

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Annual Report to the President Hispanic Employment in the Federal Government

Fiscal Year 2017





UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

The President
The White House
Washington, DC 20500

Dear Mr. President:

This letter transmits the U.S. Office of Personnel Management's (OPM) *Seventeenth Annual Report on Hispanic Employment in the Federal Government for Fiscal Year (FY) 2017*. This report provides data on Hispanic representation in the Federal workforce in compliance with Executive Order 13171.

According to the U.S. Census Bureau, the Hispanic population of the United States as of July 1, 2017 was 58.9 million and 18.1 percent of the nation's total population, making people of Hispanic origin the nation's largest ethnic or racial minority. As of 2010, the Hispanic Civilian Labor Force was 10.8%¹ taking into account citizenship, which is required for most Federal positions. The total number of Hispanics onboard in the permanent Federal workforce increased from 168,563 in FY 2016 to 173,234 in FY 2017, an increase from 8.6 percent to 8.9 percent.

Among the 18 reporting Executive Departments, 15 increased their percentage of Hispanic employees onboard, two remained unchanged, and one decreased when compared to FY 2016. Among the 28 Independent Agencies reported, 19 increased their percentage of Hispanic employees onboard, three remained unchanged, and six decreased from the previous reporting period. In FY 2017, the percentage of Hispanic permanent new hires increased from 8.6 percent in FY 2016 to 9.4 percent in FY 2017.

OPM continues its commitment to Governmentwide efforts to support Hispanic recruitment, advancement, and retention in the Federal workplace, as part of agencies' overall human resource strategies. OPM continues to provide technical assistance to senior leaders and agency staff across Government. Technical Assistance is the process of providing targeted guidance and recommendations to an agency with a specific need or challenge in their diversity and inclusion, strategic recruitment, and outreach programs to assist them in taking a holistic approach to effectively build program-specific capacity. Additionally, OPM led Government-wide outreach initiatives to attract and recruit diverse talent and promoted practices that are effective in building the Federal workforce for the 21st century.

Our people are the driving force behind mission success. By combining our services and expertise, we will elevate our workforce and create more efficient solutions that prioritize mission, service, and stewardship as we improve the way our Government serves the diverse needs of our growing country.

Respectfully,

Dale Cabaniss

¹ Equal Employment Opportunity Tabulation 2006-2010 (5-year American Community Survey Data), including Puerto Rico.

Executive Summary

In compliance with Executive Order 13171, this report provides the most recent statistical data on Hispanic representation in the permanent Federal workforce. This summary reports the findings for Fiscal Year (FY) 2017, and strategic activities in support of EO 13171, as well as next steps.

Findings for Fiscal Year 2017

The percentage of onboard Hispanic permanent Federal employees increased to 8.9 percent in FY 2017, up from 8.6 percent in FY 2016.

Hiring data for positions in the Senior Executive Service (SES) showed a decrease of Hispanic new hires from 3.3 percent in FY 2016 to 2.5 percent in FY 2017. The total percentage of onboard Hispanic SES employees remained the same at 4.6 percent in FY 2017.

Retention continues to be a challenge for Hispanic Federal employees. The percentage of Hispanic Federal employees resigning from Federal service increased to 9.3 percent in FY 2017 from 8.9 percent during FY 2016.

In FY 2017, Hispanic employment represented 1,940 new hires and 6.1 percent of hiring in the top professional occupations. The largest number of Hispanic new hires was in the nurse occupation (391). The highest Hispanic percentage of new hires in the professional occupations were:

- Auditing (54.2%);
- Medical Technologist (8.9%);
- Civil (8.0%), Electronics (7.8%), and Mechanical (7.1%) Engineering; and
- Social Science (7.4%)

In FY 2017, Hispanic employment represented 1,974 new hires and 7.3 percent of hiring in the top administrative occupations. The largest number of Hispanic new hires was in the customs and border protection occupation (255). The highest Hispanic percentage of new hires in the administrative occupations were:

- Customs and Border Protection (34.6%);
- Social Insurance Administration (15.7%);
- Transportation Specialist (14.7%);
- General Inspection, Investigation, Enforcement, and Compliance (13.2%); and
- Air Traffic Control (11.5%).

In terms of states with the highest percentage of permanent Hispanic Federal workers, New Mexico leads with 27.2 percent, followed by Texas, Arizona, California, Florida, New York, Colorado, New Jersey, Nevada, and Connecticut.

Strategic Activities

In Fiscal Year (FY) 2017, OPM continued to highlight improving the quality and diversity of new hires, to include the recruitment and retention of Hispanic talent in the Federal workforce through the following activities:

- OPM has sustained a strong, mutually beneficial relationship with Hispanic-serving affinity groups, associations, and leaders in the Hispanic community through the Hispanic Council on Federal Employment (HCFE) and all of its members. In February 2017, OPM renewed the Hispanic Council on Federal Employment for two years. The Council brings together leaders from the Hispanic community, Human Resources (HR), Equal Employment Opportunity (EEO), and Diversity and Inclusion (D&I). The Council actively advised the Director of OPM on specific practices and recommendations related to the recruitment, retention, and advancement of Hispanics in the Federal workplace. Upon the Council's recommendation, in January 2017, OPM and the U.S. Equal Employment Opportunity Commission (EEOC) issued a joint "[Memorandum for Heads of Executive Departments and Agencies](#)," that "encourage[d] all Federal agencies with at least 1,000 Full-time equivalent employees to conduct a barrier analysis on Hispanic/Latino employment at the GS-12 through SES levels at the component reporting level; and establishe[d] that any analysis undertaken by an agency in response to this memorandum, and any corrective strategies implemented as a result of the analysis should be included in the agency's [Management Directive 715 (MD-715)] report submission to EEOC"
- To assess the effectiveness of recruitment and outreach, and inform future hiring efforts, applicant flow data is an available and important tool. Analysis of post-audit 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. In FY 2017, OPM collaborated with the Office of Management and Budget (OMB) to clarify the language around the collection of Applicant Flow Data in the USAJOBS application process in an effort to improve the percentage of applicants who choose to disclose their demographic information. As a result of modifying this language, the response rate increased significantly, from 45 percent to over 80 percent. This increase in response rate provides agencies with a more accurate picture of the applicant pool, enhancing their ability to use post-audit applicant flow data to assess the effectiveness of recruitment and outreach and to identify barriers in the hiring process.
- OPM led Government-wide and Nationwide outreach initiatives to promote Federal career opportunities in mission critical occupations such as cybersecurity and Science, Technology, Engineering, and Mathematics (STEM), and Pathways Programs for students and recent graduates. In FY 2017, OPM reached out to 159 universities designated as "National Centers of Academic Excellence in Cybersecurity," 65 designated as "CyberCorps: Scholarship for Service" schools, and 23 colleges and universities with programs in cybersecurity to increase awareness of Federal careers and employment programs.

- OPM has established, and continues to cultivate, strong ties with diverse communities, including Hispanic-Serving Institutions (HSIs); Historically Black Colleges and Universities (HBCUs); Tribal Colleges and Universities (TCUs); Asian/Pacific Islander students; students with disabilities, and a number of minority-serving organizations. In FY 2017, OPM's outreach team briefed students from 832 schools, drawn from our nation's diverse collection of schools. HSIs from 14 of the 20 states that have HSIs within their borders (Puerto Rico is included in the 20) participated in our virtual sessions while 20 of the 21 states (Virgin Islands are included) that have HBCUs had students attend. OPM expanded its academic relations program in FY 2017, especially the career counselor engagement program to educate them on Federal employment. OPM's outreach team briefed over 300 career counseling professionals from approximately 250 colleges and universities.
- OPM delivered briefings to members of minority and professional organizations such as the League of United Latin American Citizens (LULAC), the American Society for Public Administration (ASPA), and the Society of American Indian Government Employees (SAIGE). OPM staff participated as speakers for events targeted for diverse populations and those hosted by organizations including National Image, Inc. (Hispanics). In 2017, OPM's outreach expanded to over 2,000 workforce centers in the nation to make them aware of the briefings we provide to the general public on the Federal hiring process.
- In September 2017, one of OPM's Employee Resource Groups, "Adelante," kicked off Hispanic Heritage Month by hosting a Student Forum to promote and raise awareness about public service in support of OPM's mission to recruit, retain and honor a world-class workforce to serve the American people. The five-hour event welcomed approximately 130 current college students (undergraduate and graduate) on site and approximately 100 via webcast. Emmanuel Caudillo-Special Advisor to the White House Initiative on Educational Excellence for Hispanics was the keynote speaker and was joined by other Hispanic Federal senior executives for a panel that included a Q&A interactive session. The Forum also offered the students a Federal Résumés, Portfolios and Interviews-Workshop hosted by the U.S. Department of Health and Human Services, personalized/individual resume-critique sessions with Federal hiring managers and senior executives, and presentations on how to use social media to leverage their careers, navigate USAJOBS, and explore Federal careers pursuant to the Pathways Internship program. An Interagency Career Fair was held in conjunction with the Student Forum, giving students the opportunity to explore different employment opportunities with about 30 Federal agencies that were present.

Agency Highlights

U.S. Department of Agriculture (USDA)

USDA's E. Kika De La Graza Fellowship Program offers faculty and staff from Hispanic-Serving Institutions the opportunity to work collaboratively with USDA to gain insight and understanding of the Federal Government. Participants learn about opportunities that are available with USDA and other Federal Agencies for their respective institutions and their students.

U.S. Department of Homeland Security (DHS)

DHS implemented a Recruiting, Outreach, and Marketing Matrix (ROMM). DHS attends thousands of recruiting and outreach events each year and focuses funds on marketing and advertising to attract a diverse and talented applicant pool. Tracking those events, marketing campaigns and associated costs at the department level proved to be unwieldy. DHS created a standardized way to collect and analyze this data, allowing for real-time reports and dashboards to inform recruiting and outreach plans. ROMM tracks attendance, recruiting costs, target audience, and marketing focus, helping to maximize recruiting return on investment. DHS is now able to see where funds are being spent and ensure that those funds align with departmental priorities.

DHS formed a Hispanic Barrier Analysis Team made up of EEO and Diversity and Inclusion staff to conduct Department-wide Hispanic employment barrier analysis and subsequent report. Due to the importance of the analysis and findings, the Department opted to develop a standalone report versus integrating key points into the MD-715 report. This allowed DHS and OPM to more easily review the root cause analysis, data visualization, solution development, and best practices for addressing barriers.

Over the last two years, DHS has taken an innovative approach to recruitment by rethinking traditional methods for filling mission critical vacancies. The agency created a unique and collaborative recruiting and hiring experience known as "DHS Joint Recruiting and Hiring Events." At these events, attendees gain an understanding of DHS' critical missions and, in many cases, can interview and receive tentative job offers (TJO) on-the-spot and initiate the process for background investigations; thereby, reducing the time required to conduct candidates through the hiring process. The first event took place in FY16 with a focus on hiring top technology and cybersecurity talent. This event resulted in over 400 TJOs. In FY17, the Department focused on recruiting and hiring veterans as well as students and recent graduates. As a result of these two events, the Department conducted over 1,000 interviews issued over 350 TJOs. One of DHS' best practices and a key factor to the success of these events has been their robust outreach and marketing campaigns. In addition to social media posts, DHS hosted webinars providing information on "A Day in the Life of DHS" and answering questions on the hiring process. A total of 24 webinars were hosted with over 11,000 participants. The success of these events has led to the Department planning an event in FY18 focusing on recruiting and hiring women into their critical law enforcement positions with plans to continue to conduct these types of events moving forward.

U.S. Department of State

State assigned 16 senior Foreign Service Officers and Specialists as Diplomats in Residence on university campuses throughout the United States. In addition, seven Washington-based recruiters visited Hispanic-Serving Institutions. The agency also fostered relationships with Latino-based fraternities to increase outreach and establish new partnerships to communicate opportunities.

U.S. Department of the Treasury

As a way to develop a pipeline of Hispanic employees, Treasury has maintained its partnership with the Hispanic Association of Colleges and Universities' (HACU) Hispanic-Serving Institutions National Internship Program (HSINIP). The program is viewed as a cornerstone of diversity recruitment. The HSINIP aims to foster good employment opportunities for Hispanic students through the Federal Government.

Social Security Administration (SSA)

SSA provided targeted training and development for SSA's bilingual workforce and conducted workshops in Spanish and Portuguese to enhance employees' ability to serve the public in their preferred language. The courses help representatives communicate selected medical terminology in a foreign language. Participants also learned from other employees about cultural norms and standards that are important for developing rapport and communicating complex cultural issues in their local community.

These are examples of strategic activities agencies are implementing to help broaden their outreach to the Hispanic community and ultimately into the Federal Workforce.

Looking Ahead

In anticipation of the spring 2018 release of EEOC's FY 2017 MD-715 report filings, the Hispanic Council on Federal Employment created workgroups in 2018 to review the agencies' report submissions. Further details regarding these efforts will be shared in next year's report.

In 2018 OPM, the Department of Defense, and OMB will lead the President's Management Agenda's Cross Agency Priority (CAP) Goal 3: Developing a Workforce for the 21st Century. The goal will align and strategically manage the workforce to efficiently and effectively achieve the Federal government's mission. This will be accomplished by: actively managing the workforce (employee performance management and employee engagement); developing agile operations (reskilling and redeploying human capital resources); and acquiring top talent (simple and strategic hiring).

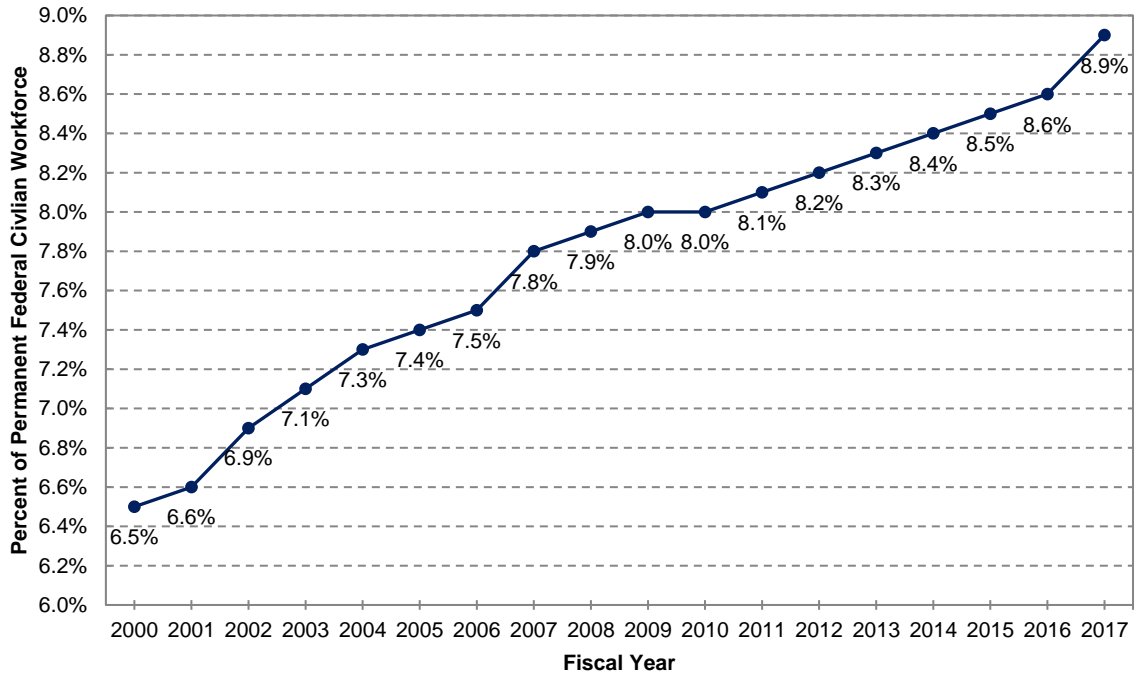
Conclusion

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 principles.

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Figure 1
Hispanic Representation in the Permanent Federal Civilian Workforce
September 2000-2017



Data Source:
 U.S. Office of Personnel Management
 CPDF, EHRI-SDM
 as of September 30 of each year: 2000-2017

Figure 1 illustrates an increase in Hispanic representation in the permanent Federal civilian workforce between FY 2000 (6.5%) and FY 2017 (8.9%).

Table 1
Percent Composition of Federal Workforce at a Glance
FY 2017

Race or National Origin	Representation in Federal Workforce	Representation in Senior Executive Service
Black	18.6	10.4
Hispanic	8.9	4.6
Asian	5.9	3.5
Native Hawaiian / Pacific Islander	0.5	0.2
American Indian / Alaska Native	1.6	1.2
Non-Hispanic Multiracial	1.6	0.8
White	62.9	79.2

Table 1 contains the percent distribution of all permanent Federal employees by race or national origin as of September 30, 2017. In FY 2017, Hispanic employment represented 8.9 percent of the total Federal workforce and 4.6 percent of the Senior Executive Service (SES). Among the remaining race or national origin categories:

- White employment represented 62.9 percent of the total Federal workforce and 79.2 percent of the SES.
- Black employment represented 18.6 percent of the total Federal workforce and 10.4 percent of the SES.
- Asian employment represented 5.9 percent of the total Federal workforce and 3.5 percent of the SES.
- Native Hawaiian / Pacific Islanders employment represented 0.5 percent of the total Federal workforce and 0.2 percent of the SES.
- American Indian / Alaska Native employment represented 1.6 percent of the total Federal workforce and 0.8 percent of the SES.
- Non-Hispanic Multiracial employment represented 1.6 percent of the total Federal workforce and 0.8 percent of the SES.

Table 2A
Hispanic Representation in the Federal Permanent Workforce
by Executive Department
September 2016-2017

Department	September 2016		September 2017		Percent Trend
	Count	Percent	Count	Percent	
DEPARTMENT OF HOMELAND SECURITY	39,363	22.0	40,670	22.3	▲
DEPARTMENT OF THE TREASURY	9,303	10.2	9,301	10.7	▲
DEPARTMENT OF LABOR	1,444	9.3	1,448	9.8	▲
DEPARTMENT OF JUSTICE	10,524	9.3	10,503	9.3	■
DEPARTMENT OF THE ARMY	17,602	7.5	18,625	8.1	▲
DEPARTMENT OF AGRICULTURE	5,967	7.5	6,131	7.9	▲
DEPARTMENT OF TRANSPORTATION	4,162	7.7	4,279	7.9	▲
DEPARTMENT OF HOUSING AND URBAN DEV.	612	7.7	605	7.8	▲
DEPARTMENT OF THE AIR FORCE	11,885	7.5	12,416	7.8	▲
DEPARTMENT OF DEFENSE	6,423	6.2	6,987	6.9	▲
DEPARTMENT OF ENERGY	995	6.8	989	6.9	▲
DEPARTMENT OF VETERANS AFFAIRS	24,357	6.9	24,778	6.8	▼
DEPARTMENT OF STATE	668	6.3	668	6.5	▲
DEPARTMENT OF THE INTERIOR	3,366	6.2	3,421	6.3	▲
DEPARTMENT OF EDUCATION	228	5.7	237	6.1	▲
DEPARTMENT OF THE NAVY	11,424	5.6	11,795	5.8	▲
DEPARTMENT OF COMMERCE	2,115	4.8	2,079	4.8	■
DEPARTMENT OF HEALTH AND HUMAN SERVICES	2,204	3.3	2,410	3.6	▲
GOVERNMENTWIDE	168,563	8.6	173,234	8.9	▲

As shown in Table 2A, Hispanic representation in the Federal permanent workforce increased to 8.9 percent governmentwide in FY 2017 from 8.6 percent in FY 2016. Among the 18 executive departments, 15 increased their percentage of Hispanic employees onboard, 2 remained unchanged, and 1 decreased from the previous reporting period.

Table 2B
Hispanic Representation in the Federal Permanent Workforce
by Independent Agency
September 2016-2017

Agency	September 2016		September 2017		Percent Trend
	Count	Percent	Count	Percent	
SOCIAL SECURITY ADMINISTRATION	9,707	15.3	9,569	15.5	▲
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	314	14.9	303	15.0	▲
NATIONAL LABOR RELATIONS BOARD	176	11.6	174	12.1	▲
SMALL BUSINESS ADMINISTRATION	266	10.1	262	10.0	▼
RAILROAD RETIREMENT BOARD	73	8.1	75	8.5	▲
BROADCASTING BOARD OF GOVERNORS	122	8.3	121	8.4	▲
NATIONAL AERONAUTICS AND SPACE ADMIN.	1,260	7.4	1,296	7.6	▲
ENVIRONMENTAL PROTECTION AGENCY	992	6.8	1,017	7.1	▲
NUCLEAR REGULATORY COMMISSION	224	6.6	216	6.9	▲
CONSUMER PRODUCT SAFETY COMMISSION	34	6.4	33	6.5	▲
FEDERAL RESERVE SYSTEM	87	5.9	98	6.3	▲
U.S. AGENCY FOR INTERNATIONAL DEV.	174	5.6	172	5.7	▲
OFFICE OF PERSONNEL MANAGEMENT	274	5.2	300	5.6	▲
FEDERAL HOUSING FINANCE AGENCY	37	5.3	39	5.5	▲
GENERAL SERVICES ADMINISTRATION	612	5.5	613	5.5	■
SECURITIES AND EXCHANGE COMMISSION	238	5.2	248	5.5	▲
COURT SERVICES AND OFFENDER SUPERVISION	57	4.9	59	5.1	▲
NATIONAL CREDIT UNION ADMINISTRATION	54	4.5	57	5.0	▲
SMITHSONIAN INSTITUTION	222	4.7	222	4.7	■
NATIONAL SCIENCE FOUNDATION	42	3.4	54	4.3	▲
FEDERAL DEPOSIT INSURANCE CORPORATION	224	3.9	230	4.1	▲
FEDERAL TRADE COMMISSION	46	4.3	43	4.0	▼
PENSION BENEFIT GUARANTY CORPORATION	39	4.2	36	4.0	▼
FEDERAL COMMUNICATIONS COMMISSION	59	3.8	51	3.5	▼
COMMODITY FUTURES TRADING COMMISSION	25	3.5	23	3.4	▼
NATIONAL ARCHIVES AND RECORDS ADMIN.	85	2.9	88	3.1	▲
GOVERNMENT PRINTING OFFICE	32	1.9	29	1.7	▼
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	9	1.6	9	1.6	■
GOVERNMENTWIDE	168,563	8.6	173,234	8.9	▲

Table 2B contains Hispanic representation in the Federal permanent workforce data for independent agencies with 500 or more permanent employees in FY 2017. Among the 28 agencies reported, 19 increased their percentage of Hispanic employees onboard, 3 remained unchanged, and 6 decreased from the previous reporting period.

Table 3A
Hispanic Permanent New Hires in Executive Departments
FY 2016-2017

Department	FY 2016		FY 2017		TREND
	Count	Percent	Count	Percent	
DEPARTMENT OF HOMELAND SECURITY	3,664	23.3	3,635	23.5	▲
DEPARTMENT OF THE TREASURY	830	13.1	1,064	16.4	▲
DEPARTMENT OF LABOR	123	13.9	68	14.6	▲
DEPARTMENT OF JUSTICE	882	12.1	468	10.3	▼
DEPARTMENT OF AGRICULTURE	437	9.3	378	9.9	▲
DEPARTMENT OF DEFENSE	574	5.8	738	9.6	▲
DEPARTMENT OF TRANSPORTATION	173	6.7	185	9.2	▲
DEPARTMENT OF EDUCATION	20	7.0	13	9.2	▲
DEPARTMENT OF STATE	66	7.8	34	8.3	▲
DEPARTMENT OF THE ARMY	1,063	6.3	1,161	7.8	▲
DEPARTMENT OF ENERGY	61	7.5	48	7.7	▲
DEPARTMENT OF THE AIR FORCE	855	6.6	645	7.1	▲
DEPARTMENT OF COMMERCE	203	5.5	115	6.1	▲
DEPARTMENT OF VETERANS AFFAIRS	2,207	6.3	2,028	5.7	▼
DEPARTMENT OF THE NAVY	975	5.4	727	5.5	▲
DEPARTMENT OF THE INTERIOR	159	4.8	147	5.2	▲
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	18	5.3	14	5.1	▼
DEPARTMENT OF HEALTH AND HUMAN SERVICES	161	3.0	137	3.2	▲
GOVERNMENTWIDE	13,152	8.6	12,197	9.4	▲

As shown in Table 3A, data indicates the Hispanic percentage of new hires increased to 9.4 percent governmentwide in FY 2017 from 8.6 percent in FY 2016. Among the 18 executive departments, 15 increased their Hispanic percentage of new hires and 3 decreased from the previous reporting period.

Table 3B
Hispanic Permanent New Hires in Independent Agencies
FY 2016-2017

Agency	September 2016		September 2017		Percent Trend
	Count	Percent	Count	Percent	
RAILROAD RETIREMENT BOARD	11	13.3	6	21.4	▲
NATIONAL LABOR RELATIONS BOARD	7	12.7	10	20.4	▲
FEDERAL RESERVE SYSTEM	5	4.5	13	13.8	▲
NATIONAL AERONAUTICS AND SPACE ADMIN.	93	13.1	99	12.4	▼
SOCIAL SECURITY ADMINISTRATION	332	12.3	264	12.3	■
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	<4	—	11	12.2	—
NATIONAL SCIENCE FOUNDATION	<4	—	8	10.4	—
FEDERAL DEPOSIT INSURANCE CORPORATION	8	4.0	13	8.1	▲
ENVIRONMENTAL PROTECTION AGENCY	41	6.0	46	7.8	▲
SMALL BUSINESS ADMINISTRATION	7	6.0	8	7.3	▲
SECURITIES AND EXCHANGE COMMISSION	18	5.3	7	5.8	▲
OFFICE OF PERSONNEL MANAGEMENT	16	3.5	20	5.2	▲
NATIONAL ARCHIVES AND RECORDS ADMIN.	23	5.3	9	4.5	▼
GENERAL SERVICES ADMINISTRATION	20	2.7	16	3.5	▲
SMITHSONIAN INSTITUTION	19	5.0	12	3.0	▼
GOVERNMENTWIDE	13,152	8.6	12,197	9.4	▲

Table 3B contains data on Hispanic representation among Federal permanent new hires for independent agencies with 500 or more permanent employees in FY 2017 and at least 4 Hispanic permanent new hires in FY 2017. Fifteen agencies hired at least 4 Hispanic permanent employees in FY 2017 and 13 agencies hired at least 4 Hispanic permanent employees in both FY 2017 and FY 2016. Among those 13 agencies, 9 increased their Hispanic percentage of new hires, 1 remained unchanged, and 3 decreased from the previous reporting period.

Table 4
Hispanic Permanent New Hires by Pay System
FY 2016-2017

Pay System	Permanent New Hires FY 2016			Permanent New Hires FY 2017		
	Government- wide Count	Hispanic Count	Hispanic Percent	Government- wide Count	Hispanic Count	Hispanic Percent
Pay Plans GS, GL, GM ²	103,506	7,974	7.7%	86,508	7,347	8.5%
SES	304	10	3.3%	475	12	2.5%
Other White Collar	31,178	3,928	12.6%	28,332	3,790	13.4%
Blue Collar	18,359	1,236	6.7%	14,839	1,048	7.1%
Unspecified	19	4	21.1%	19	0	0.0%
TOTAL	153,366	13,152	8.6%	130,173	12,197	9.4%

Table 4 compares governmentwide Hispanic hiring to permanent positions for FY 2016 to FY 2017 by pay system. The overall Hispanic percentage of permanent new hires increased to 9.4 percent in FY 2017 from 8.6 percent in FY 2016, although the number of Hispanic and governmentwide new hires both decreased over the same time period. The Hispanic percentage of permanent new hires in GS, GL, and GM pay plans increased from 7.7 percent in FY 2016 to 8.5 percent in FY 2017. The Hispanic percentage of new hires in SES positions decreased from 3.3 percent in FY 2016 to 2.5 percent in FY 2017. The percentage of Hispanics new hires in other white collar occupations increased from 12.6 percent in FY 2016 to 13.4 percent in FY 2017. The percentage of Hispanics hired in blue collar occupations increased from 6.7 percent in FY 2016 to 7.1 percent in FY 2017.

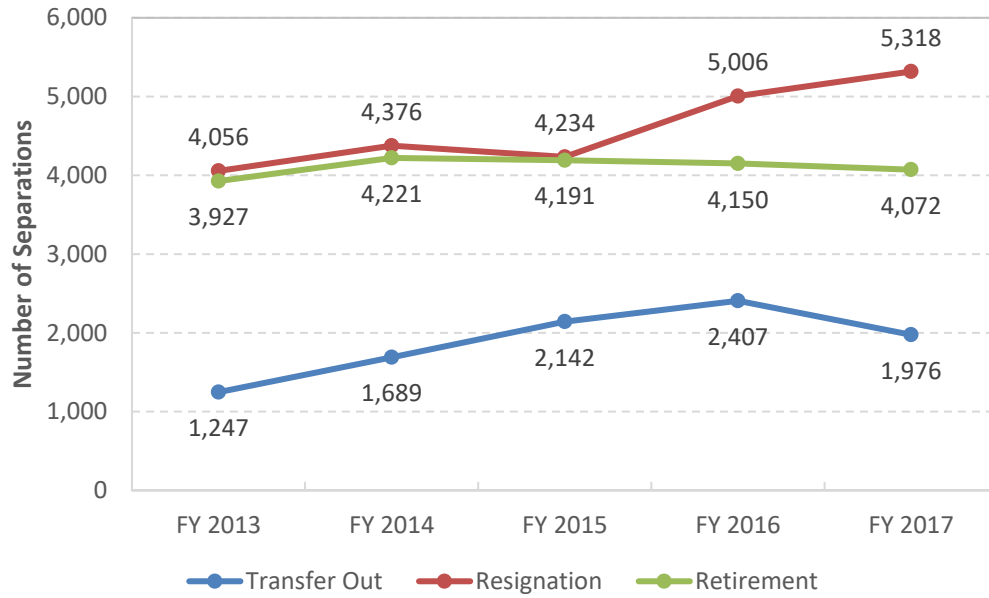
² Pay plans GS, GL, and GM are identically graded.

Table 5
Hispanic Permanent Onboard Workforce by Pay System
FY 2017

Pay System	Permanent Onboard FY 2016			Permanent Onboard FY 2017		
	Government- wide Count	Hispanic Count	Hispanic Percent	Government- wide Count	Hispanic Count	Hispanic Percent
Pay Plans GS, GL, GM	1,381,555	123,138	8.9%	1,370,798	125,713	9.2%
SES	8,077	373	4.6%	7,824	360	4.6%
Other White Collar	379,784	31,328	8.2%	388,440	33,138	8.5%
Blue Collar	181,828	13,717	7.5%	179,863	14,002	7.8%
Unspecified	90	7	7.8%	123	21	17.1%
TOTAL	1,951,334	168,563	8.6%	1,947,048	173,234	8.9%

Table 5 compares governmentwide and Hispanic onboard permanent employment for FY 2016 to FY 2017 by pay system. Hispanic representation in the Federal permanent workforce increased from 8.6 percent in FY 2016 to 8.9 percent in FY 2017.

Figure 2
Hispanic Separations Among the Permanent Federal Civilian Workforce
FY 2013-2017



Separation Type	FY 2013		FY 2014		FY 2015		FY 2016		FY 2017	
	#	%	#	%	#	%	#	%	#	%
Transfer Out	1,247	6.9%	1,689	8.1%	2,142	7.6%	2,407	7.9%	1,976	8.1%
Resignation	4,056	8.1%	4,376	8.5%	4,234	8.2%	5,006	8.9%	5,318	9.3%
Retirement	3,927	6.1%	4,221	6.2%	4,191	6.5%	4,150	6.6%	4,072	6.6%

Table 6
Hispanic Representation Among Permanent Employee Transfers Out
FY 2016-2017

Pay System	Transfers Out FY 2016			Transfers Out FY 2017		
	Government- wide Count	Hispanic Count	Hispanic Percent	Government- wide Count	Hispanic Count	Hispanic Percent
Pay Plans GS, GL, GM	24,161	1,844	7.6%	19,821	1,570	7.9%
SES	172	7	4.1%	118	3	2.5%
Other White Collar	3,815	337	8.8%	2,942	276	9.4%
Blue Collar	1,983	160	8.1%	1,537	127	8.3%
Unspecified	507	59	11.6%	0	0	N/A
TOTAL	30,638	2,407	7.9%	24,418	1,976	8.1%

Table 6 compares governmentwide and Hispanic transfers among permanent employees from FY 2016 to FY 2017 by pay system. Hispanic representation among Federal employees who transferred to other agencies increased from 7.9 percent in FY 2016 to 8.1 percent in FY 2017. The Hispanic percentage of permanent employees who transferred to other agencies increased in GS, GL, GM pay plans, other white collar, and blue collar pay systems; and decreased in the Senior Executive Service from FY 2016 to FY 2017.

Table 7
Hispanic Representation Among Permanent Employee Resignations
FY 2016-2017

Pay System	Resignations FY 2016			Resignations FY 2017		
	Government- wide Count	Hispanic Count	Hispanic Percent	Government- wide Count	Hispanic Count	Hispanic Percent
Pay Plans GS, GL, GM	36,648	2,892	7.9%	37,048	3,144	8.5%
SES	219	8	3.7%	801	43	5.4%
Other White Collar	12,479	1,530	12.3%	13,269	1,686	12.7%
Blue Collar	5,435	409	7.5%	5,846	444	7.6%
Unspecified	1,156	167	14.4%	7	1	14.3%
TOTAL	55,937	5,006	8.9%	56,971	5,318	9.3%

Table 7 compares governmentwide and Hispanic resignations among permanent employees from FY 2016 to FY 2017 by pay system. Hispanic representation among Federal employees who resigned from Federal service increased from 8.9 percent in FY 2016 to 9.3 percent in FY 2017. The Hispanic percentage of permanent employees who resigned increased in GS, GL, GM pay plans, the Senior Executive Service, other white collar, and blue collar pay systems from FY 2016 to FY 2017.

Table 8
Hispanic Representation Among Permanent Employee Retirements
FY 2016-2017

Pay System	Retirements FY 2016			Retirements FY 2017		
	Government- wide Count	Hispanic Count	Hispanic Percent	Government- wide Count	Hispanic Count	Hispanic Percent
Pay Plans GS, GL, GM	44,198	2,975	6.7%	43,476	3,015	6.9%
SES	583	20	3.4%	640	26	4.1%
Other White Collar	11,291	610	5.4%	11,661	655	5.6%
Blue Collar	5,969	446	7.5%	5,513	376	6.8%
Unspecified	1,142	167	14.4%	4	1	14.3%
TOTAL	63,183	4,150	6.6%	61,294	4,072	6.6%

Table 8 compares governmentwide and Hispanic retirements among permanent employees from FY 2016 to FY 2017 by pay system. Hispanic representation among Federal employees who retired remained the same. The Hispanic percentage of permanent employees who retired increased in GS, GL, GM pay plans, the Senior Executive Service, and other white collar pay systems; and decreased in blue collar occupations from FY 2016 to FY 2017.

Table 9
Hispanic Hiring into Professional and Administrative Occupations
FY 2016-2017

Occupational Category	Professional and Administrative New Hires FY 2016			Professional and Administrative New Hires FY 2017		
	Government-wide Count	Hispanic Count	Hispanic Percent	Government-wide Count	Hispanic Count	Hispanic Percent
Professional	36,666	1,874	5.1%	31,780	1,940	6.1%
Administrative	33,083	2,273	6.9%	26,946	1,974	7.3%
TOTAL	69,749	4,147	5.9%	58,726	3,914	6.7%

Table 9 compares governmentwide Hispanic representation among new hires into professional and administrative occupations from FY 2016 to FY 2017. The Hispanic percentage of new hires into professional and administrative occupations increased from 5.9 percent in FY 2016 to 6.7 percent in FY 2017. The Hispanic percentage of new hires into professional occupations increased from 5.1 percent in FY 2016 to 6.1 percent in FY 2017. The Hispanic percentage new hires into administrative occupations increased from 6.9 percent in FY 2016 to 7.3 percent in FY 2017.

Table 10
Hispanic Hiring into the Top Professional Occupations
FY 2017

Occupational Series	Governmentwide New Hires Count	Hispanic New Hires Count	Hispanic New Hires Percent
All Professional Occupations	31,780	1,940	6.1%
0610-NURSE	7,921	391	4.9%
0602-MEDICAL OFFICER	2,916	124	4.3%
1102-CONTRACTING	2,087	87	4.2%
0905-GENERAL ATTORNEY	1,827	79	4.3%
0185-SOCIAL WORK	1,130	65	5.8%
0601-GENERAL HEALTH SCIENCE	999	38	3.8%
0830-MECHANICAL ENGINEERING	961	68	7.1%
0801-GENERAL ENGINEERING	928	49	5.3%
0660-PHARMACIST	766	18	2.3%
0401-GENERAL NATURAL RESOURCES MANAGEMENT AND BIOLOGICAL SCIENCES	726	44	6.1%
0855-ELECTRONICS ENGINEERING	720	56	7.8%
0511-AUDITING	672	364	54.2%
1550-COMPUTER SCIENCE	586	30	5.1%
0810-CIVIL ENGINEERING	576	46	8.0%
0101-SOCIAL SCIENCE	538	40	7.4%
0644-MEDICAL TECHNOLOGIST	528	47	8.9%
0180-PSYCHOLOGY	450	24	5.3%
0510-ACCOUNTING	446	13	2.9%
0850-ELECTRICAL ENGINEERING	439	28	6.4%
0861-AEROSPACE ENGINEERING	389	27	6.9%

Table 10 shows the top 20 professional occupations with the most new hires governmentwide. In FY 2017, Hispanic employment represented 1,940 new hires and 6.1 percent of hiring in the top professional occupations. The largest number of Hispanic new hires was in the nurse occupation (391). The highest Hispanic percentage of new hires were found in auditing (54.2%), medical technologist (8.9%), civil engineering (8.0%), electronics engineering (7.8%), and social science (7.4%) occupations.

Table 11
Hispanic Hiring into the Top Administrative Occupations
FY 2017

Occupational Series	Governmentwide New Hires Count	Hispanic New Hires Count	Hispanic New Hires Percent
All Administrative Occupations	26,946	1,974	7.3%
2210-INFORMATION TECHNOLOGY MANAGEMENT	3,997	202	5.1%
0301-MISCELLANEOUS ADMINISTRATION AND PROGRAM	2,936	164	5.6%
0343-MANAGEMENT AND PROGRAM ANALYSIS	1,932	89	4.6%
1801-GENERAL INSPECTION, INVESTIGATION, ENFORCEMENT, AND COMPLIANCE SERIES	1,427	188	13.2%
1811-CRIMINAL INVESTIGATION	1,222	84	6.9%
0996-VETERANS CLAIMS EXAMINING	1,069	64	6.0%
0132-INTELLIGENCE	1,061	57	5.4%
0201-HUMAN RESOURCES MANAGEMENT	806	52	6.5%
1895-CUSTOMS AND BORDER PROTECTION	738	255	34.6%
0501-FINANCIAL ADMINISTRATION AND PROGRAM	729	37	5.1%
0346-LOGISTICS MANAGEMENT	725	50	6.9%
0080-SECURITY ADMINISTRATION	679	30	4.4%
0901-GENERAL LEGAL AND KINDRED ADMINISTRATION	660	46	7.0%
2152-AIR TRAFFIC CONTROL	485	56	11.5%
1101-GENERAL BUSINESS AND INDUSTRY	473	32	6.8%
0105-SOCIAL INSURANCE ADMINISTRATION	415	65	15.7%
0560-BUDGET ANALYSIS	391	30	7.7%
2101-TRANSPORTATION SPECIALIST	387	57	14.7%
0603-PHYSICIAN ASSISTANT	356	7	2.0%
1712-TRAINING INSTRUCTION	337	26	7.7%

Table 11 shows the top 20 administrative occupations with the most new hires governmentwide. In FY 2017, Hispanic employment represented 1,974 new hires and 7.3 percent of hiring in the top administrative occupations. The largest number of Hispanic new hires was in the customs and border protection occupation (255). The highest Hispanic percentage of new hires were found in customs and border protection (34.6%), social insurance administration (15.7%), transportation specialist (14.7%), general inspection, investigation, enforcement, and compliance (13.2%), and air traffic control (11.5%) occupations.

Table 12
Hispanic Permanent Federal Civilian Workforce by State
September 2017

State	Percent Hispanic	State	Percent Hispanic	State	Percent Hispanic
New Mexico	27.2%	Alaska	4.8%	Montana	3.1%
Texas	26.1%	Virginia	4.8%	Nebraska	3.1%
Arizona	18.0%	Washington	4.8%	Missouri	2.8%
California	17.9%	North Carolina	4.6%	Ohio	2.8%
Florida	16.6%	Oklahoma	4.6%	Alabama	2.7%
New York	10.5%	Oregon	4.6%	Iowa	2.7%
Colorado	10.3%	Wyoming	4.6%	Minnesota	2.7%
New Jersey	10.2%	District Of Columbia	4.5%	Vermont	2.7%
Nevada	9.3%	Delaware	4.2%	Indiana	2.6%
Connecticut	8.2%	Maryland	4.1%	Kentucky	2.5%
Illinois	7.3%	Georgia	3.9%	Mississippi	2.3%
Utah	6.4%	Louisiana	3.8%	North Dakota	2.3%
Massachusetts	6.1%	Pennsylvania	3.8%	Tennessee	2.2%
Idaho	5.4%	New Hampshire	3.7%	Arkansas	2.1%
Hawaii	5.3%	Wisconsin	3.7%	South Dakota	1.9%
Rhode Island	5.0%	Michigan	3.3%	Maine	1.5%
Kansas	4.9%	South Carolina	3.2%	West Virginia	1.4%

Table 12 shows the percentage of Hispanics in the permanent Federal civilian workforce by state. In FY 2017 New Mexico and Texas had the highest percentages of Hispanics in the permanent Federal civilian workforce, followed by Arizona, California, and Florida.



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