



## Hispanic Employment Issues

A number of documents generated from the GAO, OPM, Presidential Executive Orders, OPM, DHHS Office of Secretary, and other government studies have all surfaced in the last few year and reveal that Hispanic Americans remain the only under-represented minority group among all federal agencies, specifically within the DHHS.

- 1) The Equal Employment Opportunity Commission and the Social Security Administration are launching a study group to better understand the problems that Hispanics face in getting hired and promoted in the government (May 22, 2008).
- 2) Data on Hispanic Representation in the Federal Workforce, GAO-07-493R (May 18, 2007).
- 3) OPM's Sixth Annual Report to the President on Hispanic Employment in the Federal Government (2006).
- 4) GAO Survey of 37 federal agencies sought to identify best practices to recruit, retain, and hire Hispanic employees (2005).
- 5) OPM 10 Point Plan to Improve the Recruitment of Hispanics provides guidelines on how to recruit Hispanic into the federal workforce (September 1999).

## HHS Efforts to Address Hispanic Under-representation

- 1) Presidential Executive Order – White House Initiative on Educational Excellence for Hispanic Americans calls for full participation of Hispanics in all federal supported programs, including the use of programs that can enhance the employment of Hispanics within HHS.
- 2) DHHS Annual Forums on Hispanic Employment in the last three years have made recommendations and have identified best practices to increase Hispanics including employment.
- 3) In 2005, the Secretary Leavitt established the National Hispanic Employment Initiative and charged it with the development of a Department wide plan that would focus on strategies to increase Hispanic employee representation among the DHHS workforce.



**Recommendations:**

- 1) Implement the National Hispanic Employment Initiative-use existing studies that support promising practices or best practices in employing Hispanics.
- 2) Utilize the political appointment process to appoint Hispanics to policy and decision making positions.
- 2) Partner with HEO, other outside Hispanic organizations, and recruitment firms to recruit Hispanics to explore employment opportunities within HHS.
- 3) Maximize the use of HACU program, Student Career Experience Program, Presidential Management Fellows, Emerging Leaders Program as tool to employ Hispanics.
- 5) Hire a Department-wide Hispanic Employee Program Manager to assist in coordinating and executing these cited recommendations.

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