

Annual Report to Congress

FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM

October 1, 1999 - September 30, 2000
(FY 2000)



United States Office of
Personnel Management

Employment Service
Diversity Office

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

Table of Contents

Foreword.....	3
Data Coverage and Definitions	4
Executive Summary.....	5
Federal Workforce.....	7
Total Employment	8
Blacks.....	9
Hispanics.....	15
Asian/Pacific Islanders	21
Native Americans.....	27
Women.....	33
Executive Department Workforce Profiles at a Glance	39
Independent Agency Workforce Profiles at a Glance	43
A Report on the Nine-Point Plan	49
Agencies Required to Submit Reports	54

FOREWORD

The U.S. Office of Personnel Management (OPM) presents the Fiscal Year 2000 Federal Equal Opportunity Recruitment Program (FEORP) report. The FEORP is an important recruiting initiative designed to eliminate underrepresentation of minorities and women in the Federal service. It was established and assigned to OPM by the Civil Service Reform Act of 1978 (5 U.S.C. 7201).

Federal agencies should use the FEORP report as a resource to develop strategic plans to increase diversity, as well as to develop recruitment and retention programs. We encourage agency heads to ensure that the FEORP is clearly understood by selecting officials and all levels of management.

We suggest that this FEORP report be widely distributed; copies may be obtained by calling OPM's Diversity Office at 202-606-1059.

DATA COVERAGE AND DEFINITIONS

On-board Federal employment statistics used in this report are as of September 30, 2000. All data are produced from the Office of Personnel Management's (OPM) Central Personnel Data File (CPDF). The **Federal workforce** (FW) referred to in this report covers permanent employees in those nonpostal Federal executive branch agencies participating in the CPDF. The FW is limited to workers in General Schedule and Related (GSR) pay plans, total blue-collar pay plans, and employees at Senior Pay levels. All reference made to the General Schedule or "GS" in this report actually refers to GSR pay plans. Senior Pay level employment includes employees in the Senior Executive Service (SES), Senior Foreign Service, and other employees earning salaries above grade 15 of the General Schedule. Only those agencies with 500 or more permanent employees are displayed in this report.

The **Civilian Labor Force** (CLF) data are derived from the Bureau of Labor Statistics September 2000 Current Population Survey (CPS) and the 1990 Decennial Census. The CPS is a sample of 50,000 households across the nation and the sample changes from year-to-year. Because of the changing sample, there can be wide fluctuations in a group, like Hispanics, depending on which households are selected. Due to small sampling size, the CPS does not have separate counts for Asian/Pacific Islanders or Native Americans. Each group's percentage representation in the CPS was extrapolated using the 1990 census to calculate their proportional representation from the CPS "Black and Other" category. The CLF data cover every non-institutionalized individual 16 years of age and older, employed and unemployed, while Federal employment data exclude temporary, intermittent, or term-specific workers. The CLF data include employed and unemployed U.S. citizens and noncitizens, while the CPDF data are predominantly Federally-employed U.S. citizens.

The **Relevant Civilian Labor Force (RCLF)** is the Civilian Labor Force (CLF) data that are directly comparable (or relevant) to the population being considered in the FW. For example, if we were analyzing representation of Black engineers employed in the Federal workforce, we would compare them with Black engineers reported in the CLF. The Black engineers in the CLF represent the RCLF in this example. In the FEORP report, FW comparisons to the RCLF are the basis for occupational analysis.

Underrepresentation, as defined in 5 CFR, Section 720.202, means a situation in which the number of women or members of a minority group 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 women or the minority group constitutes within the civilian labor force of the United States.

Occupational categories discussed in this report are White-Collar and Blue-Collar. The White-Collar category contains Professional, Administrative, Technical, Clerical or "Other" White-Collar occupations. Professional occupations typically call for a baccalaureate degree and, along with Administrative occupations, are the usual sources for selections to senior management and executive positions. Positions in Technical, Clerical, Other, and Blue-Collar occupations are usually limited to lower grades with limited opportunity for promotion to management levels. Advancement in these occupations often depends on individual attainment of further education or advanced skills. Employment data in this report are presented by occupational category and grade groups, in order to show a more informative profile.

NOTE: STATISTICS IN THIS REPORT MAY VARY FROM OTHER RELEASES BECAUSE OF DIFFERENCES IN COVERAGE (e.g., AGENCY, WORK SCHEDULE, TENURE, and DATES).

EXECUTIVE SUMMARY

The U.S. Office of Personnel Management's Fiscal Year (FY) 2000 Federal Equal Opportunity Recruitment Program (FEORP) report shows that the Federal Government continues to be a leader in employing minorities. Despite an overall decline in the Federal workforce, the representation of minorities increased from 30.0 percent in 1999 to 30.4 percent in 2000.

Overall, minority groups are better represented in the Federal workforce (FW) than in the Civilian Labor Force (CLF) with one exception -- Hispanics. Despite a trend of increased Hispanic representation, Hispanics remain the only underrepresented minority group in the Federal Government. Hispanics represent 6.6 percent of the Federal workforce compared to 11.8 percent of the CLF. The Federal Government also lags behind the CLF in the employment of women, 43.8 to 46.6 percent.

It is encouraging to note that the representation of minorities and women at the upper General Schedule and Related (GSR) grades and at Senior Pay levels has improved. The FY 2000 FEORP report shows that the percentage of minorities in GSR grades 13-15 rose from 18.5 percent in 1999 to 19.2 percent in 2000. The percentage of minorities at Senior Pay levels increased from 12.5 percent in 1999 to 13.2 percent in 2000. The percentage of women in GSR grades 13-15 increased from 29.3 percent in 1999 to 30.7 percent in 2000, representation of women at Senior Pay levels rose from 23.1 percent in 1999 to 24.2 percent in 2000.

FEDERAL WORKFORCE

TOTAL EMPLOYMENT

Total employment in permanent General Schedule and Related (GSR) and Blue-Collar pay plans declined by 23,790 workers (1.6 percent) from 1,528,683 as of September 30, 1999, to 1,504,893 as of September 30, 2000. Despite the employment decline, the percent representation of minorities in the Federal workforce (FW) increased from 30.0 percent in 1999 to 30.4 percent in 2000. The FW continued to exceed the Civilian Labor Force (CLF) in the representation of non-minority men and most minorities. Hispanics and women, however, are still underrepresented in the FW. Employment highlights for 2000 include:

Blacks represented 17.6 percent (265,426) of the FW in 2000, compared to 17.4 percent in 1999. Black representation in the CLF was 11.3 percent in 1999 compared to 11.2 percent in 2000. Black representation in the FW was 6.4 percentage points higher than in the CLF in 2000.

Hispanics represented 6.6 percent (98,667) of the FW in 2000, compared to 6.4 percent in 1999. Hispanic representation in the CLF was 11.4 percent in 1999 compared to 11.8 percent in 2000. Hispanic representation in the FW was 5.2 percentage points lower than in the CLF in 2000.

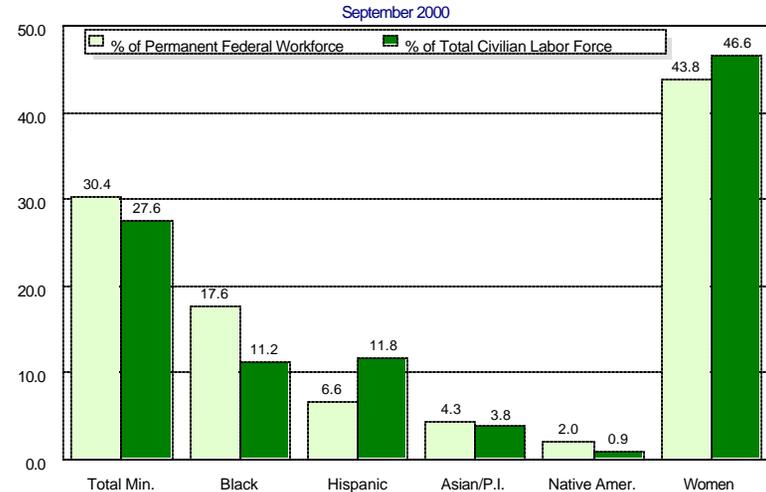
Asian/Pacific Islanders represented 4.3 percent (64,269) of the FW in 2000, compared to 4.2 percent in 1999. Asian/Pacific Islander representation in the CLF was 3.8 percent in 2000 compared to 3.7 percent in 1999. Asian/Pacific Islander representation in the FW was 0.5 percentage points higher than in the CLF in 2000.

Native Americans represented 2.0 percent (29,524) of the FW in 2000, compared to 1.9 percent in 1999. Native American representation in the CLF was 0.9 percent in 2000, compared to 0.8 percent in 1999. Native American representation in the FW was 1.1 percentage points higher than in the CLF in 2000.

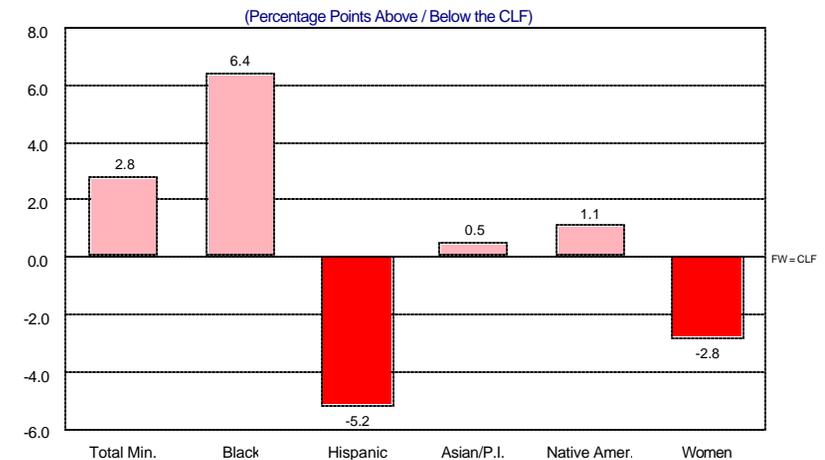
Women represented 43.8 percent (659,689) of the FW in 2000, compared to 43.5 percent in 1999. The representation of women in the CLF was 46.6 percent in 2000 compared to 46.3 percent in 1999. The representation of women in the FW was 2.8 percentage points lower than in the CLF in 2000.

Non-minority men represented 42.1 percent (634,312) of the FW in 2000 compared to 42.6 percent in 1999. The representation of non-minority men in the CLF was 39.1 percent in 2000 compared to 39.2 percent in 1999. The representation of non-minority men in the FW was 3.0 percentage points higher than in the CLF in 2000.

Comparison of Permanent Federal Workforce and Total Civilian Labor Force



Hispanics and Women are Underrepresented in the Federal Workforce Relative to the Total Civilian Labor Force



BLACKS IN THE FEDERAL WORKFORCE

BLACK EMPLOYMENT

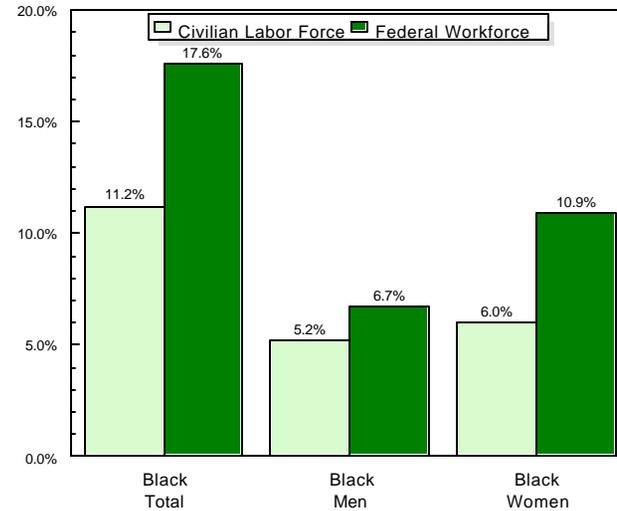
Black employees represented 17.6 percent (265,426) of the permanent Federal workforce (FW) as of September 30, 2000, compared to 11.2 percent in the civilian labor force (CLF). The FW and CLF percentages in 1999 were 17.4 and 11.3 percent, respectively.

Black men represented 6.7 percent of the FW and 5.2 percent of the CLF in 2000, the same as in 1999.

Black women represented 10.9 percent of the FW and 6.0 percent of the CLF in 2000. In 1999, these percentages were 10.7 and 6.1, respectively.

Black men and women exceed their representation in the civilian labor force.

September 2000



BLACKS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

Black employment in professional occupations increased by 522 from 27,427 in 1999 to 27,949 in 2000. Blacks represented 8.5 percent of all Federal employees in this occupational category in 2000, compared with 8.3 percent in 1999.

Black employment in administrative occupations increased by 2,837 from 74,403 in 1999 to 77,240 in 2000. Blacks represented 15.9 percent of all Federal employees in this occupational category in 2000, compared with 15.3 percent in 1999.

Black employment in technical occupations declined by 913 from 73,163 in 1999 to 72,250 in 2000. Blacks represented 24.1 percent of all Federal employees in this occupational category in 2000, compared with 23.9 percent in 1999.

Black employment in clerical occupations declined by 2,286 from 43,572 in 1999 to 41,286 in 2000. Blacks represented 29.1 percent of all Federal employees in this occupational category in 2000, compared with 28.8 percent in 1999.

Over two-thirds (66.8 percent) of all Blacks in the Federal workforce are employed in professional, administrative, and technical occupations.

Blacks as a Percent of All Employees
in each Occupational Category

(September 2000)

	<u>Black Employment</u>	<u>Percent of FW</u>
Professional	27,949	8.5
Administrative	77,240	15.9
Technical	72,250	24.1
Clerical	41,286	29.1
Other	8,102	17.5
White-Collar	226,827	17.4
Blue-Collar	38,599	18.9
Total	265,426	17.6

BLACK DISTRIBUTION BY GENERAL SCHEDULE AND RELATED GRADE GROUPS AND SENIOR PAY

Blacks represented 29.6 percent (17,855) of all employees in General Schedule and Related (GSR) grades 1 through 4 in 2000, including 4,620 Black men and 13,235 Black women. Blacks in this grade group declined by 1,232 since 1999.

Blacks represented 26.1 percent (95,816) of all employees in GSR grades 5 through 8 in 2000, including 22,805 Black men and 73,011 Black women. Blacks in this grade group declined by 1,479 since 1999.

Blacks represented 15.0 percent (81,045) of all employees in GSR grades 9 through 12 in 2000, including 27,986 Black men and 53,059 Black women. Blacks in this grade group increased by 1,339 since 1999.

Blacks represented 9.7 percent (31,076) of all employees in GSR grades 13 through 15 in 2000, including 13,676 Black men and 17,400 Black women. Blacks in this grade group increased by 1,911 since 1999.

Blacks represented 7.1 percent (1,037) of all employees in Senior Pay levels in 2000, including 634 Black men and 403 Black women. Blacks at Senior Pay levels increased by 71 since 1999.

Blacks as a Percent of All Employees
in General Schedule and Related Grade Groups and Senior Pay

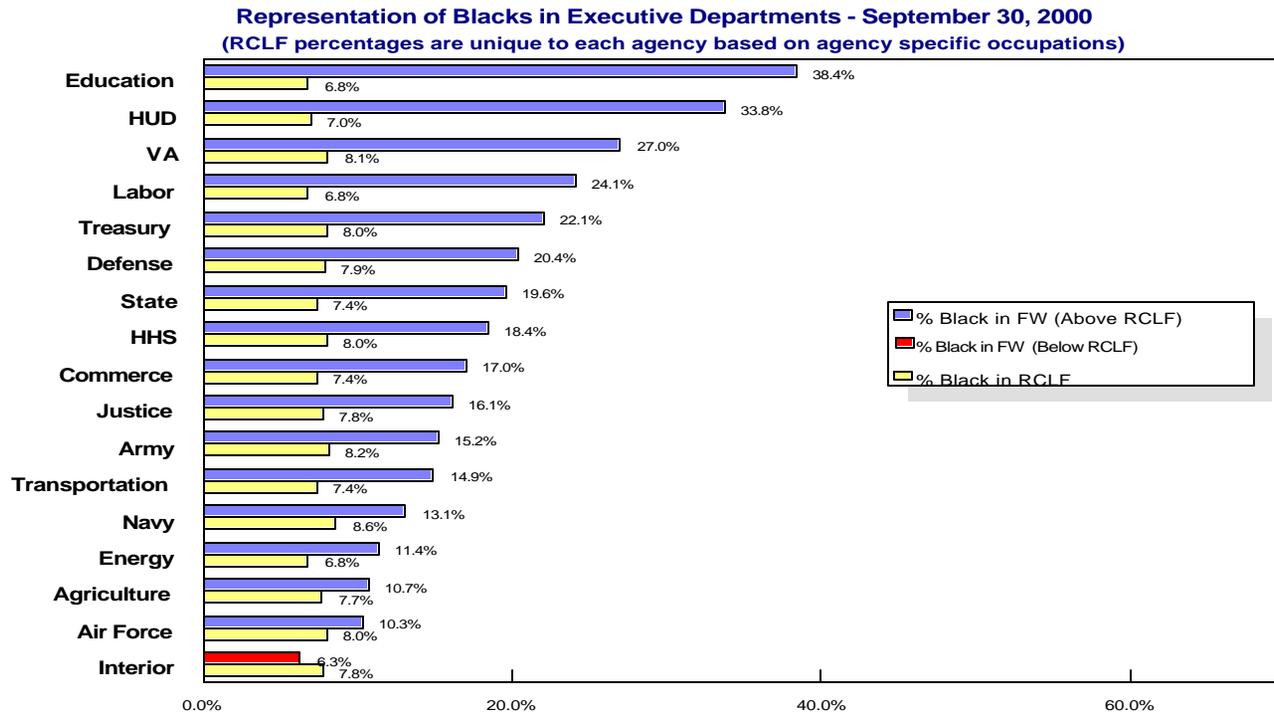
(September 2000)

	<u>Black Employment</u>	<u>Percent of FW</u>
GSR 1-4	17,855	29.6
GSR 5-8	95,816	26.1
GSR 9-12	81,045	15.0
GSR 13-15	31,076	9.7
Senior Pay	1,037	7.1

BLACKS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 16 OF 17 EXECUTIVE DEPARTMENTS

Black representation in the FW met or exceeded Black representation in the Relevant Civilian Labor Force (RCLF) in the following 16 Executive Departments: Education, Housing and Urban Development (HUD), Veterans Affairs (VA), Labor, Treasury, Defense, State, Health and Human Services (HHS), Commerce, Justice, Army, Transportation, Navy, Energy, Agriculture, and Air Force.

Black representation in the Department of the Interior was below the Black representation in the RCLF.

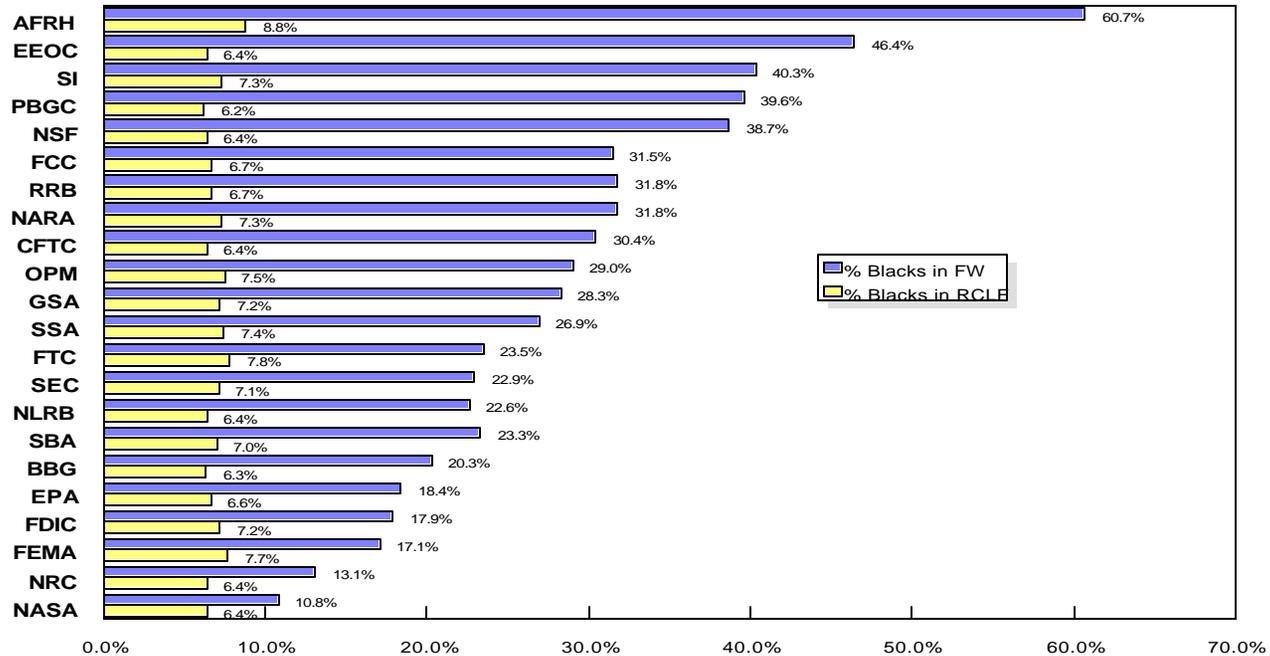


Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2000.
 Civilian data derived from the 1990 Census.

BLACKS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN ALL 22 INDEPENDENT AGENCIES

Black representation in the FW met or exceeded Black representation in the Relevant Civilian Labor Force (RCLF) in the following 22 independent agencies: Armed Forces Retirement Home (AFRH), Equal Employment Opportunity Commission (EEOC), Smithsonian Institution (SI), National Science Foundation (NSF), Pension Benefit Guaranty Corporation (PBGC), National Archives and Records Administration (NARA), Federal Communications Commission (FCC), Railroad Retirement Board (RRB), Commodity Futures Trading Commission (CFTC), Office of Personnel Management (OPM), General Services Administration (GSA), Social Security Administration (SSA), Securities and Exchange Commission (SEC), Federal Trade Commission (FTC), National Labor Relations Board (NLRB), Small Business Administration (SBA), Broadcasting Board of Governors (BBG), Environmental Protection Agency (EPA), Federal Deposit Insurance Corporation (FDIC), Federal Emergency Management Agency (FEMA), Nuclear Regulatory Commission (NRC), and the National Aeronautics and Space Administration (NASA).

Representation of Blacks in Independent Agencies (500+Employees) - September 30, 2000
 (RCLF percentages are unique to each agency based on agency specific occupations)



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2000. Civilian data derived from the 1990 Census.

HISPANICS IN THE FEDERAL WORKFORCE

HISPANIC EMPLOYMENT

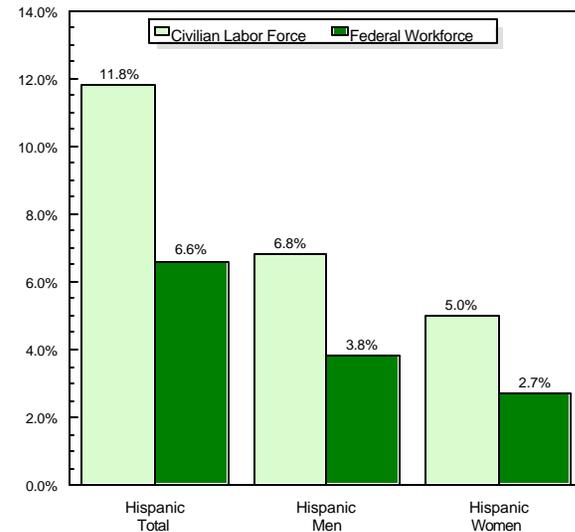
Hispanic employees represented 6.6 percent (98,667) of the permanent Federal workforce (FW) as of September 30, 2000, compared to 11.8 percent in the civilian labor force (CLF). The FW and CLF percentages in 1999 were 6.4 and 11.4 percent, respectively.

Hispanic men represented 3.8 percent of the FW compared to 6.8 percent of the CLF in 2000. In 1999, these percentages were 3.8 and 6.6, respectively.

Hispanic women represented 2.7 percent of the FW compared to 5.0 percent of the CLF in 2000. In 1999, these percentages were 2.6 and 4.8, respectively.

Hispanic men and women are still underrepresented compared to the civilian labor force.

September 2000



HISPANICS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

Hispanic employment in professional occupations increased by 217 from 13,340 in 1999 to 13,557 in 2000. Hispanics represented 4.1 percent of all Federal employees in this occupational category in 2000, the same as in 1999.

Hispanic employment in administrative occupations increased by 401 from 29,999 in 1999 to 30,400 in 2000. Hispanics made up 6.2 percent of all Federal employees in this occupational category in 2000, the same as in 1999.

Hispanic employment in technical occupations increased by 338 from 21,886 in 1999 to 22,224 in 2000. Hispanics represented 7.4 percent of all Federal employees in this occupational category in 2000 compared with 7.2 percent in 1999.

Hispanic employment in clerical occupations declined by 492 from 10,683 in 1999 to 10,191 in 2000. Hispanics made up 7.2 percent of all Federal employees in this occupational category in 2000, compared with 7.1 percent in 1999.

Two-thirds (67.1 percent) of all Hispanics in the Federal workforce are employed in professional, administrative, and technical occupations.

Hispanics as a Percent of All Employees
in each Occupational Category

(September 2000)

	<u>Hispanic Employment</u>	<u>Percent of FW</u>
Professional	13,557	4.1
Administrative	30,400	6.2
Technical	22,224	7.4
Clerical	10,191	7.2
Other	7,232	15.6
White-Collar	83,604	6.4
Blue-Collar	15,063	7.4
Total	98,667	6.6

HISPANICS - EMPLOYMENT BY GENERAL SCHEDULE AND RELATED GRADE GROUPS AND SENIOR PAY

Hispanics represented 7.9 percent (4,777) of all employees in General Schedule and Related (GSR) grades 1 through 4. There were 1,621 Hispanic men and 3,156 Hispanic women at these grades in 2000. Hispanics in this grade group declined by 153 since 1999.

Hispanics represented 8.2 percent (29,916) of all employees in GSR grades 5 through 8. There were 11,728 Hispanic men and 18,188 Hispanic women at these grades in 2000. Hispanics in this grade group increased by 453 since 1999.

Hispanics represented 6.6 percent (35,759) of all employees in GSR grades 9 through 12. There were 21,262 Hispanic men and 14,497 Hispanic women at these grades in 2000. Hispanics in this grade group increased by 385 since 1999.

Hispanics represented 4.0 percent (12,693) of all employees in the GSR grades 13 through 15. There were 8,939 Hispanic men and 3,754 Hispanic women at these grades in 2000. Hispanics in this grade group increased by 458 since 1999.

Hispanics represented 3.1 percent (459) of all employees at Senior Pay levels. There were 323 Hispanic men and 136 Hispanic women at these pay levels in 2000. Hispanics at Senior Pay levels increased by 38 since 1999.

Hispanics as a Percent of All Employees
in General Schedule and Related Grade Groups and Senior Pay

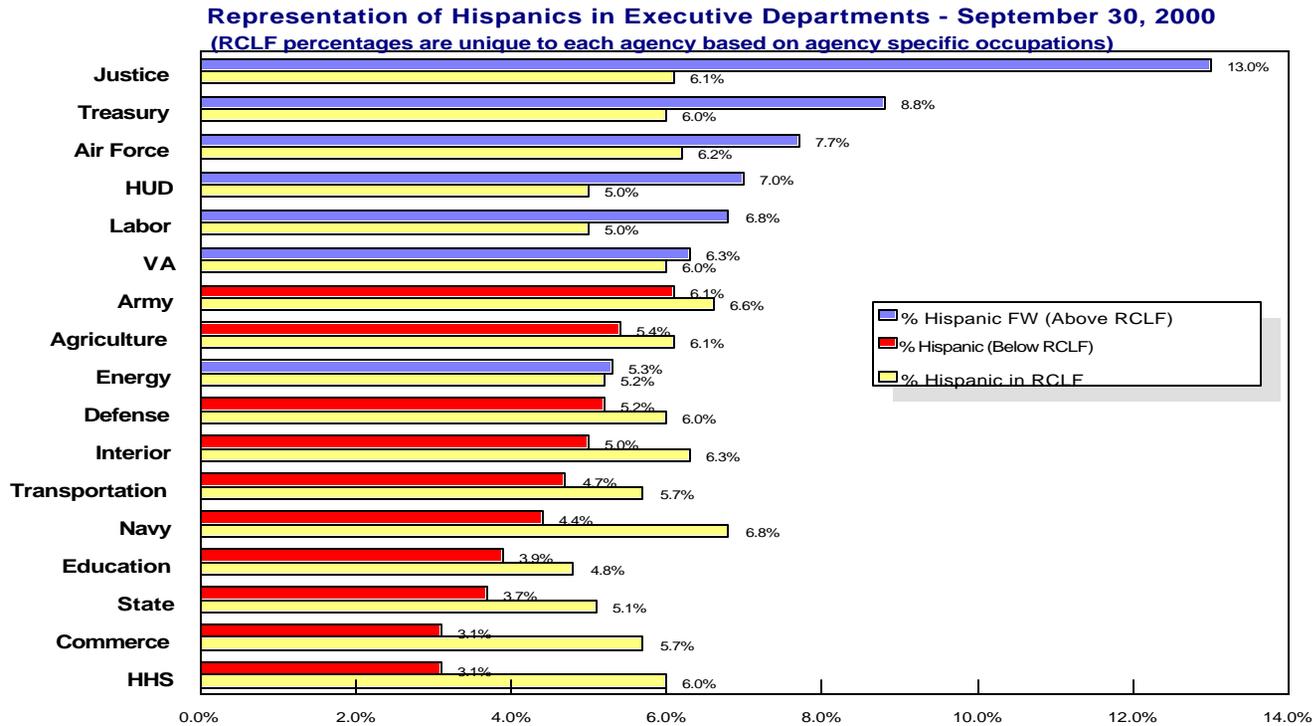
(September 2000)

	<u>Hispanic Employment</u>	<u>Percent of FW</u>
GSR 1-4	4,777	7.9
GSR 5-8	29,916	8.2
GSR 9-12	35,759	6.6
GSR 13-15	12,693	4.0
Senior Pay	459	3.1

HISPANICS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 7 OF 17 EXECUTIVE DEPARTMENTS

Hispanic representation in the FW met or exceeded Hispanic representation in the Relevant Civilian Labor Force (RCLF) in the following seven Executive Departments: Justice, Treasury, Air Force, Housing and Urban Development (HUD), Labor, Veterans Affairs (VA), and Energy.

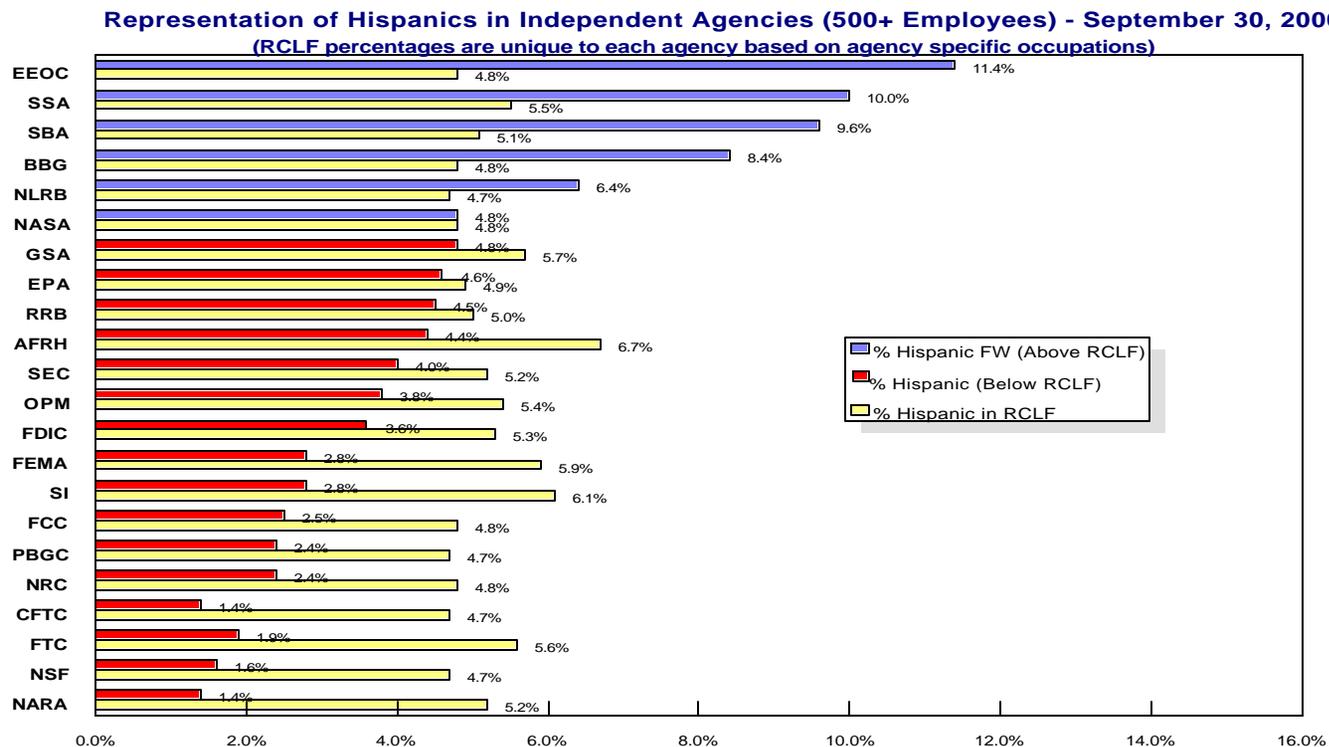
Hispanic representation in the FW was below Hispanic representation in the RCLF in the following 10 Executive Departments: Army, Agriculture, Defense, Interior, Transportation, Navy, Education, State, Commerce, and Health and Human Services (HHS).



HISPANICS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 6 OF 22 INDEPENDENT AGENCIES

Hispanic representation in the FW met or exceeded Hispanic representation in the Relevant Civilian Labor Force (RCLF) in the following six independent agencies: Equal Employment Opportunity Commission (EEOC), Social Security Administration (SSA), Small Business Administration (SBA), Broadcasting Board of Governors (BBG), National Labor Relations Board (NLRB), and the National Aeronautics and Space Administration (NASA).

Hispanic representation in the FW was below Hispanic representation in the RCLF in the following 16 independent agencies: General Services Administration (GSA), Environmental Protection Agency (EPA), Armed Forces Retirement Home (AFRH), Railroad Retirement Board (RRB), Securities and Exchange Commission (SEC), Federal Deposit Insurance Corporation (FDIC), Office of Personnel Management (OPM), Federal Emergency Management Agency (FEMA), Smithsonian Institution (SI), Federal Communications Commission (FCC), Federal Trade Commission (FTC), Nuclear Regulatory Commission (NRC), Pension Benefit Guaranty Corporation (PBGC), Commodity Futures Trading Commission (CFTC), National Science Foundation (NSF), and the National Archives and Records Administration (NARA).



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2000.
 Civilian data derived from the 1990 Census.

ASIAN/PACIFIC ISLANDERS IN THE FEDERAL WORKFORCE

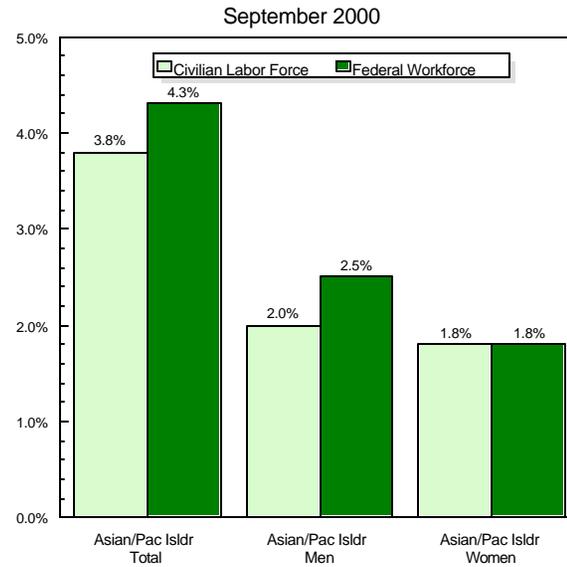
ASIAN/PACIFIC ISLANDER EMPLOYMENT

Asian/Pacific Islander employees represented 4.3 percent (64,269) of the permanent Federal workforce (FW) as of September 30, 2000, compared to 3.8 percent in the civilian labor force (CLF). The FW and CLF percentages in 1999 were 4.2 and 3.7, respectively.

Asian/Pacific Islander men represented 2.5 percent of the FW compared to 2.0 percent of the CLF in 2000. In 1999, these percentages were 2.5 and 1.9, respectively.

Asian/Pacific Islander women represented 1.8 percent of the FW compared to 1.8 percent of the CLF in 2000. In 1999, these percentages were 1.7 and 1.8, respectively.

Asian/Pacific Islander men exceed their representation in the civilian labor force



ASIAN/PACIFIC ISLANDERS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

Asian/Pacific Islander employment in professional occupations increased by 248 from 22,074 in 1999 to 22,322 in 2000. Asian/Pacific Islanders represented 6.8 percent of all Federal employees in this occupational category in 2000, compared to 6.7 percent in 1999.

Asian/Pacific Islander employment in administrative occupations increased by 271 from 14,436 in 1999 to 14,707 in 2000. Asian/Pacific Islanders represented 3.0 percent of all Federal employees in this occupational category in 2000, the same as in 1999.

Asian/Pacific Islander employment in technical occupations declined by 167 from 10,671 in 1999 to 10,504 in 2000. Asian/Pacific Islanders represented 3.5 percent of all Federal employees in this occupational category in 2000, the same as in 1999.

Asian/Pacific Islander employment in clerical occupations declined by 128 from 5,631 in 1999 to 5,503 in 2000. Asian/Pacific Islanders made up 3.9 percent of this occupational category in 2000, compared to 3.7 percent in 1999.

Almost three-quarters (74 percent) of all Asian/Pacific Islanders in the Federal workforce occupy professional, administrative, and technical positions.

Asian/Pacific Islanders as a Percent of All Employees
in each Occupational Category

(September 2000)

	<u>Asian / P.I. Employment</u>	<u>Percent of FW</u>
Professional	22,322	6.8
Administrative	14,707	3.0
Technical	10,504	3.5
Clerical	5,503	3.9
Other	1,195	2.6
White-Collar	54,227	4.2
Blue-Collar	10,042	4.9
Total	64,269	4.3

ASIAN/PACIFIC ISLANDERS - EMPLOYMENT BY GENERAL SCHEDULE AND RELATED GRADE GROUPS AND SENIOR PAY

Asian/Pacific Islanders represented 5.1 percent (3,064) of all employees in General Schedule and Related (GSR) grades 1 through 4. There were 788 Asian/Pacific Islander men and 2,276 Asian/Pacific Islander women at these grades in 2000. Asian/Pacific Islanders declined in this grade group by 77 since 1999.

Asian/Pacific Islanders represented 3.7 percent (13,569) of all employees in GSR grades 5 through 8. There were 4,668 Asian/Pacific Islander men and 8,901 Asian/Pacific Islander women at these grades in 2000. Asian/Pacific Islanders in this grade group declined by 138 since 1999.

Asian/Pacific Islanders represented 4.2 percent (22,711) of all employees in GSR grades 9 through 12. There were 12,856 Asian/Pacific Islander men and 9,855 Asian/Pacific Islander women at these grades in 2000. Asian/Pacific Islanders in this grade group declined by 342 since 1999.

Asian/Pacific Islanders represented 4.6 percent (14,571) of all employees in GSR grades 13 through 15. There were 10,174 Asian/Pacific men and 4,397 Asian/Pacific Islander women at these grades in 2000. Asian/Pacific Islanders in this grade group increased by 796 since 1999.

Asian/Pacific Islanders represented 2.1 percent (312) of all employees at Senior Pay levels. There were 230 Asian/Pacific Islander men and 82 Asian/Pacific Islander women at these pay levels in 2000. Asian/Pacific Islanders at Senior Pay levels increased by 18 since 1999.

Asian/Pacific Islanders as a Percent of All Employees
in General Schedule and Related Grade Groups and Senior Pay

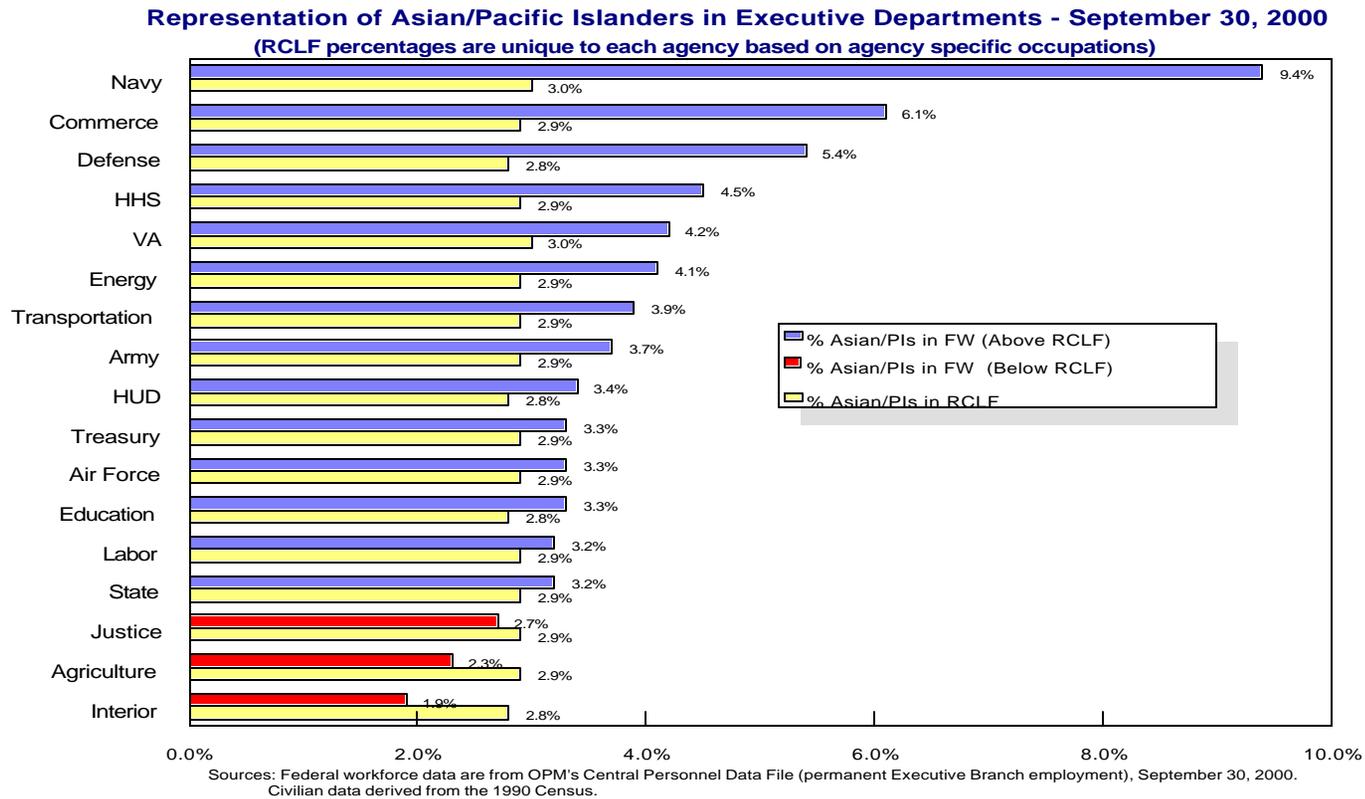
(September 2000)

	<u>Asian/P.I. Employment</u>	<u>Percent of FW</u>
GSR 1-4	3,064	5.1
GSR 5-8	13,569	3.7
GSR 9-12	22,711	4.2
GSR 13-15	14,571	4.6
Senior Pay	312	2.1

ASIAN/PACIFIC ISLANDERS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 14 OF 17 EXECUTIVE DEPARTMENTS

Asian/Pacific Islander representation in the FW met or exceeded Asian/Pacific Islander representation in the Relevant Civilian Labor Force (RCLF) in the following 14 Executive Departments: Navy, Commerce, Defense, Health and Human Services (HHS), Veterans Affairs (VA), Energy, Transportation, Army, Housing and Urban Development (HUD), Treasury, Air Force, Education, Labor and State.

Asian/Pacific Islander representation in the FW was below Asian/Pacific Islander representation in the RCLF in the following three Executive Departments: Justice, Agriculture, and Interior.

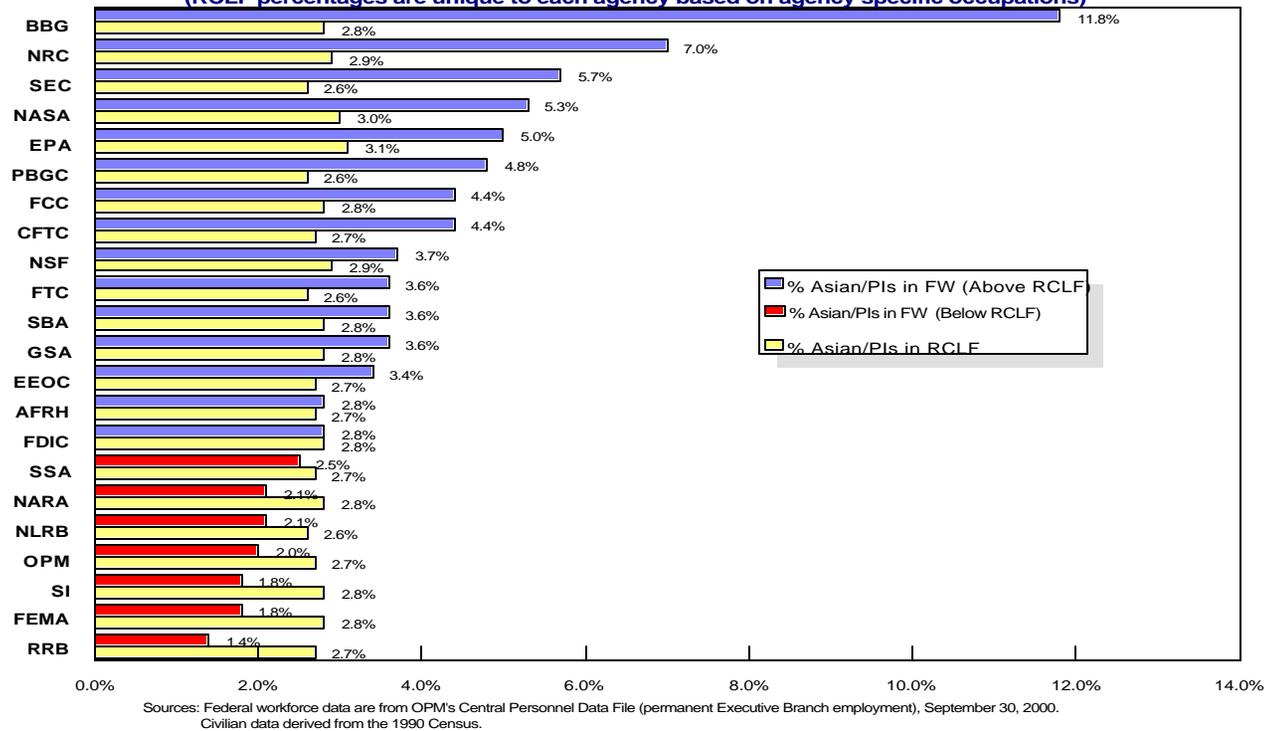


ASIAN/PACIFIC ISLANDERS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 15 OF 22 INDEPENDENT AGENCIES

Asian/Pacific Islander representation in the FW met or exceeded Asian/Pacific Islander representation in the Relevant Civilian Labor Force (RCLF) in the following 15 independent agencies: Broadcasting Board of Governors (BBG), Nuclear Regulatory Commission (NRC), Securities and Exchange Commission (SEC), National Aeronautics and Space Administration (NASA), Environmental Protection Agency (EPA), Pension Benefit Guaranty Corporation (PBGC), Federal Communications Commission (FCC), Commodity Futures Trading Commission (CFTC), National Science Foundation (NSF), Federal Trade Commission (FTC), Small Business Administration (SBA), General Services Administration (GSA), Equal Employment Opportunity Commission (EEOC), Armed Forces Retirement Home (AFRH), and the Federal Deposit Insurance Corporation (FDIC).

Asian/Pacific Islander representation in the FW was below Asian/Pacific Islander representation in the RCLF in the following seven independent agencies: Social Security Administration (SSA), National Archives and Records Administration (NARA), National Labor Relations Board (NLRB), Office of Personnel Management (OPM), Smithsonian Institution (SI), Federal Emergency Management Agency (FEMA), and the Railroad Retirement Board (RRB).

Representation of Asian/Pacific Islanders in Independent Agencies (500+ Employees) - September 30, 2000
 (RCLF percentages are unique to each agency based on agency specific occupations)



NATIVE AMERICANS IN THE FEDERAL WORKFORCE

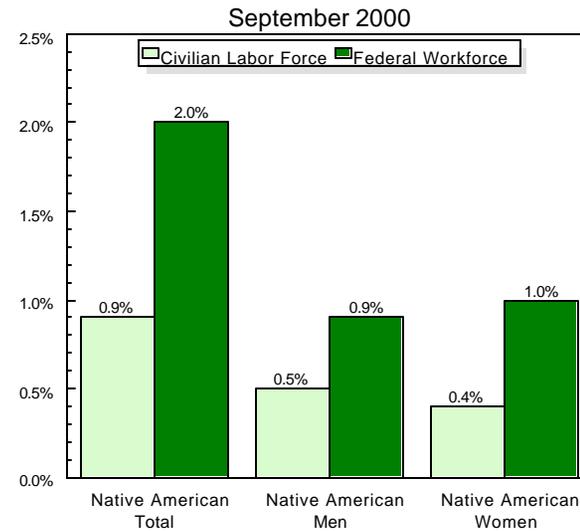
NATIVE AMERICAN EMPLOYMENT

Native American employees represented 2.0 percent (29,524) of the permanent Federal workforce (FW) as of September 30, 2000, compared to 0.9 percent of the civilian labor force (CLF). The FW and CLF percentages in 1999 were 1.9 and 0.8 percent, respectively.

Native American men represented 0.9 percent of the FW and 0.5 percent of the CLF in 2000. In 1999, the percentages were 0.9 and 0.4 percent, respectively.

Native American women represented 1.0 percent of the FW and 0.4 percent of the CLF in 2000. These percentages were unchanged from 1999.

Native American men and women exceed their representation in the civilian labor force.



NATIVE AMERICANS - EMPLOYMENT BY OCCUPATIONAL CATEGORY

Native American employment in professional occupations increased by 5 from 4,403 in 1999 to 4,408 in 2000. Native Americans represented 1.3 percent of all Federal employees in this occupational category in 2000, the same as in 1999.

Native American employment in administrative occupations increased by 45 from 7,031 in 1999 to 7,076 in 2000. Native Americans made up 1.5 percent of all Federal employees in this occupational category in 2000, compared to 1.4 percent in 1999.

Native American employment in technical occupations increased by 83 from 8,315 in 1999 to 8,398 in 2000. Native Americans made up 2.8 percent of all Federal employees in this occupational category in 2000, compared to 2.7 percent in 1999.

Native American employment in clerical occupations declined by 166 from 3,836 in 1999 to 3,670 in 2000. Native Americans made up 2.6 percent of all Federal employees in this occupational category in 2000, compared to 2.5 percent in 1999.

Over two-thirds (67.3 percent) of all Native Americans in the Federal workforce are employed in professional, administrative, and technical occupations.

Native Americans as a Percent of All Employees
in each Occupational Category

(September 2000)

	Native Amer. Employment	Percent of FW
Professional	4,408	1.3
Administrative	7,076	1.5
Technical	8,398	2.8
Clerical	3,670	2.6
Other	887	1.9
White-Collar	24,439	1.9
Blue-Collar	5,035	2.5
Total	29,524	2.0

NATIVE AMERICANS - EMPLOYMENT BY GRADE GROUPS AND SENIOR PAY

Native Americans represented 4.2 percent (2,559) of all employees in General Schedule and Related (GSR) grades 1 through 4. There were 512 Native American men and 2,047 Native American women at these grades in 2000. Native Americans in this grade group declined by 26 since 1999.

Native Americans represented 2.6 percent (9,678) of all employees in GSR grades 5 through 8. There were 2,771 Native American men and 6,907 Native American women at these grades in 2000. Native Americans in this grade group declined by 9 since 1999.

Native Americans represented 1.7 percent (9,049) of all employees in GSR grades 9 through 12. There were 4,266 Native American men and 4,783 Native American women at these grades in 2000. Native Americans in this grade group increased by 18 since 1999.

Native Americans represented 1.0 percent (3,036) of all employees in GSR grades 13 through 15. There were 2,012 Native American men and 1,024 Native American women at these grades in 2000. Native Americans in this grade group increased by 21 since 1999.

Native Americans represented 0.8 percent (117) of all employees at the Senior Pay levels. There were 84 Native American men and 33 Native American women at these pay levels in 2000. Native Americans at Senior Pay levels increased by 8 since 1999.

Native Americans as a Percent of All Employees
in General Schedule and Related Grade Groups and Senior Pay

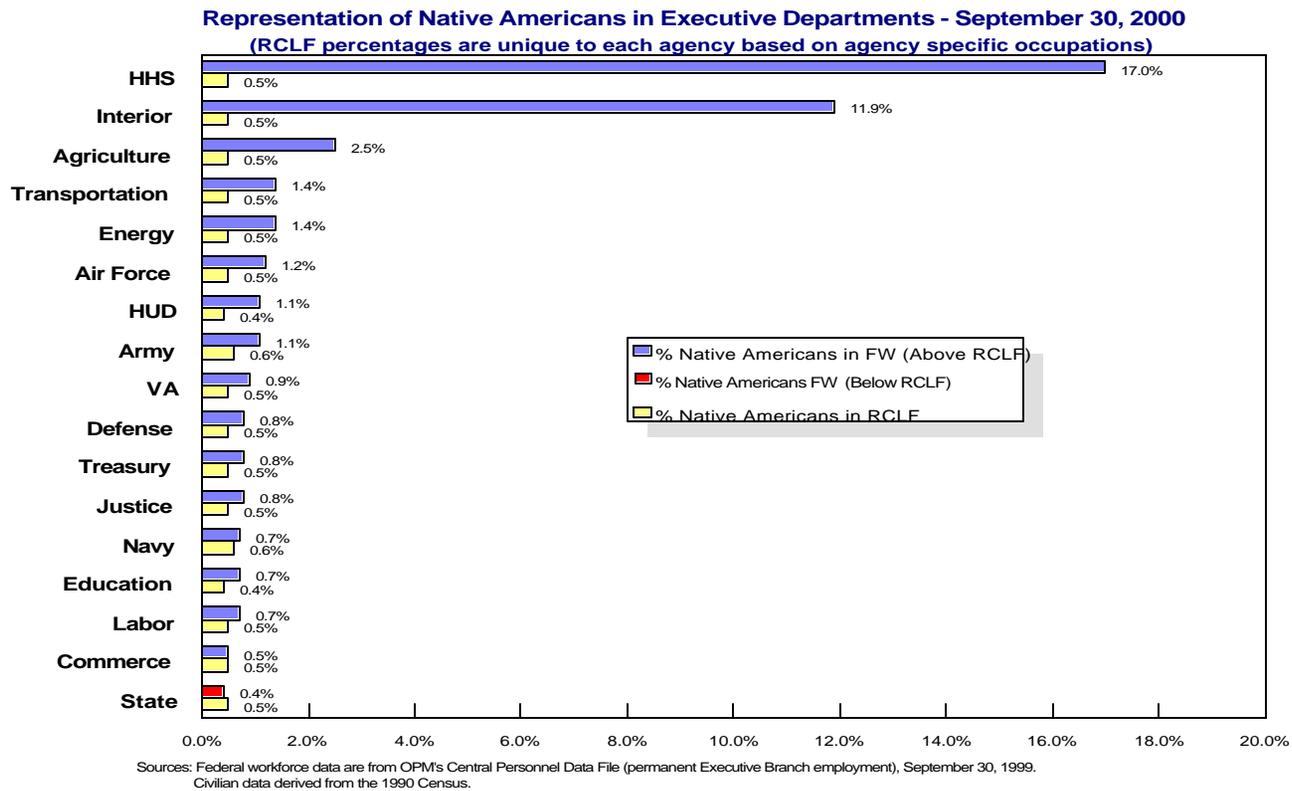
(September 2000)

	<u>Native Amer. Employment</u>	<u>Percent of FW</u>
GSR 1-4	2,559	4.2
GSR 5-8	9,678	2.6
GSR 9-12	9,049	1.7
GSR 13-15	3,036	1.0
Senior Pay	117	0.8

NATIVE AMERICANS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 16 OF 17 EXECUTIVE DEPARTMENTS

Native American representation in the FW met or exceeded Native American representation in the Relevant Civilian Labor Force (RCLF) in the following 16 Executive Departments: Health and Human Services (HHS), Interior, Agriculture, Transportation, Energy, Air Force, Housing and Urban Development (HUD), Army, Veterans Affairs (VA), Defense, Treasury, Justice, Navy, Education, Labor, and Commerce.

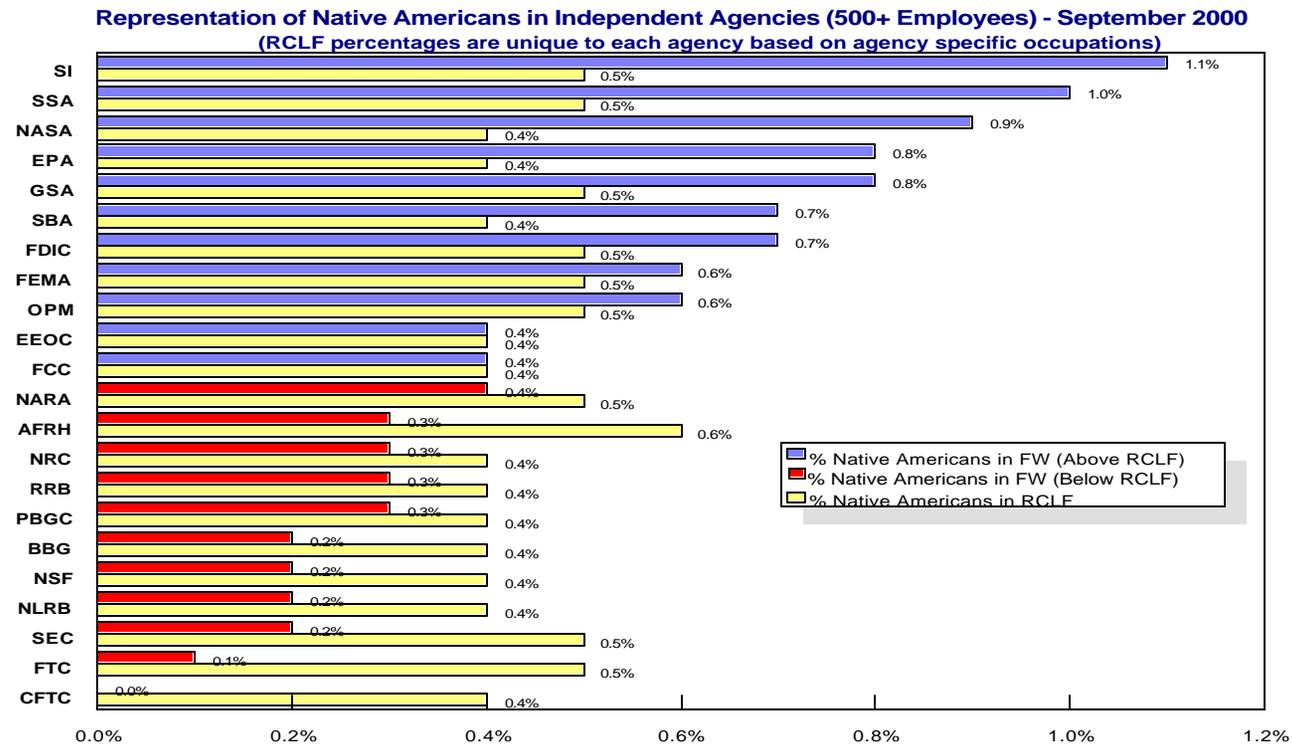
Native American representation in the Department of State was below Native American representation in the RCLF.



NATIVE AMERICANS MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 11 OF 22 INDEPENDENT AGENCIES

Native American representation in the FW met or exceeded Native American representation in the Relevant Civilian Labor Force (RCLF) in the following 11 independent agencies: Smithsonian Institution (SI), Social Security Administration (SSA), National Aeronautics and Space Administration (NASA), Environmental Protection Agency (EPA), General Services Administration (GSA), Small Business Administration (SBA), Federal Deposit Insurance Corporation (FDIC), Federal Emergency Management Agency (FEMA), Office of Personnel Management (OPM), Equal Employment Opportunity Commission (EEOC), and the Federal Communications Commission (FCC).

Native American representation in the FW was below Native American representation in the RCLF in the following 11 independent agencies: National Archives and Records Administration (NARA), Armed Forces Retirement Home (AFRH), Nuclear Regulatory Commission (NRC), Railroad Retirement Board (RRB), Pension Benefit Guaranty Corporation (PBGC), Broadcasting Board of Governors (BBG), National Science Foundation (NSF), National Labor Relations Board (NLRB), Securities and Exchange Commission (SEC), Federal Trade Commission (FTC), and the Commodity Futures Trading Commission (CFTC).



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2000.
Civilian data derived from the 1990 Census.

WOMEN IN THE FEDERAL WORKFORCE

WOMEN - EMPLOYMENT

Women represented 43.8 percent (659,689) of the permanent Federal workforce (FW) as of September 30, 2000, compared to 46.6 percent of the civilian labor force (CLF) in 2000. Relative to the CLF, Hispanic and non-minority women remain the most underrepresented of all women.

Black women represented 10.9 percent of the FW in 2000, compared to 10.7 percent in 1999. Black women represented 6.0 percent of the CLF in 2000 compared to 6.1 percent in 1999.

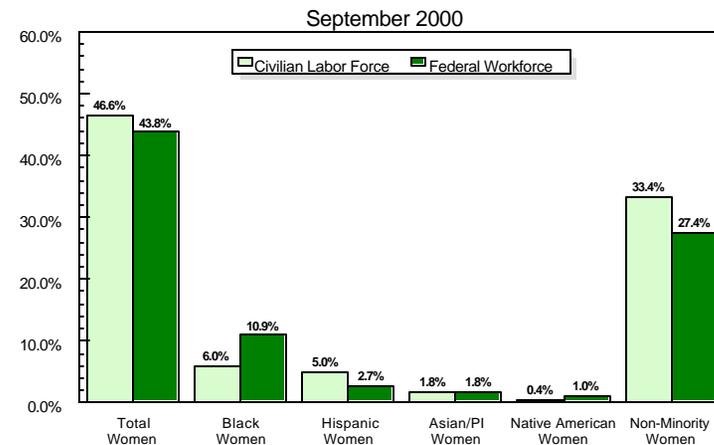
Hispanic women represented 2.7 percent of the FW in 2000, compared to 2.6 percent in 1999. Hispanic women represented 5.0 percent of the CLF in 2000 compared to 4.8 percent in 1999.

Asian/Pacific Islander women represented 1.8 percent of the FW in 2000 compared to 1.7 percent in 1999. Asian/Pacific Islander women represented 1.8 percent of the CLF in 2000, unchanged from 1999.

Native American women represented 1.0 percent of the FW in 2000, unchanged from 1999. Native American women represented 0.4 percent of the CLF in 2000, unchanged from 1999.

Non-minority women represented 27.4 percent of the FW in 2000, the same as in 1999. Non-minority women represented 33.4 percent of the CLF in 2000 compared to 33.5 percent in 1999.

Women continue to lag behind their representation
in the civilian labor force.



WOMEN - EMPLOYMENT BY OCCUPATIONAL CATEGORY

The number of women in professional occupations increased by 1,575 from 108,920 in 1999 to 110,495 in 2000. Women represented 33.8 percent of all Federal employees in this occupational category in 2000, compared with 33.1 percent in 1999.

The number of women in administrative occupations increased by 5,977 from 217,532 in 1999 to 223,509 in 2000. Women made up 45.9 percent of all Federal employees in this occupational category in 2000, compared with 44.7 percent in 1999.

The number of women in technical occupations declined by 3,897 from 187,418 in 1999 to 183,521 in 2000. Women represented 61.2 percent of all Federal employees in this occupational category in 2000, compared to 61.3 percent in 1999.

The number of women in clerical occupations declined by 8,783 from 125,603 in 1999 to 116,820 in 2000. Women made up 82.4 percent of all Federal employees in this occupational category in 2000, compared to 83.1 percent in 1999.

Over three-quarters (78.4 percent) of all women in the Federal workforce are employed in professional, administrative, and technical occupations.

Women as a Percent of All Employees
in each Occupational Category

(September 2000)

	<u>Women Employment</u>	<u>Percent of FW</u>
Professional	110,495	33.8
Administrative	223,509	45.9
Technical	183,521	61.2
Clerical	116,820	82.4
Other	5,765	12.5
White-Collar	640,110	49.2
Blue-Collar	19,579	9.6
Total	659,689	43.8

WOMEN BY GENERAL SCHEDULE AND RELATED GRADE GROUPS AND SENIOR PAY

Women represented 71.2 percent (42,923) of all employees in General Schedule and Related (GSR) grades 1 through 4. Women in this grade group declined by 3,192 since 1999.

Women represented 68.7 percent (251,700) of all employees in GSR grades 5 through 8. Women in this grade group declined by 8,584 since 1999.

Women represented 45.1 percent (243,767) of all employees in GSR grades 9 through 12. Women in this grade group increased by 1,098 since 1999.

Women represented 30.7 percent (98,190) of all employees in GSR grades 13 through 15. Women in this grade group increased by 5,953 since 1999.

Women represented 24.2 percent (3,532) of all employees at the Senior Pay levels. The number of women at Senior Pay levels increased by 232 since 1999.

Women as a Percent of All Employees
in General Schedule and Related Grade Groups and Senior Pay

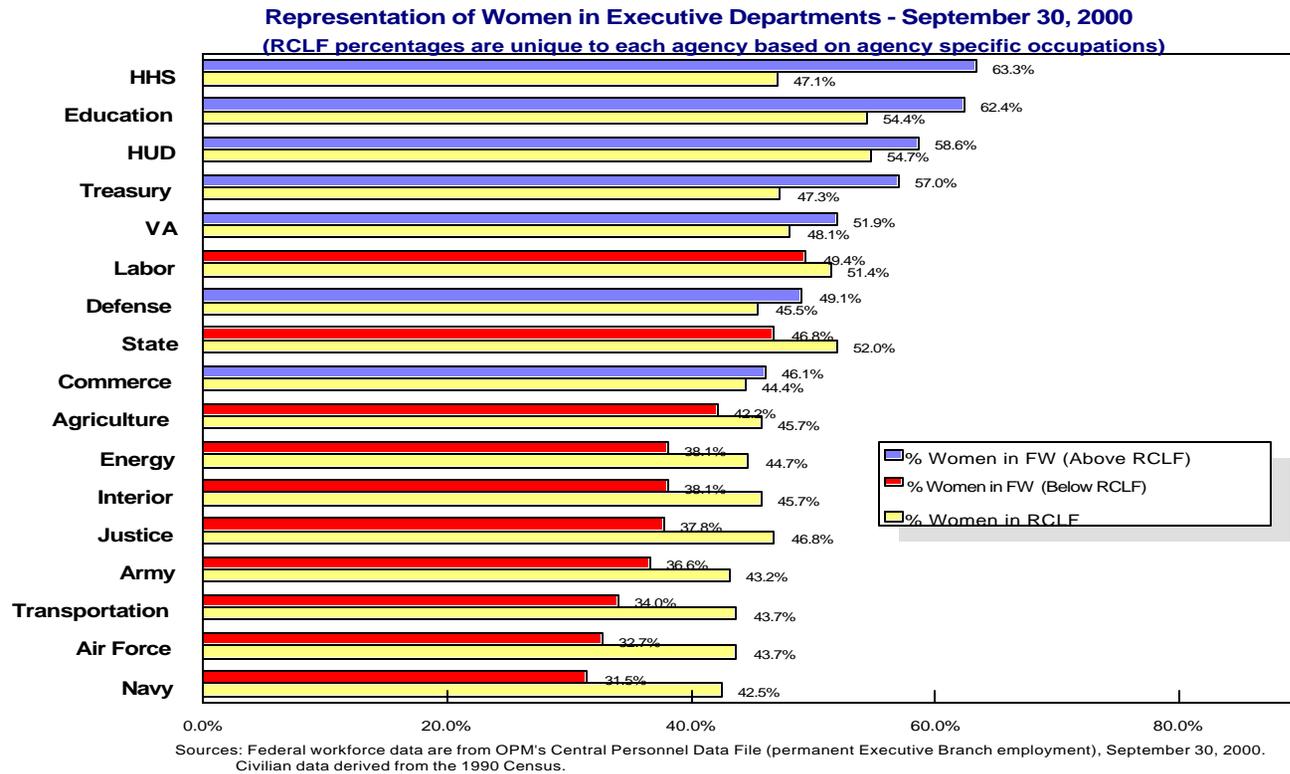
(September 2000)

	<u>Women Employment</u>	<u>Percent of FW</u>
GSR 1-4	42,923	71.2
GSR 5-8	251,700	68.7
GSR 9-12	243,767	45.1
GSR 13-15	98,190	30.7
Senior Pay	3,532	24.2

WOMEN MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 7 OF 17 EXECUTIVE DEPARTMENTS

The representation of women in the FW met or exceeded their representation in the Relevant Civilian Labor Force (RCLF) in the following seven Executive Departments: Health and Human Services (HHS), Education, Housing and Urban Development (HUD), Treasury, Veterans Affairs (VA), Defense, and Commerce.

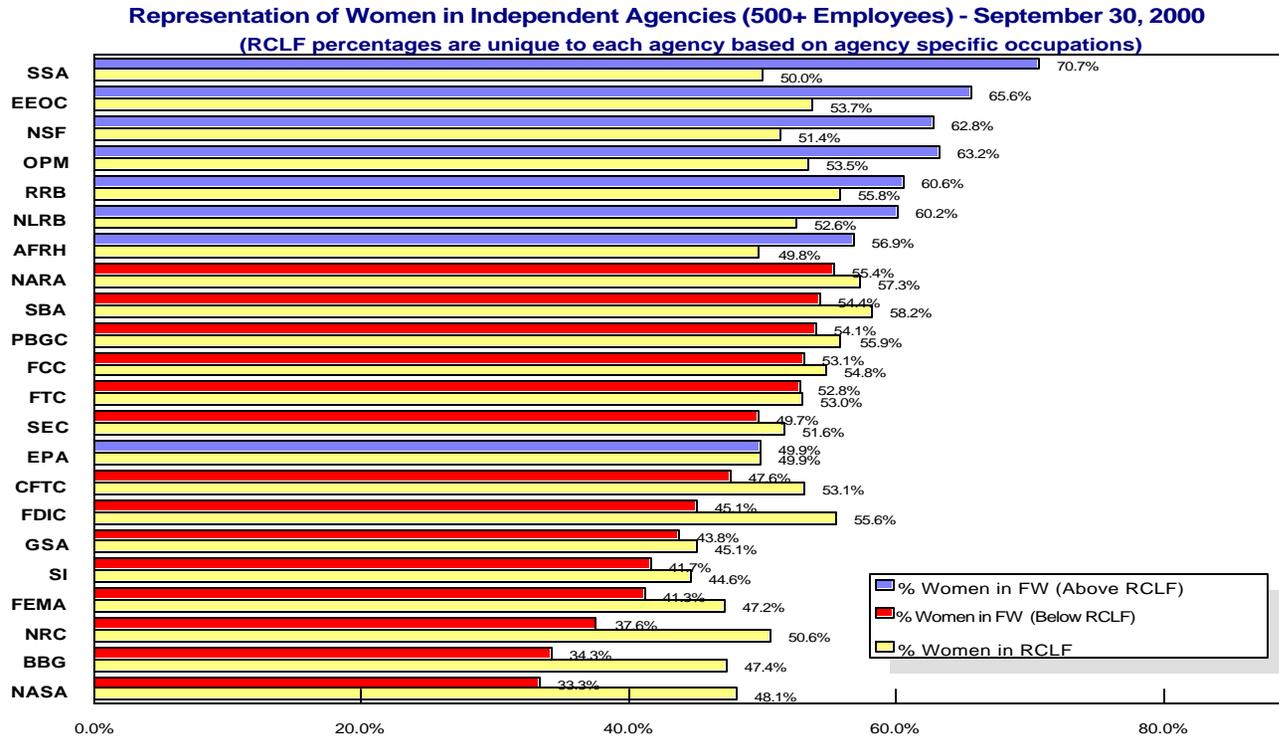
The representation of women in the FW was below their representation in the RCLF in the following 10 Executive Departments: Labor, State, Agriculture, Energy, Interior, Justice, Army, Transportation, Air Force, and Navy.



WOMEN MET OR EXCEEDED THEIR RCLF REPRESENTATION IN 8 OF 22 INDEPENDENT AGENCIES

The representation of women in the FW met or exceeded their representation in the Relevant Civilian Labor Force (RCLF) in the following eight independent agencies: Social Security Administration (SSA), Equal Employment Opportunity Commission (EEOC), National Science Foundation (NSF), Office of Personnel Management (OPM), Railroad Retirement Board (RRB), National Labor Relations Board (NLRB), Armed Forces Retirement Home (AFRH), and the Environmental Protection Agency (EPA).

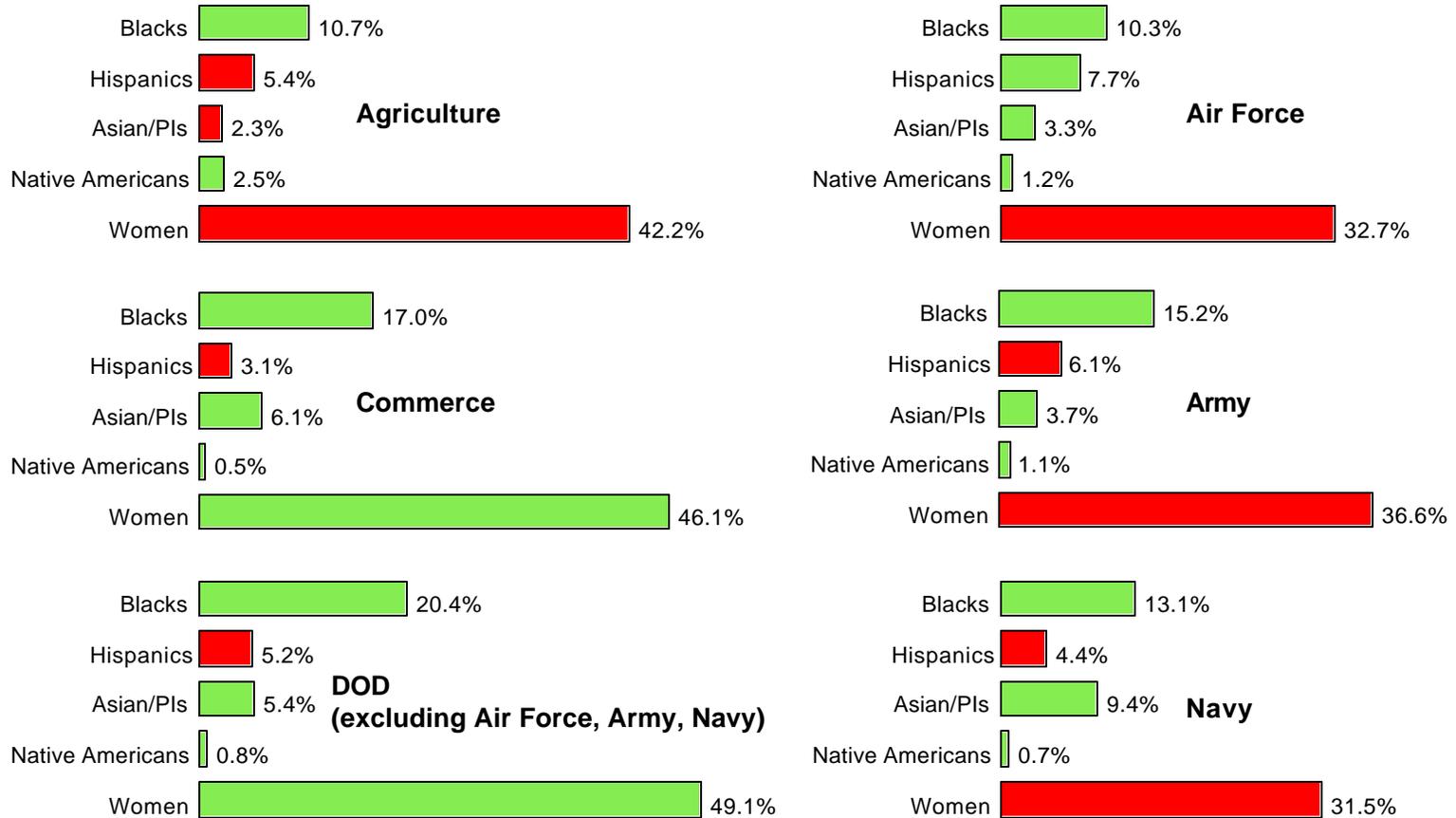
The representation of women in the FW was below their representation in the RCLF in the following 14 independent agencies: National Archives and Records Administration (NARA), Small Business Administration (SBA), Pension Benefit Guaranty Corporation (PBGC), Federal Communications Commission (FCC), Federal Trade Commission (FTC), Securities and Exchange Commission (SEC), Commodity Futures Trading Commission (CFTC), Federal Deposit Insurance Corporation (FDIC), Broadcasting Board of Governors (BBG), General Services Administration (GSA), Smithsonian Institution (SI), Federal Emergency Management Agency (FEMA), Nuclear Regulatory Commission (NRC), and the National Aeronautics and Space Administration (NASA).



Sources: Federal workforce data are from OPM's Central Personnel Data File (permanent Executive Branch employment), September 30, 2000. Civilian data derived from the 1990 Census.

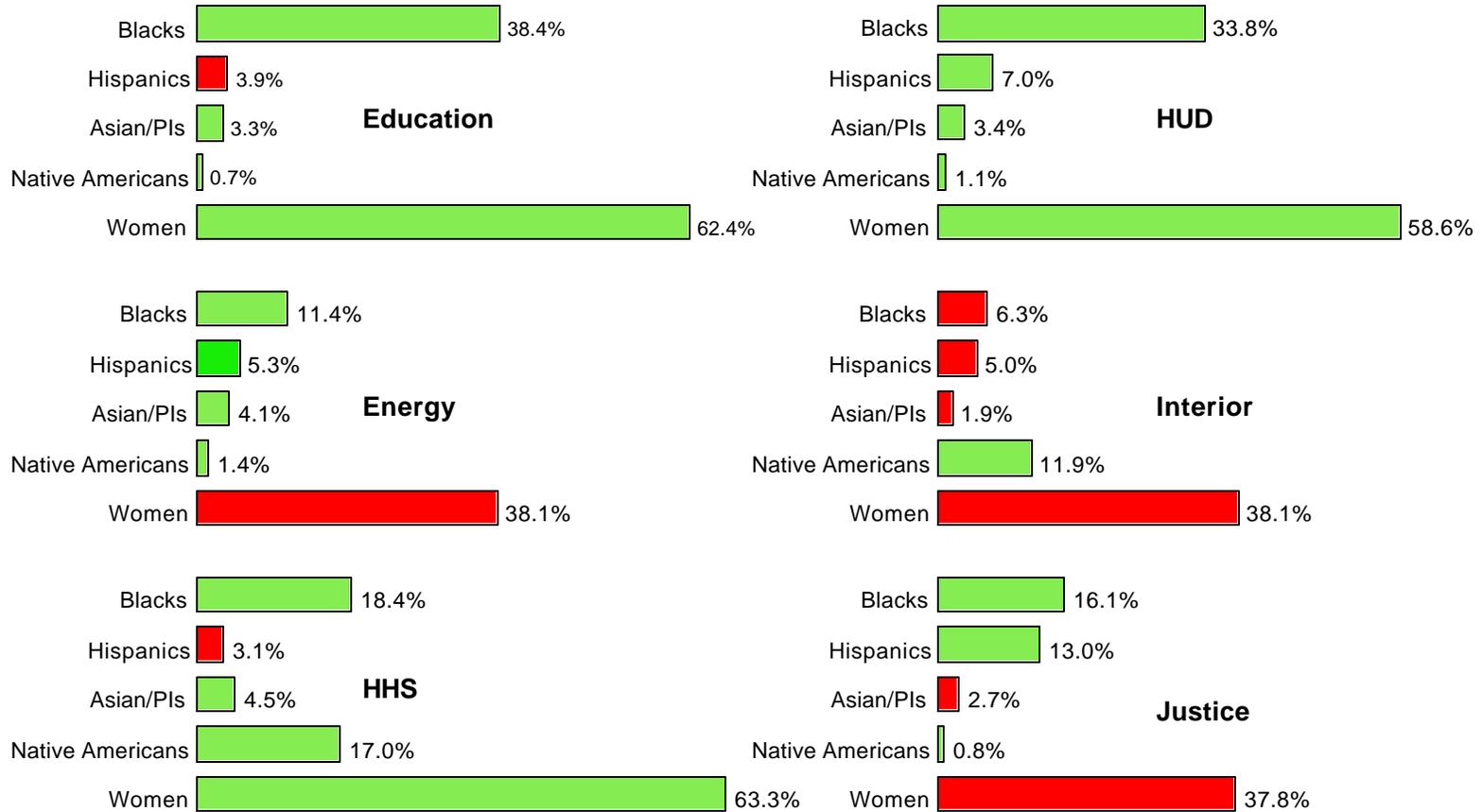
EXECUTIVE DEPARTMENT WORKFORCE PROFILES AT A GLANCE

Representation of Minorities and Women Executive Departments (Percent of Workforce - September 30, 2000)



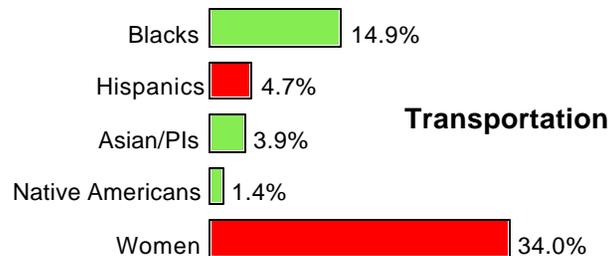
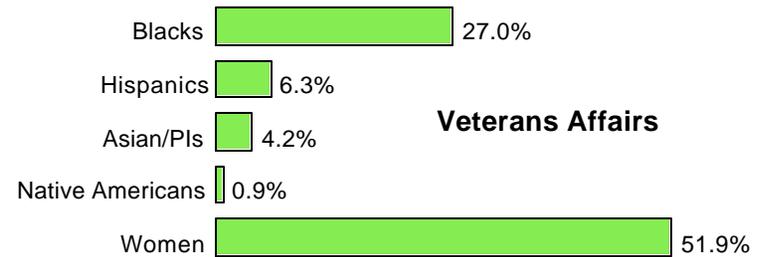
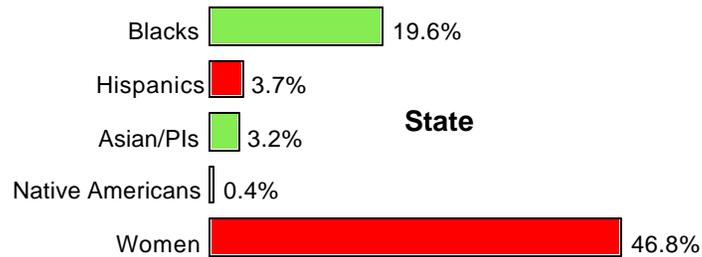
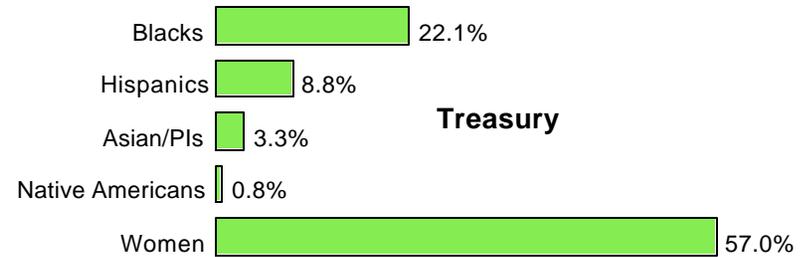
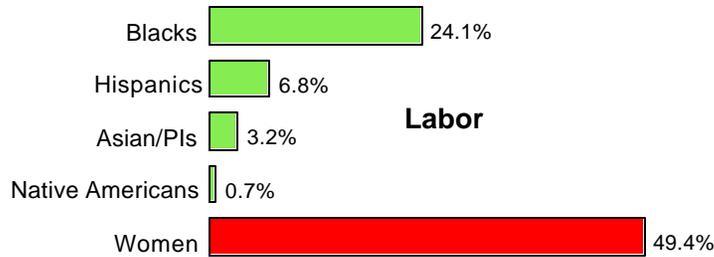
Sources: Federal workforce data are from OPM's Central Personnel Data File.
Relevant Civilian Labor Force (RCLF) data are from the 1990 Census.

Representation of Minorities and Women Executive Departments (Percent of Workforce - September 30, 2000)



Sources: Federal workforce data are from OPM's Central Personnel Data File.
Relevant Civilian Labor Force (RCLF) data are from the 1990 Census.

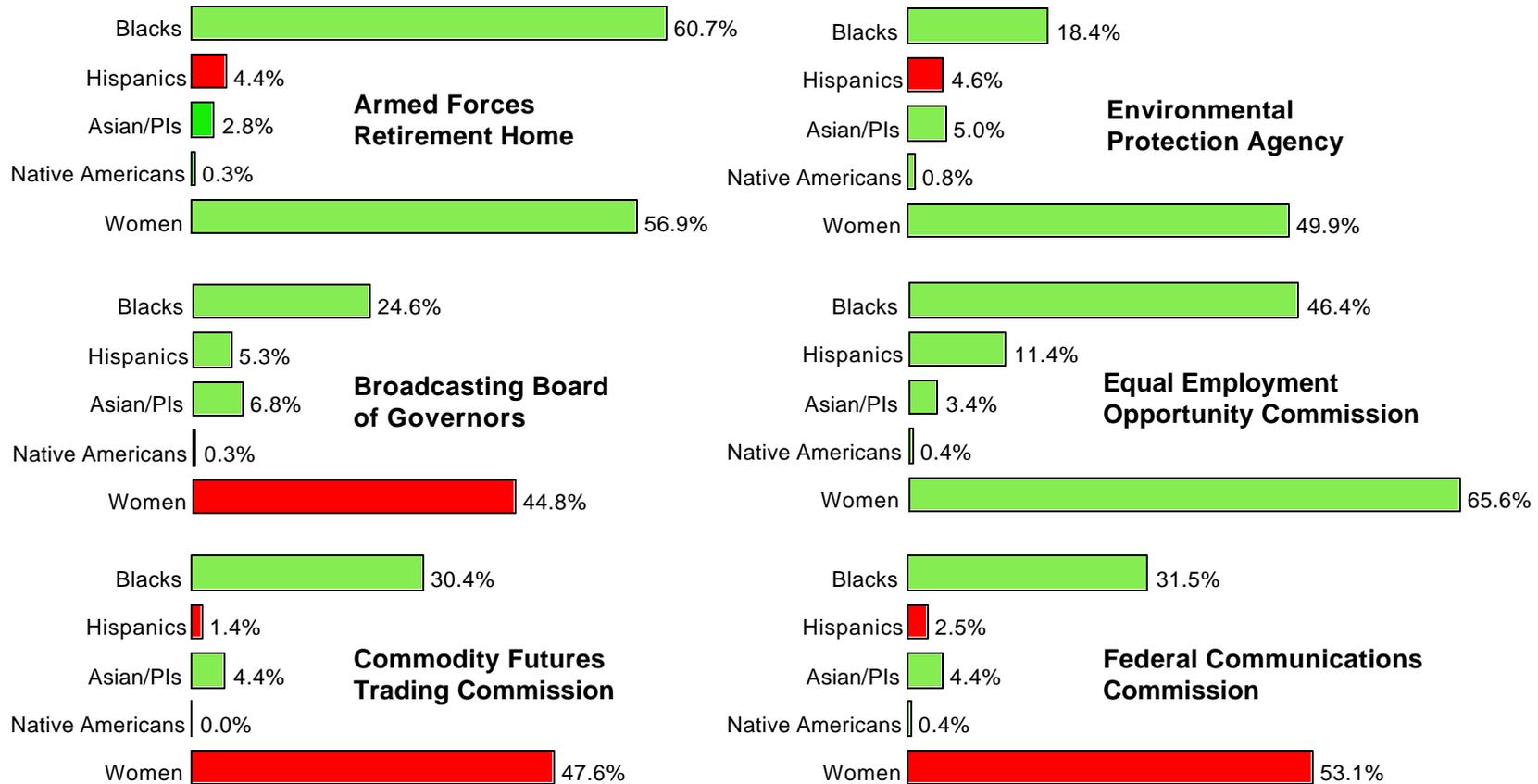
Representation of Minorities and Women Executive Departments (Percent of Workforce - September 30, 2000)



Sources: Federal workforce data are from OPM's Central Personnel Data File.
Relevant Civilian Labor Force (RCLF) data are from the 1990 Census.

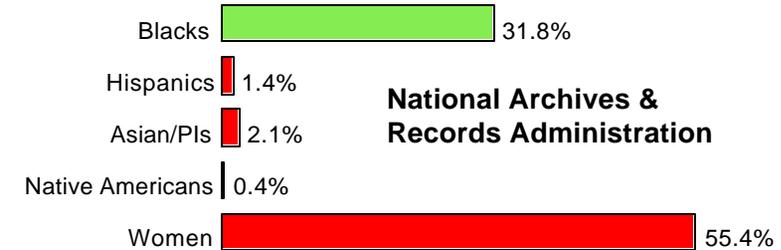
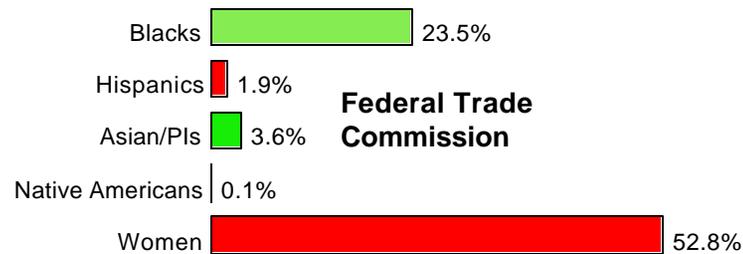
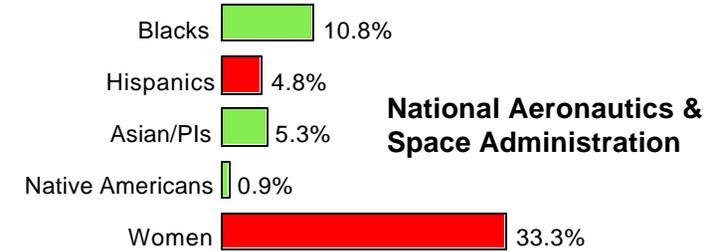
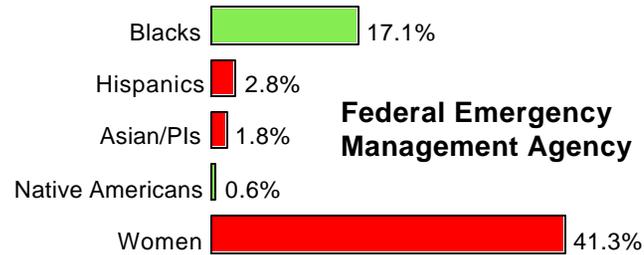
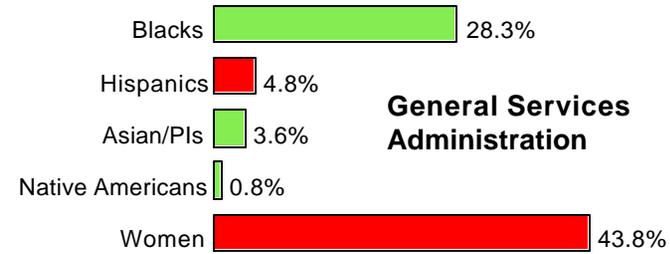
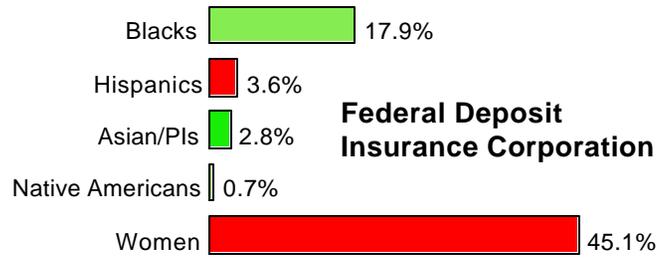
INDEPENDENT AGENCY WORKFORCE PROFILES AT A GLANCE

Representation of Minorities and Women Independent Agencies with 500 or more Employees (Percent of Workforce - September 30, 2000)



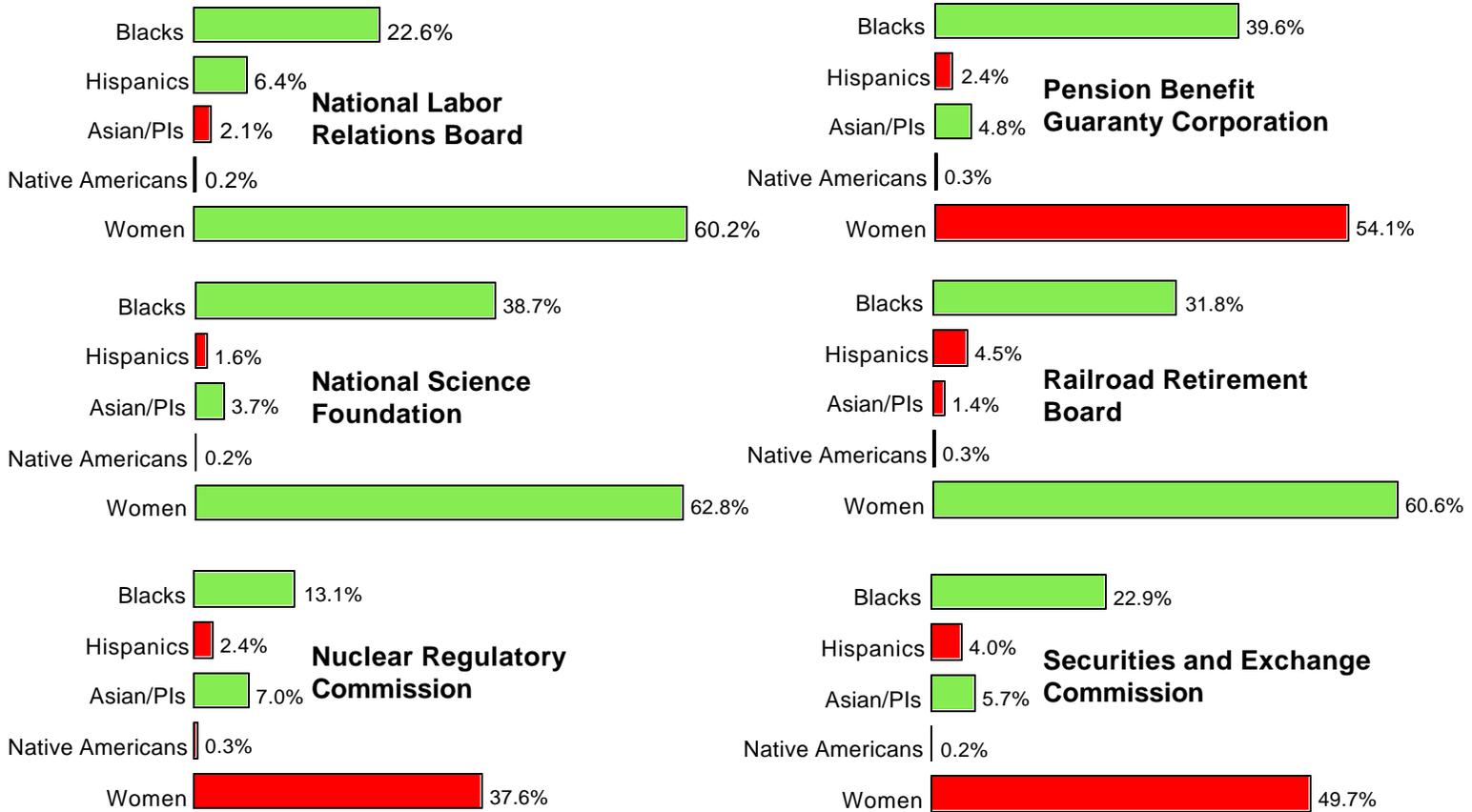
Sources: Federal workforce data are from OPM's Central Personnel Data File.
Relevant Civilian Labor Force (RCLF) data are from the 1990 Census.

Representation of Minorities and Women Independent Agencies with 500 or more Employees (Percent of Workforce - September 30, 2000)



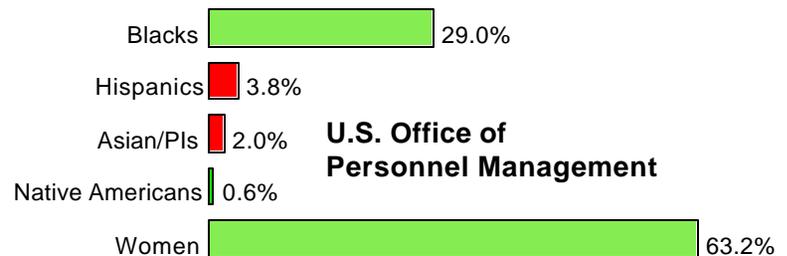
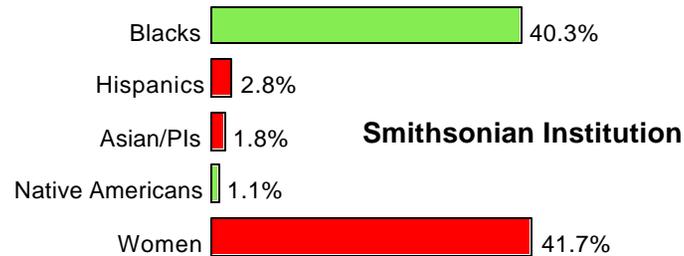
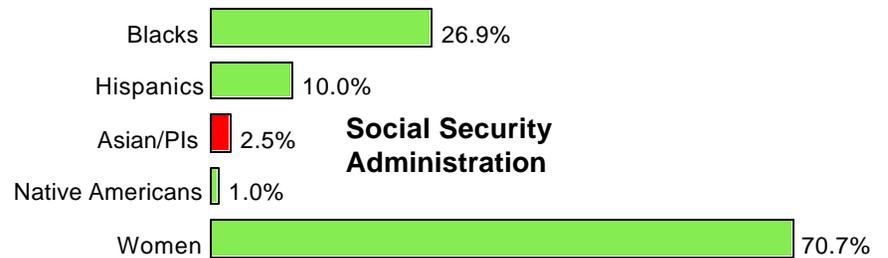
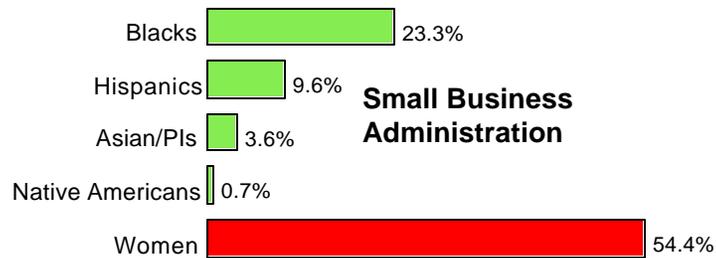
Sources: Federal workforce data are from OPM's Central Personnel Data File.
Relevant Civilian Labor Force (RCLF) data are from the 1990 Census.

Representation of Minorities and Women Independent Agencies with 500 or more Employees (Percent of Workforce - September 30, 2000)



Sources: Federal workforce data are from OPM's Central Personnel Data File.
Relevant Civilian Labor Force (RCLF) data are from the 1990 Census.

Representation of Minorities and Women Independent Agencies with 500 or more Employees (Percent of Workforce - September 30, 2000)



Sources: Federal workforce data are from OPM's Central Personnel Data File.
Relevant Civilian Labor Force (RCLF) data are from the 1990 Census.

A REPORT ON THE NINE-POINT PLAN

HISPANIC EMPLOYMENT INITIATIVE: NINE-POINT PLAN

On September 18, 1997, the U.S. Office of Personnel Management (OPM) issued a memorandum to Heads of Executive Departments and Independent Agencies that raised concerns about Hispanic underrepresentation in the Federal workforce. In this memorandum, OPM proposed a Nine-Point Plan to improve the representation of Hispanics in the Federal workforce.

The Nine-Point Plan encourages Federal agencies to:

- Support and implement the White House Initiative on Educational Excellence for Hispanic Americans;
- Provide employment information to students, faculty, and the Hispanic community;
- Use the Presidential Management Intern (PMI) Program for recruiting, converting, and advancing Hispanic college graduates;
- Participate in the Hispanic Association of Colleges and Universities (HACU) National Internship Program;
- Use the flexibilities of the Student Educational Employment Program to bring Hispanic students into agency's shortage category occupations, as well as other occupations;
- Develop mentoring programs to motivate young people to pursue higher education and Federal careers;
- Promote participation of Hispanic employees in career development programs;
- Assess agency needs for full-time, part-time, or collateral Hispanic Employment Program (HEP) Managers and ensure that HEP Managers are integral members of the agency's management team; and
- Incorporate these activities into agency's Federal Equal Opportunity Recruitment Program (FEORP) accomplishment report to OPM.

AGENCY HIGHLIGHTS

The following are examples of significant agency accomplishments in support of the Nine-Point Plan during FY 2000.

The **Department of the Air Force (AF)** encourages the retention of Hispanic employees by considering the use of appropriate retention allowances, quality steps increases, and performance and incentive awards. The AF is developing a system to announce all GS-13 and above vacancies that will allow more women and minorities, including Hispanics, to be notified of specific vacancies. In addition, AF positions will be advertised in a number of venues including USAJOBS, state employment agencies, and other targeted locations and organizations. The AF hired 18 (13 percent) Hispanic students of the total hired under the Student Career Experience Program (SCEP), and 10 (4 percent) of the total hired under the Outstanding Scholar authority.

The **Department of the Army (DA)** signed a partnership agreement with HACU and is currently working on the establishment of an Executive Committee. DA dedicated \$200,000 to provide 16 Federal Employment Information (Touch Screen) Computer Kiosks at minority-serving post-secondary institutions. By the year-end 2000, the DA had 12 kiosks installed of which three went to the following Hispanic-Serving Institutions (HSIs): University of the Incarnate Word (Texas), St. Mary's University (Texas), and Hostos Community College (Texas). DA participates in the PMI Program and has hired one Hispanic through it. The Army Corps of Engineers hires Hispanic students through the Student Employment Program as engineers-in-training. These students are rotated throughout the District in which they are hired to get a feel for all aspects of what the Corps does while developing skills and knowledge needed to ultimately fill a target position within the District.

The **Broadcasting Board of Governors (BBG)** implemented specific actions to target recruitment especially of Hispanics, who are underrepresented in the agency. Hispanic employment web sites have been contacted to include recruitment advertisements for BBG jobs. The agency sponsored a Career Job Fair in Washington, DC; over 100 Hispanic students participated. BBG established a partnership agreement with the National Association of Hispanic Federal Executives (NAHFE). The agency hired two Hispanics through the PMI Program.

The **Defense Contract Audit Agency (DCAA)** was involved in a substantial recruitment campaign for entry-level auditors at the GS-5/7 level. DCAA formed a very successful partnership with the OPM Philadelphia Service Center and with OPM's San Juan Service Center. DCAA hired nine HACU interns in FY 2000 and eight Hispanics under the Student Educational Employment Program. Of the 452 auditors who entered on-duty in FY 2000, 14 percent were Hispanics.

The **Defense Finance and Accounting Service (DFAS)** disseminates job vacancies through the Federal Executive Board's Hispanic Employment Program committee. Announcements are mailed and /or faxed to community colleges and universities with a significant number of Hispanic students.

The **Defense Intelligence Agency (DIA)** has developed a Hispanic Employment Plan to improve the representation of Hispanics in its workforce. This strategy will be used to recruit, advance, and retain qualified Hispanic candidates in the Agency's workforce. In FY 2000, DIA sponsored a Collegiate Information Exchange Summit, which provided an opportunity for DIA and HSIs to develop effective relationships. The summit was used as a means to 1) cultivate HSIs as a recruitment source and supplier of talent, 2) cultivate HSIs as suppliers of vendors of products and services that the agency requires to accomplish its mission, and 3) include HSI faculty in academic dialog and partnership efforts. DIA monitors the progress of Hispanic employees through the collection of quarterly data from senior leadership and human resource personnel. This data provides detailed information on the status of Hispanics at the agency, including recruiting/hires, training, career development opportunities, and awards.

The **Defense Logistics Agency (DLA)** has developed a Plan of Action for the HEP, which includes goals and objectives that coincide with OPM's guidelines. DLA maintains an ongoing relationship with professional organizations such as Women in Science and Engineering, NAHFE, and Society of Hispanic Professional Engineers (SHPE) to seek candidates for employment with DLA in professional positions.

The **Office of the Secretary of Defense's (OSD)** report covers activities of 12 Defense organizations. The OSD continues to use two videos and an interactive CD-ROM for external recruitment purposes. The first video, "Careers for the 21st Century," is used to inform participants at career and job fairs at national-level conferences, colleges, and universities about the wide gamut of job opportunities within the Office of the Secretary of Defense and the Defense agencies. The second video and the CD-ROM are entitled "Words of Experience." The video is targeted toward graduate students interested in the PMI Program at OSD. Copies of the CD-ROM are mailed to colleges and universities, specifically targeting Historically Black Colleges and Universities (HBCUs) and HSIs.

The **Environmental Protection Agency (EPA)** developed its Hispanic Outreach Strategy as a result of its first National Hispanic Stakeholder Conference held in 1999. This strategy is based on community partnerships, economic opportunities, education pipeline, and employment and professional advancement. The Hispanic Employment Program Advisory Council in Philadelphia hosted its second annual mentor program for students from a local high school. The students spent six weeks with a mentor/supervisor helping them in their daily technical work. The agency has established agreements with Inter American University of Puerto Rico and with the Polytechnic University of Puerto Rico. It hired 11 Hispanic students under the SCEP. Six Hispanic employees from among 29 interns participated in the EPA Intern Program. This program is a comprehensive entry-level, permanent employment and career development program. The agency has a full-time HEP Manager and around 30 collateral-duty HEP Managers. They are an integral part of the National Recruitment Strategy.

The **Export and Import Bank's (Ex-Im Bank)** Office of Human Resources and the Office of Equal Opportunity and Diversity Programs work collaboratively to develop recruitment methods and sources that help Ex-Im Bank simultaneously meet its agency goals and FEORP objectives. Ex-Im Bank is listed in "The Hispanic Outlook in Higher Education" and in "The Hispanic Business Federal Resource Guide" as a source for job information. Four, or 14.5 percent, of employees participating in its Tuition/Professional Development Program are Hispanics.

The **Federal Communications Commission (FCC)** appointed four Hispanic students under the SCEP. Program participants receive mentoring and career-related classes to enhance their work experience and motivate them to pursue higher education and Federal careers. As the budget permits, students are brought on board in full-time positions after graduation.

The **Department of Health and Human Services (HHS)** hired two Hispanics through the PMI Program. Hispanics made up 160 or 3.7 percent of the new hires, including one hire at the Senior Executive Service (SES) level. Hispanics represented 3.8 percent of the new SES hires. Five Hispanics (12.8 percent) were converted into SES positions during FY 2000. In FY 2000 the Center for Food Safety and Applied Nutrition (CFSAN) funded "Saludos Hispanos" as a recruitment strategy. It is an online recruitment package that includes the capacity to post vacancy announcement on the web and is linked to CFSAN's web site. It also has the capacity to be linked to several universities in Puerto Rico, Panama, and the United States.

The **Department of Housing and Urban Development (HUD)** established a "10-Point Plan" to improve the recruitment and career development of Hispanics. HUD's Annual Performance Plan and Business Operation Plan calls for HUD to increase the percentage of Hispanics in its workforce to 7.3 percent in the year 2001, with additional goal increases as appropriate in future years. Some of the points of this plan include: making recruitment for vacant positions open to all sources, including the SES and managerial positions at grade levels GS-13 through 15; revitalizing the HEP Committee; and participating in the HACU National Internship Program.

The **International Broadcasting Bureau (IBB)** appointed a HEP Manager. The HEP has initiated the development of agency-wide programs to improve opportunities for recruitment, selection, and promotion of Hispanics. During FY 2000, seven (8.5 percent) of the agency's newly hired workforce consisted of Hispanic employees.

The **Department of Labor (DOL)** used a variety of strategies to enhance its outreach efforts and to disseminate information about its job opportunities. These strategies included sponsoring and participating in career fairs and conferences, networking with HSIs and their faculty, placing ads in Hispanic publications, and conducting workshops for targeted audiences. DOL sponsored a very successful career fair at the Inter-American University of Puerto Rico which was co-sponsored by all universities in the Island. The career fair resulted in 330 applicants registered and several offers and hires. DOL conducted workshops for high schools with high concentration of Hispanics. The department hired 20 HACU interns and 27 Hispanics through the Student Educational Employment Program in FY 2000. DOL awarded \$2,436,000 in grants to HSIs for partnership-building and skills training. In FY 2000, DOL assigned two Hispanics to the Senior Executive Service. DOL has a full-time departmental HEP Manager.

The **National Aeronautics and Space Administration (NASA)** continually analyzes the diversity of its workforce to plan targeted recruitment. The agency reviews internal process and systems to determine whether there were any internal barriers precluding the advancement of minority candidates. NASA provides employment information to students, faculty, and the Hispanic community via web sites, Center specific recruitment pamphlets and educational brochures, and the publication, "How to Access Information on NASA's Education Program, Materials, and Services." The Agency's HEP Managers have formulated strategies that will facilitate and provide meaningful work opportunities for students participating in the program. NASA hired 12 Hispanics under the PMI Program. During FY 2000, NASA Centers conducted extensive programs to mentor and motivate young people to pursue higher education and Federal careers. For example, the Johnson Space Center co-sponsored the Hispanic Engineer National Achievement Awards Conference Pre-College Career Day Program for middle and high school students. About 8,000 students attended the program held on the campus of the University of Texas at El Paso.

The **National Credit Union Administration (NCUA)** has determined that women and minorities are underrepresented in the agency's mainstream occupation. To eliminate this underrepresentation, NCUA will continue to utilize an array of recruitment and appointment approaches. It will maintain a close relationship with the American Association of Hispanic CPAs, National Association of Black Accountants, American Association of Women Accountants, and Asian American Certified Public Accountants.

The **Pension Benefit Guaranty Corporation (PBGC)** regularly sends its vacancy announcements to HACU and other organizations with large representation of Hispanics. PBGC had 45 employees who volunteered their time to mentor students at local elementary schools with high Hispanic enrollment.

The **U.S. Nuclear Regulatory Commission (NRC)** has targeted HSIs with majors in engineering and science for recruitment purposes. These schools include the University of New Mexico, Florida International University, and New Mexico State University. In FY 2000, the NRC attended 14 career fairs targeting Hispanic students. The NRC made more than 20 job offers to graduating students at the University of Puerto Rico Career Fair in October 2000.

The **U.S. Office of Personnel Management (OPM)** worked with HACU to bring students attending institutions with high Hispanic enrollment greater access to Federal employment job information. OPM presented the University of Puerto Rico in Carolina, Puerto Rico, with a Federal Employment Information (Touch Screen) Computer Kiosk (each a value of \$13,000). This makes a total of 19 kiosks sponsored by OPM in institutions with high Hispanic enrollment and brought to 69 the total number of kiosks placed in institutions with high Hispanic enrollment and minority-serving institutions throughout the Continental United States and Puerto Rico. OPM, NAHFE, the Department of State, and Department of the Treasury co-sponsored the third Hispanic Executive Summit. The purpose of the meeting was to provide an opportunity for Hispanic executives to discuss their views and ideas for increasing the number of Hispanics in the higher levels of Federal service. OPM signed partnership agreements with the League of Latin American Citizens (LULAC) and Federal Employed Women (FEW). OPM published statistical profiles of Women, Hispanics, Blacks, Asian/Pacific Islanders, and Native Americans in the Federal workforce. By the end of FY 2000, OPM took the lead in the preparation of Executive Order 13171 on Hispanic employment signed by the President on October 6, 2000. OPM awarded a five-year, \$1.8 million contract to HACU to provide recruitment and screening services for referrals and interns for developmental assignments under the HACU National Internship Program. This initiative resulted in 25 HACU Interns for FY 2000.

The **Department of the Treasury** maintained 20 touch screens computer kiosks of which 12 were in HSIs. In FY 2000, Customs had two Hispanic PMI participants and the Financial Management Services converted four interns to permanent full-time positions. Treasury reported that two GS-15 Hispanics are pursuing career development assignments, one of whom was selected for the SES Candidate Development Program.

AGENCIES REQUIRED TO SUBMIT REPORTS

Agency for International Development
Agriculture, Department of
Air Force, Department of the
American Battle Monuments Commission
Architectural and Transportation Barriers Compliance Board
Army, Department of
Broadcasting Board of Governors
Commerce, Department of
Committee for Purchase for the Blind and Other Severely Handicapped
Commission on Civil Rights
*Commission on Fine Arts
Commodity Futures Trading Commission
Consumer Product Safety Commission
*Corporation for National Service
Court Services and Offender Agency
Defense Contract Audit Agency
Defense Education Activity
Defense Finance and Accounting Service
Defense Information Systems Agency
Defense Inspector General
Defense Intelligence Agency
Defense Security Service
Defense Logistics Agency
Defense Threat Reduction Agency
Defense, TRICARE
Defense, Office of the Secretary of Defense
Defense, Uniformed Services University of the Health Sciences
Education, Department of
Energy, Department of
Environmental Protection Agency, U.S.
Equal Employment Opportunity Commission
Export-Import Bank of the U.S.
Farm Credit Administration
Federal Communications Commission
Federal Emergency Management Agency
Federal Housing Finance Board
Federal Labor Relations Authority

Federal Maritime Commission
Federal Retirement Thrift Investment Board
*Federal Trade Commission
General Services Administration
Office of Government Ethics
*Harry S. Truman Scholarship Foundation
Health and Human Services, Department of
Holocaust Memorial Council
Housing and Urban Development
*Interior, Department of
International Trade Commission
Justice, Department of
Labor, Department of
National Aeronautics and Space Administration
*National Archives and Records Administration
National Credit Union Administration
National Endowment for the Arts
National Endowment for the Humanities
National Labor Relations Board
*National Science Foundation
National Transportation Safety Board
*Navy, Department of the
Nuclear Regulatory Commission
Nuclear Waste Technical Review Board
Occupational Safety and Health Review Commission
Office of Personnel Management
Pension Benefit Guaranty Corporation
Securities and Exchange Commission
Selective Service System
Small Business Administration
Social Security Administration
State, Department of
Transportation, Department of
Treasury, Department of the
Veterans Affairs, Department of

* These agencies did not submit reports.