

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

# Annual Report to the President Hispanic Employment in the Federal Government





UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

February 13, 2018

The Honorable Donald J. Trump  
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) *Sixteenth Annual Report on Hispanic Employment in the Federal Government for Fiscal Year 2016*. This report provides data on Hispanic representation in the Federal workforce in compliance with Executive Order 13171, *Hispanic Employment in the Federal Government* (October 12, 2000).

The percentage of Hispanics on-board in the permanent Federal workforce increased from 8.5 percent in FY 2015 to 8.6 percent in FY 2016.

Among the agencies and departments, twenty increased their percentage of Hispanic employees on-board, and five remained unchanged when compared to FY 2015. In FY 2016, the percentage of Hispanic permanent new hires increased from 8.5 percent in FY 2015 to 8.6 percent in FY 2016.

To support the Government-wide effort to improve Hispanic recruitment and retention, OPM's Center for Outreach, Diversity, and Inclusion is providing technical assistance training to senior leaders across Government to understand, harness, and leverage the power of diversity and inclusion, and provide lessons to recognize unconscious bias, and how to improve employee inclusion, and team productivity.

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 principles.

Sincerely,

A handwritten signature in blue ink that reads "Kathleen M. McGettigan".

Kathleen M. McGettigan  
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. This summary reports the findings for Fiscal Year (FY) 2016, and strategic activities in support of EO 13171, as well as next steps.

### Findings for Fiscal Year 2016

The percentage of on-board Hispanic permanent Federal employees increased to 8.6 percent in FY 2016, up slightly from 8.5 percent in FY 2015.

Hiring data for positions in the Senior Executive Service (SES) showed a decrease of Hispanic new hires from 4.1 percent in FY 2015 to 3.3 percent in FY 2016. Nonetheless, the total percentage of on-board Hispanic SES employees increased from 4.4 percent in FY 2015 to 4.6 percent in FY 2016.

Retention continues to be a challenge for Federal employees, including Hispanics. The percentage of Hispanic Federal employees resigning from Federal service increased to 8.9 percent in FY 2016 from 8.2 percent during FY 2015.

The top professional occupations in which Hispanic individuals were hired into Federal service are:

- Nurse,
- Medical Officer,
- Auditing,
- Contracting, and
- General Attorney.

The top administrative occupations included:

- Information Technology Management,
- General Inspection, Investigation, Enforcement, and Compliance,
- Miscellaneous Administration,
- Customs and Border Protection, and
- Management and Program Analysis.

In terms of states with the highest percentage of permanent Hispanic Federal workers, New Mexico leads with 27.3 percent, followed by Texas, Arizona, California, Florida, New York, Colorado, New Jersey, Nevada, and Connecticut.

## Strategic Activities

In Fiscal Year (FY) 2016, 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 released the second generation Inclusive Diversity Strategic Plan (the Plan). This plan outlines the second phase of implementation of the President's 2011 Executive Order 13583, Establishing a Coordinated Governmentwide Initiative to Promote Diversity and Inclusion in the Federal Workforce. The Plan provides Federal agencies a path for continuing to create and foster a Federal workforce that includes and engages Federal employees and draws from all segments of society. The plan can be found at: <https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reports/governmentwide-inclusive-diversity-strategic-plan-2016.pdf>.
- OPM renewed the Hispanic Council on Federal Employment for two years. 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 actively advises the Director of OPM on specific practices and recommendations related to the recruitment, retention, and advancement of Hispanics in the Federal workplace. OPM will continue to collaborate and fully support the Hispanic Council on Federal Employment (Council).
- In addition, members of the Council actively participate in other Federal groups such as the Federal Interagency Working Group (FIWG), and the Diversity and Inclusion in Government (DIG) Council to share the perspectives and concerns from Hispanic organizations. FIWG is a White House Initiative on Educational Excellence for Hispanics.
- OPM continued to provide technical assistance to agencies on applicant flow data. OPM recognizes post-audit applicant flow data as an important tool that can be used to assess the effectiveness of recruitment and outreach, and thus inform future efforts. 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 September 2016, 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 150 current college students (undergraduate and graduate) on site and

approximately 130 via webcast. Ms. Alejandra Ceja, Executive Director, 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 resume writing workshop, 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.

These are the types of strategic activities OPM is recommending to agencies that can help to broaden their outreach to the Hispanic community and ultimately into the Federal Workforce.

### **Looking Ahead**

In last year's submission, we reported that OPM and the Equal Employment Opportunity Commission agreed to a recommendation from the HCFE which required 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 any identified barriers to equal employment opportunity. The barrier analysis will consist of the following elements: Workforce Analysis, Root Cause Analysis, Solution Development, and Best Practices. Agency submissions are due on January 31, 2018. I look forward to sharing the results in next year's report.

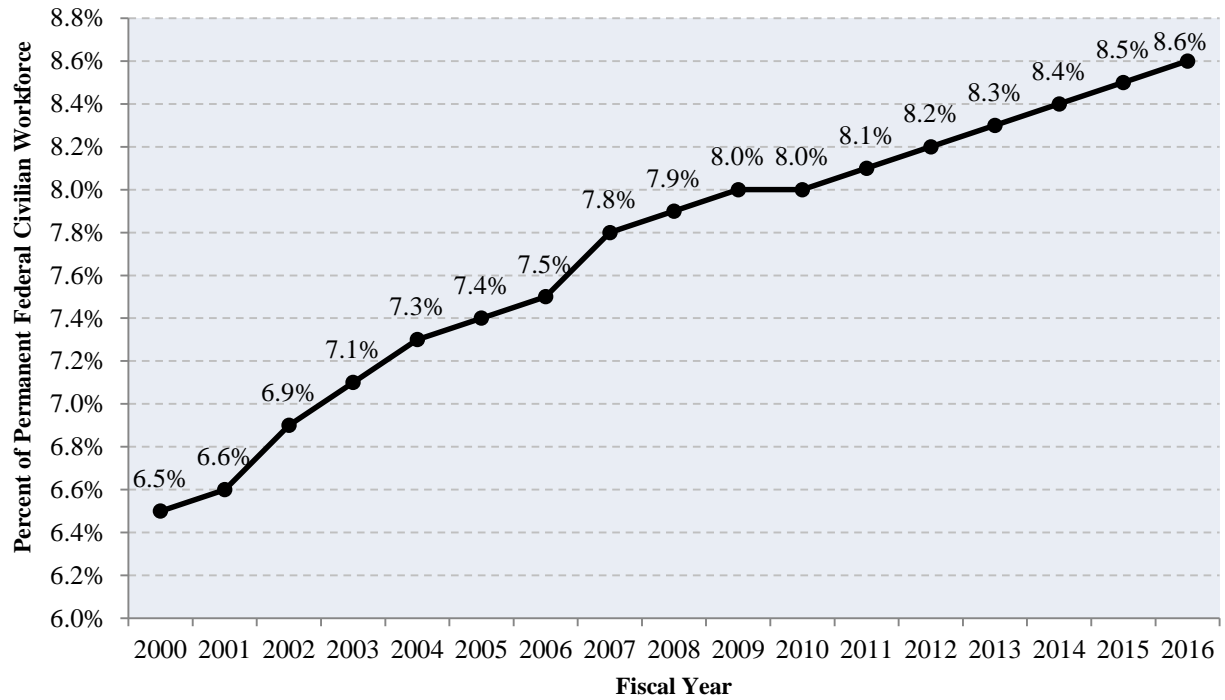
### **Conclusion**

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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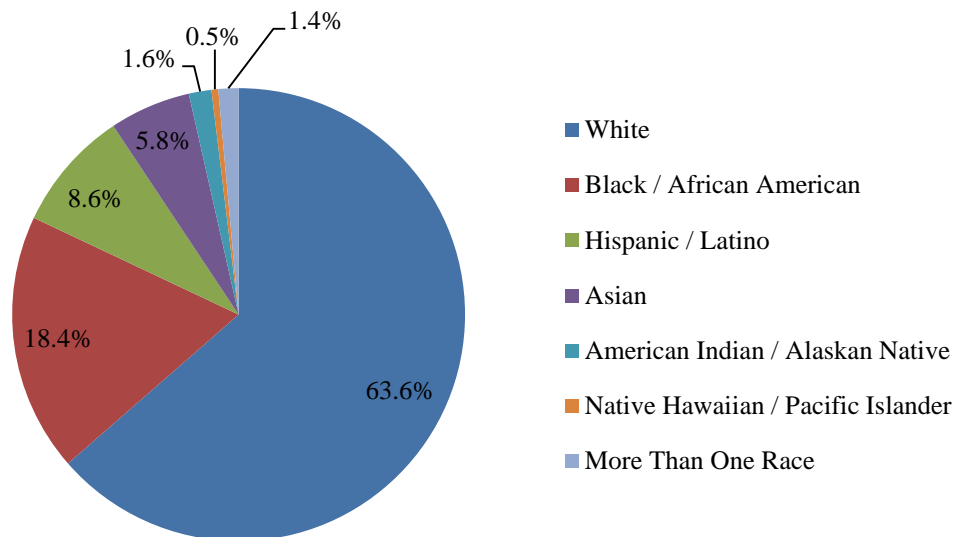
**Figure 1. FY 2016 Hispanic Representation  
in the Permanent Federal Civilian Workforce 2000-2016**



Data Source:  
U.S. Office of Personnel Management  
CPDF, EHRI-SDM  
as of September 30 of each year: 2000-2016

Figure 1 illustrates an increase in Hispanic representation in the permanent Federal civilian workforce between FY 2000 (6.5%) and FY 2016 (8.6%).

**Figure 2. FY 2016 Distribution of All Permanent Federal Employees**



Data Source:  
U.S. Office of Personnel Management  
EHRI-SDM  
September 2016

<sup>1</sup>Figure 2 illustrates the distribution of all permanent Federal employees as of September 30, 2016. In FY 2016, Hispanics represented 8.6 percent of the total Federal workforce, while Whites represented 63.6 percent, Blacks represented 18.4 percent, Asians represented 5.8 percent, American Indian / Alaskan Natives represented 1.6 percent, Native Hawaiian / Pacific Islanders represented 0.5 percent, and 1.4% of employees identified as more than one race.

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<sup>1</sup> 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, the “two or more races” category has been added.



Agency	Hispanics On-Board Sep 30, 2015		Hispanics On-Board Sep 30, 2016		TREND
	#	%	#	%	
Homeland Security	38,055	21.6%	39,363	22.0%	▲
Social Security Administration	9,686	15.2%	9,707	15.3%	▲
Equal Employment Opportunity Commission	327	14.5%	314	14.9%	▲
Treasury	8,849	9.8%	9,303	10.2%	▲
Justice	10,213	9.1%	10,524	9.3%	▲
Labor	1,419	9.1%	1,444	9.3%	▲
Housing and Urban Development	616	7.6%	612	7.7%	▲
Transportation	4,051	7.5%	4,162	7.7%	▲
Air Force	11,620	7.4%	11,885	7.5%	▲
Agriculture	5,695	7.3%	5,967	7.5%	▲
Army	17,573	7.5%	17,602	7.5%	■
National Aeronautics and Space Administration	1,178	6.9%	1,260	7.4%	▲
Veterans Affairs	23,947	6.9%	24,357	6.9%	■
Energy	974	6.7%	995	6.8%	▲
Environmental Protection Agency	962	6.6%	992	6.8%	▲
States (Minus Foreign SVC)	628	6.1%	668	6.3%	▲
Defense <sup>2</sup>	6,135	6.1%	6,423	6.2%	▲
Interior	3,265	6.1%	3,366	6.2%	▲
Education	208	5.3%	228	5.7%	▲
Navy	10,755	5.4%	11,424	5.6%	▲
General Services Administration	590	5.4%	612	5.5%	▲
All Other Agencies	2,662	5.3%	2,762	5.5%	▲
Office of Personnel Management	257	5.2%	274	5.2%	■
Commerce	2,084	4.8%	2,115	4.8%	■
Health and Human Services	2,136	3.3%	2,204	3.3%	■
<b>Governmentwide</b>	<b>163,885</b>	<b>8.5%</b>	<b>168,563</b>	<b>8.6%</b>	<b>▲</b>

**Legend:** ▲ = Increase ▼ = Decrease ■ = No Change

As shown in Table 1, Hispanic representation in the Federal permanent workforce increased to 8.6 percent in FY 2016. Among the agencies and departments reported, 20 increased their percentage of Hispanics on-board and 5 remained unchanged from the previous reporting period.

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

Agency	Hispanic New Hires Sep 30, 2015		Hispanic New Hires Sep 30, 2016		TREND
	#	%	#	%	
Homeland Security	2,533	23.0%	3,662	23.3%	▲
Equal Employment Opportunity Commission	23	8.1%	3	15.0%	▲
Labor	89	9.3%	123	13.9%	▲
National Aeronautics and Space Administration	53	12.0%	93	13.1%	▲
Treasury	482	12.5%	830	13.1%	▲
Social Security Administration	481	11.4%	332	12.3%	▲
Justice	603	10.3%	882	12.1%	▲
Agriculture	350	7.7%	436	9.3%	▲
State (Minus Foreign SVC)	40	6.8%	66	7.8%	▲
Energy	50	5.7%	61	7.5%	▲
Education	5	2.0%	20	7.0%	▲
Transportation	178	7.3%	173	6.7%	▼
Air Force	770	6.7%	854	6.6%	▼
Army	762	4.8%	1,063	6.3%	▲
Veterans Affairs	2,448	6.7%	2,205	6.3%	▼
Environmental Protection Agency	19	4.1%	41	6.0%	▲
Defense	474	5.8%	551	5.6%	▼
All Other Agencies	175	5.4%	176	5.5%	▲
Commerce	185	5.3%	202	5.4%	▲
Navy	821	4.1%	973	5.4%	▲
Housing and Urban Development	18	6.1%	18	5.3%	▼
Interior	100	3.6%	158	4.8%	▲
Office of Personnel Management	12	3.5%	16	3.5%	■
Health and Human Services	113	2.4%	161	3.0%	▲
General Services Administration	14	3.2%	20	2.7%	▼
<b>Governmentwide</b>	<b>10,798</b>	<b>7.5%</b>	<b>13,119</b>	<b>8.6%</b>	<b>▲</b>

**Legend:** ▲ = Increase ▼ = Decrease ■ = No Change

As shown in Table 2, current data indicates the hiring percentage of Hispanics into major agencies Governmentwide has increased since FY 2015. In FY 2016, Department of Homeland Security, Veterans Affairs, Army, Navy, and Department of Justice accounted for 67.0 percent of all Hispanic permanent new hires.

Pay System	Number of Permanent New Hires		Number of Hispanic Permanent New Hires		Percent of Hispanic Permanent New Hires	
	FY 2015	FY 2016	FY 2015	FY 2016	FY 2015	FY 2016
Pay Plans GS, GL, GM <sup>4</sup>	95,674	103,290	6,662	7,945	7.0%	7.7%
Other White Collar	28,480	31,141	3,030	3,925	10.6%	12.6%
Blue Collar	18,814	18,349	1,091	1,236	5.8%	6.7%
SES	369	304	15	10	4.1%	3.3%
Unspecified	3	7	0	3	0.0%	42.9%
<b>Total</b>	<b>143,340</b>	<b>153,091</b>	<b>10,798</b>	<b>13,119</b>	<b>7.5%</b>	<b>8.6%</b>

Table 3 compares Governmentwide Hispanic hiring to permanent positions for FY 2015 to FY 2016 by pay plan. The overall percentage of Hispanic permanent new hires increased since FY 2015. The percentage of Hispanic permanent new hires in GS, GL, and GM pay plans increased from 7.0 percent in FY 2015 to 7.7 percent in FY 2016. The percentage of Hispanics new hires in other white-collar occupations increased from 10.6 percent in FY 2015 to 12.6 percent in FY 2016. The percentage of Hispanics hired in blue-collar occupations increased from 5.8 percent in FY 2015 to 6.7 percent in FY 2016. The percentage of Hispanic new hires in SES positions decreased from 4.1 percent in FY 2015 to 3.3 percent in FY 2016.

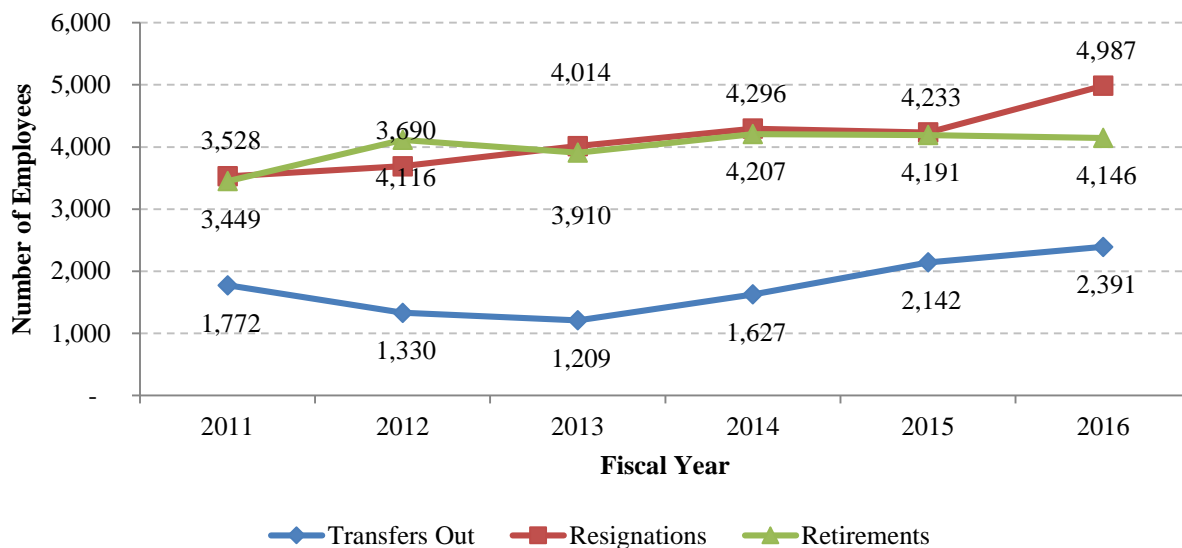
Pay System	Governmentwide Permanent On-Board Total		Hispanic Permanent On-Board Total		Hispanic Permanent On-Board Percent	
	FY 2015	FY 2016	FY 2015	FY 2016	FY 2015	FY 2016
Pay Plans GS, GL, GM	1,379,425	1,381,618	120,421	123,143	8.7%	8.9%
Other White Collar	356,234	379,784	29,469	31,328	8.3%	8.2%
Blue Collar	181,409	181,828	13,643	13,717	7.5%	7.5%
SES	7,891	8,077	348	373	4.4%	4.6%
Unspecified	33	27	4	2	12.1%	7.4%
<b>Total</b>	<b>1,924,992</b>	<b>1,951,334</b>	<b>163,885</b>	<b>168,563</b>	<b>8.5%</b>	<b>8.6%</b>

Table 4 compares Governmentwide and Hispanic on-board permanent employment for FY 2015 to FY 2016 by pay plan. Hispanic representation in the permanent Federal workforce increased from 8.5 percent in FY 2015 to 8.6 percent in FY 2016.

<sup>3</sup> Table 3: The percentage of Hispanics does not include individuals designated as “Unspecified Ethnicity and Race.” Therefore, the percentages used to represent new hires are not a direct calculation from the total Federal workforce.

<sup>4</sup> GS – General Schedule, GL – pay plan code for law enforcement employees, GM – General Management

**Figure 3. FY 2016 Hispanic Separations Among the Permanent Federal Civilian Workforce 2011-2016<sup>5</sup>**



Type of Separation	2011		2012		2013		2014		2015		2016	
	#	%	#	%	#	%	#	%	#	%	#	%
Transfers Out	1,772	7.0%	1,330	6.7%	1,209	6.8%	1,627	8.0%	2,142	7.6%	2,391	7.9%
Resignations	3,528	8.5%	3,690	7.8%	4,014	8.1%	4,296	8.5%	4,233	8.2%	4,987	8.9%
Retirements	3,449	5.8%	4,116	6.0%	3,910	6.1%	4,207	6.2%	4,191	6.5%	4,146	6.6%

Figure 3 illustrates the percentage of permanent Hispanic Federal employees who transferred to different agencies or separated from Federal service via resignation or retirement from FY 2011 through FY 2016. Hispanics represented 7.9 percent of permanent employees who transferred to another agency, 8.9 percent of permanent employees who resigned from Federal service, and 6.6 percent of permanent employees who retired in FY 2016.

<sup>5</sup>Separations are actions that end employment with an agency. Actions covered in Figure 3 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.

Pay System	Governmentwide Transfers Out		Number of Hispanic Transfers Out		Percentage of Hispanic Transfers Out	
	FY 2015	FY 2016	FY 2015	FY 2016	FY 2015	FY 2016
Pay Plans GS, GL, GM	23,210	24,019	1,745	1,830	7.5%	7.6%
Other White Collar	2,879	3,797	281	336	9.8%	8.8%
Blue Collar	1,734	1,964	108	159	6.2%	8.1%
SES	172	171	6	7	3.5%	4.1%
Unspecified	10	506	2	59	20.0%	11.7%
<b>Total</b>	<b>28,005</b>	<b>30,457</b>	<b>2,142</b>	<b>2,391</b>	<b>7.6%</b>	<b>7.9%</b>

Table 5 compares Governmentwide transfers to Hispanic transfers among permanent employees from FY 2015 to FY 2016 by pay plan. Hispanic representation among Federal employees who transferred increased from 7.6 percent in FY 2015 to 7.9 percent in FY 2016. The percentage of Hispanic permanent employees who transferred to other agencies increased in pay plans GS, GL, GM, blue collar, and SES; and decreased in other white collar pay plans since FY 2015.

Pay System	Governmentwide Resignations		Number of Hispanic Resignations		Percentage of Hispanic Resignations	
	FY 2015	FY 2016	FY 2015	FY 2016	FY 2015	FY 2016
Pay Plans GS, GL, GM	35,037	36,484	2,623	2,879	7.5%	7.9%
Other White Collar	11,360	12,452	1,232	1,526	10.8%	12.3%
Blue Collar	5,076	5,418	369	407	7.3%	7.5%
SES	220	219	7	8	3.2%	3.7%
Unspecified	30	1,155	2	167	6.7%	14.5%
<b>Total</b>	<b>51,723</b>	<b>55,728</b>	<b>4,233</b>	<b>4,987</b>	<b>8.2%</b>	<b>8.9%</b>

Table 6 compares Governmentwide Hispanic representation among permanent employees who resigned from Government employment in FY 2015 to FY 2016 by pay plan. Hispanic Federal employee's resignation percentage increased from 8.2 percent in FY 2015 to 8.9 percent in FY 2016. The data indicates an increase of 754 Hispanic employees resigned from FY 2015 to FY 2016.

Pay System	Governmentwide Retirements		Number of Hispanic Retirements		Percentage of Hispanic Retirements	
	FY 2015	FY 2016	FY 2015	FY 2016	FY 2015	FY 2016
Pay Plans GS, GL, GM	46,158	44,179	3,036	2,973	6.6%	6.7%
Other White Collar	11,278	11,286	611	609	5.4%	5.4%
Blue Collar	6,472	5,966	519	445	8.0%	7.5%
SES	566	583	23	20	4.1%	3.4%
Unspecified	10	1,140	2	99	20.0%	8.7%
<b>Total</b>	<b>64,484</b>	<b>63,154</b>	<b>4,191</b>	<b>4,146</b>	<b>6.5%</b>	<b>6.6%</b>

Table 7 compares Governmentwide Hispanic retirees to permanent employees for FY 2015 to FY 2016 by pay plan. Hispanic representation among Federal retirees has slightly increased from 6.5 percent in FY 2015 to 6.6 percent in FY 2016. The data indicates a decrease (45) in the number of Hispanics retiring in FY 2016 compared to FY 2015.

Occupational Group	Governmentwide Total		Hispanic Number		Hispanic Percentage	
	FY 2015	FY 2016	FY 2015	FY 2016	FY 2015	FY 2016
Professional	36,737	36,585	1,885	1,852	5.1%	5.1%
Administrative	30,298	32,984	1,838	2,267	6.1%	6.9%
<b>Total</b>	<b>67,035</b>	<b>69,569</b>	<b>3,723</b>	<b>4,119</b>	<b>5.6%</b>	<b>5.9%</b>

Table 8 compares Governmentwide Hispanic representation among professional and administrative occupations between FY 2015 to FY 2016. The percentage of Hispanic hiring for professional and administrative occupations increased from 5.6 percent in FY 2015 to 5.9 percent in FY 2016. The percentage of Hispanic new hires in professional occupations remained the same from FY 2015 to FY 2016. The percentage of Hispanic new hires for administrative occupations increased from 6.1 percent in FY 2015 to 6.9 percent in FY 2016.

<b>Table 9. FY 2016 Hispanic Hiring into the Top Professional Occupations</b>			
<b>Occupational Series</b>	<b>Governmentwide Total</b>	<b>Hispanic Number</b>	<b>Hispanic Percent</b>
All Professional Occupations	36,585	1,852	5.1%
0610-Nurse	8,390	424	5.1%
0602-Medical Officer	3,241	141	4.4%
0511-Auditing	523	123	23.5%
1102-Contracting	2,869	116	4.0%
0905-General Attorney	1,793	75	4.2%
0855-Electronics Engineering	956	63	6.6%
0830-Mechanical Engineering	1,211	59	4.9%
0801-General Engineering	1,070	51	4.8%
0401-General Natural Resources Management and Biological Sciences	741	49	6.6%
0185-Social work	1,139	48	4.2%
0644-Medical Technologist	493	43	8.7%
0850-Electrical Engineering	495	42	8.5%
0810-Civil Engineering	670	39	5.8%
0601-General Health Science	889	38	4.3%
0510-Accounting	624	33	5.3%
0180-Psychology	595	28	4.7%
0101-Social Science	689	27	3.9%
0660-Pharmacist	825	24	2.9%
1550-Computer Science	649	21	3.2%
0861-Aerospace Engineering	449	21	4.7%

Table 9 shows the top 20 professional occupations with the most new hires Governmentwide. In FY 2016, Hispanics represented 1,852 or 5.1 percent of hiring in the top professional occupations. The largest number of Hispanic new hires was nurses (424). The highest percentage of Hispanic new hires were found in auditing (23.5%), medical technologist (8.7%), electrical engineering (8.5%), electronics engineering (6.6%), and general natural resources management and biological sciences (6.6%).

<b>Table 10. FY 2016 Hispanic Hiring into the Top Administrative Occupations</b>			
<b>Occupational Series</b>	<b>Governmentwide Total</b>	<b>Hispanic Number</b>	<b>Hispanic Percent</b>
All Administrative Occupations	32,984	2,267	6.9%
2210-Information Technology Management	4,904	249	5.1%
1801-General Inspection, Investigation, Enforcement, and Compliance Series	1,662	219	13.2%
0301-Miscellaneous Administration and Program Series	3,753	206	5.5%
1895-Customs and Border Protection	553	174	31.5%
0343-Management and Program Analysis	2,651	138	5.2%
0105-Social Insurance Administration Series	723	96	13.3%
1811-Criminal Investigation	1,006	79	7.9%
0132-Intelligence	1,088	62	5.7%
0201-Human Resources Management	1,000	60	6.0%
0901-General Legal and Kindred Administration	723	57	7.9%
0346-Logistics Management	971	55	5.7%
0080-Security Administration	935	48	5.1%
0501-Financial Administration and Program	887	46	5.2%
0996-Veterans Claims Examining	565	46	8.1%
2101-Transportation Specialist	445	44	9.9%
2152-Air Traffic Control	429	39	9.1%
1101-General Business and Industry	591	34	5.8%
1910-Quality Assurance	646	28	4.3%
1712-Training Instruction	434	25	5.8%
0603-Physician Assistant	416	19	4.6%

Table 10 shows the top 20 administrative occupations with the most new hires Governmentwide. In FY 2016, Hispanics represented 2,267 or 6.9 percent of hiring in the top administrative occupations. The largest number of Hispanic new hires was in information technology management (249). The greatest percentage of Hispanic new hires in administrative occupations were in customs and border protection (31.5 %), social insurance administration (13.3%), general inspection, investigation, enforcement, and compliance (13.2%), transportation specialist (9.9%) and air traffic control (9.1%).



<b>Table 11. FY 2016 Hispanic Permanent Federal Civilian Workforce by State as of September 30, 2016</b>					
<b>State</b>	<b>% Hispanic</b>	<b>State</b>	<b>% Hispanic</b>	<b>State</b>	<b>%Hispanic</b>
New Mexico	27.3%	Washington	4.6%	Nebraska	3.1%
Texas	25.7%	Virginia	4.5%	Montana	3.0%
Arizona	17.8%	Oklahoma	4.4%	Missouri	2.8%
California	17.5%	Oregon	4.4%	Ohio	2.7%
Florida	16.4%	District of Columbia	4.4%	Indiana	2.6%
New York	10.2%	North Carolina	4.3%	Alabama	2.5%
Colorado	10.0%	Wyoming	4.3%	Minnesota	2.5%
New Jersey	9.8%	Alaska	4.2%	Iowa	2.4%
Nevada	9.2%	Maryland	3.8%	Kentucky	2.3%
Connecticut	7.9%	Delaware	3.8%	Vermont	2.2%
Illinois	7.0%	Georgia	3.8%	Mississippi	2.2%
Utah	6.2%	Pennsylvania	3.6%	Tennessee	2.1%
Massachusetts	5.6%	New Hampshire	3.6%	North Dakota	2.1%
Idaho	5.1%	Louisiana	3.6%	Arkansas	2.1%
Hawaii	5.0%	Wisconsin	3.5%	South Dakota	1.6%
Rhode Island	4.8%	South Carolina	3.3%	West Virginia	1.4%
Kansas	4.6%	Michigan	3.1%	Maine	1.2%

Table 11 shows the percentage of Hispanics in the permanent Federal civilian workforce by state. In FY 2016 New Mexico and Texas had the highest percentages of Hispanics in the permanent Federal civilian workforce, followed by Arizona, California, and Florida.



**U.S. Office of Personnel Management**

Employee Services

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