY 2013	FY 2014
Pay Plans GS, GL, GM	61,906	73,853	3,791	5,411	6.1%	7.3%
Other White Collar	21,164	21,246	2,223	1,987	10.5%	9.4%
Blue Collar	10,544	14,839	571	887	5.4%	6.0%
SES	283	343	10	19	3.5%	5.5%
Unspecified	4	4	0	0	0.0%	0.0%
TOTAL	93,901	110,285	6,595	8,304	7.0%	7.5%

Table 5 compares Government-wide Hispanic hiring to permanent positions for FY 2013 with FY 2014 by pay plan. The data shows that Hispanic hires, as a percentage of permanent new hires, increased from 7.0 percent in FY 2013 to 7.5 percent in FY 2014. The percentage of new hires who were Hispanic increased in all pay plans except those identified as Other White Collar. The percentage of Hispanic permanent new hires in GS, GL, and GM⁴ pay plans increased from 6.1 percent in FY 2013 to 7.3 percent in FY 2014. The percentage of new hires accounted for by Hispanics in other white-collar occupations decreased from 10.5 percent in FY 2013 to 9.4 percent in FY 2014. Hispanics as a percentage of those hired in blue-collar occupations increased from 5.4 percent of new hires in FY 2013 to 6.0 percent in FY 2014. Hispanics as a percentage of SES hires increased from 3.5 percent in FY 2013 to 5.5 percent in FY 2014.

6. FY 2014 Hispanic Permanent On-Board Workforce by Pay System

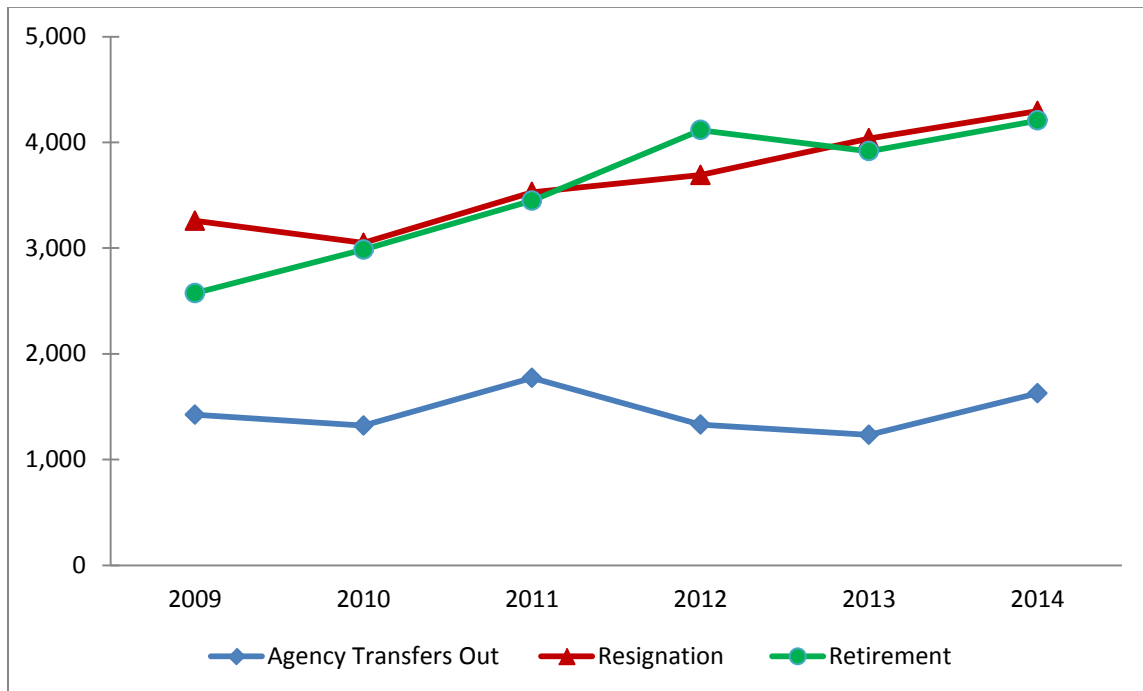
Pay Group	Government-wide Permanent On-Board Total		Hispanic Permanent On-Board Total		Hispanic Permanent On-Board Percentage	
	FY 2013	FY 2014	FY 2013	FY 2014	FY 2013	FY 2014
Pay Plans GS, GL, GM	1,378,399	1,366,461	117,042	117,782	8.5%	8.6%
Other White Collar	350,490	347,917	27,909	27,835	8.0%	8.0%
Blue Collar	181,196	179,805	13,810	13,587	7.6%	7.6%
SES	7,815	7,696	320	339	4.1%	4.4%
Unspecified	40	32	3	2	7.5%	6.3%
TOTAL	1,917,940	1,901,911	159,084	159,545	8.3%	8.4%

Table 6 compares Government-wide Hispanic on-board permanent employment for FY 2013 with FY 2014 by pay plan and shows that Hispanic representation in the permanent Federal workforce increased from 8.3 percent in FY 2013 to 8.4 percent in FY 2014. In FY 2014, the percentages of on-board permanent employees who were Hispanic increased or remained the same in all pay plans compared to FY 2013.

³ **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.

⁴ GS – General Schedule; GL – pay plan code for law enforcement employees; GM – General Management

7. FY 2014 Hispanic Separations Among the Permanent Federal Civilian Workforce⁵
FY 2009-2014



Type of Separation	2009		2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%	#	%
Transfers out	1,423	7.20%	1,321	6.80%	1,772	7.00%	1,330	6.70%	1,209	6.80%	1,627	8.00%
Resignations	3,258	9.60%	3,049	8.60%	3,528	8.50%	3,690	7.80%	4,014	8.10%	4,296	8.50%
Retirements	2,573	6.00%	2,985	6.10%	3,449	5.80%	4,116	6.00%	3,910	6.10%	4,207	6.20%

Figure 7 illustrates both the percentage and actual number of permanent Hispanic Federal employees who separated from Federal service in FY 2014. Hispanics represented 8.0 percent of permanent employees who transferred to another agency and 8.5 percent of permanent.

⁵ 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.

employees who resigned from Federal service. Among permanent employees who retired, Hispanics represented 6.2 percent in FY 2014.

8. FY 2014 Hispanic Representation Among Permanent Employees Transfers

Pay System	Government-wide Transfers Out		Number of Hispanic Transfers Out		Percentage of Hispanic Transfers Out	
	FY 2013	FY 2014	FY 2013	FY 2014	FY 2013	FY 2014
Pay Plans GS, GL, GM	14,280	16,864	958	1,341	6.7%	8.0%
Other White Collar	2,315	2,101	174	209	7.5%	9.9%
Blue Collar	954	1,152	74	71	7.8%	6.2%
SES	128	156	3	6	2.3%	3.8%
Unspecified	0	1	0	0	0.0%	0.0%
TOTAL	17,677	20,274	1,209	1,627	6.8%	8.0%

Table 8 compares Government-wide Hispanic representation 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 2013 to FY 2014 by pay plan. The data shows that Hispanic representation among Federal employees who have transferred increased from 6.7 percent in FY 2013 to 8.0 percent in FY 2014. In FY 2014, the percentage of Hispanic permanent employees who transferred to other agencies increased in Pay Plans GS, GL, and GM, Other White Collar, and SES occupations and decreased in Blue Collar occupations compared to FY 2013.

9. FY 2014 Hispanic Representation Among Permanent Employees Resigning

Pay System	Government-wide Resignation		Number of Hispanic Resignation		Percentage of Hispanic Resignation	
	FY 2013	FY 2014	FY 2013	FY 2014	FY 2013	FY 2014
Pay Plans GS, GL, GM	33,732	33,968	2,490	2,529	7.4%	7.4%
Other White Collar	11,119	11,551	1,166	1,361	10.5%	11.8%
Blue Collar	4,539	4,973	344	399	7.6%	8.0%
SES	244	237	14	7	5.7%	3.0%
Unspecified	1	3	0	0	0.0%	0.0%
TOTAL	49,635	50,721	4,014	4,296	8.1%	8.5%

Table 9 compares Government-wide Hispanic representation among permanent employees who have resigned from Government employment in FY 2013 to FY 2014 by pay plan. The data shows that Hispanic representation among Federal employees who have resigned has increased from 8.1 percent in FY 2013 to 8.5 percent in FY 2014. The data indicates an increase of 282 Hispanics resigning in FY 2014 compared to FY 2013. In FY 2014, the percentage of Hispanic permanent employees who resigned increased in Other White Collar and Blue Collar

occupations, remained the same for Pay Plans GS, GL, and GM and decreased in the SES occupations compared to FY 2013.

10. FY 2014 Hispanic Retirements Among Permanent Employees

Pay System	Government-wide Retirements		Number of Hispanic Retirements		Percentage of Hispanic Retirements	
	FY 2013	FY 2014	FY 2013	FY 2014	FY 2013	FY 2014
Pay Plans GS, GL, GM	45,327	48,534	2,775	3,013	6.1%	6.2%
Other White Collar	11,088	11,500	548	574	4.9%	5.0%
Blue Collar	7,206	7,015	559	586	7.8%	8.4%
SES	597	630	28	34	4.7%	5.4%
Unspecified	2	5	0	0	0.0%	0.0%
TOTAL	64,220	67,684	3,910	4,207	6.1%	6.2%

Table 10 compares Government-wide Hispanic retirements among permanent employees for FY 2013 to FY 2014 by pay plan. The data shows that Hispanic representation among Federal employees who retired has slightly increased from 6.1 percent in FY 2013 to 6.2 percent in FY 2014. The data indicates an increase of 297 in the number of Hispanics retiring in FY 2014 compared to FY 2013.

11. FY 2014 Hispanic Hiring into Professional and Administrative Occupations

Occupational Group	Government-wide Total		Hispanic Number		Hispanic Percentage	
	FY 2013	FY 2014	FY 2013	FY 2014	FY 2013	FY 2014
Professional	24,849	27,464	1,036	1,577	4.2%	5.7%
Administrative	19,264	23,081	923	1,302	4.8%	5.6%
TOTAL	44,113	50,545	1,959	2,879	4.4%	5.7%

Table 11 compares Government-wide Hispanic representation among professional and administrative occupations between FY 2013 to FY 2014 and shows that Hispanic hiring, as a percentage of total hiring into professional and administrative occupations, increased from 4.4 percent in FY 2013 to 5.7 percent in FY 2014. Hispanic hiring as a percentage of new hires into professional occupations increased from 4.2 percent in FY 2013 to 5.7 percent in FY 2014. Hispanic hiring as a percentage of new hires into administrative occupations increased from 4.8 percent in FY 2013 to 5.6 percent in FY 2014.

12. FY 2014 Hispanic Hiring into the Top Professional Occupations

Occupational Series	Government-wide Number	Hispanic Number	Hispanic Percentage
All Professional Occupations	27,464	1,577	5.7%
0610-NURSE	7,744	366	4.7%
0602-MEDICAL OFFICER	2,980	153	5.1%
1102-CONTRACTING	1,545	46	3.0%
0905-GENERAL ATTORNEY	1,330	52	3.9%
0185-SOCIAL WORK	1,037	62	6.0%
1224-PATENT EXAMINING	930	46	4.9%
0660-PHARMACIST	700	19	2.7%
0511-AUDITING	689	430	62.4%
0830-MECHANICAL ENGINEERING	596	13	2.2%
0801-GENERAL ENGINEERING	593	23	3.9%
0601-GENERAL HEALTH SCIENCE	579	23	4.0%
0101-SOCIAL SCIENCE	559	31	5.5%
0855-ELECTRONICS ENGINEERING	510	17	3.3%
0644-MEDICAL TECHNOLOGIST	404	28	6.9%
0180-PSYCHOLOGY	381	15	3.9%
0510-ACCOUNTING	377	23	6.1%
0861-AEROSPACE ENGINEERING	321	5	1.6%
1550-COMPUTER SCIENCE	321	9	2.8%
0401-GENERAL NATURAL RESOURCES MANAGEMENT AND BIOLOGICAL SCIENCES	305	7	2.3%
0850-ELECTRICAL ENGINEERING	298	24	8.1%

Table 12 shows the top 20 professional occupations with the most new hires Government-wide. In FY 2014, Hispanics represented 1,577 or 5.7 percent of hiring in the top professional occupations. The largest number of Hispanic new hires were found in the auditing occupation (430). The highest percentage of Hispanic new hires were also found in the auditing occupation (62.4 percent) followed by the electrical engineering (8.1 percent), medical technologist (6.9 percent), accounting occupations (6.1 percent) and social work (6.0 percent).

13. FY 2014 Hispanic Hiring into the Top Administrative Occupations

Occupational Series	Government-wide Number	Hispanic Number	Hispanic Percentage
All Administrative Occupations	23,081	1,302	5.6%
2210-INFORMATION TECHNOLOGY MANAGEMENT	3,449	150	4.3%
0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	2,787	130	4.7%
0105-SOCIAL INSURANCE ADMINISTRATION	1,806	247	13.7%
0343-MANAGEMENT AND PROGRAM ANALYSIS	1,464	53	3.6%
0901-GENERAL LEGAL AND KINDRED ADMINISTRATION	904	60	6.6%
0996-VETERANS CLAIMS EXAMINING	827	47	5.7%
1801-GENERAL INSPECTION, INVESTIGATION, ENFORCEMENT, AND COMPLIANCE SERIES	806	42	5.2%
0201-HUMAN RESOURCES MANAGEMENT	707	34	4.8%
1895-CUSTOMS AND BORDER PROTECTION	667	75	11.2%
0132-INTELLIGENCE	664	30	4.5%
0080-SECURITY ADMINISTRATION	583	18	3.1%
0346-LOGISTICS MANAGEMENT	547	20	3.7%
1811-CRIMINAL INVESTIGATION	542	30	5.5%
0501-FINANCIAL ADMINISTRATION AND PROGRAM	499	22	4.4%
1101-GENERAL BUSINESS AND INDUSTRY	392	14	3.6%
1910-QUALITY ASSURANCE	369	11	3.0%
0603-PHYSICIAN ASSISTANT	315	13	4.1%
1825-AVIATION SAFETY	307	20	6.5%
2101-TRANSPORTATION SPECIALIST	302	25	8.3%
0560-BUDGET ANALYSIS	286	12	4.2%

Table 13 shows the top 20 administrative occupations with the most new hires Government-wide. In FY 2014, Hispanics represented 1,302 or 5.6 percent of the hiring in the top administrative occupations. The largest number of Hispanic new hires were found in the social insurance administration occupation (247). The greatest percentage of Hispanic new hires in administrative occupations were found in the social insurance administration (13.7 percent) and customs and border protection occupations (11.2 percent), followed by the transportation specialist (8.3 percent) and general legal and kindred administration occupations (6.6 percent).

**14. 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, 2014					
State	% Hispanic	State	% Hispanic	State	% Hispanic
NEW MEXICO	28.0%	WASHINGTON	4.4%	MONTANA	2.8%
TEXAS	25.7%	KANSAS	4.3%	NEBRASKA	2.7%
ARIZONA	17.5%	OREGON	4.2%	MISSOURI	2.7%
CALIFORNIA	17.0%	VIRGINIA	4.2%	INDIANA	2.5%
FLORIDA	16.1%	DISTRICT OF COLUMBIA	4.1%	OHIO	2.5%
COLORADO	9.9%	NORTH CAROLINA	4.0%	VERMONT	2.4%
NEW YORK	9.8%	WYOMING	4.0%	ALABAMA	2.4%
NEW JERSEY	9.3%	DELAWARE	3.7%	MINNESOTA	2.2%
NEVADA	8.4%	ALASKA	3.7%	KENTUCKY	2.1%
CONNECTICUT	7.7%	MARYLAND	3.6%	MISSISSIPPI	2.1%
ILLINOIS	6.4%	GEORGIA	3.6%	TENNESSEE	2.0%
UTAH	6.0%	LOUISIANA	3.3%	IOWA	1.9%
MASSACHUSETTS	5.3%	PENNSYLVANIA	3.3%	NORTH DAKOTA	1.8%
HAWAII	4.8%	NEW HAMPSHIRE	3.3%	ARKANSAS	1.8%
IDAHO	4.5%	WISCONSIN	3.1%	SOUTH DAKOTA	1.6%
RHODE ISLAND	4.4%	SOUTH CAROLINA	3.1%	WEST VIRGINIA	1.3%
OKLAHOMA	4.4%	MICHIGAN	2.9%	MAINE	1.1%

Table 14 shows the percentage of Hispanics in the permanent Federal civilian workforce by State. In FY 2014 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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